

Asian Civil Service Pension Scheme **2021**



Asian Civil Service Pension Scheme 2021



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Asian Civil Service Pension Scheme 2021

비매품/무료



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Contents

CEO Message	03
<hr/>	
ROK-ASEAN Civil Service Pension Scheme	
Brunei	04
Cambodia	12
Indonesia	22
Korea	30
Lao	40
Malaysia	48
Philippines	56
Thailand	64
<hr/>	
Major Statistics at a Glance	71

CEO Message



The Asian Civil Service Pension Forum(ACSPF) is a regional academic forum designed to promote cooperation among civil service pension institutions in Asian countries. The ACSPF aims to enhance their expertise by sharing accumulated knowledge and competencies, thereby contributing to develop a sustainable pension system.

Hosted by the Government Employees Pension Service, the inaugural forum of the ACSPF takes place in November, 2021 with the theme of “The Present and Future of the Asian Civil Service Pension Scheme.” This forum is organized to discuss the challenges that Asian countries are commonly facing and how to respond to social changes such as low fertility and an aging population. The event will give new insights and

perspectives to pension experts around the globe to find the ways of the future developments of a pension scheme.

In commemoration of the 2021 ACSPF, this book is published to introduce the civil service pension schemes of Republic of Korea and 7 ASEAN countries. It includes the overview on each country’s social security system as well as the statistics about their civil servants and pensioners to enable the comparisons and analyses among the countries.

I hope this publication is useful to promote the mutual understanding between Korea and ASEAN public pension institutions and helpful to the pension experts who are interested in studying the social security systems in Asian countries. I would like to express special appreciation to the 7 ASEAN civil service pension institutions for their efforts and commitments in providing precious resources.

Thank you.

Hwang Seo Chong
Chairman & CEO
Government Employees Pension Service

황세충



Brunei Darussalam

A country located on the north coast of the island of Borneo in Southeast Asia

- **Area:** 5,765km²
- **Population:** 453,600 people (mid-year 2020)
- **Capital:** Bandar Seri Begawan
- **Ethnicity:** Malays (65.8%), Chinese (10.2%) and Others (24%)
- **Language:** Malay (Official) English (Recognized)
- **Independence:** 1 January 1984 from United Kingdom
- **Climate:** Tropical equatorial that is a Tropical rainforest climate
- **Currency:** Brunei dollar (BND)
- **GDP per capita:** BND 39,989.10 (2019)
- **Trade:** Exports BND1,433.6 million, Imports BND1,072.5 million (July 2021)

Civil Service Pension System in Brunei

A

Social Security System

3rd tier	Individual Insurance (Optional)				
2nd tier	Retirement Allowance by Employer				Government Pension Scheme (GPS)
1st tier	Employee Trust Fund (ETF)				
Basic Security (0 tier)	Universal Old Age Pension (60 years old or more)				
Basic Amount of Income					
National Basic Livelihood Security System					
Coverage Eligibility	Private Sector: workers in Brunei who began work beginning in 1993	Public Sector: civil servants who began working beginning in 1993	Self-employed	Economically Inactive Population	Public Sector: civil servants hired prior to 1993 and all members of the uniformed forces including the military, police and prison guards

- Regulatory

1955	Old Age and Disability Pensions Act [Chapter 18]
1959	Pensions Act [Chapter 38]
1993	Employee Trust Act [Chapter 167]
2009	Supplemental Contributory Pensions Trust Order

- History

- Employee Trust Fund was established on 1 January 1993. Participation in the scheme is compulsory for employees who joined the public and private sectors workforce commencing 1st January 1993 and for the non-pensionable public employees whose job appointments made prior to this date.

B

Civil Service Pension System

C

Benefit Resources

- The Supplemental Contributory Pension (SCP) Scheme was introduced under the Supplemental Contributory Pension Order, 2009 and enforced from 1st January 2010. With effect from 1st April 2014, SCP Board was then merged to Employee Trust Fund (TAP) Board. It is an additional scheme that complements the existing TAP Scheme. Similarly, it is compulsory for all employees below the age of 60 years old in the public and private sector. In addition, those who are self-employed are encouraged to participate in the scheme voluntarily. However, those who are employed under the Public Service Pensionable Post or receiving the Public Service monthly pension are exempted from joining the scheme.

- Coverage Eligibility

- TAP Scheme:** Mandatory for public and private sector employees age below 55 years old who are citizens or permanent residents of Brunei joined the workforce commencing 1 January 1993.
- SCP Scheme:** Mandatory for public and private sector employees age between 18 to 60 years old who are citizens or permanent residents of Brunei. This scheme also covers self-employed individuals who are registered and voluntarily contributing.

- Minimum Retirement Age

- Effective 1 January 2010, in accordance to the Retirement Age Order, 2010 the minimum retirement age of an employee shall be not less than 60 years.

- Financing Method: Defined Contribution Benefit

① Formal Sector
Contribution Rate



8.5%

from employee's salary



8.5%

from employer

Note:

- 5% from TAP contribution and 3.5 from SCP contribution.
- The TAP contribution must be rounded up to the next dollar and SCP contribution has to be rounded up to two decimal points.
- For SCP, Employer's minimum contribution must be \$17.50 for employee's salary less than \$500.00. Employer and Employee's maximum mandatory contribution is \$98.00 each (based on salary \$2,800.00). For salary more than \$2,800.00, the mandatoty contribution is capped to \$98.00 and any excess will be regarded as voluntary contribution.

