



6 February 2025

Global Parliamentary Network

# SESSION ON DEMOGRAPHIC SHIFTS

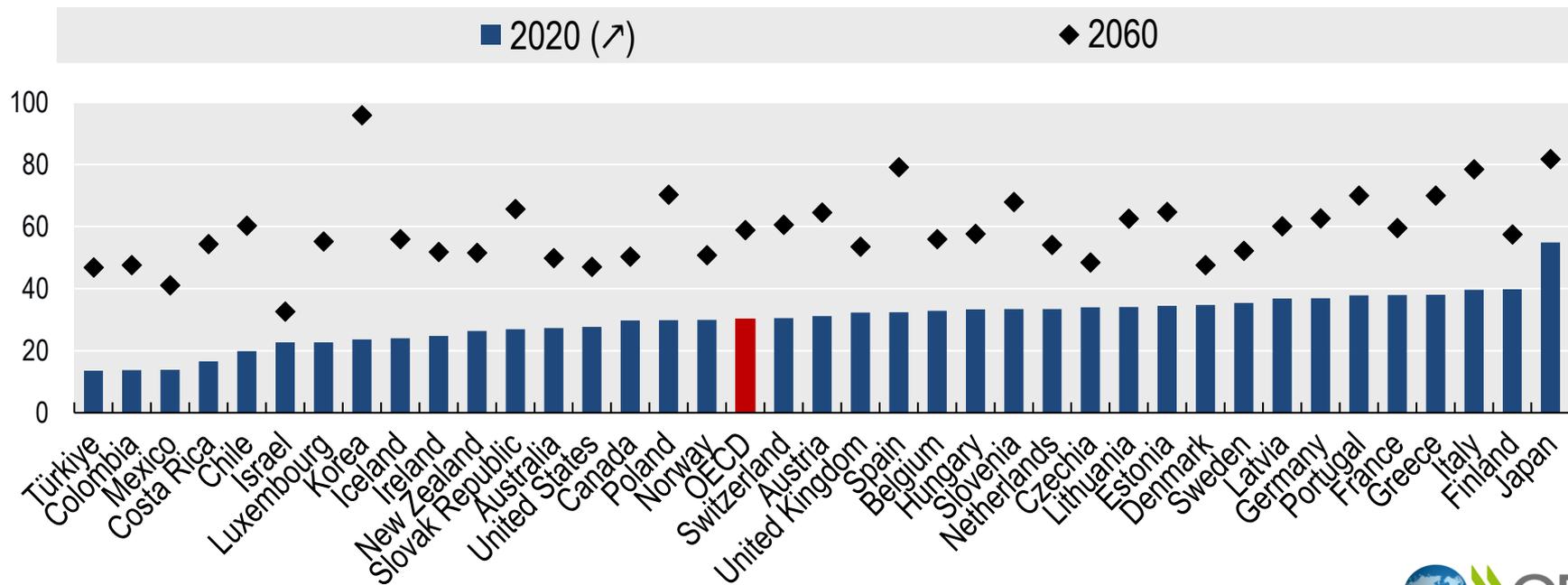
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# Population ageing is accelerating in most OECD countries

