

## TOP 5 JOBS IN EUROPE

- 1) **Shop salespersons and demonstrators**
  -  28,700 Vacancies
  -  11,200 Vacancies
  -  5,300 Vacancies
- 2) **Finance and sales associate professionals**
  -  27,000 Vacancies
  -  4,000 Vacancies
  -  3,200 Vacancies
- 3) **Housekeeping and restaurant services workers**
  -  18,100 Vacancies
  -  8,100 Vacancies
  -  5,300 Vacancies
- 4) **Electrical and electronic equipment mechanics and fitters**
  -  26,900 Vacancies
  -  8,400 Vacancies
  -  1,600 Vacancies
- 5) **Modern health associate professionals**
  -  19,000 Vacancies
  -  11,700 Vacancies
  -  3,400 Vacancies

Based on figures of the EURES Job Mobility Portal on 2 April 2012.  
For methodology see more on page 2

## HIGHLIGHTS

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- ▶ **Best employment opportunities for ‘technicians and associate professionals’**  
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- ▶ **In-depth analysis of five countries posting vacancies which employers flagged up as suitable for candidates outside their own country – Belgium, Germany, the Netherlands, Norway and Poland**  
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- ▶ **Contractual arrangements in Germany and Poland - more and more openings for temps**  
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- ▶ **Employment opportunities for:**
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  - ✓ Machinery mechanics and fitters
  - ✓ Architects, engineers and related professionals
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- ▶ **Jobs going! Our April charts tell you the most ‘in demand’ jobs in Europe country by country**  
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- ▶ [EU Employment and Social Situation Quarterly Review](#)
- ▶ [Employment Package](#)



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

**A job opportunity away from home is just one click away: <http://eures.europa.eu>**

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## Information on Jobs in Europe

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 regions within its member states are also very different.

A phenomenon common to all EU member states is a “labour market mismatch” which is more or less pronounced in different countries. These mismatches simply reflect the difference between the supply and demand for jobs, the existing skills of those willing and able to work, and the needs of businesses.

One possible way to ease this mismatch is to promote labour mobility between regions and countries. In this, information plays a crucial role. To encourage job-seekers to consider employment opportunities out of their home country it is vital to provide them with up-to-date and easy to access information on short-term trends on the European jobs market with regard to occupations, sectors, and skills in demand. Once a job-seeker is equipped with this information, he or she can make a well-informed decision on how to benefit from the diversity of the European jobs market.

### *Finding job vacancies in the EU...*

As part of its Europe 2020 flagship initiative “An Agenda for New Skills and Jobs”, the European Commission launched the “Monitoring Labour Market Developments in Europe” project. At the heart of the project lies an analysis of job vacancies, using a wide range of sources providing relevant data. The project has set up a monitoring and information system, which allows for the identification of trends in the European labour market, focussing on changes in the demand of occupational groups and skills. This system creates opportunities to find upcoming labour and skills shortages and policy makers can use it as an early warning tool. Results of the analysis are published on a quarterly basis in two different publications: i) The European Job Mobility Bulletin (EJMB - this publication), which provides systematic information on trends on the Job Mobility portal focussing on EURES advisers and job-seekers, ii) The European Vacancy Monitor (EVM),

mainly targeting policy makers and researchers, which lays out the framework to create more job mobility.

### *A useful guide for EURES advisors and job-seekers...*

*The main source of information for the [European Job Mobility Bulletin](#) is the European Job Mobility portal to which every day national ‘Public Employment Services’ (PES) from 30 European countries (the 27 members of the EU and also the EEA countries) transfer job vacancies registered at their offices that are open to international candidates. The proportion of the total number of PES-registered job vacancies posted on the EURES portal varies from country to country. Six countries put all their registered job vacancies onto the portal, the other 24 countries post the vacancies which employers have flagged up for candidates outside their own country. As the daily feeds onto the EURES portal are saved in the EURES database, it is possible to analyse developments in the EURES job market over time for both individual countries and EURES-wide. Analysis is done by sector, by occupation and by skill-level. This means that both current and future job opportunities in countries contributing to EURES can be identified. Using the PES as the sources of its information, the EURES portal and database covers one section of the broader total job vacancy market. The size of this section differs from country to country, but on average it is 30 per cent.*

### *An overall picture of EU jobs...*

*The [European Job Vacancy Monitor](#) targets a broader audience and seeks to contribute to policy development in the fields of employment, education and training. Key sources of information are National Statistical Offices, Public Employment Services, temporary work agencies, online recruitment services and research institutions. Some information is also collected by international bodies such as Eurostat, the Statistical Office of the European Communities and the European Confederation of Private Employment Agencies. The most recent data on job vacancies, job finders and hiring provides insight into areas with recruitment difficulties and skills shortages.*

## Current Trends in the EURES Job Vacancy Market

### *Job vacancy patterns on EURES*

Analysis presented in this issue of the European Job Mobility Bulletin is based on data taken from the EURES database for the period January 2008 - January 2012 (inclusive), and the EURES Job Mobility Portal (internet site) from February 1st to March 31st 2012.

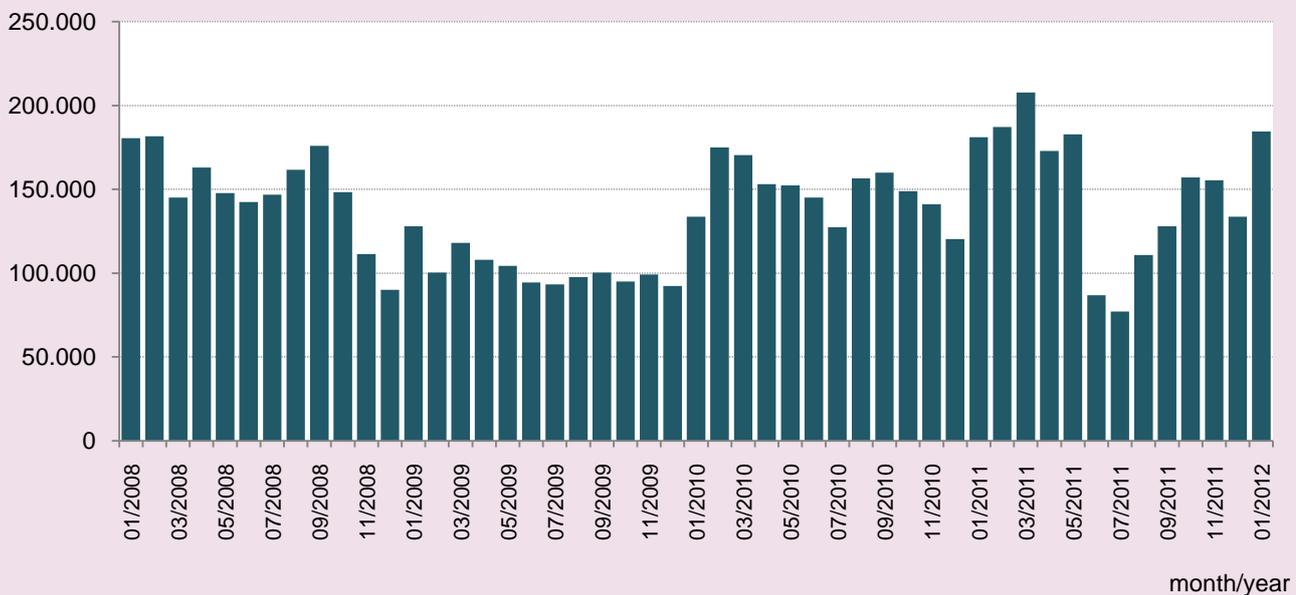
According to the EURES database, from January 2008 to the end of January 2012, 6.77 million new job vacancies throughout Europe were advertised on the EURES Portal. The total number of vacancies posted annually differs over these four years and mirrors the effect of the recession on the European vacancy market.

