



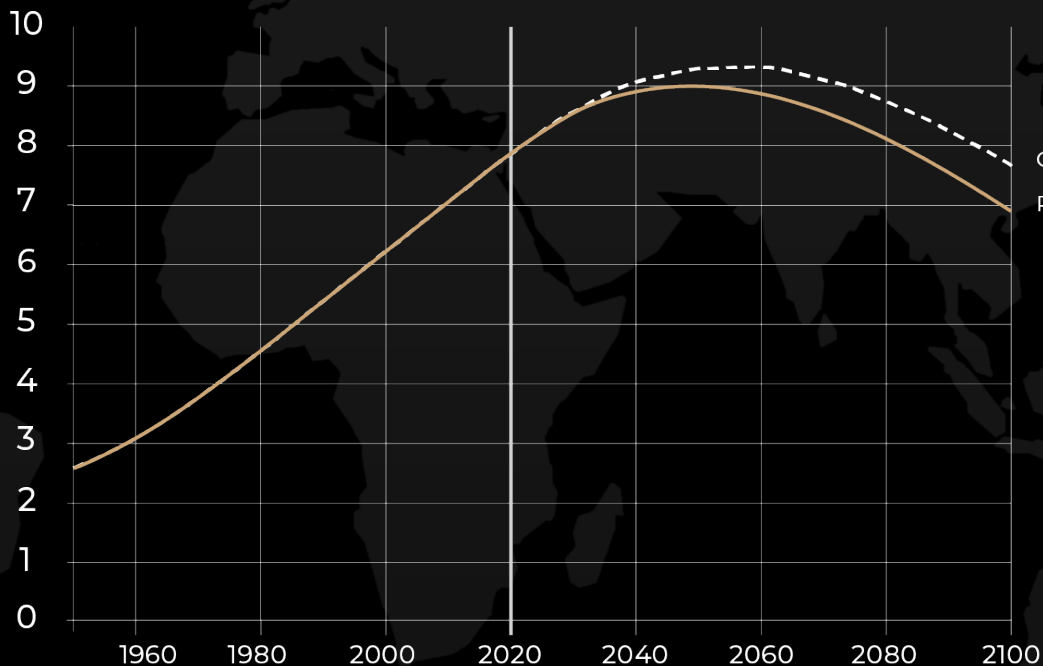
Winning the War for Young Talent

Dr. Parag Khanna
Managing Partner, FutureMap

Welcome to “Peak Humanity”

- World population peaking below 9.5 billion
- Fastest population growth remains in Africa but fertility falling rapidly
- OECD countries already sub-replacement fertility and depopulating absent immigration
- Smaller population is good for the planet but needs generational balance
- Irony of migration controls: Large dependency ratios in aging societies
- From populism and xenophobia to a global war for young talent?

Population
(Billion)

