



Future of Work

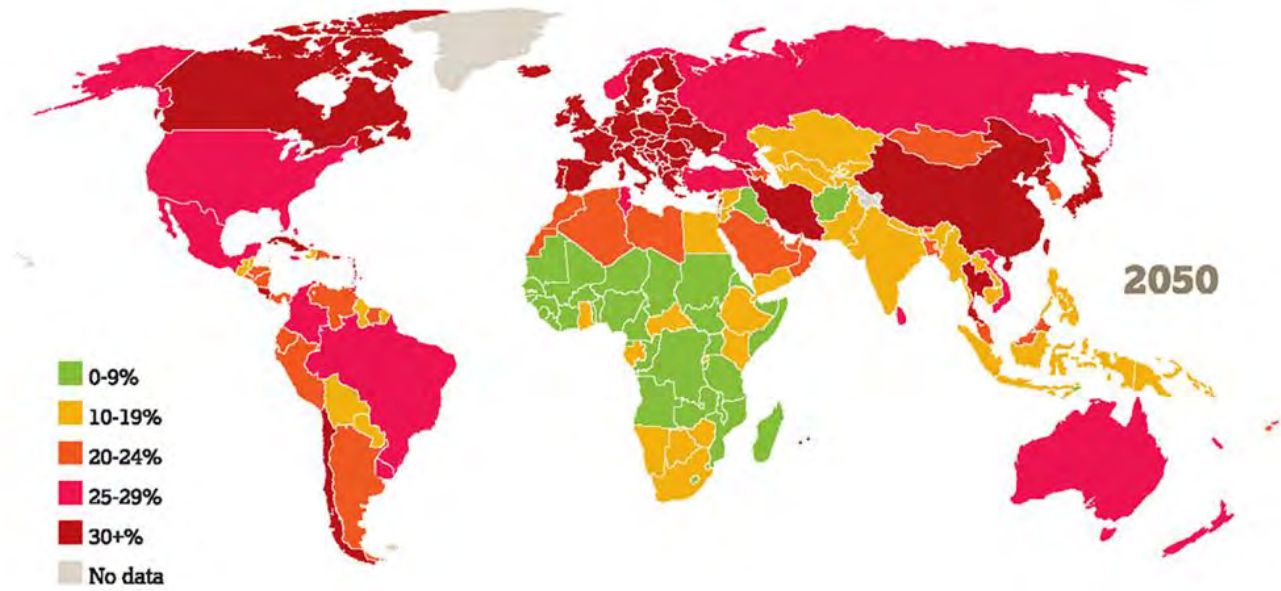
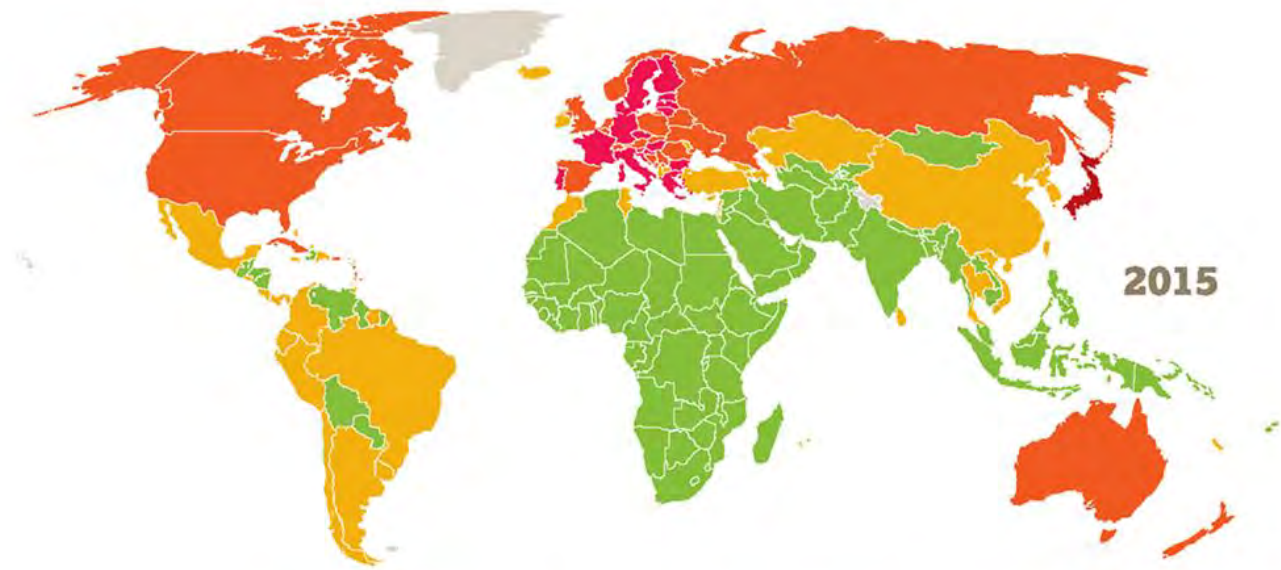
Incentives by

harry@smorenberg.nl

SCC



Kuala Lumpur, 3 August 2017



... On Ageing...

