

# Older worker inclusion policies: A comparative analysis of Singapore and selected OECD countries

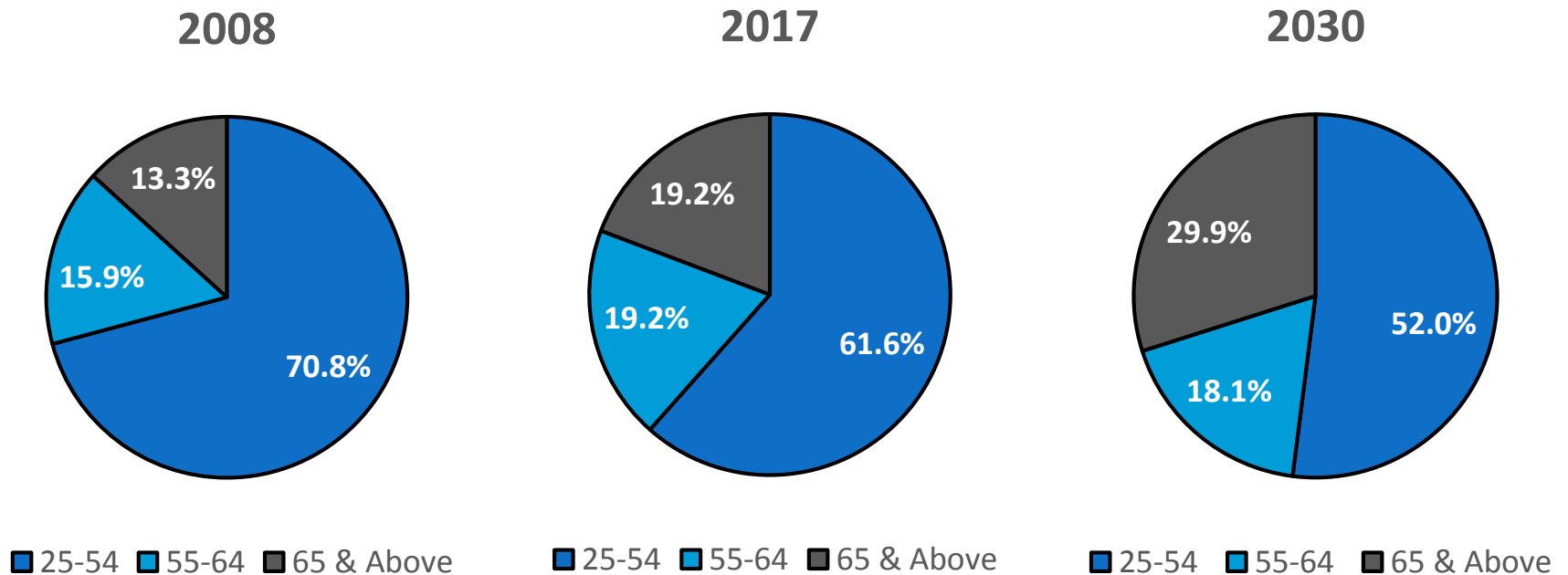
IPS Forum on Older Workers

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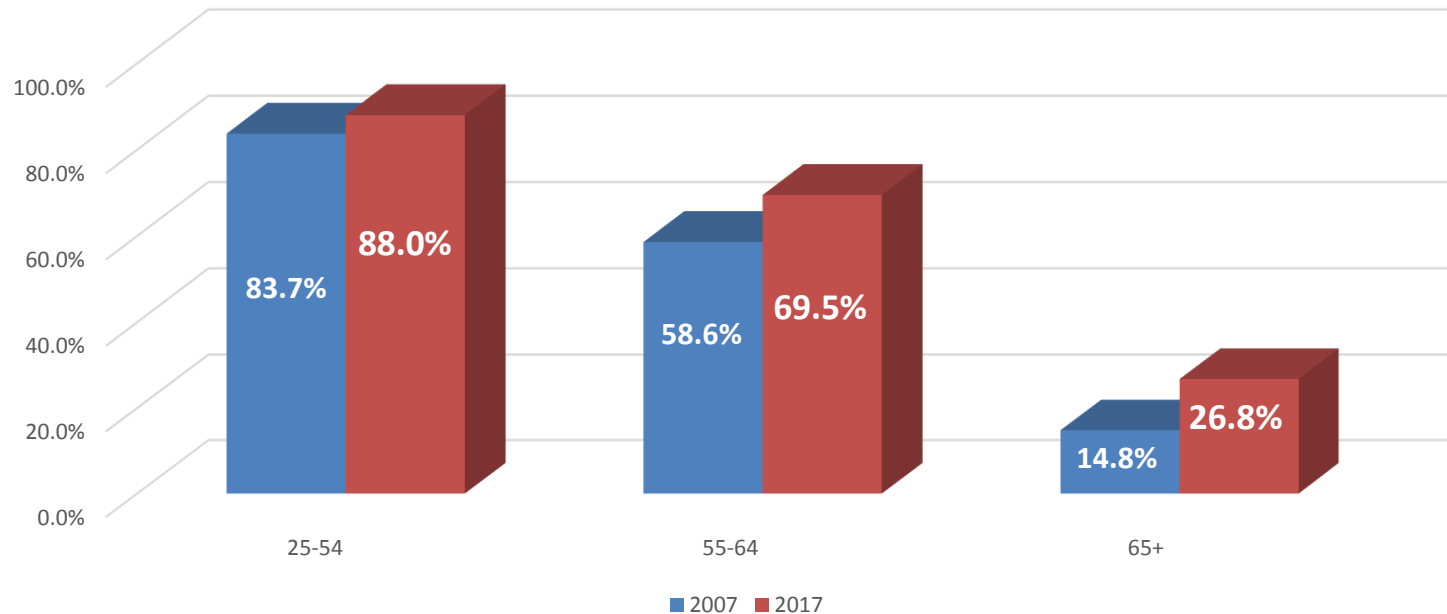
# Increasing proportion of residents above 65



Source: Singapore Department of Statistics 2018, IPS estimates for 2030 projections

# LFPR drops drastically for workers 65 & above

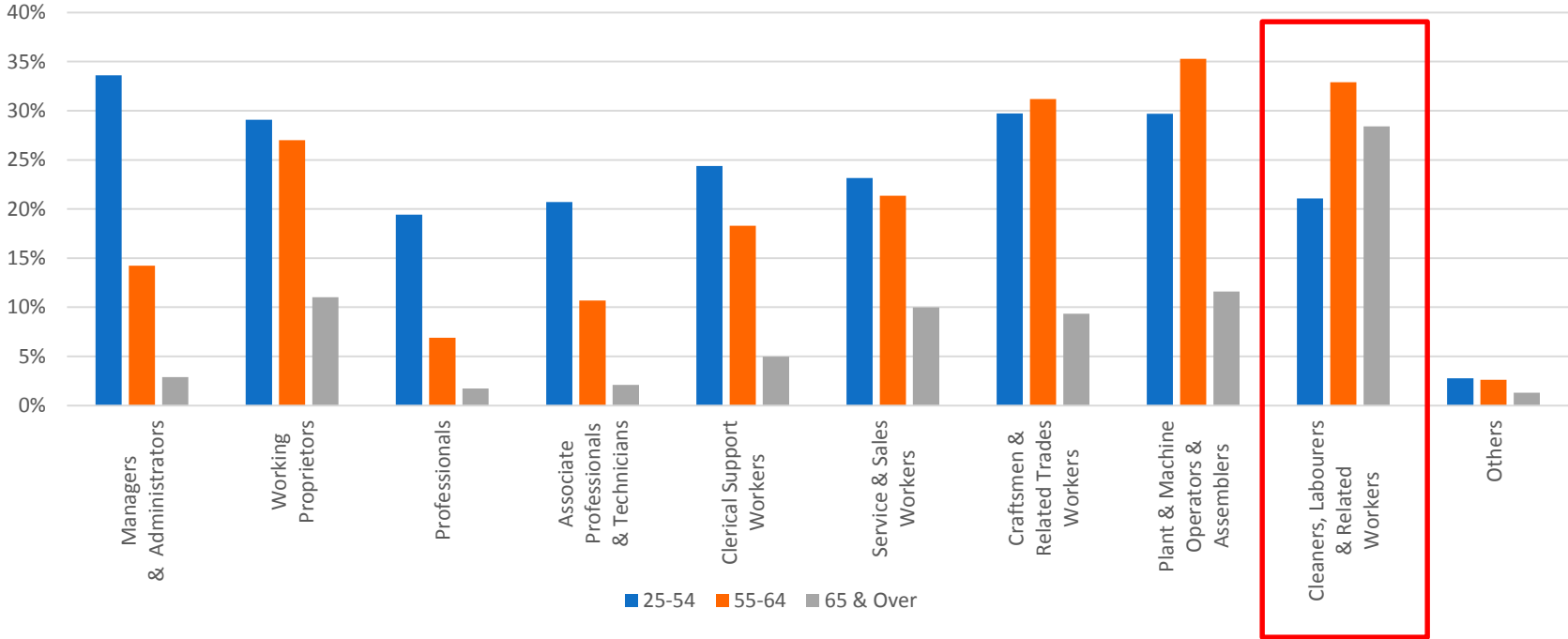
Labour Force Participation Rate by Age Group 2007 and 2017



Source: Ministry of Manpower, Labour Force in Singapore 2017

# Older workers tended to be in lower skilled occupations

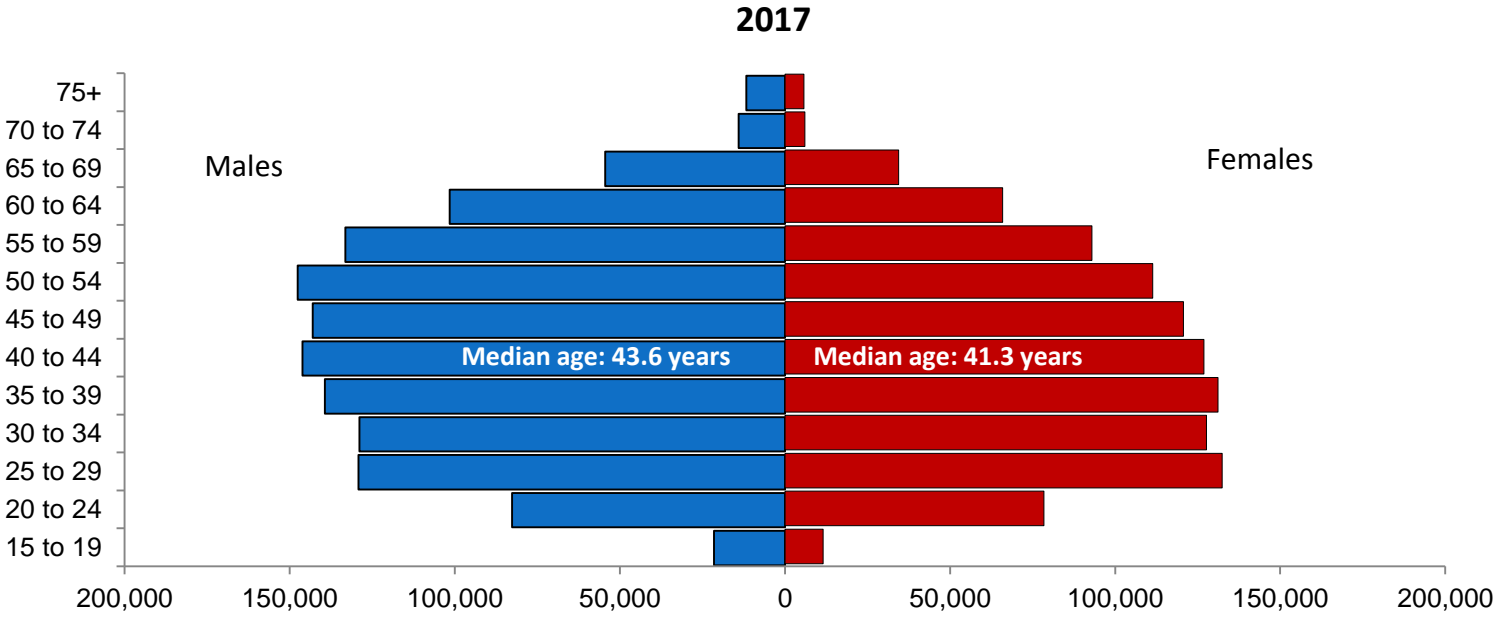
Composition of Singapore's Workforce by Age Range and Occupation



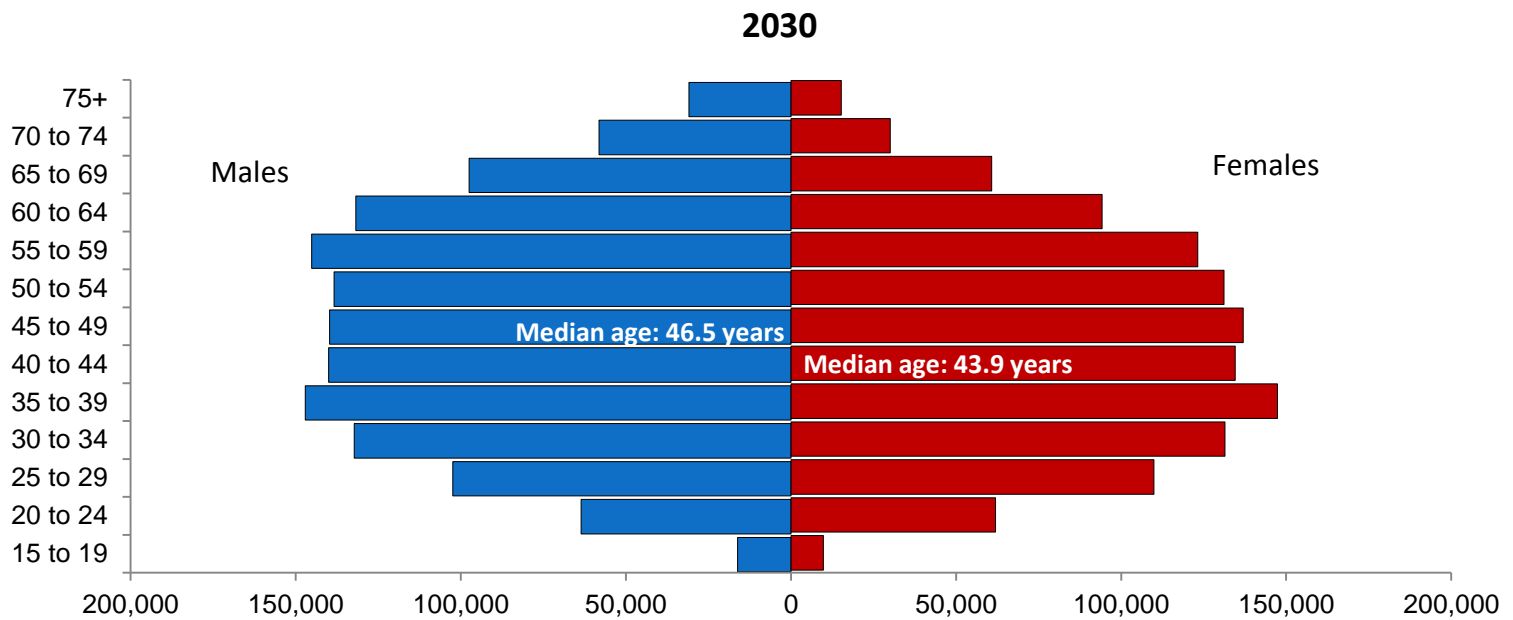
Source: Ministry of Manpower, Labour Force in Singapore 2017

