

AGING WELL IN ASIA

ASIAN DEVELOPMENT POLICY REPORT 2024

ADB



ASEAN+3 Finance Think-tank Network Seminar | 6-7 June 2024
Shanghai National Accounting Institute

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Four Key Dimensions of Well-Being for Older People

Figure 1.13 Four Key Dimensions of Well-Being for Older People



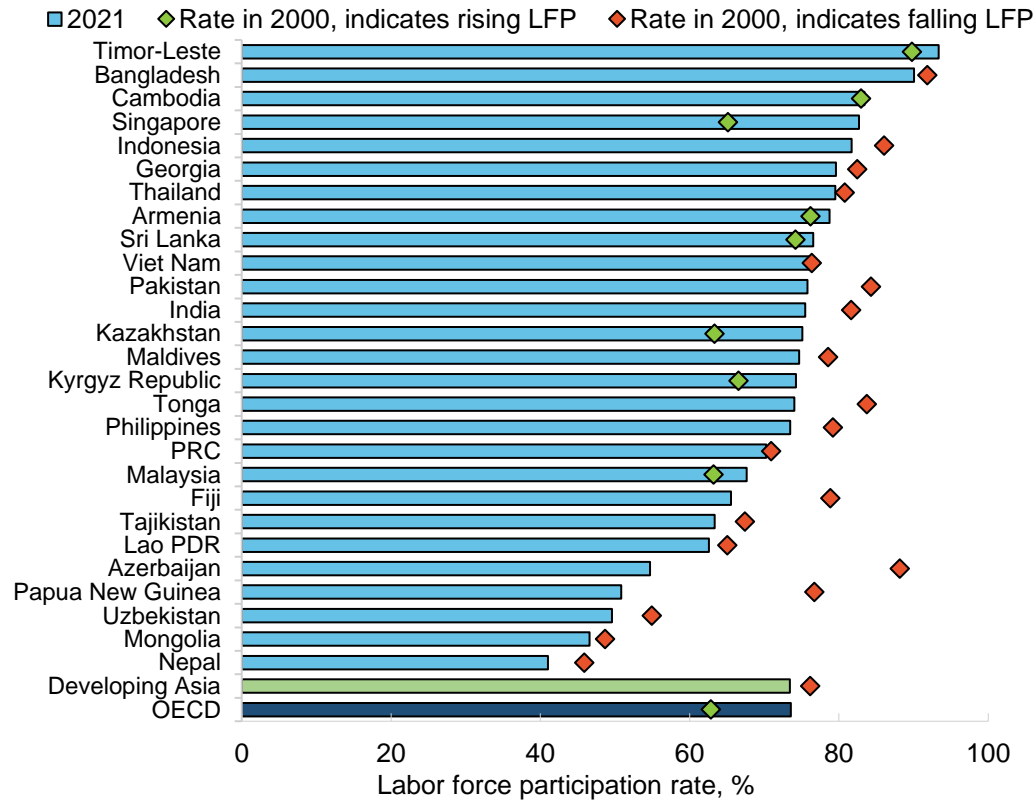
Source: ADB.



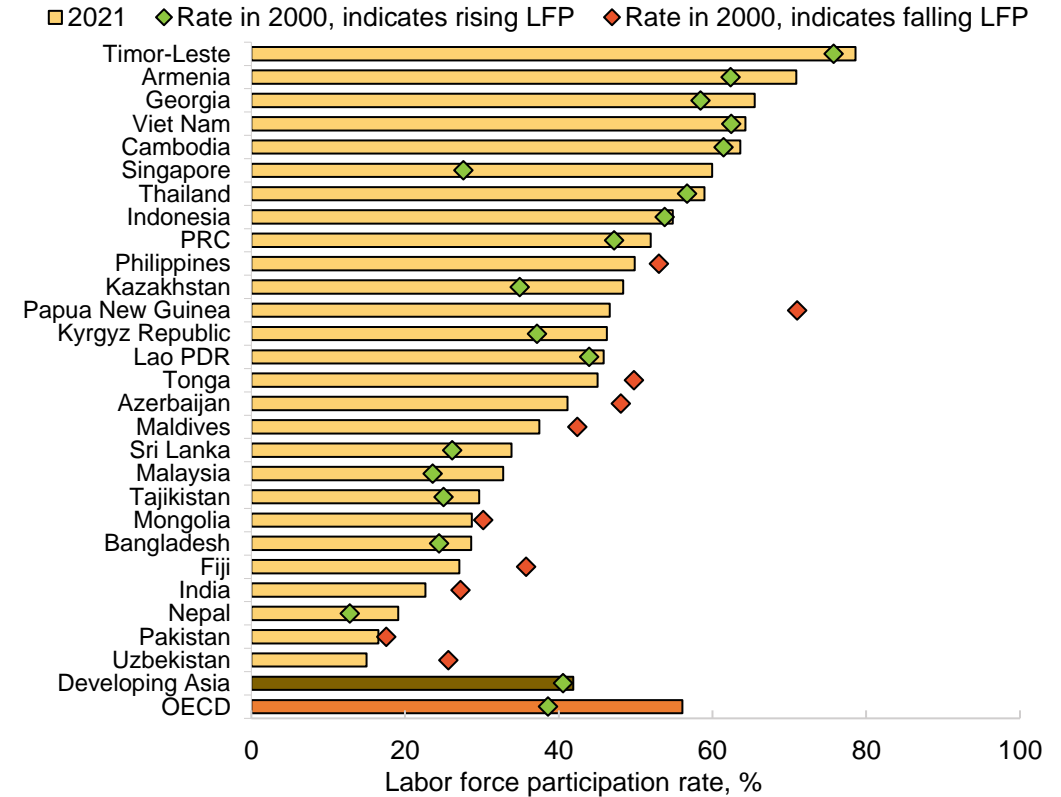
The work patterns of mature workers vary by economy and gender

