

Annex

Transnational matching possibilities to alleviate labour market imbalances in the European Employment Services countries
2025

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Occupation	Countries reporting a shortage	Countries reporting a surplus
Accountants	AT, BE, CY, DE, EL, IT, NL, NO, PL, PT, RO, SI	BG, ES, LV
Accounting and bookkeeping clerks	BG, DK, IT, PL	AT, BE, CZ, EE, FI, LT, LV, PT, RO, SE, SI
Accounting associate professionals	BE, BG, DK, FR, IT, NL	AT, EE, EL, ES, FI, LU, LV
Actors	ES	AT, DK, EL, FI, LV, SI, SK
Administrative and executive secretaries	BE, NL, RO	AT, BE, BG, CZ, DE, EE, ES, FI, LT, LV, NO, PT, SI
Advertising and marketing professionals	EL, IT, RO	AT, BG, CZ, DE, EE, EL, FI, FR, LV, NO, PT, SE
Advertising and public relations managers	CZ, IT	AT, BE, BG, DK, FI, LV, NO
Aged care service managers	BG, CY, DK, SK	AT, SK
Agricultural and forestry production managers	DK	AT, BG, LV
Agricultural and industrial machinery mechanics and repairers	AT, BE, BG, CZ, DE, DK, EE, FR, IT, LT, LU, NL, NO, PT, SE, SI	FI, LV, RO
Agricultural technicians	BG, DK, IT, SE	AT, BG, CZ, DE, HU, LV, RO, SE
Air conditioning and refrigeration mechanics	AT, BE, BG, CY, CZ, DE, FR, HR, HU, IT, LU, NL, PL, PT, RO, SI	EL, FI, LV
Air traffic controllers	CZ, DK, ES, IT	AT, LV, SK
Air traffic safety electronics technicians	DK, EL, ES, RO	AT, FI, HU, LV, SK
Aircraft engine mechanics and repairers	AT, BE, CZ, DE, DK, IT, LT, LU, RO	FI, LV
Aircraft pilots and related associate professionals	DK, IT, LU, LV	AT, CZ, FI, FR, SK

Occupation	Countries reporting a shortage	Countries reporting a surplus
Ambulance workers	BE, BG, CZ, DK, EL, NL, PT, RO	AT
Animal producers not elsewhere classified	DK, EL	AT, CZ, ES, FI
Announcers on radio, television and other media	CZ, FI, IT	EL, SI, SK
Apiarists and sericulturists	FI	AT, FI, HU, LV, SK
Applications programmers	AT, BE, BG, CY, HR, HU, NL, RO, SE, SI	CZ, DE, EL, FI, LV
Aquaculture and fisheries production managers	DK	BG, CZ, FI
Aquaculture workers	BG, DE, IT	AT, FI
Archivists and curators	IT, RO	AT, BG, CZ, DK, ES, FI, LV
Armed forces occupations, other ranks	BE, DK, LV, NL, PL, SI, SK	CZ, ES, SK
Assemblers not elsewhere classified	CZ, DK, FI, LT, NL, NO, RO	AT, FI, LV, SE
Astrologers, fortune-tellers and related workers	ES, HU	FI, SK
Athletes and sports players	CZ, DK, ES, IT	AT, FI, LV, SK
Audiologists and speech therapists	AT, BE, BG, DE, EE, EL, FI, LV, NL, PT, SI	SK
Authors and related writers	DK, IT	AT, FI, LV, NL, NO, SK
Bakers, pastry-cooks and confectionery makers	BE, BG, CY, DE, DK, HR, HU, IT, LT, NL, NO, RO, SE, SI	AT, BE, CZ, FI, HU, LV, PT
Bank tellers and related clerks	CZ, DK, EL, IT, NO	AT, CY, FI, LV, RO
Bartenders	BE, BG, CY, DE, EL, FI, HU, IT, NL, NO, PT, RO, SE	AT, BE, CZ, FI, LV, PT
Beauticians and related workers	BE, CZ, DK, HU, IT, RO	AT, DE, EL, FI, HU, LU, LV, PT, SI
Bicycle and related repairers	BE, DE, DK, HU, NL, SE	AT, FI, HU, LV
Biologists, botanists, zoologists and related professionals	IE, IT, SI	AT, CZ, DE, EL, FI, PT
Blacksmiths, hammersmiths and forging press workers	BG, IT, SK	AT, FI, LV, RO
Bleaching, dyeing and fabric cleaning machine operators	BE, FI, IT, LT, PT, RO, SI	AT, BG, FI, LV
Bookmakers, croupiers and related gaming workers	CZ, DK, IT, MT, RO	AT, DE, FI, LV
Bricklayers and related workers	BE, BG, CY, DE, FR, HR, HU, IT, LT, NL, PL, RO, SI	AT, EL, FI, HU
Broadcasting and audio-visual technicians	IT, RO	AT, CZ, DK, FI, FR, LV, SE
Building and related electricians	AT, BE, BG, CZ, DE, DK, EE, HR, HU, IE, IT, LT, LV, NL, NO, PL, PT, RO, SE, SI, SK	EL, FI
Building architects	IT, RO	AT, BG, CZ, EL, FI, LU, LV, NO, PT, SI
Building caretakers	BE, DE, RO, SE	AT, CZ, ES, FI, FR, LV, PT, SE

