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# **The Role of Job-to-Job Transitions, Wages and Quality of Work in Structural Change**



**Funded by  
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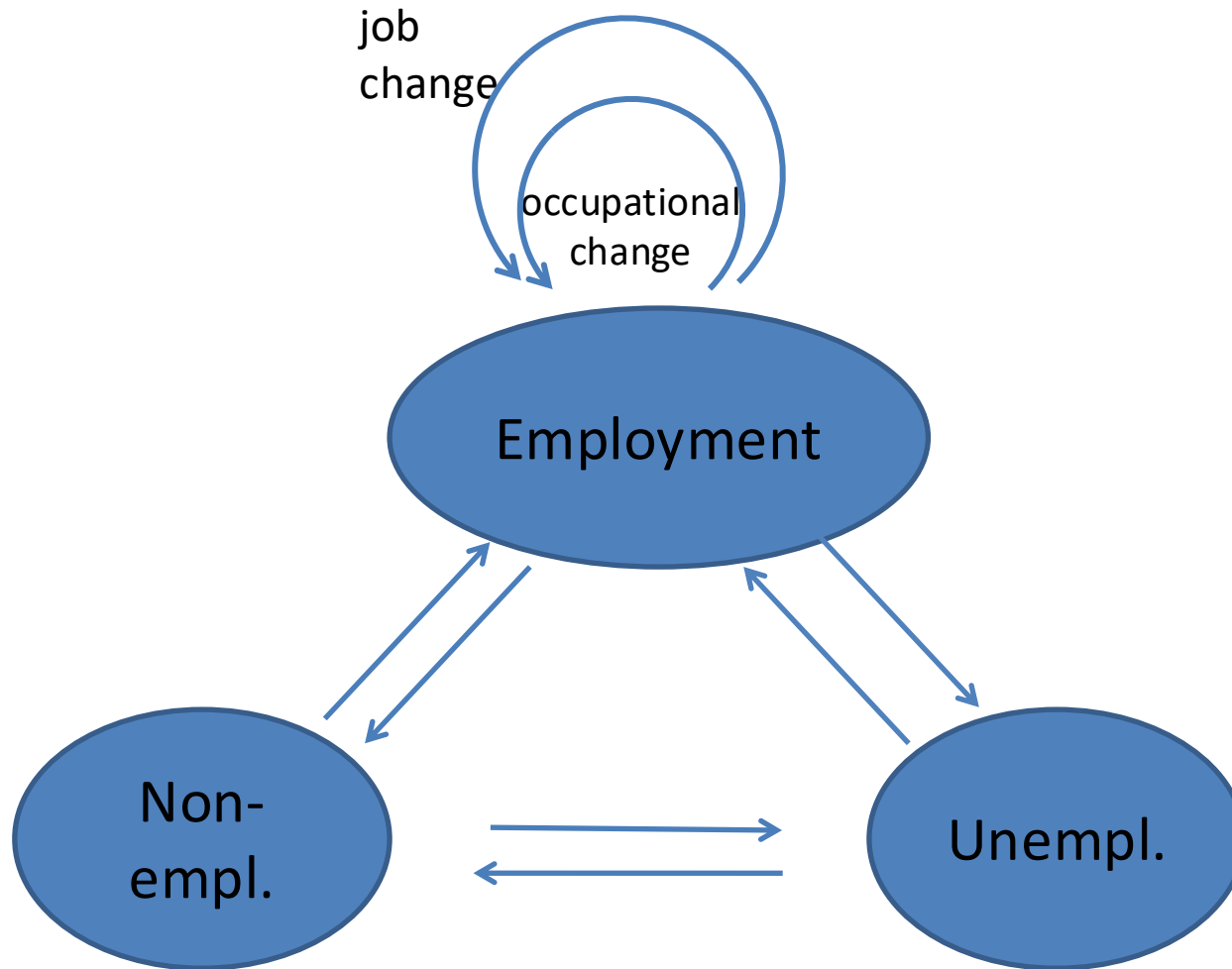
European labour markets are subject to important transformations:

- Digital transformation
- Green transformation

These transformations change the skills and qualifications workers need to have.

