

Arbeitskräftemangel verschärft sich: die Lösungsvorschläge liegen auf dem Tisch

Eine repräsentative Studie im Auftrag der WKÖ mit mehr als 3.000 Teilnehmer:innen des Market Instituts bestätigt die Dringlichkeit von politischen Entscheidungen beim Thema Arbeits- und Fachkräftemangel. Dieser ist für viele Betriebe schon jetzt eine enorme Herausforderung und wird sich aufgrund der demografischen Entwicklung in den kommenden Jahren deutlich verschärfen.

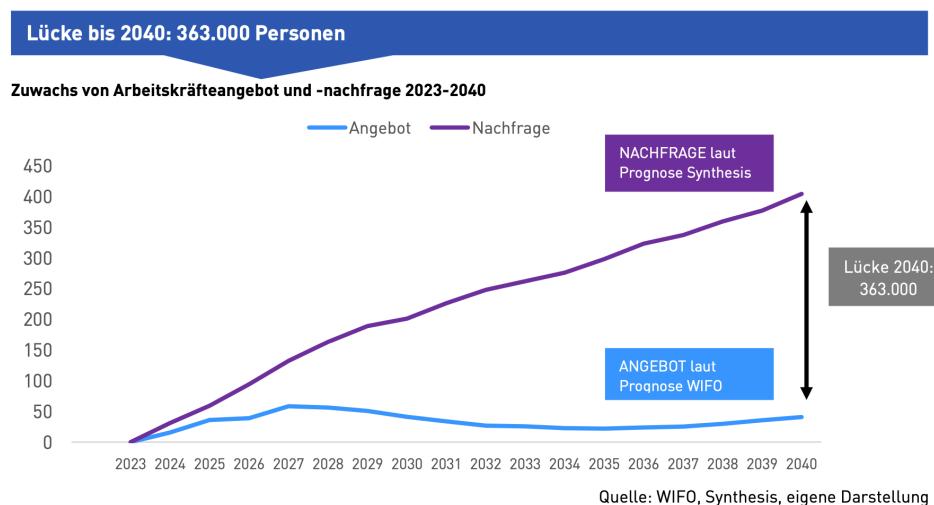


Chart Arbeitskräftemangel

8]Y 'Ghi X]Y 'VY ZUgghY 'g]W i b hYf 'Ub XYfYa 'a]h'XYb '5i gk]f_i b[Yb
 i bX 'Cd h]cb Yb 'ni a 'H\Ya U '5fVY]hg! 'i bX ': UW fÀZhYa Ub[Y'''B UW
 9]bgWÀhni b['XYf '6YZfU[hYb ''Ui hYb 'X]Y 'Hcd ' 'XYf 'g]bbj c ``ghYb
 A U »bU\ a Yb 'ni f 'FYXi _h]cb 'XYg '5fVY]hg_fÀZhYa Ub[Y`g`k]Y 'Zc`[h
 %"j YfVYggYfhY ?]bXYfVYhfYi i b['Vnk " '5i gVUi 'XYf
 ?]bXYfVYhfYi i b[gnY]hYb 'fl & i 'E/ & " 'a Y\ f '6YgWÀZh][i b[gUb fY]nY
 ZØf '5fVY]hg`cgY 'fl) 'i 'E/ " 'GhYi YfVYzfY]i b['j cb ' , VYfghi bXYb 'fl &
 i 'E"

; YgYhn`]WY Yg'5bfYWy h'Ui Z'?]bXYfVYhfYi i b[
]b'H]fc`j YfUb_Yfh

K Ug'X]Y'?]bXYfVYhfYi i b['VYhf]Zzh'gc'k i fXY'Y]b'[YgYhn`]WY Yg
5bfYWy h'XUfUi Z]a 'H]fc`Yf? cU`]h]cbgØVYfY]b_ca a Yb'j YfUb_Yfh"
K]f'\UVYb'X]Y'Ni gU[Y'XYf'@UbXYgdc`]h]_z'XUgg'Ub'XYf
I a gYhi b['VYfY]hg']b'hYbg]j [YUfVY]hYh'k]fX'z'gc'K ?!DfAg]XYbh
7\f]ghcd\`K U`gYf" K Ug'XYb'nk Y]hYb'Di b_hz
6YgWYAZh][i b[gUbFy]nY'ZØf'5fVY]hg`cgYz'VYhf]Zzh'Yf'_Afh'K U`gYf.

