

Forum on Older Workers

Wednesday, 9 January 2019
Halls 2 and 3

Devan Nair Institute for Employment and Employability

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

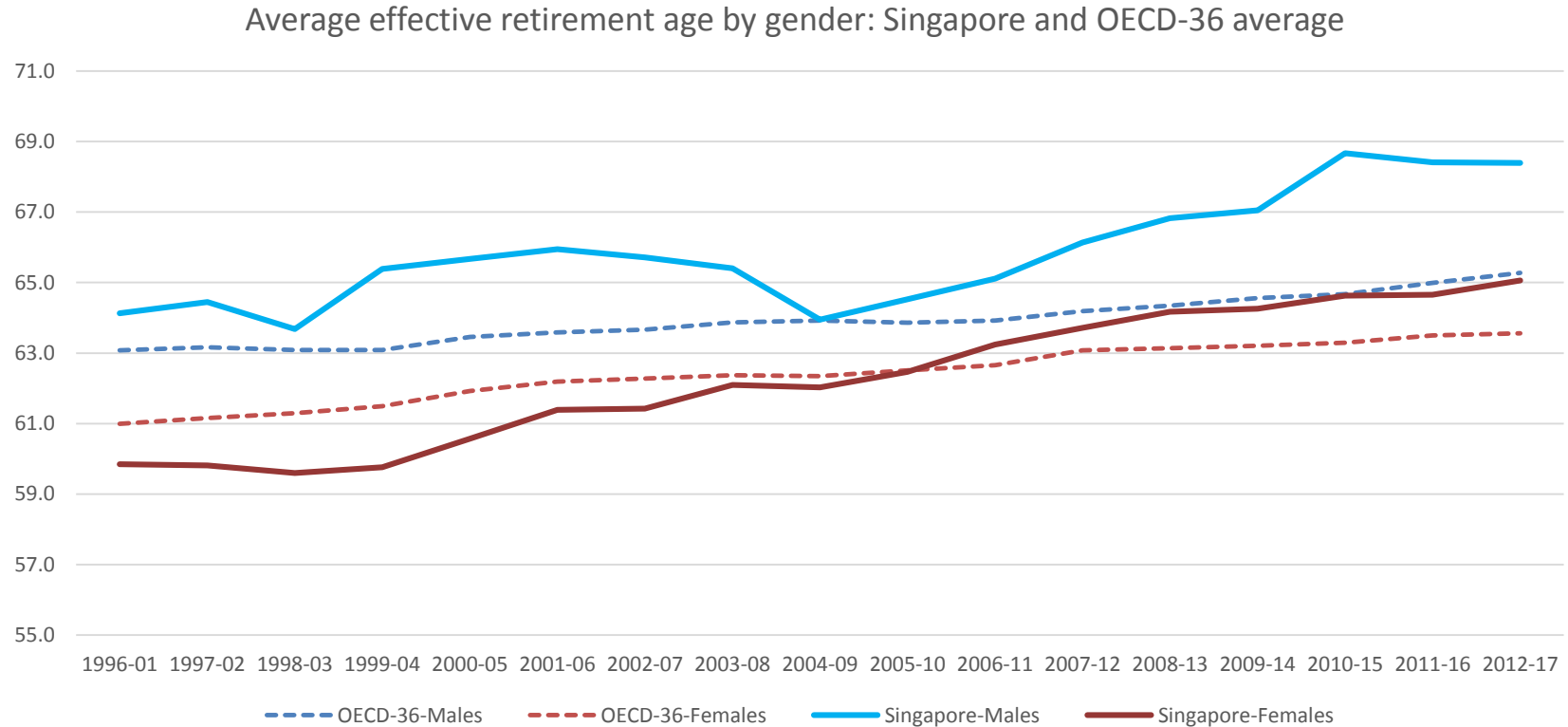
IPS Forum on Older Workers

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Christopher Gee

Senior Research Fellow

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



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's older worker policies vs other developed countries

	Denmark	Netherlands	Sweden	UK	US	Japan	Korea	SG
Legislated Minimum Retirement Age	N	✓	✓	N	N	✓	✓	✓
Age Discrimination Legislation	✓	✓	✓	✓	✓	N	✓	N
Employer Incentives	✓	✓	N	N	N	✓	✓	✓
Employee Incentives	✓	N	✓	✓	✓	N	✓	✓
Flexible Working Arrangements	✓	✓	✓	✓	N	N	N	✓

Employment of Older Workers has Room for Improvement

- Reflecting the capacity to continue working
- Part-time work
- Flexible work arrangements
- Training participation amongst older workers and job matching

Three Focal Areas For Discussion

1. Enabling older workers to continue working, if they want to
2. Promoting the employability of older workers
3. Encouraging employers to retain and hire older workers

Enhancing protection for older workers, more flexibility in re-employment

55 62 65 67
72?

