## Where are the skills imbalances?

In Greece, Verbal, Reasoning and Perceptual *Abilities* are in shortage with more intensity than the average across the OECD. Greece has shortages in several *Skills* and *Knowledge* areas, and many of these are more pronounced than the OECD average, particularly Clerical, Psychology and Biology *Knowledge.* Greece also faces strong surpluses in areas such as Mechanical and Building and Construction *Knowledge*, and Repairing and Installation *Skills.*

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
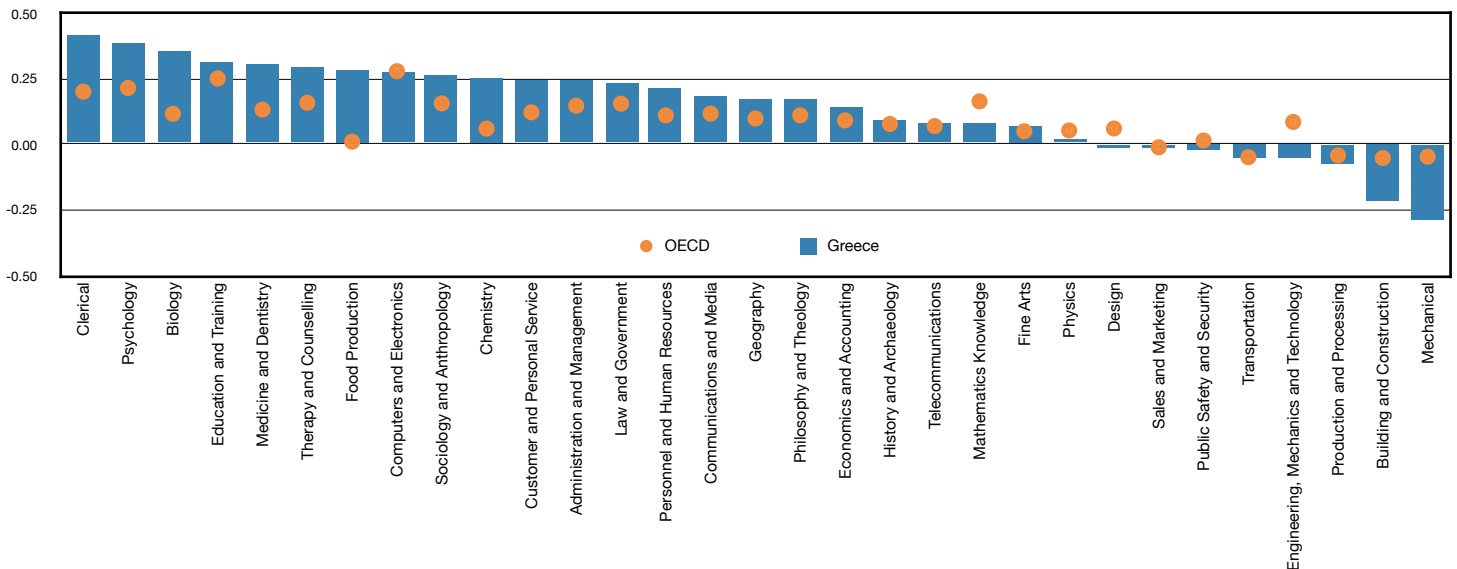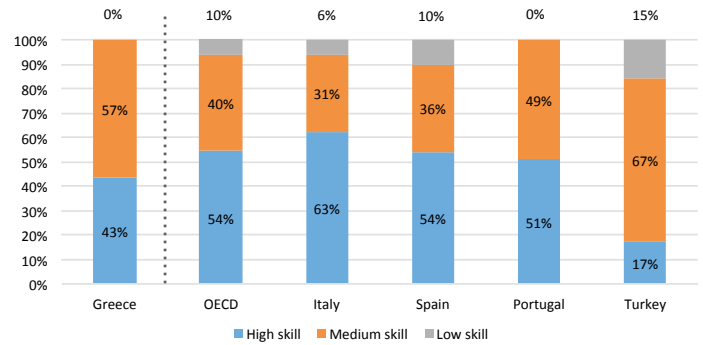