3.1 Labor Force Participation by Older People Aged 55–64, by Gender, 2021 versus 2000

A. Male



B. Female



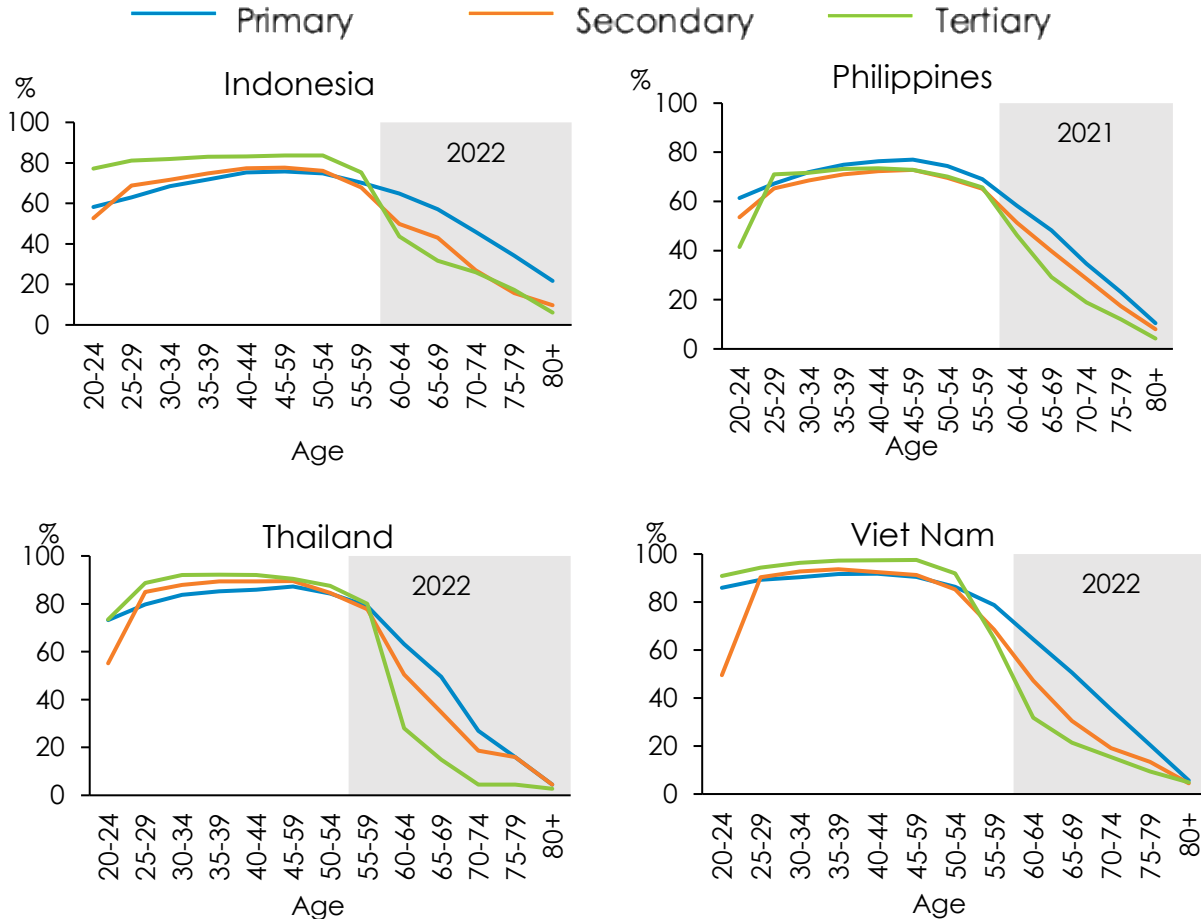
Lao PDR = Lao People's Democratic Republic, LFP = labor force participation, OECD = Organisation for Economic Co-operation and Development, PRC = People's Republic of China.

Source: ADB calculation using data from International Labour Organization. ILOSTAT.



Employment and retirement patterns widely differ among workers in formal and informal sectors

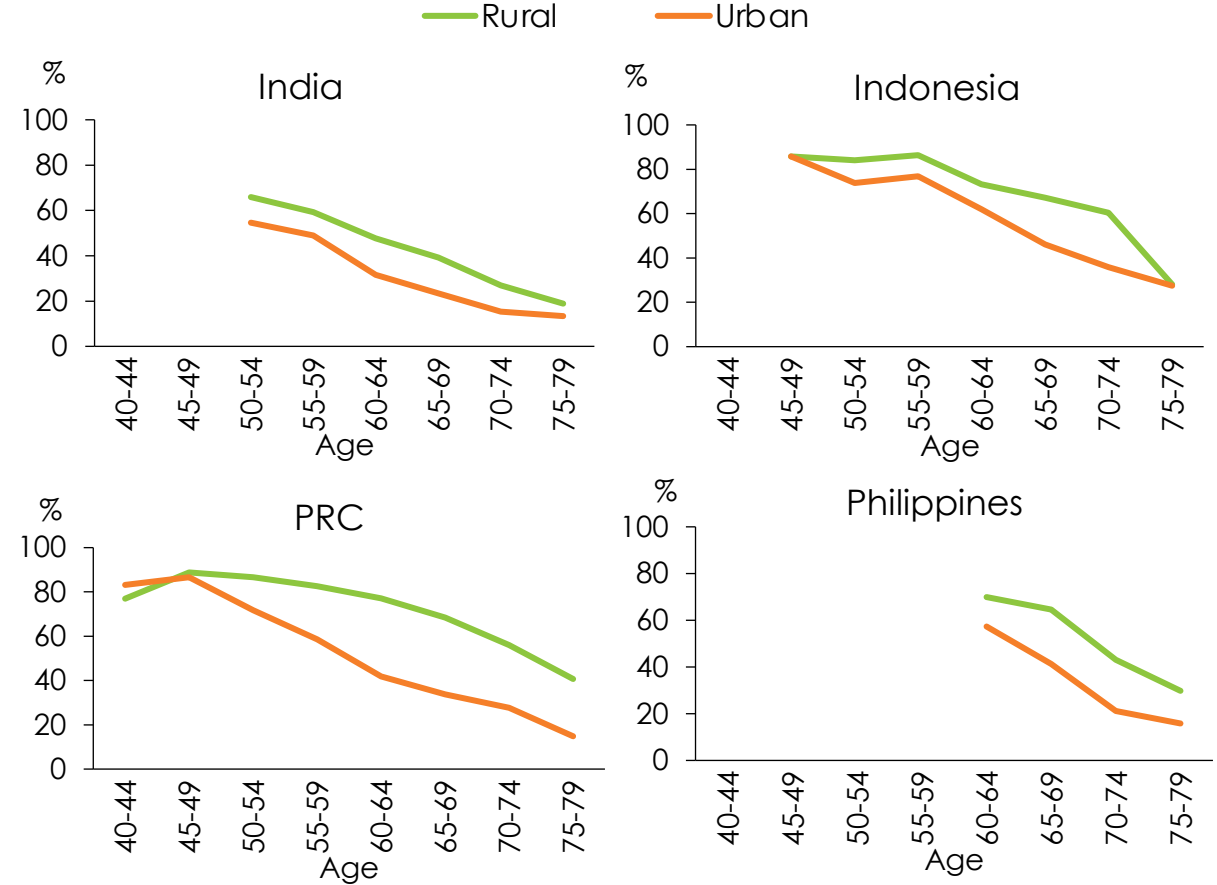
3.5 Labor Force Participation by Age and Education Attainment



Notes: Shaded area is beyond statutory requirement age. The year in the upper right corner is the survey year.

Source: ADB estimates using national sources.

