







## TOP 5 JOBS IN EUROPE




### 1) Finance and sales associate professionals

-  11,800 Vacancies
-  2,800 Vacancies
-  2,800 Vacancies




### 2) Shop salespersons and demonstrators

-  6,200 Vacancies
-  1,800 Vacancies
-  1,300 Vacancies




### 3) Personal care and related workers

-  21,600 Vacancies
-  12,500 Vacancies
-  1,200 Vacancies

### 4) Stall and market salespersons

-  20,000 Vacancies
-  4,000 Vacancies
-  800 Vacancies

### 5) Modern health associate professionals

-  7,600 Vacancies
-  2,900 Vacancies
-  500 Vacancies

Based on figures of the EURES Job Mobility Portal (11 January 2011)

## HIGHLIGHTS

### ▶ Jobs on rising demand:

- ✓ cashiers, tellers and related clerks
- ✓ sales and marketing managers, as well as finance and administration department managers
- ✓ housekeeping and restaurant services workers
- ✓ office clerks with general clerical duties
- ✓ electrical and electronic equipment mechanics and fitters

>> Read more on page 3

### ▶ Opportunities for heavy lorry drivers: As the East West exports and imports revive, the demand for heavy lorry drivers in Slovenia, the Czech Republic, Lithuania, Poland and Slovakia is increasing.

### ▶ Healthcare professionals are in demand in Ireland, Norway and Finland.

>> Read more on pages 4 and 13

### ▶ Permanent Europe-wide demand for workers in catering, sales and personal services.

>> Read more on page 11

### ▶ Special Focus in this second issue - Ireland, Finland and Slovenia. Finland has the most prominent jobs opportunities.

>> Read more on page 14

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## Further information

- ▶ [European Vacancy Monitor](#)
- ▶ [Quarterly Labour Market Review](#)

## A new Information Source

One of the main features of the European Union is its diversity. We can see this in the labour markets. The situation varies not just across the countries of the EU, but the regions within the member states are also very different.

A problem common to all member states is a more or less pronounced “labour market mismatch“. The mismatches reflect the difference between supply and demand for jobs, the existing skills of those willing and able to work, and the needs of business. So, one possible way to deal with this is to encourage labour mobility between countries and regions.

One way to encourage labour mobility is to provide the public with regular up-to-date information on short-term trends on the European and national labour markets so that jobseekers know where the best employment possibilities are.

As unemployment levels are still rising in some European countries, while others are experiencing a rising labour demand and/or mismatches, monitoring changes in European labour markets and producing accurate, up to date information on employment trends, job vacancies and related factors has become crucial as never before. Once a jobseeker is equipped with this information, he/she can make a better decision as how to benefit from the diversity of the European job market.

To help facilitate this, under the ‘New Skills for New Jobs Initiative’, the European Commission has launched the “Monitoring Labour Market Developments in Europe” project. The general idea of the project is to create a monitoring and information system, which will allow us to identify trends in occupational and skills demand, and could be used as an early warning tool for recognising labour shortages. At the heart of the project lies an analysis of job vacancies, using a wide range of sources to produce the relevant data. Disseminating the results of the analysis is expected on a quarterly basis through two different publications - the European Vacancy Monitor (EVM) and the European Job Mobility Bulletin (EJMB). By aiming our publications at

different groups, we expect that both publications help to promote labour mobility and to plan policy decisions in Europe.

*The European Vacancy Monitor puts data scattered across a wide variety of sources into one single comprehensive picture.*

The [European Vacancy Monitor](#) is targeted at a broad audience and seeks to contribute to policy development and the functioning of labour markets. Key sources of information are the Public Employment Services (PES), the national statistical offices, temporary work agencies, online recruitment services and research institutions. Some information is also collected by international bodies like Eurostat, the Statistical Office of the European Communities and Eurociett, the European Confederation of Private Employment Agencies. The most recent data on job vacancies, job finders and hiring will provide insight into areas of growth and areas where recruitment difficulties reflect a mismatch of needs and supply.

*The European Job Mobility Bulletin focuses on recent changes in one particular part of the European job market.*

The European Job Mobility Bulletin is a guide for EURES advisers and jobseekers. The European Job Mobility Bulletin presents the results of the analysis of job vacancies registered by PES and channelled to the EURES Job Mobility Portal (<http://eures.europa.eu>). This site is up-dated on a daily basis and provides real-time information of general interest. Anyone can use the online “search for a job” tool, and get a list of job vacancies at any one time. However, the pattern of change in the vacancy market during any time period is hardly visible on the portal. It is therefore an advantage that data on job vacancies posted on the EURES portal is accumulated in the EURES database. This makes it possible to examine the data and on the basis of the results to explain changes in the pattern of vacancies overtime, as presented in this European Job Mobility Bulletin.

## Country acronyms in tables and charts:

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

## Useful guide for mobile job seekers: 'Top 5' job vacancies in Europe

According to the data of the EURES Portal on 11th January (ISCO\* 3-digit), the Top 5 occupational groups most in demand in Europe are:

1. Finance and sales associate professionals
2. Shop salespersons and demonstrators
3. Personal care and related workers
4. Stall and market salespersons
5. Modern health associate professionals\*\* (except nursing)

*\*clarification of the ISCO is given at the end of Table 1, page 6*

*\*\* comprising sanitarians, dieticians and nutritionists, optometrists and opticians, physiotherapists, and etc.*

In comparison to the Top 5 jobs identified in November 2010 (in the first issue of the European Job Mobility Bulletin), the January 2011 list has not changed dramatically. Finance and sales associate professionals kept the leading position, while shop salespersons and demonstrators, together with personal care and related workers, remain in the top five most required employees in Europe.

According to the ranking of job offers announced on the EURES Portal, the next five occupations are:

1. Cashiers, tellers and related clerks
2. Sales and marketing managers, as well as finance and administration department managers (both of these come under the 3-digit ISCO group "Other department managers")
3. Housekeeping and restaurant services workers (especially, cooks, waiters, waitresses and bartenders)
4. Office clerks with general clerical duties (this comes under the 3-digit ISCO group "Other office clerks")
5. Electrical and electronic equipment mechanics and fitters

A variation in the pattern of any national Top 5 from that of Europe as a whole is to be expected given the different mismatches of labour supply and demand in all the different countries. Moreover, the search results vary between countries, because some of them transfer all their data on job vacancies registered with national Public Employment Services to the European Job Mobility Portal, while others do not. For these countries, the number of job vacancies posted on the EURES Portal is limited to those where employers have said they can be advertised internationally.

**Table1. Top 5 job vacancies announced in EURES Portal, 11 January 2011**

| Country               | Top 5 jobs per country (ISCO 3-digit)   | Country        | Top 5 jobs per country (ISCO 3-digit)  |
|-----------------------|---|----------------|--|
| <b>Austria</b>        | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Shop salespersons and demonstrators</li> <li>3. Physical and engineering science technicians</li> <li>4. Machinery mechanics and fitters</li> <li>5. Finance and sales associate professionals</li> </ol>  | <b>Greece</b>  | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Office clerks with general clerical duties</li> <li>4. Motor-vehicle drivers</li> <li>5. Other personal services workers</li> </ol>   |
| <b>Belgium</b>        | <ol style="list-style-type: none"> <li>1. Assemblers</li> <li>2. Secretaries and keyboard-operating clerks</li> <li>3. Office clerks with general clerical duties</li> <li>4. Machinery mechanics and fitters</li> <li>5. Cashiers, tellers and related clerks</li> </ol>   | <b>Spain</b>   | <ol style="list-style-type: none"> <li>1. Architects, engineers and related professionals</li> <li>2. Sales and marketing managers, as well as finance and administration department managers</li> <li>3. Finance and sales associate professionals</li> <li>4. Artistic, entertainment and sports associate professionals</li> <li>5. Business professionals</li> </ol> |
| <b>Czech Republic</b> | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Motor-vehicle drivers</li> <li>4. Blacksmith, tool-makers and related trades workers</li> <li>5. Architects, engineers and related professionals</li> </ol>  | <b>Finland</b> | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Personal care and related workers</li> <li>4. Building caretakers, window and related cleaners</li> <li>5. Shop salespersons and demonstrators</li> </ol>   |
| <b>Cyprus</b>         | <ol style="list-style-type: none"> <li>1. Domestic and related helpers, cleaners and launderers</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Metal moulders, welders, sheet-metal workers, structural-metal preparers</li> <li>4. Food processing and related trades workers</li> <li>5. Machinery mechanics and fitters</li> </ol> | <b>Germany</b> | <ol style="list-style-type: none"> <li>1. Building finishers and related trades workers</li> <li>2. Electrical and electronic equipment mechanics and fitters</li> <li>3. Personal care and related workers</li> <li>4. Architects, engineers and related professionals</li> <li>5. Machinery mechanics and fitters</li> </ol>   |

