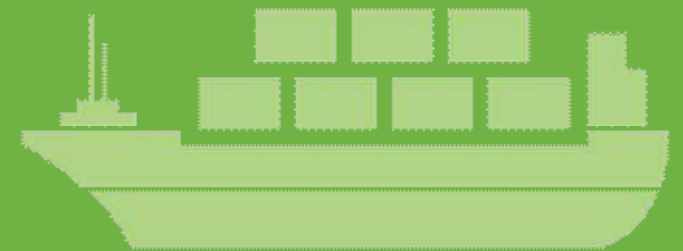




Retirement Age Issue of Korean Pilots

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IMPA Vice President
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Question

At what age should pilots retire?



National Comparison

| Category | | Countries |
|----------|--------------------------|--|
| A | No Retirement age | Australia Queensland, Canada, UK, France, USA LA, Japan, Taiwan |
| B | 65 or Older | Hong Kong (67), Spain (70) |
| C | 65 with extension | <u>Korea (65+1/1/1)</u> , US New York (70) |
| D | 65 w/o extension | Australia Port Philip, Turkey, Norway, Germany, Italy, Netherlands |
| E | Under 65 | New Zealand (62), Portugal (64), Thailand (60), Singapore (age 62 + 3) |

Korea is in the middle ranks, However...

Conflicts

Korean Pilots normally begin in their early 50's and reach retirement after 10 to 15 years.

Government

"Safe
public service"

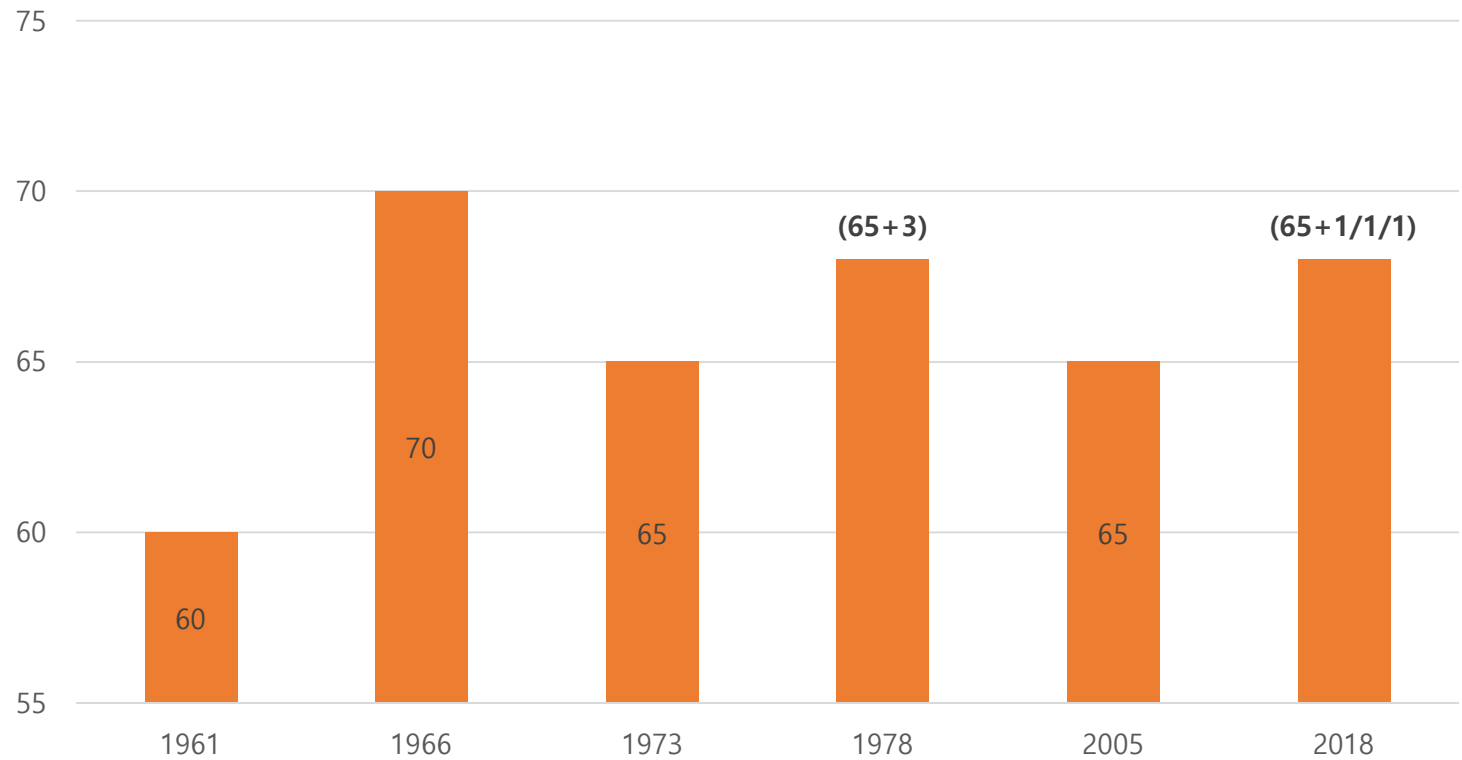
VS

Pilots

"Desire to work
longer
&
more steadily"

Korean Pilots Retirement Age since 1961

Retirement age change in the 'pilotage Act'



Key Issue 1

Regulatory justification on license holders

Government

Since pilot service is a public service, government regulation is **legitimate**.

