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MINISTRY OF HEALTH AND WELFARE OF THE REPUBLIC OF KOREA

Regional Expert Forum: Harnessing Intergenerational Benefits of Demographic Change in Asia and the Pacific: Engaging all Groups from Youth to Older Persons

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**REPORT OF THE REGIONAL EXPERT FORUM:
HARNESSING INTERGENERATIONAL BENEFITS OF DEMOGRAPHIC
CHANGE IN ASIA AND THE PACIFIC:
ENGAGING ALL GROUPS FROM YOUTH TO OLDER PERSONS ¹**

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I. Organization

A. Background

1. The Asia-Pacific region is demographically diverse. Some countries have youth bulges, many others are experiencing population ageing at an unprecedented pace. Sooner or later, all countries will experience population ageing, and hence, even countries with youthful populations can benefit from understanding the dynamics of population ageing in order to plan forward-looking policies that address age structure changes in the immediate and longer-term future. In Asia and the Pacific, the number of older persons is projected to more than double by 2050, when one in four people are to be 60 years or older. With an ageing population, the median age of the labour force in the region is projected to increase from 39.6 years in 2019 to 41.5 years in 2030. Compared to many other parts of the world, the pace of population ageing is much faster in Asia and the Pacific. Furthermore, as countries enter the late or post-dividend stage of the demographic transition, the total size of the working age population (15–64 years) decreases. An ageing labour force might result in declining productivity gains and slower economic growth in the case of shrinking savings and increased pressure on public finances as demand for pensions and health care rises.

2. In this context, it is important to understand changes across the entire demographic spectrum and identify workable and effective methods to strengthen the labour force participation of all members of society that wish to work. The labour force participation of older persons is guided by the interest of employers to employ older persons, as well as older persons' readiness and interest to continue to work. In addition, older persons can be very effective in mentoring and preparing younger entrants for the labour market, and thus enhance harnessing the demographic dividend.

3. The challenges and opportunities faced are heightened by the Fourth Industrial Revolution, which is characterized by, among others, the rise in artificial intelligence. Rapid technological advancement has the potential to be disruptive to employment flows, creating a perpetual need for workers, especially for those at the medium-skill level, to reskill and upskill. This affects all workers and requires strategies to effectively address these concerns.

4. ESCAP is documenting and disseminating findings, good practices and lessons learned concerning intergenerational issues, the demographic dividend, the Fourth Industrial Revolution and labour force participation to support effective policymaking amidst demographic and technological changes across the Asia-Pacific region.

B. Objective of the Meeting

5. In preparation for the Asia-Pacific Intergovernmental Meeting on the Fourth Review and Appraisal of the Madrid International Plan of Action on Ageing, of 29 June to 1 July 2022, the Social Development Division of ESCAP organized a Regional Expert Forum on "Harnessing Intergenerational Benefits of Demographic Change in Asia and the Pacific: Engaging all Groups from Youth to Older Persons", on 22 June 2022.

6. The meeting consisted of two parts, focusing on different social and economic impacts of demographic change on countries in Asia and the Pacific:

7. The sessions in the morning focused on the "Demographic Dividend with a Gender Dimension: Entry points for Implementation of Sustainable Development Goals in Africa and

Asia and the Pacific”, which focused on harnessing the demographic dividend for sustainable development. These sessions were organized in collaboration with the Economic Commission for Africa and formed part of an interregional Development Account project on the demographic dividend.

8. The afternoon sessions focused on “Expanding education and training opportunities for older persons in the Asia-Pacific region: Strengthening their labour force participation in the context of the Fourth Industrial Revolution”, to address population ageing and how, through education and training, older persons could further contribute to economic and social development in Asia and the Pacific. These sessions were part of a project on population ageing and the Fourth Industrial Revolution, funded by the Republic of Korea.

9. The Regional Expert Forum provided an opportunity for member States and stakeholders to discuss population age structure changes in connection with sustainable development. Participants exchanged good practices and lessons learned on addressing these changes through development policies in order to reduce inequalities, including those related to gender.

10. The aforementioned sessions and related projects covered important issues across the demographic spectrum and contributed to enhancing intergenerational solidarity for more inclusive and sustainable development. They responded to demands by member States for knowledge products and policy tools that supported capitalization on the demographic dividend and implementation of the Sustainable Development Goals (SDGs), especially SDGs 3, 4, 5, 8 and 10, and connected to the objectives of the Madrid International Plan of Action on Ageing.

C. Attendance

11. The Meeting was attended by representatives of Government, United Nations bodies, academia, the private sector and civil society, as well as ageing experts and representatives of the Korea Labor Force Development Institute for the Aged. The list of participants is attached as an Annex.

II. Proceedings of the Meeting

A. Welcome

12. Dr. Srinivas Tata, Director, Social Development Division, ESCAP, provided welcoming remarks and thanked the UNFPA Asia Pacific Regional Office and the Government of the Republic of Korea for their active support, as well as participants from the member States present, especially Timor-Leste and Papua New Guinea, which had partnered with ESCAP for many years on the demographic dividend project. He underscored that population ageing should not be seen in isolation from other developments over the life course, as what would happen in later life would be often influenced by decisions and events taking place earlier in life. Thus, there was a need to invest in young people in terms of wholesome capacity development and, at the same time, promote lifelong learning and skills development. The Regional Expert Forum aimed to provide an opportunity for both member States and stakeholders to discuss ways in which countries could harness intergenerational benefits of demographic change in Asia and the Pacific. It would also be important to enhance

an understanding across the entire demographic spectrum and identify workable methods to strengthen the labour force participation of all members of society.

13. Mr. Chansik Yoon, Director General, Bureau of International Cooperation, Ministry of Health and Welfare, Republic of Korea, provided welcoming remarks highlighting the actions that the Republic of Korea had taken in response to the high number of older persons and poverty. The Republic of Korea had strengthened its efforts to support income security of older persons by increasing job opportunities and establishing a support system. The Republic of Korea would continue to identify and increase job opportunities with favourable conditions for older adults, such as shorter working hours, adequate wages and long-term employment. Since 2019, the Republic of Korea had supported projects with ESCAP to expand education and training opportunities and enhance labour force participation of older persons in the Asia-Pacific.

14. Mr. Björn Andersson, Regional Director, UNFPA Asia-Pacific Regional Office, provided welcoming remarks. He stressed that the status and pace of population ageing were very different across countries. Both younger and older persons would need to navigate transitions in life, and the government could and should play a key role in enabling them. Moreover, he underscored the need to create equal job opportunities for open and inclusive economic growth, close the gender wage gap, and provide opportunities for people across the age spectrum to achieve their aspirations. The demographic dividend would offer a fundamentally different way of viewing the prospects and pathways of sustainable development in countries with many younger persons. Increased investments in empowerment, including related to sexual and reproductive health, and rights and quality education for adolescents were important in this regard. Such investments would result in a surge of human capital, and when this surge coincided with a bulge in the young population, it would increase the share of the population with better health and education. A wealthier and healthier older population would be well positioned to invest in the younger generation and continue the positive cycle of advancing health, nutrition, education and opportunities. Achieving this would mean strengthening the support to older persons so that the burden of caring for older persons would not fall on women, who bore disproportionate responsibilities in this regard. Thus, there was a need to invest in leveraging digital technologies and advanced innovative approaches to address the challenges the region was facing. A lifecycle approach would be critical to identify effective multisectoral approaches to address demographic trends and their impact on sustainable development.