**Table1. Top 5 job vacancies announced in EURES Portal, 11 January 2011**

| Country           | Top 5 jobs per country (ISCO 3-digit)  | Country         | Top 5 jobs per country (ISCO 3-digit)   |
|-------------------|--|-----------------|---|
| <b>Denmark</b>    | <ol style="list-style-type: none"> <li>1. Personal care and related workers</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Domestic and related helpers, cleaners and launderers</li> <li>4. Shop salespersons and demonstrators</li> <li>5. Pre-primary education teaching associate professionals</li> </ol>   | <b>Ireland</b>  | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Personal care and related workers</li> <li>4. Sales and marketing managers, as well as finance and administration department managers</li> <li>5. Domestic and related helpers, cleaners and launderers</li> </ol> |
| <b>Italy</b>      | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Finance and sales associate professionals</li> <li>3. Office clerks with general clerical duties</li> <li>4. Physical and engineering science technicians</li> <li>5. Shop salespersons and demonstrators</li> </ol>  | <b>Norway</b>   | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators</li> <li>2. Personal care and related workers</li> <li>3. Production and operation department managers</li> <li>4. Nursing and midwifery associate professionals</li> <li>5. Physical and engineering science technicians</li> </ol>  |
| <b>Lithuania</b>  | <ol style="list-style-type: none"> <li>1. Motor-vehicle drivers</li> <li>2. Architects, engineers and related professionals</li> <li>3. Business professionals</li> <li>4. Machinery mechanics and fitters</li> <li>5. Housekeeping and restaurant services workers</li> </ol>   | <b>Poland</b>   | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators</li> <li>2. Finance and sales associate professionals</li> <li>3. Building caretakers, window and related cleaners</li> <li>4. Motor vehicles drivers</li> <li>5. Domestic and related helpers, cleaners and launderers</li> </ol>  |
| <b>Luxembourg</b> | <ol style="list-style-type: none"> <li>1. Sales and marketing managers, as well as finance and administration department managers</li> <li>2. Housekeeping and restaurant services workers</li> <li>3. Finance and sales associate professionals</li> <li>4. Architects, engineers and related professionals</li> <li>5. Physical and engineering science technicians</li> </ol> | <b>Portugal</b> | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Textile, garment and related trades workers</li> <li>3. Finance and sales associate professionals</li> <li>4. Metal moulders, welders, sheet-metal workers, structural-metal preparers</li> <li>5. Blacksmith, tool-makers and related trades workers</li> </ol>         |

**Table1. Top 5 job vacancies announced in EURES Portal, 11 January 2011**

| Country     | Top 5 jobs per country (ISCO 3-digit)   | Country        | Top 5 jobs per country (ISCO 3-digit)   |
|-------------|---|----------------|---|
| France      | <ol style="list-style-type: none"> <li>1. Production and operation department managers</li> <li>2. Finance and sales associate professionals</li> <li>3. Housekeeping and restaurant services workers</li> <li>4. Sales and marketing managers, as well as finance and administration department managers</li> <li>5. Street vendors and related workers</li> </ol> | Slovenia       | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Finance and sales associate professionals</li> <li>3. Motor vehicles drivers</li> <li>4. Shop salespersons and demonstrators</li> <li>5. Business professionals</li> </ol>                                     |
| Netherlands | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Physical and engineering science technicians</li> <li>3. Building finishers and related trades workers</li> <li>4. Machinery mechanics and fitters</li> <li>5. Housekeeping and restaurant services workers</li> </ol>  | Slovakia       | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Blacksmith, tool-makers and related trades workers</li> <li>3. Motor-vehicle drivers</li> <li>4. Finance and sales associate professionals</li> <li>5. Physical and engineering science technicians</li> </ol> |
| Sweden      | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Shop salespersons and demonstrators</li> <li>3. Business professionals</li> <li>4. Architects, engineers and related professionals</li> <li>5. Physical and engineering science technicians</li> </ol>  | United Kingdom | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals</li> <li>2. Shop salespersons and demonstrators</li> <li>3. Client information clerks</li> <li>4. Stall and market salespersons</li> <li>5. Cashiers, tellers and related clerks</li> </ol>                                   |

**Note:**

1. 'Top 5 job vacancies' are not given for Bulgaria, Estonia, Hungary, Iceland, Malta, Latvia, Liechtenstein and Romania, as the total number of job vacancies advertised on the EURES Portal at the middle of January for these countries was not significant.
2. ISCO - International Standard Classification of Occupations allows the set of duties and tasks performed by one person at his workplace to be grouped into occupational groups. A 1-digit code indicated a Major Group, which is further defined into subheadings through the use of a 2 and then 3-digit code. The occupation itself has a 4-digit code.
3. Sales and marketing managers, as well as finance and administration department managers come under the ISCO 3-digit level occupational group "Other department managers"
4. Office clerks with general clerical duties come under the ISCO 3-digit level occupational group "Other office clerks".

So, there are plenty of opportunities in Europe for jobseekers who have the relevant skills, if they can speak the language of the new country and if they are prepared to move abroad.

A jobseeker can consult a EURES adviser to help him/her take the best and the most carefully thought out decision. The contact details of the EURES Advisers can be found on the EURES Portal (<http://eures.europa.eu>).

Before moving to another country, it is important to discuss the nature of the employment contracts in that country, and the experience and qualifications that are required as well as the possible salary.

## Current Trends in the Job Vacancy Market

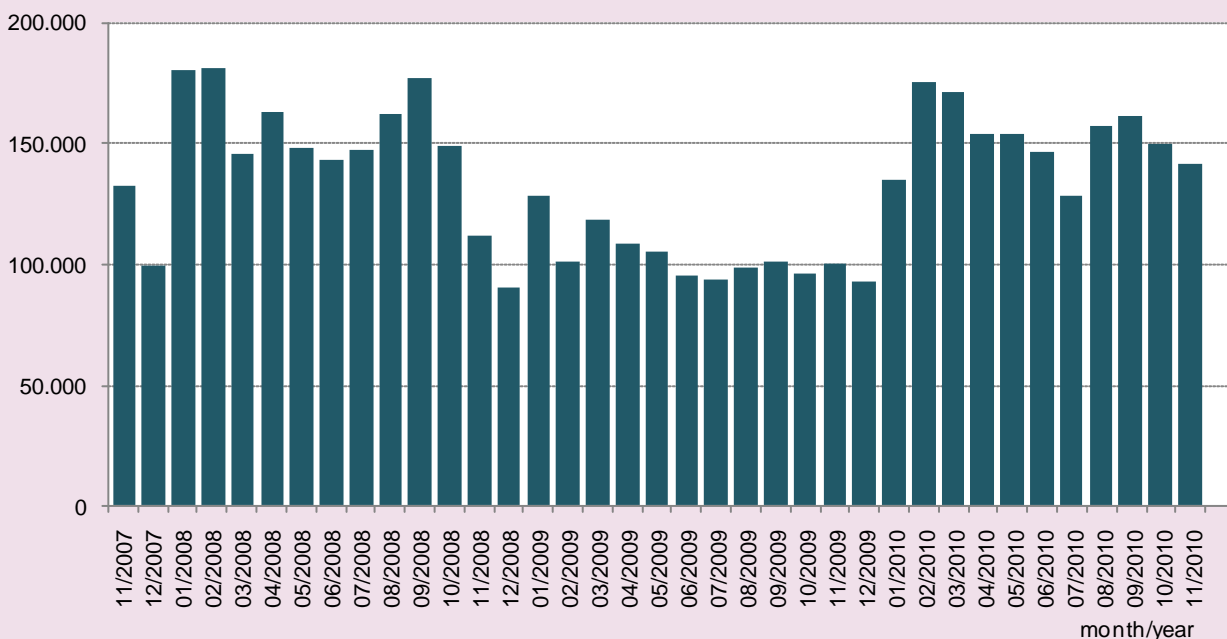
The EURES database covers only one segment of the broader job vacancy market because it only operates using vacancies registered with national PES.

