

The European Vacancy Monitor is published quarterly by DG Employment, Social Affairs & Inclusion of the European Commission. This is a publication within the Europe 2020 flagship initiative 'An Agenda for New Skills and Jobs'. It will be further refined taking into account stakeholders' feedback. Neither the European Commission nor any person acting on behalf of the Commission may be held responsible for the use that may be made of the information contained in this publication. Comments are gratefully received and should be sent to:

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### Further Information

- European Job Mobility Bulletin
- Monthly Labour Market Fact Sheet
- EU Employment and Social Situation Quarterly Review

## HIGHLIGHTS

SECOND QUARTER OF 2011

### **Growing but hesitant labour demand in the second quarter of 2011**

This trend is evident when looking at the year-on-year growth in the number of job vacancies (+12%, down from +19% in the first quarter), job-finders (+15%, down from +24%) and the inflow of PES job vacancies (+3%, down from +12%). A drop in public sector labour demand and an increasingly uncertain economic climate are likely to attribute to the diminished growth.

>> [Read more on page 3](#)

### **Recent signs of weakening trend in labour demand**

More recent figures on job vacancies for temporary agency workers show a decline in labour demand since July 2011. Cutting down on temporary agency work indicates that companies are performing less well. This is confirmed by a significant drop in the economic sentiment, a drop in new industrial orders and a lower economic growth in the third quarter of 2011.

>> [Read more on page 7](#)

### **Job offers: public sectors remain in trouble**

Growth in job vacancies was strongest in the manufacturing sector (+39%) and the trade and repair sector (+26%). Following a decline in economic performance, growth in the construction sector has disappeared. Austerity measures in the public sector continued to cause difficulties which generally resulted in negative growth figures.

>> [Read more on page 8](#)

### **High skill levels remain important for employment opportunities**

The number of job-finders in the 'professionals' group has grown by +34% in the second quarter of 2011 and the number of job seekers who found jobs as 'legislators, senior officials and managers' has grown by +25%, underlining the continuing importance of high skill levels in employment opportunities. Lower skilled occupations, however, accounted for the largest share of job-finders in the European labour market in the second quarter of 2011.

>> [Read more on page 10](#)

### **Special: job opportunities for young job seekers**

Despite high unemployment rates for young people, about half of all job-finders in the EU in 2010 were between 18 and 29 years old, indicating that young people are largely responsible for movement on the labour market. Education is important for young people as figures show that employment opportunities for higher qualified have been rising and most likely will be in the future. Already, employers are relatively dependent on young professionals in finance, engineering and IT.

>> [Read more on page 18](#)

>> [Top 5 PES jobs per country on page 26](#)

>> [Top 5 in the EURES Job Mobility Portal on page 27](#)

### I. INTRODUCTION

While much is known about unemployment, there is relatively little information on the demand for labour. As part of its Europe 2020 flagship initiative 'An Agenda for New Skills and Jobs', the European Commission has therefore 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 containing relevant data. The project has set up a monitoring and information system which allows the identification of trends in the European labour market, focusing on changes in the demand for occupational groups and skills. The system allows the identification of future labour and skills shortages and can be used as an early warning tool by policy makers, employers and other key stakeholders.

Results of the analysis are disseminated on a quarterly basis through two different publications: the European Vacancy Monitor (EVM), mainly targeting policy makers and researchers setting the framework for more job mobility, and the European Job Mobility Bulletin (EJMB), which provides systematic information on trends on the European Job Mobility Portal for EURES advisors and job seekers. However, the EVM does not focus on employment development and for such information, readers are referred to a dedicated bulletin, the European Commission's Monthly Labour Market Fact Sheet and the EU Employment and Social Situation Quarterly Review.

The *European Vacancy Monitor (EVM)*, targets a broad audience. It aims to contribute to policy development in labour market, education and training issues. The EVM provides a dynamic picture of developments in the demand for labour (job market, demand for occupations, indications for areas affected by recruitment difficulties and skills shortages), using a wide range of sources to produce valid and relevant data. The key sources of information for the EVM include national statistical offices (NSO), temporary work agencies (TWA), public employment services (PES), on-line recruitment services (ORS) and research institutions. Information is also gathered from international agencies such as Eurostat (the statistical office of the European Communities) and Eurociett (the European Confederation of Private Employment Agencies). A network of contacts is used to collect data from all 30 partner countries, including from the public employment services.

The *European Job Mobility Bulletin (EJMB)* The main source of information for the European Job Mobility Bulletin is the European Job Mobility portal (EURES portal) to which national public employment services (PES) transfer job vacancies that are registered at their offices for international mediation every day. The share transferred to

the EURES portal of the total number of job vacancies registered at PES varies from country to country, depending on the approach used in making the contribution. Some countries (namely Denmark, the Czech Republic, Ireland, Finland, Slovenia and Sweden) contribute all their registered job vacancies to the portal, while other countries post only selected vacancies. As the daily data feeds to the EURES portal are accumulated and stored in the EURES data base, it is possible to analyse developments on the EURES job market (sectors, occupations and skills in high or low demand, vacancies difficult to fill, etc.) for each country and for the EURES portal as a whole over time.

#### *The European Vacancy Monitor: work in progress - new developments*

Comparable data for the whole of Europe is produced from the i) Labour Force Survey (which includes 26 countries for data on the second quarter of 2011, only for Slovakia no data was available at the time of the analysis), ii) the Job Vacancy Statistics (23 countries, estimations included) and iii) the registration data for job vacancies and unemployed from PES (21 countries). This issue, EVM No. 5, mainly focuses on the second quarter of 2011 comparing it to the second quarter of 2010. Wherever possible, use has been made of more recent data from other sources.

With regard to the demand for occupations, the results from all sources are based on the International Standard Classification of Occupations (ISCO). To allow for international comparisons in certain specific cases, data from primary sources were harmonised with ISCO, as for example the registration data of PES. For LFS-data for the first and second quarter of 2011, only the ISCO-08 classification is available, while only the ISCO-88 classification is available for pre-2011 data. Unlike previous issues of the EVM, year-on-year comparisons of occupations of job-finders - for example the Top 25 job-finders per country - are therefore not possible at every ISCO level.

In this issue of the EVM, no Chart is included on the change in the average daily number of agency workers (Chart 4 in EVM no. 4, source: Eurociett), due to a lack of new data. Also, unlike in EVM no. 4, EVM no. 5 does not assess the number of job-finders by economic sector in Portugal, Italy, Ireland, Greece and Spain as a group of countries which have been severely affected by the financial crisis and its aftermath. Finally, the distribution of the number of job-finders by type of job will be presented periodically, and not in this issue of the EVM.

The European Vacancy Monitor is a work in progress. In the absence of a standard survey of employers in Europe that would allow the sharing of information on hard to fill job vacancies, other indicators have been used, such as the relationship between demand and supply in each country and in each occupational group.

## II. SHORT TERM TRENDS IN LABOUR DEMAND

### *The following available indicators for labour demand are used:*

1. Job vacancies (Job Vacancy Statistics), 2. Job-finders (Labour Force Survey), 3. The inflow of registered job vacancies at public employment services, 4. Online job vacancies for temporary agency workers of Randstad (a large international temporary work agency) and 5. The Monster Employment Index of Monsterboard (a large online recruitment service). The strongest indicators are the demand for labour as presented by the LFS for job-finders and the number of job vacancies by the national Job Vacancy Statistics, because these indicators give information across the widest spread of countries. The LFS is given more weight because it concerns flow figures and is very detailed with regard to further breakdowns for occupations, while the JVS uses stock figures at a given moment. The best indicator would be the total inflow or outflow of job vacancies, but there is no (comparable) data.

### *Growing but hesitant labour demand due to increased economic uncertainty and public sector developments*

In general, the demand for labour continued to increase in the second quarter of 2011. The pace of growth, however, has decreased. This is evident when looking at the year-on-year growth in the second quarter in the number of job vacancies (+12%, down from +19% in the first quarter), job-finders (+15%, down from +24%) and the inflow of PES job vacancies (+3%, down from +12%). The most important factors underlying the diminished growth in labour demand are a drop in public sector labour demand and a more uncertain economic climate. The change in demand for temporary agency work has reversed in recent months and is now downwards, as is the change in the online demand for labour. Combined with a decline in economic performance generally, a further deterioration of labour demand in the second half of 2011 is to be expected.

### *Slowdown in economic growth*

Economic growth in the EU27 diminished in the second quarter of 2011. Eurostat reports a +1.7% year-on-year growth in GDP, indicating a diminished growth after four consecutive quarters of positive growth above +2%. The dampening was most likely caused by a moderation of global demand, unfavourable effects on financing conditions (e.g. more stringent) and more uncertainty resulting from tensions in Europe's sovereign debt markets (ECB, 2011). However, low short-term interest rates and growth in emerging economies outside Europe continued to foster modest economic growth in Europe.

In general, year-on-year GDP growth in the EU27 decreased in the second quarter relative to the first quarter of 2011. The main changes in year-on-year growth in selected individual countries were as follows: Sweden (+4.4%, down from 6.6%), Germany (+3.0%, down from 5.0%) and - with increased year-on-year growth compared to the first quarter - Poland (4.4%, up from 4.1%). Estonia, which joined the euro in January, marked the highest GDP growth in the Euro area (+8.4%). Lithuania and Latvia also marked a strong growth (6.5% and 5.6%). Growth in France and the Netherlands was average (1.7% and 1.6%) and the other big European countries showed weak economic growth: 1.0% for the UK and 0.8% for Italy and Spain. The weakest - and negative - growth was found in Portugal (-1.0%) and Greece (-7.4%).

In the third quarter of 2011, the European Commission's (2011a, see Annex A1) Economic Sentiment Indicator (ESI) dropped significantly and below its long term average (European Commission 2011b), indicating that further weakening economic growth in the second half of 2011 is expected by firms. The worsening in sentiment was widespread among the largest countries and was mostly driven by the views from industry. Eurostat's GDP growth figure of +1.4% for the third quarter of 2011 confirms this. In addition, Eurostat reports that year-on-year growth in industrial new orders is still positive, but has been decreasing since May 2011 (+12.2%) to a significantly lower +2.3% in September 2011. Growth figures of gross fixed capital for a few countries in the third quarter of 2011 point to a decrease in investments.

### *Growth in employment positive and equal to the first quarter*

In the second quarter of 2011, there were almost 214 million employed people aged between 15 and 65 in the EU27, which is +0.47% more than in the second quarter of 2010. The figure was more or less equal to year-on-year growth in the first quarter of 2011 (+0.55%). The increased employment most likely reflects the strong growth in job vacancies in the first quarter of 2011 (see EVM no. 4). For more information on employment, see the European Commission's 'Monthly Labour Market Fact Sheet' and the 'EU Employment and Social Situation Quarterly Review'.

### *Growth in job vacancies positive, but hampered by public sector*

On average, the stock of job vacancies in 23 European countries grew by +12% in the second quarter of 2011 compared to the same quarter in 2010. This is substantially lower than year-on-year growth in the stock in the previous quarters (first quarter of 2011 (+19%), the fourth quarter of 2010 (+28%) and the third quarter of 2010 (+26%). However, in total 18 out of 23 countries recorded a positive growth

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contributing to a mostly positive picture for Europe as a whole. The weaker growth in the stock of job vacancies can largely be attributed to less job vacancy growth in the public sector. However, the growth in private sector job vacancies was around +16%, which is lower than year-on-year growth in the private sector in the first quarter (+40%), which suggests weakening economic growth.

Countries with a strong increase in GDP and gross fixed capital formation (i.e. investment by businesses) in the previous quarter, have sustained growth in job vacancies. As expected in the previous issue of the EVM, Luxembourg (+104%), Latvia (+71%), Lithuania (+57%), Sweden (+37%), Germany (+24%) Estonia (+21%) marked high levels of growth in their stocks of job vacancies in the second quarter of 2011 compared to the same quarter in the previous year (Chart 1). The Czech Republic showed negative growth in the previous quarter which picked up in the second quarter (+12%). In Romania, growth in job vacancies recovered from a negative figure in the previous quarter to +15% in the second quarter. Austria (+20%) and Slovenia (+18%) continued to mark moderate growth in the second quarter of 2011.

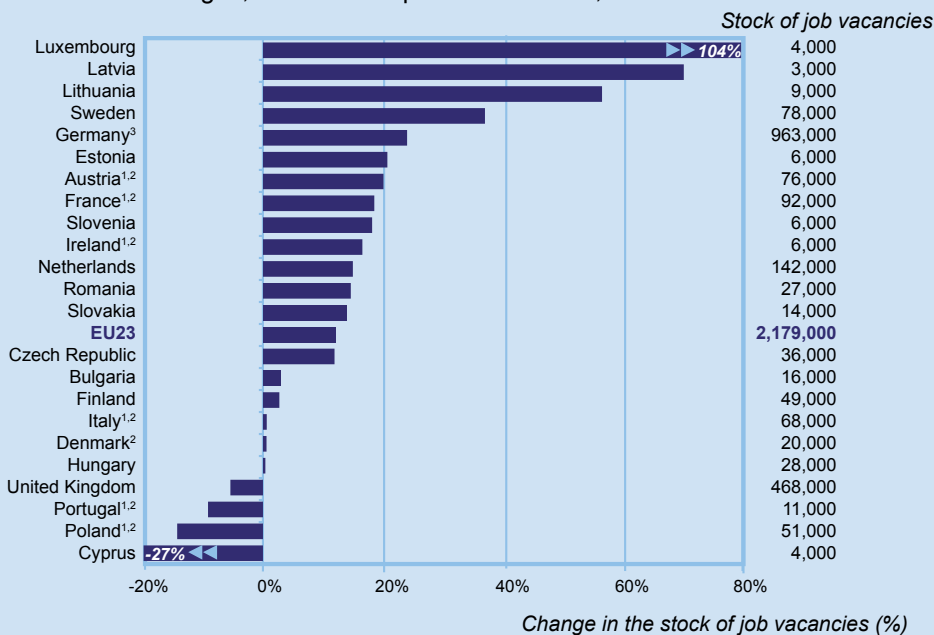
The Netherlands and Finland were expected to show high sustained growth in the second quarter because of an increase in GDP and gross fixed capital formation, but growth in the

overall stock of job vacancies in these countries was hampered mainly by falls in public sector job vacancies. Year-on-year growth (including the public sector) in the stock of job vacancies was +15% in the Netherlands and +3% in Finland, while year-on-year growth in the stock of job vacancies excluding the public sector was +22% and +19% respectively. Declining growth in the stock of job vacancies in the Netherlands and Finland can be attributed to austerity measures. In Finland, education and health are provided by municipalities and a decline of health care work is expected. Also, municipalities have been merging and focussing on efficiency.

Year-on-year growth in the stock of job vacancies was substantially higher in the previous quarter in Italy (+25%), in Ireland (+160%) and in France (+72%) (see EVM No. 4). Due to weaker economic performance, the strong growth in the stock of job vacancies in the first quarter appeared to be more moderate in the second quarter in Italy (+1%) and to a smaller extent in Ireland (+17%) and France (+19%). In Bulgaria, growth in job vacancies remained weak (+3% or -9% excluding public sector) and growth in job vacancies was negative in Portugal (-9%), Poland (-14%) and Cyprus (-27%).

For most countries, growth in job vacancies is expected to continue in the same direction and this means that the number of job vacancies will be growing at a slower pace.

**Chart 1: Change in the stock of job vacancies by country**  
Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: EU JVS data based on surveys of employers held by national statistical offices; own calculations (23 countries). Not included are Belgium, Malta (no data available), Greece (data 2011Q2 missing) and Spain (trend break due to new measurement of public sector job vacancies). Agriculture is excluded.  
<sup>1</sup> estimate, <sup>2</sup> excluding public sector, <sup>3</sup> Definition changed, 2010Q2 estimated by IAB. See annex A3 for methodological notes. The stock of job vacancies is the number of job vacancies measured at a certain moment in time. A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant.

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In Poland, Slovenia, Ireland, Italy, and Denmark, however, the figures are expected to deteriorate more severely in the second half of 2011 since these countries show negative growth in gross capital formation and the European Commission's Forecasts (European Commission, 2011c) indicate a deteriorating economic performance.

