



THE CARIBBEAN PENSION SYSTEMS! THE REALITY AND PROSPECTS

SAFEGUARDS AND SECURITY OR AD HOC
MECHANISM WITH NO PROSPECTS

BY REGINALD THOMAS JULY 29TH, 2025

WHAT IS BEFORE US, SHOULD THIS BE UP FOR CONSIDERATION?

QUALITY OF
LIFE ISSUES

IMPACTING
SOCIAL ISSUES

PROMOTING
INCLUSION

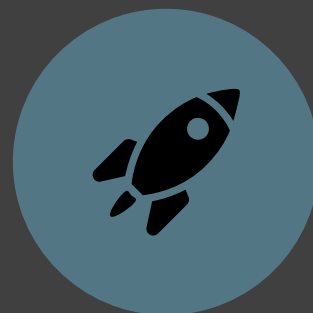
SUSTAINABILITY

ECONOMIC
REALITIES

THE OFFERING



REALITIES



WHAT EXISTS IN THE
SPACE



THE VALUE ADDED



THE OUTLOOK

THE REALITY

- THE NEEDS
- SAFEGUARDS
- SYSTEMS
- AGEING & RISK
- REPRESENTATION
- THE RANKING -
FUNDAMENTAL HUMAN
RIGHT



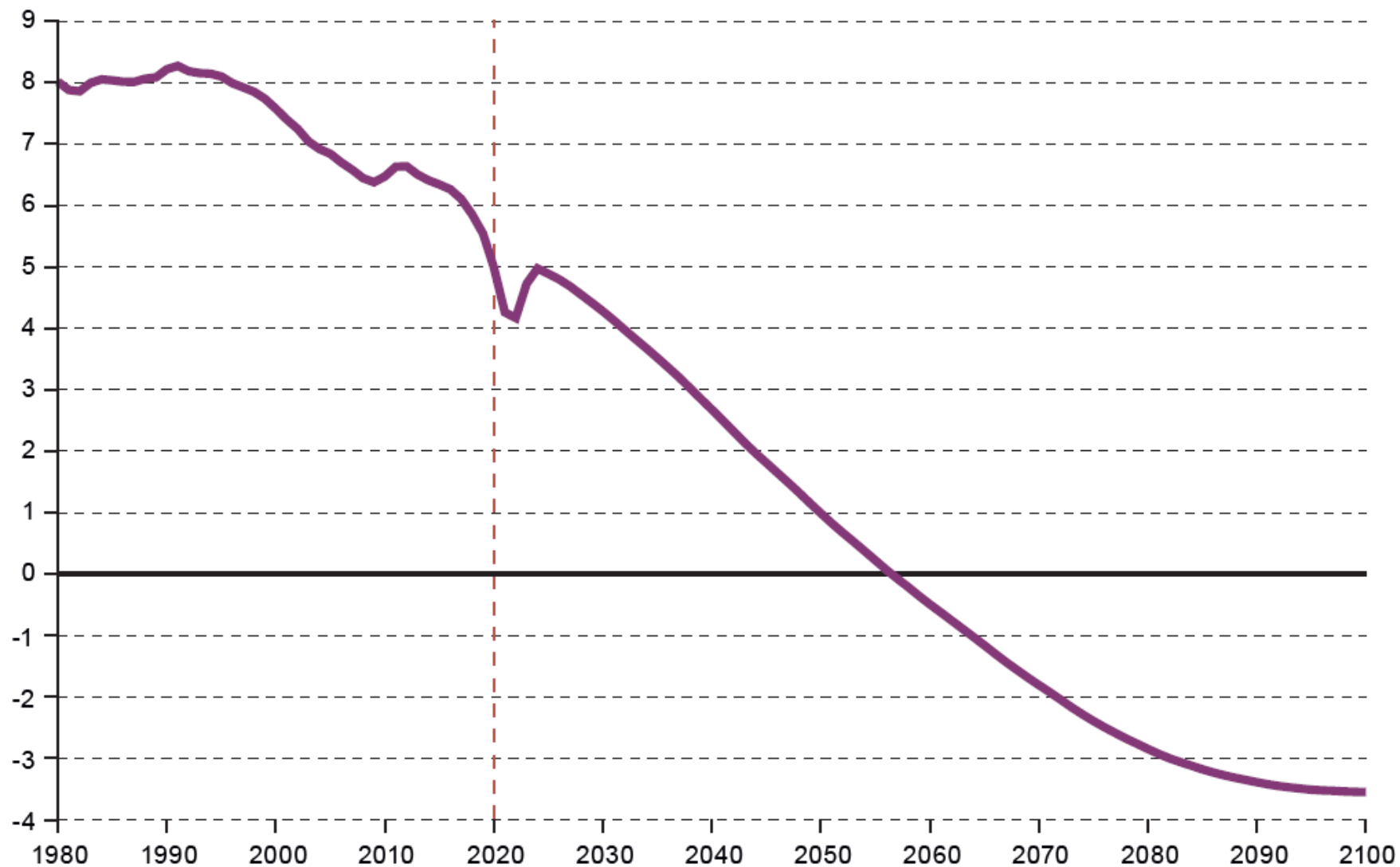
THE REALITY - EXISTING OPERATIONAL FRAMEWORK - SOCIAL SECURITY SYSTEMS

■ Antigua & Barbuda	1972	53	■ St. Kitts	1977	48
