



The 1st Family Policy Seminar in Asia and the Pacific

Fertility Transition and Family Policies
in the 21st Century

Date | October 30, 2014

Place | Center Mark Hotel, Seoul

Hosted by |  OECD  OECD Korea Policy Centre  KIHASA Korea Institute for Health and Social Affairs

| | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10:00~10:20 | Registration |
| 10:20~10:30 | Opening Ceremony |
| ▼ Opening Remarks | Byong-Ho Tchoe President, KIHASA |
| ▼ Congratulatory Remarks | Jungmi Joo Director General, Health and Social Policy Programme, OECD Korea Policy Center |
| 10:30~11:20 | SESSION 1 Family Policies in OECD Countries and East Asia and the Pacific |
| ▼ Moderator | Doo-Sub Kim Hanyang University |
| ▼ Presentations | <ul style="list-style-type: none"> • Fertility Trends in OECD Countries and Policy Implications Willem Adema OECD, Social Policy Division • Changes in Fertility and Family Policies in East Asia Yoon-Jeong Shin KIHASA |
| 11:20~11:40 | Coffee Break |
| 11:40~12:40 | SESSION 2 Family Policies in China, Japan and Singapore |
| ▼ Moderator | Doo-Sub Kim Hanyang University |
| ▼ Presentations | <ul style="list-style-type: none"> • Economic Transformation and Gender Inequality Issues of Labor Market in China Chunhua Ma Institute of Sociology, Chinese Academy of Social Sciences • Women in Labor Market and Work Life Balance in Japan Yukiko M. Katsumata National Institute of Population and Social Security Research • Supports for Singaporeans to Marry and Have Children Yap Mui Teng Institute of Policy Studies, Lee Kuan Yew School of Public Policy |
| 12:40~14:00 | Lunch |
| 14:00~15:00 | SESSION 3 Family Policies in Hong Kong China, Thailand and Vietnam |
| ▼ Moderator | Doo-Sub Kim Hanyang University |
| ▼ Presentations | <ul style="list-style-type: none"> • An Elasticity Analysis of Fertility Rebound in Hong Kong Paul Yip Department of Social Work and Social Administration, University of Hong Kong • Low Fertility and Policy Agenda in Thailand Sureeporn Punpuing Institute for Population and Social Research, Mahidol University • Fertility and Population Policies in Vietnam Dang Nguyen Anh Institute of Sociology, Vietnam Academy of Social Science |
| 15:00~15:20 | Coffee Break |
| 15:20~16:30 | SESSION 4 Discussion |
| ▼ Moderator | Doo-Sub Kim Hanyang University |
| ▼ Discussants | <ul style="list-style-type: none"> • Chang Jun Lee Ministry of Health and Welfare • Sook-Ja Kim Ministry of Gender Equality and Family • Sang-Wook Kim Sungkyunkwan University • Youngtae Cho Seoul National University • Seung-Ah Hong Korean Women's Development Institute |

Session 1
Family Policies in OECD Countries and East Asia and the Pacific

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- **Changes in Fertility and Family Policies in East Asia** 19
Yoon-Jeong Shin | KIHASA

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Session 3
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Session1

**Family Policies in OECD Countries and
East Asia and the Pacific**

Session1-1

Fertility Trends in OECD Countries and Policy Implications

Willem Adema

OECD, Social Policy Division





Fertility Trends in OECD Countries and Policy Implications

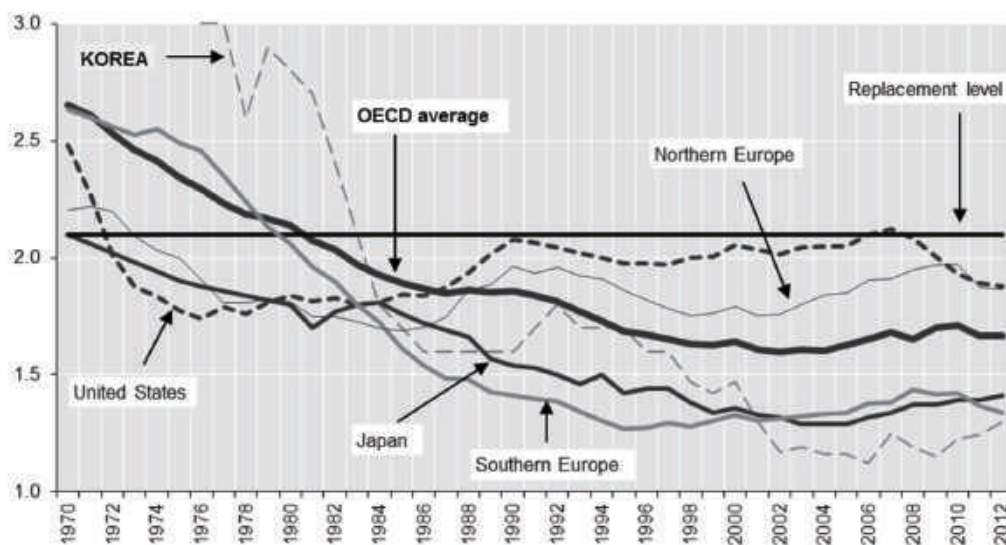
Asia and the Pacific Family Policy Seminar:
Fertility Transition and Family Policies in 21 Century
KIHASA, Seoul, October 2014

Willem Adema
Senior Economist, OECD Social Policy Division



The fertility rebound observed in many OECD countries around early/mid-2000s has stalled since the onset of the crisis

Total fertility rate, 1970-2012



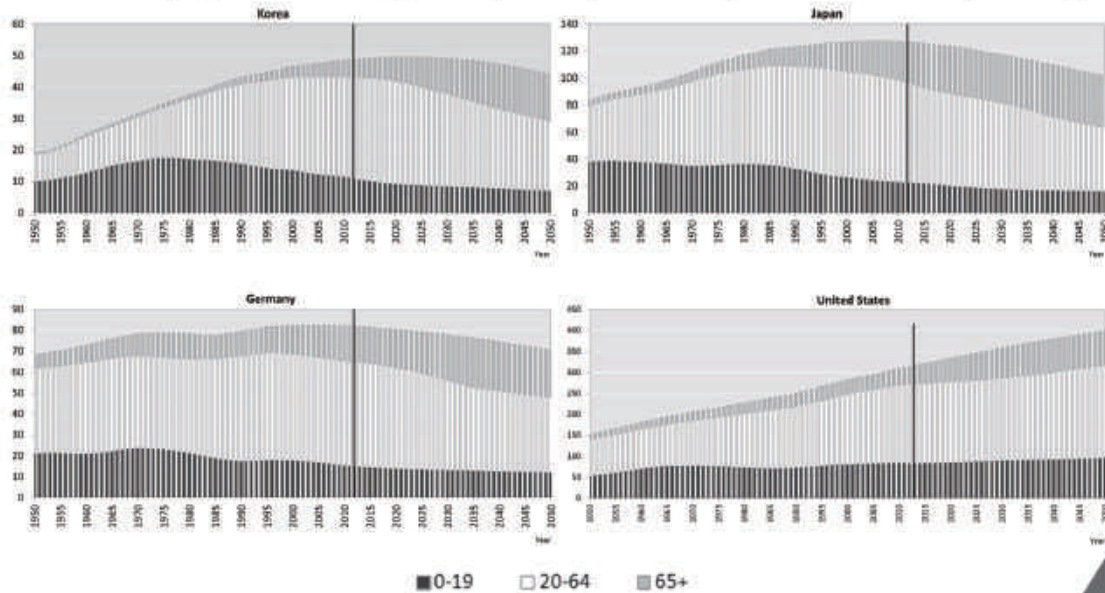
The fertility "replacement level" is defined as the fertility rate of 2.1 children per women, which would ensure the replacement of the previous generation and therefore population stability, assuming no net migration and no change in mortality rates.

Source: OECD (2014), OECD Family database, OECD, Paris www.oecd.org/social/family/database



Increased life expectancy and persistently low fertility rates will lead to ageing populations and, in some countries, shrinking labour forces

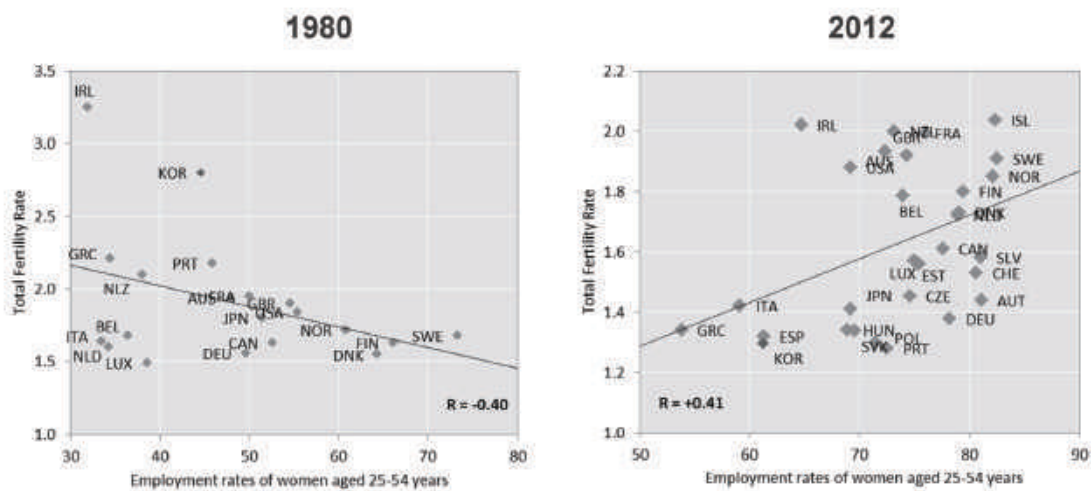
Historic and projected number of persons, millions, 1950-2050 (vertical line denotes year 2012)



Source: OECD (2014), OECD Demography and Population database, OECD, Paris



Motherhood and employment are more compatible now than in the past ...



The y-axis (total fertility rate) scale is 1.0-3.5 for 1980 and 1.0-2.2 for 2012.

Source: OECD (2014), OECD Family database, OECD, Paris www.oecd.org/social/family/database

Fertility and Female employment: which policies have an effect?

| | LN Total fertility rate | LN Female employment rate |
|---------------------------------------------------|-------------------------|---------------------------|
| Family Spending and benefits | | |
| Spending on leave and birth grants | -0.004 (-0.21) | -0.026*** (-2.89) |
| Spending on childcare services | 0.002 (1.43) | -0.000 (-0.58) |
| Spending in family cash benefits | 0.036*** (3.04) | 0.005 (0.821) |
| Leave entitlements and childcare provision | | |
| Weeks of paid maternity leave | 0.067*** (4.48) | 0.009 (1.59) |
| Weeks of paternity leave | -0.004 (-1.36) | -0.002 (-1.37) |
| Childcare enrolment rates (lag) | 0.023** (2.08) | 0.024*** (3.96) |
| Pre-school enrolment rates (lag) | 0.023 (1.14) | 0.019* (1.75) |
| Tax-based work incentives for women | | |
| Tax incentives to work part-time | -0.123 (-0.70) | 0.320*** (3.48) |
| Relative marginal tax rates on second earners | 0.0863 (1.15) | -0.068* (-1.92) |
| Number of observations | 164 | 159 |

** and * represent significance at 1%, 5% and 10% level respectively.

Source: Adema *et al.* (2014), Changes in Family Policies and Outcomes: is there convergence?

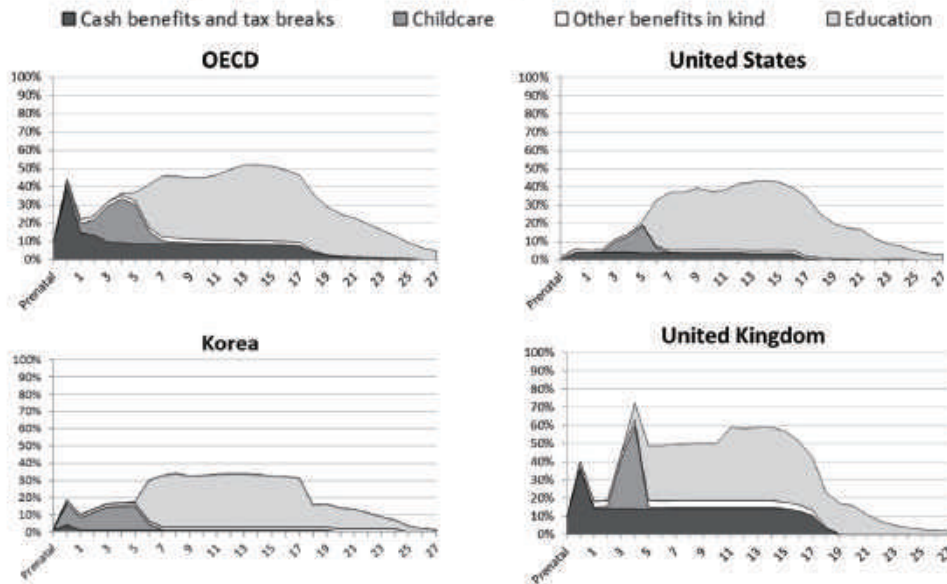
OECD family policy: objectives and emphasis vary across countries

- Help parents combine work and family commitments
- Combat poverty among families with children
- Enhance child well-being and child development throughout the early life-course
- Foster gender equality
- Promote conditions which help adults to have the number of children they desire at the time of their choice.



There are still gaps in supports for families, particularly when children are very young

Average social spending per child by intervention, as a proportion of median working-age household income, 2009

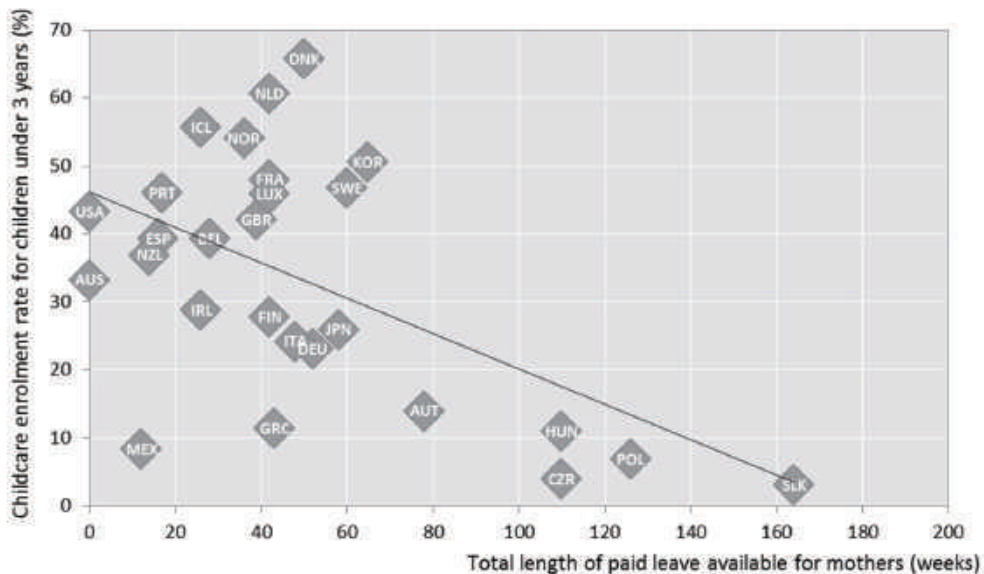


Source: OECD (2014), OECD Family database, www.oecd.org/social/family/database



Paid leave is often available to mothers for up to one year, while in most countries more than a third of children under 3 use childcare

Total length of paid leave available to mothers (weeks), 2010
Childcare and preschool enrolment rates (%), 2010

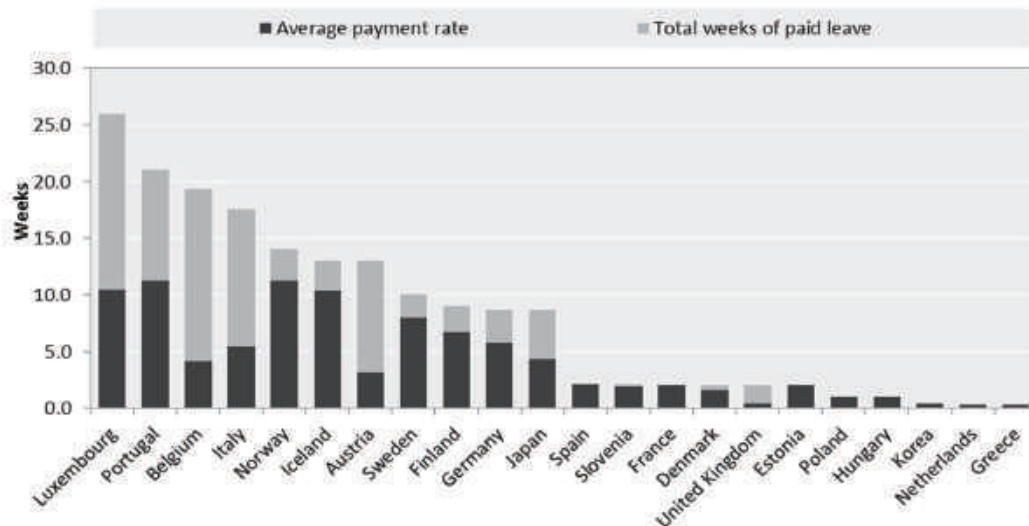


Source: OECD Family database, www.oecd.org/social/family/database



Paid leave exclusively for fathers is more limited than for mothers, but in 2013 exceeded 2 months in 11 countries.

Weeks of paid leave entitlements reserved for fathers, 2013

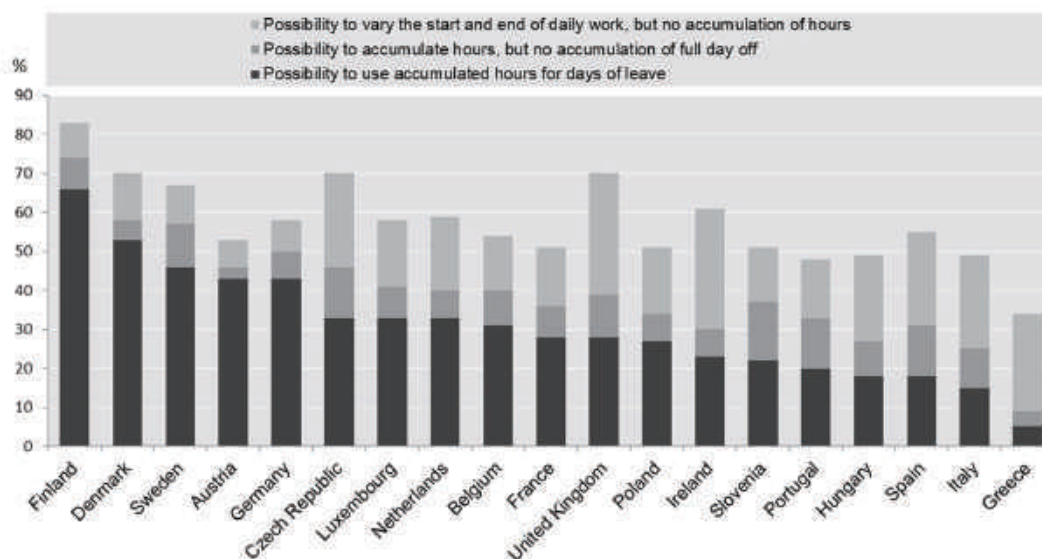


Source: OECD (2014), OECD Family database, www.oecd.org/social/family/database



Many companies in Europe now facilitate flexible working time for their employees

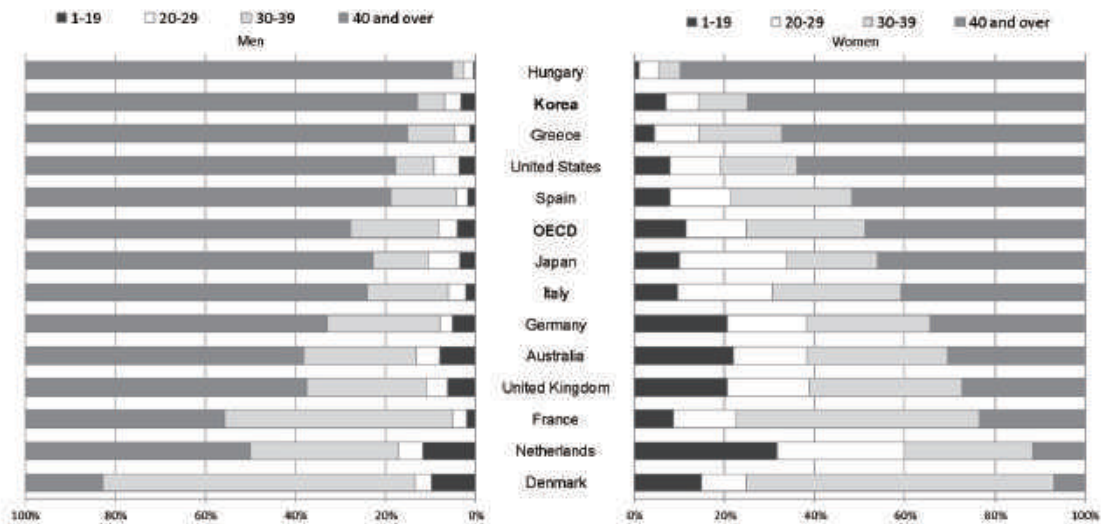
Proportion of companies providing flexi-time by type, 2010



Source: OECD (2014), OECD Family database, www.oecd.org/social/family/database

But long working hours in Korea among both men and women mean flexible workplace practices have little impact

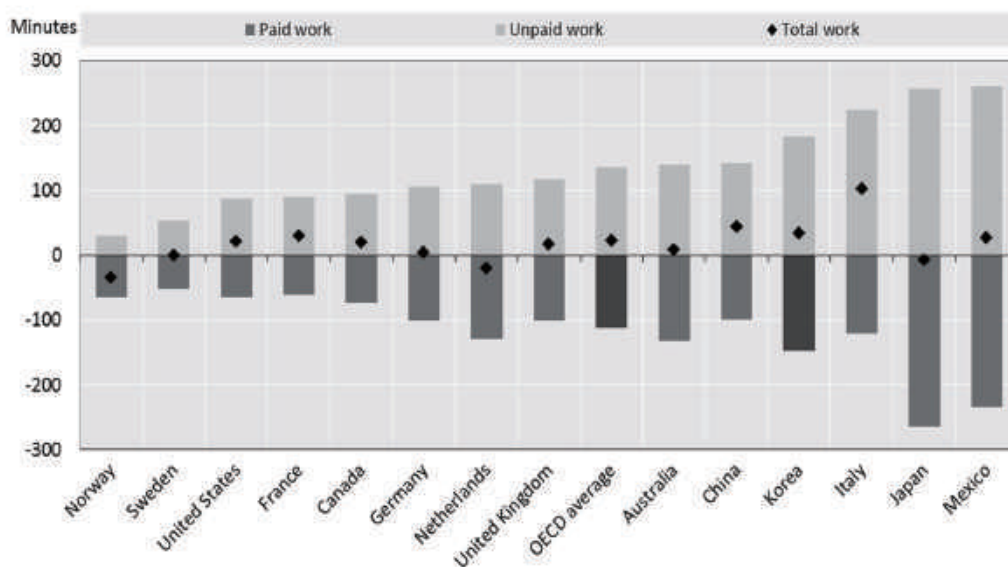
Share of workers by distribution of usual weekly hours of work, 2013



Source: OECD (2014), OECD Employment database, www.oecd.org/employment

Overall, women continue to do more unpaid work while men spend more time in paid work.

