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.
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.

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.

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.

Useful links
- 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.


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