■ Bahamas	1972	53	■ St. Lucia	1979	46
■ Barbados	1966	59	■ St. Vincent	1987	38
■ Belize	1979	46	■ Trinidad	1972	53
■ Dominica	1975	50	■ British Virgin Is.	1984	41
■ Grenada	1983	42	■ Anguilla	1982	43
■ Guyana	1969	56	■ Monserrat	1986	39
■ Jamaica	1965	60	■ Turks and Caicos	1992	33
					760

Figure I.2

Latin America and the Caribbean: annual growth of total population, 1980–2100

(Millions of persons)



Source: Latin American and Caribbean Demographic Centre (CELADE)-Population Division of the Economic Commission for Latin America and the Caribbean (ECLAC), 2022 revision and United Nations, *World Population Prospects*, 2022 [online] <https://population.un.org/wpp/>.

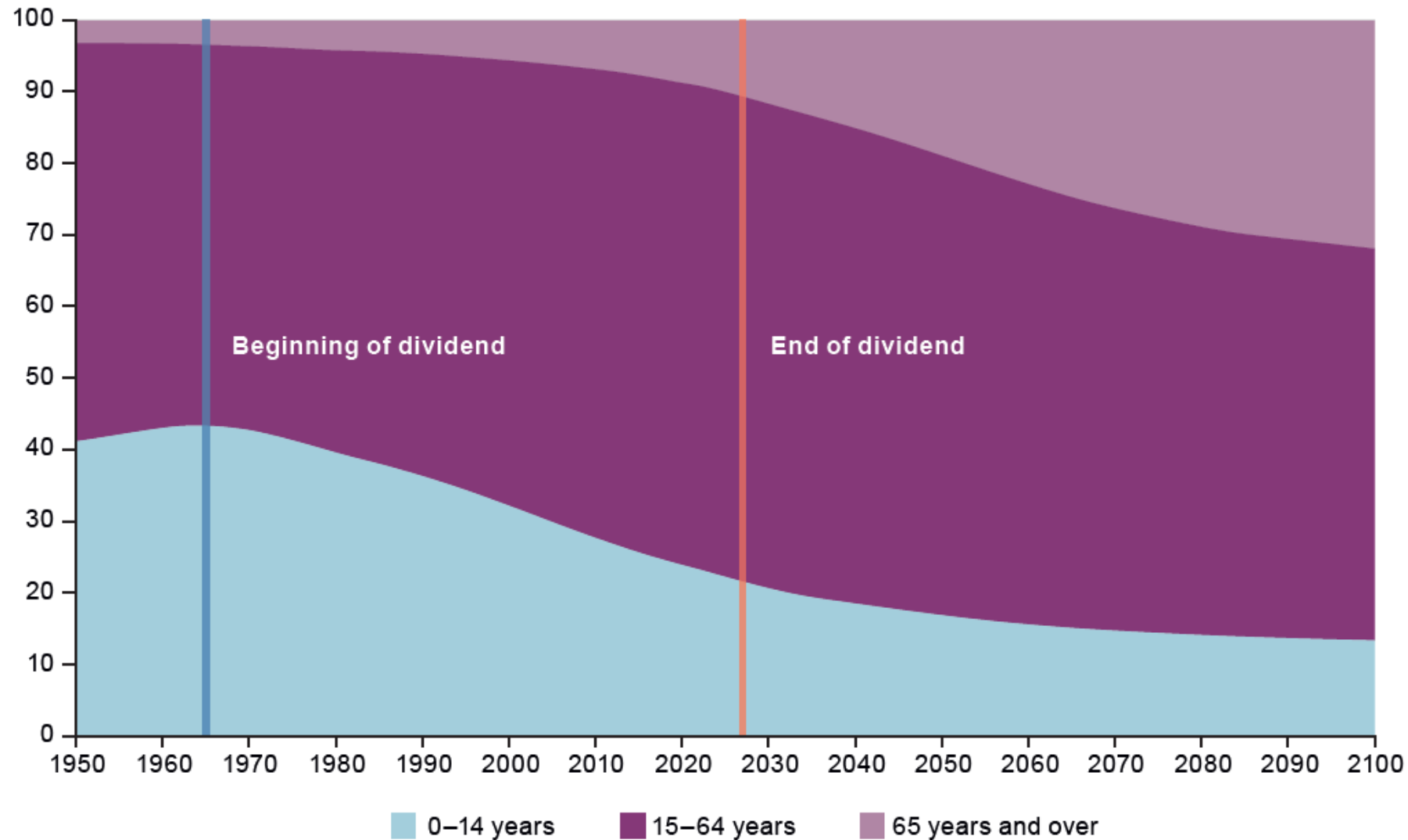
POPULATION >65 YEARS DATA SET BY COUNTRY

