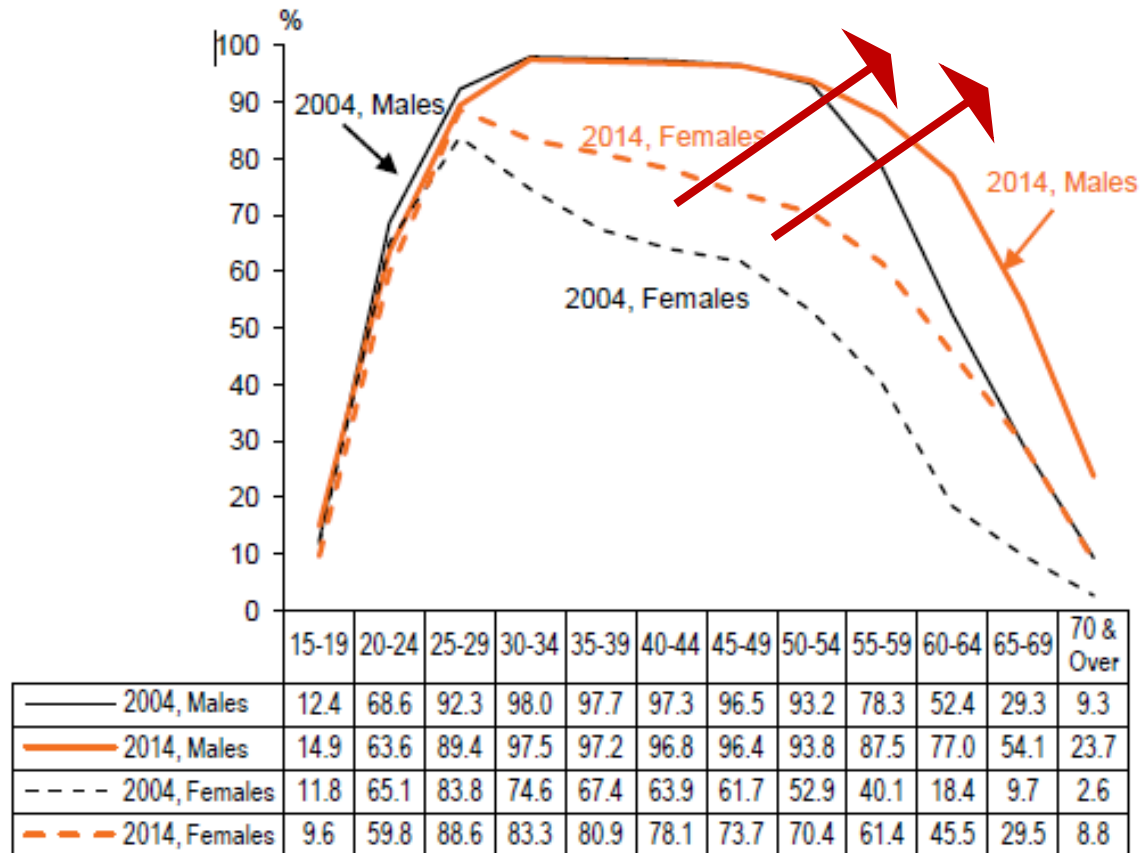# Employment and Employability of older workers

19 March 2015

Current Reality – Ageing workforce

- Labour Force Participation Rate is relatively high today

  (Male 75.9%, Female 58%)

- Median Age (43 yrs old) across all sectors.

