



# **Job Vacancies and Recruitment Difficulties. Which observation instruments are available at EC level and how to improve them?**

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Employers' surveys as a tool for identification of skill needs.  
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Post (newly created, unoccupied or about to become vacant) for which the employer is taking active steps to find a suitable candidate (from outside the enterprise concerned) and which the employer intends to fill either immediately or in the near future

Source: Eurostat Reference Metadata, Summary methodology, job vacancy statistics

Statistical and Policy Relevance: crucial information about the difficulties that employers have in satisfying the demand => Interventions that can help in easing the filling of the observed demand



# Job vacancies rate, 2006-2007

Source: Eurostat, 2008

[http://ec.europa.eu/employment\\_social/employment\\_analysis/quarterly\\_en.htm](http://ec.europa.eu/employment_social/employment_analysis/quarterly_en.htm)

	2006 q4	2007 q1	2007 q2	2007 q3	2007 q4	2007 q4 chan ge on previ ous quar ter	2007 q4 chan ge on previ ous year
<b>BE</b>	2.1	1.8	2.1	:	:	:	:
<b>BG</b>	0.8	1.0	1.1	1.0	1.0	0.0	0.2
<b>CZ</b>	2.3	2.4	2.7	3.0	3.2	0.2	0.9
<b>DE</b>	3.8	3.9	3.4	4.4	3.5	-0.9	-0.3
<b>EE</b>	3.1	3.2	3.3	3.6	3.0	-0.6	-0.1
<b>GR</b>	1.9	2.8	1.5	1.5	:	0.0	-0.5
<b>ES</b>	0.9	0.8	0.7	0.8	0.7	-0.1	-0.2
<b>FR</b>	0.6	0.6	0.6	0.7	:	:	:
<b>CY</b>	1.1	3.9	4.8	4.5	5.4	0.9	4.3
<b>LV</b>	2.1	2.1	2.0	2.0	1.6	-0.4	-0.5
<b>LT</b>	1.7	1.9	1.9	2.2	2.2	0.0	0.5
<b>LU</b>	0.6	0.8	0.9	0.7	0.6	-0.1	0.0
<b>HU</b>	1.1	1.5	1.4	1.3	1.2	-0.1	0.1
<b>NL</b>	2.9	3.1	3.2	:	:	:	:
<b>PL</b>	:	2.1	2.1	2.0	1.7	-0.3	:
<b>RO</b>	1.6	2.1	2.1	2.2	1.8	-0.4	0.2
<b>SI</b>	0.8	1.1	1.2	1.2	0.9	-0.3	0.1
<b>SK</b>	0.9	1.1	1.1	1.2	1.1	-0.1	0.2
<b>FI</b>	1.7	3.0	2.7	2.3	1.8	-0.5	0.1
<b>SE</b>	1.1	1.3	1.5	1.3	1.3	0.0	0.2
<b>UK</b>	2.2	2.2	2.4	2.5	2.5	0.0	0.3
<b>EU27</b>	2.1	2.3	2.2	2.3	2.2	-0.1	0.1



- Executed quarterly, it creates statistics on vacancy stocks with a breakdown on sectors (**NACE** - *Statistical Classification of Economic Activities*)
- It also provides a breakdown by region (NUTS - *Nomenclature of Territorial Units for Statistics*) for some countries in the annual data collection
- Once a year, a breakdown by occupation is provided following the ISCO-88 (*International Standard Classification of Occupations, 1988 version*) at one-digit level



- The Eurostat vacancy survey has a common methodology that is agreed upon.

Though there are several *exceptions* on what to include in the survey in the different countries, these are well known and can be identified in the metadata

- The vacancy survey data is available in the internet (calculations can be made on line)
- Breakdown to business sectors (11 NACE classes).





- It is a survey (with no obligatory mandate on Member States, so far) and data are not always (as rapidly) available (as needed).
- Time series should be provided since 2001 when the Eurostat survey programme started. However, up to now, the vacancy survey does not cover all Member States and for Countries that do participate quite some gaps in the time series exist
- Information on occupation is provided only on an annual basis and at one-digit-level
- For calculations/estimations of vacancy turnover (and vacancy duration) both stock and flow data would be needed, but in the survey only stock data are provided.





