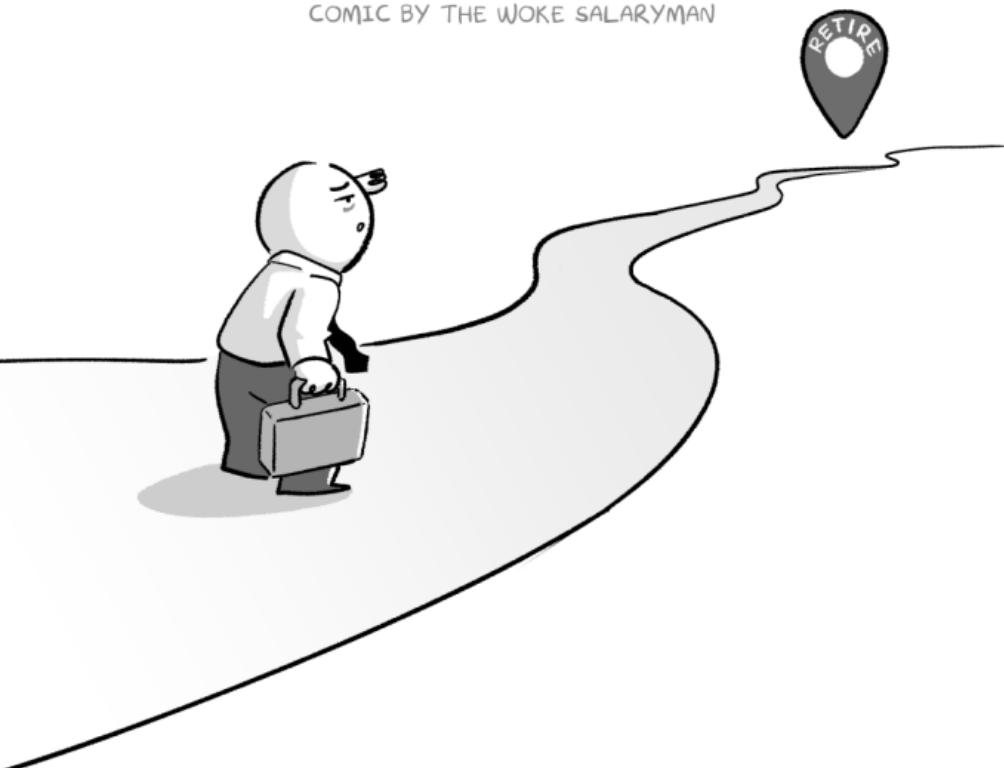


Am I ever going to be able to retire???

COMIC BY THE WOKE SALARYMAN





PSA: Starting from 2026,
the retirement age will
be raised to 64, and the
re-employment age to 69.*