Occupation	Countries reporting a shortage	Countries reporting a surplus
Building construction labourers	BE, BG, CY, CZ, HR, HU, IT, LV, PL, SI, SK	AT, BE, DE, EE, EL, FI, LT, NO, RO, SK
Building frame and related trades workers not elsewhere classified	BE, BG, CZ, DE, DK, HU, LT, NL, NO, RO, SE	AT, EL, FI, SE
Building structure cleaners	BE, CZ, DK, HU, LT, PL, SE	AT, BG, EL, FI, LV
Bus and tram drivers	BE, BG, CY, CZ, DE, DK, EE, FR, IE, IT, LT, NL, NO, PL, PT, RO, SE, SI, SK	AT, EL, FI, LU, LV
Business services agents not elsewhere classified	DK, RO	AT, BG, CZ, FI, LT, LV
Business services and administration managers not elsewhere classified	RO	AT, BG, CZ, FI, LV
Butchers, fishmongers and related food preparers	BE, BG, CY, CZ, DE, FR, HR, HU, IT, LT, LU, NL, NO, PT, RO, SI, SK	AT, BE, FI, LV
Buyers	BE, IT, NL, NO, RO	AT, CZ, ES, FI, LT, LV
Cabinet-makers and related workers	AT, BE, BG, DE, DK, IT, LT, NO, PT, SE, SI	CZ, FI, HU, LV, RO
Car, taxi and van drivers	BE, IT, NL, NO, RO, SE, SK	AT, BE, BG, CZ, DE, EL, FI, HU, LT, LU, LV, PT, SK
Carpenters and joiners	AT, BE, BG, CY, DE, DK, FR, HR, HU, IE, IT, NL, NO, RO, SE, SI	EL, FI, HU, LU, SE
Cartographers and surveyors	BE, BG, DE, FI, FR, LU, NL, RO	AT, FI, LV
Cashiers and ticket clerks	CY, DE, IT, LT, NL, RO	AT, BE, BG, CZ, DK, EL, FI, FR, LU, PT, SE
Cement, stone and other mineral products machine operators	BE, BG, CZ, DE, IT, LT, PT, RO, SK	AT, FI, LV
Chefs	AT, BE, BG, CY, CZ, DE, EL, FI, FR, HR, IE, LU, NL, PT, SE, SI	BE, FI, LV, PT
Chemical and physical science technicians	BE, IE, IT, NL, SI	AT, BE, EL, FI, LV, SK
Chemical engineering technicians	LU	AT, BG, CZ, EL, LV
Chemical engineers	BE, CY, IT, NL, RO	AT, CZ, EL, FI
Chemical processing plant controllers	BE, ES, NL, SK	AT, FI, LV, SK
Chemical products plant and machine operators	BE, CZ, DK, ES, IT, LT, NL, SK	AT, LV
Chemists	BG, IE, IT, SE, SI	AT, CZ, DE, EL, FI, LV
Child care service managers	BE, DE, IT, NL, SK	SK
Child care workers	BE, DE, DK, IT, NL, RO	AT, BE, CZ, EL, ES, FI, HU, LT, LV, PT, SE
Civil engineering labourers	BE, BG, CZ, DK, FR, HU, IT, NL, SI	AT, EL, ES, FI, LT, LU, PT, RO
Civil engineering technicians	AT, BE, BG, DE, FR, IT, LT, NL, PT, SE, SI	CZ, EL, LV
Civil engineers	BE, BG, DE, EE, FR, IE, IT, LT, LU, NL, PT, RO, SE, SI	AT, EL, FI, LV, SE

Occupation	Countries reporting a shortage	Countries reporting a surplus
Cleaners and helpers in offices, hotels and other establishments	BE, CY, DE, HU, IT, LT, NL, NO, RO, SE, SI	AT, BE, BG, CY, CZ, EE, EL, FI, FR, HU, LT, LU, LV, MT, PT, SE
Cleaning and housekeeping supervisors in offices, hotels and other establishments	CY, DE, EL, ES, NL	AT, CZ, LV, PT
Clearing and forwarding agents	BE, IT, NL, RO, SK	BG, FI, FR, LV, NO
Client information workers not elsewhere classified	ES, FI	PT, SK
Coding, proofreading and related clerks	RO	AT, DK, EL, FI, SE, SK
Commercial sales representatives	BE, BG, FI, IT, RO, SE	AT, BE, CZ, EE, FI, FR, LT, LU, LV, PT
Commissioned armed forces officers	CZ, NL, SK	SK
Companions and valets	BG, HU, PL, RO	AT, CZ, ES, LV, SK
Computer network and systems technicians	BG, DE, EL, IT, NL	AT, CZ, FI, LV, PT, SI
Computer network professionals	AT, BE, BG, EL, FI, NL, RO	FI, LV
Concrete placers, concrete finishers and related workers	BE, BG, CZ, DE, DK, HR, HU, IT, LT, LV, NL, RO, SI, SK	AT, EL, FI, HU
Conference and event planners	FI, IT, RO	AT, BG, DK, FI, HU, LT, LU, LV, PT, SI
Construction managers	BE, DE, DK, IE, IT, NL, RO	AT, BG, LU, LV
Construction supervisors	BE, BG, CZ, DE, DK, EL, FR, IT, NL, SI	FI, LT, PT
Contact centre information clerks	BE, CZ, EL, IT, NL	AT, BE, BG, EE, FI, LV
Contact centre salespersons	CZ, EL, FI, NL, NO, SE	AT, BG, FI, LT, LV
Cooks	BE, BG, CY, CZ, DE, DK, EL, HU, IT, LT, LU, NL, NO, RO, SE, SI, SK	FI, LV, PT
Craft and related workers not elsewhere classified	BG, CZ, ES, NO, SK	AT, FI, LV
Crane, hoist and related plant operators	BE, BG, CZ, DE, DK, EE, HR, IT, LT, LU, NL, RO, SI	AT, BE, FI, LV
Creative and performing artists not elsewhere classified	ES, HU	AT, DE, DK, EL, FI, SI, SK
Credit and loans officers	BE, CZ, IT, NL, RO	AT, BG, EL, LV, NO
Crop farm labourers	BG, CY, CZ, DE, DK, EL, FI, HU, IT, LT, LV, PT	AT, BE, HU, LT, PT
Customs and border inspectors	ES, PL	AT, LV, SK
Dairy products makers	BG, CZ, ES, IT, LT, PT, SK	AT, FI
Dancers and choreographers	DE, ES, IT	AT, EL, FI, LV, SI
Data entry clerks	DK, EL, IT	AT, BG, CZ, DE, EE, FI, LT, LU, LV, NL, RO, SE
Database and network professionals not elsewhere classified	AT, BG, CZ, DK, EL, IE, NL, PT, RO, SE	LV
Database designers and administrators	BE, BG, CY, CZ, EL, IT, NL, RO	AT, DE, DK, ES, FI, LV