1.92 million vacancies were announced in the period January 2008–January 2009, during the next year this number dropped to 1.36 million, in 2011 it went back to 1.96 million and it continued to slowly creep up to 1.97 million in the period January 2011–January 2012.

### *Green shoots of recovery? ... best news on job vacancies for more than two years!*

The beginning of 2012 seemed promising: after the usual seasonal drop in new job postings (inflow) during the pre-Christmas period, job offers went up over January on the EURES portal (Chart 1).

**Chart 1. Development of EURES vacancy inflow, January 2008 - January 2012**



Source: EURES database (29 countries)

Data is not available for Liechtenstein

The peaks (around March and September) and the drops (around July and December) are due to seasonal effects. Inflow = the number of new job vacancies announced on the EURES portal during a fixed period.

Chart 2. EURES Job Vacancy index, January 2008 - January 2012



Source: EURES database (29 countries). Data is not available for Liechtenstein

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

In January 2012, the EURES Job Vacancy Index exceeded its January 2008 benchmark for the first time (Chart 2). After a slow but steady growth in the number of announced vacancies in autumn 2011, and a natural drop in December due to the holidays, the index in January was higher than in any of the four previous years.

If the pattern follows the preceding year, then early spring 2012 should provide mobile job seekers with much more job opportunities.

The number of newly posted job vacancies went up in half the EURES countries when compared to the 'early winter' period (1<sup>st</sup> November - January 31<sup>st</sup>) one year earlier.

There are three groups of countries that showed similar developments in the number of job

vacancies they posted on the EURES portal within the period analysed.

**Increase (↑):** Cyprus, Germany, Italy, Hungary, Latvia, Lithuania, Malta, the Netherlands, and Norway

**Around the EU average (=):** Bulgaria, the Czech Republic\*, Denmark\*, Spain, Finland\*, Ireland\*, Poland, Sweden\* and the United Kingdom

**Decrease (↓):** Austria, Belgium, Estonia, Greece, France, Iceland, Luxembourg, Portugal, Romania, Slovak Republic, and Slovenia\*

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

The first group is the 9 countries (in alphabetical order below) that showed a higher than 25 per cent increase in vacancies posted on EURES from 1<sup>st</sup> November to January 31<sup>st</sup> compared to the same time period a year ago. The second group comprises those where the change in the vacancy inflow was roughly the EU average (a 7 per cent increase). These countries proved to be relatively stable. The third group is the 11 countries where the number of job vacancies posted on EURES came down by more than -10 per cent when compared to the same period in the previous year.

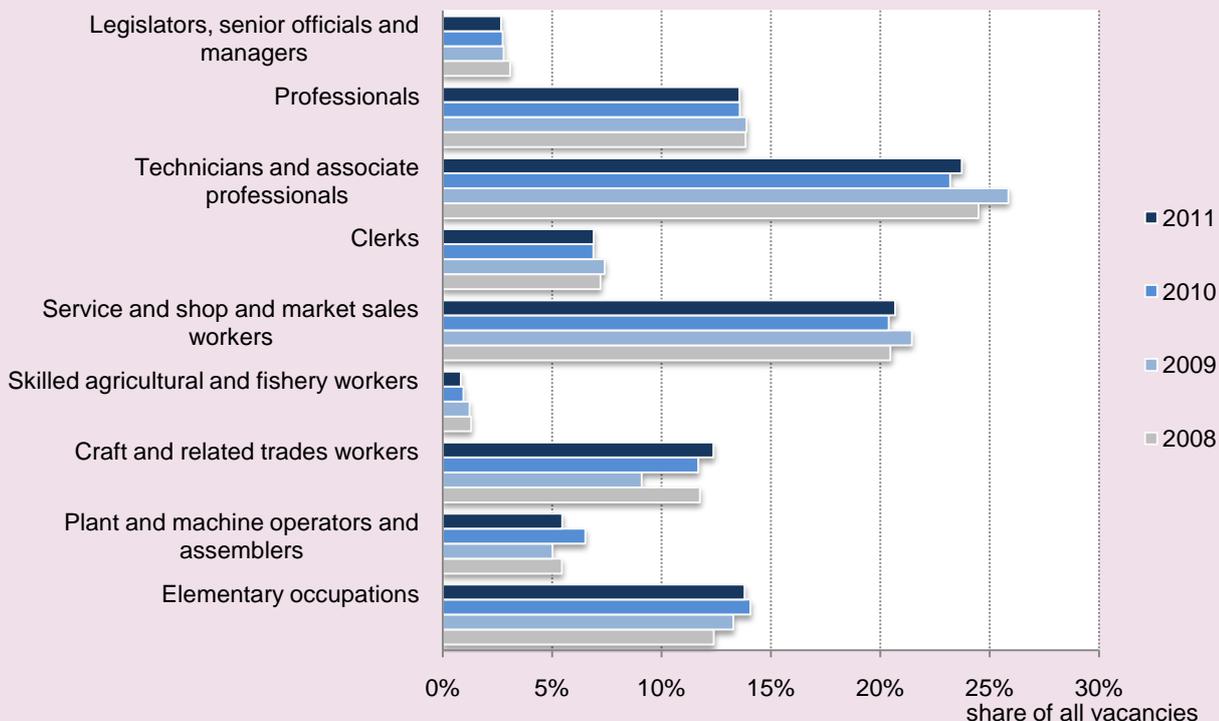
*In early winter, the prospects brightened for 'technicians and associate professionals' seeking work*

Over time, the needs of employers change according to the needs of the economy.

By comparing the EURES figures for newly posted job vacancies that have been split up into major occupational groups, it is possible to track developments and identify trends in the demand structure (Chart 3).

In previous years, the leading positions in the EURES vacancy market were kept by two major occupational groups – 'technicians and associate professionals' and 'service and shop and market sales workers'. Taken together, new job vacancies for these occupations made up 45 per cent of all vacancies posted on EURES in early winter period. However, the share of job vacancies for 'legislators, senior officials and managers' and 'skilled agricultural and fishery workers' remained constantly low, and even when added together, these two never exceeded 4 per cent of all newly posted vacancies on EURES.