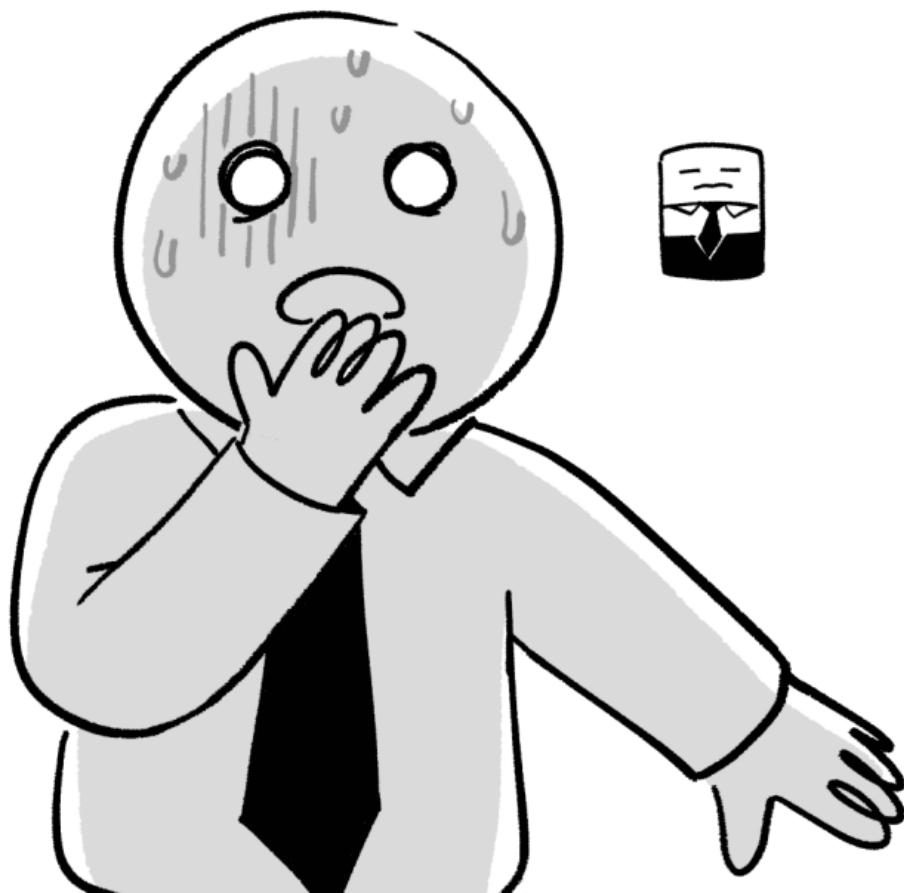


What?!

The retirement
age is going
to be raised
AGAIN?!

*By 2030, it will be raised to 65 and 70 respectively.

No! Do I have to
work until I die?!



JUST A MINUTE!

Before you panic;

Let's just clarify a huge misconception about what this means in the first place!



Here's what the raised
retirement and re-employment
ages **ACTUALLY** mean:

- When eligible employees reach retirement age of 64*, employers **MUST** offer them a contract of re-employment until they reach 69 years old.
- The re-employment contract should be at least 1 year, and is renewable every year.



*That's one year more than before.

Raising the retirement age does NOT mean:



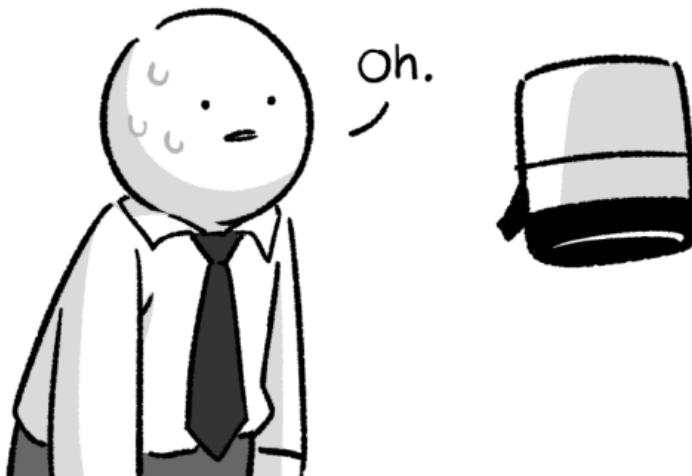
- 🚫 You must keep working until you are 64 years old, or
- 🚫 You need to stop working at 64.



If you have the means
to retire you can retire
anytime you want, whether
it's 35, 55, or 70.

In this sense, retirement
age is just a guideline.

It's not literally telling you
when you can/cannot retire.



Hmm... but why do they have to raise retirement and re-employment ages?



Well, it's to protect older employees if they want to keep working.

They now have an extra year before their employers can ask them to retire.