Concentration of older workers in lower skilled occupations due to generational effects, with older cohorts of workers tending to have lower educational qualifications

# Labour Force Distribution by Age: 2017



# In 2030, the median age of the labour force rises by about 3 years



Selected OECD countries and Singapore

# Employment of Older Workers

# Employment Rate and LFPR has scope to increase e.g. vis Sweden & Japan

Selected OECD + Singapore Comparison		Denmark	Netherlands	Sweden	United Kingdom	United States	Japan	Korea	Singapore	OECD Average
Employment Rate by Age Group (55-64)		70.62	63.8	75.6	65.3	63.3	75.2	66.96	67.1	61.3
Labour Force Participation Rate aged 55-64 (%)		71.6	69.5	80.6	66.4	64.5	75.3	69.1	69.5	63
Share of employed in temporary employment, by age group (55-64) (%)	Male	4.7	7.2	7.4	5.5	-	5.9	31.6	9.9 (all workers)	7.9
	Female	7.1	6.9	10.1	6.6	-	11.7	34.1		
Share of employed in part-time employment, by age group (55-64) (%)	Male	17.3	18.7	10.1	11.6	8.5	10.8	7.9	10.6	9.5
	Female	26.7	59.8	17.8	37.5	17.6	42.4	17.1	25.5	25.9
Long Term Unemployment rate for those aged 55 and above (%)		4.0	4.6	5.3	3.6	3.1	2.9	2.8	Male 1.2 Female 0.9	4.6
Old Age Support ratio		3.3	3.7	3.0	3.5	4.4	2.4	5.6	4.8	4.2
Expected Number of years in retirement (by gender)	Male	19.1	19.9	18.2	19.3	17.2	15.5	13	18.1	18.1
	Female	22.2	23.6	21.9	22.9	20.6	21.1	16.2	20.5	22.5
Normal Pension Eligibility Age		Dynamic	Dynamic	Dynamic	Increasing	From 62	65	60	Increasing	Male 64.3 Female 63.4
Life Expectancy (years)		81.2	81.5	82.6	81.0	78.7	84.2	82.7	82.9	80.6

*\*Darker shaded areas are highest amongst the countries compared*



# Share in PT employment reflect gendered differences in transiting to retirement

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# Korea has a particularly high % of elderly needing bridge employment to retirement

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# Focal areas of analysis

- Enabling older workers to continue working, if they want to
- Promoting the employability of older workers
- Encouraging employers to retain and hire older workers

# Comparison of Older Worker Policies Internationally

	Denmark	Netherlands	Sweden	UK	US	Japan	Korea	SG
Legislated Minimum Retirement Age	N	✓	✓	N	N	✓	✓	✓
Age Discrimination Legislation	✓	✓	✓	✓	✓	N	✓	N <sup>4</sup>
Employer Incentives	✓	✓	N	N	N	✓	✓	✓
Employee Incentives	✓	N	✓	✓	✓ <sup>1</sup>	N	✓ <sup>2</sup>	✓
Flexible Working Arrangements	✓	✓	✓	✓	N	N	N <sup>3</sup>	✓

Notes: <sup>1,2</sup>: Earn Income Taxes target low income but not specifically targeted at older workers; <sup>3</sup>: Flexible Work arrangements are determined by employers; <sup>4</sup>: Tripartite Guidelines issued on 'Age-friendly Workplace Practices' but not legislated.

Selected OECD countries and Singapore

# Enabling older workers to continue working

# Enabling longer working lives through: Enhancing incentives & Removing barriers

- Statutory retirement age versus effective retirement ages
- Wage incentives to continue working
- Age discrimination legislation

# Retirement and Re-employment Ages

## Singapore

### Retirement and Re-employment Act (RRA)

- Minimum retirement age of **62** years
- Employers must offer re-employment to eligible employees who turn 62, up to age **67**
- Employees are protected by law if asked to retire before 62\*

### Re-employment scheme for those above 62

- Minimum 1 year contract, renewable yearly
- Employees re-eligible for re-employment must be hired, hired with another employer, or offered a one-off payment of 3.5 month's salary (minimum of S\$5,500, maximum of S\$13,000)

EE Protection

ER Flexibility

\*With conditions

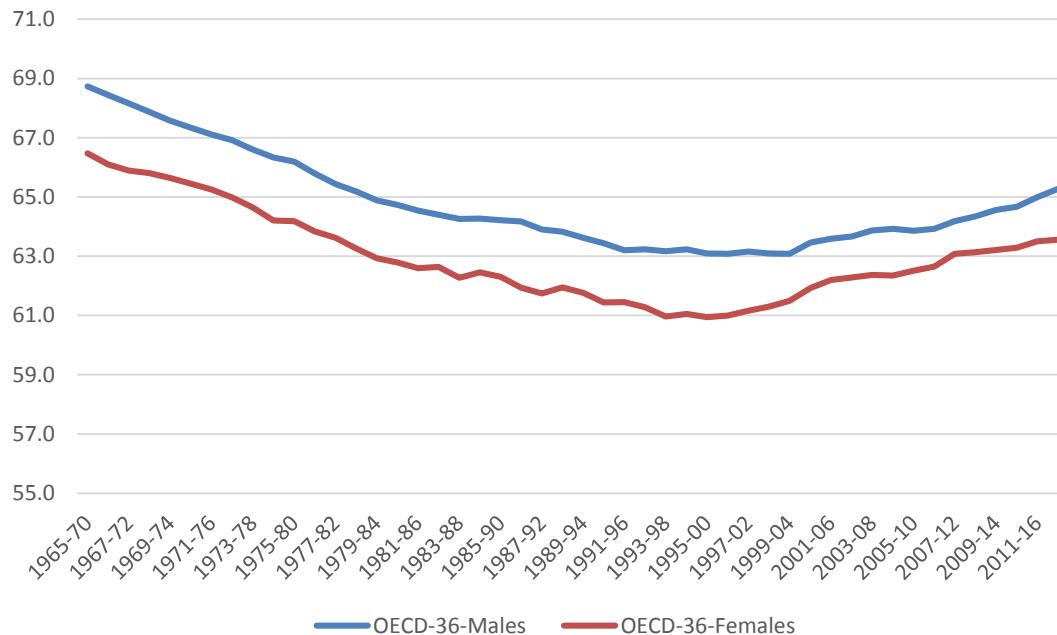
# Increasing retirement/pension ages

- The trend around the world is for raising retirement or pension withdrawal ages
  - Most are raising either the statutory retirement or pension drawdown ages (e.g. Denmark, France, Japan, UK)
  - Many countries do not have a statutory retirement age (e.g. Australia, NZ, Netherlands, Sweden, US, amongst others)
  - Singapore's RRA provides age discrimination protection for workers up to age 62 years, and re-employment opportunities for those wishing to work beyond (to age 67 now).
- Some have moved or are moving to dynamic pension drawdown ages linked to life expectancy (Sweden, Denmark)
- Longer working lives is corroborated by 'Effective Retirement Age'
  - The 'Average Effective Retirement Age' (AERA) measures **actual retirement ages in a given time period** from labour force data (See Keese 2017, <http://www.oecd.org/els/emp/39371923.pdf>)



# Average Effective Retirement Age (AERA) for 36 OECD countries (1965-2016)

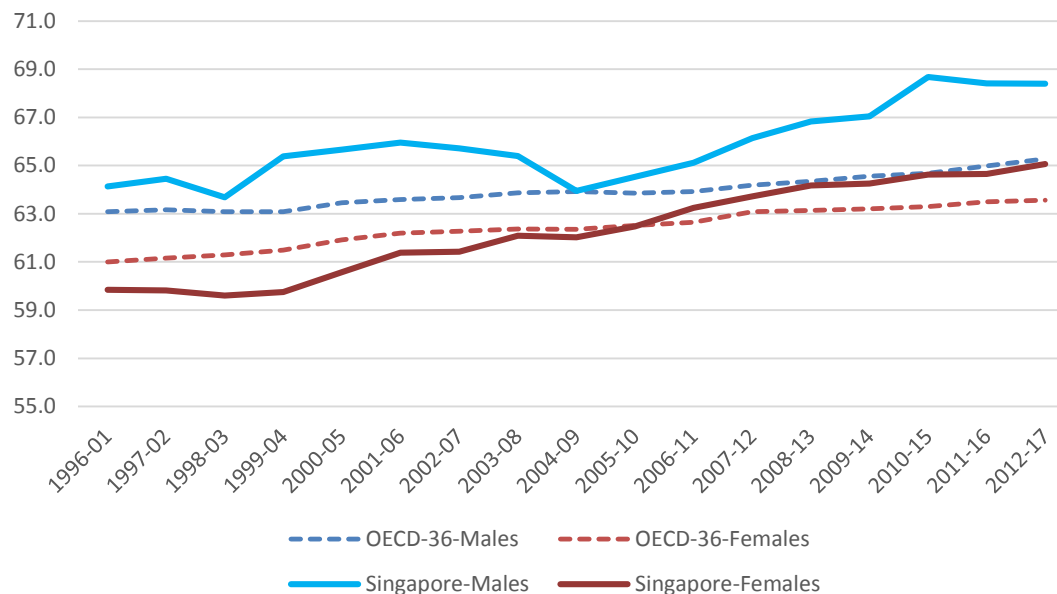
OECD-36 average effective retirement age by gender



Source: OECD estimates based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses. Singapore data from IPS estimates, 2018

# Singapore has had a faster increase in AERA than the OECD average from 1996-2016

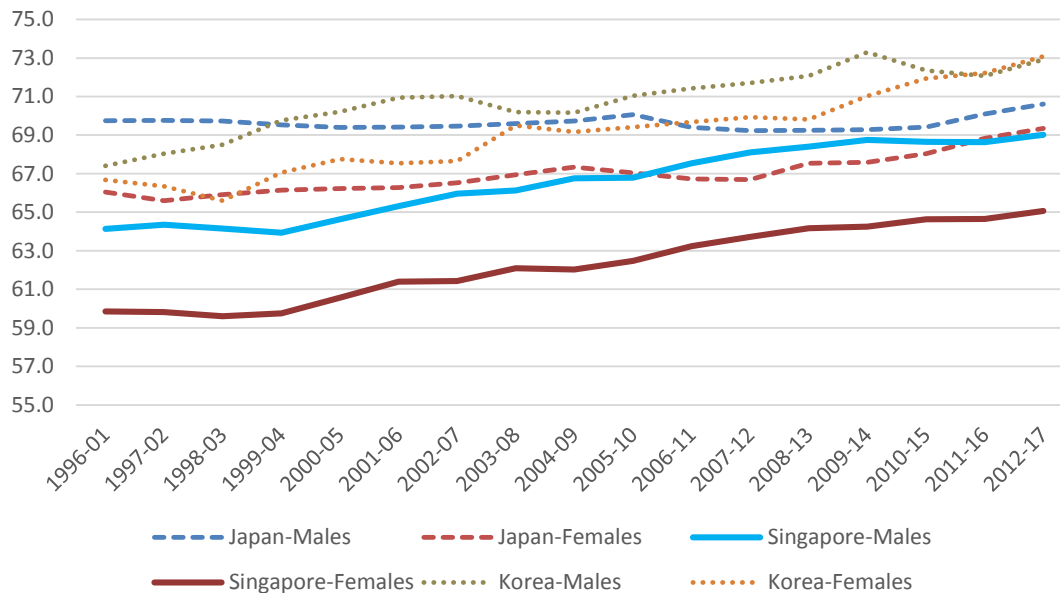
Average effective retirement age by gender: Singapore and OECD-36 average



Source: OECD estimates based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses. Singapore data from IPS estimates, 2018

# Compared with Japan and Korea, there seems to be scope for higher AERA

Average effective retirement age by gender: Singapore, Japan and S. Korea average

