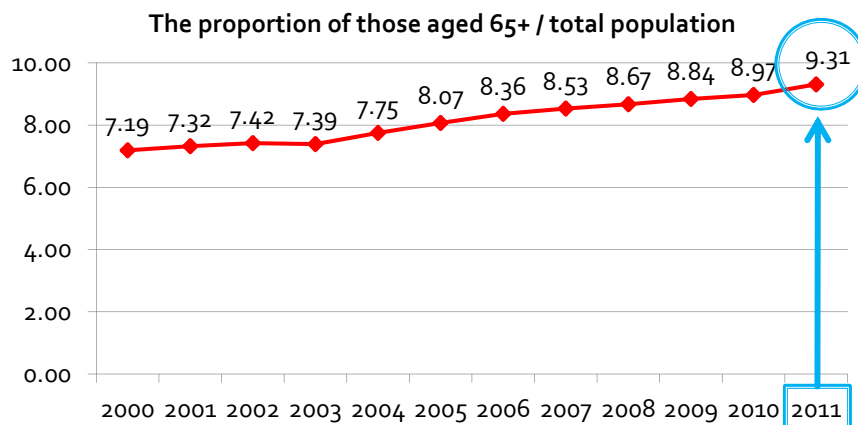


Social Strategies for Productive Engagement of Older Adults in Singapore

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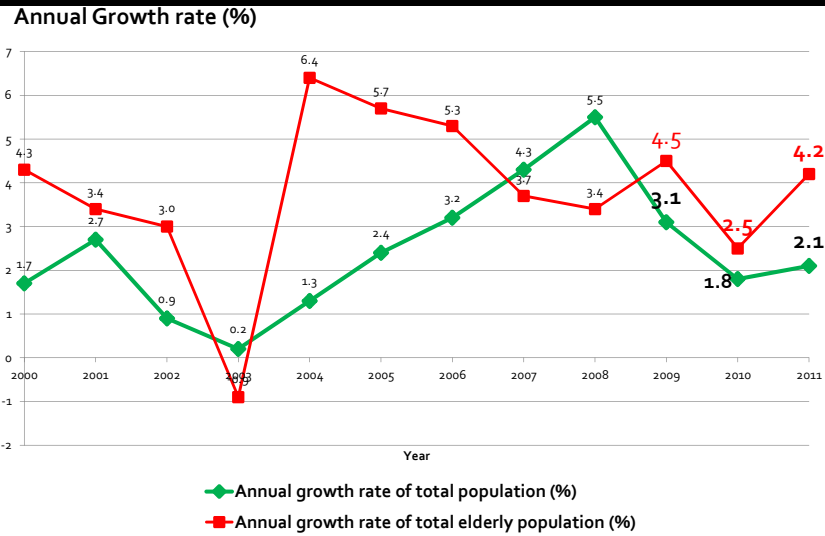


An Ageing Society in Singapore

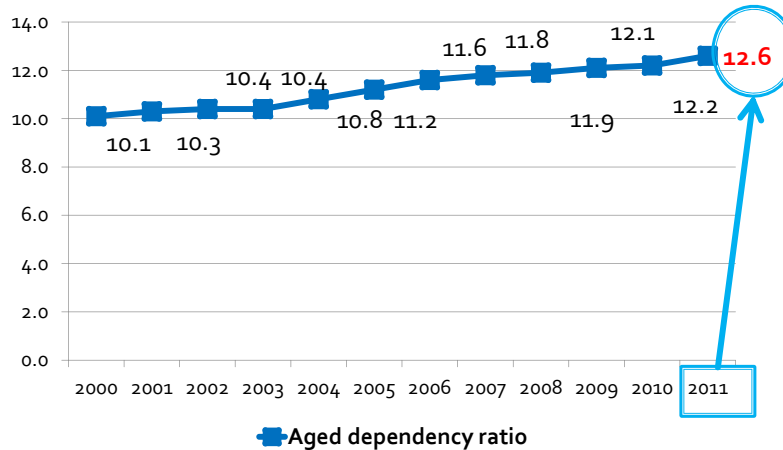


- In 2012, total population has reached to about 5 millions.
- The first batch of baby boomers (those born between 1947 and 1964) are just now reaching retirement in 2012.

