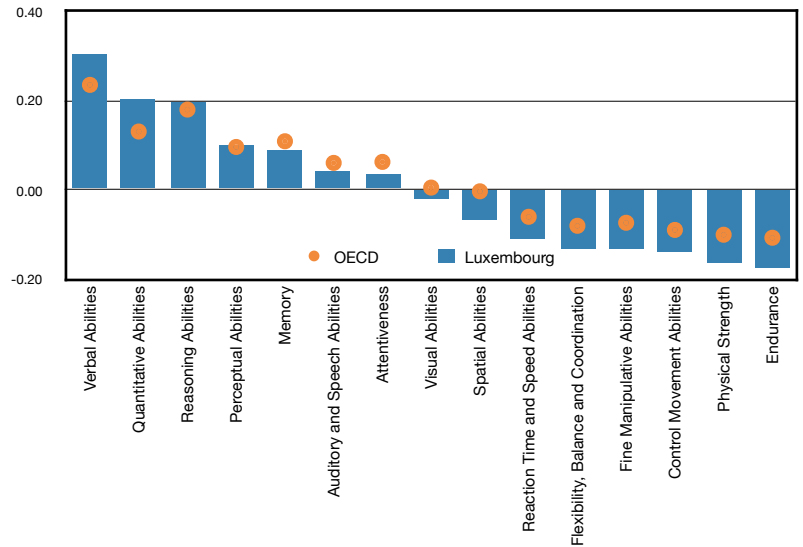


Where are the skills imbalances?

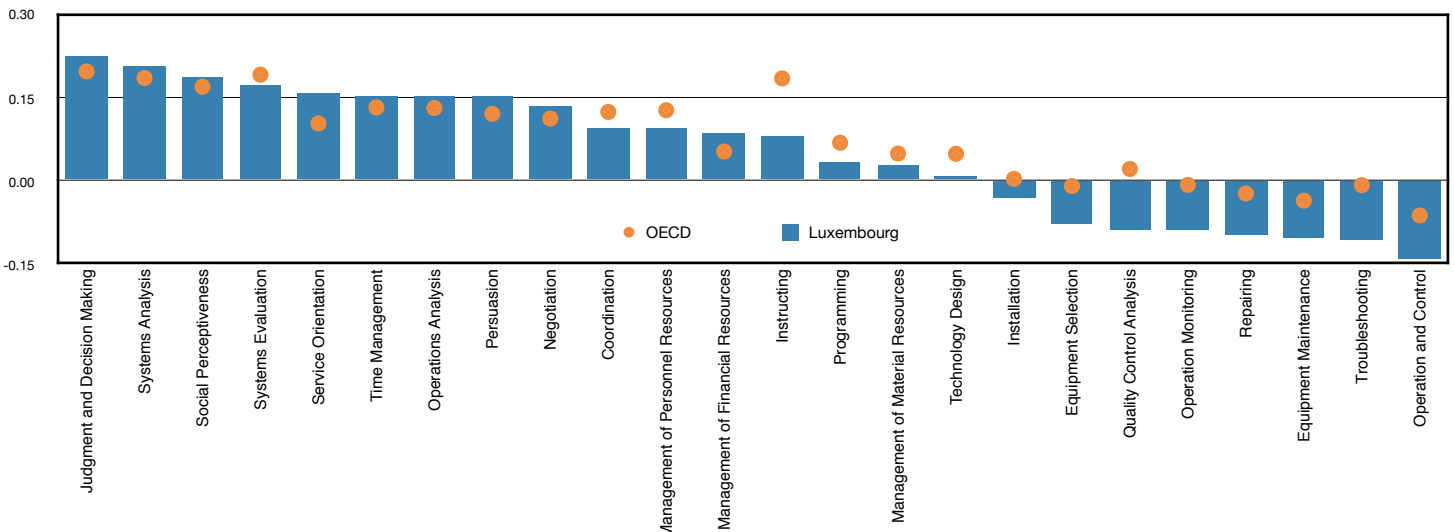
Luxembourg faces substantial shortages in Verbal and Quantitative *Abilities*, as well as in several *Skills* and *Knowledge* areas. Shortages of Clerical *Knowledge* as well as of Economics and Accounting are more acute than in the average of the OECD. Surpluses are, instead, observed in several routine *Skills* and physical *Abilities*, as well as in the Building and Construction *Knowledge* area.