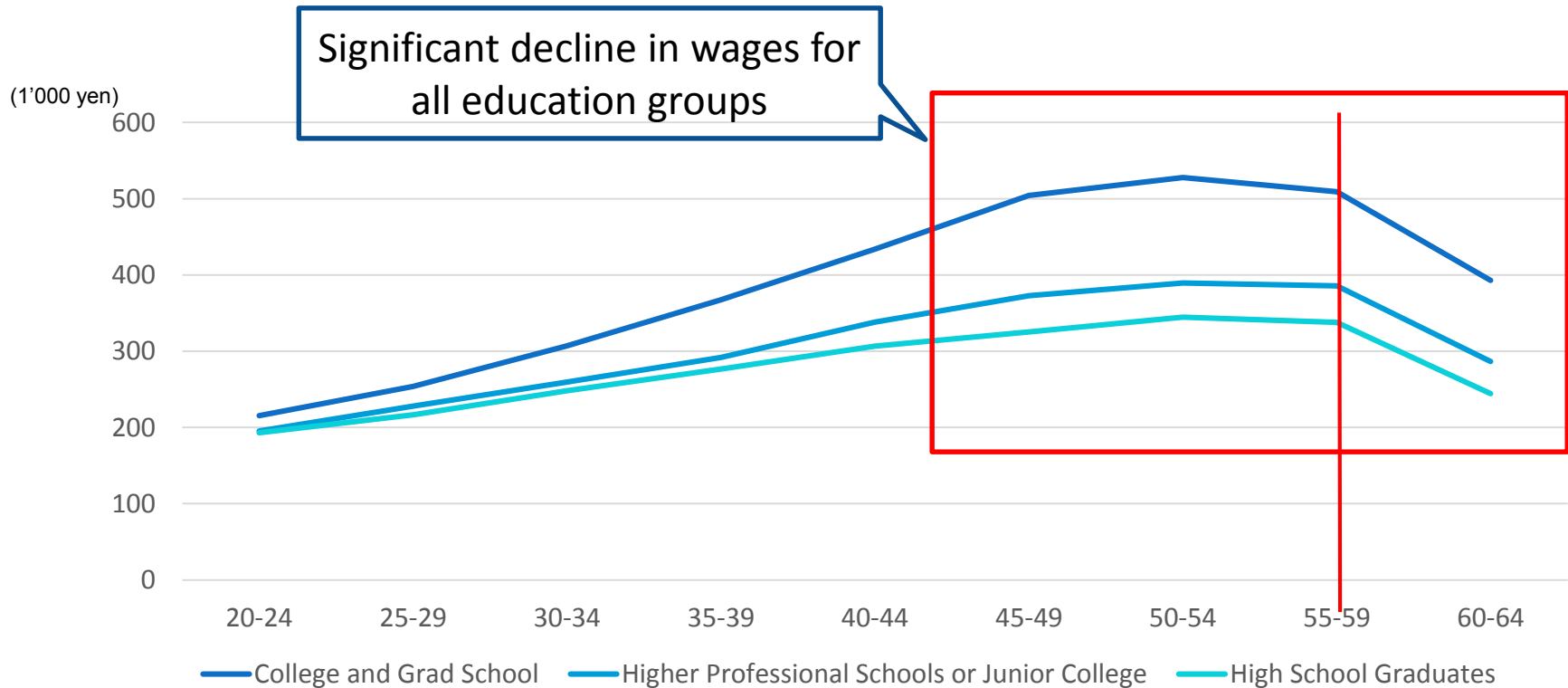


Source: OECD estimates based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses. Singapore data from IPS estimates, 2018

# Retirement Age Case Study: Japan

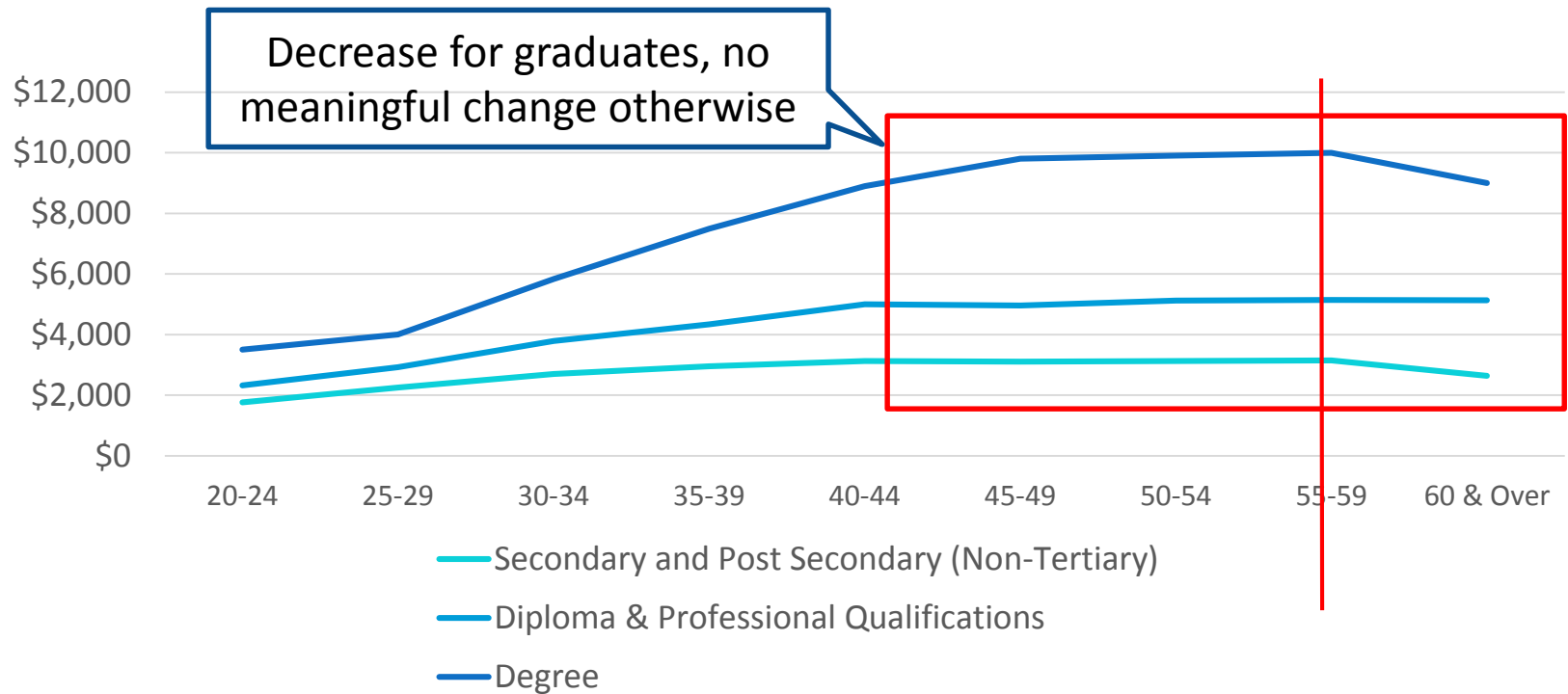
- Statutory retirement age of 60
- Public pension payouts begin at 62 (but this will be gradually increased to 65 in stages by 2025)
- Nearly 70% of Japanese elderly express desire to work until 70 or longer
- Many continue working past the statutory retirement age, but on poorer terms and lower wages than before
- In the next few slides, we compare the age-wage profiles between Japan and Singapore

# Age-Wage Profile for Male Workers (Japan)



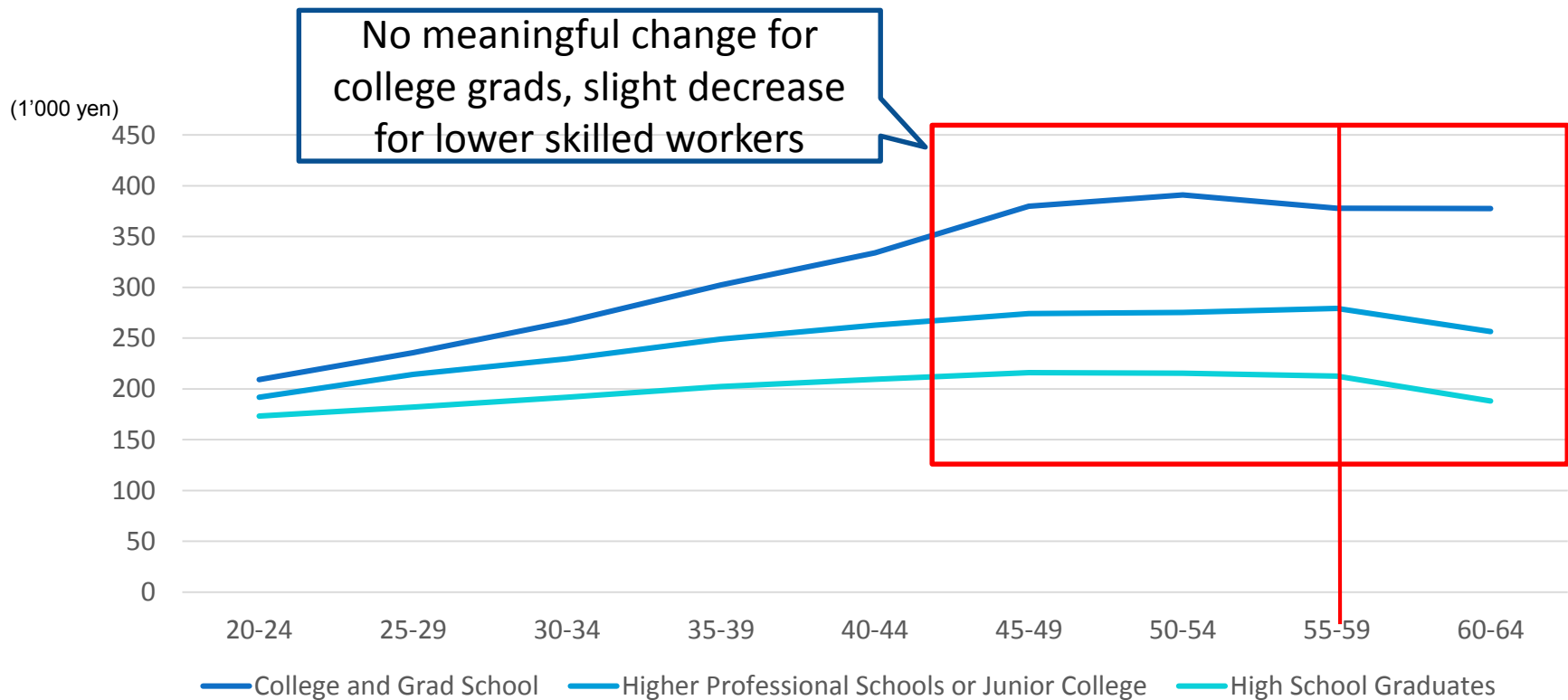
Source: Data from Japanese Ministry of Health, Labour and Welfare, Basic Survey on Wage Structure, 2013

# Age-Wage Profile for Males by Education (Singapore)



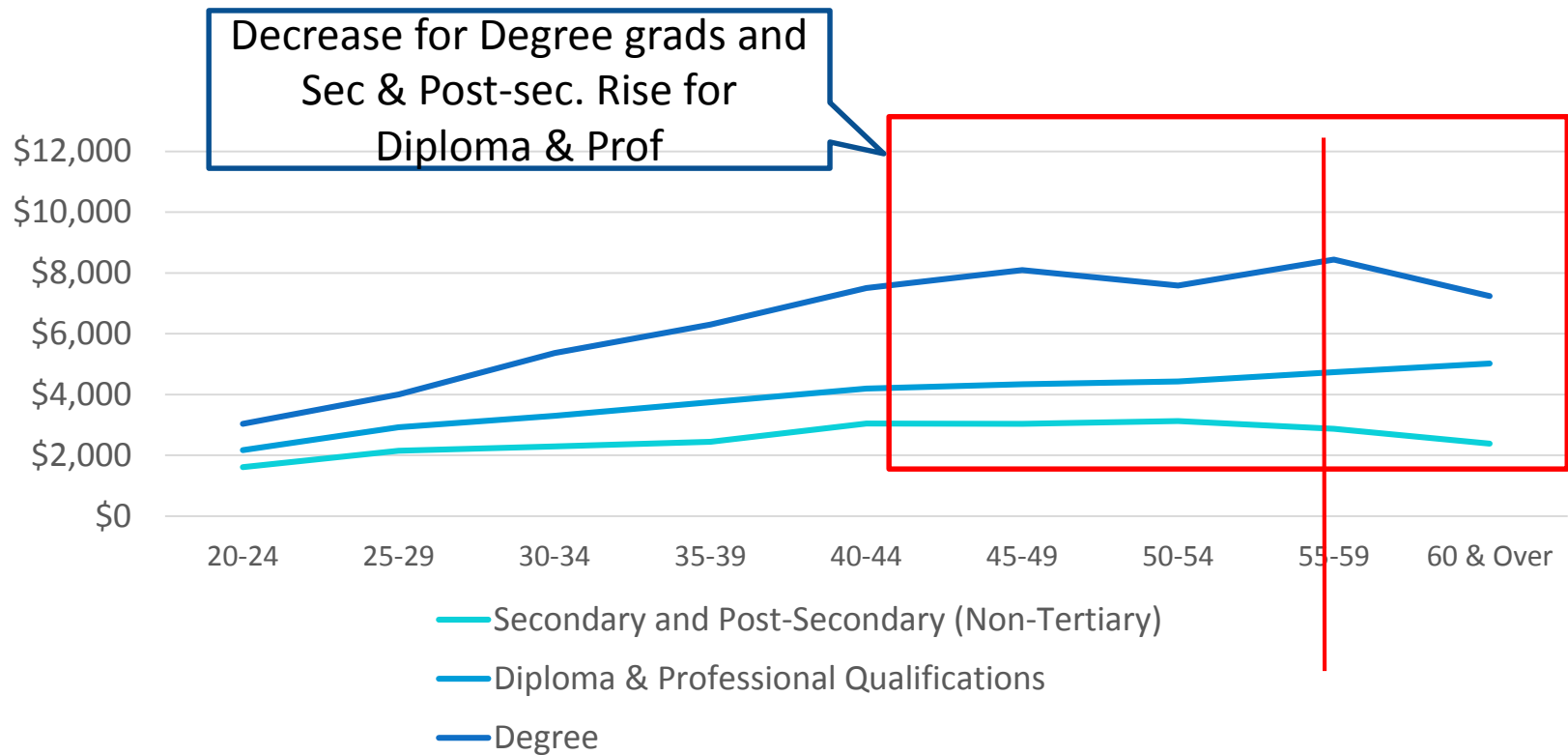
Source: Ministry of Manpower, Comprehensive Labour Force Survey 2017,

# Age-Wage Profile for Female Workers (Japan)



Source: Data from Japanese Ministry of Health, Labour and Welfare, Basic Survey on Wage Structure, 2013

# Age-Wage Profile for Females by Education (Singapore)



Source: Ministry of Manpower, Comprehensive Labour Force Survey 2017,



# Other Retirement Age Examples

## Netherlands

- Continually increasing retirement age
- 68 years in 2018
- Linked to life expectancy from 2022

## New Zealand

- Abolished mandatory retirement age in 1999
- Set up legal pathways for older workers to contest forced retirement

## United States

- Abolished mandatory retirement in 1986
- Informal mandatory retirement ages still exist and vary by industry. Evidence suggests that they may often be based on age, rather than skill and ability

# Older Workers Receive More Workfare Payouts

## Singapore

- **Workfare Income Supplement (WIS)**
  - Cash (40%) and CPF (60%) monthly payouts to older lower-wage (not more than S\$2'000) workers and persons with disabilities to raise their incomes and encourage them to stay employed

Age (years)	Maximum Annual WIS
35 - 44	S\$1'500
45 - 54	S\$2'200
55 -59	S\$2'900
≥ 60	S\$3'600

Source: Ministry of Manpower

- **Workfare Training Support** offers additional subsidies for skills upgrading

# Reduced CPF Contributions for Older Workers Improve Employability but Reduces Retirement Adequacy

## Singapore CPF Contribution Rates by Age of Employee

Employee's Age (years)	Contribution Rates from 1 Jan 2016 For monthly wages $\geq$ S\$750		
	By Employer (% of wage)	By Employee (% of wage)	Total (% of wage)
55 and below	17	20	37
Above 55 to 60	13	13	26
Above 60 to 65	9	7.5	16.5
Above 65	7.5	5	12.5

Source: CPF Website

# Monetary Incentives Shaping Retirement Behavior Not Uncommon in Other Countries

## Denmark

- Permanent supplement to the pension of individuals who postpone retirement beyond the ordinary pensionable age
  - Paid as a 10-year annuity, a lump sum or a mix
- Lowered tax rates on pension contributions (up to 70'000 DKK per annum)

## Netherlands

- Older workers receive tax credits for continued employment
- Sickness Benefits Act (2009) was altered to give more benefits to older workers
  - Employers are obligated to pay wages of personnel on sick leave for up to two years

## Japan

- Government subsidy for people taking on new work after leaving a job at 60 years (compensates them for the fall in wages they experience)

# Age discrimination legislation in Singapore is embedded in the RRA

## Singapore

- Age discrimination legislation embedded in Retirement and Re-employment Act provisions: employees cannot be dismissed on the basis of age up to 62 years.
- Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) established in 2006 to promote adoption of fair, responsible and progressive employment practices.
- TAFEP encourages companies to sign a Fair Employment Practices Pledge which includes employing people on the basis of merit and regardless of age, race, gender, religion, family status or disability.
- TAFEP does make recommendations to MOM if it finds cases of proven breach, and these can result in withdrawal of work pass privileges for the employer.

