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“Cammio is the only European provider of live and automated video interviews, helping companies upgrade their recruitment process with a best-in-class candidate and employer branding experience.”

8.520.000 JOB HIRES
IN EU 26 (Q2 2013)

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Further Information

- European Job Mobility Bulletin
- EU Employment and Social Situation Quarterly Review
- Employment Package

HIGHLIGHTS

VACANCIES: Hesitant increases in Portugal and Spain

Total job vacancies in the second quarter of 2013 (2.1 million for 19 EU countries) were 3 per cent below the corresponding quarter of 2012. The PES vacancy inflow declined by just 1 per cent (19 EU countries). Both total vacancies and PES vacancy inflow increased in Portugal and Spain. This was offset by declines in Germany, the Netherlands and some other countries. In the five countries covered, temporary work agency vacancies (Randstad) up to September continued to decline year-on-year in the five countries covered, but in Spain they increased in October 2013.

Read more on page 3

HIRINGS AND JOB PROSPECTS: Still worst in Southern Europe despite recent improvements

EU27 hirings fell by 4 per cent between the second quarters of 2012 and 2013 despite relatively high increases of 27 per cent in Croatia and Greece. The ratio of unemployed to hirings increased from 2.5 to 2.7 indicating worsening job prospects overall. Developments varied strongly but the ratios remained lowest in the north and west of Europe, and highest in the south and east of Europe.

Read more on page 7

OCCUPATIONAL DEMAND: Decline in medium skilled jobs

Hirings were down in most occupational groups except elementary occupations. The highest increases in employees were mostly in high-skilled jobs in teaching, ICT and finance, but the highest increases in hirings involved a mix of jobs. Occupations with strong growth in both employees and hirings included 'personal care workers in health services'. Across Europe, PES vacancy inflow increased most in low to mid skilled jobs, but also in health care related jobs.

Read more on page 11

EDUCATIONAL DEMAND: Hirings declined at all educational levels

The strongest decline in hirings (down by -9 per cent) was among low educated workers, especially in Greece, Portugal and Spain where they form the

largest occupational group in hirings.

Read more on page 20

SOUTHERN EUROPE: Increasing hirings of qualified workers in low-skilled jobs

Recent developments suggest that in Southern Europe a recovery is beginning to emerge and it is mainly being driven by the private sector, and particularly the trade sector in Portugal. But in general no single private sector was clearly offering the best prospects for job creation, although demand in health care has consistently grown as in the rest of Europe, in particular for 'personal care workers in health services' in Italy. For young people general measures that help recruitment into skilled jobs may be more beneficial in overcoming the high reliance of young workers on elementary jobs, waiting in restaurants or assistance in shops, especially for those with medium educational level who tend to out-crowd the lower educated.

Read more on page 21

- TOP 10 employee growth per country on page 27
- TOP 5 growth PES inflow per country on page 34
- TOP 5 in EURES Job Mobility Portal on page 36

Top 5 growth occupations (employees)

- Primary school and early childhood teachers
- Software and applications developers and analysts
- Finance professionals
- Personal care workers in health services
- Legal, social and religious associate professionals

Top 5 growth occupations (hirings)

- Refuse workers
- Heavy truck and bus drivers
- Agricultural, forestry and fishery labourers
- Personal care workers in health services
- Cooks

PES Top 5 growth occupations (vacancy inflow)*

- Mining and construction labourers
- Other elementary workers
- Creative and performing artists
- Personal care workers in health services
- Agricultural, forestry and fishery labourers

*9 countries using ISCO-08

Social Europe

RISING VOLUME OF INTERVIEWS

- Trend towards part-time work
- Shorter employment periods
- Growth in free agents and contract staff

“Over **40 per cent** of the hiring managers find it difficult to find time in their daily schedule to interview job applicants.”

“Three-quarters of all managers interviewed said that their limited availability and **lack of time** for job interviews usually leads to delays in the application process.”





