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This technical note aims to shed some light on the very high and persistent unemployment levels in Macedonia, by focussing on skills mismatch. The difference between skills sought by employers, and those possessed by available workers, are presented in a specifically designed employer survey of the demand for skills, that was carried out in 2009. The survey identified core employability skills, and skills that workers are most frequently lacking. It found that employers consider many job applicants to be lacking the soft skills, such as appropriate behavior, work ethic, and good attitude on the job. The existence of the skills mismatch indicates that unemployment in Macedonia is to some extent structural. Accordingly, investment in skills, including soft skills, is necessary in order to reduce unemployment in Macedonia. The analysis of a skills mismatch based on an employer survey, is by its nature incomplete, and the report discusses its limitations. However, the analysis provides important input into education, training, and employment policies, by determining the key skill gaps, and by identifying types of firms that are affected by skill shortages. The note presents the main

findings, and provides context for further analysis by comparing the level of the skills shortage in Macedonia to that in other countries in the region.

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