

Promoting Decent Work for Older Persons in Korea

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Population and labor statistics of Korea

Area : 10,0363km²

Population : 51,709,098(2019)

Proportion of the aged : 14.9%(above 65)

GDP per Capital : 31,346USD, PPP 41,351USD

Unemployment rate : 4.0% (2019. 5)

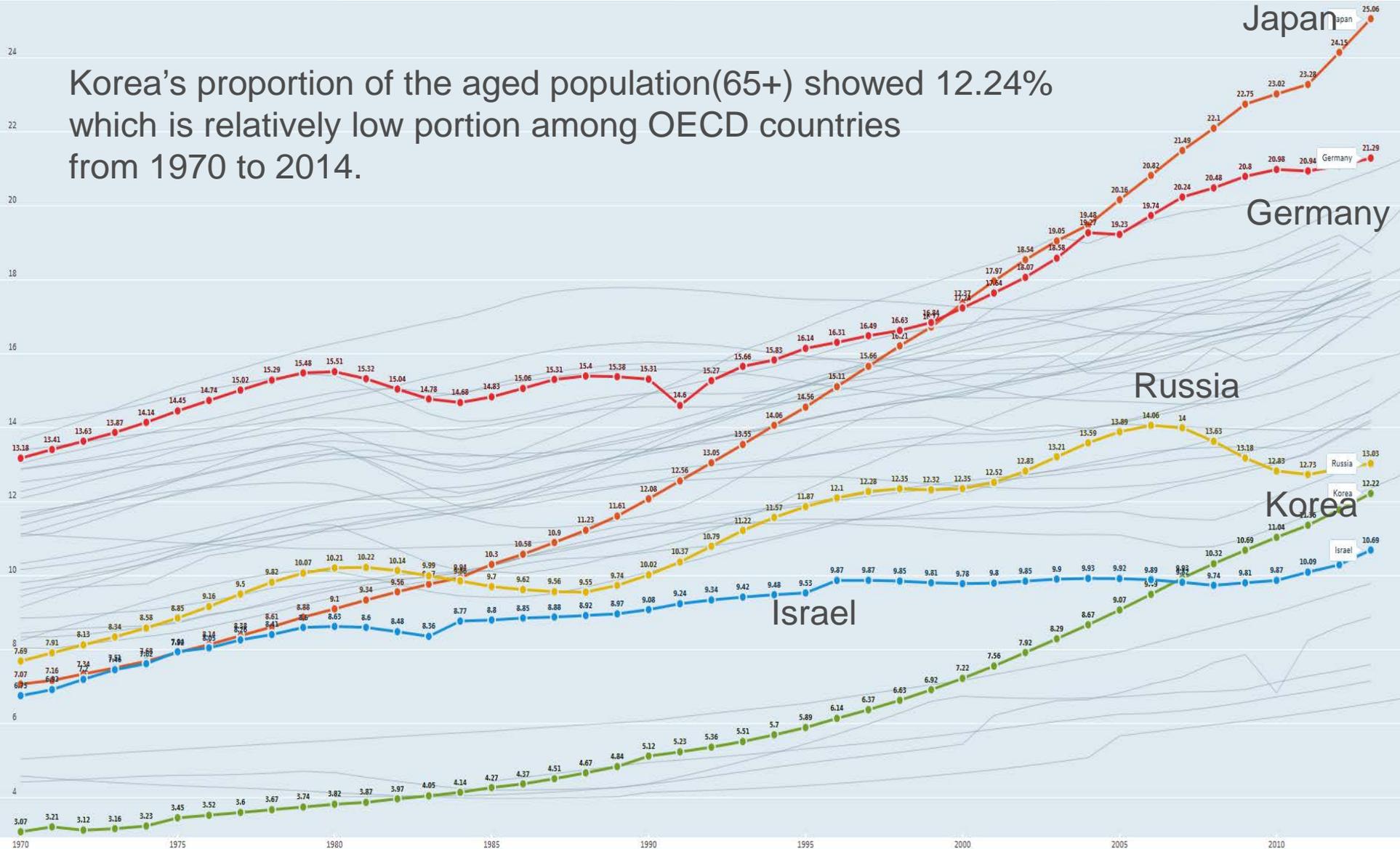
Employment rate : 61.5% (2019. 5), 27,322,000