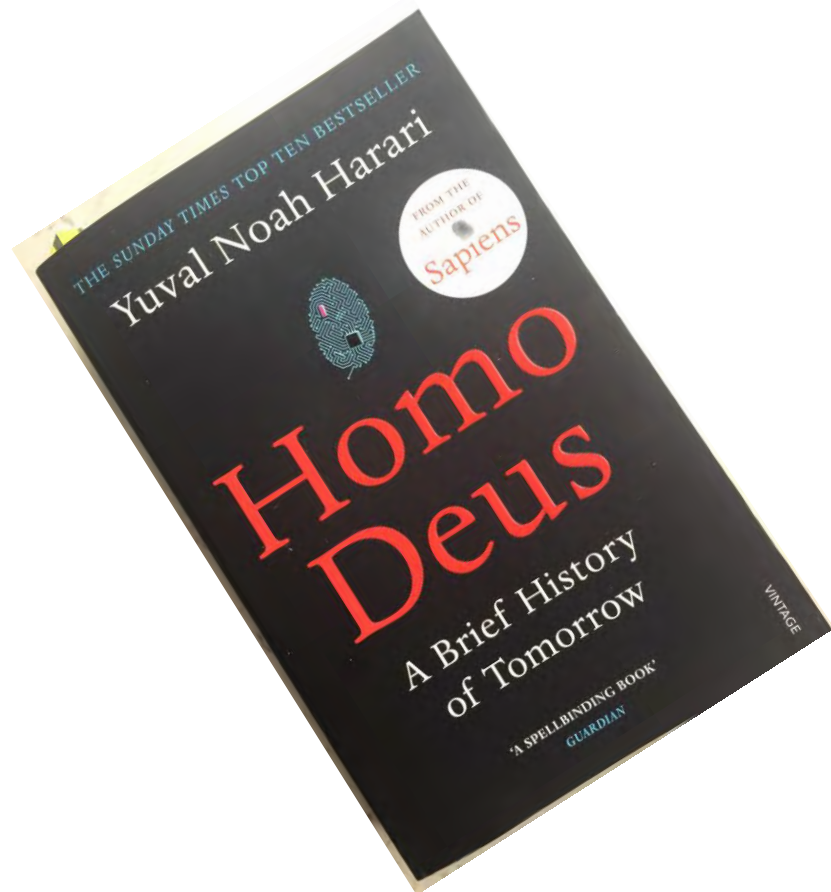


Africa: *THE* emerging market

2.4 billion by 2050 ...

4.1 billion people by 2100

>100 / >120 / >130 / >150 years old...



Impact on our 'traditional' life-cycle



SSO chief Dr Suradech Waleeithikul

 **The way up**

The Nation (Thailand) July 2017

The Social Security Office (SSO) will amend the law to extend the eligible age to collect the old-age pension from 55 to 60, meaning insured people can remain in the workforce until age 60.

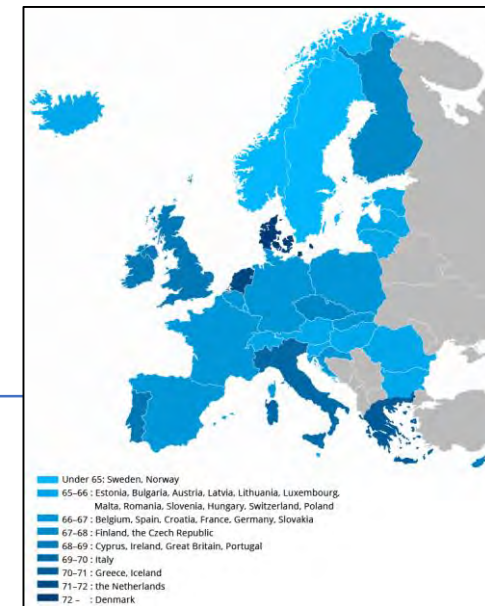
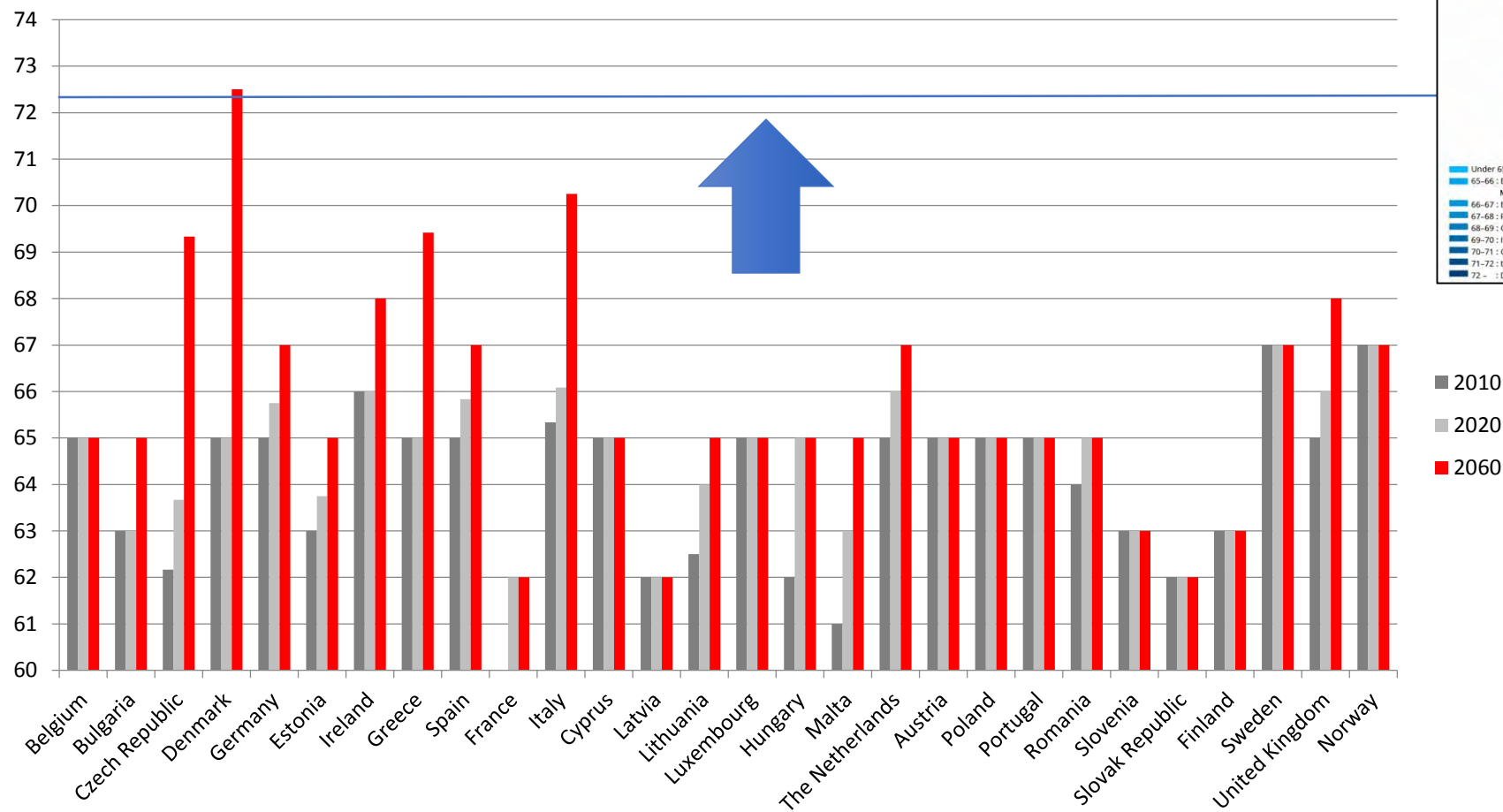
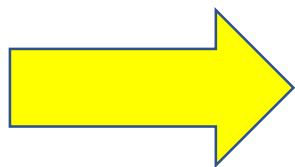
The move will boost life stability for insured persons and support the ageing society, said SSO chief Dr Suradech Waleeithikul on Monday.