**Chart 3. Demand for major occupational groups during early winter, inflow of EURES vacancies, November 2007-January 2008, 2008-2009, 2009-2010, 2010-2011 and 2011-2012**



Source: EURES database (28 countries)

Data is not available for Norway and Liechtenstein.

ISCO-88 1-digit - for explanation see Abbreviations on page 19

In brief, the main findings for early winter 2012 are:

- ▶ The demand for '*professionals*' and '*clerks*' remains unchanged over the last three years
- ▶ Job opportunities for '*service and shop and market sales workers*' are stable and high
- ▶ The demand for '*legislators, senior officials and managers*' went slightly down over the four year period
- ▶ A low position for '*skilled agricultural and fishery workers*', making up just 1 per cent of the EURES portal vacancies, is the expected pattern in winter
- ▶ The share of vacancies for '*elementary occupations*' fluctuates slightly over the years but accounts for about one seventh of EURES vacancies, this occupational group remains important in the labour market

An analysis of the EURES vacancies notified for the November-January period over the last four years does not clearly show an increase for any specific occupational group. However, a comparison of EURES vacancies' distribution by occupational groups during the late summer (issue no.5, January 2012) and the early winter period shows the following:

- ▶ Relatively more vacancies were posted for '*service and shop and market sales workers*' in preparation for the new tourist season
- ▶ Relatively fewer vacancies were advertised for '*craft and related trade workers*' and '*plant and machine operators and assemblers*' as labour demand in manufacturing was the highest in autumn after the summer lull, but this tailed off in winter.

### *What sort of jobs are flagged on EURES?*

As the introduction says, the proportion of job vacancies registered on national Public Employment Services (PES) and posted on the EURES portal varies from country to country. Six countries (the 'EURES-6': *Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia*) put all their PES-registered job vacancies onto the portal, while 24 countries post only those vacancies

which employers have flagged up as especially suitable for international candidates. Armed with this knowledge, it is interesting to find out whether the distribution varies between the total of vacancies flagged on and these two groups of countries. In other words, it is intriguing to know whether there is a specific structure of jobs notified via EURES for these groups of countries.

The "snap-shot" of job vacancies on the EURES portal ('stock' data) is divided into four broad categories of job types by skill level (Table 1) on January 31<sup>st</sup>. It shows similarities and differences in the composition of the total vacancies announced on the EURES, from the vacancies flagged by the 'EURES 6' countries and those flagged by the 'EURES 24' countries (named at the bottom of Table 1).

The main findings of this distribution and comparison are:

- ▶ Only one third of all EURES vacancies are for manual jobs, the rest (around 70 per cent of all job offers in the EURES portal) are for non-manual jobs. This proportion is evidence of the overall reduction of the amount of manual labour needed for the production of goods and services. This is partly explained by automation bringing lower unit costs and greater flexibility to production, and partly explained by the increasing importance of knowledge-based activities
- ▶ More than half (52 per cent) of all vacancies posted by the 'EURES 6' are for '*skilled non-manual*' labour, whereas the 'EURES 24' countries show higher shares in the other groups. This means that in these 24 countries employers are less likely to look for international candidates if they want to fill a position that requires high qualifications
- ▶ Vacancies for '*clerks*' and '*plant and machine operators and assemblers*' take up double their share in the 'EURES 24' countries than in the 'EURES 6'. This shows that employers are more likely to seek for foreign candidates for these jobs.

**Table 1. Comparison of distribution of EURES vacancies by type of jobs and major occupational groups for EURES total, 'EURES 6' and 'EURES 24', stock at the end January 2012**

Share of all job vacancies		Job type	Major occupational groups (ISCO-88)	Share of all job vacancies		
				Total	EURES 6	EURES 24
39.8%	51.8%	39.3%	1. Legislators, senior officials and managers	7.0%	4.7%	7.1%
		non-manual	2. Professionals	10.9%	24.6%	10.4%
			3. Technicians and associate professionals	21.8%	22.5%	21.8%
27.7%	24.3%	27.8%	4. Clerks	11.0%	5.6%	11.2%
		Low-skilled non-manual	5. Service and shop and market sales workers	16.7%	18.6%	16.6%
22.2%	16.5%	22.5%	6. Skilled agricultural and fishery workers	0.6%	1.0%	0.6%
		Skilled manual	7. Craft and related trades workers	14.2%	10.9%	14.3%
			8. Plant and machine operators and assemblers	7.4%	4.6%	7.5%
10.3%	7.4%	10.4%	9. Elementary occupations (this category includes simple and routine tasks in sales and services, agriculture, fishery, mining, construction, manufacturing and transport)	10.3%	7.4%	10.4%

Source: EURES portal  
 EURES 6 (6 countries post all registered vacancies on PES on the EURES portal): the Czech Republic (CZ), Denmark (DK), Finland (FI), Ireland (IE), Sweden (SE) and Slovenia (SI)  
 EURES 24: Austria (AT), Bulgaria (BG), Cyprus (CY), Germany (DE), Estonia (EE), Spain (ES), France (FR), Greece (GR), Hungary (HU), Iceland (IS), Italy (IT), Lithuania (LT), Luxembourg (LU), Latvia (LV), Malta (MT), the Netherlands (NL), Poland (PL), Portugal (PT), Romania (RO), Slovakia (SK), and the United Kingdom (UK) only post selected job vacancies,  
 ISCO-88 1-digit - for explanation see Abbreviations on page 19

## This Issue's Focus – EURES vacancies in Belgium, Germany, the Netherlands, Norway and Poland

This issue of the European Job Mobility Bulletin focuses on job offers notified via EURES by Belgium, Germany, the Netherlands, Norway and Poland – five countries out of the group of 'EURES 24' countries which only post the vacancies on the EURES portal which employers flagged up as suitable for candidates outside their own country. These EURES vacancies are just a part of the whole variety of job vacancies registered by national PES, and so they do not provide a picture of the overall vacancy market in these countries. Instead, they give a better understanding of the variety of jobs available to foreign job seekers in those countries.

