

# The Next Big Shift

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The global  
demographic  
imbalance is  
the most  
pressing  
AND  
neglected  
issue of our  
times



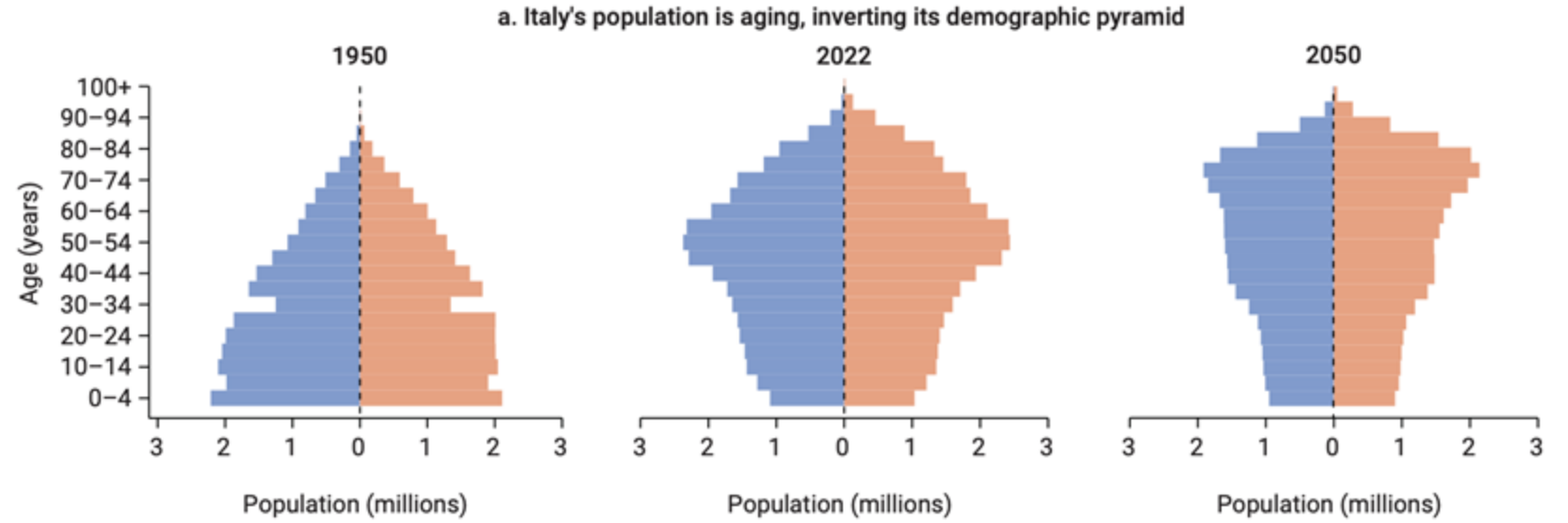


# Tectonic plates moving and volcanos about to erupt

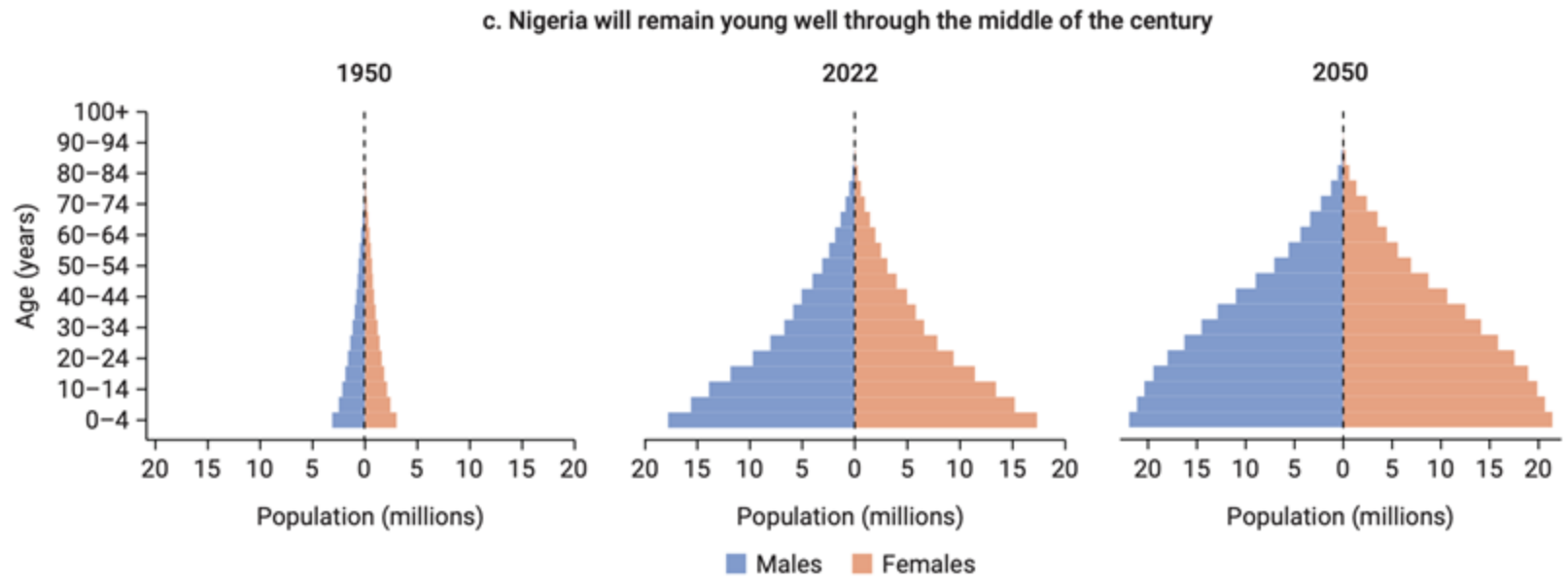
- The slow earthquake: In many middle- and high-income countries fertility