



Demography, securing skilled personnel and labor market integration of refugees (I)

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Agenda

1. Terminology
2. Demography and employment
 - 2.1 Megatrends
 - 2.2 Decline in the workforce potential
 - 2.3 Ten areas of action

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1. Terminology

2. Demography and employment

2.1 Megatrends

2.2 Decline in the workforce potential

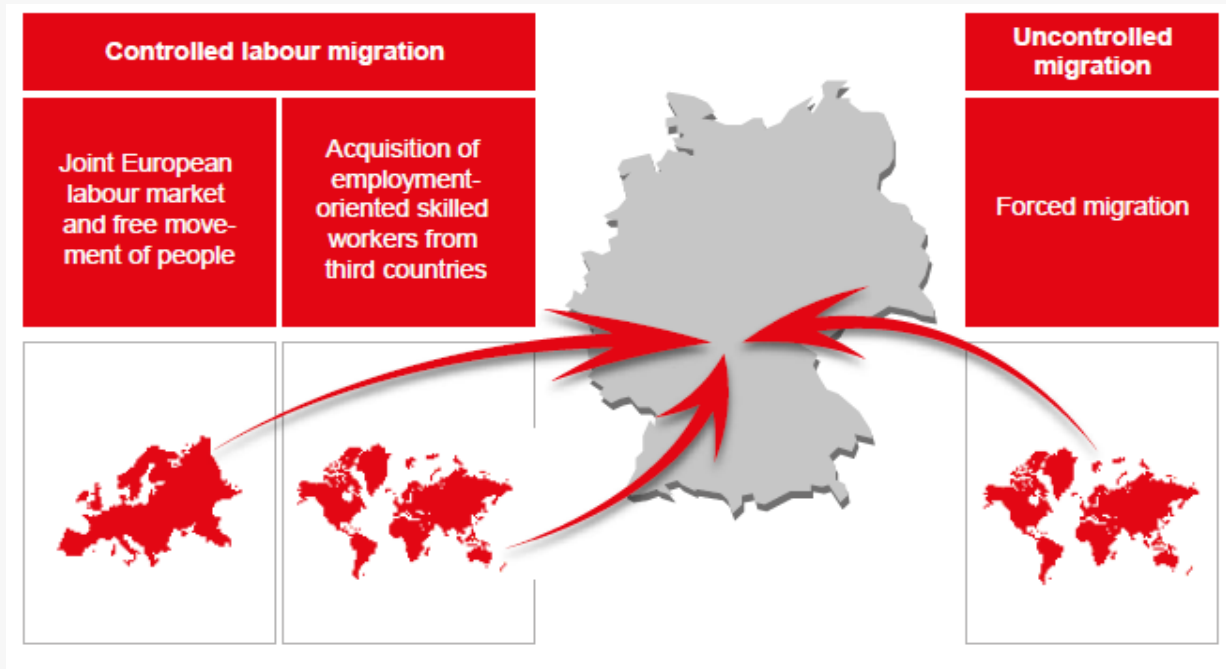
2.3 Ten areas of action

I. Terminology (1)

- **Demography and employment** (distinction for different countries, regions, localities, gender, social/migrant status)
 - Development and change in the age structure of population (Fertility / mortality rate; life expectancy, migration)
 - Development and change of age structure in the workforce (additional distinction: structure of industry, services, occupation, task, employment status)
 - Development and change of younger workers seeking access for education and work (additional distinction: education, training, qualification, industry, services, occupation, task)
 - Development and change of older workers in respect to transition from work to retirement (additional distinction: age, gender, industry, services, qualification, occupation, task, employment and health status)
- **Supply and demand in the labor markets**
 - concepts and results of measurement for surplus or shortage of labor
 - concepts and results for improving the matching of supply and demand by reducing the surplus and/or filling the shortage

I. Terminology (2)

- **Controlled labour migration versus uncontrolled migration**
 - Freedom of movement in the EU
 - Forced migration: protection from persecution and war as "Humanitarian Responsibility"
 - Labor migration: Improvement of working and living conditions / Filling the shortage of skilled employees



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Trend 1: Living and working become more mobile, flexible and more volatile.



Trend 2: Demographic change will be noticeable.



Trend 3: Markets are becoming more international.



Trend 4: The information and knowledge society is developing rapidly.



