

Growing Together

Canada's Demographic Shift

Abiola Agunbiade, Caroline Czach,
Myriam Pineault-Latreille, Michael Sarty



Ontario

Québec 

What Do We Know?

- **There is a demographic change that is fundamentally affecting Canada.**
 - More people over 65 years of age than there are under 15
 - Immigrants are coming into Ontario and Quebec at a rate of 154,000 per year
 - 56% of those immigrants are working age
 - Birth rate for the nation is 1.61
 - Life expectancy for the nation is 81.4 years

What Does This Mean?

- What are the consequences of Canada's changing demographics for Canada's public services?
- What type of public policy can change the situation?
- There is no consensus on any of these questions.

What Do We Need to Know?

- We believe that there is a gap in the existing consensus
- Lack of agreement on:
 - What is going to happen and when
 - What are the consequences
 - What public policy can and should be implemented

The Path Forward: Options

1. Status quo

- Continue current efforts; this is not a new phenomenon

2. Policy approach

- Address aspects of the challenge by proposing new issue specific legislation

3. Structural approach

- Build a framework to work over the long term and adapt to changes over time

Recommendation

- A structural approach will create create institutions that:
 - Monitor demographic changes and assess their impact on society
 - Adapt and evolve with the changing demographic needs of society
 - Provide all orders of government and civil society with the knowledge they need to address demographic change today and in the future
 - Provide short and long term policy and program solutions

1. Context Analysis

2. Options

3. Strategic Elements

4. Recommendation

Success would look like:

- Engagement with all sectors (public, private, voluntary)
- Engagement with all orders of government
- Ability to evolve and adapt to changing circumstances
- Development of knowledge of changing demographics
- Informed basis for tangible action

Structural Elements

- Element one:
 - **Québec-Ontario Institute on Demographic Change**
- Element two:
 - **Provincial Ministries of Demography**
- Element three:
 - **First Ministers' Meeting on Demographic Change**

Element One:

Québec-Ontario Institute on Demographic Change

- The QOIDC is a bilateral provincial agency in charge of research and analysis on demographic changes

Initial Outcomes

- More information on specific issues
 - Labour force
 - Immigration

Advantages

- An ongoing source of analysis and policy suggestions
- Diversity of the panel of experts (public and private)
- Bilateral sources of information

1. Context Analysis

2. Options

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4. Recommendation

Element Two:

Provincial Ministries of Demography

- Provincial ministries in each province in charge of understanding and responding to demographic changes

Initial Outcomes

- Initial phase of developing a knowledge base and information gathering

Advantages

- Permanent and solid institution responsible for the demography file and informed decision-making
- Frames the situation as a demographic issue

Element Three:

First Ministers' Meeting on Demographic Change

- Meeting of First Ministers to work collectively to frame the situation and address demographic change

Initial Outcomes

- A consensus on the problem in order to take specific long term national action

Advantages

- A collective answer to a collective issue
- The first meeting of First Ministers on demographic change in the history of Canada

Structural Approach

	Institute	Ministries	Meeting
Engage sectors	✓	✓	
All orders of government	✓		✓
Adaptation	✓	✓	
More/ new knowledge	✓	✓	✓
Tangible action		✓	✓

1. Context Analysis

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Risk Management

Risks	Mitigation Strategies
Other provinces, federal government reluctant to come on board with plan	Early actions, successes of plan in Ontario and Québec
Sudden unforeseen changes in demographics	Mechanisms in place to observe, analyze, and respond to changes in demographics
Increased spending without obvious new source of revenue	Strong likelihood of long term savings emerging through enhanced public policy

1. Context Analysis

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Communication Strategy

Key messages:

- Québec and Ontario taking joint action on demographic change
- Demographic change is not a problem, but a challenge and an opportunity

Key audiences:

- The Canadian public - building their awareness of changing demographics
- Other provinces, federal government - displaying new opportunities for engagement and collaboration

Announceables:

- Creation of ministries
- Establishment of the Quebec-Ontario Institute on Demographic Studies
- A long-term vision for a long-term issue

1. Context Analysis

2. Options

3. Strategic Elements

4. Recommendation

Implementation Strategy

Short Term

Present – 12 Months

- Execute communication strategy
- Creation of the Ministries of Demography
- Establishment of the QOIDC

Medium Term

12 – 24 Months

- New ministries /Que & Ont jointly release White Paper: policy options for demographic change
- Meeting of the First Ministers

Long Term

24 Months +

- Regular ongoing review and reports by the Ministries, QOIDC
- Ongoing policy adaptation
- Implementation of pilot projects

1. Context Analysis

2. Options

3. Strategic Elements

4. **Recommendation**

The Path Forward

- Active, continuous research into demographic change
- Conceptualization of demographic change as an opportunity rather than a crisis
- New policy options and ongoing policy adaptation on basis of research
- Develop new institutions and partners in responding to demographic change

1. Context Analysis

2. Options

3. Strategic Elements

4. Recommendation

Merci!

Thank You!



