

E c o n o m i c &



This page intentionally left byl .60815(y) 3 4 .6081(e)

Population Division



. SUMMAR ! OF SESSIONS

A. 3 (ENON ' 3* TBE #EETON ')

The meeting was opened by the Director of the (op&lacion Division, #r. Cohn <ilmoth. After welcoming participants, #r. <ilmoth e1plained that the meeting was intended to contrib&te to the s&bstantive preparations for the fiftieth session of the /ommission on (op&lacion and Development, which was to take place from 8 to 6 April 75+6. Be noted that by decision of #ember States, the &pcoming session of the /ommission would have as its special theme @/hanging pop&lacion age str&ct&res and s&stainable developmentA.

#r. <ilmoth stressed that ma&or shifts in pop&lacion age distrib&tions constit&ted a global demographic trend of f&ndamental importance to s&stainable deve

tended to be much lower in Latin America than in Europe's adequacy, referring to the level of pension benefits and financial sustainability.

Mr. Hofman described a tendency in Latin America over the past century for policymakers to focus on short-term concerns. While the first pension systems were emerging in the region from the early twentieth century through the 1950s, most of the discussion centred on coverage and adequacy. During the 1950s, however, problems arose both because of population ageing and because of the overall fiscal challenges being faced in many countries. As a result, pension reforms introduced during that period focused mostly on making the systems more fiscally sustainable, rather than on improving their coverage and adequacy. Mr. Hofman explained that during the 1950s, the fiscal situation improved, but pension coverage was perceived as inadequate and therefore policymakers turned their attention back to this issue. During more recent years, the discussion was circling back to adequacy once again. Mr. Hofman gave examples from several countries. In Chile, there were debates about a provision to allow withdrawal of 10 per cent of the pension benefit in cash at the retirement age. In Argentina, adjustments were being made to benefits to improve adequacy. In Chile, major demonstrations had taken place to demand better pensions. In Uruguay, new retirees were finding themselves caught between the old and new social security systems. Brazil was an exception to this pattern since continuing fiscal concerns had kept the main focus on sustainability, rather than on coverage or adequacy. Mr. Hofman explained that the focus of pension reforms seemed to have been driven by political concerns rather than by a specific policy agenda.

Mr. Hofman identified three categories of policy responses to the arithmetic concerns arising from the growing numbers of older persons and increasing dependency ratios. The first category, termed "population parametric reforms", included such policies as increasing the minimum age at retirement, increasing vesting periods, reducing informality, and increasing labour force participation, especially for women. The second category, "financial parametric reforms", hinged on increasing contribution rates, reducing replacement rates and resorting to alternative financing sources. The third category consisted of "structural reforms" such as the introduction of funded pillars with implicit parametric changes and risk transfers from the state to individuals. Mr. Hofman said that this structural reform would fix a fiscal problem by transferring risk, but ultimately would not solve the financial problem facing pension systems.

Mr. Hofman emphasized that each of these short-term solutions fixed a fiscal problem, but were part of a zero-sum game that redistributed burdens and benefits both between and within generations. He offered the example of increasing the retirement age in an effort to maintain current dependency ratios

r. Hofman urged countries of Latin America to increase productivity by adopting new technologies. He also expressed that there was a need for more open economies, but he cautioned that they should not be so open as to introduce labor market problems.

In conclusion, # r. Hofman posited that there was a need to look beyond traditional contributory pension systems over the long term. Given that economies had increasing numbers of informal workers, including at the higher end of the income distribution (for example, freelancers), policymakers needed to consider how to ensure the participation of informal workers in social security systems. # r. Hofman also stressed that a sustained increase in workers' productivity would be critical for the future, particularly once the size of the labor force began to shrink with population ageing. He closed by reiterating that population ageing was a positive development for humanity, but he cautioned that the right institutions were needed to adapt to changes in population age structure. The financing of social protection programmes needed to become less dependent on the changing characteristics of labor markets.

