## Where are the skills imbalances?

Belgium experiences shortages of workers with strong Verbal *Abilities.* Shortages in medical-related *Knowledge* areas such as Psychology, Therapy and Counselling and Medicine and Dentistry are also appearing and are stronger than in the average of the OECD. Belgium also faces surpluses, especially in areas such as Operation and Control and Repairing *Skills*, these being larger than the OECD average.

Skills shortages occur when the skills sought by employers are not available in the pool of potential recruits, whereas skills surpluses occur when the supply of certain skills is higher than the demand for them. The OECD Skill Needs Indicators measure the degree of shortage (positive values) and surpluses (negative values) for a range of dimensions, such as Skills, Abilities, and Knowledge areas. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across OECD (31) countries and skills dimensions
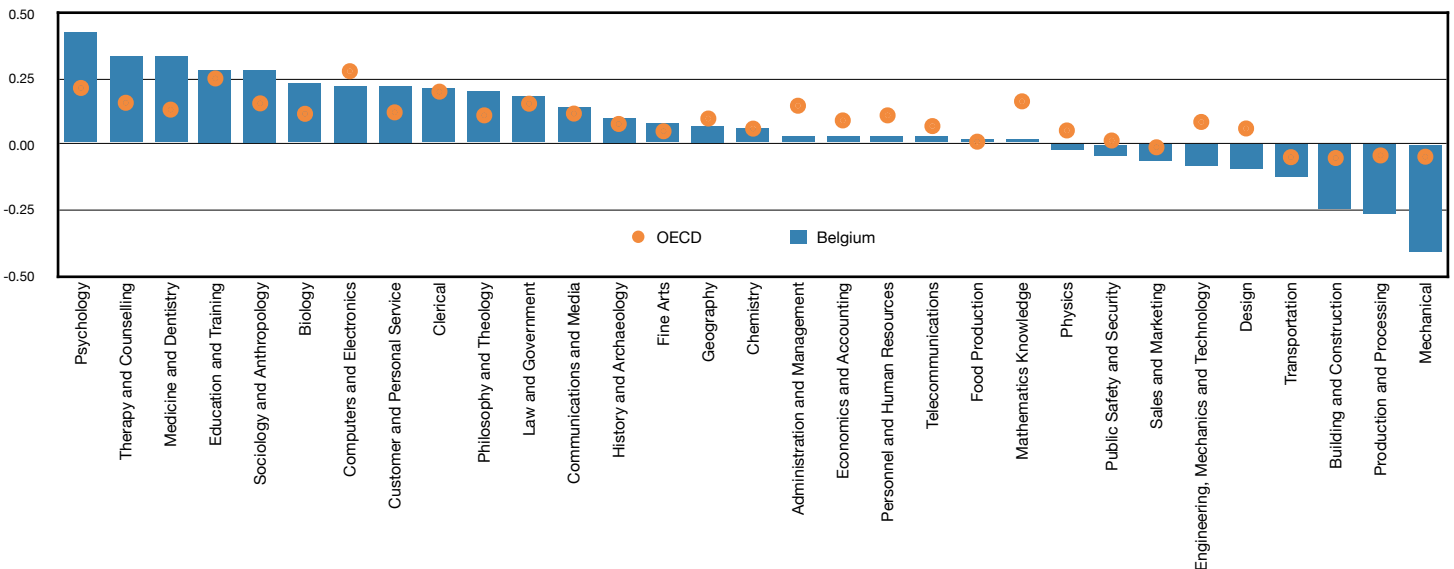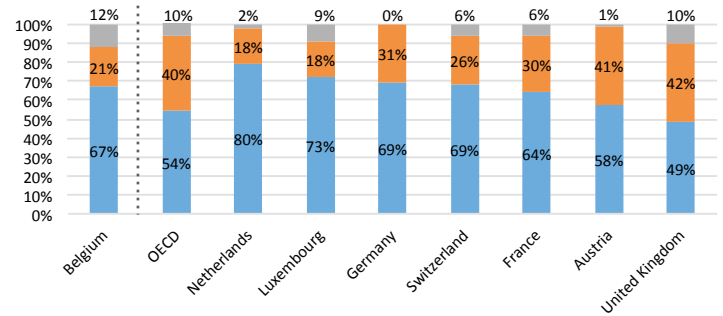
Abilities
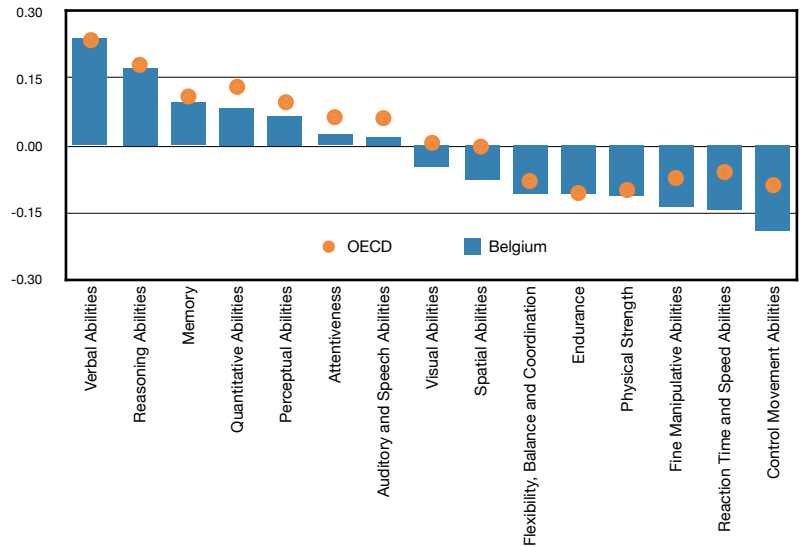
Skills
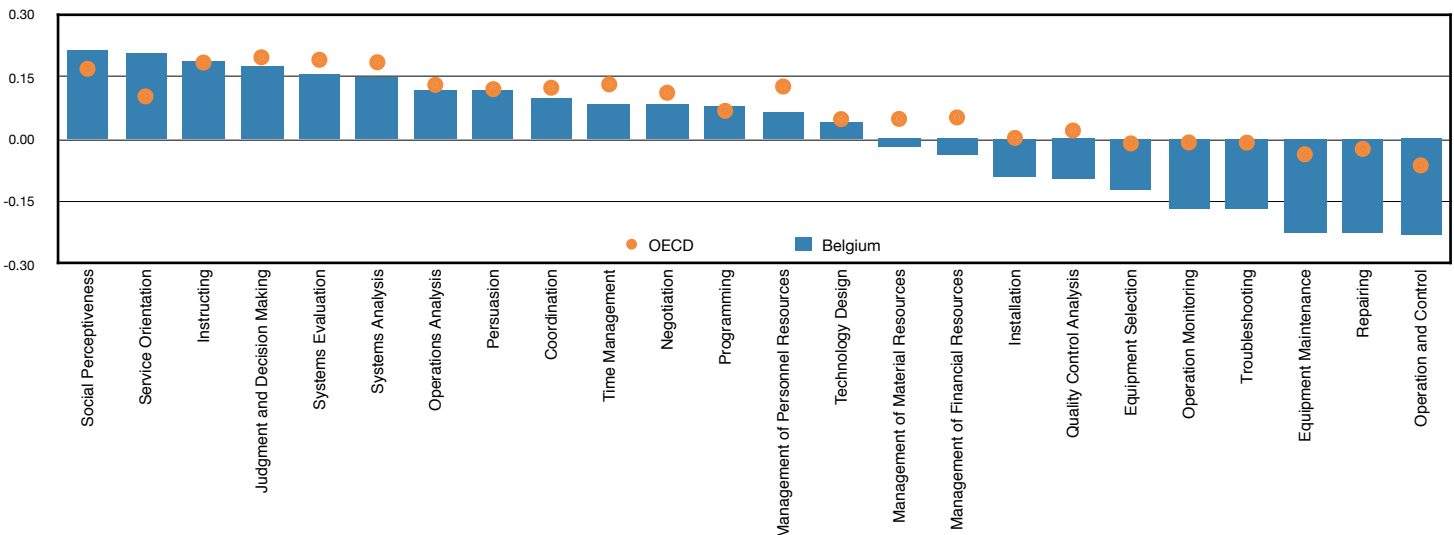
Knowledge areas