Appendix A

Canada and Japan: false comparison

- Birth rate: Japan 1.4; Canada 1.6
- Female labour force participation: Japan 49% Canada 61%
- Between 2011 and 2015
 - *Canada*: Net migration of 1.2 million persons
 - Total population: 35 million
 - *Japan*: Net migration of 350,000 persons
 - Total population: 127 million
- Projected population, 2030
 - *Canada*: 39 million, increase of 11.4%
 - *Japan*: 117 million, decrease of 7.7%

Appendix B – Excluded Options

- Immigration Policy
- Labour Market Policy
- Fiscal Policy
- Education and Skills Training Policy
- Taxation Policy

Appendix C – Questions Considered

- What are concrete policy recommendations that can solve the issue of demographic change in the short term?
- What kind of mechanisms are governments lacking in their ability to respond to long term changes in their demographics?
- Where does responsibility for demographic change lie between the various orders of government?
- To what extent have the private and public sectors worked together to prepare for and respond to demographic change?

Appendix D – Alternative Action

Intergovernmental Cabinet Committee

- Decision-making, consideration of current issues relating to government and resolution of inter-departmental disagreement

Advantages:

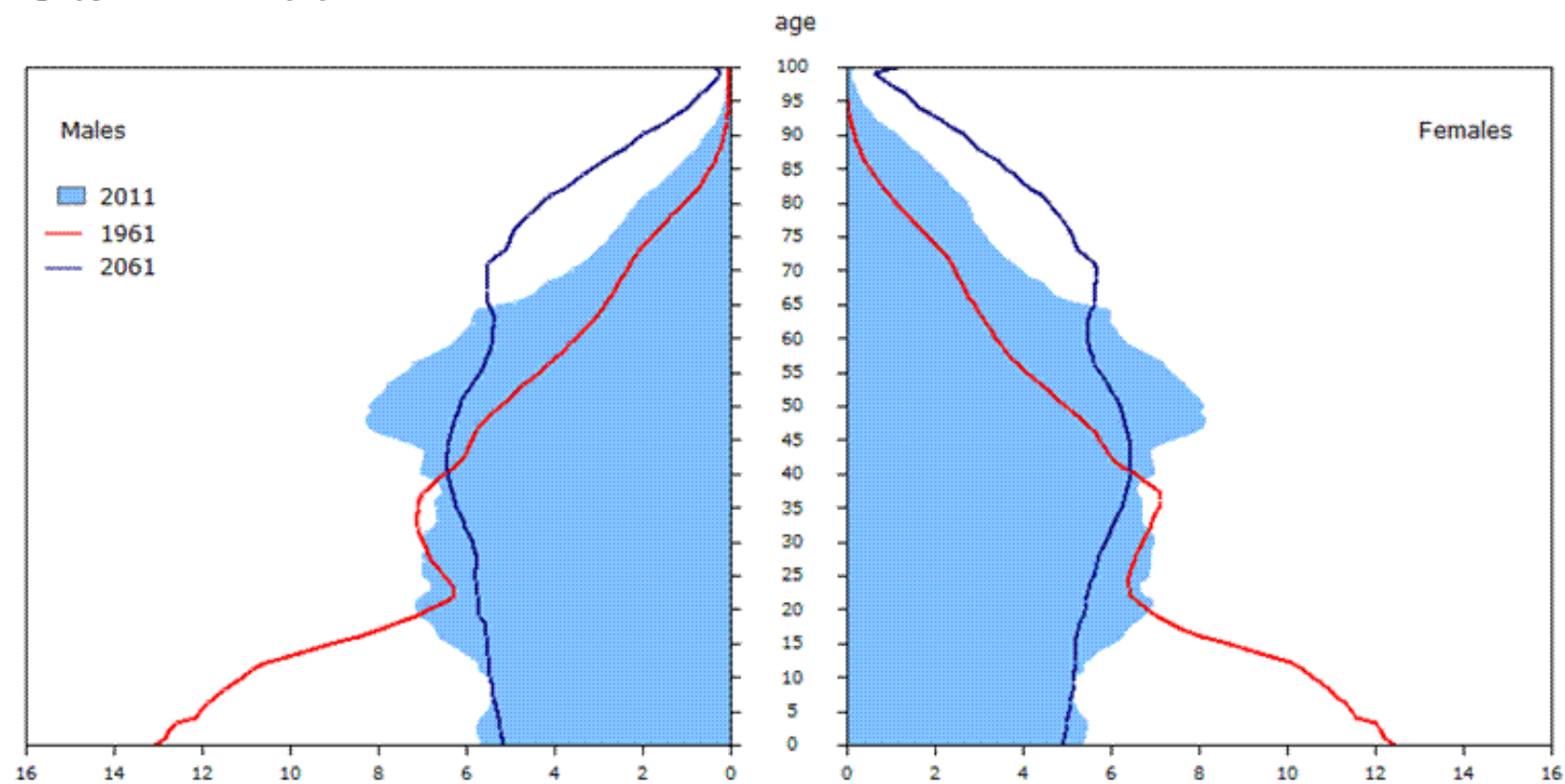
- Both Premier appoints membership (usually no more than 10 members)
- Premier chairs meetings of certain committees and determines objective/end goals