Source: TAP website

② Informal Sector

Contuibution Rate and 'Match-up' Benefit



③ Voluntary Contribution

- Employees can contribute more than the mandatory contribution rate to increase their TAP and SCP savings for retirement. There is no minimum or maximum amount limit for voluntary contribution.

① TAP Scheme

- Retirement Benefit

Type	Payment criteria	Payment amount
Age 55 Years Old	Members who have reached the age of 55 years old	May withdraw 100% of their savings.

- Survivors' Benefit

Type	Payment criteria	Payment amount
Next of Kin	A complainant who informs TAP of the deceased member. The complainant can be any direct family members.	Beneficiary may withdraw 100% of the deceased's TAP savings

- Emigration

Type	Payment criteria	Payment amount
Emigration	Members who intends to permanently migrate to another country.	Member may withdraw 100% of their savings.

- Disability Benefit

Type	Payment criteria	Payment amount
Incapacitation	Member of Employee Trust Scheme; Member has not reached the age of 55; Member is physically or mentally incapacitated from engaging in any further employment Member is found to be of unsound mind or is otherwise incapable of performing the duties at any time before attaining the age of 55 years.	This withdrawal allows members to withdraw TAP savings when certified physically or mentally incapacitated from engaging in any further employment by the Medical Board and fulfills all eligibility requirements.

- Other Benefit

Type	Payment criteria	Payment amount
Age 50 Years Old	Members who have reached the age of 50 years old	May withdraw not more than 25% of the amount of their savings.
Housing	10 years of TAP membership with at least 5 years (60 months) of active contributions or has a minimum TAP savings of B\$40,000.	This withdrawal is only for the purpose of buying or building a home or repayment of home loans to banks or Government Housing. This withdrawal is only applicable to applicant's own savings for applicant's own home.

② SCP Scheme

- Retirement Benefit

Type	Payment criteria	Payment amount
Age 60 Years Old	Members who have reached the age of 60 years old	Withdrawal allows member to receive SCP savings as a monthly payout upon reaching the age of 60 to support retirement.

- Survivors' Benefit

Type	Payment criteria	Payment amount
Next of Kin	A complainant who informs TAP of the deceased member. The complainant can be any direct family members.	Beneficiary may withdraw 100% of the deceased's SCP savings

- Emigration

Type	Payment criteria	Payment amount
Emigration	Members who intends to permanently migrate to another country.	Member may withdraw 100% of their savings.

③ Additional Benefits for SCP Scheme

Top-Up Benefit
for Members with income
B\$500.00 and below

For any Members with an income of less than B\$500.00 and contribution lesser than B\$17.50.

Guaranteed Minimum Monthly Income of \$150 Benefit

For Members who have reached 60 years old will receive a minimum guaranteed monthly income(annuity) of B\$150.00 for a period of 20 years.

Eligibility:

- 60 years old
- Made 7% contribution for 420 months

Note : If a Member's retirement savings does not achieve a minimum payment of B\$150.00 per month (for 20 years). His Majesty's Government will add to the amount to ensure monthly retirement income is a minimum of B\$150.00

Survivorship Protection Benefit

This is a monthly payment of B\$400.00 (for 15 years from the date of Member's death) to the Member's heir(widow or/and children) if the Member deceased before the age of 60 years old.

Eligibility:

Member who have made a consistent contribution until the month before month of when a Member is deceased.

Not Eligible:

- A widow who has passed away or remarried.
- A child or children who have passed away or are married (even though they have not reached the age of 21 years old),
- The deceased Member's children who have reached 21 years old before the end of 15years term of receiving the benefit.

The balance from this fund benefit will be distributed to Member's entitled heir according to Islamic Law (Hukum Syara').

For non-muslim Member, distribution of the fund benefit will be according to the will or intestate succession.

Descendants/Derivatives

When a Member passed away, the balance in the SCP account will be paid in a lump sum to the entitled heir appointed by the Probate Office.

The establishment of the Employee Trust Fund (TAP) is in line with His Majesty the Sultan and Yang Di-Pertuan Negara Brunei Darussalam's royal speech which was aimed to accommodate the needs during the old days for the citizens and permanent residents of Brunei Darussalam through a mandatory saving when they have retired.

In this scheme, members are required to save a small amount of their salary and their employer will also add up an equal amount to this saving through a contribution rate set by the TAP Law.