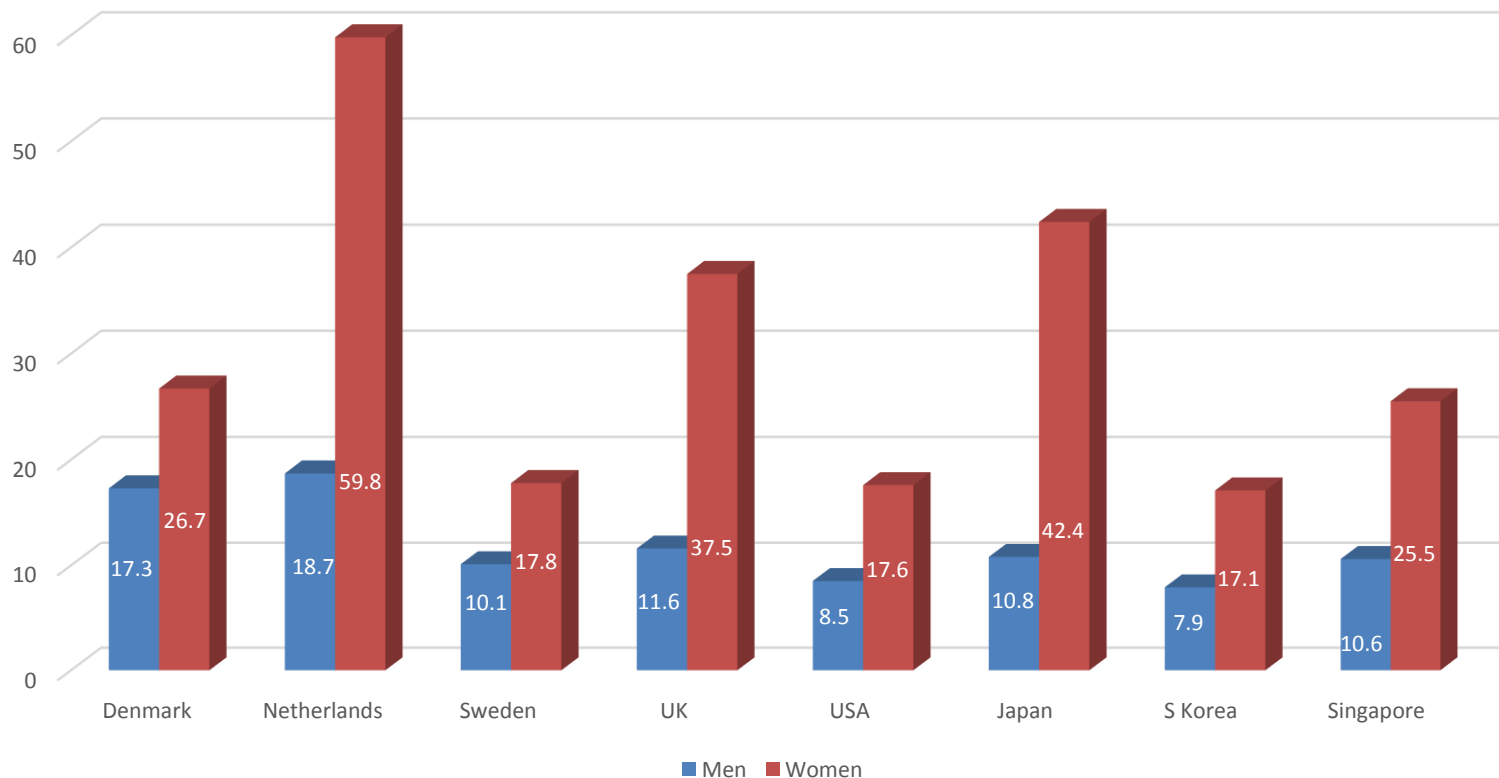
Older Workers have lower CPF contribution rates