Overview of the meeting

15. Ms. Sabine Henning, Chief, Sustainable Demographic Transition Section, Social Development Division, ESCAP, underscored the dramatic demographic change due to declines in fertility and increases in life expectancy over the last few decades in Asia and the Pacific. As a result, the age structure of the population had changed, with a decline in the share of the younger population and an increase in the share of older persons. The Regional Expert Forum was held in connection with the intergovernmental regional review and appraisal of the Madrid International Plan of Action Ageing of 29 June to 1 July 2022 to build synergies between both meetings. The review and appraisal process had started about a year earlier, with the launch of a survey for member States and extensive stakeholder consultations. The goal of the Regional Expert Forum was to identify challenges and opportunities concerning population change and assess policy development in the region. It also aimed to identify regional, subregional and national good practices and ways to enhance regional cooperation.

16. Ms. Henning pointed out that the meeting consisted of two parts. The morning sessions would focus on the demographic dividend and the review of achievements of the relevant project, along with lessons learned from project activities in Africa and Asia and the Pacific. The afternoon sessions would focus on the labour force participation of older persons and related issues, as part of another project. The objectives of the meeting were mainly to review project activities and understand the challenges and opportunities of changes in the age structure and how they affected economic and social development in the region. Moreover, the meeting aimed to develop forward-looking recommendations to help inform the forthcoming intergovernmental meeting, building synergies between the two.

B. Session 1: Demographic Dividend with a Gender Dimension

17. The session was moderated by Ms. Wassana Im-em, Technical Specialist on Population and Development, UNFPA Asia-Pacific Regional Office.

18. Mr. Marco Roncarati and Mr. Hakim Horton, Sustainable Demographic Transition Section, ESCAP, presented achievements and lessons learned of the Demographic Dividend with a Gender Dimension project in Asia and the Pacific. The total fertility rate had fallen since 1950, while the total population and life expectancy had increased. Project partners included ECA and UNFPA since the beginning of the project in January 2018. Meetings, training and consultations had been conducted. Moreover, working and policy papers for target and good practice countries had been written. A total of 15 good practices on youth development in Asia and the Pacific had been collected and made available through the Youth Policy Toolbox (<https://yptoolbox.unescapsdd.org/>) in 2021, and 60 since the start of the project.

19. As part of the project, an indicator framework to assess progress in harnessing the demographic dividend in countries in Asia and the Pacific had been developed. The five pillars of the project were demography, education, health economic structures and governance, and they were all captured through the indicator framework. Regarding lessons learned, partnerships and synergies had been built through collaboration between ESCAP and UNFPA, along with the governments of Timor-Leste and Papua New Guinea. Knowledge had been shared and online resources had been developed, while the project highlighted the importance of addressing the needs of minority and vulnerable groups. Moreover, it was noted that intergenerational issues and life course approaches were important in supporting investments in human capital, lifelong learning and social protection.

20. Mr. Lawrence Duguman, First Assistant Secretary, Policy and Budget Division, Department of National Planning and Monitoring, Papua New Guinea, presented a review of project activities in Papua New Guinea. He noted that the Medium-Term Development Plan III (MTDP III) focused on 8 key result areas, and some of them were related to the National Population Policy (NPP, 2015-2024). He noted that collaboration with different partners (private sector, civil society organizations, national governments, sub-provincial governments and churches) was needed important for implementing the project successfully. The NPP had addressed the demographic dividend. It would support the realization of the long-term economic and social development of the country. The inception meeting of the project had been held in June 2019, in which an action plan had been developed, and the next steps had been discussed. There had been support from participants, and they had recognized the need for data. The First National Dialogue workshop had been held in November 2020, where it had been noted that the demographic dividend concept was new to the country and offered impetus to the NPP and the country's Vision 2050. The demographic dividend indicators, identified through the indicator framework developed by ESCAP, had been applied to review the MTDP III, with the identification of overlaps.

21. Mr. Duguman noted that the Second National Dialogue workshop had been held in September 2021, with recognition of the relevance of the demographic dividend in the development of national and provincial plans. The 39 demographic dividend indicators had been included in local plans. A project on the National Transfer Accounts (NTAs)/ National Time Transfer Accounts (NTTAs) concept had been developed. The Third National Dialogue workshop would be held between 24 June and 27 June 2022, in which the demographic dividend with a gender dimension would be introduced to wider audiences and the 39 demographic dividend indicators would be assessed for data collection. Challenges included the need for risk mitigation measures in the context of government investments in skilled human resources and a multisectoral approach at both national and subnational levels. There was a lack of data on young people and other groups left behind. The way forward would be the inclusion of the demographic dividend chapter in the MTDP IV, adding strategies in the national and provincial plans, developing NTAs for Papua New Guinea, and updating, through monitoring, the ESCAP indicator framework on the demographic dividend.

22. Mr. Elias dos Santos Ferreira, Director General of Statistics, General Directorate of Statistics, Ministry of Finance, Timor-Leste, presented a review of project activities in Timor-Leste. He noted that, in Timor-Leste, between 2020 and 2050, the population would increase, especially the group of older persons, while the number of young people would shrink. The national workshop held on 10 and 11 January 2022 had reviewed the demographic dividend concepts and good practices and planned further project implementation. There had been a virtual meeting on 9 March 2022 in order to strengthen collaboration and communication with stakeholders for monitoring and evaluation, and to develop regional teams to conduct national reports. The regional consultation had been held on 23 May 2022, in which regional views to boost economic growth for the region had been shared. There had also been discussions and consultations on the available metadata to support strategies, local knowledge sharing and local awareness raising regarding the five demographic dividend domains in local plans.

23. Mr. dos Santos Ferreira added that a National Validation workshop had been held on 31 May 2022, with the presentation of results and key findings of the regional consultation and formulation of policy recommendations. The target participants had been from ministries, presidents of the municipalities, civil society organizations, academia and development partners. The policy plan and recommendations from project activities were under five domains: demography (7 global context indicators relevant to Timor-Leste from GDS sources), education (5 indicators), health and well-being (8 indicators), economy (15 indicators) and governance (4 indicators). Challenges included the lack of administrative data (since the demographic dividend concept was new), the demographic dividend activity implementation not covering all regions and time constraints. Regarding lessons learned, accessible data for the five domains of the demographic dividend would be needed at the national and regional levels, as well as the creation of a strong policy plan on the five domains and a computation method based on SDG metadata. Recommendations included coordination with local churches on family planning policy, a plan for the Health Management Information System, a national policy plan on literacy, a plan to reduce rates of poverty and unemployment, based on the strategic development plan (2011-2030), as well as plans to increase the State budget allocation on the education sector and revenue for measures to support informal employment contributions, along with regular advocacy on gender equality and policy development focused on women's empowerment and migration.

24. During the discussion, Ms. Usa Khiewrord, FOPDEV, inquired about NTTAs and how they were being applied to the countries. Mr. dos Santos Ferreira responded that the Government of Timor-Leste was supporting young people who needed jobs. Ms. Wassana

Im-em explained that NTTAs was a technical concept, including age- and gender-specific data on the production, consumption and transfer of services that were produced through unpaid work and not captured in NTAs. Mr. Roncarati further explained that both NTAs and NTTAs provided coherent accounting frameworks of economic flows from one age group to another. Mr. Duguman shared that NTTAs in Papua New Guinea were especially important for women to support their families and that there were sets of central policies within the context of sustainable development to promote NTTAs. Dr. Aizan Hamid observed that multidimensional projects involved many parties and asked how the governance structure would be developed and sustained after the implementation of the project, highlighting the issue of leadership and trust. In response, Mr. dos Santos Ferreira stated that it could be done through collaboration between different ministries.