Life expectancy : 82.7 (2017) Male 79.7, Female 85.7

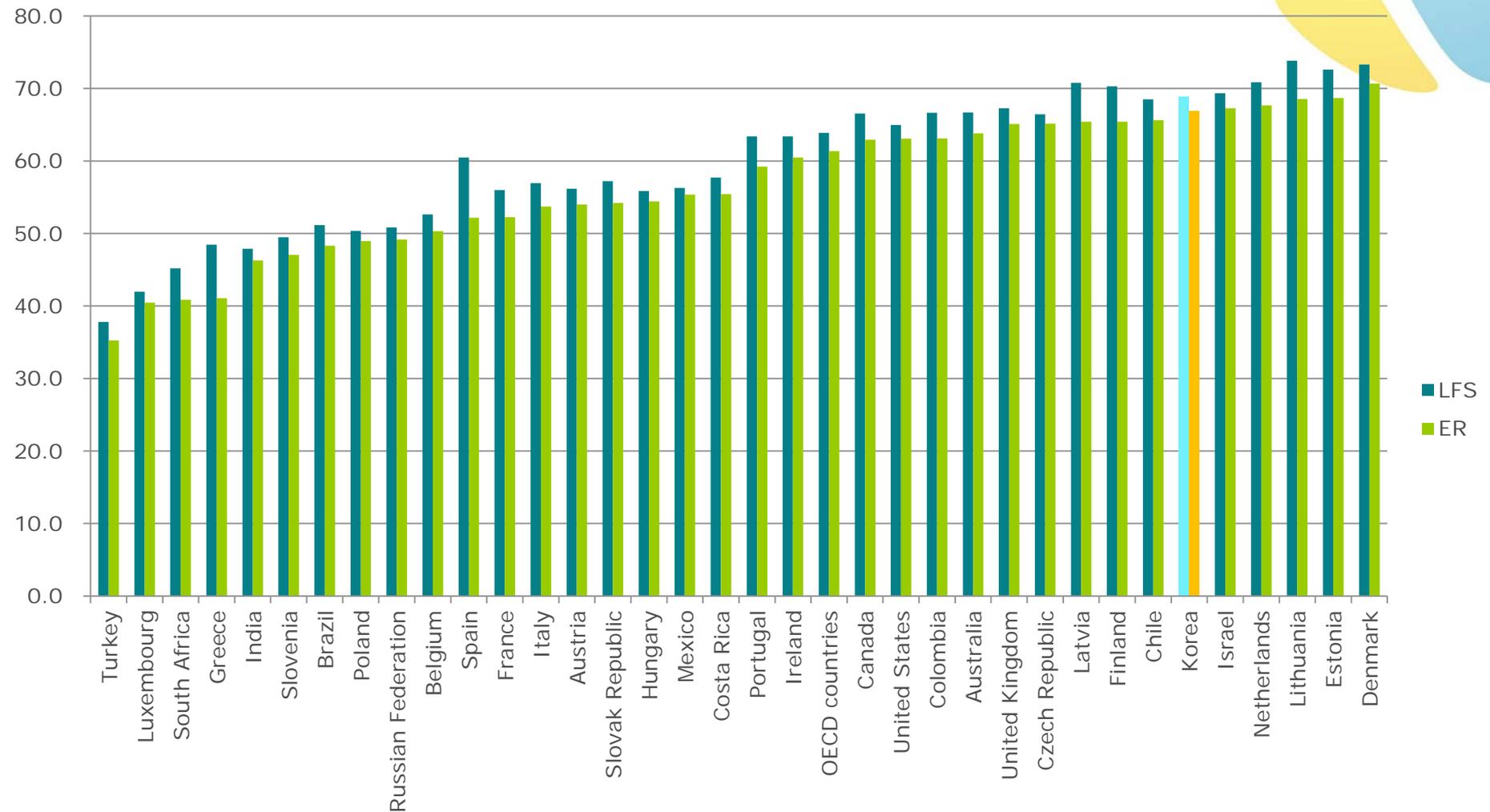
Combined birth rate : 0.977%(2018)

Proportion of the elderly population

Korea's proportion of the aged population(65+) showed 12.24% which is relatively low portion among OECD countries from 1970 to 2014.