- One in Three Workers is already 50 years old and over

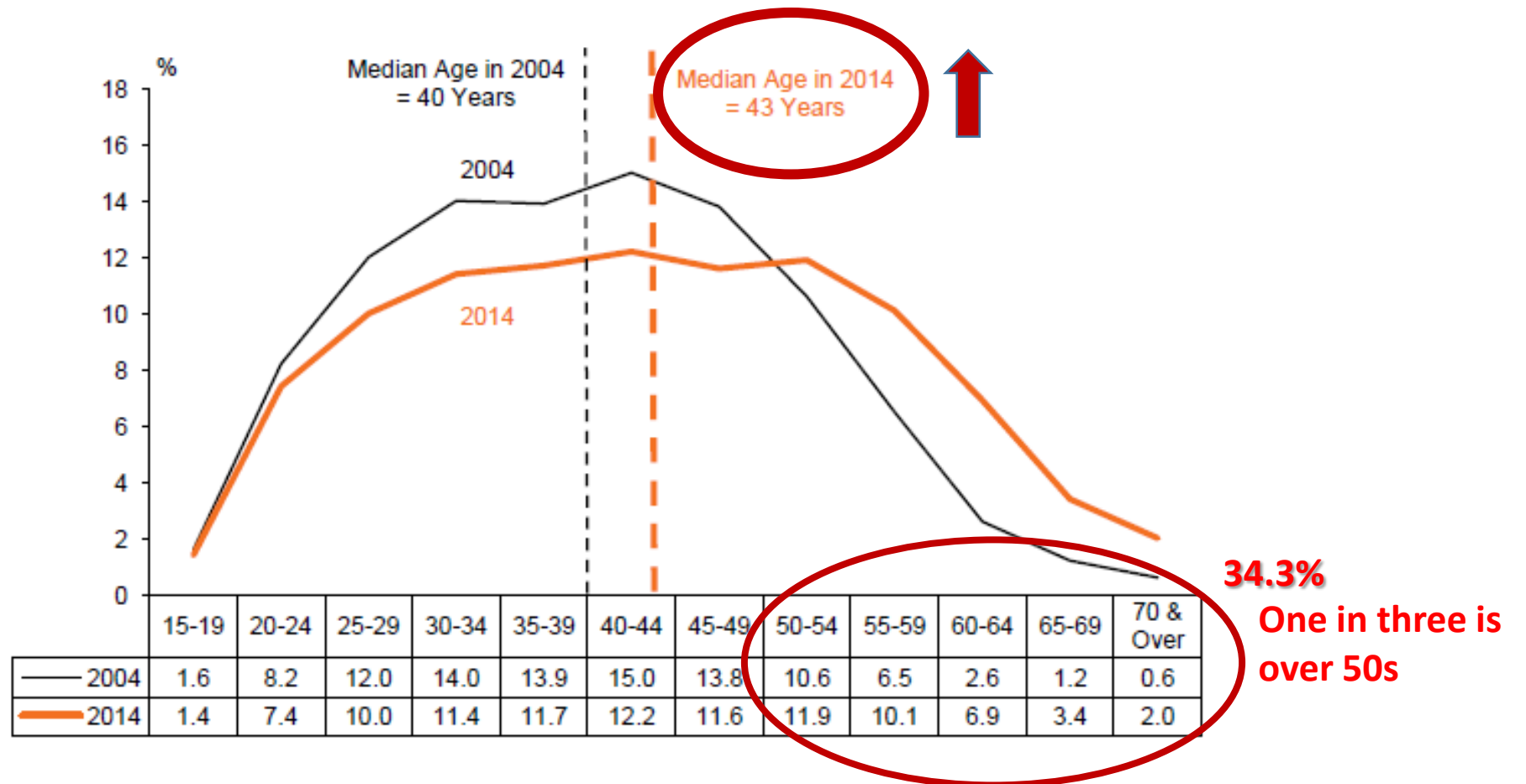# Age-Sex Specific Resident Labour Force Participation Rate, 2004 and 2014 (June)

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over
2004, Males	12.4	68.6	92.3	98.0	97.7	97.3	96.5	93.2	78.3	52.4	29.3	9.3
2014, Males	14.9	63.6	89.4	97.5	97.2	96.8	96.4	93.8	87.5	77.0	54.1	23.7
2004, Females	11.8	65.1	83.8	74.6	67.4	63.9	61.7	52.9	40.1	18.4	9.7	2.6
2014, Females	9.6	59.8	88.6	83.3	80.9	78.1	73.7	70.4	61.4	45.5	29.5	8.8

Aged 15 & Over (%)

	2004	2014
Total	63.3	67.0
Males	75.1	75.9
Females	51.3	58.6

LFPR (2013)	All Persons	Men	Women
OECD	71.1%	79.7%	62.6%
Japan	74.9%	84.6%	65%
Switzerland	83.3%	88.6%	78%

http://stats.oecd.org/Index.aspx?DataSetCode=LFS_SEXAGE_I_R

Labour Force in 2014 is 3.53 million, (2.2mil are residents)

**Chart 4: Distribution of Resident Labour Force by Age, 2004 and 2014 (June)**

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over
2004	1.6	8.2	12.0	14.0	13.9	15.0	13.8	10.6	6.5	2.6	1.2	0.6
2014	1.4	7.4	10.0	11.4	11.7	12.2	11.6	11.9	10.1	6.9	3.4	2.0

Median Age in 2004 = 40 Years

Median Age in 2014 = 43 Years

34.3%
One in three is over 50s

Note: Data for each year may not add up to 100% due to rounding.

