



24th Austrian National session of the  
**MODEL EUROPEAN PARLIAMENT**

Salzburg, Austria  
16<sup>th</sup> – 19<sup>th</sup> January 2025

**Preparation Module**  
**Committee on Employment and Social Affairs (EMPL)**

***The question of skills mismatch in the European Union***

*The issue of skills mismatch in the EU's internal market has been increasing. According to OECD reports, approximately 80 million European workers possess skills that are incompatible with their jobs, leading to either overqualification or underqualification.*

*How can educational policies across the EU adapt to the changing environment of the EU's internal market? What changes can be introduced to schools and universities to ensure an effective absorption into the job market?*

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Distinguished delegates,

As your Committee Presidents, we would like to officially welcome you to the Committee on Employment and Social Affairs. Our committee is responsible for employment and all aspects of social policy including working conditions, social security, social inclusion and social protection; the free movement of workers and pensioners; workers' rights; health and safety measures at the workplace; the European Social Fund; vocational training policy, including professional qualifications; social dialogue; and all forms of discrimination at the workplace and in the labour market except those based on sex.

The focus of the EMPL Committee at this session, will be addressing the skill mismatch in the EU's internal market. This is an ever-growing issue that not only threatens citizens' employability, but also the EU market and economy as a whole. Overqualification and underqualification rates have been rising among the citizens of the EU, but these are not the only factors that result in skill mismatch. That is why our responsibility is to find ways in which the EU can adapt and persevere through this challenge. The approach taken needs to be multifaceted, while addressing both the root and other contributing factors that may lead to what is known as skill mismatch.

We are confident that your eagerness will result in a fruitful debate and a resolution that successfully tackles this issue. We expect you to look thoroughly through the preparation module and fact file we have prepared for you, while also conducting your own independent research, which is of equal importance. This will enable you to gain a deeper insight of our



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topic and uniquely approach it. Cooperating with like-minded peers will help you expand your horizons and also develop important skills.

When thinking of solutions to propose, bear in mind all the technicalities that need to be taken into consideration, in order to be efficient and resultful. Some questions that can guide you in your research are:

- What are the factors causing skill mismatch?
- What skills is there a surplus of and what skills is there a lack of?
- In what way does skill mismatch affect the EU?
- Why is overqualification a negative factor?
- What is the role of the EU in tackling this issue?
- How can education systems be adapted to the changing environment of the EU's internal market, without infringing on each country's right to develop their own curricula?

You are also required to submit a position paper of about 1-1.5 pages max, that should include: an overview of the issue, the EU's actions on the matter so far, the actions of the country you are representing and your personal opinion regarding what the committee should focus on during the meetings. As to the format you should use, it should be: 12 pt Times New Roman, 1.15 spacing, full justification.

We hope these documents will help you in your research. We are here to support you in any way you might need, through what we hope will be an invaluable experience. We are keenly looking forward to hearing from you should any questions arise and meeting you at the session.

Best regards,  
Tim and William

**Related Links:**

Defining the issue:

- i. [https://www.eib.org/attachments/efs/economics\\_working\\_paper\\_2019\\_05\\_en.pdf](https://www.eib.org/attachments/efs/economics_working_paper_2019_05_en.pdf) (overview of the issue- detailed, recent and extremely helpful)
- ii. <https://www.ilo.org/resource/article/what-skills-mismatch-and-why-should-we-care>
- iii. <https://fastercapital.com/topics/causes-of-the-skills-mismatch.html#:~:text=The%20skills%20mismatch%20is%20a%20result%20of%20various%20factors%20such,addressing%20the%20skills%20mismatch%20issue.>

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- iv. [https://www.h2020-pillars.eu/sites/default/files/2023-08/Pillars\\_Report\\_2022\\_Skill\\_Demand\\_Supply\\_Mismatch\\_EU.pdf](https://www.h2020-pillars.eu/sites/default/files/2023-08/Pillars_Report_2022_Skill_Demand_Supply_Mismatch_EU.pdf)
- v. [https://ec.europa.eu/eurostat/documents/7894008/9596077/Methodological\\_note.pdf](https://ec.europa.eu/eurostat/documents/7894008/9596077/Methodological_note.pdf)

Causes:

- vi. [https://www.cedefop.europa.eu/files/6220\\_en.pdf](https://www.cedefop.europa.eu/files/6220_en.pdf) (examines the drivers of labour shortages in European labour markets.)

Data analysis:

- vii. <https://www.cesifo.org/en/publications/2022/article-journal/skills-mismatch-automation-and-training> (download pdf)
- viii. [https://ec.europa.eu/eurostat/databrowser/view/lfsa\\_eoqgan2/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/lfsa_eoqgan2/default/table?lang=en) (overqualification rates by economic activity)
- ix. [https://www.oecd-ilibrary.org/economics/a-new-approach-to-skills-mismatch\\_e9563c2a-en](https://www.oecd-ilibrary.org/economics/a-new-approach-to-skills-mismatch_e9563c2a-en) (download pdf)

Tackling the issue:

- x. <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=10790#navItem-2>
- xi. <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=10696>
- xii. [https://www.google.com/search?sca\\_esv=8ded6165f44582e6&sxsrf=ADLYWIIbVkfjM01nxwkAMTuCo8CWTjcciQ:1715958402443&q=skills+mismatch+explained&tbm=vid&source=lnms&prmd=ivnbz&sa=X&ved=2ahUKEwiO1pmY-5SGAxVQVvEDH0vPCyUQ0pQJegQIERAB&biw=1536&bih=730&dpr=1.25#fpstate=ive&vld=cid:10b448dc,vid:bRdBZwF9G44,st:0](https://www.google.com/search?sca_esv=8ded6165f44582e6&sxsrf=ADLYWIIbVkfjM01nxwkAMTuCo8CWTjcciQ:1715958402443&q=skills+mismatch+explained&tbm=vid&source=lnms&prmd=ivnbz&sa=X&ved=2ahUKEwiO1pmY-5SGAxVQVvEDH0vPCyUQ0pQJegQIERAB&biw=1536&bih=730&dpr=1.25#fpstate=ive&vld=cid:10b448dc,vid:bRdBZwF9G44,st:0) (video talking about solving skill mismatch)

More sources and articles:

- xiii. <https://www.cedefop.europa.eu/en/keywords/skill-mismatch> (multiple articles regarding skill mismatch)
- xiv. <https://ec.europa.eu/eurostat/web/skills/methodology#Conceptual%20framework%20for%20skills-related%20statistics> (skills and methodology)
- xv. <https://www.euronews.com/business/2024/04/08/eu-jobs-crisis-as-employers-say-applicants-dont-have-the-right-skills> (article about skill mismatch)
- xvi. <https://www.etf.europa.eu/en/news-and-events/news/addressing-skills-mismatch-disruptive-policies> (article about addressing skill mismatch)
- xvii. [https://commission.europa.eu/about-european-commission/departments-and-executive-agencies/employment-social-affairs-and-inclusion\\_en](https://commission.europa.eu/about-european-commission/departments-and-executive-agencies/employment-social-affairs-and-inclusion_en) (DG EMPL)



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