



2nd Forum of the OECD Crete Centre on Population Dynamics

Demographic shifts: Shaping tomorrow's labour markets

AGENDA

Dates: 11-12 November 2025

DAY 1

12.00 – 12.30	Registration and snacks
12.30 – 13.00	<p>Welcome remarks</p> <ul style="list-style-type: none"> • Aris Alexopoulos, Head of the OECD Crete Centre on Population Dynamics • Panagiotis Simandirakis, Mayor, Municipality of Chania • Konstantinos Tsalakos, Delphi Economic Forum • Sevi Voloudaki, Deputy Minister of Migration and Asylum, Hellenic Republic • Nikos Kalogeris, Deputy Governor, Region of Crete
13.00 – 13.30	<p>Opening keynote address</p> <ul style="list-style-type: none"> • Kyriakos Mitsotakis, Prime Minister, Hellenic Republic (recorded video message) • Mathias Cormann, Secretary-General, OECD (recorded video message) • Asa Johansson, Director, Policy and Research Branch, Economics Department, OECD (via video link)
13.30 – 15.00	<p>Session 1: Adapting labour markets to demographic shifts and increased longevity</p> <p><i>Demographic changes are reshaping labour markets as ageing reduces the share of working-age people and increases that of older people, who typically have lower employment rates. Governments must act now, focusing on measures that promote healthy ageing and encourage labour market participation across all groups. Removing barriers to the employment of older workers, including by redesigning labour market institutions, and providing effective lifelong learning that keep skills updated are essential steps in this regard. Such comprehensive policy action can help tackle the challenges and seize the opportunities of a longevity society.</i></p> <p>Keynote speech: Realising the potential of a longevity society</p> <ul style="list-style-type: none"> • Andrew Scott, Senior Director of Economics, Ellison Institute of Technology, Oxford University; Professor of Economics, London Business School

	<p>OECD Setting the scene: Reviving Labour Supply: Mobilising Workers in Response to Demographic Change</p> <ul style="list-style-type: none"> ● Shruti Singh, Senior Economist, Employability Division, Directorate for Employment, Labour and Social Affairs, OECD <p>Panellists</p> <ul style="list-style-type: none"> ● Konstantinos Gloumis-Atsalakis, Secretary General for Demography and Housing Policy, Ministry of Social Cohesion and Family Affairs, Hellenic Republic ● Asa Johansson, Director, Policy and Research Branch, Economics Department, OECD (via video link) ● Andrew Scott, Senior Director of Economics, Ellison Institute of Technology, Oxford University; Professor of Economics, London Business School ● Alexandra Tragaki, Professor of Economic Demography, Harokopio University, Athens, Greece <p>Chair: Maria Gavouneli, Chair of the Crete Centre Advisory Board, OECD</p>
15.00 – 15:15	Coffee break
15.15 – 16.45	<p>Session 2: Workforce ageing and its effects on productivity and labour market dynamics</p> <p><i>Population and workforces are ageing in the OECD area, coinciding with a slowdown in productivity growth. Better understanding the linkages is vital, especially at the industry level, given that workers' age composition and skill requirements vary across industries. OECD research shows that workforce ageing reduces productivity in skills-intensive and ICT-intensive industries, potentially weakening a country's innovation capacity. On the other hand, workforce ageing can have a positive effect on industry productivity through synergies between experienced and less experienced workers. Policies to help older workers update continuously their skills and increase job mobility, as well as age-diverse working environments can reduce skills mismatches and boost productivity.</i></p> <p>Keynote speech</p> <ul style="list-style-type: none"> ● Joanna Tyrowicz, Professor of Economics, University of Warsaw, Poland <p>Setting the scene: Workforce ageing and productivity: an analysis by industry characteristics</p> <ul style="list-style-type: none"> ● Vivian Koutsogeorgopoulou, Senior Economist, Crete Centre, Structural Policy and Research Division, Economics Department, OECD <p>Panellists</p> <ul style="list-style-type: none"> ● Iñigo Calvo Sotomayor, Associate Professor, University of Deusto-Deusto Business School, Spain ● Evangelos Dioikitopoulos, Associate Professor of Economics, Athens University of Economics and Business, Greece ● Nikos Milapidis, Secretary General for Labour Relations, Ministry of Labour and Social Security, Hellenic Republic ● Joanna Tyrowicz, Professor of Economics, University of Warsaw, Poland <p>Chair: Tomasz Koźluk, Economic Counsellor to the Chief Economist, Economics Department, OECD</p>
16.45 -16.50	<p>Closing of the first day</p> <ul style="list-style-type: none"> ● Aris Alexopoulos, Head of the OECD Crete Centre on Population Dynamics

