## Where are the skills imbalances?

Turkey is an emerging economy and its productive structure differs substantially from that of other OECD countries. This is reflected in its relatively different pattern of skills demand. In Turkey, Control Movement and Free Manipulative *Abilities* are in strong shortage, while Quantitative *Abilities* are in surplus. Turkey shows surpluses in several *Skills* and *Knowledge* areas, particularly Management of Financial Resources and Sales and Marketing, while facing a shortage 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
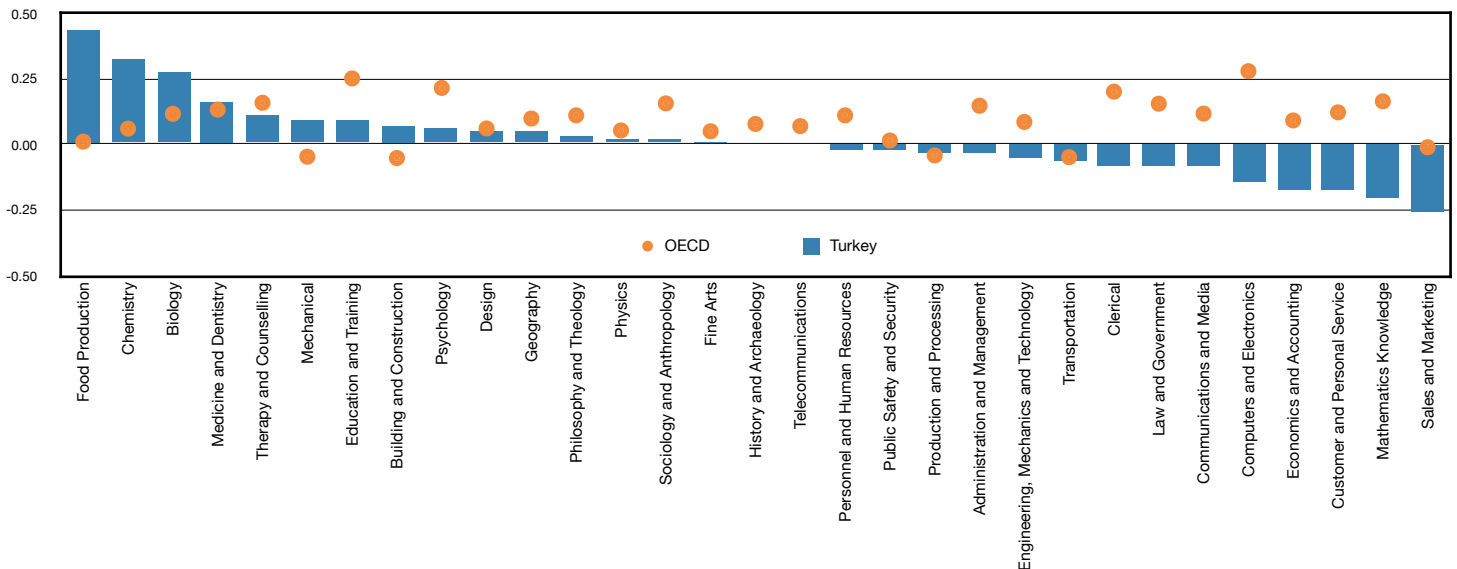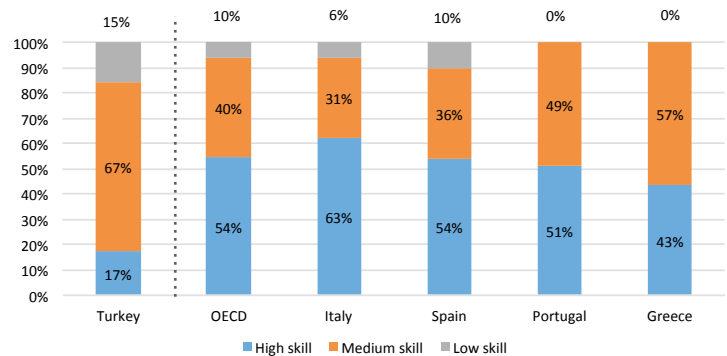
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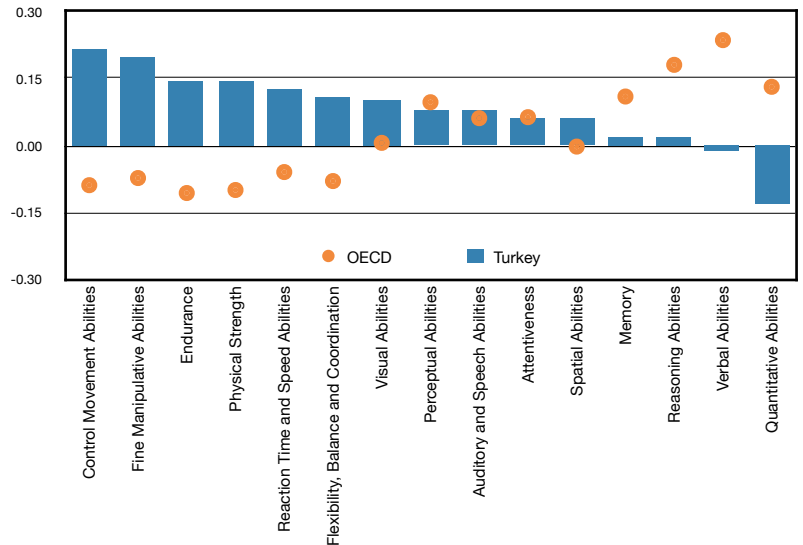
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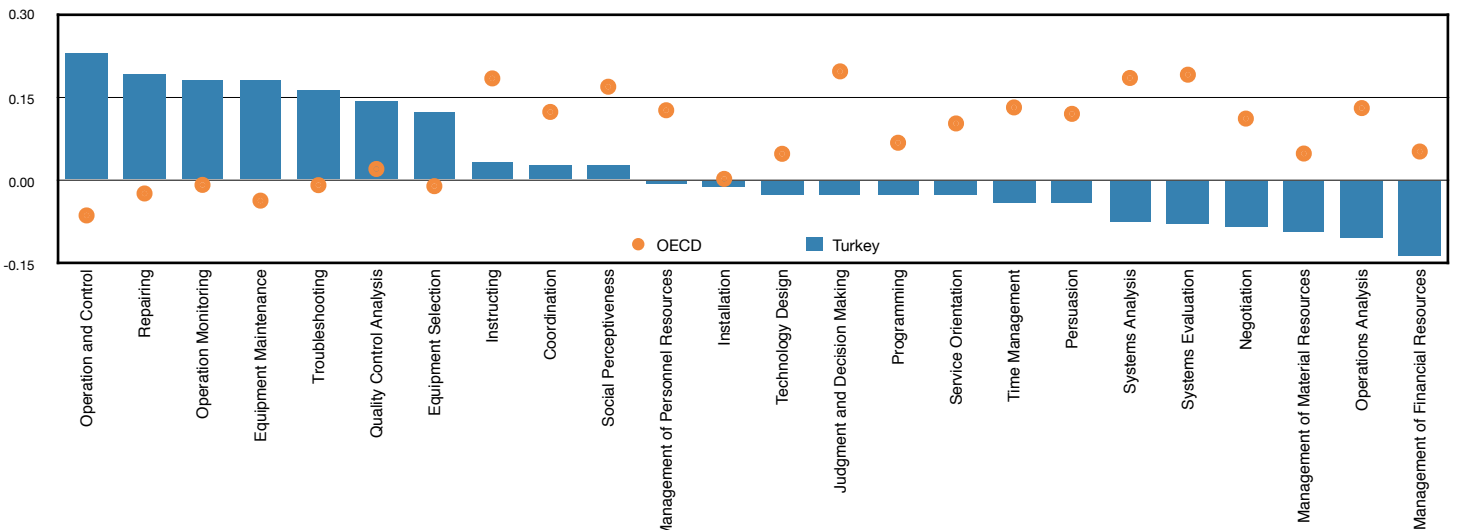
Knowledge areas

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

In Turkey, approximately 7 out of 10 jobs facing skill shortage are in medium-skilled occupations. The demand for low-skilled workers is also relatively high (15% compared to 10% in the average of the OECD). Only 17% of jobs that are hard-to-fill require high-skills.

