

# ECKLER

## 44 TH ANNUAL CARIBBEAN INSURANCE CONFERENCE

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Eckler Jamaica Limited  
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# Blueprint for Sustainable Pensions in Aging Population and Reduction in Population Growth

# Agenda

1. Sustainable Pensions
2. Ageing Population and Reduction in Population Growth
3. Effects and Solutions

“Success Breeds complacency  
Complacency breeds failure  
Only the paranoid survives”

*Andy Grove*

# Sustainable Pensions

“Sustainable pensions are not just about finance—they are about dignity in every stage of life.”

“A pension system defines how a society values its future.”

# Features of a Sustainable Pension System?

- **Financially stable**
- **Fair across generations**
  - serves not just today's retirees, but tomorrow's as well
  - require discipline today to secure dignity tomorrow
- **Adaptable to economic and demographic changes** .
  - Needs constant reform, not static thinking
  - Change is inevitable—the systems must evolve to keep pace

**A sustainable pension system is one that can continue to provide reliable income to retirees over the long term without creating financial strain on governments, employers, or future generations .**

# Key Features of a Sustainable Pension

## Financial Viability - Fiscally Responsible

- The system has **enough funding** (contributions, investments, or taxes) to meet its obligations.
- It avoids large deficits or excessive debt over time.
- Realistic funding and responsible policy
- Realistic pension promises - align benefits with what economies can reliably support

## Intergenerational Fairness

- Costs and benefits are **fairly shared between current workers and retirees** .
- Future generations are not overburdened by today's promises - each generation contributes so as not to compromise the future of the next

## Adaptability

- The system can adjust to:
  - Longer life expectancy
  - Aging populations
  - Economic changes

## Adequate Retirement Income

- Provides **enough income for retirees to live with dignity** , not just survival.

# The Caribbean Landscape

- Considering
  1. Social Pensions – Elderly
  2. National Insurance
  3. Occupational Pensions
  4. Insurance
  5. Other

# NIS / Social Pensions

# Coverage – National Insurance / Social Pension

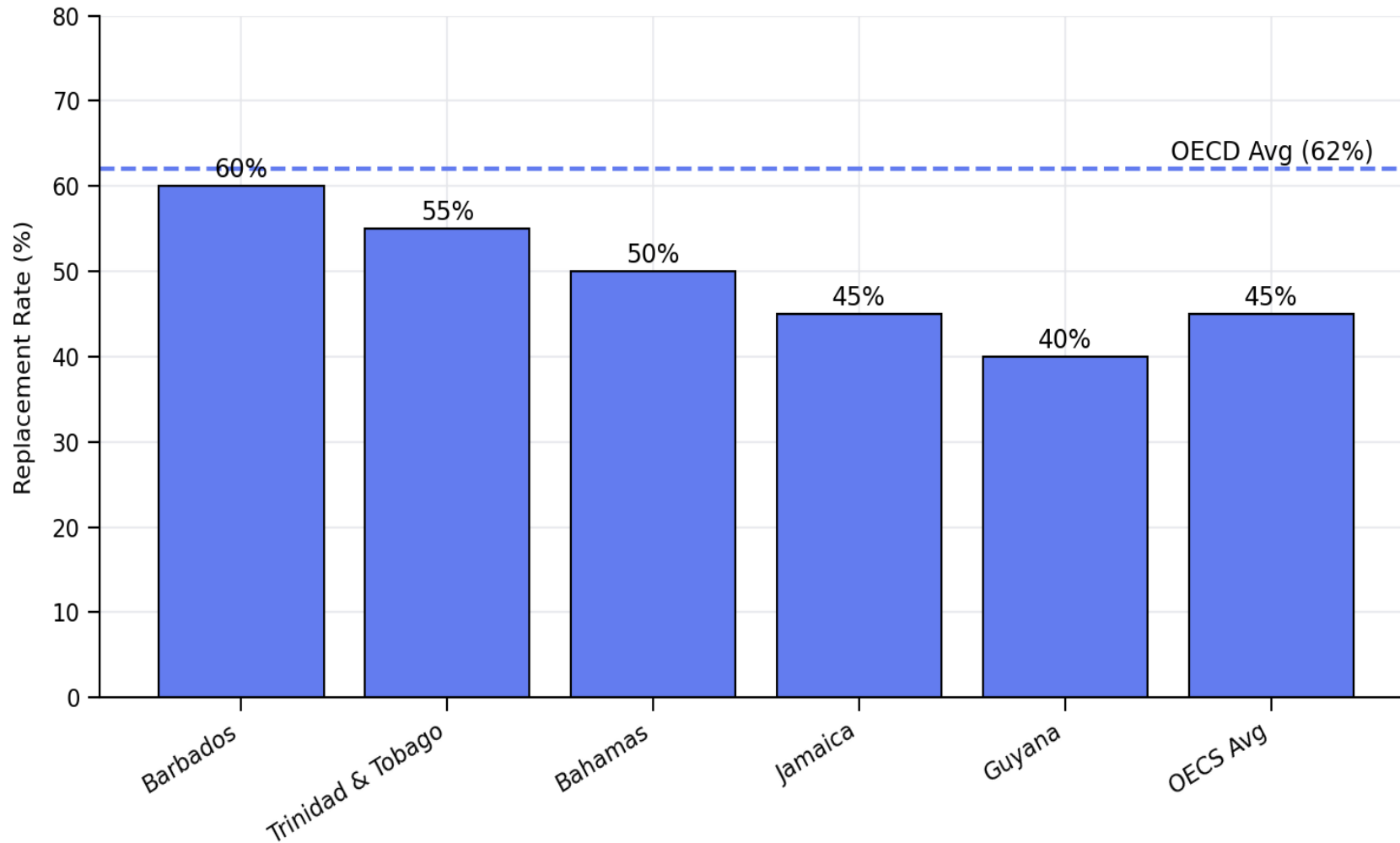
Country	Type of System	Coverage of Workforce (Contributors)	Coverage of Elderly (Receiving Pension)
Barbados	Mandatory NIS + social pensions	High (~60–70%) (relatively high formal employment)	Very high (~90–98%)
Bahamas	NIB + social assistance	Moderate (~50–60%)	Low–moderate (~8–10%) contributory only
Trinidad & Tobago	NIS + meanstested pension	Moderate (~50–60%)	High (~80%+)
Jamaica	NIS + social pension (PATH)	Low (~30–40%)	Moderate (~55–60%)
Guyana	NIS + universal oldage pension	Low (~30–40%)	High (~75–80%)
Belize	NIS contributory system	Low–moderate (~40%)	Moderate (~55%)
Eastern Caribbean (OECS avg.)	NIS across countries	Low–moderate (~30–50%)	Moderate (~60–75%)
Caribbean (overall)	Multi-pillar (contributory + social pensions)	Typically <50% of workers	~60–80% of elderly (with social pensions)

# Adequacy – National Insurance / Social Pension

Country	Workforce Coverage (%)	Elderly Coverage (%)	Contribution Rate (% of wages, total)	Normal Retirement Age (Years)- Statutory	Pension Replacement Rate (% of pre-retirement earnings)
Barbados	65	97.6	18.3	67	60–70
Bahamas	55	8.0	9.8	65	40–60
Trinidad & Tobago	55	83.1	16.2 (19.2)	60	50–60
Jamaica	35	58.4	5.0	65	30–40
Guyana	35	75.7	14.0	60	40–60
Belize	40	55.2	10.0	65	40–50
Dominica	45	74.2	13.5–15.5	65	50–60
Grenada	40	75.7	11.0	60	40–55
St. Lucia	40	66.0	10.0	65	40–55
St. Vincent & Grenadines	35	66.0	10.0–15.0	63–65	40–55
Antigua & Barbuda	50	84.8	14.5–16.0	63–65	50–60
St. Kitts & Nevis	45	65.8	11.0	62	45–55

# Adequacy – National Insurance / Social Pension

Pension Adequacy by Caribbean Country vs OECD Average



Unsurprisingly – Barbados has the strongest adequacy as it has the highest contribution rate and oldest NRA. Trinidad’s Contribution will catch up but it took them a long time to make the change

# Adequacy – National Insurance / Social Pension

## International Poverty Lines (Used for Caribbean Comparisons) Global Benchmarks (World Bank, 2025 Update)

Poverty Line	USD / day	USD / year (approx.)	Measure
Extreme poverty	\$3.00	\$1,095	Basic survival level
Lower-middle income	\$4.20	\$1,530	Modest basic needs
Upper-middle income	\$8.30	\$3,030	More realistic for Caribbean standards

In several Caribbean countries, **10–25% of people live below ~\$8.30/day**

[\[worldbank.org\]](https://www.worldbank.org);  
[\[unstats.un.org\]](https://unstats.un.org)

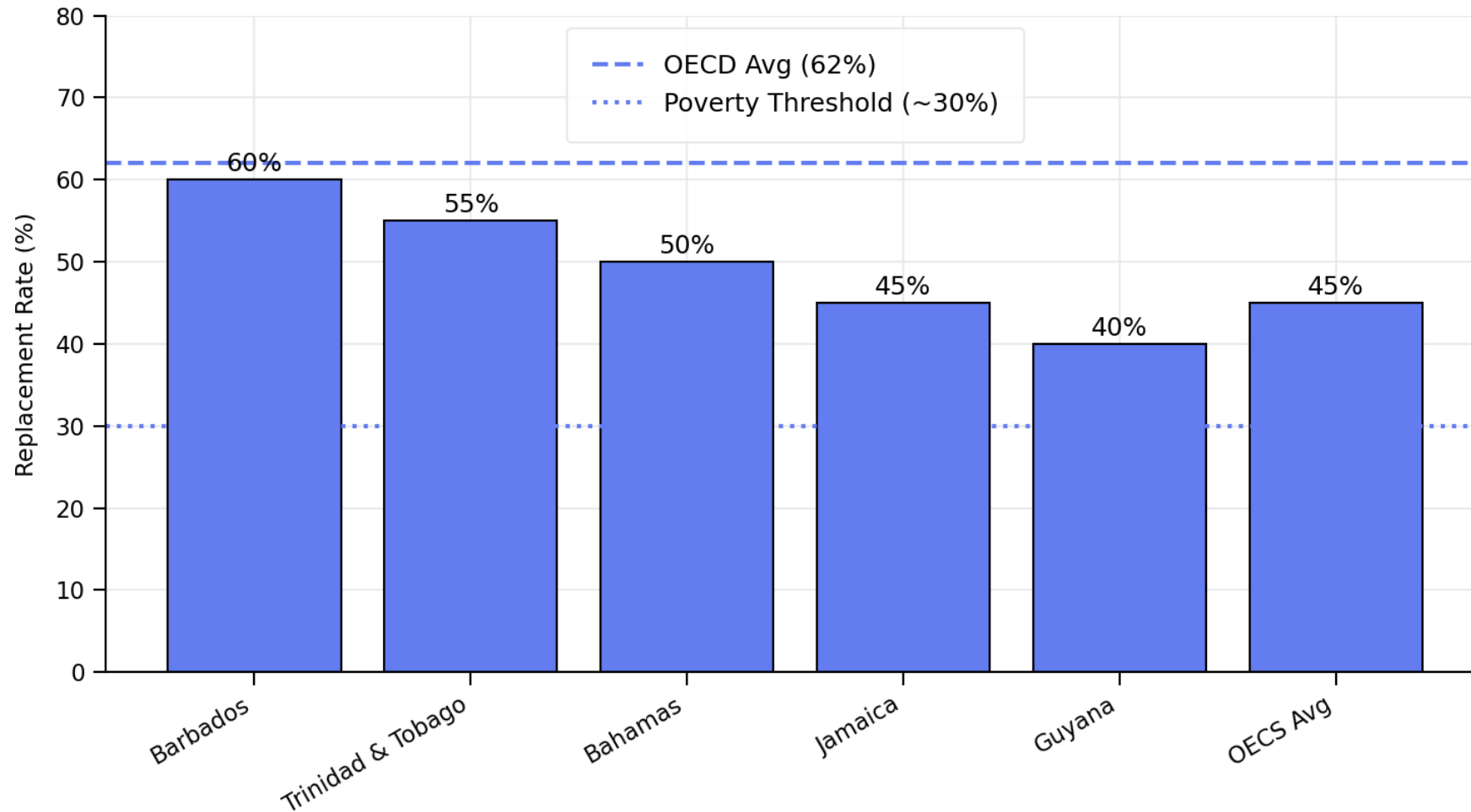
# Adequacy – National Insurance / Social Pension

