



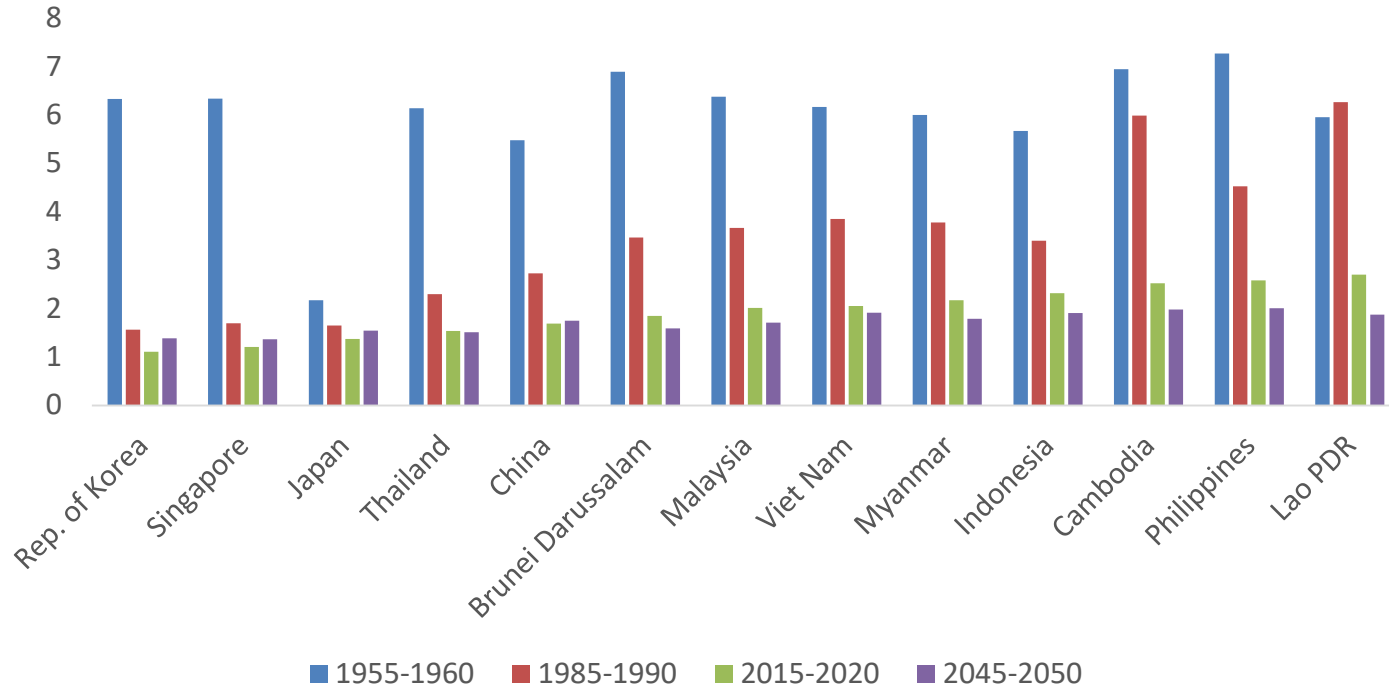
# Decent Work for Older Persons in ASEAN+3

Regional Conference on *Promoting Decent Work for Older Persons in ASEAN+3*, Bangkok