Possible adjustment mechanisms:

- Worker mobility (job, occupation)
- (Adaptation of jobs/occupations over time)

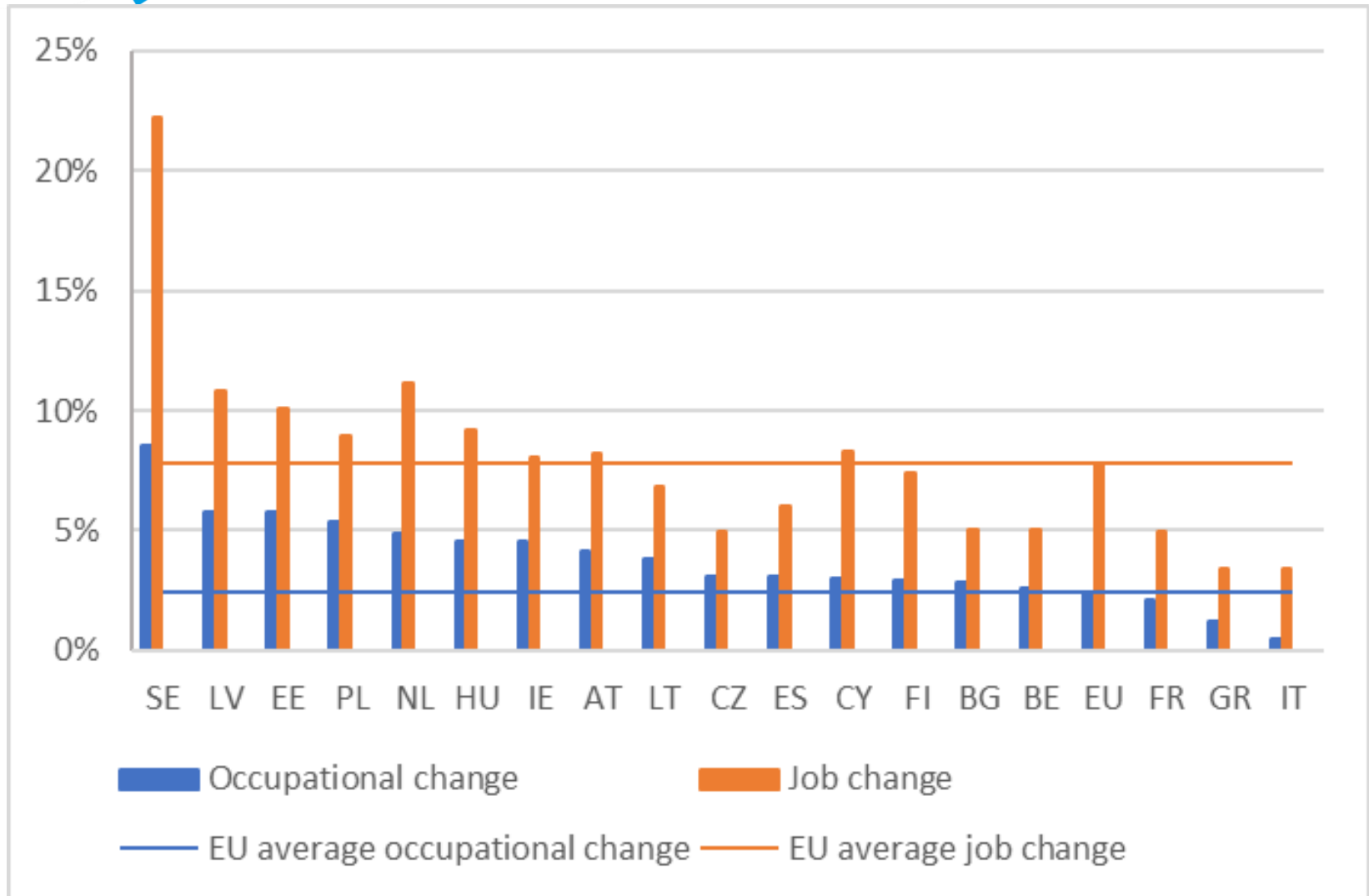


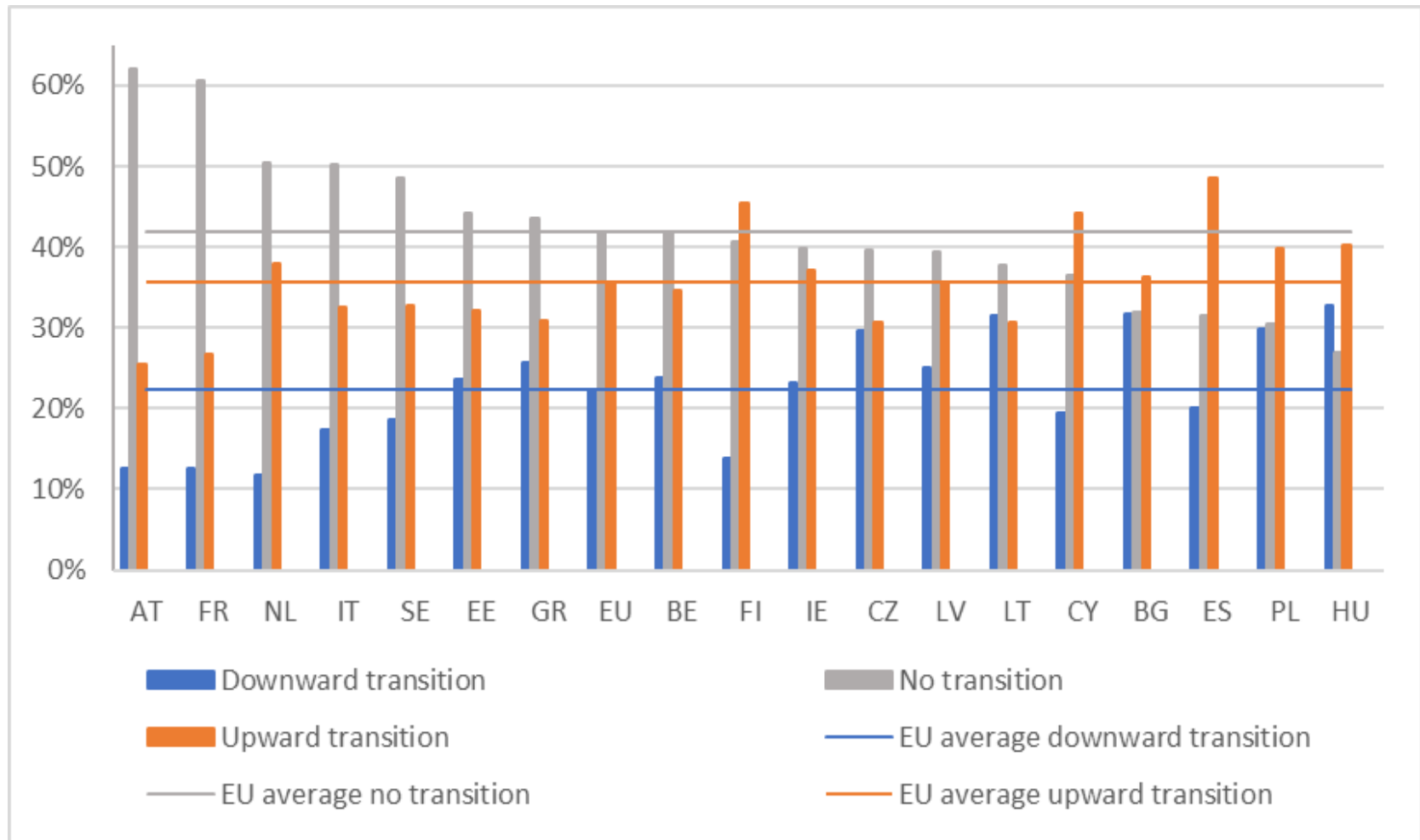
Employees' perspective	Employers' perspective	Aggregate perspective
- loss of occupation-specific human capital/related wage premia	- loss of skilled employees (with job mobility in general)	- negative effects for efficiency/productivity
+ improved matching/higher wages	+ improved matching: increased productivity, lower unit labour costs	+ possibly increases labour market efficiency, aggregate productivity + might help reduce inequality via market
- increased insecurity	+ increased flexibility	+ helps coping with sectoral change