Occupation	Countries reporting a shortage	Countries reporting a surplus
Debt collectors and related workers	IT, NL, RO	AT, LV, SK
Dental assistants and therapists	BG, CZ, DE, DK, EL, FI, NL, SE	AT, LV
Dentists	BG, CZ, DK, EE, EL, ES, FR, IT, LV, NL, SE, SI, SK	AT, BG, CY, DE
Dieticians and nutritionists	BG, EL	AT, CZ, FI
Dispensing opticians	AT, BE, DE, DK, EL, NL	LV, SK
Domestic cleaners and helpers	BE, DE, FI, FR, NL, SE	AT, BG, CZ, EL, FI, HU, PT, SE
Domestic housekeepers	CY, CZ, DE	AT, EL, FI, HU, LV, PT
Door-to-door salespersons	CZ, EL, ES, FI, IT, NO, RO	BE, FI, SK
Draughtspersons	BE, BG, DK, FR, IT, NL	AT, FI, LV, PT, RO, SE
Drivers of animal-drawn vehicles and machinery	CZ, ES, FI, HU, IT, SK	AT, EL, FI, HU
Driving instructors	BE, DE, IT, LT, NO, RO, SE, SI	AT, CZ, FI
Early childhood educators	AT, BE, BG, DE, EE, IT, LT, LU, NO, PL, PT, SE, SI	BG, CY, CZ, EL, LT, LV
Earthmoving and related plant operators	BE, BG, CZ, DE, DK, FI, HR, IT, NL, NO, PL, RO, SI, SK	AT, BE, FI, LU, LV
Economists	IT, NL	AT, BG, CZ, EL, ES, FI, HR, LT, LV, RO
Education managers	BE, DE, NL, SK	BG
Education methods specialists	IT, LV, SE	AT, BG, EL
Electrical and electronic equipment assemblers	BE, BG, CZ, DE, IT, LT, NL, NO, RO, SE, SK	AT, FI, LV
Electrical engineering technicians	AT, BE, BG, CY, DE, EE, FR, IT, LT, NL, PL, RO, SE, SI	CZ, EL
Electrical engineers	AT, BE, BG, CY, CZ, DE, DK, FI, IE, IT, LT, NL, PT, RO, SE, SI	EL, FI, LV
Electrical line installers and repairers	AT, BE, BG, CY, DE, ES, HR, IT, NL, NO, PL, PT, RO, SK	EL, FI, LV
Electrical mechanics and fitters	AT, BE, BG, CY, DE, EE, FR, HR, IT, LT, NL, NO, PL, PT, RO, SE, SI	EL, FI, LV
Electronics engineering technicians	AT, BE, BG, CY, DE, EE, IT, LU, NL, NO, SE, SI	CZ, EL, FI, LV
Electronics engineers	AT, BE, BG, CY, CZ, DK, NL, PT, RO, SE, SI	EL, FI
Electronics mechanics and servicers	BE, BG, CZ, DE, DK, EE, HR, IT, NL, NO, PT, SE	EL, FI
Elementary workers not elsewhere classified	ES, FI, HU, RO	AT, BG, CZ, DE, FI, HU, LT, LV, SK
Employment agents and contractors	BE, IT, RO	AT, BE, BG, LV, NO
Engineering professionals not elsewhere classified	BE, BG, DK, ES, IE, IT, PT, RO	AT, CZ, EL, FI, LV
Environmental and occupational health and hygiene professionals	BE, BG, DK, EL, IT, LU, NL, PT, RO	AT, BE, DE, FI, HR, LV, SK
Environmental and occupational health inspectors and associates	BE, EL, NL, RO	AT, LV, SK

Occupation	Countries reporting a shortage	Countries reporting a surplus
Environmental engineers	AT, DK, NL	EL, FI, LV, SE, SK
Environmental protection professionals	DK, NL	AT, BG, CZ, DE, EL, FI, RO
Farming, forestry and fisheries advisers	IT	AT, CZ, DE, EL, FI, LV, RO
Fashion and other models	ES	AT, DK, FI, SK
Fast food preparers	BG, CY, CZ, DE, EL, ES, HU, LT, LU, NL, RO, SE, SI, SK	AT, LV
Fibre preparing, spinning and winding machine operators	BE, CZ, HU, IT, LT, SI, SK	AT, FI, LV
Field crop and vegetable growers	BG, CZ, DK, EL, HU, IT, NL, PT	AT, BG, DE, HU, RO
Filing and copying clerks	HU, IT	AT, DK, EL, FI, LV
Film, stage and related directors and producers	IT	AT, CZ, DK, EL, FI, LV, NO, PT, SE, SI
Finance managers	BE, IT, PL, RO	AT, BE, BG, CZ, FI, LV
Financial analysts	BE, LU, NL, RO	AT, BG, CZ, FI, FR, LV
Financial and insurance services branch managers	DK, IT	AT, BG, CZ, DE, ES, FI, FR, LV
Financial and investment advisers	BE, NL, RO	AT, BG, DK, ES, LV
Fire fighters	AT, DE, DK, FI, IT, NO, PL, RO, SE, SI	CZ, LV
Fishery and aquaculture labourers	BG, CY, DK, LV	EL, FI
Fitness and recreation instructors and programme leaders	FI, HU, IT, NL	AT, BG, DE, FI, HU, LT, LV, SE
Floor layers and tile setters	BE, BG, CY, CZ, DE, DK, EE, HR, HU, IT, NL, PT, RO, SI, SK	AT, EL, ES, FI, HU
Food and beverage tasters and graders	BG, FI, LT	CZ, FI, LV
Food and related products machine operators	BE, BG, CZ, FI, IT, LT, NL, NO, PT, RO, SI, SK	AT, BE, EL, FI, LU
Food service counter attendants	BE, CZ, DE, DK, NL, NO, RO, SK	AT, BE, BG, FI, LV, PT, SE
Forestry and related workers	BG, DE, DK, EL, FR, HU, IT, NL, PT, SE, SI	AT, EL, FI, HU, LV, RO
Forestry labourers	BG, DK, EL, HU, IT, LV	ES, FI, HU, RO
Forestry technicians	BG, NL	AT, DE, FI, LV, RO
Freight handlers	BE, HU, IT, NL	AT, BE, BG, DE, EL, FI, FR, LU, LV, PT, RO, SK
Fruit, vegetable and related preservers	BG, CZ, HU	AT, FI, HU, LV
Fumigators and other pest and weed controllers	CZ, NL, PT, SE	AT, FI, LV, SK
Fur and leather preparing machine operators	CZ, FI, IT, SI	AT, FI, SK
Gallery, museum and library technicians	DK, IT, RO	AT, CZ, EL, ES, FI, LV, SE