ETF Vision
To Provide the Best National Savings and Social Scheme in Negara Brunei Darussalam

ETF Mission
Assisting Members to Save and Optimize their Retirement Funds

Major Statistics ('18~'20)

A

Number of Employee Trust Fund Active Members

(Unit: members)

Year	Public Sector	Private Sector	Total
2018	44,546	64,794	109,340
2019	44,798	67,599	112,397
2020	44,321	70,467	114,788

B

Withdrawal Types of Benefits

① TAP Scheme

(Unit: members)

Year	Total	Age 55 lumpsum	Next of kin	Emigration	Incapacitation	Age 50	Housing
2018	7,777	4,190	507	8	35	2,453	584
2019	5,832	2,396	330	5	25	2,464	612
2020	5,554	2,156	256	1	35	2,583	523

② SCP Scheme

(Unit: members)

Year	Total	Age 60	Next of kin	Survivorship	Emigration
2018	2,749	1,851	510	380	8
2019	2,110	1,610	353	141	6
2020	2,786	1,911	605	266	4

C

Fund Investment Returns

Financial Year	Fund Investment Returns
	Rate of Return (%)
2018-2019	2.20
2019-2020	2.20
2020-2021	2.50

E

Overview of Employee Trust Fund



Kingdom Of Cambodia

A country located in the southern portion of the Indochinese Peninsula in Mainland Southeast Asia

The kingdom is an elective constitutional monarchy with a monarch chosen by the Royal Council of the Throne as head of state

· Area:	181,035 km ²
· Population:	16.7 million people(As of 2020)
· Capital:	Phnom Penh
· Ethnicity:	Khmer 95.6%, Cham 2.4%, Chinese 1.5%, Vietnamese 0.2%, Others 0.3%
· Language:	Khmer
· Chief of State:	King Norodom SIHAMONI (Since Oct. 2004)
· Head of Government:	Prime Minister HUN SEN (Since Jan. 1985)
· Religion:	Buddhist (97.1%), Muslim (2%), Christian (0.3%), other (0.6%)
· Independence:	9 November 1953 from France
· Climate:	Tropical climate
· Currency:	Cambodian Riel(KHR), US\$1=4,098 Riels(Nov. 2021)
· GDP per capita:	\$1,512(World Bank, 2020)
· Trade:	Export \$17.21 billion, Import \$18.59 billion(2020)

Civil Service Pension System in Cambodia

A

Social Security System

Institution	Benefits	Coverage Eligibility
National Social Security Fund for Civil Servants (NSSF-C)	Retirement Pension Invalidity Pension Work Injury Maternity Death Dependents	Civil Servants
National Fund for Veterans (NFV)	Retirement Pension Invalid Pension Disability pension First married Work Injury Maternity Death Dependents	Polices and Militaries Personnel
National Social Security Fund (NSSF)	Work Injury Health Insurance Pension	employee and worker in private sector

B

Civil Service Pension System

- History

1955	Enactment of the law on pensions for civil servants
1975	The pension system was demolished by the Pol Pot regime
1982	Establishment social insurance for state governors and workers
1985	Reestablishment pensions for state governors and workers
1994	Enactment of the law on common statute of civil servants of the Kingdom of Cambodia
1997	New adoption of the sub-decree on civil servants' pensions
2002	Amendment to the sub-decree on civil servants' pensions
2008	Establishment of the National Social Security Fund for Civil Servants (NSSF-C)
2016	The government introduced the National Social Protection Policy Framework for 2016-2025

C

Benefit Resources

- Coverage Eligibility

- The Civil servants under the Kingdom of Cambodia's Law on Common Statute of Civil Servants.
- ※ The polices, military personnel, contractual workers and those who take office by election are excluded.

- Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)

Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
215,087	56,895	26.45%

- Administration

- Ministry of Social Affairs, Veterans and Youth rehabilitation: Technical supervision of the pension system
- Ministry of Economy and Finance: Financial supervision of the pension system
- National Social Security Fund for Civil Servants: Execution of the pension system

- Age Requirements

- Retirement Age : 60 years of age
- Age Requirements for Pension Eligibility

(Unit : age)

Year	'22~'23	'24~'26	'27~'29	'30~'32	'33~
Payment Beginning Age	61	62	63	64	65

- Pension Indexation

- Civil servants' Basic Salary Index
- The basic salary is approximately 60% of the total salary

- Financing Method:

- Currently, no contributions are paid. NSSF-C is a pure PAYG scheme. Payment of benefits comes from the Treasury.
- Expenditures are financed from the general budget of the Cambodian Government.

- Calculation of the Period in Service:

- The period of service begins when a civil servant receives an enlisted confirmation letter and continues till, they retire or become invalid.

- The Maximum Length of Service:

- No limit on the length of service, but cannot work over 60 years of age.

D

Pension Benefits

- Determination of Pension Benefits : Defined Benefits plan(DB)

- Types of Pension Benefits

① Retirement Benefits

Normal Retirement Age (NRA)	60 years old for civil servants Anytime with 30 years of service
Retirement Pension	Eligibility condition: 20 years of service Accrual rate of pension: - 3% per year for the first 20 years for a minimum of 60%. - 2% per year for the following 10 years for a maximum of 80%. Monthly pension for men and women: Maximum between - Total accrual rate x last final monthly basic salary - Minimum pension: Minimum monthly basic salary of their body, grade and steps
Retirement Allowance	Civil servant who retires automatically receive an initial lump sum allowance. Amount of allowance: 8 months of last final monthly basic salary.
Retirement – not eligible	Lump sum of 8 months of the final basic salary

② Invalidation Benefits

Invalidity pension	There are two types of civil servants who become invalid for which benefits may be paid: 1. Invalidity due to an accident at work Eligibility condition: - There is no condition about a specific number of years of service needed. This is work related. Accrual rate of pension: - 4% per year for the first 20 years for a minimum of 80%. - 1.5% per year for the following 10 years for a maximum of 95%. Monthly pension for men and women: Maximum between - Total accrual rate x last final monthly basic salary - Minimum pension: 90% x (Minimum monthly basic salary of their body, grade and steps).
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Invalidity pension

2. Invalidity due to illness
Eligibility condition: 20 years of service.
Accrual rate of pension:
- 2.5% per year for the first 20 years for a minimum of 50%.
- 1.5% per year for the following 10 years for a maximum of 65%.
Monthly pension for men and women:
Maximum between
- Total accrual rate x last final monthly basic salary
- Minimum pension: 90% x (Minimum monthly basic salary of their body, grade and steps).

