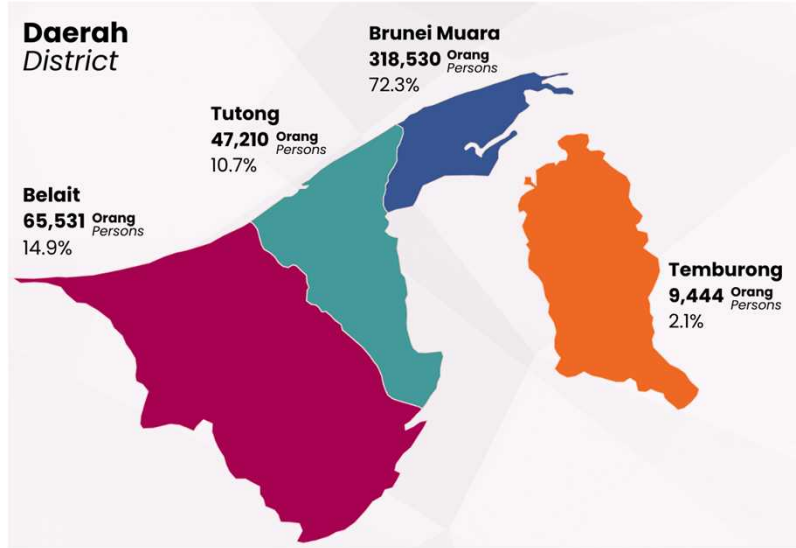


# The 20<sup>th</sup> ASEAN-Japan High Level meeting on Caring Societies

Brunei Darussalam  
Ministry of Health (SOMHD)



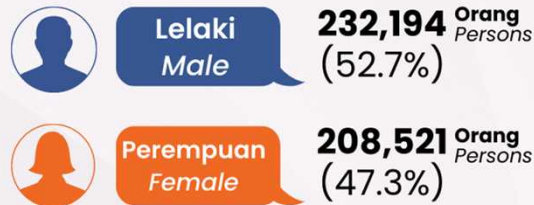
# Demographics (2021)



## Penduduk Population

**440,715** Orang  
Persons

## Jantina Sex



Source:  
 • Department of Economic Planning and Development, Ministry of Finance & Economy

## Kumpulan Umur Age Group



**00-14** 90,376  
20.5%



**15-64** 322,445  
73.2%



**>64** 27,894  
6.3%

Total population aged  
60 years and above  
(2021) =  
**44,711 persons**  
(10.1%)



**Elderly person: Those of aged 60 years and above**

**Average  
Life Expectancy**

**Healthy  
Life Expectancy**

**Ageing Rate**

**Employment Rate of the  
Elderly**

*Source: UNESCAP, 2020*

*Source: Report on Labour Force Survey,  
2021*

**78.0 years**

**67.0 years**

**21,332  
people**

**1.2%  
(2,619 persons)**

**80.7 years**

**68.8 years**

**23,379  
people**

**\*for those aged 65  
years above**

*Source: Department of Economic Planning and Development,  
Ministry of Finance & Economy*





## ~Social participation (Employment) ~

### ■ Policies and initiatives that support employment of the older person

Brunei's statutory retirement age has increased from **55 years to 60 years**

#### 1. Employment Order 2009

- no upper limits on age
- Apprenticeship – at least aged 16 years



#### 2. Plan of Action for Older People (2017-2020) & current-review (2022-2026)

- Entrepreneurship
  - 1Kampong 1Product Programme
  - Provision of conducive infrastructure and facilities including business grant for entrepreneurs amongst older people





~Social participation (Employment) ~

■ Employment rate by age group (male/female)

Percentage of population  
are employed



60.1%  
(127,575 persons)

Informal employment rate  
of those aged 65 years above

36.3%



39.9%  
(84,807 persons)

39.5%

*\*Source: Department of Economic Planning and Statistics,  
Ministry of Finance and Economy (2022)*

