



## 11<sup>th</sup> OEWG, KARP Call for Inputs Submission

### Right to Work and Access to the Labor Market

The ageing population in Korea is 15% of entire population, exceeding 7,900,000 as of September in 2019. We are entering into the fast elderly society due to increasing life expectancy and serious low birth rate. In 2070, the ageing population will be 46.5% of entire population, and the population ratio of supporting the elderly is expected to be as much as 102.4%. If it still goes on, the Korea will no longer exist.

The government proposed the deferred retirement as a countermeasures against rapid increase of ageing population and rapid decrease of productive age population. Currently, our legal retirement is at 60 years of age, starting from 57 in 2016 in accordance with 'Act on Prohibition of Age Discrimination In Employment and Aged Employment Promotion' amended in April, 2013. However, there are only small number of large companies with strong unions, civil servants and the state-owned companies which comply with legal retirement age of 60. The workers from small and medium-sized companies are in the different conditions. The workers from large companies have more chances to get kicked out of their workplaces at before and after 50 years of age.

Nevertheless, the super-aged society that has overtaken our society requires urgent countermeasures. The point is to design the system in which the elderly can work longer. If we have sustainable economy in rapid decrease of productive age population, we have to make the most of their labors. In this situation, we can increase the standard of old age. The starting point that can make this possible is deferred retirement. We need not only to shorten the period as much as possible for them to live without income before public pension starts and also to consider them to have more time to prepare for old age.

In addition to it, considering that the companies say that they cannot extend the retirement age before the wage system is changed by job, it seems that they don't understand the gravity of the situation. We have no time to spare waiting for the wage system to be changed. We have an age discrimination act, but it is just an accessory. Current jobs for elderly people don't support their lives.

We have to extend the retirement age, and at the same time, we have to set up a guarantee of universal welfare system that fills the crevasse (gap) until they reach the

age for pension. We have to find a complementary system before we get old in order for various welfare system to work properly. The current jobs for public areas should not be limited to the elderly people. They should be aggressively extended to people before they get old in order to set up the institutional strategy for 'employment guarantee up to the age of 65'.

KARP (Korean Association of Retired Persons)