9g']gh'b]WY h'\]bni bY\ a Yb'z'XUgg'X]Y'5fVY]hga Uf_hfYzcf a'ja
8YnYa VYf'j Yf[Ub[YbYb' \fYg'Y]bZUWY'U'g'z[YgWY]hYfh'Yf'_Afh
k i fXY" '9g'U[Yb'Ui g[YUfVY]hYhY'JcfgWY'À[Y'Ui Z'XYa' H]gWY'z'X]Y
Yhk U'Y]b'XY[fYgg]j Yg'5fVY]hg`cgYb[Y'X'cXYf'X]Y'9]bgWYfAb_i b[
j cb'Ni j YfX]Ybgha Ø[`]WY'Y]hYb'ZØf'5fVY]hg`cgY'j cf[YgY\Yb
\Uhhyb"

8Ug'k ØfXY'Y]bYb'XYi h]WYb'6YgWYAZh][i b[g]a di`g'Vf]b[Yb"8]Y
6i bXYgfY[]Yfi b['a i gg'ØVYf']\fYb'Y][YbYb'GWYUhhYb'gdf]b[Yb
i bX'Y]bYb'bYi Yb'5b'Ui Z'bY\ a Yb'z'ZcfXYfh'7\f]ghcd\`K U`gYf"
6Y]a 'Xf]hYb'Di b_hz'XYb', VYfghi bXYb'z[]Vh'YXY#Nk Y]hY'Ub'z'XUgg
Y]bY'GhYi YfVYZfY]i b['X]Y'6YfY]hgWYUZh'ni', VYfghi bXYb'Yf\Ø\Yb
k ØfXY"8]Y'I a ZfU[Y'a UWYhni XYa'XYi h]WY'z'XUgg']b'X]YgYa': U"
+\$'DfcnYbh'XYf'XYf'† b[Yb'6Yfi ZghAh][Yb'f%* 'V]g'&- ' \fYŁ
a ch]j]Yfh'k AfYb'z'A Y\fuFVY]h'ni ``Y]ghYb"

GWYUZZi b['j cb'5bfY]nYb

5i Z'D'Uhn'('Z]bXYb'g]WY'a]h'Ni gh]a a i b[Yb'nk]gWYb'*+ 'i bX'* , 'i
dfU_h]gWY'YI'UYei c'X]Y'GWYUZZ b['j cb'5bfY]nYb'ZØf'DYbg]cb]ghYb
i bX'DYbg]cb]gh]bbYb'z'X]Y'9f'Y]WYhYfi b['XYf'e i U']Zn]YfhYb
Ni k UbXYfi b['gck]Y'X]Y'VYggYfY'øhY[fUh]cb'j cb
5gm'k YfVYf.]bbYb']b'XYb'5fVY]hga Uf_h"

K Ug'XUg'H\Ya U' 'Ab[YfYg'5fVY]hYb'VYhf]Zzh'Yf[UV'X]Y
I a ZfU[Yz'XUgg'Y]b'UV[UVYbZfY]Yg'Ni gUhny]b_ca a Yb'j cb', 'i
XYf'I b'hYfbY\ a Yb'i bX', 'i 'XYf'ØVYf'* \$!>\f][Yb'U'g'VYgcbXYfg

k]f_gUa 'ZØf'Y]bY ``Àb[YfY '5fVY]hgVYfY]hgWX UZh'Ub[YgY\Yb 'k]fX ž
j Yfk Y]gh'7\ f]ghcd\ 'K U`gYf'Ui Z'XUg`\c\Y'DchYbn]U`]b 'X]YgYf
5`hYfg[fi ddY"

6Y_Àa dZi b['XYg': UWX _fÀZhYa Ub[Y`g
YfZcfXYfh'a Y\ fYfY '5 b gUhndi b_hY

8]Y 'I a ZFU[Y'XYg'A Uf_Yh!#gh]hi hg'i b hYfghfY]WX h'Y]ba U`a Y\ fž
XUgg'Yg'ni f'9b hgWX ÀfZi b['XYg'5fVY]hg! 'i bX': UWX _fÀZhYa Ub[Y`g
b]WX h'Y]bY 'Y]b nY`b Y '@Ogi b['[]Vhž'gcbXYfb 'j YfgWX]YXYbY
5bgUhndi b_hYž'X]Y'dUfU``Y`j YfZc`[h'k YfXYb'a ØggYb" K Ybb 'k]f
XUg'5b[YVchigck]Y'X]Y'GYfj]WY! 'i bX'6YfUhi b[gei U']hÀh'ZØf'X]Y
?cbgi a Ybh.]bbYb'Ui ZFYWX h'Yf\U'hYb'i bX'X]Y':]bUbñ]Yfi b['XYf
@Y]ghi b[Yb'XYg'GhUUhYg'g]WX Yfb'k c'Ybž'a i gg'X]Y'Dc'jh]_']\fY
<Ui gUi Z[UVYb'a UWX Yb'i bX'X]Y'j cf']Y[YbXYb '@Ogi b[gj cfgWX`À[Y
fUgWX'i a gYhmYb ž'ZcfXYfh'7\ f]ghcd\ 'K U`gYf"