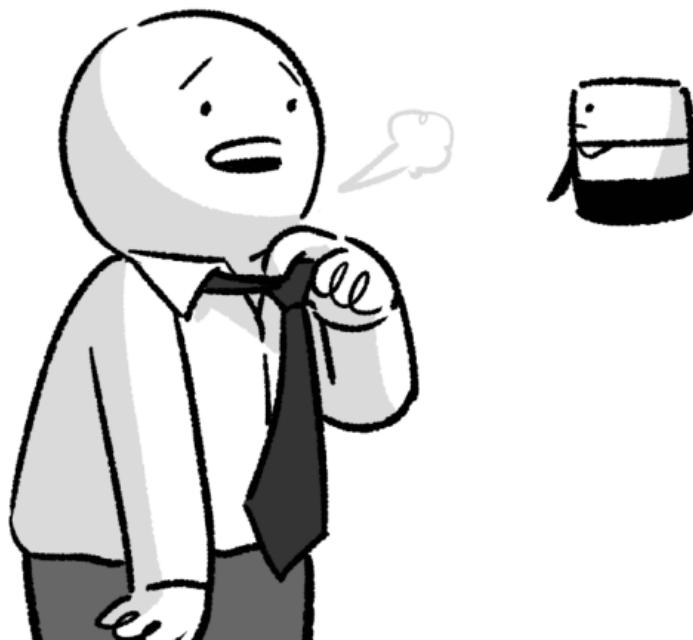
And a few more years after that for re-employment, if they want to and are able to keep working.



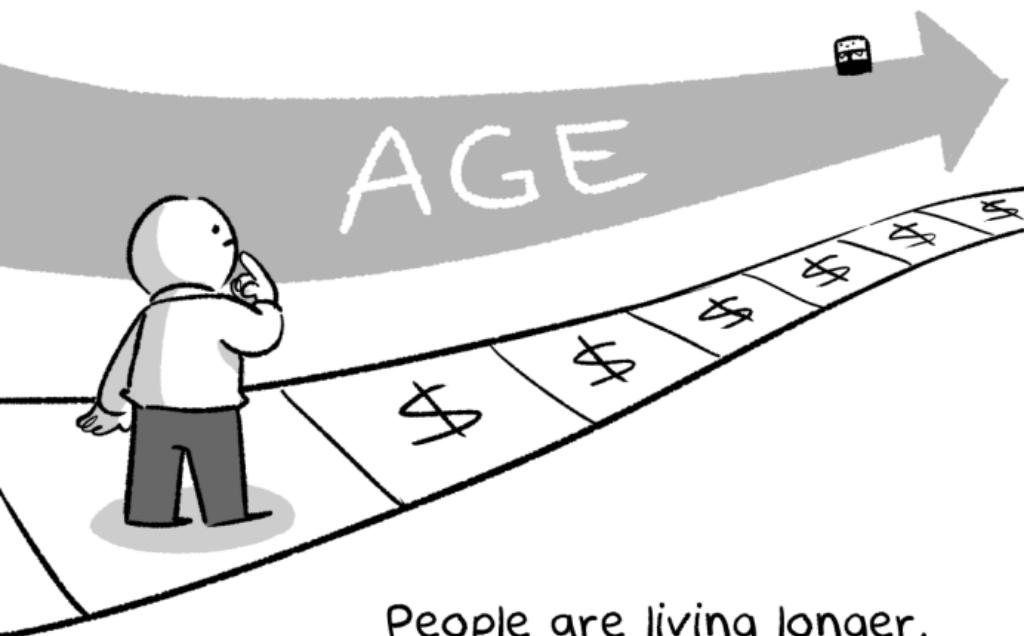
Okay. But we are not talking
about the root problem.

I really want to know why older
people even have to work so long?

It just doesn't FEEL right.



Well, I won't pull any punches then.
The matter of fact is this:

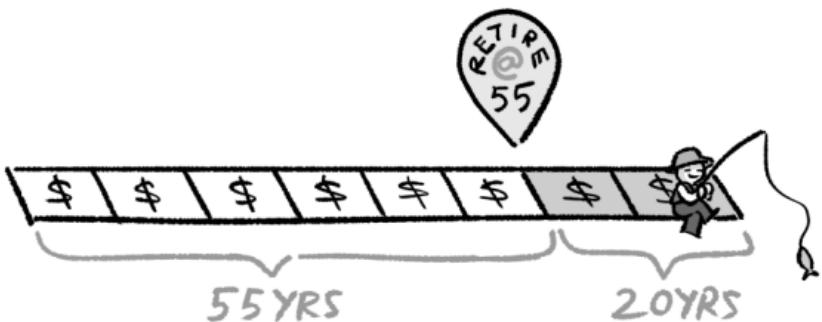


People are living longer,
and living isn't free.

