



Addressing Skill Shortages in Europe: Migration, Energy Transition and International Cooperation

Keynote & Round Table Discussion

Date & Place: 6 October 2025 18h15-19h30, Uni MAIL, Boulevard du Pont d'Arve 40, Genève, Room MR030

Keynote: Will the lights stay on? European policy options to address labour shortages for the energy transition

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In Europe the energy transition faces a major labour bottleneck, with many additional theoretically and practically skilled workers needed by 2030 for wind, solar, and heat-pump deployment. Domestic training programs and demographic constraints mean migrant workers are indispensable. Yet, the European Unions' (EU) migration framework remains fragmented: low- and mid-skilled roles central to the green transition lack clear legal migration pathways, and recognition of foreign qualifications is slow. The potential of Global Skills Partnerships (GSPs) to link training abroad with EU mobility is stressed. Refugees also represent untapped talent pools. A further opportunity lies in preferential trade agreements (PTAs), which embed labour mobility provisions and could ease recruitment for renewable energy supply chains. A coherent EU strategy combining migration, education, development oriented GSPs and migrant and refugee inclusion, as well as PTAs is essential to avoid labour shortages undermining climate goals. Yet, the political sensitivities that constrain large scale migration must also be considered, as well as the obvious fact that the workers are human beings: welcoming talent means respecting their rights, offering opportunities. Combined, the topic makes for a toxic policy dilemma.

Four experts will continue the conversation on the topic, with room for input from the audience. We welcome:

- **Antonia Carzaniga**, Counsellor in the Trade in Services and Investment Division at the World Trade Organization (WTO).
- **Christiane Kuptsch**, Senior Specialist in Migration Policy at the International Labour Organization (ILO).
- **Angie Larocque**, Programme Manager – Immigration, Integration and the Network on Children and Youth, Intergovernmental Consultations on Migration, Asylum and Refugees (IGC)
- **Elizabeth Warn**, Head, Labour Mobility, Movement Resettlement and Labour Pathways Division, International Organization for Migration (IOM).

Moderation::Prof. **Elisa Fornalè**, World Trade Institute and Law Department, University of Bern & Prof. **Sandra Lavenex**, Department of Political Science and International Relations & Global Studies Institute, University of Geneva

This event takes place in the framework of the Horizon Europe Project "Global Strategy for Skills, Migration and Development" <https://qs4s.eu/> Funding by the European Commission and the Swiss State Secretariat for Education, Research and Education (SERI) is gratefully acknowledged.