r. Hafal /homik, Senior Research Fellow at the Centre of Excellence in Population Ageing Research at the University of New South Wales, delivered the third presentation of the session, "Population ageing and social security in Asia". Addressing the "time bomb" analogy for population ageing, # r. /homik offered an alternative analogy of a "rising tide", which, like ageing, occurred gradually over time and could bring significant challenges. He said that Asia as a region was a good place to examine population ageing since it was home to more older persons than any other region, as well as the world's oldest country, Japan.

r. /homik stressed that population ageing and social security systems varied widely across countries of Asia, and also within countries, such as between urban and rural areas. He said that the growing numbers of older persons created a demographic imperative for social security reform, but that there was also an economic imperative. Countries that had not yet implemented social security systems were facing pressure to do so since delays would have fiscal costs later and result in underinvestment in the human capital of older persons, contributing to their further economic dependency. He pointed out that precautionary savings in Asia, driven by the absence or inadequacy of pensions, could create a global imbalance, and he said that social security systems could prevent such an imbalance by allowing people to save less. # r. /homik said that there was also a political imperative for social security reform in Asia and that many people in the developing countries of the region expressed that they wanted more security provided by the government.

On 4 (') 4 . 60815 (i) - 4 . 60948 (v) 10 (t) - 4 . 60948 (y) 1096 (t) - 4 . 60948 (t) 10 and 20 dia and J n 18 . 0054 - 24 . 6 T d n [(

neither a social nor a contributory pension system. There were also systems for civil servants in some countries, but these tended to be costly, not very portable and not extendible.

r. /homik presented a chart showing the percentage of older persons receiving a social pension

During the discussion that followed the presentations, parti

/. DE # 3 'HA(B0/ ANDE / 3N3 #0/ / 3NSTHA0NTS T3 DAFAN /0N ' < 3HK AND *A # 0F4 3DF0 ' AT03NS

The first afternoon session considered the demographic and economic constraints to balancing work and family obligations. The session included three expert presentations and was moderated by #s.

among young people, but he noted that it could also have been influenced by longer parental survival, which increased the likelihood that parents were still alive. In some countries, older persons were becoming less likely to live with their children, while in others the proportion living with children increased over time. In most countries, the proportion of older women living alone increased over time.

To give participants an illustration of the types of country

#s. <anman then pointed o&t that women2s labo&r force participation varied s&bstantially according to the level of ed&cational attainment. Among women with low levels of ed&cation, the labo&r force participation rate was below ?5 per cent in t

#s. [Cainman](#) described an *incomplete revolution* of gender roles in *Drail*. The first stage of the revolution was characterized by an *influx* of women to the labor market, which destabilized traditional breadwinner/homemaker family arrangements, as well as increased rates of divorce and cohabitation and reduced levels of fertility. The second stage was characterized by the development of more *egalitarian* partnerships of women and men in which men took on greater responsibility for domestic work. #s. [Cainman](#) stressed that *Drail* was still in the first stage of the revolution, where the *unequal* division of labor in the household was constraining women's participation in the labor market.

#s. [Cainman](#) concluded by reiterating that the gender revolution in *Drail* was taking place mostly in the labor market through *job opportunities* created for women and that the increase in women's labor force participation, historically, had produced changes in family relations. She lamented, however, that *job opportunities* for women were *insufficient* and working conditions were still worse for women than for men. *Policy measures*, such as shared parental leave, *public child care*, *preschool* and *elder care*, as well as *flexible working hours* were needed to facilitate career and family balance. #s. [Cainman](#) closed her presentation by *underscoring* that *Drail's* gender revolution needed to go beyond the labor market in order to manage the *consequences* of the demographic transition.

The final presentation of this session was given by #s. [Kathleen Donehower](#), Research Specialist with the *Center on the Economics and Demography of Aging* at the University of *California* at *Berkeley*. She presented her work on *Gender, age and economic activity* from the *ongoing women's work project*. She began by noting that from an historical perspective, changing gender roles and changing population age structures were linked in that they were both related to changing levels of fertility. The possibilities for an individual's economic life varied substantially depending on the number and timing of that individual's children. #s. [Donehower](#) argued that given the *fact* of population ageing, societies could no longer afford to separate people's economic activity along gender lines.

