# NEWSLETTER #4

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## From the Editors:

Spring is bringing momentum to SkiLMeeT, with exciting milestones and a packed calendar ahead.

Through 1 May, we're accepting papers for our midterm conference in Sofia, "Workers, Firms, and Skills in the Digital and Green Transition". Other upcoming events include research webinars and seminars with Anton Korinek and Ulrich Zierahn-Weilage, diving into the latest labour market trends. For a preview of our recent discussions, check out the recap from our webinar with Ceren Ozgen, who shared new findings on Japan's green wage premium.

Our community also has reasons to celebrate: One of our researchers, Christina Gathmann (LISER), won the 2025 IZA IRPPI Award for her groundbreaking research on AI's impact on job tasks, while the European Research Executive Agency (REA) has featured SkiLMeeT as one of the key projects supporting the Union of Skills initiative.

This issue of our newsletter also highlights major research developments, including the completion of our literature review on skills gaps, shortages, and mismatches, which will inform our ongoing work. Additionally, we've developed a set of indicators based on patent data to track the progress of digital and green technologies across Europe.

To stay updated, visit our website and follow us on LinkedIn and [BlueSky](#).

– The Editors

## Upcoming event:

**1 May** – Deadline to submit full paper or extended abstract for the SkiLMeeT Conference - "Workers, Firms, and Skills in the Digital and Green Transition". All the details are [here](#).

**12 May, 3:00–4:00 PM CET** – Research webinar with Anton Korinek

**14 May** – Joint research seminar with LISER, with Ulrich Zierahn-Weilage presenting: "Expertise at Work: New Technologies, New Skills, and Worker Impacts"

## Call for Papers: SkiLMeeT conference on workers, firms, and skills in the digital and green transition

Project SkiLMeeT is accepting papers for its midterm conference, "Workers, Firms, and Skills in the Digital and Green Transition", to be held on 2-3 October in Sofia, Bulgaria.

The keynote lecture will be given by Matias Cortes (York University, Toronto).

The deadline for submitting papers or extended abstracts is 1 May 2025. We welcome contributions from researchers across all social science disciplines, particularly papers addressing:

- Effects of the digital and/or the green transition on workers, firms and skills
- Measurement and analysis of skill demand and supply
- Skill gaps and skill shortages arising through the digital and/or the green transition
- Labour-market policies to reduce skill gaps and shortages
- Education measures to reduce skill gaps and shortages.

All the details are here.

## Past SkiLMeeT Events:

**SkiLMeeT webinar explores green transition's impact on Japanese wages**

During a SkiLMeeT research webinar, Ceren Ozgen showed that Japanese workers in environmentally friendly roles earn an average of 7.8% more than their counterparts in non-green jobs, highlighting the rising demand for new skills and the existence of a green wage premium.

At the event on 30 January 2025, which drew 23 participants, Ozgen discussed key findings from the study "Green Wage Premium: Worker-Level Evidence for Japan", co-authored with Wenjing Kuai, Robert J. R. Elliott, and Toshihiro Okubo.

The researchers were interested in how the acceleration of the transition to a green economy is transforming the workforce in Japan, and ran a survey to measure the greenness of jobs.

Worker-level data show that the more time workers spend on green tasks, the higher their wages. A 10% increase in green task intensity (the KEOO index) is linked to a 0.8% wage increase.

The research revealed that the scale of the wage premium depends on skill level, gender, and age. However, tasks performed matter more than education or tenure; low-skilled workers engaged in tasks with high green intensity earn the highest wage premiums. Large wage gains are also seen among young employees. Men in green jobs receive a slightly higher wage premium than women, reflecting job roles and the unique qualities of Japan's labour market in terms of women's workforce participation.

With salaries playing a crucial role in career decisions, researchers suggest that the green wage premium could make environmentally focused jobs more attractive, attracting more workers. This in turn could speed up the shift towards a more sustainable economy.

However, questions remain over whether this premium will last; as the supply of green-skilled workers increases, wages may eventually converge. Future research will be needed to determine whether green premiums are a long-term trend or a temporary response to a limited supply of green skills.
You can access the presentation [here](#).