Occupation	Countries reporting a shortage	Countries reporting a surplus
Garbage and recycling collectors	BG, CZ, DE, HU, IT, LV, NL, RO, SK	AT, BE, EL, FI, HU, LU
Garden and horticultural labourers	BE, BG, CY, EL, FI, IT, LT	AT, CZ, DE, FI, LU, LV
Gardeners, horticultural and nursery growers	BE, DK, EL, FI, HU, IT, LT, NL, SE	AT, BE, BG, CZ, ES, FI, HU, LU, LV, PT, SE
Garment and related patternmakers and cutters	BG, IT, LT, PT, SI	AT, FI, HU, LV
General office clerks	FI, HU, IT, SK	AT, BE, BG, CY, CZ, EL, FI, FR, HR, HU, LU, PT, RO, SE, SK
Geologists and geophysicists	BE, DK	AT, CZ, DE, EL, FI, LV
Glass and ceramics plant operators	BG, CZ, DE, DK, IT, LV, SK	AT, FI
Glass makers, cutters, grinders and finishers	BG, DE, IT, PT	AT, CZ, FI
Glaziers	BE, DE, DK, IT, NL	AT, EL, FI, LV, SK
Government licensing officials	BG, NL	BG, SK
Government regulatory associate professionals not elsewhere classified	NO, RO	AT, EE, FI
Government social benefits officials	DE, LV	BG, SK
Government tax and excise officials	BE, DE, DK	BG, CZ, LV, SK
Hairdressers	BE, DE, DK, HU, IT, NL, NO, SE	AT, BE, CZ, EL, FI, HU, LU, PT, RO
Hand and pedal vehicle drivers	NL, SE	AT, EL
Hand launderers and pressers	DK, HU, LT, NL, RO	AT, BE, BG, EL, LV, SE
Hand packers	CZ, DE, HU, RO, SI	AT, BE, BG, DK, EE, EL, FI, LT, LU, LV, PT, SE
Handicraft workers in textile, leather and related materials	BG, IT	AT, ES, FI, RO
Handicraft workers in wood, basketry and related materials	BG, HU, IT	AT, CZ, DE, FI, HU, LV, SK
Handicraft workers not elsewhere classified	HU	AT, CZ, FI, SK
Health associate professionals not elsewhere classified	BG, DE, EL, IT, NO	CZ, FI, LT, LV, RO
Health care assistants	AT, BE, BG, CY, DE, EE, EL, FI, IE, IT, LU, MT, NL, NO, PL, RO, SE, SI	FI, LV, PT, SE
Health professionals not elsewhere classified	AT, BE, BG, DE, EE, EL, LU, NL, SE, SI	BG, FI
Health service managers	BE, BG, CY, DE, DK, RO	AT
Heavy truck and lorry drivers	BE, BG, CY, CZ, DE, EE, HR, IE, IT, LT, LV, NL, NO, PL, PT, RO, SE, SI, SK	AT, EL, FI, LU
Home-based personal care workers	BE, BG, CY, DE, DK, EE, FI, IE, NL, PL, SE, SI	AT, BE, CZ, EL, FI, LV, PT, RO, SE
Hotel managers	BE, BG, CY, IT, NL	AT, CZ, DE, FI, LV, PT
Hotel receptionists	BE, BG, CY, DE, DK, EL, IT, NL, PT, RO, SI	AT, BE, CZ, FI, HR, LT, LU, LV, SE

Occupation	Countries reporting a shortage	Countries reporting a surplus
House builders	AT, CY, CZ, DE, LT, PL, SK	BE, BG, EL, FI, LV, RO, SE
Human resource managers	BE, IT, LU, RO	AT, BE, BG, CZ, DK, EE, FI, FR, LT, LV
Hunters and trappers	CZ, ES, HU	FI, HU, SK
Incinerator and water treatment plant operators	DE, FR, IT, RO	AT, LV
Industrial and production engineers	BE, BG, DK, EE, FI, IE, IT, LT, NL, RO	AT, CZ, EL, FI, LV, PT, SE
Information and communications technology installers and servicers	BE, BG, DE, IT, NL, SE	AT, EL, FI, LV, PT, RO
Information and communications technology operations technicians	BE, BG, DK, EL, ES, SE	AT, BE, DE, FI, RO, SE, SI
Information and communications technology sales professionals	BG, CY, CZ, EL, SE	AT, BG, FI, LV
Information and communications technology service managers	BE, BG, CY, CZ, DK, IT, RO	AT, DE, FI, LV
Information and communications technology user support technicians	BG, DK, EL, NL, RO, SK	AT, FI, LV, PT, SI
Information technology trainers	BG, CZ, DE, DK, ES	AT, EL, FI, SK
Inland and coastal waters fishery workers	ES, PT	AT, FI, LV, SK
Inquiry clerks	EL, FI, IT, NL, RO	BG, FI, LT, LU, PT
Insulation workers	BG, CZ, DE, DK, HR, HU, IT, NL, NO, PL, PT, RO, SI, SK	AT, EL, FI, HU, LV
Insurance representatives	BE, CZ, DK, IT, NL, SK	AT, BG, LV
Interior designers and decorators	DK	AT, CZ, DE, EL, ES, FI, LT, LU, LV, SI
Jewellery and precious metal workers	IT, PT	AT, CZ, DE, ES, FI, HU, SK
Journalists	IT	AT, CZ, DK, EE, FI, FR, LV, PT, SI
Kitchen helpers	BE, BG, CY, DE, EL, HU, IT, NL, NO, RO, SE, SI	AT, BE, CZ, FI, HU, LU, LV, PT
Landscape architects	BG, FI, NL	AT, CZ, DK, EL, FI, LV, SK
Laundry machine operators	BE, BG, CZ, DK, IT, LT, SI	AT, FI, LU, LV, NO
Lawyers	IT, LU, NL, NO	AT, BE, BG, CY, CZ, ES, FI, LV, PT, RO
Legal and related associate professionals	DE, DK, NL, RO	AT, BE, BG, CZ, ES, LT, LV
Legal professionals not elsewhere classified	DK, EL, NL, SI	AT, BG, CZ, DE, ES, LV, PT
Legal secretaries	DE, DK, NL, RO	AT, BG, LV
Legislators	BG, CZ, FI, SK	BG, LV, SK
Librarians and related information professionals	CZ	AT, BG, DE, ES, FI, FR
Library clerks	BG	AT, CZ, DE, DK, EL, ES, FI

