

2016 IUSSP Membership Survey

Foreward

We would like to thank all the current and former members and student associates who responded to this survey. As many of you pointed out, this survey is one of the means through which the IUSSP Council can reach out to the membership to ask for the views. This is also important because the majority of members rarely contact the IUSSP directly to provide feedback, suggest an activity or request a service. This report is therefore also an opportunity to remind the members that the Union IS its membership. With a small Secretariat and limited resources, much of what the IUSSP can do for its members can only be done BY its members. The IUSSP Council and Secretariat reach out to the members for particular actions or activities but for much of the information provided, we rely on members sending us information.

Introduction

From June 17th to August 21st 2016, the IUSSP sent out a general survey to 5,658 current and past members and other contacts in the IUSSP database. The objectives of the survey were to consult the membership at a time when the Union needs to reassess its priorities and activities, understand membership renewal behaviour and dynamics, seek feedback and suggestions on how to improve communication and services, and expand its membership, especially by attracting young demographers.

Response rate

A total of 1,537 current and former members and contacts responded to the survey. The survey was anonymous but the software (Survey Monkey) provided information on respondents' membership type and status (which was disconnected from their survey responses). Based on this information, which is extracted from the IUSSP database, the breakdown for respondents by membership type and status is as follows: 590 current members, 72 current students, 594 former members, 247 former students and 34 individuals who never actually finalized their membership. The response rate was 51% for current members and 44% for current student associates; for former members and students it was 20% (but many email addresses are likely to be obsolete).

The figures above, however, are not consistent with respondents' answers to questions in the survey on membership status, which indicate: 709 current members, 146 current students, 449 former members, 183 former students and 24 individuals who never actually finalized their membership. A total of 119 members and 106 students whose membership had expired more than 6 months before the survey believed they were up to date with their membership. The survey analysis and report will be based on this self-reported member status, which was also what was used in the 2010 membership survey report.

Comparing with the 2010 membership survey

When appropriate, survey results will be compared to the most recent membership survey, which dates from 2010. The total number of respondents was slightly lower in 2010 (1,338 vs 1,537). Self-reported status for the 2010 survey was: 843 current members, 288 current students, 137 former members and 65 former students. This breakdown contrasts with the breakdown for the 2016 survey, even when using self-

reported membership status, since in 2010 current members and students were 85% of the sample (vs 56% in 2016). Several factors may explain this, including the more general aim of the survey in 2016, which may have attracted more former members, but the main explanation is the smaller membership in 2016, typically low one year before the quadrennial International Population Conference (IPC), while membership was typically high in 2010, one year after the IPC.

Language

The questionnaire could be answered in English or in French: 76% responded in English and 24% in French, slightly more than in 2010 (20% had responded in French).

Results

Quantitative results in this report are based on current members and students or on all respondents, depending on which is most relevant for each particular question (and systematically indicated). Graphs are based on respondents to a given question (non-respondents are not included).

For the seven write-in questions, only a short summary of the answers are provided in this report. The wealth of information contained in the approximately 4,000 write-in answers will, however, be used by the IUSSP Secretariat to improve its service and by the IUSSP Council to define and help implement its strategy.

Executive summary

- IUSSP membership is diverse. It includes members of a variety of ages and living and working in different contexts. Members' needs and expectations are therefore diverse and IUSSP needs to provide different services and offer different benefits.
- Survey respondents included both current and former members, in about the same proportion. This is a key feature of – and issue for – the IUSSP today. While some members are continuous members and have been for many years, many others join but do not renew every year.
- One of the main reasons for not renewing is that the IUSSP does not meet the needs of several categories of members: for some it is too costly, for others it offers little room for participation.
- Aside from the International Population Conference, which only a minority can attend each time, and the small seminars and workshops, which an even smaller proportion attends, the IUSSP does not offer enough. Members suggest more face-to-face activities as well as more online interactive activities. These would presumably be more regional and/or more thematic.
- The IUSSP was reassured to find that almost all members receive the emails and newsletters that are sent out. The increase in the number of emails sent (and use of social media) is not perceived as too much (or overwhelming).
- Members rarely visit the IUSSP website (without being prompted through an email or the Bulletin). Many members provided suggestions to improve user-friendliness and items and features that could be available on the website (and, for many of these, the IUSSP simply lacks the means to set these up but remains hopeful it will provide most of these, gradually).
- Members offered hundreds of useful suggestions to improve membership benefits and service. They suggest in particular broadening the means to pay dues and organizing more activities to be carried out on the website. Many members requested more tools and opportunities for networking.
- There were many suggestions for IUSSP to increase its membership. This usually involved reaching out to members and institutions to invite them to encourage students and colleagues to join. It also involved offering more benefits and services directly addressed to junior demographers such as mentorship programmes, a help desk, and free membership for all students.

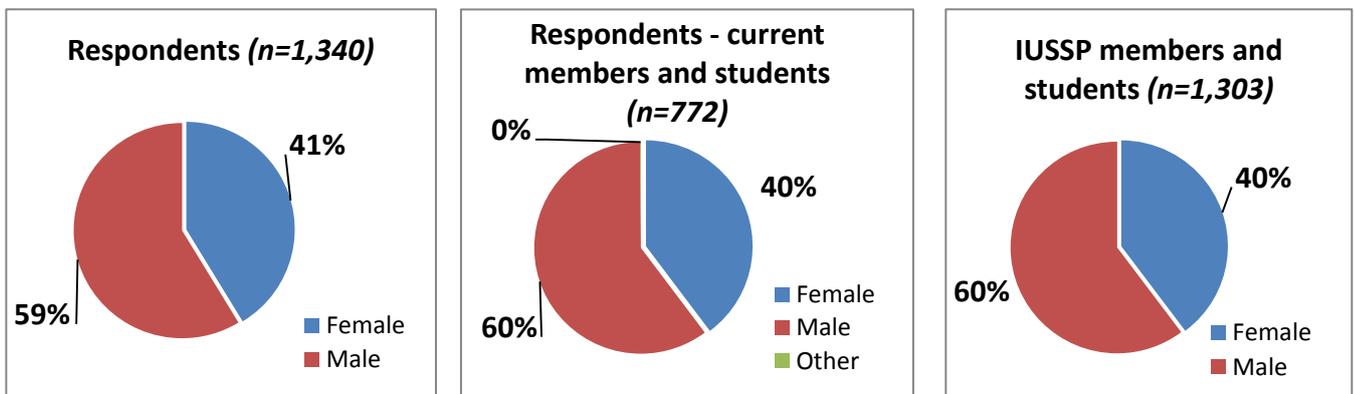
- The survey shows that three-quarters of current members are also members of a regional population association, and one-third of members of the PAA.
- Members recommend that IUSSP focus in particular on emerging issues, new methodologies and international issues. Topics IUSSP should focus on in priority are Big Data, international migration, ageing, climate change and inequalities.
- Members consider the potential to participate in meetings, to collaborate with other researchers, and to participate in a Panel on their topic as the three most important membership benefits. Opportunities to develop their skills and access to reports and summaries are also important, especially for students.
- Among IUSSP objectives, members consider it is most successful in fostering an international network of scientists and in identifying key questions population experts can answer. The IUSSP appears to be less successful in meeting other objectives in relation with policy, capacity building, and drawing attention to the importance of population issues.
- Overall, respondents are generally positive about the IUSSP and would be eager to participate more although many admit that the time they can devote to IUSSP is limited.

I/ Representativeness of the sample compared to current IUSSP members and students

Respondents to the survey roughly reflected the geographic, age and gender distribution of the full membership. Respondents were slightly younger than current members and students. Respondents from North America were slightly under-represented in the survey while those from Asia were slightly over-represented.

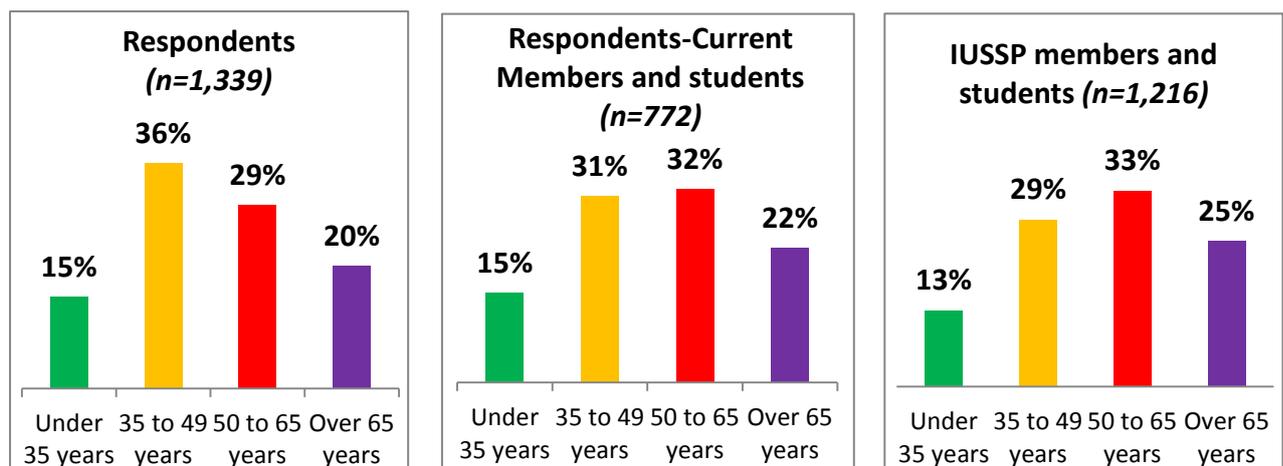
1) Gender:

The sex ratio of respondents and of current member and students among respondents is similar to that of IUSSP members and students in the actual membership database.



2) Age:

Respondents are slightly younger than IUSSP members and students (51% under the age of 50 vs. 42% for members). Current members and students among respondents are slightly younger than IUSSP members and students (46% under the age of 49 vs. 42%).

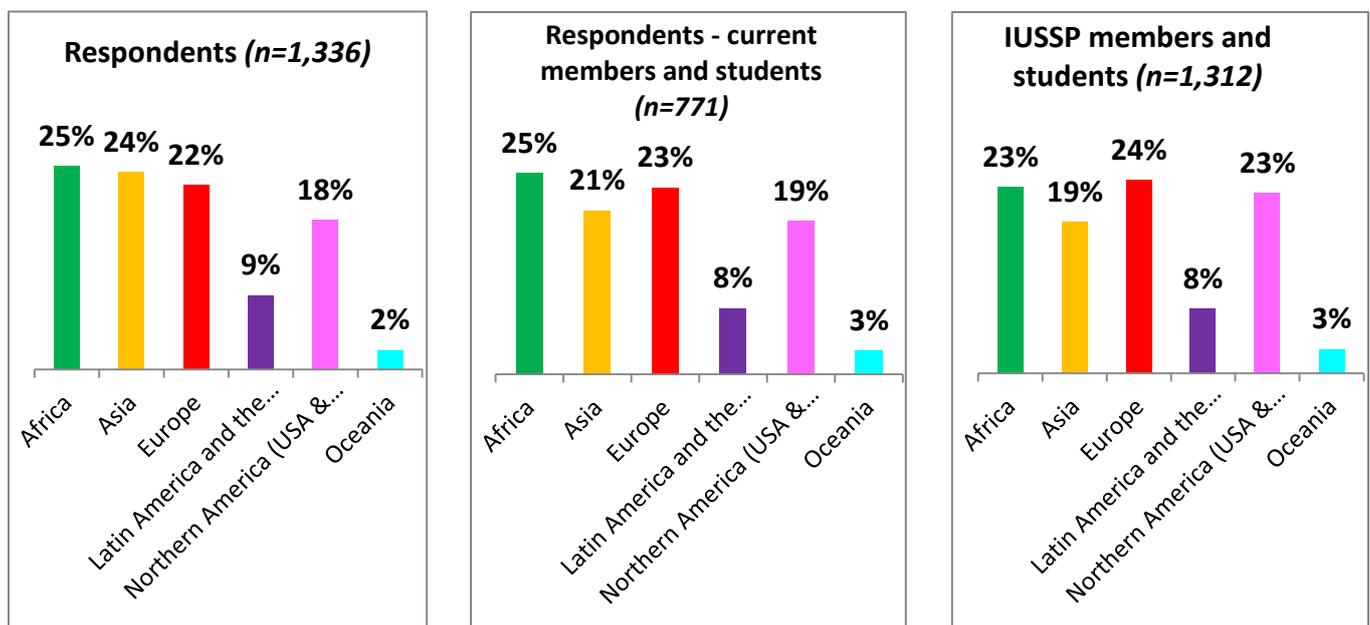


Respondents for the 2010 membership survey were younger than in 2016 (58% below the age of 50 vs. 51% in 2016), probably as a result of both the general topic of the 2016 survey (more attractive to former and older members) and an ageing membership.

3) Continent of residence:

The distribution by continent of residence of respondents as a whole, when students and former members are included, shows a marked under-representation of North Americans (18% vs. 23%) and an over-representation of members from Asia (24% vs. 19%). The regional distribution for respondents when only current members and students are included is more similar to that of current members and students in the IUSSP database, but still shows a strong under-representation of North Americans.

North-Americans and Europeans were already (slightly) under-represented in the 2010 survey. The main difference is the greater proportion of respondents from Africa in 2016 (25% vs. 18% in 2010, in line with their greater proportion among members).



Respondents: Africa (n=328); Asia (n=319); Europe (n=297); Latin America and the Caribbean (n=120); Northern America [USA & Canada] (n=241); Oceania (n=31).

In the following survey report, readers should take into consideration that there are only 31 respondents from Oceania (22 current members).

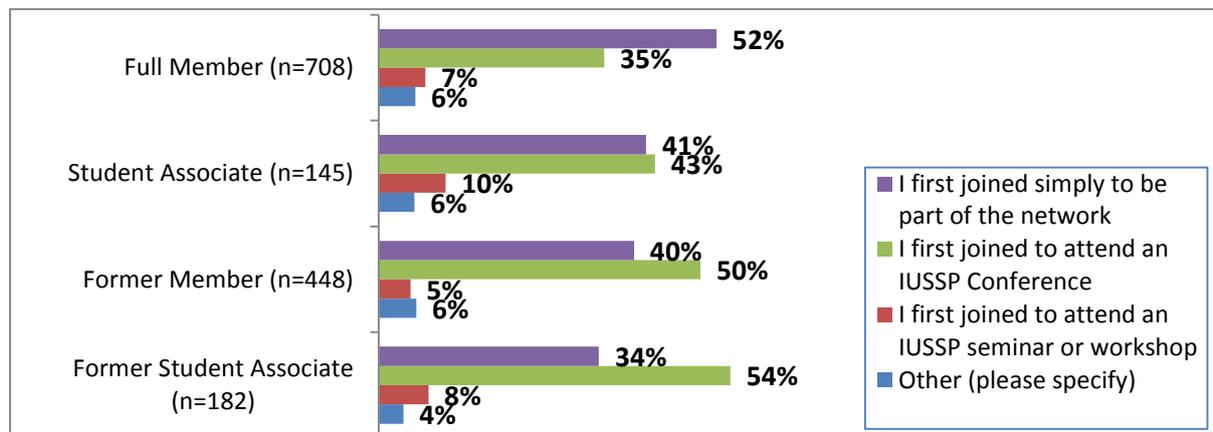
II/ IUSSP membership

Q1/ Why did you first join the IUSSP?

