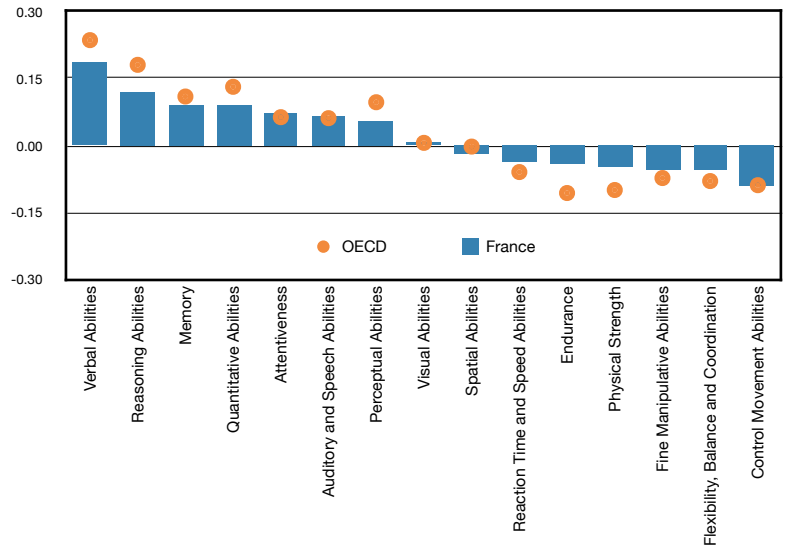


## Where are the skills imbalances?

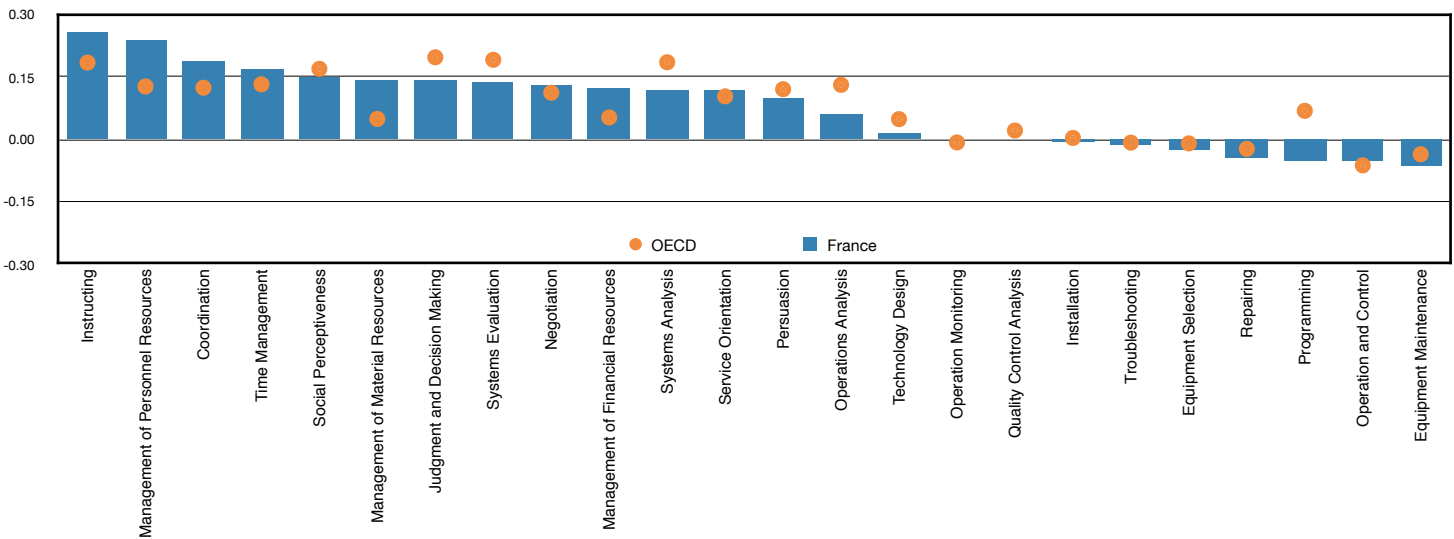
In France, Verbal and Reasoning *Abilities* are in shortage, but the intensity of these imbalances is lower than in the average across the OECD. France faces, instead, intense shortages in *Skills* areas such as Instructing and Management of Personal Resources, these being stronger than in the OECD. Several *Knowledge* areas are also in shortage, especially Education and Training, Clerical and the *Knowledge* of Mathematics.