Female minus male total, paid and unpaid working time in minutes per day, late 2000s



Source: OECD (2014), OECD Gender data portal, www.oecd.org/gender



Strengthening family policy will help, but labour market practices need to change to help parents find a better work/life balance

- A better work/life balance for more parents can help raise fertility rates.
- Korea has made great strides strengthening childcare supports; these gains need to be sustained
- Promote better sharing of paid and unpaid work among men and women
- The long working hours culture needs to change, this will require a sustained effort



Thank you

Contact: willem.adema@oecd.org

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Session1-2

Changes in Fertility and Family Policies in East Asia

Yoon-Jeong Shin

KIHASA



Changes in Fertility and Family Policies in Asia

Yoon-Jeong Shin Ph. D
Research Fellow
Korea Institute for Health and Social Affairs

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I Background



- Most Asian countries are experiencing the 2nd demographic transition as their socioeconomic development
- Leading Asian countries developed “modern family policies” but fertility does not rebound
- Distinctive characteristics among Asian countries needs to be recognized to deal with population issues

Methodology



- Seven low-fertility settings in Asia: Korea, Japan, China, Singapore, Hong Kong China, Thailand, and Vietnam
- Collect data on selected indicators of OECD Family database
 - "KIHASA-OECD Korea Policy Center database"
- Analyze special features in terms of:
 - Fertility and household formation
 - Labor market position of female
 - Issues on family policy

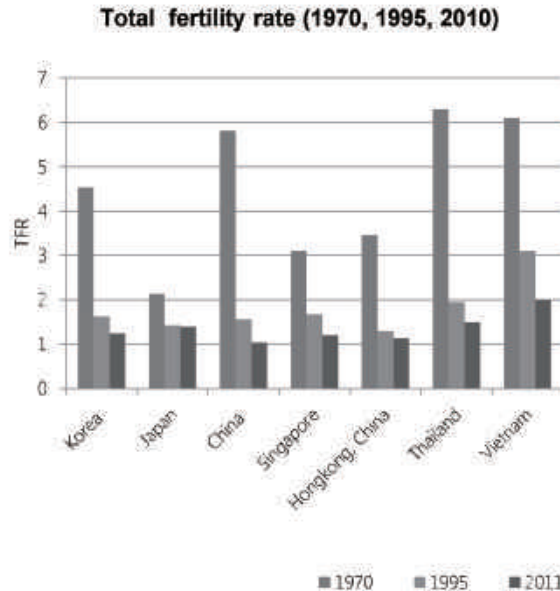


FERTILITY AND HOUSEHOLD FORMATION

Recent trends in total fertility rates



- In each setting (except Japan) rapid decline since mid 1960's
- TFRs of 1.0~1.5 compared to Southern, Central and Eastern Europe (UNPD 2012)

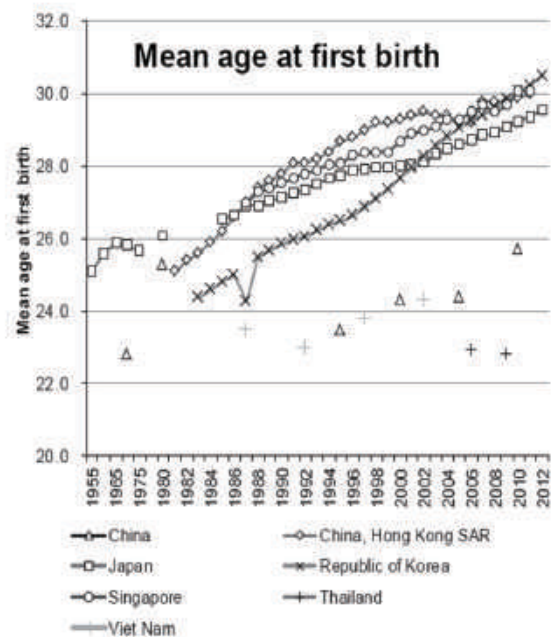


Source: KIHASA-OECD Korea Policy Centre database

Changes in age of childbirth



- Steep increase in mean age of first childbirth across most settings
- China and Vietnam = younger but increasing
- Thailand = relatively stable with high teenage fertility rates

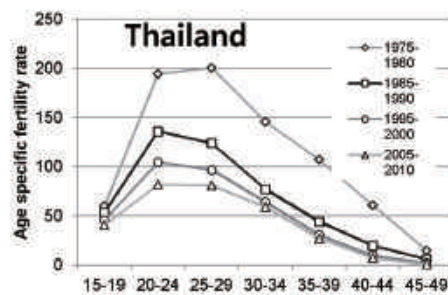
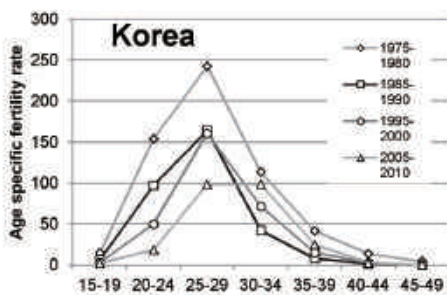
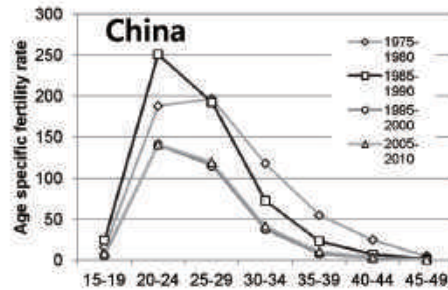


Source: KIHASA-OECD Korea Policy Centre database

Reflected in ASFR



- Clear decrease in *quantum* of births as well as shift in *tempo*
- China earlier, but also flattening

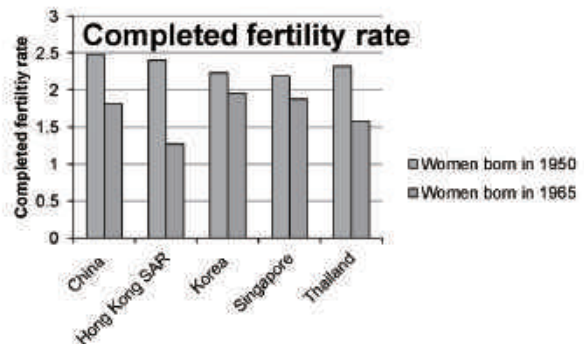


Source: KIHASA-OECD Korea Policy Centre database

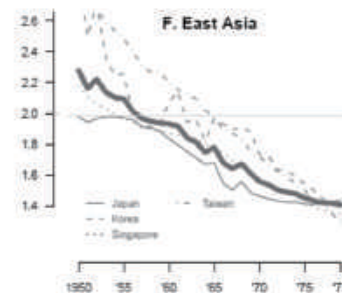
Declines in cohort fertility



- While 'tempo effect' important (e.g. Frejka et al. 2012), clear declines in cohort fertility rates both observed and forecast (see Myrskala et al. 2012)



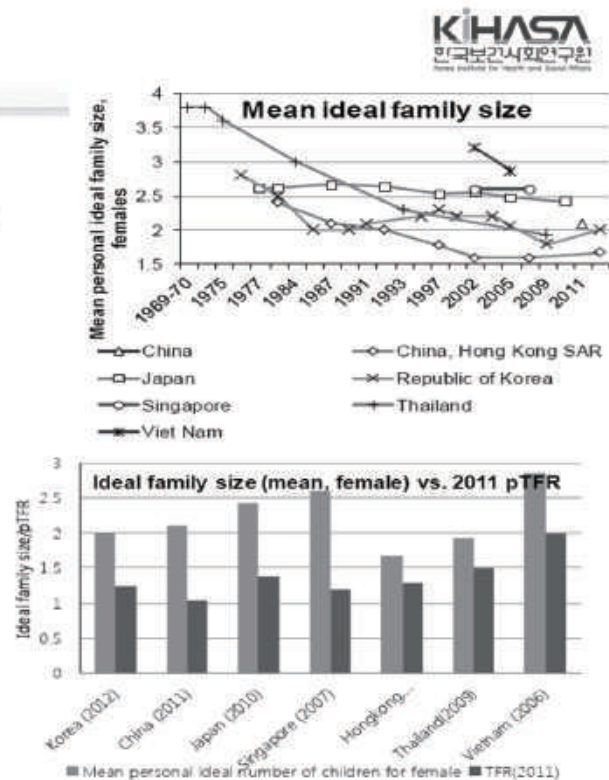
Cohort TFR for ecasts for selected 'East Asian' settings' (Myrskala et al. 2012)



Source: KIHASA-OECD Korea Policy Centre database

Fertility preferences

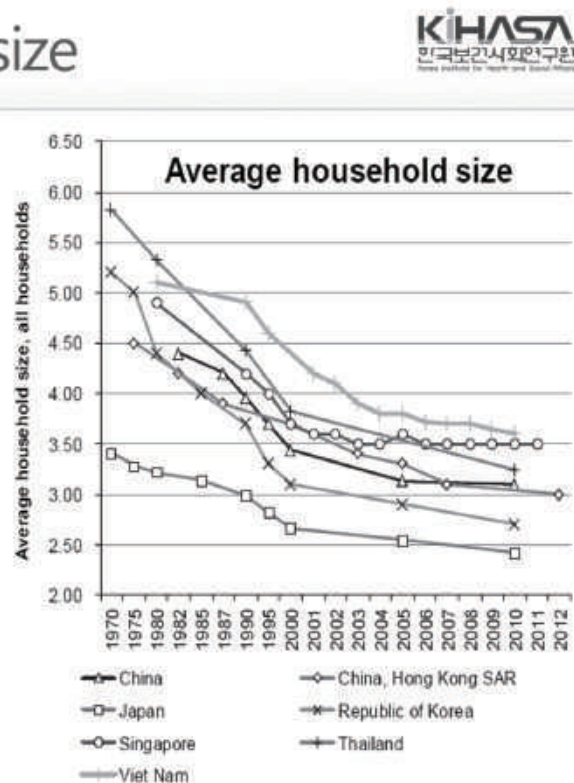
- Generally ideal number of children is above 2 (apart from HK China, Thailand) but declining
- Sizeable gap between ideals and actual TFR
 - Could indicate space for family policies?



Source: KIHASA-OECD Korea Policy Centre database

Shifts in household size

- Overall decline in household size especially marked in Thailand and Korea
- Below 2.5 for Japan and above 3.5 for Thailand and Singapore

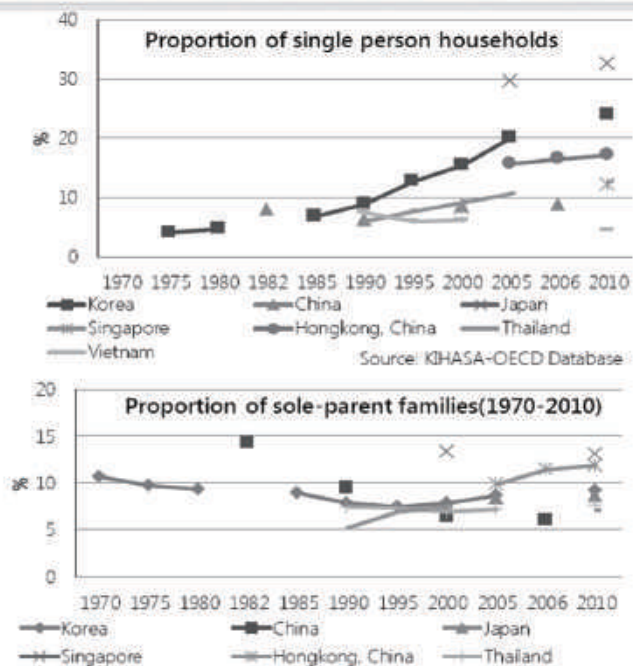


Source: KIHASA-OECD Korea Policy Centre database

Shifts in household structure



- Decrease in 'couple families' and extended families
- Increase in proportion of single-person households and sole-parent households

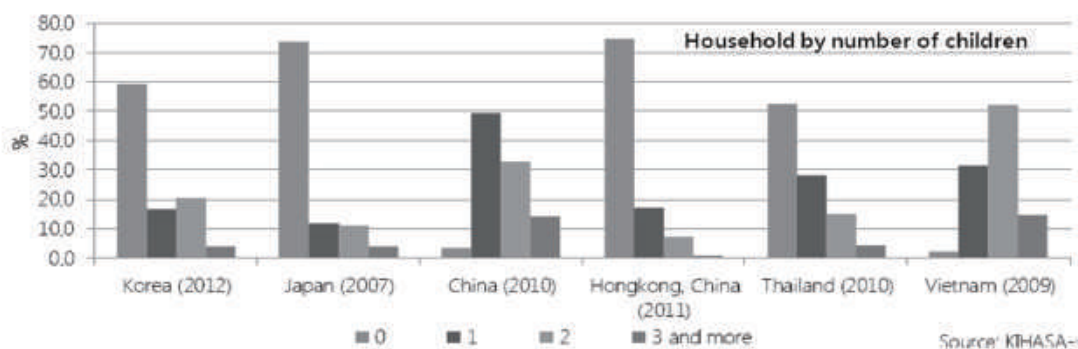


Source: KIHASA-OECD Korea Policy Centre database

New household types...

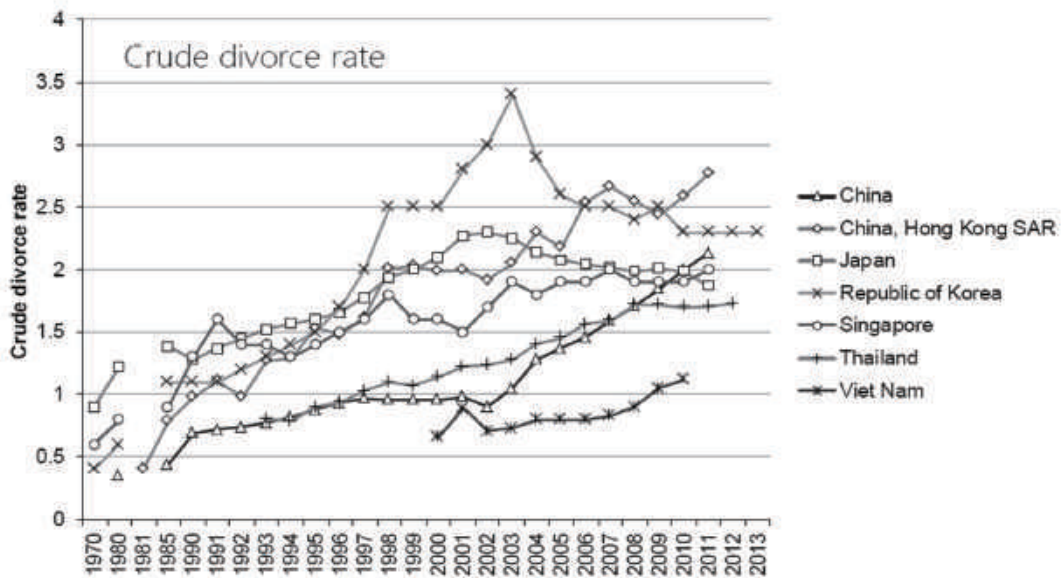


- Relationship between households and family types is no longer clear
- Large differences across the region



Source: KIHASA-OECD Korea Policy Centre database

...increases in crude divorce rates

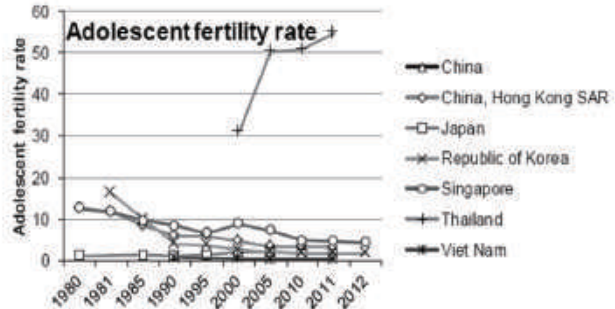
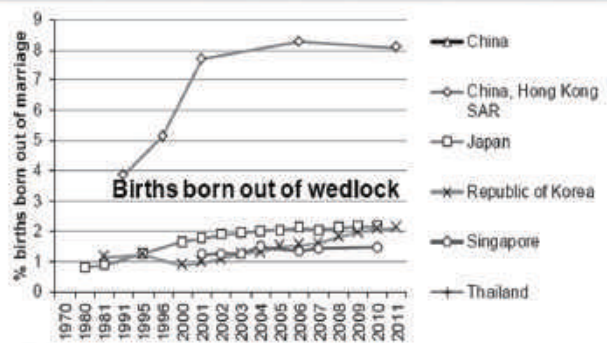


Source: KIHASA-OECD Korea Policy Centre database

but some indicators remain constant



- Very low % births out of wedlock [HK special example of many transient births]
- Very low adolescent fertility rates [except Thailand]



Source: KIHASA-OECD Korea Policy Centre database

| Recapitulation: fertility and household structure



- Dramatic decline in both period and cohort fertility – *later and fewer childbirths*
- Evidence of a gap between fertility preferences and TFR – *but below replacement in HK, Thailand [and China]*
- Shift toward smaller households – *changing location of policy interventions*

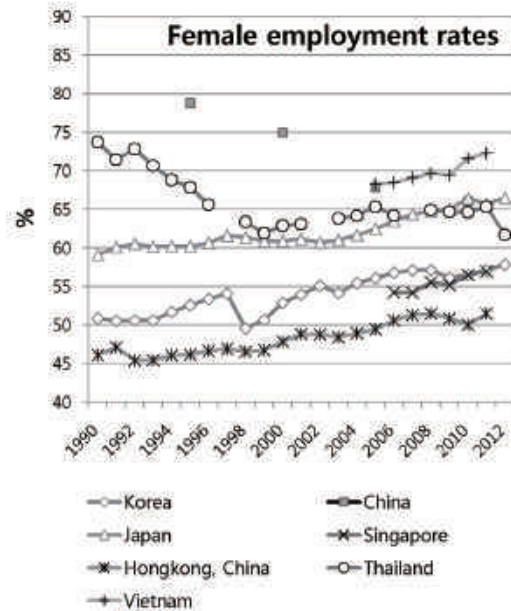


LABOR MARKET POSITION OF FEMALE

Changes in female employment



- Female employment rates increased in all settings
 - Except for China which recently liberalized its market
- Countries with high female employment rate
 - Vietnam, China, Thailand: large informal sector
 - Japan: female part-time employment

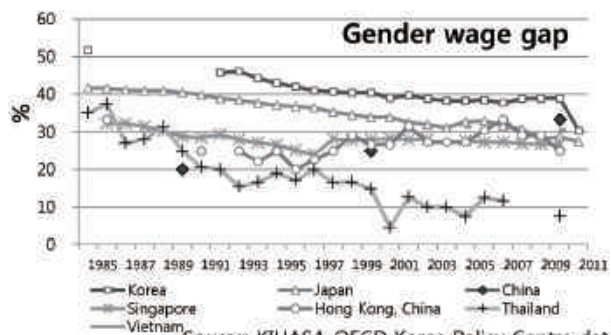


Source: KIHASA-OECD Korea Policy Centre database

But gender gap still exists...



- Gender gap remains in employment and wage
- Especially the gap increases among developing countries
 - China: wage gap
 - Vietnam, Thailand: employment rate



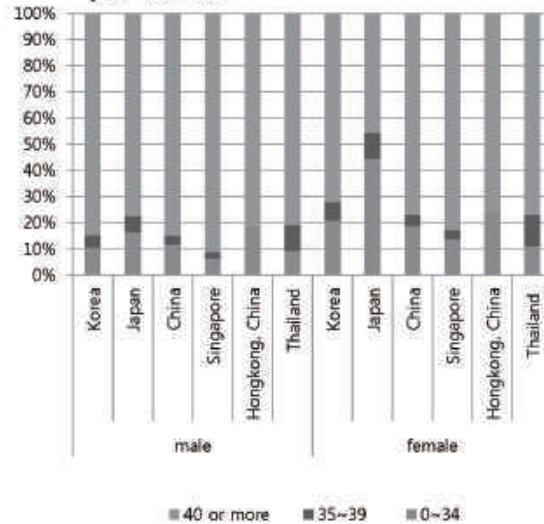
Source: KIHASA-OECD Korea Policy Centre database

Long working hours



- Both male and female usually work 40 hours or more per week
- Except for Japanese women, many of whom have a part-time job

Distribution of the working population by usual working hours per week



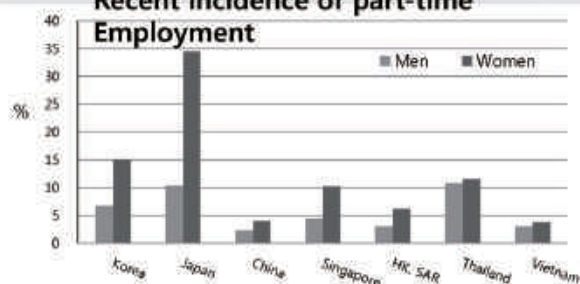
Source: KIHASA-OECD Korea Policy Centre database

Female part-time work?

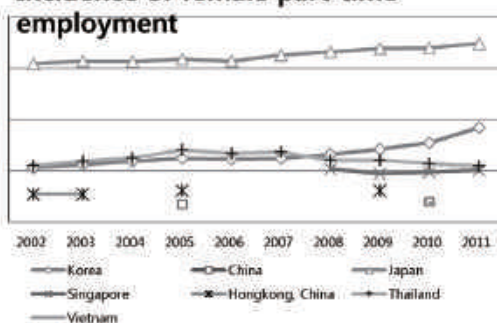


- Proportion of female part-time workers is high in Japan
 - However, their TFR is lower than EU countries'
- It is increasing as well in Korea.
 - Concerns for the quality of female employment

Recent incidence of part-time Employment



Incidence of female part-time employment

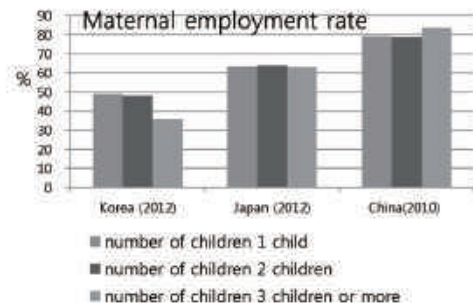
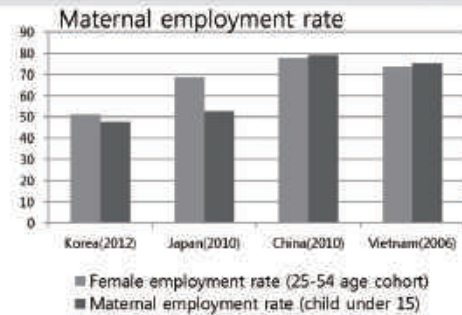


Source: KIHASA-OECD Korea Policy Centre database

Mothers at work



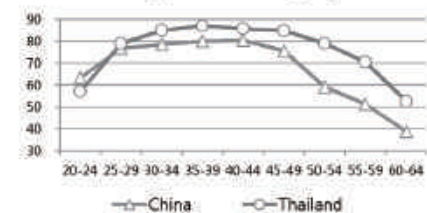
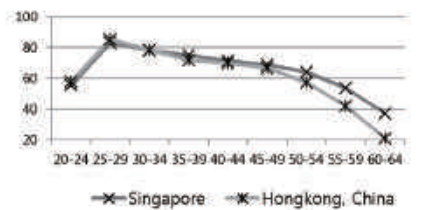
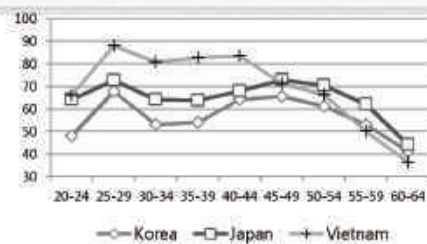
- In Japan, maternal employment rate is lower than female employment
- Korean mothers with 3 or more children have difficulties to work...



Female employment rates by age



- Women quit labor market and re-enter
- Korea, Japan, Vietnam
- Women leave labor market in childbearing age
- Singapore, Hong Kong China
- Women continue to work until they retire
- China, Thailand



Source: KIHASA-OECD Korea Policy Centre database

| Recapitulation: labor market position of female

- Female employment rate improved – *but gender gap exists [expanding in China, Thailand, Vietnam]*
- Inflexible labor market – *Long working hours, “ineffective” part-time work*
- Work-Life Balance is still hard in most countries – *withdraw mothers from labor market [Japan, Korea]*

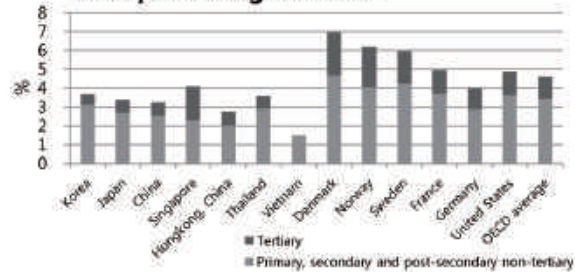
ISSUES ON FAMILY POLICY

Public expenditure for family

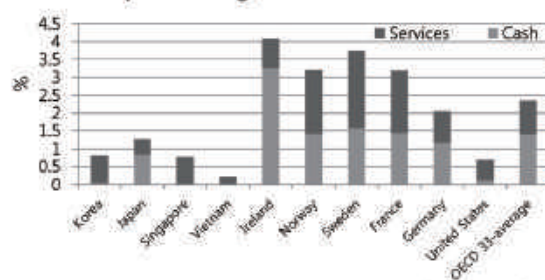


- Public expenditure on education is comparable with OECD member countries
- However, expenditure on family is significantly low...
 - There are comparability and data issues though

Public expenditure on education: as a percentage of GDP



Public expenditure on family: as a percentage of GDP



Source: KIHASA-OECD Korea Policy Centre database
OECD Family database

Family cash benefits



- Different types of family cash benefits according to the development of welfare system
 - Social protection -> Not universal but expanded -> Universal

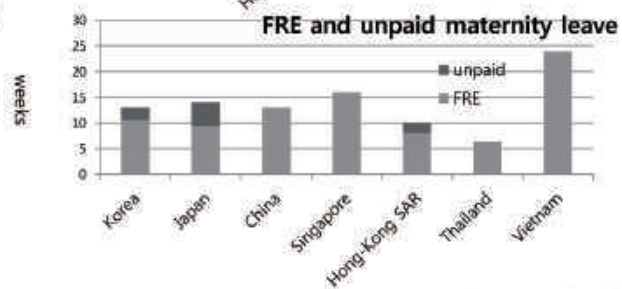
| Type | Country | Family cash benefits |
|----------------------------|-----------|-----------------------------------------|
| Universal | Japan | Universal child allowances |
| Not universal but expanded | Korea | Child care allowances |
| | Singapore | The Baby Bonus Scheme |
| Social protection | China | Allowance for single-child parents |
| | HK, SAR | Cash benefit for low income family |
| | Thailand | Child assistance benefit |
| | Vietnam | Social protection policies for children |

Source: KIHASA-OECD Korea Policy Centre database

All countries guarantee maternity leaves



- All settings provide maternity leaves: duration and level of payment are comparable with OECD countries
- However, only Korea and Japan provide parental leave

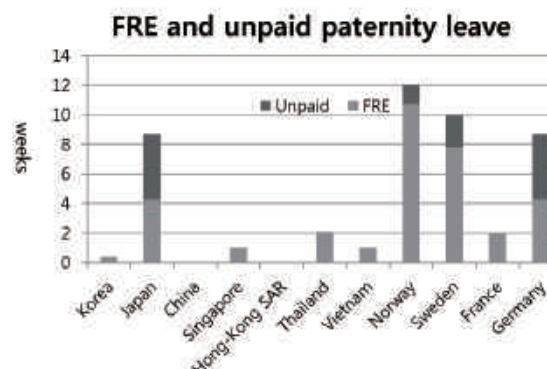
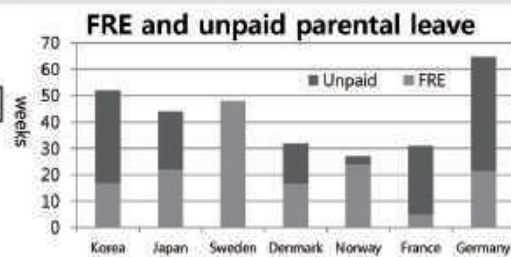


Source: KIHASA-OECD Korea Policy Centre database
OECD Family database

Weak parental and paternity leave



- Parental leave: [Korea, Japan] Duration is long and payment rate is low compare with Nordic countries
- Paternity leave: All settings provide paternity leave, but duration, payment, coverage are weak

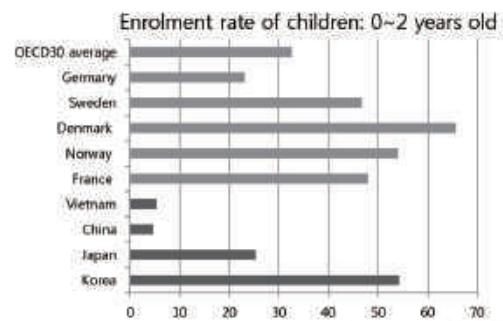
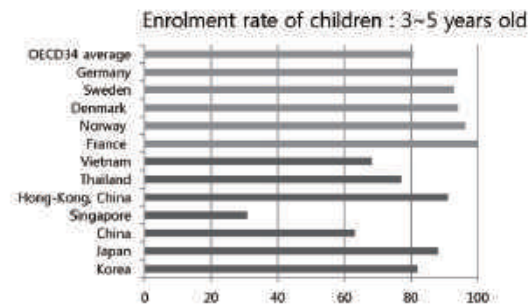


Source: KIHASA-OECD Korea Policy Centre database
OECD Family database

Enrolment rates in childcare and pre-school education



- Enrolment rate of 3~5 year old children is comparable with OECD member countries [Except for Singapore]
- Enrolment rates of children 0~2 years old are low [Except for Korea]
 - Strong roles of mother for infant care

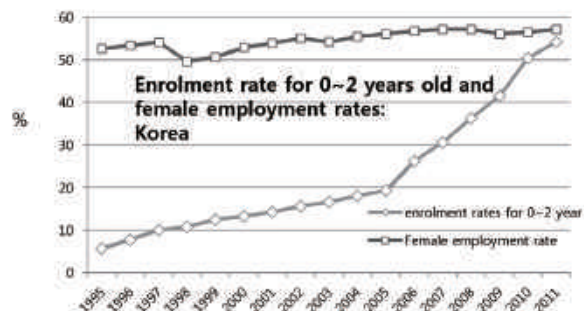
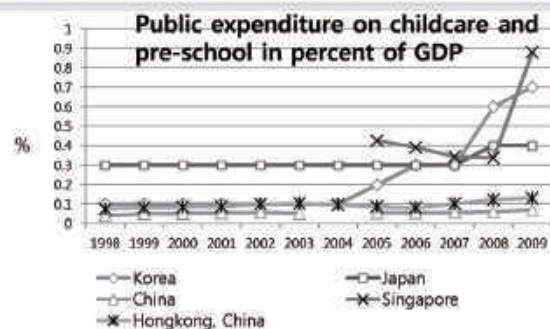


Source: KIHASA-OECD Korea Policy Centre database
OECD Family database

Korean case: recent reform of childcare



- Public expenditure on childcare and pre-school education increased in Korea since 2004
- Enrolment rate of children 0~2 years old increased significantly but female employment did not catch it up



Source: KIHASA-OECD Korea Policy Centre database
OECD Family database

Recapitulation: Issues on family policy



- Family policy as a social welfare policy – *need to reflect the features of demographic transition*
- Recent policy efforts – *obstacles remain such as gender norms and weak expenditure on family*
- Future direction of family policy in Asia – *Sharing knowledge and experiences among countries in Asia*



All countries face with aging populations and shrinking labor forces

Source: UN Population projection 2012

Contributors for this project



Chinese Academy of Social Sciences



Thank you very much





Session2

Family Policies in China, Japan and Singapore

Session2-1

Economic Transformation and Gender Inequality Issues of Labor Market in China

Chunhua Ma

Institute of Sociology,
Chinese Academy of Social Sciences





松竹梅岁寒三友
桃李杏村暖一家

Economic Transformation and Gender Inequality Issues of Labor Market in China

Dr. MA CHUNHUA

October, 30, 2014,
Seoul, Korea



松竹梅岁寒三友
桃李杏村暖一家

Questions

- During the era of planned economy, almost all Chinese female labor force had been participate in labor market. After reform, the female labor force participation rate have been keeping decreasing. How about and why?
- China market-oriented economic reforms undermined gender equality in the area of employment to a great extent. Then gender inequality in labor market existed in the free market system has also emerged in China. How about and why?