- Provide analysis of the permeability of European Labour Markets with respect to occupational changes (2011/12 – 2018/19, EU-SILC)
- Analyse individual-level determinants
- Analyse consequences of occupational mobility: wages
- In-depth country case studies: France and Germany

- How large and heterogeneous are the probabilities of job and occupation change in the EU countries?
- What are (wage) consequences of occupational mobility?
- Who benefits most from mobility, who belongs to risk groups?
- What is the role of occupational adaptation (within-effect) as adjustment mechanism?

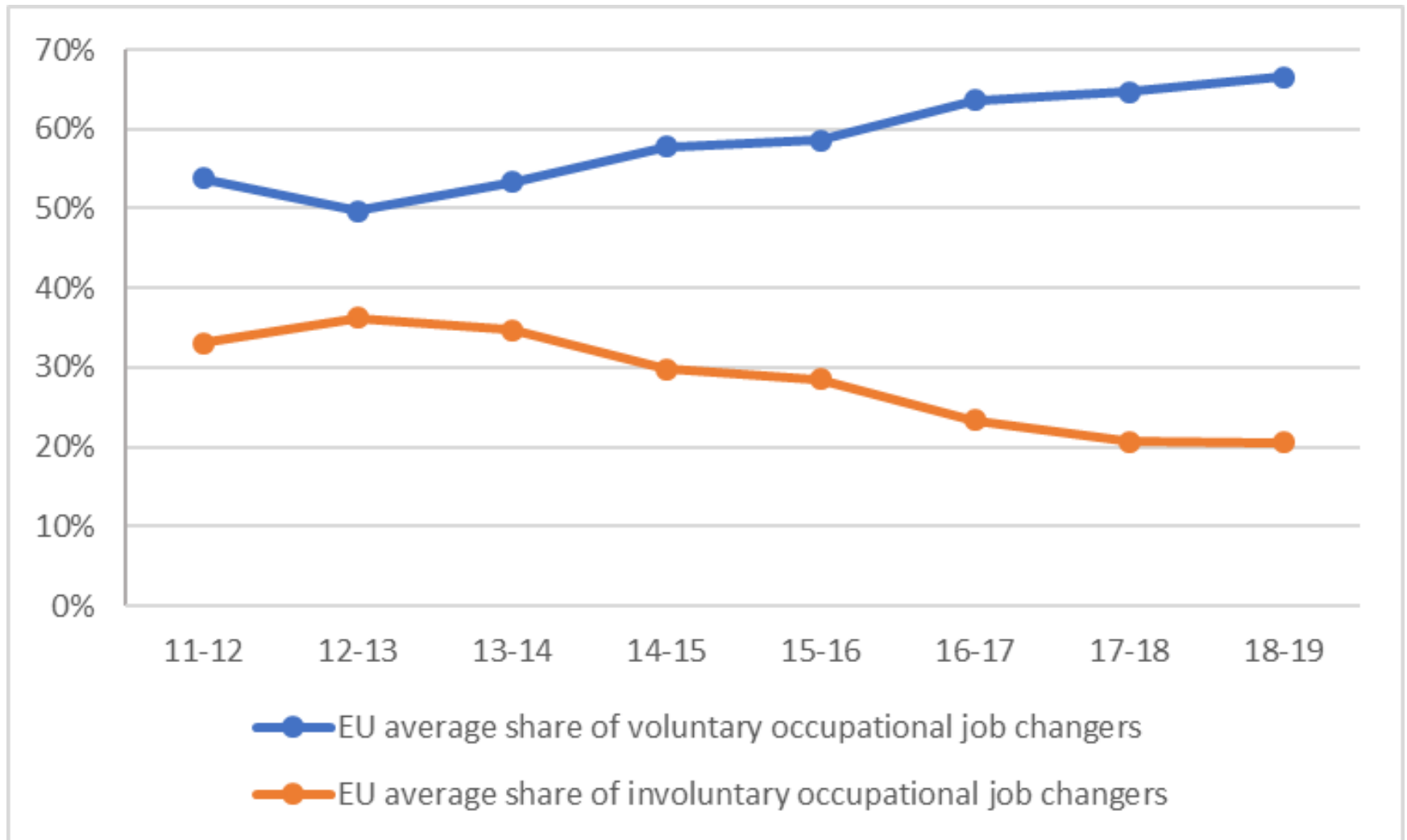
# Job and occupation change is heterogeneous