8]Y ? c ghYb 'XYg'5fVY]hg_fÀZhYa Ub[Y`g

5fVY]hg_fÀZhYa Ub[Y'VYhf]Zzh'U``Y'K]fhgWX UZhgVYfY]WX Y'i bX
gWX k ÀWX h'X]Y'K]fhgWX UZh '@Ui h'GhUh]gh]_5i ghf]U'[UV'Yg']b
2 ghYffY]WX '&\$&&'fi bX'&\$*") \$\$'c ZZYbY'GhY'Yb''8Ug'g]bX'ØVYf'(\$
i 'a Y\ f'U'g'&\$&%'i bX'ØVYf'*\$'i 'a Y\ f'U'g'&\$%- "8Yf': UWX! 'i bX
5fVY]hg_fÀZhYa Ub[Y'']gh'gWX cb'Yhnh'Y]bY'Ybcfa Y
<YfUi gZcfXYfi b['i bX'k]fX'g]WX'Xi fWX'X]Y'XYa c[fUZ]gWX Y
9bh]W_i b['bcWX'k Y]hYf'j YfgWXÀfZYb"

GWX YfY 'Ui Z'XYa '5fVY]hga Uf_h'[Y\ h'k Y]hYf
Ui Z

Gmbh\Yg]g': cfgWX i b['\Uh'VYfYWX bYhž'k]Y'g]WX'XYf
5fVY]hg_fÀZhYVYXUFZ]b'XYb'bÀWX ghYb'J\ fYb'j b'2 ghYffY]WX
Ybhk]W_Y'h'K Ybb'a Ub'X]YgY'6YfYWX bi b[Yb'Y]bYf'K ≈ C!Dfc[bcgY
ni f'9bhk]W_i b['XYf'6YgWXÀZh][i b['[Y[YbØVYfghY'ž'nY][h'g]WX
Y]bY'VYgc f[b]gYffY[YbXY '@OW_Y'Ui Z'2 ghYffY]WX g'5fVY]hga Uf_h'6]g
&\$(\$'_ÒbbYb'fi bX' *' "\$\$\$'GhY'Yb'b]WX h'VYgYhnh'k YfXYb' 'k Ybb
b]WX h[Y[Yb[YghYi Yfh'k]fX"

B]WX hghi b '_ca a h'hYi Yf'ni 'ghY\Yb

K]fX 'b]WX h'fUgWX 'i bX 'YZZY _h]j ' [Y\UbXY`h'i a 'XUg
5fVY]hg_fÀZhYUb[YVch'ni 'Yf\Ò\Ybž'_ca a hi bg'X]YgY '@ØW_Y'hYi Yf
ni 'ghY\Yb" 'I bX 'nk Uf'b]WX h'bi f'XYb 'Y]bnY'bYb '6Yhf]VVYb 'i bX
5fVY]hbY\ a Yf.]bbYbž'gcbXYfb ' 'Ab[YfZf]gh]['XYa ' [YgUa hYb
GhUbXcfh '&\$(\$ 'k ØfXY 'XUg'6=Di a 'Yhk U'- 'DfcnYbh'cXYf'fi bX') \$
A fX" '9i fc 'fhi 'U_hi Y``Yb 'DfY]gYbŁ[Yf]b[Yf'gY]bž'U'g'Yg'a]h
Ui gFY]WX YbX '5fVY]hg_fÀZhYb 'gY]b '_ÒbbhY" 'A]h'UbXYfYb 'K cfhYb. '8]Y
@ØW_Y 'Ui Z'XYa '5fVY]hg_a Uf_h'_cghYh'K UWX ghi a 'i bX'K c\`ghUbX"

8]Y '[Yf]b[YfY 'K]fhgWX UZhg`Y]ghi b[']bZc '[Y'XYg
5fVY]hg_fÀZhYa Ub[Y`g`\Uh'a Yf_VUFY '5i gk]f_i b[Yb 'Ui Z'X]Y
GhYi YfY]bbU\ a Yb" '8Yf'GhUUhj Yf]Yfh'Ui h'K ?? !6YfYWX bi b[Yb
j cb '& &' 'V]g'&\$(\$ ']b 'Gi a a Y'fi bX'%) \$ 'A fX" '9i fc 'Ub
GhYi YfY]bbU\ a Yb 'i bX 'Gcn]U`j Yfg]WX Yfi b[gVY]hfÀ[Yb"

6Ygi WX Yb 'G]Y 'i bg'Ui Z 'Z'Y]gWX i bXWX "Uh