



# CAN MIGRANTS AND TECHNOLOGIES OFFSET POPULATION AGEING?

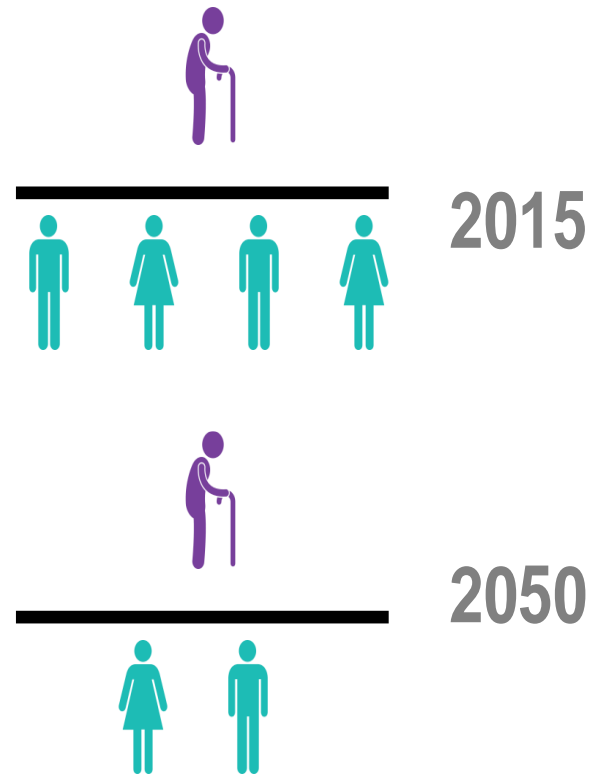


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# Populations are ageing

Old-age dependency ratio 65+/(15-64)  
OECD average





## And migration can help...

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Boost the workforce



Bring skills



Boost fertility



Promote growth



## ... to some extent

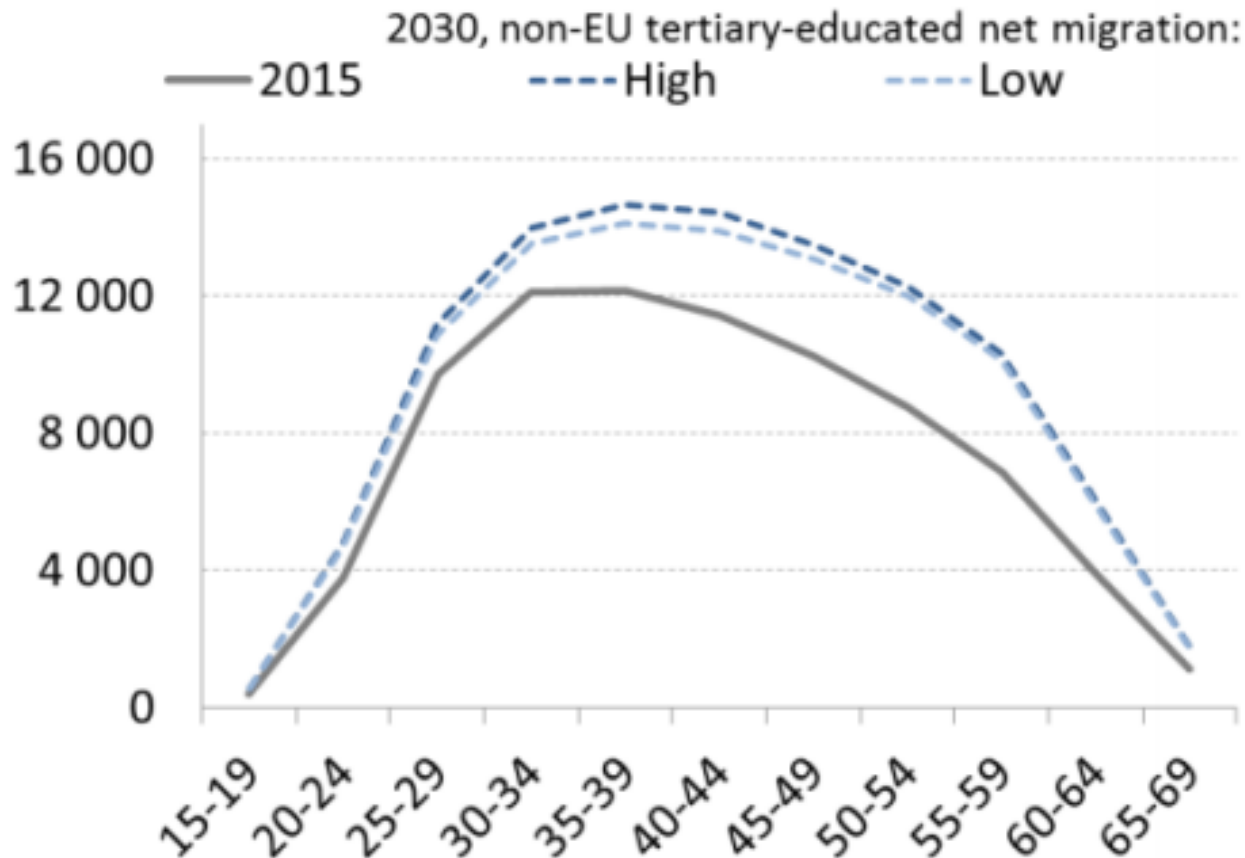
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- ❑ Migrants themselves get old
- ❑ The impact on fertility is transitory
- ❑ Skill structure is different
- ❑ Labour market participation is different