2024

■ Antigua and Barbuda	11051	11.8%	■ St. Kitts & Nevis	5258	11.2%
■ Bahamas	47254	11.8%	■ St. Lucia	17286	9.6%
■ Barbados	46749	16.6%	■ St. Vincent	11964	11.9%
■ Belize	20953	5%	■ Trinidad and Tobago	169377	12.4%
■ Dominica	8578	13%	■ British Virgin Is.	3798	9.6%
■ Grenada	14345	12.2%	■ Anguilla	~ 1826	12.5%
■ Guyana	55973	6.7%	■ Montserrat	~ 873	19.9%
■ Jamaica	233085	8.2%	■ Turks & Caicos	5236	11.3%

Figure I.6

**Latin America and the Caribbean: percentage distribution of the population of both sexes,
by major age group, 1950–2100**
(Percentages)



Source: Latin American and Caribbean Demographic Centre (CELADE)-Population Division of the Economic Commission for Latin America and the Caribbean (ECLAC), 2022 revision and United Nations, *World Population Prospects*, 2022 [online] <https://population.un.org/wpp/>.

PENSIONERS AS A % OF POPULATION > 65 YRS

2024

		>65				>65	
■ Antigua & Barbuda	9369	11051	84.8%	■ St. Kitts & Nevis	7327*	5258	
■ Bahamas	3771	47254	7.98%	■ St. Lucia	11381	17286	65.8%
■ Barbados	45661	46749	97.6%	■ St. Vincent	7898	11964	66%
■ Belize	11567	20953	55.2%	■ Trinidad & Tobago	140473	169377	82.9%
■ Dominica	7127	8578	83.1%	■ British Virgin Is.	3707	3798	97.6%
■ Grenada	10650	14345	74.2%	■ Anguilla	~ 1142	1826	62.5%
■ Guyana	42409	55973	75.7%	■ Montserrat	~ 510	873	58.4%
■ Jamaica	136000	233085	58.4%	■ Turks & Caicos	3060	5236	58.4%



WHAT EXIST IN THE SPACE

CHALLENGES

- SUSTAINABILITY
- HEALTH AND LONGIVITY
- LABOUR MARKET/LABOUR FORCE CHALLENGES
- STANDING OF CURRENT SOCIAL SECURITY SYSTEMS
- DECLINING BIRTH & FERTILITY RATE

RISK AND VULNERABILITY

- POLICY FRAMEWORK
- SYSTEMIC REALITY
- INVESTMENT & MARKET CONDITIONS
- UNIVERSAL ALIGNMENT
- RISE IN POVERTY LEVELS
- QUALITY OF LIFE