Occupation	Countries reporting a shortage	Countries reporting a surplus
Life science technicians (excluding medical)	NL, SE	AT, CZ, DK, FI, LV, RO
Lifting truck operators	BE, BG, CZ, IT, NL, NO, PL, RO, SK	AT, BE, FI, HU, LV, SE
Livestock and dairy producers	BG, CZ, DE, DK, HU, IT, LT, NL, NO, SK	AT, BG, LV, RO
Livestock farm labourers	BG, CY, CZ, DK, EL, FI, IT, LT, LU	AT, DE, FI, LV, RO
Locomotive engine drivers	AT, BE, DE, DK, IT, LU, NL, RO, SK	CZ, FR, LV
Mail carriers and sorting clerks	BG, DE, DK, HU, IT, NL, RO, SI	AT, CZ, EL, FI, FR, LU, LV, NL, NO, SK
Management and organization analysts	CZ, ES, MT, NL, RO	AT, BG, DK, LV, PT
Manufacturing labourers not elsewhere classified	DK, SI	AT, BG, CZ, DE, EL, LT, PT, RO, SE, SK
Manufacturing managers	BE, IT, NL, NO, RO	AT, BG, CZ, DE, LV
Manufacturing supervisors	BE, BG, DK, FR, IT, LT, NL	AT, FI, LV, PT
Mathematicians, actuaries and statisticians	DK, IT, LU, NL	AT, BG, DE, EL, FI, LV
Mechanical engineering technicians	AT, BE, BG, CY, DK, EE, IT, LU, NO, SI	CZ, EL, LV, RO
Mechanical engineers	BE, BG, CY, CZ, IE, IT, NL, RO, SE, SI	EL, FI, LV, PT
Mechanical machinery assemblers	BE, BG, CZ, DK, HU, IT, LV, NL, NO, RO, SE, SK	AT, BE, DE, FI, HU
Medical and dental prosthetic technicians	AT, BE, BG, DE, EL, NL	CZ, FI, LV
Medical and pathology laboratory technicians	BE, BG, CY, EL, IE, NL, NO, SE	CZ, LV
Medical assistants	BE, BG, CZ, EL, IT, NL, NO	AT, LU
Medical records and health information technicians	BG, EL, SK	AT, CZ, DE, LV
Medical secretaries	BG, CZ, NL, RO, SE, SK	AT, LU
Messengers, package deliverers and luggage porters	CZ, HU, IT, RO, SI	AT, BG, FI, LT, LV, MT, NO, PT
Metal finishing, plating and coating machine operators	BG, CZ, DE, DK, IT, LT, LV, NO, RO, SI, SK	AT, FI
Metal moulders and coremakers	BG, CZ, DE, DK, IT, SI, SK	AT, FI, LV, RO
Metal polishers, wheel grinders and tool sharpeners	BG, CZ, DE, EE, LT, SI	AT, FI, LV, RO
Metal processing plant operators	BG, CZ, DE, DK, ES, IT, NO, SI, SK	AT, FI, FR, RO
Metal production process controllers	BE, BG, DK, ES, FI, SK	LV, SK
Metal working machine tool setters and operators	AT, BE, BG, CZ, DK, EE, FR, HR, IT, LT, NL, NO, RO, SE, SI	FI, LV
Meteorologists	CZ, ES, IT	AT, DK, FI
Meter readers and vending-machine collectors	BG, CZ, IT, RO	AT, DE, FI, LV, SK
Midwifery associate professionals	BG, DE, EL, PL	SK

