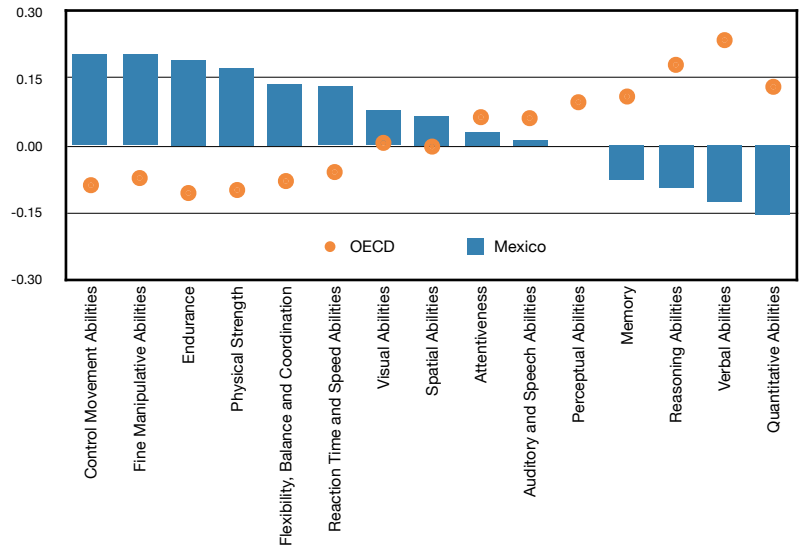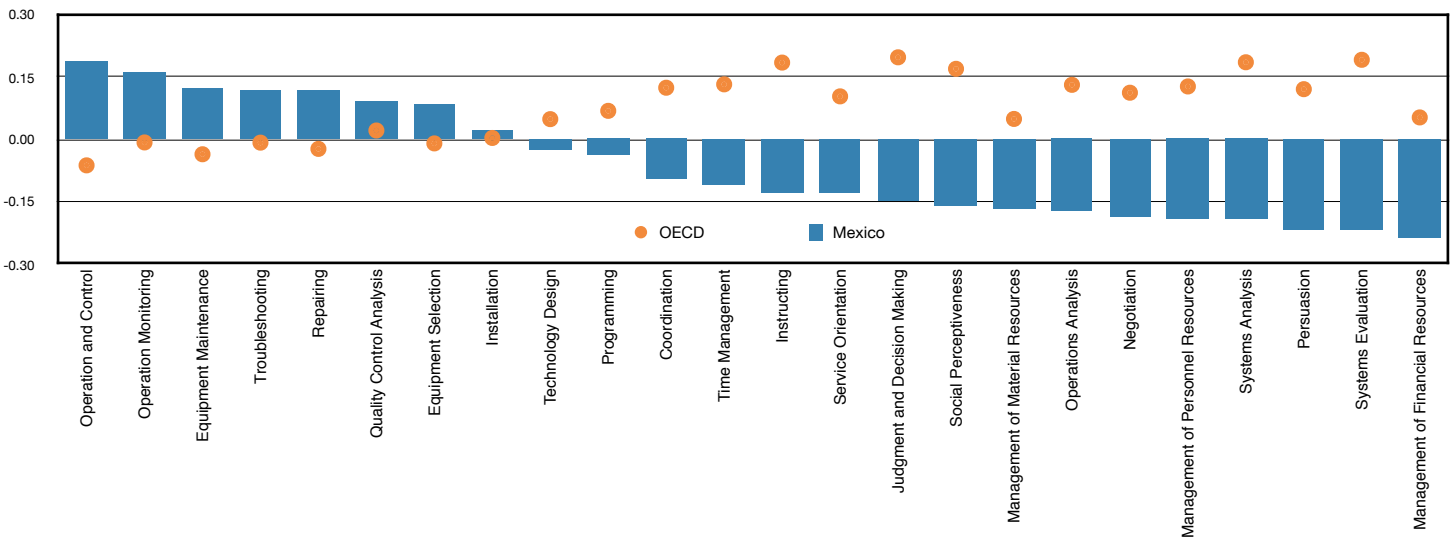## Where are the skills imbalances?