Annual Growth of Population



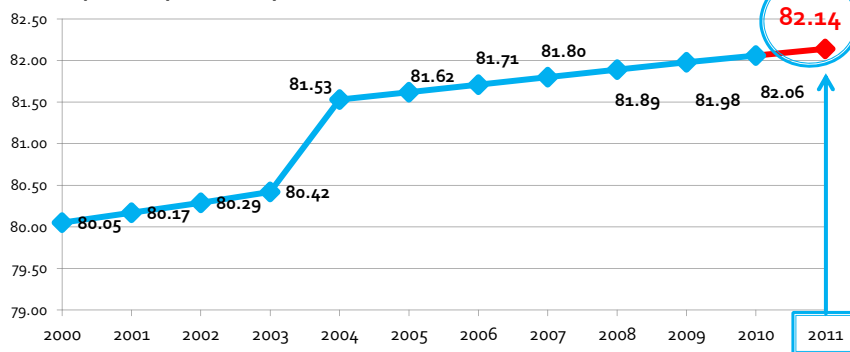
Demographic Structure: Aged Dependency Ratio



Aged dependency ratio : persons aged 65 years and over to persons aged 15 - 64 years.

Trends in Singaporean's Life Expectancy

Life expectancy at birth (years)



- 18.7% of population will be 65+ by 2030

Potential from Older Adults

- **Baby Boomers Survey, 2009**
 - Only 8% of the cohort had no formal education; A large proportion of baby-boomers (28%) completed college (i.e., polytechnic and higher education)
 - 12% of the baby-boomers viewed volunteering as one of their lifestyle goal.
 - 70% of the baby-boomers perceived retirement/old age as a time to pursue hobbies and leisure activities.
- **Council for Third Age, 2009**
 - 87% responded that older adults can play an active role in our society.
 - 75% believed that older adults are now more active.

Productive Ageing

- Definition: Productive activities are any activities which produce a good or a service, whether paid for or not (Caro & Bass, 1997):
- Active Ageing is the process of optimizing opportunities for health, participation, and security to enhance quality of life as people age (WHO, 2002)
- Typical examples:
 - Paid-activity
 - Working (Employment)
 - Nonpaid-activity
 - Volunteering/Civic engagement
 - Caregiving/Grandparenting

The Current Status of Productive Engagement of Older Adults in Singapore

- Findings from the National Survey of Senior Citizens [NSSC, 2005]:
 - 34% of older adults (55+) were working.
 - 34% cared their grandchildren.
 - Only 6% were engaged in volunteering.

Historical Development of Governmental Strategies for an Ageing Society

- In 2004, the Committee on Ageing Issues [CAI]
- In 2006, the policy recommendations from CAI:
 - Elder-friendly housing
 - Barrier-free society
 - Holistic affordable health and elder care
 - **Active lifestyles and well-being**

A Significant Change in the Government's response: Successful Ageing Policy

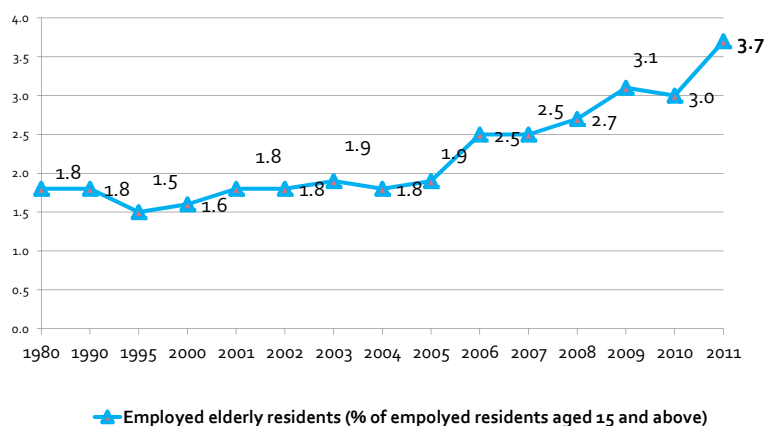
- In 2007, Ministerial Committee on Aging[MCA]'s implementation:
 - **Enhance Employability and Financial Security**
 - Provide Holistic and Affordable Healthcare and Eldercare
 - Enable Ageing-in-Place
 - **Promote Active Ageing**

Older Adults' Engagement in Working [NSSC, 2005]

- Around 66% of older adults (55+) were economically inactive.
 - The main reason for stopping working was retirement.
 - The main reason for working after retirement was “need money (62%)”, lead an active life (14%)” & “use their time (7%).”
 - 42% felt no need for mandatory retirement age.
 - 93% face difficulties to find jobs due to “age.”

