



INSTITUT FÜR ARBEITSMARKT- UND  
BERUFSFORSCHUNG  
Die Forschungseinrichtung der Bundesagentur für Arbeit



Network of  
European  
Labour Market  
Research Institutes

# LABOUR SHORTAGES IN GERMANY

Policy Panel “Labour Shortages: A Problem everywhere?”

EALE Conference 2024

September 06, 2024

Bernd Fitzenberger

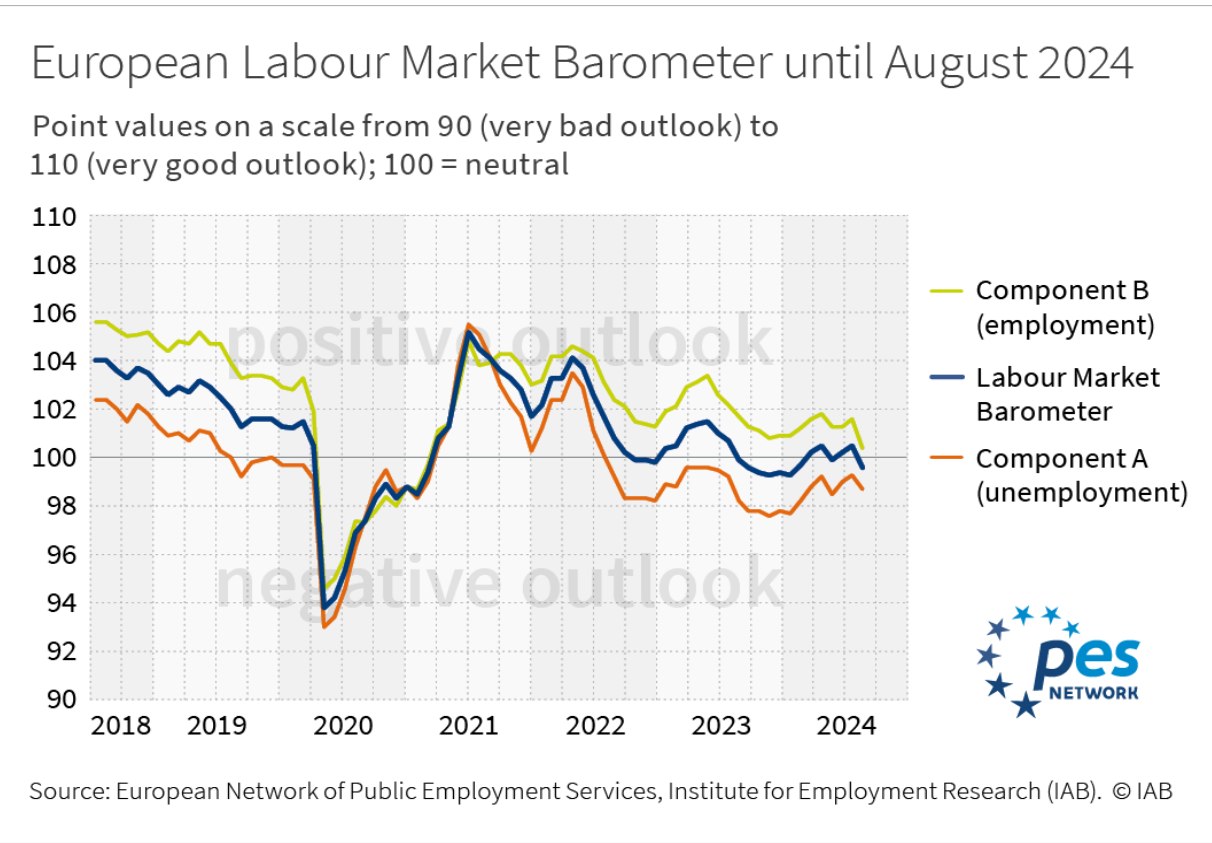
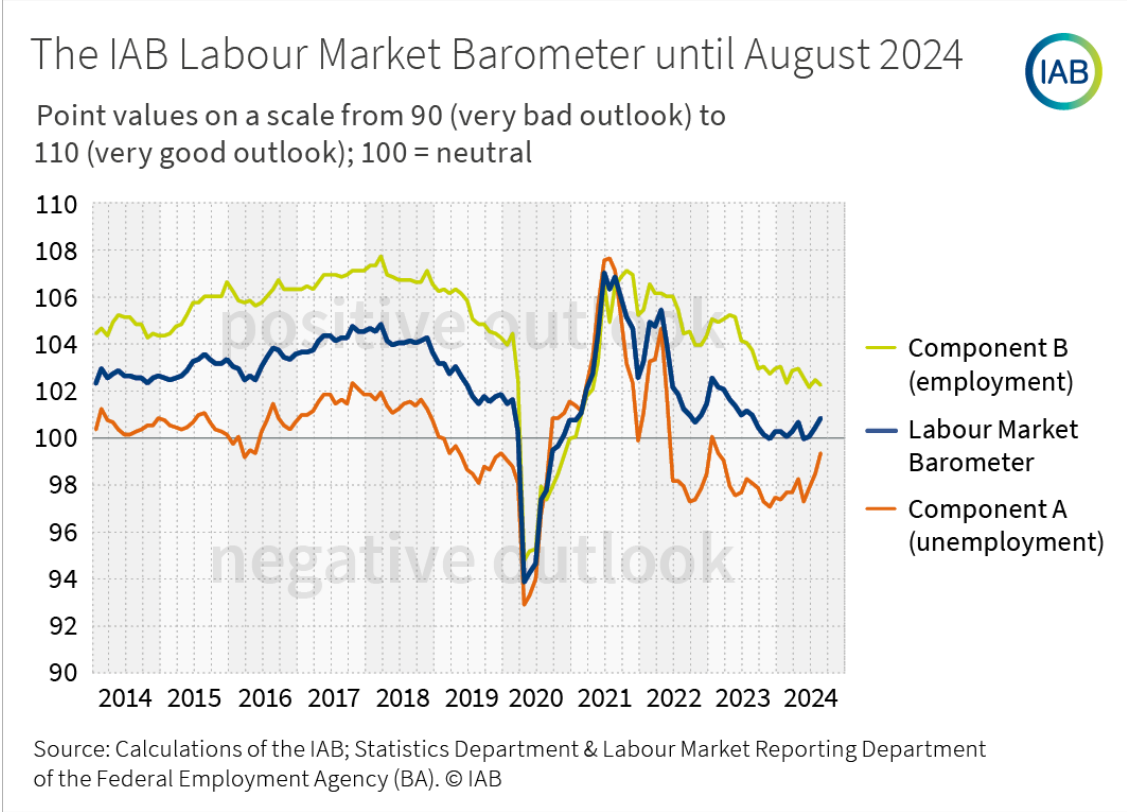
IAB Nuremberg and Friedrich-Alexander University