The size of this segment differs from country to country. Comparing the total number of vacancies reported by Eurostat with the Job Vacancy Survey, the number of vacancies covered by national PES varies from 30% to almost 90% of the national job vacancy market.

In the second issue of the European Job Mobility Bulletin, EURES database statistics up to November 2010 were used, as well as the information taken from the EURES Job Mobility Portal from 10th-12th January 2011.

According to the EURES database, between November 2007 and November 2010, 4.8 million job vacancies throughout Europe were advertised on the EURES Portal. 1.8 million vacancies were announced in the period November 2007- November 2008; in 2008-2009 the number dropped to 1.2 million, but it went up again to 1.8 million in 2009-2010.

Chart 1. Development of new vacancies posted on EURES, November 2007 - November 2010



Seasonality is presented in the overall vacancy time series. The number of new vacancies tends to peak at the beginning of the year and after the summer vacations' period. It tends to decline, correspondingly, by mid-summer and at the end of the year. Source: EURES database

*The evolution of the number of vacancies posted on the EURES Portal shows the impact of the economic crisis on the European labour market.*

As Chart 1 shows, in 2009 the number of monthly job vacancies in the EU fell significantly and only started to rise again in 2010. From 2008 to 2009, the monthly average of newly posted job vacancies in the EU dropped from 150,000 to 100,000. During 2010 the situation improved.

While at the beginning of the year, the trend may have seemed unstable, by autumn the number of new vacancies announced on the EURES Portal again reached the vacancy level before the crisis. This develops confidence in the stability of the current situation, despite the slight dip in numbers in October and November 2010 which (as it could be noticed in Chart 1) is expected at the end of year cycle.

*For some countries the number of new job announcements remained high even during recession*

Changes in numbers of job announcements varied

greatly from country to country during the crisis as companies behaved very differently. Comparing the period November 2008 - November 2009 to the same period in 2007-2008:

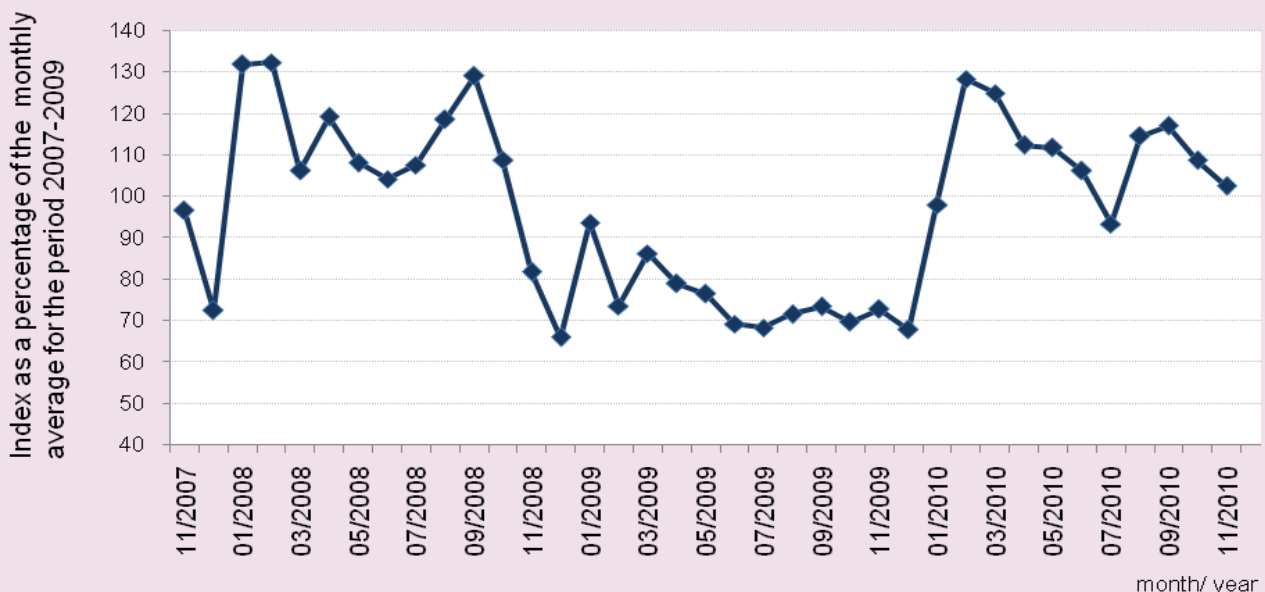
- ▶ in three countries (Belgium, France and Poland) the number of vacancies posted on to the EURES Portal showed an increase;

- ▶ three countries experienced a significant fall in new job announcements posted on EURES (the Czech Republic 51%, Denmark 43% and Finland 26%) but they still kept their high ranking in the EURES database.

- ▶ in contrast, Estonia, Greece, Hungary, Lithuania, Latvia and Slovakia almost reached 100% negative change in the number of job vacancies announced during that year. Practically no job vacancies (less than 60) were posted by Estonia, Lithuania, Latvia, Portugal and Slovakia during the year from November 2008 to November 2009, which might be mostly due to the economic recession.

It is also worth noting that in the period November 2007 - November 2009, the number of job vacancies posted on the EURES Portal by Austria, Ger-

**Chart 2. EURES Job Vacancy index, November 2007 - November 2010**



*The EURES JV index is calculated by comparing the number of vacancies announced on the EURES Portal during a particular month with the monthly average in 2007-2009. Peaks (every March and September) and drops (every July and November) are due to the seasonal effect. Source: EURES database*



many and France was relatively low. Most bly, businesses there tried to adapt to the recession by getting the best use of their staff through re-distributing their workload, and multi-functioning. This would mean that fewer new vacancies were advertised.

### *An overall recovery in Europe, though not in all countries*

The situation has changed in 2010. In eighteen countries (AT, BE, BG, CZ, DE, EE, FI, FR, GR, IE, IT, LT, LV, PL, PT, SE, SI and SK), the number of vacancies announced on the EURES Portal between November 2009 and November 2010 showed an increase over the previous twelve months. Obviously, the pace and range of improvement varies between countries. The leaders of the process are Finland, Poland and Sweden. No other countries posted around 400,000 new vacancies on the EURES Portal during a year. For some other countries like CY, HU, IS, NL and RO, the number of job announcements on EURES during the last year (November 2009 to November 2010) decreased by more than 70% in comparison to the year before. For CY, HU, IS and NL, this meant a further decrease in comparison with the previous year. For Romania and the Netherlands, which had a quite high number of annual job announcements in preceding period, this could simply be a lag in the effect of the recession on the job vacancy market.

In general, for ten countries (CY, EE, GR, HU, IS, LT, NL, RO, SK and UK) the number of the newly posted job vacancies on EURES within the recovering period (November 2009 - November 2010) is about 70% lower than for the pre-recession period (November 2007-November 2008). For every country this trend could be caused by different reason: further deterioration of the economic situation, or a recovery without creation of new jobs, or could simply be statistical as the announcement of vacancies was not reflected on the EURES Portal.

### *A positive though fragile revival mirrored by the EURES Job Vacancy Index*

Overall, there is a rise in new vacancies posted on the EURES Portal. So the situation is improving. The positive changes during first three quarters of 2010 can be seen in Chart 2 which shows the evo-

lution of the EURES Job Vacancy index (JV index) over the last three years. This index is calculated by comparing the number of vacancies announced during a particular month with the monthly average calculated for the period 2007-2009.

