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HKQAA Symposium 2017

Ageing Society and Workforce: Managing Challenges and Opportunities
18 May 2017
outline

• World Population Trends
• Ageing in the Asia-Pacific: some concerns
• Ageing in Hong Kong: challenges
World Population Development 1750-2050
16 countries with the largest total population
(Source: UN Population Website on 15 Nov 2013)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Country / Territory</th>
<th>Population</th>
<th>Date noted</th>
<th>% of world population</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>China</td>
<td>1,361,080,000</td>
<td>November 15, 2013</td>
<td>19.1%</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>India</td>
<td>1,236,460,000</td>
<td>November 15, 2013</td>
<td>17.4%</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>United States</td>
<td>317,068,000</td>
<td>November 15, 2013</td>
<td>4.45%</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Indonesia</td>
<td>237,641,326</td>
<td>May 1, 2010</td>
<td>3.34%</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Brazil</td>
<td>201,032,714</td>
<td>July 1, 2013</td>
<td>2.82%</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Pakistan</td>
<td>184,799,000</td>
<td>November 15, 2013</td>
<td>2.59%</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Nigeria</td>
<td>173,615,000</td>
<td>July 1, 2013</td>
<td>2.44% (UN Estimate)</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Bangladesh</td>
<td>152,518,015</td>
<td>July 16, 2012</td>
<td>2.14%</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Russia</td>
<td>143,500,000</td>
<td>September 1, 2013</td>
<td>2.01%</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Japan</td>
<td>127,300,000</td>
<td>October 1, 2013</td>
<td>1.79%</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Mexico</td>
<td>118,395,054</td>
<td>July 1, 2013</td>
<td>1.66%</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Philippines</td>
<td>98,654,000</td>
<td>November 15, 2013</td>
<td>1.38%</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Vietnam</td>
<td>90,388,000</td>
<td>November 1, 2013</td>
<td>1.27%</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Ethiopia</td>
<td>86,613,986</td>
<td>July 1, 2013</td>
<td>1.22%</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Egypt</td>
<td>83,661,000</td>
<td>January 1, 2013</td>
<td>1.17%</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Germany</td>
<td>80,523,700</td>
<td>December 31, 2012</td>
<td>1.13%</td>
<td></td>
</tr>
</tbody>
</table>
Global Population

THE WORLD’S POPULATION
The seven most populous countries

In 2011
- China: 1.33 billion
- India: 1.17 billion
- U.S.A.: 306.8m
- Indonesia: 243.3m
- Brazil: 191.5m
- Pakistan: 180.8m
- Nigeria: 162.3m

In 2050
- India: 1.69 billion
- China: 1.31 billion
- U.S.A.: 433m
- Pakistan: 314m
- Nigeria: 309m
- Bangladesh: 226m

Evolution of the World’s Population
in billions

- 1800 to 1850
- 1900 to 1950
- 2000
Japan Korea Singapore 31.3% China Thailand 21.4% Indonesia 17.4% Malaysia 16.1% India 14.8% Philippine 14.2%

Japan Ministry of Public Management, Census.
Speed of Population Ageing

Time required or expected for population aged 65 or older to increase from
7% to 14%

Hong Kong is part of the developed-world trend where people simply decide to have less children.

### Ageing in the Asia-Pacific Region

#### Total Fertility Rate in the Asia-Pacific region

<table>
<thead>
<tr>
<th>Country</th>
<th>Fertility Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong</td>
<td>1.03</td>
</tr>
<tr>
<td>Macau</td>
<td>0.94</td>
</tr>
<tr>
<td>Singapore</td>
<td>1.26</td>
</tr>
<tr>
<td>China</td>
<td>1.63</td>
</tr>
<tr>
<td>World Average</td>
<td>2.53</td>
</tr>
</tbody>
</table>

#### Life Expectancy in the Asia-Pacific region

<table>
<thead>
<tr>
<th>Country</th>
<th>Expectancy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong</td>
<td>82.4</td>
</tr>
<tr>
<td>Macao</td>
<td>79.2</td>
</tr>
<tr>
<td>Singapore</td>
<td>81.2</td>
</tr>
<tr>
<td>China</td>
<td>74.4</td>
</tr>
<tr>
<td>World Average</td>
<td>68.7</td>
</tr>
</tbody>
</table>

Source: UN Population Division (2013). World Population Prospects: The 2012 Revision
Elderly Dependency Ratio

Source: Other economies - United Nations Probabilistic Population Projections
Singapore - Department of Statistics, Singapore Government
Ageing in the Asia-Pacific Region: some peculiarities

• The ageing in developing countries of the Asia-Pacific Region goes much faster than that in most developed European countries and US (80 – 150 years to rise from 7% to 14%)
  – The older population in China is expected to increase from 10% to 20% from 2000 to 2027
  – The population aged 60 or above for Hong Kong SAR, China, Singapore 15% → 40% from 2006 to 2050
• This group of population is expected to outnumber those aged below 15 in 2050, facing a population decline (e.g. Taiwan)
• Growing old before getting rich
• Increased longevity → more older women
• High overall dependency ratio, mainly elderly-driven
• In 2031, **1,000 persons** aged 15-64 **supporting 578 persons** aged <15 and ≥65