# Which role for the Public Employment Services (PES) in processing job vacancies?



PES:

- Deliver (free of charge) a wide range of services to labour demand (enterprises and employers in general) and supply (unemployed, inactive and job changers)
- Contribute to address “information asymmetries” and improve transparency in the labour market
- Identify occupational segments suffering from recruitment difficulties





The EPVM is the first EUROPEAN MONITORING TOOL FOR PES VACANCIES

- It is a dataset of stocks and flows of PES vacancies on a quarterly basis, broken down to ISCO 3-digit level (breakdowns to occupations and, still to a lesser extent, sectors)
- PES are responsible for collecting and recoding their vacancy data in the agreed format
- Complete time series starting in 2003 are at present available for 17 countries (19 PES in total)

The Expert Working Group mission is to:

- Improve the comparative transnational monitoring of developments in labour demand
- Contribute to the identification and diagnosis of market segments suffering from recruitment difficulties





1. PES vacancies are administrative data, thus available *regularly* and *almost immediately*
2. *Minor costs* compared to a regular survey
3. Possibility to calculate *time series* backwards to start from the beginning
4. The EPVM includes both *stock and inflow* of vacancies + breakdowns to *ISCO 3-digit level*
5. Tracing and diagnosing changes in the size of market demand
6. Measure and explanation of PES market penetration (coverage)



# PES vacancy intake (Source: EPVM, Q3-2007)



<b>Table 1</b>	<b>Total vacancy intake in 12 months up to Q3-2007</b>	<b>Increase compared to previous 12 months</b>
<b>Austria</b>	361.000	10%
<b>BE_Flanders</b>	149.000	22%
<b>BE_Orbem</b>	17.000	4%
<b>BE_Le Forem</b>	123.000	28%
<b>Czech Republik</b>	189.000	14%
<b>Estonia</b>	24.000	-23%
<b>Finland</b>	503.000	18%
<b>Germany</b>	2.157.000	-4%
<b>Great Britain</b>	4.008.000	19%
<b>Ireland</b>	157.000	5%
<b>Latvia</b>	39.000	N.A.
<b>Lithuania</b>	136.000	7%
<b>Malta</b>	13.000	54%
<b>Netherlands</b>	285.000	-5%
<b>Norway</b>	384.000	23%
<b>Poland</b>	1.206.000	20%
<b>Portugal</b>	108.000	7%
<b>Slovakia</b>	98.000	-1%
<b>Sweden</b>	792.000	40%
<b>Total 19 PESs</b>	<b>10.749.000</b>	<b>13%</b>



- PES vacancies are only part of the market
- Data on economic activities (NACE) are not (yet) part of the EPVM
- Double counting may be a problem in some PES
- Heterogeneity of data (e.g. captured vacancies may or not include the temporary work agencies ones)
- A precise and effective tool for identification of recruitment difficulties cannot be derived from simply observing developments in stocks and flows of notified vacancies



# Example



PES X has a high market share in the low and medium qualified vacancies, but only a small market share in the higher qualifications

*If vacancies in Country X rise for the higher qualifications, will this be visible in the EPVM?*

It can be assumed that by occupation there will be an increase of the higher qualified vacancies, BUT in the total important developments are likely to remain not sufficiently visible





Set up in 1993, EURES is a co-operation network between the European Commission and the EU countries (plus Norway, Iceland and Liechtenstein) and other partner organisations

The purpose of EURES is to provide information, advice and recruitment/placement (job-matching) services for the benefit of workers and employers at European level (EEA)

The Job mobility portal (<http://europa.eu.int/eures>) contains at present about 1.3 million vacancies daily and more than 100.000 CVs. Most of the vacancies are made available by the national PES providing (the majority of) their notified vacancies and sometimes also those collected via the PES vacancy portals. The internet site has about one million visitors a month.





1. Member States are supposed to make all their PES vacancies available in EURES.
2. EURES has the same structure for all countries, so that statistics would be based on this (same) structure.
3. EURES has a breakdown of ISCO and often also of NACE. They can moreover also be broken down to NUTS regions.
4. There are several items saved with additional information for each vacancy, e.g. creation and closing date (which should make it possible to calculate inflow and duration) of job vacancies





1. Statistics that can presently be derived from the EURES internet portal only entail some basic information like total daily stocks and a breakdown by country and region. These data are available only for the actual day, not yet for the previous day let alone as time series.
2. The quality of vacancies in the EURES internet portal varies from country to country, especially concerning the classification of vacancies to the harmonised ISCO system.
3. A lack of comparability also applies to quantity: Not yet all Member States provide all their notified vacancies, and the exceptions are not the same for each country
4. Possible duplication of vacancies also seems to be a problem in some countries.





- Expand to other European Exchange Area Countries
- Add data broken down to NACE sectors
- Provide continuous time series on stock-flow ratio for different occupational groups
- Constructing Unemployment/Vacancies ratio per NUTS for aggregate volumes of unemployed jobseekers
- Stronger focus on recruitment difficulties, country-specific analysis and exchange of good practices to deal with these difficulties
- Restricted Call for Proposals (VP/2008/013) under PROGRESS Programme on "Innovative projects related to Employment Services"

[http://ec.europa.eu/employment\\_social/emplweb/tenders/tenders\\_en.cfm?id=3085](http://ec.europa.eu/employment_social/emplweb/tenders/tenders_en.cfm?id=3085)





- **EURES** web services quality project (working group with 13 Countries involved): to standardise procedures in managing vacancies and CVs across Europe
- **“New Skills for New Jobs”** (December 2007): to ensure a better matching between labour market needs and human capital policies

To be launched a Call for tender