Estimated National Poverty Lines (NPLs)			
Country	Approx. PL (per day)	USD per year (approx.)	Notes
Jamaica	\$6–\$8	\$2,200–\$2,900	Includes “food poverty” threshold
Barbados	\$8–\$10	\$2,900–\$3,650	Higher cost of living
Bahamas	\$9–\$11	\$3,300–\$4,000	One of highest in region
Trinidad & Tobago	\$7–\$9	\$2,500–\$3,300	Moderate benchmark
Guyana	\$3–\$5	\$1,100–\$1,800	Lower-income economy
OECS (avg.)	\$5–\$8	\$1,800–\$2,900	Varies by island

NPLs vary and are sometimes outdated. Each country calculates poverty differently (food baskets, consumption levels, etc.) In Jamaica– the maximum NIS pension is around **\$13,870** p.w. and the average around **\$4,130** p.w. and the 2023-2024 NPL was **\$4,400** p.w.

# Adequacy – National Insurance / Social Pension

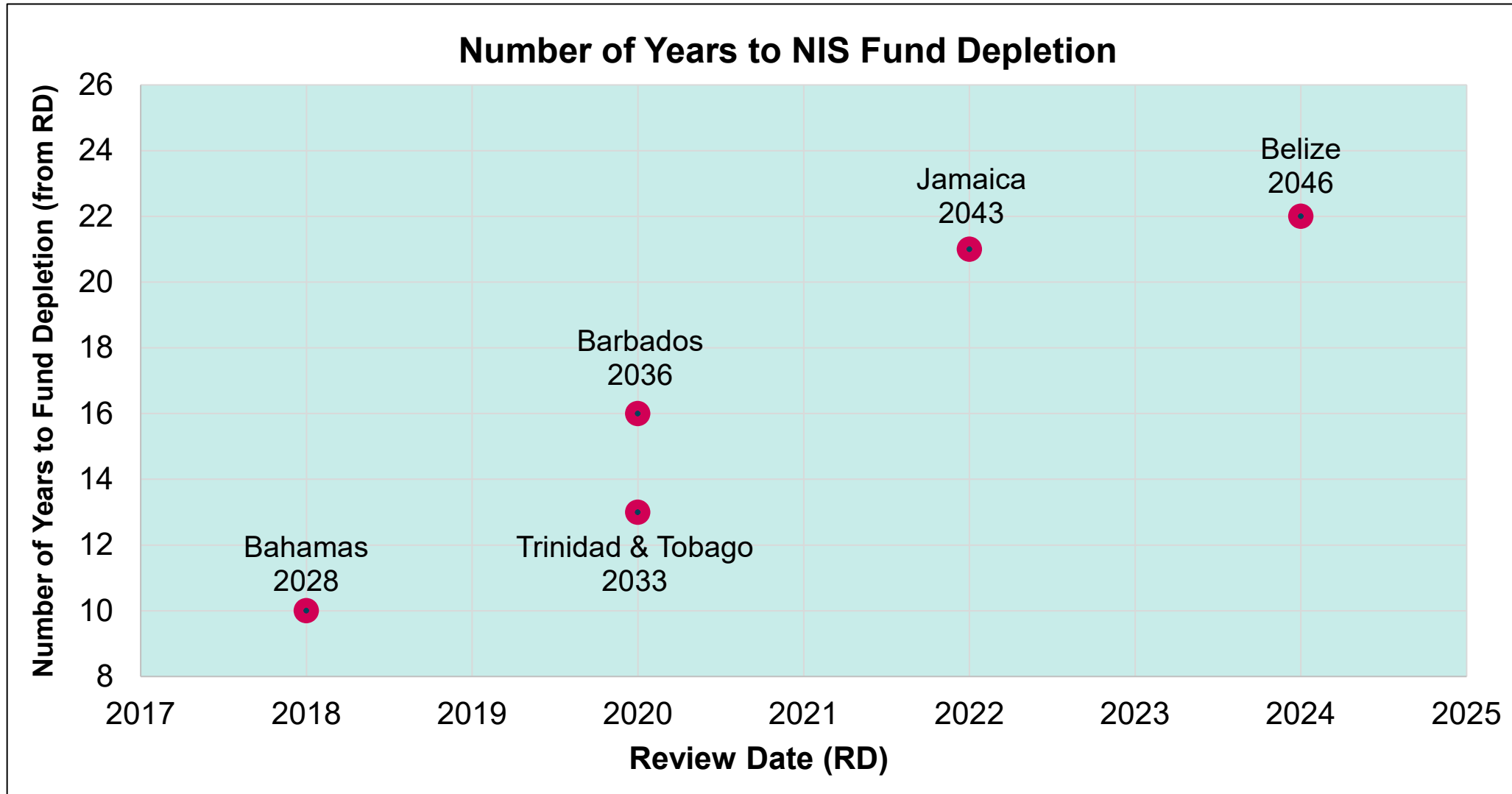
Pension Adequacy vs OECD and Poverty Benchmark



“While Caribbean pensions generally keep retirees above poverty, they often fall short of providing adequate income compared to global standards .”

The issue in the Caribbean is not always extreme poverty —it's *near-poverty*. Many retirees live just above the threshold, but without real financial security.

# Financial Stability – National Insurance / Social Pension



# Occupational Pensions

# Coverage – Occupational Pensions

Country	Coverage (% of workforce)	Number of Plans / Notes
Jamaica	≈ 12%	820 plans (358 active plans); ~175,000 members (2025 December) [ <a href="http://fscjamaica.org">fscjamaica.org</a> ]
Trinidad & Tobago	≈ 20–30% (est.)	~250+ plans; strong public-sector participation [ <a href="http://sta.uwi.edu">sta.uwi.edu</a> ]
Barbados	≈ 30–40% (est.)	Coverage concentrated in formal/private sector; ~200+ employer plans [ <a href="http://sta.uwi.edu">sta.uwi.edu</a> ]
Guyana	≈ 10–20% (est.)	Limited but growing occupational sector [ <a href="http://bankofguyana.org.gy">bankofguyana.org.gy</a> ]
Bahamas	≈ 20–30% (est.)	Private pensions moderately developed (mainly formal sector)
OECS (avg.)	≈ 10–25% (est.)	Small, fragmented employer-based schemes
Curaçao & St. Maarten	≈ 32%	Participation in retirement savings plans [ <a href="http://sxm-talks.com">sxm-talks.com</a> ]

# Coverage – Occupational Pensions

## Complications of Plan Conversions

### ➤ Traditional Defined Benefit Plans

- Pension is based on formula
- Employers contribute based on actuary's recommendation
- May include spouse's and/or children's pension
- Can provide enhanced early retirement pensions (disability and otherwise)
- Pension Increases – easily facilitated
- Wider scope for investment policy since employees are not subject to investment risk.
- Harder to vest. Even after completing period of vesting service younger employees may not benefit from employer's contributions
- Additional administrative requirements – annual accounting valuations and impact on Employer's financial statements

# Coverage – Occupational Pensions

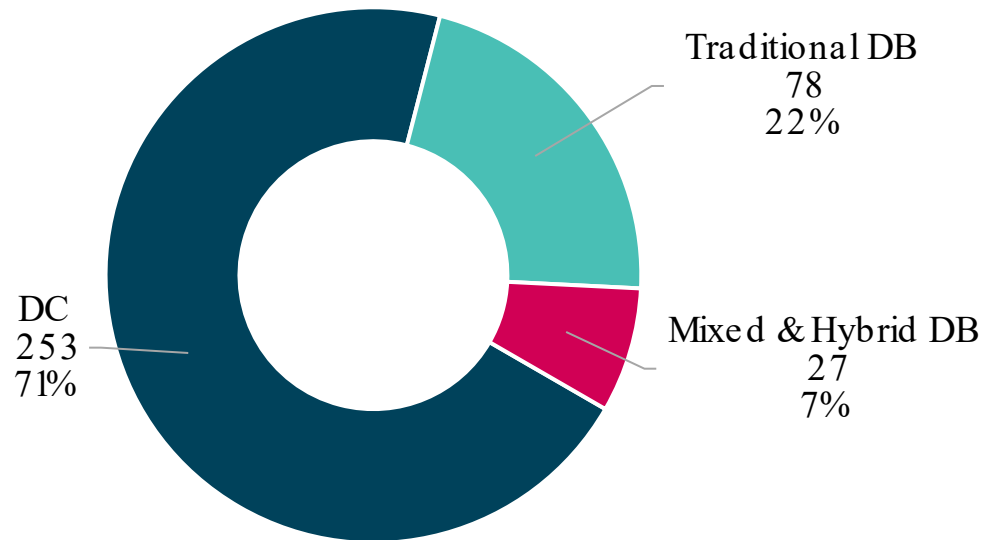
## Complications of Plan Conversions

Type of DC Plan	DEFINED CONTRIBUTION PLANS JAMAICA	
	Superannuation Fund (SF)	Retirement Scheme (RS)
<b>Basis</b>	<ul style="list-style-type: none"> <li>Employers must contribute at preset rates</li> <li>Employees vest per Rules</li> </ul>	<ul style="list-style-type: none"> <li>Employer's Contributions voluntary</li> <li>Immediate vesting, by legislation, of any Employer's contributions</li> </ul>
<b>Pension</b>	<ul style="list-style-type: none"> <li>Always, whatever Member's Account can purchase</li> </ul>	
<b>Payment of Pension</b>	<ul style="list-style-type: none"> <li>Most by purchase of annuity from insurance company</li> </ul>	
<b>Death benefit</b>	<ul style="list-style-type: none"> <li>Lump sum – no spouse's pension</li> </ul>	
<b>Termination of Service</b>	<ul style="list-style-type: none"> <li>Contribution refunds permitted</li> </ul>	<ul style="list-style-type: none"> <li>Contribution refunds <b>not</b> permitted</li> </ul>
<b>Pension Increases</b>	<ul style="list-style-type: none"> <li>Requires reduction (usually huge) of the starting pension</li> </ul>	