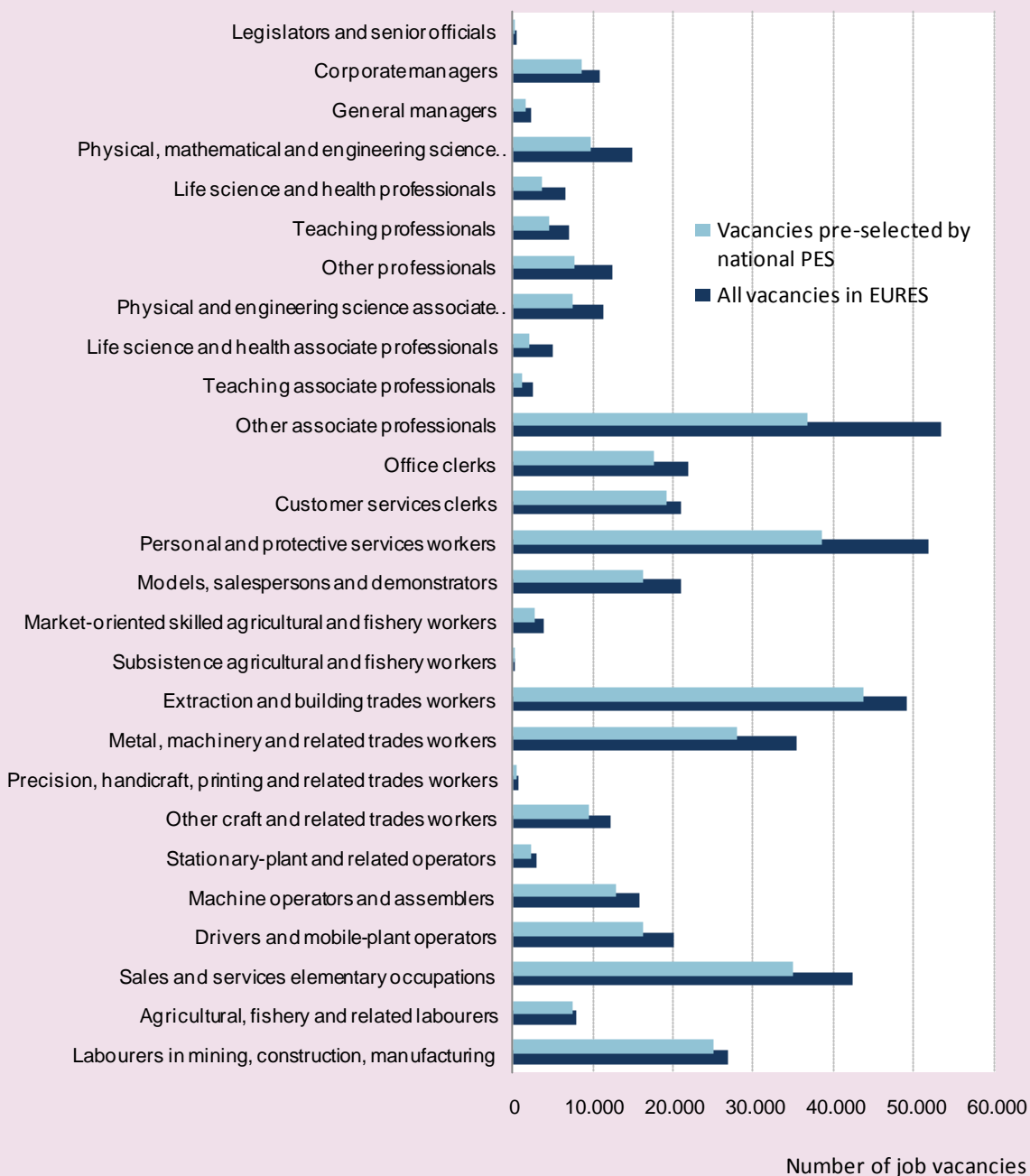
According to the data on the EURES Job Mobility Portal, in January 2011 the total number of vacancies available during a day fluctuated between 800,000 and 900,500.

### *The variety of job vacancies in EURES reflects the preferences of employers*

The distribution of vacancies by occupational groups (classified by the 2-digit ISCO code) is shown in Chart 3. It is perhaps worth repeating here that job vacancies posted by countries on the EURES Portal differ not only because of the different labour market demand, but also because countries apply different approaches with regard to EURES. Only PESSTAT countries show all vacancies registered with PES in the European Job Mobility Portal. Other countries make a pre-selection and only transfer a limited number of vacancies. Here, a decisive voice is of an employer. He says whether a vacancy is to be announced only on the national level (e.g. at the web-site of the national PES), or also internationally - on the EURES Job Mobility Portal.

Contrary to the widely held belief, job vacancies announced on the EURES Portal are in fact more or less equally distributed between non-manual and manual jobs (categorisation of the types of jobs and its link with ISCO is explained in Table 2). However, as Chart 3 shows, job vacancies for the high skilled non-manual sector, e.g. legislators, managers and professionals is much less represented in the EURES Portal than low skilled non-manual and skilled manual jobs. This becomes even more evident if you limit the analysis to only those vacancies pre-selected by national PES. This could be explained differently: either because of the limited demand for top and general managers, teachers, doctors, engineers, architectures and other professionals or because employers announce vacancies for the professionals not with PES. They could use private employment services (including on-line engines), mass-media or their own company web-site.

**Chart 3. EURES Portal - Vacancies per occupational groups (ISCO 2-digit), 3<sup>rd</sup> Quarter 2010**



*PESSTAT countries (= the Czech Republic, Denmark, Ireland, Finland, Slovenia and Sweden) show all vacancies registered with PES on the European Job Mobility Portal. Other countries make a pre-selection: the number of job vacancies posted on the EURES Portal is limited to those where employers have said they can be advertised internationally*

Source: EURES database

## Most demanded occupations in services

As the first issue of the European Job Mobility Bulletin showed, there are certain job categories that are permanently in high demand in the European labour market. Europe-wide, this includes waiters and waitresses, bartenders; cooks; helpers and cleaners (in offices, hotels and other establishments); receptionists and information clerks, as well as shop salespersons and demonstrators.

According to the EURES database (Chart 4), the demand for these jobs has remained high over time. The number of monthly available job vacancies for each of these occupational groups (classified by the 3-digit ISCO code) never falls below 15,000. Seasonal effect (higher demand during summer period) is mostly obvious for the occupational group 'housekeeping and restaurant service workers' comprising housekeepers, waiters and waitresses, bartenders and cooks. In general, peaks occur rarely. The one arisen in February 2010 for personal care and related workers is due to a sharp increase of demand for these jobs in Sweden: from 1,000 vacancies

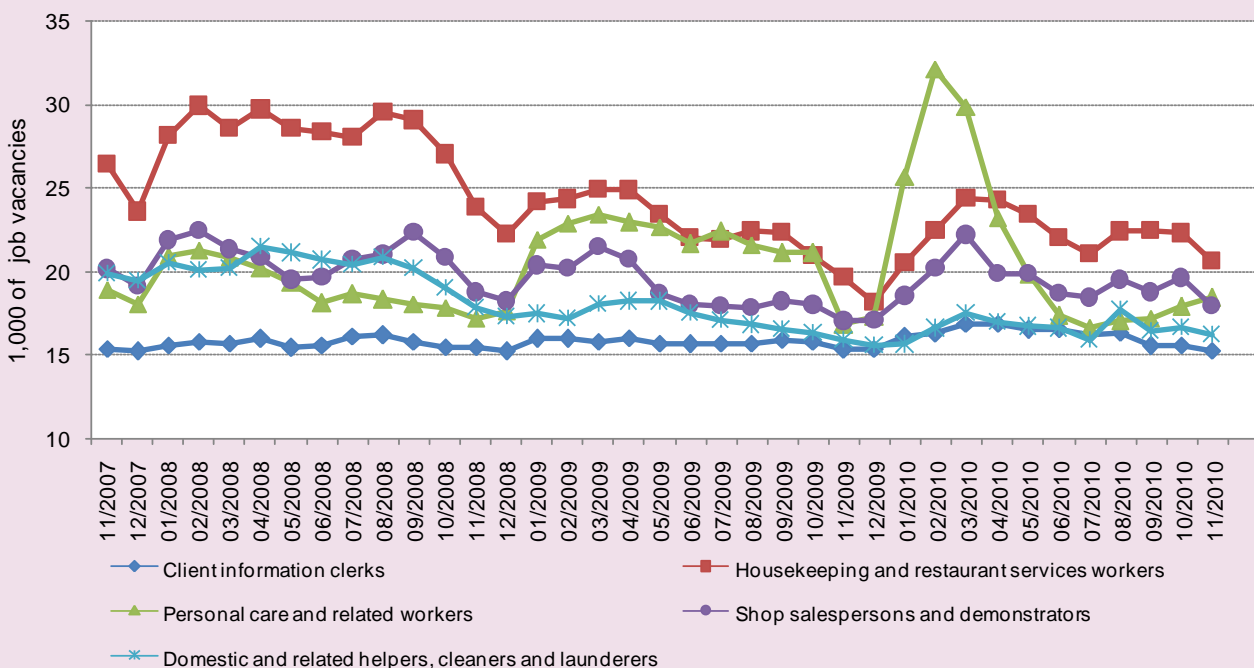
posted on EURES in December to over 8,000 and 13,000 vacancies posted in January and February.