## Continued growth in hiring, partially reflecting job turnover of the workforce

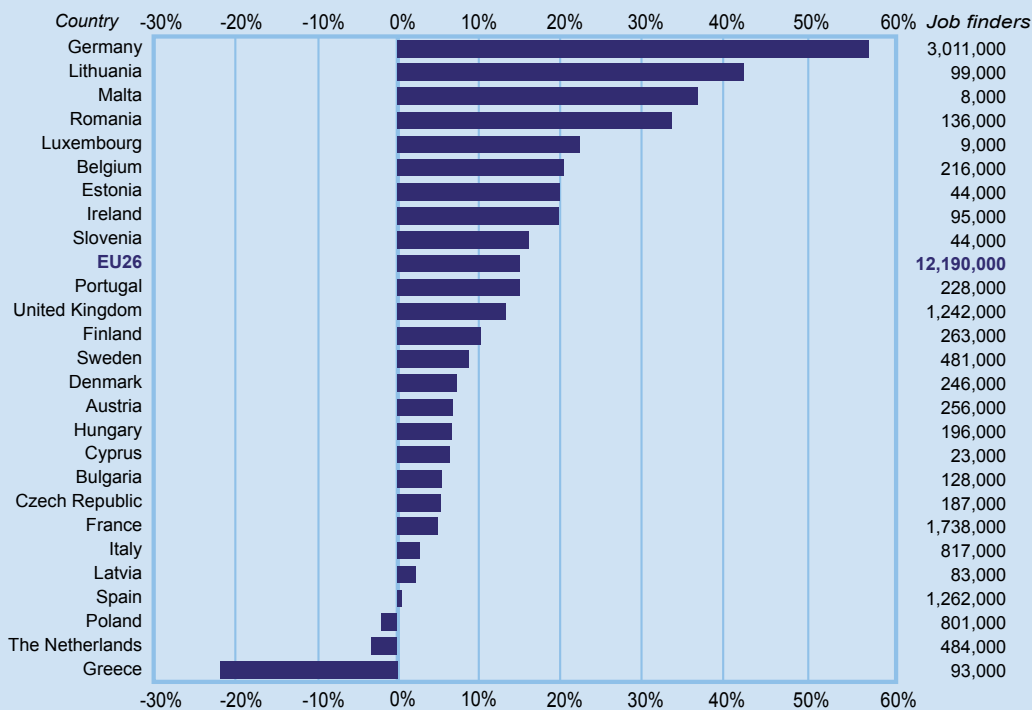
Improved economic performance and the strong growth in the demand for labour in previous quarters resulted in **continued strong year-on-year growth in hirings (i.e. job-finders)** for most countries in the Euro area in the second quarter of 2011. Corresponding to an increased uncertain economic climate, however, the growth was comparatively moderate overall in comparison to previous quarters (+15%, Chart 2). In the previous quarter, the figure was +24%, as well as in the fourth quarter of 2010. The total number of job-finders for 26 countries in the second quarter of 2011 was 12.2 million, which is about 1.8 million more than in the second quarter of 2010. From the end of the second quarter of 2010 until the end of the second quarter of 2011, about 46.7 million people in 26 countries found a job. Employment

increased by about 1 million in the same period. Consequently, **job turnover** accounts for a very large share of job-finders in the reference period.

The total growth in job-finders was largely due to strong performance shown by Germany which showed the largest increase in job-finders between the second quarter of 2010 and the second quarter of 2011 (+57%), followed by Lithuania (+42%), Malta (+36%) and Romania (+33%). With an employment increase of 954,000 between the second quarter of 2010 and the second quarter of 2011 (+2.6%), Germany accounts for around 95% of the total employment increase in Europe. The increase in the number of job-finders in Germany from the end of the second quarter of 2010 until the end of the second quarter of 2011 is much higher than the employment increase (more than 10 million). This suggests that job turnover accounts for a large share of job-finders in Germany, although much less than for the 26 countries as a whole. Other countries were some way behind in terms of year-on-year job-finder growth in the second quarter, though still positive for all except Poland (-2%), the Netherlands (-3%) and Greece (-21%). In the Netherlands, this was mostly due to a large drop in the number of job-finders in the public sector and in the case of Greece the change was

**Chart 2: Change in the number of job-finders**

Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Change in the number of job-finders (%)

Source: EU LFS data - own calculations (26 countries). Exclusive Slovakia (no data on job finders 2011Q2 at time of analysis). Job-finders were employed at the moment of the survey and had been employed for at most three months.

indicative of the worsening economic situation there. The number of job-finders has not only increased in Germany's private sector, reflecting an increase in economic performance and job vacancies, but has also increased in the public sector, which was most likely caused by a higher rate of **job turnover** rather than the creation of new jobs. In reality the number of employed people in public administration decreased by -2.1% though employment increased in education (+1.4%) and health (+5.5%). In Portugal, the relatively high figure of growth in job-finders was also largely due to higher job-turnover, because year-on-year growth in employment declined in Portugal (-1.5%). The decline in employment reflects the negative GDP growth and falling gross fixed capital formation in Portugal. To a lesser extent the same holds for the UK.

### Relatively low growth in new job vacancies registered with PES: +3%

Growth in the inflow of job vacancies registered with PES in the second quarter of 2011 compared to the same quarter in the previous year for 21 countries increased by +3% (Chart 3), which was substantially lower than the year-on-year growth in the previous quarter (+12%). In Hungary, Sweden and Finland, the inflow grew by +43%, +34% and +33% respectively. Growth in Sweden and Hungary corresponds to an overall growth in job vacancies (Chart 1). The figure for Ger-

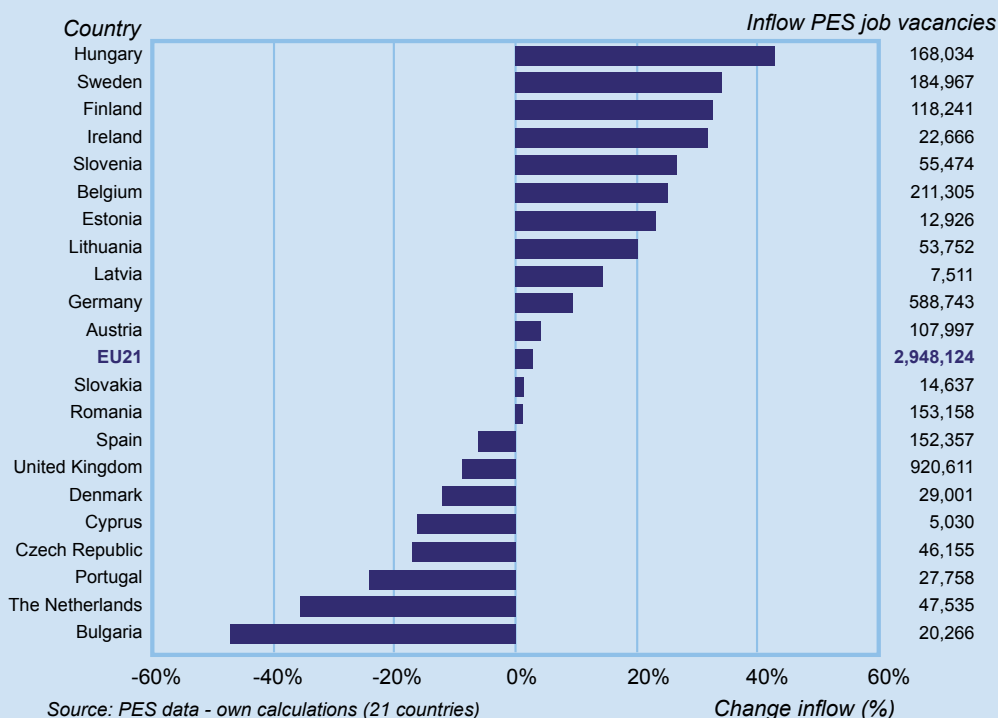
many (+10%) was positive, but relatively low compared to the previous quarter. Corresponding in general to the overall growth in job vacancies (Chart 1), growth in the number of newly registered job vacancies at PES has been negative in the UK (-9%), Denmark (-12%), Cyprus (-16%), Portugal (-24%) and Bulgaria (-47%). Year-on-year growth in inflow of job vacancies at PES was negative for these countries in the first quarter of 2011 as well, except for the UK. It should be noted that the small decrease in the UK in the second quarter represents a large number of job vacancies, whereas the negative growth in the other countries bases on comparably low absolute numbers.

Much of these changes seem to be related to the differing economic performances in each country - for some the reference period has been disappointing in terms of GDP growth. However, if economic conditions improve, employers tend to turn to the PES to help them recruit the staff they need - particularly where recruitment of certain skills proves difficult and this may account for some of the growth in inflow from countries such as Sweden and Finland.

In Hungary, the strong growth in the inflow of job vacancies registered with PES can largely be accounted for by vacancies for jobs that were subsidised by the Hungarian government. About 55% of newly registered job vacancies at PES are government-supported job vacancies, which were all re-

**Chart 3: Change in the inflow of PES job vacancies**

Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: PES data - own calculations (21 countries)

Inflow of PES registered job vacancies refers to new job vacancies which were registered in a certain quarter.

gistered by the PES. In Bulgaria, the strong negative growth can be explained by many job losses resulting in a relatively large share of qualified job-seekers, which made hiring relatively easy for employers. Therefore, employers were probably not using PES for filling new job vacancies. The strong negative growth in the Netherlands (-36%) was possibly due a change in policy of the Dutch PES.

### Temporary agency work and online job vacancies in downward trend

Temporary agency work is an important indicator of developments in the economy and the labour market. If companies perform below expectations, employers will first tend to cut down on temporary agency work. Once the outlook becomes more favourable again they will start hiring temporary agency workers rather than permanent workers, which tends to offer less economic risk for the company.

The number of online job vacancies of Randstad - job vacancies that cannot be filled directly from the available pool of candidates - was in decline during autumn 2011 (Chart 4). All countries showed a decline during autumn, except Spain which already marked a relatively strong decline since June. The largest decrease was marked by France and the Nether-

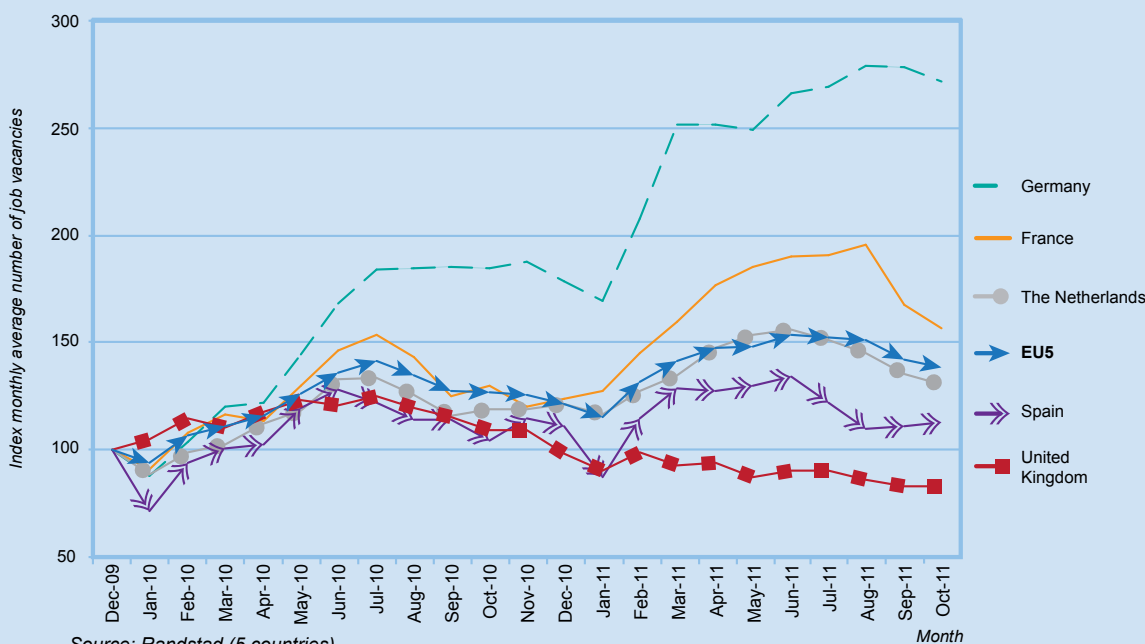
lands. Although the number of job vacancies in temporary agency work in Germany increased significantly since January 2011, the situation has changed with a decline since July.

The start of a fall in the indices during autumn 2011 could reflect a more general decline in recruitment activity which would be consistent with the perceived economic uncertainty in these countries. The decreasing figures might be partially due to seasonal effects, but year-on-year figures have also been declining since August. In addition, Eurociett (2011) reports slower year-on-year growth in the number of hours worked by agency workers in the same period.

### Flattening growth in online job vacancies

A similar development is shown by the Monster Employment Index, which is based on daily measurements of the number of job vacancies for a large number of online portals. The Monster Employment Index was 139 in October 2011, corresponding to a +14% year-on-year growth in the same month. The index had been increasing since January 2011, but the growth came to a standstill in June 2011. Between June and November 2011 (the most recent figure), the Monster Employment Index remained more or less unchanged.

**Chart 4: Development of job vacancies in temporary work agencies (Randstad) Index, December 2009 - October 2011, December 2009 = 100**



Source: Randstad (5 countries)

Numbers are based on the number of open job vacancies published by the subsidiaries of the Randstad Group on the internet. Randstad only publishes job vacancies that cannot be filled directly from the available pool of candidates. The figures are based on daily measurements of the number of open job vacancies.

## III. ECONOMIC SECTORS

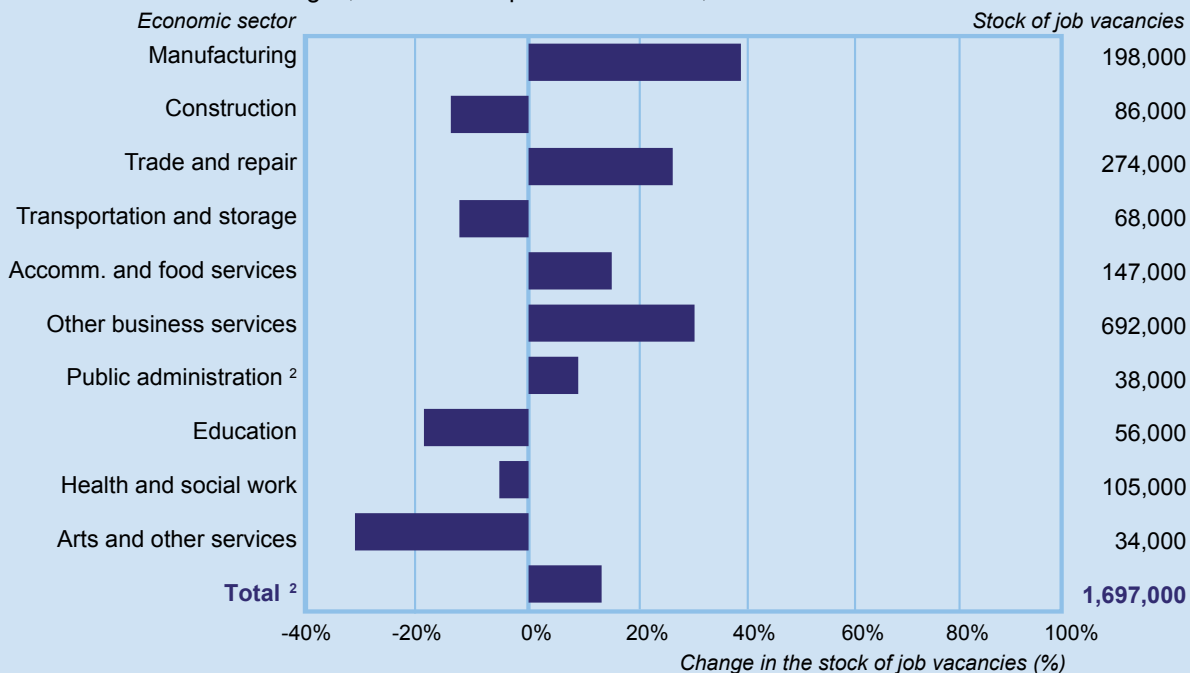
*Best economic performance in manufacturing, but overall decline in economic growth*

Economic growth in the second quarter of 2011 compared to the same quarter in the previous year was highest in the manufacturing sector. Eurostat reports +6.1% year-on-year growth in the gross value added for this sector, though this percentage decreased in comparison to the previous quarter. The construction sector was growing in terms of year-on-year changes in gross value added since the fourth quarter of 2010, but growth in the second quarter of 2011 halved in comparison to the first quarter, reaching just +1.7%. There was virtually no growth in agriculture and fishing and other sectors showed relatively low growth figures. The European Commission (2011b) reports that economic sentiment in the industrial sector has substantially dropped in the third quarter of 2011. In addition, the assessment by managers of production trends and of export order books observed during recent months has also worsened substantially.

