

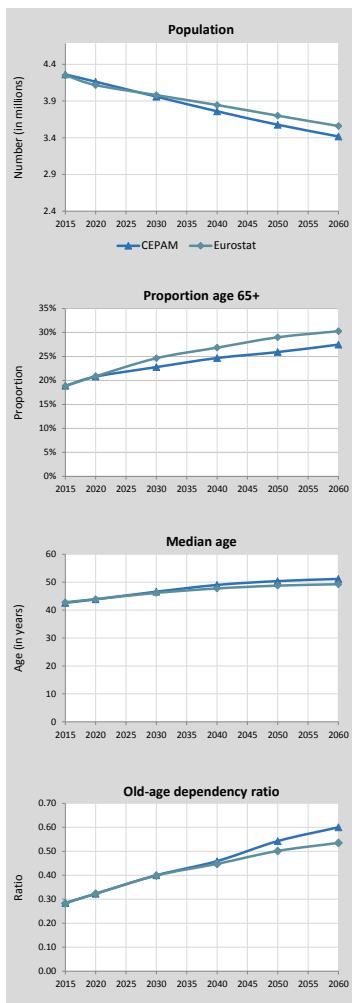
# Croatia

## Detailed Human Capital projections to 2060

### Comparison of CEPAM projections with other sources

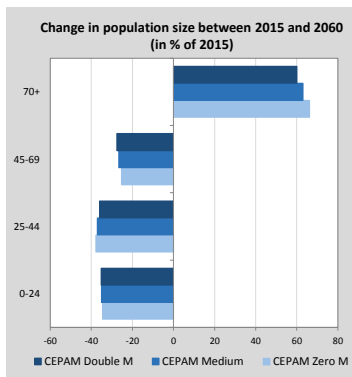
| Demographic indicators - CEPAM Medium Scenario (SSP2), Eurostat and national projections |          | 2015  | 2020  | 2030  | 2040  | 2050  | 2060  |
|--|----------|-------|-------|-------|-------|-------|-------|
| Population (in millions)   | CEPAM    | 4.24  | 4.14  | 3.93  | 3.73  | 3.55  | 3.39  |
|  | Eurostat | 4.23  | 4.09  | 3.95  | 3.82  | 3.67  | 3.53  |
|  | National | -     | -     | -     | -     | -     | -     |
| Proportion age 65+   | CEPAM    | 18.9% | 20.8% | 22.8% | 24.7% | 25.9% | 27.5% |
|  | Eurostat | 18.8% | 20.9% | 24.6% | 26.8% | 29.0% | 30.3% |
|  | National | -     | -     | -     | -     | -     | -     |
| Proportion below age 20  | CEPAM    | 20.5% | 19.8% | 18.7% | 17.4% | 16.9% | 16.7% |
|  | Eurostat | 20.4% | 19.5% | 18.7% | 17.9% | 17.8% | 17.8% |
|  | National | -     | -     | -     | -     | -     | -     |
| Median age   | CEPAM    | 42.6  | 43.9  | 46.6  | 49.0  | 50.4  | 51.2  |
|  | Eurostat | 42.8  | 43.9  | 46.2  | 47.8  | 48.8  | 49.3  |
|  | National | -     | -     | -     | -     | -     | -     |
| Old-age dependency ratio (65+/15-64)   | CEPAM    | 0.28  | 0.32  | 0.40  | 0.46  | 0.54  | 0.60  |
|  | Eurostat | 0.28  | 0.32  | 0.40  | 0.45  | 0.50  | 0.53  |
|  | National | -     | -     | -     | -     | -     | -     |
| Young-age dependency ratio (0-14/15-64)  | CEPAM    | 0.22  | 0.23  | 0.22  | 0.21  | 0.22  | 0.22  |
|  | Eurostat | 0.22  | 0.23  | 0.22  | 0.22  | 0.23  | 0.23  |
|  | National | -     | -     | -     | -     | -     | -     |
| Parent support ratio (85+/50-64)   | CEPAM    | 0.09  | 0.12  | 0.14  | 0.21  | 0.31  | 0.41  |
|  | Eurostat | 0.08  | 0.11  | 0.15  | 0.21  | 0.28  | 0.33  |
|  | National | -     | -     | -     | -     | -     | -     |

