



NEWSLETTER #7, April 2026

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From the Editors:

Spring is here, and with it a fresh highlight from SkiLMeeT: the Call for Papers for our conference “Workers, Firms, and Skills in the Digital and Green Transition”, taking place in Brussels on 22–23 October 2026. We warmly invite submissions and hope you’ll join us to share your work and learn more about our findings.

This issue features results from our research, including evidence on the decline of routine

present insights from a brief on job-to-job moves across occupations and their role in addressing labour and skills shortages.

We also share highlights from our stakeholder webinar, where policymakers and practitioners discussed skills needs and training challenges in the context of the green and digital transitions.

In the coming months, we will continue to share updates on research, policy outputs, and events. Follow our work at www.skilmeet.eu, as well as on [LinkedIn](#) and [Bluesky](#).

– The Editors

Upcoming Event:

22-23 October - SkiLMeeT Conference: “Workers, Firms, and Skills in the Digital and Green Transition”

SkiLMeeT Call for Papers:

A promotional banner for the SkiLMeeT Conference. The left side features a dark blue background with the SkiLMeeT logo (two interlocking circles) and the text 'Call for Papers', 'SkiLMeeT Conference', 'Workers, Firms, and Skills in the Digital and Green Transition', and '22-23.10.2026 | Brussels, Belgium'. The right side shows a photograph of a large, ornate, yellow building with many windows, likely a historical Brussels square, with people walking in front of it.

SkiLMeeT Call for Papers

SkiLMeeT Conference

**Workers, Firms, and Skills
in the Digital and Green Transition**

22-23.10.2026 | Brussels, Belgium

Call for Papers: October 2026 SkiLMeeT conference on workers, firms, and skills in the digital and green transition

Project SkiLMeeT is accepting papers for its final conference, “Workers, Firms, and Skills in the Digital and Green Transition”, to be held on 22–23 October 2026 in Brussels.

The deadline for submitting papers or extended abstracts is 10 May 2026 (by midnight CET). 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 and training measures to mitigate skill gaps and shortages

Please use the ConfTool system, <https://www.skilmeet.eu/conftool/>, to register and to submit abstracts or papers.

You can find the detailed Call for Papers [here](#).

SkiLMeeT research:



Routine work is declining in high-income countries as digital transformation reshapes jobs

Digital transformation has reduced the share of routine work across advanced economies over the past decade, a new SkiLMeeT report shows. Most changes are occurring within existing jobs through shifts in the tasks workers perform, rather than through large movements of workers between occupations.

The report, “[Skills and Tasks](#),” by SkiLMeeT researchers Piotr Lewandowski and Karol Madoń of the Institute for Structural Research (IBS), analyses worker-level data from two waves of the OECD’s Programme for the International Assessment of Adult Competencies (PIAAC) covering 2011–2023. Combining direct measures of adult skills with a task-based indicator of Routine Task

The analysis finds a broad decline in routine task intensity, reflecting a shift away from repetitive and codifiable activities toward tasks requiring greater judgement and problem-solving. However, the transition has not occurred uniformly, with countries and demographic groups experiencing the shift at different speeds.

The report also shows that women and younger workers continue to perform more routine-intensive tasks on average, although the gender gap has narrowed over time as tasks have gradually been redistributed within occupations.

The findings suggest that digital technologies are reshaping labour demand primarily by altering the task composition of existing jobs rather than eliminating occupations altogether.

“Overall, the findings imply that digital transformation will not eliminate routine work but will continue to reconfigure it. Policy responses should therefore prioritise strengthening foundational and transversal skills, supporting lifelong learning, and ensuring that workers can complement rather than be displaced by new technologies,” the report said.



SkiLMeeT study on occupational mobility, wages and worker well-being

The SkiLMeeT study, “[Occupational mobility, wages and worker well-being](#)” explores how workers move between jobs and occupations across European labour markets and what these transitions mean for people’s careers.

The study uses EU-SILC microdata for 18 European countries and focuses on the period 2011–2018. Rather than treating mobility as uniformly positive, the paper examines when and for whom changing jobs or occupations is associated with better outcomes – and when it may come with higher risks.

The results show that occupational mobility in Europe is substantial and varies strongly across

women, low-skilled workers, and older workers being much less mobile than men, medium-skilled workers, and younger workers, respectively. These differences in occupational mobility between socio-economic groups are mirrored by differences in wage mobility.

Policy Insight from SkiLMeeT:



SkiLMeeT policy brief: Occupational mobility is key to Europe's response to labour and skills shortages

Job-to-job moves across occupations can help Europe's economy respond more effectively to skills shortages by directing workers to where they are most needed, a SkiLMeeT policy brief says, calling for targeted labour market policies to make such transitions easier and fairer.