European Stability Mechanism



Retail and hospitality

Healthcare

Customer Service

Graduate recruitment

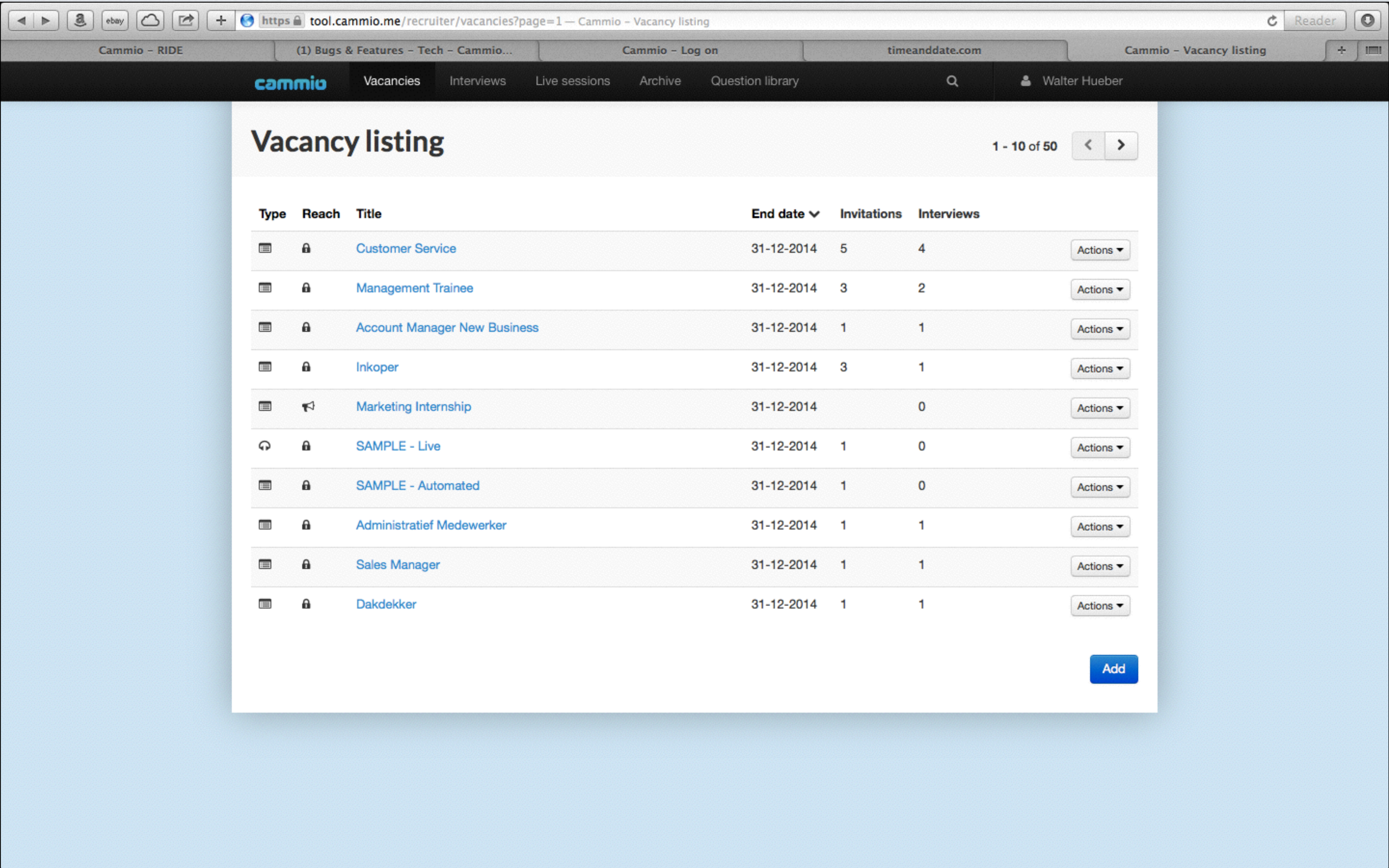
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