Let's take a look at the past:

Silent Generation (1928-1946)

In the 1990s, Mr Tan retired at 55. He lived until he was 75. His retirement lasted a total of 20 years.

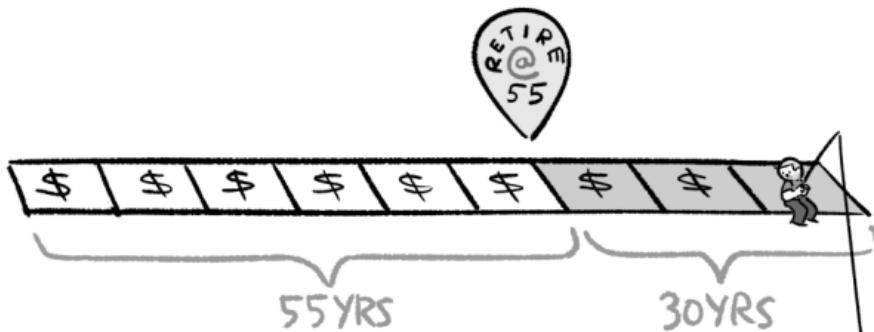


Baby Boomer Generation (1946 to 1964)

Fast forward to 2020.

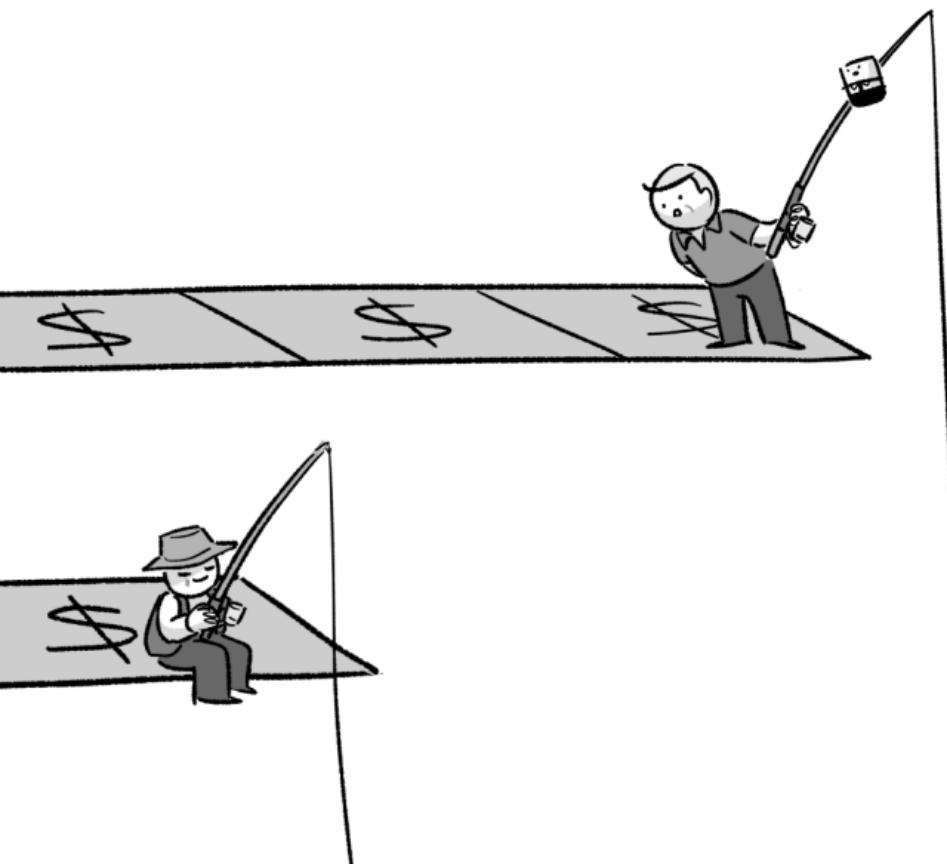
Mr Tan's son retires at 55,
but he continues to live until
he's 85.