The history of female labor force participation in China: three stages

- **First stage (1949-1957):** No employment system has been set up yet. The government encouraged the female labor force to participate in labor market, and arrange the jobs for women.
- **Second stage (1958-1980):** An employment system that was called “**Tong Bao Tong Pei**” has formed. This system meant government-guaranteed employment, unified planning, unified hiring, and unified deployment by the government according to the planned system.
- **Third stage (1981-present):** The market-oriented employment system have been established while the reform of the employment system had been promoted by the government.

| Year | total workers in SOE (ten thousands) | Female workers in SOE (ten thousands) | Percentage (%) | times |
|-----------|-----------------------------------------|------------------------------------------|-------------------|-------|
| 1949 | 800 | 60 | 7.5 | - |
| 1952 | 1580 | 184.8 | 11.7 | 308.0 |
| 1953 | 1526 | 213.2 | 11.7 | 115.4 |
| 1954 | 1881 | 243.5 | 12.9 | 114.2 |
| 1955 | 1908 | 247.3 | 13.0 | 101.6 |
| 1956 | 2423 | 326.6 | 13.5 | 132.1 |
| 1957 | 2451 | 328.6 | 13.4 | 100.1 |
| 1958 | 4532 | 810.8 | 17.9 | 246.7 |
| 1959 | 4561 | 848.8 | 18.6 | 104.7 |
| 1960 | 5044 | 1008.7 | 20.0 | 118.8 |
| 1961 | 4171 | 886.8 | 21.3 | 87.9 |
| 1962 | 3309 | 673.8 | 20.4 | 76.0 |
| 1963 | 3293 | 656.6 | 19.9 | 97.4 |
| 1964 | 3465 | 735 | 20.3 | 107.1 |
| 1965 | 3478 | 786.1 | 21.0 | 111.7 |
| 1966-1976 | -- | -- | --- | -- |
| 1977 | 7196 | 2036.0 | 28.3 | 259.0 |



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First stage(1949-1957)

- The state preferred to develop heavy industry which needed a great number of labor forces;
- The Communist Party thought the women should participate in the labor market if they intended to increase their social and family status, and it was believed that higher participation rate of female labors showed the advantage of socialist;
- As a result, the Communist Party encouraged the women to participate in the labor market through great efforts.



Second stage(1958-1979)

An employment system that was called “Tong Bao Tong Pei” was established during this stage, and full employment and promoted gender equalities were regarded as the key principles of socialist.

- The Great Leap Forward in 1958-1961, an economic and social campaign aiming to rapidly transform agrarian economy through industrialization and collectivization, resulted in an unprecedented labor demands and brought millions of Chinese labor force to become state workers.
- While comparing to rural labor force, it was easy to control the female labor force due to *Hukou* system, which consequently was regarded as “the first labor reservoir”(Liu, 2007)
- Communal kitchen and dining of People’s Commune provided the opportunity of rural women to participate in the labor force, and Units System support urban women’s employment through providing jobs and related social services.



Negative results of “Tong Bao Tong Bei”

- ① Excessive Chinese female labor force in urban areas have participated in labor market which leading to hidden unemployment and inefficient allocation of labor resources;
- ② A high participation rate coexisted with low wages coexist, and "iron rice bowl" phenomena was popular. There was almost no difference of wage between male and female workers;
- ③ The employment structure was irrational, and most of female workers had concentrated in the first and second industry with low labor productivity. The lower occupational status of women was under covered by high-level labor force participation rate;
- ④ The state had provided excessive protection and administrative intervention for female labors which liberated the women from bondage of the family on the one hand, and made the but also female labor force in urban areas depended on the state and units overly.



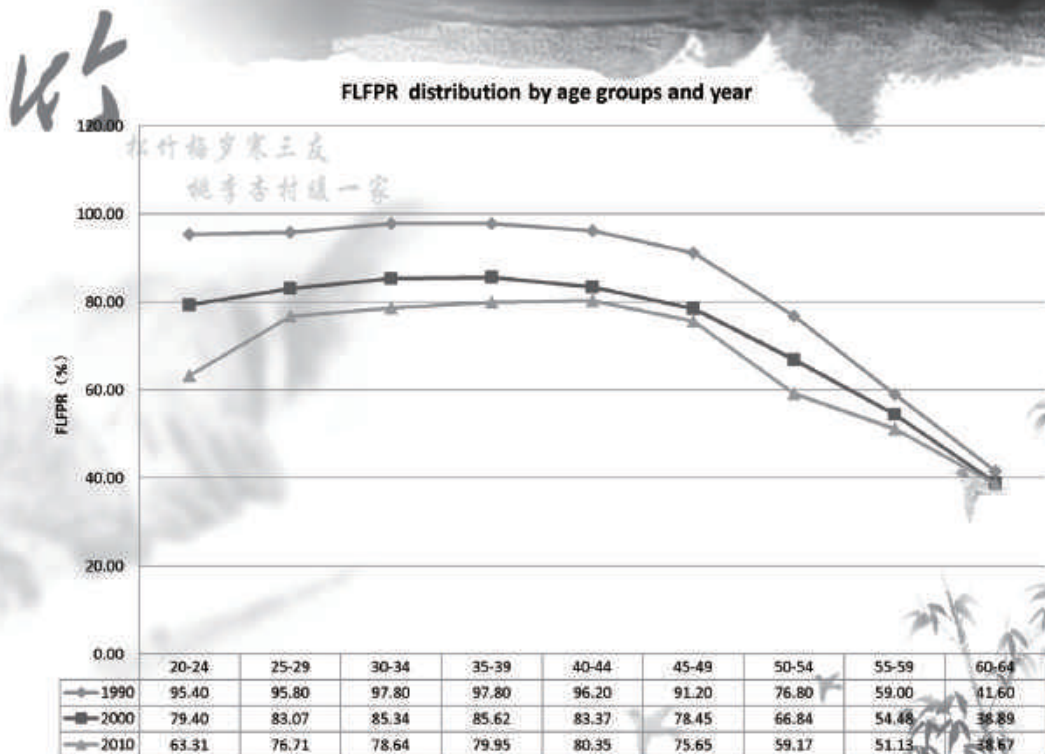
Third stage(1980-present)

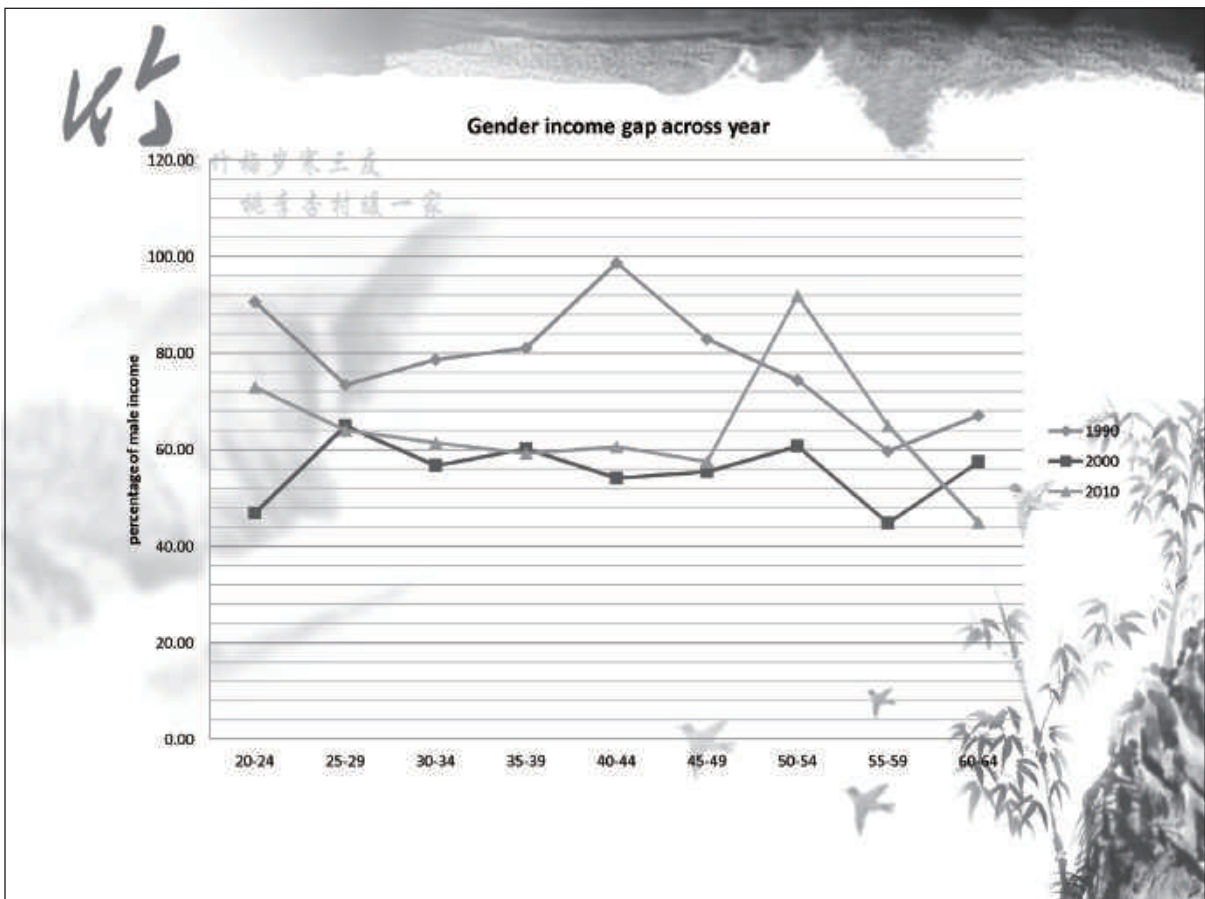
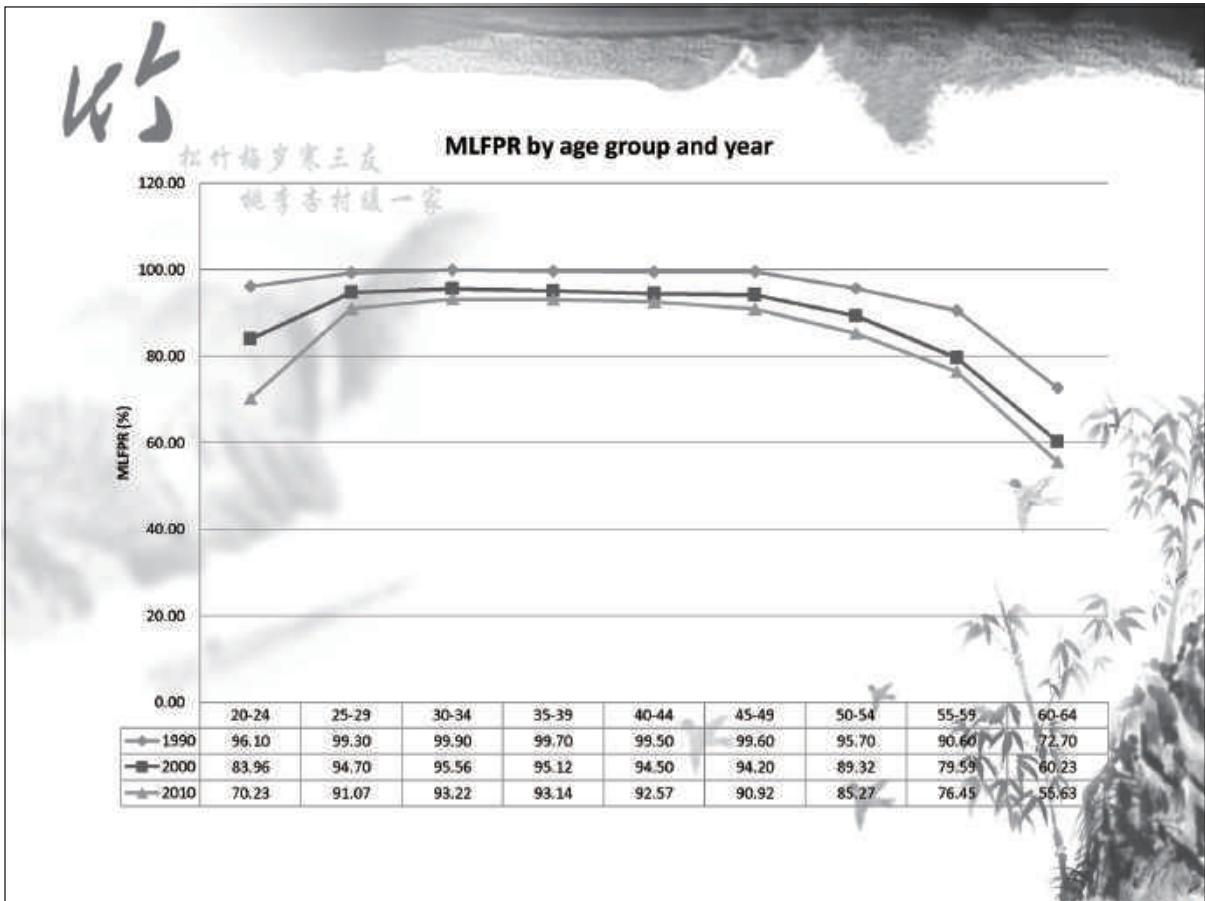
- ① The first sub-stage(1978-1991): the employment system reform was carried out within the overall framework of the planned economy system's reform, the double-track system is a transitional form of employment system, and planned employment is still the main form of employment system;
- ② The second sub-stage (1992-2001): China further promoted the market-oriented employment system reform, and planned employment still occupy a certain position;
- ③ The third sub-stage (after 2001): it is to accelerate the reform of the market-oriented employment system, and active employment policy is the core of this stage employment system. (Liu, 2008)

Gender inequality in labor market

After it embarked on economic reforms, particularly in the 1990s and early 2000s, gender inequalities in the labor markets of China increased. Generally, that gender inequality in China labor market discrimination has the following characteristics:

- Women have lower labor force participation ;
- Women have lower income levels;
- Women have a lower level of occupation;
- Women experience forced early retirement, which results in the problems of insecurity; and women have a higher proportion of laid-off.
- There is the gender discrimination in hiring. (China Women's Federation, 2001)







Occupational segregation

- Two new trends in the labor market since the China's economic reforms are the feminization of informal sector's employment and the devaluation of female dominated occupations. (Tong, 2010)
- The survey data relative to seven provinces and 11 cities show that, from 1985 to 2000, the degree of gender segregation in 44- 51 occupations increased. The number of professional occupations that were restricted for women was much larger than that of men. The degree of restriction of white-collar occupations for women was larger than that of blue-collar occupations. The degree of restriction in units outside the system for women was greater than that within the system. (Cai & Wu,2005)
- The data shows that female employee-dominated enterprises have lower wage levels. The rise of the share of women employees in the early 1990s in China's sales and service industries was associated with a downward trend in income; there was also an inverse relationship between the proportion of women and the average wage of employees. (Parish & Busse, 2000)



Discriminatory hiring practices

- Gender discrimination in recruitment can be divided into explicit gender discrimination and hidden gender discrimination. Explicit gender discrimination refers to explicit restrictions on women in the recruitment process. Hidden gender discrimination does not clearly define the limitations on recruiting women, but in the actual decision-making stage the management will still implement preference for men or the male priority rules under the same conditions.
- Generally, there are three kinds of gender discrimination in the process of hiring in contemporary China. First, gender restrictions on career and posts; second, gender discrimination in the process of recruitment; third, age discrimination. For example, in the process of recruitment China's national civil units and national government departments and state-owned large and medium-sized enterprises do not comply with the national equality employment laws. This kind of discrimination is experienced mainly by women job-seekers over the age of 40. The age limit for men is more relaxed, usually is under 40 or 45 years of age, but for women age limit is mostly under the age of 30, or even under 25 years of age. (Wu, 2009)



Reasons

- **Personal characteristics**
 - Educational level
 - Skill
 - Younger children
- **Institutional factors: due to economic transformation**
 - An employment system that was called “**Tong Bao Tong Pei**” has been transformed into the market-oriented employment system.
 - Multiple segregation of labor market.
 - The government cannot provide support for the women to take care of their children and family members and balance their work and family life.



The policies in China: balance between work life and employment for female

On April 28th, 2012, the State Council issued the Special Provisions on Labor Protection for Female Employees, which came into force on the same day. The Provisions raised the labor protection standard for female employees.

Change 1: Extending the Maternity Leave Period for giving birth from 90 days to 98 days in order to in line with international conventions.

Change 2: Clarifying the Standard for Maternity Allowance.

Change 3: Expressly Requiring Employers to Prevent and Stop Sexual Harassment against Female Employees in the Workplace

Change 4: Adjusting the Scope of Jobs Not Suitable for Female Employees

Change 5: Providing Clearer Punishments and Penalties for Violation.



The employers in China: family friendly workplace

1. Due to workforce shortage, some large scale enterprises are trying to attract the workers through provide child care facilities, cash benefit, and so on;
Foxconn in Shenzhen, the southern China.
2. A large proportion of enterprises, especially small-scale enterprises even provide minimum statutory maternity leaves for the female employees.

Session2-2

Women in Labor Market and Work Life Balance in Japan

Yukiko M. Katsumata

National Institute of Population and
Social Security Research



Women in Labour Market and Work Life Balance in Japan

Presented at The 1st Family Policy Seminar in Asia and the Pacific:
Fertility Transition and Family Policies in the 21st Century

Date: October 30, 2014

Place: Center Mark Hotel, Seoul

Hosted by OECD/Korea Policy Centre and KIHASA

Yukiko M. Katsumata

Director/Department of Information Collection and Analysis

 National Institute of Population and Social Security Research



Outline of Today's Presentation

- ✓ The reasons why we care about
“Work Life Balance “ in Japan.
- ✓ How we reached the current policy
proposals.
- ✓ A long process! Took a decade!
Low Fertility (2003) → Work Life Balance(2007)
→ Supporting youth and childrearing(2012)
→ Promotion of All Women (2014)

 National Institute of Population and Social Security Research

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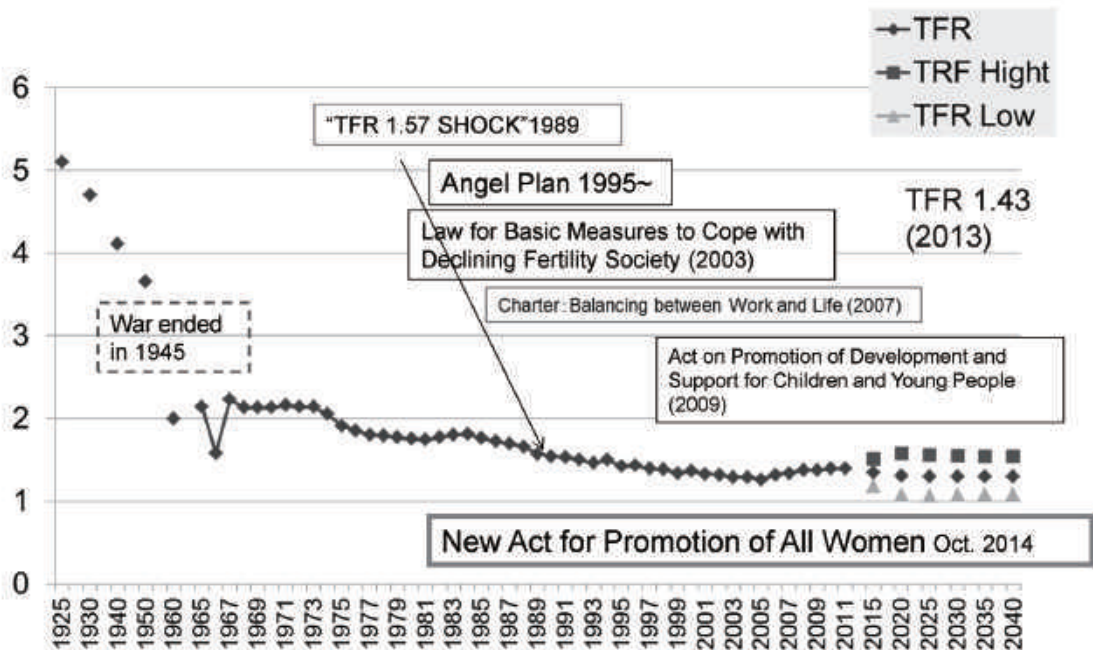
Historical Background of two policies

~Low Fertility and Reconciliation of Work and Family Life~

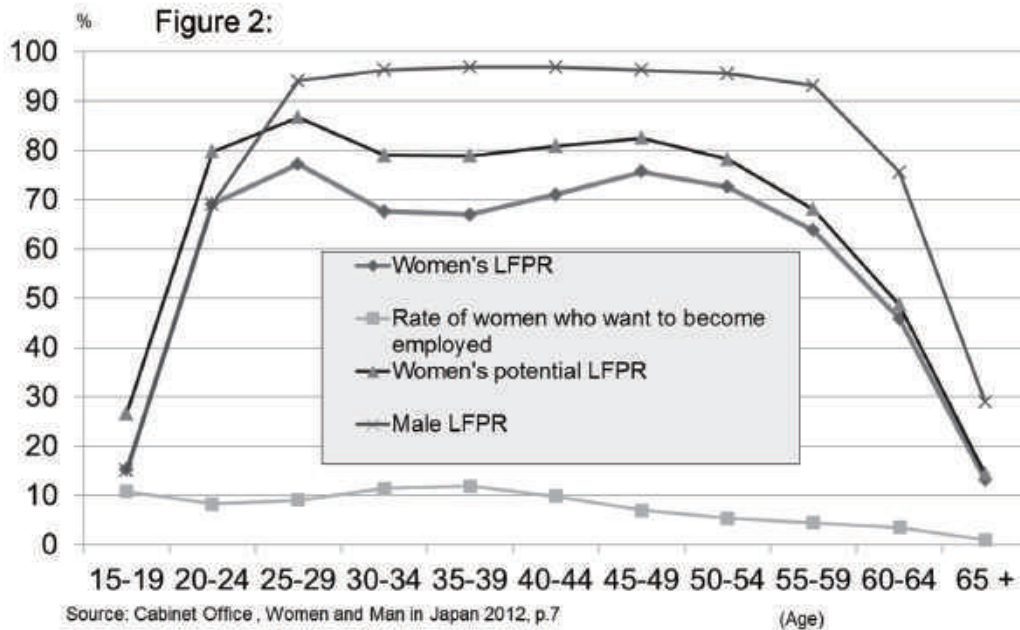
1989 "TFR 1.57 SHOCK"

| | | |
|------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 1995 | First Angel Plan | |
| 2003 | Law for Basic Measures to Cope with Declining Fertility Society | Organized in a cabinet; Committee for tackling with Declining Fertility Society |
| 2007 | Charter of Balancing between Work and Life | |
| 2012 | New Measure by three Acts of supporting youth and childrearing | (Tax reform discussion) Dec. 2012, Liberal Democratic Party took power over the Democratic Party |
| 2013 | ABEnomix: "Japan Revitalization Strategy" | |
| 2014 | New Act for Promotion of All Women (Approved by Abe Second Cabinet) October 17 | |

