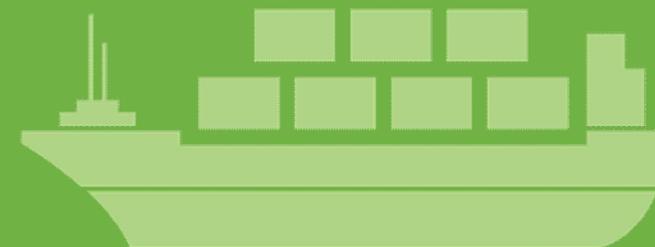




# *Retirement Age Issue of Korean Pilots*

**Capt. Y. S. Choi / Republic of Korea**  
IMPA Vice President  
16, June, 2022 – Cancun, Mexico  
25<sup>th</sup> IMPA Congress



# Question

**At what age should pilots retire?**



# National Comparison

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

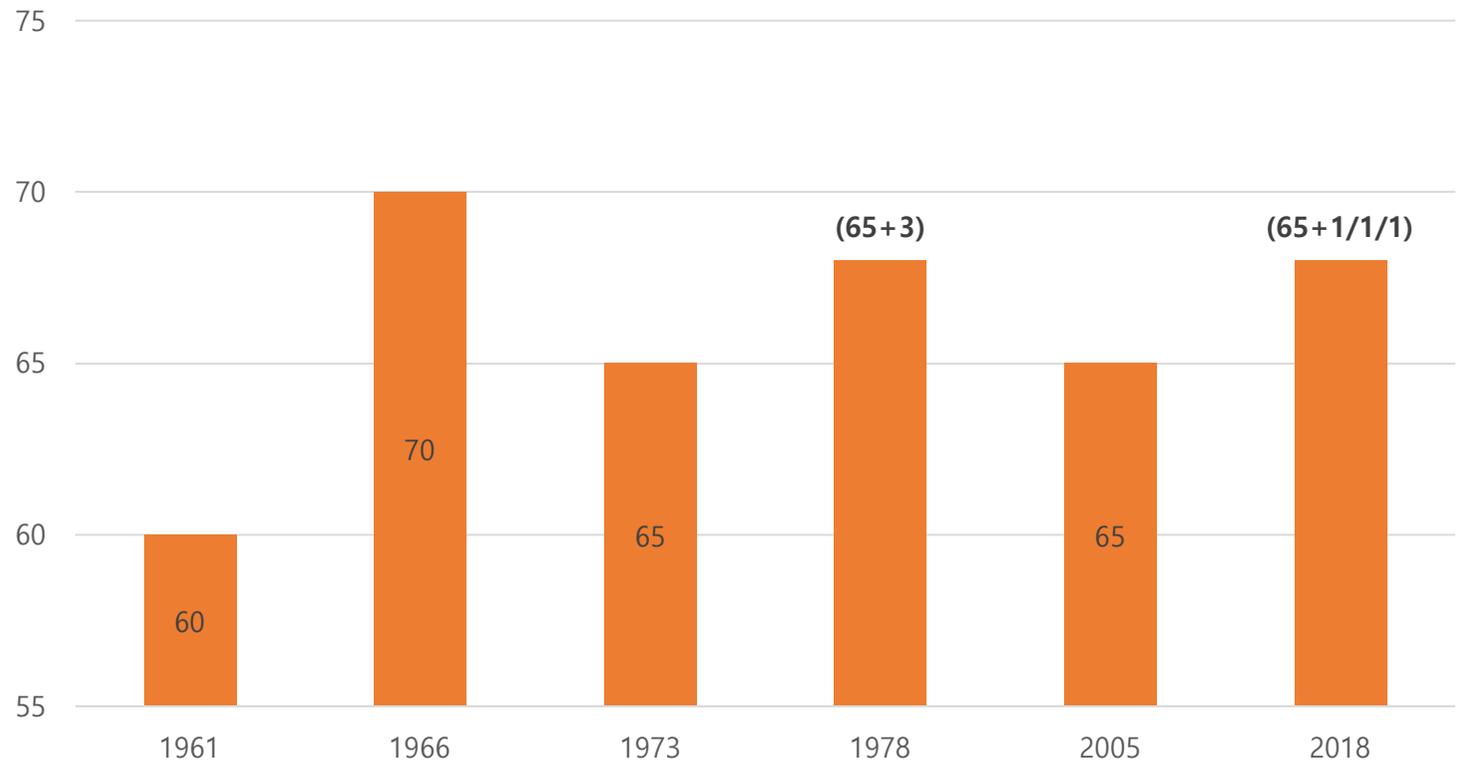
VS

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	<b>66~68</b>	Total
Number of Pilots	16	27	35	33	<b>10</b>	121
Accident Rate (%)	13	22	29	28	<b>8</b>	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.

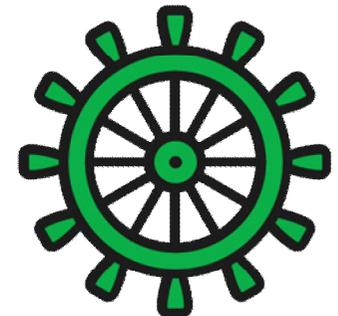
VS

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**



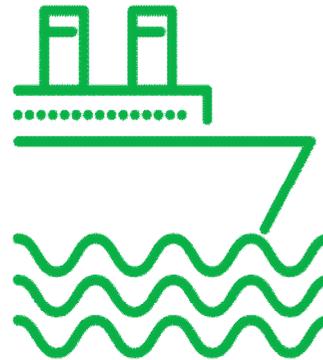
## Introduction of the *National Essential Pilot* (Pilotage Act Amendment 2018. 9. 18)

- 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

Contact to Capt. Choi,  
[capt-ysc@hanmail.net](mailto:capt-ysc@hanmail.net)