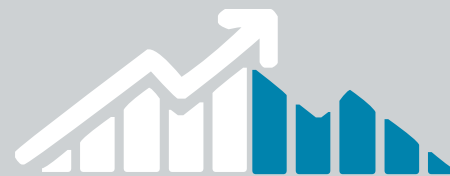


# LABOUR MARKET TIGHTNESS AND NEEDS FOR SKILLS



Tuesday 18 december 2018

Ministry  
of Solidarity  
and Health

**Laroque Room**  
14 avenue Duquesne  
75007 Paris

## PROGRAMME

8h30 **Welcome of the participants**

9h00 **Opening of the conference**  
by **Muriel PÉNICAUD**, Minister of Labour

9h15 **Session 1 - Labour Market Tightness and how to measure it in France and Europe**  
chaired by **Cyril NOUVEAU**, Pôle Emploi

*How can one define labour market tightness? May one assimilate it with hiring difficulties?  
Which indicators are used in France and in other countries?*

Speakers:

**How to measure Labour Market Tightness in France?**

- **Michael ORAND**, Dares

**Key lessons from around Europe on measuring the labour market tightness**

- **Inga PAVLOVAITE**, ICF

10h45 **Session 2 - Supply and Demand Aspects of Labour Market Tightness**  
chaired by **Christine EHREL**, Centre d'études de l'emploi et du travail

*What are the sources of labour supply and demand mismatch?  
What is the link with the firms hiring processes?*

Speakers:

**Demographic changes and Labour supply: the German situation**

- **Rüdiger WAPLER**, IAB

**Geographical mismatch and unemployment in the U.S.**

- **Giorgio TOPA**, Federal Reserve Bank of New York

**Tightness, Difficult Recruitments and Employers' Efforts The lessons from the OFER survey**

- **Véronique RÉMY** and **Bertrand LHOMMEAU**, Dares

12h45 *Lunch*

CONTINUATION OF THE PROGRAM ON THE BACK >

**Secretariat of the event**  
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**DARES**  
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14h15

## Session 3 - Limits of a Skill-based Approach

chaired by **Philippe ZAMORA**, Dares

*Is a skill mismatch-based approach more relevant than a job-based approach? How can one measure skills?*

Speakers:

**Skill mismatch in the OECD countries: Piac survey and Skills for Jobs indicators**

- **Glenda QUINTINI**, OCDE

**How does Piac contribute to our understanding of the labour market and its tightness?**

- **Thomas BREDA**, Paris School of Economics

**Measuring skill needs with O\*NET: strength, limitations, and alternatives**

- **Michael HANDEL**, Northeastern University

**Labour market tightness in US manufacturing: a skill issue?**

- **Andrew WEAVER**, University of Illinois

16h00

## Panel - National and Local Initiatives on Labour Market Tightness

Hosted by **Régis DE CLOSETS**, journalist

*How are labour market tightness indicators used by professionals?*

*Do different stakeholders (public employment service, regional operators, firms...) use them differently?*

*What are some recent initiatives on this topic?*

Speakers:

- **Frank CÖRVERS**, University of Maastricht (Netherlands)

- **Pauline GAY-FRAGNEAUD**, Observatoire régional des métiers PACA

- **Son-Thierry LY**, Didask

- **Catherine POUX**, Pôle Emploi

17h15

## Conclusion

by **Selma MAHFOUZ**, director of the Dares (French Ministry of Labour)

Secretariat of the event

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