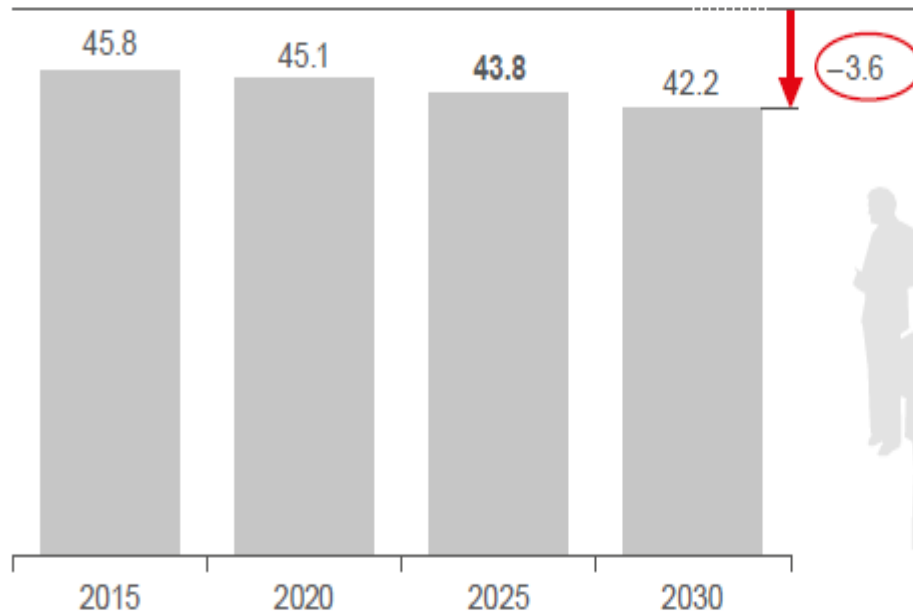
Trend 5: Participation chances are increasingly unevenly distributed.



Trend 6: Public finances remain tight.

2.1 Six Megatrends

- Decline in the labor force from 2015 to 2030 of 3.6 million (45.8 million to 42.2 million)