(A) Median Age

(B) Age Distribution

Per Cent
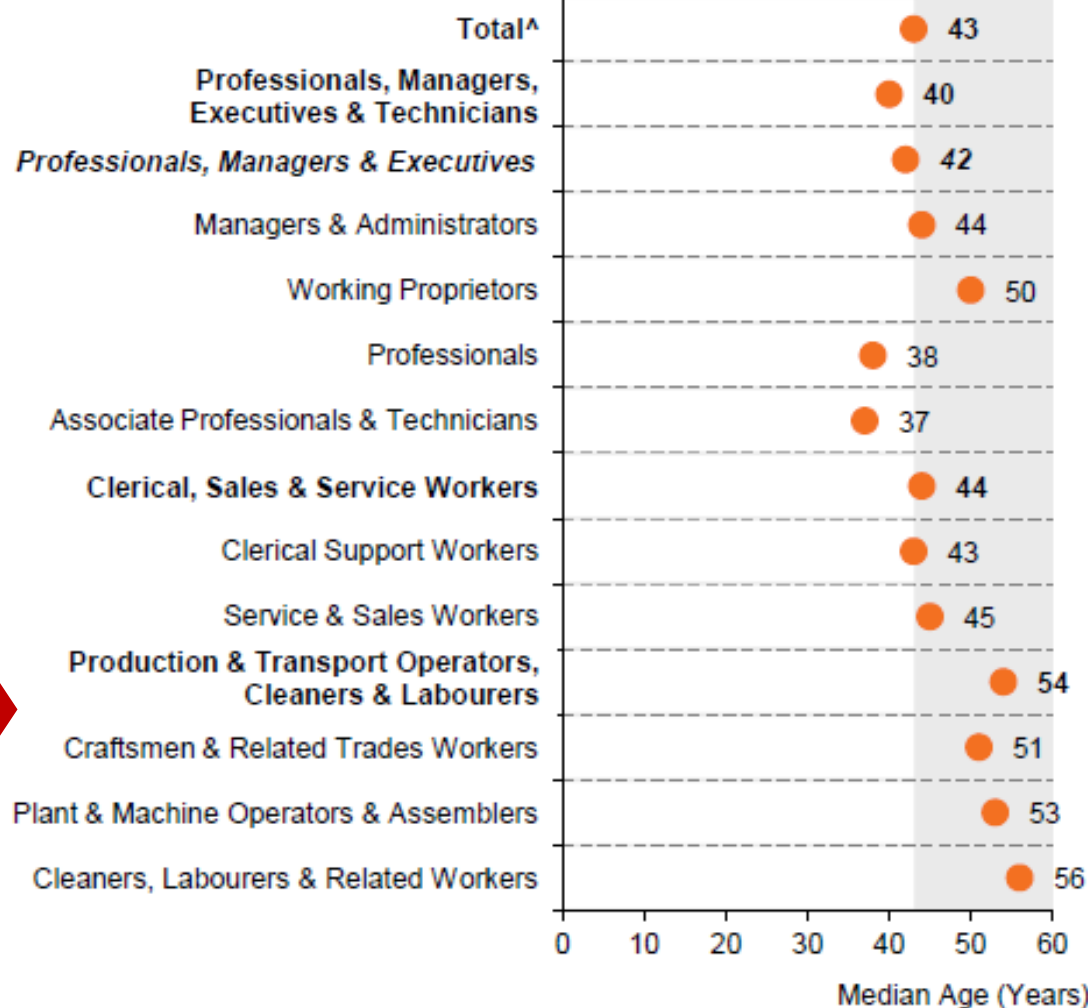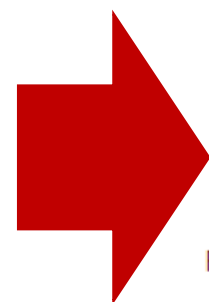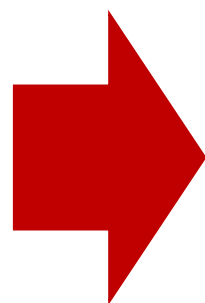
	Median Age	Below 30	30-39	40-49	50 & Over
Total^	43	18.1	23.3	23.9	34.7
Professionals, Managers, Executives & Technicians	40	16.1	31.9	28.0	24.0
Professionals, Managers & Executives	*42*	*9.6*	*31.9*	*31.8*	*26.6*
Managers & Administrators	44	3.2	27.7	37.9	31.2
Working Proprietors	50	5.1	16.7	27.7	50.5
Professionals	38	16.6	39.8	27.3	16.3
Associate Professionals & Technicians	37	24.5	31.9	23.0	20.6
Clerical, Sales & Service Workers	44	22.8	18.4	21.5	37.4
Clerical Support Workers	43	24.2	19.3	22.4	34.2
Service & Sales Workers	45	21.3	17.4	20.5	40.8
Production & Transport Operators, Cleaners & Labourers	54	5.9	8.3	19.0	66.8
Craftsmen & Related Trades Workers	51	9.3	12.5	22.0	56.2
Plant & Machine Operators & Assemblers	53	4.5	8.0	21.5	65.9
Cleaners, Labourers & Related Workers	56	5.5	6.4	15.3	72.8