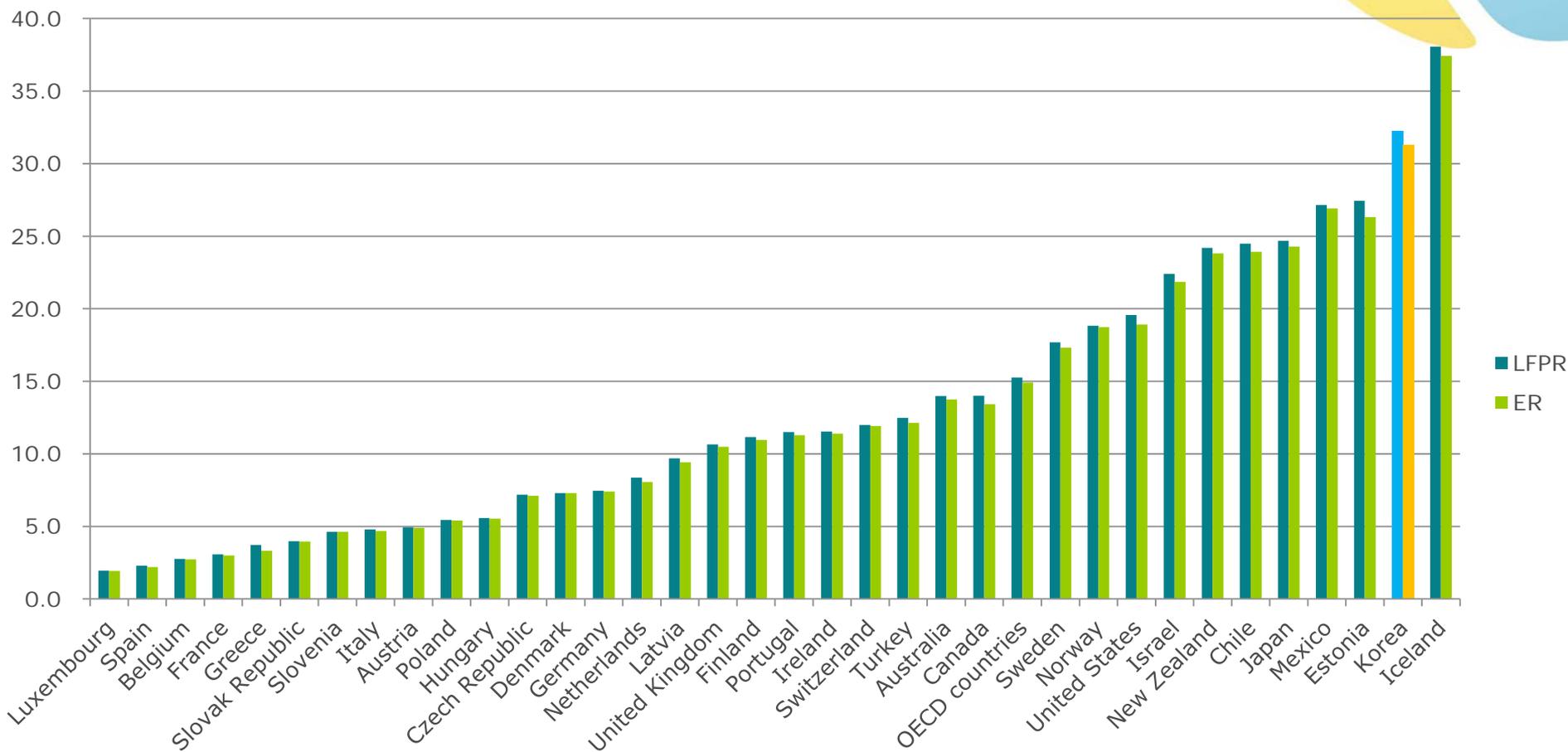
Labor Force Participation Rate and Employment Rate of 55-64 Korea in 2018