# At European level, the policy levers are limited

Tertiary-educated labour force of European countries in 2015 and 2030, according to two different scenarios for the size and education level of non-EU migration, by age (in thousands)





And we need to make sure that skills  
are put to good use

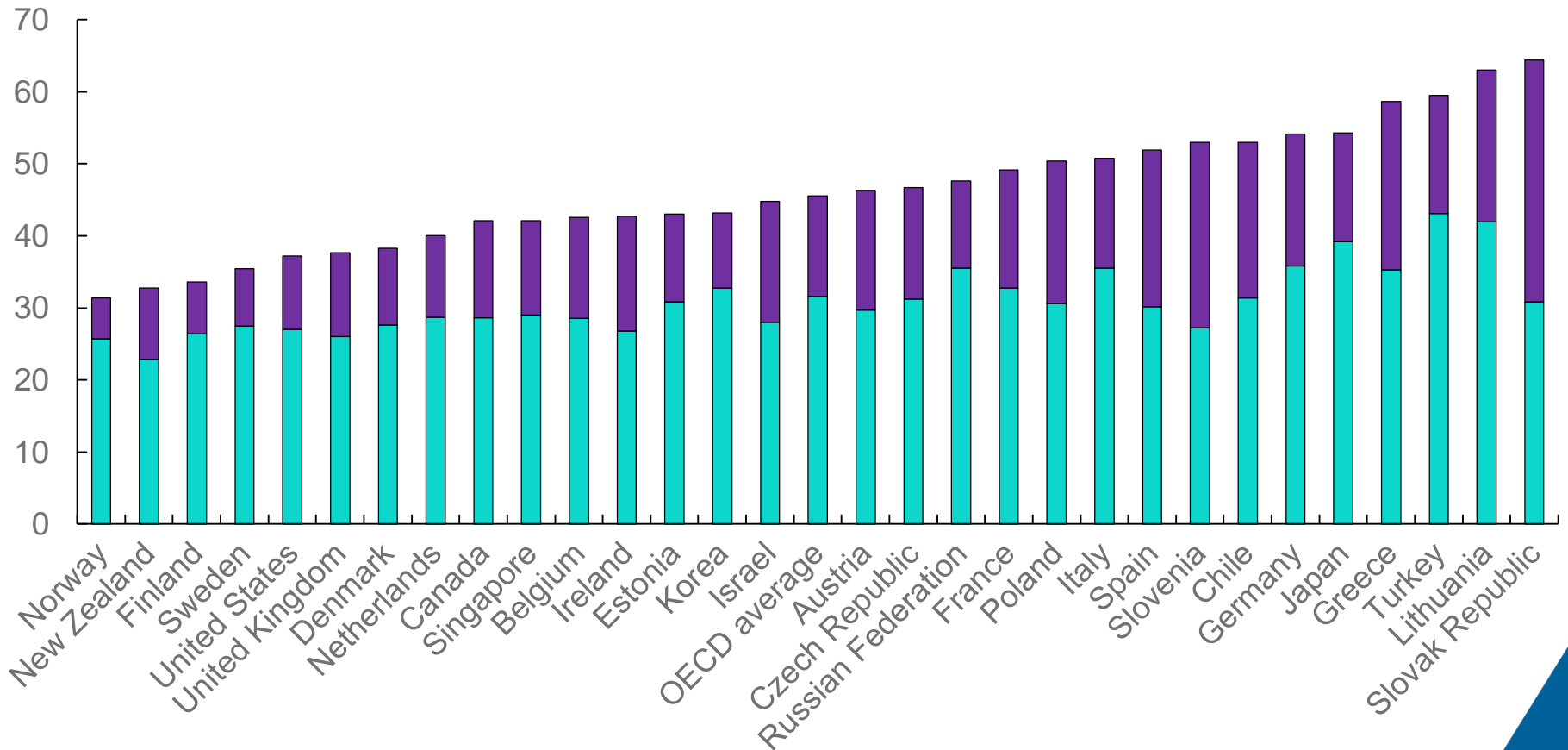
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- ❑ Recognise and value skills
- ❑ Develop skills
- ❑ Put skills to good use