Erlangen-Nuremberg



# LABOUR MARKET BAROMETER: LOW/NEUTRAL SINCE FALL 2023 – GERMANY SLIGHTLY IMPROVING – EUROPEAN TURNS NEGATIVE

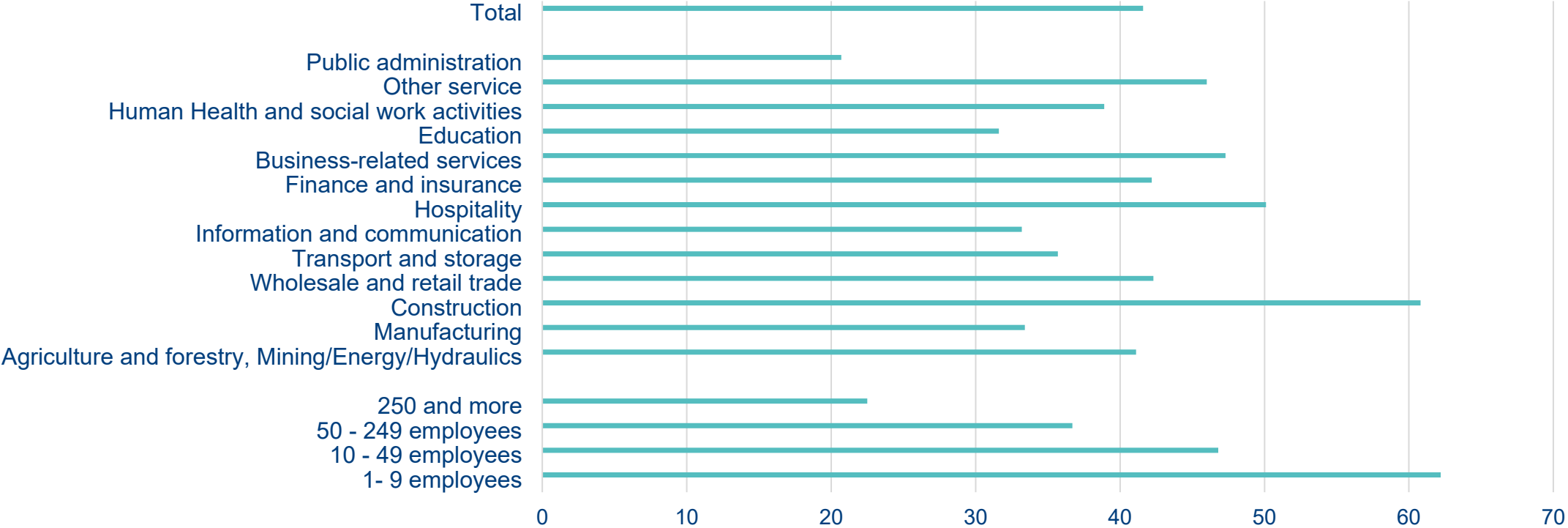
Values on a scale from 90 (very bad outlook) to 110 (very good outlook); 100=neutral