- Workers still paying mortgages through CPF will have to top-up in cash

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

Flexible work arrangements: preferences and reality

Share of employed 55-64 year olds in part-time employment, %



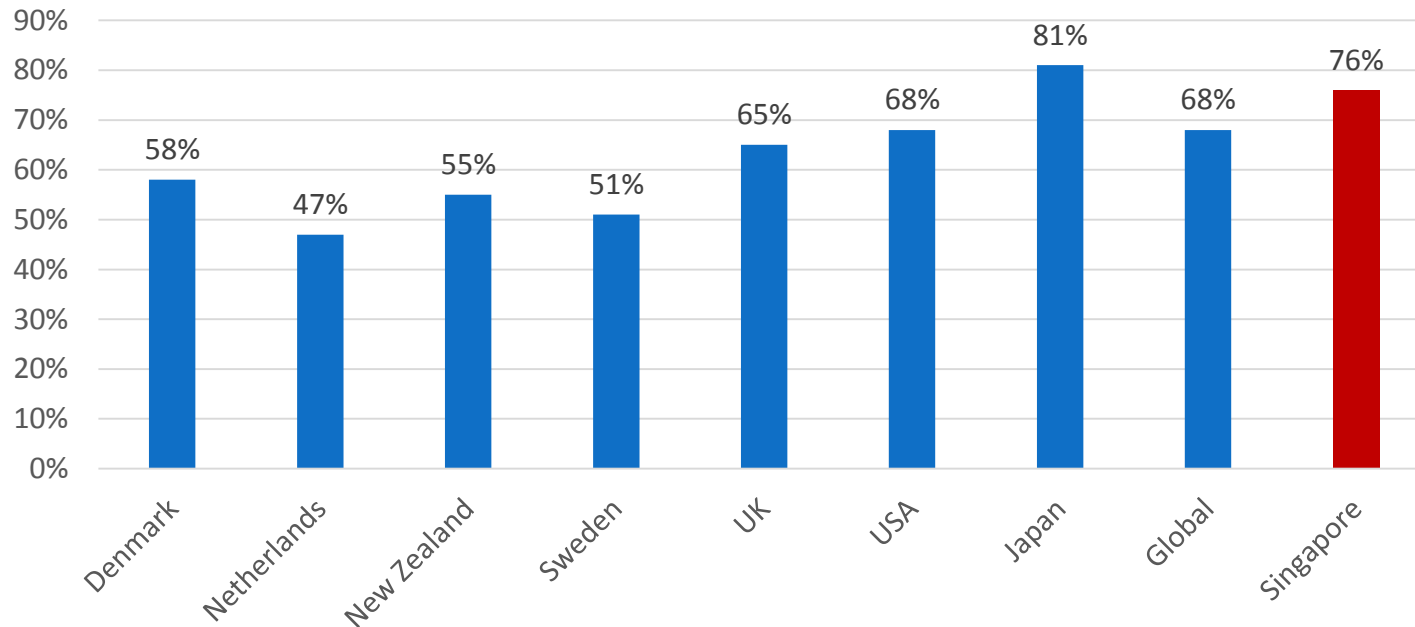
Source: OECD Data 2016, Singapore data from Department of Statistics, and Labour Force Survey 2017

Improving the part-time work proposition for older persons

- Part-time work arrangements may not be as attractive in practice than full-time work
- Conway & Sturges (2013) show exploitation part-time workers in the UK e.g. unpaid overtime
- **Workright** initiatives and enforcement can help
- Requires employer-employee co-operation (job redesign, new supervision/management capacity)

Flexible work arrangements: preferences and reality

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



Source: Randstad Workmonitor Global Report 1Q2018

Singapore Tripartite Standard on Flexible Working Arrangements (FWAs)

FWA Incentive for full-time employees

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

Experience of other countries

- Denmark and Iceland allow employees to shorten work hours
- New Zealand mandated employee's rights to FWA in 2000