# Technology can help...

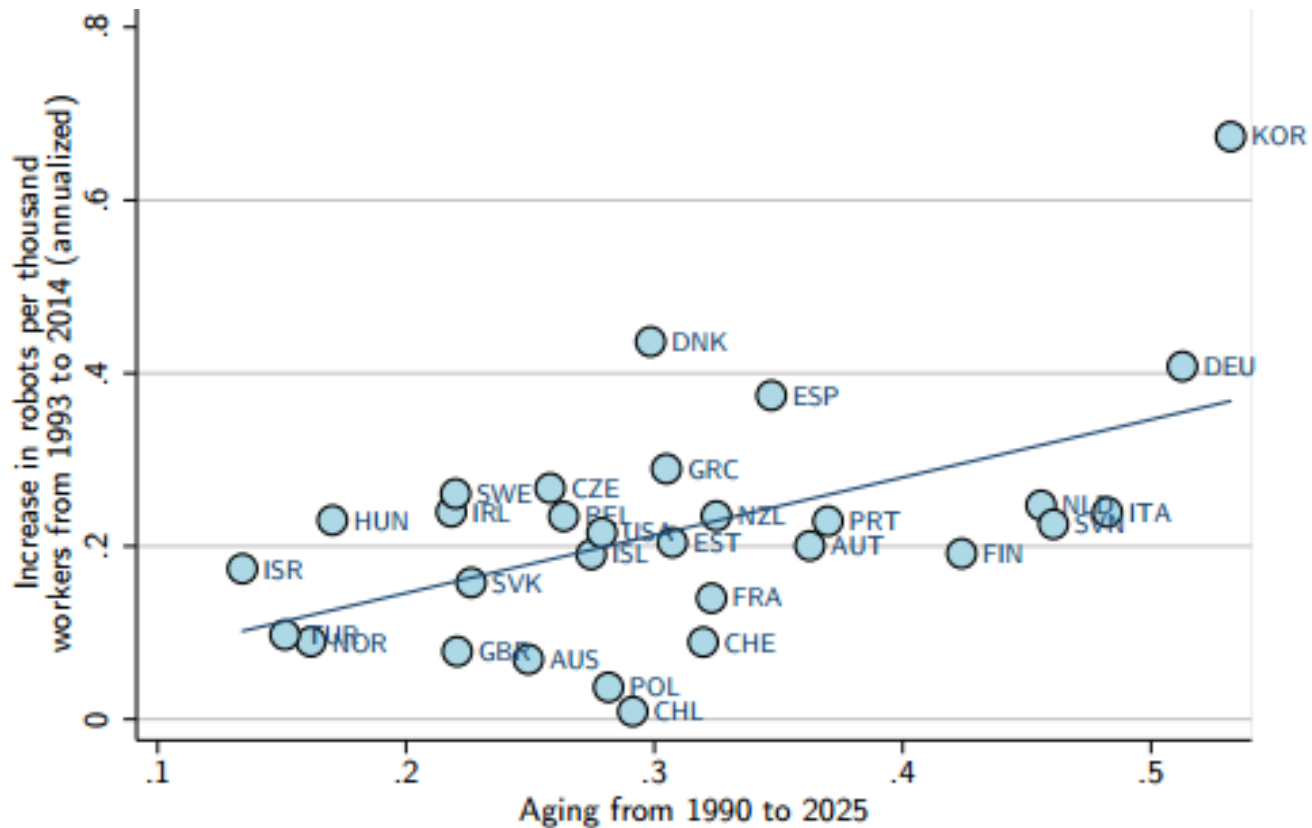
Share of jobs at **significant risk (50-70%)** and of **high risk (>70%)** of automation