Now, that's 30 years. 10 more
years of retirement than the
elder Mr Tan.



Here's the thing:

The money needed for a 20-year retirement and a 30-year one is dramatically different.



What are the options to make sure the younger Mr Tan has enough for retirement? Well...

- A. Die earlier (very unpopular option)
- B. Spend less money (also unpopular, and challenging because of inflation)
- C. Continue to make money, e.g. by remaining employed (if possible) and building up more savings





Wah.

But isn't that sad?

I don't wanna spend
my 50s or 60s working.

I don't even
want to spend my
30s working, for
that matter!

Well, you wouldn't be the first to think that way.

The hard truth is that we will probably not be able to have the exact same retirement as previous generations.

But I would like to fish too!

So what am I
supposed to do?

Here's what I think:

If your finances are sorted
out, you can choose to do
whatever is meaningful and
enjoyable to you.

(And yes, this includes working.)



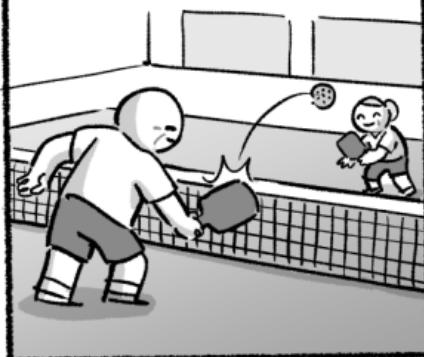
Tbh, the stereotypical image of a retiree doing nothing all day except drinking coffee at the kopitiam and reading newspapers* is kinda outdated.



*Not that there's anything wrong with this life.

A lot of retirees today want to be active and engage in activities that interest them. Things like:

Their hobbies



Spending time with family



Giving back to the community



or even continuing to work.



That being said we also have to be realistic;

we shouldn't expect to stay in the same role forever, with the same pay and job scope.



You can even consider taking up part-time or flexi-work arrangements.

It's normal to be anxious about the future.

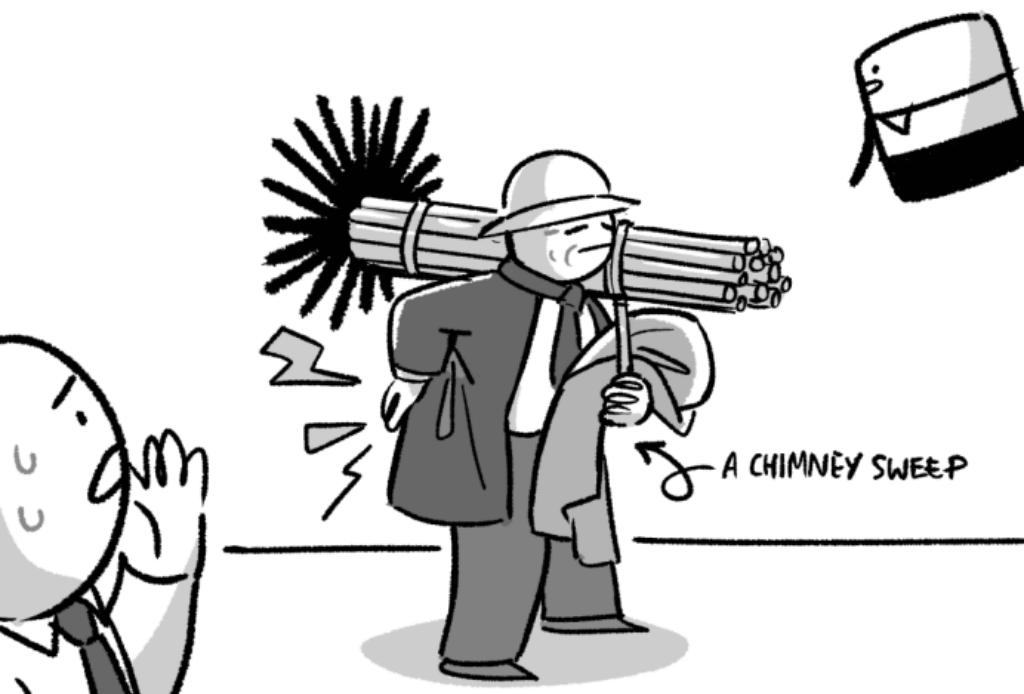
After all, it's a world of change.