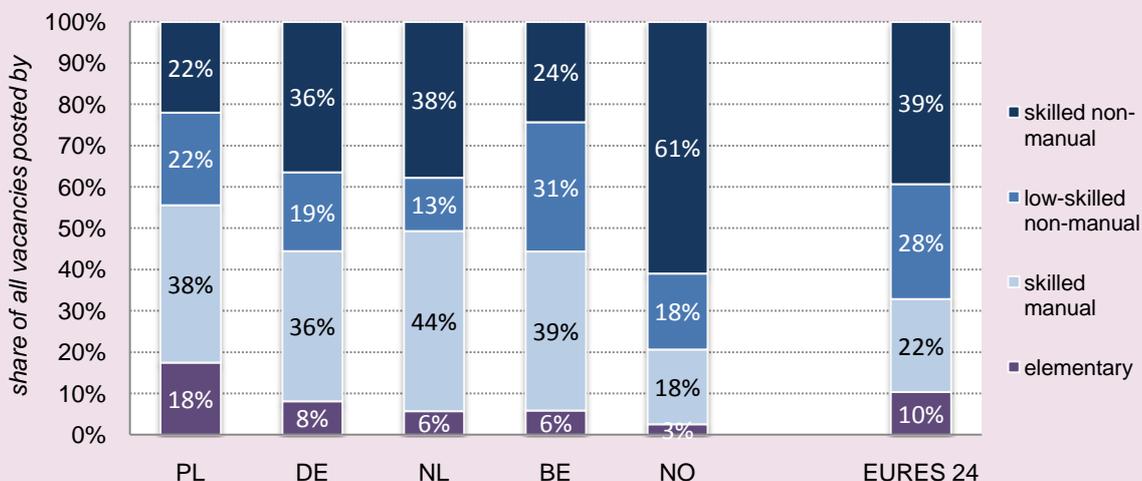
The focus-countries represent north, east and central Europe. Their labour markets might be attractive to mobile job seekers as their joint contribution to the EURES portal (at 31<sup>st</sup> January 2012) was over 40 per cent. This indicates that quite a number of jobs in these countries are difficult to fill from their own labour supply, and so foreigner applicants stand a higher chance of success.

### Find the country where they most need your skills

As stated earlier, the structure of the demand for labour announced via EURES differs between groups of countries. This rule is also valid from country to country. The differences in distribution of vacancies by type of job and skill level are showed for selected focus-countries below.

Offers for *skilled non-manual* jobs were highest in Norway (61 per cent), while in the Netherlands, Poland and Belgium there was a comparatively high demand for *skilled manual* labour (around 40 per cent). Offers for both manual and non-manual skilled jobs were the most frequent among those posted on the EURES portal by Germany and the Netherlands. For Germany, taken together they cover almost than three fourths of all German job vacancies (Chart 4), for the Netherlands - even more.

Chart 4. Structure of labour demand announced via EURES in selected focus countries (EURES vacancy 'stock' at 31<sup>st</sup> January 2012), % of all vacancies posted by country



Source: EURES portal

Countries included: Belgium (BE), Germany (DE), the Netherlands (NL), Norway (NO) and Poland (PL)  
ISCO-88 1-digit -for explanation see Abbreviations on page 19

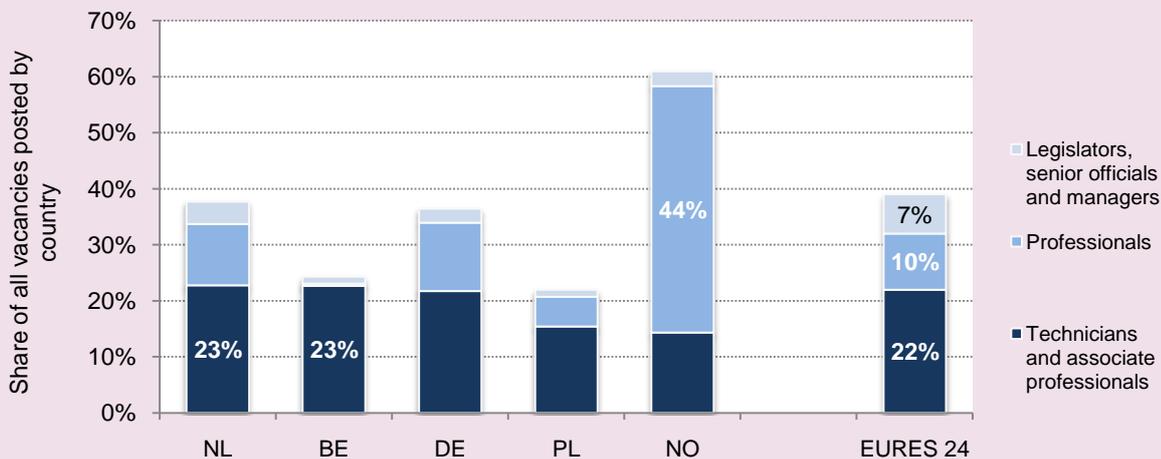
## Good news - job opportunities for highly skilled specialists in Northern and Central Europe

A striking 44 per cent of all job offers registered at NAV (Public Employment Services in Norway) and posted on the EURES were for 'professionals' (Chart 5), whereas there were fewer job

opportunities in this job category in Poland and almost none in Belgium.

One in five job offers announced by the Netherlands, Belgium and Germany were for 'technicians and associate professionals'. A low share (less than 4 per cent) of job opportunities for 'legislators, senior officials and managers' is typical on the EURES portal.

**Chart 5. Structure of labour demand for 'skilled non-manual jobs' announced via EURES in selected focus countries (EURES vacancy 'stock' at 31<sup>st</sup> January 2012), % of all vacancies posted by country**



Source: EURES portal

Countries included: Belgium (BE), Germany (DE), the Netherlands (NL), Norway (NO) and Poland (PL); ISCO-88 1-digit -for explanation see Abbreviations on page 19

An analysis of the EURES portal for selected focus countries ('stock' of job vacancies, 31<sup>st</sup> January 2012) shows the following demand for highly educated specialists:

### 1. 'Legislators, senior officials and managers'

- ▶ *Legislators and senior government officials:* in Belgium (1,600 jobs)
- ▶ *Production and operations managers:* in Germany (7,000 jobs), in the Netherlands (500 jobs) and in Poland (140 jobs)

### 2. 'Professionals'

- ▶ *Computing professionals* (e.g., computer system designers, analysts, computer programmers): in Germany (11,600 jobs) and in the Netherlands (700 jobs)

- ▶ *Architects, engineers and related professionals:* in Germany (21,900 jobs), in the Netherlands (1,400 jobs) and in Poland (200 jobs)
- ▶ *Health professionals* (except nursing): in Germany (4,200 jobs) and in Norway (900 jobs)
- ▶ *Legal professionals:* in Germany (460 jobs) and in Norway (300 jobs)
- ▶ *Special education teaching professionals:* in Norway (320 jobs)
- ▶ *Social science and related professionals:* in Germany (4,700 jobs) and in the Netherlands (100 jobs)
- ▶ *Business professionals:* in Germany (2,700 jobs) and in Poland (400 jobs)

### 3. 'Technicians and associate professionals'

- ▶ *Physical and engineering science technicians*: in Germany (13,300 jobs), in the Netherlands (2,100 jobs), in Norway (560 jobs) and in Poland (400 jobs)
- ▶ *Computer associate professionals*: in Belgium (3,800 jobs) and in the Netherlands (580 jobs)
- ▶ *Safety and quality inspectors*: in Belgium (3,450 jobs) and in Germany (1,600 jobs)
- ▶ *Modern health associate professionals (except nursing)*: in Germany (10,800 jobs), in Belgium (3,300 jobs) and in Poland (130 jobs)
- ▶ *Finance and sales associate professionals (especially technical and commercial sales representatives)*: in Germany (31,200 jobs), in Belgium (3,000 jobs), in Poland (2,100 jobs) and in the Netherlands (1,870 jobs)
- ▶ *Administrative associate professionals*: in Germany (9,400 jobs), in Belgium (5,600 jobs) and in the Netherlands (470 jobs)

The demand for physical and engineering science technicians, and for safety and quality inspectors, is related to the penetration of high technology in all aspects of everyday life. This together with speedy development of ICTs also causes the permanent high demand for IT specialists.