Abilities
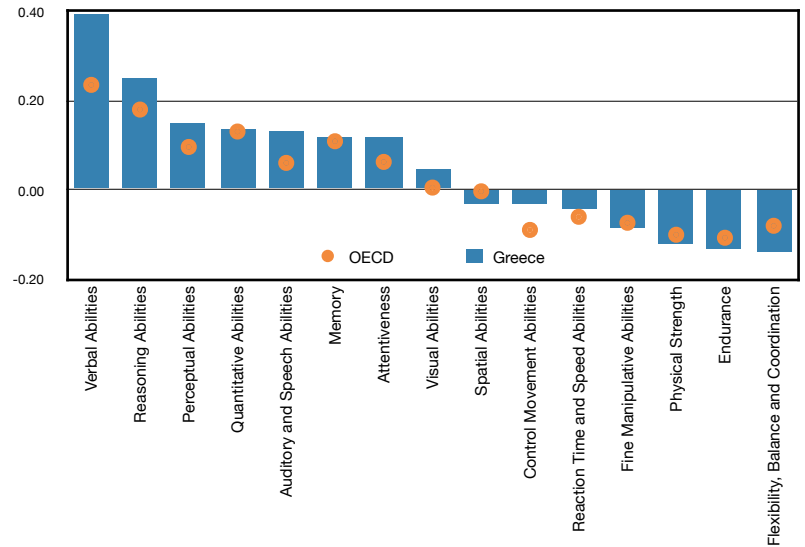
Skills
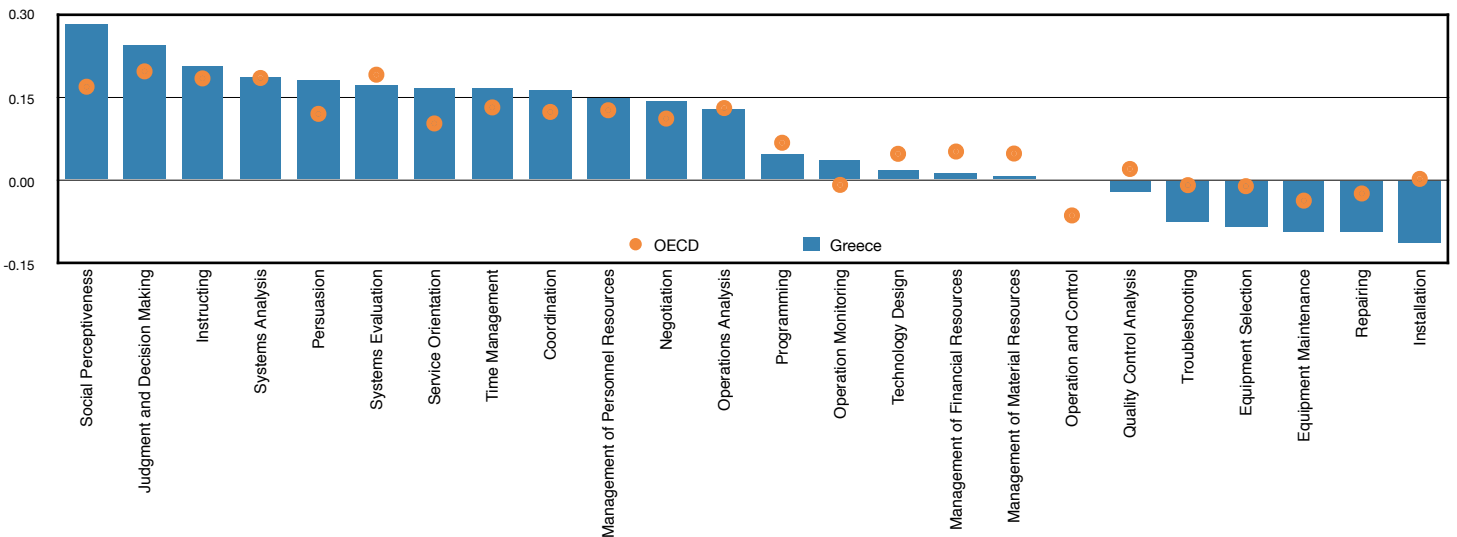
Knowledge areas

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

In Greece, approximately 4 out of 10 jobs facing skill shortage are in high-skilled occupations, a share that is lower than in the rest of the OECD. Strong demand is instead observed for medium-skilled positions as 43% go jobs in shortage require that skill level.