And the milestones that you've been working towards are constantly evolving.



But look, retirement as a concept has always been changing.

200 years ago, most people simply worked until they died, or until they physically couldn't anymore.*



*Source: The Evolution of Retirement (1998)

100 years ago, pensions were introduced to older workers — in fact, as a way to encourage them to EXIT the workforce*.

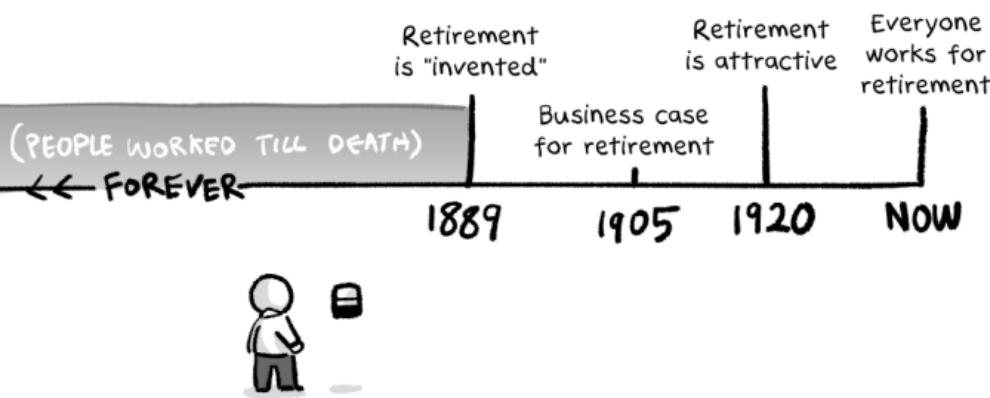


*This was during the period of the Industrial Revolution, where most workers laboured in factory assembly lines.

Source: A brief history of retirement: It's a modern idea (Seattle Times, 31 December 2013)

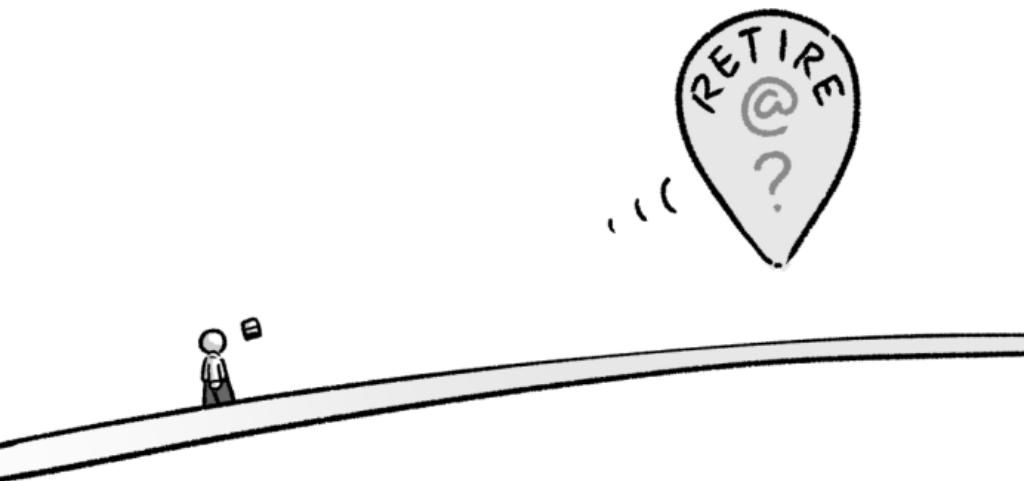
Retiring at 50 or 60 seems like the norm, but it actually hasn't been around for very long.