The increased need for modern health associate professionals is mostly based on demographic developments in European society (which is ageing) and the spread of new specialisms in health care.

Experienced administrative associate professionals were more in demand as they can implement and support the communication, documentation and internal managerial coordination activities in businesses.

#### *Advice for 'low-skilled non-manual' job-seekers – "go and search out a job in Belgium or Poland"*

Less than one third of vacancies (27.8 %) posted by all 'EURES24' countries was for *low-skilled non-manual* jobs (Chart 6). While the relative demand in Belgium and Poland was between

high and medium (<40% and >20%) it was somewhat lower ( $\leq 20\%$ ) in Norway, Germany and in the Netherlands.

Unlike the other four of the five focus countries, Belgium experienced a relatively high demand for '*clerks*', including office clerks, cashiers and tellers, as well as client information clerks. This can be explained by the high density of international institutions in Brussels (the capital of the European Union), with large flows of foreigners for both business and tourism purposes and also for client-oriented information services.

'*Service and shops and market sales workers*' needed relatively more in Poland and Norway.

According to the EURES portal ('stock' of job vacancies 31<sup>st</sup> January 2012), the relatively high demand for staff in the major occupational group 'service and shops and market sales workers' was in the following:

- ▶ *Housekeeping and restaurant services workers (cooks, waiters, waitresses and bartenders)*: in Germany (15,500 jobs), in Belgium (1,300 jobs), and in the Netherlands (1,200 jobs)
- ▶ *Personal care and related workers*: in Germany (13,000 jobs), in Belgium (800 jobs), in Poland (440 jobs) and in the Netherlands (430 jobs)
- ▶ *Shop, stall and market salespersons and demonstrators*: in Germany (10,800 jobs) and in Poland (1,300 jobs)

The demand for institution-based personal care workers (particularly in Belgium) and home-based personal care workers (particularly in Germany) remained quite high in these two countries over the last three years. The main reasons for this permanent demand were not only the demographic and the social challenges such as the ageing of the population and the increasing proportion of women joining the labour market, but also the relatively low salary level offered for these jobs compared to the high requirements for qualifications that employers expected from their employees.

**Chart 6. Structure of labour demand for 'low-skilled non-manual jobs' announced via EURES in selected focus countries (EURES vacancy 'stock' at 31<sup>st</sup> January 2012), % of all vacancies posted by country**



Source: EURES portal

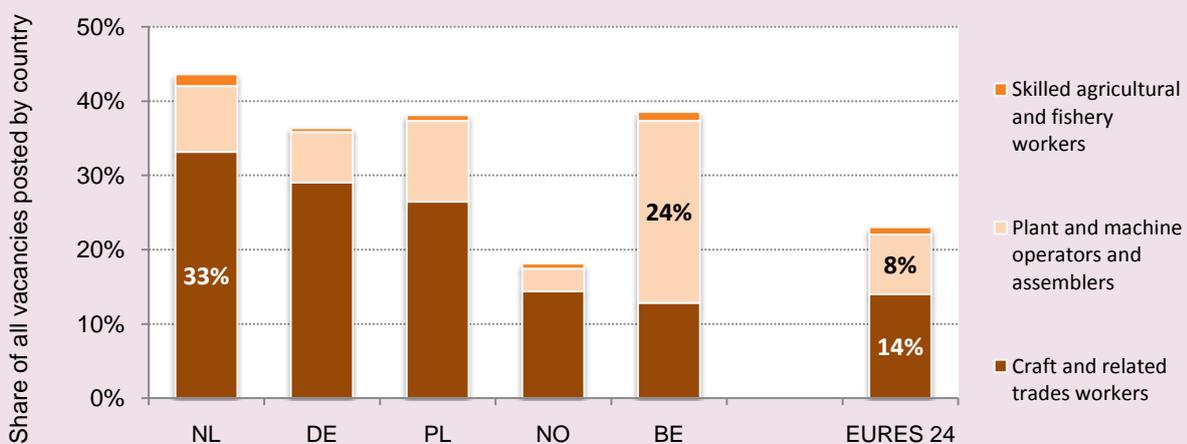
Countries included: Belgium (BE), Germany (DE), the Netherlands (NL), Norway (NO) and Poland (PL)  
ISCO-88 1-digit - for explanation see Abbreviations on page 19

*Are you a skilled worker seeking work?  
Then check out the Netherlands, Germany and Poland ...*

Unlike Norway, where the offers for *skilled manual jobs* comprised less than 20 per cent of

all vacancies available at the end of January, the demand for *skilled manual workers* was relatively high in the Netherlands (44 per cent), Belgium (39 per cent), Poland (38 per cent) and also Germany (36 per cent) (Chart 7).

**Chart 7. Structure of labour demand for 'skilled manual' jobs by major occupational groups, announced via EURES in selected focus countries (EURES vacancy 'stock' at 31<sup>st</sup> January 2012), % of all vacancies posted by country**



Source: EURES portal

Countries included: Belgium (BE), Germany (DE), the Netherlands (NL), Norway (NO) and Poland (PL)  
ISCO-88 1-digit - for explanation see Abbreviations on page 19

According to the EURES portal ('stock' of job vacancies 31<sup>st</sup> January 2012) the relatively high demand for skilled workers was:

## 1. 'Craft and related trades workers'

- ▶ *Electrical and electronic equipment mechanics and fitters*: in Germany (26,200 jobs), in the Netherlands (1,300 jobs) and in Belgium (1,000 jobs)
- ▶ *Machinery mechanics and fitters*: in Germany (20,000 jobs) and in Belgium (4,180 jobs)
- ▶ *Building finishers and related trades workers*: in Germany (16,800 jobs), in the Netherlands (2,250 jobs) and in Poland (750 vacancies)
- ▶ *Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers*: in Germany (11,700 jobs), in Belgium (4,000 jobs) and in Poland (900 jobs)

## 2. 'Plant and machine operators and assemblers'

- ▶ *Motor vehicle drivers*: in Germany (10,400 jobs), in Poland (1,000 jobs) and in the Netherlands (700 jobs)
- ▶ *Machine operators* (not elsewhere classified): in Belgium (10,000 jobs), in Germany (2,500 jobs) and in Poland (200 jobs)
- ▶ *Agricultural and other mobile plant operators*: in Germany (6,000 jobs), in the Netherlands (560 jobs) and in Poland (200 jobs)

### *Demand for 'elementary' jobs – not growing but there are still opportunities*

Though the share of job offers for *elementary* jobs was quite different in the five focus countries (from 18 per cent EURES vacancies posted by Poland to 3 per cent of all vacancies posted by Norway), workers were still needed in this area and the category remains important.