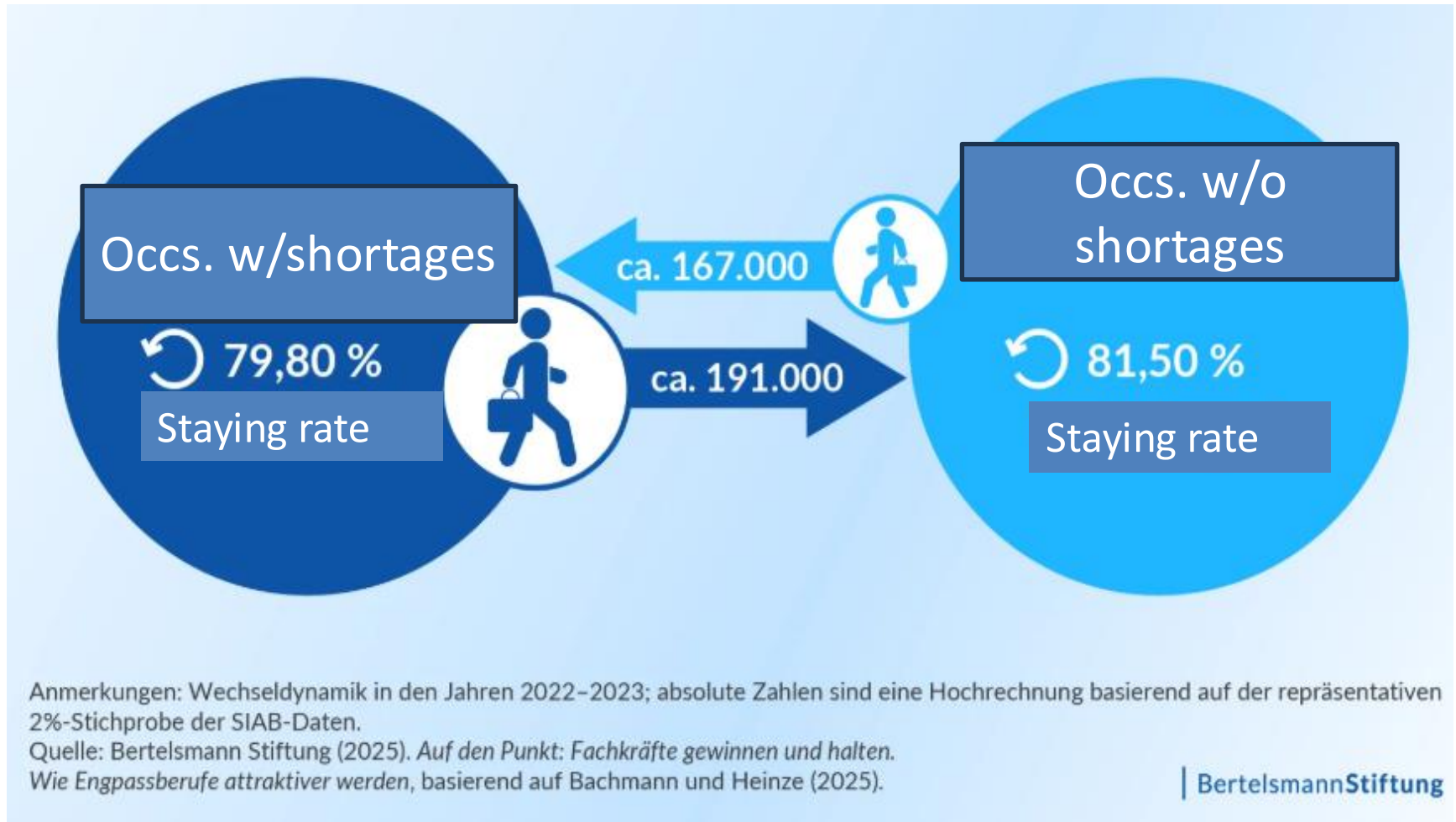






## More voluntary occ. changes in growth periods