Aircraft pilots retire at age 60. **Most people** retire at age 60.

VS

Pilots

Other private business licenses **do not have** a retirement age(ex. doctor, nurse, driver's license).

It is age **discrimination** violating ILO Recommendation 162, 1980.

Key Issue 2

Maturity of Piloting Technique

Government

The piloting performance is **not much different** after 5 years.

VS

Pilots

Pilots reach retirement before showing enough **maturity**.
Pilots retire after working around 10 years (Table Below)

| Years | Average Age Gaining License |
|-----------|-----------------------------|
| 2006~2009 | 50.4 |
| 2010~2013 | 52.8 |
| 2014~2018 | 52.5 |

Key Issues 3

Accident rate of aging pilot

Government

Due to the high rate of **accidents** of elder pilots, the retirement age should be reduced.

VS

Pilots

Statistics show that this is **not true**. Although the average age of pilots are increasing, the accident rate has decreased dramatically.(Table Below)

| Age Group | 45~49 | 50~54 | 55~59 | 60~65 | 66~68 | Total |
|-------------------|-------|-------|-------|-------|--------------|-------|
| Number of Pilots | 16 | 27 | 35 | 33 | 10 | 121 |
| Accident Rate (%) | 13 | 22 | 29 | 28 | 8 | 100% |

* Data Based on Appellate Trial, Year 1978~2017

Key Issue 4

Concern about labor intensity

Government

Pilot services are on-site services, not office job, so the **labor intensity** is much higher and it is difficult for the elderly to manage.

VS

Pilots

Physically superior to previous generations and older workers are rather healthier than early retirees.(the next slide)
Instead, **strengthen medical examination** standards when approving extension.

Key Issue 4

Health Status of Elderly Working People (2013, Korean Society of Aging)

| Health Indicators | Sample Number (2,165) | <u>Not Retired</u> (1,778) | Retired Early (88) | Unemployed (93) | Reemployed (206) |
|---------------------------------|-----------------------|----------------------------|--------------------|-----------------|------------------|
| Subjective Health Judgement | Healthy | 91.7% | 81.6% | 88.9% | 87.9% |
| | Unhealthy | 8.3% | 18.4% | 11.1% | 12.1% |
| Doctor's judgment of disability | No | 97.1% | 93.4% | 98.2% | 98.0% |
| | Yes | 2.9% | 6.6% | 1.8% | 2.0% |
| Number of chronic diseases | 0 | 77.4 % | 62.5% | 67.1% | 77.8% |
| | 1 | 17.8% | 22.0% | 24.0% | 19.9% |
| | >= 2 | 4.8% | 15.5% | 8.9% | 2.3% |
| Activity limit | No | 89.8% | 73.0% | 85.6% | 87.8% |
| | Yes | 10.2% | 27.0% | 14.4% | 12.2% |
| Depression Level (CES-10기준) | Normal | 85.1% | 74.8% | 80.1% | 79.2% |
| | Depression | 14.9% | 25.2% | 19.9% | 20.8% |

'Not Retired Group' tops on all indicators

Key Issue 5

Entry barrier mitigation

Government

Early retirement is necessary to **recruit** more **young** pilots.

VS

Pilots

Entry barriers should be mitigated by **relaxing the qualifications** for pilots (3 years of captain experience on vessels above 6,000 GRT).

**Discussion
will continue
around
these factors**

- ✓ **Prospects for supply of pilot resources**
- ✓ **The average age of active pilots**
- ✓ **Accident rates**
- ✓ **Objective health assessments**
- ✓ **And the capacity of the government
on social security for elderly people**



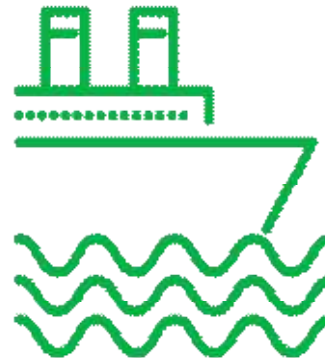
Introduction of the *National Essential Pilot* (Pilotage Act Amendment 2018. 9. 18)

- Article 6-3 (Designation of Mandatory National Pilots)
 - (1) The Minister of Oceans and Fisheries may designate a pilot in order to maintain port functions in preparation for emergency situations (such as war, upheaval etc.).
 - (2) The Minister of Oceans and Fisheries may order *National Essential Pilots to engage in duties for maintaining the functions of ports in an emergency situation.*
- Article 7 (Retirement Age for Pilots)

Pilots may provide pilotage services until the age of 65: Provided, that in case of a pilot designated as a national essential pilot under Article 6-3(1), his/her retirement age *may be extended by up to three years*, as prescribed by Ordinance of the Ministry of Oceans and Fisheries.

Closing

Please share your
experience and know-hows!



THANK YOU

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