| Demographic assumptions underlying projections |          | 2010-2015 | 2015-2020 | 2025-2030 | 2035-2040 | 2045-2050 | 2055-2060 |
|--|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total fertility rate                           | CEPAM    | 1.49      | 1.49      | 1.49      | 1.52      | 1.54      | 1.56      |
|  | Eurostat | 1.45      | 1.48      | 1.50      | 1.53      | 1.57      | 1.60      |
|  | National | -         | -         | -         | -         | -         | -         |
| Life expectancy at birth (in years)            |          |           |           |           |           |           |           |
| Male   | CEPAM    | 74.6      | 75.8      | 76.9      | 79.2      | 81.5      | 83.8      |
|  | Eurostat | 75.2      | 76.3      | 77.3      | 79.2      | 80.9      | 82.5      |
|  | National | -         | -         | -         | -         | -         | -         |
| Female   | CEPAM    | 81.1      | 82.2      | 83.2      | 85.3      | 87.4      | 89.5      |
|  | Eurostat | 81.3      | 82.2      | 83.0      | 84.5      | 85.9      | 87.3      |
|  | National | -         | -         | -         | -         | -         | -         |
| Five-year net migration flow (in thousands)    | CEPAM    | -24.3     | -17.4     | -11.0     | 1.3       | 12.0      | 20.4      |
|  | Eurostat | -62.7     | 2.6       | 15.9      | 26.8      | 29.6      | 26.3      |
|  | National | -         | -         | -         | -         | -         | -         |



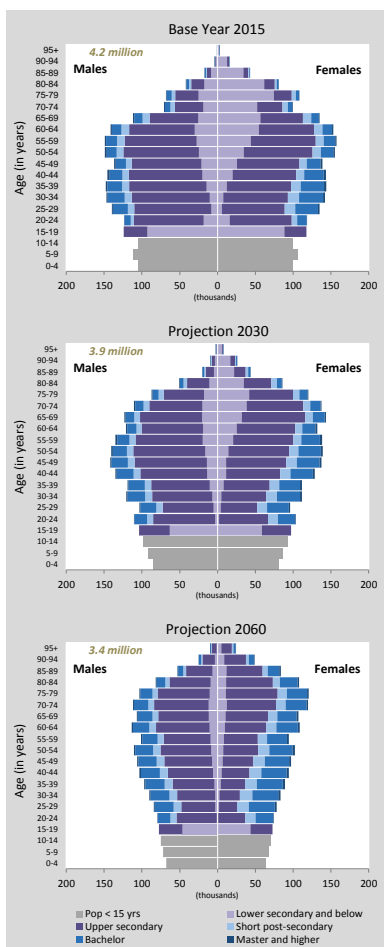
### Changes in population size and structure according to CEPAM scenarios (impact of migration)

| Population size according to CEPAM projections to 2060 |          | 2015 | 2020 | 2030 | 2040 | 2050 | 2060 |
|--|----------|------|------|------|------|------|------|
| Population (in millions)                               | Zero M   | 4.24 | 4.16 | 4.00 | 3.81 | 3.62 | 3.43 |
|  | Medium   | 4.24 | 4.14 | 3.93 | 3.73 | 3.55 | 3.39 |
|  | Double M | 4.24 | 4.11 | 3.87 | 3.66 | 3.50 | 3.37 |
| Population 0-24 (in millions)                          | Zero M   | 1.11 | 1.06 | 0.97 | 0.87 | 0.79 | 0.73 |
|  | Medium   | 1.11 | 1.06 | 0.95 | 0.84 | 0.77 | 0.72 |
|  | Double M | 1.11 | 1.05 | 0.93 | 0.82 | 0.75 | 0.72 |
| Population 25-44 (in millions)                         | Zero M   | 1.14 | 1.09 | 0.96 | 0.86 | 0.80 | 0.71 |
|  | Medium   | 1.14 | 1.08 | 0.93 | 0.84 | 0.79 | 0.72 |
|  | Double M | 1.14 | 1.06 | 0.90 | 0.82 | 0.79 | 0.73 |
| Population 45-69 (in millions)                         | Zero M   | 1.43 | 1.42 | 1.36 | 1.31 | 1.19 | 1.07 |
|  | Medium   | 1.43 | 1.42 | 1.35 | 1.28 | 1.15 | 1.05 |
|  | Double M | 1.43 | 1.41 | 1.34 | 1.25 | 1.12 | 1.03 |
| Population 70+ (in millions)                           | Zero M   | 0.55 | 0.59 | 0.70 | 0.78 | 0.84 | 0.92 |
|  | Medium   | 0.55 | 0.59 | 0.70 | 0.77 | 0.84 | 0.90 |
|  | Double M | 0.55 | 0.59 | 0.70 | 0.77 | 0.83 | 0.89 |