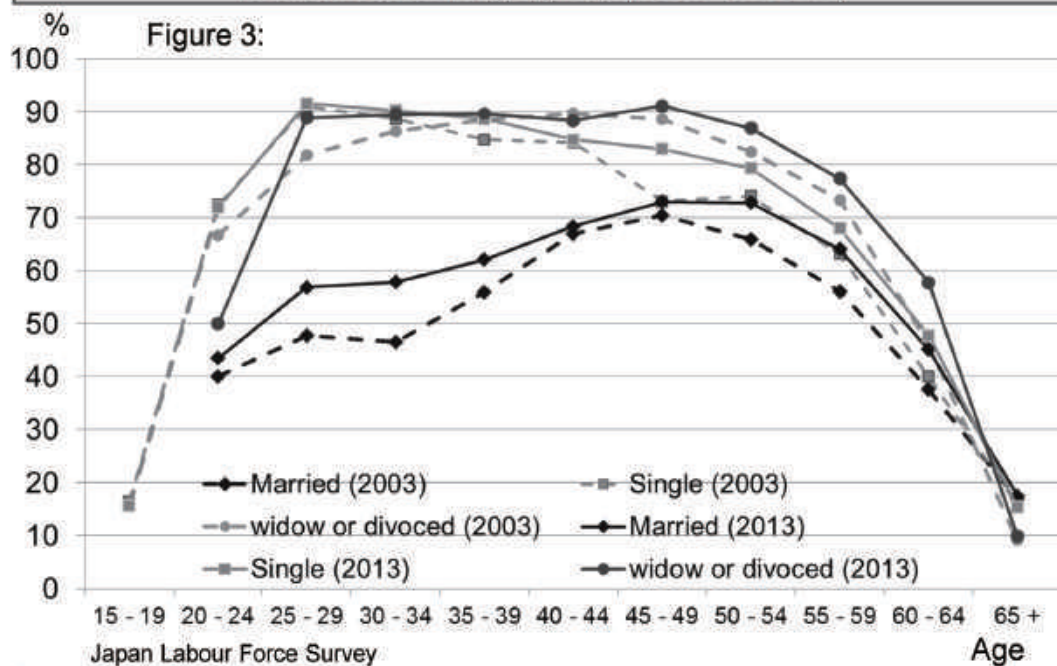
Figure 1 : Trends and Projections of Total Fertility Rate (TFR) in Japan



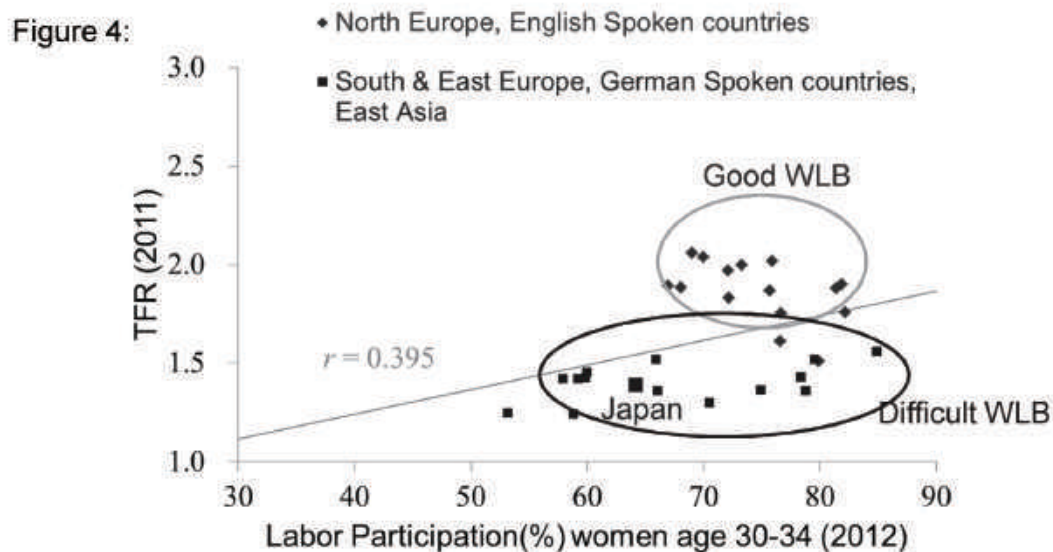
“M-shaped curve problem” Target: Boost the employment rate of women (aged 25-44) to 73% by 2020 (currently 66%)



Women's Labour Participation rate
; Marital status; Age group (2003 to 2013)



Relation; TFR and Labour Participation of women age 30-34 (with different cultural backgrounds)



Original source OECD, *Family Database 2014*

T. Suzuki PPT from the 19th IPSS Annual Seminar on Oct.31st 2014

Key Performance Indicators of Reconciliation of Work and Family Life

1. Rate of labour force participation
2. Rate of increase in labour productivity per hour
3. Temporary employees ('Freeter' in Japanese)
4. The share of companies where employees and employers have negotiated working hours
5. The ratio of employees working more than 60 hours per week
6. The ratio of employees who use paid holidays
7. The ratio of firms which provide a mental guidance to own employees
8. The number of employee who can work at home ('Tele workers')
9. The ratio of firm where employees can work shorter time as regular employees
10. The ratio of labour force population who access to self trainings
11. The ratio of women who continue to work after the first child birth
12. The ratio of child care service
13. Male access to parental leave
14. Average hours of house keeping and childrearing spent by male who have children younger than 6

KPI for Reconciliation of Work and Family Life (1)

KPI : Evaluated as Good Performance, possible to achieve the goals

| | Starting Point | Current | Goal |
|---------------------------------------------------------------------------------------|----------------------|----------------------|---------------------|
| 1. Employment rate age between 60 and 64 | 52.6% (2006) | 57.7% (2012) | 63% (2020) |
| 4. The share of companies where employees and employers have negotiated working hours | 40.5% (2010) | 59.7% (2012) | 100% (2020) |
| 8. The number of employee who can work at home ('Tele workers') | 3.3million (2008) | 9.3million (2012) | 7 million (2015) |

Source: Work Life Balance Report 2013, Japanese Gov. Cabinet Office

KPI for Reconciliation of Work and Family Life (2)

KPI : Evaluated as Fair Performance, may not achieve the goals ①

| | Starting | Current | Goal |
|---------------------------------------------------------------|------------------------|-----------------------|-----------------------|
| 1. Employment rate Age 20-64 | 74.6% (2009) | 75.2% (2012) | 80% (2020) |
| Age 20-34 | 73.6% (2009) | 74.4% (2012) | 77% (2020) |
| Age 25-44 women | 64.9% (2006) | 67.8% (2012) | 73% (2020) |
| 3. Temporary employees ('Freeter' in Japanese) | 1.87 million (2006) | 1.8 million (2012) | 1.24million (2020) |
| 5. The ratio of employees working more than 60 hours per week | 10.8% (2006) | 9.1% (2012) | 5% (2020) |

KPI for Reconciliation of Work and Family Life (3)

KPI : Evaluated as Fair Performance, may not achieve the goals ②

| | Starting | Current | Goal |
|-------------------------------------------------------------------------------------------|-----------------|-----------------|----------------|
| 6. The ratio of employees who use paid holidays | 46.7% (2007) | 47.1% (0212) | 70% (2020) |
| 7. The ratio of firms which provide a mental guidance to own employees | 23.5% (2002) | 47.2% (2012) | 100% (2020) |
| 9. The ratio of firm where employees can work shorter time as regular employees | 13.4% (2010) | 14.0% (2012) | 29% (2020) |
| 10. The ratio of labour force population who access to self trainings (Regular employees) | 46.2% (2005) | 47.7% (2011) | 70% (2020) |

KPI for Reconciliation of Work and Family Life (4)

KPI : Evaluated as Fair Performance, may not achieve the goals ③

| | Starting | Current | Goal |
|----------------------------------------------------------------------------------------------------|------------------------------|------------------------------|-------------------------------|
| 12. The ratio of child care service (Anyone who wish to use service can use) | | | |
| Day care service (children under 3 years old) | 20.3% (2007) | 26.2% (2013) | 44% (2017) |
| After school day care (1 st , 2 nd , 3 rd , Grade) | 19.0% (2007) | 24.0% (2013) | 40% (2017) |
| 13. Male access to parental leave | 0.5% (2005) | 1.89% (2012) | 13% (2020) |
| 14. Average hours of house keeping and childrearing spent by male who have children younger than 6 | 60 minutes per day (2005) | 67 minutes per day (2011) | 150 minutes per day (2020) |

KPI for Reconciliation of Work and Family Life (3)

KPI : Evaluated as Bad Performance, may extend the gap to goals

| | Starting | Current | Goal |
|----------------------------------------------------------------------------------------------|--------------------|--------------------|---------------|
| 1. Employment rate Age15 + | 56.9% (2009) | 56.5% (2012) | 57% (2020) |
| 12. Rate of increase in labour productivity per hour | 1.7% (‘96-‘05) | 1.2% (‘03-‘12) | 2% (2020)* |
| 10. The ratio of labour force population who access to self trainings (Temporally employees) | 23.4% (2005) | 22.1% (2011) | 50% (2020) |
| 11. The ratio of women who continue to work after the first child birth | 39.8% (‘00-‘04) | 38.0% (‘05-‘09) | 55% (2020) |

* Higher than the Net GDP Growth rate (2%)

Major Findings from WLB report 2013

Long Working Hours

The ratio of employees work more than 60 hours per week are around 9.0% on average since 2009. The average is declining as a long run.
Transportation (18.9%) Construction (13.6%) Telecommunication (12.4%)

Employees who work longer hours have impression that they receive higher evaluation from their superiors.

No positive evaluations are given to those who finish their work within statutory working hours, according to the questionnaire to the managers of personnel section in private enterprises.

Major Findings from WLB report 2013

Use of paid holidays

Ratio of use of annual paid holidays remains under 50% since 2000. The ratio is higher at the bigger firms.

The employees who less use of paid holiday, have more negative impression with own evaluation by their superiors.

Majority, 80%, of the personnel divisions of enterprises have no positive evaluation to those who achieve their roles and at the same time they use up their paid holidays.

Major Findings from WLB report 2013

Women's long-term career

The ratio of women who continue to work after the first child birth are approximate 40% remain unchanged for long run.

Among protected regular employees more than 50% continue their career, however, among temporally employees, less than 20% continue their career.

The reasons why she quit job at the last child birth were "Own choice to become full-time house wife or mother" (34.5%), "Long working hours, irregular working hours"(26.1%), "Insufficient support from the working place" (21.2%), with protected regular employees. On the other hand, with temporally employees, "Own choice to become full-time house wife or mother" (48.1%), " Due to bad health conditions, impossible to cooperate with child rearing"(19.0%)

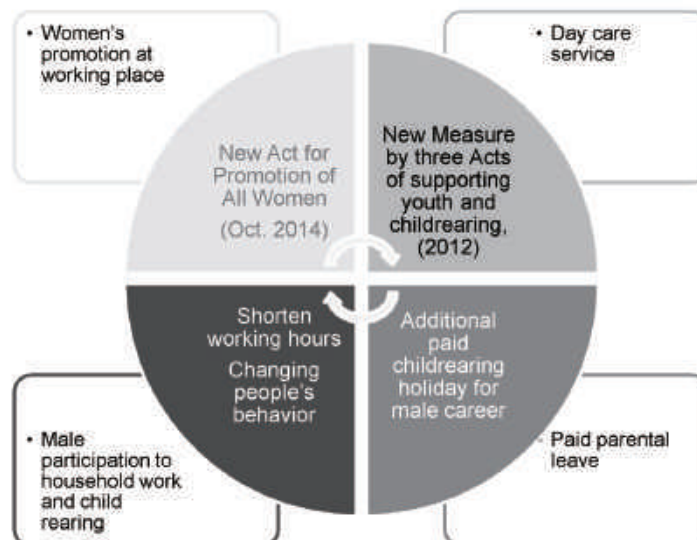
Major Findings from WLB report 2013

☑ Men's participation to the household work and child rearing

The average rate of parental leave assessment by male employees is very low 1.89% (2012). The reasons of not use are, "Negative atmosphere at the firm" (30.3%), "Too busy" (29.7%), "Having a full-time house wife"(29.4%)

Fathers with children under age of 6 spend only 67 minutes per day for housekeeping work and childrearing. Even at a double working household, approximate 80% of husbands share no housekeeping work and 70% of them share no childrearing work at home.

"Japan Revitalization Strategy" Work Life Balance, Promotion of Women



New Act for Promotion of All Women (Oct. 2014)

● New Policy Package ;

An individual woman is living in diversifying life-course.

1. Promotion of women in working place
2. Promotion of women who reentering work force
3. Improvement of working conditions
4. Promotion of women's working opportunity at different business sectors.

The Basic Concept of the Growth Strategy and Low Fertility and Reconciliation of Work and Family Life

The new strategy known as 'ABEnomix' set a goal for the society of participation by all.

The Basic Concept of the Growth Strategy was announced in June 2013 as "Japan Revitalization Strategy". There are three plans and "Industry Revitalization Plan" is one of them. Among the Plan, Promoting active participation by women is stated as underneath.

(Creating women-friendly work environments and restoring vitality to society) In particular, it is essential for the "power of women" – Japan's greatest potential which had not been leveraged fully to date – to be fully utilized. This is critical from the standpoint of securing human resources who will support the new growth sectors amid concerns over the decreasing workforce population due to the declining birthrate and aging population.

New Measures by three Acts of supporting youth and childrearing

- A part of revenue gain as a result of consumption tax rate up (5% to 8% to 10%) by 2015
- ◆ Approximate 700 billion yen + 300 billion yen from other tax = 1,000 billion yen

New measures: Starting from April 2015

1. New type of daycare center with quality assurance
2. Improving Community daycare service, After school, counseling
3. the Elimination of Childcare waiting lists

Improvement of Parental Leave Scheme for employees

| | Started in 1995 | Updated in 2000 | Updated in 2007 | Updated in 2009 |
|--------------|------------------------------------|-------------------------------------|-------------------------------------|------------------|
| | 25% | 40% | 50% | 50% |
| Share to Pay | 20% during leave, 5% when returned | 30% during leave, 10% when returned | 30% during leave, 20% when returned | 50% during leave |

Updated in 2009:

Additional 2 months leave are given if a father takes parental leave.

If a father takes maternity leaves within 8 weeks of child birth, he can also take parental leaves.

Male employees whose wives are not in labour force also can take parental leave.

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第19回 厚生政策セミナー / The 19th IPSS Annual Seminar

**多様化する女性の
ライフコースと社会保障**

Women's Diversifying Life-Course Patterns and Social Security

~人口減少社会を支え続ける社会保障の挑戦~
-Social Security System for a Sustainable Society in the Era of Population Decline-

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Session2-3

Supports for Singaporeans to Marry and Have Children

Yap Mui Teng

Institute of Policy Studies,
Lee Kuan Yew School of Public Policy



IPS Institute of
Policy Studies
ENGAGING MINDS, EXCHANGING IDEAS

Supports for Singaporeans to Marry and Have Children

First Family Policy Seminar in
Asia and the Pacific
30 October 2014

Lee Kuan Yew
School of Public Policy
National University of Singapore

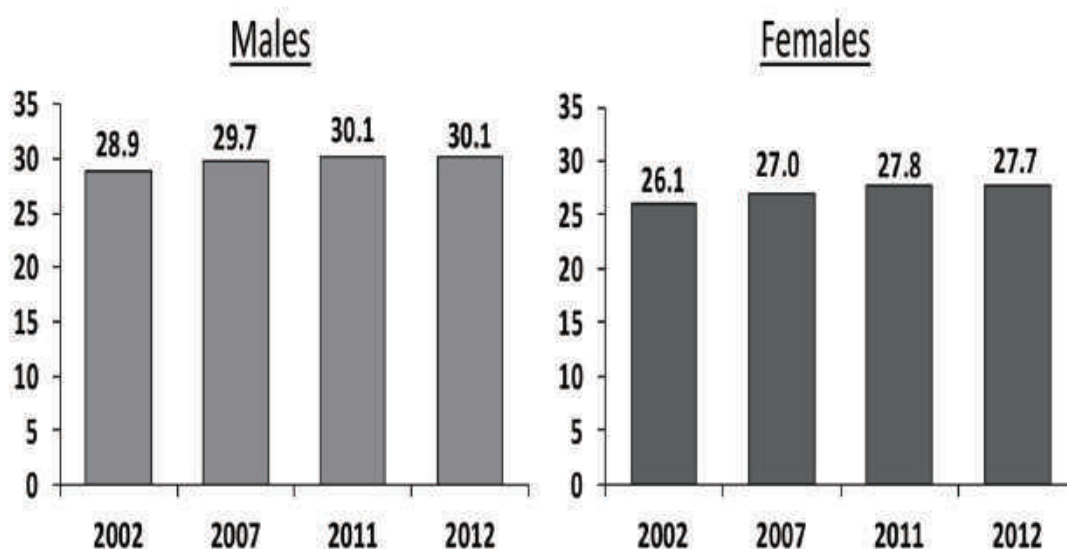
MARRIAGE AND SINGLEHOOD IN SINGAPORE

Lee Kuan Yew
School of Public Policy
National University of Singapore

IPS Institute of
Policy Studies

Engaging Minds, Exchanging Ideas

Stabilisation in Age at First Marriage in 2012
Chart 7: Median age of citizens at first marriage (years)



Source: Department of Statistics

Table 9: Median age at first marriage (years)

| | | 2002 | 2007 | 2012 |
|------------------|---------|------|------|------|
| Residents | Males | 28.9 | 29.7 | 30.1 |
| | Females | 26.2 | 27.2 | 27.9 |
| Citizens | Males | 28.9 | 29.7 | 30.1 |
| | Females | 26.1 | 27.0 | 27.7 |
| PRs | Males | 28.8 | 30.0 | 30.7 |
| | Females | 26.9 | 28.3 | 29.3 |

Source: Department of Statistics

Table 5: Proportion of singles among citizen males / females by age group (%)

| | 2012 |
|---------------------------------------------------------------------|------|
| Proportion of singles among citizen males by age group (%) | |
| 20-24 years | 98.5 |
| 25-29 years | 82.3 |
| 30-34 years | 45.6 |
| 35-39 years | 24.0 |
| 40-44 years | 16.0 |
| 45-49 years | 13.6 |
| Proportion of singles among citizen females by age group (%) | |
| 20-24 years | 95.0 |
| 25-29 years | 67.6 |
| 30-34 years | 32.3 |
| 35-39 years | 20.3 |
| 40-44 years | 15.4 |
| 45-49 years | 13.6 |

Source: Department of Statistics

Table 6: Proportion of singles among citizens in selected age groups by gender and highest qualification attained, as of June of each year (%)

| Age group (years) / Highest qualification attained | 2002 | | 2007 | | 2012 | |
|----------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Males | Females | Males | Females | Males | Females |
| Aged 30-34 | 35.5 | 23.0 | 40.5 | 28.4 | 45.6 | 32.3 |
| Below secondary | 43.9 | 17.6 | 49.0 | 21.2 | 46.8 | 20.4 |
| Secondary | 33.5 | 20.0 | 38.9 | 22.4 | 44.3 | 25.9 |
| Post-secondary (Non-Tertiary) | 33.1 | 23.8 | 39.3 | 29.7 | 43.3 | 27.0 |
| Diploma & Professional Qualification | 31.7 | 24.2 | 40.5 | 29.6 | 45.7 | 30.6 |
| University | 34.7 | 30.0 | 38.2 | 33.1 | 45.9 | 37.2 |
| Aged 35-39 | 20.6 | 15.6 | 22.7 | 18.4 | 24.0 | 20.3 |
| Below secondary | 26.4 | 10.7 | 33.4 | 14.5 | 30.6 | 17.7 |
| Secondary | 18.2 | 14.0 | 22.0 | 14.0 | 25.8 | 15.4 |
| Post-secondary (Non-Tertiary) | 20.0 | 20.0 | 21.1 | 19.3 | 25.9 | 19.7 |
| Diploma & Professional Qualification | 15.5 | 20.7 | 19.7 | 21.5 | 22.5 | 19.3 |
| University | 16.8 | 27.2 | 18.3 | 24.7 | 22.1 | 23.7 |

| | | | | | | |
|-----------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Aged 40-44 | 16.0 | 15.1 | 17.0 | 13.9 | 16.0 | 15.4 |
| Below secondary | 21.9 | 10.4 | 22.6 | 10.7 | 28.6 | 11.0 |
| Secondary | 12.9 | 16.0 | 16.5 | 12.0 | 14.9 | 11.4 |
| Post-secondary (Non-Tertiary) | 13.5 | 18.1 | 14.3 | 15.6 | 13.7 | 15.3 |
| Diploma & Professional Qualification | 9.1 | 25.1 | 11.4 | 18.6 | 14.4 | 18.2 |
| University | 10.0 | 26.1 | 11.5 | 22.5 | 12.1 | 20.7 |
| Aged 45-49 | 12.2 | 12.9 | 13.4 | 13.5 | 13.6 | 13.6 |
| Below secondary | 15.8 | 8.2 | 18.3 | 9.4 | 18.9 | 9.9 |
| Secondary | 9.6 | 15.9 | 10.7 | 13.2 | 13.4 | 12.8 |
| Post-secondary (Non-Tertiary) | 10.6 | 19.5 | 12.3 | 17.9 | 13.0 | 13.3 |
| Diploma & Professional Qualification | 6.6 | 28.7 | 6.3 | 21.1 | 10.1 | 17.7 |
| University | 6.0 | 24.9 | 8.1 | 25.7 | 8.8 | 20.1 |

Source: Department of Statistics

Table 7: Number of marriages by residency status of grooms and brides

| Grooms | Brides | 2002 | 2007 | 2012 |
|----------------------------------|--------------|---------------|---------------|---------------|
| Total number of marriages | | 23,198 | 23,966 | 27,936 |
| Citizen | Citizen | 13,851 | 12,689 | 13,929 |
| Citizen | PR | 1,094 | 1,202 | 1,428 |
| Citizen | Non-resident | 3,988 | 4,998 | 5,599 |
| PR | Citizen | 783 | 716 | 718 |
| Non-resident | Citizen | 941 | 1,170 | 1,518 |
| PR | PR | 589 | 766 | 785 |
| PR | Non-resident | 830 | 1,014 | 1,067 |
| Non-resident | PR | 413 | 533 | 614 |
| Non-resident | Non-resident | 709 | 878 | 2,278 |

Source: Department of Statistics

SUPPORT MEASURES

1. Opportunities to Meet – SDU, SDS, SDN --

Establishment of Social Development Unit in 1984, Social Development Section in 1985

- SDU for graduates; SDS for non-graduates
- SDU under Public Service Division, Ministry of Finance; SDS under People's Association, statutory board under Ministry of Community Development
- Provide opportunities to meet: Cruises ("Love Boat"), tea sessions, personal development talks, speed dating, computer matchmaking
- Highly subsidised by government or provided at cost

Merging of SDU and SDS into Social Development Network (SDN) in 2009

- Involvement of private dating agencies
- Government role: development of private dating industry, regulation, accreditation and funding of activities (e.g. those organised by institutions of higher learning)



Media Headlines

- **Need a mate? In Singapore, ask the government, by Dan Murphy, Special to The Christian Science Monitor July 16, 2002**

Why Government?

- 1983: PM Lee Kuan Yew & “Great Marriage Debate”
 - Family size (no. of children) differences between better educated and less educated women
 - Better educated women not replacing themselves in the next generation – implications for talent for the future because people are our only resource
 - Men’s preference to marry women with lower qualifications than themselves

Lee Kuan Yew, “Talent for the Future”, National Day Rally speech 1983

“If we continue to reproduce in this lop-sided way, we will be unable to maintain our present standards. Levels of competence will decline. Our economy will falter, the administration will suffer, and the society will decline. For how can we avoid lowering performance when for every two graduates ... in 25 years’ time there will be one graduate, and for every two uneducated workers, there will be three? Worse, the coming society of computers and robotics needs more, not less, well-educated workers ...

In some way or other, we must ensure that the next generation will not be too depleted of the talented. Government policies improved the part of nurture in performance. Government policies cannot improve the part nature makes to performance. This only our young men and women can decide upon. All the government can do is to help them and lighten their responsibilities in various ways”.

Lee Kuan Yew, “Nurturing and Attracting Talent” in From Third World to First (2000)

“(1980 census figures) showed that our brightest women were not marrying and would not be represented in the next generation. The implications were grave. Our best women were not reproducing themselves because men who were their educational equals did not want to marry them. More than half of our university graduates were women; nearly two-thirds of them were unmarried. The Asian man ... preferred to have a wife with less educational attainment than himself. Only 38 percent of graduate men were married to graduate women in 1983” (p 159).

Lee (2000) contd.

“This lopsided marriage and procreation pattern could not be allowed to remain unmentioned and unchecked. [Citing twin studies] ... nearly 80 per cent of a person’s makeup was from nature, and about 20 per cent the result of nurture. The capabilities of most children were between those of their two parents ... Therefore male graduates who married less-educated women were not maximising the chance of having children who make it to university. I urged them to marry their educational equals, and encouraged educated women to have two or more children”. (p 160)

2. (Public) Housing

- **Priority Allocation for First-Timers**
 - First timers applicants (usually young couples) given more chances to get a flat
- **Fiancé / Fiancée Scheme**
 - Courting couples may apply for a flat before officially registering their marriage
- **Married Child Priority Scheme**
 - More chances for those planning to live near or with their parents after marriage
- **Staggered Down-payment Scheme**
 - First timer couples may pay the 10% down-payment in two stages
- **CPF Housing Grants**
 - First timer couples may apply for housing grant (paid into their provident fund account)
- **CPF Housing Top-Up Grant Scheme**
 - Singles who marry after receiving their housing grant can get top-up grant

Housing (contd.)

