

Key challenges and lessons learned from across the Asia-Pacific region: Towards good policy practices

Session 4: Recommendations and Ways Forward

Regional Expert Forum:

Harnessing intergenerational benefits of demographic changes in Asia and the Pacific:

Engaging all groups from youth to older persons

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Outline

- **Key challenges of population ageing**
 - **Good policy practices from member states**
 - **Further considerations: the case of the Republic of Korea**
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Key challenge 1: Providing employment opportunities for all

Older persons should be enabled to continue with income-generating **work for as long as they want and for as long as they are able** to do so productively

-- The Madrid International Plan of Action on Ageing (MIPAA) priority direction I, issue 2



Key challenge 1: Providing employment opportunities for all

Good policy practices: Allow people to work for as long as they want

- Eliminate mandatory retirement, introduce a re-employment age, increase the retirement age
- Introduce flexible programmes that support the employment of older persons
- Shift focus from the conventional labour force population age (15-64) to the effective labour force population age

Key challenge 2: Increasing incentives for employers to retain and recruit older persons

Ensure equal opportunity and reduce inequalities of outcome, including by **eliminating discriminatory laws, policies and practices** and promoting appropriate legislation, policies and action

-- SDG Target 10.3



Key challenge 2: Increasing incentives for employers to retain and recruit older persons

Good policy practices: Expand incentives for employers to retain and recruit older persons

- Reward employers who retain and recruit older workers through tax deductions, employment credits, or grants
- Encourage employers to offer infrastructure, facilities and technologies to assist older workers, especially those with functional limitations
- Reduce age discrimination by introducing anti-age discrimination laws to ensure that older persons are not discriminated against in the labour market

Key challenge 3: Broadening the scope of social protection to reduce poverty and income inequality

Assist older persons already engaged in informal sector activities by **improving their income, productivity and working conditions**

-- MIPAA priority direction I, issue 2, objective 1f

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age...

-- SDG Target 10.2



Key challenge 3: Broadening the scope of social protection to reduce poverty and income inequality

Good policy practices: Ensure that non-regular and informal workers receive benefits

- Consider non-regular work arrangements when planning social security policy, including, informal activities
- Make entitlements to pensions and contributory systems individually-based, without differentiating between employment status or nationality

Key challenge 4: Women are more vulnerable to poverty in their old age

Where poverty is endemic, persons who survive a lifetime of poverty often face an old age of deepening poverty... In many societies, female-headed households, including divorced, separated and unmarried women and widows, are at particular risk of poverty. Special social protection measures are required to address feminization of poverty, in particular among older women

-- MIPAA priority direction I, issue 6



Key challenge 4: Women are more vulnerable to poverty in their old age

Good policy practices: Ensure a gender-based lens in all policy planning

- Distribute benefits on an individual basis to support single women into old age
- Alleviate the extra burdens of childcare and housework to promote the employment of women
- Grant maternity and paternity leave policies to support female labour force participation across their career trajectory

Key challenge 5: The Fourth Industrial Revolution and climate change

Technological and organizational changes may render an employee's skills obsolete and dramatically depreciate the value attached to previously accumulated work experience

-- MIPAA priority direction I, issue 4



Key challenge 5: The Fourth Industrial Revolution and climate change

Good policy practices: Proactively develop plans, policies, and programmes to address emerging challenges

