

Post-doctoral researcher position

Public policy challenges arising from population ageing in Africa

Category A (category 1 'chargé d'études')

12-month contract starting on 1 April 2022

Description of the Institute

The French Institute for Demographic Studies (INED) is a public research institution with a scientific and technical vocation. It conducts research on a range of demographic issues (including fertility and the family, health and mortality, and migration) and informs the public of current trends in the field. Interdisciplinary in both recruitment and research, INED has 250 employees (permanent staff, post-doctoral researchers, doctoral students) and numerous associate researchers and foreign visiting scholars. INED is at the heart of a network of national and international research partnerships.

Project description

INED and Agence Française de Développement (www.afd.fr) have led a partnership for several years, coordinated at INED by the Demosud Research Unit. The 2022 research agreement provides for a study on "Public policy challenges arising from population ageing in Africa" supervised by Géraldine Duthé, Valérie Golaz and Cécile Lefèvre.

In many African countries, older adults continue to account for a small fraction of the population. On average, over-65s make up 3% of the population of sub-Saharan countries and 5.6% of northern African countries (UNPD, 2019). This explains why they have long been neglected by public policy, dominated by the more pressing needs of economic, social and healthcare development and focused on children and young adults. But the demographic transitions now firmly in place are bringing with them an increase in the number of older adults and will lead to faster population ageing than in other world regions (Pison, 2009; Golaz, Nowik and Sajoux, 2012; Sajoux, Golaz and Lefèvre, 2015). Population ageing in Africa varies from one country to the next, as do each country's preparations for the phenomenon, once again illustrating the continent's heterogeneity (Sajoux and Macia, 2017). New public policies need to be introduced and the coverage and objectives of existing policies extended to supplement family solidarity and private support systems on which most seniors in Africa necessarily rely (Golaz, 2013). National policies have been developed for several years in various fields, including cash transfers targeting older adults, first in South Africa and then in other countries (including Kenya, Uganda and Namibia); the development of the healthcare system and fee-free care for older adults, such as Senegal's *Plan Sésame* (Ba Gning, 2015); and the extended coverage of 'universal' pension and retirement schemes in South Africa (Scodellaro, 2010) and Cape Verde (Lefèvre, 2018; ILO, 2019) using highly different procedures, the current trend in which merits attention.

Missions

The applicant will situate population ageing and public policy in Africa within an **international framework** and take a comparative approach factoring in the economic, political and social diversity within a single country or among several countries. The research project is based on a comparative analysis of secondary demographic data (United Nations estimates, national censuses), written documents and reports, and the existing scientific literature.

The research will draw on the differentiated trajectories of demographic transitions to overview ageing (temporality and contextualization) and the challenges it poses to local and national public policies. From a sub-continental standpoint, the researcher will compare northern Africa and sub-Saharan Africa with other sub-continents such as Latin America and South-East Asia. He or she will highlight regional, national and infra-national variations in ageing with a view to identifying the most advanced regions and those subject to the fastest population ageing.

In-depth studies will be made of countries emblematic of various issues (including but not limited to South Africa, Cape Verde, Kenya, Morocco and Senegal). For each country, the researcher will complete a critical review consistent with the following guidelines and potentially as part of a comparative viewpoint with countries in other world regions:

- Description of the institutional framework and public policies (national, local, in collaboration with NGOs) relating to ageing.
- Presentation of the social and health aspects of a country: general sociodemographic situation, that of seniors in particular, existing data, description of the medical-social sector, human resources, etc.
- Critical analysis of social and health issues in the ageing process to understand the care offer provided to dependent individuals by the public sector, NGOs, the private sector and families and to identify needs and shortcomings.
- Exploration of the challenges posed by population ageing to gender relations and family transformations (effects on transfers, migration, and the activities of women).
- Analysis of the relationship between ageing and climate change consistent with the spatial distribution of climate risk and seniors in the country.

Deliverables expected as part of the INED-AFD agreement

- Review of the literature
- Country information sheets
- Summary report

Scientific dissemination and promotion

The recruited researcher will be able to present the findings of the project at national and international conferences and to a range of audiences, including via the AFD's publication resources.

Profile of the applicant

- PhD in demography or a related discipline (geography, sociology, political science, public health);
- Experience in data analysis;
- Experience in public policy analysis;
- Fluent in French and excellent comprehension of written English, or the opposite;
- Field experience in a Southern country would be a major plus.

Appointment terms

The position is full-time and begins on 1 April 2022 (provisional date) as part of a fixed-term 12-month contract.

Workplace: Campus Condorcet in Aubervilliers, France.

Compensation is established according to the scale for short-term staff at INED. The gross monthly salary for a category 1 'chargé d'études' is between €2,734 and €3,555, according to the extent of their professional experience relevant to the project.

The welcome charter for contractual researchers, containing information on settling in and the workplace, is available on the INED website: <https://www.ined.fr/fichier/rte/General/Recherche/Postdocs/Charte-chercheurs-contractuels.pdf>

How to apply

Send a detailed CV, cover letter, two scientific texts (with publication status), as well as the names and contact details of two references, to adriana.banta@ined.fr before **4 March 2022**. Submitted documents may be written in English or French. Interviews will be organized with shortlisted applicants on 10 or 11 March 2022.

Contact: adriana.banta@ined.fr