- **Parenthood Priority Scheme (2013)**
 - Housing authority sets aside a proportion of new flats for first timer married couples with citizen child
- **Parenthood Provisional Housing Scheme (2013)**
 - First timer married couples who require interim housing while waiting for their new flats can rent a flat from the housing authority at affordable rates.
- **Increased supply of flats**



Session3

**Family Policies in Hong Kong China,
Thailand and Vietnam**

Session3-1

An Elasticity Analysis of Fertility Rebound in Hong Kong

Paul Yip

Department of Social Work and Social Administration,
University of Hong Kong



An Elasticity Analysis of Fertility Rebound in Hong Kong

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Chee Hon Chan

Mengni Chen

Department of Social Work and Social Administrative, The University of Hong Kong

Outline:

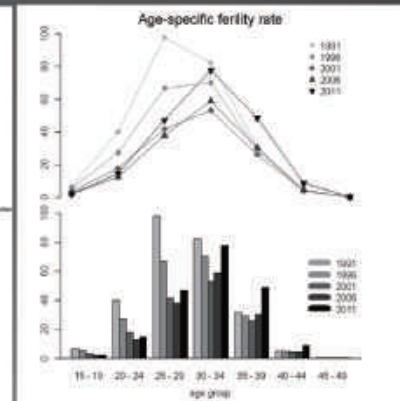
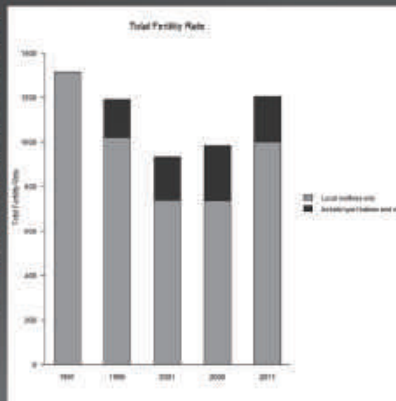
- Fertility Trend during 1991-2011
- Decomposition on fertility change
- Elasticity analysis for Pro-natal Policy Intervention

Fertility Trend during 1991-2011

Fertility Trend 1991-2011: TFR and ASFR

- TFR distortion in Hong Kong by Mainland mother
- TFR of local females, actually rebounded in 2011
- Weak rebound in ASFR of age 30-49 in 2006.
- Increase in ASFR of wider age range, esp. 25-39, in 2011

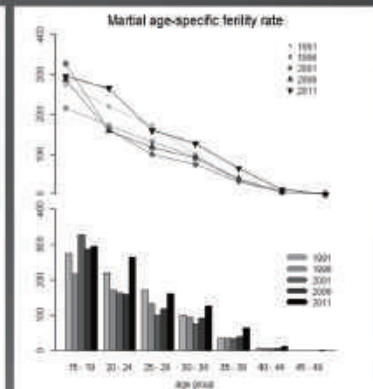
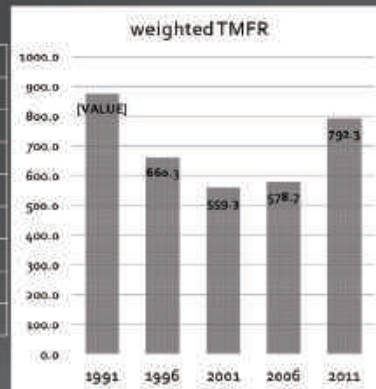
| Year | 1991 | 1996 | 2001 | 2006 | 2011 |
|----------------|--------|------|------|------|--------|
| 15-19 | 6.5 | 5.7 | 3.8 | 2.3 | 2.3 |
| 20-24 | 40 | 27.3 | 17.9 | 12.7 | 14.8 |
| 25-29 | 97.8 | 66.7 | 41.9 | 37.9 | 47.2 |
| 30-34 | 82.1 | 70.3 | 53.3 | 59 | 77.8 |
| 35-39 | 31.3 | 29.4 | 26.3 | 30.3 | 48.7 |
| 40-44 | 4.7 | 4.6 | 4.2 | 4.5 | 8.9 |
| 45-49 | 0.3 | 0.2 | 0.2 | 0.3 | 0.4 |
| TFR | 1313.5 | 1021 | 738 | 735 | 1060.5 |
| TFR (L&H only) | 1313.5 | 1191 | 931 | 984 | 1204 |



Fertility Trend 1991-2011: by marital status

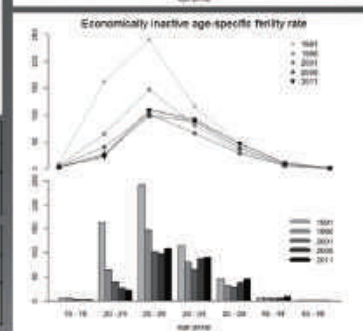
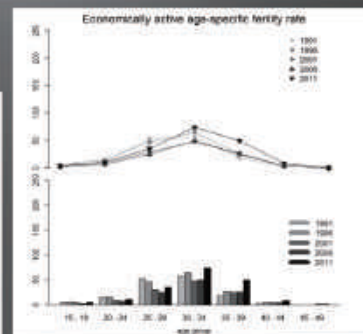
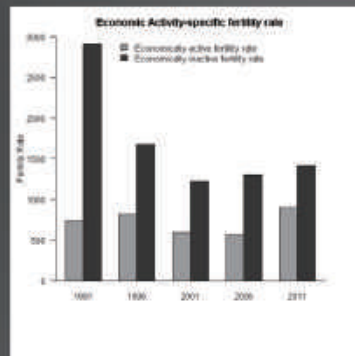
- Weighted total married fertility rate rebounded strongly in 2011
- Big increase in marital ASFR in age 20-39 in 2011

| Year | 1991 | 1996 | 2001 | 2006 | 2011 |
|-------|-------|-------|-------|-------|-------|
| 15-19 | 275.7 | 215.5 | 326.9 | 287.0 | 295.4 |
| 20-24 | 219.9 | 172.2 | 161.7 | 159.4 | 265.4 |
| 25-29 | 171.7 | 131.6 | 99.8 | 117.2 | 160.4 |
| 30-34 | 99.8 | 92.9 | 74.5 | 91.0 | 126.4 |
| 35-39 | 34.2 | 33.9 | 31.7 | 38.8 | 64.0 |
| 40-44 | 4.8 | 4.9 | 4.7 | 5.3 | 10.6 |
| 45-49 | 0.3 | 0.2 | 0.2 | 0.3 | 0.5 |
| WTMFR | 874.8 | 660.3 | 559.3 | 578.7 | 792.3 |



Fertility Trend 1991-2011: by economic status

- More babies born to eco-active women
- More obvious increase in eco-active TFR
- Stronger catching-up effect in eco-active women aged 30-39

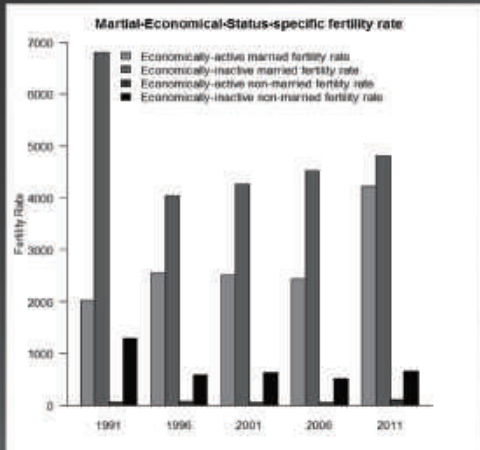


| No. of babies from specific-group local mothers | | | | | |
|-------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | 1991 | 1996 | 2001 | 2006 | 2011 |
| Active | 25701 (38%) | 30886 (38%) | 23444 (55%) | 22232 (58%) | 34956 (68%) |
| Inactive | 42577 (62%) | 25610 (62%) | 16789 (45%) | 16594 (42%) | 16757 (32%) |

| No. of local women aged 15-to-49 in Hong Kong (1000 women) | | | | | |
|------------------------------------------------------------|-----------|------------|------------|------------|------------|
| | 1991 | 1996 | 2001 | 2006 | 2011 |
| Active | 890 (60%) | 1030 (59%) | 1148 (61%) | 1223 (64%) | 1206 (65%) |
| Inactive | 596 (40%) | 708 (41%) | 725 (39%) | 681 (36%) | 641 (35%) |

Fertility Trend 1991-2011: TFR by marital and economic status

- More births (68%) born to married and econ-active mothers
- Eco-active marital TFR rebounded strongly in 2011

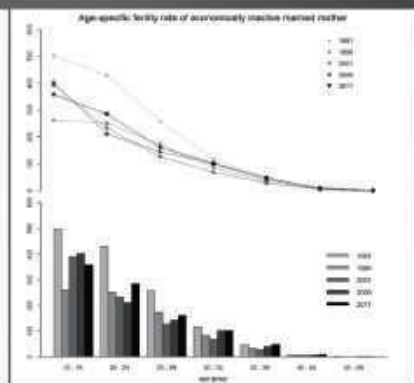
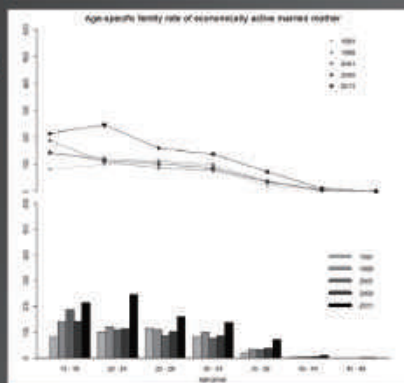


| | 1991 | 1996 | 2001 | 2006 | 2011 |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|
| Married Economically active | 24877 (36%) | 30886 (51%) | 23443 (56%) | 21114 (53%) | 33010 (64%) |
| Married Economically inactive | 40775 (60%) | 25610 (42%) | 16789 (37%) | 14417 (37%) | 14510 (28%) |
| Non-married Economically active | 828 (1%) | 1166 (2%) | 1071 (3%) | 1121 (3%) | 1927 (4%) |
| Non-married Economically inactive | 1800 (4%) | 1730 (3%) | 2028 (5%) | 2064 (5%) | 2246 (4%) |

| | 1991 | 1996 | 2001 | 2006 | 2011 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|
| Married Economically active | 469 (32%) | 557 (32%) | 605 (32%) | 607 (32%) | 580 (32%) |
| Married Economically inactive | 413 (28%) | 471 (27%) | 439 (23%) | 370 (19%) | 321 (17%) |
| Non-married Economically active | 421 (28%) | 473 (27%) | 543 (29%) | 616 (32%) | 620 (34%) |
| Non-married Economically inactive | 183 (12%) | 237 (14%) | 286 (15%) | 311 (16%) | 320 (17%) |

Fertility Trend 1991-2011: ASFR by marital and economic status

- Eco-active marital: strong increase in all ages in 2011
- Eco-inactive marital: increase in age 20-49 in 2011;

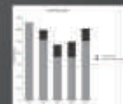


| year | 1991 | 1996 | 2001 | 2006 | 2011 |
|-------|-------|-------|-------|-------|-------|
| 15-19 | 82.1 | 142.8 | 188.5 | 143.6 | 213.8 |
| 20-24 | 100.2 | 121.5 | 109.1 | 111 | 147.1 |
| 25-29 | 116.4 | 111.8 | 87.6 | 102.4 | 100.1 |
| 30-34 | 81.8 | 88.8 | 77.9 | 80.3 | 110.8 |
| 35-39 | 71.8 | 75.2 | 55.8 | 57.6 | 72.1 |
| 40-44 | 3.3 | 3.6 | 4.4 | 4.7 | 10.9 |
| 45-49 | 0.1 | 0.2 | 0.1 | 0.3 | 0.4 |

| year | 1991 | 1996 | 2001 | 2006 | 2011 |
|-------|-------|-------|-------|-------|-------|
| 15-19 | 501.3 | 262.4 | 392.4 | 402.1 | 357.9 |
| 20-24 | 428.8 | 251.2 | 233 | 211.7 | 203 |
| 25-29 | 298.2 | 172 | 126.6 | 144.1 | 168.9 |
| 30-34 | 138.8 | 85 | 88.5 | 100.1 | 100.4 |
| 35-39 | 46.5 | 32.6 | 28 | 40.3 | 40.2 |
| 40-44 | 7.8 | 6.2 | 5 | 6.3 | 10 |
| 45-49 | 0.5 | 0.2 | 0.2 | 0.3 | 0.5 |

Decomposition on fertility change

Decomposition on fertility change: by marital status



1991



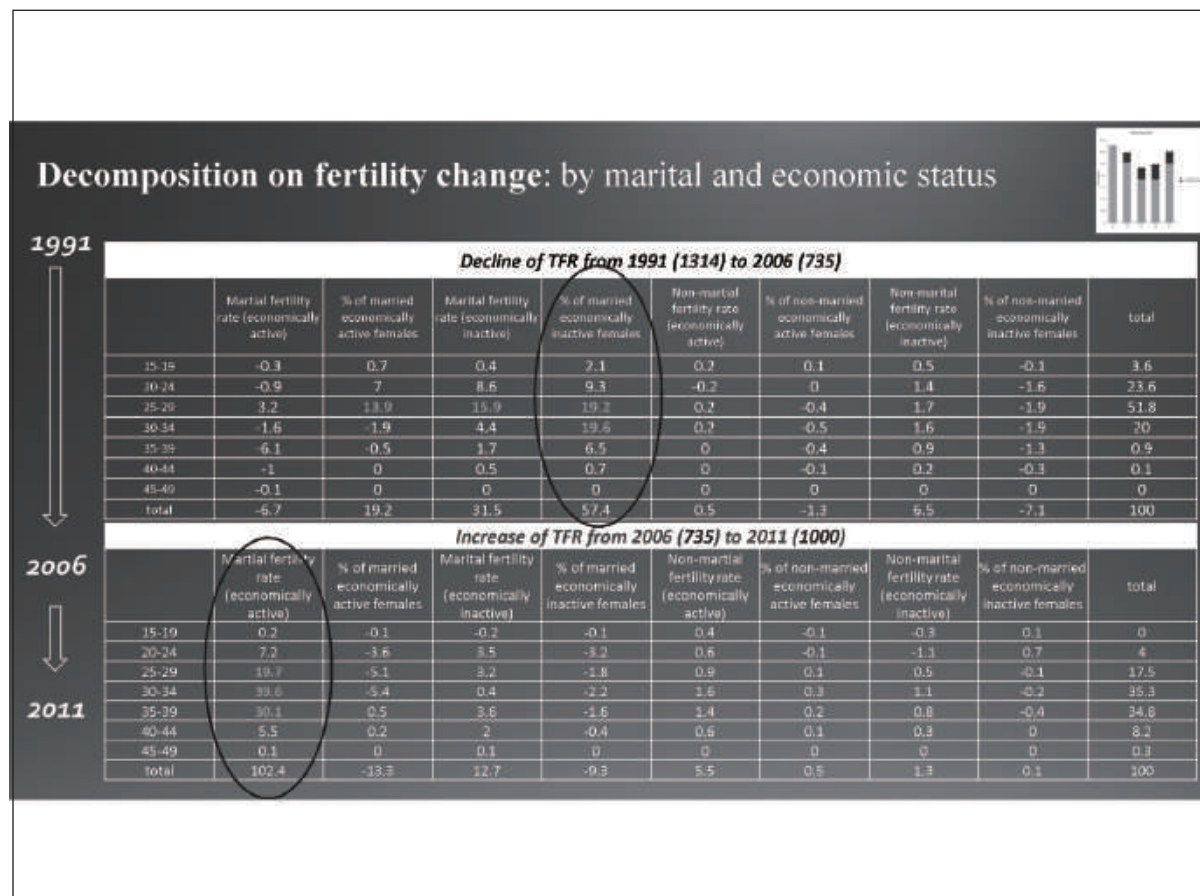
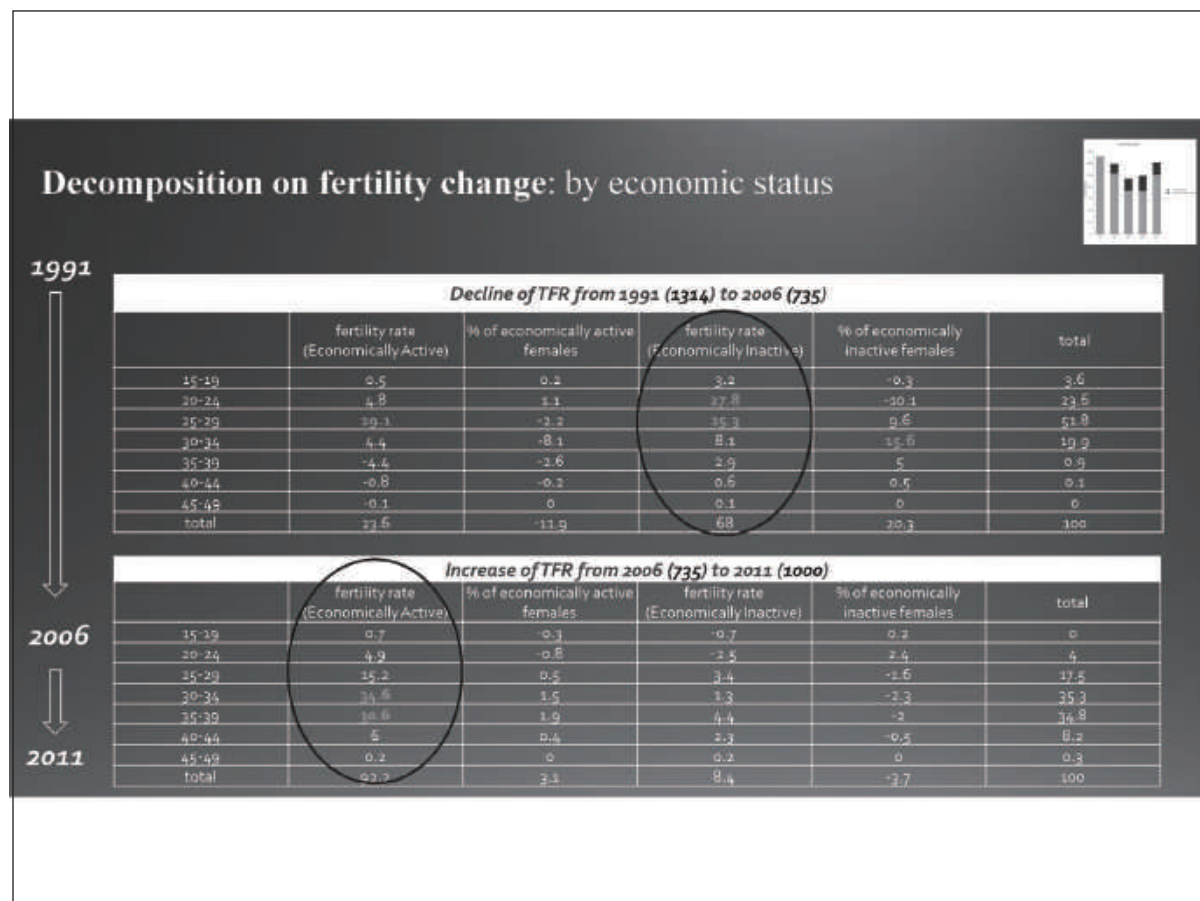
| Decline of TFR from 1991 (2314) to 2006 (735) | | | | | |
|-----------------------------------------------|------------------------|--------------------------|----------------------------|--------------------------|-------|
| | Marital fertility rate | % of now married females | Non-marital fertility rate | % of non-married females | total |
| 15-19 | -0.1 | 3 | 0.7 | 0 | 3.6 |
| 20-24 | 6.1 | 37.8 | 0 | -0.3 | 23.5 |
| 25-29 | 20 | 32.1 | 0.7 | -1.1 | 51.9 |
| 30-34 | 5.4 | 35.1 | 1 | -1.5 | 20 |
| 35-39 | -3.1 | 4.8 | 0.5 | -1.3 | 0.9 |
| 40-44 | -0.3 | 0.6 | 0.3 | -0.4 | 0.1 |
| 45-49 | 0 | 0 | 0 | 0 | 0 |
| total | 38 | 71.4 | 1.1 | -4.5 | 100 |

2006



2011

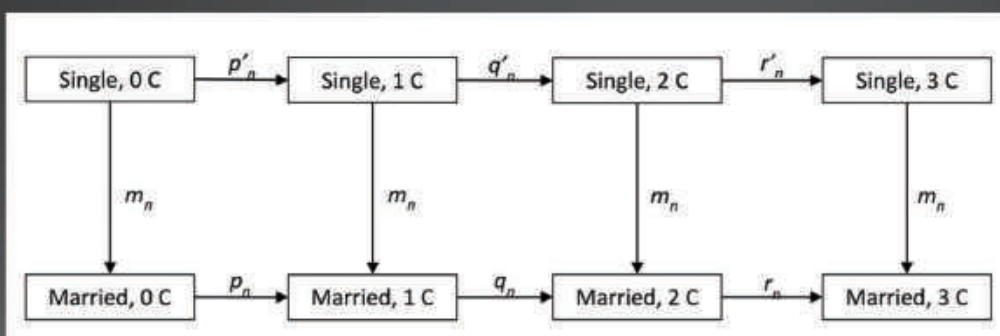
| Increase of TFR from 2006 (735) to 2011 (1000) | | | | | |
|------------------------------------------------|------------------------|--------------------------|----------------------------|--------------------------|-------|
| | Marital fertility rate | % of now married females | Non-marital fertility rate | % of non-married females | total |
| 15-19 | 0.1 | 0.1 | 0.1 | 0 | 0 |
| 20-24 | 10.8 | 6.9 | 0 | 0.1 | 4 |
| 25-29 | 21.1 | 7 | 1.2 | 0.2 | 17.5 |
| 30-34 | 28.9 | 7.5 | 1.3 | 0.6 | 35.3 |
| 35-39 | 14 | 1.3 | 1.8 | 0.2 | 14.8 |
| 40-44 | 7.5 | 0.2 | 0.8 | 0.1 | 8.2 |
| 45-49 | 0.3 | 0 | 0.1 | 0 | 0.3 |
| total | 115.7 | 29.2 | 6.2 | 1.3 | 100 |



Elasticity analysis for Prenatal Policy Intervention

Elasticity analysis for prenatal policy: methodology

- To boost TFR, which aspect should be intervened:
marriage ?
0->1 child ?
1->2 children ?
2->3+ ?



Elasticity analysis for prenatal policy: methodology

- The objective:

study the impact of small, hypothetical changes of the parameters on the TFR

- The parameters:

m: the probability of getting married;

p: the prob. of marital parity 0->1

q: the prob. of marital parity 1->2

r: the prob. of marital parity 2->3

p': the prob. of extra-marital parity 0->1;

q': the prob. of extra-marital parity 1->2;

r': the prob. Of extra-marital parity 2->3;

$$\Delta TFR \approx \frac{\partial TFR}{\partial \theta} \Delta \theta$$

$$\Delta TFR \approx \frac{\partial TFR}{\partial \theta} \theta \times p$$

$$\epsilon \approx \frac{\partial TFR}{\partial \theta} * \frac{\theta}{TFR}$$

Elasticity analysis for prenatal policy: data

- Data:

age-parity-specific birth rate and marriage rate in 2011, provided by C&S Department, HKSAR

| age group | Marriage rate | Marital parity 1 | Marital parity 2 | Marital Parity 3 | Non-marital parity1 | Non-marital parity2 | Non-marital parity3 |
|-----------|---------------|------------------|------------------|------------------|---------------------|---------------------|---------------------|
| 15-19 | 1.5 | 397.9 | 79.4 | 26.3 | 1.4 | 1.6 | 1.6 |
| 20-24 | 17.7 | 221.1 | 150.8 | 85.8 | 2.8 | 2.9 | 2.9 |
| 25-29 | 78.4 | 109.3 | 136.2 | 61.7 | 5.1 | 4.4 | 4.4 |
| 30-34 | 93.4 | 104.0 | 117.5 | 38.3 | 10.5 | 9.0 | 9.0 |
| 35-39 | 46.4 | 54.6 | 70.9 | 23.8 | 11.6 | 7.7 | 7.7 |
| 40-44 | 21.5 | 8.2 | 10.8 | 7.0 | 4.0 | 2.2 | 2.2 |
| 45-49 | 11.9 | 0.3 | 0.5 | 0.5 | 0.3 | 0.2 | 0.2 |

Elasticity analysis for prenatal policy: result 1

$$\Delta TFR \approx \frac{\partial TFR}{\partial \theta} \Delta \theta$$

| age group | marriage | Marital 0->1 | Marital 1->2 | Marital 2->3 | Non-marital 0->1 | Non-marital 1->2 | Non-marital 2->3 |
|-----------|----------|--------------|--------------|--------------|------------------|------------------|------------------|
| 15-19 | 7.47 | 0.00 | 0.00 | 0.00 | 4.53 | 0.01 | 0.00 |
| 20-24 | 4.73 | 0.10 | 0.02 | 0.00 | 4.43 | 0.04 | 0.00 |
| 25-29 | 2.41 | 0.69 | 0.12 | 0.05 | 3.69 | 0.09 | 0.00 |
| 30-34 | 0.93 | 1.51 | 0.45 | 0.23 | 2.36 | 0.15 | 0.00 |
| 35-39 | 0.19 | 1.65 | 0.89 | 0.57 | 1.48 | 0.19 | 0.01 |
| 40-44 | 0.01 | 1.57 | 1.07 | 0.79 | 1.17 | 0.21 | 0.02 |
| 45-49 | 0.00 | 1.62 | 1.10 | 0.82 | 1.06 | 0.20 | 0.02 |

Example:

suppose that the marriage rate for the 15-19 age group increases by one unit, which is 1 per 1000, then the TFR increases by approximately 0.0075 (=7.47* 0.001)

Elasticity analysis for prenatal policy: result 2

$$\Delta TFR \approx \frac{\partial TFR}{\partial \theta} \theta \times p$$

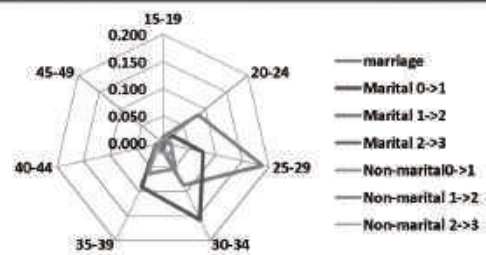
| age group | marriage | Marital 0->1 | Marital 1->2 | Marital 2->3 | Non-marital 0->1 | Non-marital 1->2 | Non-marital 2->3 |
|-----------|----------|--------------|--------------|--------------|------------------|------------------|------------------|
| 15-19 | 0.011 | 0.001 | 0.000 | 0.000 | 0.006 | 0.000 | 0.000 |
| 20-24 | 0.084 | 0.021 | 0.003 | 0.000 | 0.012 | 0.000 | 0.000 |
| 25-29 | 0.189 | 0.076 | 0.016 | 0.003 | 0.019 | 0.000 | 0.000 |
| 30-34 | 0.087 | 0.157 | 0.053 | 0.009 | 0.025 | 0.002 | 0.000 |
| 35-39 | 0.009 | 0.090 | 0.063 | 0.014 | 0.017 | 0.002 | 0.000 |
| 40-44 | 0.000 | 0.013 | 0.012 | 0.006 | 0.005 | 0.001 | 0.000 |
| 45-49 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 |

Note:

p is the proportional change in θ , assumed to be 1 here. But it's adjustable.