# Croatia (Continued)

## Pyramids by education, CEPAM Medium



## Detailed Human Capital projections to 2060

### Human Capital indicators, CEPAM Medium (SSP2)

|   | 2015  | 2020  | 2030  | 2040  | 2050  | 2060  |
|---|-------|-------|-------|-------|-------|-------|
| <b>Population age 25+: highest educational attainment (columns sum to 100%)</b> |       |       |       |       |       |       |
| E1-E4 - lower secondary and below   | 24.1% | 21.0% | 15.9% | 12.5% | 10.1% | 8.4%  |
| E5 - upper secondary  | 55.8% | 57.1% | 59.0% | 58.8% | 57.0% | 54.3% |
| E6 - short post-secondary   | 7.0%  | 7.3%  | 8.0%  | 8.7%  | 9.7%  | 10.9% |
| E7 - bachelor   | 11.8% | 13.1% | 15.5% | 18.3% | 21.3% | 24.4% |
| E8 - master and higher  | 1.3%  | 1.4%  | 1.6%  | 1.7%  | 1.9%  | 2.1%  |
| Mean years of schooling (in years)  | 11.25 | 11.49 | 11.88 | 12.14 | 12.35 | 12.53 |

### Age gap: highest educational attainment (ratio 35-44/50-64)

|   |      |      |      |      |      |      |
|---|------|------|------|------|------|------|
| E1-E4 - lower secondary and below           | 0.48 | 0.44 | 0.61 | 0.69 | 0.60 | 0.60 |
| E5 - upper secondary                        | 1.08 | 1.04 | 0.97 | 0.93 | 0.91 | 0.87 |
| E6 - short post-secondary                   | 1.04 | 1.19 | 1.31 | 1.28 | 1.29 | 1.28 |
| E7 - bachelor                               | 1.70 | 1.73 | 1.39 | 1.26 | 1.29 | 1.28 |
| E8 - master and higher                      | 1.48 | 1.11 | 0.93 | 1.20 | 1.29 | 1.28 |
| Mean years of schooling (35-44 minus 50-64) | 0.93 | 0.76 | 0.47 | 0.48 | 0.62 | 0.63 |

### Gender gap (population age 25+): highest educational attainment (ratio male/female)

|   |      |      |      |       |       |       |
|---|------|------|------|-------|-------|-------|
| E1-E4 - lower secondary and below           | 0.57 | 0.60 | 0.69 | 0.78  | 0.87  | 0.94  |
| E5 - upper secondary                        | 1.30 | 1.27 | 1.22 | 1.21  | 1.23  | 1.28  |
| E6 - short post-secondary                   | 0.89 | 0.84 | 0.76 | 0.71  | 0.68  | 0.66  |
| E7 - bachelor                               | 0.89 | 0.86 | 0.80 | 0.77  | 0.74  | 0.73  |
| E8 - master and higher                      | 1.06 | 0.97 | 0.83 | 0.74  | 0.68  | 0.65  |
| Mean years of schooling (male minus female) | 0.76 | 0.53 | 0.16 | -0.08 | -0.22 | -0.31 |