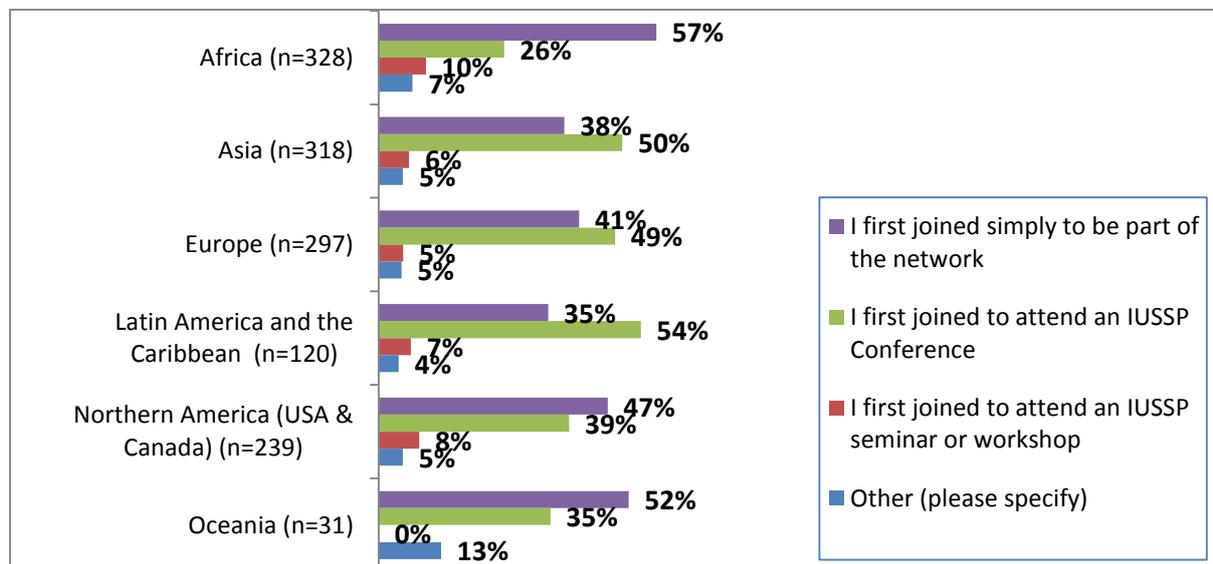
Respondents initially joined either simply to become members of a network (45%) or when they attended an IUSSP Conference (42%). Only a small proportion of respondents joined to attend an IUSSP seminar or workshop (7%) or for another reason (6%).

A majority of current members initially joined to be part of the network (52%), while a majority of former members joined to attend an IUSSP Conference (50%).

Q1/ Why did you first join the IUSSP?



A considerable proportion of respondents from Africa joined to become members of the network (57%), far more than to attend an IUSSP Conference (26%).



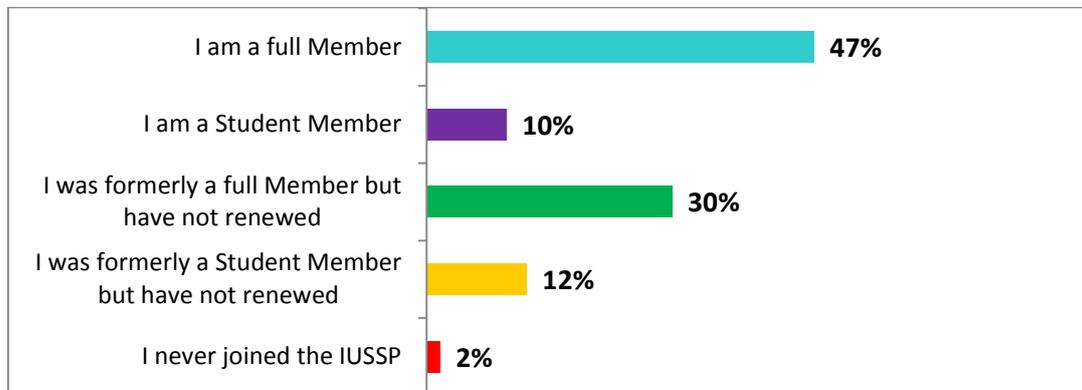
Other reasons commonly mentioned for joining the IUSSP included:

- “My professor advised me to join”
- “There was a membership grant from UNFPA.”
- “I joined because I am a demographer”

Q2/ Are you presently a full Member or a Student Member of the IUSSP?

Current full members represent roughly half the respondents (47%).

Q2/ Are you presently a full Member or a Student Member of the IUSSP? (n=1,511)



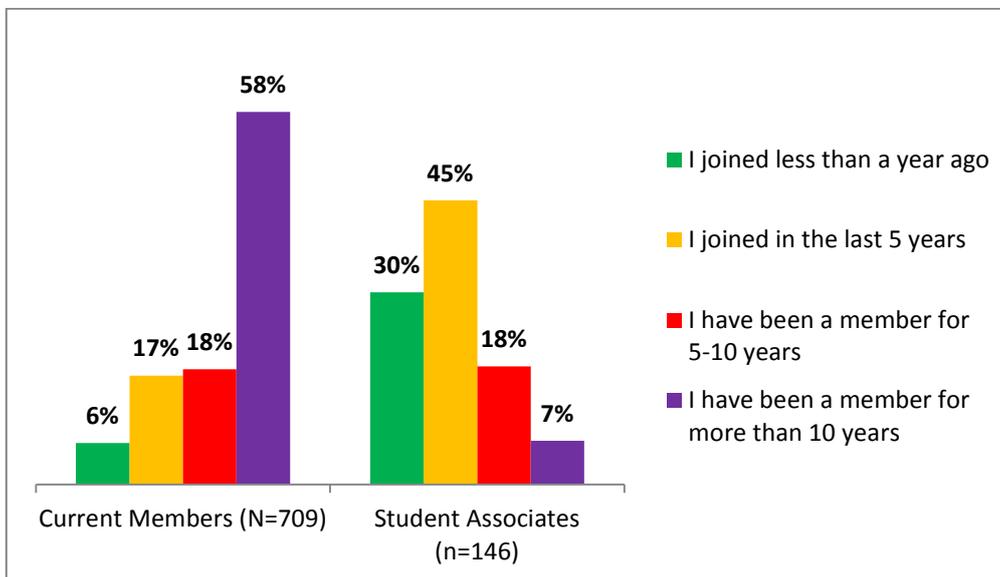
Students in the survey represent a minority (17% of current members, 22% of all respondents), but they are actually overrepresented when compared to their proportion in the current IUSSP membership (13 % in October 2016).

→ **Filter: current members and students**

Q3/ How many years ago did you first become a member?

A large majority of current members have been members for more than 10 years (58%). This is a higher proportion than in the 2010 membership survey (36%) probably because many members who joined to attend the last conference (in 2013) are no longer members at the time of this survey (whereas 2010 survey was conducted shortly after the 2009 Conference). Eligibility for student associate membership lasts no more than 4 years. Self-declared current students who indicate they have been members for more than 5 years are either actually student members whose membership has expired or actually regular members.

**Q3/ How many years ago did you first become a member?
(current members and students)**

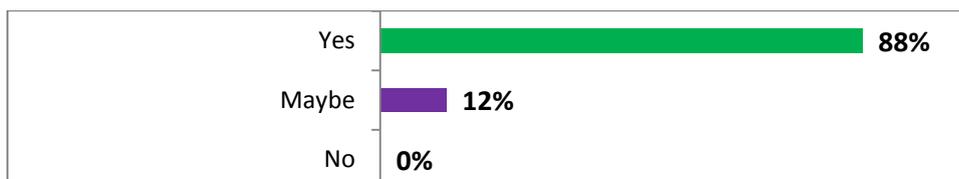


→ **(filter: current members and students who joined less than 1 year ago)**

Q4a/ Do you plan to renew your membership?

Most new members and students (88%) plan to renew their membership.

**QQ4a/ Do you plan to renew your membership?
[New Members and Students (n=91)]**

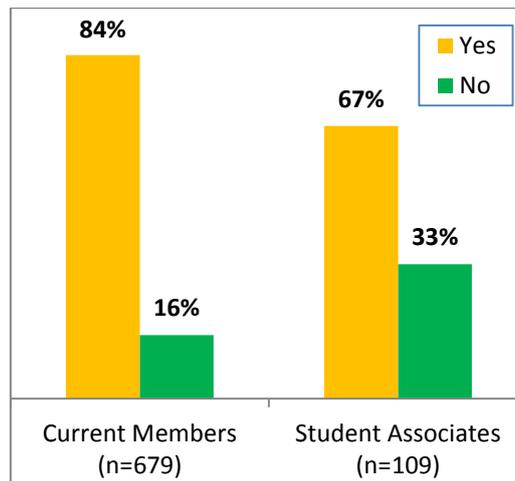


→ (filter: current members and students who joined more than 1 year ago)

Q4/ Do you continuously maintain your membership?

A very large proportion (88%) of current members who have been members for more than one year indicate that they renew their membership on a regular basis (paying either every year or for several years in advance).

Q4/ Do you continuously maintain your membership?

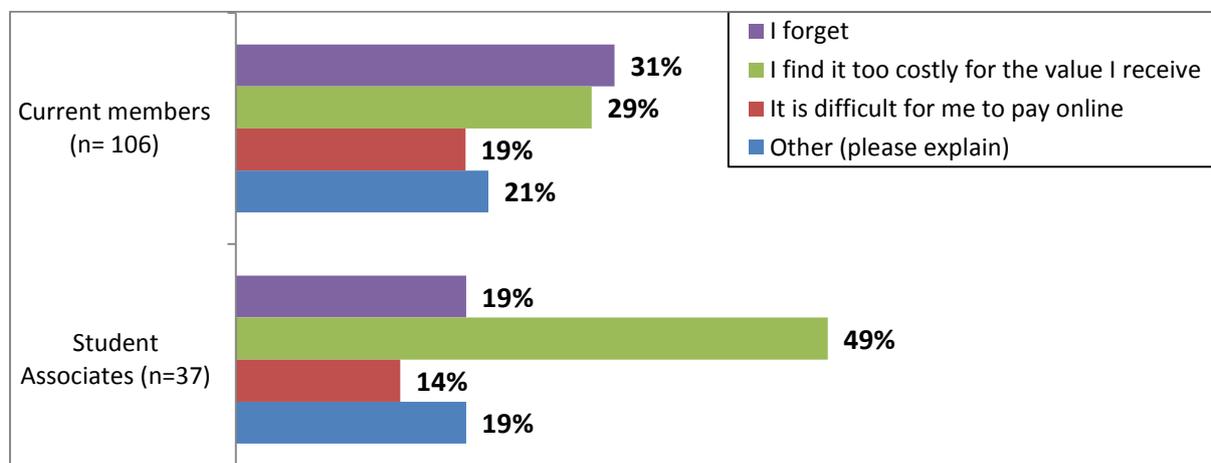


→ (filter: current members and students who do not continuously maintain their membership)

Q4b/ What is your main reason for not renewing every year or paying for several years in advance?

The main reasons for not renewing every year are that members forget (31%) or find it too costly (29%). Those who answered “other” have either changed jobs or depend on their employer to pay for their membership dues. Note that the sample is very small (n=143).

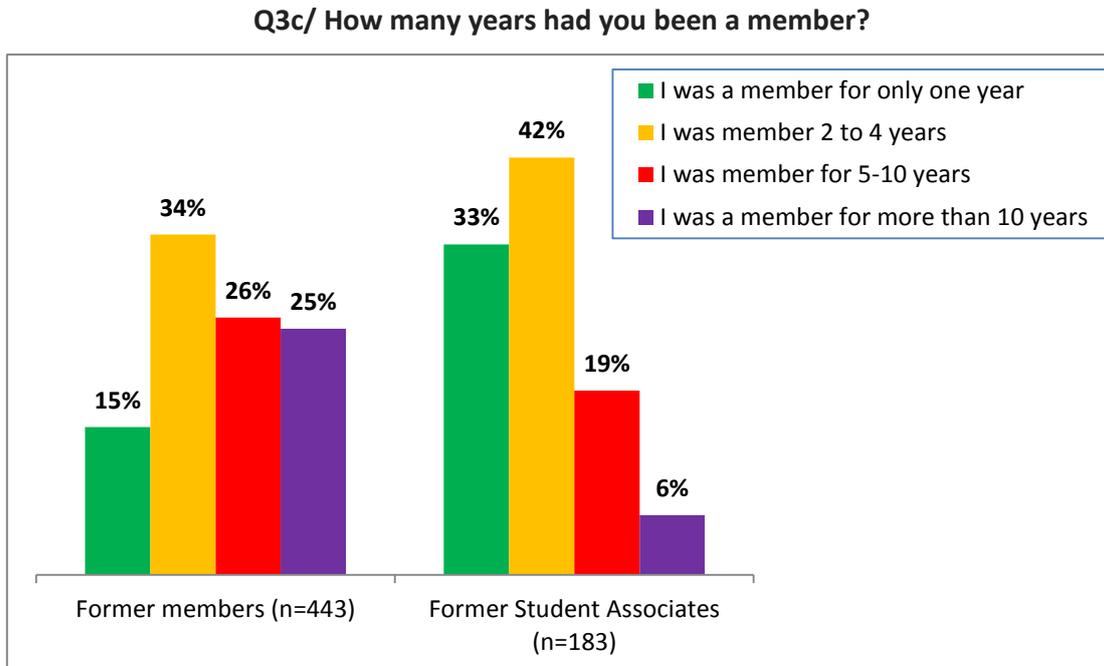
Q4b/ What is your main reason for not renewing every year?



→ **Filter: former members and students**

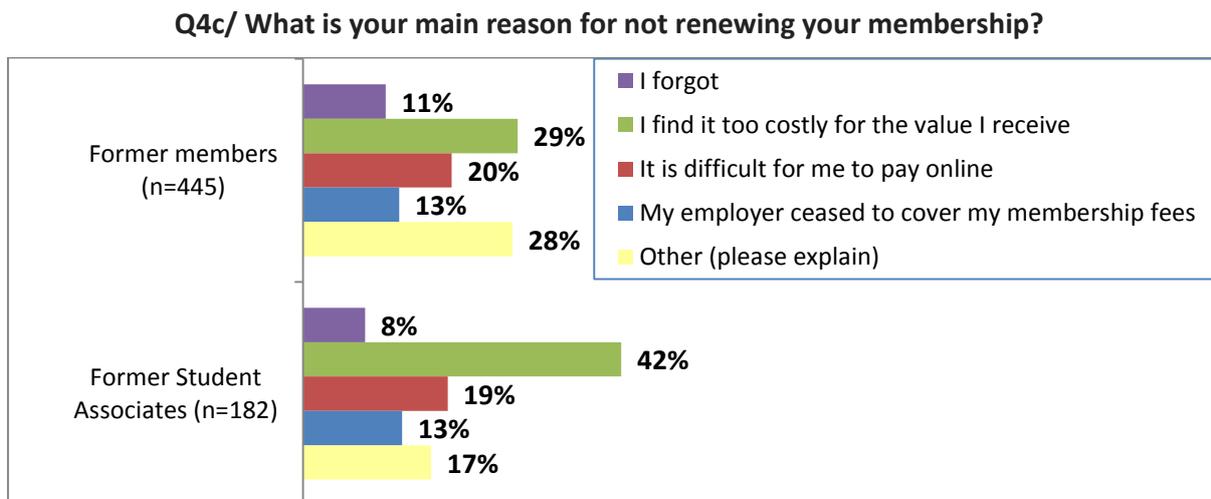
Q3c/ How many years had you been a member?