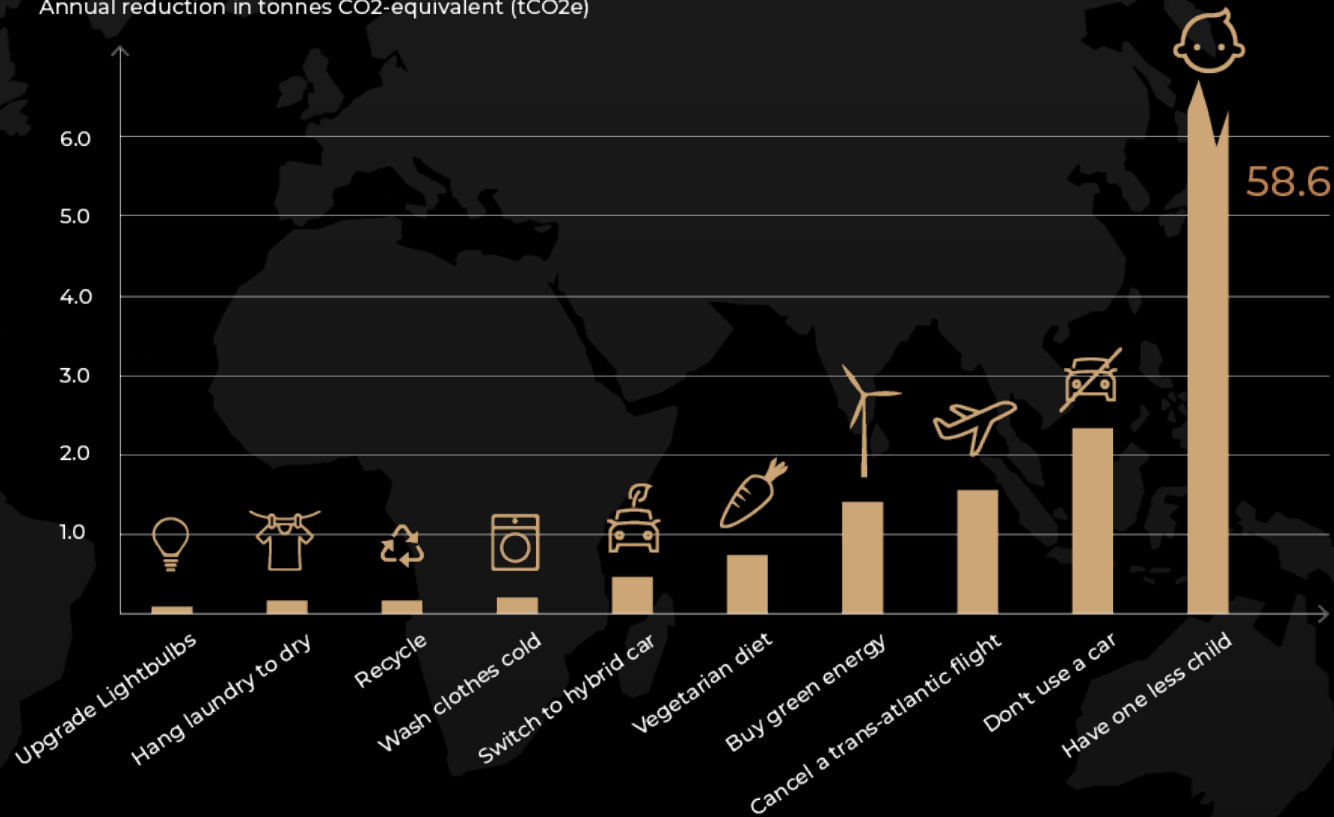


Gradual decline scenario
Rapid decline scenario

Climate Change & the “Baby Bust”

In addition to the economic and social pressures associated with raising children, today's Millennials also view having children at all as tantamount to ecological catastrophe.

Annual reduction in tonnes CO₂-equivalent (tCO₂e)

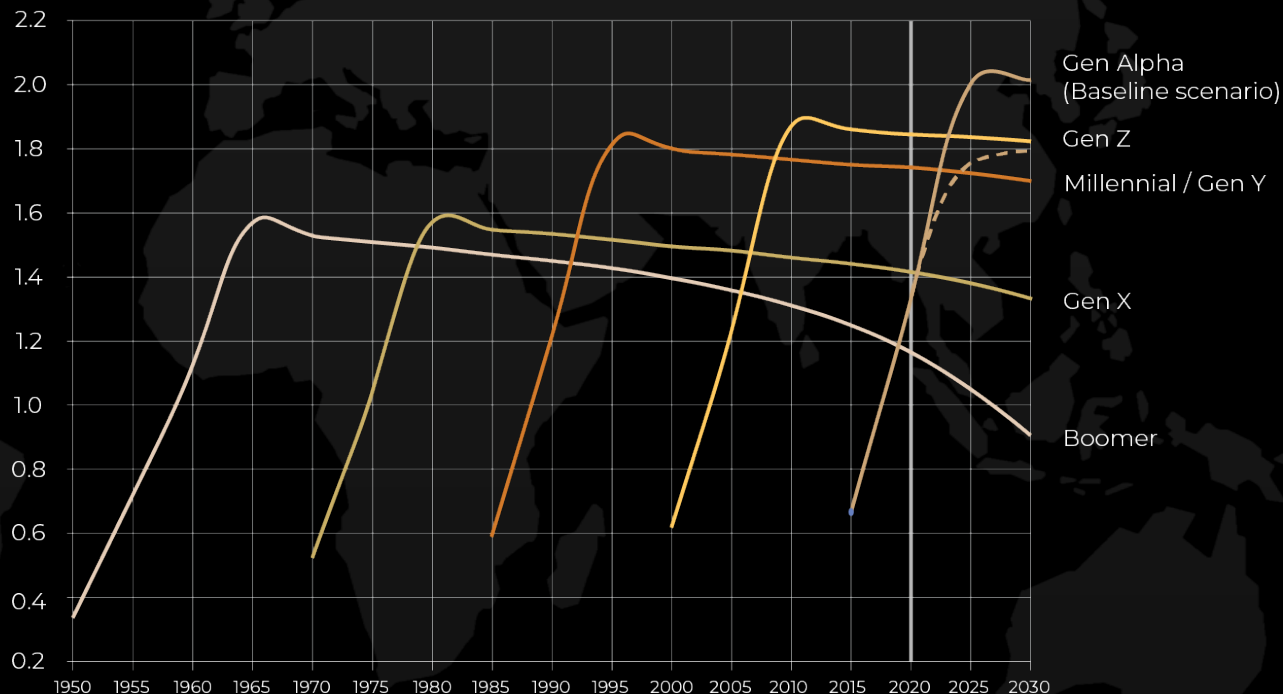


The Covid Correction: Gen Alpha Signals Demographic Decline

- Covid “baby bust” more severe than 2008 GFC
- Gen -Alpha (birth years: 2011 - 2025) may fall below Gen -Z
- World population under 40 represents 60% of the world population
- Gen -Y + Gen-Z + Gen Alpha are both the present and the future of humanity

Population
(Billion)

----- Gen Alpha (Covid correction scenario)



Who is the World?

