

Singapore's Ageing Preparedness: How shall we sustain ourselves?

JDC-Eshel 50th Anniversary Conference
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Picture source: rikvin.com



JDC-Eshel 50th Anniversary Conference - Breakout Session 1

How Shall We Sustain Ourselves?

A Plan of How To Sustain Ourselves

- 1 EMPLOYABILITY**
Ageless workplaces,
lifelong employability
- 2 LIFELONG LEARNING**
Never too old to go
back to school
- 3 SENIOR VOLUNTEERISM**
Helping others,
fulfilling lives
- 4 HEALTH AND WELLNESS**
Healthy seniors,
happy seniors
- 5 SOCIAL ENGAGEMENT
AND INCLUSION**
Connecting people
of all ages

Sustaining ourselves



- Via Market Work
- And perhaps new innovations in how we sustain ourselves together



How shall we sustain ourselves?

Promoting Employability

- Retirement and Re-employment legislation
- Re-skilling and Re-training
- Job Re-design and Flexible Work Arrangements

Income Security in Old-Age

- Mandatory Savings for Retirement Income and Medical Expenses
- Social Insurance Schemes: Annuities, Health and Disability
- Monetisation of Housing Equity

Promoting Employability: What to work on

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

Enabling longer working lives

Enhancing incentives & Removing barriers

- Normal and effective retirement ages (**Barrier**)
- Wage incentives to continue working (**Incentive**)
- Flexible work arrangements (**Incentive**)
- Age discrimination legislation (**Barrier**)

Older worker policies comparisons

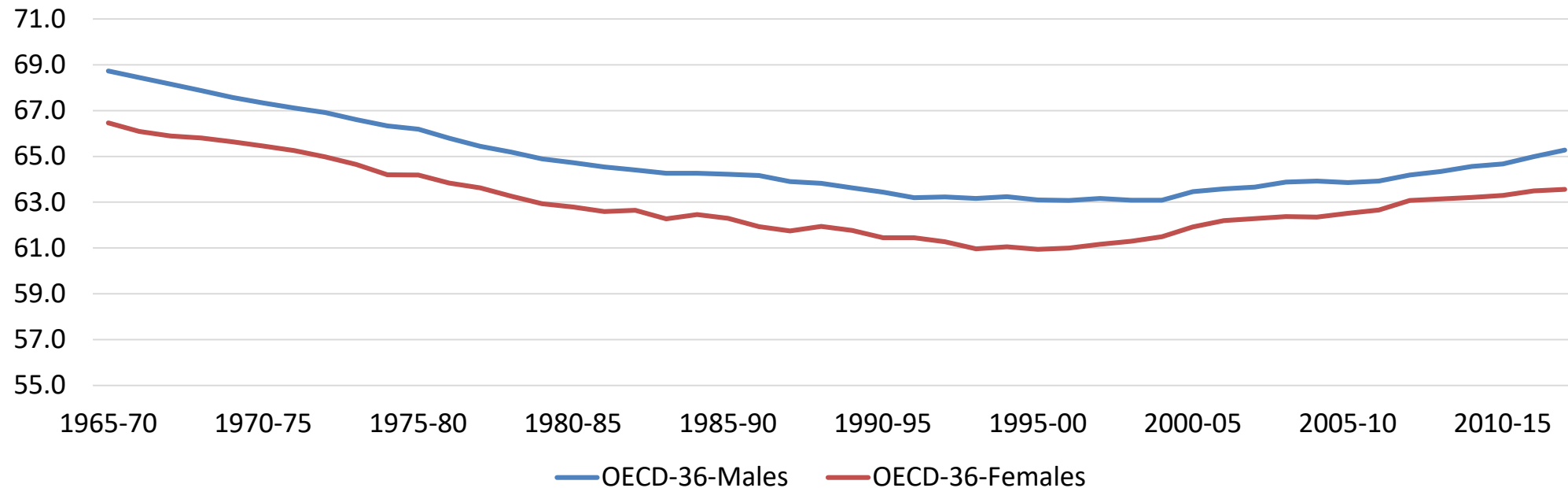
	Denmark	Netherlands	Sweden	UK	US	Japan	Korea	SG
Legislated Minimum Retirement Age	N	✓	✓	N	N	✓	✓	✓
Age Discrimination Legislation	✓	✓	✓	✓	✓	N	✓	N
Employer Incentives	✓	✓	N	N	N	✓	✓	✓
Employee Incentives	✓	N	✓	✓	✓	N	✓	✓
Flexible Working Arrangements	✓	✓	✓	✓	N	N	N	✓

Enabling longer working lives through: Enhancing incentives & Removing barriers

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

Average Effective Retirement Age: 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.