C. Session 2: Demographic Dividend with a Gender Dimension (cont.)

25. This session was moderated by Ms. Henning, ESCAP. The session featured a presentation by Mr. Syed T. Ahmed, Associate Economic Affairs Officer, GPSPD, Economic Commission for Africa, on lessons learned and recommendations from project activities in Africa. It was followed by a presentation by Mr. Roncarati, ESCAP, on draft recommendations from project activities in Asia and the Pacific.

26. Mr. Ahmed presented lessons learned and recommendations from project activities in Africa, based on activities in five target countries. He noted that ECA used a tripartite approach, with a national coordinator facilitating between national agencies, including National Population Councils and Bureaus of Statistics. He stated that the African Union, in 2017, committed to focusing on youth and devised a roadmap on demographic dividends with four main pillars, including employment and entrepreneurship, education and skills development; health and well-being; and rights, governance and youth empowerment. Some knowledge products from the project included policy reports, briefs and situation analyses at the country level relating to human capital, an index and a dashboard for the African region on gender and the demographic dividend. The biographic dividend monitoring index was a data framework for gathering information to provide a holistic picture of the pillars and help in terms of monitoring and promoting effective evaluation going forward. Another tool was an operational manual that guided countries in advocating for gender equality and youth empowerment. There was also a policy framework with various policy options on education, training, employment and entrepreneurship.

27. Mr. Ahmed highlighted lessons learned during the development of knowledge products, including on how to cope with the fragmented approach that countries had taken to address demographic dynamics. There was need for high-level advocacy to harness the demographic dividend and the benefits of disseminating policy briefs at the political, policy and technical levels. In terms of an index and dashboard, there was a need for a harmonized index and a minimum set of indicators to be used for regional comparisons, with the flexibility to contextualize. For an operational manual, there was a need for guidance to operationalize the integration of the demographic dividend into population and development. In terms of policy frameworks, many countries were struggling with policy options to harness the demographic dividend and there was a need for a comprehensive approach to address education and employment. Regarding use of infographics and advocacy, the demographic dividend covered many domains, and consequently, multiple data points needed to be digested for effective applications.

28. The main findings from the project outcomes included the need to bring the gender dimension to the conversation. Thus, enhancing education for women and girls would

recalibrate the population balance, as it would contribute significantly to an increased labour force. This, in turn, would require solutions to tackle safety and security concerns, cultural norms and gender segregation, violence against women, quality education and more active participation. Regarding recommendations, the need for African countries to continue working on the project and sharing the analysis more closely with national stakeholders was noted. Furthermore, the development of infographics and media to support the findings of the project from a visual perspective would be crucial to increase its impact. Another need concerned the establishment of country coordination mechanisms and the provision of further training workshops on the index and dashboard. Mr. Ahmed also noted the need to develop a comprehensive set of policy options to harness the demographic dividend more holistically. Notable successes included some countries already including the concepts of the demographic dividend and gender equality in their national plans. For instance, Nigeria had recently revised its national policy to include the gender equality aspect, and Zambia had included the concept of the demographic dividend into its eighth national development plan.

29. Mr. Roncarati presented the draft recommendations from project activities in Asia and the Pacific. In this region, there were two target countries, Papua New Guinea and Timor-Leste, which had developed close partnerships with ESCAP through stakeholder meetings and consultations. The recommendations in the field of health focused on investments in universal health care and ensuring accessibility and affordability; improving public awareness of health issues, especially in rural and underserved areas; and expanding family planning through multi-sectoral approaches to ensure population goals were integrated into other health and development initiatives. Regarding education, recommendations included investments in universal basic education for all, with a focus on gender disparities and left behind groups; gender and youth empowerment programmes through the enhancement of female education and training to hone their entrepreneurship skills; developing opportunities for decent work; and investment in the skills and human capital of youth. The need to reduce inequalities in income and opportunities with attention to the gender dimension was noted. To conclude, it would be crucial to improve governance and develop strong institutions to enhance women's participation in parliament and managerial positions in both the public and private sectors, as well as develop inter-ministerial and multisectoral strategies and partnerships.

30. Recommendations from the good practice countries of Malaysia and the Republic of Korea included reforming institutional arrangements to incentivize equal opportunities and enhance human capital development; designing education systems around effective human capital formation, with universal access at primary and secondary levels, supported by public subsidies; and promotion of STEM (science, technology, engineering and mathematics) subjects, especially among women. With respect to health and well-being, achieving universal health care would be crucial. Thus, there was a need to invest in family planning, including in more developed countries which had already reaped the demographic dividend. Even though such countries had low fertility rates, there was scope to improve maternal and infant mortality with targeted investments. Developing more inclusive and cost-effective health-care systems, including through enhancement of health-care financing, was noted. Recommendations also underscored the importance of preparing for population ageing and the rise of non-communicable diseases. Geriatric care would need to be improved to cope with the rapidly increasing demand for specialized services and care.

31. Regarding the economy, recommendations included the need for better job creation in skilled categories, by matching labour demand and supply; strengthened collaboration between industry and academia; and greater efficiency in the labour market. It would be crucial to support working women by removing barriers they faced at work and enhancing

the work-life balance, for instance, through extended maternity leave, flexible work arrangements and childcare facilities. Entrepreneurship was important since successful women entrepreneurs could be recruited to assist those new to the business. Promoting entrepreneurial training and credit facilities would be crucial, as well as bolstering public-private partnerships to help women enter and remain in the labour market.

32. Regarding gender equality and empowerment of women, there was a need to recognize that the outcomes of improved health and rates of female participation in political and business domains were the results, not the causes, of the demographic transition. Thus, redoubling effort to address gender discrimination and sexual harassment and eliminate gender stereotyping would be crucial. In this context, the media could play an influential role in information dissemination and thus help change public perceptions of gender roles.

33. In the sustainability field, noted was the need to ensure that demographic dividend gains continued benefiting everyone in the long run through investments in education, health and women's empowerment. There was also a need to undertake related reforms in labour market institutions and social welfare systems to prepare for an ageing society. Involving diverse stakeholders and including representatives from all segments of society, including in preparing annual budgets and development plans, would also be important.

34. Concluding recommendations included the establishment and confirmation of political commitment, conducting national assessments; developing national roadmaps; reviewing and applying good practices; ensuring capacities in Government and other domains; putting in place mechanisms, including the use of mass media, to raise awareness; creating opportunities for effective consultations and ensuring effective monitoring, evaluation and assessment of interventions.

35. Ms. Henning moderated further discussions on the topic. These revolved around issues including the index used, while several participants requested more information on training and policies.

36. Ms. Hayashi inquired about the kind of policies that were in place in target countries, and whether they had public insurance for unemployment, job allocation services, or laws for gender equality in employment. Moreover, she asked if a public pension fund was in place.