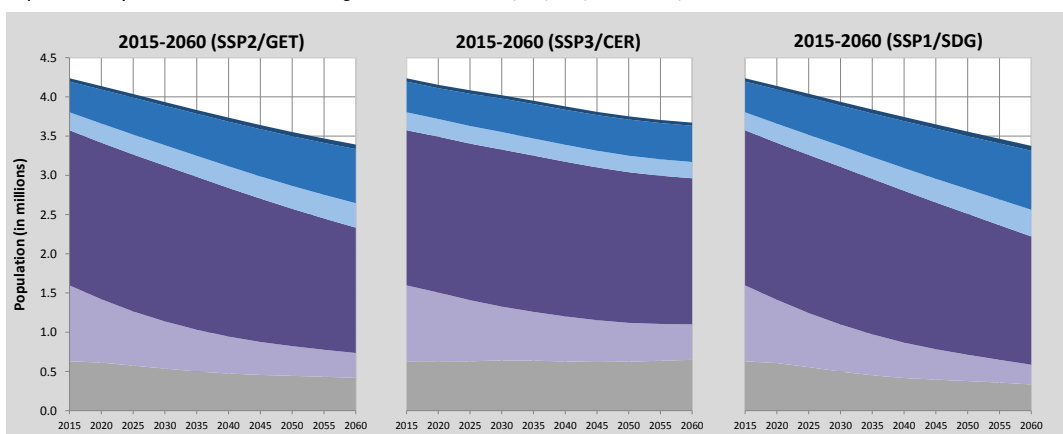
### Women age 20-39: highest educational attainment (columns sum to 100%)

|                                    |       |       |       |       |       |       |
|------------------------------------|-------|-------|-------|-------|-------|-------|
| E1-E4 - lower secondary and below  | 8%    | 7%    | 4%    | 4%    | 3%    | 3%    |
| E5 - upper secondary               | 62%   | 60%   | 55%   | 49%   | 42%   | 37%   |
| E6 - short post-secondary          | 9%    | 10%   | 13%   | 15%   | 17%   | 19%   |
| E7 - bachelor                      | 20%   | 22%   | 26%   | 30%   | 35%   | 39%   |
| E8 - master and higher             | 2%    | 2%    | 2%    | 2%    | 3%    | 3%    |
| Mean years of schooling (in years) | 12.48 | 12.55 | 12.82 | 13.06 | 13.29 | 13.49 |

### Age gap among women: highest educational attainment (ratio 35-44/50-64)

|   |      |      |      |      |      |      |
|---|------|------|------|------|------|------|
| E1-E4 - lower secondary and below           | 0.39 | 0.35 | 0.55 | 0.69 | 0.60 | 0.61 |
| E5 - upper secondary                        | 1.10 | 1.03 | 0.95 | 0.89 | 0.83 | 0.79 |
| E6 - short post-secondary                   | 1.17 | 1.36 | 1.43 | 1.32 | 1.33 | 1.31 |
| E7 - bachelor                               | 2.04 | 1.96 | 1.36 | 1.26 | 1.33 | 1.31 |
| E8 - master and higher                      | 1.86 | 1.36 | 1.02 | 1.24 | 1.33 | 1.31 |
| Mean years of schooling (35-44 minus 50-64) | 1.66 | 1.25 | 0.83 | 0.67 | 0.93 | 0.95 |

## Population size by educational attainment according to three scenarios: SSP2/GET, SSP3/CER and SSP1/SDG



Colour legend as in pyramids above

### Education scenarios

SSP2/GET : Global Education Trend Scenario (Medium assumption)

SSP3/CER : Constant Enrollment Rates Scenario (assumption of no future improvements)

SSP1/SDG : Sustainable Development Goal Scenario (universal primary and secondary education by 2030)

# Croatia (Continued)

## Alternative scenarios to 2100

Projection results by scenario (SSP1-SSP3)