Example:

suppose that the marriage rate for the 25-29 age group increases by 1%, which means $p = 1\%$, then the TFR increases by approximately 0.0019 (=0.189* 1%)



Elasticity analysis for prenatal policy: result 3

$$\epsilon \approx \frac{\partial TFR}{\partial \theta} \times \frac{\theta}{TFR}$$

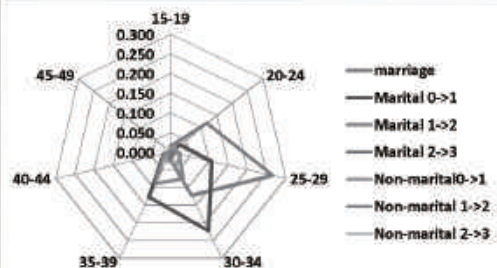
| age group | marriage | Marital 0->1 | Marital 1->2 | Marital 2->3 | Non-marital 0->1 | Non-marital 1->2 | Non-marital 2->3 |
|-----------|----------|--------------|--------------|--------------|------------------|------------------|------------------|
| 15-19 | 0.015 | 0.001 | 0.000 | 0.000 | 0.009 | 0.000 | 0.000 |
| 20-24 | 0.118 | 0.030 | 0.004 | 0.001 | 0.017 | 0.000 | 0.000 |
| 25-29 | 0.266 | 0.107 | 0.022 | 0.004 | 0.027 | 0.001 | 0.000 |
| 30-34 | 0.122 | 0.221 | 0.074 | 0.013 | 0.035 | 0.002 | 0.000 |
| 35-39 | 0.012 | 0.127 | 0.089 | 0.019 | 0.024 | 0.003 | 0.000 |
| 40-44 | 0.000 | 0.018 | 0.016 | 0.008 | 0.007 | 0.001 | 0.000 |
| 45-49 | 0.000 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 |

Note:

Elasticity ϵ is interpreted as 1% change in θ will cause ϵ % change in TFR.

Example:

suppose that the marriage rate for the 25-29 age group increases by 1%, then the TFR increases by approximately 0.266% (=1%* 0.266)



Elasticity analysis for prenatal policy: result 4

$$\Delta TFR \approx \frac{\partial TFR}{\partial \theta} \theta \times p$$

Change in 2001-2011

2001



2011

| age group | marriage | M_0->1 | M_1->2 | M_2->3 | NM_0->1 | NM_1->2 | NM_2->3 | |
|-----------|----------|--------|--------|--------|---------|---------|---------|-----------|
| 15-19 | 0.019 | 0.003 | 0.000 | 0.000 | 0.007 | 0.000 | 0.000 | >=0.1 |
| 20-24 | 0.090 | 0.024 | 0.003 | 0.001 | 0.013 | 0.000 | 0.000 | 0.05-0.1 |
| 25-29 | 0.141 | 0.074 | 0.015 | 0.002 | 0.016 | 0.000 | 0.000 | 0.02-0.05 |
| 30-34 | 0.045 | 0.116 | 0.041 | 0.005 | 0.022 | 0.001 | 0.000 | 0.01-0.02 |
| 35-39 | 0.004 | 0.061 | 0.039 | 0.006 | 0.014 | 0.002 | 0.000 | 0-0.01 |
| 40-44 | 0.000 | 0.007 | 0.005 | 0.002 | 0.003 | 0.000 | 0.000 | |
| 45-49 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| age group | marriage | M_0->1 | M_1->2 | M_2->3 | NM_0->1 | NM_1->2 | NM_2->3 | |
| 15-19 | 0.011 | 0.001 | 0.000 | 0.000 | 0.006 | 0.000 | 0.000 | >=0.1 |
| 20-24 | 0.084 | 0.021 | 0.003 | 0.000 | 0.012 | 0.000 | 0.000 | 0.05-0.1 |
| 25-29 | 0.189 | 0.076 | 0.016 | 0.003 | 0.019 | 0.000 | 0.000 | 0.02-0.05 |
| 30-34 | 0.087 | 0.157 | 0.053 | 0.009 | 0.025 | 0.002 | 0.000 | 0.01-0.02 |
| 35-39 | 0.009 | 0.090 | 0.063 | 0.014 | 0.017 | 0.002 | 0.000 | 0-0.01 |
| 40-44 | 0.000 | 0.013 | 0.012 | 0.006 | 0.005 | 0.001 | 0.000 | |
| 45-49 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | |

Elasticity analysis for prenatal policy: result 5

$$\epsilon \approx \frac{\partial TFR}{\partial \theta} \cdot \frac{\theta}{TFR}$$

Change in 2001-2011

| 2001 | | age group | marriage | M_0->1 | M_1->2 | M_2->3 | NM_0->1 | NM_1->2 | NM_2->3 | | | |
|------|---|-----------|----------|--------|--------|--------|---------|---------|---------|--|--|-----------|
| 2001 | ↓ | 15-19 | 0.036 | 0.006 | 0.001 | 0.000 | 0.014 | 0.000 | 0.000 | | | >=0.2 |
| | | 20-24 | 0.168 | 0.044 | 0.006 | 0.001 | 0.024 | 0.000 | 0.000 | | | 0.1-0.2 |
| | | 25-29 | 0.267 | 0.137 | 0.028 | 0.004 | 0.030 | 0.001 | 0.000 | | | 0.05-0.1 |
| | | 30-34 | 0.084 | 0.217 | 0.077 | 0.010 | 0.041 | 0.003 | 0.000 | | | 0.02-0.05 |
| | | 35-39 | 0.008 | 0.113 | 0.072 | 0.011 | 0.026 | 0.003 | 0.000 | | | 0-0.02 |
| | | 40-44 | 0.000 | 0.013 | 0.010 | 0.004 | 0.006 | 0.001 | 0.000 | | | |
| | | 45-49 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | | | |
| 2011 | | age group | marriage | M_0->1 | M_1->2 | M_2->3 | NM_0->1 | NM_1->2 | NM_2->3 | | | |
| 2011 | ↓ | 15-19 | 0.015 | 0.001 | 0.000 | 0.000 | 0.009 | 0.000 | 0.000 | | | >=0.2 |
| | | 20-24 | 0.118 | 0.030 | 0.004 | 0.001 | 0.017 | 0.000 | 0.000 | | | 0.1-0.2 |
| | | 25-29 | 0.266 | 0.107 | 0.022 | 0.004 | 0.027 | 0.001 | 0.000 | | | 0.05-0.1 |
| | | 30-34 | 0.122 | 0.221 | 0.074 | 0.013 | 0.035 | 0.002 | 0.000 | | | 0.02-0.05 |
| | | 35-39 | 0.012 | 0.127 | 0.089 | 0.019 | 0.024 | 0.003 | 0.000 | | | 0-0.02 |
| | | 40-44 | 0.000 | 0.018 | 0.016 | 0.008 | 0.007 | 0.001 | 0.000 | | | |
| | | 45-49 | 0.000 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | | | |

Conclusion

- Fertility rebound:
 - driven by fertility recovery of economically active married women
 - Policy implication: Family-friendly environment; work-family balance
- Pro-natal policy:
 - Facilitate marriage for age 25-34;
 - Support first births among married women aged 25-39

The End

Session3-2

Low Fertility and Policy Agenda in Thailand

Sureeporn Punpuing

Institute for Population and Social Research,
Mahidol University





"Low Fertility and Policy Agenda in Thailand"

Sureeporn Punpuing, Ph.D

Institute for Population and Social Research,
Mahidol University

The 1st Asia and the Pacific Family Policy Seminar:
Fertility Transition and Family Policies in 21 Century

Korea: Oct.30th 2014

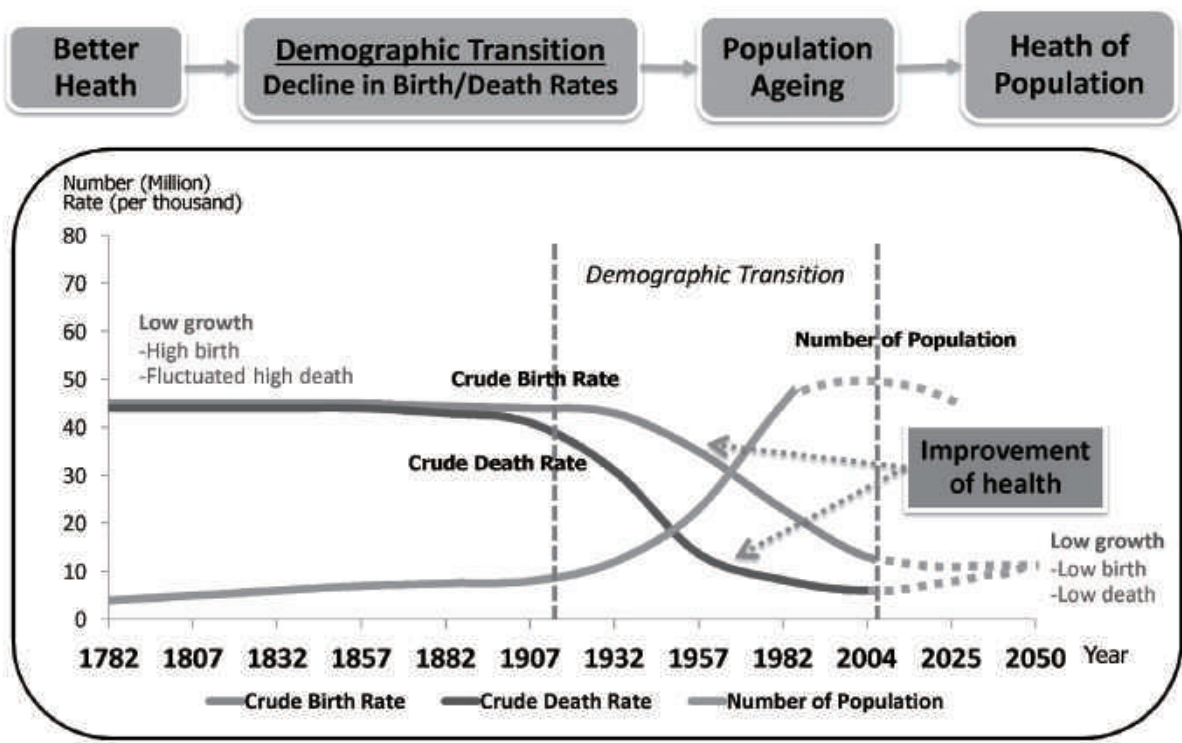


Outline

- Demographic Transition in Thailand
 - Mortality decline
 - Fertility decline
- Factors Contributing to Fertility Decline
- Thai Family
- Policy Agenda



Demographic Transition



“Demographic transition” is the phenomenon occurring worldwide, only timing in each country is different.



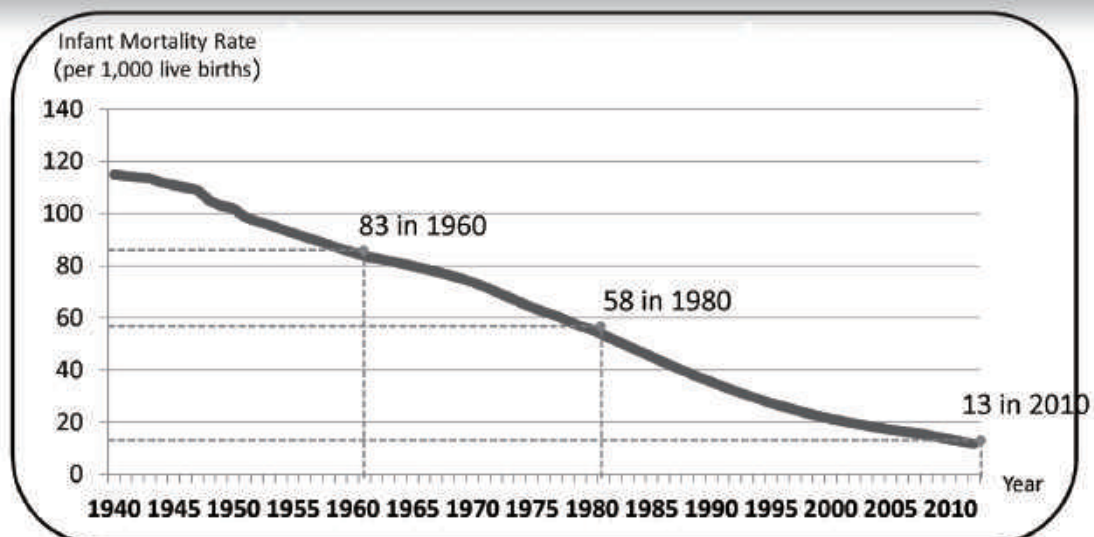
Population Growth in Thailand

| Census Year | Number (in Million) |
|------------------------|---------------------|
| 1 st 1910: | 8.3 |
| 2 nd 1919: | 9.2 |
| 3 rd 1929: | 11.5 |
| 4 th 1937: | 14.5 |
| 5 th 1947: | 17.4 |
| 6 th 1960: | 26.3 |
| 7 th 1970: | 34.4 |
| 8 th 1980: | 44.8 |
| 9 th 1990: | 54.5 |
| 10 th 2000: | 60.9 |
| 11 st 2010: | 65.9 |

The population of Thailand has **increased 8 folds**, from 8 million as counted by the first census conducted in 1910 to 66 million as enumerated by the 11th census conducted in 2010.

Note: 1-5: Ministry of Interior
6-11: NSO

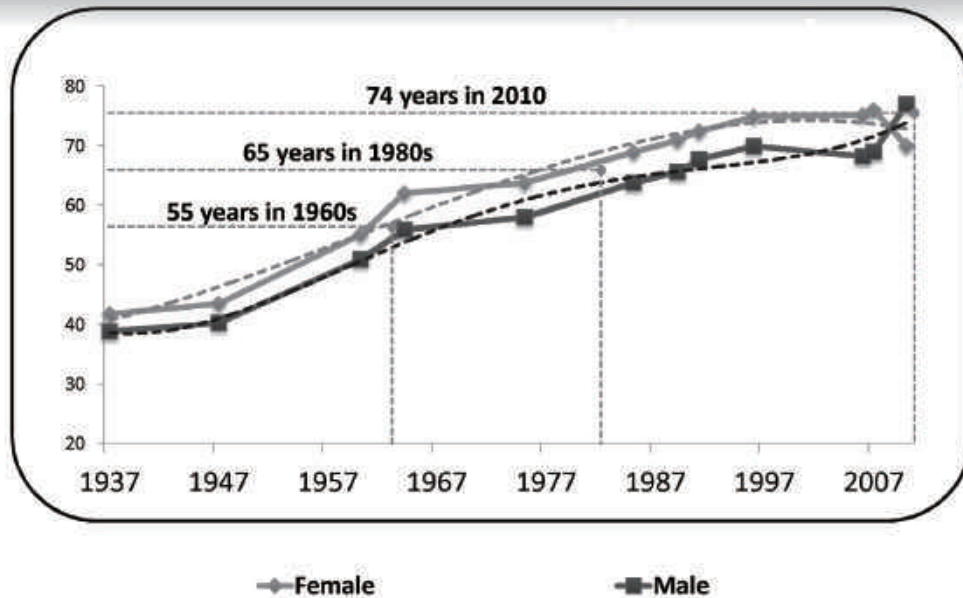
Drop of Infant Mortality Rate



Infant Mortality Rate - number of deaths before age 1 per 1,000 live births has been declining rapidly since the end of World War II (1945), from over 100 per 1,000 live births to below 50 in 1980 and to 13 in 2010.

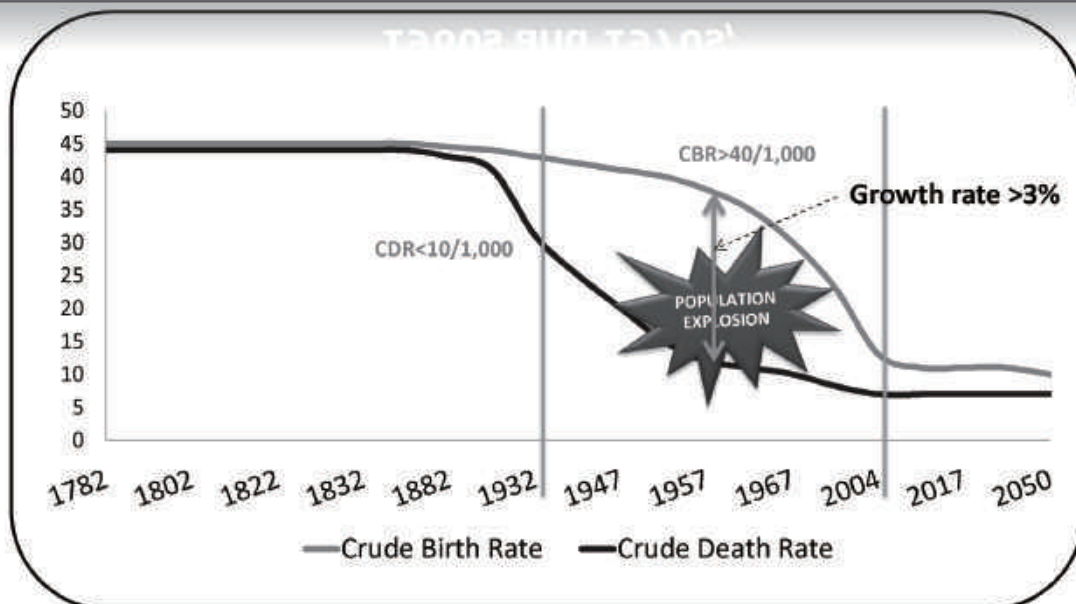
Note: Estimated by Institute for Population and Social Research, Mahidol University, Data from
1) Report of the Survey of Population Change 2) Population Census 3) Survey of fertility of Thai women 4) Vital registration

Increase in Life Expectancy



Data sources: 1. 1937, 1947, 1987: Rungpitarangsi (1974) 2. 1964-1965, 1974-1976, 1985-1986, 1989, 1991, 1995-1996: Report on the survey of population change, National Statistical Office Thailand. 3. 2006 estimated by Institute for Population and Social Research, Mahidol University

"POPULATION EXPLOSION" 1960s and 1970s,



The growth rate of 3% per year can double the population size in only 23 years.

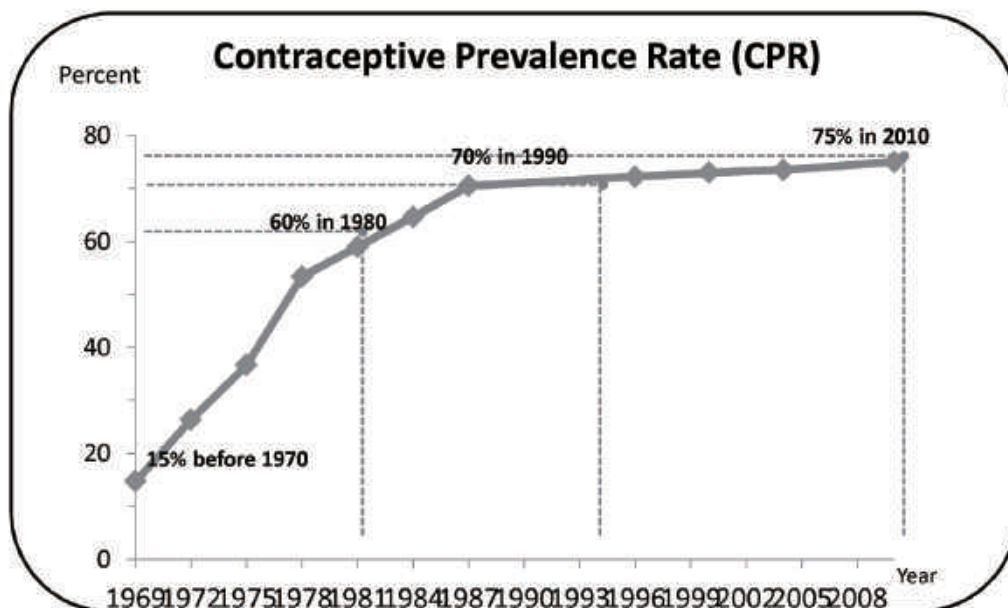
- During 1960s, the issue of rapid population growth rate was raised. There was a concern that high growth rate would be an obstacle to the government's effort to accelerate social and economic development.
- 17th March 1970 , the government decided to have the first national population policy.

"The government will support the family planning on the voluntary basis, to solve various problems concerning the very high growth rate of population, which is an important obstacle to the social and economic development of the country."

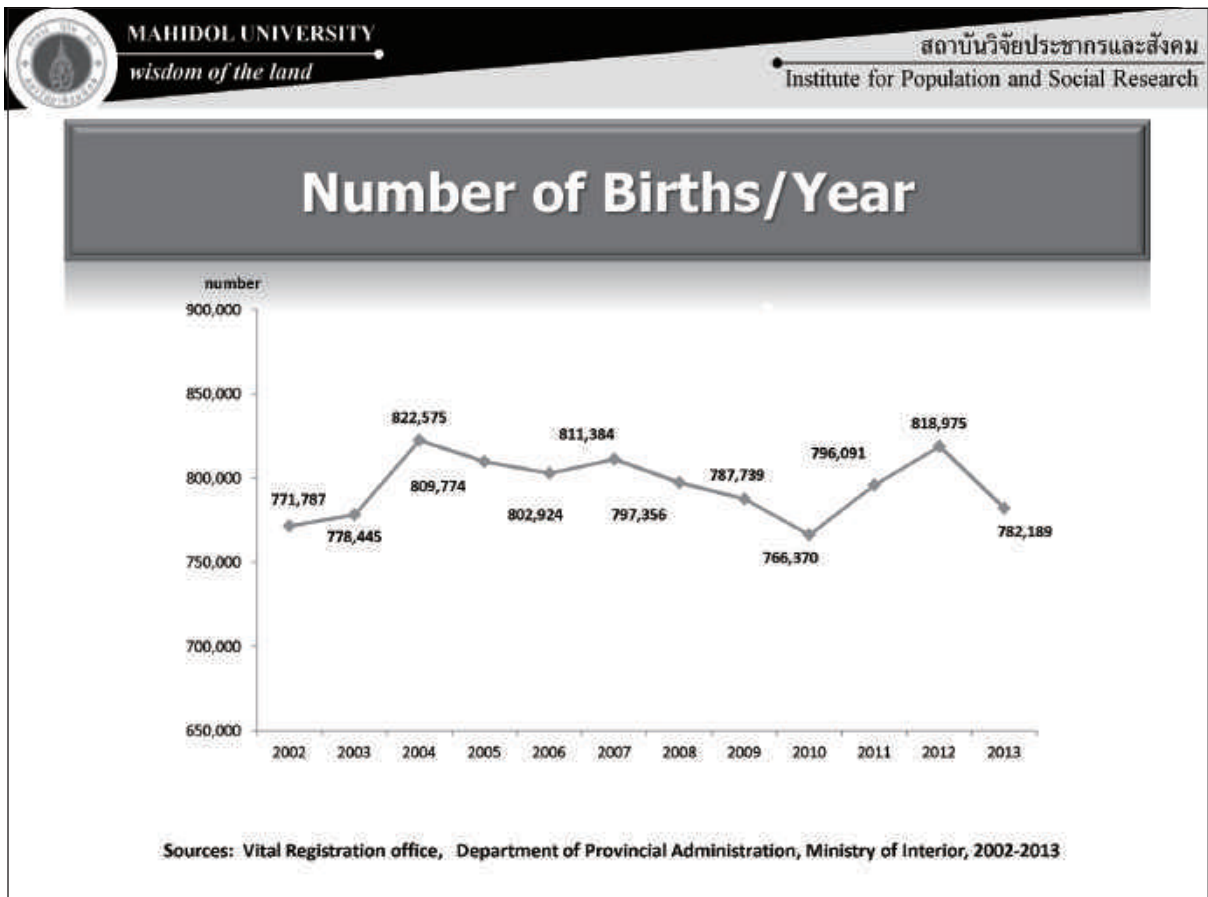
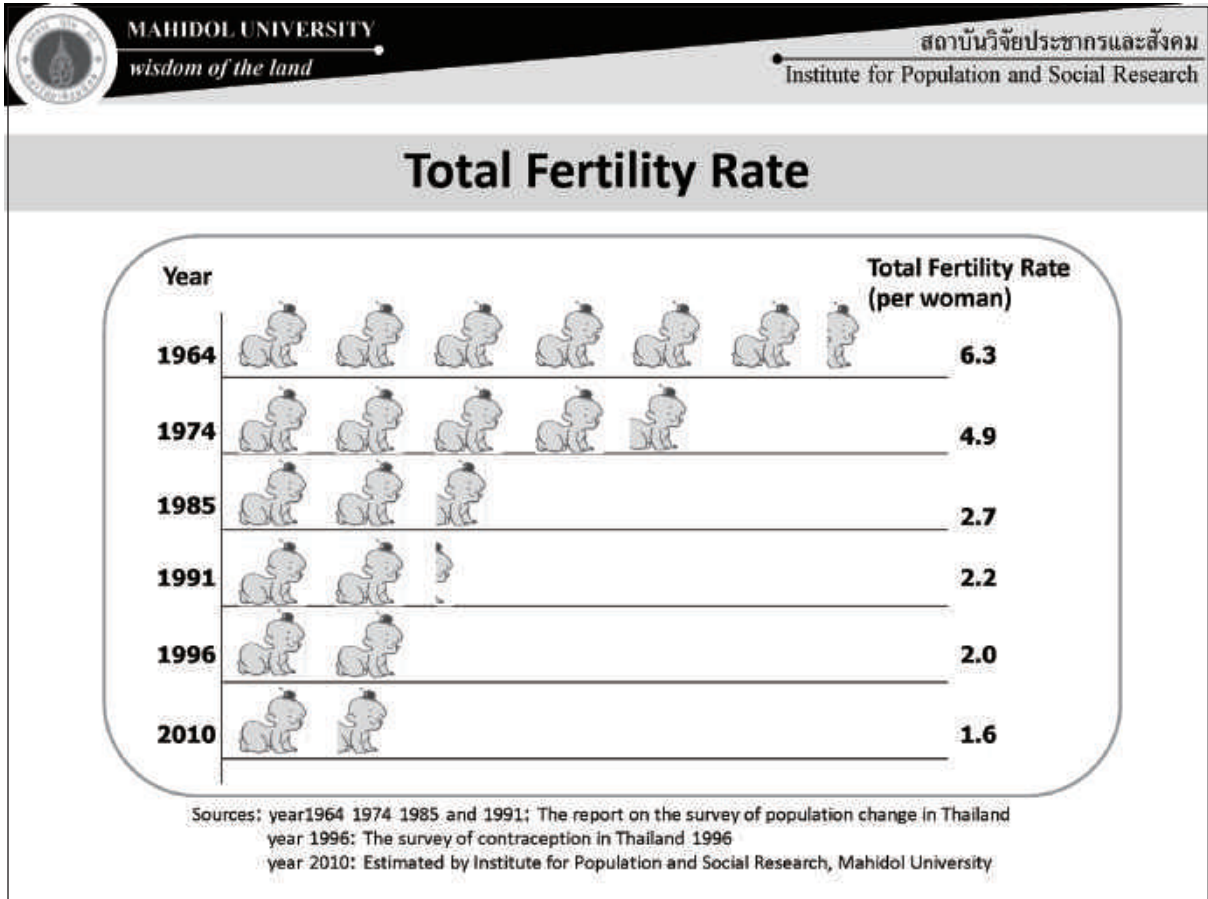
Anti-natalist policy to reduce population growth rate by means of family planning program.