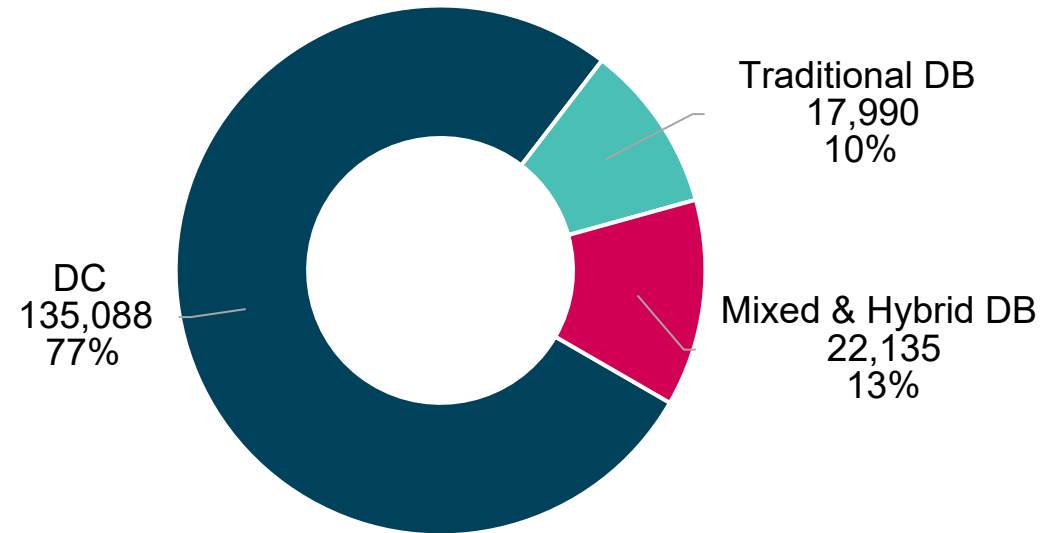
# Coverage – Occupational Pensions

## Jamaica Data

### Number of Active Plans



### Membership



- ◆ Most of the assets (52%) was held by the DB Plans
- ◆ Intuitively, the DC Pensions are smaller

# Coverage & Adequacy – Overall

## ➤ System Imbalance

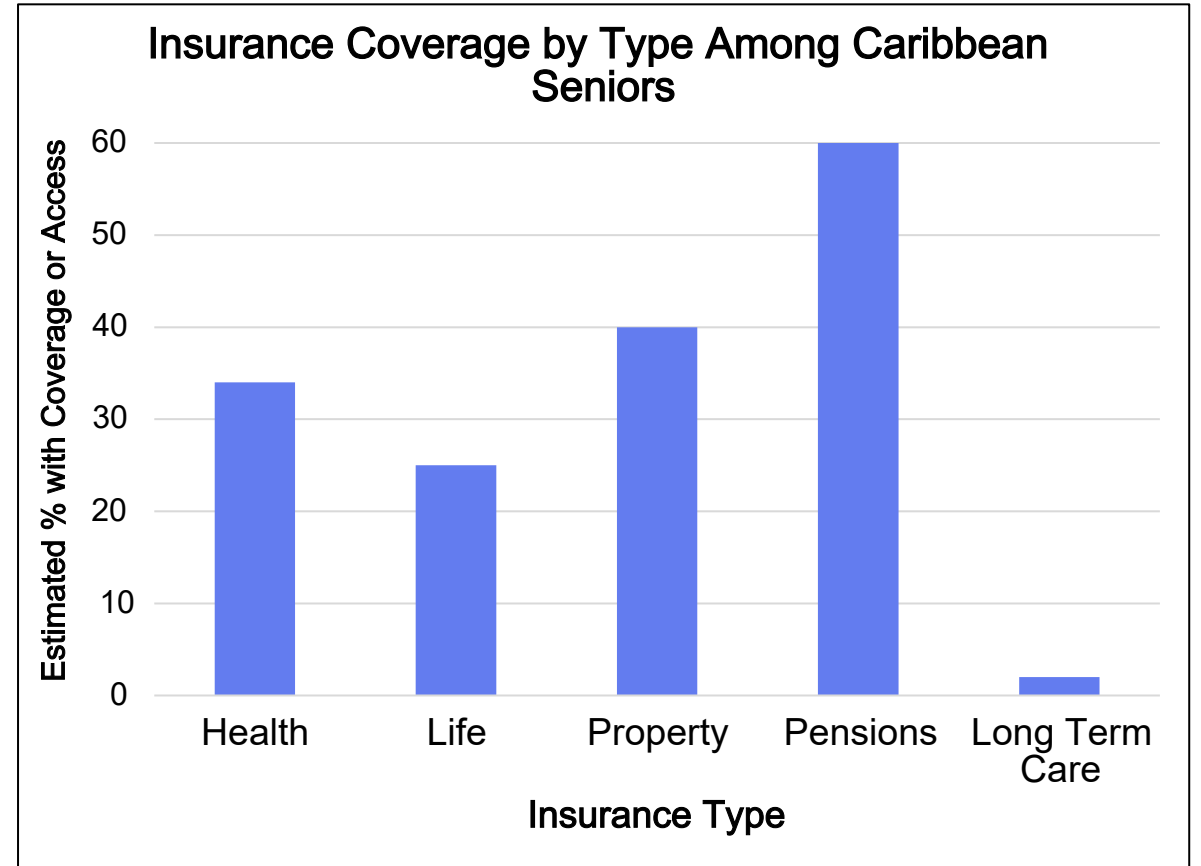
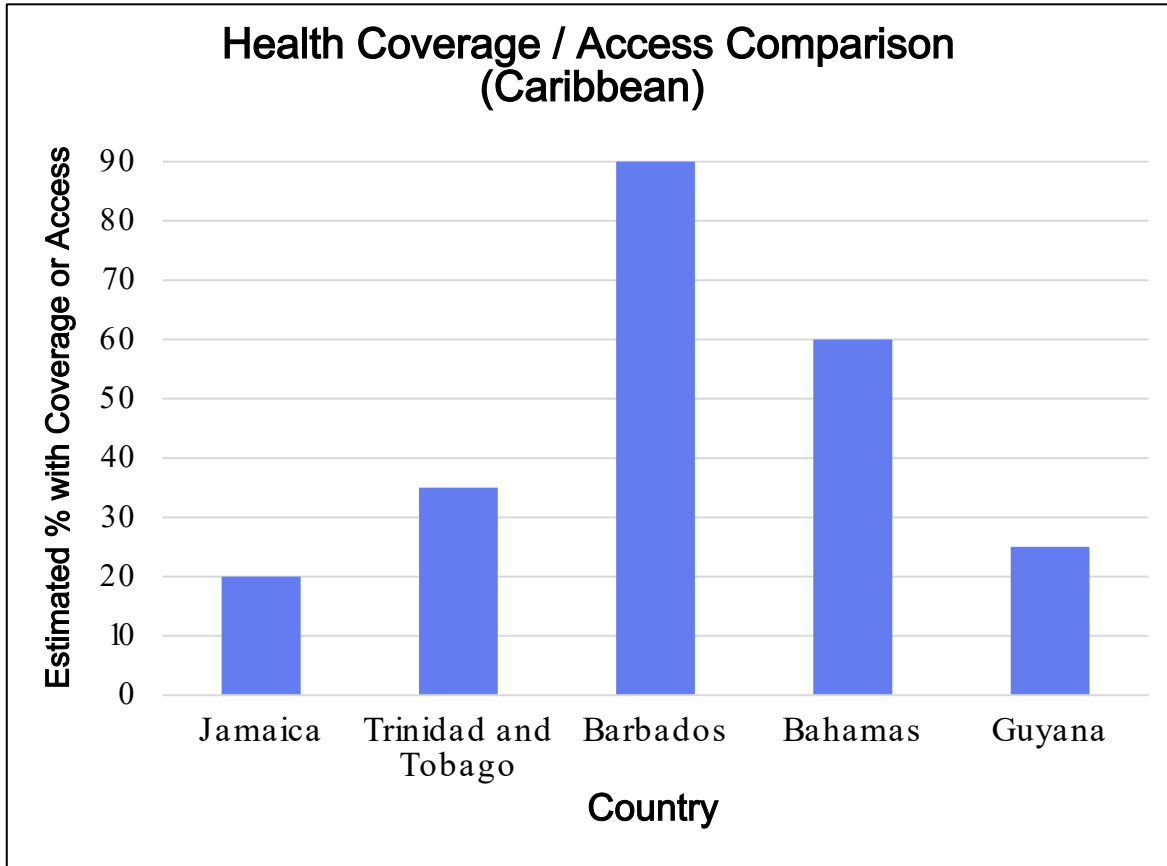
- **Public (NIS & Social):** moderate worker coverage, high elderly reach
- **Occupational (private) :** very low coverage (mostly 12–35%)
- **Systems rely heavily on state pensions**

## ➤ Replacement Rates

- **BB – 60% to 70%**
- **T&T – 50% to 60%**
- **JM – 30% to 40%**

# Insurance

# Insurance Coverage



# Insurance Coverage

## Reasons for low coverage:

### ➤ Health and Life

- Premiums increase sharply with age
- High informality and many Employer sponsored cover ends at retirement

### ➤ Property

- Often tied to mortgage (dropped as soon as the mortgage is paid off)
- High cost - does not make the budget after retirement

### ➤ Both

- Lack understanding of the benefits and role in long-term financial planning
- Perception of poor claims settlement

### ➤ Underdeveloped markets

- Few affordable products
- **Limited outreach**
- Less (no) innovation (for elderly care products)

**As the elderly population increases and the working age population declines, what will happen to the insurance market?**

# Population Ageing

# Population Ageing



- In Jamaica, our Planning Institute (PIOJ) says:
  - In accordance with the demographic transition model, Jamaica is currently exhibiting the characteristics of a country at the advanced population transition phase:
    - the elderly population will increase exponentially
    - the working age group will start to decline but will still be relatively large
    - and the child population will be stabilizing.