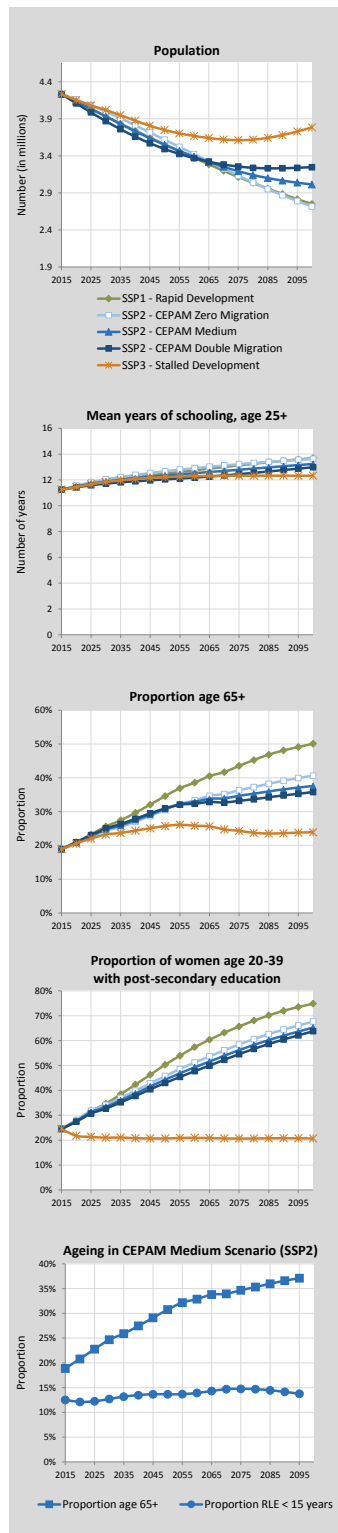
|  | 2015  | 2020  | 2030  | 2050  | 2060  | 2075  | 2100  |
|--|-------|-------|-------|-------|-------|-------|-------|
| <b>Population (in millions)</b>                                    |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 4.24  | 4.14  | 3.94  | 3.56  | 3.38  | 3.12  | 2.75  |
| SSP2 - CEPAM Zero Migration  | 4.24  | 4.16  | 4.00  | 3.62  | 3.43  | 3.14  | 2.72  |
| SSP2 - CEPAM Medium  | 4.24  | 4.14  | 3.93  | 3.55  | 3.39  | 3.20  | 3.02  |
| SSP2 - CEPAM Double Migration                                      | 4.24  | 4.11  | 3.87  | 3.50  | 3.37  | 3.26  | 3.25  |
| SSP3 - Stalled Development   | 4.24  | 4.15  | 4.02  | 3.75  | 3.67  | 3.61  | 3.79  |
| <b>Proportion age 65+</b>  |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 18.9% | 21.0% | 25.6% | 34.6% | 38.6% | 43.5% | 50.1% |
| SSP2 - CEPAM Zero Migration  | 18.9% | 20.7% | 24.3% | 30.5% | 33.3% | 36.3% | 40.7% |
| SSP2 - CEPAM Medium  | 18.9% | 20.8% | 24.7% | 30.8% | 32.9% | 34.7% | 37.6% |
| SSP2 - CEPAM Double Migration                                      | 18.9% | 20.9% | 25.0% | 31.0% | 32.3% | 33.2% | 35.8% |
| SSP3 - Stalled Development   | 18.9% | 20.5% | 23.2% | 25.7% | 25.8% | 24.3% | 23.9% |
| <b>Proportion below age 20</b>                                     |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 20.5% | 19.6% | 17.8% | 14.5% | 13.7% | 12.3% | 11.3% |
| SSP2 - CEPAM Zero Migration  | 20.5% | 19.8% | 18.9% | 17.1% | 16.7% | 15.9% | 15.1% |
| SSP2 - CEPAM Medium  | 20.5% | 19.8% | 18.7% | 16.9% | 16.7% | 16.2% | 15.9% |
| SSP2 - CEPAM Double Migration                                      | 20.5% | 19.7% | 18.6% | 16.8% | 16.8% | 16.5% | 16.4% |
| SSP3 - Stalled Development   | 20.5% | 20.1% | 21.0% | 22.2% | 23.3% | 24.4% | 25.3% |
| <b>Proportion of women age 20-39 with post-secondary education</b> |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 24.5% | 28.0% | 34.7% | 50.3% | 57.4% | 65.7% | 74.8% |
| SSP2 - CEPAM Zero Migration  | 24.5% | 28.0% | 34.1% | 45.8% | 51.2% | 58.4% | 67.7% |
| SSP2 - CEPAM Medium  | 24.5% | 27.7% | 33.4% | 44.3% | 49.3% | 56.2% | 65.3% |
| SSP2 - CEPAM Double Migration                                      | 24.5% | 27.4% | 32.7% | 43.0% | 47.7% | 54.6% | 63.8% |
| SSP3 - Stalled Development   | 24.5% | 21.7% | 21.0% | 20.7% | 20.9% | 20.7% | 20.7% |
| <b>Mean years of schooling, age 25+</b>                            |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 11.3  | 11.5  | 11.9  | 12.5  | 12.8  | 13.1  | 13.7  |
| SSP2 - CEPAM Zero Migration  | 11.3  | 11.6  | 12.0  | 12.7  | 12.9  | 13.2  | 13.6  |
| SSP2 - CEPAM Medium  | 11.3  | 11.5  | 11.9  | 12.3  | 12.5  | 12.8  | 13.2  |
| SSP2 - CEPAM Double Migration                                      | 11.3  | 11.4  | 11.7  | 12.0  | 12.2  | 12.4  | 13.0  |
| SSP3 - Stalled Development   | 11.3  | 11.5  | 11.8  | 12.2  | 12.3  | 12.3  | 12.3  |