*Strong growth in job vacancies in the private sector, decline in the public sector*

The previous issue of the EVM reported that while the private sector had been growing in terms of job vacancies, there was a severe decline in the public sector. The picture for the second quarter of 2011 confirms a continuation of this development (Chart 5). The manufacturing sector marked the strongest year-on-year growth in the number of job vacancies (+39%), in line with economic developments in this sector. This was largely influenced by the contribution of Germany, where this sector has been performing well during the reference period. Similarly, the trade and repair sector (+26%) and the other businesses sector (+30%) marked strong growth figures for the second quarter. In the first quarter of 2011 (see EVM. No. 4), there was a moderate increase in job vacancies in the construction sector (+25%). However, because the economic performance of this sector has substantially decreased since then, there is a decline of -14% year-on-year growth in the number of job vacancies. The transportation and storage sector (-13%) also showed a moderate decline in job vacancies.

**Chart 5: Change in the stock of job vacancies by economic sector in the EU (NACE rev. 2)**  
Percentages, 2011Q2 compared to 2010Q2, with absolute numbers of 2011Q2



Source: EU JVS data based on surveys of companies held by national statistical offices; own calculations (17 countries). Countries included: Bulgaria, Czech Republic, Cyprus, Estonia<sup>1</sup>, Finland, Germany<sup>1</sup>, Hungary, Latvia, Lithuania, Luxembourg, The Netherlands, Portugal<sup>2</sup>, Romania, Slovenia, Slovakia, Sweden, United Kingdom. <sup>1</sup> estimate, IAB estimate for 2010Q2 in Germany <sup>2</sup> exclusive Portugal for public administration. To compare the data for 17 countries, specific sectors had to be taken together and the sectors agriculture, mining, electricity and waterworks had to be excluded from the analysis. There was no data available for these sectors for all 17 countries. See Annex 3 for methodological notes.

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Austerity measures in the public sector continued to cause difficulties which generally resulted in negative growth figures. The year-on-year growth in job vacancies in the education-sector was -19% and -5% in the health and social work sector. However, there was an increase in the number of job vacancies in public administration (+9%). In the first quarter of 2011, the education sector and the health and social work sector marked negative growth as well (-37% and -9%) indicating a continued decline in job vacancies in these sectors.

The arts and services sector marked the highest decrease in job vacancies (-32%). This can largely be attributed to Germany and the UK because of their size. In Germany and in the UK, labour demand in these sectors was in decline, which was most likely caused by less funding for cultural institutions and art groups due to austerity measures.

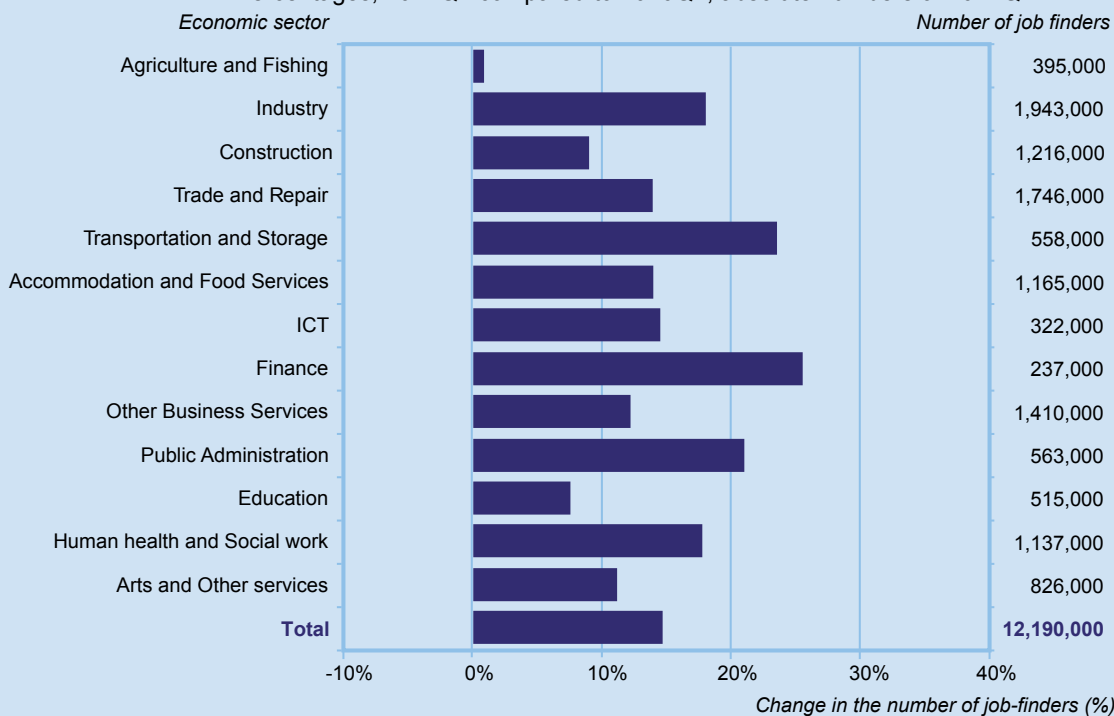
### Job-finder growth in private sector driven by employment, public sector growth by job turnover

Corresponding to the strong labour demand in the previous quarter and the development in job-finders, the number of job-finders in the private sector in the second quarter of 2011 compared to the second quarter of 2010 increased (Chart 6). Year-on-year growth was highest in finance (+26%), transportation and storage (+24%) and industry (+18%). In addition,

year-on-year growth in all other private sectors was also positive. The agriculture and fishing sector marked the lowest year-on-year growth in job-finders (+1%), corresponding to a decrease in employment (-4.0%). In general, changes in job-finders are in line with year-on-year changes in employment reported by Eurostat. Employment in the construction sector, however has decreased in the second quarter of 2011 compared to the same quarter in the previous year (-2.5%), indicating that the increase in job-finders in this sector is the result of job turnover and not the result of new jobs.

Increased job turnover instead of more new jobs is also the case in the growth of job-finders in the public sector. Public sector jobs are likely to be most affected by the austerity measures being implemented by many countries and this is reflected in negative employment growth in half of the public sectors. Year-on-year growth in employment figures for the public administration (-1.0%) and the education sector (-0.1%) were negative. The +21% year-on-year growth in job-finders in the public sector therefore reflects a higher level of job turnover. The same holds for the +8% growth in the education sector. The human health and social work sector and the arts and other services sector have seen a small increase in employment, so new jobs may account at least partially for the growth in the number of job-finders in these sectors (+18% and +11% respectively).

**Chart 6: Change in the number of job-finders in EU by economic sector (NACE rev. 2)**  
Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: EU LFS data - own calculations (26 countries). Exclusive Slovakia (no data on job finders 2011Q2 at time of analysis). Based on NACE rev. 2, 2 digit level. Job-finders are employed at the moment of the survey and have been employed for at most three months. The number of job-finders per economic sector (NACE) is used to present a more dynamic picture of the labour market (LFS). All economic sectors are included. Industry consists of mining, manufacturing, electricity and waterworks. The category 'unknown' is excluded from the chart.

## IV. OCCUPATIONS

### High skill levels remain important for employment opportunities

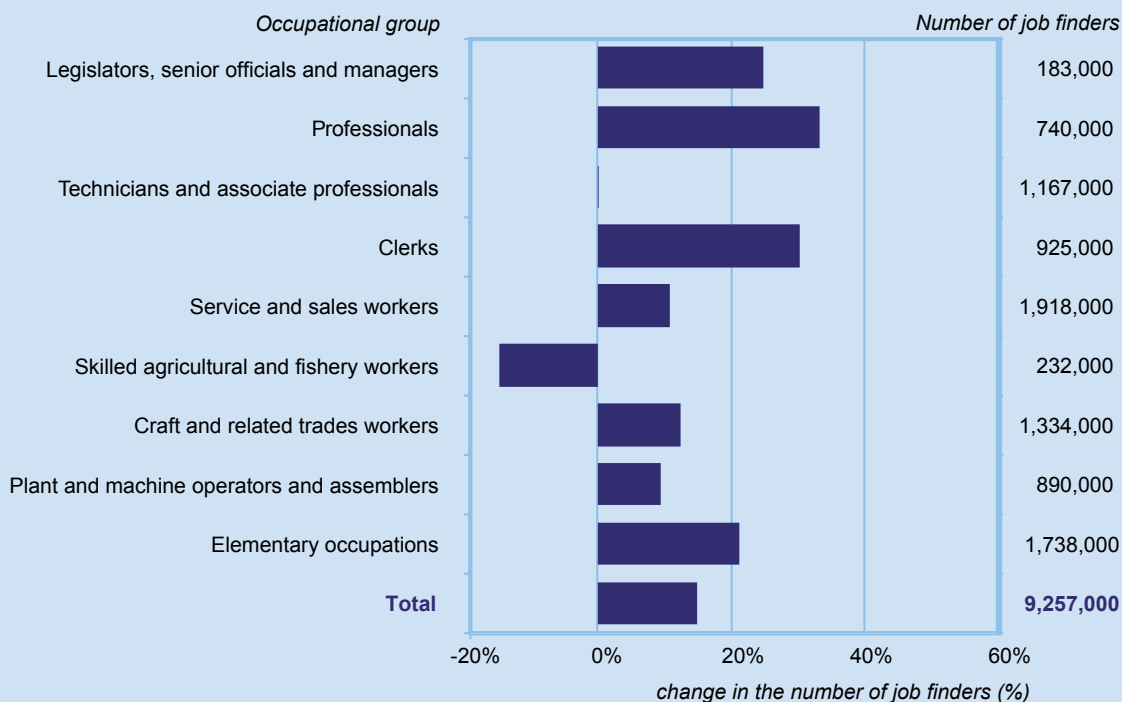
Job-finders in lower skilled occupations account for the largest share of job-finders in the European labour market, underlining the continuing importance of these groups in providing employment opportunities. This holds true not only in the second quarter of 2011, but also in previous quarters. In the first and second quarters, however, demand for higher skilled occupations increased significantly compared to previous quarters.

Growth in the number of job-finders was greatest in occupations which are represented across many sectors, as illustrated in Chart 7. For example, the number of (high-skilled) job-finders in the 'professionals' group has grown by +34% and the number of job seekers who found jobs as 'legislators, senior officials and managers' has grown by +25%. Both groups appear to have benefited from an overall increase in labour demand across different sectors (and so spreading the risk of job loss), which confirms that there is widespread de-

mand for high-skilled labour. However, lower-skilled labour also benefited from the general increase in labour demand, which explains the strong year-on-year growth in the number job-finders as 'clerks' (+31%) and 'elementary occupations' (+22%).

'Plant, machine operators and assemblers' mainly work in the manufacturing and transport sectors and thus benefited in large absolute numbers from the growth in job-finders in these sectors (890.000 job-finders). The year-on-year growth in job-finders in this occupational group compared to high skilled occupational groups has been moderate (+10%), confirming the increasing demand for high skills. 'Craft and related trades workers' have also marked a moderate year-on-year growth in the number of job-finders (+13%) compared to the high skilled occupations, but also represent a large group of job-finders in absolute terms (1.3 million). The same holds for 'service and sales workers' (+11%, 1.9 million job-finders). The number of job-finders in 'skilled agricultural and fishery work' in the second quarter of 2011 compared to the same quarter in the previous year decreased substantially (-15%), continuing the decline in previous quarters. The growth in the number of job-finders as 'technicians and associate professionals' was static and continued the trend iden-

**Chart 7: Change in the number of job-finders in the EU by occupational group (ISCO)**  
Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: EU LFS data - own calculations (23 countries). ISCO-88 and ISCO-08 1 digit level combined. Hungary, Ireland, Slovakia and the UK were excluded due to the lack of data on ISCO for 2011Q2 at time of analysis. The LFS contains information about the number of job-finders by occupational group per quarter. Job-finders were employed at the moment of the survey and had been employed for at most three months.

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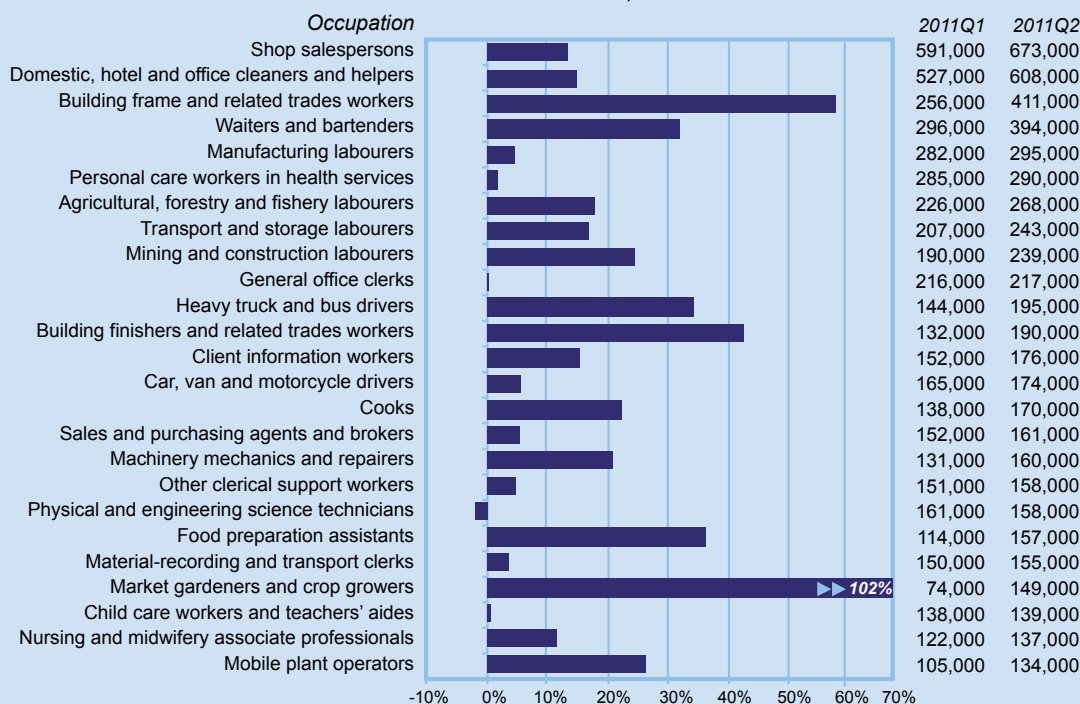
tified in EVM No. 4. This may reflect the shortage of labour supply in this occupational group, leading to unfilled demand and low job turnover.

In terms of job-finders by occupation, the fastest growing groups are not necessarily the largest groups. While Chart 7 shows the year-on-year growth in occupational groups, chart 8 shows the top 25 number of job-finders per occupation in absolute numbers (Chart 8). The top 25 consists mostly of occupations in these occupational groups: 'elementary occupations', 'service and sales workers' and 'clerical support workers'. The number one occupation in terms of job-finders in the second quarter of 2011 was 'shop salespersons' (673,000 job-finders) and this was also the case in the first quarter of 2011. However, some of this will reflect a higher turnover of staff in this group. 'Shop salespersons' and other occupations such as 'domestic, hotel and office cleaners and helpers' are not just important as providers of jobs in general, but

because of their relative ease of entry, offer good prospects for new entrants to the labour market, particularly youth who are currently facing very high unemployment levels. For more on job opportunities for young people, see section VII.

Increased seasonal demand for labour is also reflected in Chart 8. For example, the growth of 'market gardeners and crop growers' soared in the second quarter of 2011 and growth in comparison to the first quarter was very high (+102%). Also, the number of 'agricultural, forestry and fishery workers' was high and marked a strong growth in comparison to the first quarter. The high number and strong quarter-to-quarter growth of 'building frame and related trades workers', 'mining and construction labourers' and 'building finishers and related trades workers' reflected the high job turnover in the construction sector, as this sector did not register an increase in employment in the second quarter of 2011.

**Chart 8: Top 25 number of job-finders in EU by occupation (ISCO-08)**  
Percentages, 2011Q2 compared to 2011Q1  
Absolute numbers, 2011Q1 and 2011Q2



Source: EU LFS data - own calculations (22 countries). ISCO-08 3 digit level. Greece, Hungary, Ireland, Slovakia and the United Kingdom were excluded due to lack of data on ISCO for 2011Q1 and 2011Q2 at time of analysis. For LFS-data of 2011, only the ISCO'08 classification is available, while only the ISCO-88 classification is available for pre-2011 data. Unlike previous issues of the EVM, comparisons year-on-year on occupations of job-finders are therefore not possible. Therefore, quarter-on-quarter changes and absolute numbers are presented. The figures should be interpreted with care because no seasonal adjustment is possible. Job-finders were employed at the moment of the survey and had been employed for at most three months.