3.10 Employment Rate by Residence and Age



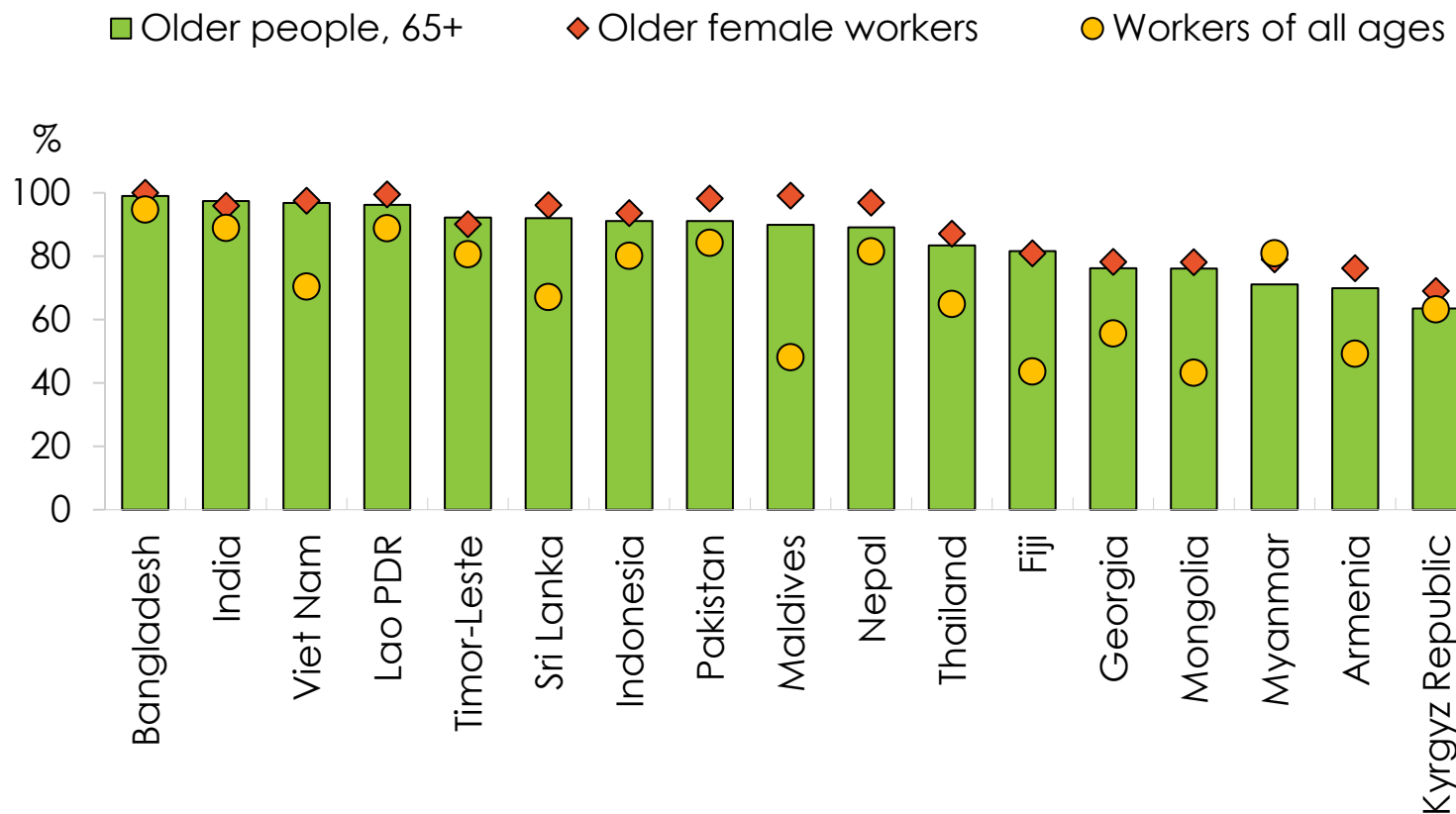
PRC = People's Republic of China.

4 Source: ADPR 2024. Chapter 1, Box 1.1.



Older workers skew toward the informal economy and often work well into old age

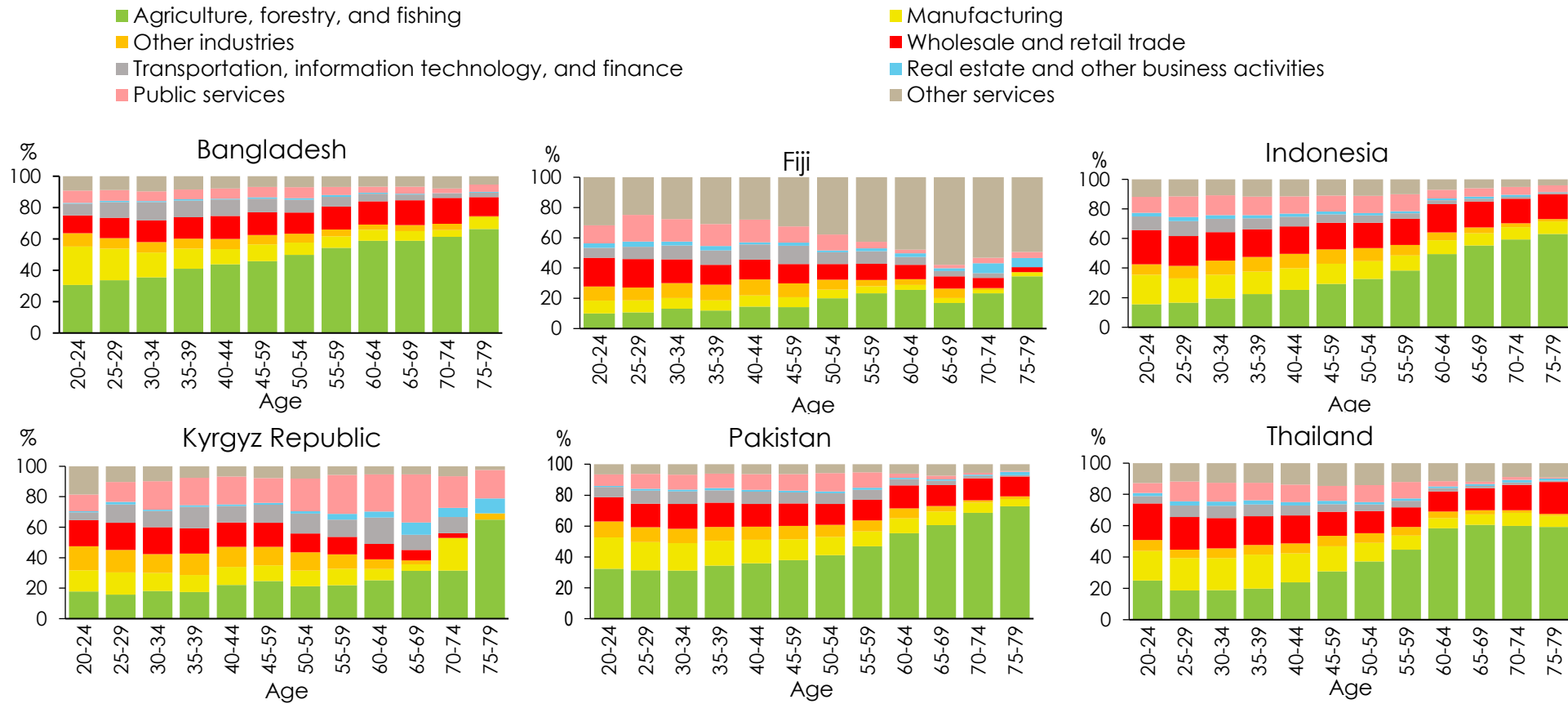
3.11 Share of Workers in Informal Economy, 2021