The brief "[The Role of Job-to-Job Transitions, Wages and Quality of Work in Structural Change](#)" argues that encouraging workers to move into new occupations can help reduce mismatches between labour supply and demand, a growing challenge as Europe's economy adapts to digitalisation and the green transition.

"Europe already has substantial job-to-job mobility," said Ronald Bachmann, co-author of the policy brief and researcher at RWI. "The task for policymakers is to steer these moves towards occupations with good prospects, rather than leaving them to chance."

Drawing on analysis of European labour markets between 2011 and 2018, the brief shows that occupational mobility is significant but uneven across the continent. On average, around 6% of workers change jobs each year, while about 3% switch occupations.

There are, however, significant differences between countries. In Sweden, job changes are relatively common, while in Italy workers move less often, reflecting more limited opportunities and higher barriers to changing roles. Women, older workers and low-skilled workers are also

Occupational mobility is strongly linked to pay outcomes. Workers who change occupations experience larger wage movements than those who remain in the same role. Voluntary moves are usually associated with pay gains, while involuntary changes more often result in losses, particularly for women and low-skilled workers.

“Policy should minimise forced moves into poor-quality jobs and maximise chosen moves into better ones,” said Ludivine Martin, co-author of the study and researcher at LISER. “That means acting on both wages and working conditions in shortage occupations.”

The authors emphasise that job mobility alone will not ease skills shortages if destination jobs remain unattractive. Evidence shows that workers are less likely to move into roles with poor conditions, while occupations offering better job security, work-life balance and overall satisfaction are more successful at attracting and retaining staff.

To make job-to-job mobility an effective adjustment tool, the authors say governments need to lower barriers to moving and reduce the risks involved. That includes improving access to clear information on job tasks, skills requirements, pay and working conditions, helping workers identify realistic pathways into occupations with stronger prospects. Proper implementation of the EU Pay Directive would also support mobility by increasing pay transparency and steering workers towards employers with fairer wage structures. Training provided by firms and public bodies is another key factor, particularly for older and low-skilled workers, enabling them to move into higher-quality jobs rather than being forced into weaker ones.

“If mobility is to support the green and digital transitions, workers must see that moving pays off – in skills, security and prospects, not just in rhetoric,” argues Uyen Nguyen-Thi, co-author of the study and researcher at LISER.

The brief also points to the role of cross-border labour mobility. While EU citizens have the right to work freely in other member states, skills shortages persist partly because qualifications are not consistently recognised across borders. Strengthening the recognition of qualifications and putting greater emphasis on skills-based matching – rather than relying on formal certificates alone – could help reduce regional imbalances and ease shortages in the regions and occupations most affected.



[Past SkilMeet Events:](#)





Researchers and practitioners discuss the future of skills in the context of the twin transitions at the SkiLMeeT webinar

More than 30 researchers, policymakers, and industry representatives participated in a webinar organised by Vassil Kirov (Bulgarian Academy of Sciences) and Mina Kostova (Bulgarian Academy of Sciences) as part of the SkiLMeeT project. The event focused on the challenges posed by the green and digital transitions for skills demand.

The second stakeholder webinar that was also moderated by Vassil Kirov, “The Future of Skills in the Context of the Twin Transition – Academic and Practitioner Insights,” took place on February 2, 2026, and opened with a presentation by SkiLMeeT researcher Ronald Bachmann (RWI), who drew on the project’s [recent policy brief](#) explaining why job-to-job transitions matter for Europe’s labour market. He showed that occupational mobility remains relatively low at a time when such transitions are needed most to help workers adapt to the green and digital shift. While job-to-job mobility can support reallocation of labour from declining to growing occupations, he warned that mobility also carries risks, especially for women, older employees, and low-skilled workers. Bachmann added that voluntary occupational changes tend to improve wage prospects, while involuntary occupational moves are far more often linked to wage declines. He argued that policy needs to expand training opportunities and make them genuinely useful for workers, while improving information on job tasks, qualification requirements, pay and working conditions, including strong implementation of the EU Pay Directive. See the presentation [here](#).

Monia El Faziki (SEA Europe) presented findings from the [LeaderSHIP](#) project on skills needs and gaps in the European shipbuilding and maritime technology ecosystem – one of Europe’s strategic industries, spanning hundreds of shipyards and a large supply chain. She outlined how the Shipbuilding Pact for Skills aims to attract, train, and retain talent, including ambitions to upskill and reskill 200,000 workers and attract 230,000 new talent, supported by €1bn in public-private investment. El Faziki highlighted three key forces reshaping skills demand: digitalisation, decarbonisation and an ageing workforce. Alongside urgent shortages in core technical roles, the LeaderSHIP training plan identifies new skill needs driven by green and digital change and includes 35 pilot training courses. See the presentation [here](#).

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:



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