

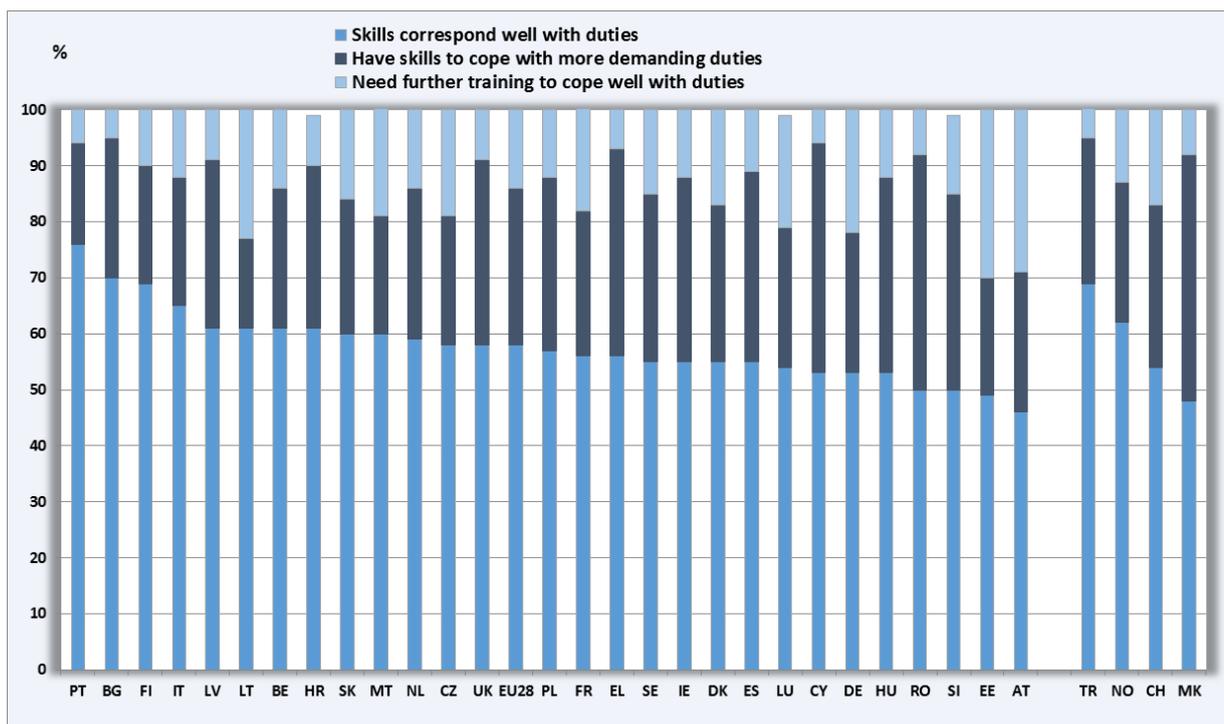
27. To what extent do workers have skills matched to do their jobs?

Indicator 2120: workers with skills matched to their duties

Of central importance to EU policy is to develop and upgrade skills matched to labour demand and anticipate future skill needs. Education and training should provide people with the skills required in both their current job and in any future one, but mismatches occur.

There are various ways to measure the extent of skills mismatch in the labour market. The indicator used here is defined as the percentage of people who report that their skills correspond well with the duties in their job. Respondents to the survey are asked: 'which of the following alternatives would best describe your skills in your own work?': 'my present skills correspond well with my duties'; 'I need further training to cope well with my duties'; and 'I have the skills to cope with more demanding duties'. The share of those stating 'my present skills correspond well with my duties' can be used as a proxy measure of the share of workers with skills matched to the demands of their jobs. EU averages are estimated from available country data.

Figure 27 Workers with skills matched to their duties (%) (2015)



Source: Eurofound, European working conditions survey.

Key points

In 2015, 58% of workers in the EU reported that their skills were matched to the jobs they performed. An additional 14% of workers in the EU felt they needed further training to cope well with their duties (which could be interpreted as a proxy measure of underskilling). The remaining 28% considered that they had skills to cope with more demanding duties.