Humanity's new archetype:

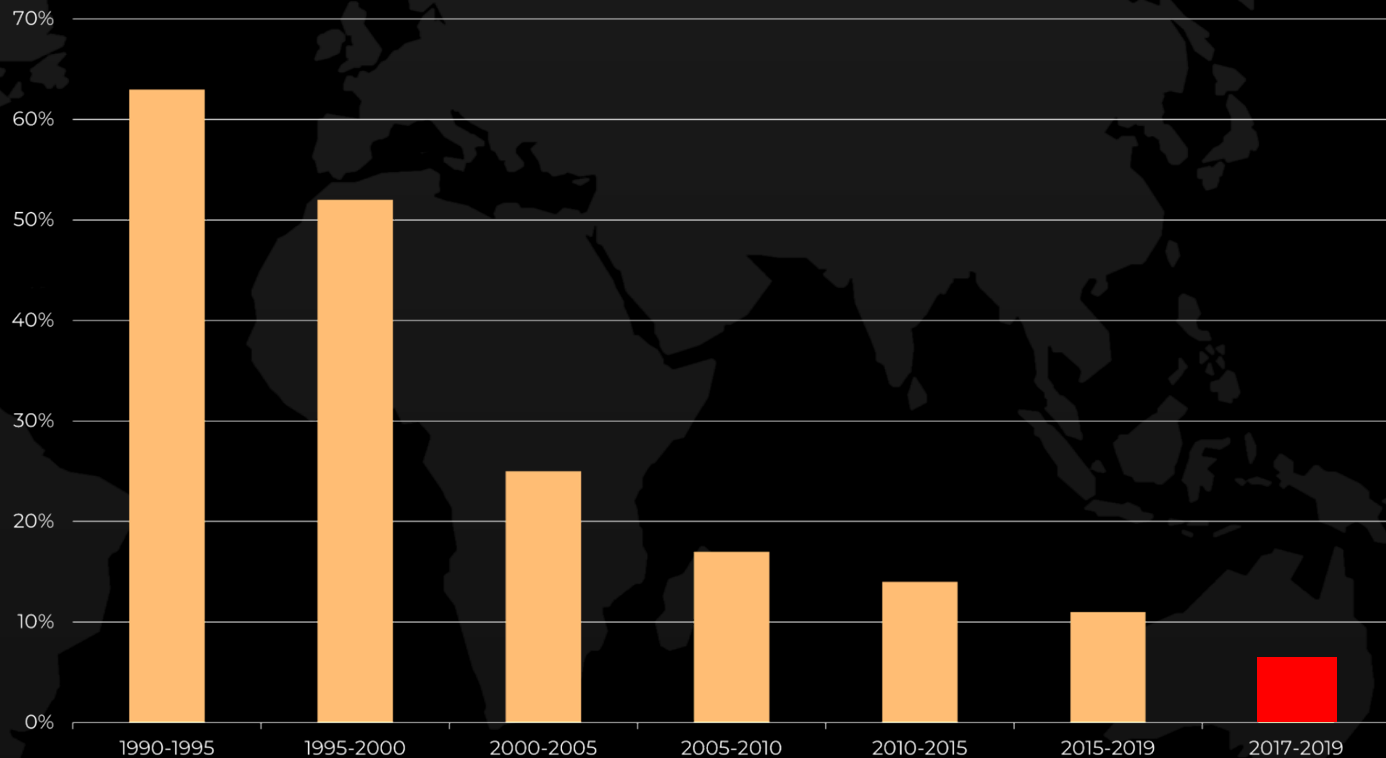
- Not husband -wife, two -income, two -child, suburban Western homeowners
- Young, single, childless, financially struggling, renting a small apartment in a developing country megacity
- Generational, not national or cultural
- No national loyalty: The most mobile generation in human history
- Youth values: **Connectivity, Sustainability, Mobility**



America no
longer so
exceptional

Share of the increase in immigrants worldwide
from increase in immigrants in the U.S.

1990-2019

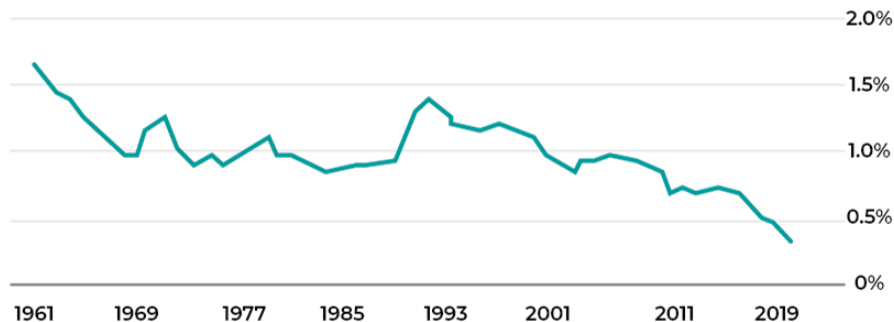


American demographic decline...and growing burden on youth

Demographic Decline

The U.S. population is not shrinking yet, but it is getting uncomfortably close

Population growth year-over-year



The share of over 55s grew 20x faster than the share of under 55s. Number of Americans over 65 are projected to double to 80 million by 2040.

The ratio of working-age adults to older adults is forecast to reduce from 4.8:1 to 2.4:1 between 2010 and 2060. Younger workers will have to shoulder a higher burden for pension, payroll taxes, elder care duties, and nursing home payments.

