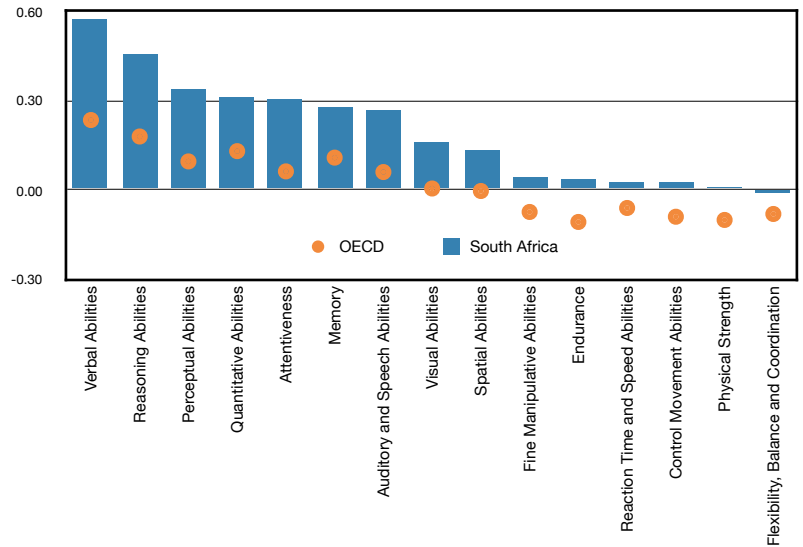


Where are the skills imbalances?

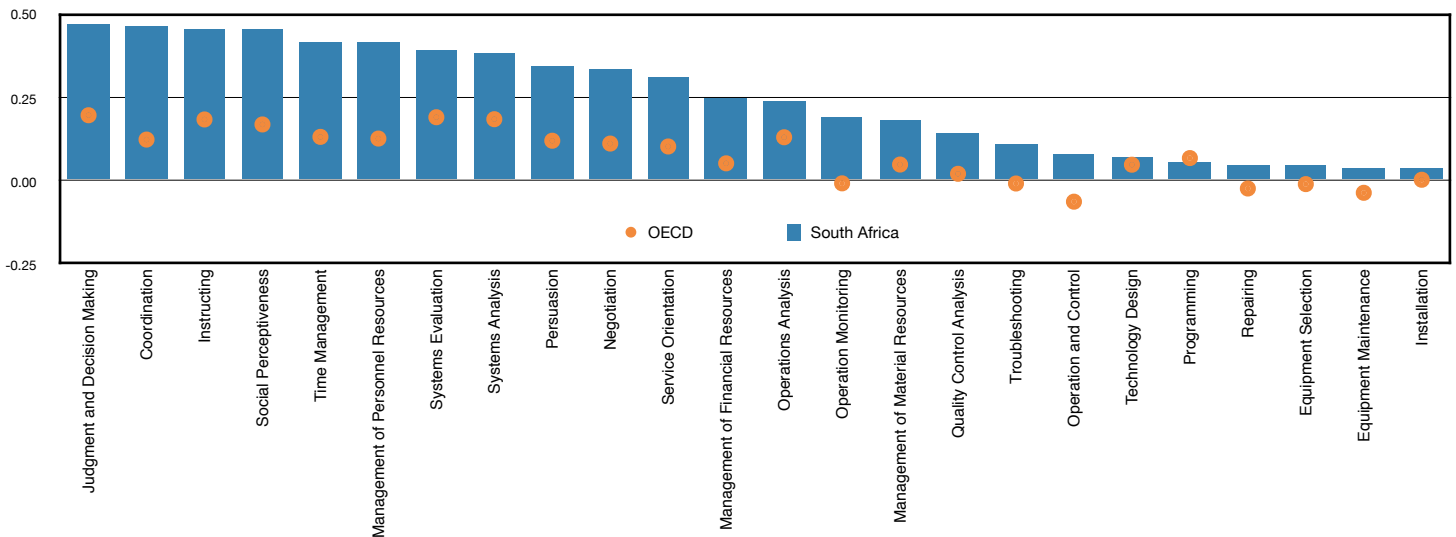
South Africa faces several shortages in *Abilities*, *Skills* and *Knowledge* areas. The strongest shortages are found in Verbal and Reasoning *Abilities*. South Africa shows shortages of Judgement and Decision Making and Coordination *Skills* as well as in the *Knowledge* areas of Administration and Management and Computers and Electronics, all of which are in stronger than in the average of the OECD.