The number of years for which former members and students maintained their membership is quite variable. The greatest proportion for both categories was 2 to 4 years (34% of former members and 42% of former students). Note that student membership can be maintained for only 4 years.



Q4c/ What is your main reason for not renewing your membership?

The main reason former members and student members do not renew is a question of cost or value for cost (29% of former members and 42% of former students).



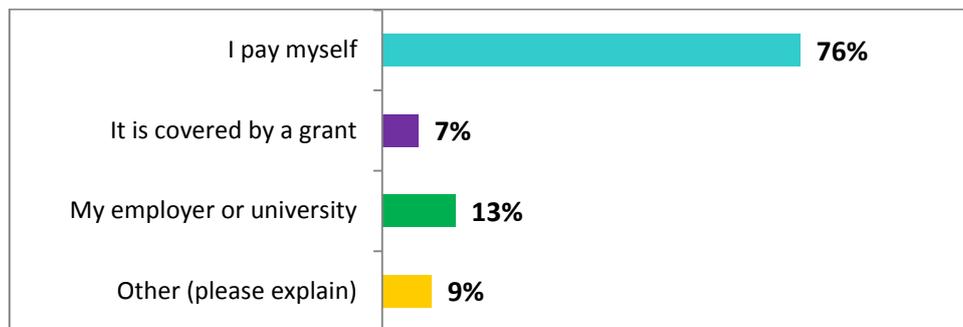
For those who ticked “other reasons”, the most common reason is retirement, followed by a professional change away from demography. For students, a common “other” reason was the end of the free student membership after 4 years.

Q5/ Who generally pays for your membership dues?

Most members (76%) pay for their membership themselves; only 20% of members have their dues paid by their employer or through a grant. Most of those who ticked “other” are students whose membership is free.

Q5/ Who generally pays for your membership dues?

[more than one answer possible – current members and students (n=846)]



III/ Participation in IUSSP activities

Q6/ Which of the last three International Population Conferences did you attend?

- **Busan 2013**
- **Marrakech 2009**
- **Tours 2005**

From the total 1,537 survey respondents, 864 responded that they had attended at least one of the International Population Conferences (56%).

- 452 attended Busan 2013
- 485 attended Marrakech 2009
- 405 attended Tours 2005

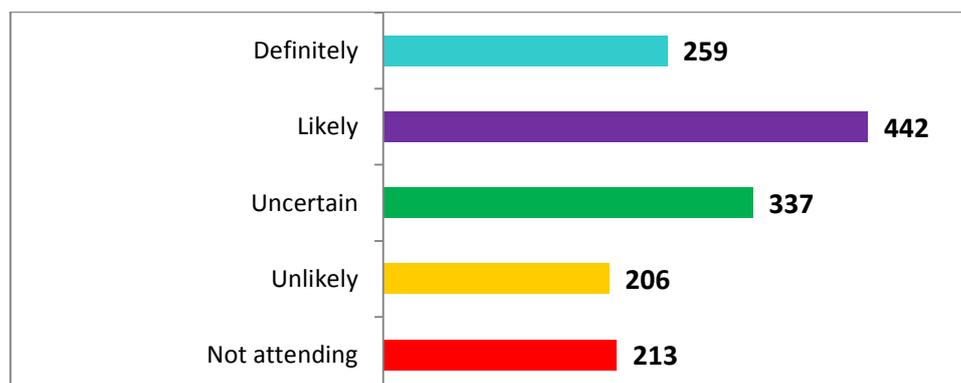
Most respondents (516) attended only one conference; 218 respondents attended 2 conferences; and 130 respondents attended all 3 conferences (110 current members, 19 former members, and one current student).

Q7/ How likely are you to attend the 2017 IPC, which will be held in Cape Town, South Africa, on 29 October-4 November 2017?

(More than one year before the conference) nearly half of the respondents (48%) intended to attend the 2017 IPC:

- 259 declare they will definitely attend (18%)
- 442 declare they will likely attend (30%).

Q7/ How likely are you to attend the 2017 IPC (n=1,457)

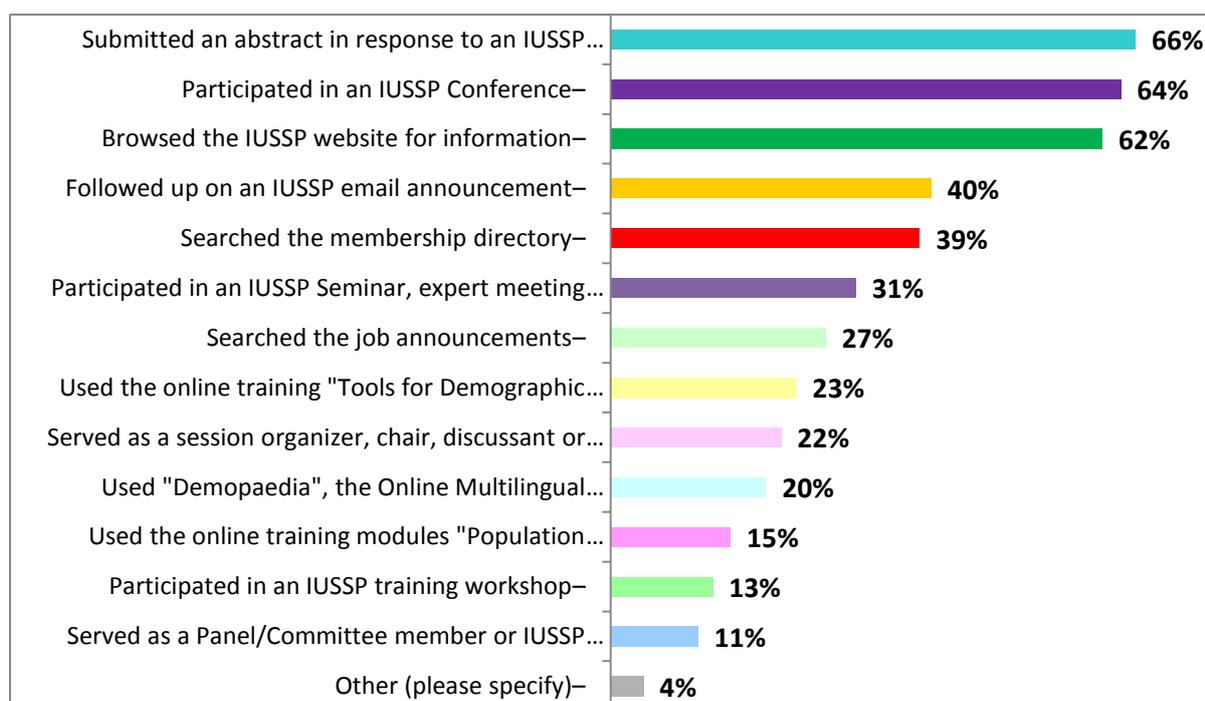


Q8/ Among the following IUSSP-related items, which have you done? (Tick as many as apply)

About two-thirds of all respondents have had the opportunity to answer a call for papers, participate in an IUSSP Conference and browse the IUSSP website for information. About 40% have seized the opportunity to follow up on an IUSSP email announcement and search the membership directory. Only 31% have participated in an IUSSP seminar, 13% in a training workshop and 27% have searched the website for a job announcement. Eleven percent of respondents have served on an IUSSP Panel/Committee or organized a seminar/workshop.

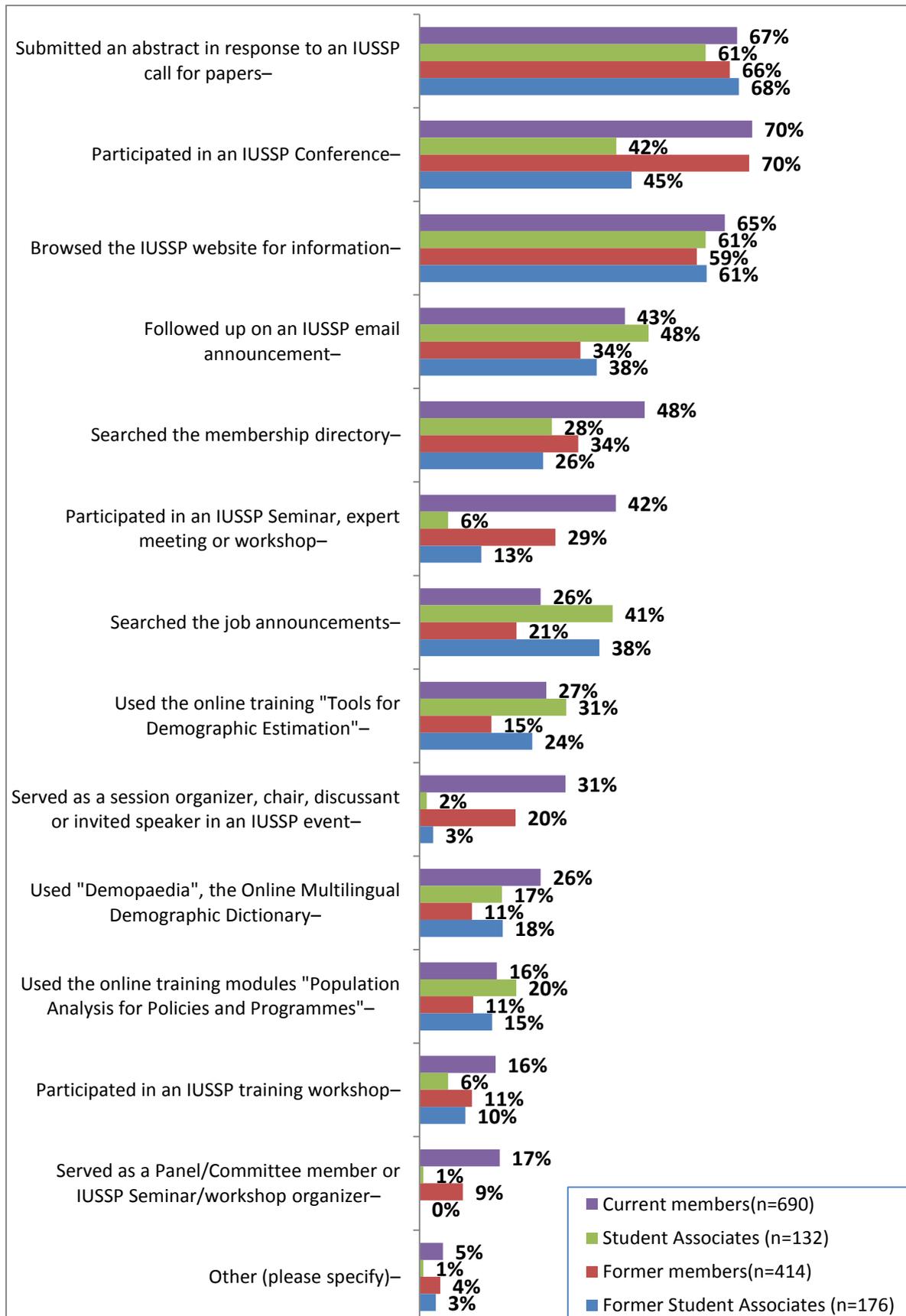
Among the IUSSP-related activities listed in “other”, in addition to several specific projects and some new activities such as writing and article for N-IUSSP, it is worth noting the dissemination via IUSSP of a job announcement as well as re-forwarding of such announcements to colleagues, students, etc.

**Q8/ Among the following IUSSP-related items, which have you done?
(respondents, n=1,412)**



There are no considerable differences in the proportion of each membership status category that has responded to a call for papers or browsed the IUSSP website. Some IUSSP-related activities however are strongly dependent on membership status: Members are far more likely to have been Panel members, served as organizer or speaker, or participated in a seminar or a conference. Students are more likely to search for job announcements or follow up on an email announcement. Current members are the most likely to have searched the membership directory (48%).

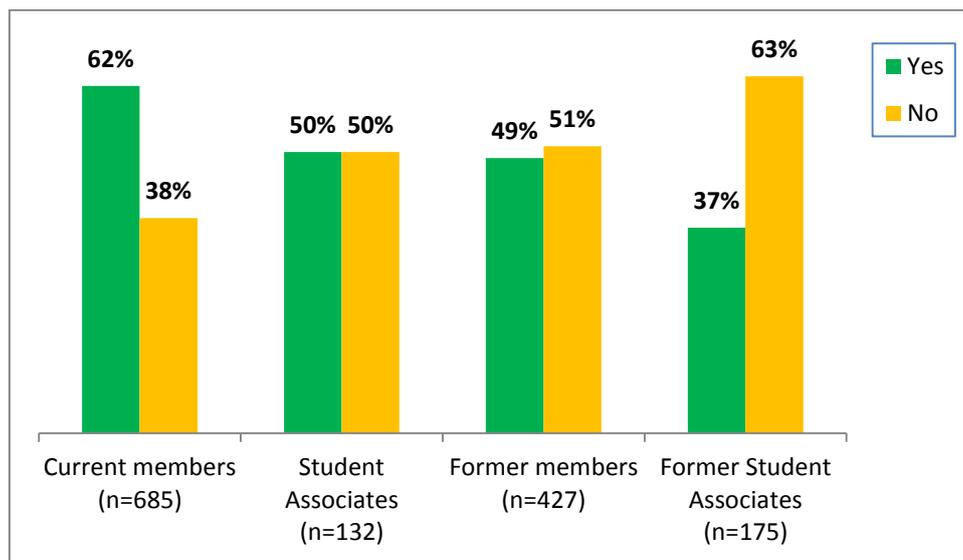
**Q8/ Among the following IUSSP-related items, which have you done?
Breakdown by membership category.**



Q9/ Has being a member of the IUSSP or participating in IUSSP activities resulted in your making contacts that have led to new collaboration with colleagues from other countries?

Almost two-thirds of current IUSSP members indicate that their involvement with IUSSP had led to collaborations with colleagues from other countries. This is true only for half of current students and half of former members. However, nearly two-thirds of former IUSSP student associates indicate that they have not had that experience.

Q9/ Has being a member of the IUSSP or participating in IUSSP activities resulted in new collaboration with colleagues from other countries?

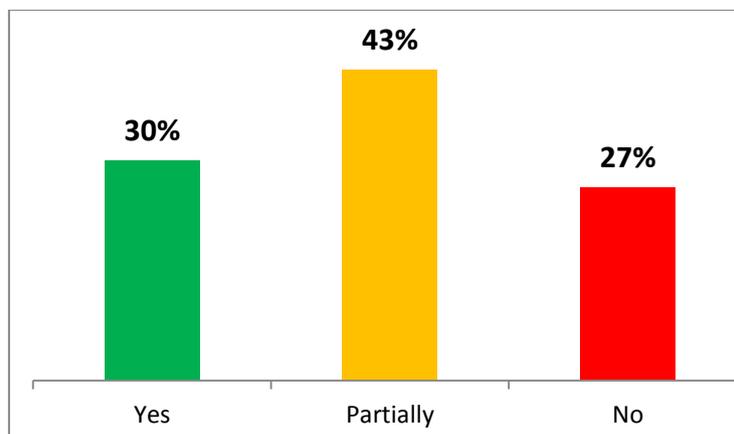


IV/ IUSSP member profile

Q10/ Have you completed your IUSSP member profile, which appears in the IUSSP Membership Directory? (e.g. with a summary, specializations, publications, a photo?)

