



**Asia-Pacific
Economic Cooperation**

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32nd APEC Economic Leaders' Meeting 2025 - APEC Collaborative Framework for Demographic Changes



**32nd APEC Economic Leaders' Meeting
Gyeongju, Korea
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APEC Collaborative Framework for Demographic Changes

1. We, the APEC Economic Leaders, acknowledge that ongoing demographic changes, characterized by declining birth rates, aging populations, and accelerated urbanization, are bringing about fundamental and long-term transformations to the Asia-Pacific region. As population is a pivotal factor for the region's prosperity, the implications of changes in demographic structures, such as an aging labor force and changing consumer markets, pose critical challenges for resilient economic growth across our economies.

2. In this context, we acknowledge the need to proactively respond to demographic changes, address the challenges, and seize the opportunities they bring through holistic and intergenerational policies that put people first, encompassing employment, education, health, and public finance, while acknowledging that demographic changes are different across APEC economies and that there is no one-size-fits-all approach. We also acknowledge the need to foster an enabling environment that promotes technological innovation and economic participation across all generations. Furthermore, we acknowledge the importance of strengthening human resources development by providing younger generations, as key drivers of future prosperity and innovation, with opportunities for development and the tools to actively shape their futures.

3. In endorsing the APEC Collaborative Framework for Demographic Changes (the "Framework"), we reaffirm our commitment to achieving the Putrajaya Vision 2040 including by implementing the Aotearoa Plan of Action (APA), and recognize this Framework builds on prior work APEC has done in this regard, including efforts to promote economic empowerment for the benefit of all people.

4. APEC economies will advance the following actions:

A. Building a resilient system in response to demographic changes

i. Promote high-quality and full employment, as well as accessible workplaces that support the effective and meaningful labor force participation of all generations. Efforts should focus on removing barriers to economic participation, facilitating the transition to the formal economy, creating an enabling environment for workers, entrepreneurs and businesses, including MSMEs, and harnessing the power of digital technologies to boost labor participation and productivity.

ii. Expand lifelong educational opportunities and vocational training to foster the development of quality, adaptive, and modernized human resources. This includes developing reskilling and upskilling programs, leveraging technologies to enhance learning and increase the accessibility and affordability of education for all generations, and developing quality education systems that are responsive to the demands of the labor market.

iii. Strengthen medium- and long-term fiscal resilience in response to rising social protection and healthcare costs associated with population aging, including by improving the efficiency and quality of public expenditure, and promoting the sustainability of pension and social security systems. Encourage the sharing of best practices to effectively respond to fiscal challenges posed by demographic changes.

iv. Improve the efficiency and accessibility of financial services to support stable and effective personal financial management, including for families and households. This includes measures to foster financial technology and digital innovation, improve access to finance, and promote financial and digital literacy.

v. Support the development of the silver economy including through encouraging businesses across all sectors to optimize services and products for older persons, as well as promoting intergenerational collaboration and social engagement of older persons to improve their quality of life and well-being.

B. Modernizing human resources development

i. Promote human resources development, especially among youth, with the aim of developing a dynamic, innovative, and future-ready workforce that can meet evolving industry and employment demands and fulfill career aspirations.

ii. Explore measures to strengthen recognition of professional qualifications and licensing assessment systems, including through efforts to support recognition frameworks where applicable and encourage the use of digital credentials.

C. Advancing quality, patient-centered, and technology-supported health and care systems

i. Promote technological innovation and its application across the entire spectrum of comprehensive, quality health and care systems throughout the life course to improve active and healthy aging and quality of life, while ensuring that these encompass mental health and well-being and are responsive to the needs of people. This includes leveraging digital health and assistive technologies such as AI, biotechnology, telemedicine, robotics, and smart homes to strengthen essential health and care systems, including in rural and remote areas.

ii. Improve the accessibility, quality, and affordability of health and care systems for all, including those with specific care needs. This includes promoting the use of digital technologies, encouraging community-based support programs, and promoting the recruitment, training, and retention of carers.

iii. Encourage public and private sector investment and engagement, and public-private partnerships to foster innovation in life-course-related health, care, and

medical device industries and ensure that health and care systems are of high-quality, affordable, and accessible to all.

D. Promoting the economic empowerment and participation of all

i. Strengthen policy efforts to support the full, effective, and meaningful participation of all and equal opportunity to access education, training, and the economy according to their interests and abilities.

ii. Promote care infrastructure and support for carers and families to reduce the unequal distribution of care and domestic work, especially childcare, as well as support for older persons and persons with disabilities. We note the contributions of parents and carers who dedicate themselves to family and household responsibilities, as well as the role that women from all generations and all backgrounds play in our economies' prosperity and productivity. Efforts may include introducing flexible work arrangements, as well as investing in quality, accessible, and affordable childcare facilities.

iii. Enhance policy support to increase labor force participation and retention.

E. Strengthening regional dialogue and cooperation

i. Encourage policy responses to demographic challenges by supporting collaboration, voluntary knowledge sharing, joint research, and capacity building among policymakers, private-sector stakeholders, academia, and other relevant actors.

ii. Welcome the Republic of Korea's offer to host an APEC population policy forum in 2026, which will be discussed within appropriate APEC fora, as an initial platform to facilitate experience and knowledge sharing to identify potential areas for cooperation in the Asia-Pacific region.

5. Implementation

i. The SCE will assume overall responsibility for monitoring and evaluating progress under the Framework. APEC Committees and relevant sub-fora, including but not limited to the HWG, HRDWG, and PPWE, are encouraged to incorporate activities of the Framework into their respective strategies and work plans, where appropriate, and to deepen cross-fora collaboration and partnerships with the ABAC, PECC, and other relevant stakeholders.

ii. This Framework will be implemented from 2026 to 2030, with a final review of progress in 2030 coordinated through the SCE. The review of progress will be integrated with the APA evaluation and review process.

iii. Through this Framework, we will work together to actively respond to demographic challenges and unlock new opportunities to maximize economic growth and prosperity for all in the Asia-Pacific.