## Largest growth in new PES job vacancies for production-related occupations, technicians and agricultural workers

In the second quarter of 2011, production-related occupations marked the highest growth in inflow of job vacancies registered by PES for 21 countries. The number of new PES job vacancies for 'craft and related workers' and 'plant and machine operators and assemblers' increased by +10% and +5% respectively (Chart 9). The comparatively strong performance of Germany's manufacturing sector (and its relative size compared to many other countries) is evident in the growth figures of production-related occupations.

The year-on-year growth in the inflow of PES vacancies for 'technicians and associate professionals' has also been strong (+8%), reflecting a sustained and increased demand, which has not been matched in terms of job-finders (Chart 7). The inflow of job vacancies for 'skilled agricultural and fishery workers' registered by PES in the second quarter of 2011 compared to the second quarter of 2010 grew by +6%. This most likely reflects a better agricultural season in 2011 in comparison to 2010, leading to an increased demand for occupations such as 'market gardeners and crop growers'.

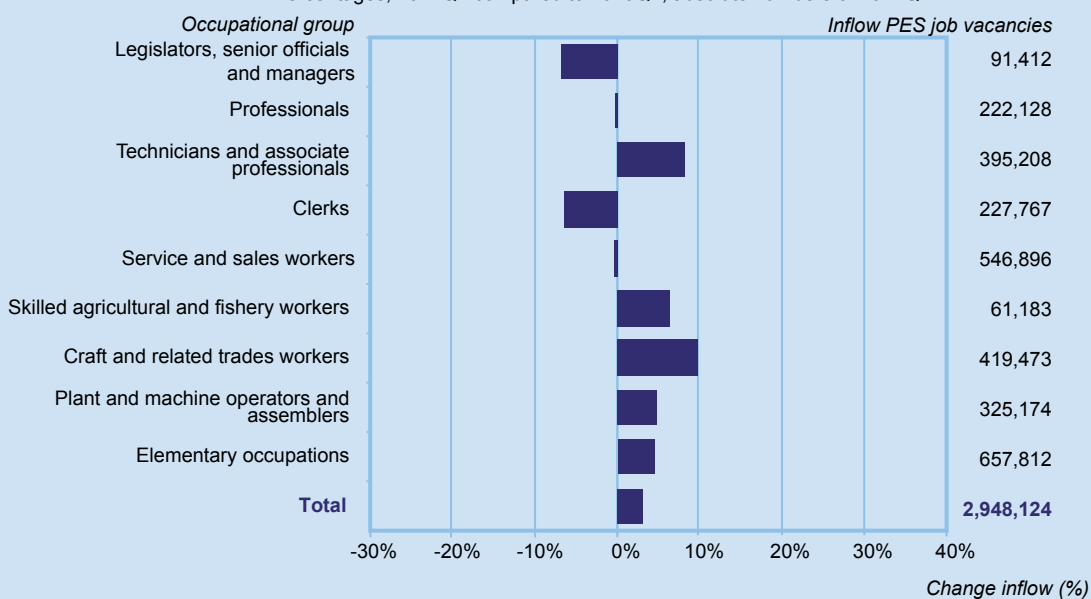
The inflow of PES job vacancies in the higher skilled groups such as 'legislators, senior officials and managers', and 'professionals' has done less well - the former occupational

group actually falling (-7%). However, it must be remembered that PES might tend to cover a much smaller proportion of the total job vacancies in these groups than the intermediate and lower level skills.

In the majority of countries the PES tend to deal mostly with job vacancies for intermediate skills and below. This is reflected in their high share in the top 25 inflow of PES job vacancies for: 'hand packers and other manufacturing labourers', 'helpers in cleaners in offices, hotels and other establishments' and 'assembling labourers' when compared to all new job vacancies registered by PES.

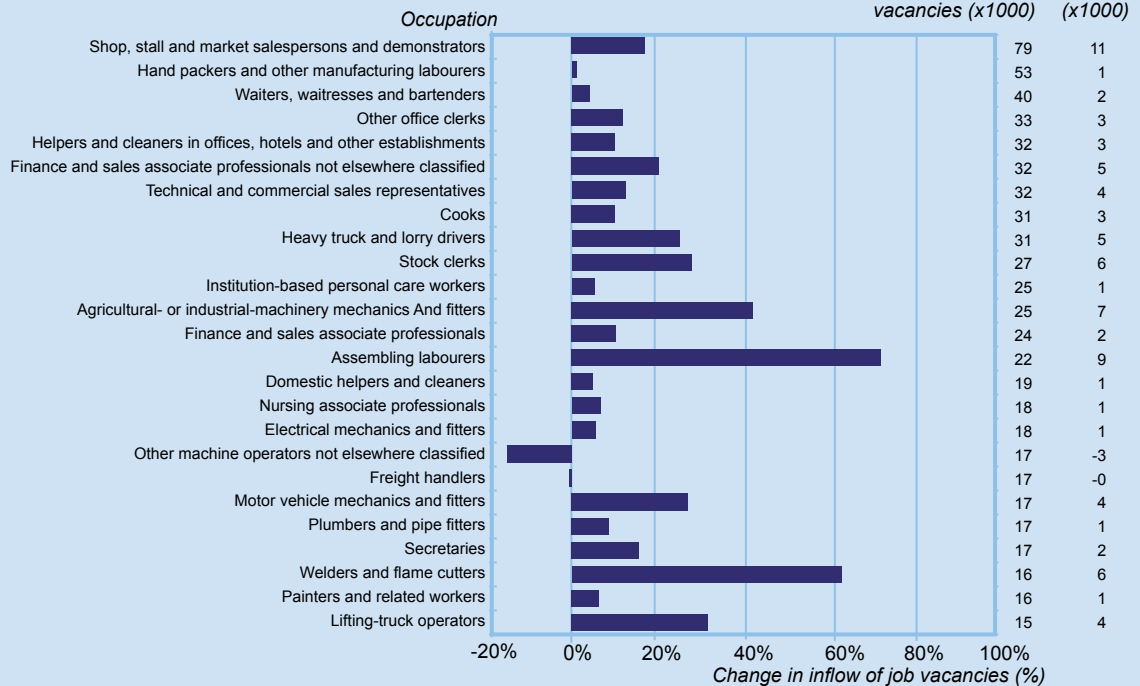
On the whole the top 25 inflow of PES job vacancies (Chart 10) presents a positive picture of change for the 11 countries shown in aggregate. All occupational categories except 'other machine operators not elsewhere specified' increased inflow, though in the case of 'waiters, waitresses and bartenders' there was no change. Some of the largest increases were among jobs in manufacturing such as 'assembling labourers' (+71%), and 'welders and flame cutters' (+61%) reflecting the increase in employment in the manufacturing sector. By contrast the lower levels of consumer confidence are reflected in the smaller increases in the inflow of vacancies such as 'shop, stall and market sales persons and demonstrators' (+17%) and 'waiters, waitresses and bartenders' (+4%).

**Chart 9: Change in the inflow of PES job vacancies in the EU by occupational group (ISCO)**  
Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: PES - own calculations (21 countries included). ISCO-88 and ISCO-08 1 digit level combined.  
Countries included: Austria, Czech Republic, Belgium, Bulgaria, Cyprus, Denmark, Germany, Estonia, Spain, Finland, Hungary, Ireland, Lithuania, Latvia, the Netherlands, Portugal, Romania, Slovakia, Slovenia, Sweden, United Kingdom.  
Data on the inflow of job vacancies at public employment services per occupational group is comparable for 21 countries, including Germany with a high share in this total. The category 'unknown' is excluded from this chart. Inflow of PES registered job vacancies refers to new job vacancies which were registered in a certain quarter.

**Chart 10: Top 25 inflow of PES vacancies by occupation (ISCO-88)**  
 Percentages, 2011Q2 compared to 2010Q2  
 Absolute numbers, 2011Q2



Source: PES data - own calculations (11 countries). ISCO-88 4 digit level.

Countries included: Austria, Belgium, Germany, Denmark, Finland, Lithuania, the Netherlands, Portugal, Slovakia, Slovenia, and Sweden.  
 Inflow of PES registered job vacancies refers to new job vacancies which were registered in a certain quarter.

## V. RELATION OF LABOUR SUPPLY AND DEMAND

In this section, developments in the tightness of the labour market are presented. The available data allows us to look at two indicators: (1) the relation between the number of unemployed at the end of June 2011 (LFS) and the stock of job vacancies at the end of June 2011 (JVS) in Chart 11 and (2) the relationship between the stock of unemployed at the end June 2011 (LFS) and the number of job-finders during the second quarter of 2011 (LFS) in Chart 12.

The first indicator shows the number of unemployed compared to the number of job vacancies for each country. By comparing the ratio over different moments in time (June 2011 and June 2010), the figures indicate how labour market tightness is developing over time. This indicator should be interpreted with care because the ratio of unemployed to the stock of job vacancies tends to be overestimated because job vacancies in agriculture and the public sector are excluded to get cross-country comparable data and generally not all available job opportunities are measured by job vacancy statistics because not all job opportunities are announced as job vacancies.

Flow figures would show the number of new job vacancies or the number of filled job vacancies in a certain period in comparison to the number of new unemployed and unemployed who have found a job. This would illustrate developments in the extent to which supply meets demand. Unfortunately, such data are not available.

The second indicator therefore is the relationship between the number of unemployed at the end of the quarter to the number of job-finders (flow figure, not only persons who were previously unemployed) during the quarter. An increasing ratio over time means a less dynamic labour market, because there are less job-finders per unemployed. In contrast, a decreasing ratio indicates a more dynamic market, because relatively more people found a new job. Countries with a decrease in the ratio of unemployed to job vacancies (indicator 1) would be expected to also show a decrease in the ratio of unemployed to job-finders by trend (indicator 2). From the perspective of an unemployed person, the chances of finding a new job become better if the indicators decrease.

## Fewer unemployed per job vacancy

The ratio of the number of unemployed to the number of job-vacancies in Europe was 9 in the second quarter of 2011 (Chart 11), indicating there is no general lack of available job seekers in Europe. However, employers may still have difficulties in filling their vacancies because of a mismatch in skills, location (and poor regional mobility) or a lack of willingness to compromise on job terms for employers or applicants. In the year before, the ratio was higher (11 unemployed per vacancy) indicating some overall modest improvement in the labour market from the job seekers perspective. In the first quarter of 2011 (EVM No. 4), the ratio decreased to 8 from 10 in the first quarter of 2010 and in the fourth quarter of 2010, the ratio also decreased (from 13 to 10).

## Fewer unemployed per job-finder

The number of unemployed per job-finder in 26 countries in the EU also decreased (Chart 12). In the second quarter of

2011 the figure was 1.8 unemployed per job-finder. In general, this shows an improvement for job seekers compared to the second quarter of 2010, when there were 1.9 unemployed per job-finder. A similar development was evident in the previous edition of EVM, where the number of unemployed per job-finder decreased from 2.6 in the first quarter of 2010 to 2.2 in the first quarter of 2011.

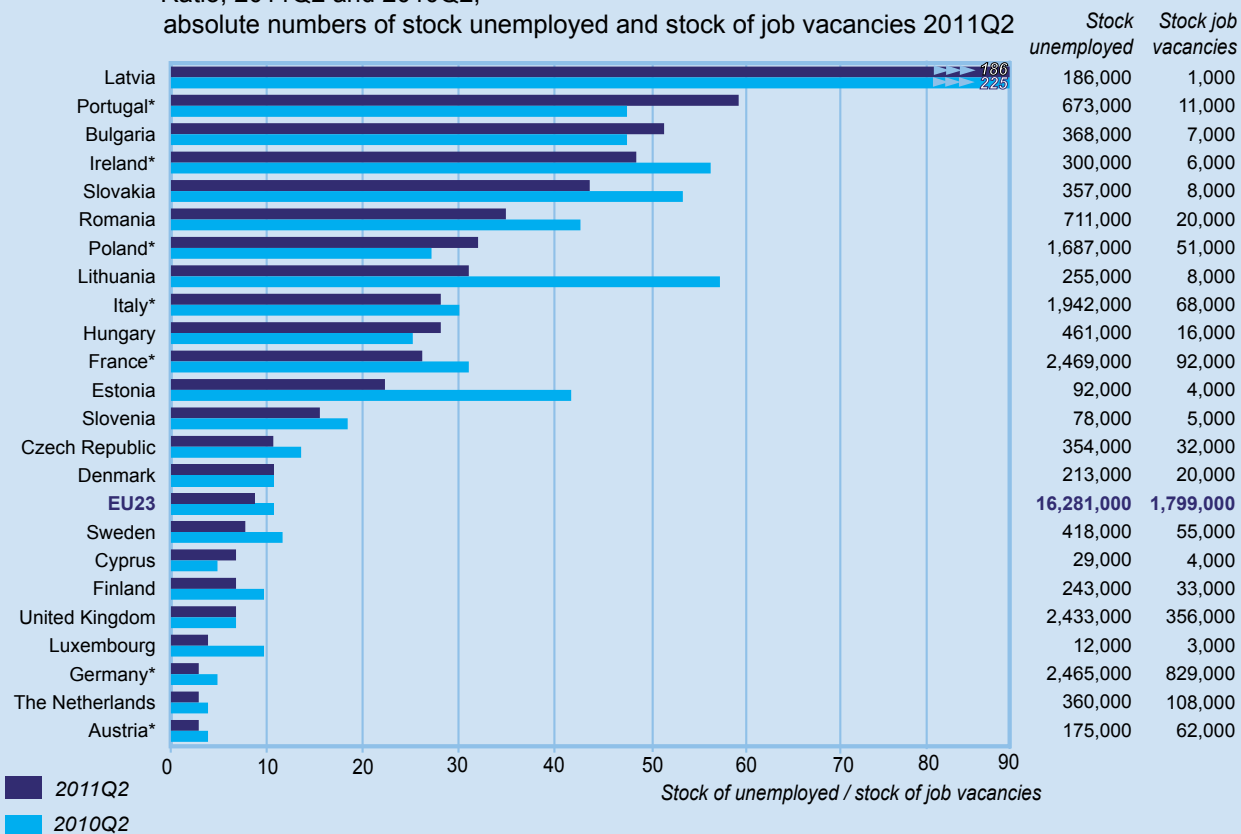
## Improvement in ratios for EU, but differences in countries

Looking at the relationship between labour demand and supply for each country, it is evident that in most countries there has been some modest improvement in the ratios between the second quarter of 2010 and the second quarter of 2011 (Chart 11 and 12). This is especially the case in Latvia, Lithuania, Estonia, Sweden, Luxembourg and Germany, with strong improvements (decreases) in the ratio of unemployed to job vacancies and in the ratio of unemployment to job-finders. In these countries, labour demand has improved, which

**Chart 11: Ratio stock of unemployed (LFS) to stock of job vacancies (JVS)**

Ratio, 2011Q2 and 2010Q2,

absolute numbers of stock unemployed and stock of job vacancies 2011Q2



Source: EU JVS and LFS data (23 countries), \* stock of job vacancies is estimated, IAB estimation for 2010Q2 in Germany; stock of unemployed: unadjusted, age 15-64. Exclusive Belgium, Greece, Malta and Spain (no data on unemployed and/or job vacancies at time of analysis). Agriculture and the public sector are excluded from the stock of job vacancies. The ILO definition of unemployment is used. The ratio only indicates the development of tightness of the labour market over time. See Annex 3 for methodological notes.