**SkiLMeeT researcher Christina Gathmann receives 2025 IZA IRPPI Award**

Christina Gathmann, a SkiLMeeT researcher from the Luxembourg Institute of Socio-Economic Research (LISER), has been awarded the 2025 IZA – Institute of Labour Economics IRPPI Award for Innovative Research on a Pressing Public Issue.

The research "AI, Task Changes in Jobs, and Worker Reallocation", conducted in collaboration with Felix Grimm (LISER) and Erwin Winkler (FAU Erlangen-Nürnberg), provides new insights into how AI is reshaping the labour market. The study finds that AI has reduced demand for abstract tasks like information gathering, while increasing demand for high-level routine tasks such as process monitoring. These shifts mainly occur within jobs and intensify over time. Although job losses are minimal, many workers respond by switching to less AI-exposed industries. The study also finds that low-skilled workers experience some wage losses, while high-skilled workers see wage gains.

The IZA IRPPI Award selection committee, composed of Kristina McElheran (University of Toronto) and Andrew Oswald (IZA & University of Warwick), praised the study as representing "the best of modern labour economics."

The paper is available here.

## SkiLMeeT featured by REA as a project supporting the Union of Skills

SkiLMeeT is proud to be featured by the European Research Executive Agency (REA) as one of four standout EU-funded projects helping to shape the job market of tomorrow.

In a recent news article, REA highlighted SkiLMeeT's contribution to the Union of Skills initiative —an EU strategy aimed at reducing labour and skills shortages while boosting Europe's economic competitiveness. Europe is undergoing a major transformation, with digitalisation and decarbonisation reshaping industries and the types of skills employers need. As demand grows for new capabilities, the mismatch between available skills and labour market needs continues to widen.

SkiLMeeT addresses this challenge by examining how digital and green technologies are changing industries, assessing the extent and nature of emerging skills mismatches, identifying the forces behind them, and proposing innovative policy solutions to close the gap. Our goal is to provide indicators of skills shortages, fresh insights into their drivers, and practical recommendations to support workforce development across Europe.

The REA also featured the work of our peer projects—SKILLAB, TRAILS, and SCIREARLY—each tackling the skills challenge from a different angle, from AI-powered labour market tools to early education reform.

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## Ronald Bachmann speaks at German stakeholder meeting for Cluster 4 Horizon Europe

SkiLMeeT Scientific Coordinator Ronald Bachmann, a senior researcher at the RWI – Leibniz Institute for Economic Research, spoke at the German National Stakeholder Meeting for Cluster 4 Horizon Europe about the challenges and opportunities of integrating Social Sciences and Humanities (SSH) into the discussion on technological and economic transformations.

The event was organised by German National Contact Point Digital and Industrial Technologies (NCP DIT) and held at KOMED in Cologne. It brought together experts from academia, industry, and policymaking to explore the future of digital and industrial technologies in the EU.

Bachmann contributed to Session 6: "SSH-Integration – Herausforderungen für eine erfolgreiche Integration", alongside experts from NCP DIT and National Contact Point Society (NCP Gesellschaft). During the session, Bachmann introduced Project SkiLMeeT, showcasing its efforts to bridge skills gaps in the digital and industrial sectors.

The National Stakeholder Meeting provides a platform for researchers, policymakers, and industry leaders to exchange ideas, evaluate Horizon Europe's progress, and prepare for future funding opportunities.