Disadvantages:

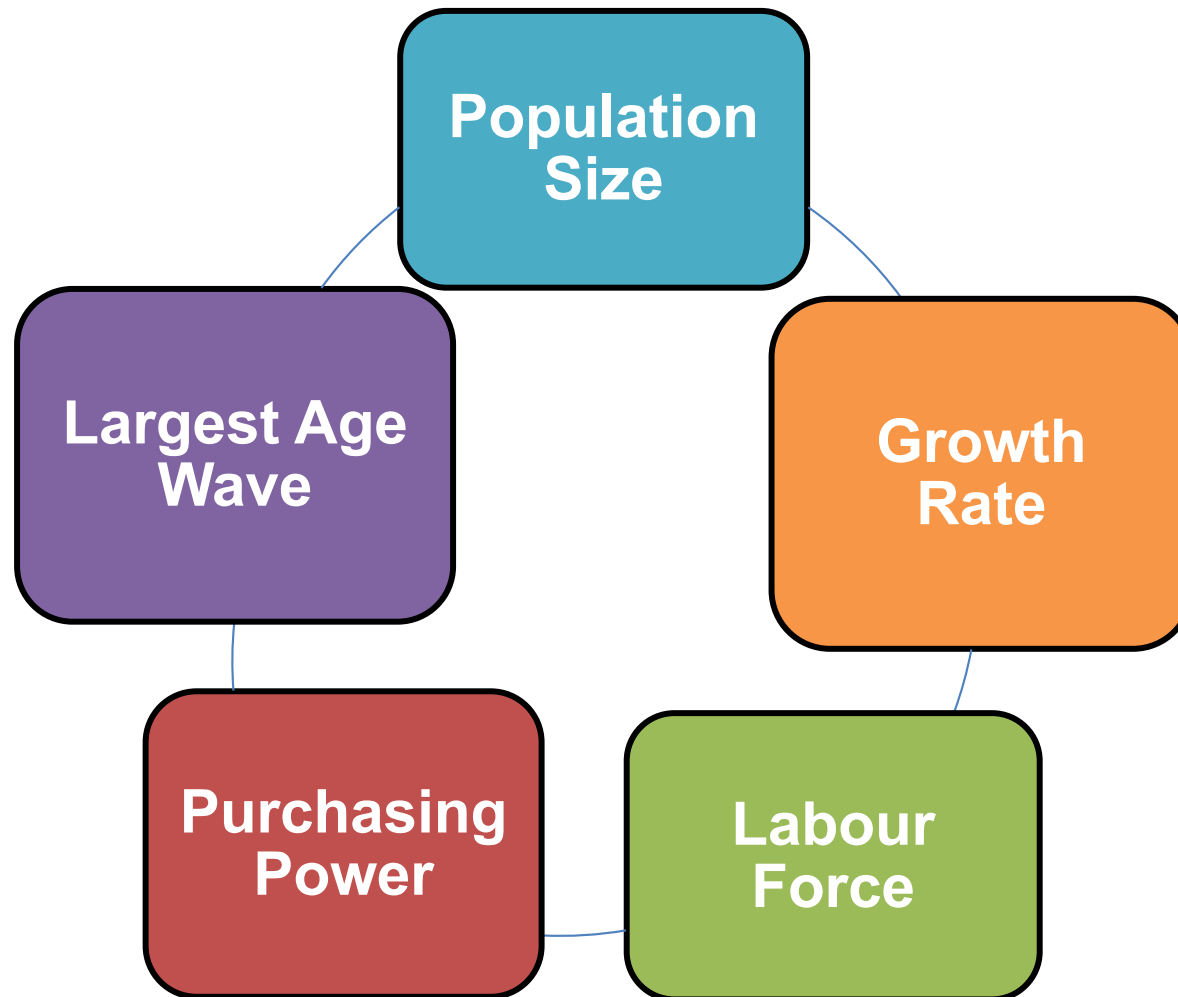
- Private process(Process not known to the public)
- Committees unable to reach resolution must resort to full Cabinet for agreement to be reached.

Appendix E : Shifting Population

Age pyramids of the population, Canada, 1961, 2011 and 2061



Appendix F: Demographic Issues



Appendix G - Statistics

- Canada's population has changed considerably in the past fifty years
- More people over 65 years of age than there are under the age of 15 years
- Annual population growth rate slowed to 0.9% in 2014/2015
- Baby boomers: Currently between 50-69 years of age
- Baby boomers make up 20% of the Canadian population
- Québec and Ontario combine for 60% of Canada's population
- Aboriginal population: increasing faster than the rest of Canada's population

Appendix H – Elements Criteria

- Feasibility of implementation
- Long-term plan of our vision
- Collective action among actors
- Costs
- Constant source of information and analysis