# Summary of Age Discrimination Legislation (ADL) in OECD countries

	Information campaigns and guidelines	ADL and other related legislation (year implemented)
Exists	Australia, Austria, Denmark, Finland, Germany, Ireland, Japan, Korea, Luxembourg, Netherlands, Norway, UK, US	Australia(2004), Austria(2004), Belgium(2004), Canada, Czech Rep(2001), Denmark(2004), Finland (2015), France(2001), Germany(2006), Italy(2003), Korea(2008), Luxembourg(2008), Netherlands(2004), Norway(2004), Spain (1978), Sweden(2009), Switzerland (constitution), UK(2010), US(1967)
None	Belgium, Canada, Czech Rep, France, Italy, Spain, Sweden, Switzerland	Japan, Hong Kong, Taiwan (proposed as of 13 Jul 2018)

Sources: OECD Live Longer Work Longer (2006), Agediscrimination.info, Gov.uk

Note: These countries permit mandatory retirement(\* denotes condition): Austria\*, Canada\*, Denmark\*, Finland\*, France\*, Germany\*, Ireland, Japan\*, Netherlands\*, Norway\*, Spain\*, Sweden\*, UK\*

# Other Examples of Age Discrimination Legislation/Policies

## South Korea

- Adopted Affirmative Action legislation
- 3% of workers in any business must be aged 55 years or older
- Identified 77 jobs (i.e. parking attendant) where older people are given hiring priority

## Australia, Finland, Netherlands, Norway and the United Kingdom

- State-sponsored information campaigns to overcome employer reluctance to hire and retain older workers
- Raises awareness of the benefits of hiring older workers

## United Kingdom

- “Age-Positive” campaign promoting the benefits of an “age-diverse” workforce
- Has highlighted over 120 companies with aged-friendly hiring practices as “Age Positive Champions”

# Research conclusions on Age Discrimination Legislation

- International evidence on the effectiveness of ADL is not decisive (Hirsh, 2000)
- Empirical studies to evaluate outcomes of ADL are difficult to do, as it is challenging to control for labour market demand/supply contexts and difficulty in constructing counterfactuals (Neumark, 2001, MacNicol, 2009)
- Rates of older age LFPR and employment, and effective retirement ages have risen steadily in the past two decades even in the absence of specific ADL, perhaps due to RRA protections?
- ADL tends to work better in sustaining older worker employment, but operates less well in hiring contexts where age discrimination might be more pernicious



Many older employees would want to work longer and stay productive if the workplace is conducive and inclusive. Age-friendly workplaces also help employers attract and retain these employees and tap on their wealth of experience.

### Specifications

- Age is not a selection criterion used when advertising for, shortlisting or selecting job candidates.
- A member of the senior management is appointed to champion age-friendly workplace practices.
- Older employees are trained to perform their jobs effectively.
- Workplace health programmes for older employees are implemented (Examples include implementing ergonomics intervention programme, briefings on choosing healthier food options, exercise programmes and regular body check-ups)
- Jobs and workplaces are designed to be age-friendly. (Companies may tap on the WorkPro grants for funding support or refer to the Job Redesign Toolkit to learn more about job redesign.)
- Older employees who are not at the maximum of their salary ranges and have satisfactory work performance are given annual increments, if other employees are also given annual increments.
- Employees are engaged on re-employment issues at least 6 months prior to reaching the retirement age of 62, and for any subsequent extension of the re-employment contract. Employees are offered re-employment contracts at least 3 months before they are to be re-employed, with a duration of at least 1 year.

### Glossary

a) Older employees refer to employees aged 60 and above.

b) Training refer to work-related structured training which includes classroom training, private lessons, workshops, seminars, structured on-the-job training (e.g. training by supervisors or co-workers), e-learning (systematic training programmes via e-platforms), traineeship programmes, apprenticeship training and mandatory courses.

c) Job Redesign refers to the review and reorganisation of job responsibilities, to improve employee productivity and satisfaction. All companies will need to demonstrate that the design of the jobs and workplace meets the following three criteria for the older employees:

i. Easy – makes the work physically easy. These could include the use of larger screen displays, substituting manual strength for mechanical and reducing strenuous activities.

ii. Safe – minimises the risk of injuries at work. These could include the installation of handrails and lights along travel routes, slip-resistant walking surfaces and ergonomic office chairs.

iii. Smart – frees up time for knowledge-based activities. These could include the use of technology to automate routine tasks and re-training of employees to operate machines instead.

Selected OECD countries and Singapore

# Promoting the employability of older workers

# Singapore's Older Worker Skills Training Landscape

Dedicated government taskforce strengthening links between education and employment

## SkillsFuture Singapore (SSG)

**Key Scheme:** SkillsFuture Mid-Career Enhanced Subsidy for 40+ year olds

Supports mid-career workers stay responsive to changing workplaces via lifelong learning

## Ministry of Manpower (MOM)

**Key Scheme:** Workfare Training Support

Subsidised course fees (Up to 95%) and 95% absentee payroll funding to send eligible older, lower-wage workers for skills training

## Workforce Singapore (WSG)

### Key Schemes

#### Adapt & Grow

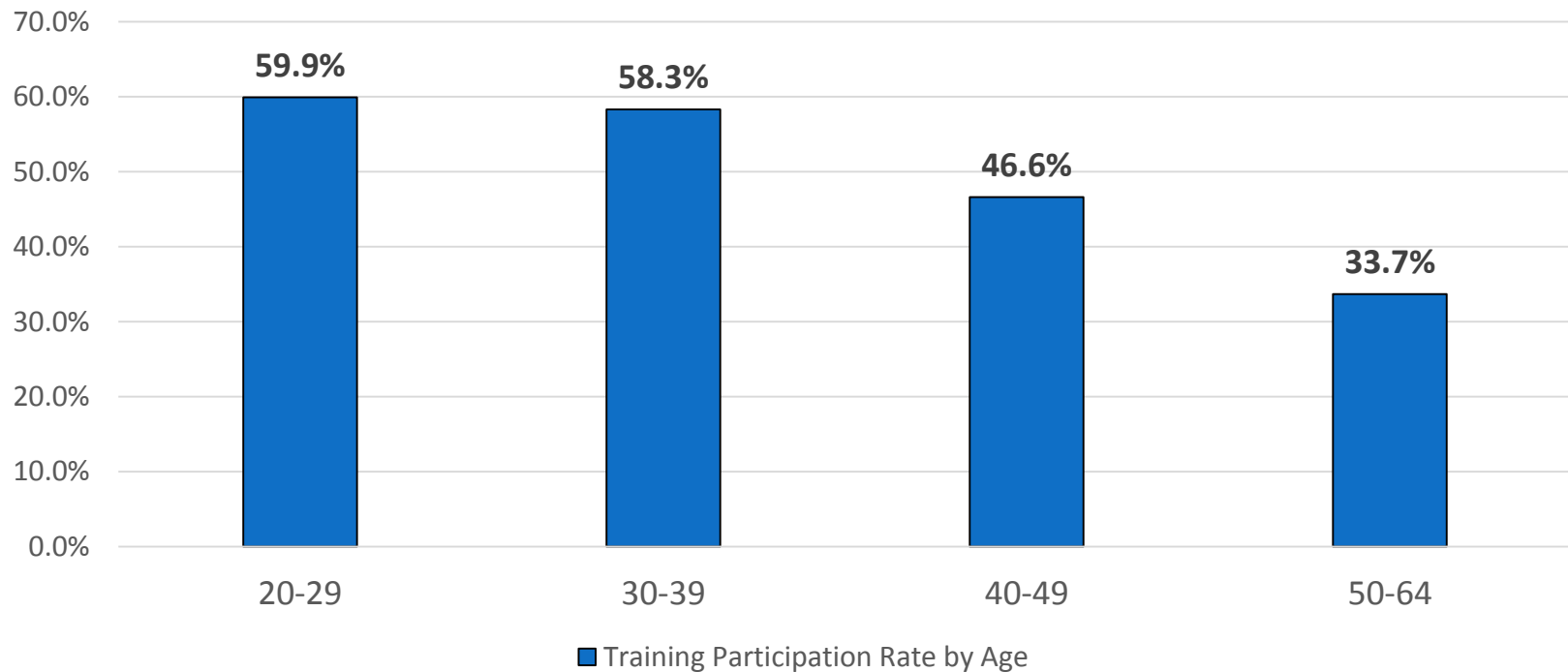
- Smoothen labour transition into new jobs and industries

#### Professional Conversion Programme

- Help professionals prepare for new jobs in new industries (sometimes within the same company)

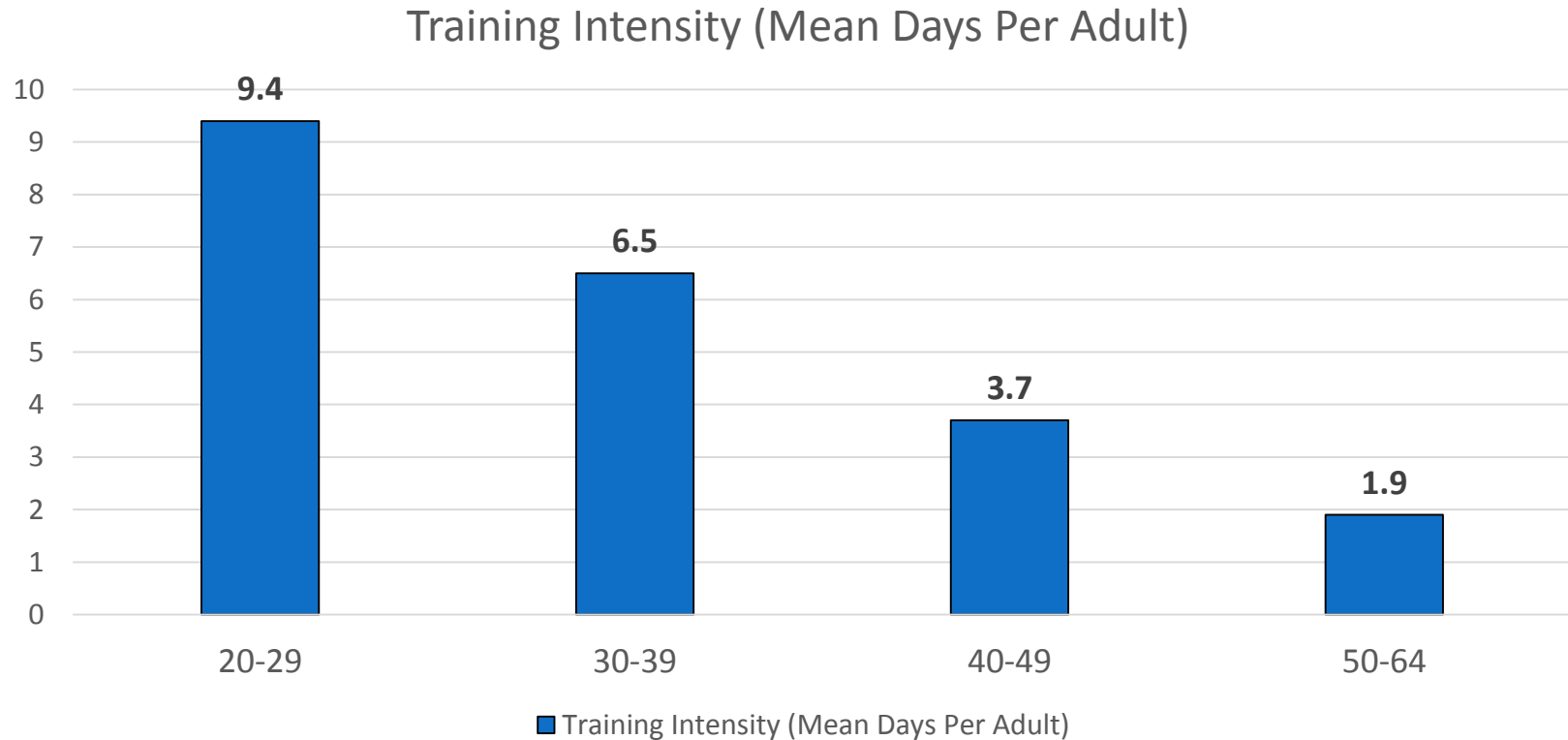
# Older Workers in Singapore have Markedly Lower Training Participation Rates