Mexico is an emerging economy and its productive structure differs substantially from that of OECD countries. This is reflected in its relatively different pattern of skills demands. In Mexico, Control Movement and Free Manipulative *Abilities* are in shortage, as well as several *Skills* and *Knowledge* areas. Shortages, however, emerge in Operation and Control and Operation Monitoring *Skills,* and in *Knowledge* areas such as Food Production.

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
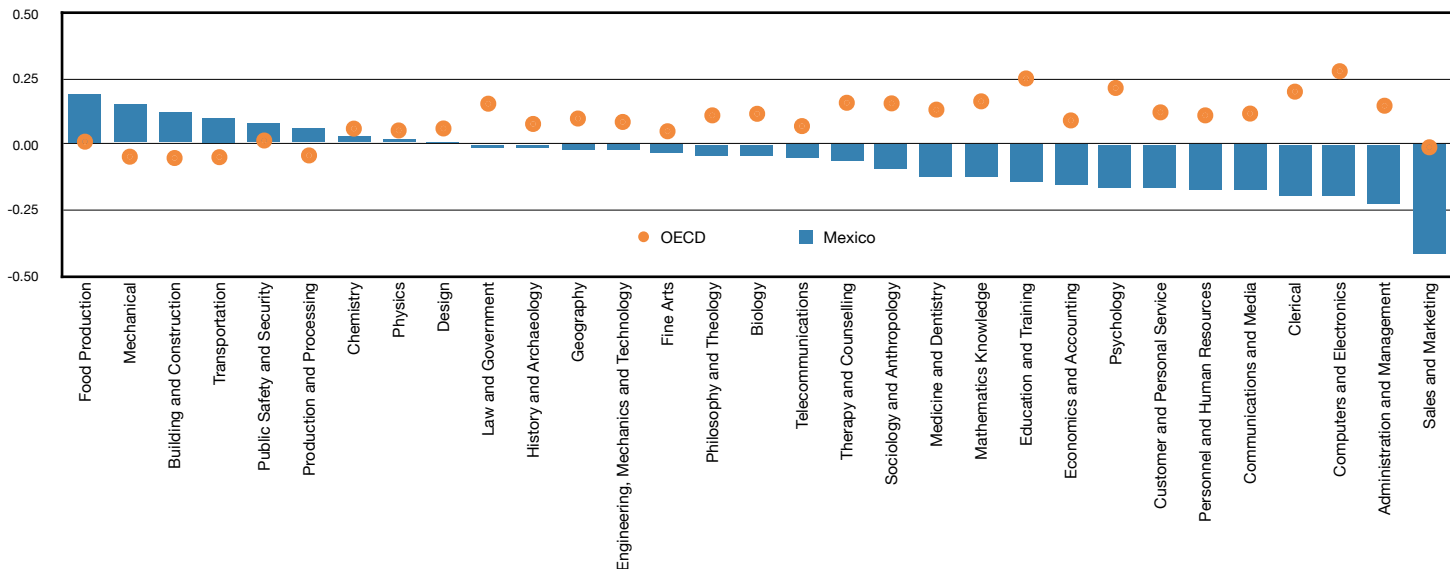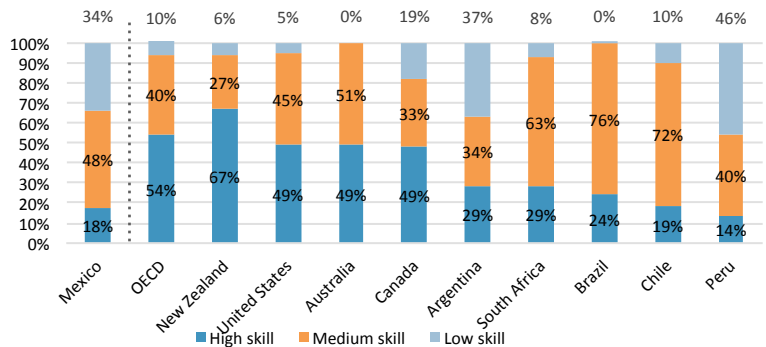
Abilities