Invalidity allowance

Civil servant who becomes invalid automatically receive an initial lump sum allowance.

Amount of allowance:
1. Disability due to an accident at work
- 8 months of last final monthly basic salary.

2. Disability due to illness
- 6 months of last final monthly basic salary.

Invalidity – not eligible

No benefits are paid to civil servants who get disabled due to illness before meeting the eligibility conditions.

③ Death Benefits

Death Pension	There are three kinds of pension for the survivors: - Death benefits due to illness for participant - Death benefits due to accident or mission for participant - Death benefits for pensioners 1. Death benefits due to illness for participant Eligibility condition: No eligibility conditions Accrual rate of pension: - No accrual rate of pension for the death benefits. Monthly pension: - Monthly payment of 10,000 riels for orphans under 21. Nothing for widow or widower.
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Death Pension	<p>2. Death benefits due to accident or mission for participant</p> <p>Eligibility condition: No eligibility conditions</p> <p>Accrual rate of pension:</p> <p>- No accrual rate of pension for the death benefits.</p> <p>Monthly pension:</p> <p>For death benefits for pensioners</p> <p>- Monthly payment of 10,000 riels for orphans under 21.</p> <p>- Nothing for widow or widower.</p> <p>3. Death benefits for pensioners</p> <p>Eligibility condition: already pensioners</p> <p>Accrual rate of pension:</p> <p>- No accrual rate of pension for the death benefits.</p> <p>Monthly pension:</p> <p>For death benefits for pensioners</p> <p>- Monthly payment of 10,000 riels for orphans under 21.</p> <p>- Monthly payment of 15,000 riels for widow or widower.</p>
Cash allowance	<p>A civil servant who died automatically receives an initial lump sum allowance.</p> <p>Amount of cash allowance</p> <p>Death benefits due to illness for participant</p> <p>- 6 months of last final monthly basic salary.</p> <p>Death benefits due to accident or mission for participant</p> <p>- 8 months of last final monthly basic salary.</p> <p>Death benefits for pensioners</p> <p>- 12 months of last final monthly pension.</p>
Funeral allowance	<p>A civil servant who died automatically receives money to organize funeral</p> <p>Amount of funeral allowance:</p> <p>Death benefits due to illness for participant</p> <p>: 2 000 000 riels.</p> <p>Death benefits due to accident or mission for participant</p> <p>: 4 000 000 riels.</p> <p>Death benefits for pensioners</p> <p>: No cash allowance is paid.</p>

E

Management of the Pension Fund

- Overview of the National Social Security Fund for Civil Servants**
- The NSSF-C is covering the civil servants and has been established in 2008. Retirement, invalidity, survivors, death, and work injury benefits are provided by the NSSF-C.
 - The NSSF-C has been established to centralize the administration and the disbursement of benefits and to establish a contributory and financially sustainable social security scheme.
- History of the National Social Security Fund for Civil Servants**
- Prior to 2008, it was the Law on common Statute of Civil Servants of the Kingdom of Cambodia which defined the benefits and eligibility requirement.
 - The pension is operated by the Retirement Pension Department of the Ministry of Social Affairs, Veterans, and Youth Rehabilitation.
- Ways on Social Security System Reform**
- In 2016, the government introduced the National Social Protection Policy Framework 2016-2025.
 - The policy framework plays a crucial role in increasing the accessibility of social security and social assistance services for citizens in the public sector, the private sector, and the informal sector.
 - The policy framework aligns, concentrates and improves the existing social protection programs/schemes and enhances the efficiency, equity, transparency and consistency of the social protection system as a whole.

Major Statistics

('18~'20)

A

Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners			Dependency Rate (B/A)
		Total (B)	Retirement Pension	Invalidity Pension	
2018	211,593	56,353	54,028	2,325	27%
2019	214,319	55,965	53,980	1,985	26%
2020	215,087	56,895	55,071	1,824	26%

※ Dependency Rate(%) = Number of Pensioners(except of survivors' pensioners) ÷ Number of Civil Servants×100

B

Number of Retirees and Retirement Rate

(Unit: persons)

Year	Civil Servants (A)	Retirees (B)	Retirement Rate (B/A)
2018	211,593	54,028	25.5%
2019	214,319	53,980	25.1%
2020	215,087	55,071	25.6%

C

Number of Invalid and Invalidity Rate

(Unit: persons)

Year	Civil Servants (A)	Invalid (B)	Invalidity Rate (B/A)
2018	211,593	2,325	1.09%
2019	214,319	1,985	0.92%
2020	215,087	1,824	0.84%