Most members indicate that they completed their profile, at least partially.

Q10/ Have you completed your member profile (current members and students; n = 833)



Q10b/ What is your main reason for not completing your member profile?

Members who answered “no” or “partially” were asked why they had not completed their profile (write-in question). The three main reasons were:

- lack of time,
- they forgot,
- they were not aware.

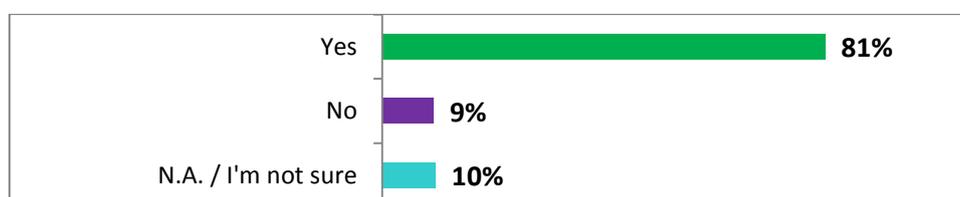
Several members also responded that they had too many other (more important) profiles to update or that they did not see the usefulness of this profile. A few indicated technical problems they encountered. And finally, a few members indicated their unwillingness to upload a photo.

V/ IUSSP email announcements

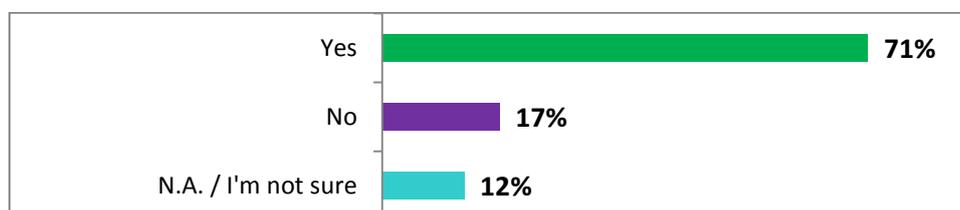
Q11/ Do you receive the following IUSSP announcements by email?

Given the uncertainty related to contemporary electronic communication (often caught between firewalls, spam filters, and obsolete addresses) and intrigued by data from the e-mailing software indicating very low levels of “tracked open” email (but aware that many online behaviours circumvent tracking), the IUSSP Secretariat wished to ascertain that its members received the different types of e-mailings (the IUSSP Bulletin and N-IUSSP are often confused by email services with “promotions” and stored apart in different folders).

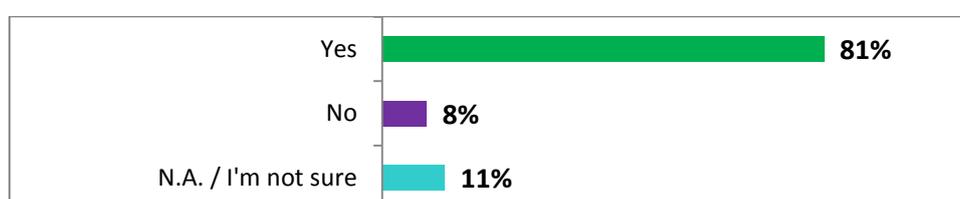
Members receiving the *IUSSP Bulletin* (current members and students, $n = 786$)



Members receiving articles from *N-IUSSP* (current members and students, $n = 776$)



Members receiving other IUSSP announcements on activities, publications, positions, etc. (current members and students, $n = 781$)



While most (self-declared) members receive the IUSSP Bulletin, N-IUSSP articles, and other email announcements, a significant proportion of members indicate, however, that they do not receive or are unsure that they receive these emails. Several factors may contribute to this:

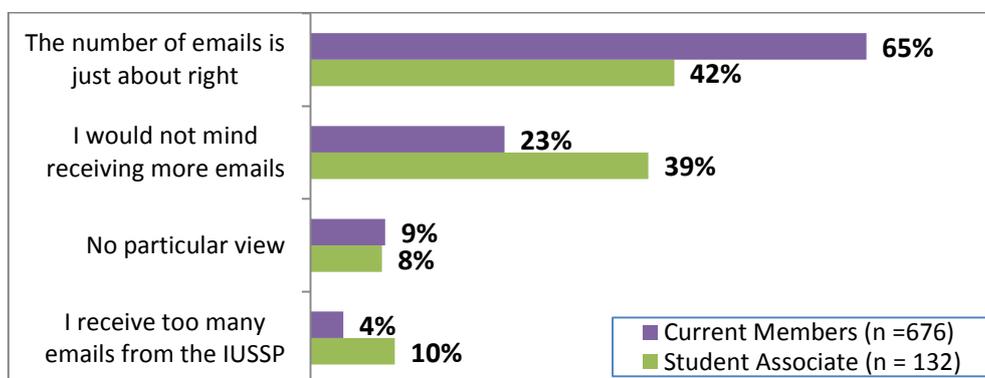
- Self-declared members are not all current members (and after 6 months of grace period, they cease to receive IUSSP emails).
- Some members have changed emails but not updated their information.
- Some members' email providers place IUSSP emails in "promotions" (e.g. Gmail).
- Some members' email providers (e.g. universities) block IUSSP email.

The fact that N-IUSSP articles (sent weekly since November 2015) are formatted like a newsletter is probably one reason they are less likely to be received than other IUSSP email (17% vs. 8% or 9%).

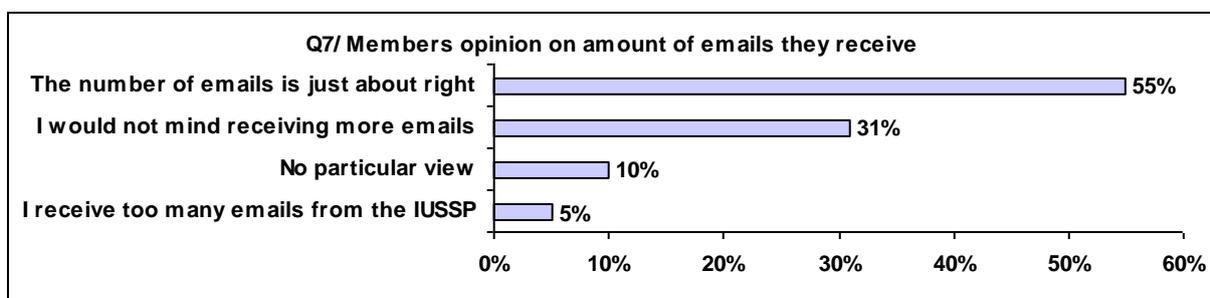
Q12/ What is your personal view regarding the number of email announcements you receive?

Despite an increase in the number of emails sent out over the recent years, most members consider that the amount received is "just about right" (*see below 2010 membership survey results*). Very few members find they receive too many emails from IUSSP (4%), far less than those who would prefer to receive more emails (23% of members and 39% of student members).

Q12/ What is your personal view regarding the number of email announcements you receive?



Same question in 2010 membership survey:



Q13/ If you could select the type of email announcements you receive, which kind would you be interested in receiving? (Tick as many as apply)

Half of current members and two-thirds of current students would like to receive all types of announcements. This option would be chosen by only one-third of former members (a number of which are retired or working in other fields).

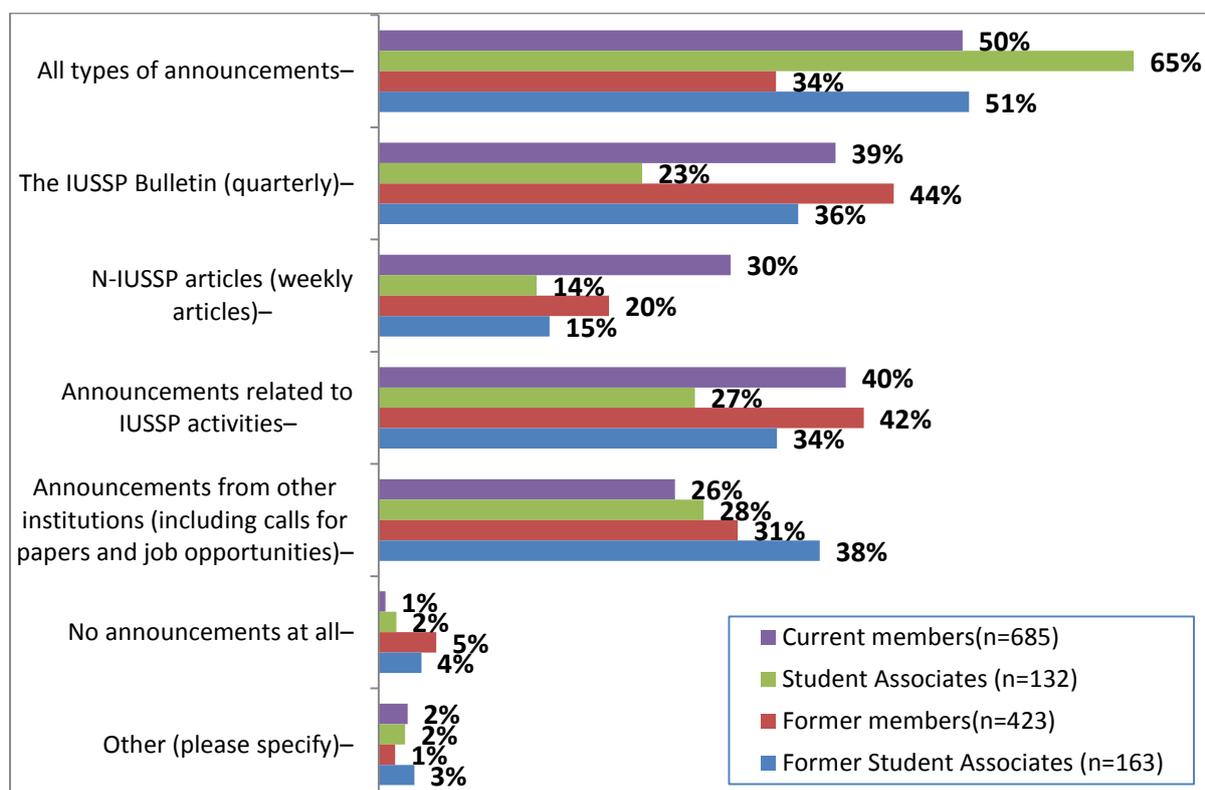
For those who did not indicate they wished to receive “all types of announcements”, most current members wish to receive the IUSSP Bulletin (39%) and announcements related to IUSSP activities (40%); fewer are interested in receiving N-IUSSP articles (30%) and announcements from other institutions (26%). Current students on the other hand show a very strong interest in receiving announcements from other institutions.

Former members would also be more interested in receiving the IUSSP Bulletin (44%) and announcements related to IUSSP activities (around 42%) than announcements from other institutions (31%) and N-IUSSP articles (20%) [*most former members probably do not know N-IUSSP*].

Overall, very few respondents wish to receive no announcements at all (1% of current members and 2% of current students). Respectively 5% and 4% of former members and students do not wish to receive any announcements at all.

Among the “other types of announcements”, respondents indicated they would like to receive “reviews of major new publications”, “most widely read article of the month, or “notable articles or developments in the field”.

Q13/ If you could select the type of email announcements you receive, which kind would you be interested in receiving? (Tick as many as apply)

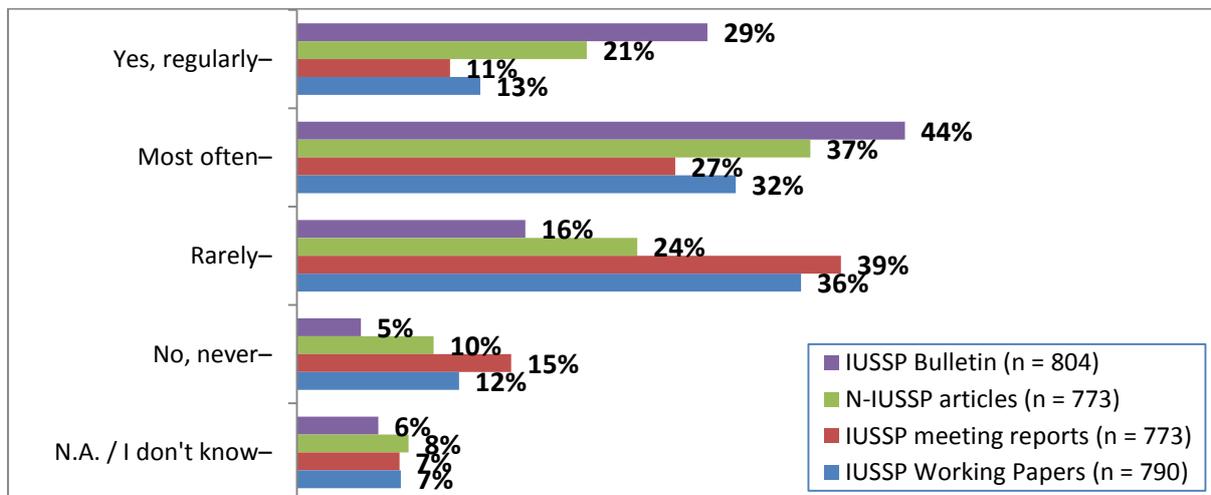


VI/ IUSSP publications

Q14/ Do you read the following publications sent by email or posted on the IUSSP website?

The IUSSP Bulletin and N-IUSSP are read “most often or regularly” by a majority of members (respectively 73% and 58%). However, 21% declare that they rarely or never read the Bulletin and 34% that they rarely or never read N-IUSSP articles [*a portion of these don't actually receive these mailings*]. IUSSP meeting reports and Working Papers are less often read by members, “rarely” (54%) or “never” (48%), which is understandable given that these are both rarer and more specific to a topic.

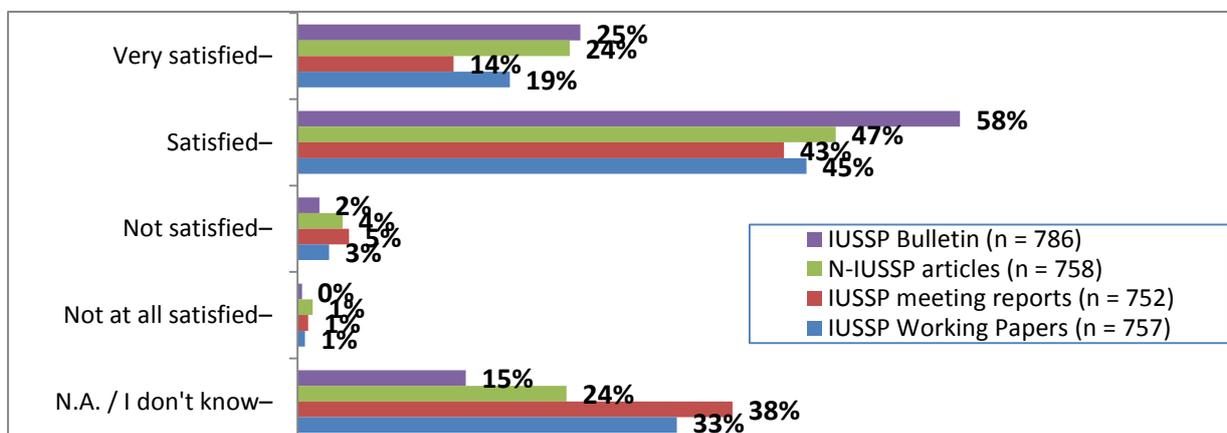
Q14/ Do you read the following publications (current members and students)



Q15/ How satisfied are you with these publications?