# Life Expectancy

**Long-term trend: people are living much longer**

- Around **1950–1960**: ~50–63 years
- Around **2020–2025**: ~73–75 years
- That’s an increase of **20+ years** on average [\[database.earth\]](#), [\[indexmundi.com\]](#)

Caribbean life expectancy rose from **~51 years (1950)** to **~73 years today**

[\[database.earth\]](#)

Caribbean small states increased from **~62.7 years (1960)** to **~73.8 years (2020)**

[\[indexmundi.com\]](#)

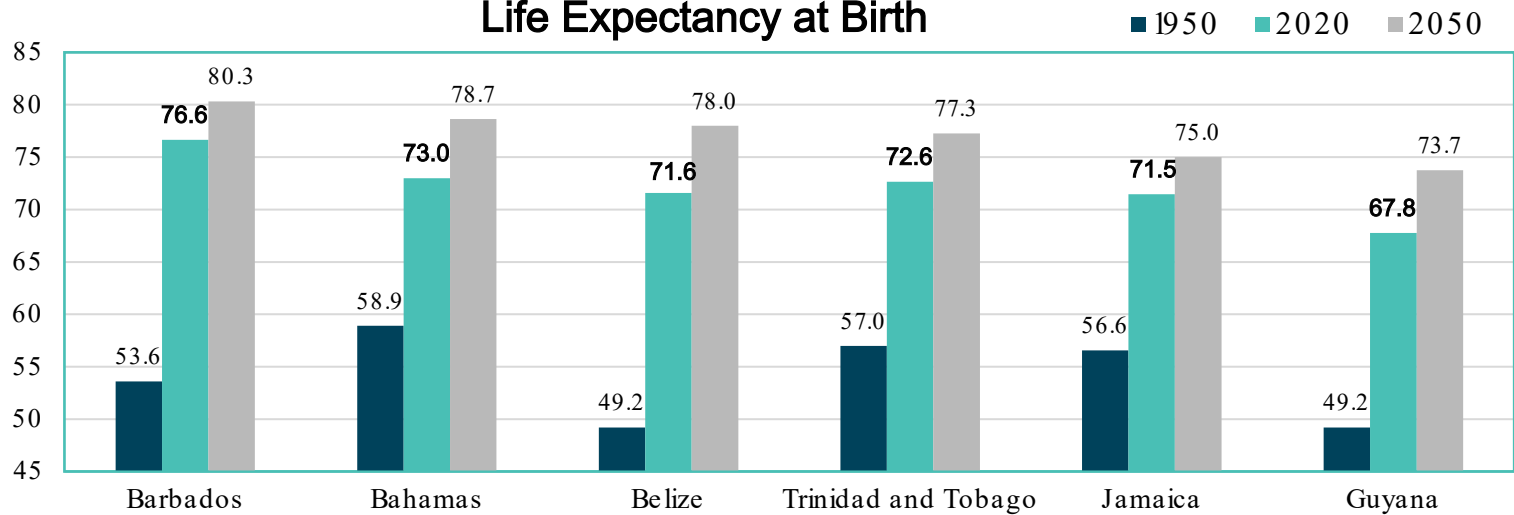
**Future outlook**

Expected to rise to **~80+ years by 2100** [\[database.earth\]](#)

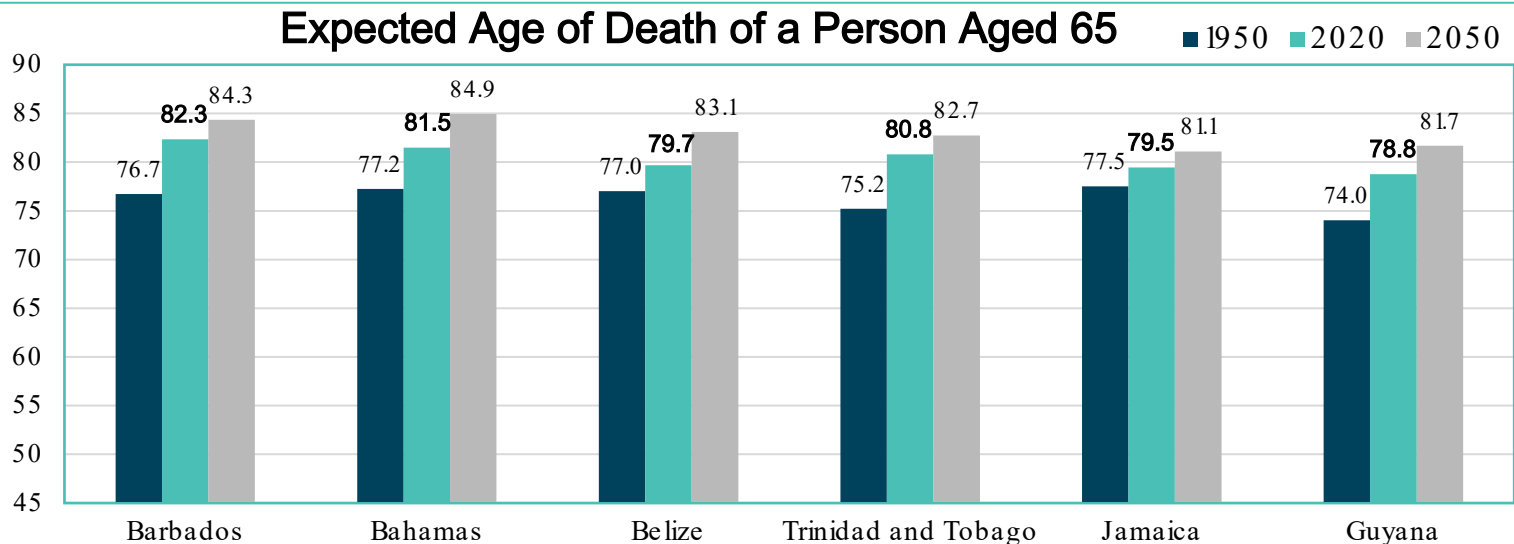
“Caribbean populations are living significantly longer—adding over two decades of life in just 60 years.”

# Life Expectancy

## Life Expectancy at Birth



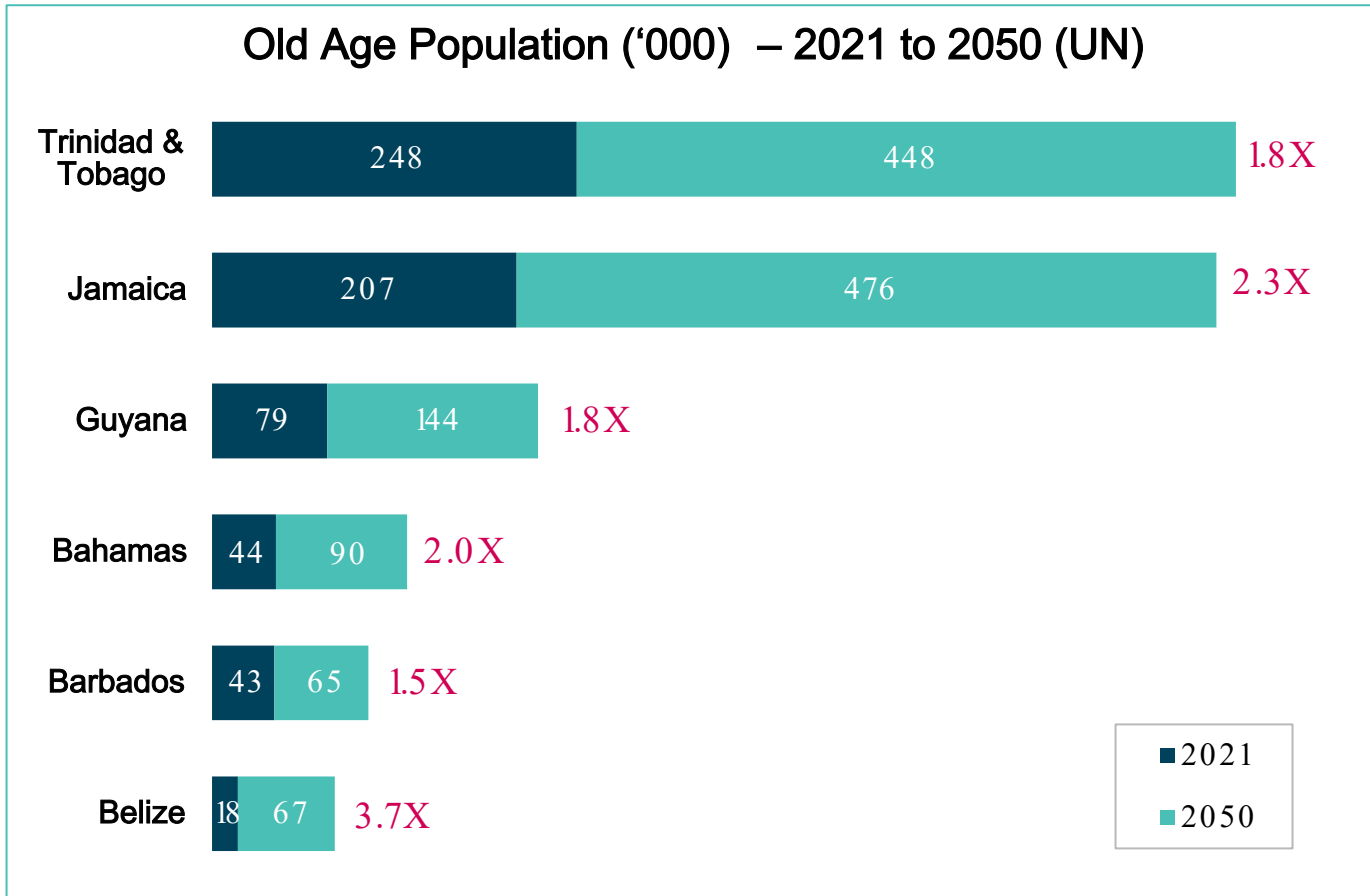
## Expected Age of Death of a Person Aged 65



## Increased Life Expectancy

- Life Expectancy in various Caribbean Countries – United Nations (UN), Department of Economic and Social Affairs, Population Division (2024).
- Annuitants are expected to live **2 to 5 years** longer than the general population.
- We do not have Caribbean mortality tables (US based tables are often used in valuations).

# Rapid Population Ageing



Trinidad & Tobago and Guyana 60+ and 65+ for the other countries.