Successful of the National Family Planning Programme



Source: Pramote Prasartkul and Patama Vepattanavong "Population situation in Thailand 2005"
in Kritaya Archavanitkul and Pramote Prasartkul (Editor). Population and Social Studies 2005.





Factors Contributing to Fertility Decline

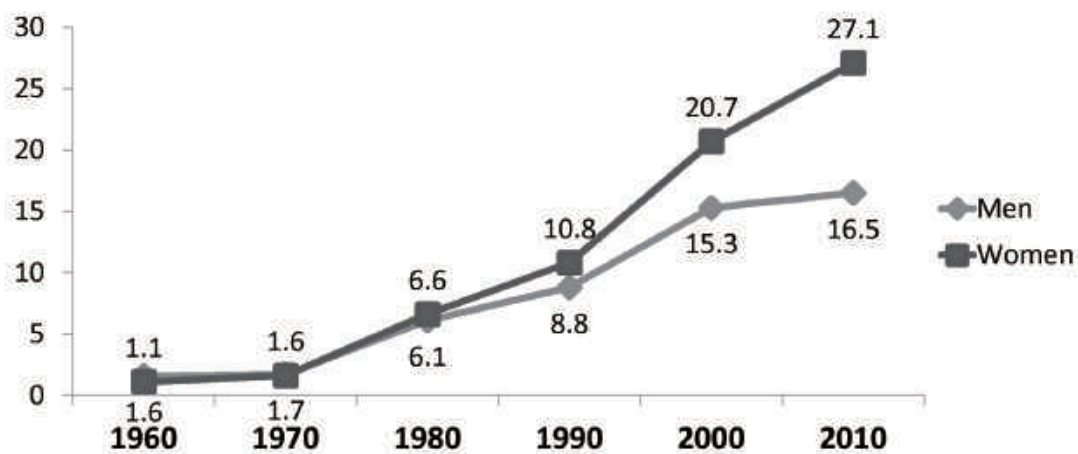
- Increased women's status
- Increased married couples with childless
- Increased age at first marriage
- Increased proportion of women stay single

Source: Impact of Demographic Change in Thailand calculated from population census, 1960-2000. The figures for the year 2010 is estimated



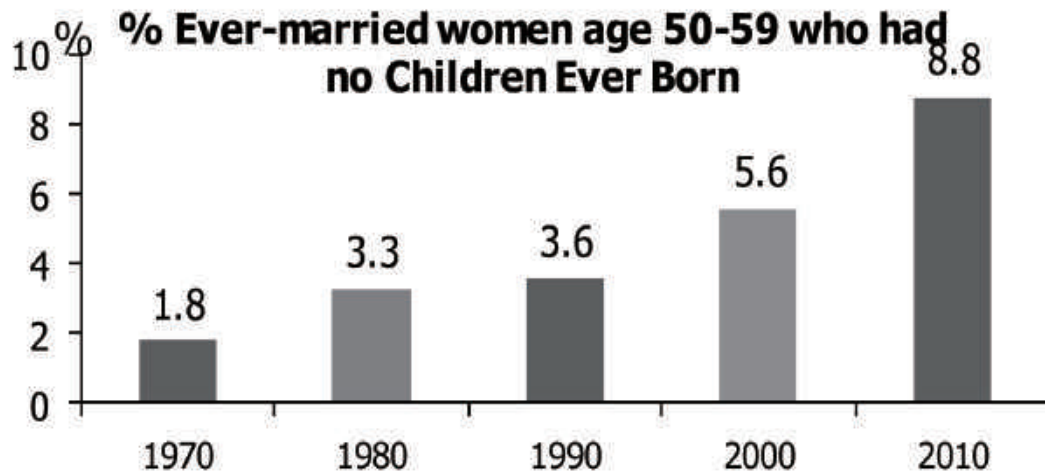
Increase in Women Education

% Population Aged 20-24 with under-graduated level of education



Source: Calculated from Thailand population and housing census, 1960-2010
Note: The 2010 data refer to population age 18-24 years old

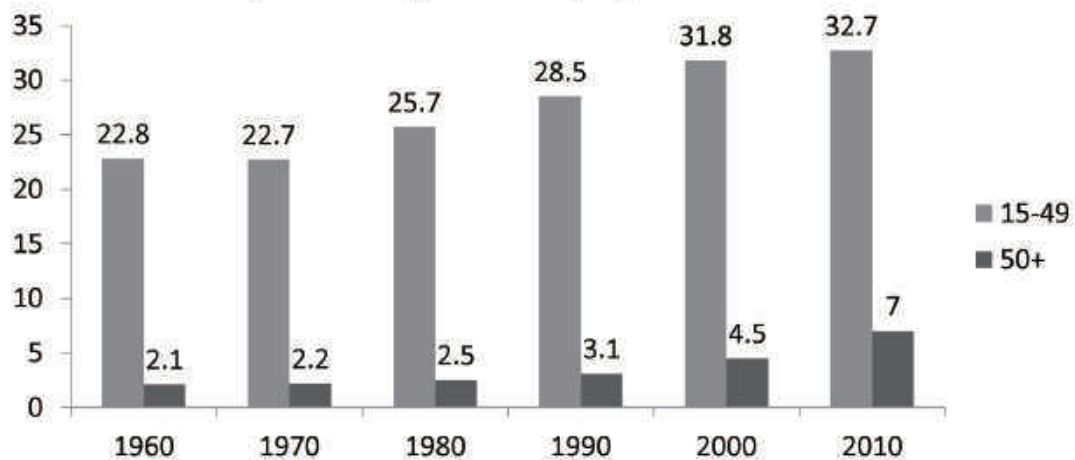
Increase in Childless Couple



Source: Calculated from Thailand population and housing census, 1970-2010

Increase in Single Women

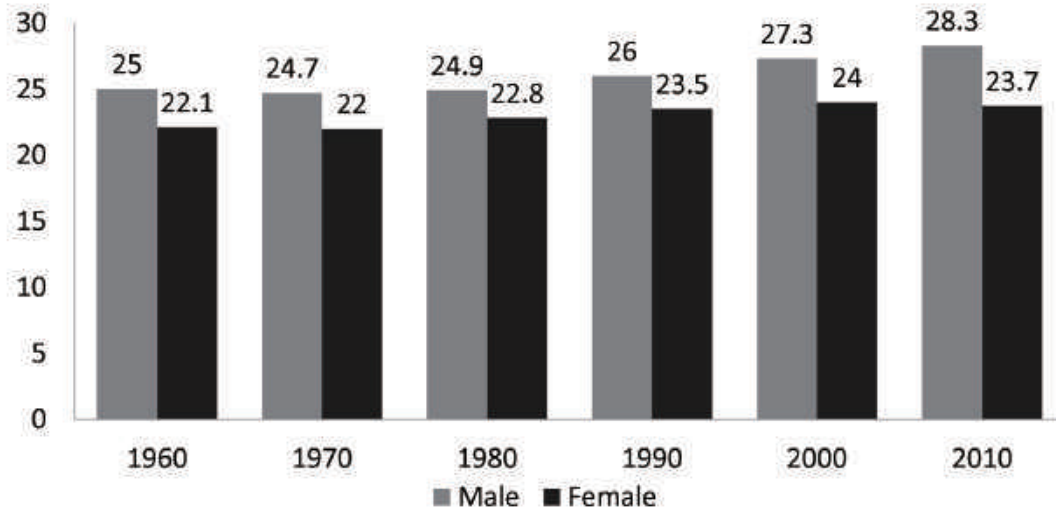
Proportion single women, aged 15-49 and 50+



Source: Calculated from Thailand population and housing census, 1960-2010



Increase in Mean Age at First Marriage



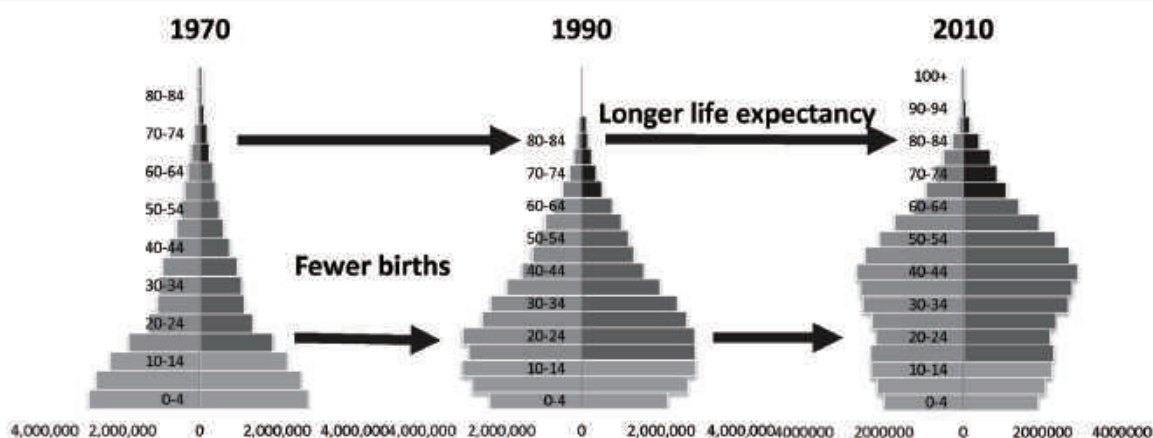
Source: Thailand population and housing census, 1960-2010



Population Projection



Population Pyramids, 1970-2010



Fewer births narrow the base of population pyramid,
while the longer life expectancy expands the top.

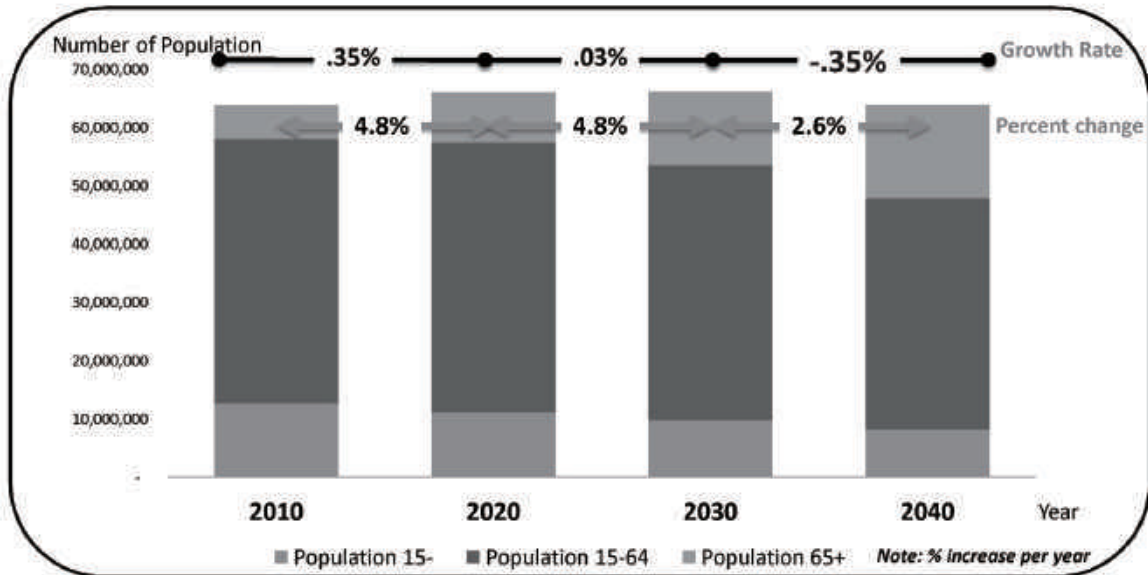


Population Projection 2010-2040

- Base population 2010 Census
- Medium fertility assumption
 - TFR is further declining from 1.62 in 2010 to 1.30 in 2040.
- Mortality assumption
 - the e_0 of 74 (M=70, F=77) in 2010
and extending to 78 years (M=75, F=82) in 2040.
- Assumption of net international migration near zero during the projection period.

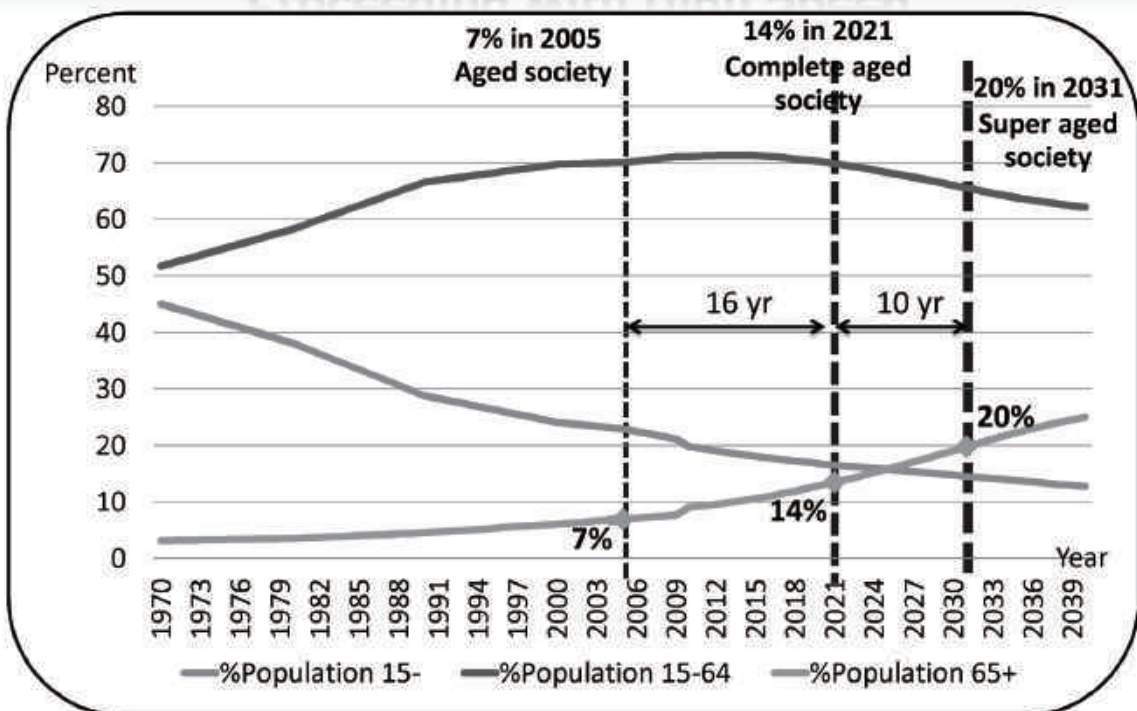
Population Forecast for Thailand, 2010 to 2040

It is forecasted that the Thai population is stabilizing at about 66 million.



Population is 64-66 million now, and in the next 30 years, the proportion of population age 65 years and over keeps increasing.

Population Ageing - Proceeding with High Speed



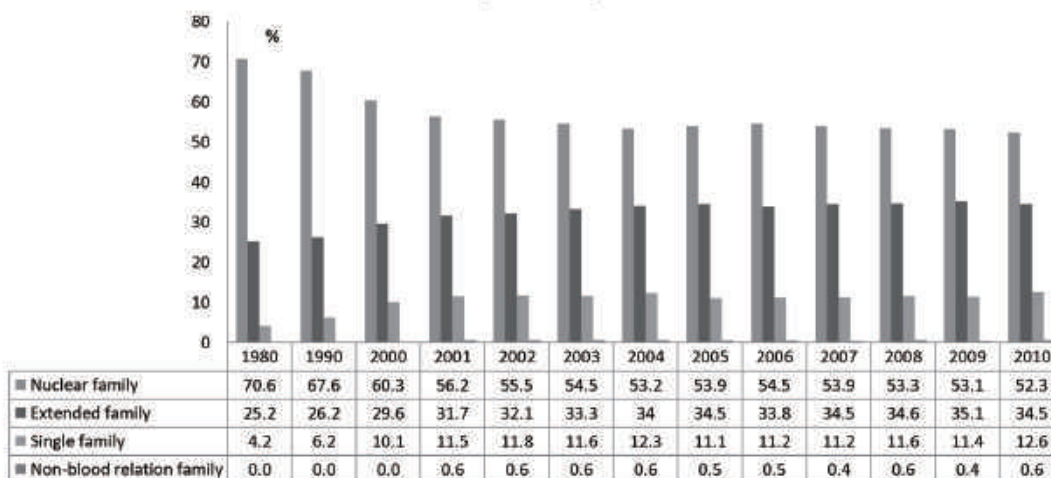


Thai Family



Type of Thai Family

Type of Family



Source: Thailand population and housing census, 1980-2010

Sexual Behavior Changes Among Thais

Getting Started | Latest Headlines

sex in thailand - Poll: Premarital sex accept...

NNT NATIONAL NEWS BUREAU OF THAILAND
PUBLIC RELATIONS DEPARTMENT
สำนักข่าวกรองแห่งชาติ

Poll: Premarital sex acceptable to Thais

BANGKOK, 16 June 2010 (NNT) – The majority of Thai people view that sex before marriage is acceptable, according to a poll by Bansomdejchaopraya Rajabhat University.

The survey was conducted with 1,656 people nationwide on their opinions towards premarital sex. It indicated that 61% or the majority of the respondents thought that having sex before marriage was acceptable, and 52% wanted the matter to be more accepted in the Thai society. Meanwhile, 56.2% of the respondents believed that the contents of Thai soap operas could influence people to have sex before marriage while 50.3% of them pointed fingers to celebrity gossips.

Meanwhile, 54.4% of the respondents admitted to having premarital sex while 44.6% considered the behavior common. Regarding the prevention of sexually transmitted diseases, 84.3% of them said they resorted to the use of condoms.

News ID: 255306160037

Reporter : Boonsong Lipimas

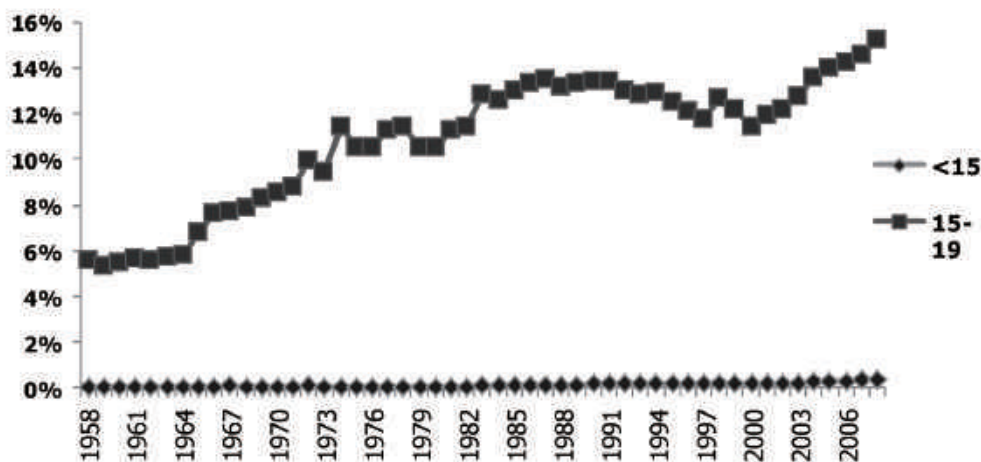
NEWS TODAY | Show All

- PM: Decree extension to be examined this week, new elections scheduled early next year (2010-07-19)
- Keat attends 43rd ASEAN Foreign Ministers Meetings (2010-07-19)
- 16,000 people in advance voting in Bangkok's constituency 6 by-election (2010-07-19)
- Meteorological Dept warns of downpours across Thailand (2010-07-19)
- Laos-China border earthquake ripples to Chiang Rai (2010-07-19)
- OTOP goods selection to commence soon (2010-07-19)
- Sale of monk-offering sets under surveillance (2010-07-19)
- Ongart denies banning "Sorry Thailand" TV ad (2010-07-18)

http://www.thainews.prd.go.th/en/news.php?id=255306160037

Birth by Teen Mother

% of births by age of mother, 1958-2008

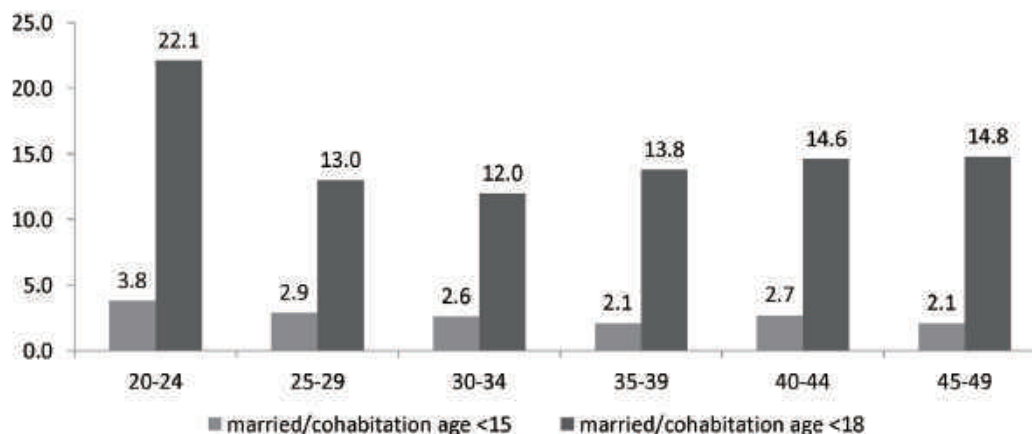


Note: Calculated from registered births reported in Public Health Statistic



Married / Cohabitation

% Married/Cohabitation at before aged 15 and 18

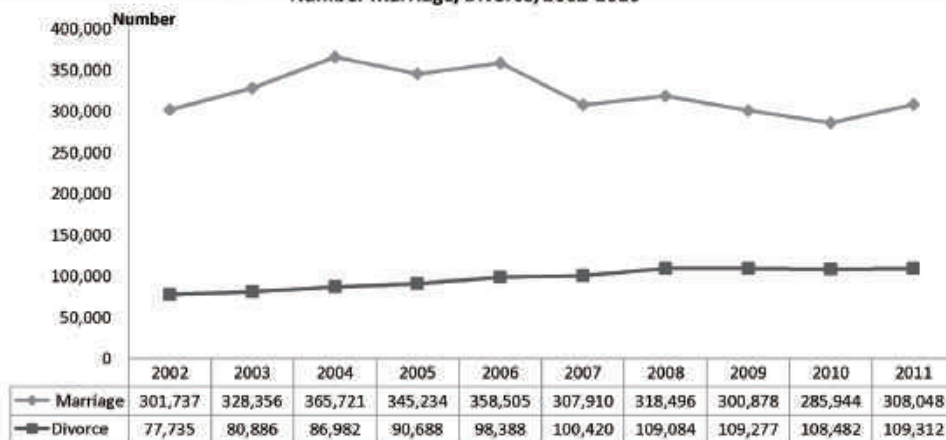


Source: Multiple Indicator Cluster Survey (MICS), 2012



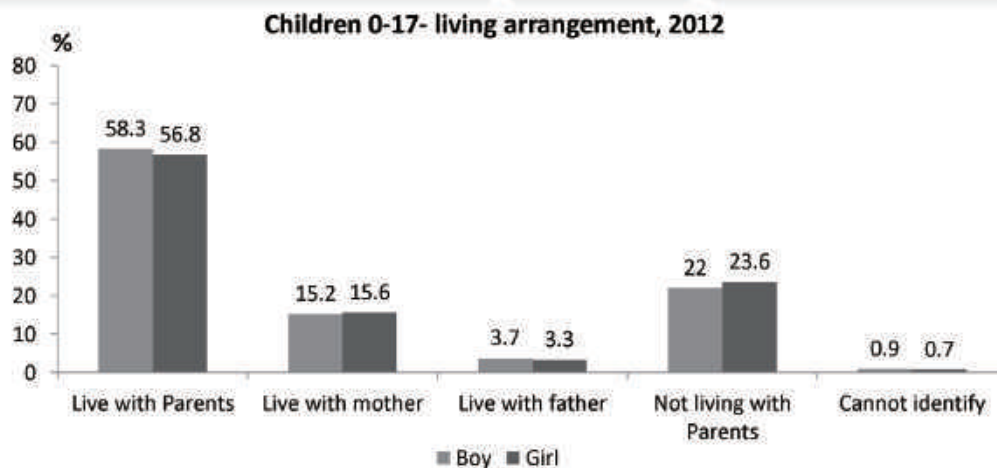
Marriage / Divorce Registration

Number Marriage/Divorce, 2002-2010



Sources: Department of Provincial Administration, Ministry of Interior, 2002-2013

