



CAN MIGRANTS AND TECHNOLOGIES OFFSET POPULATION AGEING?

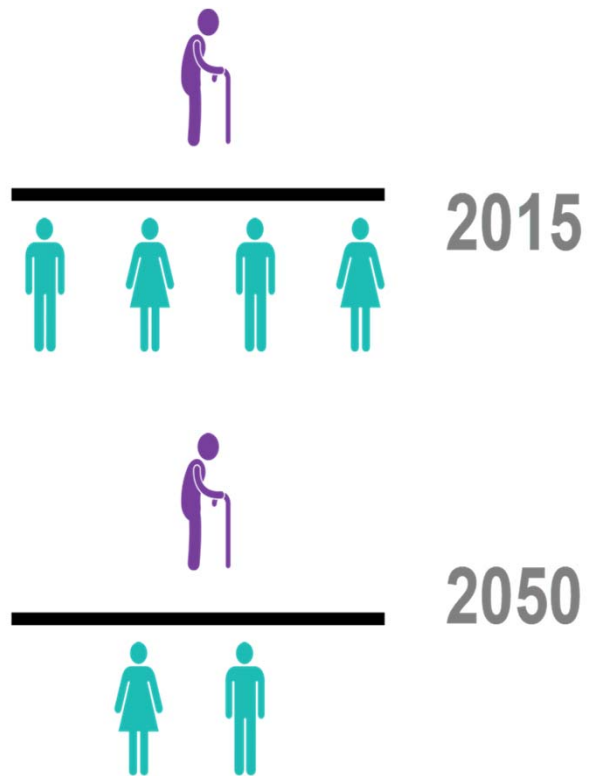


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Populations are ageing

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





And migration can help...



Boost the workforce



Bring skills



Boost fertility



Promote growth





... to some extent

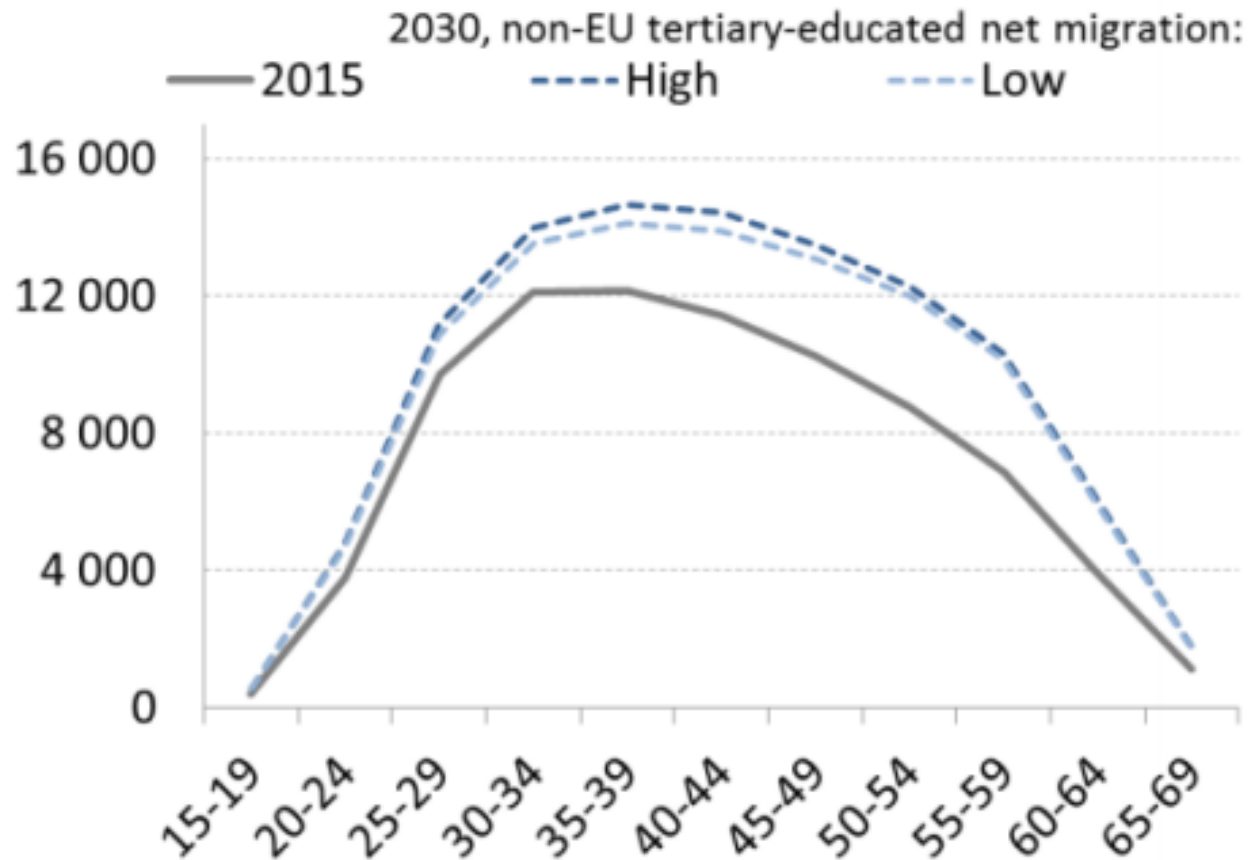
- Migrants themselves get old
- The impact on fertility is transitory
- Skill structure is different
- Labour market participation is different