Occupation	Countries reporting a shortage	Countries reporting a surplus
Midwifery professionals	BG, CY, DE, EL, IE, PL, SE	AT
Mineral and stone processing plant operators	IT	AT, FI, LV
Miners and quarriers	IT, RO	AT, CZ, FI, LV
Mining and metallurgical technicians	DK	AT, EL
Mining and quarrying labourers	ES, FI, HU, LV, SI	AT, EL, FI, RO
Mining engineers, metallurgists and related professionals	RO	AT, BG, EL
Mining managers	ES, RO, SK	BG, LV, SK
Mixed crop and animal producers	CZ, DK, HU, IT, NL	AT, FI, HU, PT, SK
Mixed crop and livestock farm labourers	BG, CY, CZ, DE, EL, ES, FI, PT	AT, FI, LT, PT, RO
Mixed crop growers	CZ, EL, FI, HU, IT, SK	FI, LU, LV
Mobile farm and forestry plant operators	DE, IT, NL	AT, FI, LV, RO
Motor vehicle mechanics and repairers	AT, BE, BG, DE, DK, EE, FR, HR, IT, LU, NL, NO, PL, PT, SE, SI	EE, FI, LV, RO
Motorcycle drivers	SE	EL, FI
Musical instrument makers and tuners	IT	AT, DE, DK, FI, HU, SK
Musicians, singers and composers	ES, IT, SE	AT, CZ, EL, FI, FR, LV, RO, SI
Non-commissioned armed forces officers	CZ, DK, ES, NL, SK	LV, SK
Nursing professionals	AT, BE, BG, CY, DE, DK, EE, EL, ES, IE, LT, LU, NL, NO, PL, PT, RO, SE, SI, SK	FI
Odd job persons	FI, RO	AT, CZ, FI, LT
Office supervisors	ES, IT	AT, BG, CZ, DE, EE, FI, LT, LV, NO, PT
Optometrists and ophthalmic opticians	AT, BE, BG, CZ, DK, EL, ES, PT, SE	BG, LV, SK
Other artistic and cultural associate professionals	BE, ES, RO	AT, BG, CZ, DK, FI, LU, LV, SE
Other cleaning workers	BE, DE, ES, FI, HU, NL, RO, SE	AT, BE, BG, EL, FI, HU, LV, PT
Other language teachers	BG, DE, DK, EE, HU, IT, NL, PL	AT, BG, CY, EL, FI, HU
Other music teachers	BE	AT, BE, BG, CZ, EL, FI, LV, SK
Packing, bottling and labelling machine operators	BE, BG, CZ, IT, LT, RO	AT, BE, FR, LV, NO
Painters and related workers	BE, BG, DE, DK, HR, IT, NL, NO, RO, SE, SI, SK	AT, CZ, EL, ES, FI, HU, LU, LV, PT
Paper products machine operators	CZ, DE, ES, IT, LT, RO, SI, SK	AT, FI, LV
Pawnbrokers and money-lenders	CZ, ES, HU, RO	HU
Payroll clerks	AT, DK, IT, NL, PL, RO	CZ, FI, LV, SK

Occupation	Countries reporting a shortage	Countries reporting a surplus
Pelt dressers, tanners and fellmongers	BG, ES, HU, IT, SI	AT, FI, HU, SK
Personal care workers in health services not elsewhere classified	BG, DK, EL, NL, PL, PT	AT, BE, CZ, FI, LV, RO
Personal services workers not elsewhere classified	CZ, DE, ES, LV, NO	BG, FI, RO
Personnel and careers professionals	IT, LU, NL, RO	AT, BG, CZ, DE, ES, FI, LV, PT
Personnel clerks	BE, DK, IT	AT, BE, BG, CZ, EL, FI
Pet groomers and animal care workers	HU	AT, CZ, DE, DK, FI, HU, LV, NL
Petroleum and natural gas refining plant operators	BE, CZ, SK	AT, FI, LV, SK
Pharmaceutical technicians and assistants	DE, EL, FR, NL, SE	AT, CZ, DK, LU, LV, PT, RO
Pharmacists	BE, BG, DE, DK, EE, EL, ES, FR, IT, NL, PT, RO, SI	AT, CZ, FI, LV
Photographers	IT	AT, CZ, DE, DK, EL, ES, FI, HR, HU, LT, NL, SI
Physical and engineering science technicians not elsewhere classified	BG, DK, IE, NO	EL, LV, PT, RO
Physicists and astronomers	DK, IT, LU, LV	AT, DE, FI, SK
Physiotherapists	AT, BE, BG, DE, EE, EL, ES, FR, LT, LU, NL, PT, RO, SE, SI	CY
Physiotherapy technicians and assistants	BG, CZ, DE, EL, HU, RO	AT, DK, HU
Plasterers	BE, BG, CZ, DE, HU, IT, LV, PL, RO, SI, SK	AT, EL, FI, HU
Plastic products machine operators	BE, CZ, DE, DK, IT, LT, NO, PT, RO, SI, SK	AT, BG, FI, LV
Plumbers and pipe fitters	AT, BE, BG, CY, DE, DK, EE, FR, HR, IE, IT, LT, NL, NO, PL, PT, RO, SE, SI, SK	EL, FI, LU
Police inspectors and detectives	BE, CZ, DK, ES, LT, LV, NO, PL	AT, SK
Police officers	CZ, DE, DK, LT, NL, PL, SI	AT
Policy administration professionals	CZ, DE, NL, RO	AT, BE, ES, LV
Policy and planning managers	CZ, IT, LU, RO	AT, BG, FI, LV
Potters and related workers	BG, CZ, IT	AT, FI, SK
Poultry producers	BG, CZ, HU, IT, LT, LV, RO, SK	AT, BG
Power production plant operators	BE, BG, DK, IT, PL, RO	BG, LV
Precision-instrument makers and repairers	BE, DK, IT, NL	AT, FI, SK
Pre-press technicians	EL, IT	AT, BG, DK, FI, FR, LV
Primary school teachers	BE, BG, DE, EE, IT, NL, SE, SI	AT, CY, CZ, EL, FI
Print finishing and binding workers	BE, CZ, DE, EL, IT, SK	AT, BG, FI, LV
Printers	BE, EL, IT, RO	AT, BG, DK, FI, LV