Training Participation Rate by Age



Source: Ministry of Manpower, Adult Training Survey 2017

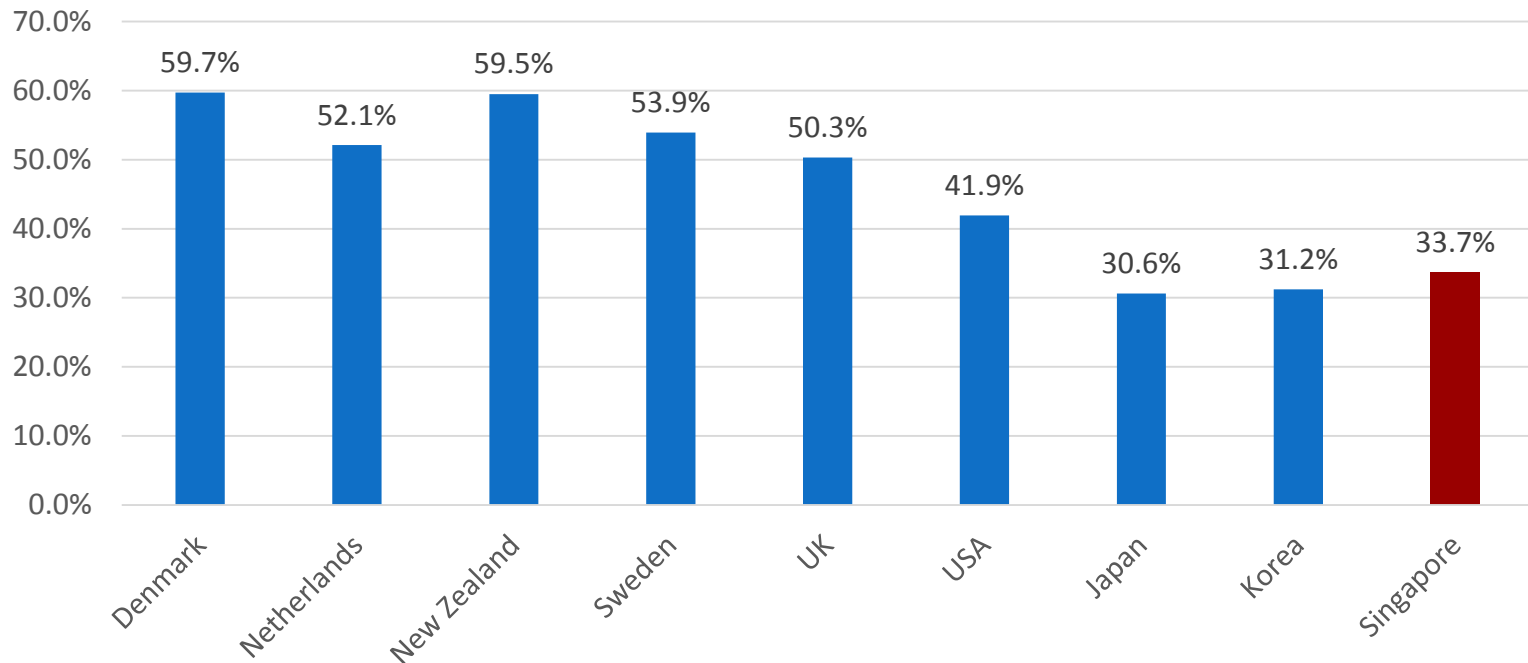
# Older Workers in Singapore also Spend Less Time Training



Source: Ministry of Manpower, Adult Training Survey 2017

# Older Worker Training Participation Lower than US & European Countries but similar to Japan & Korea





Training participation rates of 55-64 year old workers



Source: OECD statistics, 2016, Singapore data from Ministry of Manpower, 2017

Note: Singapore data for 50-64 year olds

# Singapore's Older Workers Score Lower in OCED's PIACC Literacy and Numerical Tests

Age	Indicator	Denmark	United States	Japan	Korea	OECD Average	Singapore
25 – 34	Literacy Score	282	275	309	290	279	283 
55 – 65	Literacy Score	252	263	273	244	250	217 
25 – 34	Numeracy Score	287	260	297	281	274	285 
55 – 65	Numeracy Score	265	247	273	232	246	212 

Source: OECD PIAAC Data, 2015



# Other Examples of Older Worker Skills Training

## Denmark

- *Jobrotation* Scheme
  - Public subsidy paid to the employer to hire a replacement for a person in training. Can be used to subsidise the retraining of older workers
- Implemented the *European Qualifications Framework* to bridge different qualification systems

## Netherlands

- “*Ervaringscertificaat*” (Experience Certificate) used to validate the on-the-job skills of older workers
- Aims to validate prior learning, making it easier for older workers to find employment without acquiring new certifications

# Older Worker Skills Training

## United Kingdom

- Subsidised course fees for basic English, Mathematics and IT skills

## Japan

- *Senior Work Programme* (Registration needed)
  - Members receive free skills training, counselling for job-matching and job interview preparation
  - Links to business owner associations and public employment security institutions

Selected OECD countries and Singapore

# Encouraging employers in hiring older workers

# Employment Subsidies in Singapore

## Special Employment Credit (SEC)

Introduced in 2011 to support employers in hiring older workers and has since been extended until 2019 as a form of older worker subsidy.

Employers hiring Singaporean workers above the age of 55 and earning up to S\$4'000 can receive a wage-offset

Age (years)	Wage-Offset
55 – 59	Up to 3% of wages
60 – 64	Up to 5% of wages
65 & Above	Up to 8% of wages

Source: Ministry of Manpower, CPF Board

# Other Examples of Employment Subsidies

## Australia

- Private Sector Employment Programme
  - Offers up to A\$5'000 per disadvantaged jobseeker hired
  - Incentives will be calculated according to the jobseeker's inclusion in categories such as age, length of unemployment and disabilities

## Denmark

- Government hiring subsidies to employers for hiring long-term unemployed

## Iceland

- Unemployed individuals may be employed for work trials (up to 6 months) with the government paying their unemployment benefits and pension contributions

# Other Examples of Employment Subsidies

## New Zealand

- *Restart* wage subsidy to employers for employing and retaining workers aged 50 or older

# Singapore Tripartite Standard on Flexible Working Arrangements (FWAs)

- Guidelines for companies to adopt FWAs
- Approximately 330 participating companies as of early 2018

## **FWA and Job-sharing Incentive for full-time employees**

- Up to S\$105,000 per company over 2 years
- Up to S\$3,500 per local employee using FWAs / Job-sharing per year
- Applying companies must adopt the Tripartite Standard on FWAs

Source: Ministry of Manpower

# Flexible Work Arrangements (Source: <https://www.tafep.sg/flexible-work-arrangements>)

## Purpose:

- Flexible work arrangements (FWAs) contribute to a supportive and conducive work environment. They benefit both employers and employees:
  - Employers can better attract and retain employees, including back-to-work individuals, and become more nimble in manpower deployment.
  - Employees can become more productive and achieve good work and personal outcomes.

## Specifications:

- A member of the senior management is appointed to champion FWAs.
- Employers offer FWAs to employees.
- Employees can request for FWAs offered by the company. They are informed about the types of FWAs offered, the process to request for them, and the expectations on the responsible use of FWAs (e.g. in company's staff website, HR policy, circular or memo).
- Outcomes of FWA applications are communicated to the employees in a timely manner and are documented. If a request for FWA cannot be granted, supervisors engage employees on the reasons and where possible, discuss suitable alternatives that better meet the needs of both employer and employee.
- Supervisors are trained to (Training includes programmes or training workshops for supervisors on FWAs):
  - Objectively evaluate employees' applications for FWA based on the suitability of the FWA, considering the needs of the job and the employees in areas such as work performance, job requirements, compensation and safety; and
  - Set work expectations, manage and appraise employees on FWAs fairly based on work outcomes.

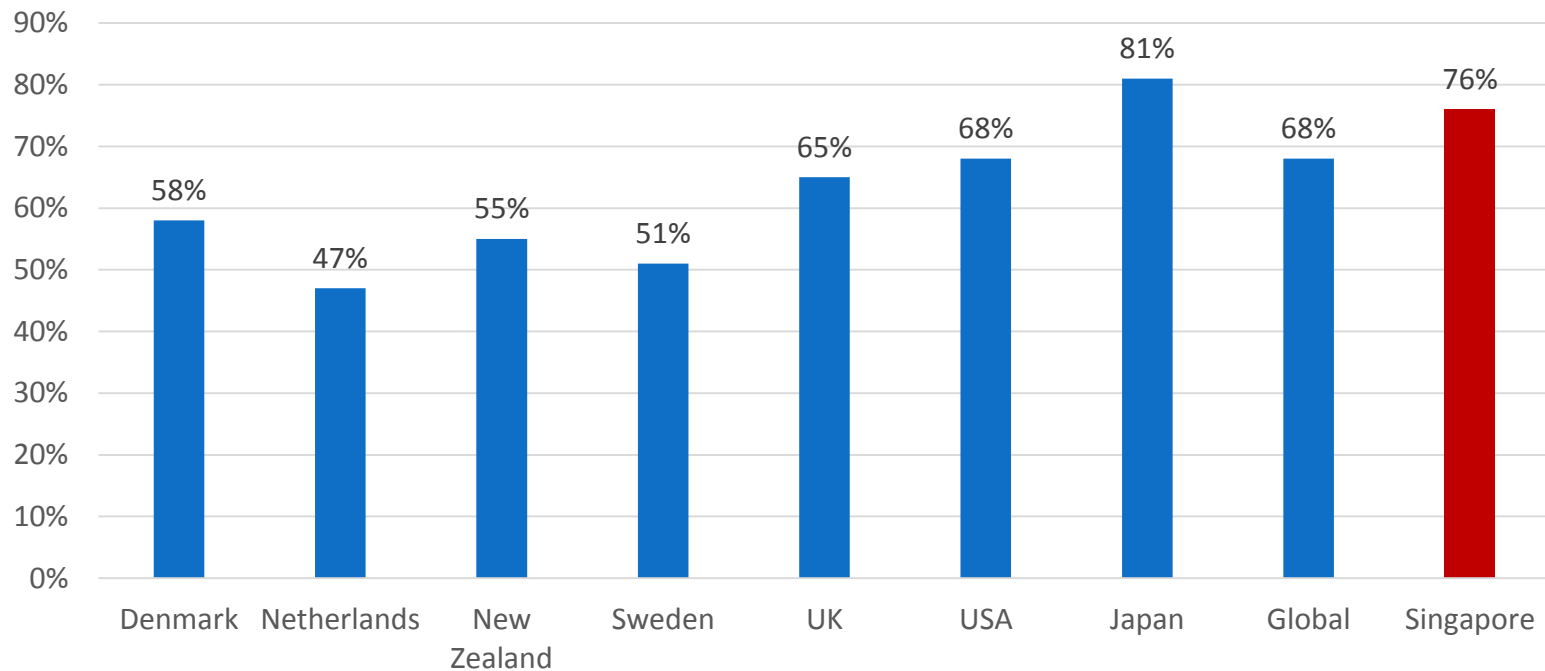
## Glossary

FWAs refer to variations from usual work arrangements. These include: Flexi-load (e.g. part-time or job-sharing), Flexi-time (e.g. staggered hours and compressed work week), Flexi-place (e.g. telecommuting)



# Flexible work arrangements: preferences and reality

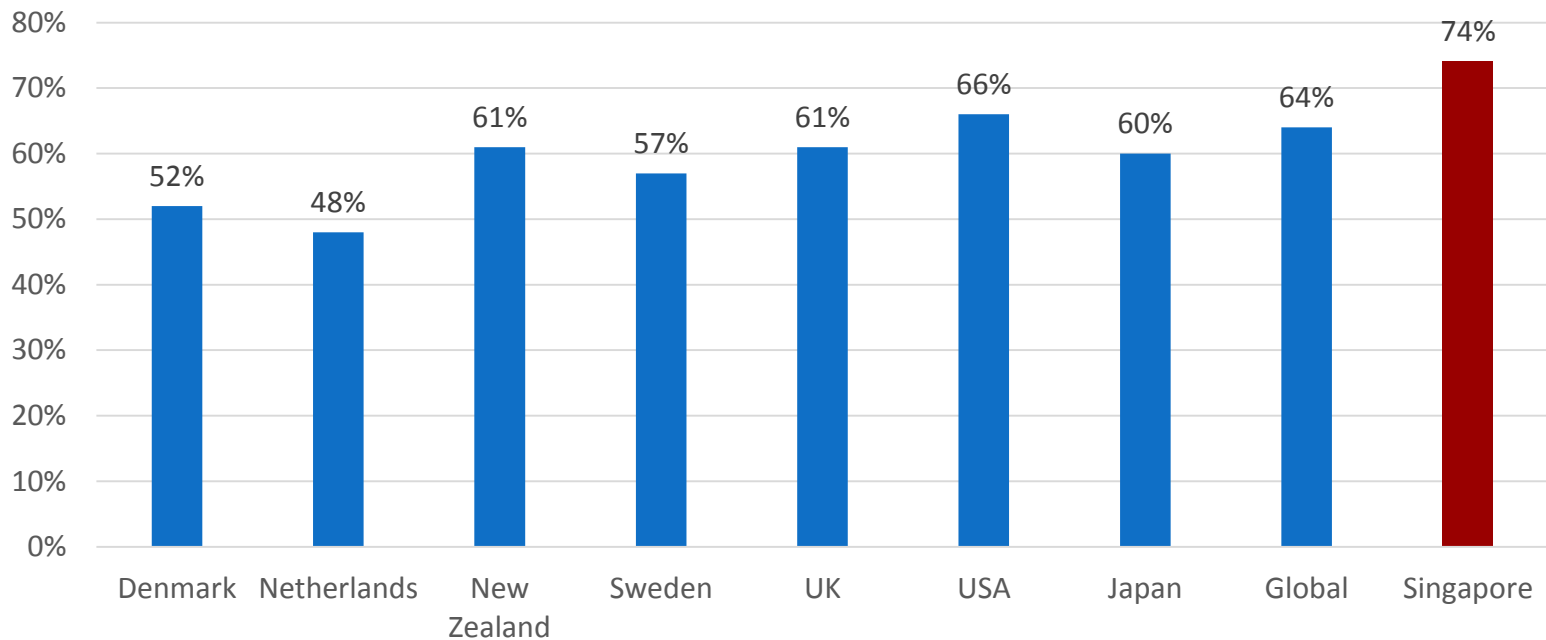
% employees still working in a **traditional manner** (all ages)



Source: Randstad Workmonitor Global Report 1Q2018

# Flexible work arrangements: preferences and reality

% employees who would prefer to work from home or other location, but in their job do not have the possibility to do so



Source: Randstad Workmonitor Global Report 1Q2018

# Other Examples of Flexible Work Arrangements

## Denmark

- “Senior Freedom” concept: where employees with five years of less to retirement age can enter into working on shorter hours or having more days off.
- Public workers being progressively allowed to have flexible work arrangements

## Iceland

- Allows employees working shorter hours to obtain unemployment benefits

## New Zealand

- Extensive culture of flexible work arrangements
- Employment Relations Act (2000) mandates employees rights to request flexible work arrangements

# Job Redesign Grants in Singapore

## WorkPro (2013)

### Age Management Grant

- Up to S\$20,000 per company
- Supports age management practices

### Job Redesign Grant

- Up to S\$300,000 per company
- Supports job redesign for workers above the age of 50

### Enhanced Work-Life Grant

- Up to S\$105,000 per company
- Supports companies adopting flexible work arrangements

Source: Ministry of Manpower

# Grants for Job Redesign in other countries have limited impact

- **Australia:**
    - **Partners at Work** provided funding to support the appointment of consultants and relevant training investments.
    - More recent '**Skills ecosystems**' introduced in 2003 links research agencies to support the development of industry clusters via job design and career paths.
    - Some success in targeted firms but lack of widespread adoption in longer term. Complicated frameworks difficult for firms to understand and navigate.
  - **European Workplace Innovation Network (EUWIN):**
    - Focuses on: Evidence dissemination, Awareness raising and; Providing resource through the Knowledge Bank.
- Funding timeframes need to be at least three to five years instead of two years, build-in competitive elements to grant funding; and leave (job redesign) innovation to the private sector, govt role more on knowledge building / evidence dissemination.