Skills

Knowledge areas

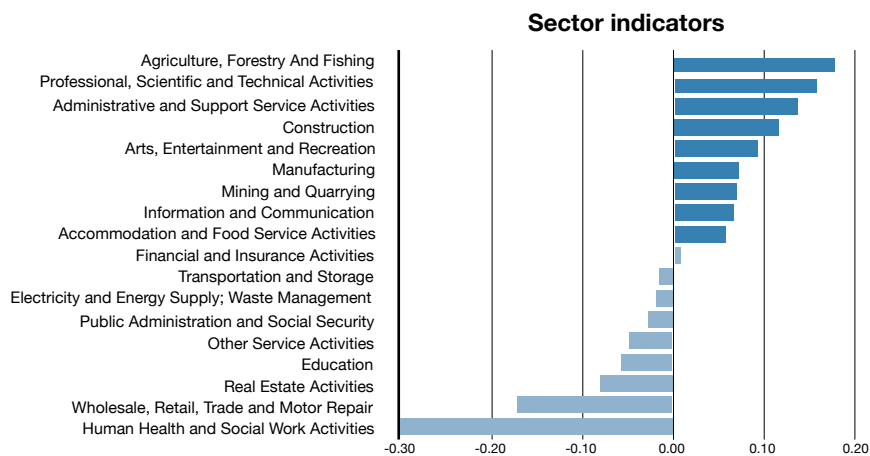## Where are the jobs in high-demand in your country?

In Mexico, half of jobs facing skill shortage are in occupations requiring medium skills and 34% in jobs requiring low skills. Only 18% of jobs that are hard-to-fill require high skills, a share that is low when compared to the average of the OECD.

> 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.

Chart: stacked bar chart by country (High skill / Medium skill / Low skill)

Country	High skill	Medium skill	Low skill
Mexico	18%	48%	34%
OECD	54%	40%	10%
New Zealand	67%	27%	6%
United States	49%	45%	5%
Australia	49%	51%	0%
Canada	49%	33%	19%
Argentina	29%	34%	37%
South Africa	29%	63%	8%
Brazil	24%	76%	0%
Chile	19%	72%	10%
Peru	14%	40%	46%

Which sectors face the largest occupational shortages?

Agriculture, Forestry and Fishing as well as Professional, Scientific and Technical activities are the sectors facing the most acute occupational shortages in Mexico. The Human Health and Social Work activities sector, instead, experience relative surplus of workers.
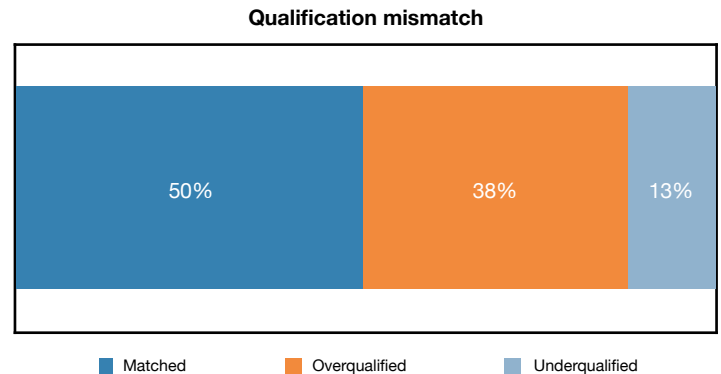
> Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and + 1 . The maximum value reflects the strongest shortage observed across countries, sectors and skills dimensions.

Sector indicators

Chart (horizontal bars, scale -0.30 to 0.20):
- Agriculture, Forestry And Fishing
- Professional, Scientific and Technical Activities
- Administrative and Support Service Activities
- Construction
- Arts, Entertainment and Recreation
- Manufacturing
- Mining and Quarrying
- Information and Communication
- Accommodation and Food Service Activities
- Financial and Insurance Activities
- Transportation and Storage
- Electricity and Energy Supply; Waste Management
- Public Administration and Social Security
- Other Service Activities
- Education
- Real Estate Activities
- Wholesale, Retail, Trade and Motor Repair
- Human Health and Social Work Activities

How is the alignment of talent to job requirements?

About half of workers in Mexico are mismatched by qualifications in their work. Around 38% of workers in Mexico are over-qualified for the job they are currently doing. This is more than twice the figure for the average of the OECD. Only 13% of workers are, instead, under-qualified.

> 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.

Qualification mismatch

Matched	Overqualified	Underqualified
50%	38%	13%

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 mismatch refer to year 2016.

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

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