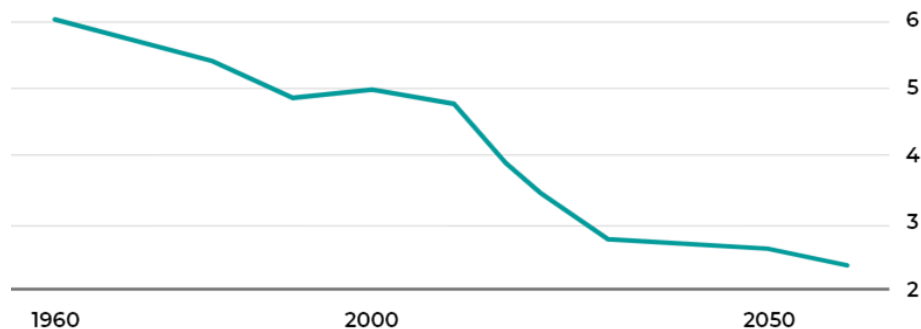
Capping a decade of slowing population growth, 2019-2020 saw the US population increase by only 0.35%, the slowest increase since at least 1900. Current growth trends are in stark contrast to past decades, when the US was among the fastest growing countries in the industrialized world.

Brookings projects 300,000 fewer births in 2020-21 in the wake of COVID, further accelerating ageing trends.

The Young Workers' Burden

The number of Americans available to support the elderly is getting smaller

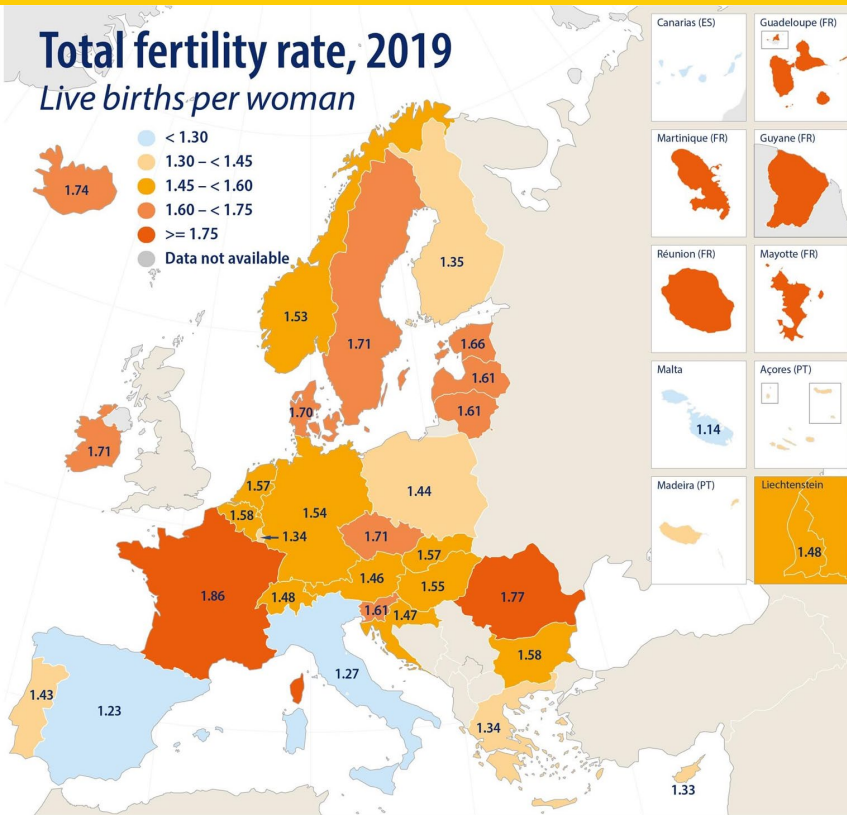
Working-age adults per 65+ adult



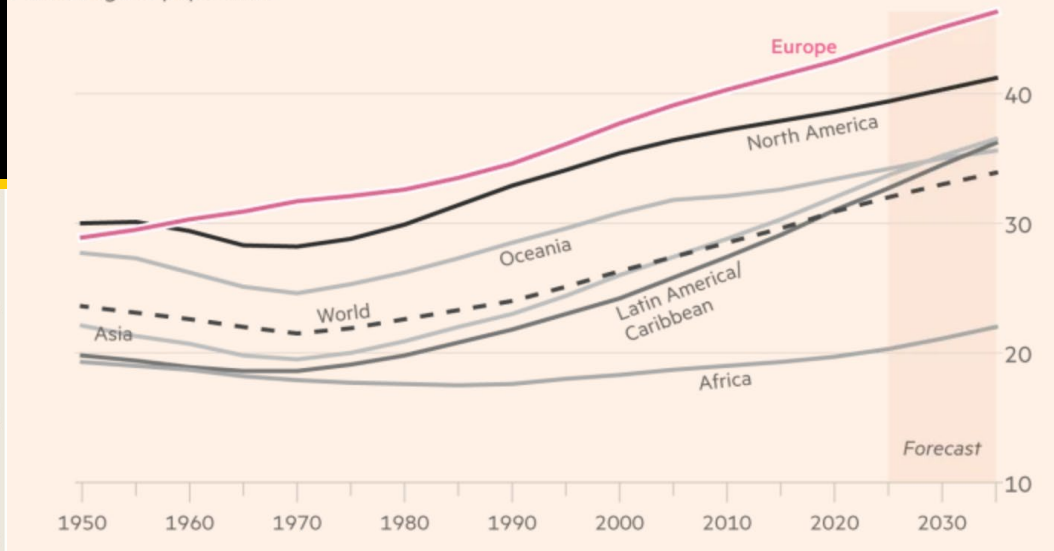
Europe's Demographic Time Bomb

Total fertility rate, 2019

Live births per woman



Median age of population



- EU has highest median age of any region (43)
- Net population decline after 2020 despite immigration
- Working age population already shrinking
- Fertility crash beyond the point of no return
- 50% of global outstanding pension obligations (but only 7% of population and 25% of GDP)