# Work Ability Model- Survey

## Policy framework to understanding and managing wellbeing in the workplace

- Adopted in *Finland* and *Australia*
- Intended to recognize social and environmental factors that impact a worker's ability to work
- Four core factors that contribute to the ability to work
  - Work, work community and leadership
  - Values, attitudes and motivation
  - Competence
  - Health and functional capabilities

# Work Ability Model - Take the Survey!

Scan me with a QR Code reader



Source: <http://www.arbeitsfaehigkeit.uni-wuppertal.de/index.php?wai-online-en>

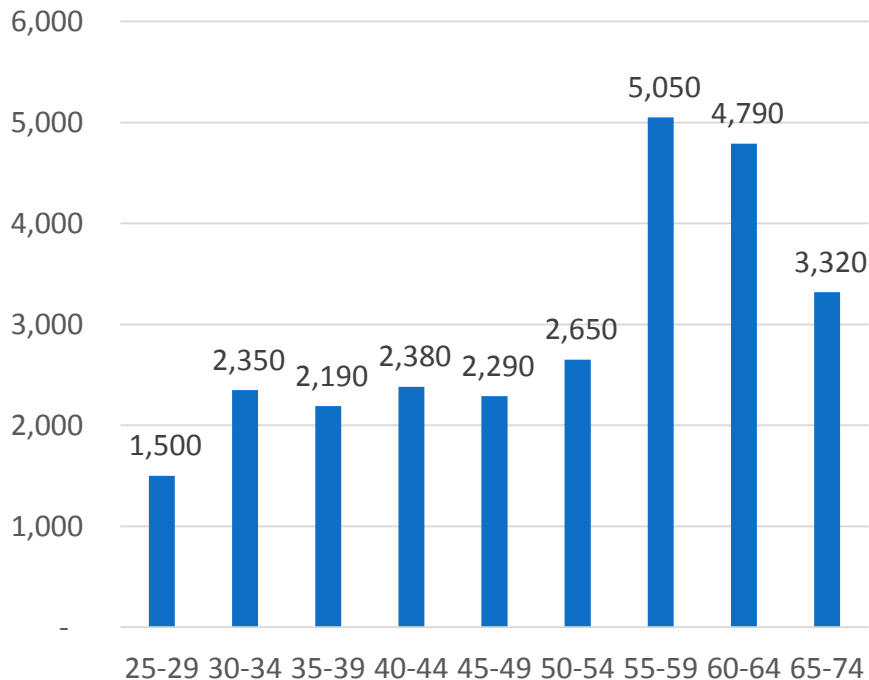
# Managing healthcare costs

- For many employers, health insurance is the most expensive non-wage benefit they provide
- In the U.S. 8.3% of worker costs consists of employer contributions for employee health insurance (U.S Bureau of Labor Statistics, 2017)
- Health insurance plans make bigger annual payouts to older workers compared to younger (Burtless, 2017), but older employees do not bear the full extra costs of these insurance reimbursements due to ADL in the U.S.

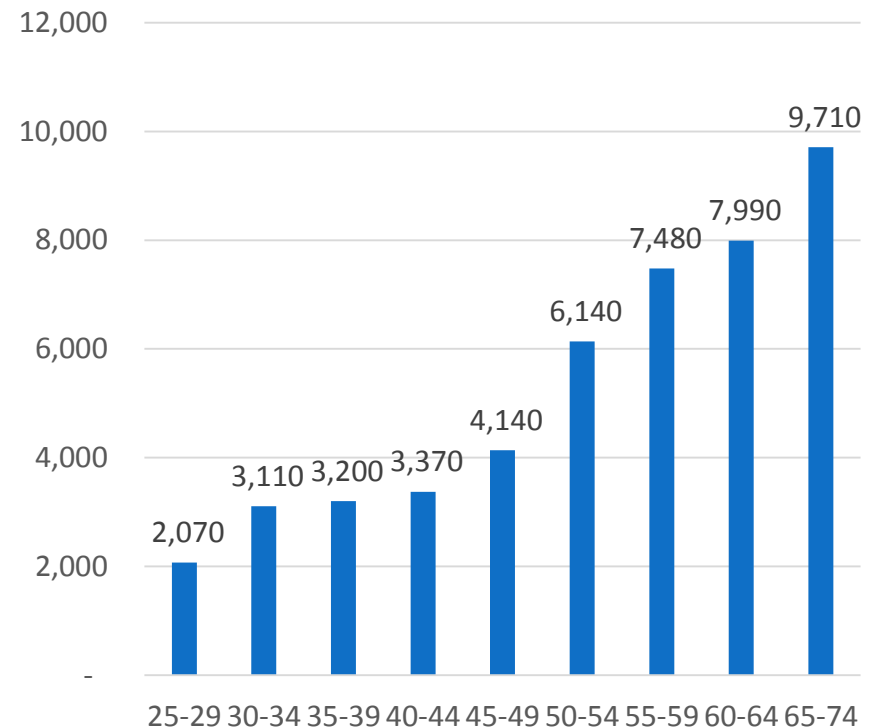


# Health Expenditures in the US tend to increase for Workers >55y.o.

Average Private Insurance Reimbursements of Workers Who Are Covered by Private insurance, by Age Group, 2014 (US\$)



Mean Per Capita Personal Health Expenditures by Age, 2014 (US\$)



Source: Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey, Household Component files, 2014, from Burtless, 2017

# Incentives for Portable Insurance Coverage

## Singapore

### Higher Tax-Deductible Medical Expenses

- Increases tax-deduction limit from 1% to 2%
- Employer participation in **any** of the three Portable Medical Benefits Options

#### Portable Medical Benefits Scheme

- Additional monthly contribution to employees' Medisave

#### Transferable Medical Insurance Scheme

- Enhanced group hospitalization and surgical insurance for employees

#### Provision of a Shield Plan

- Cover inpatient medical benefits through MediShield Life or an Integrated Shield Plan

Source: Ministry of Manpower

# Other Potential Issues

## Seniority-Based Wages

- Employers may be unwilling to (re-)hire older workers because a prevalence of seniority wages makes their wage cost unattractive
- A move to productivity-based wages is suggested together with the removal of retirement ages, but may undervalue the non-measurable 'work' such as networks

# Discussion

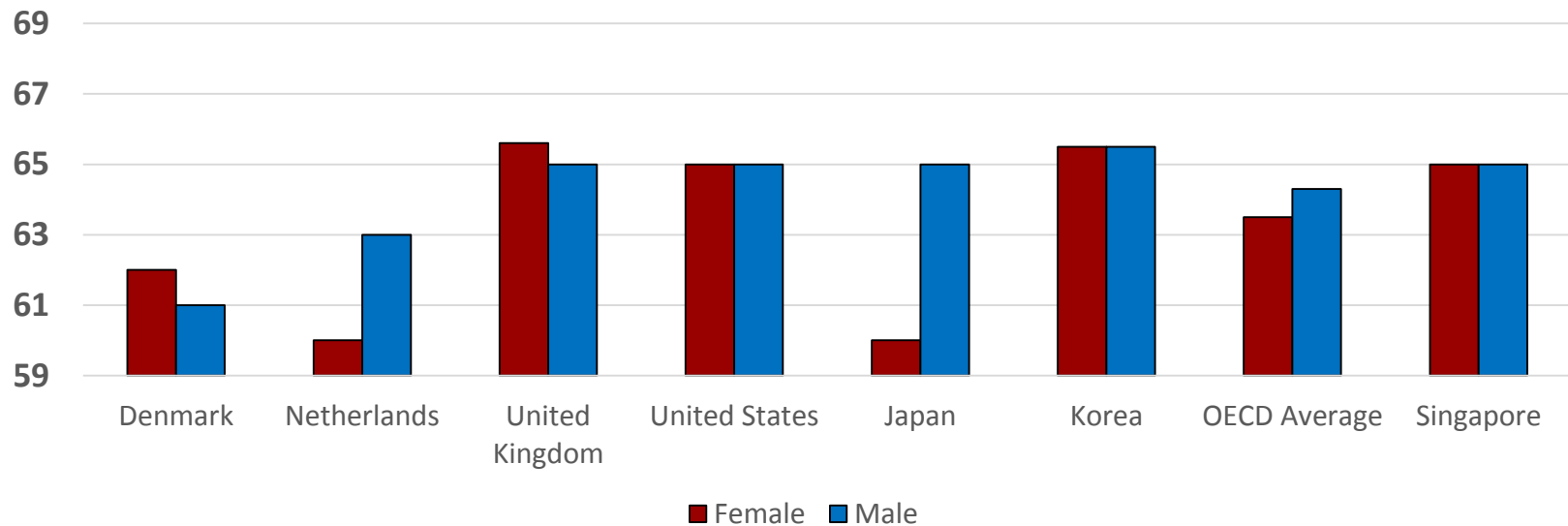
- **Balance** between protecting employees from **age discrimination** and **limiting labour market flexibility**
- Introducing more **flexibility to RRA**
- **Flexible-work arrangements**, including part-time work, could boost older worker participation
- **Job matching** and **work ability** assessment
- **Job redesign and assistive technologies** will help, but how to achieve this?