In 2015, Portugal had the highest percentage of employed people who regard their skills as matched to their job (76%), followed by Bulgaria (70%) and Finland (69%). In contrast, Austria (46%) and Estonia (49%) record the lowest percentages. In both countries, over 29% of workers indicate they need additional training. In Greece, Cyprus and Romania, workers rarely report that they need further training, but more than 35% of them indicate that they have skills to cope with more demanding duties. As a result, the percentage of workers with skills matched to their duties is also relatively low in these countries.

The EU average percentage of workers declaring skills matched to their jobs has increased slightly since the 2010 survey (by 3 percentage points). Measured in the same metric, countries with the largest positive change between the 2010 and 2015 surveys include Greece (11 percentage points), Croatia (10 percentage points), Latvia (14 percentage points), and Romania (10 percentage points). In contrast, Austria (-12 percentage points) and Denmark (-5 percentage points) experienced the largest drops in the share of workers with skills matched to their duties.

Table 27 Workers with skills matched to their duties (%), including comparison with complementary indicators (workers with skills to cope with more demanding duties and workers needing further training)

Country code	Country	Skills correspond well with duties								Have skills to cope with more demanding duties		Need further training		
		2010		2015		Recent change				2015		2015		
		Value	Flag	Value	Flag	Range	Country	EU28	Value	Flag	Value	Flag		
EU28	European Union (28)	55		58		'10-'15	↗	3			29		14	
BE	Belgium	61		61		'10-'15	→	0	↗	3	25		14	
BG	Bulgaria	64		70		'10-'15	↗	6	↗	3	25		5	
CZ	Czech Republic	61		58		'10-'15	↘	-3	↗	3	23		19	
DK	Denmark	60		55		'10-'15	↘	-5	↗	3	28		17	
DE	Germany	51		53		'10-'15	↗	2	↗	3	25		22	
EE	Estonia	53		49		'10-'15	↘	-4	↗	3	21		30	
IE	Ireland	55		55		'10-'15	→	0	↗	3	33		12	
EL	Greece	45		56		'10-'15	↗	11	↗	3	37		7	
ES	Spain	53		55		'10-'15	↗	2	↗	3	34		11	
FR	France	60		56		'10-'15	↘	-4	↗	3	26		19	
HR	Croatia	51		61		'10-'15	↗	10	↗	3	29		9	
IT	Italy	62		65		'10-'15	↗	3	↗	3	23		12	
CY	Cyprus	47		53		'10-'15	↗	6	↗	3	41		6	
LV	Latvia	47		61		'10-'15	↗	14	↗	3	30		9	
LT	Lithuania	60		61		'10-'15	↗	1	↗	3	16		23	
LU	Luxembourg	54		54		'10-'15	→	0	↗	3	25		20	
HU	Hungary	47		53		'10-'15	↗	6	↗	3	35		12	
MT	Malta	55		60		'10-'15	↗	5	↗	3	21		20	
NL	Netherlands	56		59		'10-'15	↗	3	↗	3	27		14	
AT	Austria	58		46		'10-'15	↘	-12	↗	3	25		29	
PL	Poland	60		57		'10-'15	↘	-3	↗	3	31		12	
PT	Portugal	68		76		'10-'15	↗	8	↗	3	18		6	
RO	Romania	40		50		'10-'15	↗	10	↗	3	42		8	
SI	Slovenia	48		50		'10-'15	↗	2	↗	3	35		14	
SK	Slovakia	52		60		'10-'15	↗	8	↗	3	24		16	
FI	Finland	63		69		'10-'15	↗	6	↗	3	21		10	
SE	Sweden	53		55		'10-'15	↗	2	↗	3	30		15	
UK	United Kingdom	52		58		'10-'15	↗	6	↗	3	33		9	
MK	The Former Yugoslav Republic of Macedonia	62		48		'10-'15	↘	-14	↗	3	44		8	
IS	Iceland													
NO	Norway	62		62		'10-'15	→	0	↗	3	25		13	
CH	Switzerland			54							29		17	
TR	Turkey	65		69		'10-'15	↗	4	↗	3	26		6	

Arrows ↗ or ↘ signal a positive or negative change. Arrow → indicates: no change.



Source: Eurofound, European working conditions survey.

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