Korea LFS 68.8, ER 66.8

Source: OECD Dataset LFS by sex and age - Indicators,
<http://stats.oecd.org/Index.aspx?QueryId=54218>

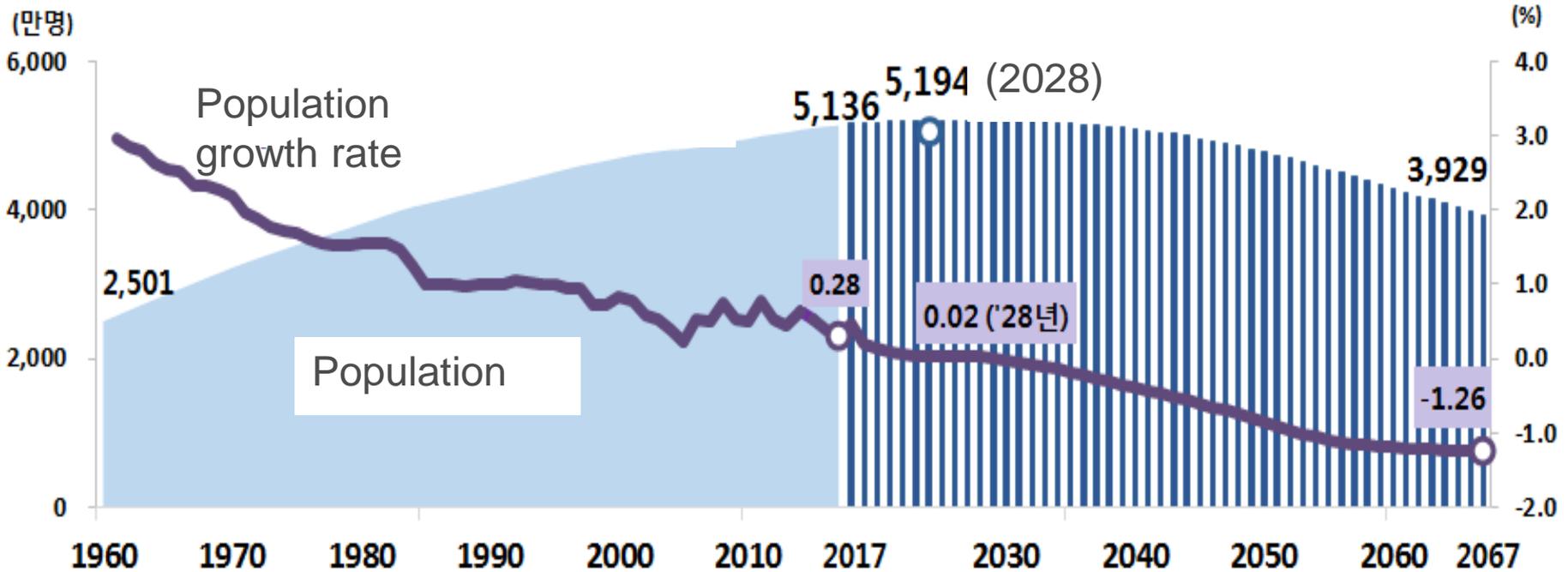
Labor Force Participation Rate and Employment Rate of 65+ Korea in 2018