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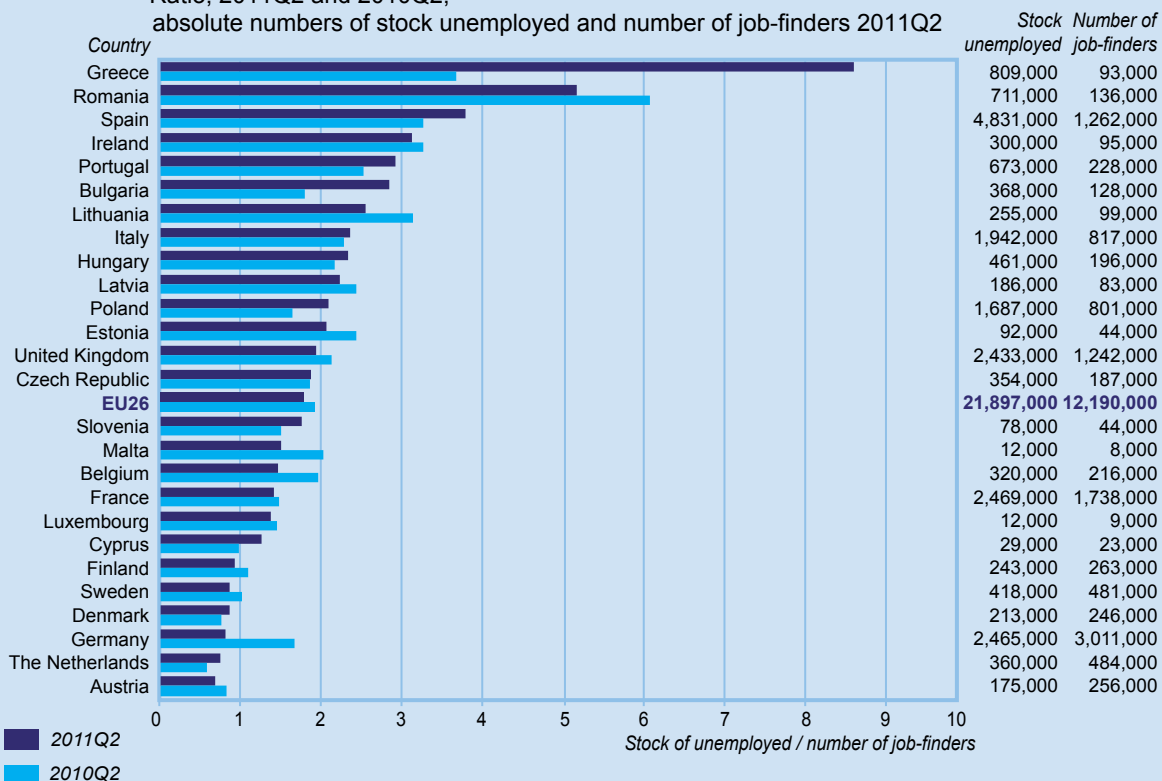
has led to an increase in job vacancies allowing more people to find a job and so contributing to a fall in the number of unemployed. For example, the number of job vacancies in Lithuania has increased by +57% over the reference period, while the number of unemployed has decreased by -14%. At the same time, the number of job-finders has increased by 41%, corresponding to an increase in employment of 4% (data not in Chart).

Ireland and Romania marked a similar improvement in both ratios, but nevertheless experienced an increase in the number of unemployed (+3% and +2% respectively) and a decrease in employment over the reference period (-2% for both countries). This may indicate more movement on the labour market without substantial employment growth.

Especially in Portugal, but also in Poland the labour market situation has worsened severely between in the second quarter of 2011 compared to the same quarter in the previous year. Both ratios for the two countries increased as a result of a decrease in the number of job vacancies, a decrease in the number of job-finders and an increase in the number of unemployed. In Bulgaria, the number of job vacancies (Chart 1) and the number of job-finders (Chart 2) slightly increased in the second quarter of 2011. However, the ratio of unemployed to job vacancies (Chart 11) and the ratio of unemployed to job-finders (Chart 12) have also increased. This indicates that the labour market situation is worsening because the number of unemployed has increased (+8%). Similarly, employment in Bulgaria has decreased (-5%) and the perspectives for the unemployed became worse.

**Chart 12: Ratio stock of unemployed (LFS) to number of job-finders (LFS)**

Ratio, 2011Q2 and 2010Q2,  
absolute numbers of stock unemployed and number of job-finders 2011Q2



Source: EU LFS data - own calculations (26 countries), stock of unemployed: unadjusted, age 15-64.

Exclusive Slovakia (no data on job finders 2011Q2 at time of analysis).

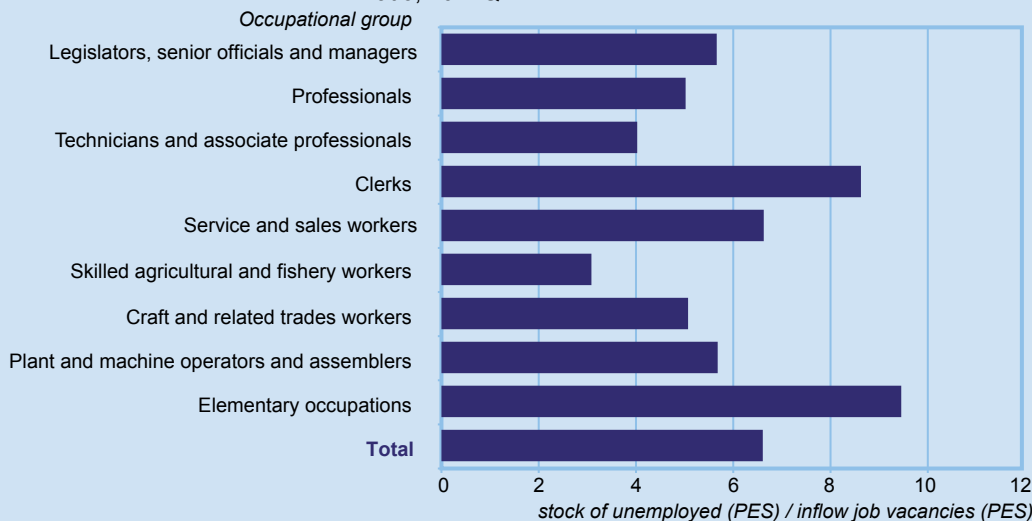
The ratio only indicates the development of tightness of the labour market over time. The ILO definition of unemployment is used.

Job-finders were employed at the moment of the survey and had been employed for at most three months.

Looking at the PES data in Chart 13, on average for the 14 countries shown there were fewer than 7 unemployed registered at PES at the end of June 2011 for each newly registered job vacancy during the quarter. The expectation is that this ratio would be high since many unemployed will register with PES, whereas only a proportion of all the job vacancies at any one time will be registered by PES. The ratio has decreased from more than 10 unemployed per new job vacancy at the end of March 2011 (see EVM No. 4) to less than 7 at the end of June 2011. In general, this indicates lower supply of unemployed in comparison to labour demand.

There are 3 unemployed available per new PES job vacancy for 'skilled agricultural and fishery workers' and 4 for 'technicians and associate professionals'. The relatively low ratio for 'skilled agricultural and fishery workers' is most likely due to seasonal effects. The relatively low ratio of 'technicians and associate professionals' might indicate a low number of unemployed persons in this occupational group registering with the PES perhaps because they experience only short periods of frictional unemployment. Conversely, there are more than 9 unemployed available per new PES job vacancy for 'elementary occupations', and almost 9 for 'clerks'.

**Chart 13: Stock of unemployed PES / inflow job vacancies PES in EU by occupational group (ISCO)**  
Ratio, 2011Q2



Source: PES - own calculations (14 countries). ISCO-88 and ISCO-08 1 digit level combined.  
Countries included: Austria, Belgium, Cyprus, Czech Republic, Germany, Hungary, Estonia, Spain, Lithuania, Latvia, the Netherlands, Portugal, Sweden and Slovakia.  
The ratio between the stock number of registered unemployed at PES and the inflow of PES registered job vacancies indicates labour market shortage or surplus. The higher the ratio, the less labour market shortage and vice versa.

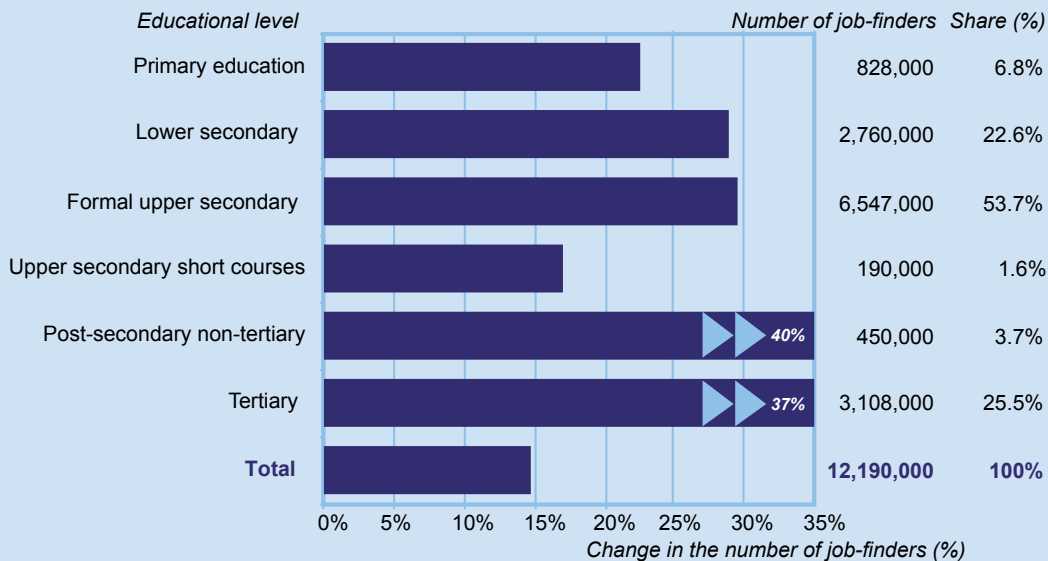
## VI. EDUCATION AND SKILLS

### Continuing strong growth in job-finders with higher qualifications

Growth in the number of job-finders by educational level of the job-finders (not the job vacancies they applied for) between the second quarter of 2010 and the second quarter of 2011 is most pronounced for those with higher level qualifications (Chart 14). For example, those with post se-

condary non tertiary education increased the most (+40%), closely followed by those with tertiary education (+37%). On the other hand, well over half of the total number of job-finders was in the formal upper secondary category and this also showed a strong increase of just fewer than 30%.

**Chart 14: Change in the number of job-finders in EU by educational level (ISCED)**  
 Percentages, 2011Q2 compared to 2010Q2, absolute numbers of 2011Q2



Source: EU LFS data - own calculations (26 countries).  
 Countries included: Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Poland, Portugal, Romania, Slovenia, Spain, Sweden, The Netherlands, United Kingdom. Exclusive Slovakia (no data on job finders 2011Q2 at time of analysis).  
 Job-finders were employed at the moment of the survey and had been employed for at most three months.

### Demand for highly qualified structurally increasing

Demand for highly qualified job seekers has been increasing for years and this trend is likely to continue. In the second quarter of 2011, growth in job-finders (of all ages) was most pronounced for those with higher level qualifications (Chart 14). Previous quarters (see previous editions EVM) present the same picture. These figures are in line with developments in employment. In 2005, the share of employed with tertiary education was about 25% (Eurostat). In 2011, this percentage increased to 30%. While the share of employed with a middle-level education remained more or less constant, the share of employed with pre-primary, primary and lower secondary education decreased from 25% to 21% in the same period. Job opportunities for higher qualified job seekers are therefore on the rise, while job opportunities for the lower qualified are decreasing.

High skilled occupations are gaining ground compared to low skilled occupations. Employment patterns show an upward trend in favour of occupations for the higher qualified. In comparison to its pre-crisis level in the third quarter of 2008, employment in the EU27 decreased by -2.4% in the third quarter of 2010. Some occupational groups were affected more than others: the number of employed 'plant and machine operators and assemblers' decreased by -10.1% and the number of employed in 'elementary occupations' decreased with -7.3%. Other occupational groups were affected less and the number of employed 'technicians and associate professionals' actually increased by 3.0%.

## VII. SPECIAL: OPPORTUNITIES FOR YOUNG JOB SEEKERS

### *Young people as drivers of movement on the labour market*

Youth unemployment in the EU is increasing rapidly and represents a key policy challenge for the Commission and Member States. Eurostat figures show that the seasonally adjusted unemployment rate for youth (under 25 years old) has increased by one percentage point over the last six months

alone and now stands at 22.0% (October 2011). The unemployment rate for all age categories is also at a historically high level, but at 9.8% it is less than half the youth unemployment rate. The high and increasing youth unemployment rate reflects deteriorating labour market prospects for young people.

However, job opportunities still arise as those in work change jobs or leave the labour market through retirement, to take up education and training or because of other reasons. In reality, young people are the main drivers of movement on the

Chart A1: TOP 3 YOUNG JOB-FINDERS BY MAJOR OCCUPATIONAL GROUPS (ISCO-88)

	<i>Quarterly average absolute number of job-finders aged 18-29</i>	<i>% of job-finders aged 18-29 of all job-finders</i>
<b>Legislators, senior officials and managers</b>	<b>71,000</b>	<b>27%</b>
1) Production and operations managers	25,000	30%
2) Other specialist managers	25,000	24%
3) Managers of small enterprises	12,000	32%
<b>Professionals</b>	<b>471,000</b>	<b>50%</b>
1) Architects, engineers and related professionals	67,000	50%
2) Business professionals	57,000	48%
3) Computing professionals	48,000	51%
<b>Technicians and associate professionals</b>	<b>713,000</b>	<b>53%</b>
1) Finance and sales associate professionals	156,000	52%
2) Administrative associate professionals	83,000	47%
3) Physical and engineering science technicians	82,000	52%
<b>Clerks</b>	<b>631,000</b>	<b>57%</b>
1) Other office clerks	174,000	55%
2) Client information clerks	100,000	64%
3) Cashiers, tellers and related clerks	100,000	68%
<b>Service and sales workers</b>	<b>1,245,000</b>	<b>58%</b>
1) Shop, stall and market salespersons and demonstrators	494,000	64%
2) Housekeeping and restaurant services workers	398,000	59%
3) Personal care and related workers	240,000	47%
<b>Skilled agricultural and fishery workers</b>	<b>78,000</b>	<b>43%</b>
1) Market gardeners and crop growers	50,000	41%
2) Animal producers and related workers	9,000	53%
3) Crop and animal producers	9,000	46%
<b>Craft and related trades workers</b>	<b>551,000</b>	<b>41%</b>
1) Building frame and related trades workers	112,000	32%
2) Building finishers and related trades workers	108,000	45%
3) Machinery mechanics and fitters	70,000	53%
<b>Plant and machine operators and assemblers</b>	<b>383,000</b>	<b>41%</b>
1) Motor vehicle drivers	89,000	28%
2) Assemblers	73,000	54%
3) Agricultural and other mobile plant operators	41,000	38%
<b>Elementary occupations</b>	<b>728,000</b>	<b>39%</b>
1) Domestic and related helpers, cleaners and launderers	211,000	33%
2) Manufacturing labourers	129,000	50%
3) Transport labourers and freight handlers	118,000	56%

Source: EU LFS data (27 countries). ISCO-88 3 digit level. Job-finders were employed at the moment of the survey and had been employed for at most three months.

labour market, because almost half (48%) of all job-finders in 2010 were aged between 18 and 29 years old. Additionally, employers are increasingly facing the supply constraints imposed by an ageing workforce, making young people an increasingly valuable recruitment option. Young people can offer new and up to date skills, knowledge and innovative ideas. Because of the important position of young people on the labour market, it is crucial to consider where the opportunities for young people exist and which occupations employers tend to fill with young people.

### High share of young professional job-finders in 2010

Although young people have similar access to finding a job in occupations as all age categories, it is useful to assess if there are any occupations which are particularly dependent on young people. By examining job-finders aged 18 to 29 as a percentage of all job-finders by occupation, it becomes clear in which occupations young people are represented more strongly in terms of job-finders. Employers were more dependent on young people for higher-qualified occupations. More specifically, about half of 'professionals', 'technicians and associate professionals' who found a job in 2010, were aged between 18 and 29 (Chart A1). In addition, a high share

of young people found jobs as 'finance and sales associate professionals', 'Physical and engineering science technicians' and 'computing professionals'. Structurally increasing demand for highly qualified job-seekers (see section VII) confirms that education is vital for young job seekers.

### High share of young job-finders as clerks and service and sales workers

Employers seem dependent on young job-finders as 'clerks' and 'service and sales workers'. The share of young job-finders in these occupational groups is 57% and 58% respectively. However, these groups include occupations such as 'client information clerks', 'cashiers' and 'housekeeping workers', which most likely are jobs that young people have while studying.