Agriculture and retail trade sectors employ a large share of older workforce

Fig 3.9 Share of Employment by Sector and Age



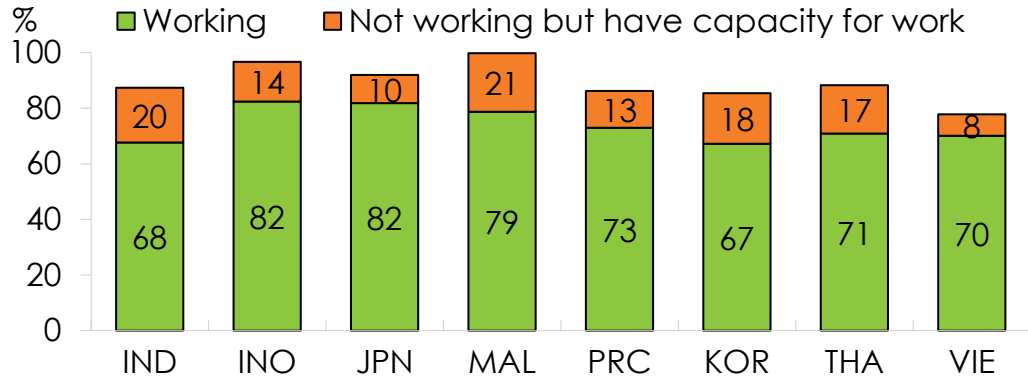
Note: As of 2010 for Bangladesh; as of 2015 for Fiji; as of 2017 for Pakistan; as of 2018 for the Kyrgyz Republic; and as of 2022 for Indonesia, and Thailand.
Source: Asian Development Bank estimations using labor force surveys from national sources.



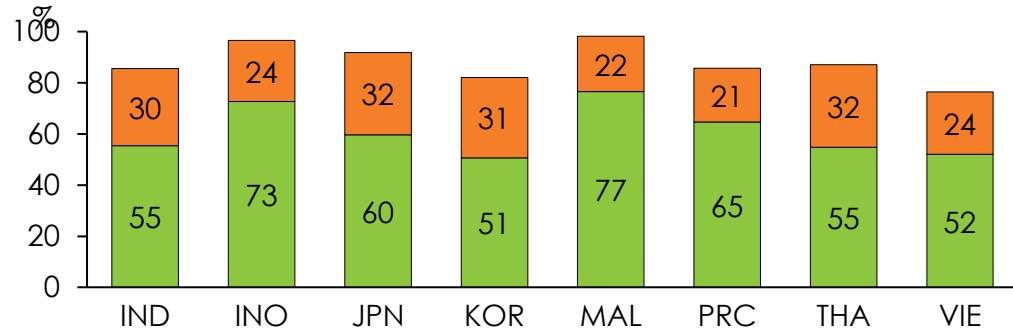
Older workers' capacity to work is an untapped resource

3.12 Untapped Work Capacity by Age Group and Gender

A. Male aged 60–64 years



C. Male aged 65–69 years



IND = India, INO = Indonesia, JPN = Japan, KOR = Republic of Korea, MAL = Malaysia, PRC = People's Republic of China, THA = Thailand, VIE = Viet Nam.

Note: Older people are aged 60 and above.

Sources: ADB estimates using Chen and Park (2024); Giang, Kikkawa, and Park (2024); LASI (2019); Lee et al. (2024); Mansor, Awang, and Park (2024); Oshio, Shimizutani, and Kikkawa (2024); Suriastini, Wijayanti, and Oktarina (2024); and Zhao et al. (2024).

Box 3.1 Silver Dividend: The Value of Untapped Work Capacity in People aged 60–69

Economy	Increase in GDP if Untapped Work Capacity Is Utilized, %
India	1.5
Indonesia	0.3
Japan	1.4
Republic of Korea	1.5
Malaysia	0.2
PRC	0.4
Thailand	0.9
Viet Nam	1.1
Average	0.9

GDP = gross domestic product, PRC = People's Republic of China.

Note: Older people are aged 60 and above.

Sources: ADB estimates using Chen and Park (2024); Giang, Kikkawa, and Park (2024); ILOSTAT. Wages and Working Time Statistics Database. <https://ilostat.ilo.org/topic/wages>; Lee et al. (2024); Mansor, Awang, and Park (2024); Oshio, Shimizutani, and Kikkawa (2024); Suriastini, Wijayanti, and Oktarina (2024); and Zhao et al. (2024).



Age-friendly jobs and flexible work-to-retirement paths are keys to a longer working life

Make informal work less strenuous and more protected by

- safeguarding labor rights and enabling pension access for informal workers and
- easing the strain of agricultural labor through training and credit access that enables mechanization.

Encourage longer working lives in better jobs by

- adjusting the retirement age in line with healthy longevity and offering flexible retirement pathways;
- enhancing employability through life-long learning and skills development;
- Replacing seniority practices with performance based remuneration and incentivizing employers to retain and hire older workers;
- making jobs more age-friendly with flexible work arrangement; and
- conduct awareness campaigns to combat ageism.

Policy Priorities for Aging Well

- **Universal health coverage achievement**
- Government-led health insurance reform
- Primary health-care system strengthened

- Digital solutions and behavioral insights to promote healthy lifestyles and diet

- **Basic labor protection** coverage for informal workers
- **Extended and flexible retirement age**
- Support for firms to **make jobs more age-friendly**
- Lifelong learning

Early investment is the key to harnessing region's silver dividend.