## Longer Retirement Periods

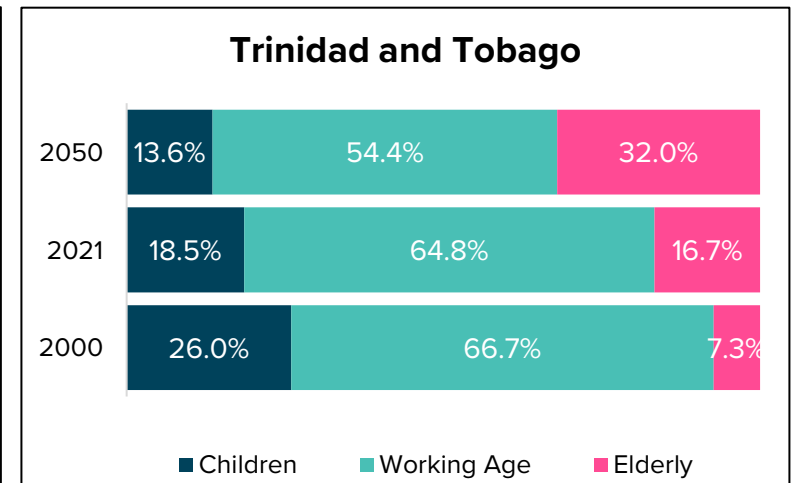
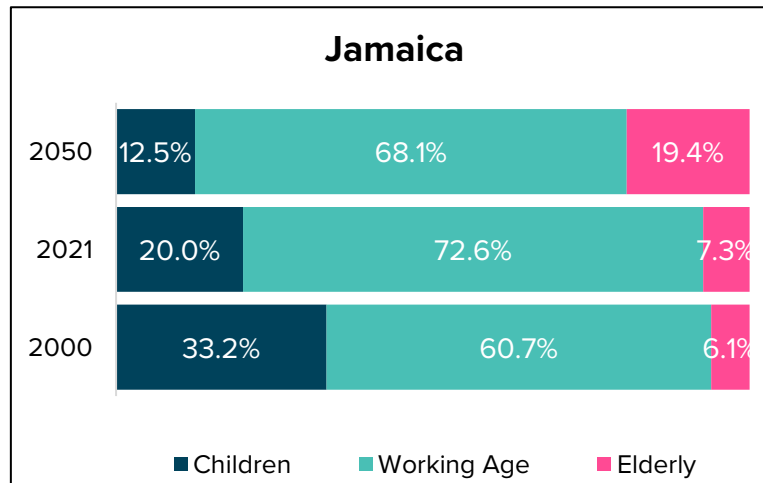
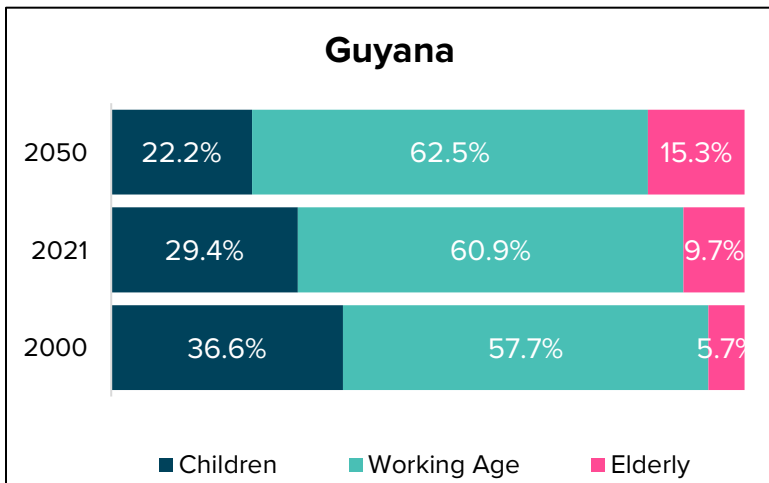
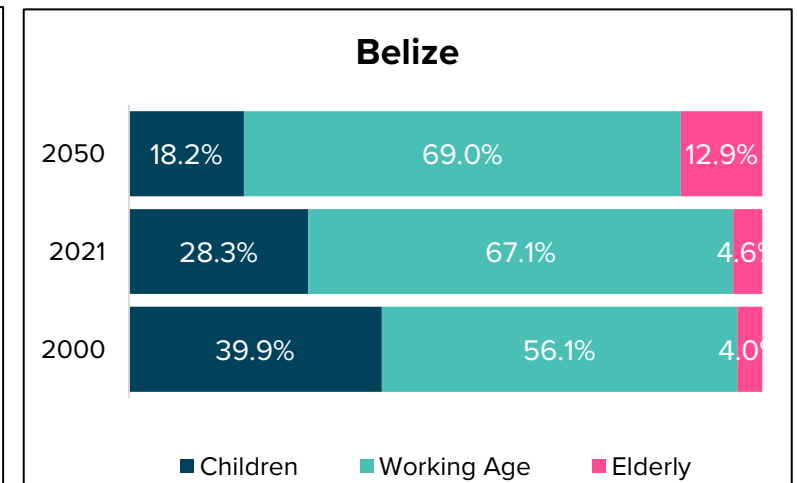
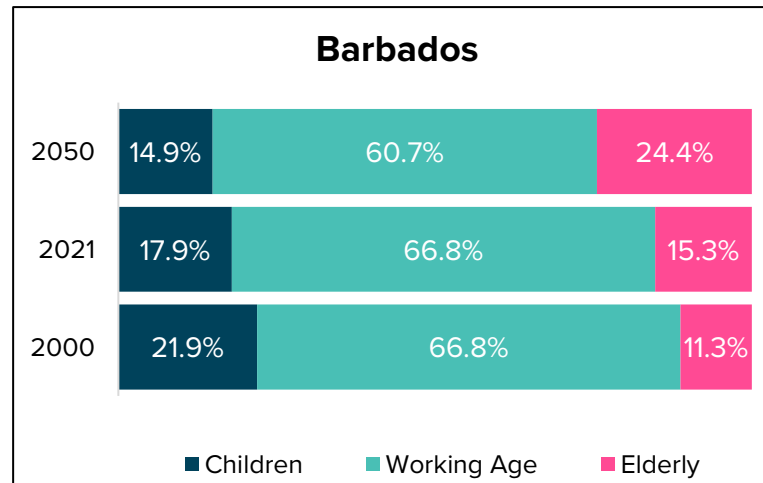
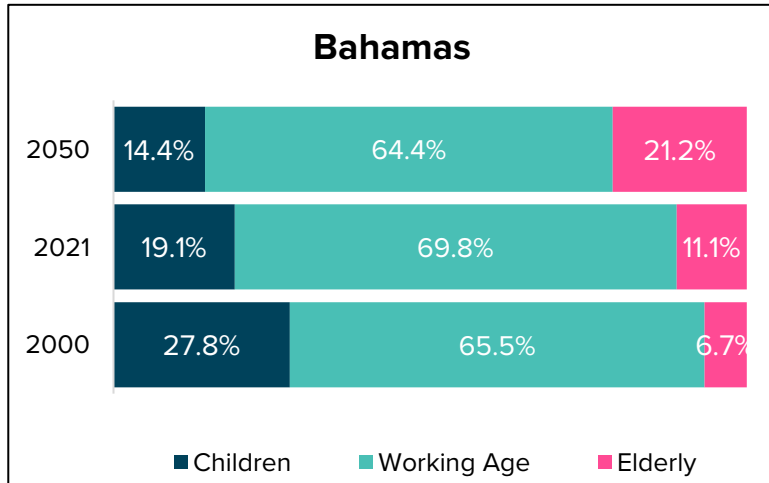
- People are spending 20 to 30 years or more in retirement, challenging traditional pension systems.

## Growing Elderly Population

- World Population aged 65+ is expected to more than **double (2x)** to 1.6 billion in the next 20 years.