The amendment is in line with the policy instruction of Labour Minister General Sirichai Distakul to create improved life stability for people while working and in retirement.

The move requires an amendment to the Social Security Act 1990, he said

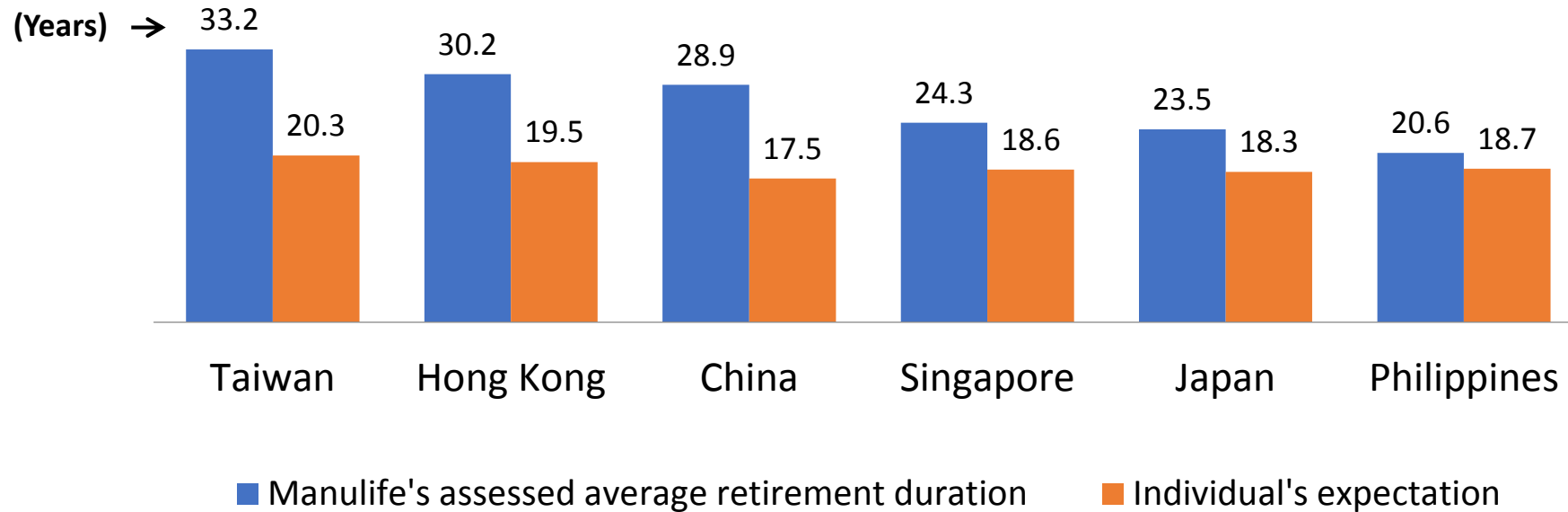
The end of "pensions" ?

Retirement Age [Male, source European Commission]



Expected vs actual retirement lifecycle

(for married individuals)



Commentary

- Divergence is caused by low retirement age complemented by significant increase in life expectancy, and often not considering spouse if married
- Higher likelihood of outliving one's retirement savings

Meet Pieter !



2017

Working > 45 years ...