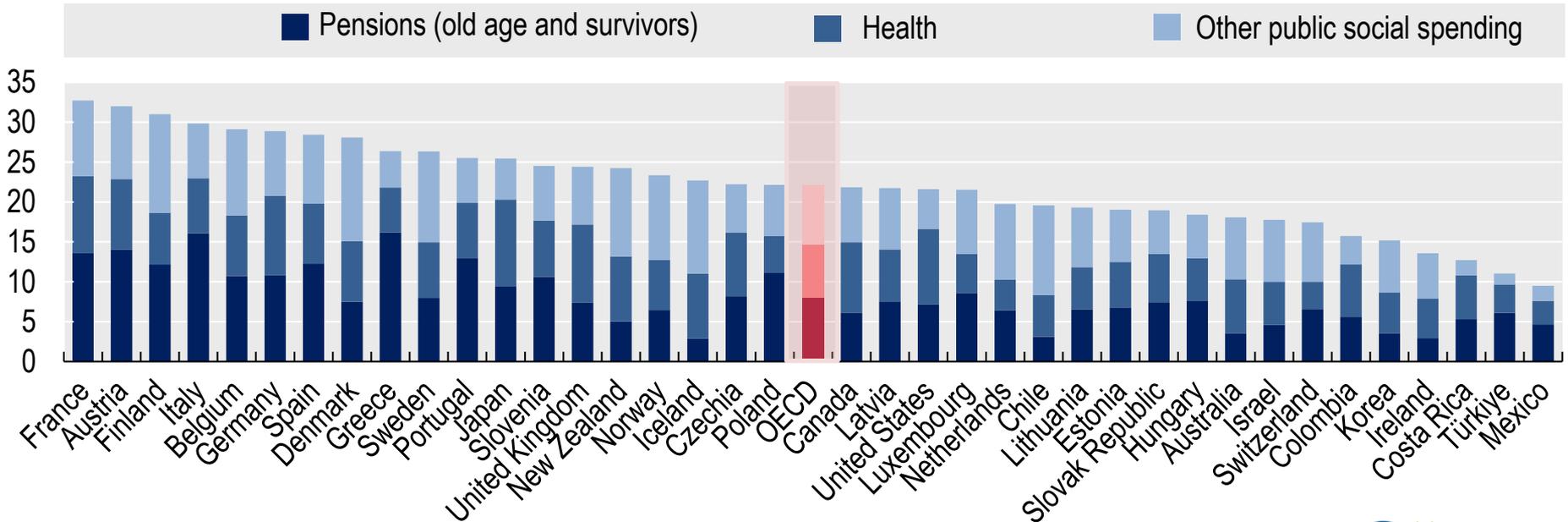
Number of people aged 65+ per 100 people of working age (20-64), in 1980, 2020 and 2060