On 31<sup>st</sup> of January 2012 (EURES portal), the following low-skilled jobs were in demand:

- ▶ Domestic and related helpers, cleaners and launderers: in Germany (6,200 jobs), in Poland (1,300 jobs) and in Belgium (750 jobs)
- ▶ Manufacturing labourers: in Germany (14,100 jobs) and in Poland (700 jobs)

- ▶ Transport labourers and freight handlers: in Germany (6,600 jobs) and in Belgium (2,400 jobs)

### *Belgium and The Netherlands - so close and yet so different*

The difference in the pattern in the demand for skills (resulting in job offers) from country to country can be easily illustrated by looking at the distribution of EURES vacancies by economic sector in two neighbouring countries - Belgium and The Netherlands (Chart 8).

Both countries are in central Europe at a crossroads of the main transport and touristic routes. For that reason both countries offer jobs in the 'transport and storage' sector as well as in 'accommodation and food service activities' and in 'arts, entertainment and recreation'.

A significant share of job vacancies attributed to 'professional, scientific and technical activities' were announced on EURES by both countries, as both are well-known for their high concentration of consultancy companies specialising in legal and accounting activities, management consultancy, architectural and engineering activities, technical testing and analysis, as well as scientific research, advertising and market research. The high proportion of this kind of job offers flagged on EURES also means that these companies very much welcome foreign applicants.

In Belgium, the highest share of jobs offered via EURES under the heading 'Activities of extraterritorial organisations and bodies' means that employers of the international organisations and diplomatic and consular missions concentrated in Brussels, as the capital of the European Union, are also interested in candidates across Europe.

The Netherlands – good employment opportunities in:

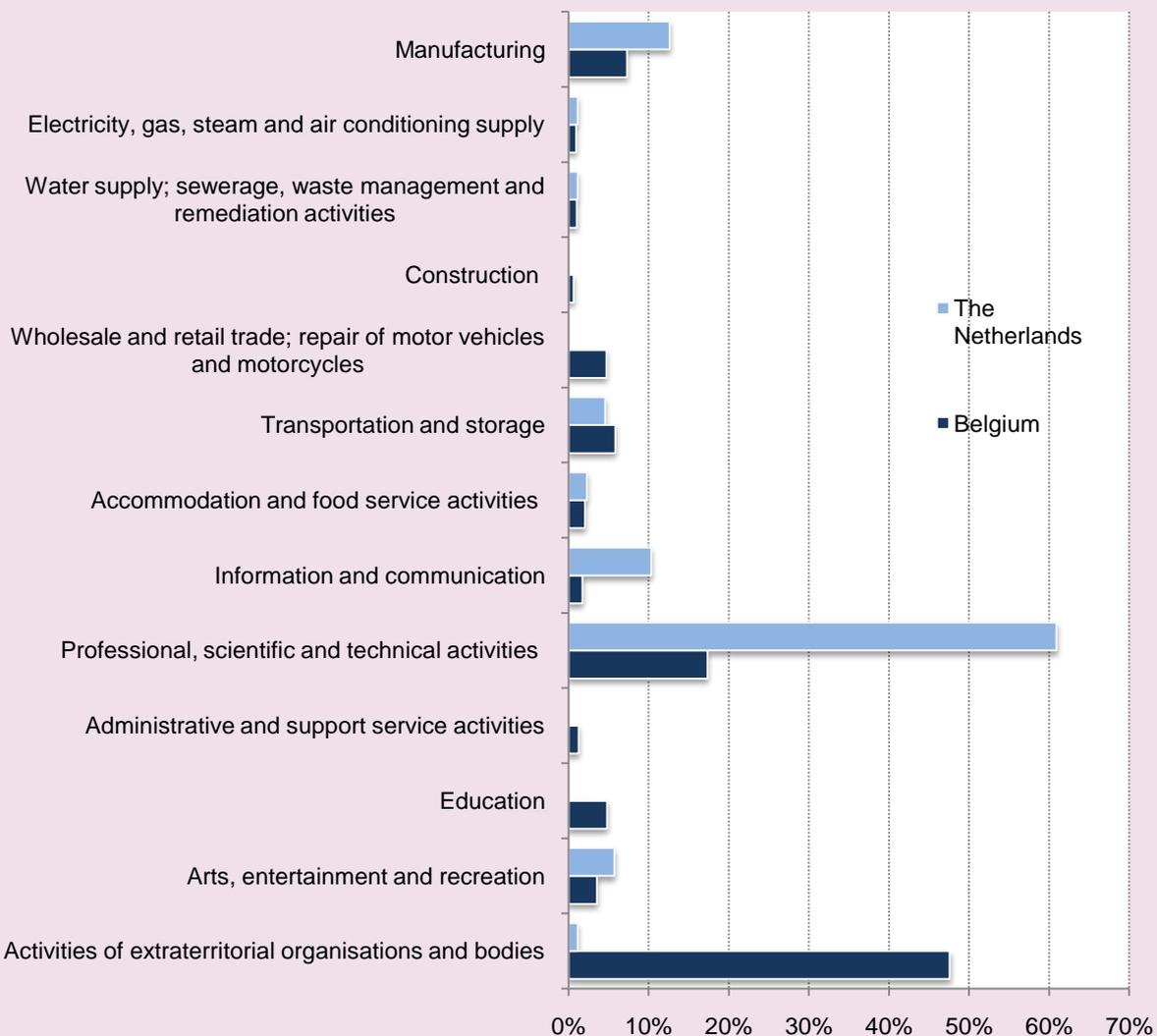
- ▶ Manufacturing
- ▶ Information and communication
- ▶ Professional, scientific and technical activities.

Belgium – job offers largely concentrated in:

- ▶ Activities of extraterritorial organisations and bodies
- ▶ Education
- ▶ Wholesale and retail trade, and repair

(EURES data base, stock of job vacancies 31<sup>st</sup> January 2012)

**Chart 8. The Netherlands and Belgium: distribution of labour demand by economic sectors, EURES vacancy stock at 31<sup>st</sup> of January 2012, % of total number of vacancies posted by country**



Source: EURES database

Countries included: Belgium and the Netherlands

Stock of job vacancies is the number of job vacancies measured at a given moment in time.