- Occupation of older adults:
 - Sales & service workers (36.3%)
 - Cleaners & labourers (23.4%)
 - Professional/managerial role (16.4%)

Trends of Older Adults' Employment



Source: Statistics Singapore - key indicators on the elderly from <http://www.singstat.gov.sg/stats/themes/people/elderlyouthgender.html>

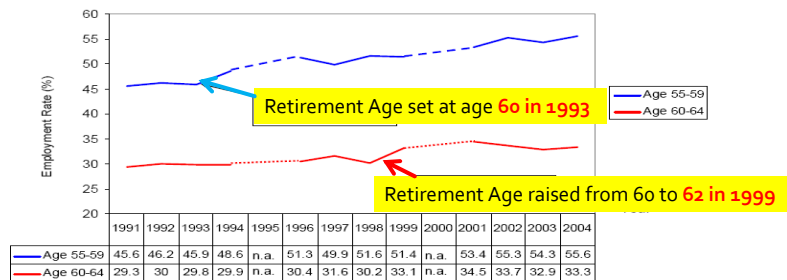
Social Strategies for Employability in Later Life

- The strategic recommendations from the Tripartite Committee on Employability of Older Workers (2007):
 - Government, National Trades Union Congress, & National Employers' Federation
 - Expand employment opportunities for older workers
 - Enhance the cost competitiveness of older workers
 - Raise skills and value of older workers
 - Shape positive perceptions towards older workers

Retirement and Re-employment Act in 2012

- Introduce legislative changes to continue working beyond the age of 62, eventually up to 67.
- Raise an employment rate of 65% (55to 64) within five years.

CHART 2.1: RESIDENT EMPLOYMENT RATE OF OLDER PERSONS



Source: Labour Force Survey, MOM
 Note: Data for 1995 and 2000 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the General Household Survey 1995 and the Census of Population 2000 by the Singapore Department of Statistics.

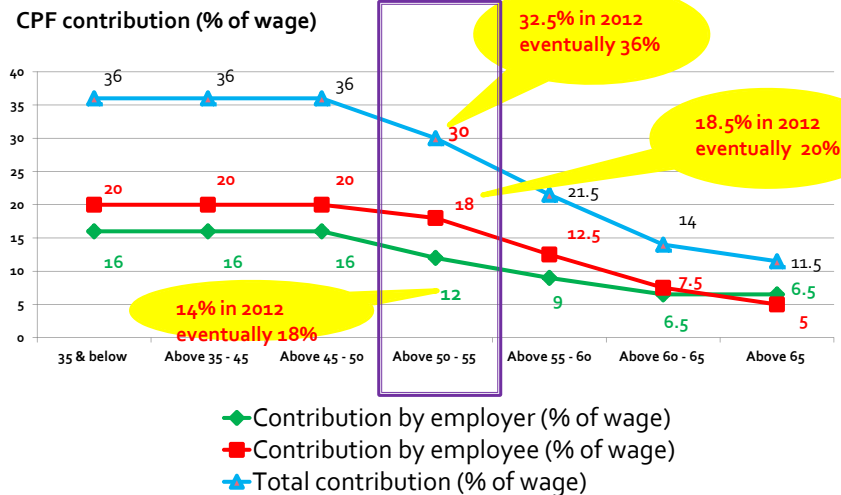
Social Strategies for Employability in Later Life

- ADVANTAGE! Scheme by Workforce Development Agency:
 - Provide a grant of up to \$400,000 per company to support for recruiting, retaining and reemploying older workers
- Flexi-Works! :
 - Provide \$100,000 for companies to hire new workers in part-time working, staggered hours, flexi-time, job-sharing, telecommuting, and alternative work schedules
- PREPARE™[Programme for Re-Employment Practices: A Roadmap for Employers]
 - Provide guidance to companies in implementing re-employment of older workers
- READY™[Equipping And Developing Yourself] by Centres for Seniors:
 - One day course for retirement preparation and re-employment training

Social Strategies for Employability in Later Life

- Higher earned income tax relief for older workers aged 55 and above
 - \$6,000 for age group 55 to 59 and \$8,000 for age 60 and above
- Silver Co-op(Cooperation):part-time Jobs match-maker for elders by Community Development Councils
- Tripartite Centre for Fair Employment under Tripartite Alliance of Fair Employment Practice
 - Educating fair employment practices to companies
 - Instituting an award to recognise companies for implementing fair employment practices
- Special Employment Credit Scheme by Central Provident Fund [CPF]