D

Number of Survivors and Survivors Rate

(Unit: persons)

Year	Civil Servants (A)	Survivors (B)	Survivors Rate (B/A)
2018	211,593	7,387	3%
2019	214,319	10,019	5%
2020	215,087	10,834	5%

E

Pension Expenditure

(Unit: million dollars, 1\$=4,100KHR)

Year	Pension Expenditure
2018	85.65
2019	100.27
2020	112.92

F

Pension Payment by Types of Benefits

(Unit: million dollars, 1\$=4,100KHR)

Year	Total	Retirement Benefits	Invalidity Benefits	Survivors Benefits	Death Benefit for Pensioners
2018	85.65	79.82	3.29	0.37	2.17
2019	100.27	93.84	3.31	0.43	2.69
2020	112.92	106.24	3.47	0.47	2.74



Republic Of Indonesia

A country in Southeast Asia and Oceania
between the Indian and Pacific oceans

Indonesia is a presidential, constitutional
republic with an elected legislature

- **Area:** 1,904,569 km²
- **Population:** 276 million people (2020)
- **Capital:** Jakarta
- **Ethnicity:** Javanese (45%), Sundanese (13.6%), Others (41.4%)
- **Language:** Bahasa Indonesia
- **President :** Joko Widodo (Since Oct. 2014)
- **Religion:** Muslim (86.7%), Christian (7.6%), Others (5.7%)
- **Independence:** 17 August 1945 (from Netherlands)
- **Climate:** Tropical climate
- **Currency:** Indonesian Rupiah (IDR), US\$1=14,234rupiah(Nov. 2021)
- **GDP per capita:** \$3,869 (World Bank, 2020)
- **Trade:** Export \$163,3 billion (2020)
Import \$141,6 billion (2020)

Civil Service Pension System in Indonesia

A

Social Security System

Institution	Benefits	Coverage Eligibility
PT TASPEN (Persero)	Old Age Savings Program (THT) Pension Work Accident Security Program (JKK) Death Security Program (JKM)	Civil Servants Government Officials with Work Agreement (PPPK) State Officials Chairman/member of the Regional House of Representatives (DPRD)
PT ASABRI (Persero)	Old Age Savings Program (THT) Pension Work Accident Security Program (JKK) Death Security Program (JKM) Housing Loan Insurance Policy Loan	National Police; National Armed Forces; Civil Servants of Ministry of Defense.
Employees Social Security System (BPJS Ketenagakerjaan)	Old Age Guarantee (JHT) Pension Guarantee (Jaminan Pensiun) Work Accident Security Program (JKK) Death Security Program (JKM)	employee and worker in private sector

B

Civil Service Pension System

- History

- 1960** Civil Servants Welfare Conference
- 1963** Establishment of PN TASPEN (state company)
- 1970** Transformation of PN TASPEN into a public company
- 1981** Status elevation from public company into a limited liability company
- 1982** Notarial deed ratification under the name of PT TASPEN (Persero)
- 1987** Assignment of pension payments in the areas of Bali, West Nusa Tenggara, and East Nusa Tenggara
- 1988** Assignment of pension payment in Sumatera region
- 1989** Assignment of pension payments in Java and Madura regions
- 1990** Assignment of pension payments for the regions of Kalimantan, Sulawesi, Maluku, Irian Jaya, and Timor Timur
- 2015** Additional program of Work Accident Security and Death Security

- Coverage Eligibility

- Civil servants, State Officials, Judges, Veteran Insurance and Honorary Funds Recipients

- Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)

Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
3,946,122	2,818,199	71.42%

- Age Requirements

- 58 years of age for regular civil servants
- 60 years of age for teachers
- 65 years of age for state officials and civil servants with higher status

- Pension Indexation

- Maximum 75% and minimum 40% of their latest salary as civil servants

- Financing Method

- The source of funds for pension payments comes from the state budget with pay as you go system.
- In its development, civil servants pension payments apart from the state budget also come from the pension program sharing based on the Minister of Finance Decree, but currently has returned to 100% of the state budget.
- Contribution Rate

- Calculation of the Period in Service

- The period of service begins when a civil servant receives an enlisted confirmation letter and continues till, they retire or become invalid.

- The Maximum Length of Service

- No limit on the length of service, but there is a limit of 58 years of age for regular civil servants, 60 years of age for teachers, and 65 years of age for state officials and other higher rank/status officials.

C

Benefit Resources

D

Pension Benefits

- Determination of Pension Benefits : Defined Benefits plan(DB)

- Rights of Pension Beneficiaries

- Individual pension
- Widow/Widower pension
- Orphans pension
- Parents pension
- Continual pension
- Bereavement Payment (UDW)
- Reimbursement of pension contributions, for the participants who are dismissed without pension rights, either respectfully or disrespectfully.

- Pension Benefits Formula

① Civil Servants

Description	Formula	Information
Retired	$2,5\% \times \text{Working Period} \times \text{Latest Basic Salary}$	Max 75% and Min 40% of the latest basic salary
Retired/resign without pension rights	$F1 \times P1$	For civil servants who are dismissed without pension rights prior to January 01, 2010
	$F2 \times P2$	For civil servants who joined as participants on/after Januari 01, 2001, and dismissed without pension rights
	$\{ F1 \times P1 \} + \{ F2 \times (P2 - P1) \}$	For civil servants who joined as participants prior to January 01, 2001 and dismissed without pension rights after Januari 01, 2001.