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

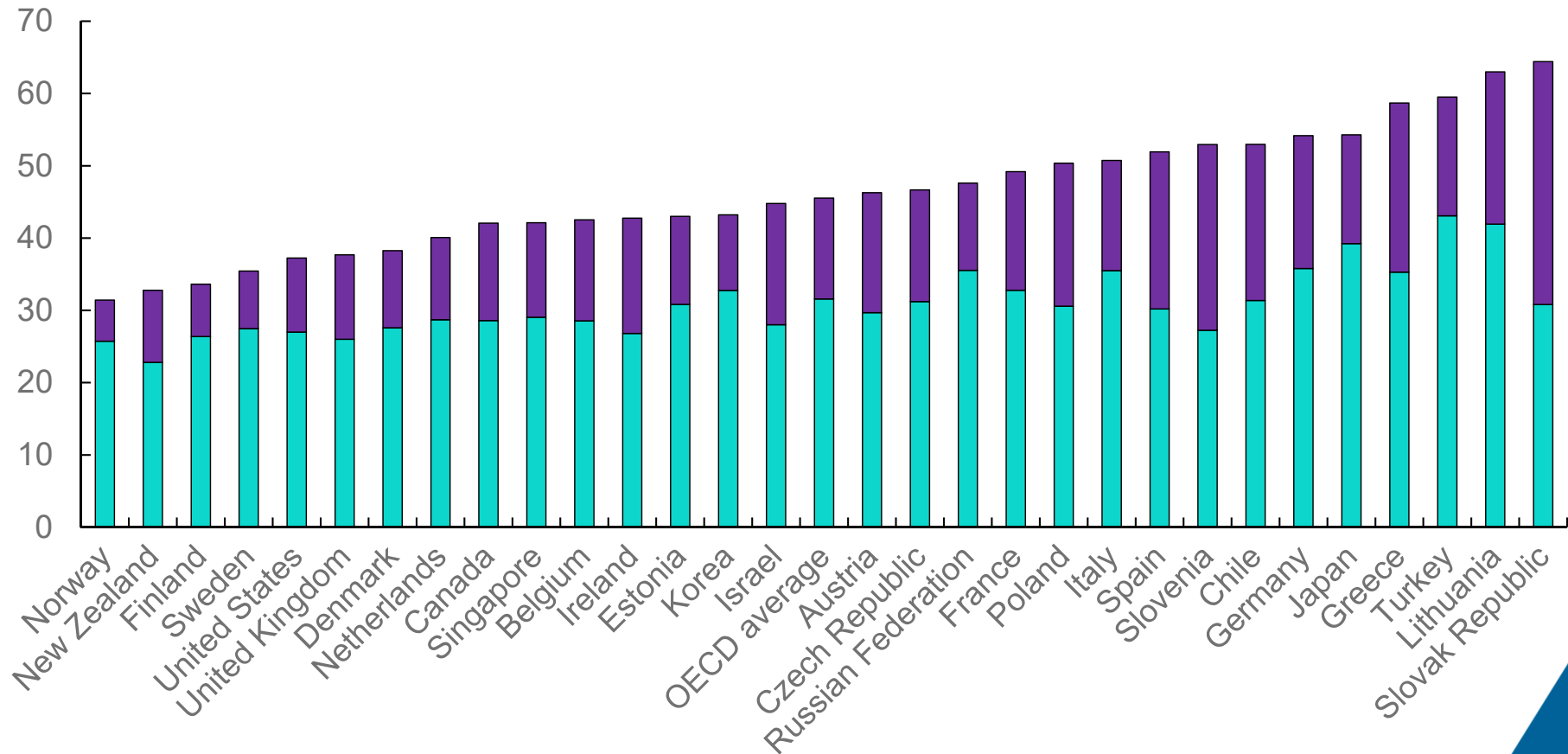
- Recognise and value skills
- Develop skills
- Put skills to good use





Technology can help...