> High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9.

Legend: High skill, Medium skill, Low skill

	Turkey	OECD	Italy	Spain	Portugal	Greece
Low skill	15%	10%	6%	10%	0%	0%
Medium skill	67%	40%	31%	36%	49%	57%
High skill	17%	54%	63%	54%	51%	43%

Which sectors face the largest occupational shortages?

Agriculture, Forestry and Fishing and Professional, Scientific and Technical are the sectors facing the most intense occupational shortages in Turkey. The Construction sector is, instead, facing occupational surpluses.

> 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.
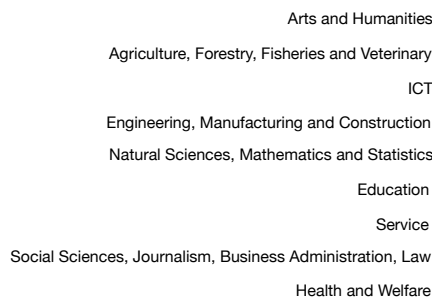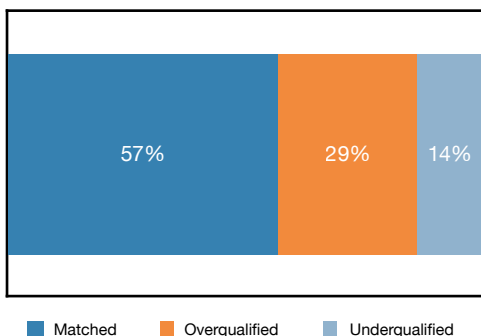
Sector indicators
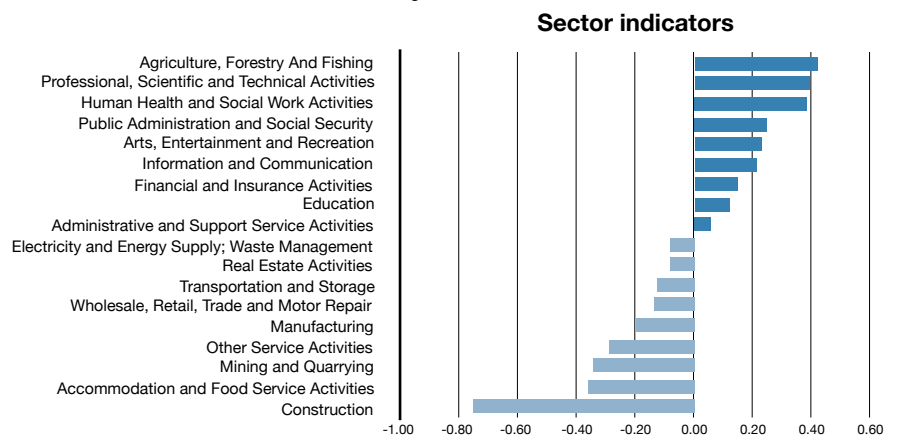
How is the alignment of talent to job requirements?

4 out of 10 workers in Turkey are either over- or under-qualified for the work that they are doing. In Turkey, over 50% of graduates in the fields of Arts and Humanities and Agriculture, Forestry, Fisheries and Veterinary 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

Matched 57% | Overqualified 29% | Underqualified 14%

Legend: Matched, Overqualified, Underqualified

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 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. http://dx.doi.org/ 10.1787/9789264277878-en*

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