CIVIL SERVANTS

Individual Pension	$(2,5\% \times \text{working period (in years)} \times \text{latest basic salary}) + \text{allowance}$
	$(\text{minimum } 40\% \times \text{latest basic salary}) + \text{allowances}$
	$(\text{maximum } 75\% \times \text{latest basic salary}) + \text{allowances}$
Widow/widower	$(36\% \times \text{latest basic salary}) + \text{allowances}$
Orphan	$(36\% \times \text{latest basic salary}) + \text{allowances}$
Parent	20% X Widow Pension of Vanquished Participant
Widow/Widower of Vanquished Participant	$(72\% \times \text{latest basic salary}) + \text{allowances}$
Bereavement Payment	3 X latest income

② State Officials

STATE OFFICIALS		
President and Vice President	Individual	100% X latest basic salary
	Widow/Widower	50% X latest basic salary
	Orphans	50% X latest basic salary
	Parents	None
Other than President	Individual	1 % X working period (in months) X latest basic salary
		Minimum 6% X latest basic salary
		Maximum 75% X latest basic salary
	Widow/Widower	50% X latest basic salary
	Orphans	50% X latest basic salary
	Parents	None

Description:

P1: Latest salary one month prior to resigning as Civil Servants, pursuant to the Government Regulation Number 6 of 1997 concerning the Regulation on Basic Salary for Civil Servants, which consists of Basic Salary, Spouse Allowance, and Children Allowance.

P2: Latest salary one month prior to resigning as PNS that becomes the basis for contributions deduction, comprising of basic salary, spouse allowance, and children allowance.

F1: Factors associated with the contributions period from being a participant to being dismissed as a participant, which is calculated in the unit of the year.

F2: Factors associated with the contributions period from or after January 1, 2001, until dismissed as a participant, which is calculated in the unit of the year.

E

Management of the Pension Fund

The pension program provides income to the pension recipients every month like the Old Age security and appreciation for the dedication of Civil Servants for years working in the Government services. The pension payment implementation is carried out based on Law Number 11 of 1969 concerning Employee Pension and Employee Widow/ Widower Pension. In accordance with the law, the source of funds for pension payments comes from the State Budget (APBN) (pay as you go). In its development, civil service pension payments apart from the state budget also come from the Civil Servants Pension Program sharing based on the Minister of Finance Decree, currently, it has returned to 100% of the state budget.

The Composition of sharing is as follows :

PERIOD	PENSION PAYMENT SHARING	
	State Budget	Pension Funds
Until 1993	100%	0%
January 1994 – March 1994	0%	100%
April 1994 – March 1997	77.50%	22.50%
April 1997 – December 1998	77%	23%
January 1999 – December 2002	75%	25%
January 2003 – December 2005	79%	21%
January 2006 – December 2006	82.50%	17.50%
January 2007 – December 2007	85.50%	14.50%
January 2008 – December 2008	91%	9%
January 2009 – Today	100%	0%

According to the Presidential Decree No. 8 of 1977 concerning the Distribution, Use, Deduction Method, Payment and Amount of Contribution Collected from Civil Servants, State Officials and Pension Recipients, pension contributions of Civil Servants and State Officials are deducted. Initially, the deduction was imposed on several Government Banks determined by the Minister of Finance. Due to the stipulation of Government Regulation Number 25 of 1981 which has been amended by Government Regulation Number 20 of 2013, as the follow-up, the Civil Servants Pension Fund is transferred to PT TASPEN (Persero) under the Minister of Finance letter Number: S-244 / MK.011 / 1985 February 21, 1985. Its administration and reporting are carried out based on the Minister of Finance Regulation No. 243/PMK.02/2016 on Reporting of the Management of Accumulated Pension Contribution of Civil Servants and State Officials.

Major Statistics ('18~'20)

A

Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners (B)	Dependency Rate (B/A)
2018	4,098,523	2,636,164	64.3%
2019	4,122,752	2,699,529	65.5%
2020	3,946,122	2,818,119	71.4%

B

Number of Pensioners

(Unit: persons)

No	Pensioners	Year		
		2018	2019	2020
1	Central Civil Servants	874,466	861,585	861,041
2	Regional Civil Servants	1,452,570	1,545,765	1,678,396
3	State Officials	5,876	5,734	6,007
4	Judges	3,254	3,344	3,520
5	PKRI/KNIP	603	534	494
6	Veteran	127,147	123,925	119,724
7	National Armed Forces (before April 1989)	141,897	129,325	120,117
8	Ex-Pegadaian	736	659	621
9	PT KAI ex Dephub	26,261	26,165	26,081
10	Veteran's honor fund	3,354	2,493	2,118

C

Pension Expenditure

(Unit: IDR - Billion)

Year	Pension Expenditure
2018	90,110
2019	100,898
2020	105,753



Republic Of Korea

A country in East Asia, constituting the southern part of the Korean Peninsula

The Korean government established on 15 August 1948 is a democratic and presidential system