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

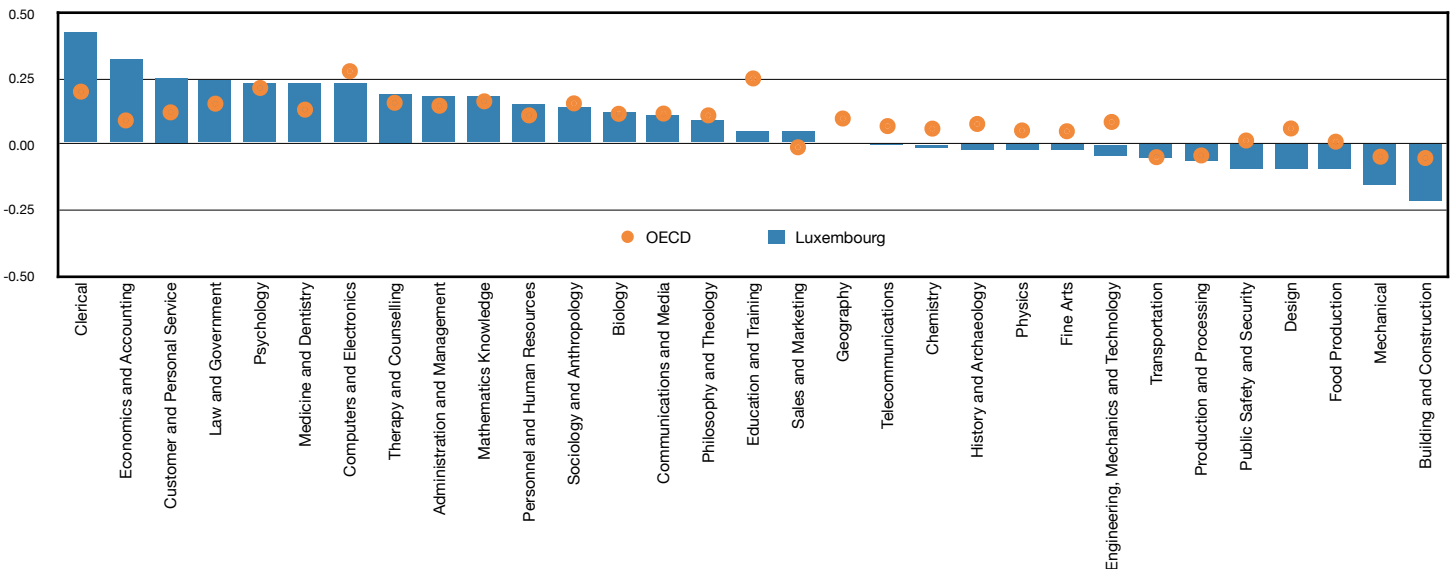
Abilities



Skills



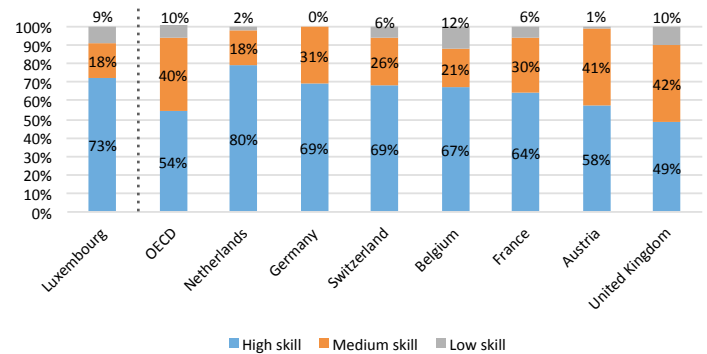
Knowledge areas





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

In Luxembourg, approximately 7 out of 10 jobs facing skill shortage are in occupations requiring high-skills. This share is higher than in the OECD. Demand for medium-skilled workers is 18% of the total and relative low compared to the OECD average, while demand for low-skilled occupations is in line with other OECD countries.

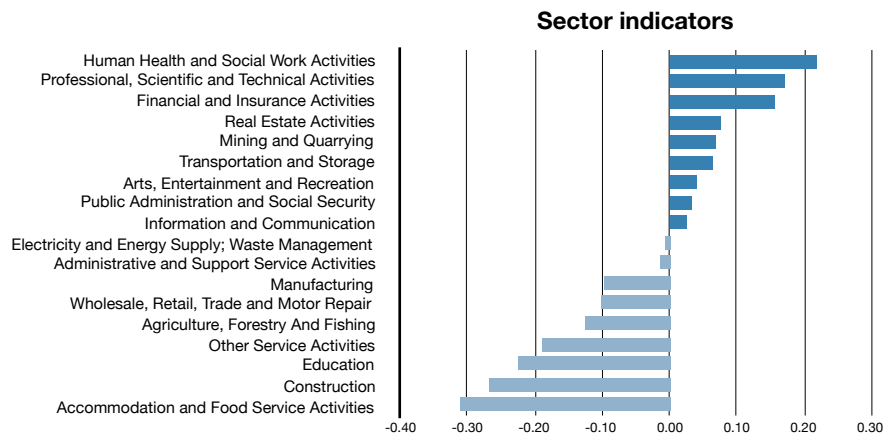


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

In Luxembourg Human Health and Social Work Activities sectors experience the most acute shortages while the largest occupational surplus can be found in the Accommodation and Food Service 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.

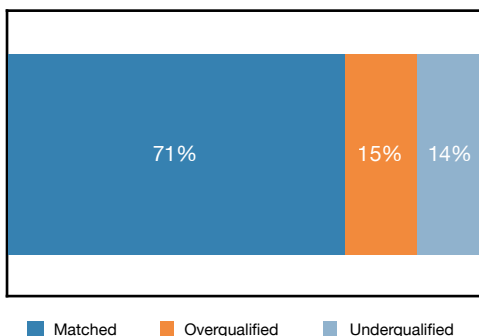


How is the alignment of talent to job requirements?

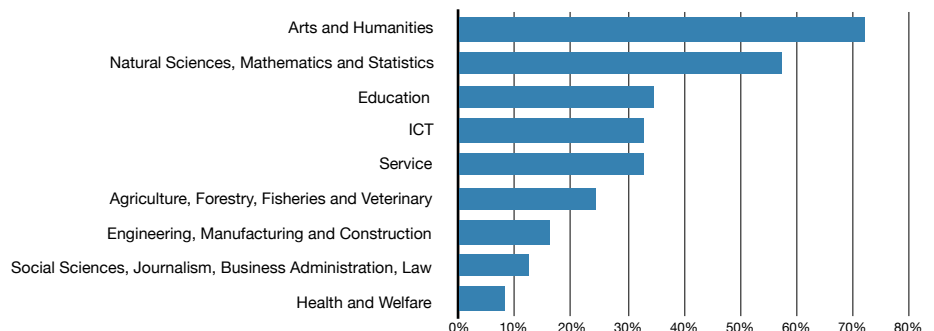
Almost 3 out of 10 workers in Luxembourg are either over- or under-qualified for the work that they are doing. This share is lower than in the OECD. However, over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field 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



Field-of-study 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, 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>

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