KOREA LFPR 32.2, ER 31.3

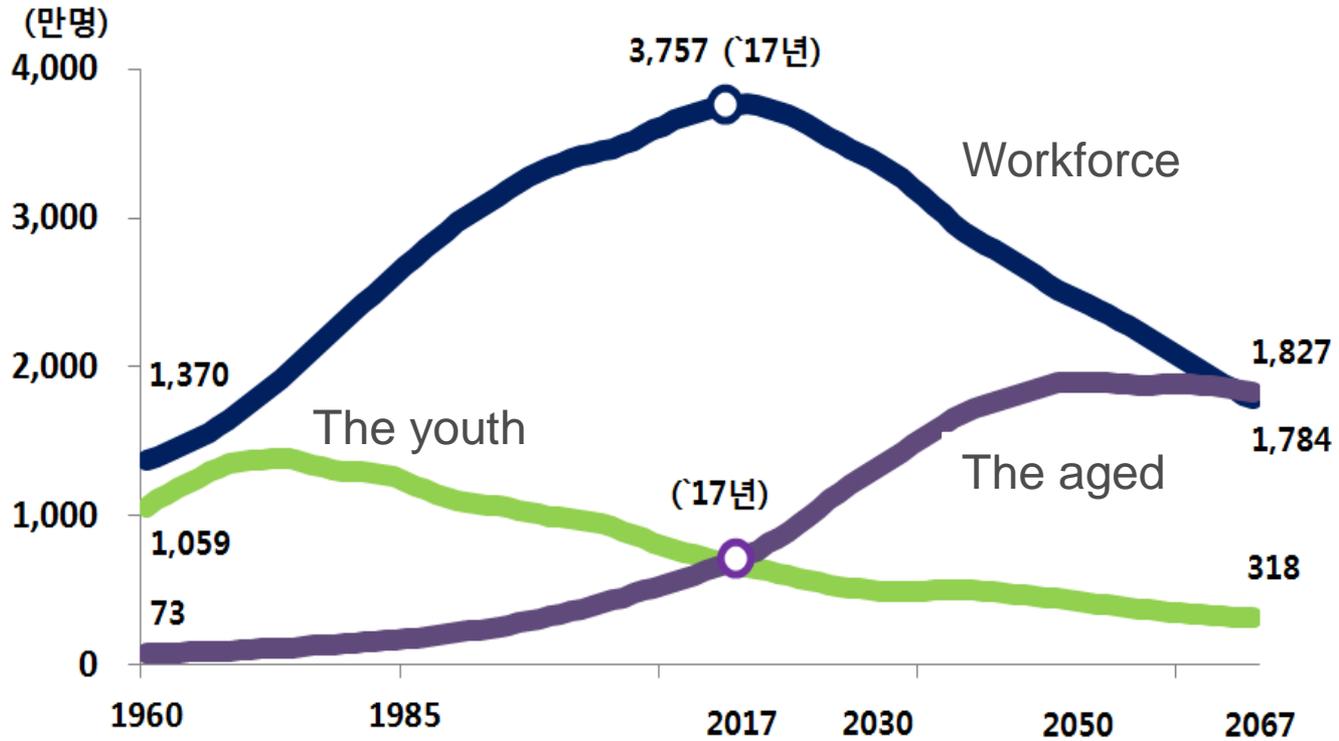
Source: OECD Dataset LFS by sex and age - Indicators,
<http://stats.oecd.org/Index.aspx?QueryId=54218>

Long term projection of population



Population will reach the peak 51.9 M in 2028
 In 2067, population decrease to 39.2 M