Median Age (Years)

Notes: (1) Professionals, Managers & Executives (PMEs) refer to 'Managers & Administrators', 'Working Proprietors' and 'Professionals'.

What we want?

From the Older Worker's Perspective

- Remunerate base on my skills and performance
- Flexible work arrangement
- Equal opportunity to training
- Age friendly workplace
- Access to healthcare
- No age discrimination

From Employer's Perspective

- Competitive
- Relevant Skills and Experience
- Loyalty
- Strong Work ethics

From Government's perspective

- Dynamic workforce to support a competitive economy
- Able to work for as long as possible
- Adequate savings for old age
- Equipped with relevant skills

What can we do?

- 1. Re conceptualize **WORK**

- Embrace **AGE DIVERSITY**

- Debunk the **MYTHS** on older workers

1. Re-Conceptualize Work

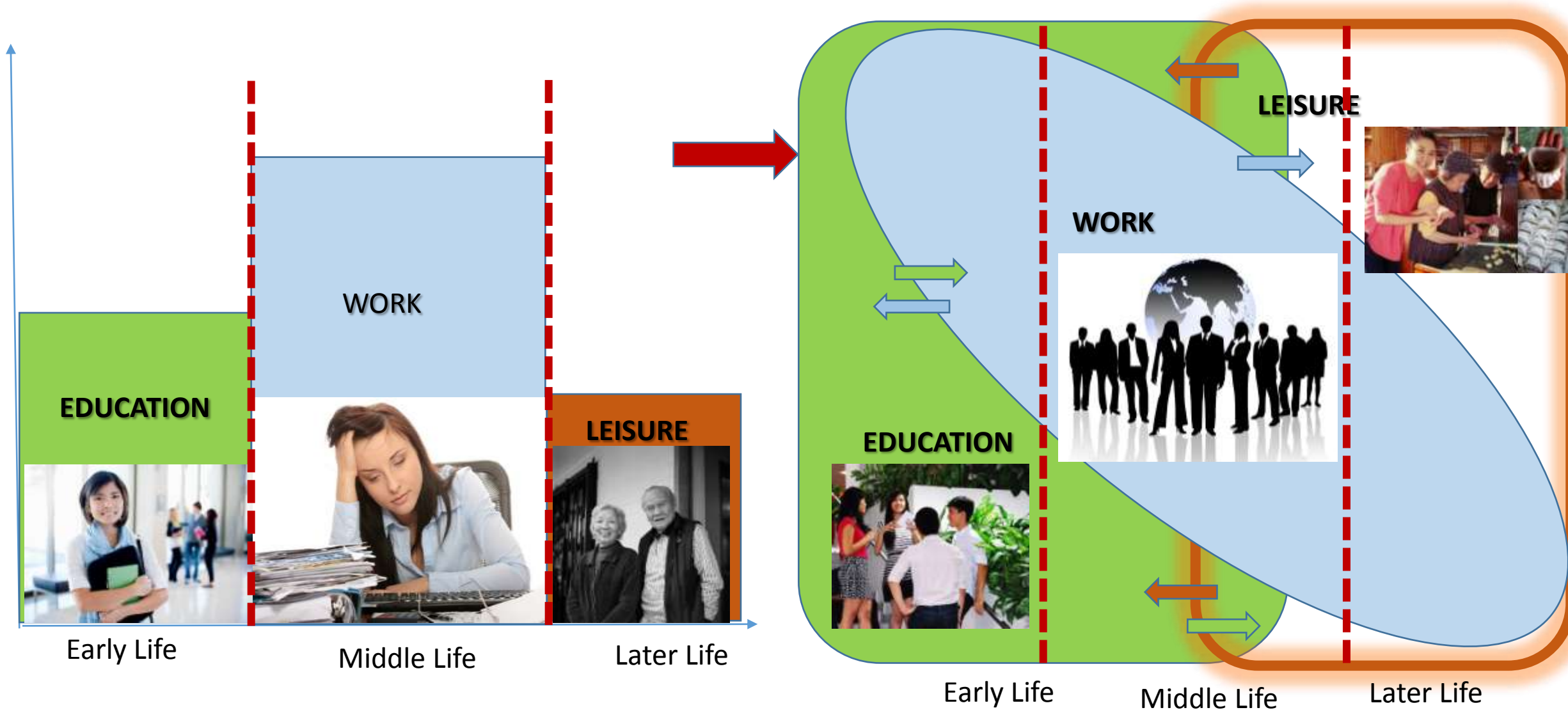How can we make working longer better? worse? just different?