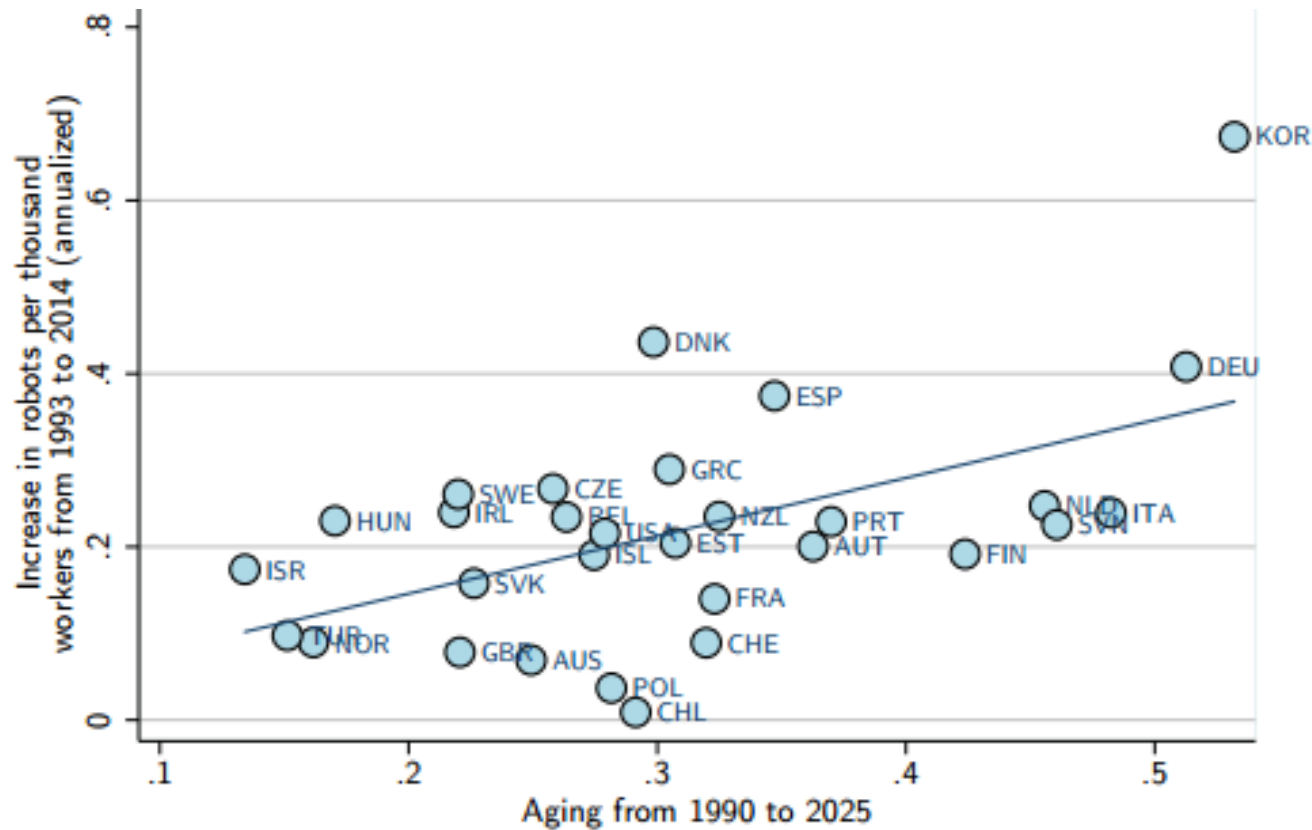
Share of jobs at **significant risk (50-70%)** and of **high risk (>70%)** of automation





Robots and ageing go hand in hand...