# Robots and ageing go hand in hand...

Relationship between ageing and industrial robots

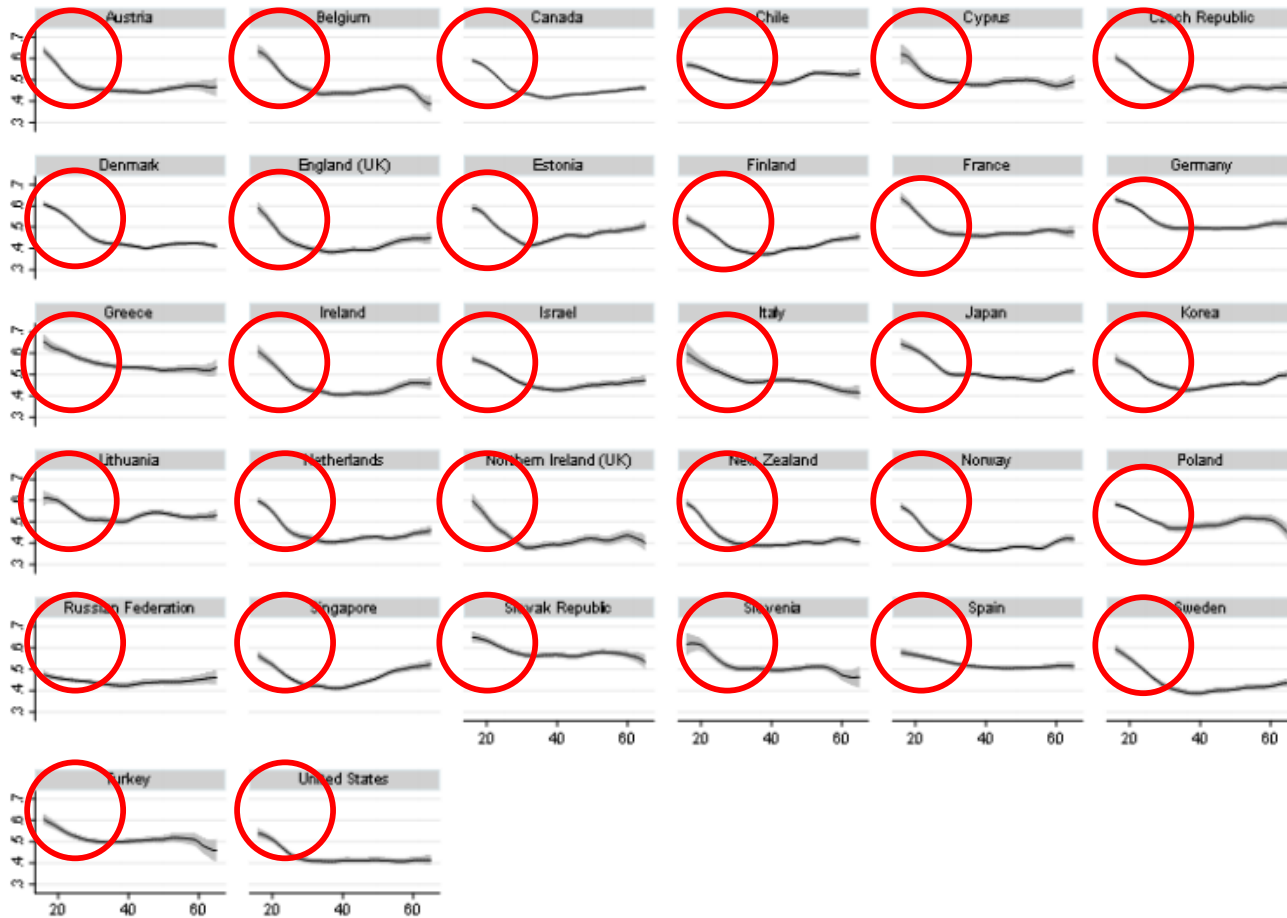






# ... to some extent

## Automatability and age





# The OECD Future of Work Initiative

[www.oecd.org/employment/future-of-work/](http://www.oecd.org/employment/future-of-work/)



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## Future of work

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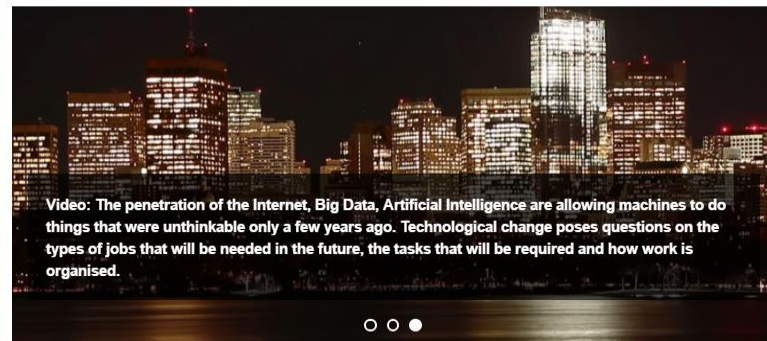
> [Local Economic and Employment Development \(LEED Programme\)](#)

## The Future of Work

Globalisation, technological progress and demographic change are having a profound impact on OECD labour markets, affecting both the quantity and quality of jobs that are available, as well as how and by whom they are carried out. The future of work offers unparalleled opportunities, but there are also significant challenges associated with these mega-trends. While it is difficult (if not counter-productive) to try and plan in detail for the potential