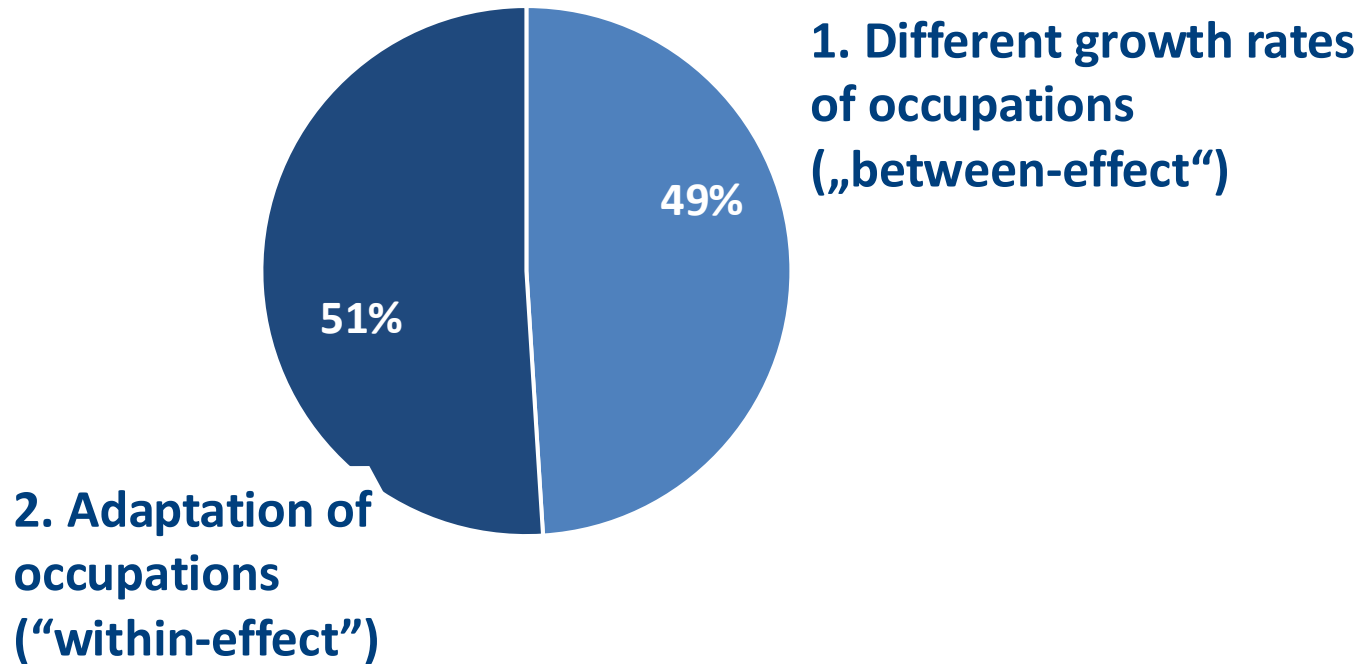


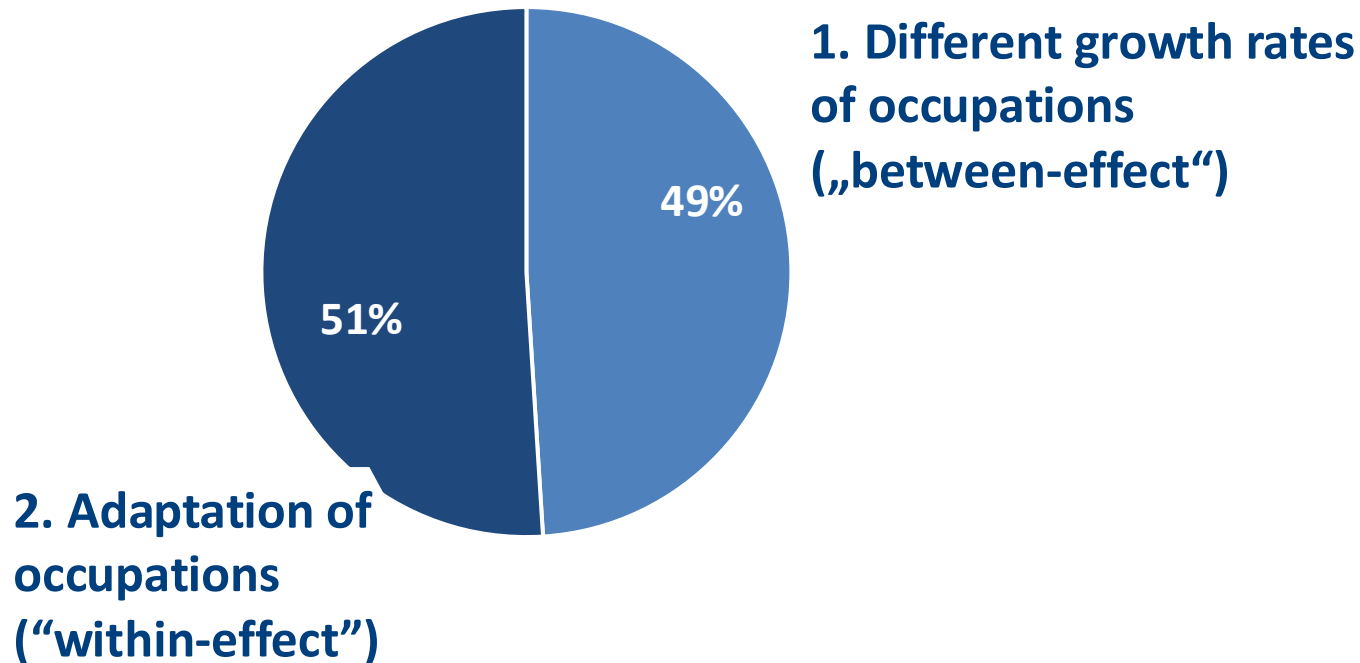


Wages important, but not only determinant. E.g. wages in low-skilled shortage occupations in Luxemburg not lower than wages in comparable non-shortage occupations.