Where are the jobs in high-demand in your country?

In Belgium almost 7 out of 10 jobs facing skills shortages are in occupations requiring high skills. Demand for medium skills is 21%, lower than the OECD average, while demand for low-skilled jobs is 12%, higher than the average across the OECD.

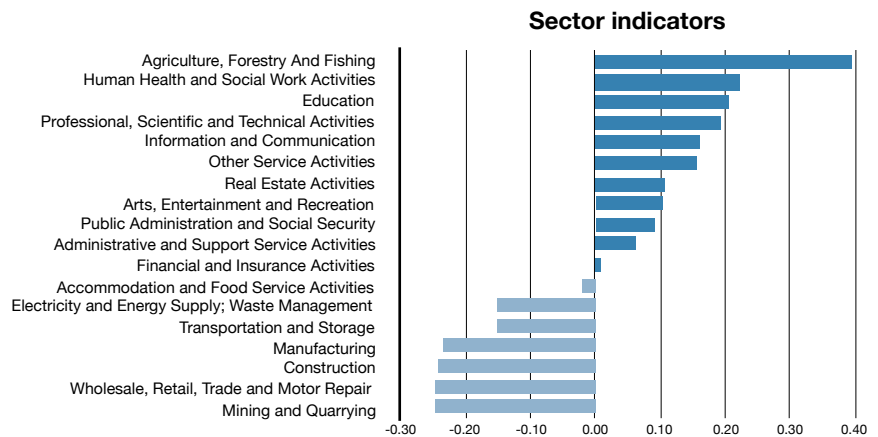|	Belgium	OECD	Netherlands	Luxembourg	Germany	Switzerland	France	Austria	United Kingdom
Low skill	12%	10%	2%	9%	0%	6%	6%	1%	10%
Medium skill	21%	40%	18%	18%	31%	26%	30%	41%	42%
High skill	67%	54%	80%	73%	69%	69%	64%	58%	49%

High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to last year available.