(Presenting data from the United States *area* from *1965* to the present, compiled by *US*, #s. [Donehower](#) explained that men's labor force participation had been fairly stable at or above *75* per cent. *For* women, labor force participation increased from less than *75* per cent in *1965* to more than *60* per cent in the *1990s* and had since levelled off. The average number of children aged *59+* years in the household declined since *1965*, except for a *slight* bump during the *post-war* baby boom. Notably, there was no change in women's labor force participation associated with the baby boom, but that period did see a *reduction* in the number of hours women worked.

#s. [Donehower](#) cautioned that maintaining separate economic spheres by gender *is* *not* *optimal* (m)17.15(D)4

#s. Donehower stressed that there was reason to be optimistic that gender gaps in labo&r income

returns from all kinds of development investment because they raised productivity. Moreover, Ms. Donehower argued that protecting the human rights of girls and women was the right thing to do.

During the discussion, participants agreed that more attention needed to be paid to the value of women's time. Ms. Donehower said that the estimates produced in the NTTA project were probably underestimating the value of women's time. She said that since traditional metrics only started counting human capital investment once children were enrolled in school, the investments parents made during early childhood went uncounted. Participants noted that some pension systems included credits in an effort to account for women's household production. While higher salaries was one mechanism to encourage women's labor force participation, Ms. Weinman noted that in Brazil, even women who outearned their husbands spent more time on housework. The notion of a "sandwich generation" whereby working-age adults were caring for both young children and

r. Sanderson suggested an alternative approach that conceptualized people's age based upon their remaining years of life expectancy. He explained that this approach reflected the needs and capacities of older persons and that it could be estimated from the United Nations life tables for all countries from 1950 and projected through 2055. # r. Sanderson described prospective ages as "life expectancy equivalent ages," explaining that people with the same prospective age have the same remaining expected length of life.

r. Sanderson examined the implications of using the prospective age for discussions of old-age dependency, the median age of a population, policy studies and economic growth. He presented a prospective old-age dependency ratio ("3 ADH"), which was calculated as the number of people older than the old-age threshold (in this example, with a remaining life expectancy of 10 years), although # r. Sanderson said that this threshold could be adjusted according to the

r. Sibanda noted that since a major theme of the 2030 Agenda was to leave no one behind, it was important to identify who was being left behind, and from what. He noted that factors beyond an individual's skill and effort affected access to opportunities, resources and participation in political, civil and cultural life. Examples of such factors included ethnicity, age, disability status, place of residence and gender. # r. Sibanda said that the degree to which such factors were associated with access depended upon the norms, institutions and policies in place in a country. He also noted that disadvantages experienced by some groups could reinforce one another, such as when lower levels of health and education accompanied higher levels of poverty and unemployment, or diminished participation in political and civic life.

r. Sibanda said that inequalities often were rooted in historical circumstances but persisted even after the structural conditions that created them had changed. He gave the example of the long arm of apartheid in shaping current conditions of poverty and inequality in South Africa. Assessments of the degree to which people were left behind in development processes depended on the indicators used to assess progress.

r. Sibanda stressed that persistent inequality undermined efforts to reduce poverty, threatened

tended to have the lowest levels of intergenerational mobility. Be noted that the association between intergenerational mobility and income inequality was termed the 'reat 'atsby /&rveA.

Considering global trends in educational inequality over the past 25 years, # r. Sibanda said that there had been some convergence between developed and developing countries, noting that the average years of schooling globally had more than doubled, from 8.7 years in 1990 to 16.7 years in 2015. Within regions, educational inequality had declined as well. On spite of these improvements, persistent gaps in schooling outcomes persisted within many countries, including disparities in educational attainment between urban and rural residents or between ethnic groups.

With respect to health, # r. Sibanda described trends towards convergence in the life expectancy at birth across regions, which he attributed to improvements in standards of living, nutrition, public hygiene, education and technology. The gap between developed and developing regions in the life expectancy at birth had narrowed from 18 years in 1990 to 15 years in 2015. While most regions had achieved significant declines in child mortality, rates remained high in sub-Saharan Africa and regional gaps in child mortality were significant.

r. Sibanda highlighted the prevalence of stunting among children in several countries to illustrate trends in inequality across ethnic groups. Ghana had nearly completely closed the gap between ethnic groups from 1990 to 2015. While (er had reduced stunting among all ethnic groups, N&ech&a children remained significantly behind their peers in 2015. # r. Sibanda also showed the differences in labor force participation by disability status across selected countries. On many countries, the gaps were extremely wide, amounting to 15 percentage points or more.