Long term projection of the proportion of workforce

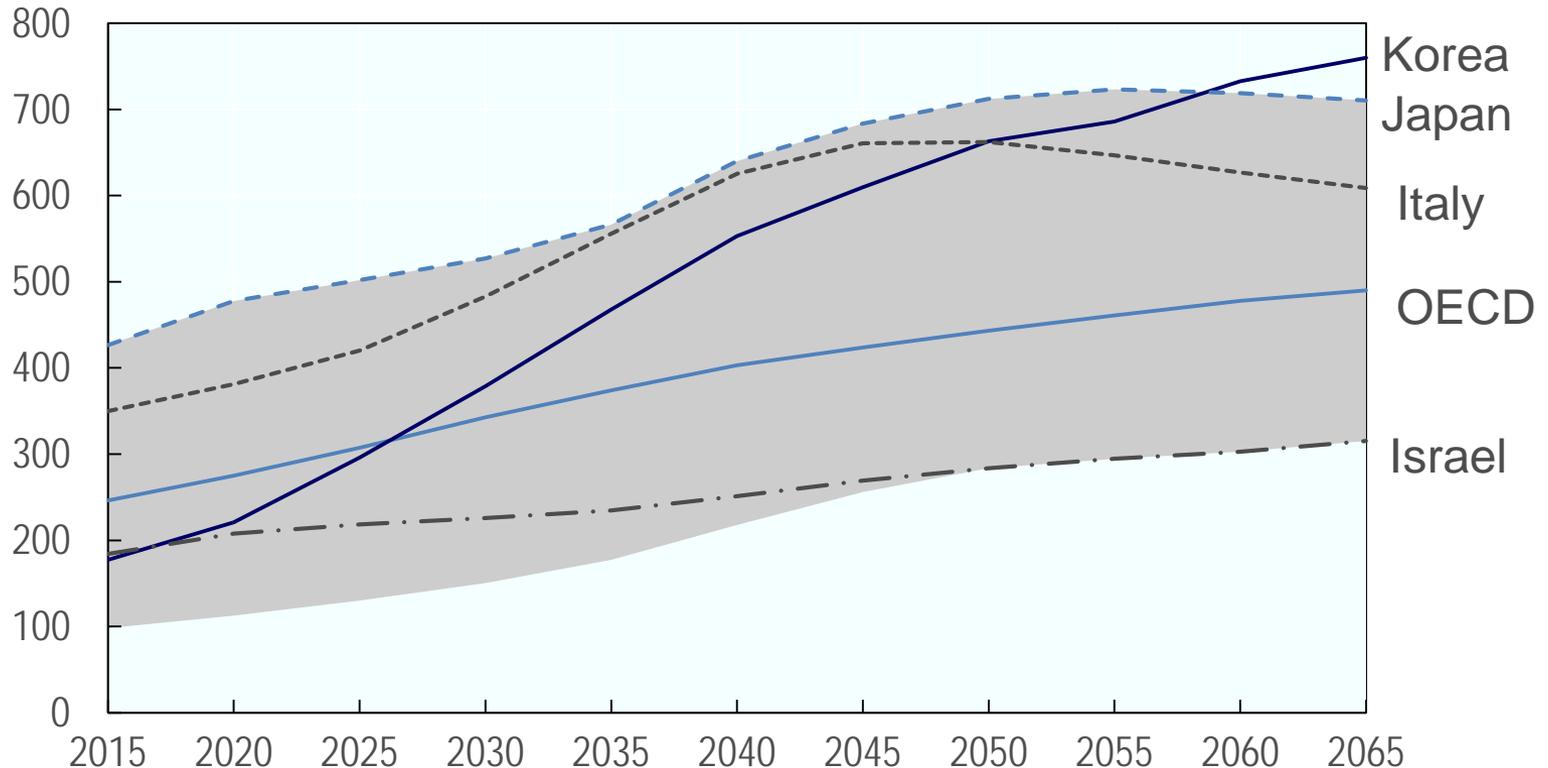


Source: Report on the long term projection of population, 2019, Statistics Korea

Korea will show highest dependency ratio In the future

Number of people aged 65 or above for every 1,000 of the working-age population (ages 15-64)

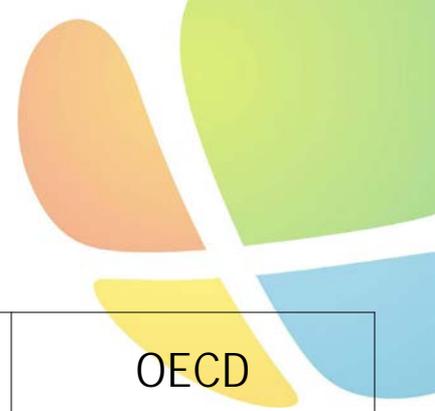
Projections (medium fertility variant) 2015-2065



Source: United Nations, Department of Economic and Social Affairs, Population Division (2017)

World Population Prospects: The 2017 Revision.

Working conditions of the aged



	Korea		OECD	
	2006	2016	2006	2016
Incidence of part-time work, 55-64 (% of total employment)	11.8	11.7	20.3	21.1
Average number of weekly hours worked	18.3	18.6	16.6	16.9
Incidence of temporary work, 55-64 (% of employees)	39.1	32.7	8.9	7.9
Incidence of self-employment, 55-64 (% of total employment)	53.2	38.2	38.0	32.8
Full-time earnings ^{sc} , 55-64 relative to 25-54 (ratio)	0.90	0.91	1.09	1.10
Unemployment rate, 55-64 (% of the labour force)	2.3	2.8	4.3	4.6
Incidence of long-term ^f unemployment, 55-64 (% of total unemployment)	1.1	1.0	26.3	44.3

