

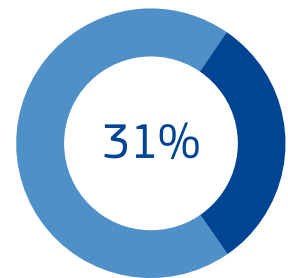


ANALYTICAL HIGHLIGHT

PROSPECTS FOR Labourers in mining, construction, manufacturing and transport

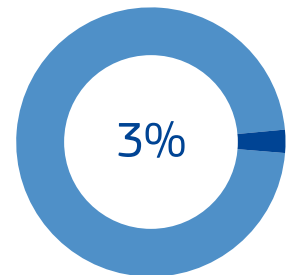
- The number of labourers in mining, construction, manufacturing and transport (non-agricultural labourers) rose slightly across the EU-28 from 2003 to 2013.
- Over the next twelve years, the number of non-agricultural labourers and their share of total EU-28 employment are forecast to rise significantly, especially in the distribution and transport sector.
- Low qualified workers will become a smaller minority within the non-agricultural labourer group as qualification levels rise.
- Migrant workers make up a significant proportion of non-agricultural labourers; so communication skills, and an understanding of health and safety, other regulatory requirements, processes, and procedures are essential.
- The technological sophistication of working tools and the work environment is likely to further drive up skill levels, as will organisational changes requiring labourers to perform more complex tasks.

▼ Figure 1a – Non-agricultural labourers share of the elementary⁴ occupation group, 2013, EU-28



Source: Cedefop forecasts (2014)

▼ Figure 1b – Non-agricultural labourers share of total employment, 2013, EU-28



Source: Cedefop forecasts (2014)

WHAT DO THEY DO?

Non-agricultural labourers¹ are manual workers who perform simple and routine tasks, the nature of which depends on the sector of employment:

- Labourers in mining, construction and civil engineering dig and fill holes, shovel excavated materials, sort and stack various materials and perform other similar activities.
- Workers in manufacturing perform a variety of tasks, including hand packing, bottle filling, product labelling, cleaning of

machinery and simple hand-assembling of components.

- Transport and storage labourers transport passengers and goods, handle freight and baggage by hand and stock shelves in stores².

Employment outlook

In 2013, around 3% of the total EU-28 workforce (or 6.7 million people) were non-agricultural labourers (see Figure 1a and 1b). While the number of non-agricultural labourers increased slightly in the decade to 2013, expansion was at a slower rate than for all occupations. As a result, the share of non-agricultural labourers within total EU-28 employment fell from 2003 to 2013. There was more rapid growth in the period to 2008. However, since the economic recession, the number of non-agricultural labourers across the EU-28 has fallen.

Mining and construction labourers were the second largest occupation for employee decline from 2011 to 2012, and the largest for hirings decline over the same period³. Transport and storage labourers also featured in the top-25 occupations for hirings decline.

The recent pattern has been mixed at country level within the EU-28. Manufacturing labourers were a top-10 occupation for employment growth from 2011 to 2012 in the Czech Republic, Romania and Spain; but among the top-10 declining occupations in Cyprus, Slovakia and Sweden. Employment of mining and construction labourers fell significantly in a number of countries (Greece; Poland; Slovakia; Spain; and the United Kingdom).

Non-agricultural labourers are employed across a range of industrial sectors. Just over a third (36%) of non-agricultural labourers in the EU-28 work in the distribution and transport sector, while 29% work in manufacturing and 18% in construction. From 2003 to 2008, employment levels rose in distribution and transport and construction, but fell in manufacturing. From 2008 to 2013, distribution and transport was the only sector where non-agricultural labourer employment grew. As in many other manual occupations, the largest growth over this period was in business and financial services.

By 2013, almost half of non-agricultural labourers held medium level qualifications, a 10% increase since 2003. The share of non-agricultural labourers holding low level qualifications fell by 11% over the same period.

▼ **Table 1 – Share of Non-agricultural labourers by qualification level compared to all occupations, 2013, EU-28**

	Low	Medium	High
Non-agricultural labourers	44.9%	49.5%	5.6%
All occupations	21.2%	48.1%	30.7%

Source: Cedefop forecasts (2014)

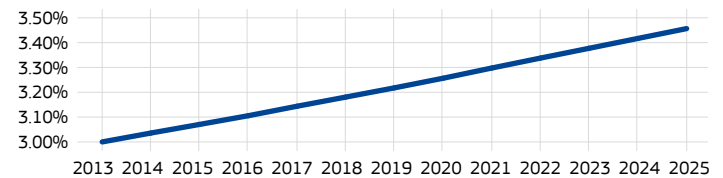
A look into the future

In the period to 2025, non-agricultural labourer employment is forecast to rise significantly. Figure 2 shows that the non-agricultural labourer share of all EU-28 employment is set to grow from 3% to 3.5%, the fifth largest increase of any occupational group. The overall number of jobs is expected to rise by nearly 20%.

Non-agricultural labourer employment is predicted to continue to fall in manufacturing and construction, but to rise in every other major sector and sub sector. In the largest sector, distribution and transport, the number of jobs is forecast to grow by more than a third in the period from 2013 to 2025.

Increasingly, non-agricultural labourer jobs will be held by better-qualified workers. The share of workers with low level qualifications is set to drop to less than one third by 2025 (from over half of all jobs in 2003). Much of the expansion in non-agricultural labourer employment will be for workers holding medium level qualifications.

▼ **Figure 2 – Future share of Non-agricultural labourers, EU-28**



Source: Cedefop forecasts (2014)

The overall level of non-agricultural labourer employment is forecast to increase in all except six EU-28 countries in the period to 2025. This includes significant expansion in the United Kingdom, which is expected to account for more than two-thirds of the net growth in non-agricultural labourer jobs across the EU-28. There will also be a substantial need to replace workers who leave due to retirement and other reasons, creating job opportunities in all countries.