Most members answered that they were satisfied (58%) or very satisfied (25%) with the IUSSP Bulletin. Similarly, most members answered that they were satisfied (47%) or very satisfied (24%) with the N-IUSSP articles sent every week. In general, few respondents indicate that they are dissatisfied with IUSSP publications (5% for N-IUSSP and meeting reports, 3% for working papers, 2% for the Bulletin). The proportion of those who cannot say (which can probably be interpreted as “do not read”) varies considerably: from 15% for the Bulletin to 38% for meeting reports).

Q15/ How satisfied are you with these publications? (current members and students)

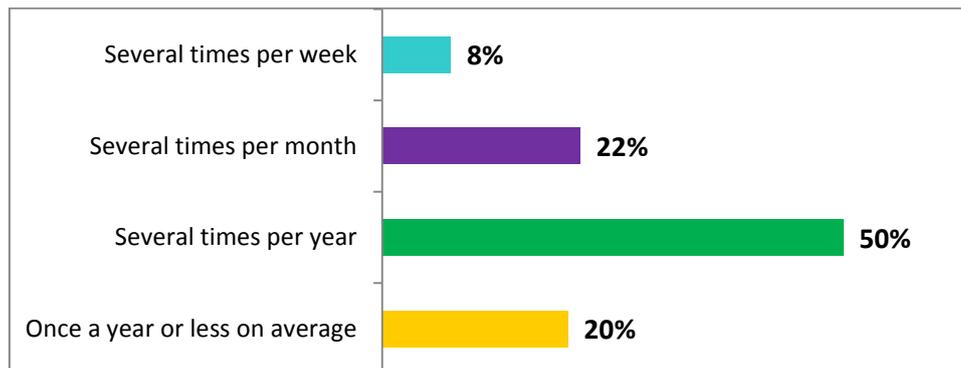


VII/ IUSSP website

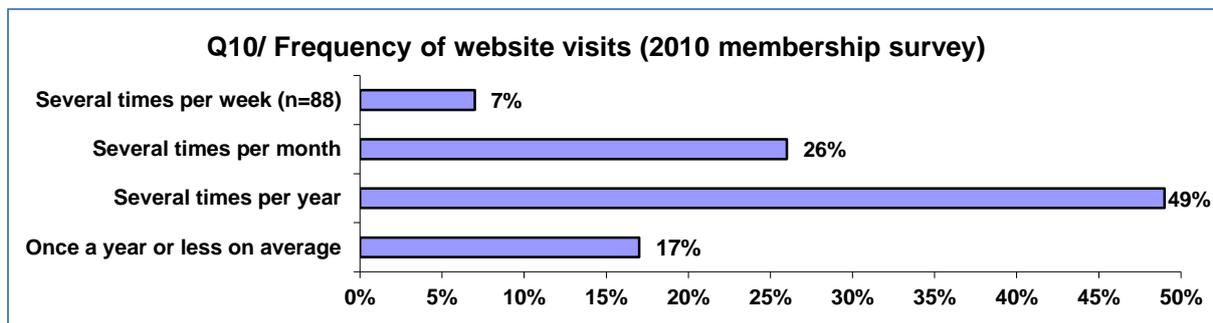
Q16/ How often do you visit the IUSSP website?

Half the members visit the IUSSP website only several times per year; 30% visit it at least several times per month; 20% visit the website only once a year or less.

Q16/ How often do you visit the IUSSP website?
(current members and students, n = 811)



This distribution is very stable when compared to the 2010 membership survey.



Q17/ Are there any items or features you would like to use that are not currently available on the website? (n = 432)

A selection of suggestions from members is listed below in no particular order. (Several items are added from answers to Q18.)

1. Blog pages for interaction on given topics.
2. Networking tool to facilitate collaborations on topic.
3. Database of demographic data sources around the world / Links to interesting datasets.
4. Links to open-access publications and population-related websites.
5. Syllabi, textbooks, manuals, training tools and materials for teaching demography.
6. Links to online lectures, video-recorded seminars, online courses, webinars, etc.
7. PDFs of IUSSP publications, and in particular of past Conference papers (prior to Bahia2001)

8. News stories on population issues.
9. Information on important population policy changes around the world.
10. Selection of publications worthy of being read, commented peer-reviewed articles. .
11. Interviews with authors of key publications/books, member profiles.
12. Interviews with demographers who made it in business and government (as guide to job market for demographers).
13. Information on careers and studies in demography / population.
14. List of members.
15. Mentorship programme.
16. Information counter (questions answered online). More information on IUSSP Panels and how they operate.
17. Link for providing feedback (actually exists: <https://iussp.org/en/suggestions-members-0>)

Requests for other features that are already available on the website are not listed above.

Q18/ Are there any improvements to the website that you would like to suggest? (n = 406)

1. Make it easier to find material on the website.
2. Improve user-friendliness.
3. Allow more interactions on the website.
4. Use social media more.
5. Make it more fun and lively. Change the cover picture from time to time.
6. Have an “app”.
7. Include a region-specific structure.
8. A link to upload population-related events.

VIII/ The future of IUSSP

Q19/ In your opinion, what should the IUSSP do to improve the service it provides its members? (n = 658)

A total of 658 respondents answered this write-in question (43%). A number of respondents simply answered to say they were pleased with the services as they were (78 respondents). A few had less positive comments, suggesting there was hardly any service provided (5 respondents).

Many comments were requests for increased financial support, reduced fees, broadening the means to pay dues, suggestions for activities that could be carried out on the website, and suggestions to hold more scientific or training activities.

Many provide requested more opportunities for networking and a number of respondents suggested that IUSSP should provide a more personalized relation with current members and follow up with former members and.

A number of member recommendations such as building institutional ties with population institutions fit well with IUSSP's new strategic plan.

Finally a number of responses suggested services already offered by IUSSP, an indication that many former but also current members are not aware of what IUSSP offers.

A more detailed list of comments is provided in Annex 2.

Q20/ What do you think the IUSSP should do to expand its membership? (n = 742)

Members' main suggestions include:

1. Contact members and ask them to inform their colleagues and students about the IUSSP and invite them to join. (Provide a flyer, a poster and an email with information, including on dues and benefits + set up a special recruitment page on website + FB and TWT)
2. Contact demographic research and training institutions and university departments all over the world to ask them to inform their staff and students about the IUSSP and suggest they join (send flyer, poster and email with information including on dues and benefits).
3. Contact National Statistical Offices all over the world to ask them to inform their staff about the IUSSP and suggest they join.
4. Reach out and open up to other disciplines which deal with population research (beyond demography) and to applied demography (beyond academia).
5. Set up thematic panels/chapters (and organize thematic conferences)
6. Set up regional or country specific panels/chapters.
7. Appoint country "focal points" (contacts/coordinators).
8. Organize (more) joint activities with regional and national population associations.
9. Organize (more) sessions at conferences of other disciplines.

10. Inform members better.
11. Treat members better.
12. Allow more members to participate / share responsibilities.
13. Provide more training materials online (for teachers and students).
14. Increase channels to dues payment and set up a fairer fees structure (some members also suggest reduced dues for non-IPC years).
15. Follow up on the drop-out members.
16. Target students.
17. Some members suggested IUSSP seek inspiration from what ISA provides its members or what PAA does toward junior researchers.

Listed below are a number of desirable goals which IUSSP Councils have looked into but see as very difficult to implement.

- Joint memberships (with national and regional population associations and with other disciplines).
- Have a journal.

Q21/ How can IUSSP encourage more young demographers to become members? (n = 834)

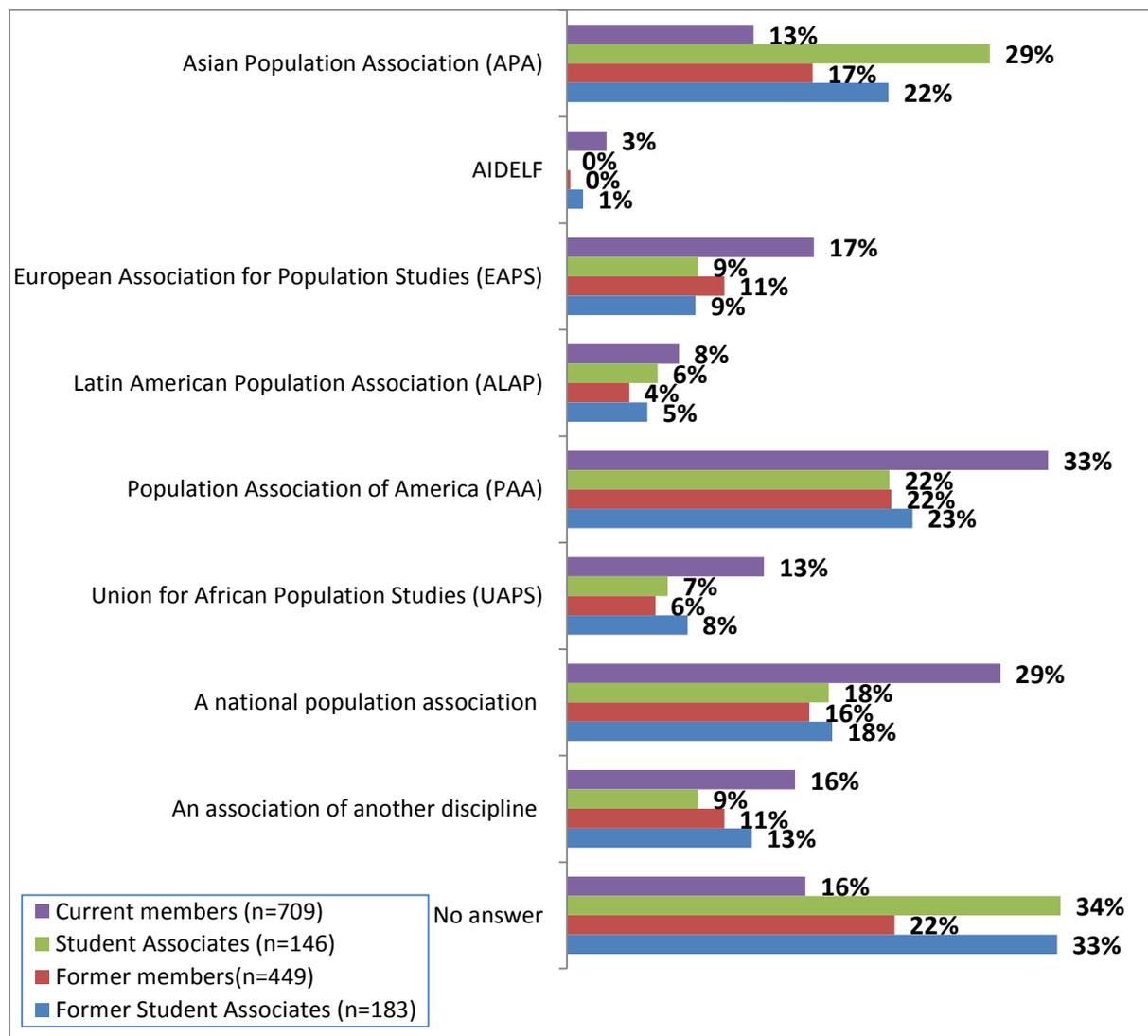
1. Free membership for students (limited in time) – (*presently it is four years for LMIC students*)
2. Free membership the first year (or 2 years, or 3 years)
3. Encourage members to introduce their students and young colleagues to the IUSSP.
4. Work closely with universities and training institutions and designate focal points in major training institutions.
5. Give young demographers more responsibilities within the union. Give them opportunities to participate...
6. There should be a space on the website where members could write to explain the problems they face (for their research) and where other members could answer and provide advice.
7. Mentorship programmes.
8. Established members could show how they benefited from being IUSSP members.
9. Have more online activities (workshops, etc.) and use more social media.
10. Share innovative ideas about job opportunities (in and out of academia).

Q22/ To which of the following associations do you belong?

Seventy-five percent of current IUSSP members are also members of a regional association: one-third of current members are members of the PAA, 17% are members of EAPS, 13% of UAPS and APA, 8% of ALAP, and 3% of AIDELF, the French-speaking demographers' association. Many IUSSP members are also members of a national population association (29%) or an association in another discipline (16%). Most of the other associations listed are national population associations or sociology, economy, statistics or public health associations.

A large proportion of IUSSP Student associates also belong to another association: 29% to the APA and 22% to the PAA.

Q22/ To which of the following associations do you belong?



Q23/ How can IUSSP strengthen its collaboration with regional population associations? (n = 572)

Members often acknowledged that there were already many ways in which the IUSSP has already strengthened its collaboration with regional population associations. They suggested:

1. Organizing (more) joint-activities.
2. Through focal points/members in each country
3. Including the regional associations as “corporate members” of the IUSSP.
4. By integrating online systems.

Answers also pointed to some other issues, not directly related to the question:

- Provide services not provided by regional population associations, focusing in particular on international exchange and interaction through IUSSP website.
- Including Spanish and Portuguese as IUSSP languages.
- Make IUSSP management less Americano-European.
- List all national and regional associations.

Finally some members questioned the relevance of strengthening collaboration with regional population associations.

Q24/ On what kind of activities do you think the IUSSP should focus on in the future? (n = 725)

The question (preceding a closed-ended question on areas of particular interest to a variety of donors) was purposely vague. Members provided answers on various types of activities as well as on specific topics IUSSP should focus on.

Types of activities: (no particular order)

1. Focus on emerging issues, new methodologies and international issues.
2. Share information on emerging issues, new ideas, new techniques, new methodologies (with commentary by IUSSP members)
3. Seminars and workshops
4. Conferences (maybe every two years).
5. Smaller scale recurrent conferences on more specific topics.
6. More regional meetings so that more people can attend.
7. Training workshops and programmes (in research methodology)
8. More online activities and/or training and conferences which members could view online.
9. Webinars.
10. Online resources
11. Capacity building (also through online modules/features)
12. Facilitate collaborative research between members, networking.
13. Bring attention to international demographic research.
14. Make research findings accessible to the public.
15. Counteract sensationalist rubbish on international migration
16. Focus on macro-demographic issues... to help donors and the public understand the importance of demographic trends.
17. Educate journalists.
18. Collaborate with universities and population research institutes.
19. Publish a good quality peer-reviewed journal.
20. Build a network of graduate students.
21. Promote textbooks on population issues.
22. Membership Drive, especially toward young demographers.