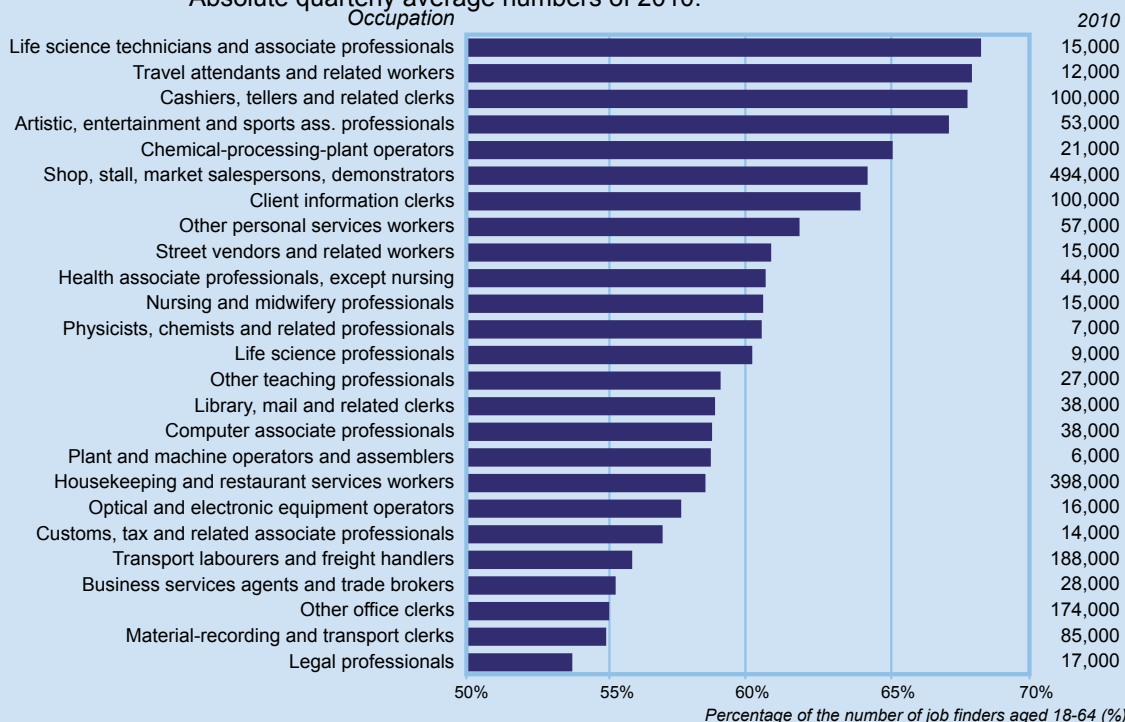
### Young job-finders underrepresented in traditional occupations

The share of young job-finders in higher-qualified occupation is higher than the share in traditional occupational groups such as 'elementary occupations', 'plant and machine operators and assemblers' and 'craft and trade related workers'. The share of young who found elementary jobs or jobs

**Chart A2: Top 25 share of job-finders aged 18-29 in the EU by occupation (ISCO-88)**

Percentage of number of job-finders aged 18-64, 2010.

Absolute quarterly average numbers of 2010.



Source: EU LFS data (27 countries). ISCO-88 3 digit level. Only occupations with at least 5,000 young job-finders have been selected. Exclusive armed forces (92%). Job-finders were employed at the moment of the survey and had been employed for at most three months.

as ‘skilled agricultural and fishery workers’, ‘craft and related trade workers’ and ‘plant and machine operators and assemblers’ is relatively low. This indicates that - in general - employers are less dependent on young people for the occupations within these occupational groups. The same holds for ‘legislators, senior officials and managers’ jobs, which tend to be taken up more by experienced job seekers.

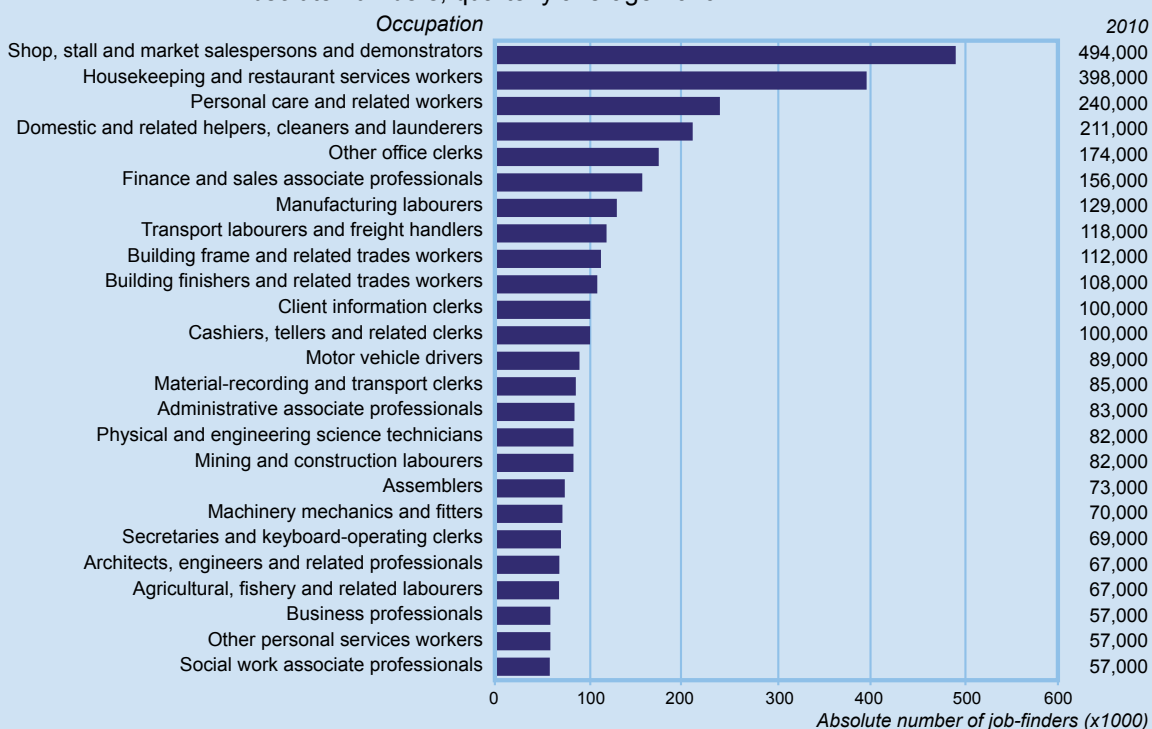
### *Employers dependent on young people for occupations with rapidly changing skills needs, occupations with a historically high share of young people or low-wage occupations*

The occupation with the highest share of young job-finders overall was ‘life science technicians and associate professionals’, with approximately 15,000 job-finders, of which 68% were 18 to 29 years old (Chart A2). The second placed occupation was ‘travel attendants and related workers’ with about 12,000 job-finders each quarter, of which 68% were young. The two largest occupations in terms of job-finders of all age categories, ‘shop, stall, market salespersons and demonstrators’ and ‘housekeeping and restaurant services workers’ were also depending heavily on young people (64% and 59% respectively).

In general, in 2010, employers seemed to be particularly dependent on young people in the following types of occupations:

- Occupations with rapidly changing skill and knowledge needs, such as ‘life science (i.e. biology, biochemistry) technicians and related associate professionals’ (68%) and ‘life science professionals’ (60%), ‘physicist, chemists and related professionals’ (61%), ‘computer associate professionals’ (59%) and ‘optical and electronic equipment operators’ (58%).
- Occupations with a historically high share of young people, such as ‘artistic, entertainment and sports associate professionals’ (67%) and ‘nursing and midwifery professionals’ (61%).
- Specific low-wage occupations which provide a relatively easy entry into the labour market, such as ‘armed forces’ (92%), ‘travel attendants and related workers’ (68%), ‘cashiers, tellers and related clerks’ (68%), ‘shop, stall and market salespersons and demonstrators’, ‘library, mail and related clerks’ (59%) and ‘housekeeping and restaurant services workers’ (59%).

**Chart A3: Top 25 number of job-finders aged 18-29 in the EU by occupation (ISCO-88)**  
Absolute numbers, quarterly average 2010



Source: EU LFS data (27 countries). ISCO-88 3 digit level.  
Job-finders were employed at the moment of the survey and had been employed for at most three months.

## Like all job-finders, most young people find jobs with easy entry

Although employers are most dependent on young people for higher qualified occupations, most young people work in low-wage jobs with easy entry to, for example, combine work and studies. For that reason some of the jobs presented in the figures are part-time jobs. In 2010, in each quarter on average approximately 4.9 million people aged between 18 and 29 found a job in the EU27. The top four occupations in the top 25 for young people in terms of the absolute number of job-finders in 2010 were the same occupations as those for all age categories: 10 % out of all young job-finders (around 494,000) found a job as a 'shop, stall and market salesperson' in the EU27 in 2010 (Chart A3). This was not only the number one occupation in terms of young job-finders in that year, but also the number one job for job-finders of all age categories.

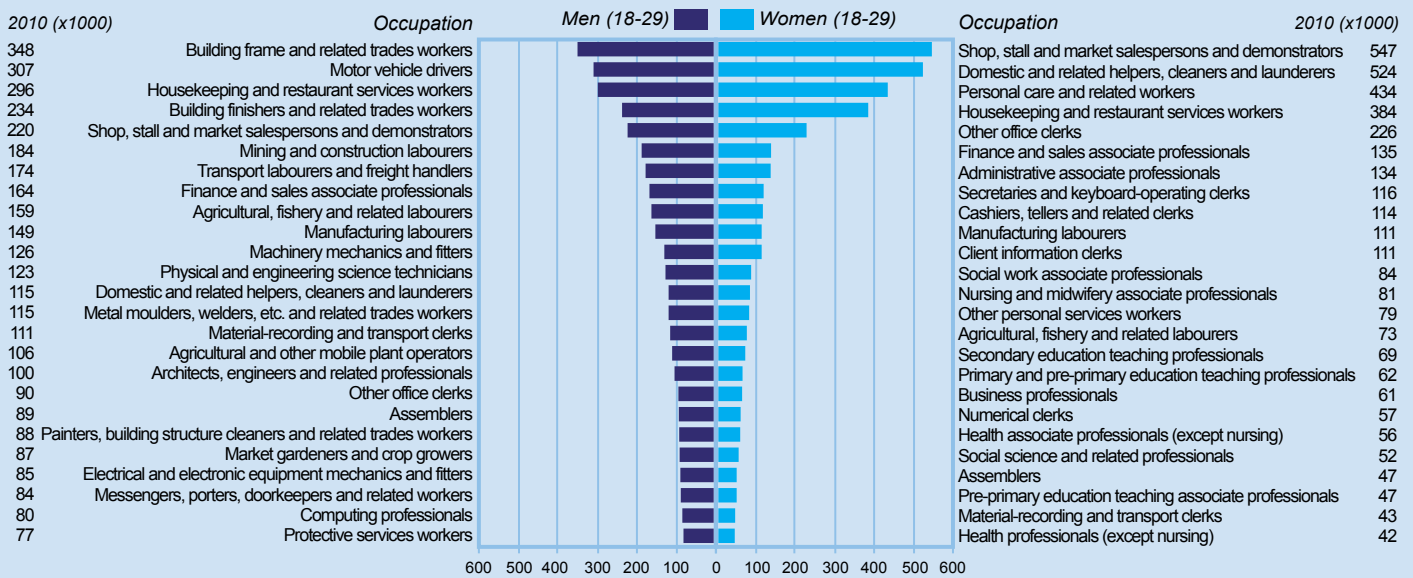
In fact, around 398,000 young people found jobs as 'house-keeping and restaurant services workers' in 2010, another 240,000 as 'personal care and related workers' and about 211,000 as 'domestic and related helpers, cleaners and launders'. This indicates that - as was concluded from Chart 8 for the second quarter of 2011 - these occupations are not just important as providers of jobs in general, but because of

their relative ease of entry, offer prospects for new entrants (youth) to the labour market. Significantly, 23 of the 25 top jobs for young people were also in the top 25 occupations in terms of job-finders for all age categories, indicating that the most important occupations as providers of jobs were important for all age categories.

## Traditional gender patterns of occupational choice

The jobs that men between 18 and 29 years old found in 2010, were much more diverse than the jobs that women in the same age category found (Chart A3). Reflecting traditional gender patterns of occupational choice, the top occupations consisted of low-wage jobs which were mostly in construction and transport for men and in shops, domestic/personal care and housekeeping and restaurant services for women. Job-turnover most likely accounts to a large extent for the high number of male job-finders in construction (see section 3). Highly-qualified occupations in the top 25 for men are 'finance and sales professionals', 'physical and engineering science technicians' and 'computing professionals'. For women, many occupations at the professional level are in the top 25, such as 'finance and sales associate professionals', 'nursing and midwifery professionals', 'primary and secondary education teaching professionals' and 'health associate professionals'.

**Chart A4: Top 25 number of job-finders aged 18-29 in the EU by gender and occupation (ISCO-88)**  
Absolute numbers, quarterly average 2010



Source: EU LFS data (27 countries), ISCO-88 3 digit level.  
Job-finders were employed at the moment of the survey and had been employed for at most three months.

## VIII. MOST DEMANDED OCCUPATIONS PER COUNTRY

### VIII.1. Top 25 growth occupations, per country (LFS job-finders, 2011Q1 - 2011Q2), absolute numbers, absolute growth and growth rate in %

#### How to read the table

The top 25 is based on the 3-digit ISCO-08 classification of occupations. The top 25 is determined by the absolute growth of the number of job-finders. The occupations are presented with absolute numbers of the first quarter of 2011, the absolute growth between the first quarter of 2011 and the second quarter of 2011 and the growth rate. For example (256100 + 154500 = 60%) means that the number of

job-finders increased from 256,100 in 2011Q1 to 410,600 in the second quarter of 2011: this is an increase of 154,500 job-finders or +60%. If the occupation is presented without numbers, this means that all numbers are too small for presentation.

. = number too small for presentation  
[x] = number with limited reliability

EU22	1. Building frame and related trades workers (256100 + 154500 = 60%) 2. Waiters and bartenders (295500 + 98200 = 33%) 3. Shop salespersons (591200 + 82200 = 14%) 4. Domestic, hotel and office cleaners and helpers (527400 + 81100 = 15%) 5. Market gardeners and crop growers (73800 + 75000 = 102%) 6. Building finishers and related trades workers (131600 + 58200 = 44%) 7. Heavy truck and bus drivers (143900 + 51300 = 36%) 8. Mining and construction labourers (190500 + 48600 = 26%) 9. Painters, building structure cleaners and related trades workers (63600 + 45000 = 71%) 10. Food preparation assistants (114300 + 43000 = 38%) 11. Agricultural, forestry and fishery labourers (226400 + 41700 = 18%) 12. Transport and storage labourers (206500 + 36200 = 18%) 13. Cooks (138200 + 32100 = 23%) 14. Protective services workers (103400 + 29900 = 29%) 15. Building and housekeeping supervisors (74500 + 29800 = 40%) 16. Mobile plant operators (105300 + 28700 = 27%) 17. Machinery mechanics and repairers (131400 + 28300 = 22%) 18. Legal, social and religious associate professionals (76400 + 24700 = 32%) 19. Client information workers (152000 + 24100 = 16%) 20. Assemblers (84300 + 21500 = 26%) 21. Refuse workers (46900 + 21200 = 45%) 22. Other elementary workers (104500 + 17300 = 17%) 23. Administration professionals (61600 + 16900 = 28%) 24. Mining, manufacturing and construction supervisors (39800 + 14800 = 37%) 25. Nursing and midwifery associate professionals (121900 + 14600 = 12%)
AT	1. Building finishers and related trades workers (. + 10300 = .%) 2. Building frame and related trades workers ([5600] + 8400 = [150%]) 3. Market gardeners and crop growers (. + [5800] = .%) 4. Mining and construction labourers (. + [4200] = .%) 5. Heavy truck and bus drivers (. + [4100] = .%) 6. Painters, building structure cleaners and related trades workers 7. Material-recording and transport clerks 8. General office clerks ([7400] + . = .%) 9. Electrical equipment installers and repairers 10. Client information workers 11. Software and applications developers and analysts 12. Transport and storage labourers ([4400] + . = .%) 13. Physical and engineering science technicians ([6700] + . = .%) 14. Protective services workers 15. Secretaries (general) 16. Architects, planners, surveyors and designers 17. Mining, manufacturing and construction supervisors 18. Sales and purchasing agents and brokers 19. Finance professionals 20. Manufacturing labourers 21. Refuse workers 22. Other craft and related workers 23. Administration professionals 24. Nursing and midwifery associate professionals 25. Legal, social and religious associate professionals
BE	1. Heavy truck and bus drivers ([3600] + 6700 = [186%]) 2. General office clerks ([4300] + [4400] = [186%]) 3. Manufacturing labourers ([2800] + [3900] = [186%]) 4. Transport and storage labourers (. + [3700] = .%) 5. Other stationary plant and machine operators (. + [2800] = .%) 6. Creative and performing artists (. + [2500] = .%) 7. Domestic, hotel and office cleaners and helpers (14200 + . = .%) 8. Machinery mechanics and repairers ([3300] + . = .%) 9. Primary school and early childhood teachers ([3700] + . = .%) 10. Nursing and midwifery associate professionals 11. Sheet and structural metal workers, moulders and welders, and related workers 12. Shop salespersons (17000 + . = .%) 13. Numerical clerks 14. Engineering professionals (excluding electrotechnology) 15. Finance professionals 16. Protective services workers 17. Other health professionals 18. Assemblers 19. University and higher education teachers 20. Painters, building structure cleaners and related trades workers 21. Armed forces occupations, other ranks 22. Other health associate professionals 23. Wood treaters, cabinet-makers and related trades workers 24. Legal, social and religious associate professionals 25. Tellers, money collectors and related clerks
BG	1. Agricultural, forestry and fishery labourers (. + [7100] = .%) 2. Other personal services workers (. + [5900] = .%) 3. Market gardeners and crop growers (. + [5400] = .%) 4. Waiters and bartenders 5. Building frame and related trades workers 6. Protective services workers 7. Other elementary workers 8. Cooks 9. Textile, fur and leather products machine operators 10. Assemblers 11. Building finishers and related trades workers 12. Transport and storage labourers 13. Mobile plant operators 14. Mining and construction labourers 15. General office clerks 16. Garment and related trades workers 17. Electrical equipment installers and repairers 18. Personal care workers in health services 19. Shop salespersons ([6900] + . = .%) 20. Client information workers 21. Machinery mechanics and repairers 22. Refuse workers 23. Child care workers and teachers' aides 24. Animal producers 25. Manufacturing labourers