Source : Working better with age : Korea, 2018, OECD



Employment policies for the aged



- 1) Korea entered an aged society in 2017 and is expected to become a super aged society by 2026. Workforces will be quickly decreased. Korea needs to utilize more of the aged in the future and promote current labor force participation and employment rate
- 2) Stay longer at the main career
 - The Act on Prohibition of Age Discrimination and Aged Employment Promotion was amended in May 2013 to make it mandatory for employers to set the minimum retirement age at 60 or above.
 - Introduction of peak wage system and subsidy for employers at the same time to ease the burden of employers(around 3,000 USD per workers above 50)
 - Started to discuss to increase mandatory retirement age from 60 to 65
- 3) Life time career and job matching services for the elderly
 - PES : 100 Employment and Welfare Plus Centers with 5,300 staffs,
 - 46 Senior Citizen Talent Banks, NPOs and training institutes

Employment policies for the aged

- 32 Job Hope Centers for Middle-Aged and Old People, Labor Union and Employer Association
- Compulsory outplacement services for the retirements above 50 from more than 1,000 employed(2019. 4. 19)
- 55 jobs for elderly

4) Life time career support programs for the retirements with 4 tracks

- ① Reemployment ② Startups ③ Return to rural ④ Volunteers

5) Establishment and implementation of basic plan to promote employment of the aged

- In 2006, the government established and announced the ‘1st basic plan to promote employment of the aged’, a five-year (2007-2011) plan . As a consequence, during the period of the 1st plan, the employment rate of the elderly increased by 3.8%p from 59.3% in 2006 to 63.1% in 2012.

Good Practice “Silver Success”

- In order to create programs that meet various needs of jobseekers, “group counseling program” was created and provided since 2001
- The content of the program includes activities to encourage their willingness to work, improve abilities for self-development and resume preparation.
- Job Success(unemployed), Alla(Neet), WIND(Female Marital Immigrants), Hi(high school), CAP+, Job Hope, Married Women, V-TAP, Silver, and Happy Job(Prisoner)’

Silver Success

A journey for four days
for career transition for
elderly

1st day

Meeting

2nd day

Learning

3rd day

Practicing

4th day

Empowerment

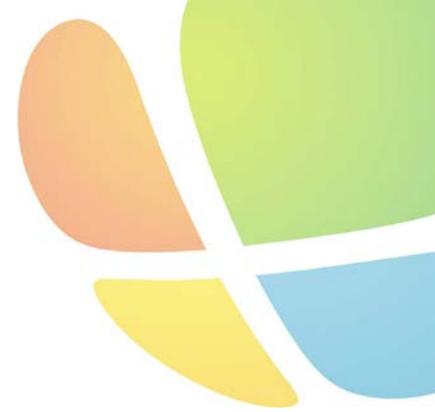
Main contents

Silver Success Program



12-15 participants and 6 hours per day for 4 days.

Day1. Meeting



First meeting
Introduction of program and counselor
View for 100 years old life
Pre-tests
Introduction of participants
Life time curve
The history of my dream
End of meeting



Day2. Learning on Career



Self health check

Find my strength(value, aptitude, skill, personality)

Learning labor market for the aged

Healthy excise

Introduction of my dream jobs

Understanding job center services

Know how for job searching

Understanding job searching success factors



Day3. Practicing



Finding successful resume
Practice resume writing
Resume clinic
Understanding interview
Making my bright image
Practicing interview



Day4. Empowerment

Healthy exercise

Managing emotion

Communication with the youth

Development of job searching plan

Finding problems

Sharing job searching plan

Writing agreement letter for me

Ending



Recommendation

- Lifelong career design : Promoting the employability of workers for entire life and stay as long as possible in the labor market
Vocational maturity(Super) Vocational guidance → Personalities(Holland) Career development → Constructionalism of career(Savikas) Lifelong career design
- Lifelong vocational education and training
- Support for staying longer on the main career, and provide career transition guidance for the 2nd career for whom retire from main career
- Strengthening public employment services and active labour market policies
- Pay for work policy : broadening income support for older workers



Thank You!



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