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

	Greece	OECD	Italy	Spain	Portugal	Turkey
Low skill	0%	10%	6%	10%	0%	15%
Medium skill	57%	40%	31%	36%	49%	67%
High skill	43%	54%	63%	54%	51%	17%

Which sectors face the largest occupational shortages?

In Greece, Agriculture, Forestry and Fishing sector is facing occupational shortages. Professional, Scientific and Technical occupations are also in shortage while the Construction sector, instead, experiences a large occupational surplus.

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.
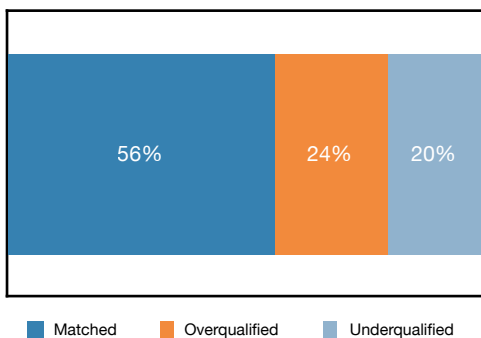
Sector indicators
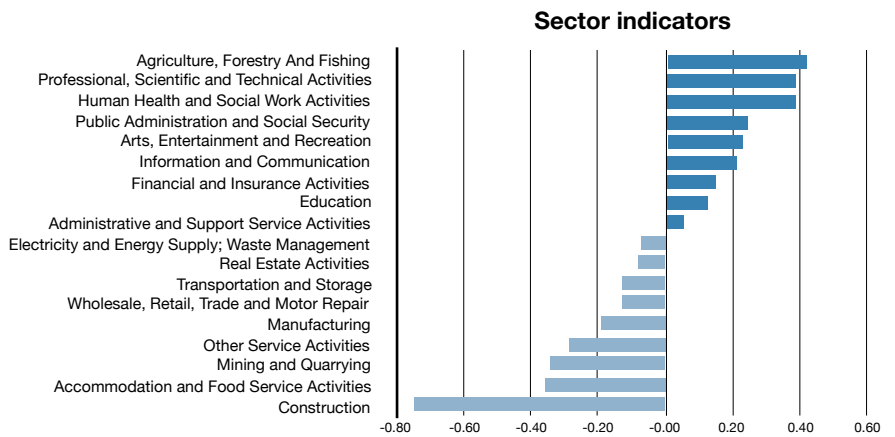
## How is the alignment of talent to job requirements?

Almost 4 out of 10 workers in Greece are either over- or under-qualified for the work that they are doing. In Greece field-of-study mismatch is extensive and most graduates in the areas of Arts and Humanities and ICT are employed in jobs that do not match their sector of specialisation.

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
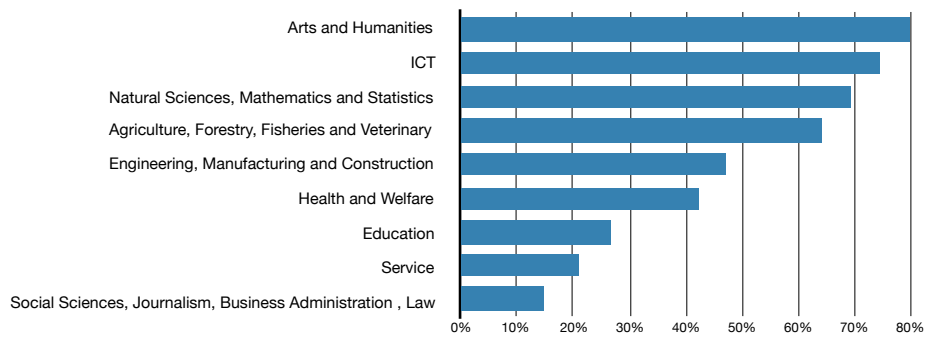
- Matched
- Overqualified
- Underqualified

Field-of-study mismatch

Useful links

Further information

Data for skill imbalances, sector and qualification and field-of-study mismatch imbalance 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*

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