*\*Source: UNESCAP, 2020*



## ~Social participation (Employment) ~

### ■ Challenges faced in terms of supporting employment amongst older people

1. **Insufficient policy measure** to encourage older workers to remain working\*
2. **Employability** and skills relevance in the future economy\*
  - Ageing workers' willingness to learn and adopt advanced technologies (e.g. ICT) to enhance their productivity in their professions
3. **Willingness to sacrifice leisure** for work and additional costs due to the dominance of seniority-based compensations\*
4. **Changing in population structure**
5. **Ageism** – older people are not chosen as priorities to be employed, preferred younger generations

*\*Source: Centre for Strategic and Policy Studies*



~Support for those who work while going through treatment~

## ■ Policies for people working while undergoing treatment

### 1. Employment Order, 2009:

- i. Sick leave (paid leave)
  - 14 days outpatient sick leave per year
  - 60 days hospitalization leave per year

### 2. Medical Certificate Prime Minister's Office Memo no:JPM/0/22 Pt.1 dated 10 Mac 1994

- Given with Medical Certificate endorsed by Medical Officer or Doctor from government hospitals or health facilities endorsed by MOH
- Private Clinics – Not more than 2 days (15 days within a year)(for working individuals)

### 3. Prime Minister's Office Memo no:JPM/8/2016 dated 8 August 2016

- Self-verification sick leave (*Cuti Sakit Disahkan Sendiri*) – eligibility 6 days per year deducted from annual leave

### 4. Prime Minister's Office Memo no:JPM/1/2011 dated 3 January 2011

- Maternity leave: 105 days

### 5. Specific referral pathways for those undergoing treatment:

- **Occupational health assessment**
  - request from employer to Occupational Health Division, Ministry of Health
  - Medical fitness assessment

### 6. Workmen's Compensation Act, Chapter 74, 1957

- Every employer is required to provide insurance coverage and protect the workers with insurance





~Support for those who work while going through treatment~

■ Initiatives (public and private) for people working while undergoing treatment

Medical and Health Services:

1. Provision of chronic disease services in hospitals and health centres within community
2. Provision of expertise and services on Rehabilitation and Geriatric in hospitals

Medical Insurance:

- Workmen Compensation Package

Benefit	Coverage	Workmen Compensation Package	
		Local Employees	Foreign Employees
1.	<b>Workmen's Compensation</b> <ul style="list-style-type: none"> <li>• Death</li> <li>• Permanent Disability</li> <li>• Other Forms of Injury</li> </ul>	Up to BND 28,800.00 Up to BND 36,000.00 Amount as per Labour Department assessment	
	Common Law Limit	Limit of indemnity BND 2,000,000.00 per accident and in the aggregate during the period of Takaful Subject to a sub-limit of BND 250,000.00 per employee for any one accident	
2.	<b>Personal Accident (Outside of Working Hours)</b> <ul style="list-style-type: none"> <li>• Death</li> <li>• Permanent Disability</li> </ul>	BND 10,000.00 BND 10,000.00	
3.	<b>Medical, Hospitalisation and Surgical Expenses due to Accident</b>	BND 10,000.00	
	Excess	BND 50.00	
4.	<b>Medical, Hospitalisation and Surgical Expenses due to Illness</b>	BND 5,000.00	BND 10,000.00
	Excess	BND 50.00	
5.	<b>Daily Hospital Allowance Benefit (up to 60 days)</b>	BND 20.00 per day	
6.	<b>Death Benefit including death due to natural causes</b>	BND 5,000.00	
7.	<b>Repatriation Expenses</b>	BND 10,000.00	

■ Challenges

- No **direct** policies and initiatives for those working while undergoing specific treatment
- No specific policies for care givers



The 20<sup>th</sup> ASEAN Japan High Level meeting on Caring Societies , 9-10 March 2023



*Thank you*

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