Christian Viegelahn, ILO Labour Economist  
27 June 2019

# Fertility rates have been going down

## Fertility (live births per woman)

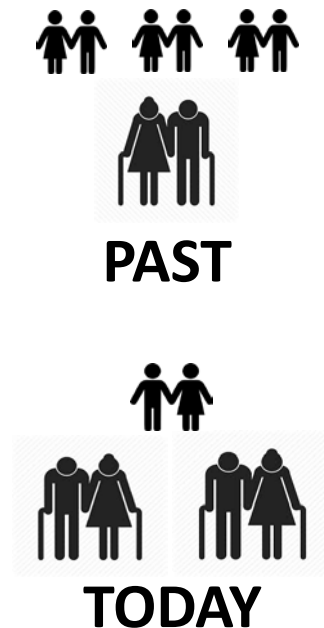
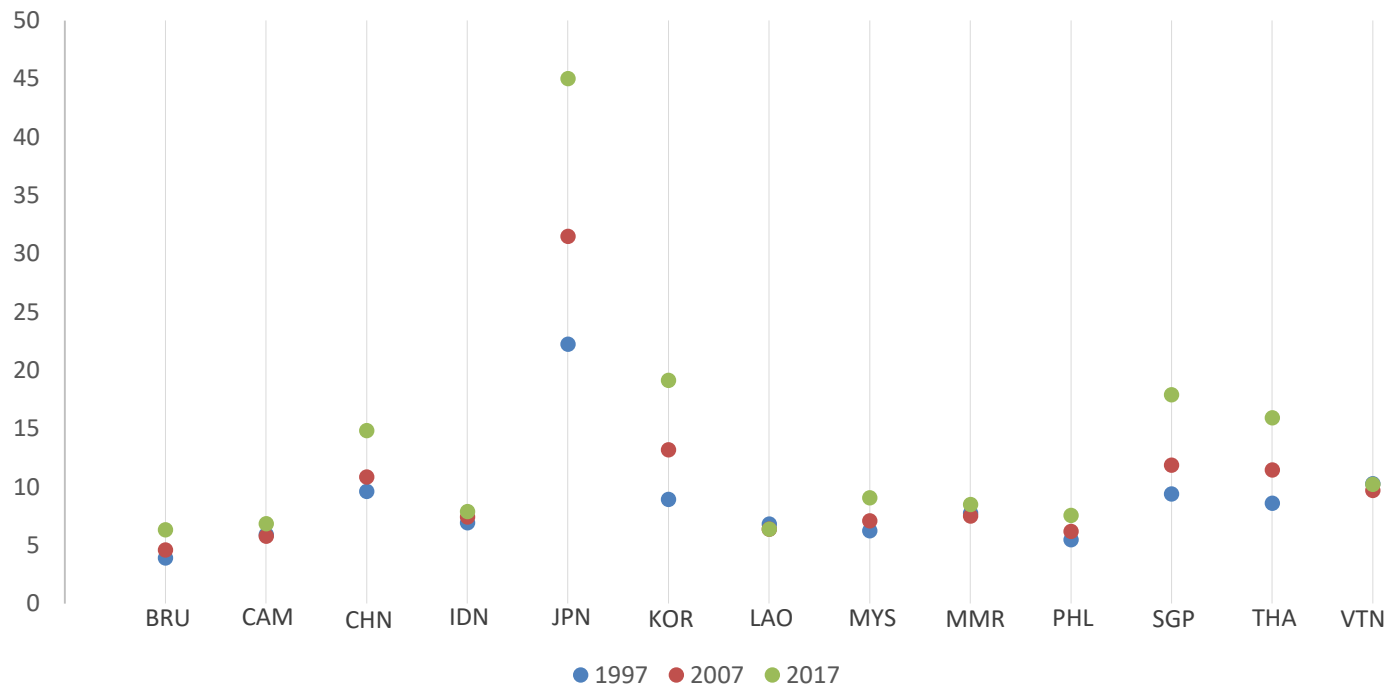


Source: UN Population Division, *World Population Prospects 2019*.

# Dependency ratios have rapidly increased



Population aged 65+ as share of population aged 15-64 (per cent)



Source: World Bank, *World Development Indicators*.

# Population is rapidly ageing



Country	Year that pop share aged 65+ reached 7%	Year that pop share aged 65+ reached 14%	# of years	Status
Japan	1977	1995	18	hyper-aged
Singapore	1999	2019	20	hyper-aged
Korea, Republic of	2000	2018	18	hyper-aged
China	2001	2025	24	aged
Thailand	2002	2022	20	aged
Viet Nam	2017	2034	17	aged
Malaysia	2020	2046	26	soon aged
Myanmar	2023	2050+	>27	soon aged
Brunei Darussalam	2024	2037	13	soon aged
Indonesia	2026	2050+	>24	soon aged
Cambodia	2031	2050+	>19	soon aged
Philippines	2032	2050+	>18	soon aged
Lao PDR	2038	2050+	>12	soon aged
...				
Australia	<1950	2012	>62	hyper-aged
New Zealand	<1950	2013	>63	hyper-aged