Selected OECD countries and Singapore

# Labour Statistics

# Normal Retirement Age

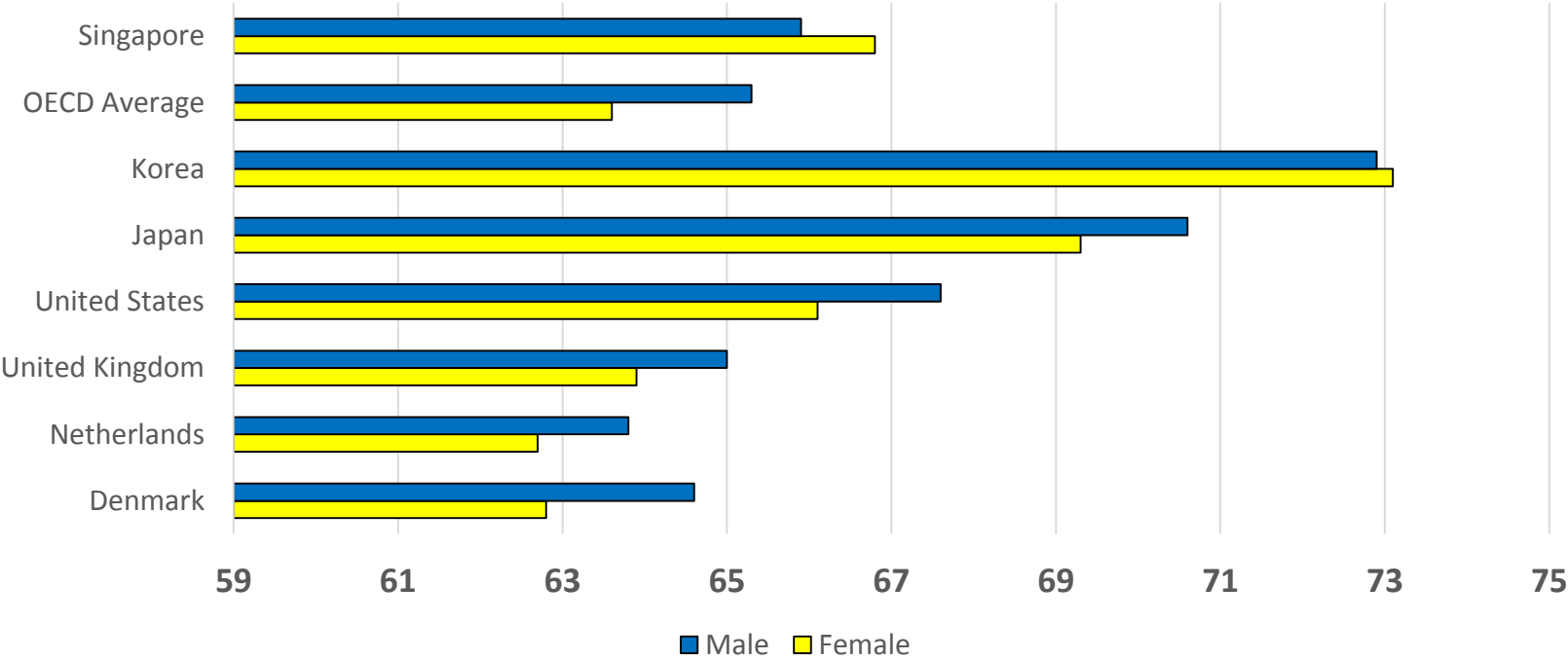
Average Normal Age of Retirement



Source: OECD Data 2017

# Effective Retirement Age

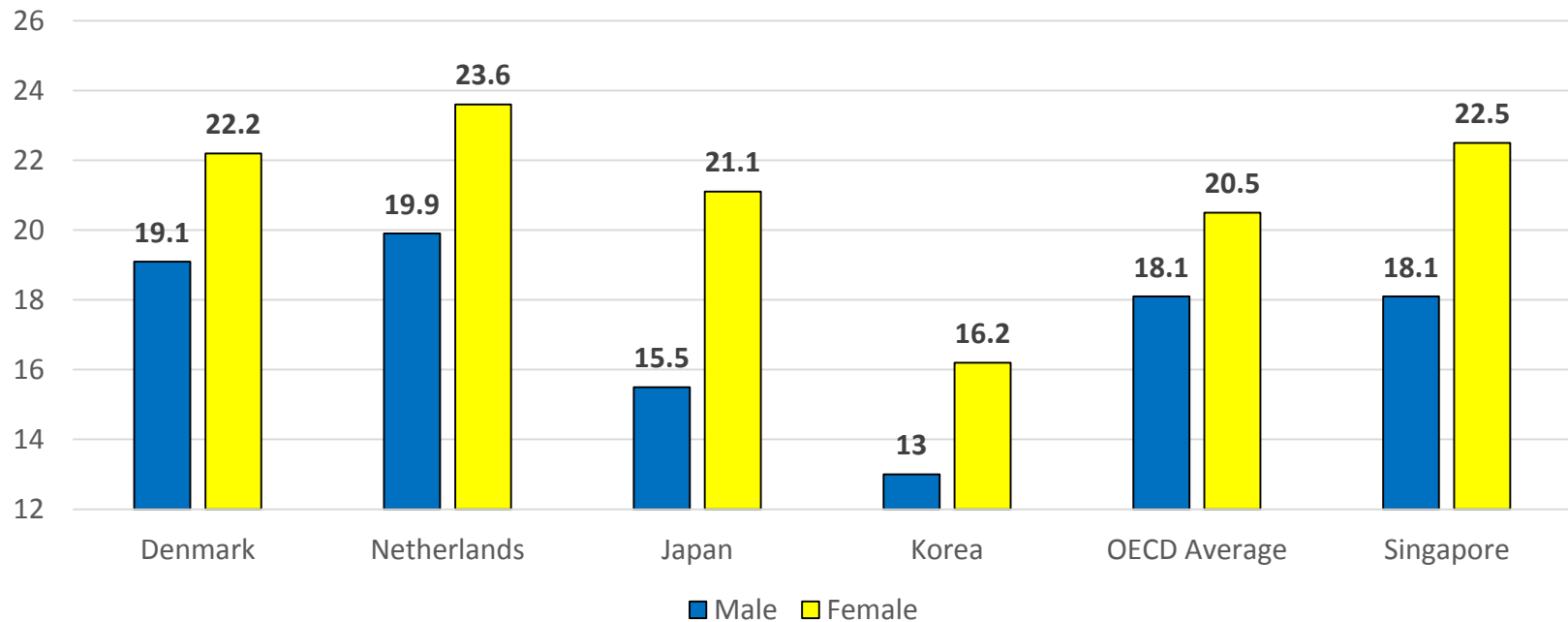
Average Effective Age of Retirement



Source: OECD Data 2017

# Expected Number of Years in Retirement

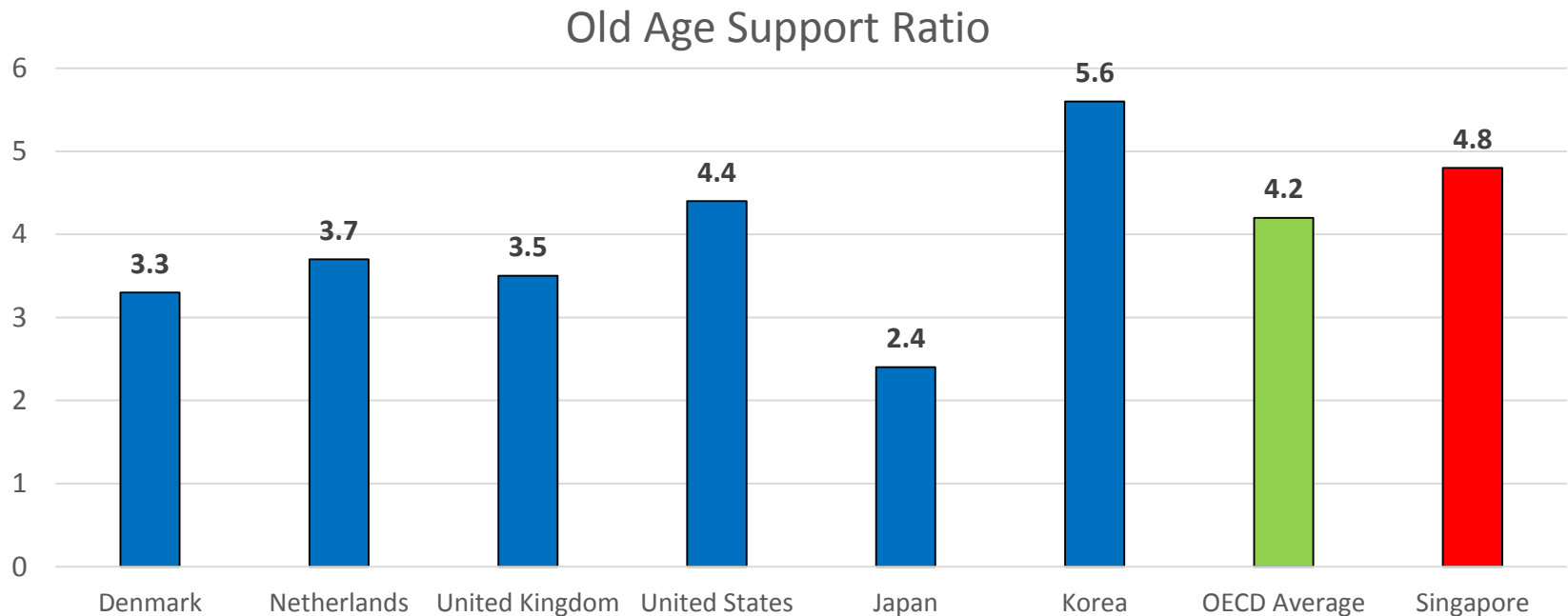
Expected Number of Years in Retirement



Source: OECD Data 2016



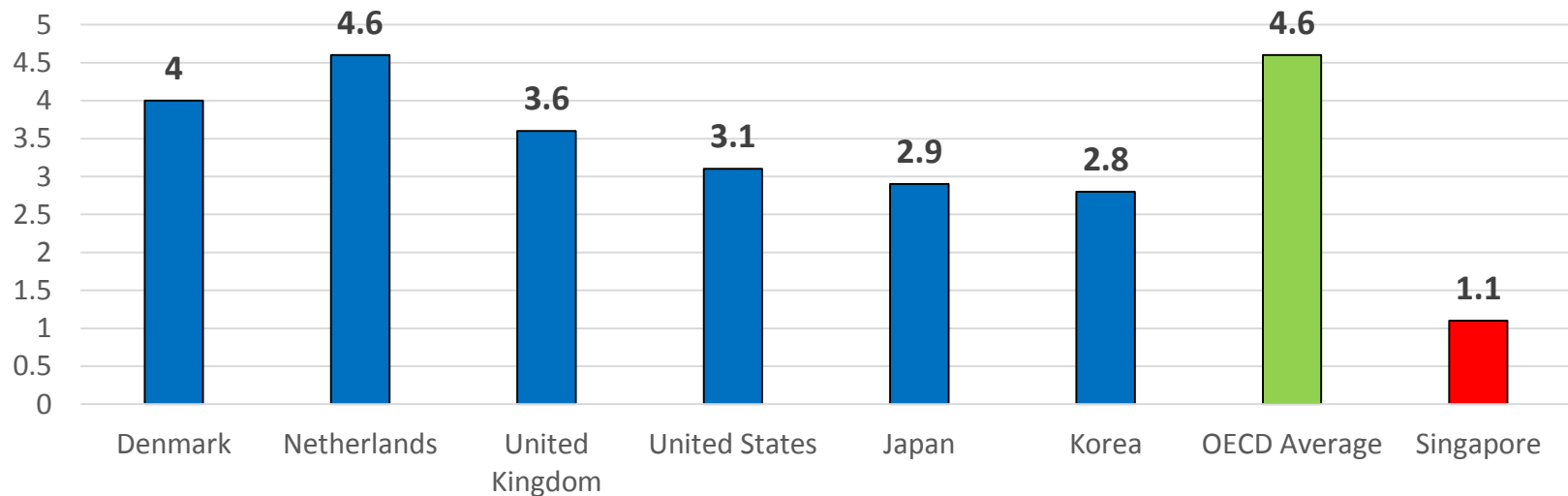
# Singapore's Old Age Support Ratio remains above the OECD average



Source: OECD Data 2014

# Singapore's Long-term Unemployment Rate for those aged 55 and above is markedly lower

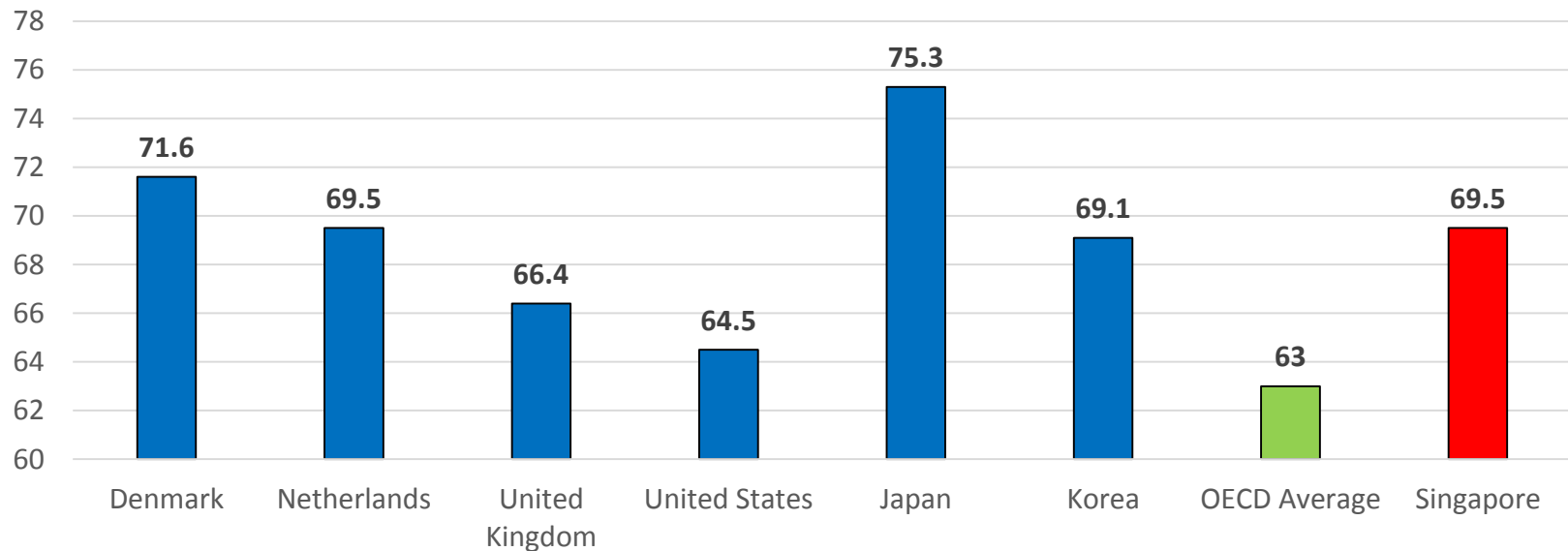
Long Term Unemployment Rate for those aged 55 and above (%)



Source: OECD Data 2014

# Labour Force Participation Rate (55-64)

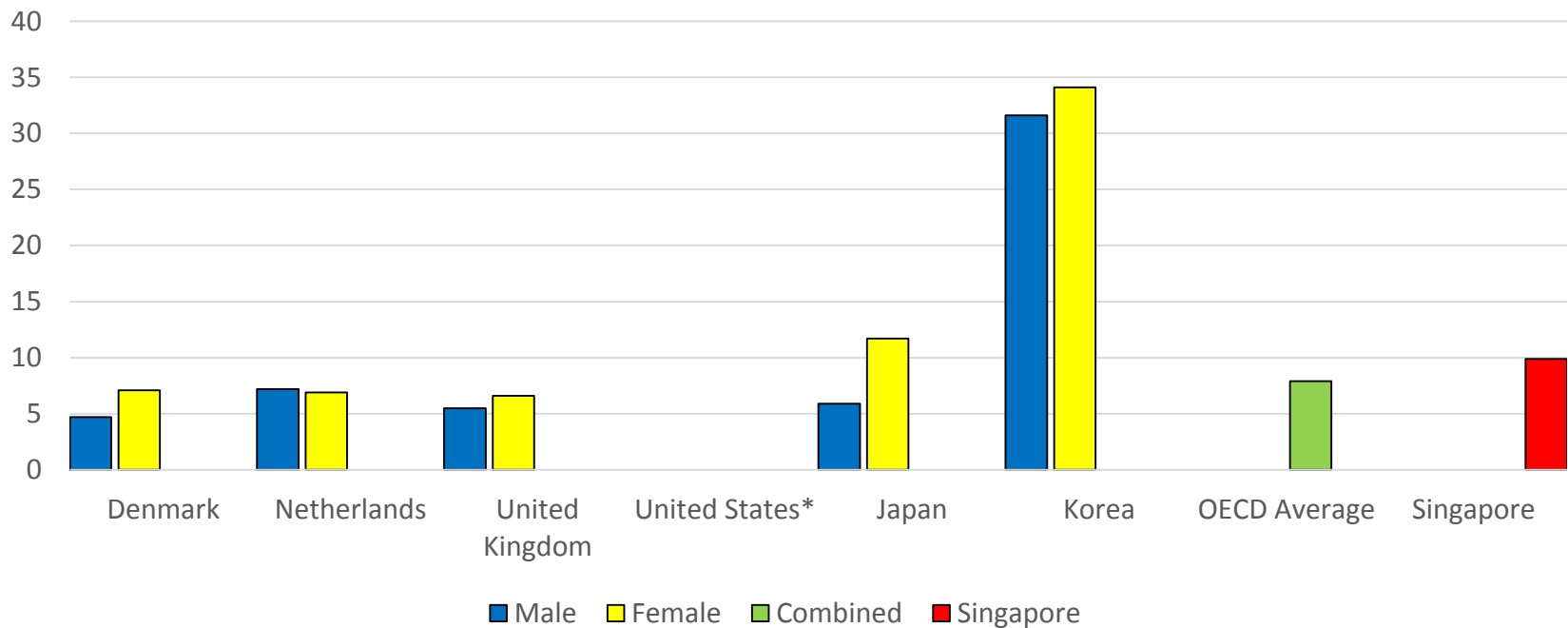
Labour Force Participation Rate for those aged 55-64 (%)