37. Mr. Ahmed responded that the main issue in Africa was the large number of informal jobs which led to income insecurities, yet social protection systems were not well established. With informality being an important issue in Africa, there were attempts to seek gender equality in employment through affirmative action and related policies. While women were relatively well represented in the public sector, this was not the case in the private sector. In addition, there was a need to promote equality not only in terms of employment but also in terms of payment and income.

38. Mr. dos Santos Ferreira expressed interest in the computation and availability of the demographic dividend and gender index, and the operational manual.

39. Mr. Ahmed responded that the demographic dividend and gender index developed by ECA were based on five dimensions which included the four pillars mentioned previously. One of the dimensions was the economic dependency coverage index which was based on three indicators reflecting consumption and production. The second dimension was the living environment quality index which reflected the individual quality of life from electoral participation, air and water pollution, size and cost of housing, work-life balance and

insecurity, among other aspects. The third dimension was the poverty synthetic index, which included four indicators measuring poverty and non-poverty. The fourth dimension was the expanding human development index including five indicators based on the total fertility rate. The fifth dimension was the synthetic network and territories index, which included 21 indicators reflecting factors including migration. The data used were mainly based on existing indices and built on available data. The target countries of the project were at different stages in terms of data collection and thus faced different challenges. Mr. Ahmed also noted that there had been workshops on capacity development and on the index itself. Zambia and Nigeria had requested further workshops. Training opportunities would also be open to countries in the Asia-Pacific region.

D. Session 3a: Older Persons and the Future of Work

40. The session was moderated by Ms. Usa Khiewrord, Head of International Department, Foundation of Older Persons' Development, Thailand. It contained three presentations followed by short discussions. The first presentation was by Mr. Young-jae Lee, NRL Expert on Social Policy, Sustainable Demographic Transition Section, Social Development Division, ESCAP providing an overview of an ongoing project on expanding education and training opportunities for older persons in Asia and the Pacific. The second presentation was by Ms. Elke Loichinger, Researcher, Federal Institute for Population Research (BiB) and focused on the future of work in the context of an ageing population in Asia and the Pacific. The third presentation was by Ms. Boyoung Nam, Assistant Professor, Yonsei University, Republic of Korea on addressing challenges of population ageing in the Republic of Korea.

41. Ms. Khiewrord welcomed everyone and set the stage by noting that the session was on embracing population ageing through strengthening participation of older persons in the labour force. Session 3 would look into expanding education and training opportunities for older persons to support economic and social development in Asia and the Pacific, in the context of the Fourth Industrial Revolution, itself characterized by the rise by artificial intelligence.

42. Mr. Lee provided an overview of an ongoing project of ESCAP and partners entitled "Expanding education and training opportunities for older persons in the Asia-Pacific region: Strengthening their labour force participation in the context of the Fourth Industrial Revolution". He informed that the project target countries were China, Malaysia and Thailand as they were rapidly ageing, and that a main approach was to learn from experiences and good practices of Japan, Republic of Korea and Singapore. He mentioned that the Asia-Pacific region was experiencing population ageing at an unprecedented pace, with the number of older persons expected to more than double, and one in four people in the region projected to be 60 years or older by 2050. He noted that an ageing labour force could result in declining productivity gains, and slower economic growth – with the latter due to shrinking domestic consumption and increased pressure on public finances as the demand for pensions and health care would be rising.

43. The project, which was undertaken within the context of the 2030 Agenda for Sustainable Development and its SDG framework, as well as the Madrid International Plan of Action on Ageing, aimed to identify workable and effective methods to support employment of older persons in the context of technological and other changes, and to ensure the dissemination of such knowledge and good practices across the Asia-Pacific region. Mr. Lee informed that the project had three steps, the first was to conduct analytical studies, based on which in a second step involving e-learning modules would be developed and workshops held to discuss the studies, to then, finally, as part of the third step, prepare a publication with

overall findings and recommendations. He mentioned that the research focused on: drivers of labour force participation of older women and men, as well as existing policies, programmes and schemes to promote the labour force participation of older persons; and barriers faced by older women and men to participate in the labour force, with a focus on challenges that older women uniquely experienced.

44. In her presentation, Ms. Loichinger touched upon demographic trends in the region, characteristics of labour supply and demand, and emerging trends and developments. She noted that changes in the age structure were continuing, with an increase in the proportion of over 65-year-old persons and a decrease in young and working age persons, but that there were large differences between Asia-Pacific countries in terms of fertility levels, life expectancy and international migration. Some countries were still enjoying a demographic dividend, and others were rapidly aging. Beyond age structure changes, educational attainment was crucial as it also changed over time and affected the well-being of the population. People had little education in the 1950s, but at present, most of them had lower secondary education or above, which affected the labour markets and productivity.

45. Ms. Loichinger further suggested a shift in educational attainment towards upper secondary and post-secondary education over the following 40 years. While there was large differentiation between countries, men's labour force participation was higher than women's, but unpaid work often did not appear in statistics, in particular care work, which tended to be undertaken by women. She further noted that much of the work was still informal, though variations among countries were large. Social protection was mostly linked to formal employment, though endeavors to include informally employed persons in social protection schemes, as well as formalization of work, were underway.

46. Ms. Loichinger next discussed four emerging trends in the context of ageing societies, namely the Fourth Industrial Revolution, COVID-19, the green economy, and climate change and natural disasters. The Fourth Industrial Revolution necessitated reskilling and upskilling through continued education and training over a person's life course, especially if working life was extending. While some jobs would become obsolete, new ones would be created, affecting different professions and subgroups in different ways. She called for increased provision of education for older workers. As societies were ageing, labour migration into those countries was increasing. COVID-19 had caused huge disruptions, not just in labour markets, but in all aspects of life, including through restricted labour migration, with repercussions for remittances; supply chain disruptions; unemployment; and uneven presence of social protection schemes. While many emergency protection schemes had been introduced, countries with existing social protection were generally better able to handle the crisis.

47. Shifting towards a green economy was resulting in a change in skill demand, while climate change and natural disasters were causing increasing human and economic losses, and it was important to build greater resilience. These trends were happening in parallel and were interrelated. Ms. Loichinger, therefore, recommended to: strengthen social protection for population ageing and future crises; promote lifelong education and training; take a life-course approach to policy development and implementation; remove barriers to work, including creating an age friendly working environment; promote inclusion of relevant stakeholders and cross-sectoral policymaking; and provide more disaggregated data for evidence-based policymaking, including for monitoring labour market demand and supply. She further commented that Asia and the Pacific could benefit from countries showing a range of population structures: those in early stages of ageing could learn from other countries further along, though adjustments to each country's context would be needed.

48. Ms. Boyoung Nam informed that population ageing was progressing in the Republic of Korea at an unprecedented rate. She noted that statistically, the Republic of Korea had become an ageing society in 2017 and that by 2025 it would be a super ageing society with 20 per cent of the population aged 65 years or older. She pointed at the relatively high incidence of poverty (40 per cent) among older persons and at one of the highest suicide rates among older persons in OECD countries. Many older persons had a lack of income and were economically dependent, which exacerbated intergenerational conflict.

