Where are the skills imbalances?

Peru 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 Peru, almost all Abilities, Skills and Knowledge areas are in surplus, with the most prominent being Control Movement Abilities, Operations and Control Skills and Food Production Knowledge. Peru faces its strongest shortages in Service Orientation Skills and Sales and Marketing Knowledge.

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.
Where are the jobs in high-demand in your country?
In Peru almost half of jobs facing skill shortage are in occupations requiring low skills while 40% of jobs that are hard-to-fill are in occupation requiring medium-skills. Demand for high-skilled workers is low (14%) relative to the OECD average.

Which sectors face the largest occupational shortages?
Arts, Entertainment and Recreation and Human Health and Social Work activities are the sectors facing the largest occupational shortages in Peru. The sector with the largest surplus is Agriculture, Forestry and Fishing.

How is the alignment of talent to job requirements?
Almost 4 out of 10 workers in Peru are either over- or under-qualified for the work that they are doing. In Peru, over 70% of graduates in the fields of ICT, Natural Sciences, Mathematics and Statistics, Arts and Humanities and Health and Welfare work in a job different from what 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.

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Further information
Data for skill imbalances, sector imbalance and qualification mismatch refer to year 2016.

Useful links
QueryId=77595
Skills for Jobs webpage - https://www.oecdskillsforjobsdatabase.org