- **Wider social pension coverage of the poorer old**
- **Voluntary contributory pension programs** for women and other informal workers
- Innovative pension designs and use of technology
- **Financial literacy training**
- Retirement-focused financial products

- Fiscal space for a transition to **market-based long-term care systems**
- **Care workforce** significantly increased

- **Community-based social activities**
- Age-friendly cities
- **Digital skills training** for older adults

Source: ADB

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Thank you
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Appendix slides

Key Messages

- **Developing Asia is aging rapidly, reflecting development success, but the region remains unprepared.** Older Asians are vulnerable to persistent burden of lifestyle disease, lack of decent jobs, constrained access to essential services such as health and long-term care, low pension coverage, and growing incidence of loneliness and social isolation.
- **A key policy agenda across the region is to ensure the well-being of older Asians.** Various factors shape the well-being of people in general, but for older people four inter-connected dimensions are especially important: health, productive work, economic security, and family and social engagement.
- **Wide inequality separates older people across all four dimensions of well-being.** A significant gap exists between men and women, workers in formal versus informal jobs, and urban versus rural residents.
- **Healthy aging is central to well-being in old age.** Good health drives the productivity and economic security of older people while promoting their active social engagement and reducing their long-term care needs. Health in old age depends on the choices individuals make over a lifetime, not just in old age.
- **Aging Asia must urgently step up its efforts to help Asians age well through a lifelong, life-cycle approach for the whole population.** Comprehensive aging policies will foster healthy and productive cohorts of older people to maximize their contributions to economy and society.



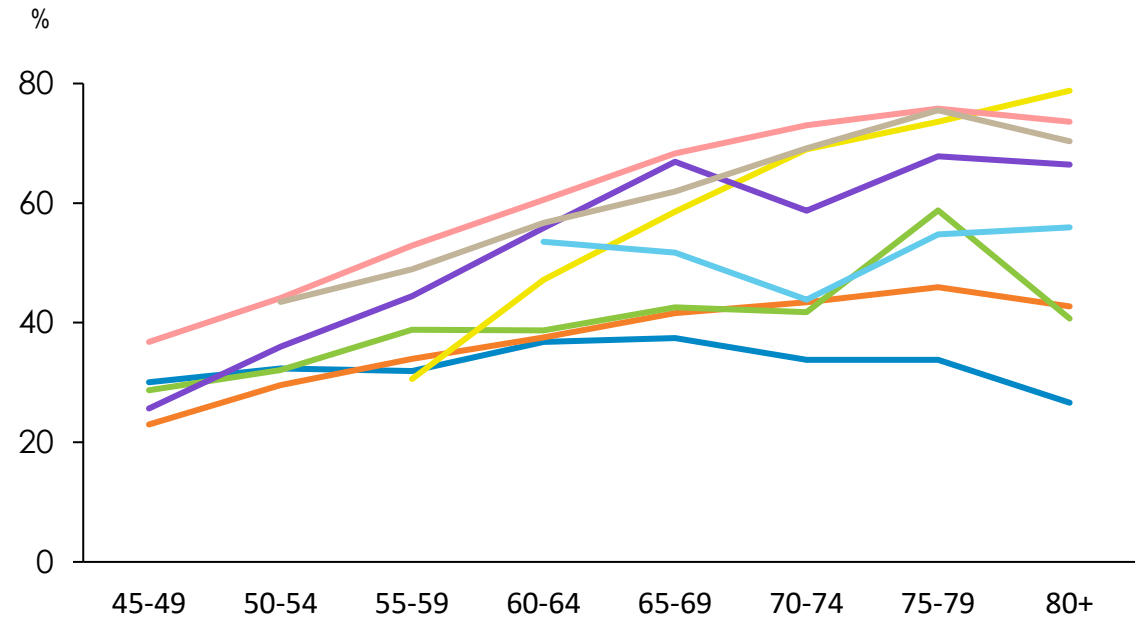
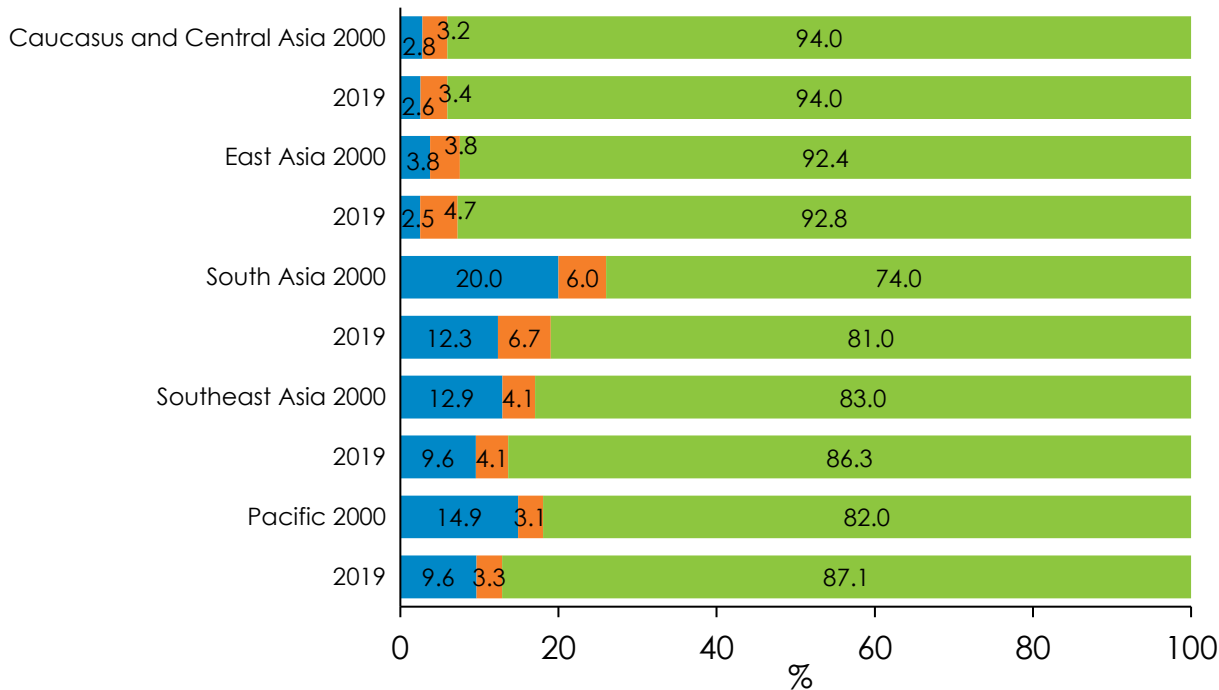
Older people may live longer, but they continue to suffer from noncommunicable diseases

2.3 Disease Burden of Older People in Developing Asia by Type of Disease

2.4 Share of Older People with at Least One Diagnosed NCD

■ Communicable disease ■ Injuy ■ Noncommunicable disease

— BAN — IND — INO — KOR — MAL — PHI — PRC — VIE



NCD = non-communicable disease.

Note: The share of the NCD burden is expressed as the percentage of disability-adjusted life years for people aged 60+ that are attributed to NCDs.

Source: World Health Organization. 2020. *Global Health Estimates 2019: Disease Burden by Cause, Age, Sex, by Country and by Region, 2000–2019*.

BAN = Bangladesh, IND = India, INO = Indonesia, KOR = Republic of Korea, MAL = Malaysia, NCD = non-communicable disease, PHI = Philippines, PRC = People's Republic of China, VIE = Viet Nam.