## SkiLMeeT results:
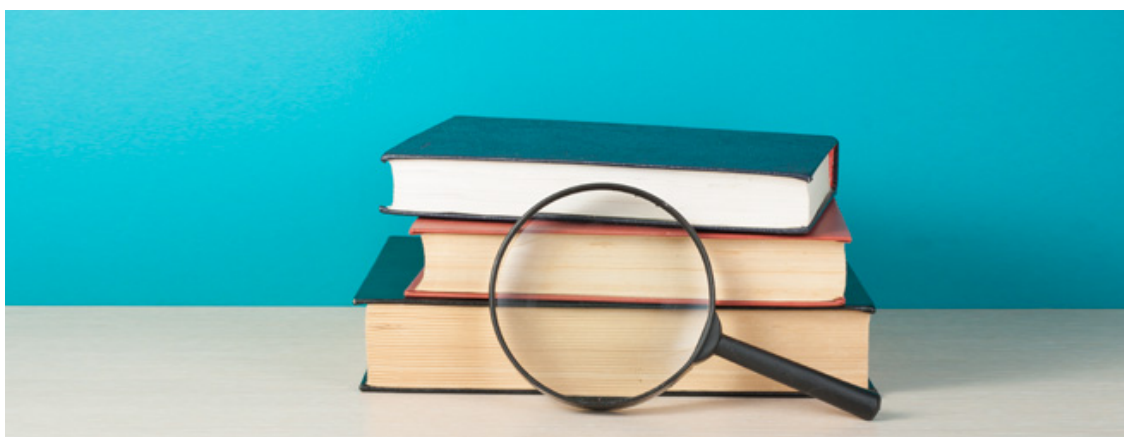


## SkiLMeeT completes review of scientific literature

SkiLMeeT's researchers have completed an extensive review of the scientific literature on skills gaps and on skill and labour shortages and mismatches, which will guide the project's research.

Their report, "Skills gaps, skill and labour shortages, and mismatch – Existing evidence", focuses on: a) concepts and measurements relevant to the SkiLMeeT research agenda; b) drivers of skills gaps, particularly the technological and green transitions; c) pathways to reduce gaps,

mismatches and shortages.

The overview begins with a discussion of definitions of skills gaps, shortages, and mismatches, along with measurement challenges. The researchers point out that there is no universal standard for defining skills mismatches, as different organisations and countries use different criteria. This inconsistency complicates efforts to track and address the issue.

The next section examines the literature on the primary drivers of skills mismatches, focusing on technological advances and the green transition, as well as other megatrends including demographic shifts, global supply chain disruptions, the Covid-19 pandemic, and migration.

The review then shifts to solutions, focusing on education (including dual education systems and reskilling) and worker mobility as important aspects of policy actions.

For Project SkiLMeeT, this literature review provides a crucial starting point. It will inform the development of the project's conceptual framework, which will also integrate insights from related initiatives addressing skills gaps and shortages, including SkiLMeeT's sister projects SkillsPulse, SKILLAB, and TRAILS.

To read the review, please follow this link.

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## SkiLMeeT report on advances in digital and green technologies

SkiLMeeT researchers Felix Grimm (LISER) and Federico Fabio Frattini (Fondazione Eni Enrico Mattei) have developed a set of indicators to track the progress of digital and green technologies in Europe, using patent data from the European Patent Office (EPO).

Their "Report on advances in digital and green technologies" uses natural language processing and classification codes to examine the evolution of patents in three major technological domains: Artificial Intelligence (AI), robotics, and green technologies.

The analysis highlights the growing role of AI and robotics in transforming industrial processes,

while the green technology section focuses on innovations aimed at mitigating climate change. The findings reveal a rapid rise in patent applications and grants in recent years.

To understand how these technologies spread across industries, the study applies a probabilistic mapping method, distinguishing between where innovations originate and where they are ultimately used.

These indicators will support Project SkiLMeeT by providing insights into technology diffusion and its economic implications for Europe. By integrating these measures into various project tasks, such as examining the impact of digitalisation on skills and assessing demand for skills related to green technology, the project can better inform policymakers, businesses, and educators on workforce development strategies.

To read the report, please follow this link.

**SKILLS FOR LABOUR MARKETS IN THE DIGITAL AND GREEN TRANSITION**
SkiLMeeT is a research project carried out by eight research institutions, exploring how the digital and green transformation of European economies are changing the demand for skills. We analyse the scope of skills shortages and mismatches, identify their drivers and propose innovative ways to reduce skills gaps.

**PARTNERS:**