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

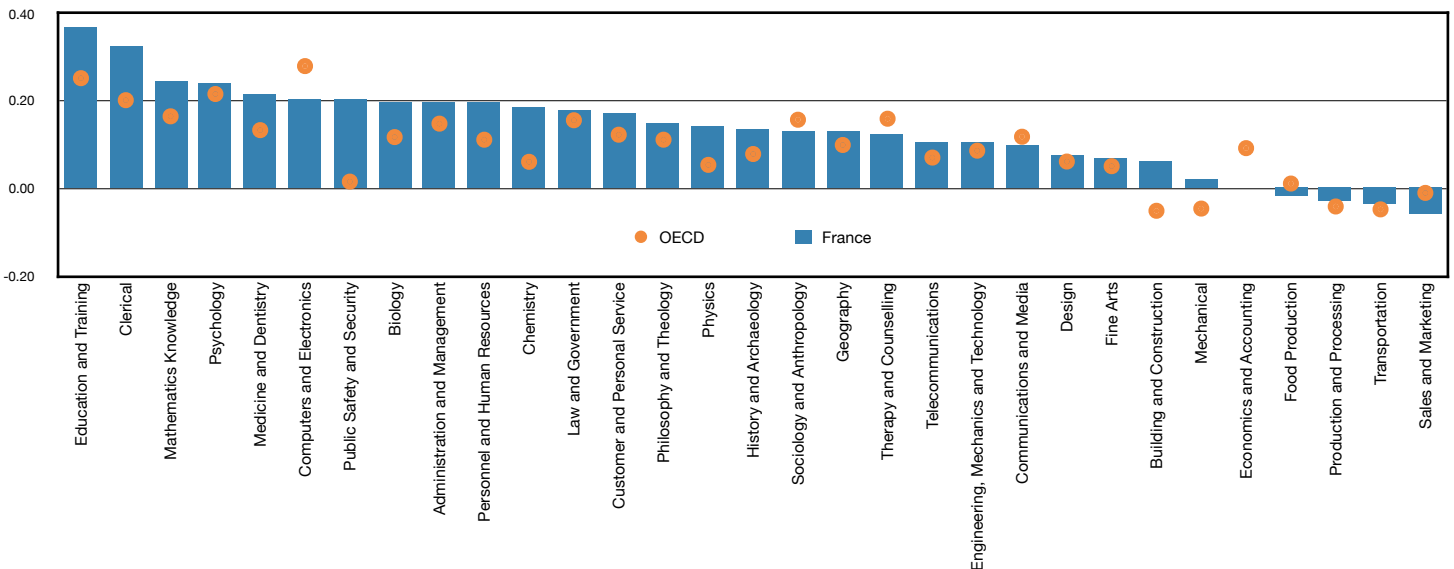
### Abilities



### Skills

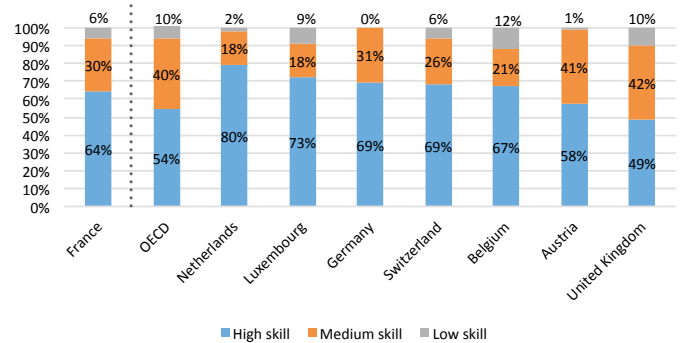


### Knowledge areas



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

In France over 6 out of 10 jobs that are hard-to-fill are in occupations requiring high skills. Demand for medium-skilled workers is 30%, lower than the OECD average, while demand for low-skilled occupations is 6%, close to the average across the OECD.