The EURES Job Mobility Portal on 11 January 2011 showed the following vacancies by occupation:

- Shop salespersons and demonstrators (55,800 vacancies)
- Personal care and related workers (38,600 vacancies):
  - ✓ child-care workers (16,800 vacancies),
  - ✓ institution-based personal care workers (17,200 vacancies),
- Housekeeping and restaurant services workers (31,500 vacancies):
  - ✓ waiters and waitresses, bartenders (14,500 vacancies)
  - ✓ cooks (17,000 vacancies)
- Client information clerks (27,900 vacancies)
- Domestic and related helpers, cleaners and launderers (23,800 vacancies).

The demand for shop salespersons and demon-

**Chart 4. Evolution of vacancies for jobs 'on permanent high demand' (ISCO 3-digit), 2007-2010**



Source: EURES database

strators are most prominent in Germany (6,200 vacancies), Austria (1,800 vacancies), France (1,300 vacancies), and the Netherlands (1,000 vacancies).

For the moment, the highest need for personal care and related workers (proportionally to the total number of vacancies notified by the country) is identified in Denmark, Finland, Iceland, Ireland, and Norway.

Waiters and waitresses are in high demand in Austria (2,600 open vacancies), Germany (4,500 vacancies), and the United Kingdom (over 4,300 vacancies). Cooks are mostly welcome in the UK (about 6,400 vacancies), Germany (over 4,700 vacancies), Austria (1,700 vacancies), and France (over 1,200 vacancies).

The number of vacancies for domestic and related helpers, cleaners and launderers is also in the thousands in Germany, the United Kingdom, France and the Netherlands.

***Job vacancies difficult to fill are not only in services but also in the construction sector***

In several sectors, labour shortages became more and more evident in the last two years. According to the EURES database, there are plenty of occupations where a search for the right employee takes more than a month. This form of discrepancy between labour demand (the needs of businesses) and labour supply (a population with relevant skills) is called a bottleneck.

Bottlenecks usually happen in occupations where there is a permanent high demand, but sometimes they can occur in other situations. They are sometimes called a “conditional labour shortage”. PES report that these situations usually occur due to a general low motivation among a certain proportion of the registered unemployed to go to work, or, when local job seekers are not interested in taking jobs due to a combination of low pay and poor working facilities like seamstresses, or any monotonous work on an assembly line. Vacancies could be also hard to fill, for example where employers expect a narrow specialisation or a qualification

in a broader professional field from potential employees. In these cases, the problem can be solved through additional training.

According to the EURES database, at the end of the second quarter of 2010 the ‘most difficult to fill’ occupations were in services and in unskilled work known as ‘elementary jobs’:

1. Shop salespersons and demonstrators
2. Housekeeping and restaurant services workers
3. Client information clerks
4. Domestic and related helpers, cleaners and launderers
5. Personal care and related workers

However, by the end of the third quarter of 2010 the situation had changed. Some labour shortage occurred in construction sector.

The Top 5 ‘most difficult to fill’ occupations were (in descending order):

1. Building frame and related trades workers
2. Finance and sales associate professionals

**Table 2. Correspondence between type of job and occupations**

| Type of job                   | Major occupational groups (ISCO 1-digit)   |
|-------------------------------|--|
| <b>Skilled non-manual</b>     | Legislators, senior officials and managers<br>Professionals<br>Technicians and associate professionals                     |
| <b>Low skilled non-manual</b> | Clerks<br>Service and shop and market sales workers  |
| <b>Skilled manual</b>         | Skilled agricultural and fishery workers<br>Craft and related trades workers<br>Plant and machine operators and assemblers |
| <b>Elementary</b>             | Elementary   |

3. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers
4. Housekeeping and restaurant services workers
5. Client information clerks

**All in all, demand for the skilled worker remains high**

According to the EURES database, in the third quarter of 2010, there was highest demand for skilled manual occupations (Chart 5), but also a significant number of vacancies for skilled and low skilled non-manual occupations. The distribution of these vacancies did not change much in comparison to the preceding quarter.

The correspondence determined between ten major occupational groups (ISCO 1-digit) and type of job (activity) is shown in Table 2, page 12.

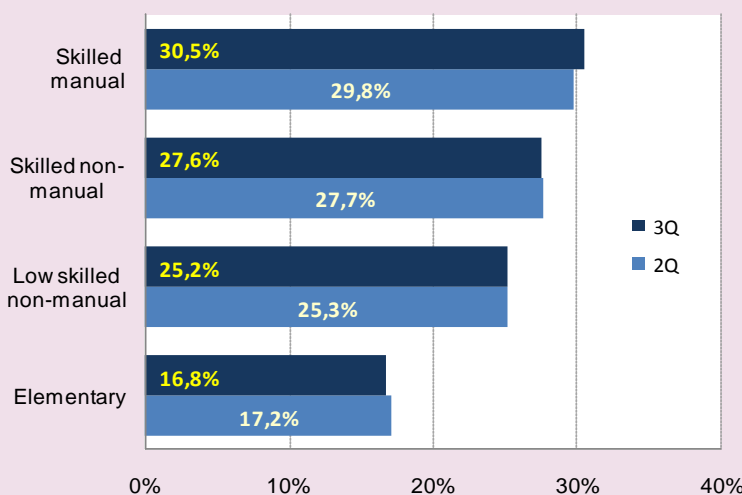
**Special focus: Job opportunities in Ireland, Finland and Slovenia**

The section gives some useful detailed information about job vacancy developments in Ireland, Finland and Slovenia. These three countries were chosen because together with the Czech Republic, Denmark and Sweden, they belong to the group of six countries whose national Public Employment Services (PES) transfer all their data on job vacancies onto the European Job Mobility Portal. They share this information with everyone in Europe, and provide all European job seekers with an opportunity for a wider job search.

In this section, we have information for each of these countries on:

- The number of job vacancies posted monthly onto the EURES Job Mobility Portal and their

**Chart 5. Distribution of job vacancies by type of job, 2<sup>nd</sup> and 3<sup>rd</sup> Quarter 2010**



*Categorisation of the types of jobs and its link with ISCO is explained in Table 2.*

*Source: EURES database*

distribution by type of job (based on data from the EURES database)

- The variety of contracts offered (EURES database data from the third quarter of 2010)
- The Top 5 list of the most demanded occupations (EURES Job Mobility Portal on January 11th 2011, ISCO 3-digit)
- Trends of the Top 5 for the last four years (EURES database, ISCO 3-digit)
- The regional distribution of job vacancies notified on January 11th 2011
- Labour shortage (based on the EURES database of the third quarter of 2010, ISCO 3-digit)

To sum up the comparison of the three focus-countries, there are much more differences than similarities in the job vacancy situation. The table of the Top 5 occupations in January 2011 for these selected countries (Table 3) also shows this.