2062

PROXOFIM

An old mouse, with in front same age mouse who completed the FOXO4-DRI-therapy





From “sick-care” to “healthcare” ...



ANG MO KIO •
• CLEMENTI •
• MEGASTOR •
• TAMPINES •
• WWW.COU

Call for better eldercare and pensions in China

Advisory committee raises concern about rapid urbanisation leaving seniors behind

BEIJING • China's top advisory body has called for better eldercare services, particularly in the rural areas, amid growing concerns that the country's ageing population is being neglected following decades of rapid urbanisation.

In spite of achievements made in recent years, China still faces challenges in eldercare and an inadequate pension fund, said members of the Chinese People's Political Consultative Conference (CPPCC) National Committee.

According to a statement issued in Beijing yesterday, the committee called for enhanced efforts to promote home-based and community-based care for the aged, and improve the services in rural areas.

The meeting was presided over by CPPCC National Committee chairman Yi Zhongling, reported Xinhua news agency.

A recent report highlighted the plight of senior citizens in the country, saying around 500,000 go missing every year – or 1,370 a day. Most of the cases occur in rural areas where young people often leave to find work in China's fast-developing larger cities, said the White Paper on the Lost Elderly.

The report was released on Sunday to coincide with Chongyang Festival, which is also Seniors' Day, to promote respect for the elderly.

Around 25 per cent of those who go missing have been diagnosed with Alzheimer's disease or dementia, while 72 per cent suffer from some sort of memory impairment,

according to the report.

Of those who are found after being reported missing, 28 per cent go missing again, said the report's co-author Xiong Guibin.

The report was jointly issued by Zhongmin Social Assistance Institute and online content aggregator Toutiao. “This is obviously a huge number and a social issue we cannot afford to ignore,” Mr Wang Zhaohui, president of the Zhongmin Institute, was quoted as saying by CNN.

Toutiao launched an app in February that sends alerts to users who come within 10km of the location where a missing person was last seen. So far, the app has helped to locate 240 people, including more than 100 seniors.

Mr Zeng Hua, who is in charge of the app, told China Daily: “I know how these families feel. My own grandmother had Alzheimer's for 10 years and we used to lose her four to five times a month.”

“Back then, I would never have thought of anyone else outside our family helping us.”

By the end of last year, China had more than 22 million people aged 60 or over – 16 per cent of the population – while the average life expectancy is now about 76.

The government has warned that by 2030, China will have the most aged population on earth, with over 400 million people above 60. Senior citizens will make up more than a third of the population in 2050, according to the China National Committee on Aging.

It estimates that Chinese people will spend about 5 trillion yuan (\$1 trillion) on elderly care by 2050.

XINHUA CHINA DAILY/ASIANETWORK

Number of senior citizens who go missing each day, or around 500,000 every year.

1,370

25%

Percentage of senior citizens who go missing who have been diagnosed with Alzheimer's or dementia.

72%

Percentage of senior citizens who go missing who suffer from some sort of memory impairment.

No quick fix from Beijing's new

The retirement age is 55 for women and 60 for men.

FURTHER OVER
\$
W
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SONY
SP

Keyword is “Prevention”

Senior citizens to get free anti-pneumonia vaccines

By SHEILA CRISOSTOMO

Senior citizens aged 60 to 65 years old can avail of free anti-pneumonia vaccines in their respective health centers starting this year, the Department of Health (DOH) said yesterday.

Health Secretary Janette Garin said the vaccine will be administered in two doses. Senior citizens aged 60 years old will be given the first dose and will receive the second dose after five years, while senior citizens aged 65 years old will receive one dose.

"Pneumococcal vaccines have been long available in the Philippines, specifically in the private sector. DOH wants to ensure that these are distributed not only to the people who have enough resources to access life-saving medicine and services, but also to our indigent citizens nationwide. This is our goal in attaining

universal health care," she added.

Pneumococcal disease is a leading cause of serious illness throughout the world. It is caused by a common type of bacteria, the pneumococcus, which can attack different parts of the body.

Illnesses caused by pneumococcus include pneumonia, meningitis, middle ear and sinus infections and a condition called sepsis or infection of the bloodstream.

Age-related impairment of the immune system compounded with decrease of physical activity and poor nutrition increase the risk of severe pneumococcal infection.

In 2003, the World Health Organization (WHO) estimated that more than 1.6 million people die from pneumococcal infections every year. It remains a major cause of mortality worldwide.

Life expectancy grew by five years since 2000

Dramatic gains in life expectancy have been made globally since 2000 but major inequalities still persist within and among countries, a report of the World Health Organization (WHO) shows.

According to this year's "World Health Statistics: Monitoring Health for Sustainable Development Goals," life expectancy increased by five years between 2000 and 2015, the fastest increase since the 1960s.

The report shows those gains reverse declines during the 1990s, when life expectancy fell in Africa because of the AIDS epidemic and in Eastern Europe following the collapse of the Soviet Union.

The increase was greatest in the African region where life expectancy increased by 9.4 years to 60 years, driven mainly by improvements in child survival, progress in malaria control and expanded access to anti-retrovirals for treatment of HIV.

"The world has made great strides

in reducing the needless suffering and premature deaths that arise from preventable and treatable diseases," said WHO director-general Margaret Chan.

Chan, however, noted that the "gains have been uneven."

"Supporting countries to move towards universal health coverage based on strong primary care is the best thing we can do to make sure no one is left behind," she added.

Global life expectancy for children born in 2015 was 71.4 years (73.8 years for females and 69.1 years for males), but an individual child's outlook depends on where he or she is born.