# Rapid Population Ageing

## Percentage of Population – World Health Organization (WHO) Data



**Note:** Elderly is 60+ for Trinidad and Guyana (consistent with their retirement age) and 65+ for the other countries.

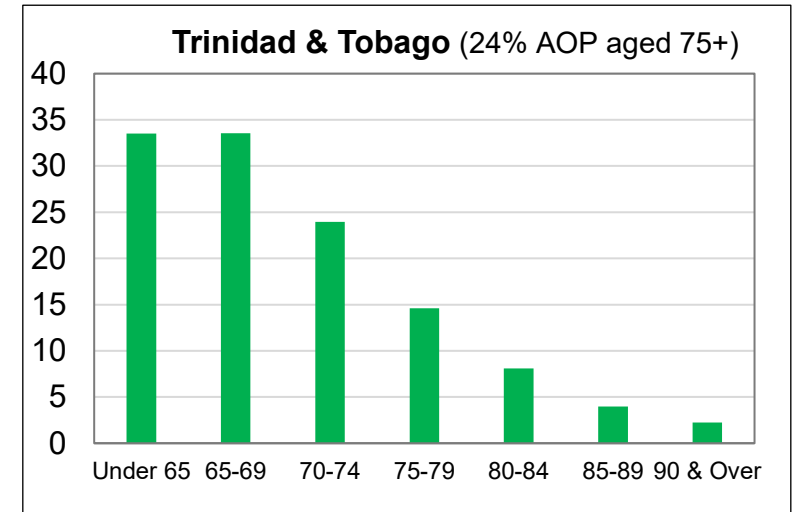
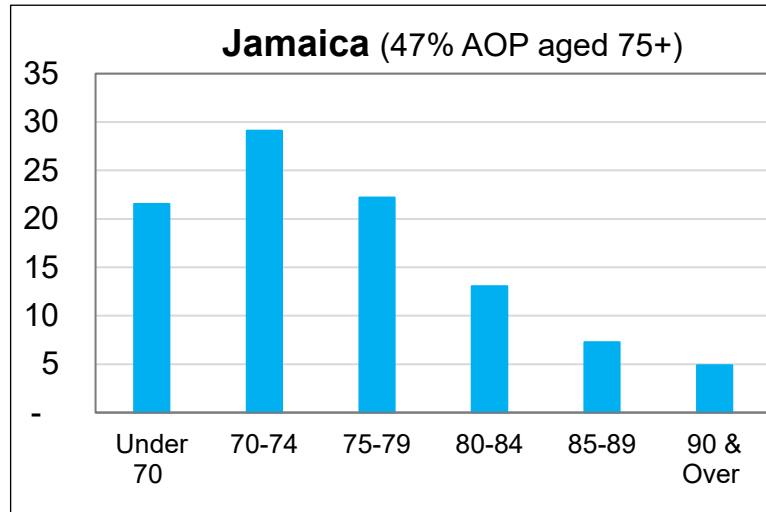
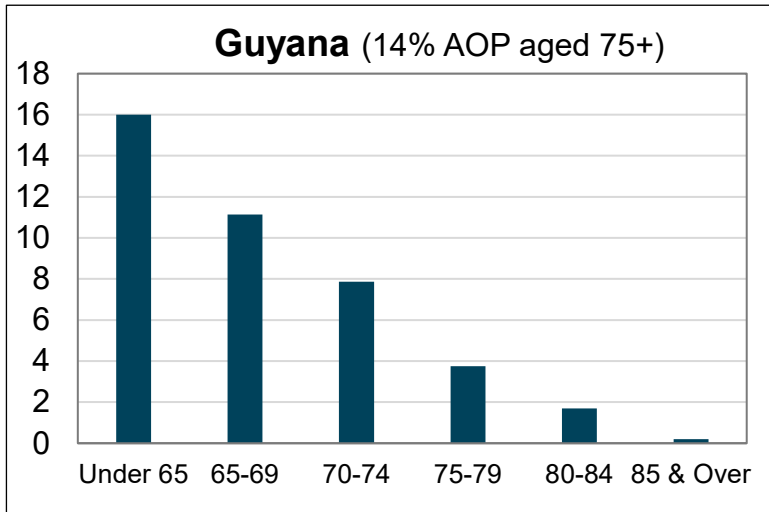
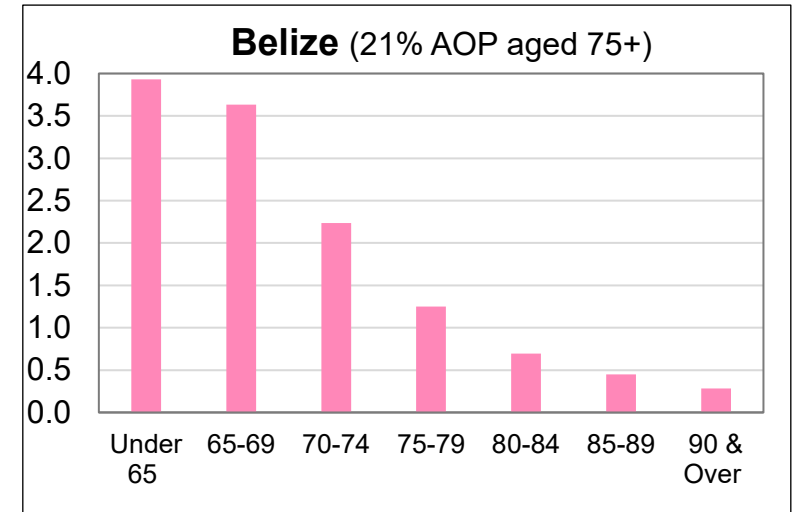
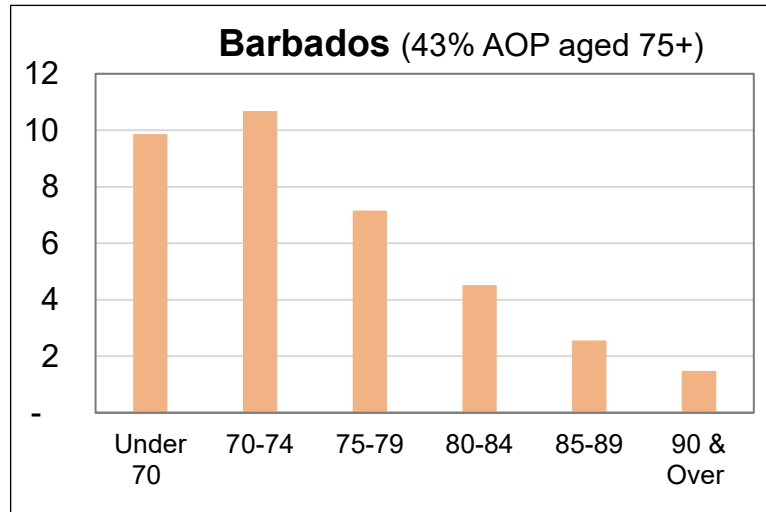
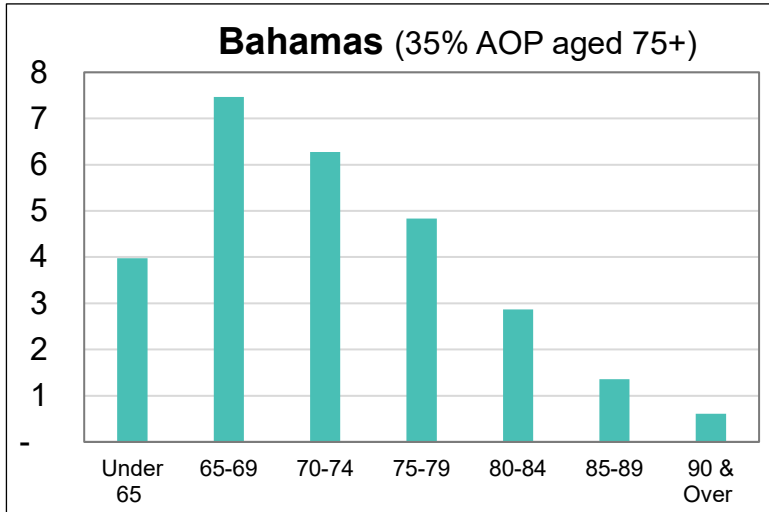
# Rapid Population Ageing

As a Percentage of Working Age Population World Health Organization (WHO) Data						
Cohort	Children			Dependent Elderly		
Age Group	0-14			60+/65+		
Country	2000	2021	2050	2000	2021	2050
Bahamas	42.5%	27.4%	22.4%	10.2%	15.9%	32.9%
Barbados	32.8%	26.8%	24.5%	16.9%	22.8%	40.2%
Belize	71.1%	42.2%	26.3%	7.1%	6.9%	18.7%
Guyana	63.4%	48.4%	35.6%	10.0%	15.9%	24.5%
Jamaica	54.8%	27.6%	18.3%	10.0%	10.1%	28.4%
Trinidad and Tobago	38.9%	28.6%	24.9%	11.0%	25.8%	58.8%

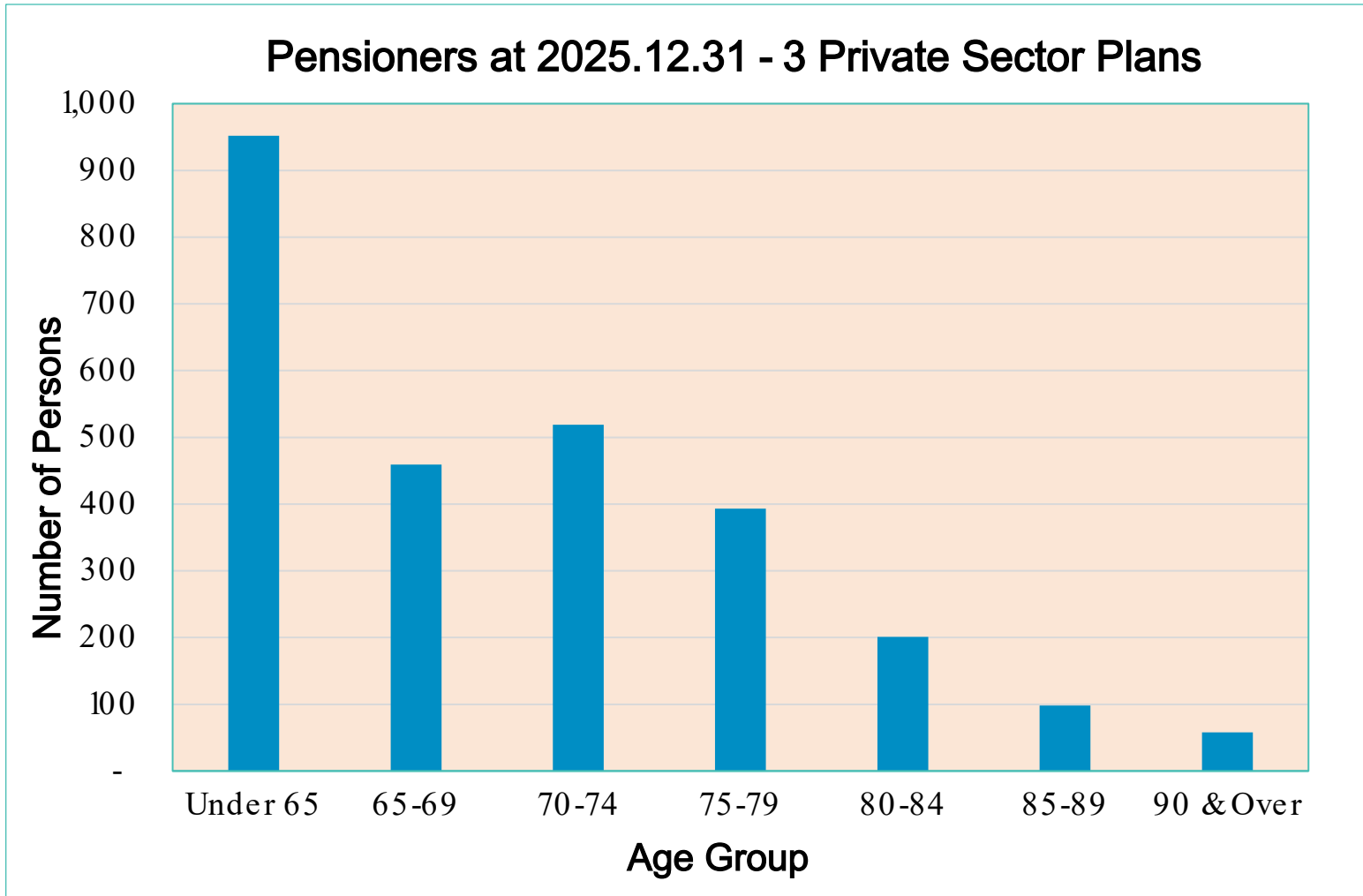
**Note:** Elderly is 60+ for Trinidad and Guyana (consistent with their retirement age) and 65+ for the other countries

# Rapid Population Ageing

National Insurance Scheme – Distribution of Number of Old Age Pensioners (AOP) by Age Group - ('000)