The main similarity for all three countries is that finance and sales associate professionals, as well housekeeping and restaurant services workers are in demand. This corresponds to the general pattern in the Top 5 for Europe as a whole. The third position in the list is identical for Ireland and Finland, but different to Slovenia. Here, the demand for motor vehicles drivers (particularly for heavy truck and lorry drivers) increased during the last year is much similar to the trend in other new Member States (CZ, LT, PL, SK - see Table 1) and, most probably, caused by increasing export/import flows and rapid development of logistic infrastructure.

The healthcare sector in both Ireland and Finland needs professionals.

The distribution of job vacancies by type of contract is not similar in these countries. Every second job vacancy in Finland has a permanent full-time contract. On the contrary, in Slovenia, 80% of available jobs are for temporary full-time contracts.

**Table 3. Top 5 occupations (ISCO 3-digit) for Ireland, Finland and Slovenia, 11 January 2011**

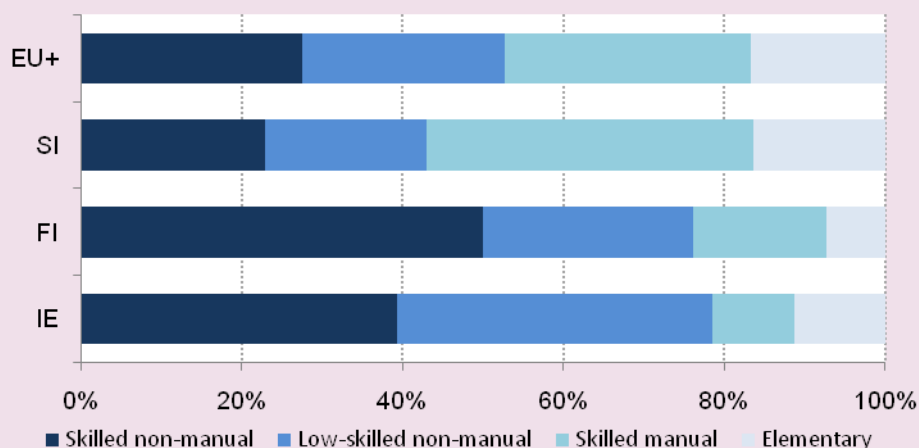
|                       | <i>Ireland</i>   | <i>Finland</i>                                   | <i>Slovenia</i>                              |
|-----------------------|--|--|--|
| <b>1<sup>st</sup></b> | Finance and sales associate professionals  |  | Housekeeping and restaurant services workers |
| <b>2<sup>nd</sup></b> | Housekeeping and restaurant services workers                                     |  | Finance and sales associate professionals    |
| <b>3<sup>rd</sup></b> | Personal care and related workers  |  | Motor vehicle drivers                        |
| <b>4<sup>th</sup></b> | Sales and marketing managers, and finance and administration department managers | Building caretakers, window and related cleaners | Shop salespersons and demonstrators          |
| <b>5<sup>th</sup></b> | Domestic and rel. helpers, cleaners and launderers                               | Shop salespersons and demonstrators              | Business professionals                       |

Source: EURES Portal

Also, there is a different pattern in the distribution of vacancies available on the EURES Portal by type of job (Chart 6) in the selected countries and, in general, in Europe. Skilled non-manual jobs are more demanded in Ireland and Finland. Higher education qualifications are much more expected in Finland. In Slovenia, demand is high for skilled manual workers.

While there are vacancies difficult to fill within a month, in all three countries, Finland has the highest number. This means the most prominent jobs opportunities for mobile job-seekers coming from abroad are in Finland.

**Chart 6. Distribution of vacancies by type of job in Europe, Ireland, Finland and in Slovenia, 3<sup>rd</sup> Quarter 2010**



Source: EURES database

## 1. Job opportunities in Ireland

### Steep drop, slow recovery

Ireland was one of the countries first affected by crisis, and it has been extremely hard hit. Up to 11,800 new vacancies by monthly average were posted on the EURES Portal in 2007, this dropped to 7,800 in 2008, and by 2009 there were only 4,100. The situation in Ireland is now gradually stabilising.

There are some signs of growth in the number of advertised vacancies from the start of 2010 (Chart 7), with seasonal slump every October. During the first three quarters of 2010, the number of monthly average vacancies posted on EURES portal reached 4,600.

The share of job vacancies notified on FÁS (Ireland's National Training and Employment Authority Ireland's PES) is estimated at around 56%.

### Non-manual jobs are in higher demand

The majority of current vacancies are for non-manual jobs, both skilled and low-skilled (see Chart 8). So, the distribution of vacancies by type of job in the third quarter of 2010 did not change when compared with the preceding period.

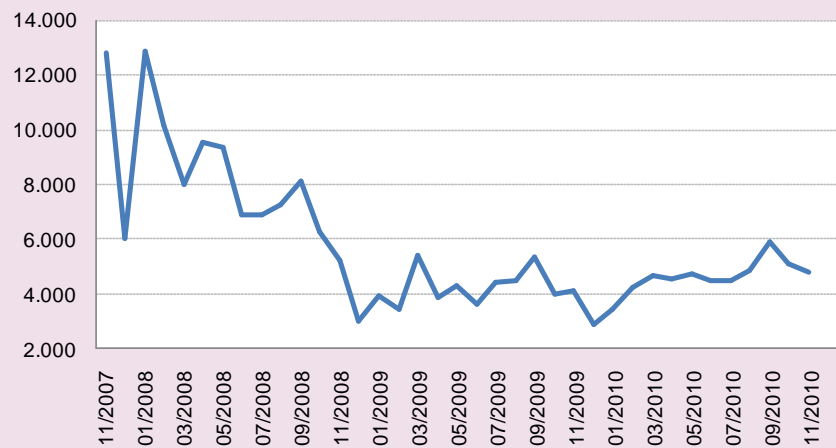
Information on the different types of contracts offered in job announcements is not available as it is missing in the database.

### Top 5 job vacancies in Ireland

With the gradual recovery, even the most recent Top 5 occupations in Ireland offer rather modest numbers of vacancies throughout the country. They are:

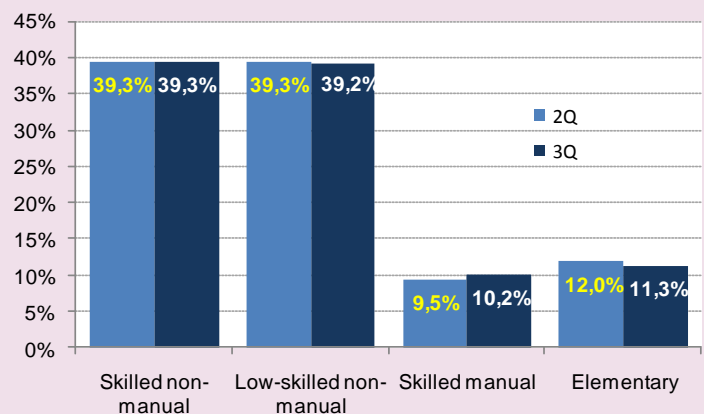
1. Finance and sales associate professionals, 200
2. Housekeeping and restaurant services workers, 140
3. Personal care and related workers, 130
4. Sales and marketing managers, and finance and administration department managers, 100
5. Domestic and related helpers, cleaners and launderers, 100

Chart 7. Development of new vacancies posted on EURES by Ireland, November 2007 - November 2010



Source: EURES database

Chart 8. Distribution of vacancies by type of job in Ireland, 2<sup>nd</sup> and 3<sup>rd</sup> Quarter 2010



Source: EURES database

Analysing the Top 5 list of the previous four years (Table 4), it shows almost no changes. There were minor changes among the top five positions, and a change in the “leader” from 2010 when ‘finance and sales associate professionals’ finally replaced ‘housekeeping and restaurant services workers’. According to the EURES database, the highest labour shortage

(with up to 300 vacancies open for longer than a month) identified at the end of the third quarter of 2010 in Ireland was for technical and commercial sales representatives. In contrast, cooks, computer operators and child care workers each only showed up to 60 vacancies.