49. Ms. Nam described the multi-tier old age income security system in the Republic of Korea. The first tier was the 'national pension scheme', which was social insurance based, the second tier was the 'basic old-age pension scheme', which was non-contributory and was roughly USD 230 per month, payable to eligible older persons; and the third tier was the 'public assistance scheme' – the safety net. However, there were still blind spots and overall, the funds were not enough to provide income security and foster engagement of older persons. This was why the Government of the Republic of Korea had opted for government-funded employment programmes including job creation, providing employment incentives and paying unemployment benefits. One of these was the Senior Employment and Social Activity Support Programme (SESAP) that aimed to supplement pension schemes and was in line with the 'active ageing theory' aimed to enhance overall quality of life, health and independence. SESAP had created over 830,000 jobs and was one of the most successful government-funded employment programmes in the region. It had seven subprogrammes covering both jobs and social activities, and it was particularly popular among women who made up 60 to 70 per cent of its clientele. On average, the programme added USD 140 per month to participants' incomes and, because of increased well-being, reduced medical care and health costs of USD 4.2 million annually.

50. Ms. Nam highlighted the 'elder-to-elder care' and the 'silver café'² as two particularly successful projects, but also mentioned information and communications technology training by older persons for older persons and the eco-friendly air purifying plants project.³ There were plans to expand SESAP to account for the retirement of the 'baby-boomer generation'. The establishment of strong delivery systems and the training of staff were important for establishing successful programmes for older persons. Any programme needed to respond to social demand and reflect a country's culture and highlighting the contributions of older persons could reduce negative attitudes.

51. In discussions, participants noted that age discrimination in the workplace was even stronger than gender-based discrimination. They also commented that certain programmes, while having the potential of empowering women, could reinforce gender stereotypes – such as that care work should be done by women. One comment was that the SESAP programmes were filling gaps, as some of them were designed to replace the informal market of child and elderly care, which the private sector could not cover.

² Elder-to-elder care: visiting the homes of disadvantaged older persons, such as those living alone, those raising their grandchildren, those with reduced mobility, and those with mild dementia, to check their condition, chat and provide other services necessary for their daily lives.

Silver care: selling drinks and light snacks handmade by participating older persons, and providing healthy food and snacks to older persons and local residents using welfare centres.

³ A project to supply plants to purify the air of fine dust, and to provide both face-to-face and non-face-to-face emotional support and counselling to older persons at centres and for those living alone.

E. Session 3b: Older Persons and the Future of Work (cont.)

52. The session was moderated by Ms. Hyunjoo Nam, Vice President, Korean Society of Gerontological Social Welfare, Republic of Korea. It consisted of three presentations followed by short discussions. The first presentation was by Mr. Feng Qiushi, Associate Professor, National University of Singapore on labour force participation of older persons in an ageing China. The second presentation was delivered by Mr. Yu Korekawa, Director, National Institute of Population and Social Security Research, Japan and focused on employment of older persons in Japan. The third presentation had been prepared by Mr. Muhammed Bin Abdul Khalid, Researcher Fellow, Institute of Malaysia and International Studies (IKAMS) of the National University of Malaysia (UKM). As he could not attend the meeting, the presentation was delivered by Mr. Roncarati, ESCAP. It focused on the future of employment in Malaysia, Singapore and Thailand.

53. Mr. Qiushi explained that the population of China had been ageing rapidly in the preceding few decades and that there was concern that this could lead to a slowdown in economic growth. The economic rise of China since the late 1970s was highly related to the first demographic dividend, and for the future, China would need to tap the “second demographic dividend”, transforming the human capital of older persons into a source of economic growth. Mr. Qiushi informed that China had one of the highest labour force participation rates (though there was a significant difference between men and women), but that in recent years it had been declining. He noted that after retirement, labour force participation was still around 30 per cent and that particularly in rural areas, where agriculture predominated and pension schemes were quite new, many people worked well into old age. Thus, the definition of an age range for labour force participation was quite arbitrary and might not indicate capacity to work. Instead, it depended on factors such as education and health. Labour force participation in old age was expected to have a positive impact on health and well-being and current retirement systems needed to be changed because they encouraged early retirement and did not encourage further participation in the labour market. In China such institutional challenges were disproportionately affecting women.

54. Regarding impacts of the Fourth Industrial Revolution, Mr. Qiushi pointed out that it would particularly affect the current middle and old age cohorts, as due to different skill requirements and automation, they would encounter challenges finding new jobs. In this context, the well-established national lifelong learning system in China benefitted younger and older persons. Older persons were also more vulnerable with regard to natural and social crises. During the COVID-19 pandemic, for example, older persons had the highest rates of infection and mortality among all the age groups, while climate change could have detrimental impacts on older persons, especially those working in agriculture outdoors.

55. Mr. Qiushi proposed the following policy recommendations: transform China’s retirement system, and in particular postpone the retirement age and create flexible institutions that could better facilitate labour force participation of older persons – including phased retirement and bridge employment; facilitate lifelong learning among Chinese middle-aged and older persons, and better prepare them for the Fourth Industrial Revolution, including through learning targeted at the labour market, waiving tuition fees for older persons and encouraging online universities of the ‘third age’; adjust the working environment, including infrastructure and facilities for safety and productivity. He further noted that ageism was still an important issue in developing countries, and it could increase if the retirement age would be postponed, and jobs would be more technically demanding.

56. Mr. Yu Korekawa informed that the total population of Japan had begun to decline due to low-fertility (in 1975 there were 2 million births, in 2020 only 800,000) and that the pace of ageing was very rapid. Though the working-age population had declined since 1997, the total labour force had plateaued in the preceding two decades and had even grown recently. This was due to higher labour force participation of older persons, especially since 2006, when the pensionable age was raised, as well as due to the increasing labour force participation of women. Mr. Korekawa noted that culturally there was a high motivation to work among older persons, despite their stable economic situations (high rates of homeownership and savings and lower debt levels than younger cohorts), though economic reasons (retaining one's living standards) also played a role.

57. Mr. Korekawa provided statistics showing the motivations of older persons to work: 60 per cent of those aged 60 or over wanted to work and 20 per cent of them as long as they could, while only 14 per cent did not want to work. Still, there was a risk to the sustainability of Japan's pension system because of steeply declining fertility rates. Although the Japanese employment system was a seniority-based system, which had led to a sharp drop in income after retirement, it had resulted in massive inequality in terms of gender and membership status in a company. For pension prospects it also mattered whether a company was large or small.

58. Mr. Korekawa explained that a 2020 policy amendment meant that employers had to take one of several possible measures: (a) raise retirement age to 70, (b) abolish a mandatory retirement age, (c) introduce reemployment and service extension systems to ensure continuous employment until age 70, (d) continuously outsource contracts until age 70, (e) engage employees in non-profit and volunteer associations, or in employers or third-party social contribution projects.

59. With regards to future challenges, Mr. Korekawa noted that the Basic Policies for Economic and Fiscal Management and Reform 2021, which determined the priority policies of the Japanese Government, listed driving forces for the future: green, digital, vibrant regional development, and measures to address the declining birth rate. In certain sectors, initiatives had already been introduced that harnessed technology to facilitate the continued employment of older persons. One example was drone technology, which had been introduced into the surveying and architectural design industry to reduce the risk of accidents and to improve work efficiency in surveying and other fieldwork at sites with poor scaffolding. Mr. Korekawa stressed that taking a gender-based perspective was particularly important and recommended that social security and employment systems should be as neutral as possible in terms of life course, to ensure that single persons of all genders received benefits without bias, while allowing older persons to work as they desired.