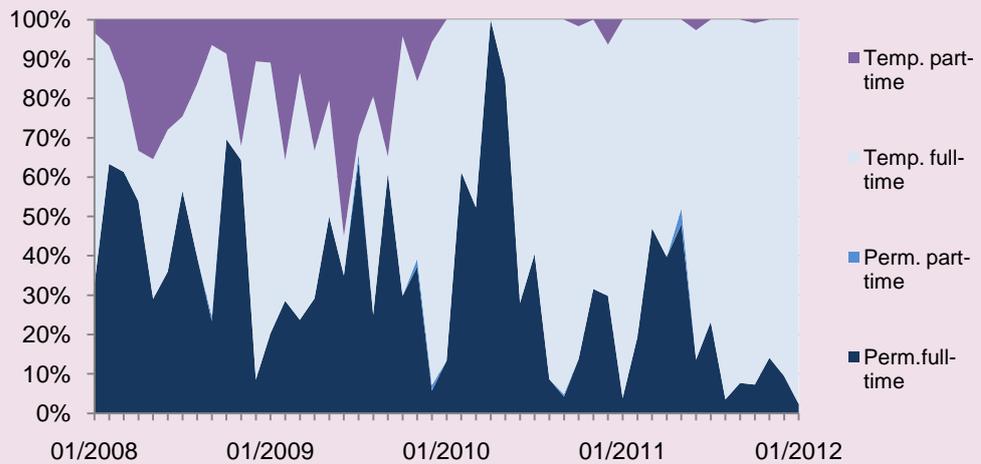
The list of economic sectors corresponds to NACE Rev.2 - for explanation see Abbreviations on page 19

## Contractual arrangements in Germany and Poland - more and more openings for temps

The charts below show that the distribution of job vacancies registered by the German and Polish PES and posted on the EURES portal (vacancies made open to international applications) were quite different in terms of job conditions in the past but they have now become similar.

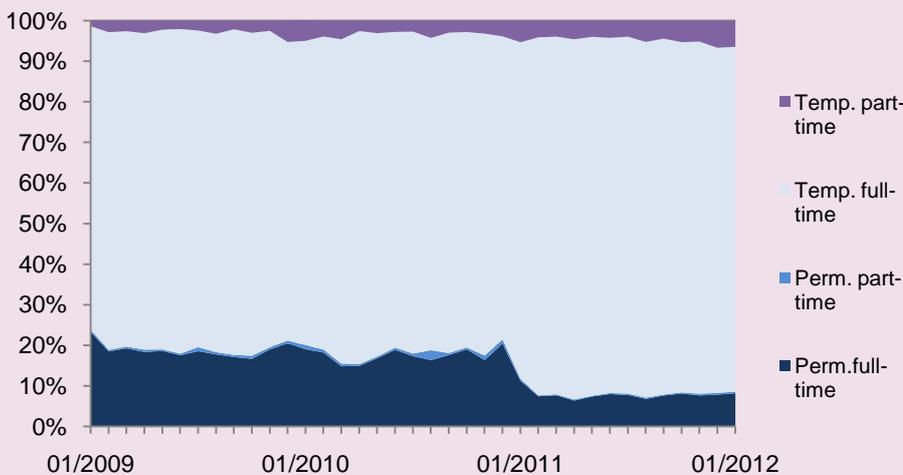
Not surprisingly, in times of recession in Germany (Chart 9), 30 per cent of job vacancies on EURES offered temporary part-time contracts. Although compensation for termination of employment cannot be avoided, offering temporary part time contracts gives employers flexibility in times of uncertainty. In times of recovery, starting from 2010, job offers for temporary part-time jobs almost disappeared from EURES, though job offers with permanent full-time contracts did not take their place. Temporary full-time job offers are now widespread.

**Chart 9. Vacancies posted by Germany, by type of contract, monthly inflow, % of total number of vacancies**



Source: EURES database

**Chart 10. Vacancies posted by Poland, by type of contract, monthly inflow, % of total number of vacancies**



Source: EURES database

In Poland (Chart 10) new jobs with temporary full-time contracts were prevalent (80 per cent) over the last three years. The number of permanent part-time contracts posted on EURES came down twice and now makes up less than 10 per cent of the total. Temporary contracts remain predominant in Poland as well.

## 'Top 5' EURES vacancies

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

EURES portal 'Top 5' vacancies (2<sup>nd</sup> April 2012):

1. Shop salespersons and demonstrators (60,500 vacancies)
2. Finance and sales associate professionals (57,300 vacancies)
3. Housekeeping and restaurant services workers (44,700 vacancies)
4. Electrical and electronic equipment mechanics and fitters (40,500 vacancies)
5. Modern health associate professionals (except nursing) (38,900 vacancies)

### *Excellent job opportunities outside the EURES 'Top 5'*

6. Personal care and related workers (38,500 vacancies)
7. Machinery mechanics and fitters (35,600 vacancies)
8. Architects, engineers and related professionals (34,900 vacancies)
9. Administrative associate professionals (33,800 vacancies)
10. Computing professionals (31,400 vacancies)

Compared to the 'Top 5' EURES vacancies identified on 2<sup>nd</sup> January 2012 (European Job Mobility Bulletin, Issue no.5 / January 2012),

the number of job offers has greatly increase for '*Housekeeping and restaurant service workers*' and in many countries (Czech Republic, Denmark, Finland, France, Ireland, Luxembourg, Portugal, Slovenia and Slovakia) assumed a leading position in the EURES 'Top 5'. To a great extent, this shift is caused by the seasonality of labour demand in response to the upcoming tourist season.

Meanwhile, for a few countries the most sought after occupations remained the same as at the beginning of January 2012, though with a higher number of available job vacancies. This trend was followed by Austria, Belgium, Italy, Lithuania, and the United Kingdom.

The Top 5 EURES vacancies altered drastically in Norway and Sweden only.

Unlike in Sweden, where top job opportunities experienced a radical shift from highly qualified to low-skilled job offers in services, in Norway, the demand for production managers and architects was replaced by a higher demand for special education teaching professionals and for legal professionals.

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

**Table 3. 'Top 5' EURES vacancies by country, ISCO-88, 2<sup>nd</sup> April 2012 (EURES portal)**

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
<b>Austria</b>	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (8,100)</li> <li>2. Shop salespersons and demonstrators (2,270)</li> <li>3. Physical and engineering science technicians (2,200)</li> <li>4. Machinery mechanics and fitters (1,900)</li> <li>5. Electrical and electronic equipment mechanics and fitters (1,600)</li> </ol>	<b>Germany</b>	<ol style="list-style-type: none"> <li>1. Electrical and electronic equipment mechanics and fitters (26,900)</li> <li>2. Architects, engineers and related professionals (24,150)</li> <li>3. Machinery mechanics and fitters (21,100)</li> <li>4. Housekeeping and restaurant services workers (18,130)</li> <li>5. Building finishers and related trades workers (18,100)</li> </ol>
<b>Belgium</b>	<ol style="list-style-type: none"> <li>1. Assemblers (10,200)</li> <li>2. Other machine operators and assemblers (10,180)</li> <li>3. Other office clerks (5,800)</li> <li>4. Secretaries and keyboard-operating clerks (5,800)</li> <li>5. Administrative associate professionals (5,790)</li> </ol>	<b>Denmark*</b>	<ol style="list-style-type: none"> <li>1. Personal care and related workers (300)</li> <li>2. Housekeeping and restaurant services workers (290)</li> <li>3. Shop salespersons and demonstrators (230)</li> <li>4. Domestic and related helpers, cleaners and launderers (180)</li> <li>5. Health professionals (except nursing) (170)</li> </ol>
<b>Cyprus</b>	<ol style="list-style-type: none"> <li>1. Agricultural, fishery and related labourer (290)</li> <li>2. Housekeeping and restaurant services workers (200)</li> <li>3. Domestic and related helpers, cleaners and launderers (180)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>	<b>Estonia</b>	<ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (90)</li> <li>2. Finance and sales associate professionals (80)</li> <li>3. Housekeeping and restaurant services workers (70)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
<b>Czech Republic*</b>	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (1,300)</li> <li>2. Finance and sales associate professionals (1,200)</li> <li>3. Physical and engineering science technicians (1,000)</li> <li>4. Blacksmiths, tool-makers and related trades workers (800)</li> <li>5. Motor vehicle drivers (770)</li> </ol>	<b>Greece</b>	<ol style="list-style-type: none"> <li>1. Stall and market salespersons (110)</li> <li>2. Housekeeping and restaurant services workers (70)</li> <li>3. Motor vehicle drivers (50)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>