rates have dropped to below replacement, and labor force is aging, resulting in shortages.
  - Jobs without people
- The volcano: In low-income countries abundance of young people without good enough job opportunities
  - People without jobs



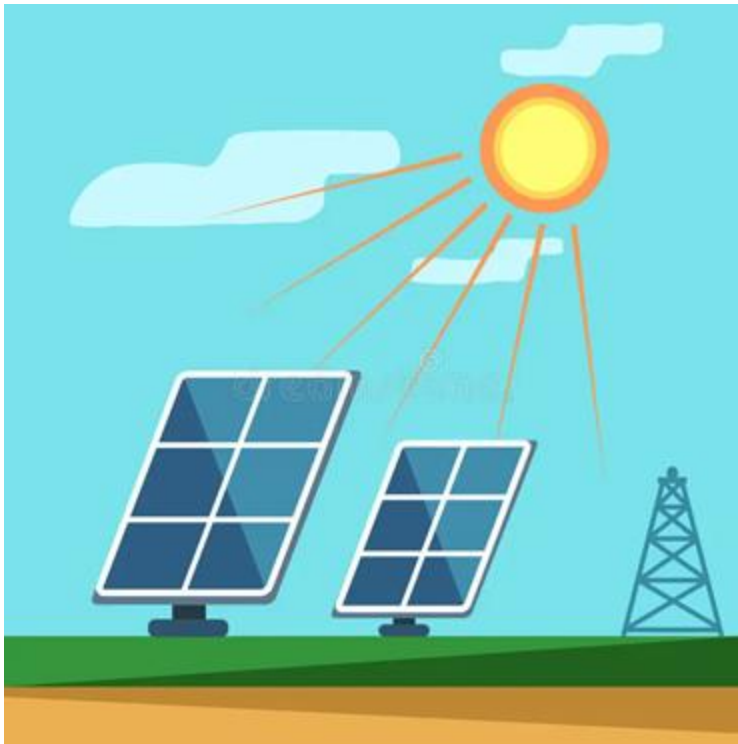
# Italy



# Nigeria



Labor shortages challenges are transversal across a number of critical global issues...