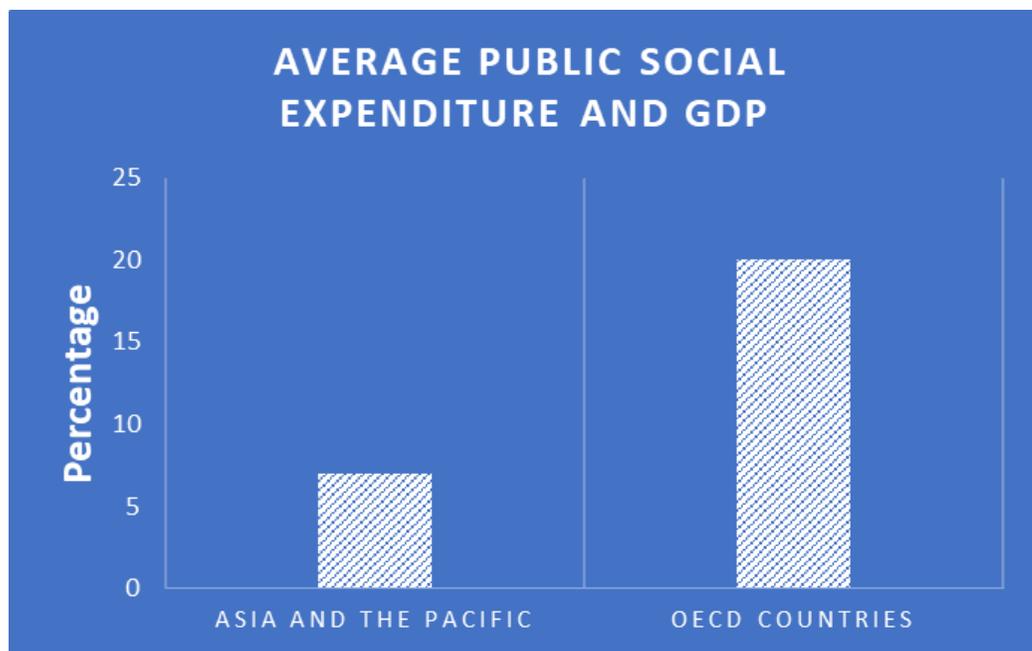
- Expand upskilling and reskilling initiatives for older workers to ensure technological relevancy
- Consider the accelerating exodus of workers from the farming and agriculture sector when planning policies on employment



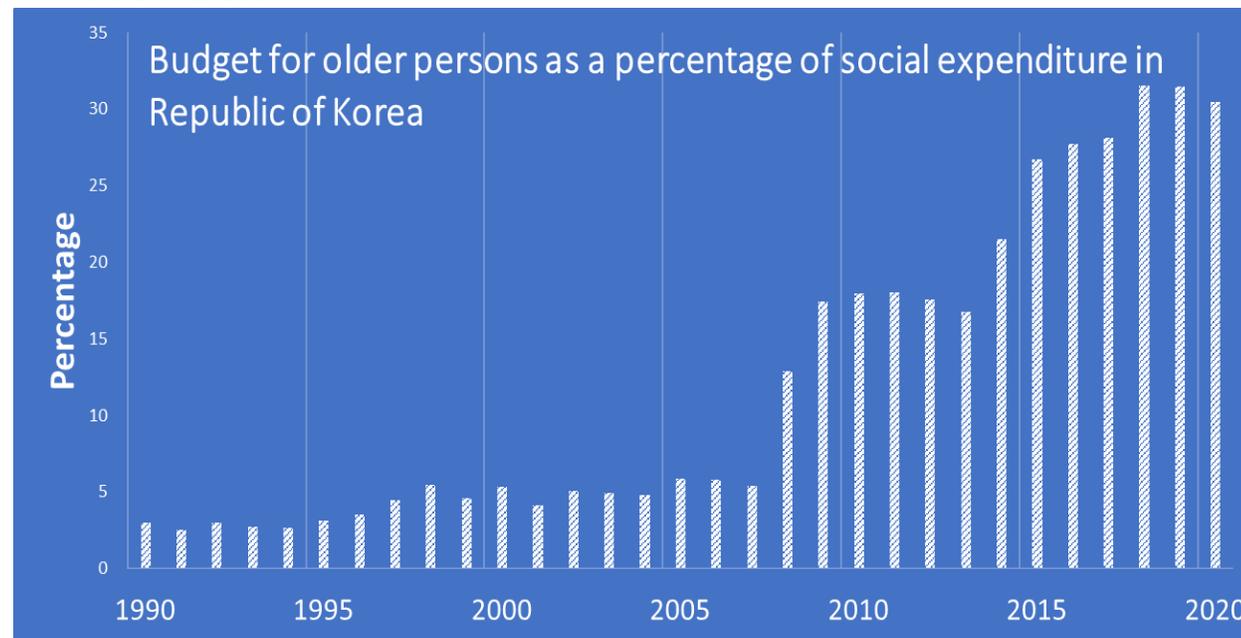
Further considerations: the case of Republic of Korea

Consideration 1: public social spending with ageing

- Spending in OECD is more than double Asia and the Pacific.
- Social expenditure on older persons has been increasing up to 30% in Republic of Korea.



Source: [Society at a Glance: Asia/Pacific 2022](#)



Source: [Ministry of Health and Welfare, Republic of Korea](#)

Consideration 2: Challenges in policy environment

- **How to increase retirement age**
- **How to improve benefit package**
- **How to address employment concerns of all demographic groups**



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