Note: NCDs include hypertension, diabetes, respiratory disease, heart diseases(problem) stroke, and cancer.

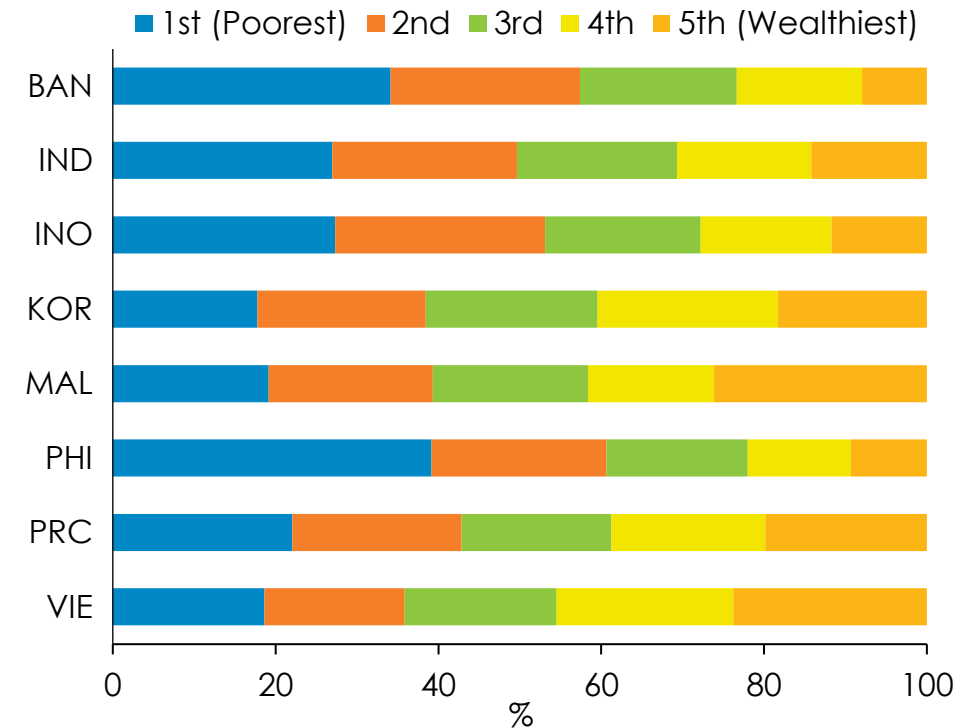
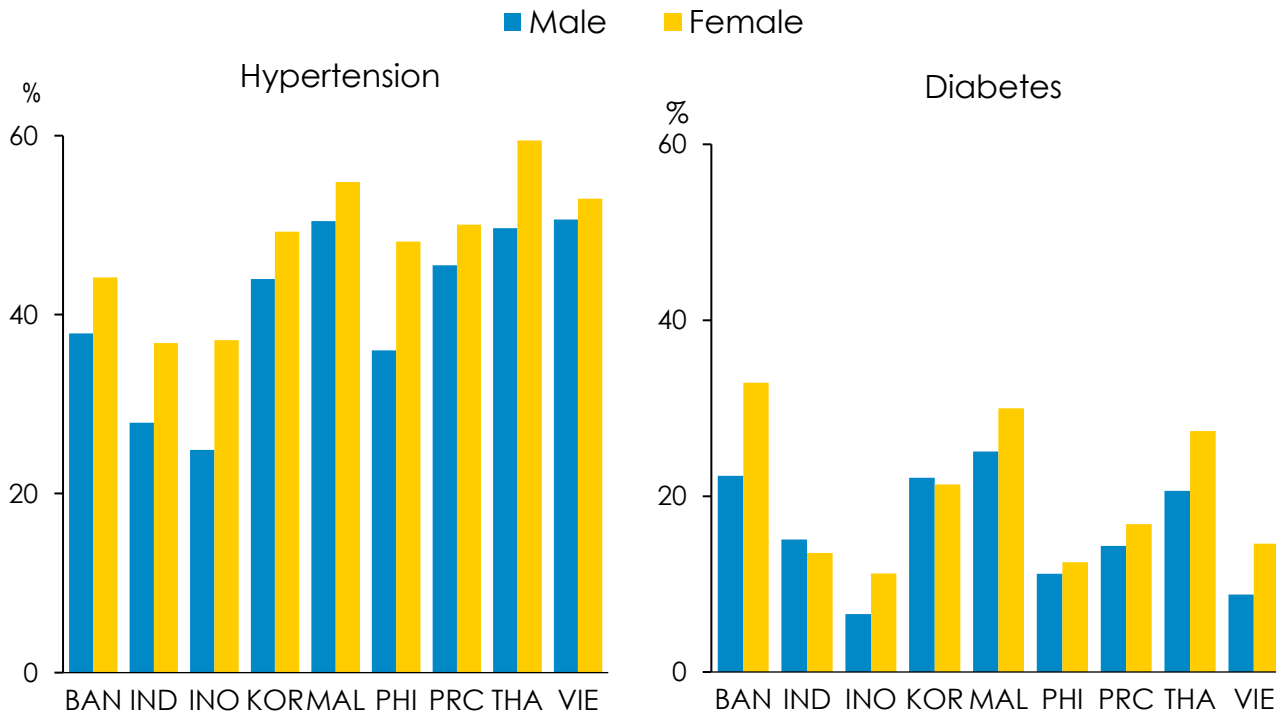
Source: ADPR 2024. Box. 1.1