- **Area :** 100,210km²
- **Population :** 51.67 million people (As of June 2021)
- **Capital :** Seoul
- **Ethnicity :** Highly Homogeneous(Korean)
- **Language :** Korean(Hangeul)
- **President :** Moon Jae-In(May. 2017 ~)
- **Religion :** Christianity(17%), Korean Buddhism(16%), Catholicism(6%), No religion or others(61%)
- **Independence :** 15 August 1945 from Japan
- **Climate :** Humid continental climate (Four distinct seasons)
- **Currency:** Korean Republic Won(KRW), US\$1=1,150won(Sep. 2021)
- **GDP per person:** \$31,489(The World Bank, 2020)
- **Trade :** Export \$512,498 million, Import \$467,633 million(2020)

Civil Service Pension System in Korea

A

Social Security System

3rd tier	Individual Insurance (Optional)					
2nd tier	Retirement Allowance			Government Employees Pension System		Private School Teachers Pension System
1st tier	National Pension System					
Basic Security (0 tier)	Basic Pension (65 years old or more)					
Basic Amount of Income						
National Basic Livelihood Security System						
Coverage Eligibility	Private Sector Workers	Self-employed	Economically Inactive Population	Public Sector: Public Officials, Soldiers, Teachers, Prosecutors etc		

B

History

1960	Enactment of the Public Officials Pension Act
1962	Enforcement of the Military Personnel Pension Act
1982	Establishment of the Government Employees Pension Service (GEPS)
1988	Enforcement of the National Pension Act
1996	Introduction of the Public Officials Pension Payment Beginning Age
2001	Introduction of the Government Compensatory System for the Pension Deficits of the Pension Expenditures
2018	Separation of the Public Officials' Accident Compensation Act from the Public Officials Pension Act

Coverage Eligibility

- The civil servants under the State Public Officials Act, the Local Public Officials Act or other Persons prescribed by Presidential Decree
- ※ The civil servants working for a central or local government agency, military personnel and those who take office by velection are excluded

C

Benefit Resources

Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)

Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
1,221,322	563,409	46.13%

Administration

- Ministry of Personnel Management : Supervision of the pension system
- Government Employees Pension Service : Execution of the pension system
- Government Agencies : Performance of the pension-related duties for government employees

Age Requirements

- Retirement Age : 60 years of age
- Age Requirements for Pension Eligibility

(Unit : age)

Year	'22~'23	'24~'26	'27~'29	'30~'32	'33~
Payment Beginning Age	61	62	63	64	65

Pension Indexation : Consumer Price Index(CPI)

Financing Method: Pay-As-You-Go System, Contributory System

- Annually deducts contributions to cover the retirement benefits for retirees at each point in time.
- The government and government employees each make a payment at the same contribution rate, and the government compensates for any pension deficits that occur.
- Contribution Rate

(as of the end of 2020)

Government Employees Contribution Rate	Government Contribution Rate	Government Compensation Rate
9% of Standard Monthly Income	9% of Remuneration Budget	3.3%

Calculation of the Period in Service

- Length of service is comprised of "Basic period in service + Additional periods in service such as combined. retroactive. enlistment periods, etc..".

The Maximum Length of Service : 36 years

D

Pension Benefits

- Determination of Pension Benefits : Defined Benefits plan(DB)
- Types of Pension Benefits

Retirement Death	Retirement benefits	Retirement pension, Lump-sum payment, Deducted Lump-sum payment, Lump-sum refund
	Survivors' benefits	Survivors' pension, Survivors' pension supplement, Special survivors' pension supplement, Lump-sum survivors' payment, Lump-sum survivors' refund
	Retirement allowance	
Accident Compensation	Disability benefits	

① Retirement benefits

Type		Payment criteria	Payment amount
Retirement benefits	Retirement pension	A civil servant who retires after serving for at least 10 years * Paid until his/her death	Amount for service period until 2009 (a) + Amount for service period from 2010~2015 (b) + Amount for service period from 2016 (c) a : (Average monthly salary× 500/1,000)+(Average monthly salary × Service period exceeding 20 years × 20/1,000) * Pre-amendment period of 20 years or less = Average monthly salary × Service period × 25/1,000 b : Average taxable monthly salary × Service period × 19/1,000 c : (Income redistribution component) Average taxable monthly salary×Redistribution application ratio×Service period×1.0% (Earnings-related component) Average taxable monthly salary × Service period × (0.878% ~ 0.7%)
	Lump-sum payment	A civil servant who retires after working for more than 10 years and wants to receive a lump-sum payment in place of the pension	Amount for service period until 2009 (a)+Amount for service period from 2010 (b) a. (Monthly salary × Service period × 150/100)+(Monthly salary × Service period × Service period exceeding 5 years × 1/100) b. (Taxable monthly salary × Service period × 975/1,000)+(Taxable monthly salary × Service period × Service period exceeding 5 years × 65/ 10,000)
	Deducted Lump-sum payment	A civil servant who retires after working for more than 10 years and wants to receive the pension for a part of the period exceeding 10 years in lump sum	Amount for service period until 2009 (a)+Amount for service period from 2010 (b) a. (Monthly salary × Post-deduction service period × 150/100)+(Monthly salary × Post-deduction service period × Post-deduction service period × 1/100) b. (taxable monthly salary × Post-deduction service period × 975/1,000) +(taxable monthly salary × Post-deduction service period × Post-deduction service period × 65/10,000)