Relationship between ageing and industrial robots



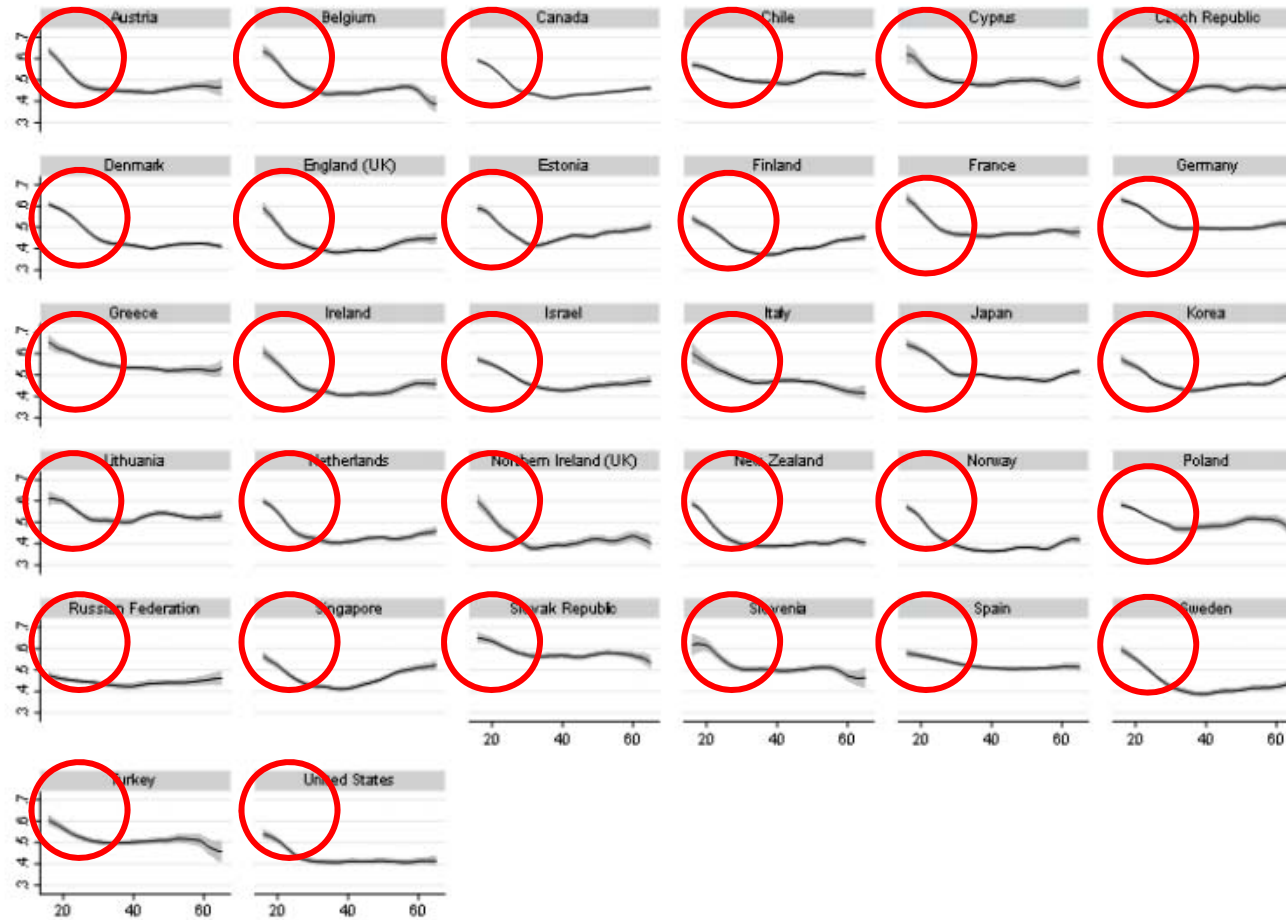
Source: Acemoglu and Restrepo (2017)





... to some extent

Automatability and age





The OECD Future of Work Initiative

www.oecd.org/employment/future-of-work/

The screenshot shows the OECD website's navigation and content for the Future of Work Initiative. At the top left is the OECD logo with the tagline "BETTER POLICIES FOR BETTER LIVES". To the right is a search bar labeled "Google Custom search" and a "Français" link. The main navigation bar includes "OECD Home", "About", "Countries", "Topics", and "Français". The breadcrumb trail reads "OECD Home > Employment > Future of work".

Future of work

- > Employment policies and data
- > Public employment and management
- > Labour markets, human capital and inequality
- > Labour statistics
- > 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)

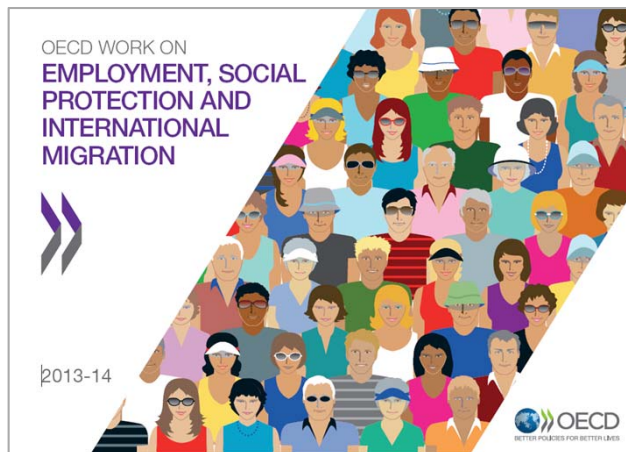
Video: The penetration of the Internet, Big Data, Artificial Intelligence are allowing machines to do things that were unthinkable only a few years ago. Technological change poses questions on the types of jobs that will be needed in the future, the tasks that will be required and how work is organised.



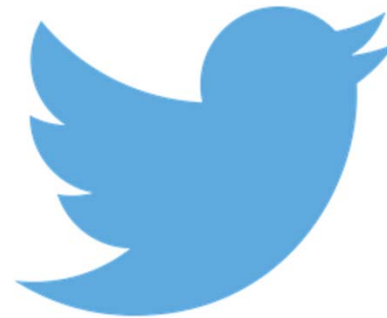
Thank you

Contact: Stijn.Broecke@oecd.org

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