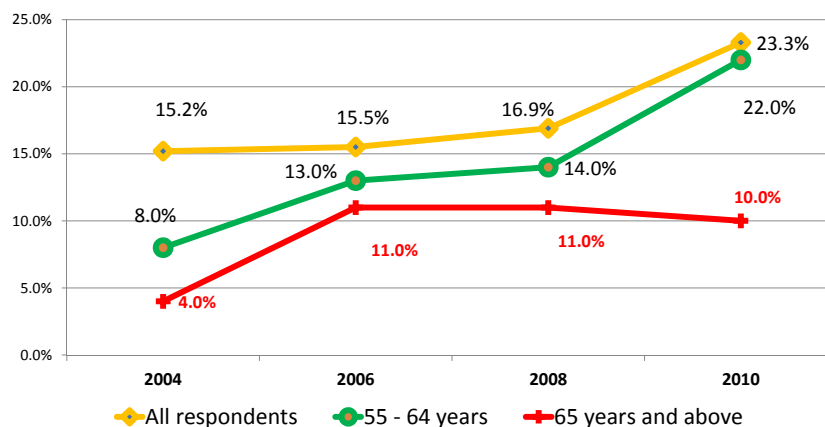
Central Provident Fund [CPF] Contribution Rates of Employee and Employer



Special Employment Credit Scheme (2012)

- A win-win outcome for both parties:
 - for the employer who is short of workers and the older employee who wants to work longer to meet his retirement needs.
- CPF contribution rates for older workers to be raised in phases for 2012-2016;
 - Those aged 50-55 will eventually see rates rise to 36%, starting with 32.5% this year
 - All employers will receive **8 %** of a worker's pay (i.e., above 50 years old and earning up to \$3,000 monthly)

Trends of Older Volunteers (NVPC, 2010)



Social Strategies for Active Ageing Initiatives

- **The Council for Third Age [C3A]** in 2007: targets ambulant older adults and older consumer, silver markets, employment opportunities:
 - **Golden Opportunities (GO!) Fund:** to promote (1) community-based projects related to active ageing and (2) sports, learning, or volunteering in social organizations
 - **Wellness Programme (2010):**
 - To coordinate and enhance existing support services and activities provided by partners within the local community.
 - Two purposes: (1) health promotion (health screening & physical activities) (2) social engagement through diverse volunteer activities in community orgs/agencies.
 - **Active Ageing Festival :**
 - Active Ageing Carnival
 - Grandparent day
 - Governmental Magazine

Strategies for Engagemet in Volunteering

- **National Volunteer & Philanthropy Centre [NVPC]:**
 - Since 2006, increasing awareness of senior volunteerism through public education materials and events, media relations and media campaigns
 - training for NPOs to manage and retain their senior volunteers.
- **Retired & Senior Volunteer Programme [RSVP] in 1998:**
 - Six main options for volunteering: mentor, guide, IT trainer, tutor, or befriender.
 - In 2011, 456 active volunteers volunteered an average of 139 hours for the past 12 months (Ong, 2011).

Social Strategies for Caregiving and Grandparenting

- Tax Reliefs:
 - Spouse relief (\$2000) or handicapped spouse relief (\$3000)
 - Grandparenting caregiver relief (only to female taxpayers: \$3000)
- Grandparents Day :
 - Every fourth Sunday of November organized by the C3A
 - More than 25% of households with children aged 12 and younger relied on grandparents as the main care provider (the State of the Elderly, 2009)
- Caregivers Training Grant by the Centre for Enabling Living:
 - Families and maids who go for such training can qualify for the Caregiver Training Grant (\$200).
 - About 1,600 caregivers received this grant.

Future Directions for Productive Engagement in Singapore

- Current policy measures for older adults' productive engagement skewed to support "paid work."
- Lack of social recognition for "non-paid work": Insufficient institutional support specialized for older volunteers and older caregivers.
- Recognizing variations within ageing populations for more tailored programs: gender, SES status, and racial differences
- More inclusive policy measures for unhealthy/ disabled older adults and the oldest-old.
- A necessity to increase choices in programs based on older adults' needs
- Collecting older adults needs, capacity, and preference through social research
- Initiating more diverse programs by local service orgs/agencies, along with governmental supports.
- Intensifying more inter-ministerial approaches to integrate social interventions for older adults' productivity