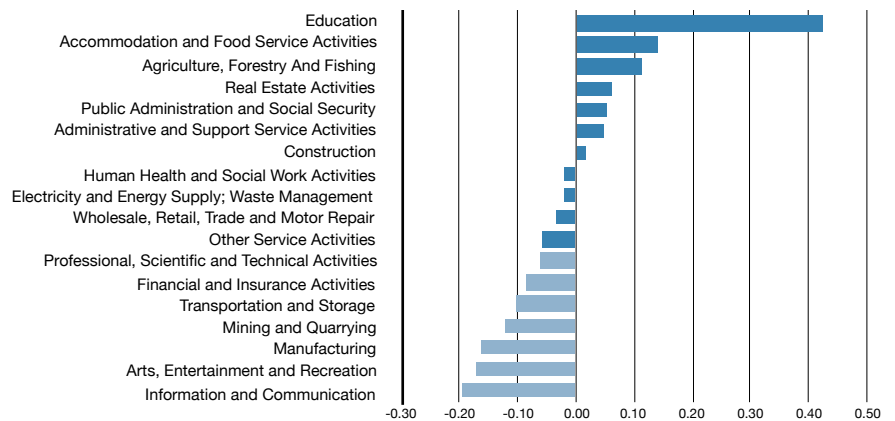


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9.

## Which sectors face the largest occupational shortages?

In France, the Education sector experiences the most acute occupational shortages. Some occupational surpluses are instead observed in the Information and Communication sector, as well as in the Arts, Entertainment and Recreation sector.

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.

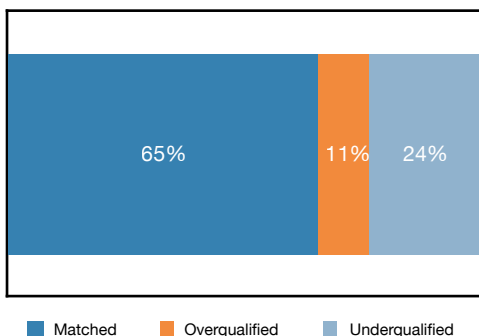


## How is the alignment of talent to job requirements?

Almost 4 out of 10 workers in France are either over- or under-qualified for the work that they are doing. In France, over 60% of graduates in the field of Natural Sciences, Mathematics and Statistics and 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



### Useful links

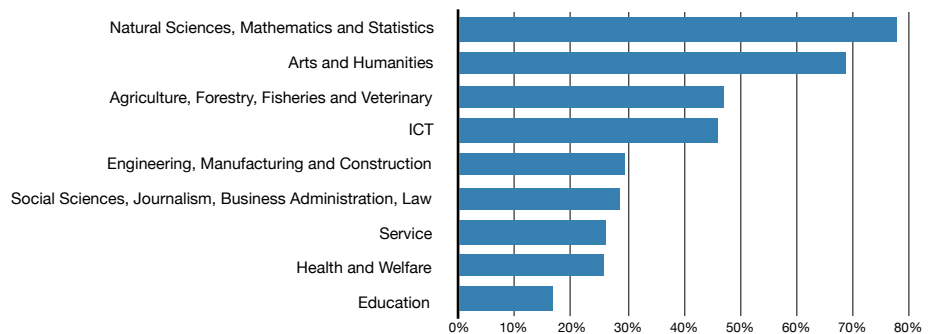
Mismatch dataset – <http://dotstat.oecd.org/Index.aspx?QueryId=77595>  
Skill needs dataset – <http://dotstat.oecd.org/Index.aspx?QueryId=77642>  
Skills for Jobs webpage – <https://www.oecdskillsforjobsdatabase.org>

### 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>

### Field-of-study mismatch



### Contact

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