Newborns in 29 countries with high-income have an average life expectancy of 80 years or more, while newborns in 22 others in sub-Saharan Africa have life expectancy of less than 60 years.

— Sheila Crisostomo



Hong Kong ID Card Holders born in
香港身份證持有人出生於

1946 · 1947 · 1948 年

歡迎參加
Welcome

大腸癌篩查先導計劃

Colorectal Cancer Screening Pilot Programme



政府資助大便隱血測試，並在
結果不正常時資助進一步的檢查

Government subsidises faecal occult
blood test and work-up when test result
is abnormal



尋找腸胃專科醫生



Find a Primary Care Doctor



3565 6288

www.ColonScreen.gov.hk

Staying healthy longer...

- Cost control (60 % of old age income goes to healthcare spending)
- Healthcare is still “sick-care” > more focus on prevention needed
- Personalized cell treatments... cost of medicines (industry reform!)
- Active role employers / schools (food / activity / signaling)





On Work

Impact on the way we work...



I am a Digital Nomad

How about you ?



> 2035

- 60 % of global workforce will be ‘freelance workers’ ...
- One Billion ‘Digital Nomads’.

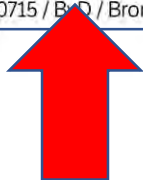
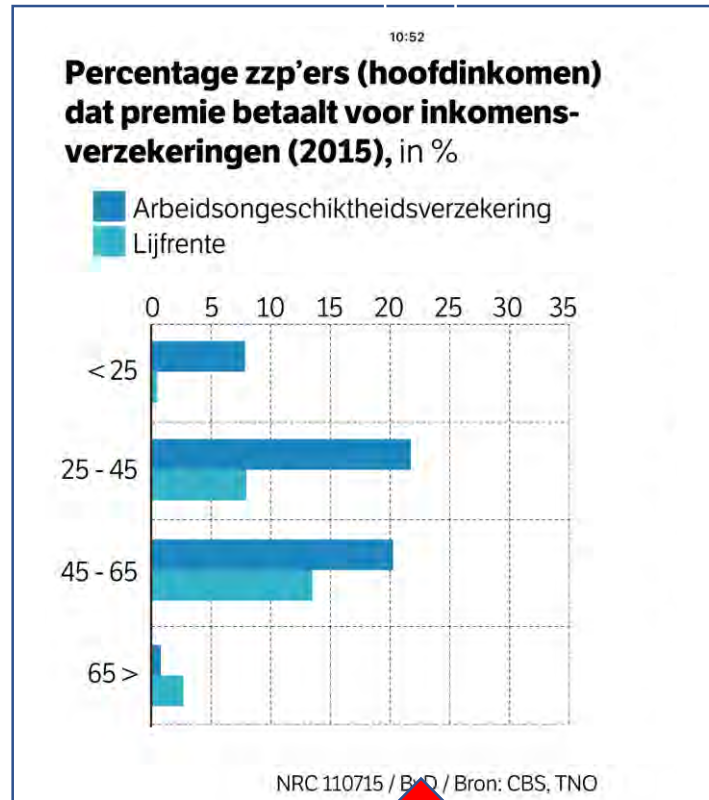
Digital Nomad

“Location Independent Entrepreneur”

- 6 G Internet
- Airline tickets
- Home ownership
- Relationships
- Role of cities...
- Officeless

Self Employed & Personal Financial Management

The Netherlands as an example



New measures to 'protect'...

- Pension funds add services
- Tax exempt savings account linked to payroll
- Flex insurance (work related)
- Self-Employed own 'group collectives'

Debate: Should we make it mandatory ?

We will see *More People than Jobs* !

Industrial Revolution 19th Century



Automation

Digital revolution 21st Century



Robotization

Globalization (level playing field?)