Source: Hong Kong Population Projections 2012–2041, C&SD
Labour participation & Education levels of people aged 65+ in HK

**LFPRs for Persons Aged 65 and above 2012**

- Hong Kong: 7.1%
- Australia: 12.0%
- Canada: 12.5%
- Japan: 19.9%
- New Zealand: 19.9%
- UK: 18.5%

**Older Persons by Age Group and Educational Attainment 2011 (HK)**

- **65-69**
  - Post-secondary: 22%
  - Secondary/sixth form: 39%
  - Primary: 36%
  - No schooling/pre-primary: 14%
  - Total: 100%

- **70-74**
  - Post-secondary: 27%
  - Secondary/sixth form: 39%
  - Primary: 36%
  - No schooling/pre-primary: 14%
  - Total: 100%

- **75-79**
  - Post-secondary: 18%
  - Secondary/sixth form: 39%
  - Primary: 36%
  - No schooling/pre-primary: 14%
  - Total: 100%

- **80-84**
  - Post-secondary: 13%
  - Secondary/sixth form: 35%
  - Primary: 48%
  - No schooling/pre-primary: 12%
  - Total: 100%

- **85+**
  - Post-secondary: 11%
  - Secondary/sixth form: 29%
  - Primary: 57%
  - No schooling/pre-primary: 3%
  - Total: 100%


Source: 2011 Population Census, C&SD
Huge challenges for ageing well in Hong Kong

- WHO predicted largest demented population in China
- About 30% of current elderly cohort lives below the poverty line at ½ of the median income from poverty will be a big problem and burden
- We are the longest living, coming with a demographic deficit leading most likely to annual deficits after 2018 when total labour participation is going to a downturn.
- our systems: economic, health and social care are not prepared: e.g.
  - Despite better educated, their labour force participation rate (LFPR) is relatively low, & no adequate retirement protection
  - Provide incentives (e.g. tax reduction or exemption) to encourage working
  - Health & social care services are more geared to curative/remedial rather than preventive or developmental

And No Space……
Learning from Policy Proposals in EU?

• High taxes in EU countries support generous pensions and services.
• But to continue to afford this, EU countries must:
  – Raise retirement age
  – Decrease pension amounts
  – Mandate individual savings
  – Promote increased fertility
  – Opening immigration
    • With implications for social consequences
MIPAA & S.I.S. in 2002: addressing diversities in Asia Pacific (4 priority areas & 16 domains+4 policy appraisals)

<table>
<thead>
<tr>
<th>Ageing &amp; Development</th>
<th>Health &amp; Well-being</th>
<th>Enabling supportive Environments</th>
<th>Implementation &amp; Monitoring (National Capacity)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Protection &amp; security against Poverty</td>
<td>2. Quality of life at all ages</td>
<td>2. Social services &amp; communities support</td>
<td>2. Cooperation: Govn’t, NGOS’ &amp; other sectors</td>
</tr>
<tr>
<td>5. Employability &amp; workability</td>
<td></td>
<td>caregivers</td>
<td></td>
</tr>
<tr>
<td>6. The concerns of older women</td>
<td></td>
<td>Older consumers</td>
<td></td>
</tr>
</tbody>
</table>
Opportunity to develop a new approach: Policy Framework for Active Ageing in Hong Kong

Security
- Physical Environment
- Financial

Government: for the needy:
- Shelter + ensuring safe living
- Support for the most needy, a safety net

Individuals:
- Safety for self + others
- Save for old age when young

Active Ageing

Participation
- Elder Learning: Self driven, health-focused
- Govt facilitates

Volunteering: Individuals: giving culture
- Govt. recognized training & facilitation

Health Maintenance
- Individual
- Ensuring a Basic system
- Self - healthy living
- Gov’t – ensure healthy Environment for an individual
- Self – self + neighborhood care
- Gov’t – ensuring a sound & accessible health service
The world is ageing.
We must support older adults as contributors.
We must expand opportunities for older adults to:
  – Continue working: participation
  – Volunteer: old supporting the old
  – Stay healthy: for self & society
  – Get retrained to care for self
  – & connected: everybody helps
  – Care in community: hosp., resd.homes

Summary: sink or swim?
Ways forward for opportunities: Longer term planning

1. Promote healthy lifestyles so older persons are healthy, and offer life-long learning on self-help and self care. 
   e.g. health into education, WHO age friendly cities

2. Early detection & intervention for NCDs

3. Promote access to employment and volunteering for older persons able and willing to work, including
   – elder-friendly working conditions
   – flexible retirement
   – re-training and re-employment arrangements

4. Support and encourage life-long learning. EAs

5. Promote the use of technology to enhance connectivity, communications and advocacy. Eg. ASTRI support

5. Expand and improve the coverage of retirement protection, especially to those not covered by formal pension system
   eg. HK$50B deposit
One simple message for every citizen from young to old:

Save MONEY

Save HEALTH

Save FRIENDS !!!