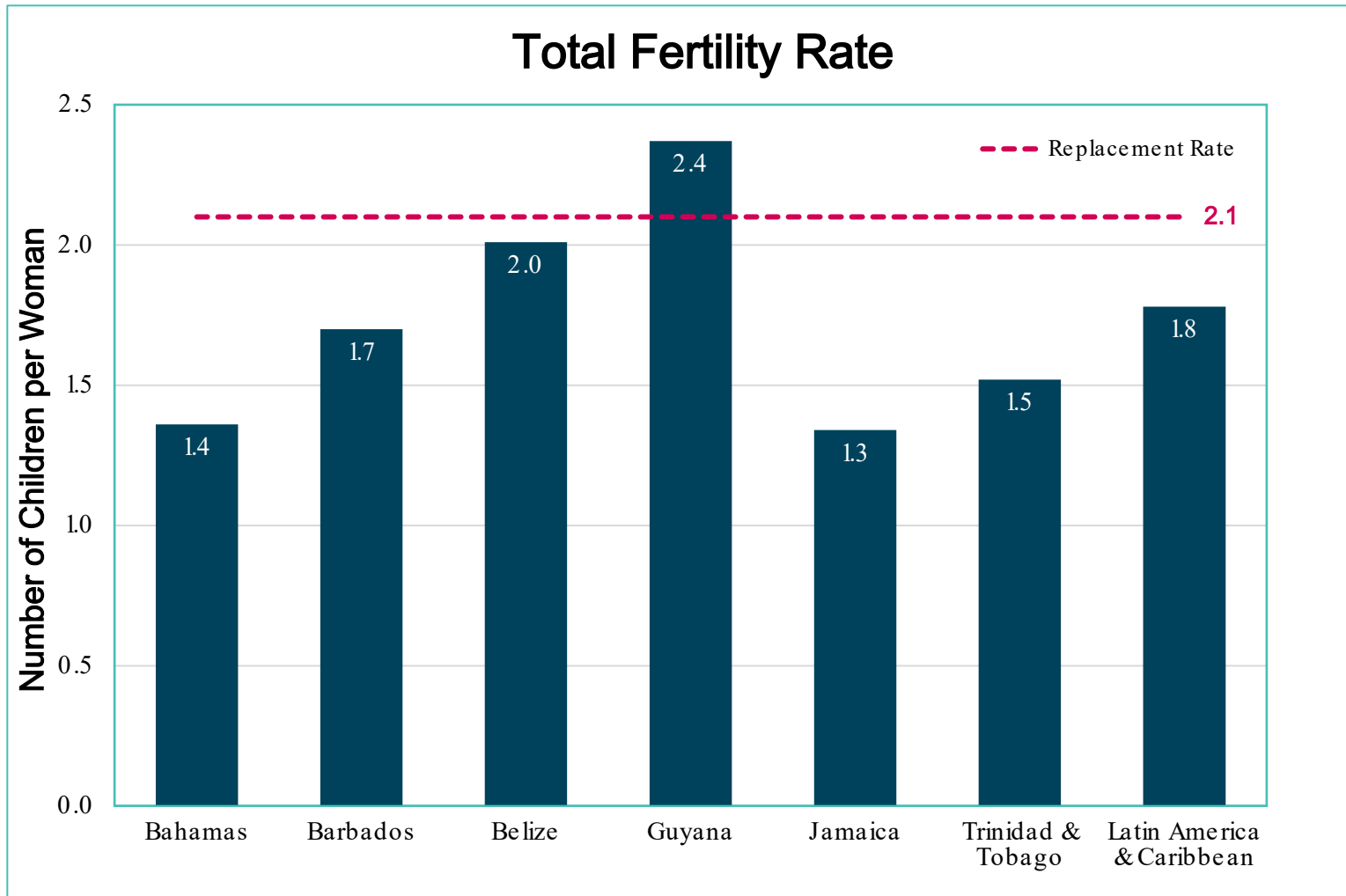
# Rapid Population Ageing



## Three (3) Private Sector Plans in Jamaica

- **28%** of Pensioners are aged 75 years and older

# Rapid Population Ageing



## Declining Fertility

- Global fertility rates are falling below replacement levels in major countries, causing shrinking workforces.
- Jamaica – 1.3 children per woman – one of the lowest in the world, according to the 2025 UNFPA State of World Population Report.
- Well Below Replacement Rate of **2.1** and Global Average of **2.2**.
- Only **Guyana** has a fertility rate above the Replacement Rate.

# Rapid Population Ageing

- NI and Social Pension systems depend on **Workers making Contributions to fund the benefits of Retirees.**
- **Longer life expectancy** disrupts the balance
  - 1. Longer retirement periods**
    - ❖ The pensions have to be paid for much longer
  - 2. More retirees per worker**
    - ❖ Fewer workers + more retirees = higher dependency ratio
    - ❖ Each worker supports more pensioners
    - ❖ System becomes financially strained
- **Result – disproportionate increase in cost**
  - ❖ Number of retirees increase
  - ❖ Years of benefits increase
  - ❖ Total pension spending increases significantly and fewer works to meet the cost

# Rapid Population Ageing

## ➤ Why the Caribbean Is Especially Vulnerable

- The impact is **stronger in the Caribbean** than in many developed countries
  - ❖ **Structural challenges**
  - ❖ **High migration** → loss of working-age contributors
  - ❖ **Informal employment** → fewer contributors to pension systems
  - ❖ **Small economies** → limited fiscal space

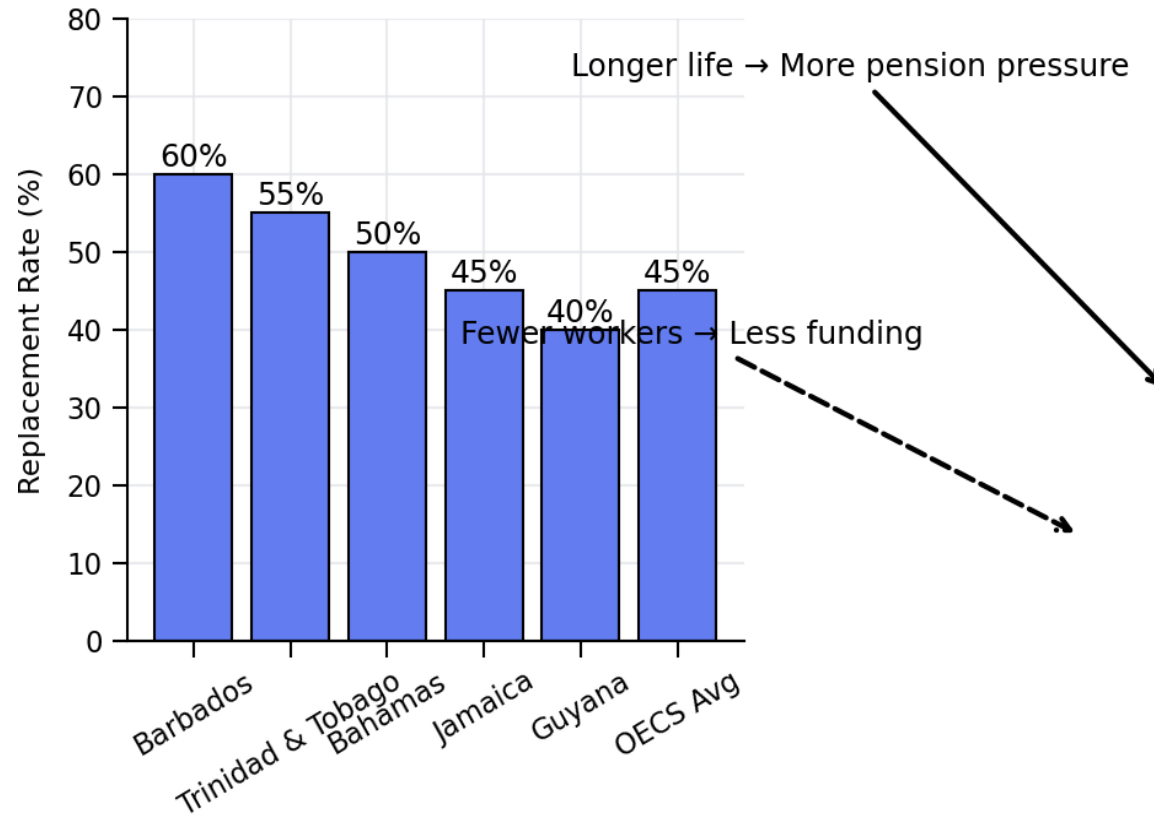
### In Summary:

- Life expectancy increased by **20+ years since 1950**
- Populations are **ageing rapidly**
- Fewer workers are supporting more retirees
- Pension systems must **pay benefits for longer periods**
- ✓ **Result: Growing pressure on pension sustainability “**

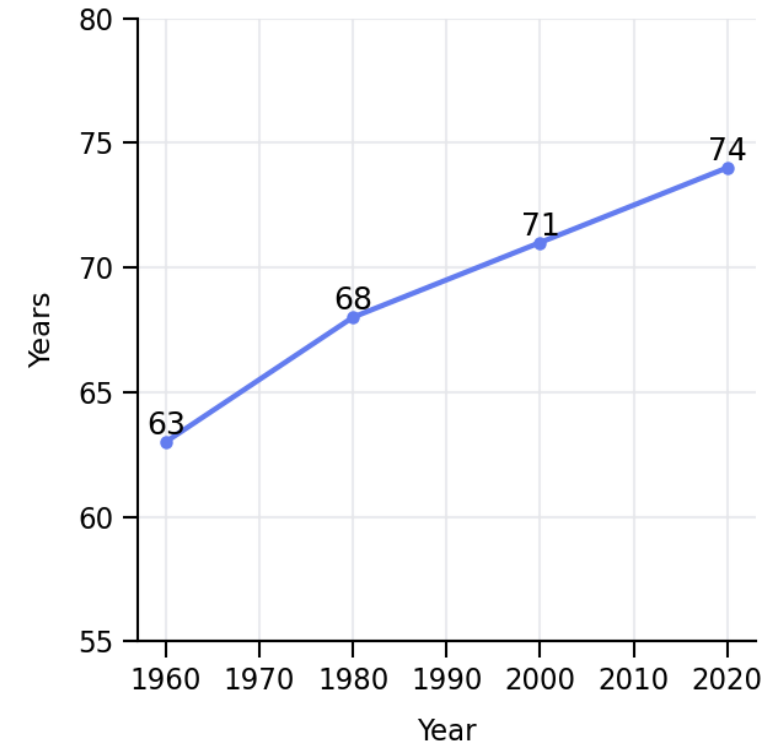
# Rapid Population Ageing

“This is the perfect storm—more years to pay, fewer workers to pay for them.”

