

## **Human resource requirements for meeting the needs of ageing societies / Thelma Kay**

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### **Abstrak**

While health care is accorded priority by Asian and Pacific countries in addressing the rapid ageing of their populations, only some include long-term care as part of a continuum of care available in institutional and non-institutional settings with formal and informal caregivers. Measures for avoidable (preventive and amenable) mortality contribute towards preventive long-term care. The delivery of health care by health professionals, allied health professionals and auxiliary care workers is discussed in this review, with examples of the training of nurses and social workers to show the range and variety of training available in the region. Caregiving is increasingly undertaken by migrant domestic and care workers and by volunteer health workers, often as part of community organizations. Institutional care is often perceived as abandonment and de-institutionalization is thus pursued as an "asset-light" policy option. But it should be supported as ageing-in-place, community-based services and platforms, with the integration of health and social care, innovative approaches for engagement and participation, and technology, all of which require trained human resources with the necessary skills and competencies. Other measures to strengthen care provision and support to older persons include expanding filial piety to social piety, changing mindsets and combating ageism for social solidarity and collective responsibility. It also includes measurement and monitoring mechanisms for accountability and course correction.