Topics: (listing only those cited several times, most cited first)

- | | |
|------------------------------|---|
| 1. Migration and refugees | 10. Infertility, childlessness |
| 2. Big Data | 11. Low fertility |
| 3. Climate change | 12. Abortion, contraception, family planning. |
| 4. Inequality | 13. Urban demography |
| 5. Ageing | 14. Applied demography |
| 6. Gender | 15. Youth |
| 7. Demographic dividend | 16. Evolutionary demography |
| 8. SDGs | |
| 9. Demographic transition(s) | |

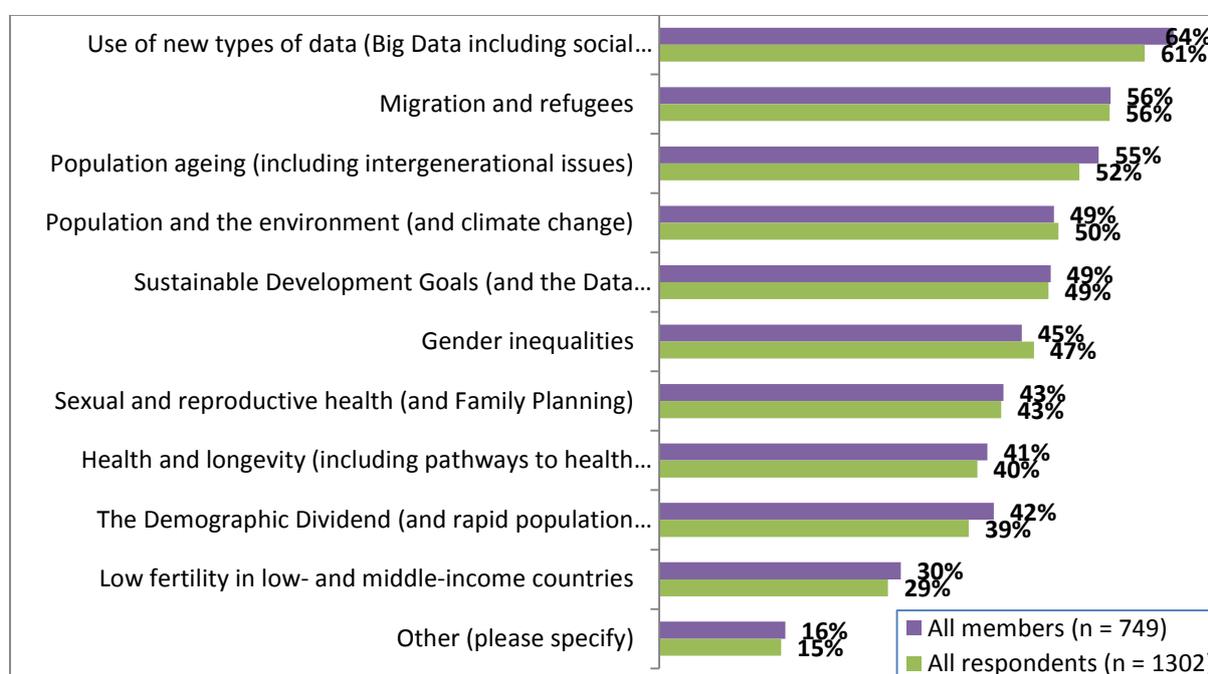
Q25/ In which of the following areas of particular interest to a variety of donors would you like to see the IUSSP organize more activities?

The three areas where members would most like to see the IUSSP organize more activities were:

- Use of new types of data (Big Data including social media, satellite data...) (64%)
- Migration and refugees (56%)
- Population ageing (including intergenerational issues) (55%)

The preference order remains identical when former members and students are included.

Q25/ In which of the following areas of particular interest to a variety of donors would you like to see the IUSSP organize more activities?



These three areas remain the first three for all regions, except in Asia, where “Sustainable Development Goals (and the Data Revolution)” is chosen before “Migration and refugees”, and in Africa, where the top three areas are, by order:

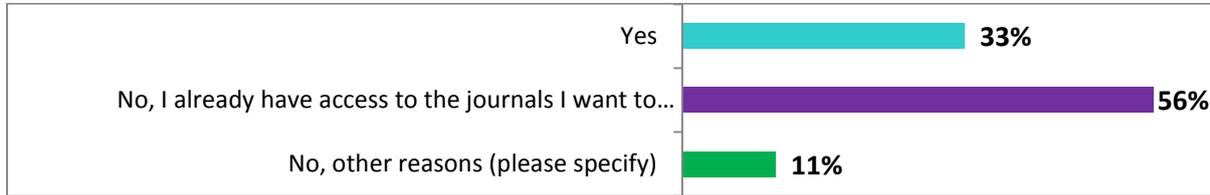
- Sustainable Development Goals (and the Data Revolution)
- Use of new types of data (Big Data including social media, satellite data...)
- The Demographic Dividend (and rapid population growth, with a focus on Africa)

Q26/ Would you be interested (if this is feasible) in paying an extra amount to access peer-reviewed journals via the IUSSP at a reduced rate?

Most members (56%) are not interested because they already have access to the journals they want to read. However 33% say they could be interested in paying an extra amount

to access peer-reviewed journals via the IUSSP website and some 11% answered they would not be interested because of the additional cost involved.

**Q26/ Interested in paying to access peer-reviewed journals via IUSSP?
(current members and students, n = 811)**



Only in the African region is there a majority of members who indicate their interest in such a proposal (56%). Only 28% declare they have access to the journals they want to read.

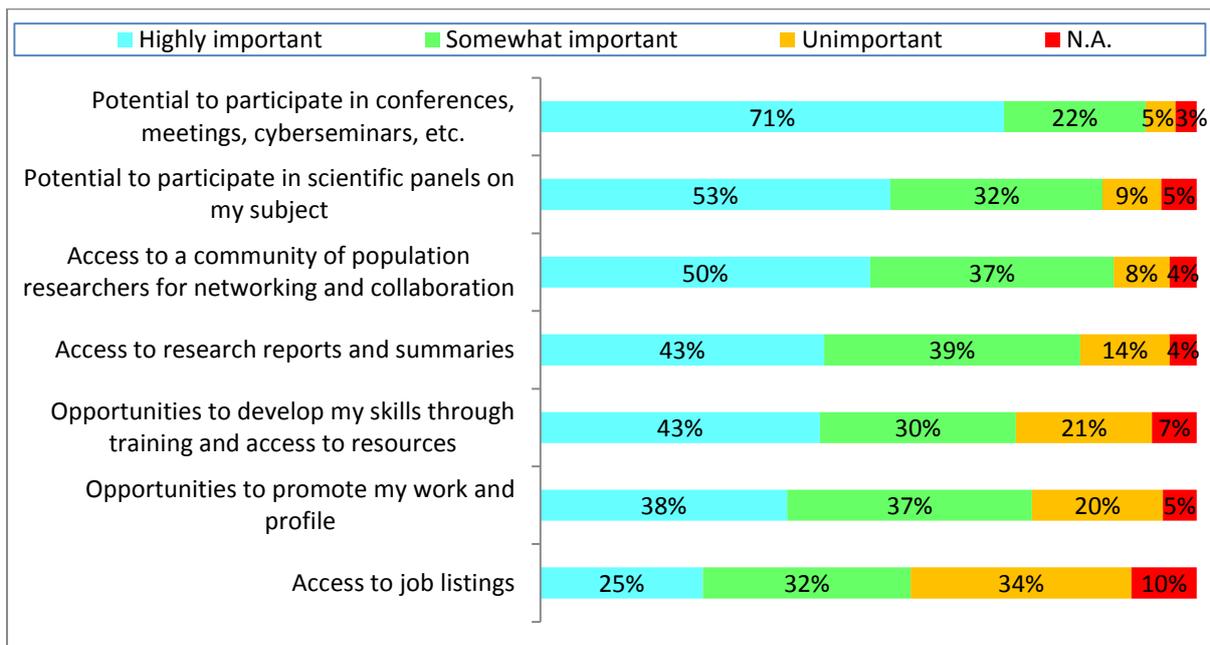
IX/ IUSSP membership benefits

Q27/ How important are the following benefits to maintaining or renewing your IUSSP membership?

Respondents view the three following benefits as most important:

- Potential to participate in conferences, meetings, cyberseminars, etc. (*highly important: 71%*)
- Potential to participate in scientific panels on my subject. (*highly important: 53%*)
- Access to a community of population researchers for networking and collaboration (*highly important: 50%*)

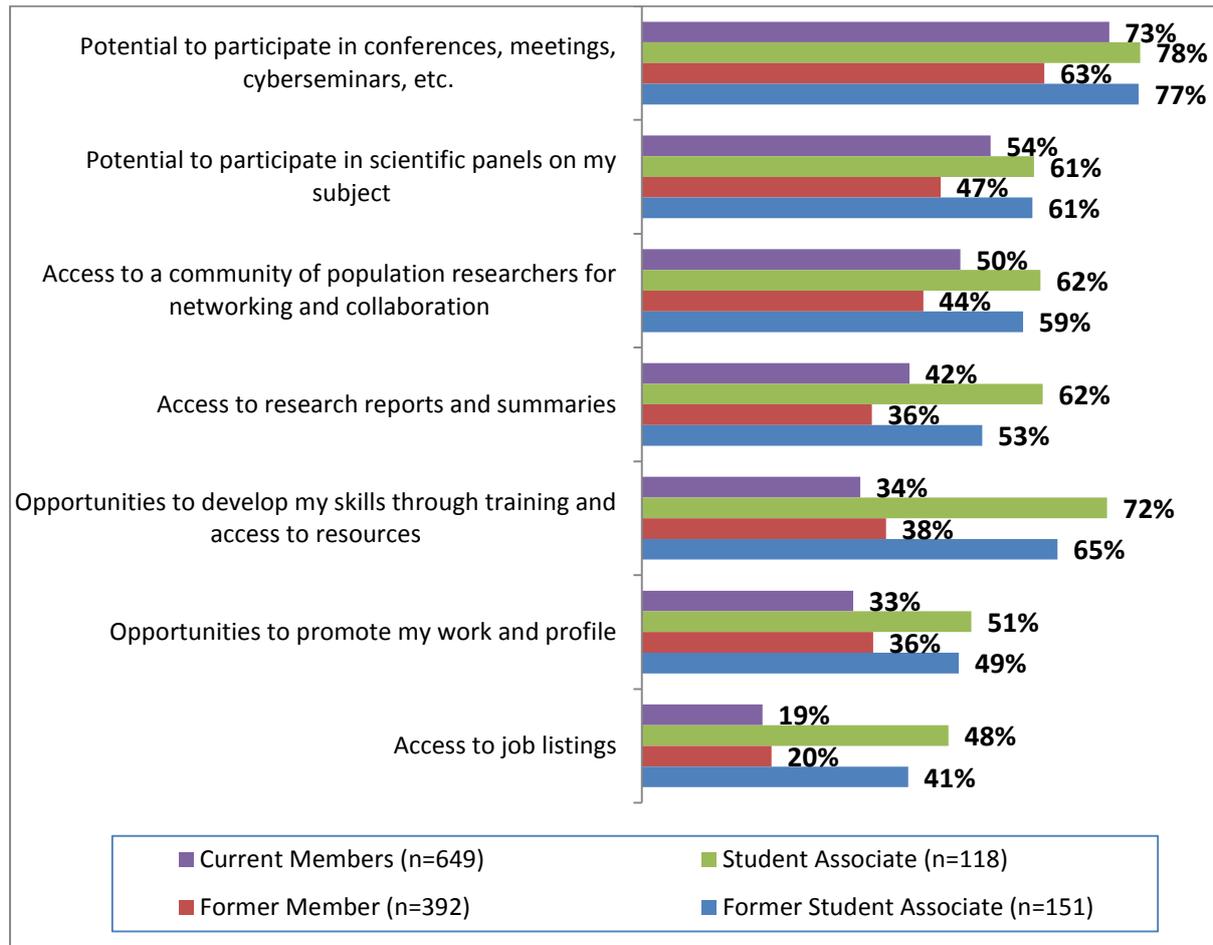
Q27/ How important are the following benefits to maintaining or renewing your membership? (n=1,321)



There are major differences between full members and students, in particular for the four following benefits, which appear to be more important for students:

- Opportunities to promote my work and profile
- Opportunities to develop my skills through training and access to resources
- Access to research reports and summaries
- Access to job listings

**Q27/ How important are the following benefits to maintaining or renewing your membership?
("Highly important")**



X/ Evaluation of IUSSP

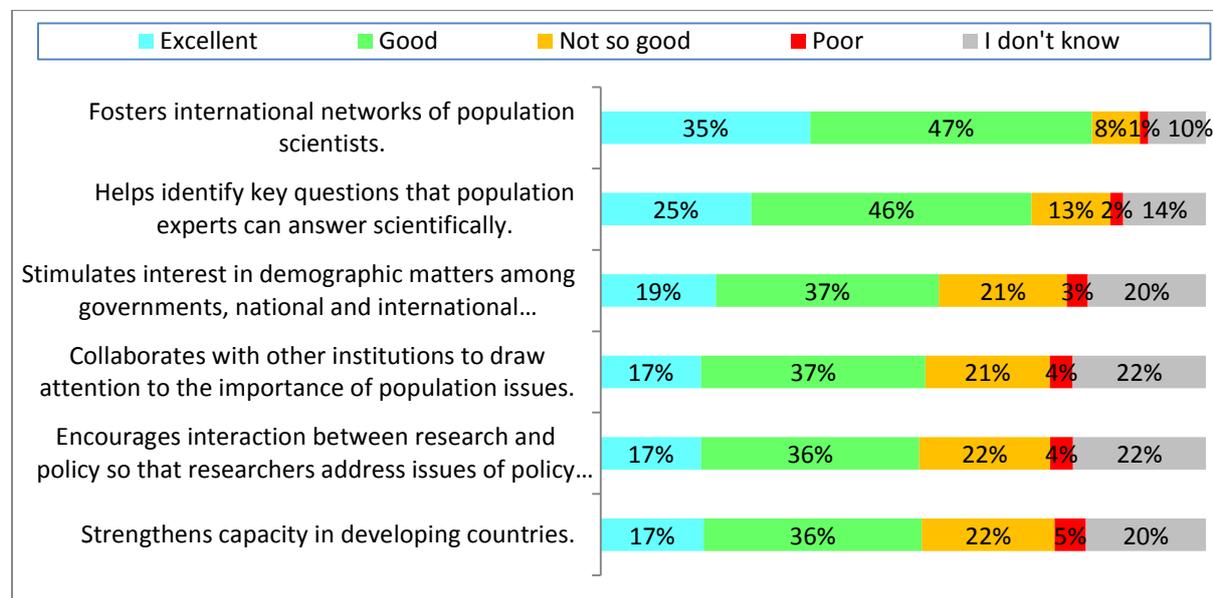
Q28/ How would you rate the degree to which IUSSP achieves its objectives?

Respondents consider the IUSSP best achieves the two following objectives:

- Fosters international networks of population scientists (overall well 82%, excellent 35%).
- Helps identify key questions that population experts can answer scientifically (overall well 71%, excellent 25%).

For other objectives, slightly more than half the respondents believe the IUSSP achieves its objectives, while the remaining are split between those who think the IUSSP does not do so well and those who answer they do not know.

Q28/ How would you rate the degree to which IUSSP achieves its objectives?



Q29/ If you have any other comments or suggestions, please note them briefly in the space below. (n = 305)

A selection of comments is listed below:

1. IUSSP is doing a great job. Making it more attractive to enlist active membership is the challenge. Funding to support innovative and productive activities is the key!
2. Attract donors to support product design and web development and maintenance. NB free population courses on Coursera and MOOC.
3. In the 21st Century it needs to refocus its work and avoid becoming a Union servicing UNFPA or other Foundations' "not too scientific" agendas.
4. Greater participation is required from policy makers and non-academic sector.
5. There is a need for greater emphasis in policy formulation.