60. Mr. Roncarati, presenting on behalf of Mr. Muhammed Bin Abdul Khalid, provided an overview of demographic and labour market shifts in Malaysia, Singapore, and Thailand. He noted that Singapore would become a super-aged society within 8 years, Thailand within 13 years and Malaysia within 34 years. He also noted that being old often meant being poor – in Singapore nearly 1 in 2 older persons earned below the national median income, in Thailand 1 in 3 older persons lived in poverty and in Malaysia 2 out of 5 lived in relative poverty. All three countries exhibited limited retirement readiness, with Malaysia having inadequate income security and limited coverage, especially among women, where 1 in 3 were not covered. In Singapore, 2 in 3 older persons had sufficient minimum retirement savings, but older women were unlikely to meet the basic retirement sum, while in Thailand the pension system was fragmented with gaps in coverage and adequacy.

61. He informed that Malaysia, Singapore and Thailand had incorporated policies for older persons into their national development plans, but that there were gaps: Malaysia had policies on health, housing and nutrition for older persons; a law for older persons' rights; a long-term care framework to promote better health care and higher quality of caregivers; and a database on older persons. However, there were no initiatives aimed at enhancing older worker employment. In Singapore, there were policies for successful ageing and employability of older workers, and initiatives to re-employ and re-skill; despite these, most older persons still worked in elementary jobs. In Thailand there was a national plan for older persons covering well-being and social security, among others. Nevertheless, uptake of employment services for older persons remained low, hiring incentives were limited and pension amounts were inadequate.

62. Regarding future risks, Mr. Roncarati first informed about the impacts of the Fourth Industrial Revolution: though to varying degrees, in all three countries (Malaysia, Singapore and Thailand) many older workers worked in lower-skill, informal jobs, with training incentives being more targeted at younger cohorts; this put older persons at risk of being displaced. Older persons were more likely to be unemployed due to the COVID-19 pandemic and, as a result, deplete retirement savings. This was most pronounced in Malaysia, while in Singapore government initiatives were more inclusive of older persons, and in Thailand the labour market suffered less due to effective containment measures. Mr. Roncarati also pointed out that environmental and climatic change impacts affected older persons the most, including because they disproportionately worked in agriculture, exposing them to heat stress or diseases, among others.

63. Mr. Roncarati put forward the following recommendations: develop age-friendly work places with universal design, and accommodating visual impairments and other considerations; up-skill and re-skill for the future of work, with tailoring to the context of each country and reacting to greater mechanization and digitalization; incentivize employers to hire older persons; improve social protection policies, from including to address the exclusion of women; improve the female labour force participation rate, taking into account that, if it was low in earlier life stages, it would be particularly difficult to find a job later on; and strengthen focus on health care and health promotion of older persons.

64. During discussions, it was noted that in Japan, while there was a culture of work, incentivized by psychological well-being, economic motivation was also important. In China, older persons were also motivated to work by reasons beyond financial motivation, while in Singapore, financial concerns were the dominating reason, though many worked to retain social recognition and enjoy the cognitive and social stimulation of work itself. Participants agreed that there was a work ethic that could be summarized as "as long as we can work, we are healthy".

F. Session 4: Recommendations and Ways Forward

65. The session was moderated by Ms. Henning, ESCAP. The session took the form of a presentation by Mr. Tyler Esch, Consultant, Sustainable Demographic Transition Section, Social Development Division, ESCAP and Mr. Lee, ESCAP, on key challenges and lessons learned from across the Asia-Pacific Region, followed by insights from Ms. Susana Harding, Director, International Longevity Centre, Tsao Foundation and Dato' Dr. Tengku Aizan Hamid, Research Fellow, Malaysian Research Institute on Ageing. A discussion with other participants followed.

66. Mr. Esch presented different key challenges, each followed by recommendations and good policy practices from the presentations of different countries. The first key challenge related to the provision of employment opportunities for all and allowing older persons to work as long as they wanted. The statutory retirement age was often low, considering life expectancy. Thus, it would be important to ease access to the labour market in order to sustain self-sufficiency and reduce social alienation. Good policy practices focused on eliminating the mandatory retirement age, introducing a re-employment age, increasing the retirement age, introducing flexible programmes that supported the employment of older persons, and shifting focus from the conventional labour force population age (15-64) to the effective labour force population age.

67. The second key challenge was increasing incentives for employers to retain and recruit older persons. There was a need to empower older persons and recognize their contribution to society. Good policy practices focused on expanding incentives for employers to retain and recruit older workers through tax deductions, employment credits, or grants; encouraging employers to offer infrastructure facilities and technologies to assist older workers, especially those with functional limitations; and reducing age discrimination by introducing laws to ensure that older persons were not discriminated against in the labour market.

68. The third challenge referred to broadening the scope of social protection to reduce poverty and income inequality. Many older persons needed to work for income, and with little choice, they would work in the informal sector with no social protection. Thus, there was a need to ensure that social protection systems covered both informal and formal sectors, particularly for the socially and economically disadvantaged groups. Good policy practices focused on ensuring that non-regular and informal workers received benefits through the consideration of non-regular work arrangements when planning social security policy, including informal activities; and making entitlements to pensions and contributory systems individually based without differentiating between employment status or nationality.

69. The fourth challenge covered the fact that women were more vulnerable to poverty in their old age than men, since, throughout their life course, women had lower labour force participation in the formal sector and limited access to quality education. Family structures were changing, and women were being left behind in rural areas, which would make them financially dependent on their family members. Good policy practices highlighted the need to ensure a gender-based lens in all policy planning, such as distributing benefits on an individual basis to support single women into old age; alleviating the extra burden of childcare and housework to promote the employment of women; and granting maternity and paternity leave policies to support female labour participation across their career trajectory.

70. The fifth key challenge related to the Fourth Industrial Revolution and climate change, as the demographic transition was occurring against these factors. In this context, the importance of promoting digital literacy was noted. Good policy practices focused on proactively developing plans, policies, and programmes to address emerging challenges, such as expanding upskilling and reskilling initiatives for older workers to ensure technological relevancy; and considering the exodus of workers from farming and agriculture when planning policies on employment.

71. Mr. Lee presented further considerations concerning the case of the Republic of Korea. It was noted that it would be important to understand the policy environment of public social spending. The first consideration concerned public social spending in areas related to ageing. The average public social spending as a percentage of GDP in OECD countries was more than double that of countries in Asia and the Pacific. This meant that Asia-Pacific countries would

see more fiscal demands to catch up, this was especially challenging given rapid population ageing in the region. In the Republic of Korea, social expenditures on older persons had increased up to 30 per cent since 1990. The second consideration concerned raising the statutory age of retirement. For instance, Japan and the Republic of Korea had different approaches in this regard due to different job markets. In the Republic of Korea, the Government was concerned how its measures affected younger generation's unemployment rate and was providing temporary public jobs for older persons like SESAP program until private market would be well ready to keep more older persons work longer. It would also be necessary to improve benefit packages and address the employment concerns of all demographic groups.