Health risks are higher for women and the poor

2.5 Gender Differences in Diagnosed Noncommunicable Disease Prevalence in Older People

2.15 Distribution by Wealth Quintile of Older People with No Health-Care Use

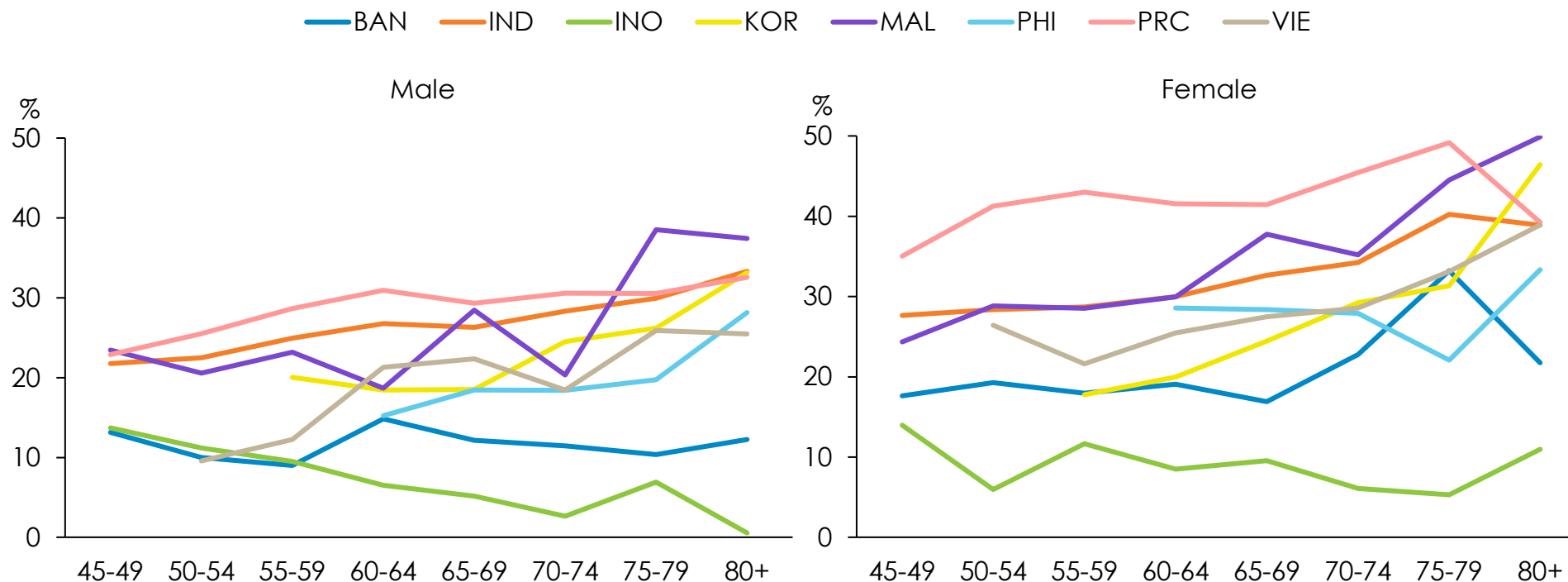


BAN = Bangladesh, IND = India, INO = Indonesia, KOR = Republic of Korea, MAL = Malaysia, PHI = Philippines, PRC = People's Republic of China, THA = Thailand, VIE = Viet Nam.
 Note: Older people are aged 60 and above. Quintiles are numbered from poorest (1st) to wealthiest (5th).
 Source: ADPR 2024. Box 1.1.



The mental health of older people demands urgent policy attention

2.9 Elevated Depressive Symptoms in Older People by Age Group and Economy



BAN = Bangladesh, IND = India, INO = Indonesia, KOR = Republic of Korea, MAL = Malaysia, PHI = Philippines, PRC = People's Republic of China, THA = Thailand, VIE = Viet Nam.

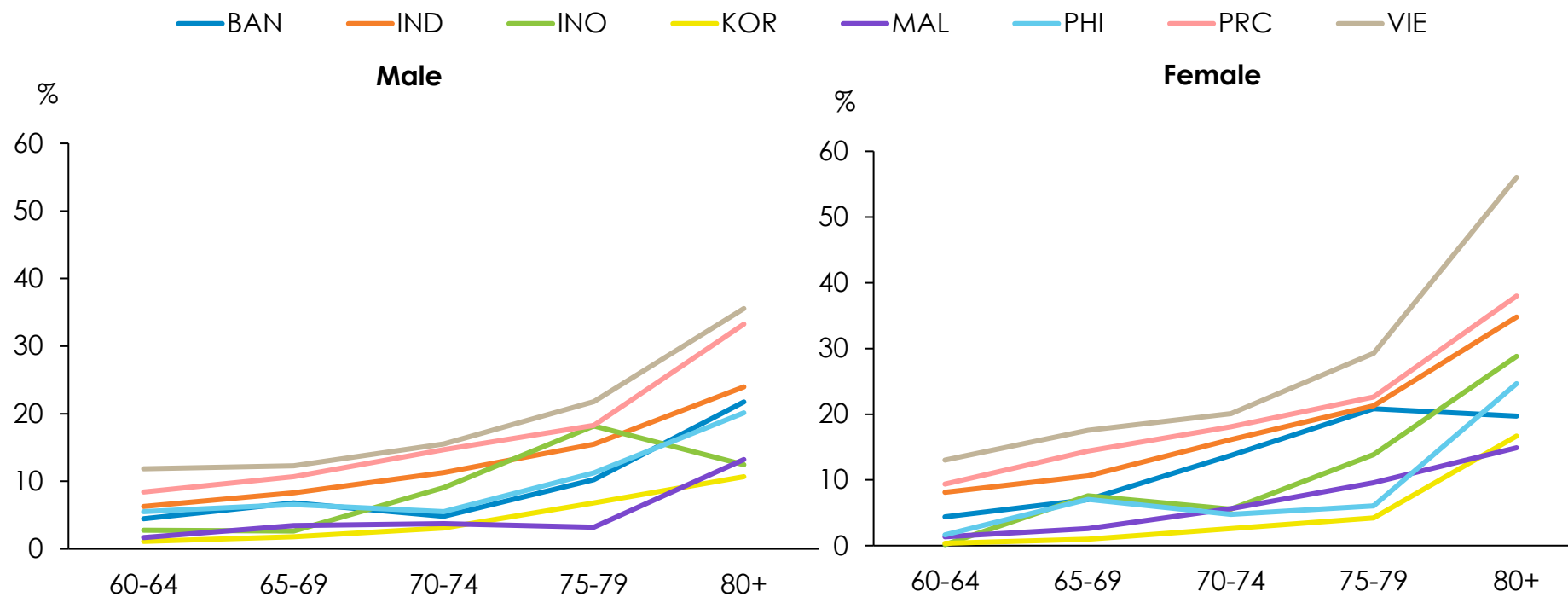
Note: Older people are aged 60 and above.

Source: ADPR 2024. Box. 1.1.



Decline in functional abilities is common and worsens with age

2.6 Share of Older People Reporting at Least One ADL Limitation



ADL = activity of daily living, BAN = Bangladesh, IND = India, INO = Indonesia, KOR = Republic of Korea, MAL = Malaysia, PHI = Philippines, PRC = People's Republic of China, VIE = Viet Nam.

Note: Older people are aged 60 and above.

Source: ADPR 2024 Box 1.1.



