

# Skills for Jobs

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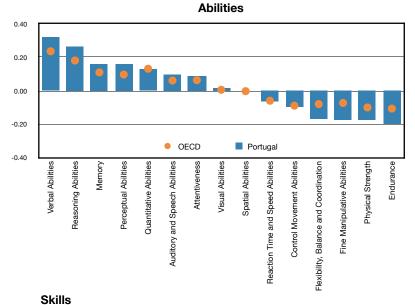
### Portugal country note

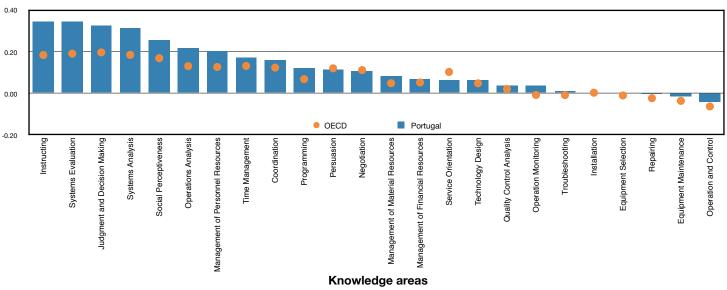
#### October 2018

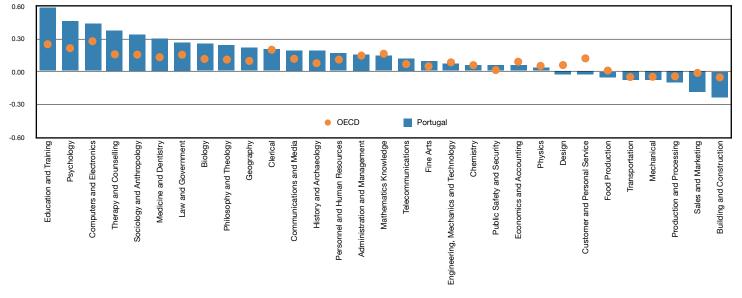
#### Where are the skills imbalances?

In Portugal, Verbal and Reasoning Abilities are found in shortage while the largest surpluses are in Physical Strength and Endurance. Several Skills and Knowledge areas are also in shortage in Portugal and for many of these areas shortages are more intense than in the average across the OECD. Education and Training, Psychology but also Computers and Electronics Knowledge areas experience shortages in Portugal.

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









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### Portugal country note

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

In Portugal, approximately half of the jobs facing skill shortage are in high-skilled occupations, while the other half are in medium-skilled occupations.

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.

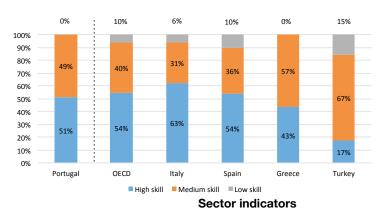
## Which sectors face the largest occupational shortages?

The Education sector as well as the Information and Communication sector are those facing the most intense occupational shortages in Portugal. The sectors with the largest surpluses are Construction and Accommodation and Food Service Activities.

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?

4 out of 10 workers in Portugal are either over- or under-qualified for the work that they are doing. In Portugal over 50% of graduates in the fields of Engineering, Manufacturing and Construction, Arts and Humanities and ICT work in a job different from the field they specialised in (field-of-study mismatch).



Education

Information and Communication

Financial and Insurance Activities Public Administration and Social Security

> Mining and Quarrying Agriculture, Forestry And Fishing

**Real Estate Activities** 

Manufacturing Transportation and Storage

Construction

Human Health and Social Work Activities

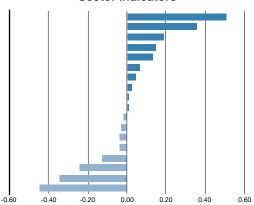
Professional, Scientific and Technical Activities

Electricity and Energy Supply; Waste Management Arts, Entertainment and Recreation

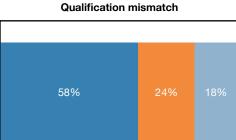
Administrative and Support Service Activities

Other Service Activities Wholesale, Retail, Trade and Motor Repair

Accommodation and Food Service Activities



Qualification mismatch describes a situation for which a worker has qualifications that exceed (overqualified) 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.



Matched Overqualified Underqualified

**Useful links** 

Wismatch dataset - http://dotstat.oecd.org//index.aspx?QueryId=77595 Skill needs dataset - http://dotstat.oecd.org//index.aspx?QueryId=77642

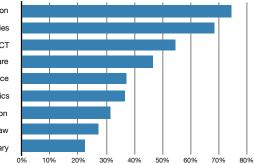
Skills for Jobs webpage - https://www.oecdskillsforjobsdatabase.org

#### **Further information**

Data for skill imbalances, sector 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. <u>http://dx.doi.org/</u> <u>10.1787/9789264277878-en</u>

Engineering, Manufacturing and Construction Arts and Humanities ICT Health and Welfare Service Natural Sciences, Mathematics and Statistics Education Social Sciences, Journalism, Business Administration, Law Agriculture, Forestry, Fisheries and Veterinary Field-of-study mismatch



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