72. Ms. Harding, in response to the presentation, stated that it was very interesting to consider the demographic dividend in the population ageing context. There was a need to look at longevity and consider the quality of life. It would be important to think about how to maximize those added years from a health perspective. Thus, there was a need to change the conversations around those issues. Regarding older women, there was no concept of retirement for them since many had worked their entire life. Furthermore, in Singapore, there was a rise in the gig economy, in which both younger and older persons were workers. It would be interesting to consider how one could have a better understanding of this emerging employment system that could be used to support both younger and older persons. From a sustainability perspective, there was a need to think about a non-linear career trajectory, in order to create more opportunities for innovation. A good practice from Singapore was time banking for retirement savings; these favoured women, especially those not in formal employment. She underscored that many older persons did not have enough money to retire, even though they were making choices in the present, and they would need to be respected as contributors. Older persons expressed the desire of giving back and there was a need to optimize their potential; however, there were no conversations about them being assets.

73. Dato' Dr. Tengku Aizan Hamid underscored the need to discuss ageing from the perspective of older persons, as there were cultural issues that limited opportunities for them to be active. For instance, in Malaysia, if older persons continued to work beyond their retirement age, young people would see themselves as having not done enough for them. Thus, there was a need to change the negative social perspective of older persons wanting to be active. There was also a need to remove several barriers, such as policies discriminating against older persons, as they were not seen as being part of the system. Inclusive decision-making at all levels of society would be crucial and ensure the involvement of older persons in the process within their communities, taking the SDG approach. Policymakers would need to work together and involve other stakeholders, especially older persons, if the policies were related to them, which was something that in Malaysia did not occur. In this context, capacity-building for policymakers to change this paradigm was crucial, as well as the creation of a mechanism to include older persons in the final decision-making process. She further noted that self-organization of older persons in Asia and the Pacific was not very strong, due to the lack of a proper structure and leadership issues. Thus, there was a need to identify a way to mobilize older persons to be part of society, especially through older persons' associations.

74. Ms. Reiko Hayashi noted the lack of pensions for women, which was a significant issue in many countries of the region. In Japan, when the Government expanded tax benefits, it allowed housewives to receive these. There was a disparity between housewives and working women. She inquired about the case of Malaysia and Singapore.

75. Ms. Harding responded that in Singapore there was no social pension. Instead, there was the Central Provident Fund (CPF) pension. In the past years there was a shift in social

policy, in which the retirement saving scheme started to support non-working women. First, the Government would look at how much money the individual had in their CPF account, and one would be eligible if they did not earn enough, which supported caregivers, especially non-working women. However, individuals would still need to have savings in their accounts.

76. Dato' Dr. Tengku Aizan Hamid responded that in Malaysia there was a savings scheme in which individuals could not withdraw their savings until a certain age. It catered to those who had some money. For instance, if an individual contributed to the retirement scheme, the savings would be tax-free (MYR 3,000 a year). It was a mutual fund with management fees, and many asked the government to reduce such fees. It would be good to encourage youth to save in this scheme, and it would be important to come up with schemes that would encourage saving. For instance, for the Muslim population, there was a scheme that motivated individuals to save for pilgrimages. Moreover, in the context of the COVID-19 pandemic, it was observed that many people did not have emergency funds and that there was a lack of financial literacy.

77. Mr. Qiushi shared that from the policy perspective, it would be important to continue to employ older persons, especially since different cohorts would have different skills. It would be important to upgrade the skills of older persons, but there were also financial considerations. He also noted the importance of the gender dimension, since there was not enough value given to the informal contribution of the work of women in the domestic domain, such as grandparenting and childcare. Moreover, the notion of being productive would need to be based on capacity and people's willingness to work. He presented the concept of the middle-income trap, in which productivity was seen as a luxury, when, in reality, many people did not have the necessary resources if they did not work. Therefore, they had to work to make a living.

78. Ms. Hyunjoo Nam inquired whether workers would receive their pensions if they retired before the statutory age. Mr. Feng Qiushi responded that many Chinese people would retire early since the system encouraged it. However, the system would need to be changed because there was no financial motivation to keep people in their workplace, and many older persons were very educated.

79. Ms. Hyunjoo Nam shared that in the case of the Republic of Korea, an important issue related to care. The speed at which society was ageing was also of concern. The Government had been implementing a social insurance system for long-term care, but the country was lacking caregivers. Also, in the Republic of Korea most people went to university and would start working at the ages of 24-27, which was quite late.

80. Mr. Qiushi noted that in China people often retired two to three years before the official retirement age and that in the military, the retirement age was voluntary.

81. Ms. Harding stated that the Asia-Pacific region could learn from the United Kingdom of Great Britain and Northern Ireland regarding the definition of older persons' basic standards of living. For instance, it would be important to define how much income older persons would need to ensure their standard of living. She shared a study undertaken in Singapore on this topic.⁴

⁴ <https://whatsenough.sg/wp-content/uploads/2019/05/what-older-people-need-in-singapore-a-household-budgets-study-full-report.pdf>

82. Ms. Usa Khiewrord noted the need to promote the participation of older persons in the labour force since the belief that their participation would take job opportunities from young people was not true. She shared that the evidence demonstrated that younger and older persons had different skills, which complimented each other. Furthermore, unpaid work was mostly done by women and in particular older women.

83. Ms. Harding then informed participants about a special event on older persons which would be held on 1 July 2022, on the side lines of the intergovernmental meeting. Older Persons from around the region had been invited to participate and share their experiences. She invited all participants to attend.

G. Closing

84. Ms. Henning, on the behalf of Dr. Tata, thanked participants for their contributions to the discussion. She hoped that active participation was enjoyed and that this would enable mutual learning in the area of development and advancement of the work on demographic issues. The Regional Expert Forum was planned intentionally before the intergovernmental meeting to build synergies between both, and she encouraged participants to also attend the intergovernmental meeting from 29 June to 1 July 2022.

85. Mr. Ahmed, on the behalf of Ms. Matashane-Marite, thanked the organizers for the invitation and for sharing progress of the project in the ECA region. He looked forward to working with ESCAP, other United Nations entities, and stakeholders and countries in the region on demographic issues in the future. Ms. Henning then closed the meeting.



ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC (ESCAP)
 MINISTRY OF HEALTH AND WELFARE OF THE REPUBLIC OF KOREA

Regional Expert Forum on: Harnessing Intergenerational Benefits of Demographic Change in Asia and the Pacific: Engaging all Groups from Youth to Older Persons

22 June 2022

09:00-16:00 Online (*All times Indochina time zone: GMT +7*)

PROGRAMME

Time	Details
08:30-09:00	Participants join Zoom meeting
09:00-09:30	<p>Welcome</p> <ul style="list-style-type: none"> ➤ Mr. Srinivas Tata, Director, Social Development Division, ESCAP ➤ Mr. Chansik Yoon, Director General, Bureau of International Cooperation, Ministry of Health and Welfare, Republic of Korea ➤ Mr. Björn Andersson, Regional Director, UNFPA Asia-Pacific Regional Office <p>Overview of the meeting</p> <ul style="list-style-type: none"> • Ms. Sabine Henning, Chief, Sustainable Demographic Transition Section, Social Development Division, ESCAP
09:30-10:30	<p>Session 1: Demographic Dividend with a Gender Dimension</p> <p>Moderator: Ms. Wassana Im-em, Technical Specialist on Population and Development, UNFPA Asia-Pacific Regional Office</p> <p>Demographic Dividend with a Gender Dimension in Asia and the Pacific - Project achievements and lessons learned</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Marco Roncarati, Social Affairs Officer, Sustainable Demographic Transition Section, Social Development Division, ESCAP and Mr. Hakim Horton, Research Assistant, Sustainable Demographic Transition Section, Social Development Division, ESCAP <p>Review of project activities in Papua New Guinea</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Lawrence Duguman, First Assistant Secretary, Policy and Budget Division, Department of National Planning and Monitoring, Papua New Guinea