On conclusion, # r. Sibanda advocated a universal approach to social policy, which he said was key to inclusive development because it addressed the underlying cause

r. Deard said that in the < B 32s 75+? World &eport on Ageing and (ealth @healthy ageingA was redefined as the process of developing and maintaining the f&nctional ability that enables wellbeing at older ages. Be said that one advantage of this definition was that it shifted the foc&s away from the absence of disease and towards f&nctioning. # r. Deard noted that this shift had technical implications, incl&ding a need to define @f&nctional abilityA. Be e1plained that f&nctional ability was %ointly determined by intrinsic capacity, incl&ding physical and mental capacities, and the environment, incl&ding factors that co&ld boost f&nctional ability even when intrinsic capacity was diminished. Be gave the e1ample of eye glasses as an environmental factor that maintained f&nctional ability in persons with poor eyesight. # andatory retirement ages were an e1ample of an environmental factor that red&ced f&nctional ability by precl&ding older persons2 labo&r force participation.

progress between 7575 and 7585. Key actions included changing negative stereotypes about older age, while also encouraging realistic perspectives of ageing, backed up by legislation that prevents discrimination. Be said that experts wanted a dedicated platform enabling them communicate with each other and to facilitate access to resources for evidence-based decisions. 3ther key actions included the following building the capacities of member States, developing a better definition of integrated care and tools for clinicians to use to assess the health of older persons, and improving the training and increasing the numbers of health workers and social carers, including by adapting curricula in universities, creating

consider what human capital was, whom it was for, and how it could be

total fertility rate was much smaller than the impact of female schooling. She also presented the results of a micro-level analysis of the determinants of fertility decline in Indonesia that had been carried out by Dreierova and D'Amico in 2005-7. They also concluded that female education mattered much more than male education in increasing the age at marriage and delaying fertility. She explained that in some contexts increasing levels of male education could actually increase fertility since it increased the economic resources available to the household. She noted that women usually bore the opportunity costs of childbearing.

She added that there were other important determinants of fertility decline, besides education. She presented a scatterplot showing the total fertility rate against the average years of schooling to women aged 15 years or over across countries in 1965 and 1975. Notably, at a given level of female education, countries in 1975 had substantially lower levels of fertility than did countries at that level of female education in 1965. She explained that this difference provided evidence of advances in access to technologies that had occurred between 1965 and 1975.

She then presented estimates of the total fertility rate over the past few decades, disaggregated by level of female education for three countries in Africa: Ethiopia, Ghana and Kenya. In all three countries, among women with the highest levels of education the total fertility rate had long been at the replacement level of 2.1 children per woman. The higher fertility levels in the countries were thus driven by high fertility among women with lower levels of educational attainment. Among women with no education, the total fertility rate was 8.3 (h)10.8696()250] T J n-273 .96 -175(i)- 4 .6088(r)6.9d

65193 (i) - r yntt .60815 (ha)9h,ehagehaabln teeha

#alawi to make schooling free &ntil the +5th grade, which had failed to increase levels of ed&cation

In conclusion, Prof. Skirbekk emphasized that the countries that had been ageing successfully were the ones that had invested heavily in education and health. Ensuring high levels of cognition in old age was especially important to maintaining older persons' work potential.

On the final presentation of the expert group meeting, Dr. Michael Abrigo, Research Fellow at the

the report of the Secretary-General to the 25th session of the Commission on Population and Development.