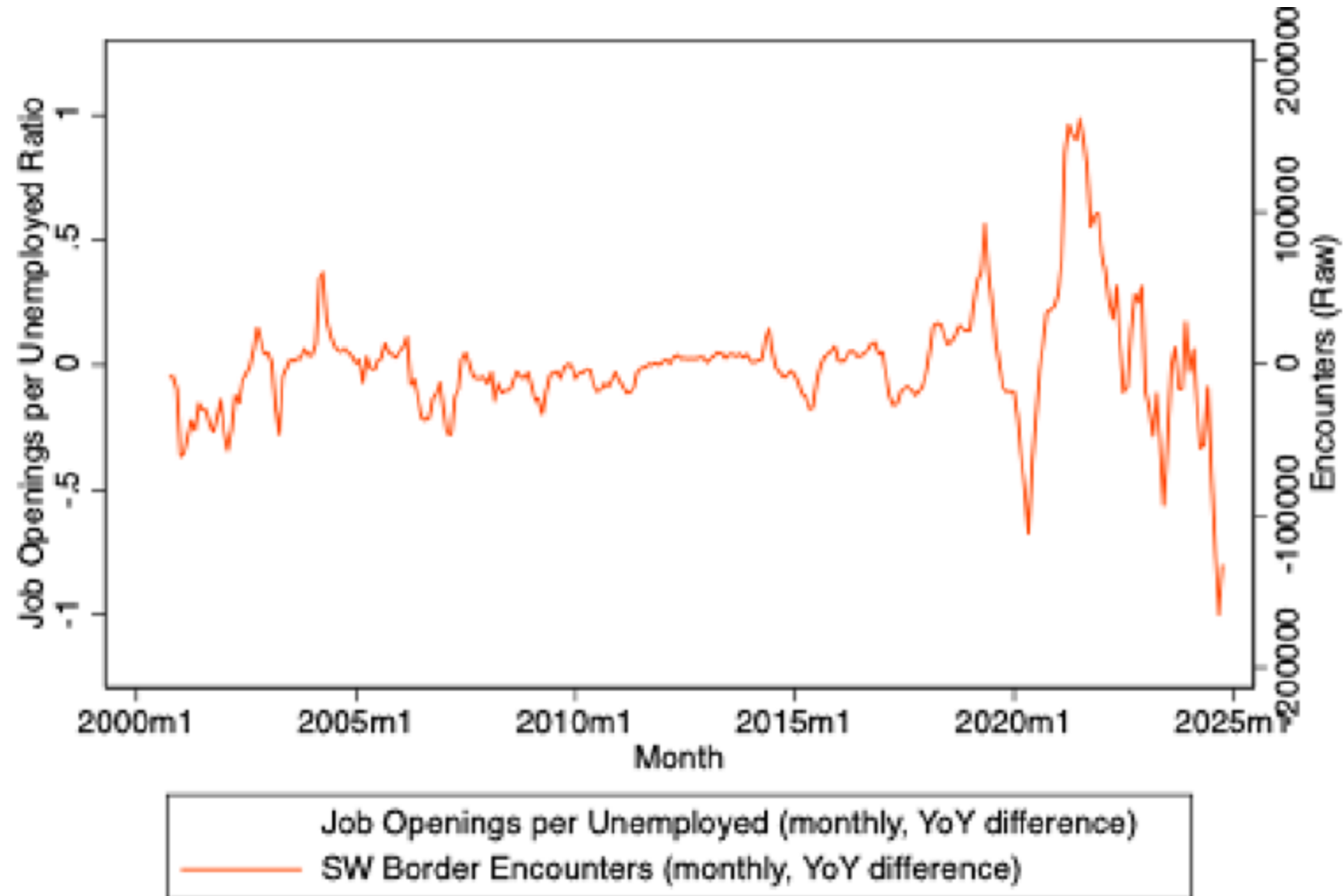






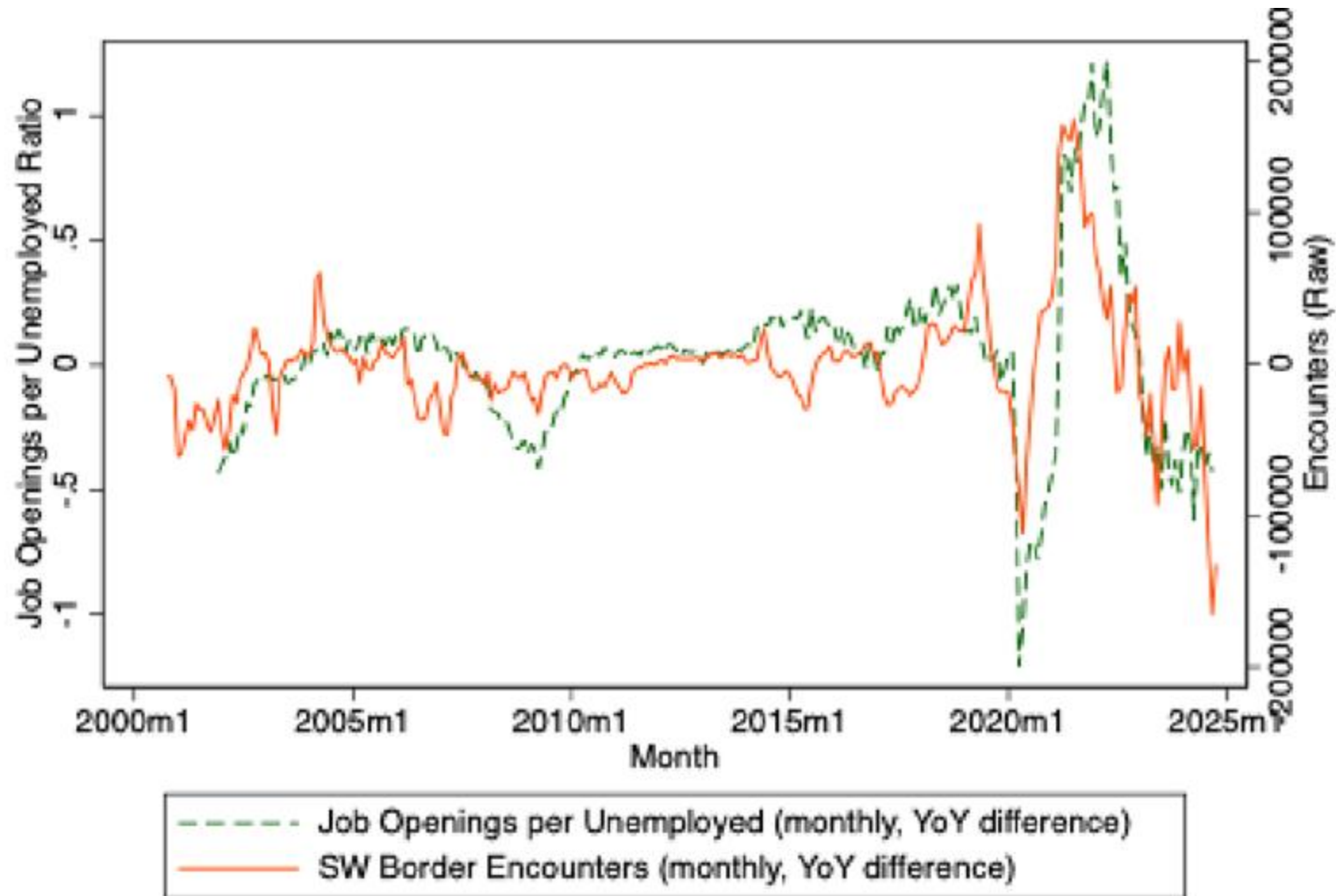
Is irregular  
migration  
part of  
this  
imbalance  
?

# Border crossings US SW border since 2000 (YoY)



**Source:** Bahar, D. 2025. "Not a Border Crisis, but a Labor Market Crisis: The Often Overlooked 'Pull' Factor of U.S. Border Crossings." *Journal of Policy Analysis and Management* 44, no. 2 (March): 674–680. <https://doi.org/10.1002/pam.22665>

# .... Vs. labor market tightness (YoY)



**Source:** Bahar, D. 2025. "Not a Border Crisis, but a Labor Market Crisis: The Often Overlooked 'Pull' Factor of U.S. Border Crossings." *Journal of Policy Analysis and Management* 44, no. 2 (March): 674–680. <https://doi.org/10.1002/pam.22665>

# In this panel we will explore some of the pressing questions...

- Migration as one solution to the demographic imbalance?
  - What other solutions are there, if any?
- What policy instruments are available to make this a win-win-win situation?
  - Skill building and credentials, financing, pathways
- Revisiting the brain drain Vs. brain gain dimension

# Our panelists today...



Caroline Theoharides, PhD  
Associate Professor of  
Economics, Amherst College



Andrew Selee, PhD  
President of the Migration Policy  
Institute



Caglar Ozden, PhD  
Deputy Chief Economist  
MENA, World Bank