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

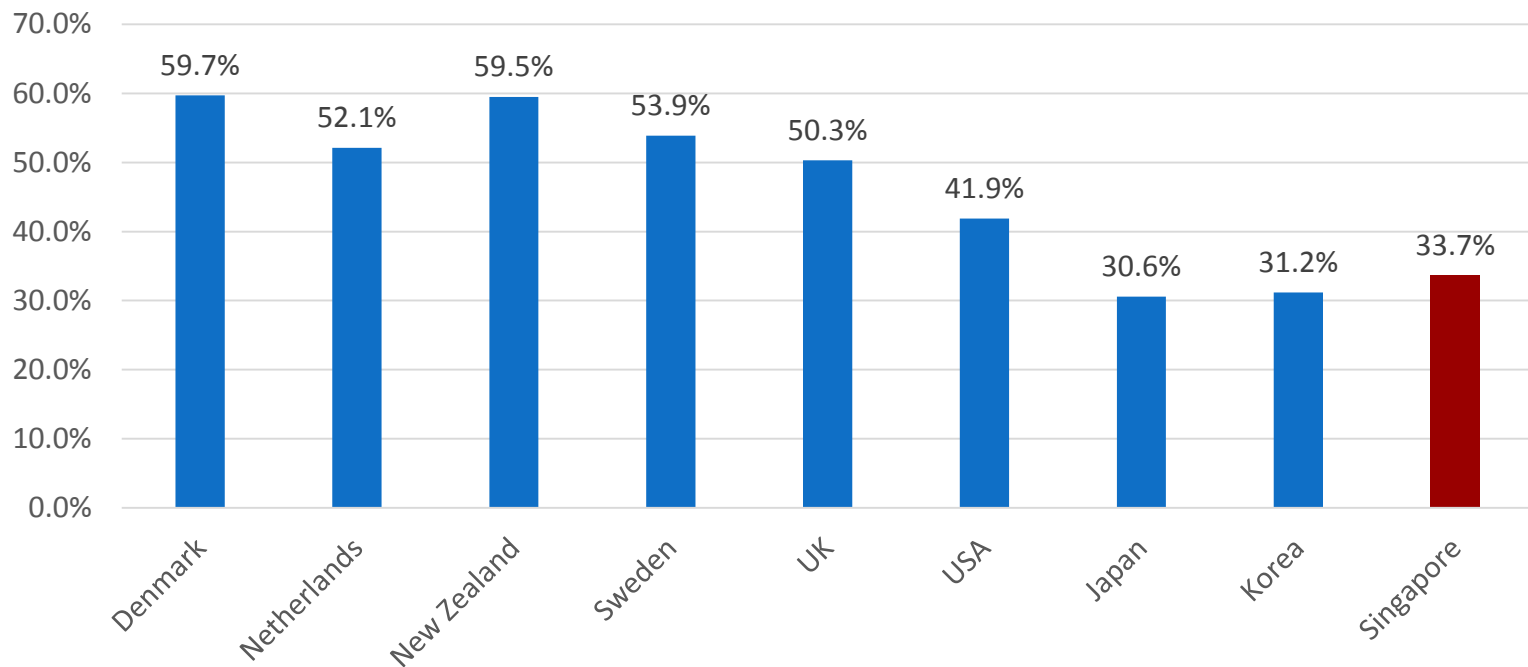
- Smoothen labour transition into new jobs and industries

Professional Conversion Programme

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

Older 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

Other Examples of Older Worker Skills Training

- Denmark's *Jobrotation* Scheme
- Netherlands' "*Ervaringscertificaat*"
- United Kingdom's subsidised course fees for basic training
- Japan's *Senior Work Programme*

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

Work Ability Model- 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
- Considers four core factors that contribute to the ability to ***work, values, competence*** and ***health***

Work Ability Index Instrument



Work Ability Index > WAI - Online (english)

Startseite
Work Ability Index
Arbeitsfähigkeit
Konzept der Arbeitsfähigkeit
WAI-Verfahren
WAI - Online (deutsch)
WAI - Online (english)
WAI-Konferenz
WAI-Netzwerk
Materialien
Kontakt
Mitgliederbereich
Projekt-Team
Links
Archiv

WAI Online Questionnaire (short version)

The Work Ability Index (WAI) contains questions concerning your work, your work ability and your health. Your answers help you at the final conclusion whether measures for improving your health have to be taken and if your work ability must be improved. Please fill in the questionnaire thoroughly and answer all questions.

Your data will never be saved.

Is your work:

- psychologically demanding?
- physically demanding?
- physically and psychologically demanding?