Occupation	Countries reporting a shortage	Countries reporting a surplus
Process control technicians not elsewhere classified	BE, BG, EL, LT, RO	AT, BG, CZ, FI, LV, SK
Product graders and testers (except foods and beverages)	CZ, FR, NL, RO	DE, FI, LV, PT
Production clerks	BE, BG, DK, IT, NL, RO	FI, LV, PT, SE
Professional services managers not elsewhere classified	ES, NL	AT, BG, DE, DK, LV
Protective services workers not elsewhere classified	BG, DK, FI, RO	AT, CZ, EL, FI, LV
Psychologists	DK, EE, FI, IT, LT, LU, LV, NL, NO, PL, SI	BE, EL, FI, PT, RO
Public relations professionals	CZ, IT, NL, RO	AT, BG, FI, FR, LU, LV, PT
Pulp and papermaking plant operators	CZ, EL, IT, LT, PT, RO	AT, LV
Railway brake, signal and switch operators	AT, DE, FI, IT, NL	BG, FI, LV
Real estate agents and property managers	BE, DK, IT, NO	AT, BG, ES, FI, FR, HU, LT, LU, LV, SK
Receptionists (general)	DE, EL, IT, RO	BE, BG, CZ, ES, FI, FR, LV, PT, SE, SI
Refuse sorters	CZ, ES, HU, LV	BE, BG, EL, FI, SK
Religious associate professionals	DE, DK, ES, HU	AT, HU, SK
Religious professionals	ES	AT, EL, FI, LV, SK
Research and development managers	BE, IT, LU, NL, PT, RO	AT, BG, CZ, DK, LV
Restaurant managers	BE, BG, CY, DE, DK, FI, NL	AT, FI, LT, LV, PT
Retail and wholesale trade managers	BE, CY, IT, RO	BE, BG, ES, FR, LT, LU, LV, PT
Riggers and cable splicers	BE, IT	AT, BG, FI
Roofers	AT, BE, BG, CY, DE, DK, FR, HR, HU, IT, LU, NL, PL, SE, SI	CZ, EL, FI, HU
Rubber products machine operators	BE, CZ, DE, IT, LT, RO, SI, SK	AT, BE, FI
Sales and marketing managers	BE, IT	AT, BE, BG, CZ, FI, FR, LV, PT
Sales demonstrators	ES, IT	BG, FI
Sales workers not elsewhere classified	DE, DK, ES, NO	AT, BG, FI, LV, PT
Secondary education teachers	BE, BG, DE, DK, EE, IE, IT, LT, NL, PL, PT, SI	AT, CY, CZ, EL, FI, PT, RO
Secretaries (general)	IT	AT, BE, BG, CY, CZ, EL, FI, FR, HR, LU, LV, PT, RO, SE, SI
Securities and finance dealers and brokers	DK, IT	AT, BG, DE, EL, ES, LV
Security guards	BE, FI, IT, NL, NO, RO, SI	AT, BE, BG, CZ, DE, FI, HU, LT, LU, LV, PT
Senior government officials	CZ, SK	AT, BE, LV, RO, SK
Service station attendants	BG, CZ, DE, FI, IT, LT, NL	AT, FI, LV

Occupation	Countries reporting a shortage	Countries reporting a surplus
Services managers not elsewhere classified	DK, NL, RO	AT, BG, CZ, FI, LV
Sewing machine operators	BE, BG, CZ, HU, IT, LT, RO, SI, SK	AT, DE, ES, FI, HU, LV
Sewing, embroidery and related workers	BG, CZ, DE, DK, HU, IT, LT, SI	AT, ES, FI, HU, LU, RO
Sheet metal workers	AT, BE, BG, CZ, DE, DK, EE, FR, HU, IE, IT, LU, LV, NL, NO, PL, PT, SE, SI	FI, HU
Shelf fillers	HU	AT, CZ, DE, EL, ES, FI, FR, LT, LU, LV, PT, SK
Ships' deck crews and related workers	BE, BG, IT, NL, RO	AT, BE, CZ, DE, FI, FR, LV
Ships' deck officers and pilots	BE, IT, NL, SK	AT, BE, FI, LV
Ships' engineers	BE, EE, ES, FI, NL, NO	AT, FI, LV, SK
Shoemakers and related workers	AT, BG, DE, IT, NL, SI, SK	FI, LV, PT, RO
Shoemaking and related machine operators	BG, IT, PT, SI	AT, ES, FI, RO
Shop sales assistants	BE, CY, DE, DK, IT, MT, NL, RO, SK	AT, BE, BG, CZ, EL, FI, FR, HU, LT, LU, LV, PT, SE, SK
Shop supervisors	BE, DE, IT	AT, BG, CZ, EL, FI, FR, LV, PT
Shopkeepers	DE	AT, BG, EL, FI, HU, RO
Sign writers, decorative painters, engravers and etchers	BG, DE, FI, IT	AT, CZ, FI, HU
Social welfare managers	BG, DE	AT, BE
Social work and counselling professionals	BE, LU, SI	AT, CZ, EL, PT
Social work associate professionals	BE, BG, DE, EE, IT, NL	AT, BE, CZ, FI, FR, NL, PT
Sociologists, anthropologists and related professionals	DK, IT	AT, CZ, DE, EL, ES, FI, HU, LT, PT, SI
Software and applications developers and analysts not elsewhere classified	BG, CY, CZ, DE, FI, LU, NL, PT, RO, SI	AT, EL, FI, LV
Software developers	BE, BG, CY, CZ, DE, IE, IT, NL, NO, PT, RO, SE, SI	AT, EL, FI, LV
Special needs teachers	BE, DE, EE, IT, LT, LV, NL, NO, PL, RO, SE, SI	AT, EL
Sports coaches, instructors and officials	BE, IT, NO	AT, BE, CZ, DE, DK, FI, LV, PT, RO
Sports, recreation and cultural centre managers	IT	AT, BG, CZ, FI, LV, SK
Spray painters and varnishers	AT, BE, CZ, DE, DK, FR, HR, LV, NL, NO, RO, SE, SI, SK	EL, FI
Stall and market salespersons	BG, DE, FI, HU	AT, FI, LT, LV, SE, SK
Stationary plant and machine operators not elsewhere classified	CZ, ES, NO, RO	AT, BE, FI, LV
Statistical, finance and insurance clerks	BE, BG, DE, DK, IT, NO	AT, CZ, FI, FR, LU, SE