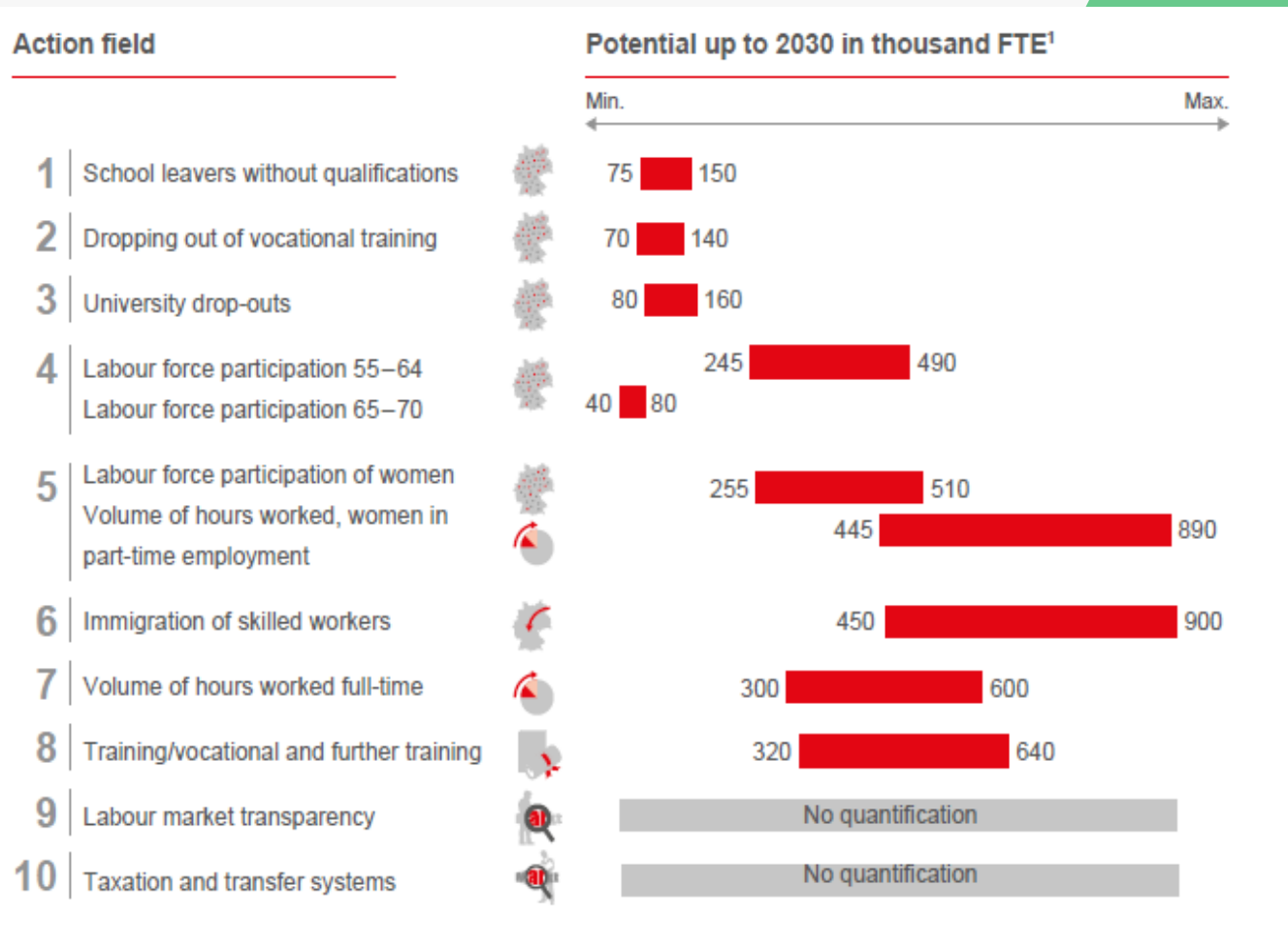
Potential labour force in millions

ASSUMPTIONS: Migration balance 200,000 annually, increasing activity rates of women and older persons
SOURCE: IAB, Base Year 2014



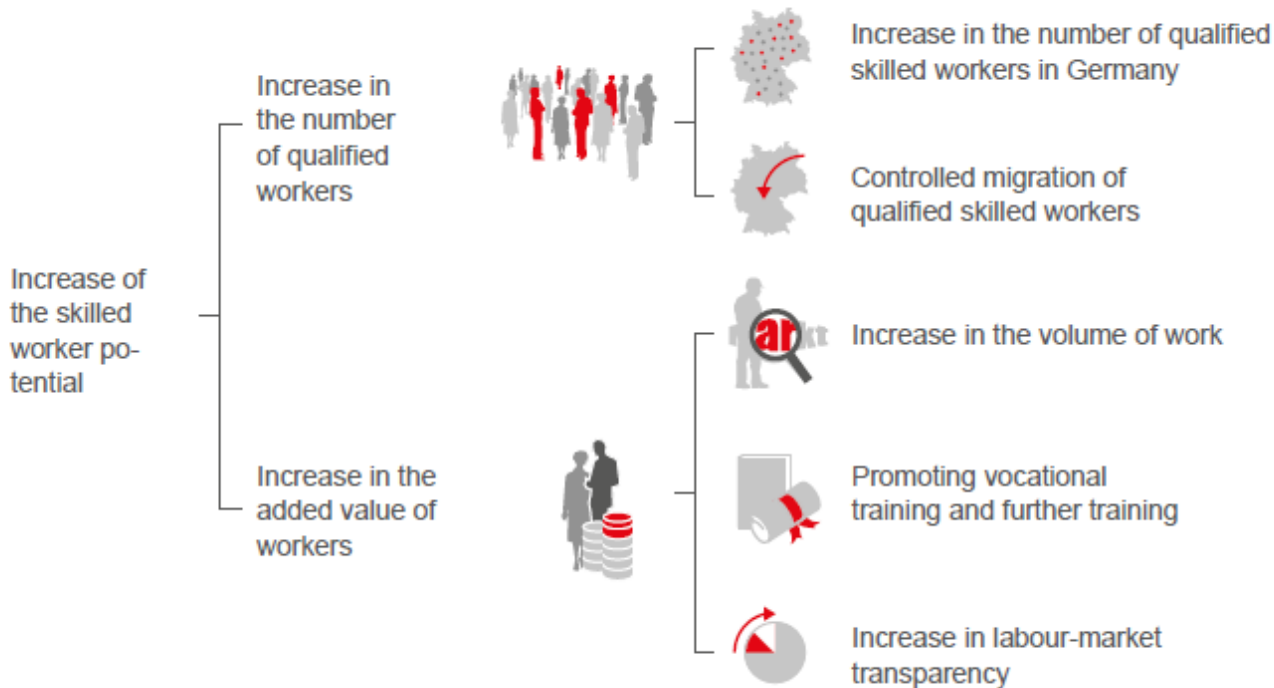
2.2 Decline in the workforce potential

- Ten fields of action
(with possible impact on the labor force potential)



2.3 Ten areas of action (1)

- **Two-fold approach in the area of action No. 6**
 - Special promotion of the immigration of qualified workers
 - Labor market integration of the significantly increased number of refugees



2.3 Ten areas of action (2)

**Thank you for the attention.
Questions?**

<http://www.engelen-kefer.de/>