DAY 2

09.30 – 10.00	Welcome coffee
10.00 – 10.15	Opening session <ul style="list-style-type: none"> • Dubravka Šuica, European Commissioner for the Mediterranean (recorded video message) • Kyriakos Pierrakakis, Minister of Economy and Finance, Hellenic Republic (recorded video message)
10.15 – 11.45	<p>Session 3: Addressing labour market shortages in an ageing society</p> <p><i>Population ageing reduces the share of workers in the population. Fully tapping into the skills and talents of all segments of society—including older individuals, women, youth and immigrants is essential to help address emerging labour shortages. Making the education and training systems more responsive to evolving labour market needs should also be a high priority. Immigration can be an additional policy tool, though alone cannot fully offset the impact of demographic change. To be effective, migration frameworks must be based on regular labour assessments, streamlined administrative processes and comprehensive integration programmes for immigrants.</i></p> <p>Keynote speech:</p> <ul style="list-style-type: none"> • Werner Eichhorst, Coordinator of Labor Market and Social Policy in Europe IZA Institute of Labor Economics <p>Setting the scene: Migration as an additional policy lever to address labour shortages: A case study of Greece</p> <ul style="list-style-type: none"> • Cem Özgüzel, Economist, Crete Centre, Structural Policy and Research Division, Economics Department, OECD <p>Panellists</p> <ul style="list-style-type: none"> • Maite Alguacil, Professor of Economics, University Jaume I; Scientific Advisor of the Cabinet of the Minister of Inclusion, Social Security and Migration, Spain • Lisa Andersson, Economist, Directorate for Employment, Labour and Social Affairs, OECD • Werner Eichhorst, Coordinator of Labor Market and Social Policy in Europe, IZA Institute of Labor Economics • Alessandra Venturini, Professor of Political Economy, University of Torino, Italy <p>Chair: Aris Alexopoulos, Head of OECD Crete Centre on Population Dynamics</p>
11.45 – 12.00	Coffee break
12.00 – 12.45	<p>Roundtable discussion: Policy solutions for demographic transition challenges</p> <p><i>This session highlights evidence-based policy actions, drawing on country experiences, to address the impact of rapid demographic shifts on labour markets. While longer life expectancy is a major achievement, it also poses significant challenges as it coincides with a slowing or shrinking working-age due to low fertility rates with broad socio-economic consequences. How people age is crucial- remaining healthy and productive is key. A timely, holistic approach is needed, combining fiscal and structural reforms, and redesigning health, pension, labour and educational institutions for new realities.</i></p> <p>Recorded messages</p> <ul style="list-style-type: none"> • Niki Kerameus, Minister of Labour and Social Insurance, Hellenic Republic • Elma Saiz Delgado, Minister for Inclusion, Social security and Migration, Spain

	<p>Panel discussion</p> <ul style="list-style-type: none"> • Tom Bevers, Adviser General, Federal Ministry of Employment, Belgium; Chair of the OECD ELSAC Working Party on Employment • Costas Meghir, Douglas A. Warner III Professor of Economics, Yale University (via video link) • Filiz Unsal, Deputy Director, Policy and Research Branch, Economics Department, OECD <p>Chair: Ambassador George Pagoulatos, Permanent Representative of Greece to the OECD</p>
12.45 – 13.00	<p>Concluding remarks and closing of the conference</p> <ul style="list-style-type: none"> • Filiz Unsal, Deputy Director, Policy and Research Branch, Economics Department, OECD