6. More work is needed to attract young scientists to the population field. We should be able to make our point that everything revolves around population dynamics.
7. Integrate relevant scholars from developing countries in major activities of the association.
8. IUSSP should engage the young demographers in a more effective manner. This is something that I found missing in its activities.
9. *Le brassage intergénérationnel est un élément très important à considérer. Donner la possibilité aux anciens et nouveaux membres de collaborer, à travers des rencontres périodiques serait bien utile à l'UIESP !*
10. I would like to see IUSSP be a stronger educational tool in graduate programs.
11. Much more could be done by IUSSP in between conferences to engage with students and early career researchers. To do so, it might be wise to work with other societies (like PAA, EPC, BSPS, etc.), national centres of excellence, and new means of communicating with young demographers (e.g. blogs like Demotrends and Openpop)
12. IUSSP should have an online portal, which should focus in monitoring the students and other young professionals. The discussion forums always help the students and new learners.
13. *Assurer plus de présence dans les pays membres avec des points focaux dynamiques*
14. *J'appuie fortement l'idée d'une cotisation supplémentaire pour permettre à des chercheurs (surtout africains) d'accéder en ligne à des revues scientifiques. A mettre en œuvre rapidement.*
15. *Pour notre cas (Madagascar), les démographes sont motivés à entrer dans le réseau, sauf que nous sommes payés à 200 euros par mois et ne nous permettent pas de régler nos cotisations; D'autant plus, il nous est difficile de payer en ligne car nous n'avons pas de carte internationale.*
16. Solve the web problem for paying membership
17. Eliminate bilingual conferences.
18. The image the current bilingual policy gives it is that the IUSSP is primarily a French/European association rather than an international association.
19. *Il faut, à tout prix, garder le français comme langue de l'Union (I am not French!)*
20. Provide a link to invite students from other disciplines interested in population studies, such as public health and medicine.
21. Please add Health communication, public health budgeting, Social and behavioural change, urban health themes in the forthcoming conferences.
22. Focus on population not health
23. Too little attention from population scientists to population ethics, especially to do with fertility and intergenerational equity and also to epistemic walls between disciplines, e.g. demographers use of attitudinal measures (such as ideal family size, intended family size) that would be regarded as comic by psychologists.
24. I would like to suggest to improve the transparency of decisions taken by the Council (e.g. I never received an answer about a proposition of an international working group I made few years ago; the criteria used by the Council to decide are not clear).

25. The evaluation process of submitted papers for seminars and conferences has scope for improvement.
26. The structure of IUSSP should be further studied. The type of activities organized should be reviewed.
27. I have always been out of the loop of IUSSP and felt that it was a secret club which wasn't interested in my work.
28. *En tant que membre j'aimerais bien m'intégrer plus en donnant plus, expertiser des articles, des travaux, assister à des réunions.*
29. IUSSP is doing a great service to population issues and demographic research.
30. IUSSP meetings are a real joy; the publications are important and I use them in my own research and teaching; I am very happy with IUSSP.
31. The developments and types of seminars offered over the past five years have been excellent. Very impressive.
32. I thank the organization for a few opportunities it has given to improve myself.
33. I wish IUSSP grows in length and width. Thanks for doing this exercise.
34. I'm glad that the organization is taking this initiative to revitalize the organization.
35. *J'ai beaucoup apprécié le contenu de ce questionnaire, il prend en compte mes préoccupations. Je remercie ceux qui ont eu la belle initiative de réaliser cette enquête en ligne.*

Annex 1 – Questionnaire (English version)

Introduction

The environment in which the IUSSP operates as a professional organization has changed in many ways since the last time IUSSP conducted a survey in 2010. The IUSSP needs to reassess its priorities, activities, communications and membership resources.

We are asking for your input on these issues by filling out this short, anonymous, survey.

The survey takes no more than 5-10 minutes to complete. Please complete this survey as soon as possible so that preliminary data can be used to inform the consultants IUSSP hired to provide strategic recommendations (by the end of June).

- The survey is anonymous: the software has been set so that personal information – names, email addresses, and IP addresses – are excluded from the survey results.
- The survey begins with a few question regarding your membership, how you use the IUSSP website, read IUSSP email announcements, the Bulletin, N-IUSSP, etc., and is followed by questions related to the future of IUSSP. The questionnaire ends with 5 socio-demographic questions which will help us analyse the survey.
- Do not hesitate to provide comments or suggestions on any topic relevant to the IUSSP in the appropriate text fields or in the final comment box.

You can return to the survey to change or add information until 21 August, even after you have completed the survey.

Thank you for your participation!

* In which language would you like to take the survey?

- English
- Français

IUSSP Membership

1) Why did you first join the IUSSP?

- I first joined to attend an IUSSP Conference
- I first joined to attend an IUSSP seminar or workshop
- I first joined simply to be part of the network
- Other (please specify)

2) Are you presently a full Member or a Student Member of the IUSSP?

- I am a full Member
- I am a Student Member
- I was formerly a full Member but have not renewed
- I was formerly a Student Member but have not renewed
- I never joined the IUSSP

→ **Filter: current members and students**

3) How many years ago did you first become a member?

- I joined less than a year ago
- I joined in the last 5 years
- I have been a member for 5-10 years
- I have been a member for more than 10 years

→ **(filter: current members and students who joined less than 1 year ago)**

4a) Do you plan to renew your membership?

- Yes
- Maybe
- No

Please explain briefly why:

→ **(filter: current members and students who joined more than 1 year ago)**

4) Do you continuously maintain your membership?

- Yes
- No

→ **(filter: current members and students who do not continuously maintain their membership)**

4b) What is your main reason for not renewing every year or paying for several years in advance? [tick only one answer]

- I forget
- It is difficult for me to pay online
- I find it too costly for the value I receive
- Other (please explain)

→ **Filter: former members and students**

3c) How many years had you been a member?

- I was a member for only one year
- I was member 2 to 4 years
- I was member for 5-10 years
- I was a member for more than 10 years

→ **Filter: former members and students**

4c) What is your main reason for not renewing your membership? [tick only one answer]

- I forgot
- It is difficult for me to pay online
- I find it too costly for the value I receive
- My employer ceased to cover my membership fees
- Other (please explain)

5) Who generally pays for your membership dues? (Tick as many as apply)

- I pay myself
- It is covered by a grant
- My employer or university
- Other (please explain)

Participation in IUSSP activities

6) Which of the last three International Population Conferences did you attend?

- Busan 2013
- Marrakech 2009
- Tours 2005

7) How likely are you to attend the 2017 IPC, which will be held in Cape Town, South Africa, on 29 October-4 November 2017?

- Definitely
- Likely
- Uncertain
- Unlikely
- Not attending

(Optional comment)

**8) Among the following IUSSP-related items, which have you done?
(Tick as many as apply)**

- Submitted an abstract in response to an IUSSP call for papers
- Participated in an IUSSP Conference
- Participated in an IUSSP training workshop
- Participated in an IUSSP Seminar, expert meeting or workshop
- Served as a session organizer, chair, discussant or invited speaker in an IUSSP event
- Served as a Panel/Committee member or IUSSP Seminar/workshop organizer
- Browsed the IUSSP website for information
- Searched the membership directory
- Searched the job announcements
- Used the online training "Tools for Demographic Estimation"
- Used the online training modules "Population Analysis for Policies and Programmes"
- Used "Demopaedia", the Online Multilingual Demographic Dictionary
- Followed up on an IUSSP email announcement
- Other (please specify)

9) Has being a member of the IUSSP or participating in IUSSP activities resulted in your making contacts that have led to new collaboration with colleagues from other countries?

- Yes
- No

IUSSP member profile

*** 10) Have you completed your IUSSP member profile, which appears in the IUSSP Membership Directory? (e.g. with a summary, specializations, publications, a photo?)**

- Yes
- No
- Partially

**10b) What is your main reason for not completing your member profile?
[write-in]**

IUSSP email announcements

11) Do you receive the following IUSSP announcements by email?

No *Yes* *N.A. / I'm not sure*

- The IUSSP Bulletin
- N-IUSSP articles
- Other IUSSP announcements on activities, publications, positions, etc.

Comments

12) What is your personal view regarding the number of email announcements you receive?

- I receive too many emails from the IUSSP
- The number of emails is just about right
- I would not mind receiving more emails
- No particular view

(Optional comment)

13) If you could select the type of email announcements you receive, which kind would you be interested in receiving? (Tick as many as apply)

- All types of announcements
- The IUSSP Bulletin (quarterly)
- N-IUSSP articles (weekly articles)
- Announcements related to IUSSP activities
- Announcements from other institutions (including calls for papers and job opportunities)
- No announcements at all
- Other (please specify)

IUSSP publications

14) Do you read the following publications sent by email or posted on the IUSSP website?

Yes, regularly Most often Rarely No, never N.A. / I don't know

- IUSSP Bulletin (quarterly newsletter)
- N-IUSSP articles (weekly)
- IUSSP meeting reports
- IUSSP Seminar working papers

15) How satisfied are you with these publications?

Very satisfied Satisfied Not satisfied Not at all satisfied N.A. / I don't know

- IUSSP Bulletin (quarterly newsletter)
- N-IUSSP articles (weekly)
- IUSSP meeting reports
- IUSSP Seminar working papers

Comments

IUSSP Website

16) How often do you visit the IUSSP website?

- Several times per week
- Several times per month
- Several times per year
- Once a year or less on average

17) Are there any items or features you would like to use that are not currently available on the website? [write-in]

18) Are there any improvements to the website that you would like to suggest? [write-in]

The future of IUSSP

19) In your opinion, what should the IUSSP do to improve the service it provides its members? [write-in]

20) What do you think the IUSSP should do to expand its membership? [write-in]

21) How can IUSSP encourage more young demographers to become members? [write-in]

22) To which of the following associations do you belong?

- Asian Population Association (APA)
- Association Internationale des Démographes de Langue Française (AIDELF)
- European Association for Population Studies (EAPS)
- Latin American Population Association (ALAP)
- Population Association of America (PAA)
- Union for African Population Studies (UAPS)
- A national population association (specify below)
- An association of another discipline (specify below)

Please list the national population associations or associations of another discipline you belong to:

23) How can IUSSP strengthen its collaboration with regional population associations? [write-in]

24) On what kind of activities do you think the IUSSP should focus on in the future? [write-in]

25) In which of the following areas of particular interest to a variety of donors would you like to see the IUSSP organize more activities? (Tick all that apply)

- Use of new types of data (Big Data including social media, satellite data...)
- Population ageing (including intergenerational issues)
- Sexual and reproductive health (and Family Planning)
- Health and longevity (including pathways to health and lifecycle)
- Low fertility in low- and middle-income countries
- Migration and refugees

- The Demographic Dividend (and rapid population growth, with a focus on Africa)
- Sustainable Development Goals (and the Data Revolution)
- Population and the environment (and climate change)
- Gender inequalities
- Other (please specify)

26) Would you be interested (if this is feasible) in paying an extra amount to access peer-reviewed journals via the IUSSP at a reduced rate?

- Yes
- No, I already have access to the journals I want to read.
- No, other reasons (please specify)

IUSSP membership benefits

27) How important are the following benefits to maintaining or renewing your IUSSP membership?

Highly important Somewhat important Unimportant N.A.

- Potential to participate in conferences, meetings, cyberseminars, etc.
- Potential to participate in scientific panels on my subject
- Access to a community of population researchers for networking and collaboration
- Opportunities to promote my work and profile
- Opportunities to develop my skills through training and access to resources
- Access to research reports and summaries
- Access to job listings

Evaluation of IUSSP

28) How would you rate the degree to which IUSSP achieves its objectives?

Excellent Good Not so good Poor I don't know

- Fosters international networks of population scientists.
- Stimulates interest in demographic matters among governments, national and international organizations and the public.
- Helps identify key questions that population experts can answer scientifically.
- Strengthens capacity in developing countries.
- Collaborates with other institutions to draw attention to the importance of population issues.
- Encourages interaction between research and policy so that researchers address issues of policy significance and the results of scientific research are better known and understood by policy makers.

Additional comments or suggestions

29) If you have any other comments or suggestions, please note them briefly in the space below:

Last page: individual information

A. What is your current employment status? (Tick as many answers as apply)

- Researcher
- Professor
- Student
- Working for a government
- Working for a private company
- Working for a Non Governmental Organization
- Working for an International Organization
- Self-employed/consultant Retired
- Unemployed
- Other (please specify)

B. In which region do you reside?

- Africa
- Asia
- Europe
- Latin America and the Caribbean
- Northern America (USA & Canada)
- Oceania

C. In which country do you reside? (optional)

- Country of residence:

D. What is your age?

- Under 35 years
- 35 to 49 years
- 50 to 65 years
- Over 65 years

E. What is your gender?

- Male
- Female
- Other (please describe)

The End.

Thank you for participating in this survey.

Annex 2 – Selection of comments in reply to Q19

Q19) In your opinion, what should the IUSSP do to improve the service it provides its members? (n = 658)

In addition to replies from members saying they were pleased with the services as they were (78 resp) and to less positive comments (5 resp), many comments focused on requests for increased financial support (55 resp), reduced fees (28 resp), broadening the means to pay dues (20), suggestions for activities that could be carried out on the website (44), suggestions to hold more scientific (31) or training activities (23). Also of note, respondents suggested that IUSSP should do more to maintain the relation with current as well as former members (17 resp) and provide more opportunities for networking (12 resp). Finally a number of responses suggested services already offered by IUSSP (13), an indication that many former but also current members are not aware of what IUSSP offers.

Detailed selection of comments:

Legend: (CM) Current member; (CS) Student Associate; (FM) Former member; (FS) Former Student Associate.