On the EURES Job Mobility Portal, “Ireland. Short overview of the labour market” gives complementary information based on the deeper analysis of the whole job vacancy market there (including data from private employment services). This is broader than the overview shown on Ireland’s PES, and, therefore on the EURES Portal. This shows that shortages have still been identified in the following areas:

**IT:** senior software developers (e.g. JAVA, SQL), IT security experts, network experts and IT project managers.

**Science:** high calibre niche area R&D scientists (chemists, biologists etc.); managers (clinical trials, supply chain etc.); animal nutritionists; science technicians prototyping/development), regulation experts and multidisciplinary experts (e.g. bio-convergence etc.).

**Engineering:** high level engineering skills: mechanical design and innovation, process (pharmaceutical industry, medical devices, water

**Table 4. Top 5 vacancies (ISCO 3-digit) posted by Ireland onto the EURES Portal in January 2007, 2008, 2009 and 2010**

|                 | 2007  | 2008                                       | 2009  | 2010   |
|-----------------|---|--|---|--|
| 1 <sup>st</sup> | Housekeeping and restaurant services workers          |  |   | Finance and sales associate professionals    |
| 2 <sup>nd</sup> | Finance and sales associate professionals             | Personal care and related workers          | Finance and sales associate professionals             | Personal care and related workers            |
| 3 <sup>rd</sup> | Office clerks with general clerical duties            | Finance and sales associate professionals  | Personal care and related workers                     | Housekeeping and restaurant services workers |
| 4 <sup>th</sup> | Domestic and related helpers, cleaners and launderers |  | Office clerks with general clerical duties            |  |
| 5 <sup>th</sup> | Personal care and related workers                     | Office clerks with general clerical duties | Domestic and related helpers, cleaners and launderers |  |

Source: EURES database

purification), quality control, validation (pharmaceutical and medical devices sectors), wind energy and high voltage electrical engineering.

**Marketing/Sales:** experienced marketing managers with specific industry and product knowledge; multilingual telesales/customer care workers with IT skills - particularly persons proficient in Nordic languages and German; experienced sales representatives with specific product or technical knowledge (e.g. medical sales, technical sales).

**Healthcare:** medical practitioners (general practitioners, non-consultant hospital doctors and specialist doctors (e.g. consultant radiologists); advanced nursing practitioners (theatre nurses, and those specializing in radiology, diabetes, renal medicine and midwifery); senior therapists: occupational and speech and language; physiotherapists (e.g. pediatric disability); medical radiographers (e.g. sonographers, mammographers), and dentists (orthodontists).

**Financial:** actuaries, risk experts, business analysts, senior claims handlers, fund specialists and senior accountants with specific skills (e.g. regulation); multilingual accounting clerks and debt collectors.



**Transport:** international supply chain managers, experienced individuals with IT skills, forecasting skills, familiarity with material requirements planning and master production scheduling, enterprise resource planning, global team management, proficiency in foreign languages, etc.

## 2. Job opportunities in Finland

*Rather high demand for jobs during the recession although changing back and forth*

There was a downturn in the demand for labour in Finland at the beginning of 2008. The number of available jobs went down especially in the industrial and service sectors. However, compared to other countries Finland has not been hit that hard by the recession.

Although the number of job vacancies announced on EURES each month fluctuated and remains fluctuating (Chart 9), overall, it remains high. During the period November 2007 – November 2010, the monthly average of the number of newly announced vacancies exceeded 33,000.

Comparing the number of vacancies available at the end of the third quarter of 2010 on the EURES database with the number of vacancies

reported by Eurostat (Job Vacancy Survey) we could assume that the ratio of the national Public Employment Service of the national vacancy market is about 65%.

According to the EURES Job Mobility Portal, 35% of jobs in Finland are concentrated in one region. This is the Uusimaa region which contains both Finland's capital Helsinki and Espoo, its second largest city, making it by far the most populous region.

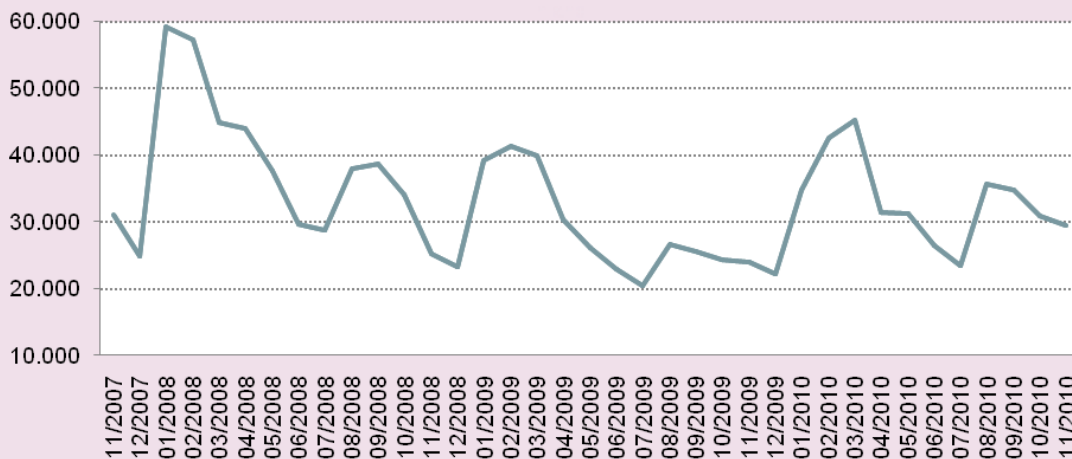
*High-skilled professionals are most welcome*

The majority of vacancies open in the third quarter of 2010 were for jobseekers with higher education looking for skilled non-manual jobs (Chart 10). This situation did not change when compared to the previous quarter.

*Permanent full-time contracts are more usual*

Finland posts a wide variety of job contracts, though almost half the jobs offered (49%) are for permanent full-time contracts. Temporary full-time contracts are available for one in five vacancies (22%); while both permanent and temporary part-time contracts are equally rare.

**Chart 9. Development of new vacancies posted on EURES by Finland, November 2007-November 2010**



Source: EURES database

## Top 5 job vacancies in Finland

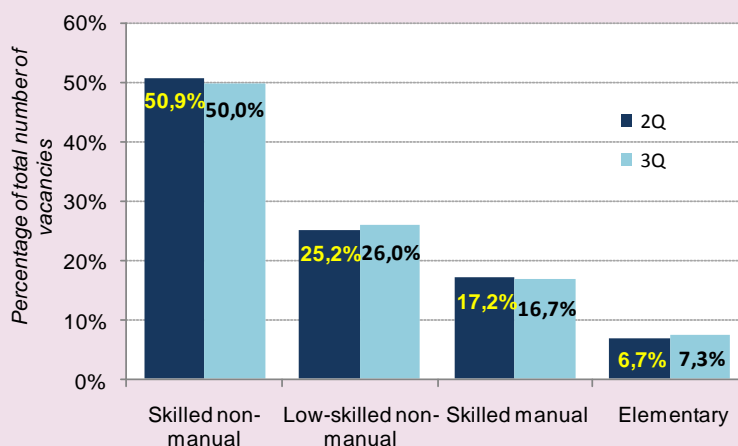
According to the data of the EURES Job Mobility Portal, the Top 5 job vacancies in Finland (on 11 January 2011) are:

1. Finance and sales associate professionals, 1,200
2. Housekeeping and restaurant services workers, 800
3. Personal care and related workers, 600
4. Building caretakers, window and related cleaners, 570
5. Shop salespersons and demonstrators, 500

The list of the Top 5 mostly demanded occupations changed somewhat during the last four years (Table 5).

While there is continued demand for nursing and midwifery professionals, as well as for house-

**Chart 10. Distribution of vacancies by type of job in Finland, 2<sup>nd</sup> and 3<sup>rd</sup> Quarter 2010**



Source: EURES database

keeping and restaurant services workers, it is 'finance and sales professionals' that have taken the leading position. Number of offers for metal moulders, welders, sheet-metal workers, and related trades workers decreased over the last three years. The same occurred in 2011 for mar-

ket gardeners and crop growers having strong position in Top 5 jobs in previous four years.