The natives are restless.... They're also almost dead

The only certainty in the nativist thesis is that its advocates will soon be dead. Elderly xenophobes are headed for what Mohsin Hamid terms the “big Brexit in the sky.”

Vital statistics

- Only 45% of US millennials consider national identity important
- 80% of youth favor greater immigration, a path to citizenship for law-abiding immigrants, and robust assimilation programs
- Justified suspicion: Youth view populism as a greater threat to political stability than immigration

Why nationalism is a self-defeating force?



- Regimes vs. people: Emigration > identity
- Conscription
- Failed populist governments
- What Western populism? Canada, Germany

From “natives and foreigners” to “locals and newcomers” (Philippe Legrain): The case for open borders

- Generational balance essential for societal health and tax base amidst aging society and rising debt
- Severe skills shortages across essential services from doctors and nurses to farmers and truck drivers
- From newcomers to leaders: Athletes, artists, entrepreneurs - immigrants lead in science/tech and promote diversity of ideas and culture
- Bribe the naysayers to stop destroying your future: Nativists can be compensated through discourse on shared civic identity and distributed economic gains from investor newcomers

Let supply and demand shape immigration policy, not nationalism and populism

We are very good at mass migration!

Things we are *bad* at:

Peace and Stability



Deaths: 20 million in WWI, 85 million in WWII, 180 million total in 20th century wars

Reducing Inequality



200 years ago, the world Gini coefficient was 0.43. Now, it's 0.68.

Top 8 richest people have as much wealth as poorest half of humanity.

Environmental Stewardship



CO2 levels have risen over 45% since 1990; global emissions currently on RCP 8.5 pathway.

But the most successful societies in history are those absorbing migrations

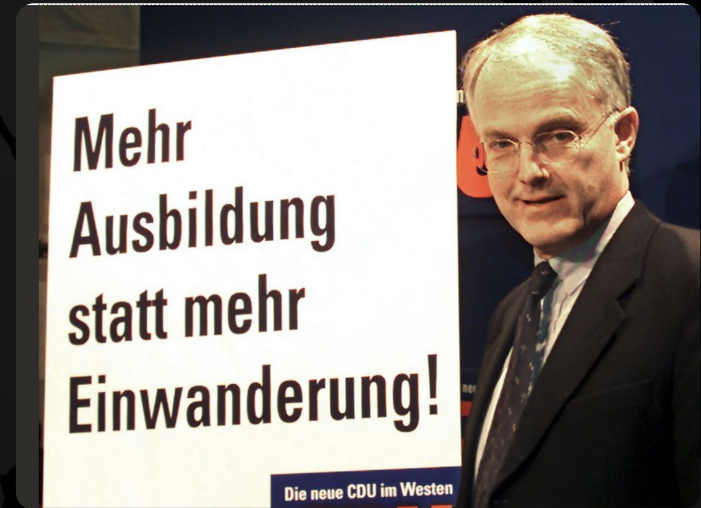
The top 10 most innovative economies have an average ~20% foreign -born population . Of all OECD countries, only Mexico, Poland, and Turkey have lower stocks of foreign-born residents than the global average.

FOREIGN POPULATIONS OF GERMANY

Ethnic Origin	Population	Proportion of Population (%)
German	60,603,000	74
Eastern European (excl. Former USSR)	5,742,100	7
Turks	2,824,000	3.5
Former Soviet Union (Russians, Kazaks)	2,633,000	3.2
Middle Eastern (excl. Turks)	1,881,580	2.3
Southern European (Greeks, Italians, Spaniards, Portuguese)	1,710,363	2.1
Other/Mixed/Unspecified	1,255,000	1.5
Western Europeans (Austrians, Britons, Dutch, French)	928,000	1.1
South Asians (Afghans, Bangladeshis, Indians, Pakistanis, Sri Lankans)	640,310	0.8
East & Southeast Asians	575,000	0.7
Americas	568,000	0.7
Sub-Saharan Africans	529,000	0.6

“Jürgen, we need to talk....”

From “Kinder statt Inder” to
more Inder than Kinder



“Statt Inder an die Computer
müssen unsere Kinder an die
Computer.”

~Jürgen Rüttgers

From cloud companies to cloud people



Low -skilled

Offshoring factory jobs,
outsourcing call
centers



Medium -skilled

Establishing back
offices for corporate
analysis and IT
services



Technical specialties

Subcontracting
medical and legal
diagnostics



Highly -skilled

Financial services,
software engineering,
design (architecture,
UI/UX, gaming,
architecture)

“Quantum people”

- From “stealth expats” furtively moving abroad to the triumph of “digital migrants”
- Will superstar cities and other big hubs lose post-pandemic?
- Jurisdictional arbitrage: Talented migrants as investors with leverage over competing geographies and nationalities

But ...