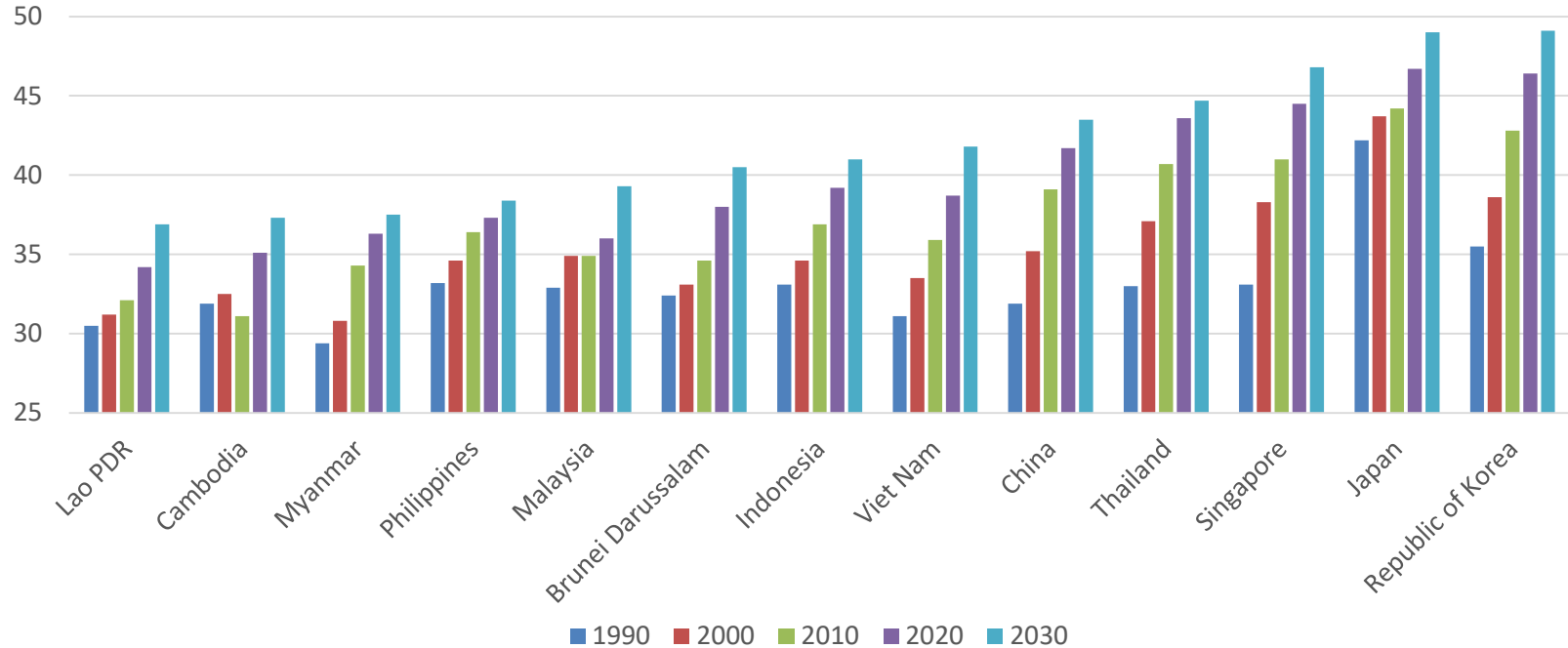
Source:

ILO calculations based on UN Population Division, World Population Prospects 2017

# The labour force is becoming older



## Median age of the labour force (years)



Source: ILO modelled estimates, July 2018.

# Policy areas

For those that can  
and want to work  
and be active

Expand  
choices for  
older workers  
("labour  
demand")

Maximize  
productive  
input from  
older workers  
("labour  
supply")

For all

Old age  
security

# Global Commission Report and ILO Centenary Declaration on the Future of Work



## ILO Centenary Declaration for the Future of Work, 2019

The International Labour Conference, meeting in Geneva at its One Hundred and Eighth Session on the occasion of the Centenary of the International Labour Organization (ILO).

*Considering* that the experience of the past century has confirmed that the continuous and concerted action of governments and representatives of employers and workers is essential to the achievement of social justice, democracy and the promotion of universal and lasting peace;

*Acknowledging* that such action has brought historic advances in economic and social progress that have resulted in more humane conditions of work;

*Considering also* that persistent poverty, inequalities and injustices, conflict, disasters and other humanitarian emergencies in many parts of the world constitute a threat to those advances and to securing shared prosperity and decent work for all;

*Recalling and reaffirming* the aims, purposes, principles and mandate set out in the ILO Constitution and the Declaration of Philadelphia (1944);

*Underlining* the importance of the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO Declaration on Social Justice for a Fair Globalization (2008);