Figure 3 shows that from 2013 to 2025, 3% of all job opportunities in the EU-28 will be non-agricultural labourer jobs. In four countries (the United Kingdom; Austria; Slovenia; Latvia), more than one out of every 20 job opportunities will be for non-agricultural labourers.

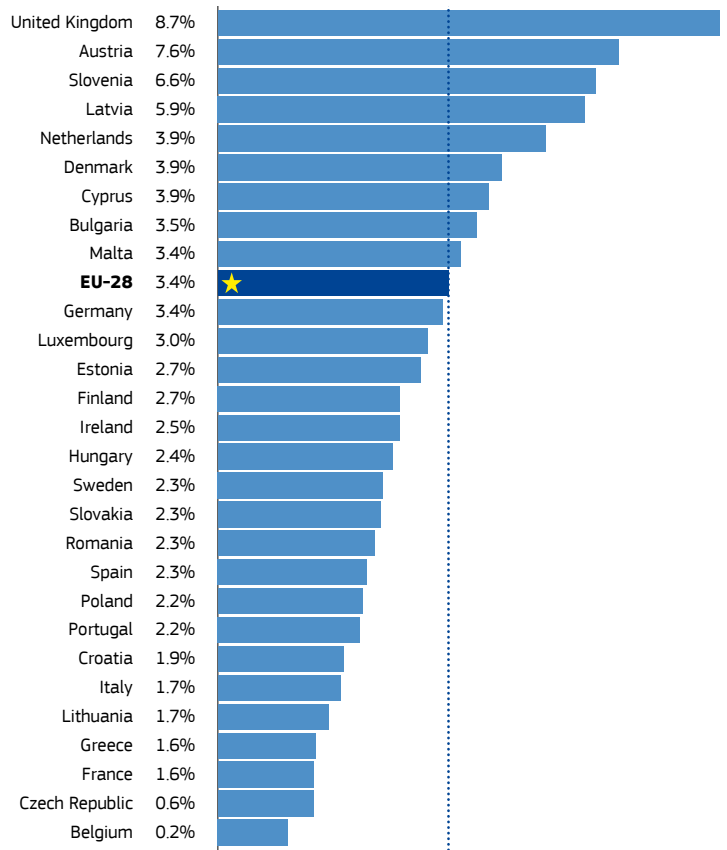
Skills challenges

The level of skills needed by non-agricultural labourers varies considerably by sector. For example, labourers in the transport sector require the skills to operate various plant and machinery (e.g. fork lift trucks, power hoists and banding machines). It is the transport sector that technology has arguably had the greatest impact on non-agricultural labourer jobs to date; for example, with increased use of inventory tracking software on hand-held devices^{5 6 7}.

Labourers in the construction industry also need the skills to operate plant and machines, as well as communication skills, team working, and numeracy and literacy. Awareness of health and safety is an essential requirement. In some countries, construction labourers require a license to practice. For example, in the United Kingdom, labourers are required to have the Construction Skills Certificate Scheme (CSCS) card in order to work on many building sites^{8 9}.

Whilst this is a lower-skilled occupation, the qualification requirements have been increasing. This is partly due to qualified non-nationals working as non-agricultural labourers^{10 11 12}. However, as increasingly complex technology becomes more pervasive and embedded in equipment and machines, there may be an increased blurring between labourers and higher-skilled trades with an increased overlap in skill requirements (perhaps including customer service, interpersonal and self-management skills)^{13 14 15 16 17}.

▼ Figure 3 – Share of Non-agricultural labourers in total job openings by country, 2013-2025, EU-28



Source: Cedefop forecasts (2014)

- 1 Defined as ISCO-08 Group 93 Labourers in mining, construction, manufacturing and transport
- 2 International Labour Organization (2012), International standard classification of occupations structure, group definitions and correspondence tables: ISC-08 Volume 1
- 3 European Commission (2014), European vacancy and recruitment report
- 4 ISCO Major Occupational Group 9 – Elementary occupations
- 5 UK Commission for Employment and Skills (2012), Transportation and storage: Sector skills assessment 2012
- 6 O*Net (2014)
- 7 Skills for Logistics (2013), Logistics report
- 8 Craig D. Jerald for the Center for Public Education (2009), Defining a 21st Century education
- 9 International Labour Organisation (2013), ILO activities related to the mining industry
- 10 DG Employment, Social Affairs and Equal Opportunities (2009), Investing in the future of jobs and skills scenarios, implications and options in anticipation of future skills and knowledge needs: Sector report other services
- 11 L. Kureková et al, Central European University, Budapest (2013), Being and becoming low-skilled: A comprehensive approach to studying lowskillness
- 12 Research Paper No. 9, Cedefop (2011), Labour-market polarisation and elementary occupations in Europe: Blip or long-term trend?
- 13 PWC (2012), Transportation and logistics 2030: Volume 5 – Winning the talent race
- 14 Vladimír Kvetan, Cedefop (2012), Skills for future Europe: New evidence from new forecast
- 15 OECD, WTO and UNCTAD (2013), Implications of global value chains for trade, investment, development and jobs
- 16 Balcar, J, Central European Review of Economic Issues (2011), Future skills needs in EU and skills transferability in 2020: sector meta-analysis
- 17 McKinsey Global Institute (2012), Manufacturing the future: The next era of global growth and innovation



Please quote this Analytical Highlight as:
EU Skills Panorama (2014) Labourers in mining, construction, manufacturing and transport Analytical Highlight,
 prepared by ICF and Cedefop for the European Commission