At the end of the third quarter of 2010, according to the EURES database, there was a labour shortage (up to 500 open vacancies) of technical and commercial sales representatives. There was also a shortage of philologists, translators and interpreters. About 200 job vacancies, open for longer than 30 days, were there for waiters, waitresses and bartenders, and also for shop salespersons and demonstrators.

**Table 5. Top 5 vacancies (ISCO 3-digit) posted by Finland onto the EURES Portal in January 2007, 2008, 2009 and 2010**

|                 | 2007  | 2008   | 2009   | 2010                                |
|-----------------|---|--|--|-------------------------------------|
| 1 <sup>st</sup> | Finance and sales associate professionals                             | Housekeeping and restaurant services workers                             | Finance and sales associate professionals    |                                     |
| 2 <sup>nd</sup> | Housekeeping and restaurant services workers                          | Finance and sales associate professionals                                | Housekeeping and restaurant services workers |                                     |
| 3 <sup>rd</sup> | Nursing and midwifery professionals                                   | Metal moulders, welders, sheet-metal workers, and related trades workers | Market gardeners and crop growers            |                                     |
| 4 <sup>th</sup> | Metal moulders, welders, sheet-metal workers, and rel. trades workers | Shop salespersons and demonstrators                                      | Nursing and midwifery professionals          | Shop salespersons and demonstrators |
| 5 <sup>th</sup> | Market gardeners and crop growers                                     |  | Shop salespersons and demonstrators          | Nursing and midwifery professionals |

Source: EURES database

### 3. Job opportunities in Slovenia

#### *Drop is pronounced, recovery is slow*

Although the economic performance of Slovenia was very good up until 2008, it declined rapidly under the pressure of the global financial and economic crisis. The recession hit manufacturing and construction companies the hardest.

While the monthly vacancies announced in the EURES Portal remained at 7,000 in 2007 and 2008, they went down to 4,000 in 2009 (Chart 11). Luckily, this trend has now bottomed out and stabilised. The number of job vacancies, after falling throughout 2009, picked up in the first and second quarter of 2010. On average, over 4,300 job vacancies were put up on the EURES Portal between January and November 2010.

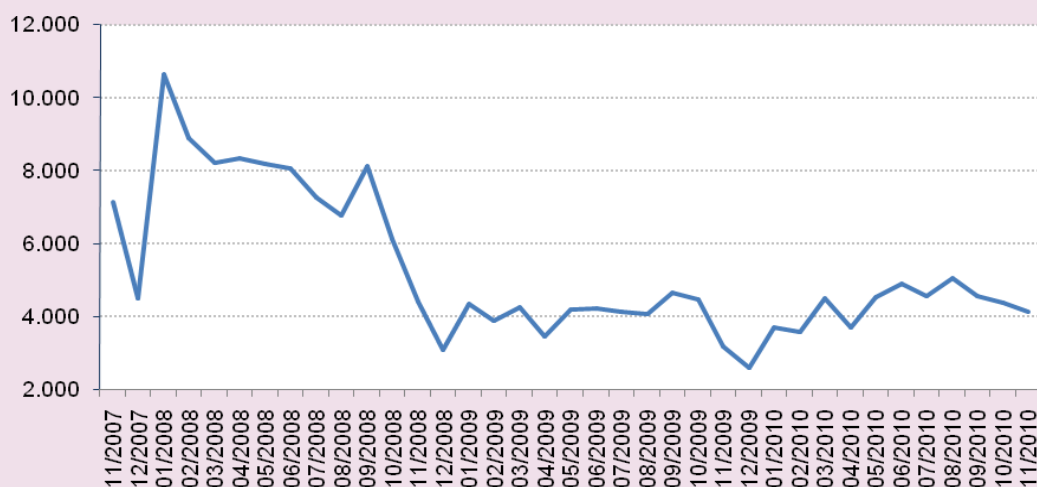
According to the data of the EURES database of the end of the third quarter of 2010, the ratio of job vacancies registered by national PES seeks 50% of the size of the national job vacancy market as defined by Job Vacancy Survey.

According to the EURES Portal, more than half of all the vacancies posted in January 2011 were concentrated in two regions. 31% were in centrally located Osrednjeslovenska, while Podravska in the north-east of the country accounted for another 22% of the vacancies. The Osrednjeslovenska region includes the capital, Ljubljana. It has good traffic connections in all directions and is economically the most developed region. The Podravska region is well known for its largest city, Maribor, and the river Drava which produces hydroelectricity while the fertile land around it is used for agriculture.

#### *Job offers for skilled workers dominate*

In Slovenia, the overall demand is for skilled manual jobs (Chart 12). The majority of job vacancies (76% of the total) posted on the EURES Portal were for temporary full-time contracts.

Chart 11. Development of new vacancies posted on EURES by Slovenia, November 2007-November 2010



Source: EURES database

## Top 5 job vacancies in Slovenia

The Top 5 'most in demand' occupations in Slovenia on January 11th 2011 were:

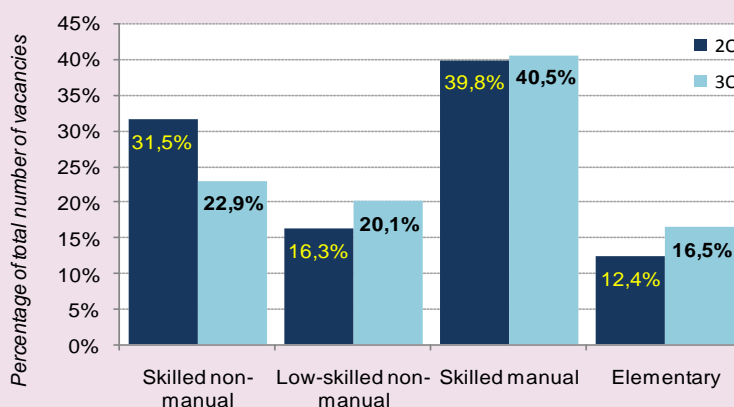
1. Housekeeping and restaurant services workers, 200
2. Finance and sales associate professionals, 140
3. Motor vehicles drivers, 130
4. Shop salespersons and demonstrators, 130
5. Business professionals, 110

As with the majority of countries in times of crisis, finance and sales professionals got the leading position in Top 5 occupations (Table 6) in Slovenia as well. Interestingly, even during the recession, manufacturing labourers and certain other skilled workers were in demand there. Vacancies for housekeeping and restaurant services workers, personal care and related

workers, and domestic and helpers, cleaners and launderers are traditionally presented in the Slovenian Top 5. Demand for business professionals was actually going up every quarter from 2009, but this only became clear in 2011.

According to the EURES database, at the end of the third quarter of 2010, a bottleneck (40 vacancies open for longer than 30 days) was identified in Slovenia for medical doctors and tailors, dressmakers and hatters. About 30 open vacancies for insurance representatives, manufacturing labourers and accountants were also open for longer than a full month.

Chart 12. Distribution of vacancies by type of job in Slovenia, 2<sup>nd</sup> and 3<sup>rd</sup> Quarter 2010



Source: EURES database

Table 6. Top 5 vacancies (ISCO 3-digit) posted by Slovenia onto the EURES Portal in January 2007, 2008, 2009 and 2010

|                 | 2007   | 2008   | 2009   | 2010  |
|-----------------|--|--|--|---|
| 1 <sup>st</sup> | Building frame and related trades workers    | Manufacturing labourers                      | Finance and sales associate professionals    |   |
| 2 <sup>nd</sup> | Finance and sales associate professionals    | Mining and construction labourers            | Housekeeping and restaurant services workers | Shop salespersons and demonstrators                   |
| 3 <sup>rd</sup> | Mining and construction labourer             | Housekeeping and restaurant services workers | Metal moulders, welders, sheet-metal workers | Housekeeping and restaurant services workers          |
| 4 <sup>th</sup> | Motor vehicle drivers                        |  | Mining and construction labourers            | Motor vehicle drivers                                 |
| 5 <sup>th</sup> | Housekeeping and restaurant services workers | Shop salespersons and demonstrators          |  | Domestic and related helpers, cleaners and launderers |

Source: EURES database