### Pension Adequacy (%)



### Life Expectancy Trend

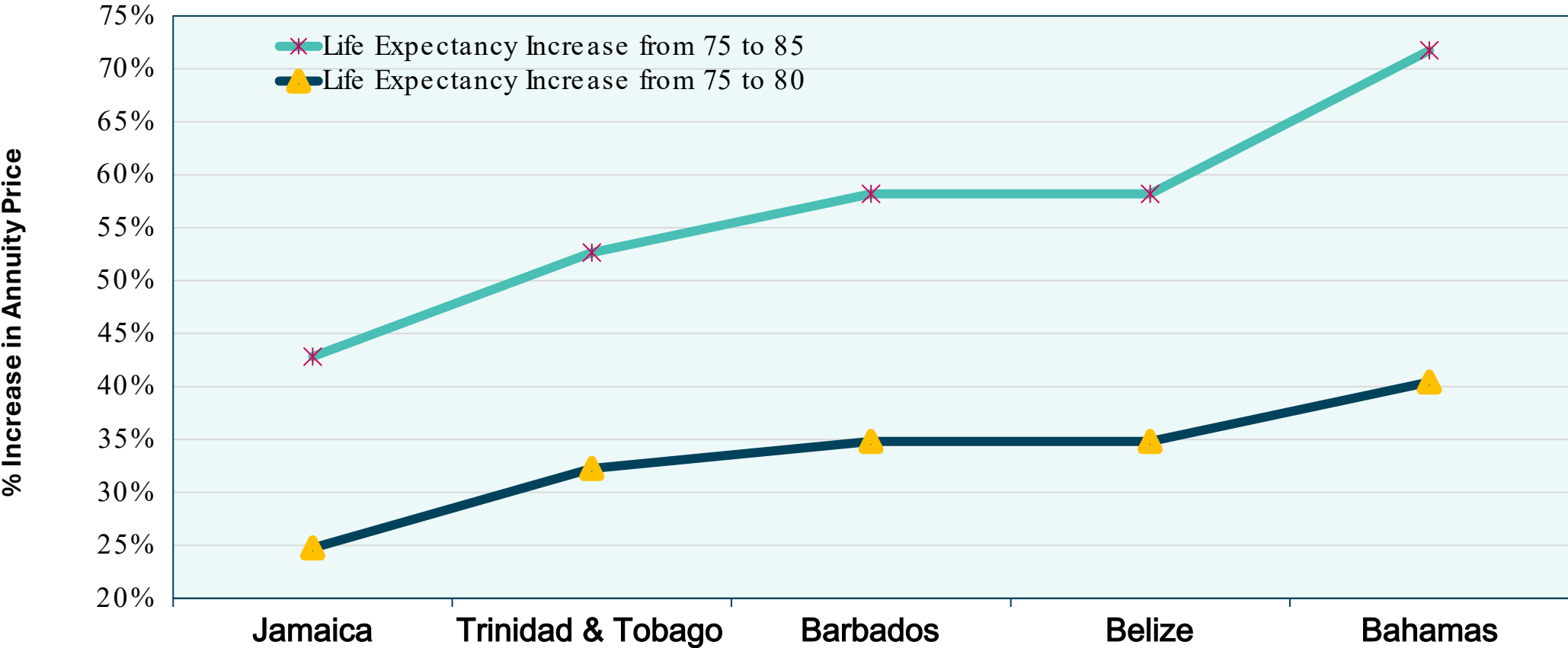


# Rapid Population Ageing

- The impact of ageing will be different for TDB and other Plans
  - The DC, MDB and HDB Pensions will be smaller
  - With the TDB Plans:
    - ◆ The employers pay for the pensions for their employees until death
    - ◆ The pensions may be routinely increased
    - ◆ Pensions may be provided for surviving spouses & children
  - With DC Plans:
    - ◆ The employee has his own pot of money to be used to purchase his pension
    - ◆ No real surety on what it can buy until retirement
    - ◆ Spouses' pensions and pension increases have to be purchased, which will reduce the retiree's pension
    - ◆ As life expectancy increases, the same pot of money will buy a smaller pension.
  - As life expectancy increases by 5 years the cost of the annuity at age 65 increases by 25% to 40%. The actual increase reflect market pricing.

# Rapid Population Ageing

## Impact of Increase in Life Expectancy on Annuity Pricing



# Summing Up

- We are living longer
- Pension Coverage is low
- Many of the pensions are small
- Dependency ratios are decreasing
- Fertility is decreasing
- NIS Trust Funds are likely to be depleted in the next 20 years
- The Elderly population will represent 20% to 25% of the total
- The working age population will not be able to contribute enough in taxes or otherwise to subsidize the elderly

**SOLUTIONS?**

▪ The country's demographic profile indicates an ideal position to maximize the benefits from having a large working age population to strengthen human capital and livelihood resilience . . . ”

▪ (PIOJ 2021 Survey of Living Conditions )

- Changes need to be made now while the working age population is at its peak and increases can be phased and manageable
- As the dependency ratio decreases, the required changes become more difficult
- Good example is the huge increase being made now in TT because of the delays
- Jamaica could have a similar situation if they do not act

# Solutions

NIS/Social Pension	Comments
Enforce registration	Identification number assigned at birth or latest by registration for primary school
Expand funding to include a sales tax.	<ul style="list-style-type: none"><li>➤ PAYE effective where there is high formality or everyone files a tax return</li><li>➤ Everyone (including those in the informal sector) need to contribute - Sales taxes are effective</li><li>➤ Hard on the poor (but they also need to make some provision for retirement)</li><li>➤ Benefit structures may need to be changed – to include flat amounts (not wage based) depending only on length of time the retiree contributed – already in effect and works well in Jamaica<ul style="list-style-type: none"><li>▪ The flat rate pensions (a minimum pension equal to, say, the Poverty Line, would be funded by the sales tax)</li><li>▪ Pensioners would not pay the sales tax</li></ul></li><li>➤ Additional (WR) pension – % Salary – funded by payroll deductions from salary.<ul style="list-style-type: none"><li>– Self-employed can contribute from salary by filing tax returns or a flat amount.</li></ul></li></ul>
Means testing for receipt of pension	<ul style="list-style-type: none"><li>➤ Some contributors would receive no pension, regardless of how long or how much they contributed</li></ul>

# Solutions

NIS/Social Pension	Comments
Increase the NRA slowly to 70 or 75 years	<ul style="list-style-type: none"> <li>➤ Barbados is already at 67</li> <li>➤ Must reconcile this with the Private Sector</li> <li>➤ Lifespan and healthspan are not moving in tandem – limit on how high the age can go</li> </ul>
Increase Wage Ceilings and Contribution Rates	<ul style="list-style-type: none"> <li>➤ Essential as the Schemes have huge unfunded Liabilities</li> <li>➤ Build automatic increases into the system – the wage base and/or Contribution Rate goes up each year without the need for input from politicians.</li> <li>➤ Limit on how high the rate can go before there is protest</li> <li>➤ Taking more of workers' earnings for NIS reduces the amount available for Tier 3</li> <li>➤ Where contributions are tax deductible, increases reduce the tax base</li> </ul>
Fund Management	<ul style="list-style-type: none"> <li>➤ Benefits are funded by Contributions and Investment Income               <ul style="list-style-type: none"> <li>▪ Done right (given our current states) – contributions should be exceeding benefit payments and expenses</li> <li>▪ Surpluses must be expertly invested – <b>good returns and low fees.</b></li> <li>▪ Will be tempting to use the funds for other purposes – <b>legislate against this.</b></li> </ul> </li> </ul>
Education	<ul style="list-style-type: none"> <li>➤ Campaigns to get the public to understand and be interested in the Schemes.</li> </ul>
Legislation	<ul style="list-style-type: none"> <li>➤ Should be proactive - to facilitate and encourage the changes that are needed.</li> <li>➤ Quickly – delays in making necessary changes worsen conditions.</li> </ul>

# Solutions

Occupational	Comments
Increase NRA	<ul style="list-style-type: none"><li>▪ 60 in many cases – especially among women</li><li>▪ Should be extended to be consistent with NIS<ul style="list-style-type: none"><li>– Must decide how to deal with ageing non-performers</li><li>– Will help with the declining working age population</li><li>– Allows retention of experienced, talented older staff</li></ul></li></ul>
Auto enrolment	<ul style="list-style-type: none"><li>▪ Will only impact the formal sector</li></ul>
Increase Employer Sponsorship	<ul style="list-style-type: none"><li>▪ Employers revert to treating pensions as their responsibility<ul style="list-style-type: none"><li>– Low wages make pension savings unaffordable for many</li><li>– Auto enrol employees with mandatory employer’s contributions and voluntary employees’ contributions</li><li>– Use of Approved Retirement Schemes limit employer involvement to simply writing the cheque once per month</li></ul></li></ul>
Increase the Target Contribution Rates	<ul style="list-style-type: none"><li>▪ The customary 5% EE/ER contributions will not provide adequacy pensions</li></ul>
Outreach to the Informal Sector	<ul style="list-style-type: none"><li>▪ Some informal sectors workers have good incomes and can save for retirement</li><li>▪ Must develop strategies to reach them</li></ul>

# Solutions

Occupational	Comments
Fund Management	<ul style="list-style-type: none"><li>➤ Appropriate long-term investment strategies that can withstand market volatility and help with sustainability.</li><li>➤ Good returns</li><li>➤ Transparency in fees</li></ul>
Pension Payout	<ul style="list-style-type: none"><li>➤ Transparency in annuity pricing<ul style="list-style-type: none"><li>▪ Underlying mortality, investment returns, fees</li></ul></li><li>➤ Other Products</li></ul>
Education	<ul style="list-style-type: none"><li>➤ Campaigns to get the public to understand and be interested in the Schemes.</li></ul>
Financial Literacy	<ul style="list-style-type: none"><li>➤ Access to low cost (ideally free) retirement tools for estimating pensions under various conditions:<ul style="list-style-type: none"><li>▪ Investment Returns</li><li>▪ Annuity prices</li><li>▪ Retirement Ages</li><li>▪ Contribution Rates</li></ul></li></ul>

# Solutions

Occupational	Comments
<b>Preservation of Accrued Pensions</b>	<ul style="list-style-type: none"><li>➤ Emergency funds &amp; Unemployment Insurance so plan members leave contributions in the fund when they terminate service</li></ul>
<b>Phased Retirement</b>	<ul style="list-style-type: none"><li>➤ Older adults can be valuable economic assets, contributing skills, experience, and productivity beyond retirement age.</li><li>➤ Flexible work arrangements - part-time roles and phased retirement support older workers' engagement and productivity.</li><li>➤ Work promotes healthy aging by providing income, social engagement, cognitive stimulation, and purpose for older adults and health insurance</li><li>➤ Learning opportunities help older adults update skills to remain competitive in evolving job markets.</li><li>➤ Can provide health and life insurance</li></ul>

# Solutions

Other Considerations	Comments
Insurance	<ul style="list-style-type: none"><li>➤ Design coverage for seniors - must include low-cost options</li><li>➤ Medical<ul style="list-style-type: none"><li>▪ In Jamaica – supplements above NI Gold, NHF and JADEP</li></ul></li><li>➤ Seniors also need property and life insurance – fixed premium as difficult to handle annually increasing premium when pension is fixed</li><li>➤ Long Term care - will become increasing necessary due to the reduction in family sizes</li></ul>
Housing & Care	<ul style="list-style-type: none"><li>➤ With the reduction in family sizes – often 1 or 2 or no children<ul style="list-style-type: none"><li>▪ Burden falls on one or two people or no one</li><li>▪ Increase in cost and vulnerability</li><li>▪ No family safety net</li></ul></li><li>➤ Fewer in-laws and grandchildren - loneliness</li><li>➤ Reliance on <b>formal institutions</b> - assisted living, home health aides, and continuing care retirement communities</li></ul>

# Food For Thought

Who is going to take on the low fertility problem?

Women (and men) need to know that having 5 or 6 children will not automatically banish them to the bottom of the economic ladder

Insurance should be available and affordable for the women and men who need fertility treatment

There should be easy programmes to replace abortion with adoption

Who will build the first retirement village for those retirees with good pensions and no ability nor desire to become wards of their kids?

# Blueprint?



Next Year's Conference should include a Roundtable. Not talkers, but thinkers and doers. Begin to formulate plans , competitors working together for the good (and profit) of all:

- Cannot stop ageing but can influence lifespan and health span
- Address pension coverage and adequacy and payout options
- How can we ensure that NIS is available 50 rather than 20 years into the future?
- How to provide suitable, affordable insurance to the seniors that will be a huge part of the market in the next few years
- How to address the issues caused by the large informal sectors – not only do they also need pensions and insurance, but this is a huge under-tapped market.
- Plans for long-term care and housing.

# ECKLER

Thank You for the opportunity to  
be a part of this conference.

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Questions?