Protectionism/Nationalism

From full participation (work) and contributing to social system



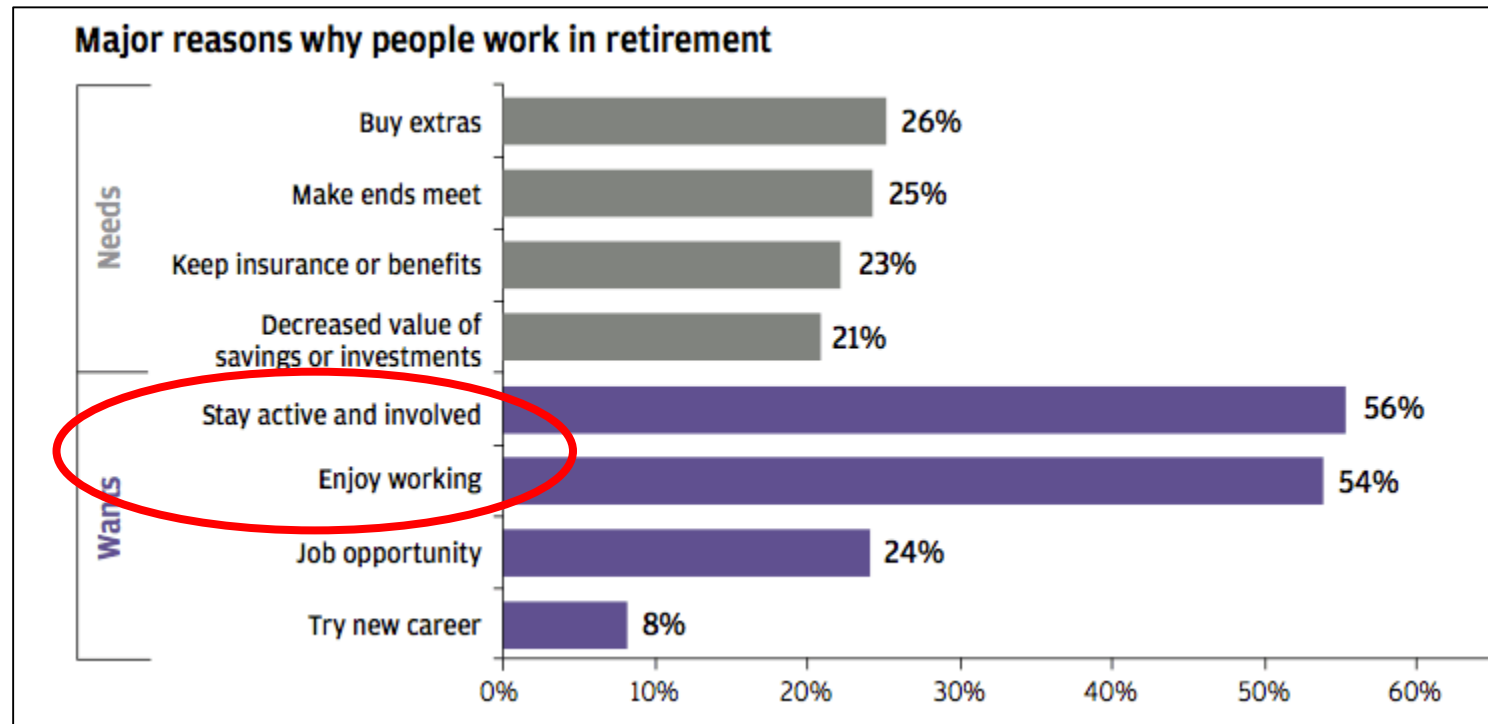
Less focus on 'insurance'; more on sharing and redistribution of wealth...

Effecting bigger 'circles' (all jobs)



And yet new jobs will pop-up!

Work in Retirement...



Redefining the meaning of “work”

Employer

- Permanent education
- Career management
- Role of employer
- Cooperation amongst employers
- Safety net (government)

Employee

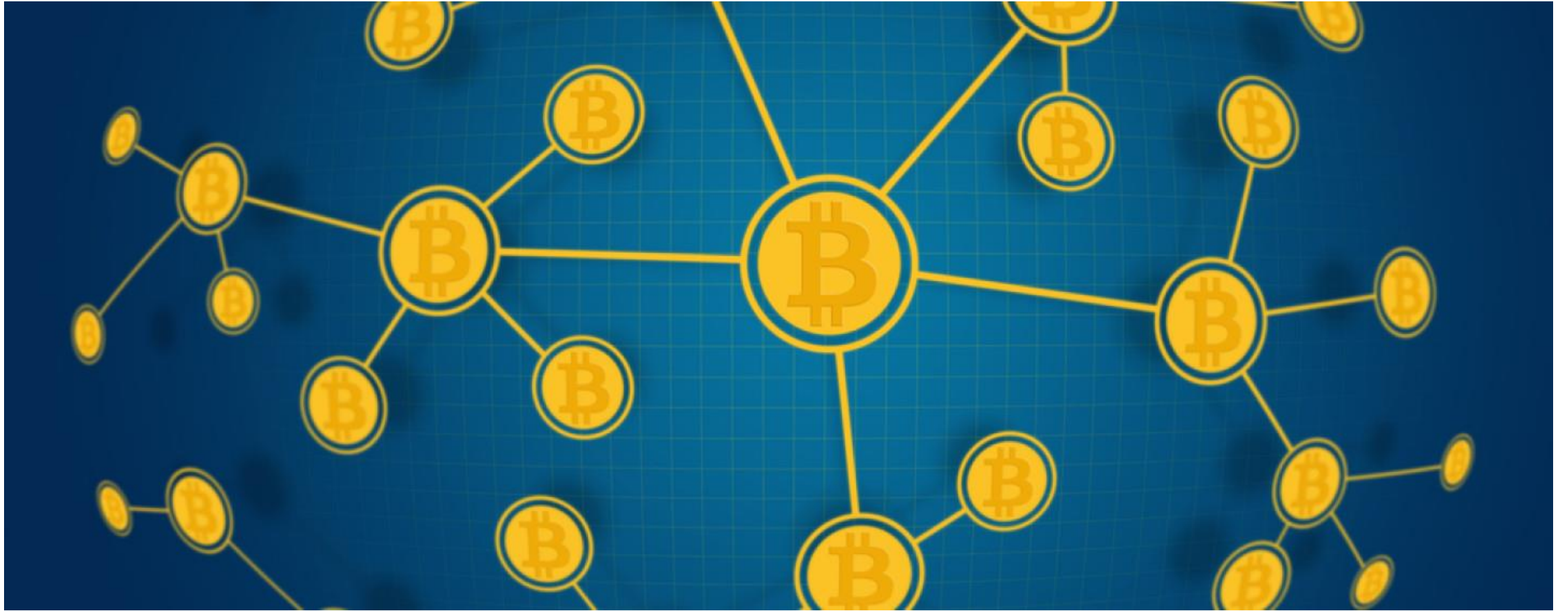
- Flexibility
- Anticipating early (earlier!)
- Self control on financial destination
- New career perspectives
- Meaningful life / societal tasks



Emerging role of Employers...