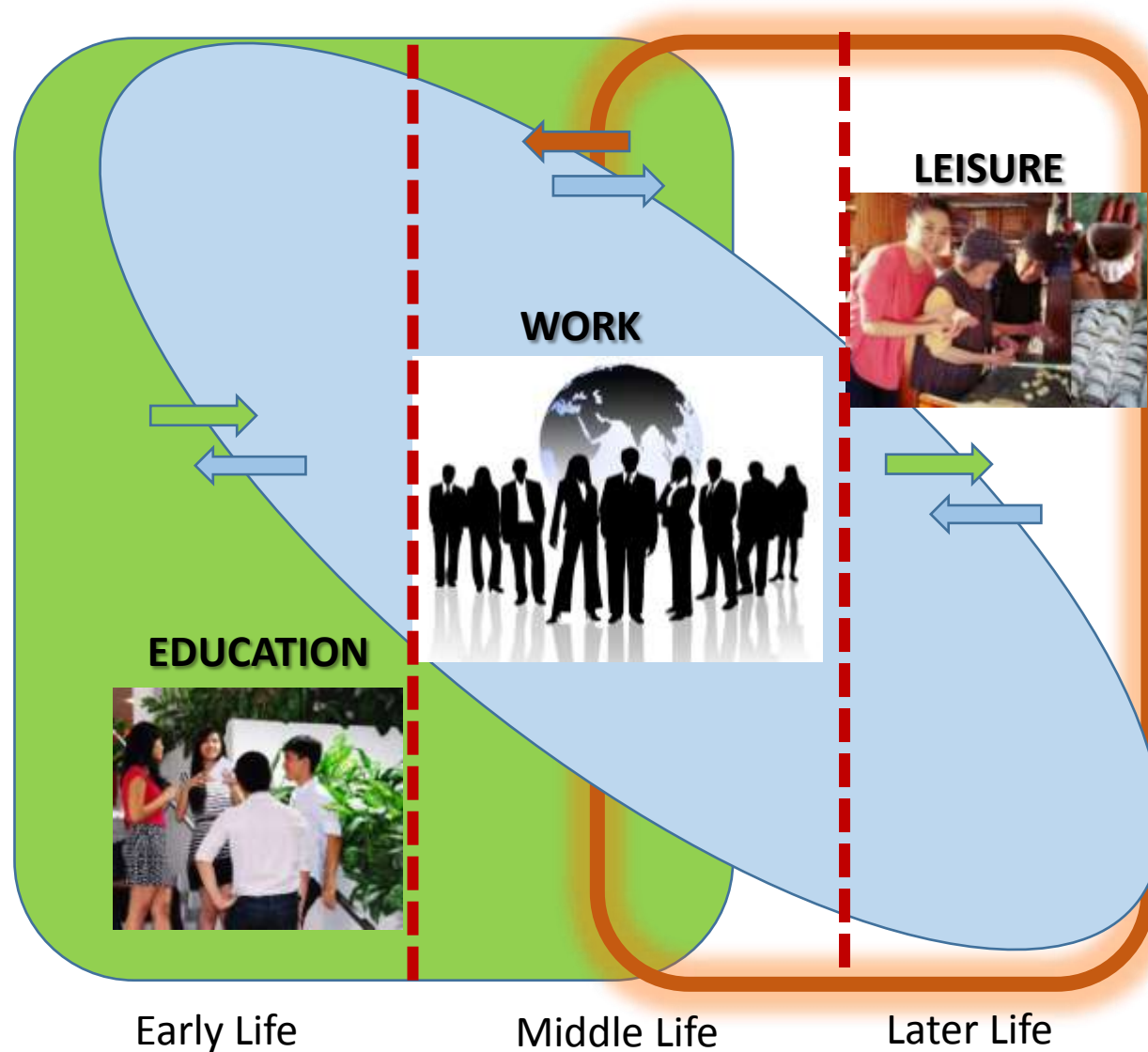Hinges on a cultural shift!