Non-monetary aspects at least as important

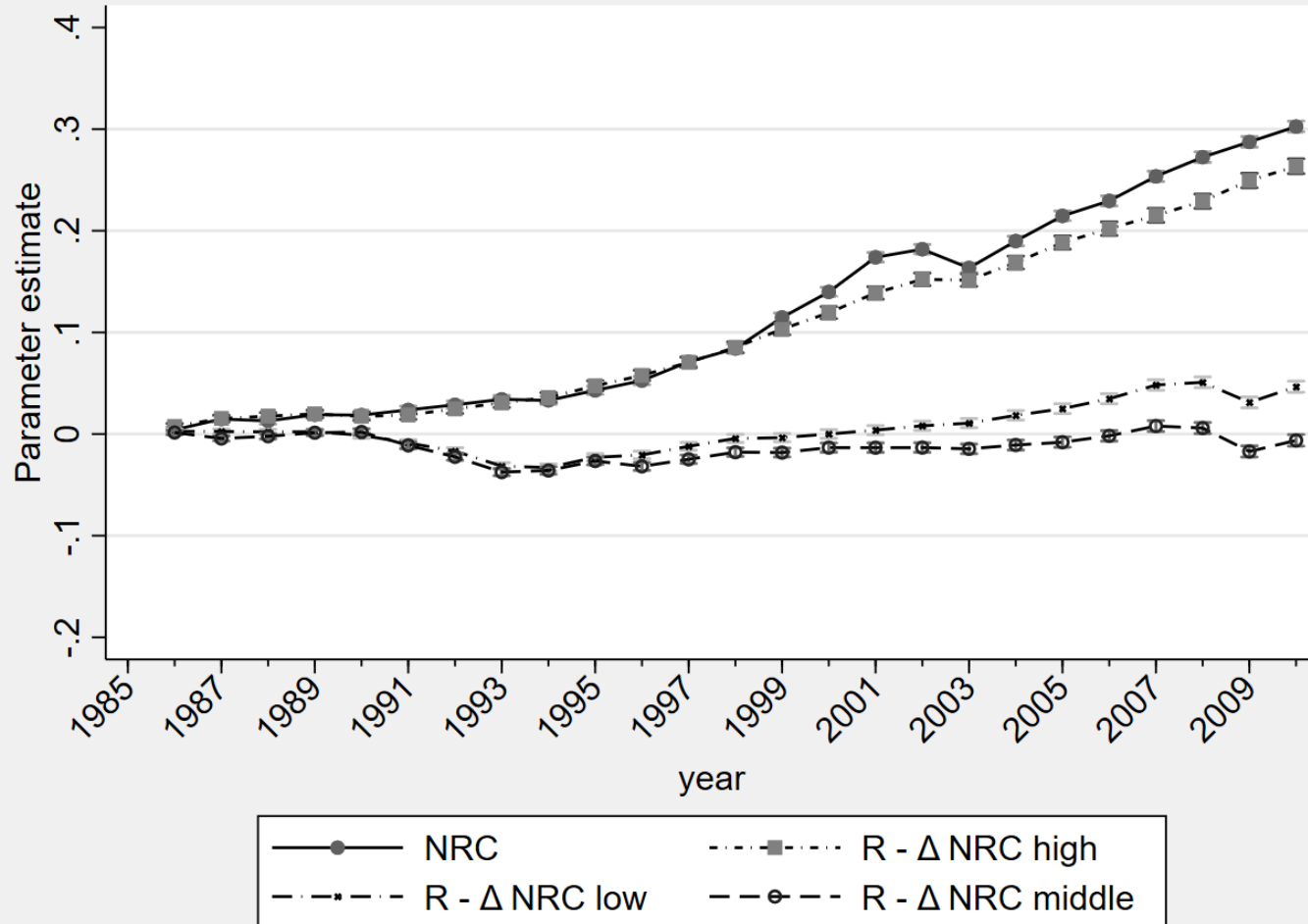
- job security
- job satisfaction
- full-time employment
- physical workload
- job safety





- Between- and within-effect equally important
- Support for occupational mobility and for training on the job both crucial

# Occupation that adapt task content pay better



Wage growth of occupations for different task groups:

- R: Routine
- NRC: non-routine cognitive

- Attractive wages and working conditions particularly in occupations where labour and skills shortages are most severe
- Information provision to workers, e.g. on job tasks, qualification requirements, working conditions, wages (EU Pay Directive)
- International migration: (i) improve recognition of qualifications; (ii) stronger focus on skills and skills-based matching rather than on formal certificates
- Adaptation of occupations important adjustment margin  
➔ further training for workers crucial

- Risk groups with lower (voluntary) occupational mobility: women, older workers, low-skilled workers
- Take into account that voluntary occupational mobility is more difficult for some worker groups
- Improve provision and use of training measures (supply and demand side) particularly for these groups
- Take into account country specificities, i.e. differences in adjustment margins: external (between-effect) vs. internal (within-effect)
- Discontinuing the EU-SILC question “Change of job since last year” in 2021 unfortunate from research perspective



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