**Table 3. 'Top 5' EURES vacancies by country, ISCO-88, 2<sup>nd</sup> April 2012 (EURES portal)**

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Finland*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (1,900)</li> <li>2. Finance and sales associate professionals(1,700)</li> <li>3. Building caretakers, window and related cleaners (1,070)</li> <li>4. Shop salespersons and demonstrators (1,030)</li> <li>5. Nursing and midwifery professionals (760)</li> </ol>	Lithuania	<ol style="list-style-type: none"> <li>1. Motor-vehicle drivers (130)</li> <li>2. Business professionals (90)</li> <li>3. Finance and sales associate professionals (70)</li> <li>4. Housekeeping and restaurant services workers (60)</li> <li>5. Shop salespersons and demonstrators (60)</li> </ol>
France	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (5,260)</li> <li>2. Finance and sales associate professionals (4,000)</li> <li>3. Production and operation department managers** (3,800)</li> <li>4. Other specialist managers (2,670)</li> <li>5. Physical and engineering science technicians (2,550)</li> </ol>	Luxembourg	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (35)</li> <li>2. Building finishers and related trades workers (35)</li> <li>3. Architects, engineers and related professionals (20)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Ireland*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (400)</li> <li>2. Finance and sales associate professionals (320)</li> <li>3. Personal care and related workers (250)</li> <li>4. Domestic and helpers, cleaners and launderers (180)</li> <li>5. Other office clerks (70)</li> </ol>	The Netherlands	<ol style="list-style-type: none"> <li>1. Physical and engineering science technicians (2,500)</li> <li>2. Building finishers and related trades workers (2,450)</li> <li>3. Finance and sales associate professionals (2,100)</li> <li>4. Machinery mechanics and fitters (2,000)</li> <li>5. Architects, engineers and related professionals (1,600)</li> </ol>
Italy	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (3,200)</li> <li>2. Physical and engineering science technicians (2,200)</li> <li>3. Administrative associate professionals (2,100)</li> <li>4. Architects, engineers and related professionals (1,680)</li> <li>5. Secretaries and keyboard-operating clerks (1,100)</li> </ol>	Norway	<ol style="list-style-type: none"> <li>1. Health professionals (except nursing)(830)</li> <li>2. Special education teaching professionals (800)</li> <li>3. Physical and engineering science technicians (500)</li> <li>4. Shop salespersons and demonstrators (470)</li> <li>5. Legal professionals (320)</li> </ol>

**Table 3. 'Top 5' EURES vacancies by country, ISCO-88, 2<sup>nd</sup> April 2012 (EURES portal)**

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Poland	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (2,150)</li> <li>2. Shop salespersons and demonstrators (1,350)</li> <li>3. Domestic and related helpers, cleaners and launderers (1,300)</li> <li>4. Protective services workers (1,070)</li> <li>5. Motor vehicle drivers (1,000)</li> </ol>	Slovakia	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (280)</li> <li>2. Motor vehicle drivers (100)</li> <li>3. Finance and sales associate professionals (100)</li> <li>4. Fashion and other models (100)</li> <li>5. Blacksmith, tool-makers and related trades workers (90)</li> </ol>
Portugal	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (230)</li> <li>2. Textile, garment and related trades workers (100)</li> <li>3. Finance and sales associate professionals (90)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>	Slovenia*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (130)</li> <li>2. Building frame and related trades workers (100)</li> <li>3. Shop salespersons and demonstrators (80)</li> </ol> <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Sweden*	<ol style="list-style-type: none"> <li>1. Street vendors and related workers (1,000)</li> <li>2. Domestic and related helpers, cleaners and launderers (800)</li> <li>3. Motor-vehicle drivers (500)</li> <li>4. Messengers, porters, door-keepers and related workers (200)</li> <li>5. Metal- and mineral-products machine operators (180)</li> </ol>	United Kingdom	<ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (28,700)</li> <li>2. Finance and sales associate professionals (27,000)</li> <li>3. Client information clerks (26,500)</li> <li>4. Stall and market salespersons (26,300)</li> <li>5. Shoe cleaning and other street services elementary occupations (26,100)</li> </ol> <p><i>This data should be treated with caution. Numbers are high due to trans-coding difficulties.</i></p>

Source: EURES portal (22 countries)

**Note:** Bulgaria, Spain, Iceland, Hungary, Liechtenstein, Latvia, Malta and Romania are not included due to insignificant numbers.

The job classifications follow ISCO conventions which are clarified on page 19.

\* the countries put all their PES registered job vacancies on the EURES portal: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

\*\*occupation belongs to the ISCO 3-digit group 'Other department managers'

## Abbreviations and definitions

### Country acronyms in tables and charts:

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

\* the countries with an asterisk put all their PES registered job vacancies on the EURES portal: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

**ISCO-88** – the International Standard Classification of Occupations (approved by the ILO Governing Body in 1988) allows the set of duties and tasks performed by one person at his or her workplace to be grouped into occupational groups. A 1-digit code indicates a Major Group, which is further divided into sub-groups. Each occupation has a 4-digit code.

The titles of the occupational groups in this publication are taken from the ISCO classification. For occupational group and job descriptions, please, consult the [International Labour Organisation web-site](#).

**NACE** (is the acronym for “Nomenclature générale des Activités économiques dans les Communautés Européennes”) - the Statistical classification of economic activities in the European Communities.

**PES** – Public Employment Services (i.e. the government-run employment agencies in each European country)

**EURES** – a cooperation network of the European Commission and national Public Employment Services to promote free movement of labour in Europe

**Stock** – a statistical term measuring a variable at a fixed moment in time, for example, the number of job vacancies available in Germany on 1 January 2012

**Inflow** – a statistical term measuring a variable over a period of time. For example, the ‘inflow’ is the number of new vacancies posted on the EURES portal in the first quarter of 2012