View Age as a plus

Focus more on intergenerational teamwork

Could well increase productivity and profits!.

Shift from Conventional to Flexible Structure

EDUCATION

WORK

LEISURE

Early Life

Middle Life

Later Life

LEISURE

WORK

EDUCATION

Early Life

Middle Life

Later Life

New Work Structure

EDUCATION

WORK

LEISURE

Early Life   Middle Life   Later Life

2. Embrace Age diversity, NOT Age discrimination

Common Phrases:-

"Long in the tooth?"……… "As in old?"

"Not able to run the race" …. As in old?"

Table 3.16: Experience With Ageism

How often in the past year…	Often/ Very often	Seldom	Never
Has someone treated you badly because of your age, for example, by insulting you, abusing you or refusing your services?	4.8%	22.9%	72.3%
Has someone shown prejudice against you or treated you unfairly because of your age?	6.4%	26.6%	66.9%
Have you heard about older persons being discriminated against because of their age?	20.8%	38.6%	40.6%

Perception and Attitudes Towards Ageing and Seniors Survey 2014 by IPS

If this survey sample is representative of the 1,067,800 Singapore residents in the same age group (50-74 years old), then 51,254 of them can be expected to have faced such age discrimination in the past year alone.

Source: Table 3.3 Mid-Year Estimates of Singapore Residents by Age Group and Sex, Yearbook of Statistics Singapore 2014.

By contrast, the number of theft and related crimes reported in 2013 is 17,075.

Source: Annex A Breakdown of Overall Crime by Crime Classes and Crime Rate, Annual Crime Brief 2013, Singapore Police Force News Release (Updated on 7 Oct 2014).

3. Debunk the Myths

- Age is just a number! Look at the biological age NOT chronological age.

Cognitive ability (which, for the most part, does decline with age) has increased as education, early nutrition and other variables have had an impact on our life.

- Older workers are less productive - Research shows that while older workers may lose speed in certain tasks, they also gain accuracy. Teams made up of people of mixed of ages, including older adults, have proven more adept at certain projects, particularly engineering. *VitaNeedle, BMW etc.*

- Older workers unable/unwilling to learn new things - *Not always true.* Although older workers may not learn a brand new skill as quickly as younger ones, they are better when it comes to learning a new skill related to their long years of experience.

How to do it?

Fair and Inclusive Society
Budget 2015

BMW Story

A team of older workers(average age 47) supported by senior management, together developed & implemented 70 productivity-enhancing changes,
- Managing health care
- Making small changes to the workplace

Initiative to aid the elderly to new Plan to improve productivity

BMW says the project only cost about $50,000, including lost time.
- Productivity went up 7%
- Absenteeism fell below the plant's average.
- Assembly line's defect rate dropped to zero.

http://www.cbsnews.com/news/how-bmw-deals-with-an-aging-workforce/

Workplace Age Management Framework

For who?

- To retain older workers.
- To attract older workers including women to return to workforce