Source: Hutter, Christian, Weber, Enzo (2024): Time Series IAB Labour Market Barometer 2014 until August 2024. Available at: <https://iab.de/en/daten/iab-labour-market-barometer/>

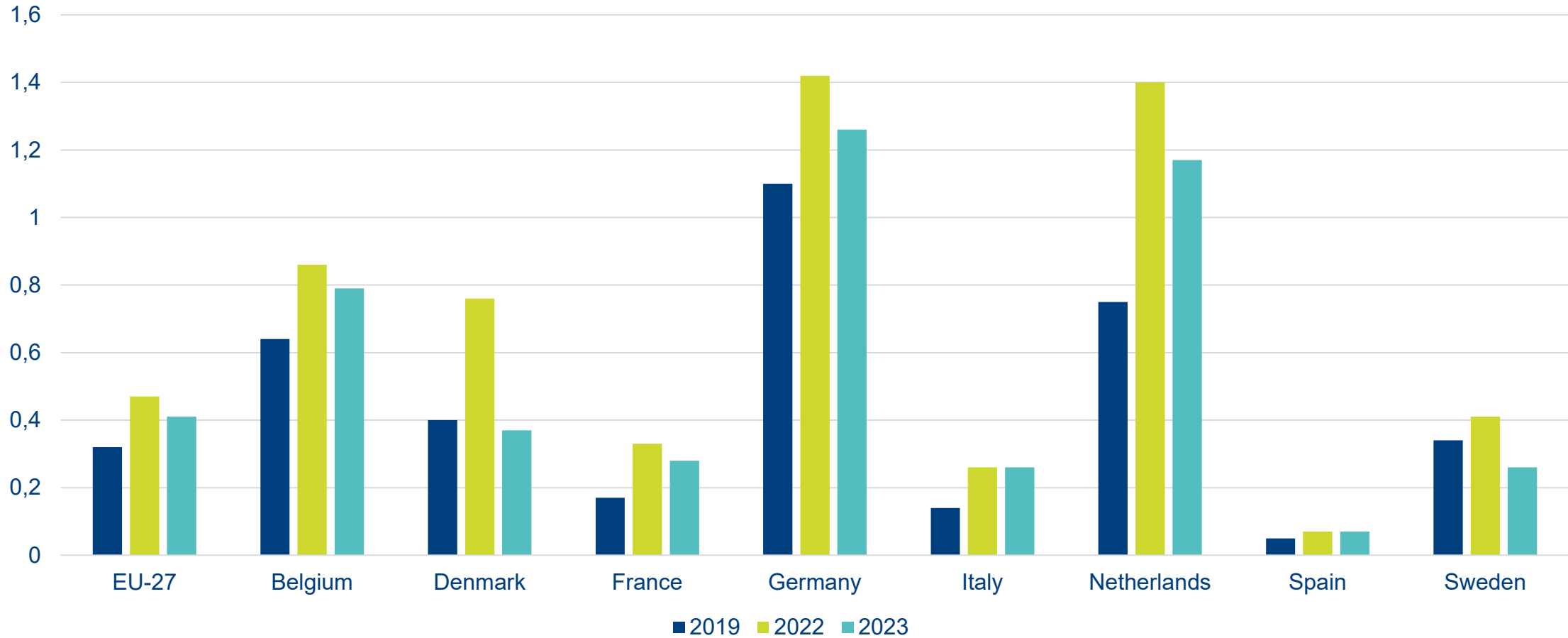
# GERMANY: UNFILLED VACANCIES FOR SKILLED LABOUR VERY HIGH: HIGHEST IN CONSTRUCTION AND HOSPITALITY SECTOR

Rate of unfilled vacancies for skilled labour positions in 2023 (total, by sector and size category)



Source: IAB Establishment Panel 2023

# TIGHTNESS (VACANCY TO UNEMPLOYMENT RATIO) IN EU COUNTRIES, 2019, 2022 AND 2023



Source: Eurostat, own calculations

# GERMANY: SHORTAGES OF (SKILLED) WORKERS IN MANY SECTORS AND REGIONS – UNLIKELY TO DISAPPEAR SOON

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- **Employment at record levels (despite economic slump)**, yet shortage of (skilled) workers
- Still historically **high number of vacancies** but 25 percent less than one year ago
- **Mismatch**: Unemployment rate for unskilled workers 2021 = 20.5 percent
- **General decrease in worker flows** (hiring and firing) at the establishment level between 2019 and 2021 ([Bennewitz et al. 2022](#))
- **Transformation-related mismatch in the labour market** and **aging** [2023: Around 24 percent of employees subject to social insurance contributions are over 55 years old (2001: 9,7 %)]
- **Decline in apprenticeship market since Covid**
- **Demands for reduced working hours and lack of productivity growth**

# THANK YOU FOR YOUR ATTENTION!

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