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

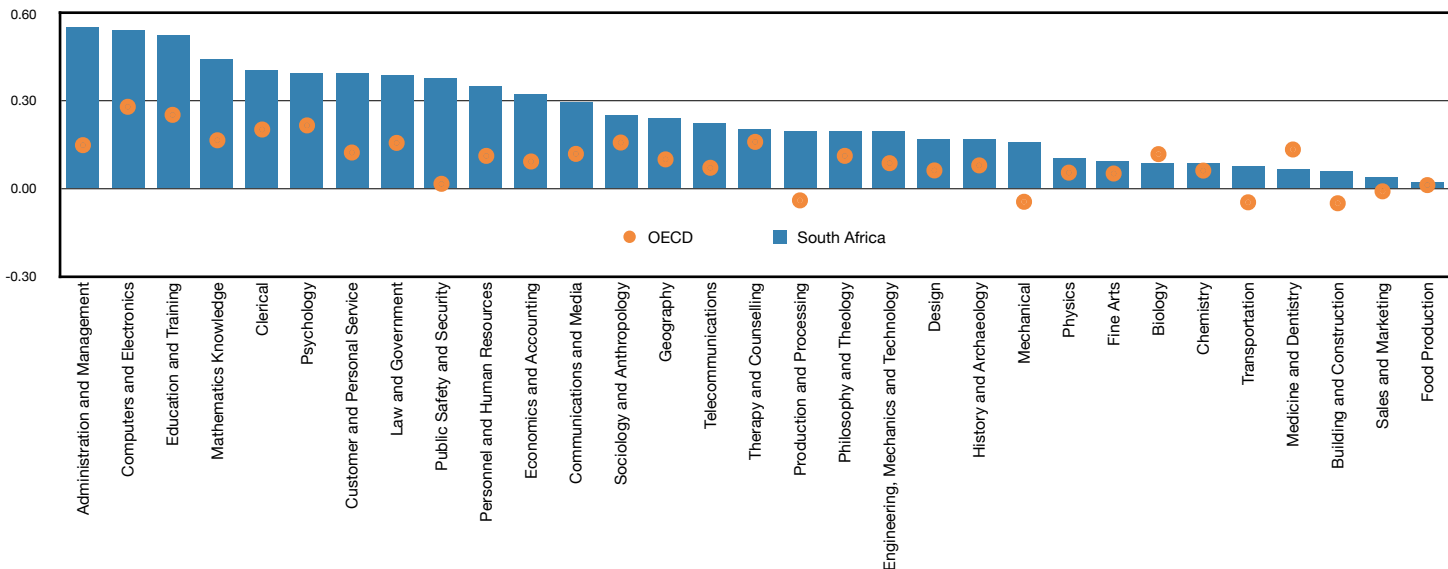
Abilities



Skills



Knowledge areas



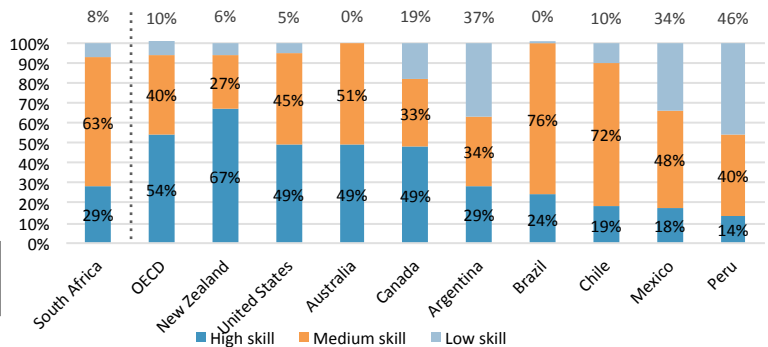


South Africa country note

October 2018

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

In South Africa over 6 out of 10 jobs facing skill shortage are in occupations requiring medium skills. About 29% of jobs that are hard-to-fill require high-skills and 8% require low-skills.

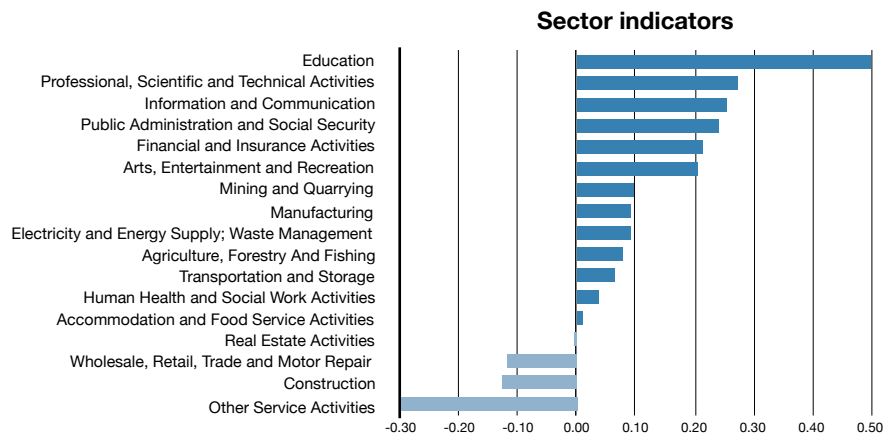


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

The Education sector and Professional, Scientific and Technical activities face the most acute occupational shortages in South Africa. Surpluses are experienced, instead, in Service activities and in the Construction 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.

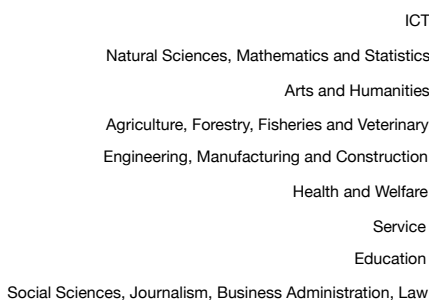
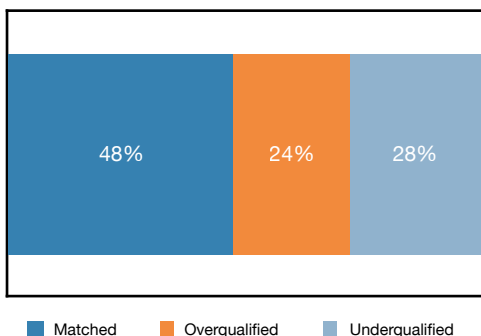


How is the alignment of talent to job requirements?

5 out of 10 workers in South Africa are either over- or under-qualified for the work that they are doing. In South Africa, over 50% of graduates in the fields of ICT, Natural Sciences, Mathematics and Statistics and Arts and Humanities 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 and qualification and field-of-study 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

OECD Skills and Employability Division, Directorate for Employment, Labour and Social Affairs

✉ Fabio.MANCA@oecd.org
[@OECD Social](https://twitter.com/OECD_Social)