Time	Details
	<p>Review of project activities in Timor-Leste</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Elias dos Santos Ferreira, Director General of Statistics, General Directorate of Statistics. Ministry of Finance, Timor-Leste <p>Q & A</p>
10:30-10:35	<i>Break</i>
10:35-12:00	<p>Session 2: Demographic Dividend with a Gender Dimension (cont.)</p> <p>Moderator: Ms. Sabine Henning, Chief, Sustainable Demographic Transition Section, Social Development Division, ESCAP</p> <p>Lessons learned and recommendations from project activities in Africa</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Syed T Ahmed, Associate Economic Affairs Officer, GPSPD, Economic Commission for Africa <p>Draft recommendations from project activities in Asia and the Pacific</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Marco Roncarati, Sustainable Demographic Transition Section, Social Development Division, ESCAP <p>Q&A</p>
12:00-12:30	<i>Break</i>
12:30-13:30	<p>Session 3a: Older Persons and the Future of Work</p> <p>Moderator: Ms. Usa Khiewrord, Head of International Department, Foundation of Older Persons' Development, Thailand</p> <p>Expanding education and training opportunities for older persons in Asia and the Pacific - A project overview</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Young-Jae Lee, NRL Expert on Social Policy, Sustainable Demographic Transition Section, Social Development Division, ESCAP <p>The future of work in the context of population ageing in Asia and the Pacific</p> <ul style="list-style-type: none"> ➤ Presentation: Ms. Elke Loichinger, Researcher, Federal Institute for Population Research (BiB) <p>Addressing the challenges of population ageing in the Republic of Korea</p> <ul style="list-style-type: none"> ➤ Presentation: Ms. Boyoung Nam, Assistant Professor, Yonsei University, Republic of Korea <p>Q&A</p>
13:30-13:35	<i>Break</i>
13:35-14:40	<p>Session 3b: Older Persons and Future of Work (cont.)</p> <p>Moderator: Ms. Hyunjoo Nam, Vice President, Korean Society of Gerontological Social Welfare, Republic of Korea</p> <p>Labour force participation of older persons in an ageing China</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Feng Qiushi, Associate Professor, National University of Singapore

Time	Details
	<p>Employment of older persons in Japan</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Yu Korekawa, Director, National Institute of Population and Social Security Research, Japan <p>The future of employment in Malaysia, Singapore and Thailand</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Marco Roncarati, Sustainable Demographic Transition Section, Social Development Division, ESCAP on behalf of Mr. Muhammed Bin Abdul Khalid, Researcher Fellow, Institute of Malaysia and International Studies (IKAMS) of the National University of Malaysia <p>Q&A</p>
14:40-14:45	<i>Break</i>
14:45-15:40	<p>Session 4: Recommendations and Ways Forward</p> <p>Moderator: Ms. Sabine Henning, Chief, Sustainable Demographic Transition Section, Social Development Division, ESCAP</p> <p>Key challenges and lessons learned from across the Asia-Pacific Region: Towards Policy Good Practices</p> <ul style="list-style-type: none"> ➤ Presentation: Mr. Tyler Esch, Consultant, Sustainable Demographic Transition Section, Social Development Division, ESCAP and Mr. Young-Jae Lee, NRL Expert on Social Policy, Sustainable Demographic Transition Section, Social Development Division, ESCAP ➤ Ms. Susana Harding, Director, International Longevity Centre, Tsao Foundation ➤ Dato' Dr. Tengku Aizan Hamid, Research Fellow, Malaysian Research Institute on Ageing <p>Q&A</p>
15:40-16:00	<p>Closing</p> <ul style="list-style-type: none"> ➤ Mr. Syed T Ahmed, Associate Economic Affairs Officer, GPSPD, Economic Commission for Africa ➤ Ms. Sabine Henning, Chief, Sustainable Demographic Transition Section, Social Development Division, ESCAP



ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC (ESCAP)
MINISTRY OF HEALTH AND WELFARE OF REPUBLIC OF KOREA (MOHW)

Regional Expert Forum on: Harnessing Intergenerational Benefits of Demographic Change in Asia and the Pacific: Engaging all Groups from Youth to Older Persons

22 June 2022

09:00-16:00 Online (*All times Indochina time zone: GMT +7*)

LIST OF PARTICIPANTS

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Mr. Li Kexin, Director General, Department of International Economic Affairs

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Mr. Lawrence Guguman, First Assistant Secretary

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Mr. Michael Kaivepa, Branch Chief, Migration

Ms. Serah Vito, Branch Chief, Research and Development

Ms. Shirley Kali, Branch Chief, Social Statistics

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Ms. Uke Kumbra, Secretary of Education

Ms. Elizabeth Moli, Curriculum Officer

Department of Health

Mr. Edward Waramin, Family Health Services Manager

Department of Community Development and Religion

Mr. Jerry Ubase, Secretary

Mr. Becky Taribi, Assistant Secretary

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Mr. Jongmin Kim, Director, Korea Labor Force Development Institute for the aged (KORDI)

Mr. Kyungha Park, Director, Korea Labor Force Development Institute for the aged (KORDI)

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Ms. Wararak Kongratanasomboon, Social Development Worker, Department of Older Persons, Ministry of Social Development and Human Security

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Mr. Jenifer Antinio D.C Pui, Executive Director, Secretary State of Training and Employment

Mr. David T. De Deus, General Director, Secretary State of Youth and Sport

Mr. Afonso Soares, General Director, Ministry of Education

Mr. Cesar da Cruz, General Director, Ministry of Agriculture

Ms. Elfrina L.D.C, National Director, Secretary state of Gender Equality and Inclusion

Mr. Silvino Lopes, National Director, General Directorate of Statistic

Mr. Ricardo da Cruz, National Director, General Directorate of Statistic

Ms. Maria do Carmo Moreira, National Director, General Directorate of Statistic

Mr. Calistro da Costa, Data Officer, Ministry of Health

Ms. Olivia da Costa Barreto, Junior Professional/Statistician, General Directorate of Statistic

Mr. Jacob da Costa, Junior Professional/Statistician, General Directorate of Statistic

EXPERTS

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Ms. Hyunjoo Nam, Vice President of Korean Society of Gerontological Social Welfare, Republic of Korea

Ms. Boyoung Nam, Assistant Professor, Department of Social Welfare, Yonsei University, Republic of Korea

Mr. Feng Qiushi, Associate Professor, Department of Sociology, National University of Singapore, Singapore

Mr. Yu Korekawa, Director, Department of International Research and Cooperation, National Institute of Population and Social Security Research, Japan

Ms. Elke Loichinger, Researcher, Federal Institute for Population Research (BIB), Germany

Ms. Susana Harding, Director, International Longevity Centre Singapore, Tsao Foundation, Singapore

Dato' Dr. Tengku Aizan Hamid, Research Fellow, Malaysian Research Institute on Ageing, Malaysia

UNITED NATIONS

UNITED NATIONS POPULATION FUND (UNFPA)

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The Pacific Sub-Regional Offices

Mr. Steven Paniu	Assistant Representative, Assistant Representative, UNFPA, Papua New Guinea
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