Which sectors face the largest occupational shortages?

In Belgium, the Agriculture, Forestry and Fishing sector is the one that struggles the most to find adequate talent. The sectors facing the largest occupational surpluses are, instead, Mining and Quarrying, Wholesale, Retail, Trade and Motor Repair and Construction.

Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and + 1. The maximum value reflects the strongest shortage observed across countries, sectors and skills dimensions.

Sector indicators

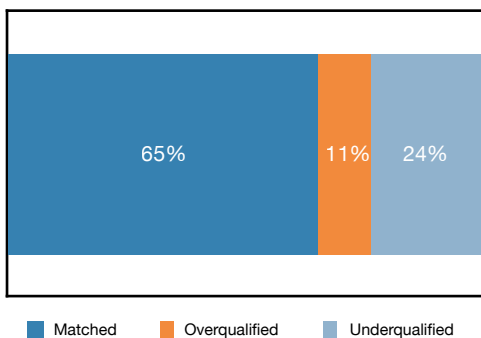| Sector	
Agriculture, Forestry And Fishing	0.40
Human Health and Social Work Activities	0.22
Education	0.20
Professional, Scientific and Technical Activities	0.19
Information and Communication	0.16
Other Service Activities	0.15
Real Estate Activities	0.11
Arts, Entertainment and Recreation	0.10
Public Administration and Social Security	0.09
Administrative and Support Service Activities	0.06
Financial and Insurance Activities	0.01
Accommodation and Food Service Activities	-0.02
Electricity and Energy Supply; Waste Management	-0.14
Transportation and Storage	-0.15
Manufacturing	-0.22
Construction	-0.24
Wholesale, Retail, Trade and Motor Repair	-0.24
Mining and Quarrying	-0.25

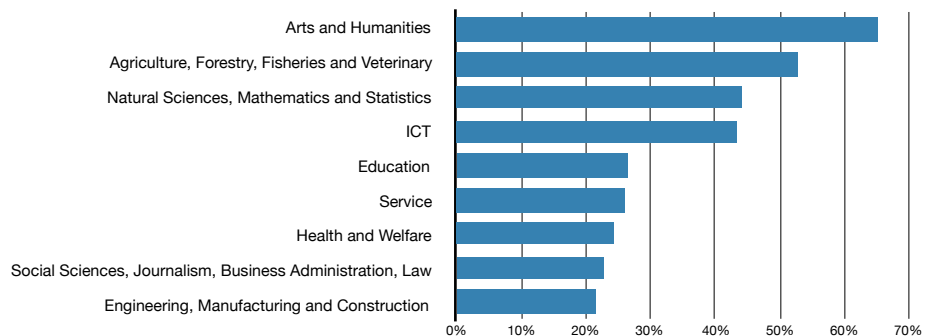## How is the alignment of talent to job requirements?

Almost 4 out of 10 workers in Belgium are either over- or under-qualified for the work that they are doing. In Belgium, over 60% of graduates in the field of Arts and Humanities work in a job different from the field they specialised in (field-of-study mismatch).

Qualification mismatch describes a situation for which a worker has qualifications that exceed (over-qualified) or does not meet (under-qualified) the ones generally required for the job. Field-of-study mismatch arises when workers are employed in a different field from what they have specialised in through their education.

Qualification mismatch

Matched	Overqualified	Underqualified
65%	11%	24%

Field-of-study mismatch

Field	
Arts and Humanities	65%
Agriculture, Forestry, Fisheries and Veterinary	53%
Natural Sciences, Mathematics and Statistics	44%
ICT	43%
Education	27%
Service	26%
Health and Welfare	24%
Social Sciences, Journalism, Business Administration, Law	23%
Engineering, Manufacturing and Construction	22%

Useful links

Mismatch dataset – http://dotstat.oecd.org//Index.aspx?QueryId=77595
Skill needs dataset – http://dotstat.oecd.org//Index.aspx?QueryId=77642
Skills for Jobs webpage– https://www.oecdskillsforjobsdatabase.org

Further information

Data for skill imbalances, sector imbalance and qualification and field-of-study mismatch refer to year 2015.

See also: *OECD (2017), Getting Skills Right: The OECD Skills for Jobs Indicators, OECD Publishing, Paris. http://dx.doi.org/10.1787/9789264277878-en*

Contact

OECD Skills and Employability Division, Directorate for Employment, Labour and Social Affairs

✉   Fabio.MANCA@oecd.org
   @OECD Social