# Most public social spending already goes to pensions and health

Public social spending by broad area, in 2021, in percentage of GDP

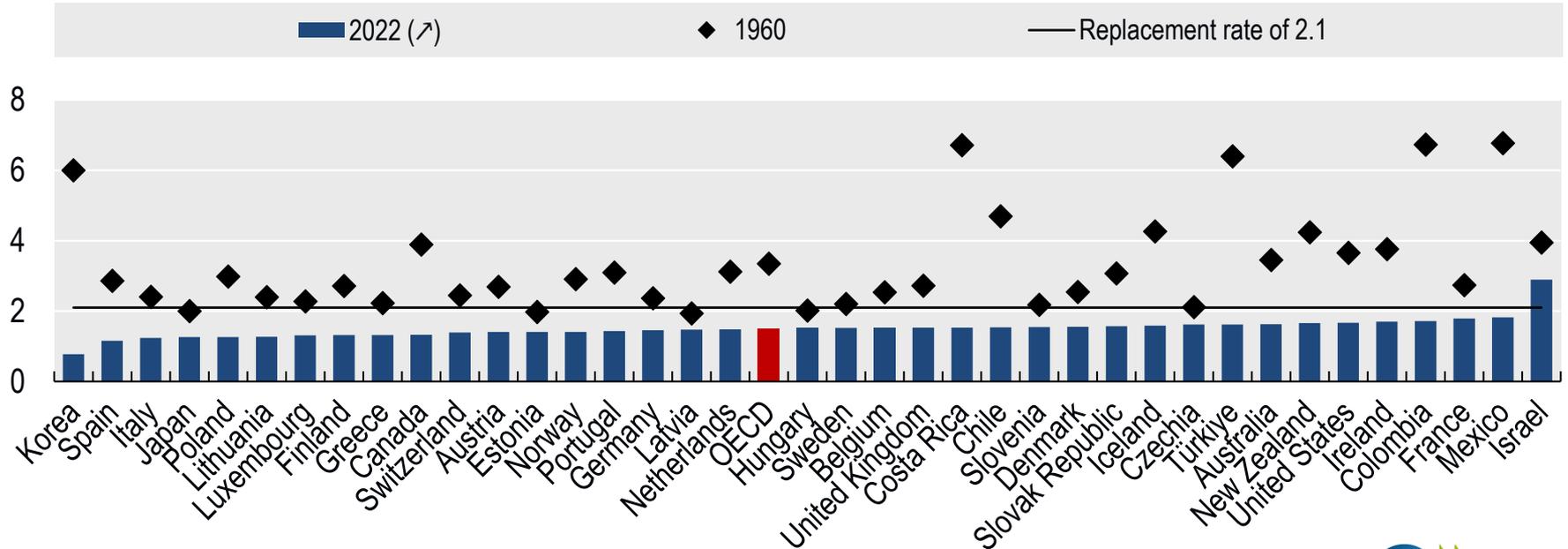


Source: Preliminary data from the OECD (2025) OECD Social Expenditure database



# Fertility rates have been falling in almost all OECD countries since the 1960s

Number of children per woman aged 15 to 49 in 1960, 1990 and 2022 (or nearest years)





# What causes the decline in fertility rates?

## Total fertility rates are ...

### Positively associated with

- ✓ Employment of parents
- ✓ Public spending on parental leave
- ✓ Early childhood education and care policies