Demographic assumptions underlying SSPs

|  | 2015-2020 | 2020-2025 | 2030-2035 | 2050-2055 | 2060-2065 | 2075-2080 | 2095-2100 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>Total fertility rate</b>                                |           |           |           |           |           |           |           |
| SSP1 - Rapid Development                                   | 1.44      | 1.38      | 1.33      | 1.34      | 1.35      | 1.37      | 1.40      |
| SSP2 - CEPAM Zero Migration                                | 1.49      | 1.48      | 1.50      | 1.54      | 1.56      | 1.58      | 1.61      |
| SSP2 - CEPAM Medium  | 1.49      | 1.49      | 1.51      | 1.55      | 1.57      | 1.59      | 1.61      |
| SSP2 - CEPAM Double Migration                              | 1.49      | 1.50      | 1.51      | 1.56      | 1.58      | 1.60      | 1.62      |
| SSP3 - Stalled Development                                 | 1.62      | 1.77      | 1.95      | 2.12      | 2.16      | 2.22      | 2.29      |
| <b>Life expectancy at birth for females (in years)</b>     |           |           |           |           |           |           |           |
| SSP1 - Rapid Development                                   | 81.6      | 83.1      | 86.3      | 92.5      | 95.6      | 100.3     | 106.6     |
| SSP2 - CEPAM Zero Migration                                | 81.1      | 82.2      | 84.3      | 88.6      | 90.7      | 93.9      | 98.2      |
| SSP2 - CEPAM Medium  | 81.1      | 82.2      | 84.3      | 88.5      | 90.6      | 93.8      | 98.0      |
| SSP2 - CEPAM Double Migration                              | 81.1      | 82.1      | 84.2      | 88.4      | 90.5      | 93.6      | 97.9      |
| SSP3 - Stalled Development                                 | 80.6      | 81.1      | 82.2      | 84.5      | 85.6      | 87.2      | 89.4      |
| <b>Migration – net flow over five years (in thousands)</b> |           |           |           |           |           |           |           |
| SSP1 - Rapid Development                                   | -24.4     | -18.2     | -7.7      | 8.7       | 13.7      | 18.0      | 17.7      |
| SSP2 - CEPAM Zero Migration                                | 0.0       | 0.0       | 0.0       | 0.0       | 0.0       | 0.0       | 0.0       |
| SSP2 - CEPAM Medium  | -24.3     | -17.4     | -4.7      | 16.5      | 23.8      | 30.7      | 32.6      |
| SSP2 - CEPAM Double Migration                              | -48.5     | -34.0     | -7.6      | 32.8      | 44.8      | 53.6      | 50.0      |
| SSP3 - Stalled Development                                 | -16.1     | -5.7      | 0.0       | 0.0       | 0.0       | 0.1       | 0.1       |