**“If you can do your job from
anywhere, someone anywhere
can do your job.”**

~Simon Kuper, Financial Times

TOP COUNTRIES SOFTWARE
DEVELOPERS WANT TO
RELOCATE TO



1. CANADA

2. UNITED KINGDOM



3. GERMANY

4. NETHERLANDS



5. IRELAND

6. SPAIN



7. UNITED STATES

8. AUSTRALIA



9. NEW ZEALAND

10. PORTUGAL

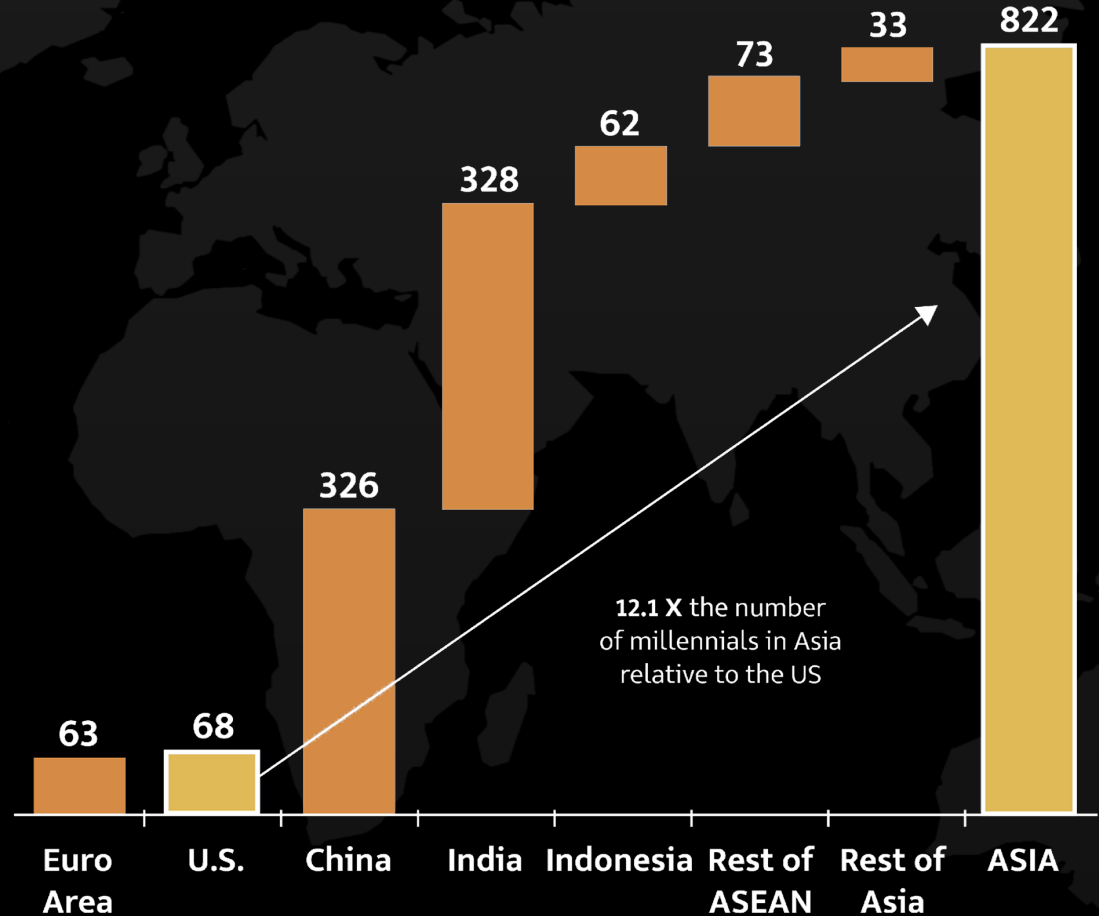


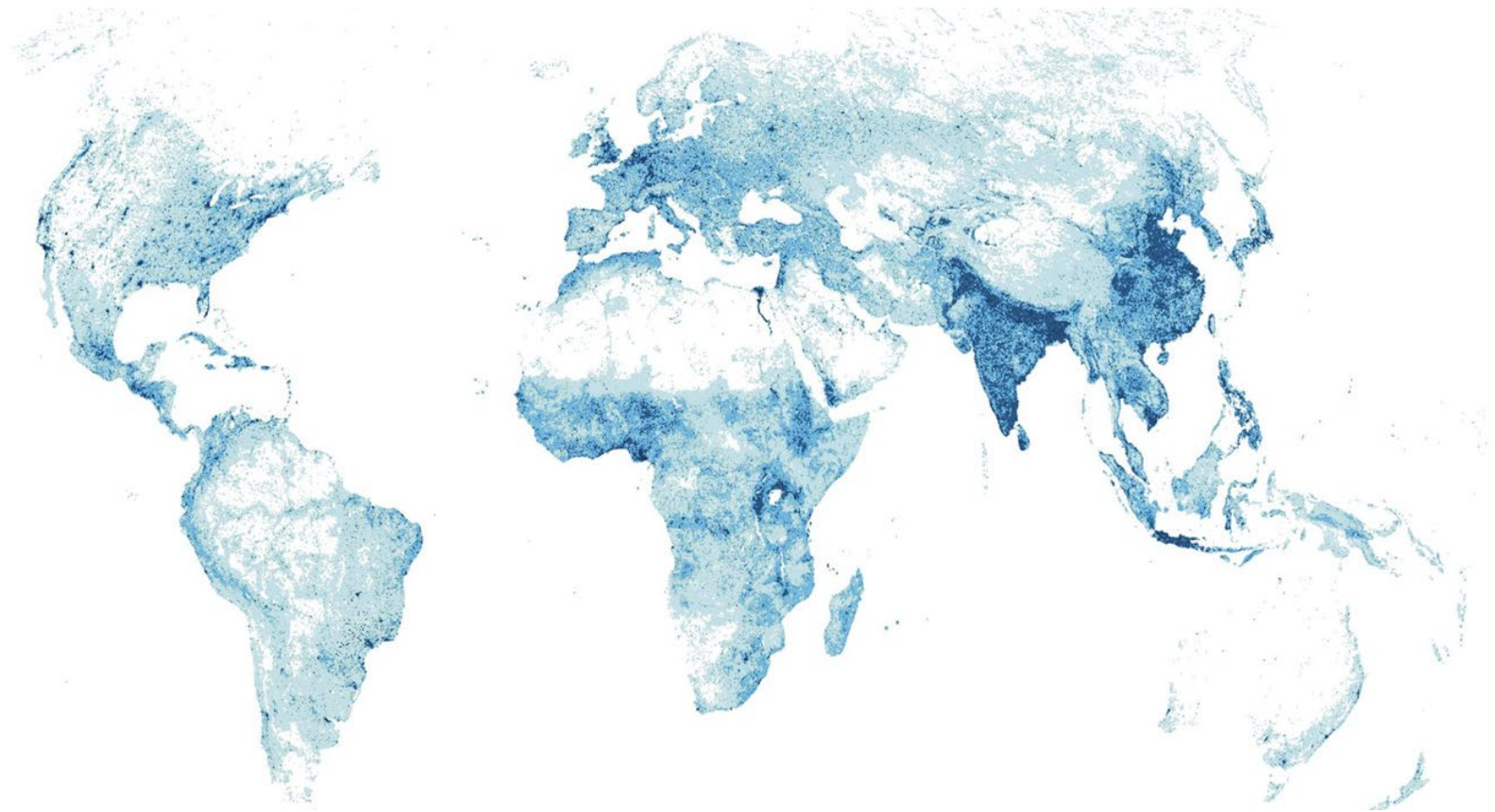
Cloud coders still have to live somewhere....

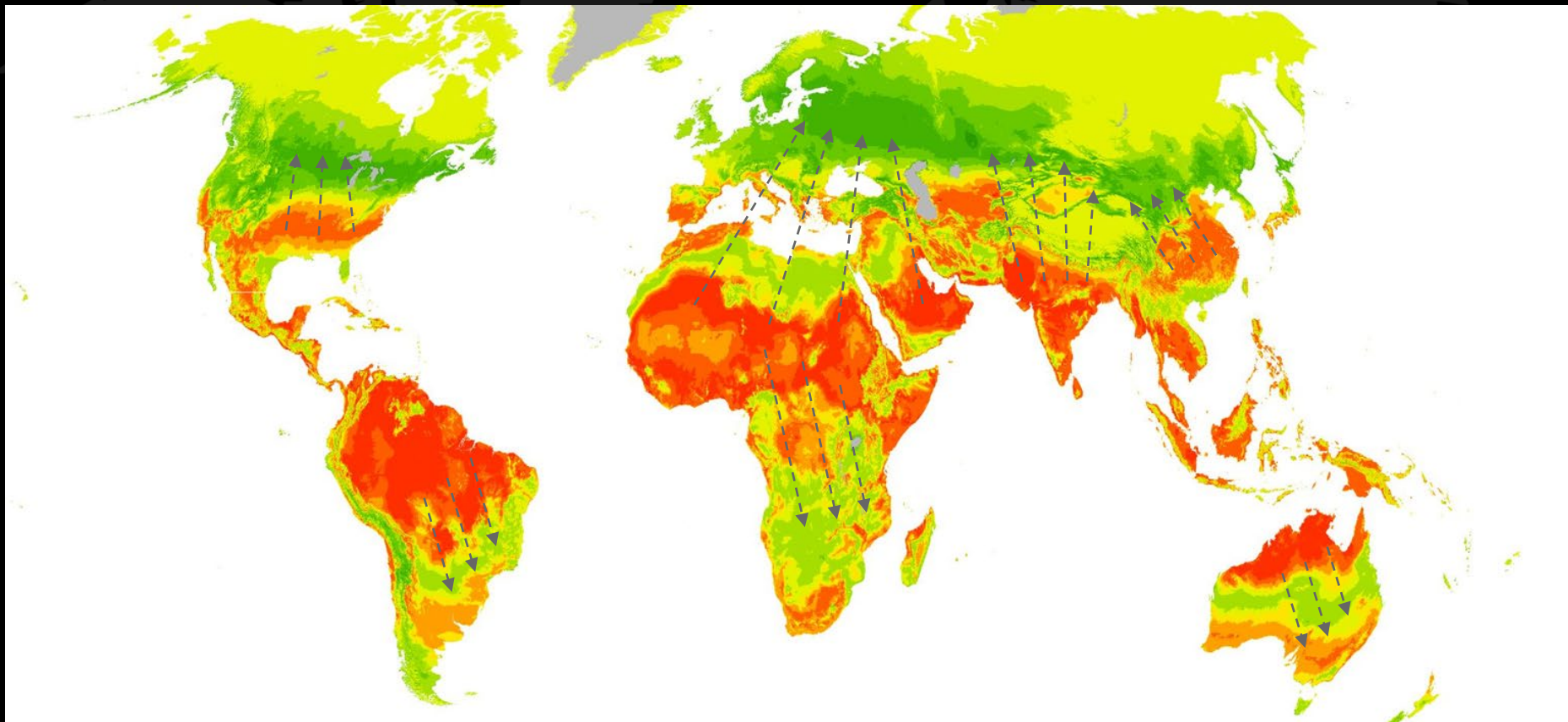
- Full -time jobs and diversifying economy
- Government grants and subsidies
- Affordable cost of living and safety nets
- Industry -academia ecosystems