Source: OECD Data 2017

# Employed in Temporary Employment (55-64)

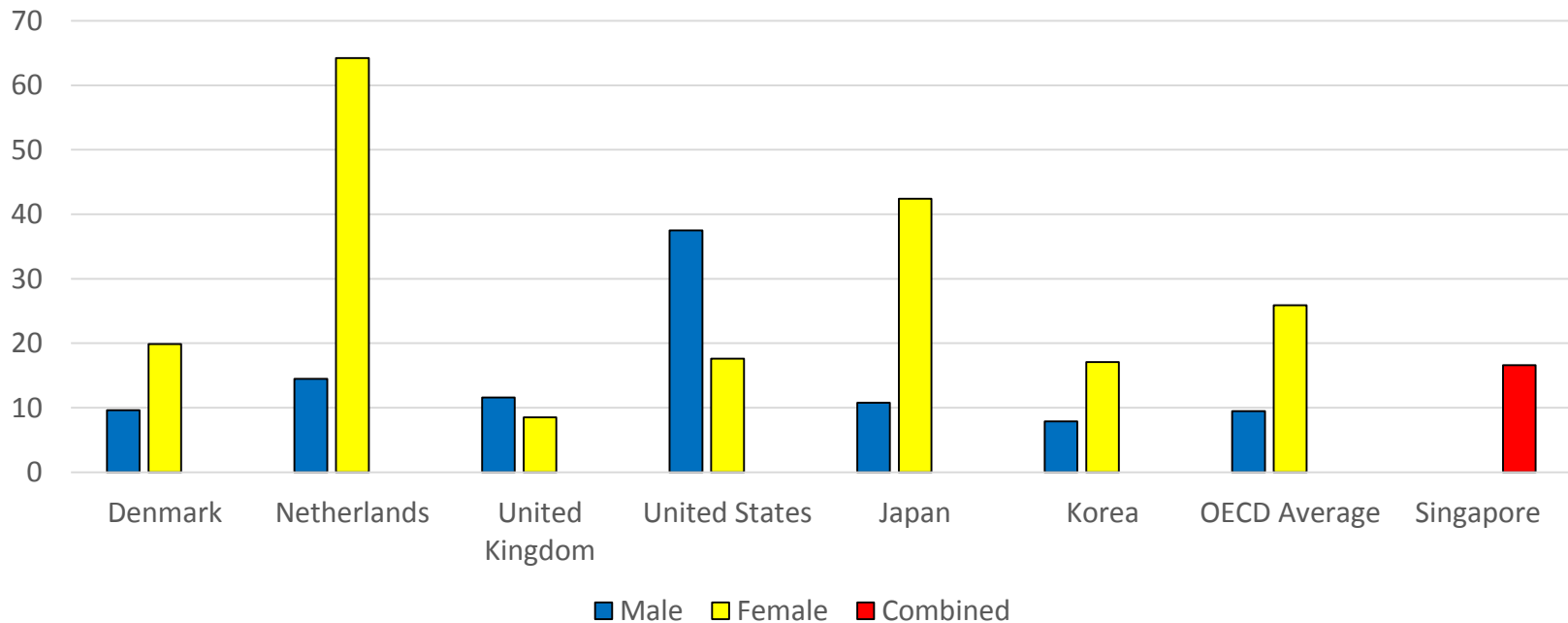
Share of Employed in Temporary Employment Aged 55-64 (%)



\*No data for the United States  
Source: OECD Data 2016

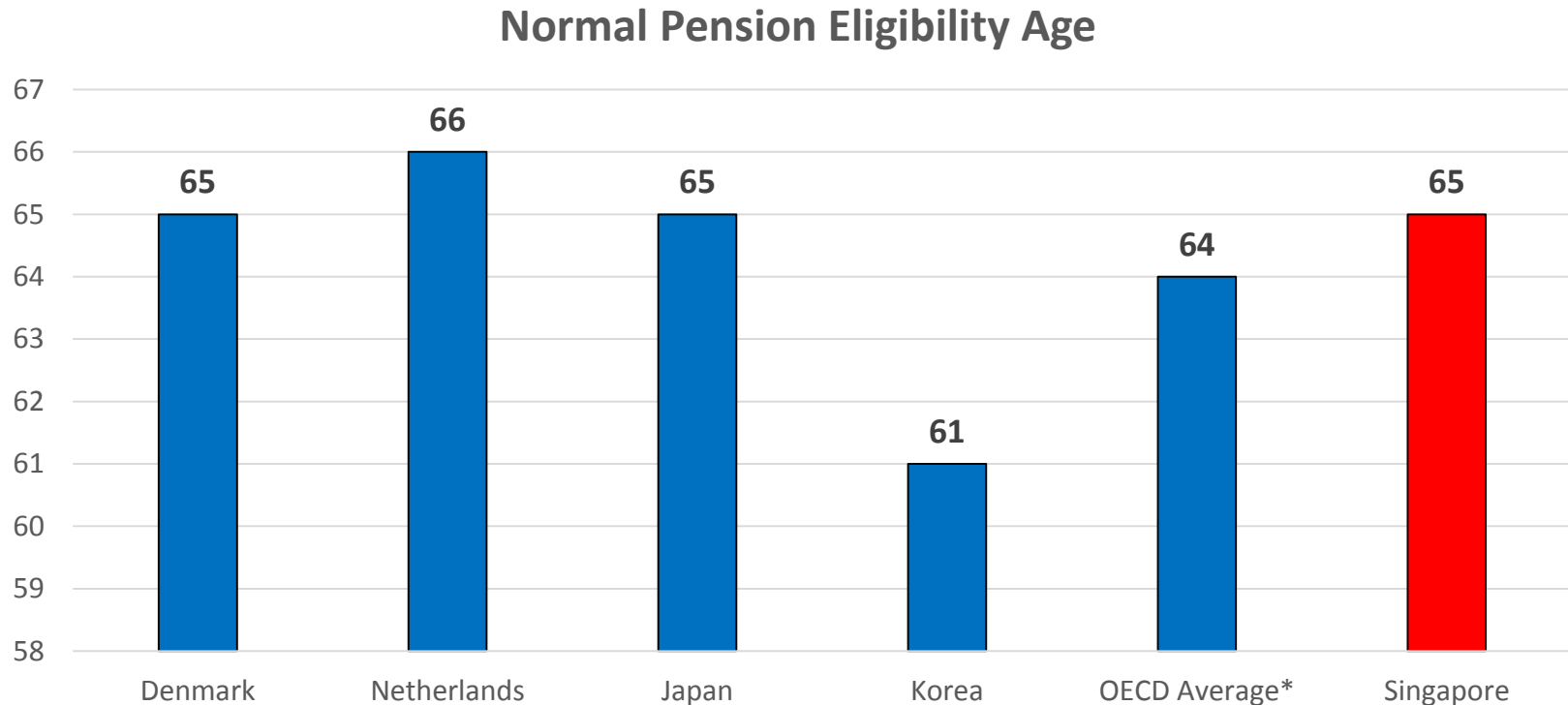
# Employed in Part-Time Employment (55-64)

Share of Employed in Part-Time Employment Aged 55-64 (%)



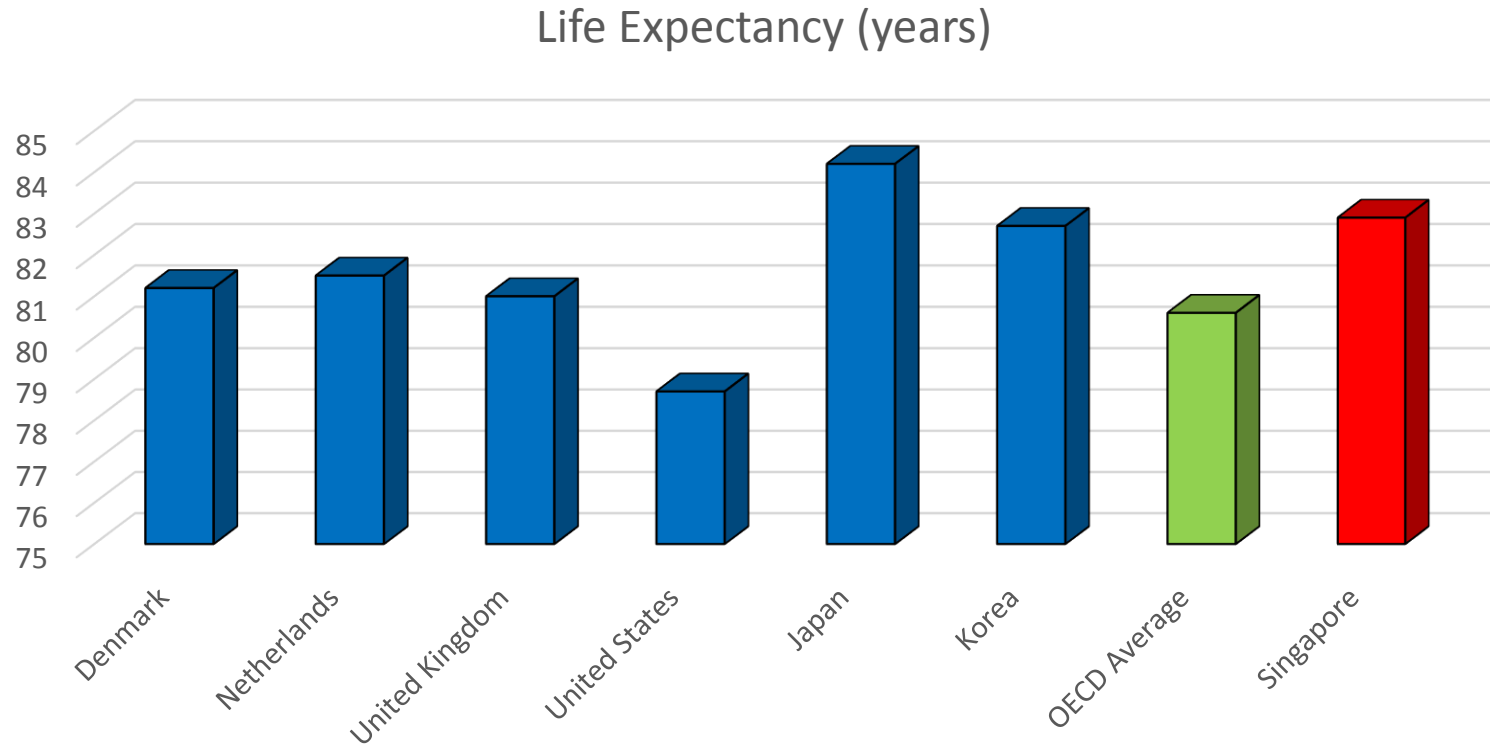
Source: OECD Data 2016

# Normal Pension Eligibility Age



\*Approximate  
Source: OECD Data 2017

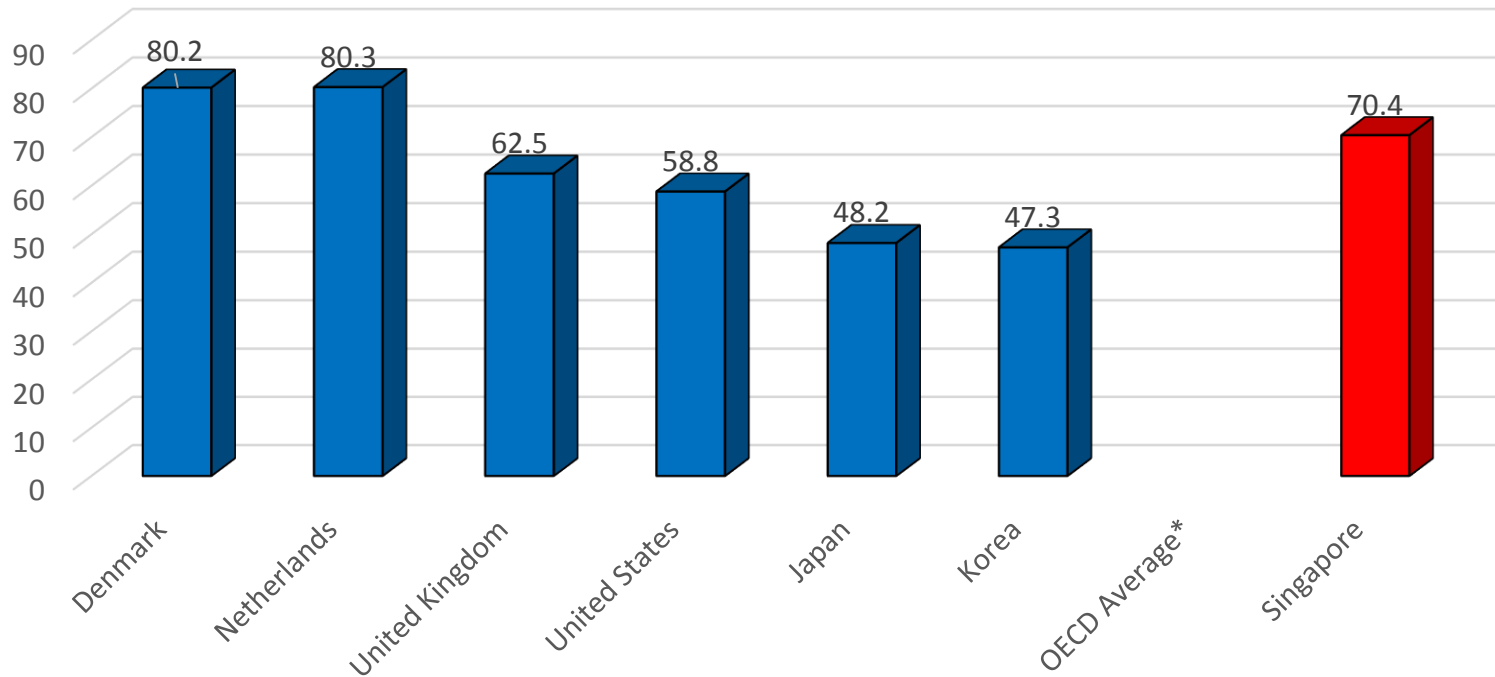
# Life Expectancy



Source: OECD Data 2016

# Retirement Adequacy

Retirement Adequacy (out of 100)\*



\* OECD Average data not available  
Source: Mercer, Global Pension Index 2018



# Comparison of Pension Schemes

Country	Basic	Defined Benefit	Defined Contribution	Targeted	Early Age	Normal Age
Singapore			✓	✓	55*	65
Denmark	✓		✓		62	65 (2018) 67 (2019)
Netherlands	✓				-	65.5
United Kingdom	✓		✓	✓	-	65
United States		✓		✓	62	67
Japan	✓	✓			60	65
Korea		✓			57	61

- CPF members with the Full Retirement Sum (FRS) or the Basic Retirement Sum (BRS) with a property pledge may withdraw the excess over the BRS/FRS. CPF members who do not meet the BRS/FRS threshold may withdraw up to \$5,000 from their CPF balances at age 55.

**END**

Please contact Christopher Gee at  
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you have any questions.