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CY	<p>1. Domestic, hotel and office cleaners and helpers (1800 + 2000 = 107%) 2. Waiters and bartenders ([700] + [1400] = [199%]) 3. Mining and construction labourers ([600] + [500] = [94%]) 4. Client information workers (. + [500] = .%) 5. Car, van and motorcycle drivers 6. Tellers, money collectors and related clerks 7. Cooks 8. Cashiers and ticket clerks 9. Finance professionals 10. Building finishers and related trades workers 11. Financial and mathematical associate professionals 12. Building frame and related trades workers ([700] + . = .%) 13. Transport and storage labourers 14. Material-recording and transport clerks 15. Other elementary workers 16. Agricultural, forestry and fishery labourers 17. Sheet and structural metal workers, moulders and welders, and related workers 18. Nursing and midwifery professionals 19. Hotel and restaurant managers 20. Heavy truck and bus drivers 21. Sales, marketing and development managers 22. Food processing and related trades workers 23. Machinery mechanics and repairers 24. Legislators and senior officials</p>
CZ	<p>1. Building frame and related trades workers (3000 + [4200] = [142%]) 2. Mobile plant operators (3800 + [3200] = [84%]) 3. Cooks (2400 + [2300] = [98%]) 4. Mining and construction labourers (1000 + [2100] = [213%]) 5. Agricultural, forestry and fishery labourers (. + [2100] = .%) 6. Blacksmiths, toolmakers and related trades workers (4700 + [2100] = [43%]) 7. Domestic, hotel and office cleaners and helpers (7000 + [2000] = [29%]) 8. Refuse workers ([2500] + [1700] = [68%]) 9. Other elementary workers ([1000] + [1700] = [160%]) 10. Market gardeners and crop growers (. + 1500 = .%) 11. Cashiers and ticket clerks ([900] + [1400] = [150%]) 12. Material-recording and transport clerks ([1500] + [1200] = [83%]) 13. Protective services workers ([3000] + [1200] = [41%]) 14. Medical doctors (. + [1100] = .%) 15. Building finishers and related trades workers ([1200] + [1000] = [82%]) 16. Primary school and early childhood teachers (. + [800] = .%) 17. Textile, fur and leather products machine operators ([1200] + . = .%) 18. Nursing and midwifery associate professionals 19. Waiters and bartenders (4800 + . = .%) 20. Finance professionals 21. Machinery mechanics and repairers ([2700] + . = .%) 22. Sales and purchasing agents and brokers ([3200] + . = .%) 23. Shop salespersons (11600 + . = .%) 24. Sheet and structural metal workers, moulders and welders, and related workers ([2000] + . = .%)</p>
DE	<p>1. Waiters and bartenders (. + 27000 = .%) 2. Building finishers and related trades workers (. + 23700 = .%) 3. Building frame and related trades workers (. + 23100 = .%) 4. Shop salespersons (. + 22300 = .%) 5. Car, van and motorcycle drivers (. + 21300 = .%) 6. Domestic, hotel and office cleaners and helpers (. + 20500 = .%) 7. Administration professionals 8. Food preparation assistants 9. Painters, building structure cleaners and related trades workers 10. Legal, social and religious associate professionals 11. Market gardeners and crop growers 12. Nursing and midwifery associate professionals 13. Secretaries (general) 14. Other clerical support workers 15. Machinery mechanics and repairers 16. Transport and storage labourers 17. Building and housekeeping supervisors 18. Assemblers 19. Manufacturing labourers 20. Social and religious professionals 21. Cashiers and ticket clerks 22. Heavy truck and bus drivers 23. Agricultural, forestry and fishery labourers 24. Personal care workers in health services 25. Mining, manufacturing and construction supervisors</p>
DK	<p>1. Food preparation assistants ([6600] + [4900] = [74%]) 2. Building frame and related trades workers ([6200] + [3600] = [59%]) 3. Agricultural, forestry and fishery labourers 4. Manufacturing labourers 5. Transport and storage labourers (10800 + . = .%) 6. Other elementary workers ([4100] + . = .%) 7. Assemblers 8. Waiters and bartenders ([3900] + . = .%) 9. Mining and construction labourers 10. Physical and engineering science technicians 11. Cooks 12. Material-recording and transport clerks 13. Machinery mechanics and repairers 14. Protective services workers 15. Mobile plant operators 16. Heavy truck and bus drivers 17. Other stationary plant and machine operators 18. Sports and fitness workers 19. Refuse workers 20. Blacksmiths, toolmakers and related trades workers 21. Legal professionals 22. Wood treaters, cabinet-makers and related trades workers 23. Sales, marketing and public relations professionals 24. Other health associate professionals 25. Mixed crop and animal producers</p>
EE	<p>1. Sheet and structural metal workers, moulders and welders, and related workers 2. Waiters and bartenders 3. Sales, marketing and public relations professionals 4. Cashiers and ticket clerks 5. Protective services workers 6. Painters, building structure cleaners and related trades workers 7. Assemblers 8. Textile, fur and leather products machine operators 9. Heavy truck and bus drivers 10. Material-recording and transport clerks 11. Physical and engineering science technicians 12. Cooks 13. Software and applications developers and analysts 14. Child care workers and teachers' aides 15. Building frame and related trades workers 16. Machinery mechanics and repairers 17. Food processing and related trades workers 18. Metal processing and finishing plant operators 19. Mining and mineral processing plant operators 20. Other teaching professionals 21. Other sales workers</p>
ES	<p>1. Waiters and bartenders (62000 + 29400 = 48%) 2. Domestic, hotel and office cleaners and helpers (110800 + 24400 = 22%) 3. Building frame and related trades workers (60700 + 16700 = 28%) 4. Shop salespersons (57600 + 12100 = 21%) 5. Client information workers (40700 + 9200 = 23%) 6. Protective services workers (11700 + 9000 = 77%) 7. Transport and storage labourers (19800 + 8700 = 44%) 8. Vehicle, window, laundry and other hand cleaning workers (. + 6900 = .%) 9. Cooks (24800 + 5900 = 24%) 10. Heavy truck and bus drivers (15000 + 5200 = 35%) 11. Sales and purchasing agents and brokers (26000 + 5200 = 20%) 12. Food preparation assistants (15200 + [4400] = [29%]) 13. Refuse workers (11600 + [4200] = [37%]) 14. Software and applications developers and analysts (5000 + [3800] = [100%]) 15. Medical doctors (2700 + [3700] = [100%]) 16. Machinery mechanics and repairers (8000 + [3500] = [43%]) 17. Nursing and midwifery professionals (6200 + [3200] = [100%]) 18. Information and communications technology operations and user support technicians (5800 + [3200] = [100%]) 19. Vocational education teachers (. + [3100] = .%) 20. Sales, marketing and public relations professionals (. + [3100] = .%) 21. Other sales workers (5200 + [2900] = [100%]) 22. Market gardeners and crop growers (16900 + [2800] = [0%]) 23. Travel attendants, conductors and guides ([3300] + [2600] = [100%]) 24. Textile, fur and leather products machine operators</p>

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	<p>([4100] + . = .%) 25. Mobile plant operators (9800 + . = .%)</p>
FI	<p>1. Shop salespersons (8400 + 7300 = 87%) 2. Market gardeners and crop growers (. + 7200 = .%) 3. Transport and storage labourers ([3300] + 5100 = [153%]) 4. Building frame and related trades workers (5500 + 4300 = 79%) 5. Personal care workers in health services (11600 + [3300] = [28%]) 6. Building and housekeeping supervisors ([2800] + [3300] = [116%]) 7. Food preparation assistants ([2200] + [3100] = [139%]) 8. Child care workers and teachers' aides (6000 + [3000] = [50%]) 9. Secretaries (general) ([2300] + [2700] = [118%]) 10. Other sales workers (4800 + [2700] = [57%]) 11. Agricultural, forestry and fishery labourers (. + [2600] = .%) 12. Client information workers (. + [2400] = .%) 13. Building finishers and related trades workers (. + [2200] = .%) 14. Cooks (. + [2200] = .%) 15. Engineering professionals (excluding electrotechnology) (. + [2100] = .%) 16. Domestic, hotel and office cleaners and helpers (9500 + [2100] = [22%]) 17. Other health associate professionals (. + [2100] = .%) 18. General office clerks (. + [2100] = .%) 19. Machinery mechanics and repairers ([2500] + [2100] = [84%]) 20. Protective services workers 21. Other stationary plant and machine operators 22. Assemblers 23. Electrical equipment installers and repairers ([2100] + . = .%) 24. Forestry and related workers 25. Mining, manufacturing and construction supervisors</p>
FR	<p>1. Building frame and related trades workers (30900 + 25100 = 81%) 2. Agricultural, forestry and fishery labourers (38700 + 15700 = 41%) 3. Waiters and bartenders (36200 + 10300 = 29%) 4. Cooks (17800 + 10200 = 57%) 5. Mining and construction labourers (14400 + [6600] = [46%]) 6. Building finishers and related trades workers (8800 + [5800] = [66%]) 7. Painters, building structure cleaners and related trades workers (. + [4700] = .%) 8. Food preparation assistants ([5500] + [4600] = [83%]) 9. Financial and mathematical associate professionals (13000 + [4300] = [33%]) 10. Mobile plant operators ([3700] + [3600] = [99%]) 11. Other sales workers ([7400] + . = .%) 12. Heavy truck and bus drivers (12200 + . = .%) 13. Legal, social and religious associate professionals 14. Assemblers ([6300] + . = .%) 15. Artistic, cultural and culinary associate professionals 16. Textile, fur and leather products machine operators ([4300] + . = .%) 17. Ships' deck crews and related workers 18. Information and communications technology operations and user support technicians ([7500] + . = .%) 19. Keyboard operators 20. Mining, manufacturing and construction supervisors 21. Electronics and telecommunications installers and repairers 22. Cashiers and ticket clerks ([6400] + . = .%) 23. Protective services workers (9200 + . = .%) 24. Medical and pharmaceutical technicians 25. Hotel and restaurant managers</p>
IT	<p>1. Building frame and related trades workers (30900 + 25100 = 81%) 2. Agricultural, forestry and fishery labourers (38700 + 15700 = 41%) 3. Waiters and bartenders (36200 + 10300 = 29%) 4. Cooks (17800 + 10200 = 57%) 5. Mining and construction labourers (14400 + [6600] = [46%]) 6. Building finishers and related trades workers (8800 + [5800] = [66%]) 7. Painters, building structure cleaners and related trades workers (. + [4700] = .%) 8. Food preparation assistants ([5500] + [4600] = [83%]) 9. Financial and mathematical associate professionals (13000 + [4300] = [33%]) 10. Mobile plant operators ([3700] + [3600] = [99%]) 11. Other sales workers ([7400] + . = .%) 12. Heavy truck and bus drivers (12200 + . = .%) 13. Legal, social and religious associate professionals 14. Assemblers ([6300] + . = .%) 15. Artistic, cultural and culinary associate professionals 16. Textile, fur and leather products machine operators ([4300] + . = .%) 17. Ships' deck crews and related workers 18. Information and communications technology operations and user support technicians ([7500] + . = .%) 19. Keyboard operators 20. Mining, manufacturing and construction supervisors 21. Electronics and telecommunications installers and repairers 22. Cashiers and ticket clerks ([6400] + . = .%) 23. Protective services workers (9200 + . = .%) 24. Medical and pharmaceutical technicians 25. Hotel and restaurant managers</p>
LT	<p>1. Building frame and related trades workers 2. Agricultural, forestry and fishery labourers 3. Shop salespersons 4. Manufacturing labourers 5. Heavy truck and bus drivers 6. Car, van and motorcycle drivers 7. Market gardeners and crop growers 8. Protective services workers 9. Physical and engineering science technicians 10. Painters, building structure cleaners and related trades workers 11. Legal professionals 12. Material-recording and transport clerks 13. Transport and storage labourers 14. Sheet and structural metal workers, moulders and welders, and related workers 15. Sales and purchasing agents and brokers 16. Building and housekeeping supervisors 17. Domestic, hotel and office cleaners and helpers 18. Cooks 19. Refuse workers 20. Electrical equipment installers and repairers 21. Machinery mechanics and repairers 22. Mobile plant operators 23. Finance professionals 24. Building finishers and related trades workers 25. Other sales workers</p>
LU	<p>1. Administrative and specialised secretaries 2. Market gardeners and crop growers 3. Child care workers and teachers' aides 4. Financial and mathematical associate professionals 5. Cooks 6. Heavy truck and bus drivers 7. Car, van and motorcycle drivers 8. Food processing and related trades workers 9. Legal professionals 10. Tellers, money collectors and related clerks 11. Managing directors and chief executives 12. Material-recording and transport clerks 13. Electrical equipment installers and repairers 14. Vocational education teachers 15. Client information workers 16. Legal, social and religious associate professionals 17. Sales and purchasing agents and brokers 18. Other clerical support workers</p>
LV	<p>1. Building frame and related trades workers 2. Agricultural, forestry and fishery labourers 3. Mining and construction labourers 4. Mobile plant operators 5. Machinery mechanics and repairers 6. Travel attendants, conductors and guides 7. Blacksmiths, toolmakers and related trades workers 8. Child care workers and teachers' aides 9. Refuse workers 10. Sales and purchasing agents and brokers 11. Material-recording and transport clerks 12. Financial and mathematical associate professionals 13. Skilled agricultural, forestry and fishery workers 14. Information and communications technology operations and user support technicians 15. Market gardeners and crop growers 16. Other elementary workers 17. Personal care workers in health services 18. Waiters and bartenders 19. Other</p>