“Employers have the chance to reinterpret their role and to contribute in ways that will be more effective and more valued than before...”



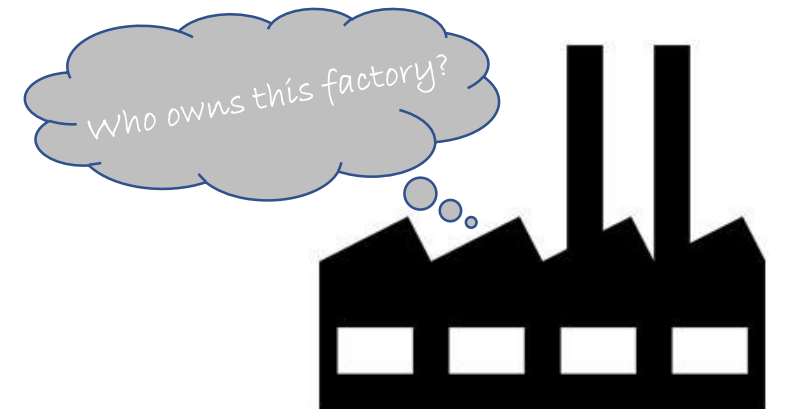
On Financing

Funding / New Perception 'Ownership'

Blockchain & Cryptocurrencies...

The change-makers toward a new ecosystem in 'digital assets'

- Enabling anyone to hold fractional, decentralized and fluid assets
- Legislation will (slowly) adapt and accommodate
- Pension funds should anticipate...



First signs towards a UBI...



On 4 October 2013, Swiss activists from Generation Grundeinkommen organized a performance in Bern in which roughly 8 million coins, one coin representing one person out of Switzerland's population, were dumped on a public square. This was done in celebration of the successful collection of more than 125,000 signatures, forcing the government to hold a [referendum](#) on whether or not to incorporate the concept of basic income in the Federal constitution. The measure did not pass, **with 76.9% voting against basic income in 2017.**

A basic income (also called basic income guarantee, Citizen's Income, unconditional basic income, universal basic income (UBI) is a form of social security in which all citizens or residents of a country regularly receive a regular, unconditional sum of money, either from a government or some other public institution, in addition to any income received from elsewhere.

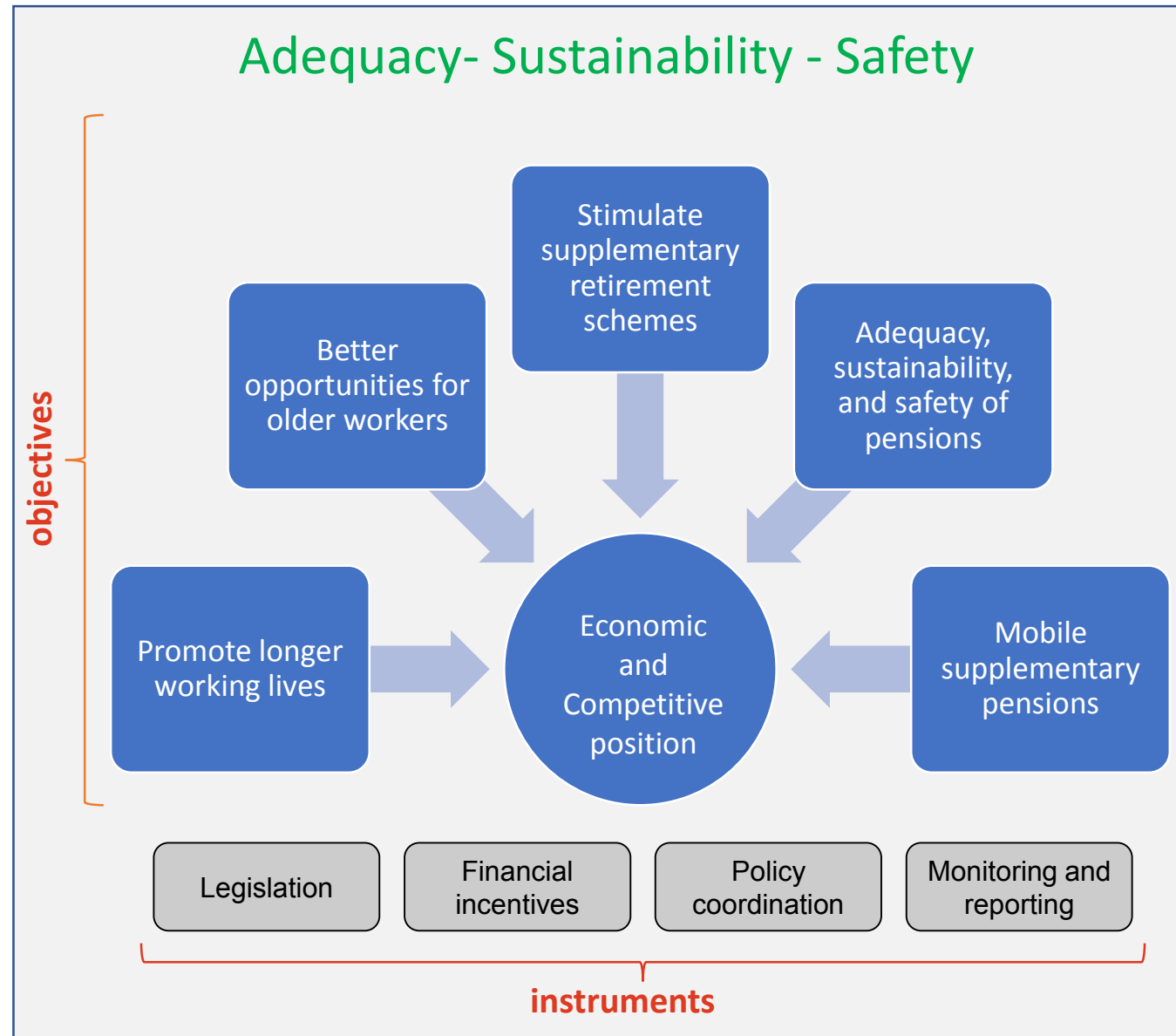
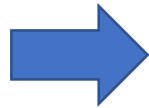
More initiatives like pilots in municipalities in Holland; the Government of Denmark, etc.