Ageing indicators by scenario

|  | 2015  | 2020  | 2030  | 2050  | 2060  | 2075  | 2095  |
|--|-------|-------|-------|-------|-------|-------|-------|
| <b>Median age</b>  |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 42.6  | 44.0  | 47.3  | 53.5  | 55.9  | 60.0  | 64.2  |
| SSP2 - CEPAM Zero Migration  | 42.6  | 43.7  | 46.2  | 50.4  | 51.7  | 53.9  | 56.1  |
| SSP2 - CEPAM Medium  | 42.6  | 43.9  | 46.6  | 50.4  | 51.2  | 52.6  | 53.7  |
| SSP2 - CEPAM Double Migration  | 42.6  | 44.0  | 47.0  | 50.3  | 50.6  | 51.5  | 52.2  |
| SSP3 - Stalled Development   | 42.6  | 43.6  | 45.1  | 44.8  | 43.4  | 42.2  | 41.1  |
| <b>Proportion with less than 15 years of remaining life expectancy (RLE)</b> |       |       |       |       |       |       |       |
| SSP1 - Rapid Development   | 12.5% | 12.1% | 12.7% | 13.7% | 13.9% | 14.8% | 13.8% |
| SSP2 - CEPAM Zero Migration  | 12.9% | 12.8% | 13.8% | 14.5% | 15.0% | 15.5% | 14.7% |
| SSP2 - CEPAM Medium  | 12.9% | 12.9% | 14.0% | 14.7% | 15.1% | 14.9% | 13.2% |
| SSP2 - CEPAM Double Migration  | 12.9% | 13.0% | 14.2% | 14.9% | 15.1% | 14.2% | 12.3% |
| SSP3 - Stalled Development   | 13.3% | 13.7% | 15.0% | 15.0% | 15.0% | 13.3% | 11.0% |



## Croatia (Continued)

### Labour force projections to 2060

#### Labour force indicators

|  | 2015 | 2020 | 2030 | 2040 | 2050 | 2060 |
|--|------|------|------|------|------|------|
|--|------|------|------|------|------|------|

#### Labour force size, by participation and migration scenario (in millions)

|   |      |      |      |      |      |      |
|---|------|------|------|------|------|------|
| Constant (CEPAM Zero Migration)           | 1.87 | 1.82 | 1.71 | 1.59 | 1.45 | 1.32 |
| Constant (CEPAM Medium)                   | 1.87 | 1.80 | 1.67 | 1.53 | 1.40 | 1.31 |
| Constant (CEPAM Double Migration)         | 1.87 | 1.78 | 1.62 | 1.49 | 1.37 | 1.30 |
| Swedish (CEPAM Zero Migration)            | 1.87 | 1.88 | 1.87 | 1.84 | 1.76 | 1.68 |
| Swedish (CEPAM Medium)                    | 1.87 | 1.86 | 1.82 | 1.78 | 1.71 | 1.66 |
| Swedish (CEPAM Double Migration)          | 1.87 | 1.84 | 1.78 | 1.72 | 1.67 | 1.65 |
| Equalization (CEPAM Zero Migration)       | 1.87 | 1.84 | 1.74 | 1.63 | 1.50 | 1.37 |
| Equalization (CEPAM Medium)               | 1.87 | 1.82 | 1.70 | 1.58 | 1.45 | 1.36 |
| Equalization (CEPAM Double Migration)     | 1.87 | 1.80 | 1.65 | 1.53 | 1.42 | 1.36 |
| Constant (CEPAM Medium-low fertility)     | 1.87 | 1.80 | 1.67 | 1.52 | 1.34 | 1.18 |
| Swedish (CEPAM Medium-low fertility)      | 1.87 | 1.86 | 1.82 | 1.76 | 1.63 | 1.51 |
| Equalization (CEPAM Medium-low fertility) | 1.87 | 1.82 | 1.70 | 1.56 | 1.39 | 1.23 |