Healthy aging requires effective universal health coverage and active health promotion

Meeting the diverse health-care needs of older people requires

- steadfast progress toward universal health coverage
- cost-effective and pro-poor noncommunicable disease (NCD) treatment and management along with a range of mental health support services; and
- the adoption of technology-driven solutions

Promoting healthy aging through life-cycle approach means

- free annual health checkups and lifestyle evaluations, along with comprehensive health awareness campaigns to address the risk of NCDs and dementia;
- behavioral nudge to promote healthy lifestyle and diet; and
- policies, including sin taxes on tobacco and unhealthy food products, that discourage unhealthy consumption

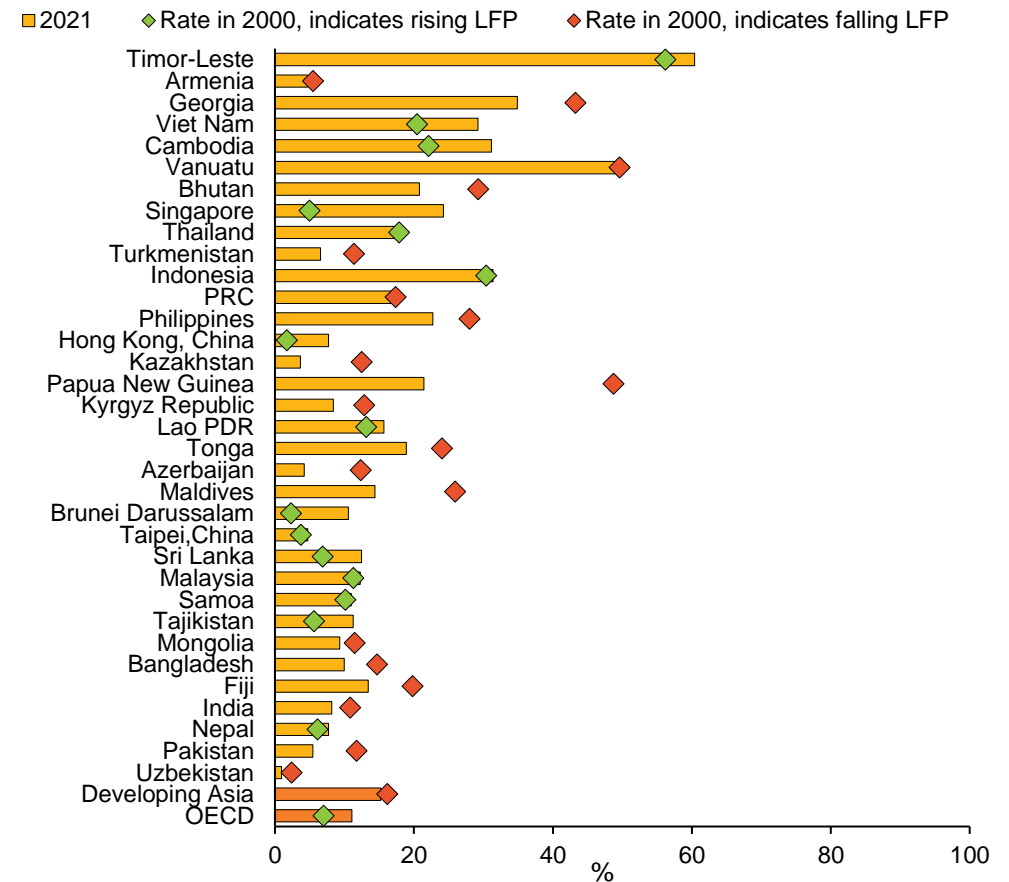
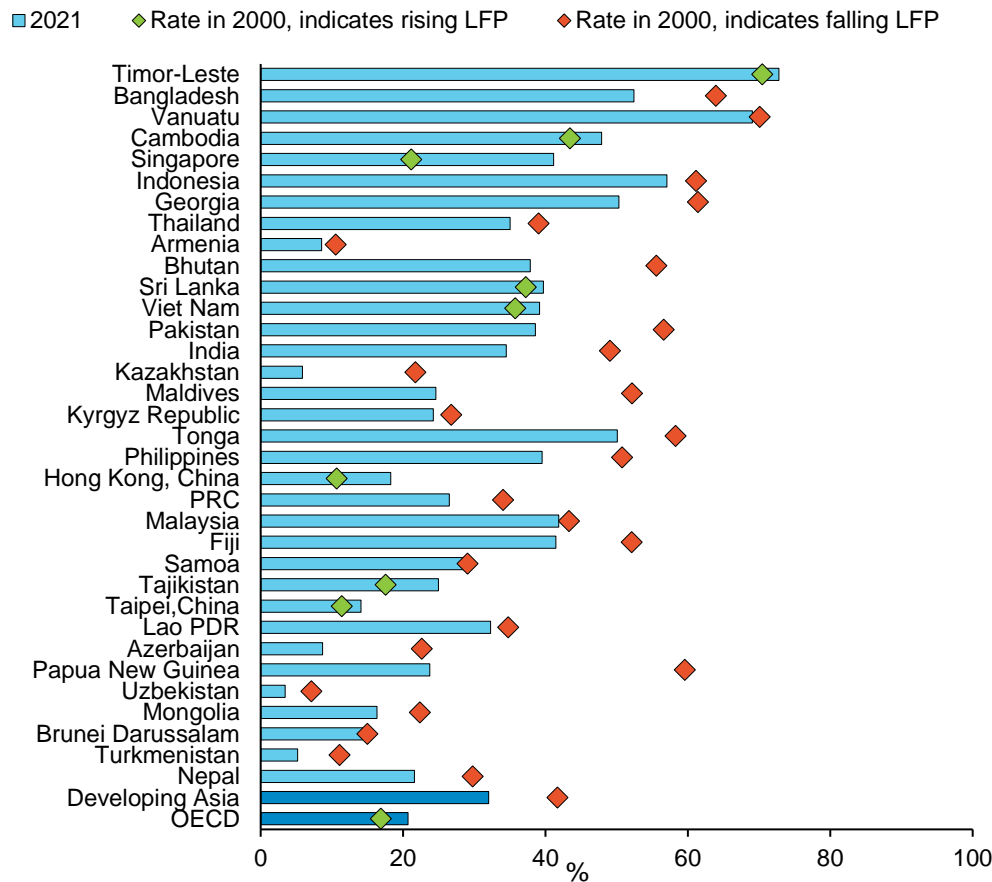


Work and retirement patterns of mature workforce vary by country and gender

3.1 (annex) Labor Force Participation by Older People Aged 65+, by Gender, 2021 versus 2000

A. Male

B. Female



Selected Micro Dataset on Older Persons in Developing Asia used in the Report

Economy	Survey Year	Source
Bangladesh	2023	Mahbub Hossain Panel Data, Population Aging Module
China, People's Republic of	2018	China Health and Retirement Longitudinal Study (CHARLS)
India	2017-19	Longitudinal Ageing Study in India (LASI)
Indonesia	2023	Indonesia Longitudinal Aging Survey (ILAS)
Korea, Republic of	2018	Korean Longitudinal Study of Ageing (KLoSA)
Malaysia	2021-22	Malaysia Ageing and Retirement Survey (MARS)
Philippines	2018	Longitudinal Study of Ageing and Health in the Philippines (LSAHP)
Thailand	2020	Health, Aging, and Retirement in Thailand (HART)
Viet Nam	2019 / 2022	Survey on Older Persons and Social Health Insurance, and Vietnam Aging Survey (VNAS)