EU-Social Security

- Solidarity is a highly prized European value, but it has traditionally been left up to national governments to set social security policies.
- As Europe becomes more integrated, the policies of member states are gradually converging.
- European Union is playing an increasingly influential role in the social security sector.

Barriers:

- *Nationalism*
- *Tax Harmonization*
- *Equal Pay EU-workers*



Work in progress...

Intra-EU Mobility and Portability of Social Security Rights

Five branches of social security:

- Old age, disability, and survivors
- Sickness and maternity
- Work injury / disability
- Unemployment
- Family allowances

On having a meaningful life

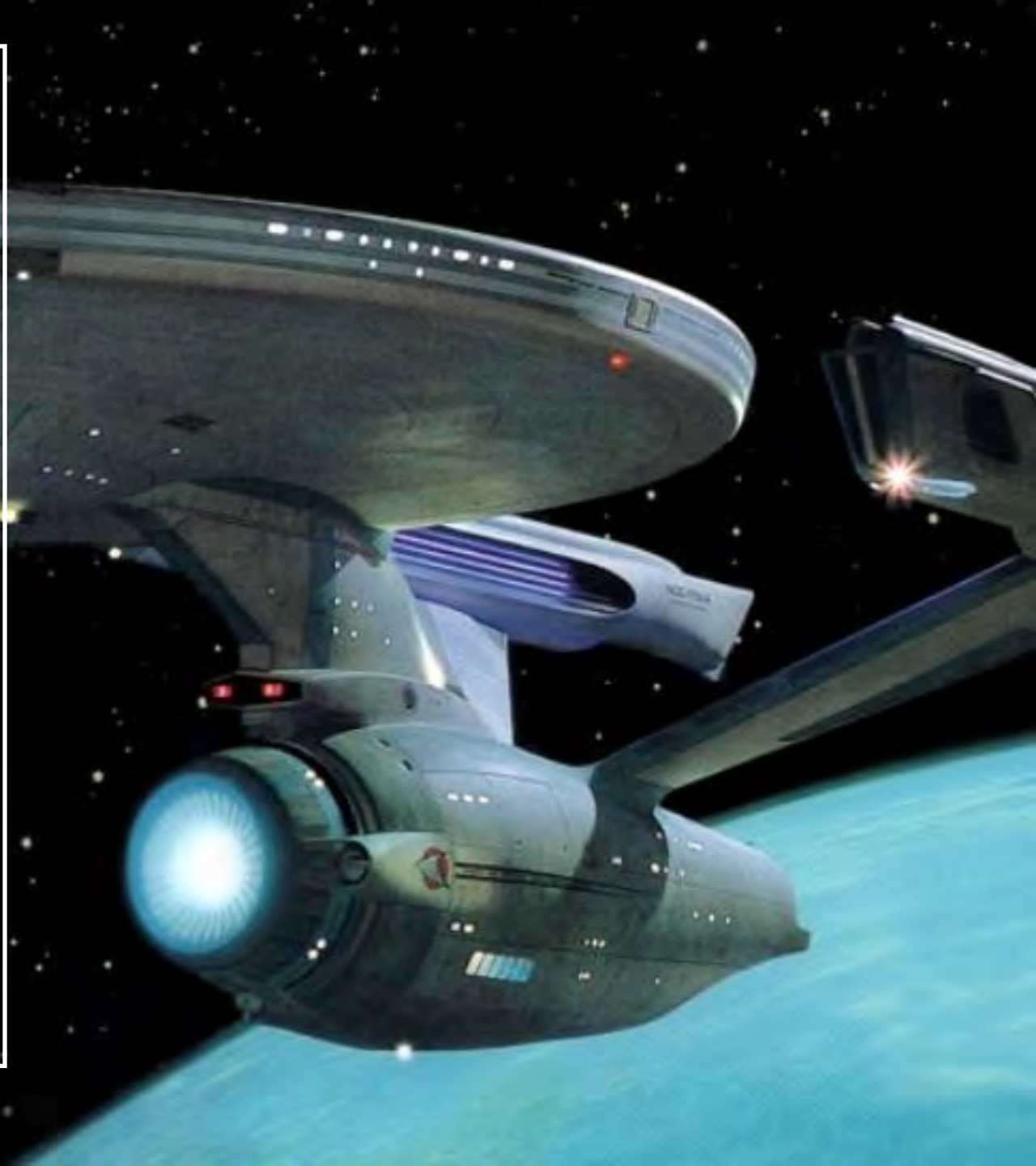
Wang Deshun

(video)



New mindset needed...

- From “working for a salary” towards permanent working on skills, contribution to society, taking care of others, etc.
- Redistributing ‘wealth’
- Working less (hours)
- Base minimal income / guaranteed jobs ...





Thank You !

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