#### Labour force participation rates, age 15+, by participation scenario (CEPAM Medium)

|                       |       |       |       |       |       |       |
|-----------------------|-------|-------|-------|-------|-------|-------|
| TOTAL (Constant)      | 51.9% | 51.2% | 49.1% | 47.0% | 45.1% | 44.0% |
| TOTAL (Swedish)       | 51.9% | 52.7% | 53.6% | 54.5% | 55.0% | 55.9% |
| TOTAL (Equalization)  | 51.9% | 51.5% | 49.9% | 48.4% | 46.8% | 45.8% |
| MALE (Constant)       | 58.1% | 57.1% | 54.4% | 52.2% | 50.0% | 48.2% |
| MALE (Swedish)        | 58.1% | 58.6% | 58.9% | 59.7% | 60.0% | 60.6% |
| MALE (Equalization)   | 58.1% | 57.1% | 54.4% | 52.2% | 50.0% | 48.2% |
| FEMALE (Constant)     | 46.3% | 45.8% | 44.1% | 42.2% | 40.5% | 40.0% |
| FEMALE (Swedish)      | 46.3% | 47.4% | 48.7% | 49.6% | 50.3% | 51.5% |
| FEMALE (Equalization) | 46.3% | 46.5% | 45.8% | 44.8% | 43.8% | 43.4% |

#### Labour force (15+) by highest level of educational attainment. Columns sum to 100%.

##### (CEPAM Medium; Constant participation)

|  |       |       |       |       |       |       |
|--|-------|-------|-------|-------|-------|-------|
| TOTAL E1-E4 - lower secondary and below  | 11.3% | 9.5%  | 7.1%  | 5.8%  | 5.0%  | 4.4%  |
| TOTAL E5 - upper secondary               | 64.2% | 63.4% | 61.2% | 57.6% | 53.4% | 49.0% |
| TOTAL E6 - short post-secondary          | 7.9%  | 8.4%  | 9.6%  | 11.0% | 12.5% | 13.9% |
| TOTAL E7 - bachelor                      | 15.0% | 16.8% | 20.2% | 23.5% | 26.8% | 30.1% |
| TOTAL E8 - master and higher             | 1.7%  | 1.8%  | 2.0%  | 2.1%  | 2.3%  | 2.6%  |
| MALE E1-E4 - lower secondary and below   | 11.3% | 10.1% | 8.0%  | 6.6%  | 5.7%  | 5.0%  |
| MALE E5 - upper secondary                | 69.1% | 68.7% | 67.5% | 65.1% | 62.0% | 58.9% |
| MALE E6 - short post-secondary           | 6.4%  | 6.7%  | 7.4%  | 8.3%  | 9.4%  | 10.5% |
| MALE E7 - bachelor                       | 11.7% | 13.0% | 15.5% | 18.4% | 21.1% | 23.7% |
| MALE E8 - master and higher              | 1.5%  | 1.5%  | 1.6%  | 1.6%  | 1.7%  | 2.0%  |
| FEMALE E1-E4 - lower secondary and below | 11.2% | 8.9%  | 6.0%  | 4.9%  | 4.2%  | 3.7%  |
| FEMALE E5 - upper secondary              | 58.5% | 57.3% | 53.9% | 48.9% | 43.3% | 37.5% |
| FEMALE E6 - short post-secondary         | 9.6%  | 10.4% | 12.0% | 14.1% | 16.0% | 17.9% |
| FEMALE E7 - bachelor                     | 18.7% | 21.2% | 25.6% | 29.4% | 33.4% | 37.5% |
| FEMALE E8 - master and higher            | 2.0%  | 2.2%  | 2.5%  | 2.7%  | 3.0%  | 3.4%  |

#### Labour force size by educational attainment according to three migration scenarios, 2015-2060

(Labour force participation = Constant scenario)

