



# Matching Problems in the Labour Market: Between Skills Shortage and Overeducation

## 12th IWH/IAB-Workshop on Labour Market Policies

### CALL FOR PAPERS

#### Date

October 12<sup>th</sup> and 13<sup>th</sup> 2015

#### Location

Halle Institute for Economic Research,  
Kleine Märkerstraße 8,  
06108 Halle (Saale),  
Conference Hall

#### Conference Language

German/English

#### Topic Overview

In recent years, problems of matching the skill requirements of jobs and employees' qualifications have come into the focus of scientific discussions.

On the one hand side, there are research projects, which focus on such matching problems from an employees' perspective by putting an emphasis on overeducation or inadequate employment, respectively.

On the other hand, there are studies that take an employers' perspective and describe the non-availability of employees with qualifications matching those required for filling available positions. These studies often diagnose a skills shortage, meaning that there is a lack of sufficiently qualified workers.

More recently, both strains of research have more or less at the same time come to the fore and moved into the centre of the academic debate. This is in need of an explanation insofar, as both provide a quite distinct diagnosis of labour market problems: while overeducation implies that employees face difficulties realising adequate economic gains from their education credentials, a skills shortage should, quite to the contrary, bring about a much higher potential to realise such gains.

#### Contributions

Against this background, papers focusing on reasons for, or on results or measurement of such matching problems are particularly welcome. Examples for relevant research questions are:

- In quantitative terms, which is the relevance of the two phenomena, overeducation and skills shortage, and how did they develop in recent years?
- Are overeducation and skills shortage phenomena that affect academic and non-academic occupations alike? And if not: what are the differences that can be found between occupations requiring different levels of formal qualification?
- Are both types of problems concentrated in specific occupations and/or industrial sectors? And can we identify particular characteristics of occupations, as for example legal regulations limiting access to a particular job, which promote or obstruct the emergence of either one of these phenomena?
- What is the role of regional disequilibria? And if they are of importance: does regional mobility contribute to a reduction of overeducation and skills shortage?
- Compared to overeducation: how should cases of undereducation be evaluated? Should they also be considered a matching problem?
- Also welcome are contributions on methodological questions, like e.g. on the operationalization of overeducation or on indicators for measuring skills shortage.
- Moreover, we are interested in contributions that analyse the mismatch between the supply of and the demand for qualifications from a more general perspective.

#### Keynote Lecture

Prof. Dr. Rolf van der Velden (University of Maastricht)

#### Date and Conference Fee

Abstracts (1-2 pages) or full papers can be submitted in **German or English** language until **August 23<sup>rd</sup> 2015** in Word or pdf-format. For your submission, please use the following website: [http://de.amiando.com/arbeitsmarktworkshop\\_2015\\_en](http://de.amiando.com/arbeitsmarktworkshop_2015_en).

Decision on the acceptance or rejection of the papers submitted will be made until September 4th 2015.

There are no conference fees, but we expect participants to bear all expenses necessary for participating in the workshop by themselves.

#### Contact/Scientific Committee

- Birgit Schultz (IWH), Tel.: +49 (0) 345 7753-818; E-mail: [birgit.schultz@iwh-halle.de](mailto:birgit.schultz@iwh-halle.de)
- Dr. Ute Leber (IAB), Tel.: +49 (0) 911 179-5986; E-mail: [ute.leber@iab.de](mailto:ute.leber@iab.de)
- Prof. Dr. Steffen Müller (IWH), Tel.: +49 (0) 345 7753-708; E-mail: [steffen.mueller@iwh-halle.de](mailto:steffen.mueller@iwh-halle.de)
- Nancy Kracke (IAB), Tel.: +49 (0) 911 179-3069; E-mail: [nancy.kracke@iab.de](mailto:nancy.kracke@iab.de)
- Bernhard Christoph (IAB), Tel.: +49 (0) 911 179-3507; E-mail: [bernhard.christoph@iab.de](mailto:bernhard.christoph@iab.de)

#### Organiser

- Halle Institute for Economic Research (IWH), Halle/Saale
- Institut for Employment Research (IAB), Nuremberg