Asian youth are the future of humanity

- Median age under 40 across Asia
- (< 30 in South Asia and ASEAN)
- South Asia's other youth giants: Pakistan, Bangladesh
- Push and pull factors: Education and skills, jobs and wages, governance and corruption, family and culture







More Sustainability

Regional Fortresses

A self-sufficient North American Union drifts from Eurasia, where a stronger EU partners with Russia to ward off migrants. But northern powers supply the south with technologies to conserve their ecosystems.

Northern Lights

An archipelago of sustainable Arctic settlements absorbs two billion climate migrants with international agencies enabling frictionless seasonal migration. Demographic revival and cultural assimilation flourish amidst an economy built on human-centric innovation.

New Middle Ages

A return to hunter-gatherer localism contrasting stable city-regions and chaotic provincial decay. Allied territories pursue military and commercial networks but fortify themselves against climate migrants.

Barbarians at the Gate

Cascading climate crises crash the global economy while great powers clash over watersheds. Elites buy up fertile geographies while uncontrolled mass migrations overrun borders and overwhelm government capacity. Civil wars erupt as ethnic enclaves harden.

Less Sustainability

Less Migration

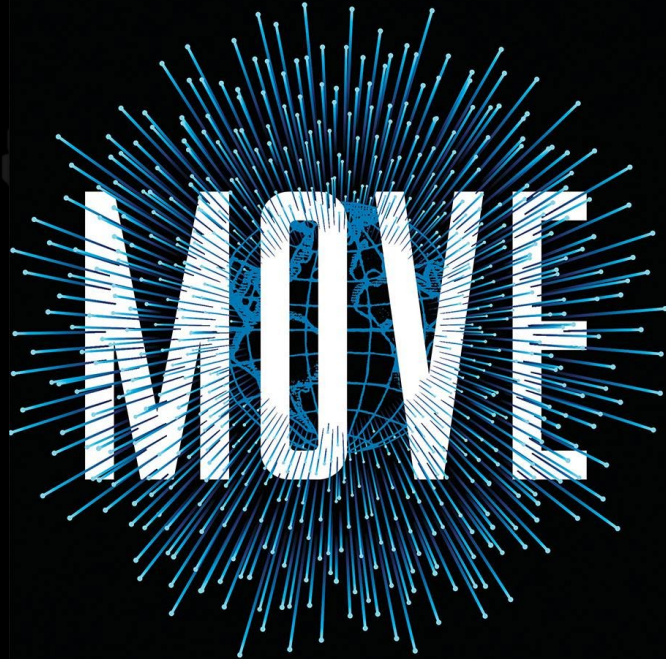
More Migration



You may not be interested in migration, but migration is interested in you

- Accept that migration as inevitable and necessary
- View migration as an opportunity, not just a challenge
- Remember that collecting people is collecting power
- Consider emerging norms such as the “Global Compact for Safe, Orderly, and Regular Migration”
- Join “Global Skills Partnerships” for essential sectors (e.g. nursing, construction) with labor exporting countries (e.g. Mexico, Nigeria, Philippines, etc.)

THE FORCES UPROOTING US



PARAG KHANNA

INTERNATIONALLY BESTSELLING AUTHOR OF *CONNECTOGRAPHY*

Geography is *not* destiny.
Geography is what we make of it.

An agenda for humanity:

Move people to resources and technologies to people

Make mobility as a human right : Divorce mobility from nationality

Evolve beyond sovereignty to stewardship : Re-align natural, political, functional, and human geographies

Pre-design Civilization 3.0: Build mobile and sustainable habitats for a nomadic population

THANK YOU!

CONTACT



FutureMap

HEADQUARTERS

#05 -16, 101 Upper Cross Street
Singapore 058357

Email info@futuremap.io

Web <http://futuremap.io>

Phone +65 9146-5793