Children Living Arrangement



Source: Multiple Indicator Cluster Survey (MICS), 2012

Shifting Population policy – Quantity to Quality

Anti-natalist policy

- Reducing growth rate via family planning program



Quality of population at all ages

- Pro-quality natalist
 - Reduce unintended pregnancies
 - Improve reproductive health
- Quality of children / youth / labor force
 - Education, skills, employment, etc
- Quality of aged society



Thank you

Session3-3

Fertility and Population Policies in Vietnam

Dang Nguyen Anh

Institute of Sociology,
Vietnam Academy of Social Science



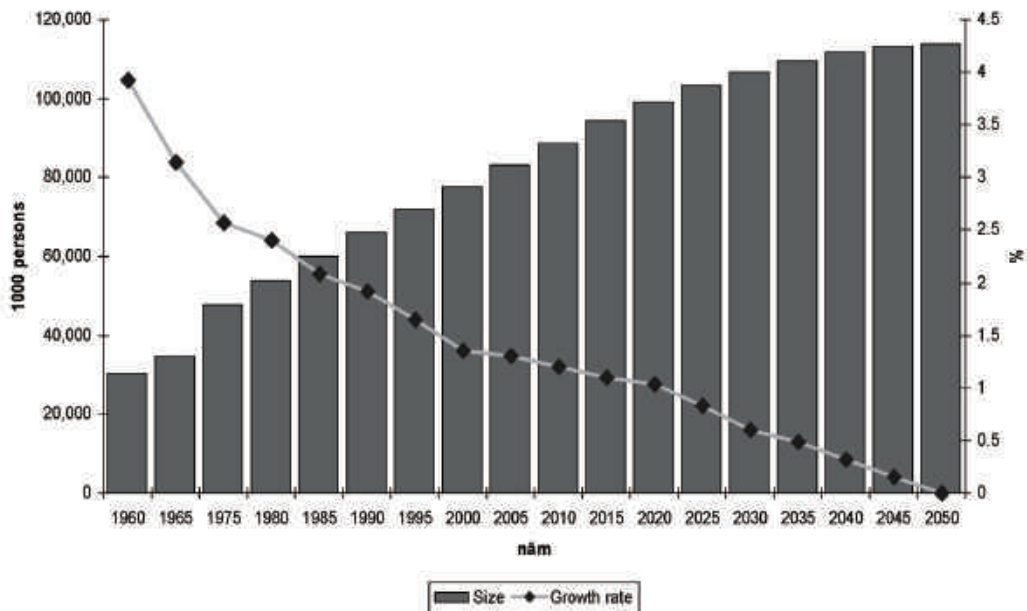
FERTILITY AND POPULATION POLICIES IN VIETNAM

Dang N. Anh, Ph.D.
Vietnam Institute of Sociology
Center Mark hotel, Seoul, 30 Oct 2014

Demographic and Fertility Changes

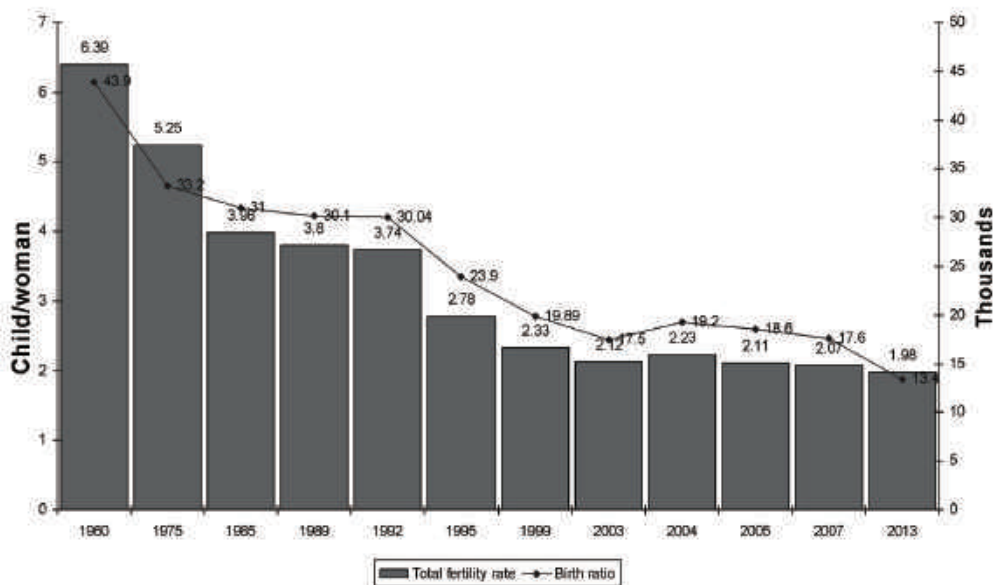
- Vietnam has a population of 90 million which is likely to peak and the level off at 120 million by the mid 21st century.
- The “young population” period ended in 2005, followed by the “ageing population” started from 2007.
- A decline from high birth rate to a birth rate which is sustainable.
- Needs for suitable contraceptive methods
- Migration and population mobility has fast increased due to rapid urbanization and regional disparities.

Population size and growth rate, Vietnam: 1960 - 2050 Population peaking at 120 million by 2050



3

High fertility to low fertility: 1960-2013 TFR and CBR

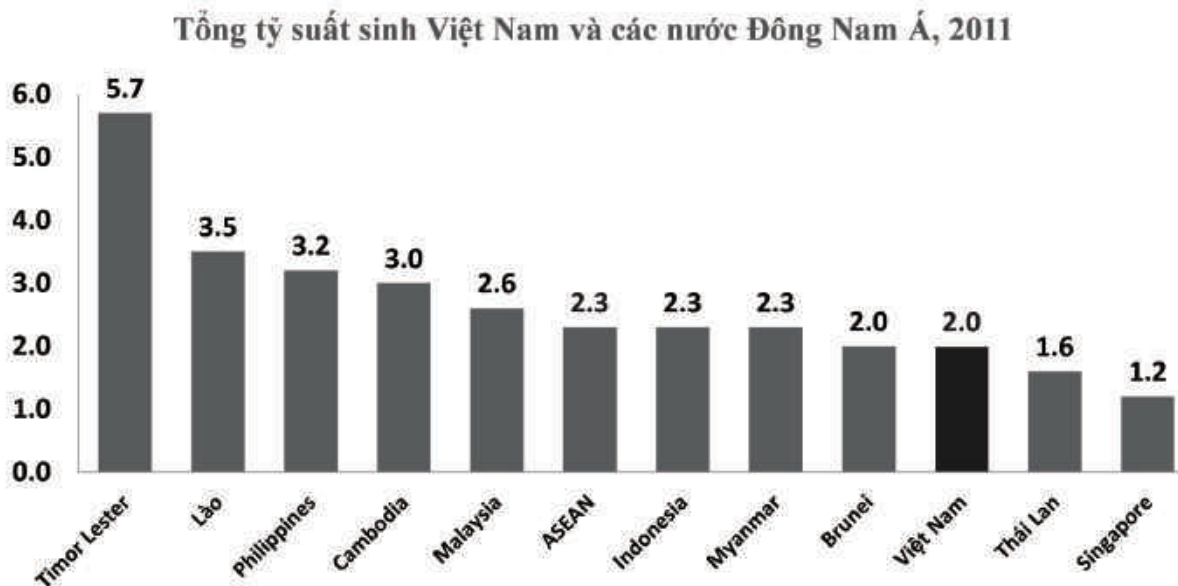


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Total Fertility Rate: 1960-2011

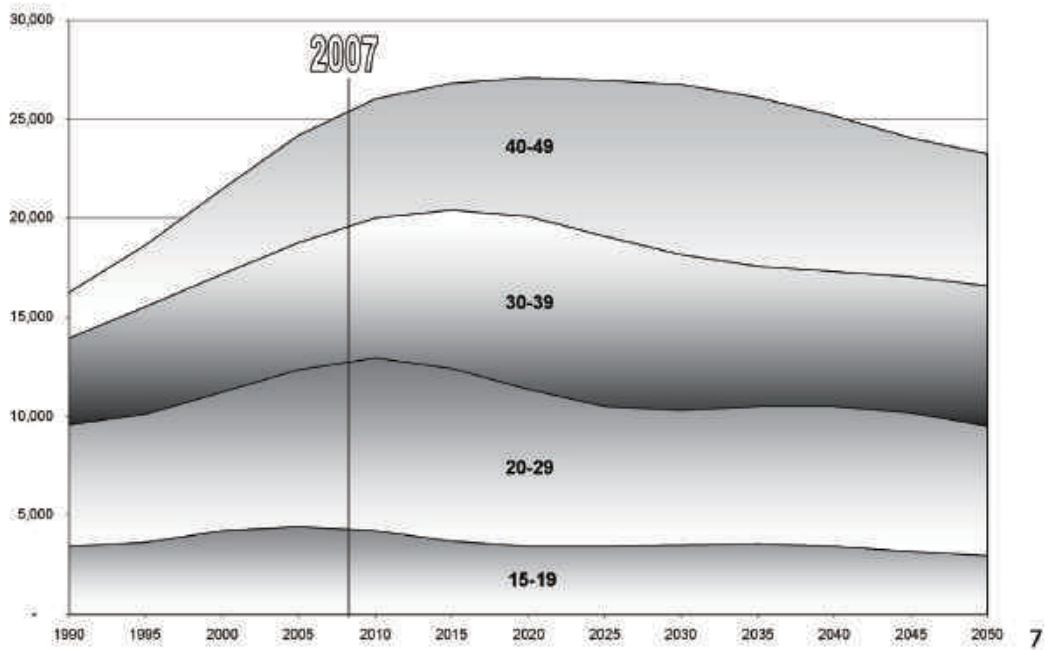


ASEAN and Vietnam's Fertility Rates, 2011



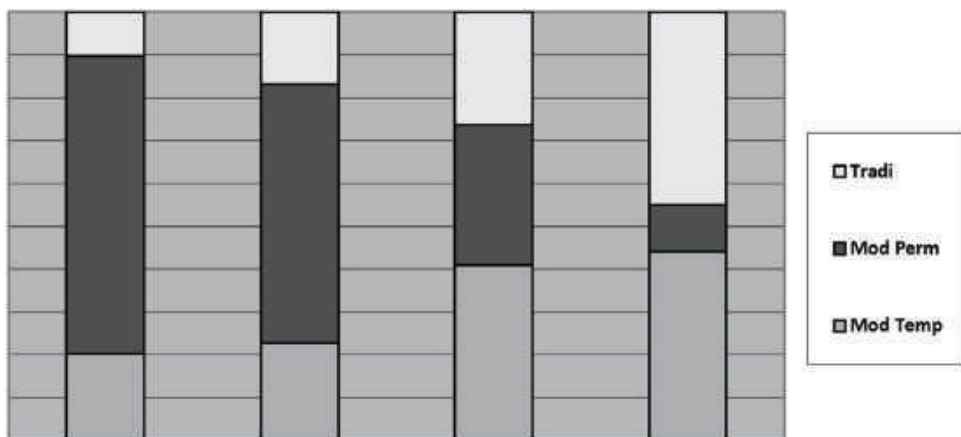
Source: The 2012 World Population Datasheet (PRB)

Women of reproductive age (15-49 years)



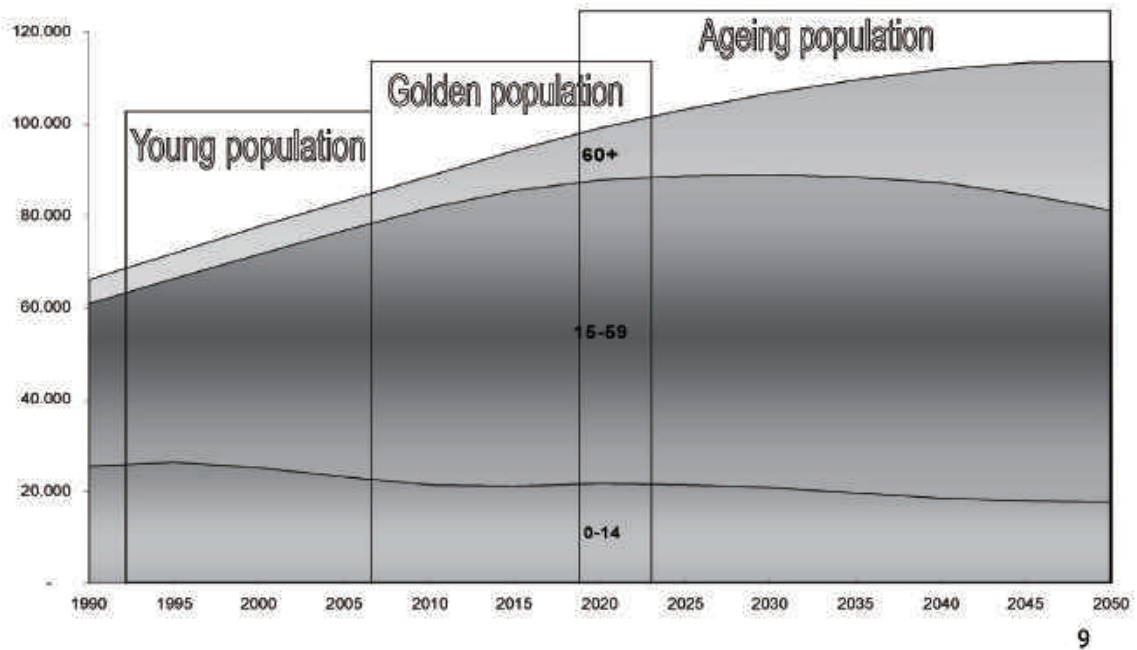
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Distribution of Contraceptive Use by Women's Educational Level, 2011

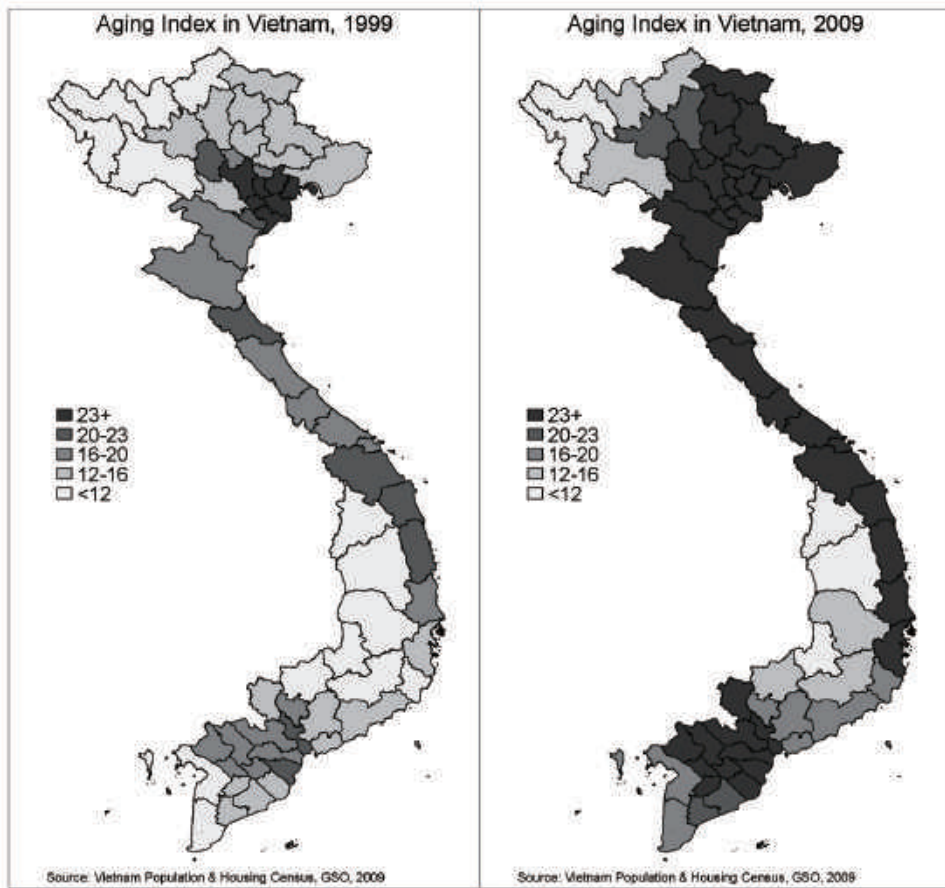


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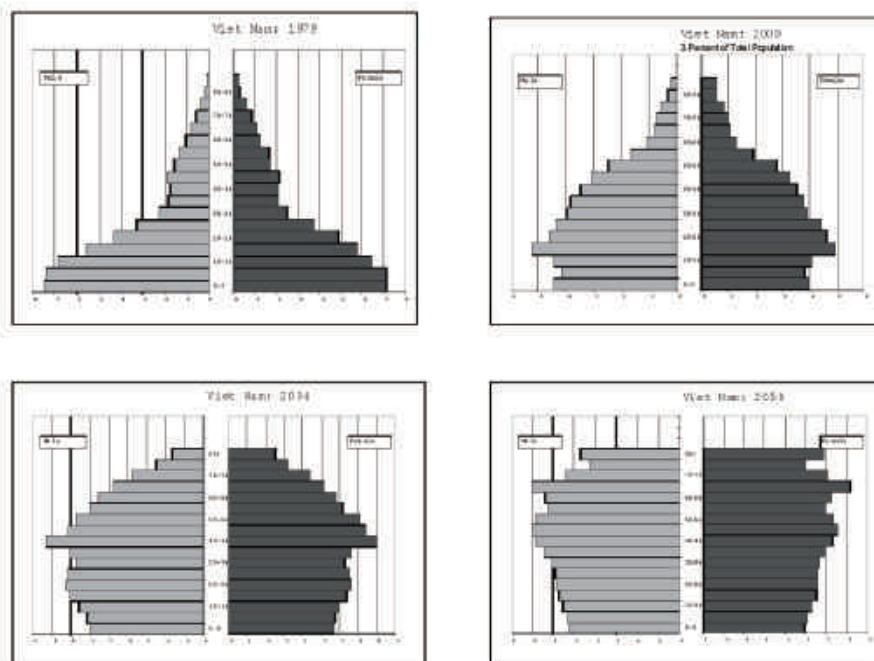
End of “young population” period Shifting Population Structure 1990-2050



Ageing index of Vietnam: 1999 & 2009

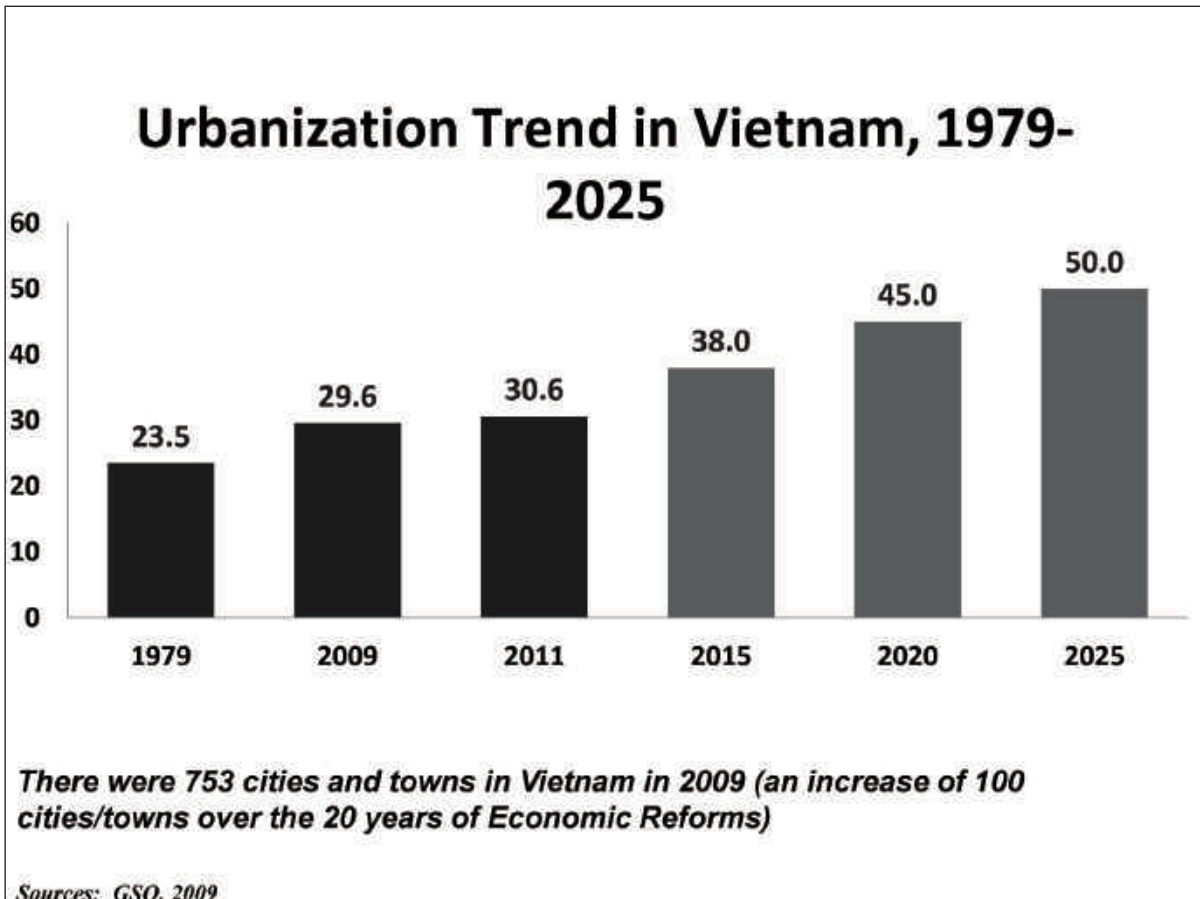
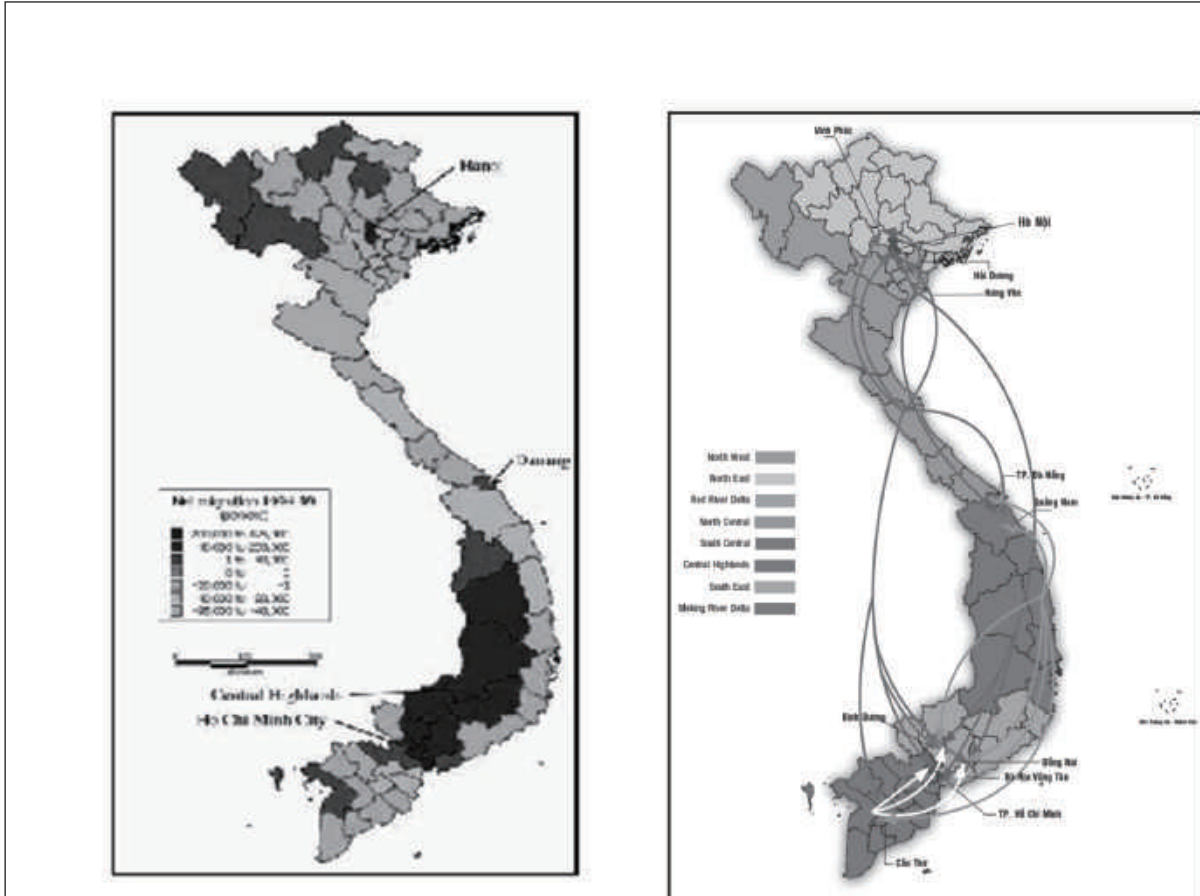


Population Pyramids: 1979, 2009, 2034, 2055



Urbanization and Migration

- Urbanization and disparities led to fast-growing and complicated process of migration.
- Household size is getting smaller and smaller due to low birth rate and migration
- Networks and remittances promote migration. A bulk of women migrants involved in the rural-to-urban migration flows (and international migration)
- Internal migrants faced with housing problems and limited access to social services (such as health care, schooling, reproductive health and family planning) ¹²





Policy options

Population Policy Options [1]

- Maintain fertility at the replacement level (a couple to have two children)
- Provide friendly FP/RH services to young couples, adolescents and migrants
- Pro-active management of demographic changes
- Prioritize resources and fiscal saving for population ageing

Population Policy Options [2]

- Take advantages of the demographic dividend
- Make family center policies to sustain its are and support functions
- Ensure socio-economic policies are geared towards the population structure and fertility decline.

17

THANK YOU

MEMO

MEMO