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	sales workers 20. Domestic, hotel and office cleaners and helpers 21. Protective services workers 22. Business services agents 23. Secretaries (general) 24. Wood treaters, cabinet-makers and related trades workers 25. Tellers, money collectors and related clerks
MT	1. Mining and construction labourers 2. Domestic, hotel and office cleaners and helpers 3. Physical and engineering science technicians 4. Administrative and specialised secretaries 5. Personal care workers in health services 6. Waiters and bartenders 7. Armed forces occupations, other ranks 8. Heavy truck and bus drivers 9. Numerical clerks 10. Cashiers and ticket clerks 11. Rubber, plastic and paper products machine operators 12. Managing directors and chief executives 13. Machinery mechanics and repairers 14. Secretaries (general) 15. Information and communications technology operations and user support technicians 16. Other elementary workers 17. Material-recording and transport clerks 18. Software and applications developers and analysts 19. Child care workers and teachers' aides 20. Printing trades workers
NL	1. Waiters and bartenders (22300 + [8800] = [39%]) 2. Shop salespersons (35400 + [8000] = [23%]) 3. Domestic, hotel and office cleaners and helpers (14600 + . = .%) 4. Market gardeners and crop growers ([5000] + . = .%) 5. Food preparation assistants ([4600] + . = .%) 6. Legal, social and religious associate professionals ([4600] + . = .%) 7. Database and network professionals 8. Other elementary workers ([7800] + . = .%) 9. Building frame and related trades workers ([7100] + . = .%) 10. Software and applications developers and analysts 11. Client information workers (11900 + . = .%) 12. Mobile plant operators 13. Painters, building structure cleaners and related trades workers 14. Physical and engineering science technicians ([4700] + . = .%) 15. Transport and storage labourers (28200 + . = .%) 16. Legislators and senior officials 17. Travel attendants, conductors and guides 18. Agricultural, forestry and fishery labourers 19. Refuse workers 20. Building finishers and related trades workers 21. Electrical equipment installers and repairers 22. Building and housekeeping supervisors 23. Nursing and midwifery associate professionals 24. Personal care workers in health services (13600 + . = .%) 25. Other stationary plant and machine operators
PL	1. Building frame and related trades workers (29200 + 40300 = 138%) 2. Mining and construction labourers ([19300] + 20400 = [105%]) 3. Agricultural, forestry and fishery labourers ([11300] + [13900] = [123%]) 4. Shop salespersons (57400 + [12000] = [21%]) 5. Building finishers and related trades workers ([14800] + [11200] = [76%]) 6. Heavy truck and bus drivers ([19800] + [8200] = [42%]) 7. Refuse workers (. + [7200] = .%) 8. Mobile plant operators ([5900] + [7100] = [120%]) 9. Other elementary workers (. + [6700] = .%) 10. Domestic, hotel and office cleaners and helpers ([16100] + [5800] = [36%]) 11. Client information workers ([10100] + [5700] = [57%]) 12. Sales, marketing and public relations professionals ([7800] + [5600] = [72%]) 13. Protective services workers ([17100] + [5300] = [31%]) 14. Financial and mathematical associate professionals ([7400] + [5300] = [72%]) 15. Car, van and motorcycle drivers (. + [5300] = .%) 16. Market gardeners and crop growers (. + [5200] = .%) 17. Other clerical support workers (. + [5200] = .%) 18. Child care workers and teachers' aides (. + [5000] = .%) 19. Manufacturing, mining, construction, and distribution managers 20. Painters, building structure cleaners and related trades workers ([5300] + . = .%) 21. Material-recording and transport clerks ([11700] + . = .%) 22. Building and housekeeping supervisors 23. General office clerks ([17600] + . = .%) 24. Textile, fur and leather products machine operators 25. Legal professionals
PT	1. Painters, building structure cleaners and related trades workers 2. Transport and storage labourers 3. Wood treaters, cabinet-makers and related trades workers 4. Other sales workers 5. Cooks 6. Building frame and related trades workers 7. Personal care workers in health services 8. Mobile plant operators 9. Sheet and structural metal workers, moulders and welders, and related workers 10. Mining and construction labourers 11. Market gardeners and crop growers 12. Food preparation assistants 13. Hairdressers, beauticians and related workers 14. Refuse workers 15. Machinery mechanics and repairers 16. Fishery workers, hunters and trappers 17. Shop salespersons 18. Electrical equipment installers and repairers 19. Financial and mathematical associate professionals 20. Other stationary plant and machine operators 21. Tellers, money collectors and related clerks 22. Finance professionals 23. General office clerks 24. Travel attendants, conductors and guides 25. Process control technicians
RO	1. Agricultural, forestry and fishery labourers 2. Sheet and structural metal workers, moulders and welders, and related workers 3. Shop salespersons 4. Waiters and bartenders 5. Building frame and related trades workers 6. Mixed crop and animal producers 7. Manufacturing labourers 8. Heavy truck and bus drivers 9. Garment and related trades workers 10. Mining and construction labourers 11. Other personal services workers 12. Building finishers and related trades workers 13. Painters, building structure cleaners and related trades workers 14. Blacksmiths, toolmakers and related trades workers 15. Other sales workers 16. Textile, fur and leather products machine operators 17. Forestry and related workers 18. Keyboard operators 19. Sales and purchasing agents and brokers 20. Mobile plant operators 21. Information and communications technology operations and user support technicians 22. Electronics and telecommunications installers and repairers 23. Other health associate professionals 24. Medical and pharmaceutical technicians 25. Physical and engineering science technicians
SE	1. Shop salespersons (20300 + 9600 = 47%) 2. Personal care workers in health services (54400 + 8700 = 16%) 3. Building frame and related trades workers (8000 + 6100 = 76%) 4. Market gardeners and crop growers (. + 5600 = .%) 5. Agricultural, forestry and fishery labourers (. + [4300] = .%) 6. Blacksmiths, toolmakers and related trades workers ([3300] + [3700] = [1,1093259486856%]) 7. Building and housekeeping supervisors ([3900] + [3500] = [0,908627635341695%]) 8. Client information workers (8300 + [3400] = [0,408638254541243%]) 9. Domestic, hotel and office cleaners and helpers (13700 + . = .%) 10. Sales and purchasing agents and brokers (9100 + . = .%) 11. Food preparation assistants (12500 + . = .%) 12. Cashiers and ticket clerks (6800 + . = .%) 13. Waiters and

bartenders (7100 + . = .%) 14. Manufacturing labourers ([4300] + . = .%) 15. Heavy truck and bus drivers (11100 + . = .%) 16. Assemblers ([4500] + . = .%) 17. Sheet and structural metal workers, moulders and welders, and related workers 18. Travel attendants, conductors and guides 19. Mobile plant operators (8300 + . = .%) 20. Cooks (5100 + . = .%) 21. Building finishers and related trades workers ([4100] + . = .%) 22. Social and religious professionals 23. Business services agents ([3200] + . = .%) 24. Electrical equipment installers and repairers ([3100] + . = .%) 25. Car, van and motorcycle drivers ([4900] + . = .%)

SI 1. Textile, fur and leather products machine operators (. + [1200] = .%) 2. Other health professionals (. + [1000] = .%) 3. Other sales workers 4. Building frame and related trades workers 5. Wood treaters, cabinet-makers and related trades workers 6. Sheet and structural metal workers, moulders and welders, and related workers 7. Assemblers 8. Machinery mechanics and repairers 9. Physical and engineering science technicians 10. Painters, building structure cleaners and related trades workers 11. Cooks 12. Sales, marketing and development managers 13. Metal processing and finishing plant operators 14. Other teaching professionals 15. Numerical clerks 16. Material-recording and transport clerks 17. Nursing and midwifery associate professionals 18. Sales, marketing and public relations professionals 19. Agricultural, forestry and fishery labourers 20. Food preparation assistants 21. Market gardeners and crop growers 22. Protective services workers ([1100] + . = .%) 23. Sales and purchasing agents and brokers ([1300] + . = .%) 24. Mobile plant operators 25. Software and applications developers and analysts

### VIII.2. Top 5 new registered job vacancies of PES, per country (inflow 2011Q2), ISCO-88 4 digit level

#### EU14

1. Shop, stall and market salespersons and demonstrators
2. Hand packers and other manufacturing labourers
3. Waiters, waitresses and bartenders
4. Heavy truck and lorry drivers
5. Helpers and cleaners in offices, hotels and other establishments

#### Austria

1. Housekeepers and related workers
2. Shop, stall and market salespersons and demonstrators
3. Waiters, waitresses and bartenders
4. Hand packers and other manufacturing labourers
5. Freight handlers

#### Belgium

1. Shop, stall and market salespersons and demonstrators
2. Secretaries
3. Domestic helpers and cleaners
4. Assembling labourers
5. Helpers and cleaners in offices, hotels and other establishments

#### Denmark

1. Helpers and cleaners in offices, hotels and other establishments
2. Institution-based personal care workers
3. Shop, stall and market salespersons and demonstrators
4. Door-to-door and telephone salespersons
5. Pre-primary education teaching associate professionals

#### Germany

1. Hand packers and other manufacturing labourers
2. Finance and sales associate professionals not elsewhere classified
3. Other office clerks
4. Stock clerks
5. Shop, stall and market salespersons and demonstrators

#### Cyprus

1. Freight handlers
2. Domestic helpers and cleaners
3. Cooks
4. Waiters, waitresses and bartenders
5. Shoe cleaning and other street services elementary occupations

#### Finland

1. Finance and sales associate professionals
2. Shop, stall and market salespersons and demonstrators
3. Building caretakers, window and related cleaners
4. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers
5. Nursing and midwifery professionals

#### Lithuania

1. Assembling labourers
2. Shop, stall and market salespersons and demonstrators
3. Freight handlers
4. Heavy truck and lorry drivers
5. Painters and related workers

#### Luxembourg

1. Domestic helpers and cleaners
2. Building construction labourers
3. Computing professionals not elsewhere classified
4. Finance and sales associate professionals not elsewhere classified
5. Cooks

#### Romania

1. Hand packers and other manufacturing labourers
2. Building construction labourers
3. Shop, stall and market salespersons and demonstrators
4. Freight handlers
5. Heavy truck and lorry drivers

<p><b>The Netherlands</b></p> <ol style="list-style-type: none"><li>1. Other machine operators not elsewhere classified</li><li>2. Helpers and cleaners in offices, hotels and other establishments</li><li>3. Shop, stall and market salespersons and demonstrators</li><li>4. Waiters, waitresses and bartenders</li><li>5. Technical and commercial sales representatives</li></ol> <p><b>Portugal</b></p> <ol style="list-style-type: none"><li>1. Manufacturing labourers</li><li>2. Waiters, waitresses and bartenders</li><li>3. Cooks</li><li>4. Helpers and cleaners in offices, hotels and other establishments</li><li>5. Shop, stall and market salespersons and demonstrators</li></ol> <p><b>Sweden</b></p> <ol style="list-style-type: none"><li>1. Shop, stall and market salespersons and demonstrators</li><li>2. Technical and commercial sales representatives</li><li>3. Primary education teaching professionals</li><li>4. Pre-primary education teaching associate professionals</li><li>5. Home-based personal care workers</li></ol>	<p><b>Slovenia</b></p> <ol style="list-style-type: none"><li>1. Helpers and cleaners in offices, hotels and other establishments</li><li>2. Manufacturing labourers</li><li>3. Bricklayers and stonemasons</li><li>4. Building construction labourers</li><li>5. Heavy truck and lorry drivers</li></ol> <p><b>Slovakia</b></p> <ol style="list-style-type: none"><li>1. Assembling labourers</li><li>2. Construction and maintenance labourers: roads, dams and similar constructions</li><li>3. Heavy truck and lorry drivers</li><li>4. Sweepers and related labourers</li><li>5. Sewers, embroiderers and related workers</li></ol>
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### VIII.3. Top 5 of the EURES Job Mobility Portal

- 1) Finance and sales associate professionals
  - Germany 29,400 vacancies
  - France 3,400 vacancies
  - Belgium 3,000 vacancies
- 2) Electrical and electronic equipment mechanics and fitters
  - Germany 25,100 vacancies
  - The UK 10,100 vacancies
  - Belgium 1,500 vacancies
- 3) Modern health associate professionals
  - The UK 22,500 vacancies
  - Germany 10,000 vacancies
  - Belgium 3,500 vacancies
- 4) Administrative associate professionals
  - The UK 16,900 vacancies
  - Germany 8,500 vacancies
  - Belgium 5,800 vacancies
- 5) Machinery mechanics and fitters
  - Germany 25,000 vacancies
  - Belgium 4,400 vacancies
  - The UK 3,500 vacancies

Based on figures of the EURES Job Mobility Portal on 2 January 2012.  
For more information, see the European Job Mobility Bulletin No. 5.

## ANNEX A1 REFERENCES

- European Commission (2011a) *European business cycle indicators 2011Q2*. EC: Directorate-General for Economic Affairs and Financial Affairs.
- European Commission (2011b) *European business cycle indicators 2011Q3*. EC: Directorate-General for Economic Affairs and Financial Affairs.
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## ANNEX A2 ABBREVIATIONS

### Country abbreviations

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

### Other abbreviations

EJMB	European Job Mobility Bulletin
EVM	European Vacancy Monitor
EURES	EUropean Employment Services
ISCED	International Standard Classification of Education (1, 2 = primary, lower secondary, 3, 4 = upper, post-secondary, 5 and 6 = tertiary education)
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
JVS	Job Vacancy Statistics (EUROSTAT)
LFS	Labour Force Survey (EUROSTAT)
PES	Public Employment Services
Q1	First quarter of the year
TAW	Temporary Agency Work(er)
TWA	Temporary Work Agency

## ANNEX A3: DEFINITIONS AND CONCEPTS

### Job vacancies

The official definition of a job vacancy is included in Article 2 of Regulation (EC) No 453/2008 and is used by EUROSTAT. A job vacancy shall mean a paid post that is newly created, unoccupied, or about to become vacant: a) for which the employer is taking active steps and is prepared to take further steps to find a suitable candidate from outside the enterprise concerned, and b) which the employer intends to fill either immediately or within a specific period of time. This is a 'stock' number.

### Job-finders

Job-finders are people who are employed in a 'reference week' of that quarter and have started their job in a month, or, at most, three months earlier than the month of the 'reference week'. The number of job-finders is calculated quarterly using the EU Labour Force Survey supplied by Eurostat.

### Stock, inflows and outflows

A 'stock' number is a statistical term measuring a variable at a certain moment in time. For example, the number of job vacancies available in Germany at 1 January 2011. A 'flow' number is measured in a period of time. For example, the 'inflow' is the number of new vacancies in the first half year of January. Obviously, this number is always higher than the stock number, because some vacancies are immediately filled and others are withdrawn.

### **Job vacancy range or market range**

The job vacancy range or market range of a recruitment channel (for example the PES) is the number of job vacancies that has been reported in this channel, set off against the total number of job vacancies in the total labour market. This can be stock, in-flow or outflow information.

### **Job vacancy share or market share**

The job vacancy share or market share of a recruitment channel (for example a PES) is the number of job vacancies that has been filled by the specific channel, set off against the total number of filled job vacancies in the labour market. By definition, this is outflow information.

### **Educational field**

The classification of educational field is based on the international standard. This standard is the two-digit ISCED-97 classification to which Eurostat adds a third digit level for a more flexible system. The LFS data by educational field are generally presented at the one-digit ISCED-97 aggregate level. Only for science, mathematics and computing, and military and defence, the LFS data are presented at a more detailed level.

### **Methodological notes on job vacancy statistics (JVS) - Eurostat**

Data on the stock of job vacancies are collected by the national statistical offices in almost all EU countries. In some countries they are collected by the Ministry of Labour. Most countries collect the data by means of surveys, except Luxembourg, the Czech Republic and Slovenia which collect the data by means of administrative data. Also, the sampling unit is the enterprise in most countries, but the local unit in nine countries: Denmark, France, Finland, Germany, Spain, the Netherlands, Poland, Portugal and Sweden. In those nine countries, enterprises are not approached at the corporate level, but a sample of local branches is approached to fill in the survey. These differences need to be born in mind when comparing stocks of vacancies between countries.

Another major difference between countries is that in some countries data are not collected for certain sectors or small companies. No data are collected for the agriculture sector in ten countries: Austria, Cyprus, Denmark, Spain, France, Greece, Ireland, Italy, Portugal and UK. For the other countries, the number of agriculture vacancies comprises 1% of all vacancies or less in most West European countries, 2% in Germany and between 2% and 3% in new Member States. Agriculture is excluded from the analysis for international comparability and because the impact of agriculture on the total level is small.

For the public administration, data on job vacancies are not collected in six countries: Denmark, France, Greece, Italy, Poland and Portugal. In Denmark and Italy and data for the public sector including education and healthcare are not collected at all. To represent vacancy developments as fully as possible, Chart 1 presents data all available data inclusive the whole public sector (NACE O to S) where possible and exclusive the public sector else. In Spain, vacancy data for the public administration started to be collected in 2010Q1 creating a break in the series. For this reason, Spain is excluded from the analysis.

For small enterprises, defined as having less than 10 employees, no job vacancy data are collected in France, Italy and Malta. France only collects it on an annual basis. For international comparability the stock of vacancies in small enterprises was estimated for France and Italy. Malta was excluded from the analysis, since estimates cannot reasonably reflect developments in this small country. For France and Italy, the stocks of vacancies are estimated separately for large and small enterprises and then added up. For large enterprises the job vacancy rates published by Eurostat is multiplied with the employment in large enterprises according to the INSEE and Istat websites. For the stock of vacancies in enterprises with less than 10 employees, we additionally assumed that the vacancy rate is the average of the vacancy rate of small enterprises in Spain, Portugal and Sweden. Thus, the estimated stock of vacancies partly reflects a sound estimate for large enterprises and partly an expert approximation for small enterprises. But more importantly, it must not be ruled out that differences with for example Germany originate from different sampling units (corporate versus local) or different sources (administrative versus survey).

For Austria and Poland, the job vacancy rate and the number of employees are published separately by Eurostat, and the stock of vacancies is calculated by multiplying the two.

Finally, data in small sectors are sometimes not published in certain quarters, most notably mining, water and electricity in Germany, real estate in Estonia and real estate and the finance sector in Portugal. We partly derived these values from the other sector totals and partly by interpolating between values of the preceding and subsequent quarter.