VALUE ADDED



RESERVES OF
SOCIAL
SECURITY

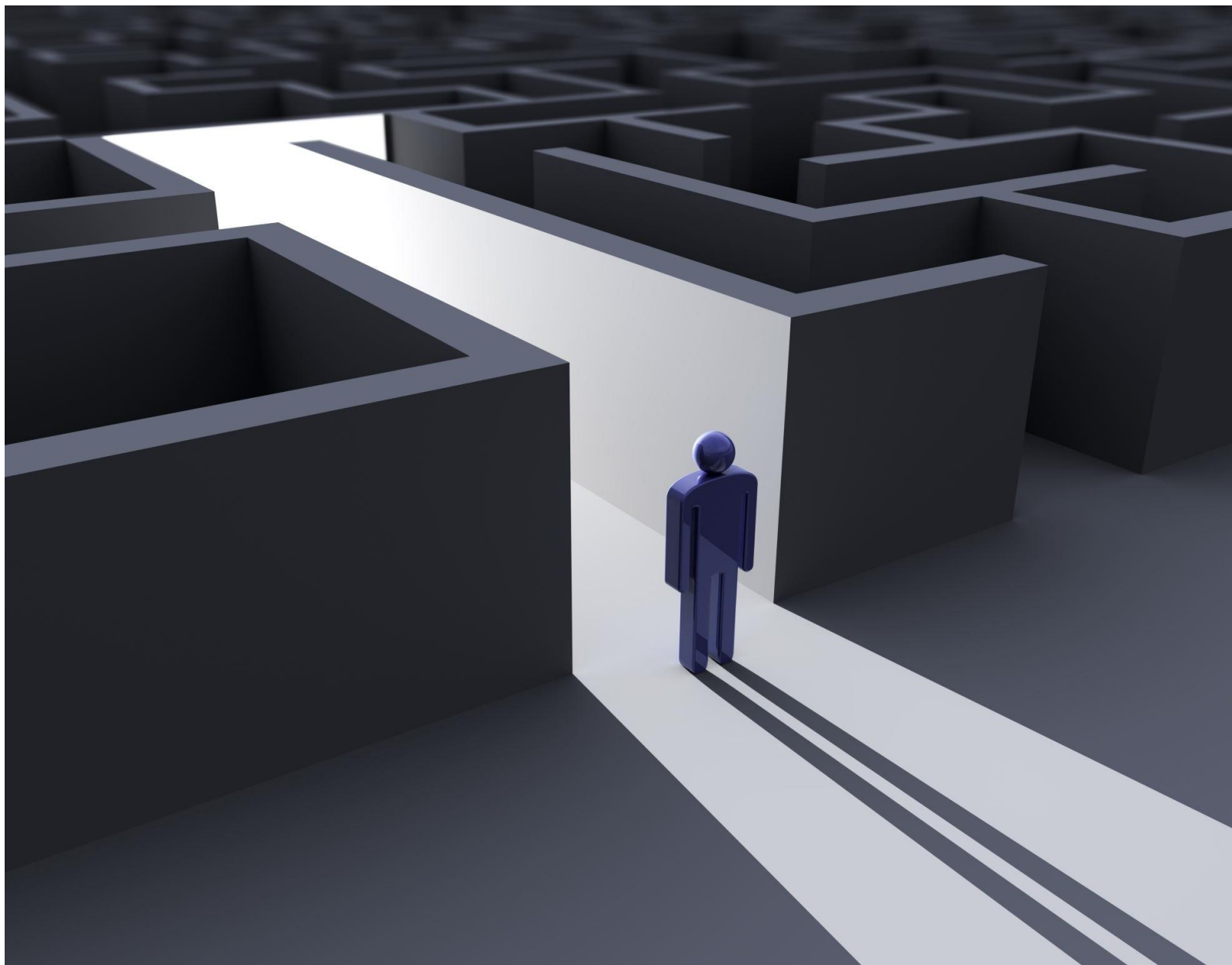
ECONOMIC
STABILITY

SOCIAL
INTEGRATION



THE TRIPARTITE ENTITY - ROLES AND RESPONSIBILITIES

- HOW IS THIS SEEN
- THE EXTENT OF VISIBILITY
- SHOULD ACCOUNTABLY BE A KEY IMPERATIVE
- HOW IS THE ROLE OF EDUCATION SEEN
- DUE PROCESS



THE OUTLOOK

NEED FOR HIGHER
REPRESENTATION