changes that might affect the world of work in years to come, it is important that policy makers strengthen the resilience and adaptability of labour markets so that workers and countries can manage the transition with the least possible disruption, while maximising the potential benefits. Against this backdrop, the OECD Future of Work initiative looks at how demographic change, globalisation and technological progress are affecting job quantity and quality, as well as labour market inclusiveness - and what this means for labour market, skills and social policy.

## What's new

- > [New OECD collaborative PhD opportunity at Royal Holloway, University of London \(Dec 2017\)](#)
- > [Upcoming Seminar - Labour Relations in the Future World of Work \(11 Dec\)](#)
- > ["Unprecedented Unpredictability": Remarks by Angel Gurría \(Nov 2017\)](#)
- > [Announcing the 2017-18 Future of Work Fellows \(Nov 2017\)](#)





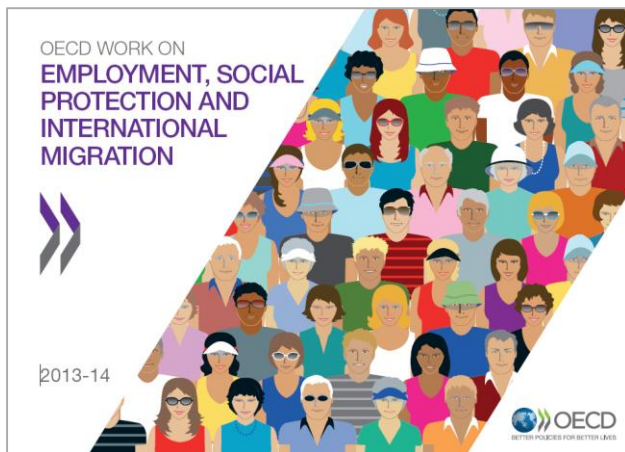
Thank you

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