Increasing retirement/pension ages

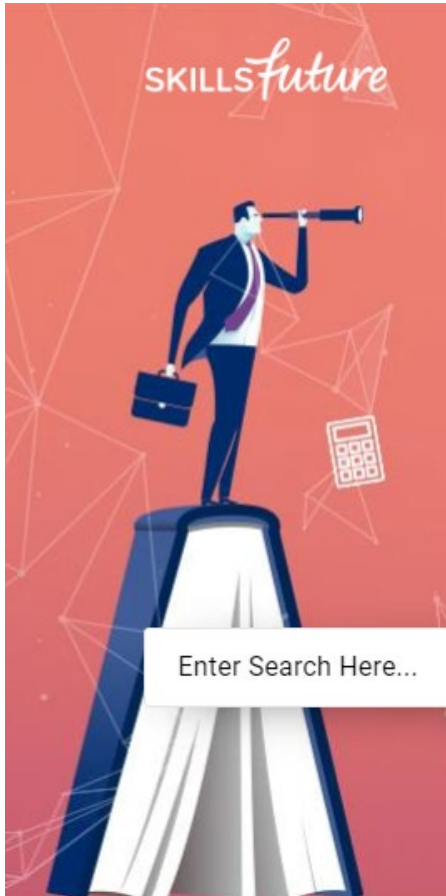
- **Global trend is for raising retirement or pension withdrawal ages**
 - Most are raising either the statutory retirement or pension drawdown ages (e.g. Denmark, France, Japan, UK)
 - Many countries do not have a statutory retirement age (e.g. Australia, NZ, Netherlands, Sweden, US, amongst others)
- **Some moving to dynamic pension drawdown ages**
 - Pension eligibility linked to life expectancy (Sweden, Denmark)

More flexibility for re-employment

Singapore's retirement and re-employment age thresholds since the 1950s

55 62 65 67
72?

Employability: Skills Upgrading



- **SkillsFuture Scheme**
 - Raising the resilience of the workforce through a general training fund
- **Adapt & Grow Scheme**
 - Smoothing the transition of workers into new jobs and industries
- **Professional Conversion Programme**
 - Helping professionals prepare for new jobs in new industries

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

Other Examples of Older Worker Skills Training

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

Retaining and hiring older workers



- **Special Employment Credit**

- Employers hiring workers above the age of 55 and earning up to S\$4k receive a wage-offset subsidy

WorkPro



- **WorkPro Grants**

- Grants to facilitate job redesign, flexible work arrangements and adopt best age-management practices

Other examples of retaining and hiring older workers

Iceland

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

New Zealand

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

Seniors as Assets: Co-production and time-banking

- More productive capacity in a society than that defined by the market
- A **co-production service delivery model** utilises abundant assets in the people sector to generate social value
- **Time-banking concept** is a form of community currency: “a mode of exchange that lets people swap time and skill instead of money” (Cahn and Gray, 2015)

The potential of co-production

- **Tapping on un- or under-utilised capacity in society**
 - People's spare time, skills and capabilities can be harnessed, allowing the assets that currently exist in society to be better matched with need
- **Enhance delivery for public services**
 - Clients/recipients/beneficiaries as service providers themselves
- **Enabled by today's technology**
 - Sharing economy apps, platforms and payment systems enable the widespread adoption of time-banking

Some examples of co-production in action



Next steps on aged preparedness: sustaining ourselves

- **Allowing workers who want to work longer to do so**
- **Upgrading the status and skills** of older workers (e.g. re-skilling, professionalisation)
- **Flexible work arrangements and Job Redesign**
- **New models of co-production?**

END

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