Occupation	Countries reporting a shortage	Countries reporting a surplus
Statistical, mathematical and related associate professionals	DE, IT, NL	EL, FI, LV, SE, SK
Steam engine and boiler operators	AT, IT	LV
Stock clerks	BE, DK, IT, NL, PL, RO, SI	AT, BE, BG, CZ, FI, LU, LV, PT, SE
Stonemasons, stone cutters, splitters and carvers	BE, BG, DE, DK, FR, HR, IT, NO	AT, CZ, EL, FI, HU
Street and related service workers	CZ, DE, EL, FI	AT, SE
Street food salespersons	BG, DE, FI, HU	AT, HU, LV
Street vendors (excluding food)	DE, EL, ES, IT	BG, FI, PT, SK
Structural metal preparers and erectors	AT, BE, BG, CZ, DE, DK, EE, ES, FI, HR, IT, LT, LU, LV, NL, NO, SI	FI
Subsistence crop farmers	DE	SK
Subsistence fishers, hunters, trappers and gatherers	CZ	SK
Subsistence livestock farmers	DE	SK
Subsistence mixed crop and livestock farmers	DE	LV, SK
Supply, distribution and related managers	BE, IT, NL, RO	AT, BE, BG, DE, FI, LT, LV, PT
Survey and market research interviewers	CZ, DK, EL, IT, SK	AT, DE, LV
Sweepers and related labourers	BG, FI, RO	AT, CZ, EL, LV, PT
Systems administrators	AT, BE, BG, DK, EL, FI, HR, IE, LU, NL	CZ, FI, LV
Systems analysts	AT, BE, BG, CY, CZ, IE, NL, RO, SE, SI	BE, EL, FI, LV, PT
Tailors, dressmakers, furriers and hatters	BG, DK, HU, IT, LT, PT, SI	AT, CZ, DE, ES, FI, HU, LU, LV, PT, RO
Teachers' aides	BE, DE, RO	AT, BE, BG, CZ, EL, FI, LT, LV, PT, SE
Teaching professionals not elsewhere classified	BE, DE, NO	AT, BE, BG, CZ, EL, LV
Technical and medical sales professionals (excluding ICT)	BE, DK, EE, EL, NL, RO, SE	AT, ES, LV, PT
Telecommunications engineering technicians	BE, BG, EE, FR, LU, SE	AT, ES, FI, LV, RO, SK
Telecommunications engineers	BG, CY, IT, LU, NL, PT, RO, SE	AT, EL, FI, LV
Telephone switchboard operators	EL, IT	AT, BG, CZ, FI, LV, SI, SK
Textile, fur and leather products machine operators not elsewhere classified	BG, CZ, ES, RO, SI, SK	AT, EL, FI, LV
Tobacco preparers and tobacco products makers	BG	AT, FI, SK
Toolmakers and related workers	AT, BE, BG, DE, DK, EE, IT, LT, NL, PT, RO, SI	LV
Town and traffic planners	DE, NL	AT, BG, SK

Occupation	Countries reporting a shortage	Countries reporting a surplus
Trade brokers	BE, DK, IT, RO	AT, BG, LV
Traditional and complementary medicine associate professionals	BG, EL, HU	FI, SK
Traditional and complementary medicine professionals	BG, EL	DE, DK, ES, HU, SK
Traditional chiefs and heads of villages	SK	SK
Training and staff development professionals	BE, DK, ES, RO	AT, BE, BG, DE, FI, LV, SK
Translators, interpreters and other linguists	BG, DK, IT	AT, CZ, DE, ES, FI, FR, HU, LU, LV, NL, NO, PT, RO, SI
Transport clerks	BE, IT, LU, NL, PT, RO	AT, BE, BG, LV, PT
Transport conductors	NL, RO	AT, BG, DE, FI, FR, LV
Travel attendants and travel stewards	CZ, EL, IT, LU	AT, BG, FI, FR, LV
Travel consultants and clerks	BE, EL, IT, NL, SK	AT, BG, CZ, ES, FI, FR, HU, LT, LU, LV, PT, RO, SI, SK
Travel guides	DK, FI, HU, IT	AT, BE, BG, CZ, DE, FI, HU, LU, LV, RO, SK
Tree and shrub crop growers	BE, BG, CZ, EL, FI, IT, NL, PT, SK	AT, BE, BG, FI, HU, LU, LV
Typists and word processing operators	EL	AT, BG, FI, LV, SE
Undertakers and embalmers	FI, IT	AT, FR, LV
Underwater divers	CZ	AT, DK, FI, HU, SK
University and higher education teachers	EL, ES, LU	AT, CZ, DE, EL, LV
Upholsterers and related workers	AT, BG, CZ, DE, IT, LT, RO, SI	FI, HU, LV
Valuers and loss assessors	IT, NL	AT, DK, EL, FI, LV, SK
Vehicle cleaners	BG, CZ, DK, HU, IT, NL, RO, SK	AT, DE, EL, FI, LV, SE
Veterinarians	BE, BG, DK, EL, FR, IT, NL, PT, RO, SE, SI	AT, LV
Veterinary technicians and assistants	BG, DK, EL	AT, BG, CZ, FI, LU, LV, RO
Visual artists	IT	AT, CZ, DK, EL, ES, FI, HU, LV, PT, SI, SK
Vocational education teachers	BE, BG, CZ, DE, EE, IT, NL, NO, PL, SE, SI	AT, EL
Waiters	BE, BG, CY, DE, EL, ES, FI, HR, IT, NL, NO, RO, SE, SI	AT, BE, CZ, FI, LU, LV, PT
Water and firewood collectors	LV, RO	SK
Weaving and knitting machine operators	BE, CZ, IT, RO, SI	AT, FI, LV, SK
Web and multimedia developers	BG, CY, HR, NL, SE, SI	AT, DE, EL, FI, PT
Web technicians	BG, EL, IT	AT, CZ, DK, LV, SI, SK


Occupation	Countries reporting a shortage	Countries reporting a surplus
Welders and flame cutters	AT, BE, BG, CY, CZ, DE, DK, EE, FR, HR, HU, IE, IT, LT, LV, NL, NO, PL, RO, SE, SI, SK	FI, HU
Well drillers and borers and related workers	AT, CZ, IT, LT, LV	FI, RO
Window cleaners	BE, BG, DE, FI, NL, RO	AT, EL, ES, FI, LU, LV, SE, SK
Wood processing plant operators	BG, CZ, DE, DK, EL, IT, LT, SK	AT, FI, LV, NO, RO
Wood treaters	BG, CZ, ES, IT, RO	AT, FI, LV
Woodworking machine tool setters and operators	BE, BG, CZ, DE, EE, HU, IT, LT, NL, RO, SK	BE, FI, HU, LV, SE



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