+8 85 M +? 55 S'ssion III \$ D'mo%ra8/ ic an1 "conomic cons'rain's 'o 5alancin% 9or) an1 famil2 o5li%a'ions

oderator 9umi6o : ami)a/ Population Division

- o 0ntergenerational co9residence aro&nd the world Albert Esteve/ Autonomous Universit) o% 0arcelona
- o Demographic dynamics of family and work in Dra)il Simone Wa;nman/ <ederal Universit) o% Minas Gerais
- o ' ender, age and economic activity Gretchen Doneho8er/ Universit) o% Cali%ornia/ 0er6ele)

15:00-15:15 Break

+? +? M +6 55 S'ssion I - \$ N"9 8"rs8"c'i:"s on a%"in%

oderator &osemar) Iane/ Division %or Social Polic) and Development

- o Age str&ct&re, mortality and prospective ageing Warren Sanderson/ Ston) 0roo6 College
- o A life co&urse approach to health and ageing .ohn 0eard/ World (ealth 4rgani5ation =video>
- o 0ntergenerational socio9economic ine>&alities. Amson Sibanda/ Division %or Social Polic) and Development

Fri1a23 1; Oc'o5"r 617

, 85 M ++ 55 S'ssion - \$ F"9"r c/il1r"n an1 2o0' /3 9i' / 5""r /"al' / an1 "10ca'ion

oderator+ Michael (errmann/ UN<PA

- o *ertility decline and ed&cation in developing co&ntries Elina Pradhan/ (arvard Universit)
- o *ertility trends, health of children and yo&th in Arab co&ntries, &agui Assaad/ Universit) o% Minnesota

11:00 – 11:15 Break

++ +? M +7 -? S'ssion - I\$ A%%r"%a"" "conomic im8lica'ions of c/an%in% a%" s'r0c'0r"s\$ ' /" 1"mo%ra8/ ic 1i:i1"n1

oderator .orge 0ravo/ Population Division

- o Ageing, health and work potential 2egard S6irbe66/ Columbia Universit) =video conference>
- o Africa2s demographic transition and demographic dividend Eli)a ?ulu/ African 3nstitute %or Development Polic)

- o New international evidence on the demographic dividends Michael Abrigo/

Ann"#

UNITED NATIONS SECRETARIAT

Population Division / United Nations
Department of Economic and Social Affairs
Geneva

Kirill Anisimov
(Population Affairs Officer)
Fertility and Family Planning Section

Alina Bassarsky
(Population Affairs Officer)
Estimates and Projections Section

Corina Brașu
Chief
Demographic Analysis Branch

Aislinn Dwyer
(Population Affairs Officer)
(Population Data Unit)

Christina Crockett
(Population Affairs Officer)
Estimates and Projections Section

Richard Gaiety
(Population Affairs Officer)
Fertility Section

Florinda González
Intern
Fertility Section

Patrick Gorman
Chief
Fertility Section

Sara Harty
(Population Affairs Officer)
(Population and Development Section)

Tomoko Kamiyama
(Population Affairs Officer)
(Population and Development Section)

Alimira Kanarova
(Population Affairs Officer)
(Population Data Unit)

Mon Sim Nicol
(Population Affairs Officer)
(Population and Development Section)

Nancy
(Population Affairs Officer)
Fertility Section

Paula Adams
(Population Affairs Officer)
Migration Section

Clarissa Munn
(Population Affairs Officer)
Migration Section

Christina Saiz
(Population Affairs Officer)
Estimates and Projections Section

Francois Pilon
Chief
Estimates and Projections Section

Isabel Pringle
Information Systems Assistant
Fertility Section

Peter Uffner
(Population Affairs Officer)
(Population Data Unit)

Marjorie Wilson
(Population Affairs Officer)
(Population Data Unit)

Conrad (Ilmo) /
Director
(Population Division)

Division for Social Policy and Development /
United Nations Department of Economic and
Social Affairs, Geneva

Rosmarie, an
Senior Social Affairs Officer and UN Local (Joint on
Ageing)

Karolin Schmidt

UNITED NATIONS SPECIALIZED AGENCIES

United Nations Population Fund (UNFPA),

Michael Herrmann

Senior Advisor on Population and Economics, Technical Division

New York, New York

Daniel Scissors

Senior Technical Specialist, Technical Division

New York, New York

MEMBER STATES

- Canada

Amelie Doherty

Adviser

(Permanent Mission of Canada to the United Nations)

Netherlands

Eleonora van Nester

First Secretary

(Permanent Mission of the Kingdom of the Netherlands to the United Nations)