*Moved by* the imperative of social justice that gave birth to the ILO one hundred years ago, and the conviction that it lies within the reach of the governments, employers and workers of the world to reinvigorate the Organization and shape a future of work that realizes its founding vision;

*Recognizing* that social dialogue contributes to the overall cohesion of societies and is crucial for a well-functioning and productive economy;

*Recognizing also* the importance of the role of sustainable enterprises as generators of employment and promoters of innovation and decent work;

*Reaffirming* that labour is not a commodity;

*Committing* to a world of work free from violence and harassment;

*Underlining also* the significance of promoting multilateralism, particularly in shaping the future of work that we want and in dealing with the challenges of the world of work;

*Calling upon* all constituents of the ILO to reaffirm their unwavering commitment and to reinvigorate their efforts to achieve social justice and universal and lasting peace to which they agreed in 1919 and 1944; and

*Desiring* to democratize ILO governance by ensuring a fair representation of all regions and establishing the principle of equality among member States;

*Adopts* this ... day of June of the year two thousand and nineteen the present ILO Centenary Declaration for the Future of Work.

- 22 January 2019: Launch of **Global Commission Report**
- 21 June 2019: Adoption of **ILO Centenary Declaration**

# Selected extracts from the ILO Centenary Declaration (I)



[...]

*II. The Conference declares that:*

*A. In discharging its constitutional mandate, taking into account the profound transformations in the world of work, and further developing its human-centred approach to the future of work, the ILO must direct its efforts to:*

[...]

*(v) supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing;*

[...]



## Selected extracts from the ILO Centenary Declaration (II)



[...]

*III. The Conference calls upon all its Members, taking into account national circumstances, to work individually and collectively, on the basis of tripartism and social dialogue, and with the support of the ILO, to further develop its human-centred approach to the future of work by:*

*A. Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:*

[...]

- (ii) effective **lifelong learning** and quality education **for all**;*
- (iii) universal access to **comprehensive and sustainable social protection**;*

[...]

# Old age security



## GLOBALLY

32% of older persons do not receive a pension

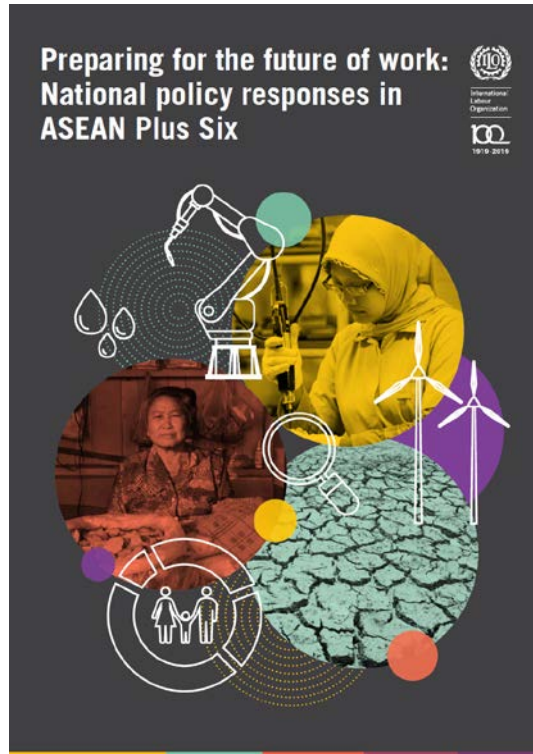
## ASIA & PACIFIC

45% of older persons do not receive a pension

## ASEAN

68.5% of older persons do not receive a pension

# Preparing for the future of work: National policy responses in ASEAN Plus Six



**Forthcoming in  
August 2019**

# Scan of national ageing strategies



- Inventory of **policies, strategies, plans, programmes, initiatives** and **projects** undertaken by ASEAN+6 countries



- Three questions:
  1. Does the country have a **strategy or policies** that explicitly relate to demographic changes, particularly **ageing**?
  2. What are the **direct and indirect links** of these strategies or policies **to the labour market**?
  3. What are the **roles of social partners** and the private sector?

# Identified policy areas



- **Digital solutions** for an ageing population
- Maximize productive input of potential labour supply through **lifelong learning** and **access to training**
- Meet the national needs for **elderly care personnel**; labour **migration** as a means to offset labour shortages in the care sector
- **Prolong working lives** of the elderly
- More **flexible approach** to how, when and where people work

For many countries, there is  
still a long way to go...



# Thank you

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