### Negatively associated with

- ✓ Housing costs
- ✓ Poor labour market conditions

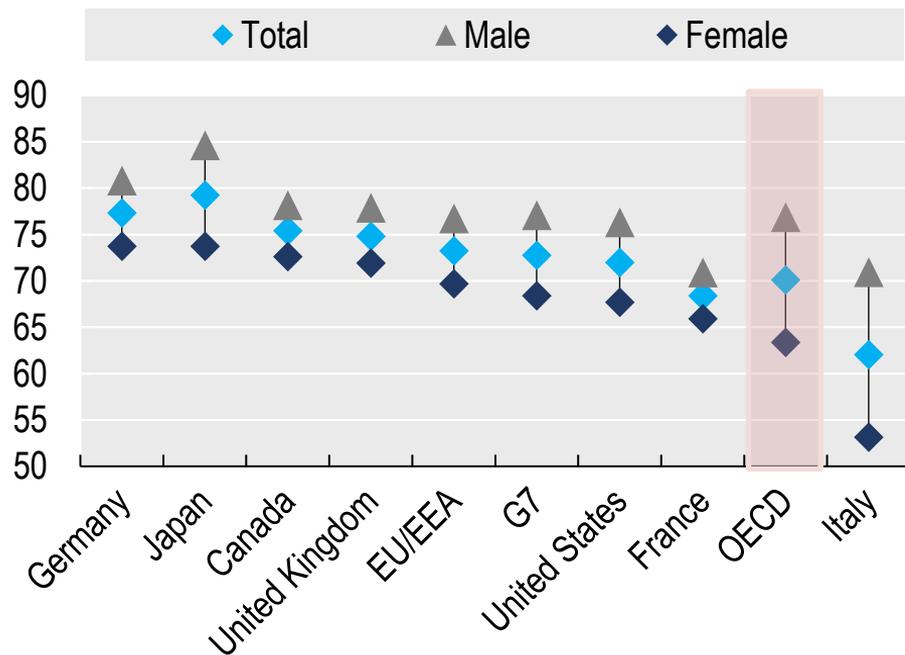
### Other factors

- ✓ Uncertainty
- ✓ Change in attitudes towards parenthood



# There is room to increase employment rates among women

Employment rate (%),  
men and women aged 15–64, 2023-Q4

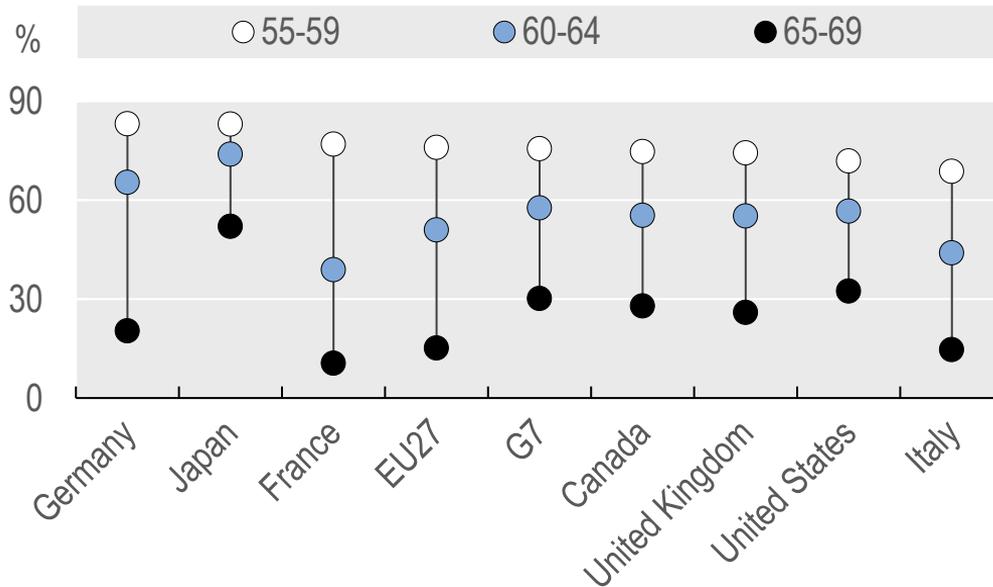


## Policy responses:

- Access to quality and affordable early childhood education and care.
- Out-of-school-hours services and smart workplace flexibility measures.
- Supporting the offer and take-up of parental leave by men.
- Other measures supporting a gender balance distribution of care.

# Older people in good health are an untapped reserve of productive workforce

Employment rates of older workers by age group, 2023



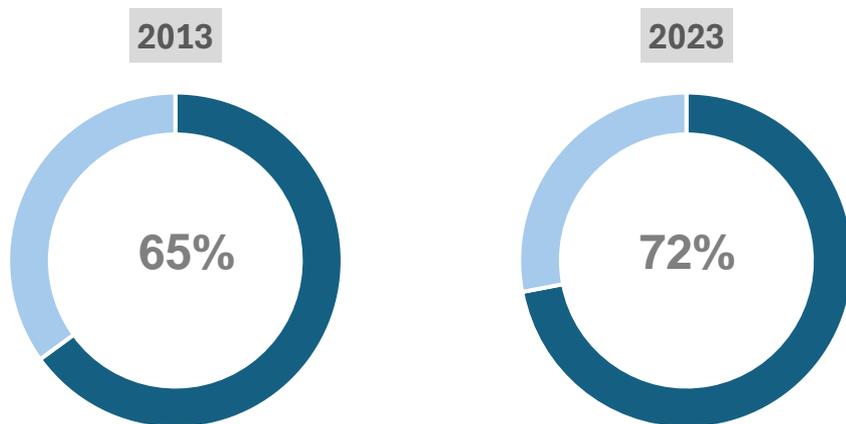
## Policy responses:

- Re-skilling and up-skilling opportunities for older workers
- Promoting career guidance and retirement planning
- Encouraging employers to hire and retain older workers
- Addressing health needs and improve job quality



# Making the most of the skills of regular migrants

## Average migrant employment rate across OECD countries



### Policy responses:

- Effective and responsive labour migration policies.
- Enhancing labour market integration of migrants.
- Promoting migrant entrepreneurship.
- Supporting international co-operation on migration.



THANK YOU