Some positive feedback

- All things considered, and comparing with other professional organizations of which I am a member, I think the IUSSP is doing very well (CM)
- I think overall you do a very good job. However, I have found that it is complicated to access your website. (CM)
- Over the years, IUSSP seems to have made a marked effort to be more accessible to its members and should continue this effort (CM)

Some less positive feedback

- IUSSP should change its structure completely otherwise it will be of no value (CM)
- As far as I know, the IUSSP does not provide any service to members. Provision of any service will be an improvement. (CM)
- It needs to greatly improve its membership service for members who do not make payments online. Membership fees should cover the cost of a normal membership renewal notice (...). (CM)
- I am an ISA member too. ISA is far more worthy of following up than IUSSP in my past experiences. IUSSP may feel uncomfortable, but I personally think the services that ISA provided to its members could be a good example that is worthy of IUSSP's reference. (CM)

On activities

- (...) Too high a proportion of membership fees go to support work that only a tiny fraction of IUSSP members can and do participate in. (FM)

- (...) *Elargir le champ d'action à plusieurs disciplines afin d'avoir une vision globale de chaque aspect traité. (FM)*
- (...) I tend to go to smaller more focused groups these days (FM)
- Have more regional seminars/workshops on various population and health topics, collaborate with more institutions. (FM)
- (...) perhaps increasing the thematic based seminars might be a better strategy to maintain high quality and ensure representation from the membership. (FM)
- (...) Periodical national and regional level conferences focusing on changes in the socio-economic demographic and political field. (FM)
- Add new thematic events (CM)
- Activities which may improve more interaction among the members of the IUSSP. (CM)
- (...) Encourage demographers and population scientists to collaborate with other scientists to conduct studies to respond to issues such as global warming and their consequences on demographic behaviour (CM)
- Perhaps General Conference should be every two years? Or between General Conferences, hold lower-key conference? (CM)
- Regional conferences and/or interim conferences in between Population Conferences (CM)
- Hold more joint events with smaller country-level population associations--such as PANZ in New Zealand and APA in Australia. (CM)
- Providing more seminars on some hot topics. (FM)
- *Réduire les coûts associés à la conférence (formule qui ne convient plus à bien des égards) et accorder du financement pour l'organisation de séminaires et colloques par les panels thématiques (beaucoup plus profitables) (CM)*

Career

- Provide relevant information for career development and organize relevant seminars and workshops on sub themes. (CM)
- Jobs outside academia (FS)
- (...) specific opportunities for early career researchers (CS)
- (...) *Faciliter la mobilité professionnelle de ses membres (aide à occuper des postes de chercheurs, gestionnaire de projets, etc.). (FM)*

Country-based

- Have country-based affiliates. (FM)
- Have vibrant regional focal points/representatives. (FM)
- Améliorer sa communication en direction des membres sur les activités de l'Union. Pourquoi pas au travers des points focaux régionaux ou nationaux vers qui les membres pourraient se tourner spontanément pour avoir certaines informations ou facilités (FM)

Communicate on IUSSP

- IUSSP and its scientific panels could provide short yearly reports - summary of general activities. (CM)
- *Communiquer sur ce qu'est l'UIESP, les activités, les retombées, les possibilités de publier...et en français. (FS)*
- *Dans la mesure du possible être toujours prêt de ses membres à travers des informations régulières (CM)*

Communicate beyond IUSSP membership

- Advertise more. Without attending the UAPS conference I wouldn't have known there was a network of this nature. This can be done through social media amongst others (CS)

Inform

- Be a top information generator and distributor in the broad field (CM)
- Provide global updates on relevant issues, new technologies, new study designs etc.. (FM)
- More reviews on advances in population study (FM)
- A list table (and links) of papers by topics of top journals (FM)

Seek endowments

- The new outreach articles are fabulous! The workshops are incredible. I hope the association continues to strive to fund participants from the developing world, and perhaps considers a more aggressive approach to seeking endowments etc. towards this purpose. (CM)

Elections

- Make the election system more simple (CM)

Fees

- I currently work as freelance for family reasons and normally I only have one small research grant per year. I hope there could be special membership rates for people like me because otherwise it is very expensive. (FM)
- Stop membership fees for over 75s (FM)
- Include cheaper subscriptions to the association for the countries of South America. Generally, the lowest costs are granted to Africa, in our case (the Argentine Republic) the salary of the researchers of the national system is very low. (FM)
- Can there be downward review of annual fee for members from developing countries (CM)

Involve members

- Do something so that all get involved in activities of IUSSP and feel themselves to be a part of IUSSP (CM)

- IUSSP started out as a sort of club run by the big boys. To some extent it still is. Panel membership is not open as far as I am aware. for example I have been a member for 40 years but no-one has ever approached me about anything or had a panel relevant to my area (CM)
- Involve younger demographers in professional activities on a volunteer basis. (CM)

Note on IPC

- For the last three IUSSP conferences I could find a link between (though not very sure) the session organizers and some of the presenters. It may be that the papers are really excellent. However, anonymity should be maintained during the paper selection process. Also number of travel grants should be increased. (FM)

Journals (free or subsidized) [*but a specific question shows that many members do not need access to journals via IUSSP*]

- Negotiate access to journals (if not expensive to IUSSP) (CM)
- Increase free publications for download for members (CM)
- Information about open access to reputable Journals on Population. (CM)
- Links to the journals of population studies in each country. (CM)
- It would also be great if IUSSP published an electronic peer-reviewed journal. This is very possible given the new financial models for professional journals. IUSSP would need to set up the infrastructure, but could completely avoid the costs of publication. Also, more outreach to the broader public -- to provide insight for journalists and others into demographic issues. Biggest problem is the difficulty of sharing ideas with other demographers internationally and with electronic media, IUSSP could do an excellent job of facilitating this communication at low cost. (CM)

Junior

- Maybe reach to young demographers for them to more actively participate. For example it seems that the Junior Demographer position in meetings is not there anymore. It would be good to involve young people more. (CM)

Languages

- English is now the standard for international communication. But not all authors are equally fluent: most of them they may need (costly) linguistic revisions. What about providing a centralized, qualified (and comparatively cheap?) one? (CM)
- Add Arabic Language to the two other languages (CM)
- Include Spanish as an official language (CM)
- *Être plus ouvert aux autres langues, notamment l'espagnol. Il me semble terrible et bizarre l'obsession par une seule langue. J'estime qu'elle limite les possibilités de service et d'expansion de l'UIESP (CM)*
- *(...) Ne pas se limiter seulement aux séminaires en Anglais. Car l'Anglais est très souvent la seule langue requise pour participer aux séminaires de l'UIESP. (CM)*
- *Conserver la communication et l'interprétation simultanée en français. (CS)*

- *Ne jamais envoyer de courrier qui ne soit pas traduit en français, ne jamais organiser de réunion qui ne soit pas bilingue, ou au minimum dans laquelle on ne puisse présenter un papier en français. L'argument financier peut facilement être discuté. (CM)*

Maintain personalized relationship with members

- Keeping the personal (more direct, specific) contact with the members. (CM)
- Have a regular consultation with members (CS)
- (Add) More news about people, not just ideas. (CM)

Maintain relationship with former members too

- Maintain regular contact with members (FM)
- Communication and follow up on members (FM)
- Every year the IUSSP could send emails to remember services, links, and articles that have with the membership (CS)
- What I am suggesting is difficult, but could be given a consideration. Persons dropping out should be followed up and through some support system, they should be encouraged to continue as member. (FM)

Maintain relationship via survey

- Conduct this kind of survey regularly. (FM)
- Continue what it is doing and do follow up surveys (FM)
- I believe this survey is a first start and publications such as the Tools for Demographic Estimation. Get publications of interest to demographers and embark on a survey to find out how to improve the functioning of the union. For me, the union only becomes active when it is time for a conference. (FS)
- *Procéder aux enquêtes périodiques comme l'actuelle (CM)*
- *Demander leur avis, comme c'est le cas avec la présente enquête (CM)*

Tailored communication with members

- IUSSP should take into account research interests of each member to provide more individual services according to each professional profile (FS)
- To send personalized information regarding specific areas of interest, instead of sending all IUSSP info. (FM)
- Identify the different groups of members, i.e students, junior, senior members and send them tailored information for their consumption. (CM)

Mentoring

- Organise Mentorship Programmes (CM)
- *Faire un suivi des jeunes chercheurs, les orienter dans leur domaine de recherche. Pourquoi pas créer une sorte de "mentor" qui pourrait guider chaque jeune chercheur dans un domaine bien connu par son mentor (ici les anciens). Le*

jeune chercheur peut être un doctorant ou l'individu qui se lance pour la première fois dans la recherche (FS)

Networking

- Improve interaction (CM)
- (...) You should create a public forum where members could share idea, ask question and other related works. (CS)
- Provide members with a forum for program and policy discussions outside of scientific panels. (CM)
- Promote more working groups; be more transparent (CM)
- Promote communication between members and scientific panels. (CM)
- Sponsor online discussion groups for all IUSSP papers on particular topics. For example, the organizer of the discussion group could start by asking 3 questions and providing his/her own answers and then invite comments and other ideas/research. These discussion groups would be announced via email and on the IUSSP website. (CM)
- (I am more active in two other professional organisations and that takes up the time I can give.) Generally for such organisations I consider chances to network and learn from each other and share is important. (CM)
- I am suggesting a reserved column to graduate students from sub-Saharan African universities where issues relating to the development of their continent would be discussed...as well as call for paper for graduate students which would be published for us in reputable journals. (CS)
- Regional membership list and networking forums on line (FM)
- *Encourager la formation des groupes sous régionaux et par thématique (FM)*
- *Encourager la participation active des membres dans les groupes de travail (CM)*

Competing for member's limited time

- I have no suggestions. I could get more out of the resources IUSSP already offers if I got around to it. (CM)
- I remain glad to be a part of this community. As my research and teaching commitments are multi-disciplinary, I am, I think, less than a good member -- I can only participate when something comes up that I can contribute to, AND when it happens that, at that moment, I have the time to do so. (CM)
- I am satisfied with the service - communication competes with other scientific tasks (CM)

Payments

- I often have challenges paying my annual dues on-line (CM)
- (...) Proposer d'autres modalités de paiement des adhésions (FM)
- Reduce the difficulties in payment of annual dues for members from less developed countries (CM)
- Permettre des paiements par virement bancaire ou transfert d'argent (FS)
- Make easy step to make membership payment. Like in my case I'm in India's North east-Mizoram where facilities are not that good. (FS)

- Providing payment options for people in low income countries because online payments in these countries are very expensive and some people do not have credit cards. (FS)
- You know Iran has been under sanction. we have problems with bank transfers. we need more facilities for this kind of conditions (CS)

Policy

- At present there is lack of non-academic members in the group. These days population variable plays a critical role in policy building. Thus, a stronger drive is needed to spread membership into non-academic members who may be very active in research and analysis and policy building. The next IUSSP General conference may take this on board and encourage participation from the policy makers and analysts working in private and public sectors. (CM)
- Cover and stimulate to discuss social policy (FM)
- Help people who are not in the academia to keep abreast of key developments in the field. (CM)
- More policy oriented materials accessible in IUSSP site, more emphasis of middle income and developing countries (CM)

Reach out to research institutions and regional associations

- Also be more aware and close to population studies centers giving more space to them and new members could get a better picture of where and what is been done in population studies field. (FS)
- It can engage university students by motivating faculty members to encourage their students to join IUSSP. (CS)
- There could be more collaboration between regional demographic associations and IUSSP. Could membership, announcements, profiles, etc. be co-ordinated, making the regions local branches of IUSSP? (CM)

Seniors

- Lower the membership fee for people who have retired. (FM)

Support

- Opportunities/financial support to encourage long standing members who have not been participating as they should if they express interest. (CM)
- Include and encourage young professionals. (CM)
- Increase travel funding (CM)
- It is great that IUSSP meets in nice places in different countries and regions around the world. I would like IUSSP to seek (more) UN, govt or foundation funds to provide at least partial support to participants on the program from not only less developed countries but also from developed ones when they do not have funding from their own grants or institutions to participate. This used to be done (CM)
- Mobilize more resources to support need members to attend IUSSP organized events (CM)

Training and online training

- IUSSP should organise more training/workshops to build capacity of developing countries researchers and national population organizations (FM)
- IUSSP can support upcoming professionals to improve their publication skills (CM)
- Organize regional training workshops for demographers to initiate them to recent advances in measurement of various population characteristics and attributes. It's open access era. Hence IUSSP website contents has to be opened up to all interested parties and not restricted members. (FM)
- *Continuer à enrichir les cours d'apprentissage en ligne (CM)*
- *Les aider à publier leurs recherches (CM)*
- *L'UIESP doit tenir compte des opinions et encourager des chercheurs de pays moins développés à participer à des ateliers de formations et de recyclage. Elle doit aussi être une veille technologique pour les chercheurs pour leur perfectionnement et l'utilisation de nouvelles méthodes (CM)*
- *Offrir plus de formation et de partage d'information dans le domaine (CM)*

Additional comments on the website and online activities

- More online activities, like webinars, speeches via Internet. (CM)
- It does a fair amount already with the resources at its disposal but perhaps consider more member profiles and commentary on recent peer-reviewed articles. (CM)
- It is mostly satisfactory. But some Youtube clipings of prominent lectures/ keynote addresses could be added. (CM)
- Some platform to interact close on-line discussions for people working in similar areas. Frequent webinar by invitations to its members (FM)
- To publish a new Directory of Members and Population Multilingual Thesaurus (CM)
- More advice on sources of funding to attend meetings as well as research funds. Links to NIH, ESRC etc? (CM)
- Could create a forum on line on some issues which relate to the operations of the Union. The technical aspects could be left with the various Committees of the Union. (CM)
- Create an online discussion group related to issues of demography and other relevant subjects of interest to IUSSP and its members. (FM)
- Have perhaps short, recorded video seminars or podcasts to enable international participation in events without the costs of travel/time away. (CM)
- In IUSSP publications insert live links between names of members to their personal page with current information and photos. (CM)
- Increase the Cyber conferences (CM)
- Information counter (on the internet) (CM)
- IUSSP should hold webinars on current topics that will allow researchers from around the globe to connect and collaborate. (FM)
- IUSSP should initiate online courses on research methodology, statistical analysis and thematic areas of population development. (FM)
- Make the website more interactive so readers can give timely feedback (CM)

- Maybe social media? (CM)
- More information on and access to new demography and population-related scientific articles (CS)
- More summaries of research articles with research articles' links available. (CM)
- More targeted distribution system for reports, abstracts of papers from working panels. (CM)
- More training opportunities should be hosted online... these should be free opportunities for southern scholars and listed well in advance (FM)
- More visibility of panel activities, workshops and open them to public. More training for your researchers jointly with Workshops. More public policy interventions and public presence. (CM)
- Offer virtual classrooms, or on line attendance to conferences. For some of us the internet is the easiest way to participate (CM)
- One thought: How about posting provocative questions for on-line debate or chatting among members? There could be a new question each week for a while. (CM)
- Population statistics for African regions (CM)
- Provide latest population science data, fact sheets in the web site. (FS)
- Stress the scientific nature of being a population scientist by promoting adherence to strict scientific principles. (CM)
- There could be scope for more webinars so that more members can be involved in workshop style events. Often costs preclude involvement in events you have to travel to. (FM)
- To provide regular updates on available research grants (CM)
- Wider contacts and a sharing platform for individual researcher's output (FS)
- *Rien de spécial, mais souvent certaines versions françaises ne s'affichent pas. (CM)*
- *Accentuer la veille sur les réseaux sociaux (CM)*
- *Foire à articles permanente en ligne (FM)*
- *L'idée du N-IUSSP est super, car il aide le démographe à se positionner dans les débats avec les autres disciplines, les politiques, le public, à enseigner.. Cela pourrait même être être étoffé avec plus de documents sur notre discipline: définition de la démographie, c'est quoi enseigner en démographie, apport spécifique de cette discipline etc. Par ailleurs les séminaires des groupes de travail de l'IUSSP sont les meilleures ateliers en démographie au niveau mondial; ces rencontres ciblées sur des thématiques sont fantastiques (CM)*
- *Rendre l'interface plus joviale et ludique (CM)*
- *Répertorier et annoncer à l'avance toutes les réunions (congrès, ateliers, conférences, formations...) en démographie et étude des populations. (CM)*
- *Offrir une sélection de publications reconnues comme intéressantes (CM)*
- *Revue de presse de l'actualité démographique (FM)*
- *Améliorer l'accès aux nouveaux outils méthodologiques et aux publications scientifiques (CM)*
- *créer une application sur tablette (Ipad ou autre) (CM)*

- *Il faut simplifier l'accès internet. C'est par exemple plus facile d'accéder au site UNDP qu'au site IUSSP (CM)*
- *Peut-être plus de cours en ligne et des documents ou manuel pour nous aider s'auto mettre à jour (CM)*
- *Créer un espace membres pour favoriser le dialogue scientifique (CS)*
- *Diffuser des opportunités de publier en Démographie (CM)*

Be fairer...

- Perhaps special focus on developing countries; assist those in developing countries to write or feature their work; not just those written by scholars from or about developed countries (CM)
- Be more inclusive and open to members in North America (CM)
- Treat members from developing countries on a preferential basis (CM)