1. Current work ability compared to highest work ability ever:

Assume that your work ability at its best has a value of 10 points. How many points would you give your current work ability? (0 means that you currently cannot work at all)

0 1 2 3 4 5 6 7 8 9 10

completely
unable to
work

work ability
at its best

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Im Rahmen der Initiative:



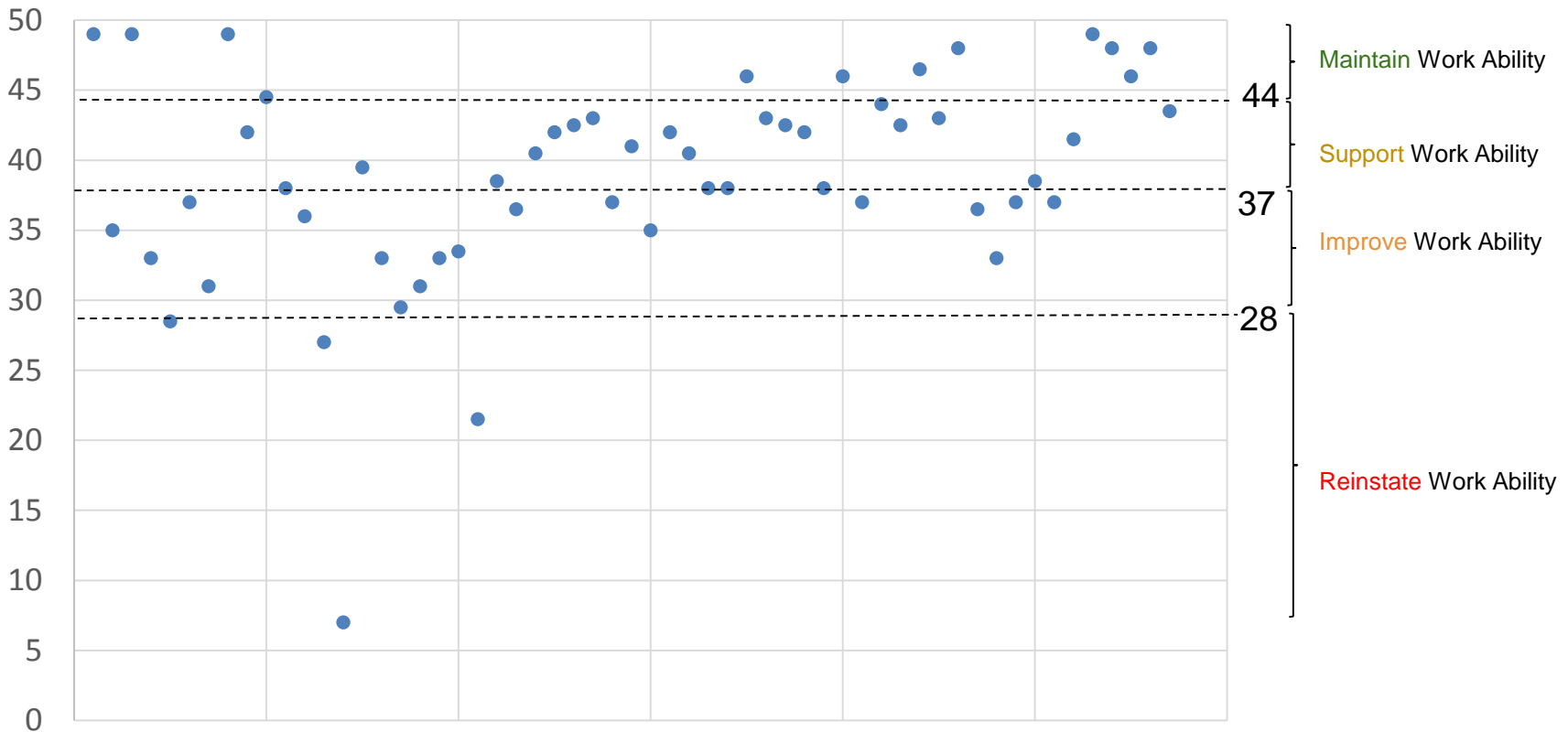
Fachlich begleitet durch:



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

Work Ability Index Scores

Work Ability Index Scatter Plot of Responses



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?

END

Please contact Christopher Gee at
christopher.gee@nus.edu.sg or 6601- 1418 if
you have any questions.