It only happened for a short window of time in human history due to the unique economic situation of those times.



Model based on "Distributed Retirement" by Sebastian Kade

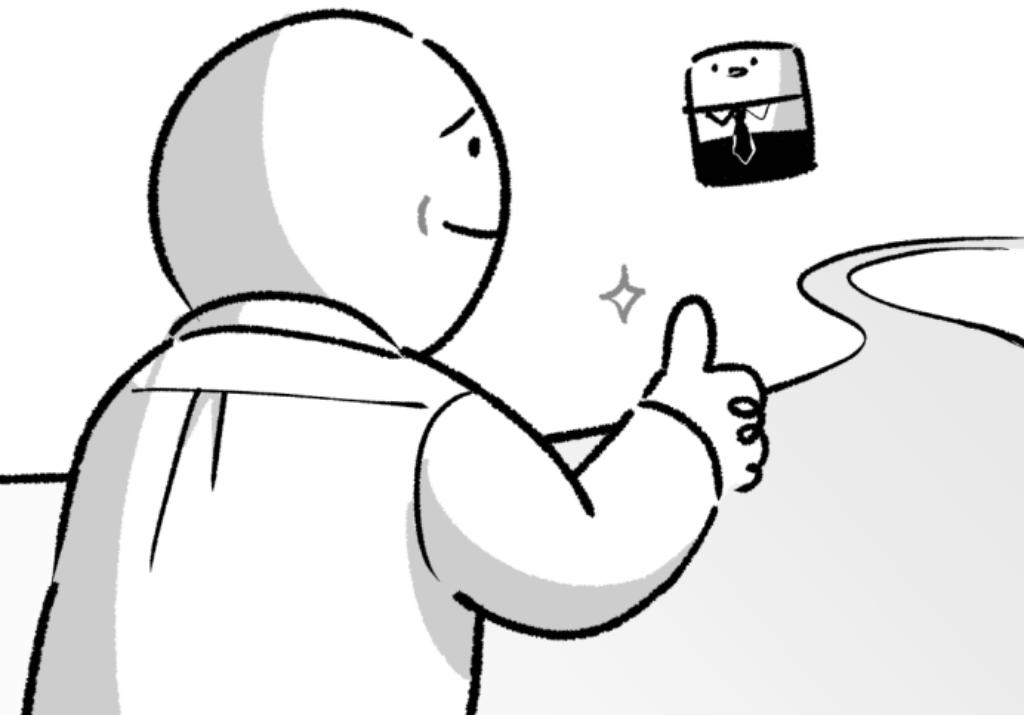
If anything, history tells us that change is normal.



And so we don't need to be limited by outdated expectations of what ageing, working, and retiring means for us.

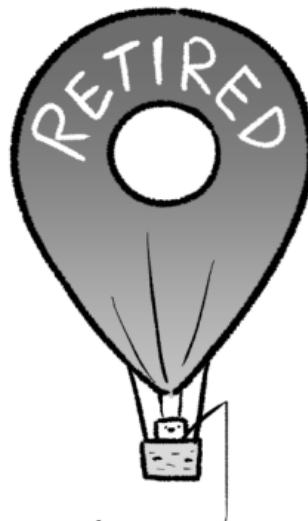
What will retirement look
like for OUR generation?

Well, that's up to us to
redefine for ourselves.



"Don't simply retire
from something;
have something
to retire to."

— Harry Emerson Fosdick



Stay woke, salaryman.

A message from Forward SG

By 2030, 1 in 4 Singaporeans will be aged 65 and above. And as our life expectancy increases, our needs will change too.

An ageing population and tight labour market will result in societal shifts, from the demands on our workforce, to our healthcare system, and more emphasis on retirement adequacy.

With the raised retirement age, you have the option to continue working if you choose to. There are also measures that support you if you need more help in building up your retirement savings, like:

- Matched Retirement Savings Scheme
- Workfare Income Supplement Scheme
- Majulah Package (for those born in 1973 and earlier)

Find out more at
forwardsingapore.gov.sg/senior