Retirement benefits	Lump-sum refund	A civil servant who retires after working for less than 10 years	Amount for service period until 2009 (a)+Amount for service period from 2010 (b) • Service period of less than 5 years: a. Monthly salary × Service period × 1.2 b. taxable monthly salary × Service period × 0.975(0.78 until 2015) • Service period of 5~10: Same as the Lump-sum payment
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② Survivors' Benefits

Type		Payment criteria	Payment amount
Survivors' benefits	Survivors pension	A civil servant entitled to a retirement pension, an early retirement pension, or disability pension dies	60/10 of the retirement pension or disability pension * 70/100 in case a reason for commencing the payment of a survivors' pension occurs before Dec. 31, 2015
	Survivors pension supplement	A civil servant whose service period has been 10 years or longer dies while still in service	1/4 of the Lump-sum payment
	Special survivors pension supplement	A retirement pension recipient who dies within 3 years after retirement	The amount of Lump-sum payment × 1/4 × (36 – Number of months with retirement pension entitlement)/36
	Lump-sum survivors payment	A civil servant whose service period has been 10 years or longer dies while still in service, and a lump-sum payment is desired instead of a survivors' pension	Same as the amount of Lump-sum payment
	Lump-sum survivors refund	A civil servant whose service period has been less than 10 years dies	Same as the amount of Lump-sum refund

※ “Survivors (surviving family)” eligible for survivors’ pension

- Any individuals falling under any of the following, who was a dependent of the incumbent or former civil servant at the time of his or her death
 - A. Spouse (limited to a person who was in a marital relationship with the deceased during his/her service period; the scope also includes “marriage in fact”)
 - B. Children (excludes children born or adopted after the retirement date)
 - C. Parents (excluded if the deceased was adopted after the retirement date)
 - D. Grandchildren (excludes grandchildren born or adopted after the retirement date)
 - E. Grandparents (excluded if the deceased was adopted after the retirement date)

③ Retirement Allowance

Type	Payment criteria	Payment amount		
Retirement allowance	A civil servant whose service period has been 1 year or longer retires or dies	Amount for service period until 2009 (a)+Amount for service period from 2010 (b) a. (Monthly salary × Total service period × Payment rate*) × (Pre-amendment service period/Total service period) b. (Taxable monthly salary × Total service period × Payment rate**) × (Post-amendment service period/Total service period)		
		Payment rate		
		Service period	Payment rate*	Payment rate**
		1~5 years	10/100	650/10,000
		5~10 years	35/100	2,275/10,000
		10~15 years	45/100	2,925/10,000
		15~20 years	50/100	3,250/10,000
20 years or more	60/100	3,900/10,000		

④ Disability Pension (Injury or disease not acquired on duty)

Type	Payment criteria	Payment amount								
Disability pension	A civil servant retires in a disabled state as a result of injury or disease not acquired on duty, or enters disabled state as a result of the said injury or disease	2,600~1,950/10,000 of the taxable monthly salary according to the degree of disability (Grade 1 to 7)								
		<table><tr><th>Grade</th><th>Payment rate</th></tr><tr><td>Grade 1~2</td><td>26% of the taxable monthly salary</td></tr><tr><td>Grade 3~4</td><td>22.75% of the taxable monthly salary</td></tr><tr><td>Grade 5~7</td><td>19.5% of taxable monthly salary</td></tr></table>	Grade	Payment rate	Grade 1~2	26% of the taxable monthly salary	Grade 3~4	22.75% of the taxable monthly salary	Grade 5~7	19.5% of taxable monthly salary
		Grade	Payment rate							
		Grade 1~2	26% of the taxable monthly salary							
Grade 3~4	22.75% of the taxable monthly salary									
Grade 5~7	19.5% of taxable monthly salary									
* Lump-sum payment (2.25 times the taxable monthly salary) for Disability Grade 8 or lower										

E

Management of the Pension Fund

- Overview of the Government Employees Pension Fund

- Article 69-2 of the 「Government Employees Pension Act」 prescribes that “the central and local governments shall, for the financial stability of the Government Employees pension, accumulate legal reserves in the pension fund within budgetary limits.”
- The objective of the Government Employees Pension Fund is to carry out the role as a liability reserve for paying benefits to the government employees by growing the fund and maintaining adequate liquidity.
※ The term, “liability reserve,” means the present value of the pension benefits to be paid to the pension plan participants in the future.

- History of the Government Employees Pension Fund

- Prior to the introduction of the government compensatory system, the pension fund had been at its highest in 1997 when it amounted to KRW 6.2 trillion, after which deficits have occurred and the fund dwindled to KRW 1,775.2 billion by the end of 2000.
- The depletion of the fund was prevented with the introduction of the government compensatory system in 2001, but due to the small scale of the fund, it could only function as a reserve for payment of benefits in preparation for a one-time excessive expenditure.
- Even if the pension fund was not used as a funding source for the pension benefits and was left to grow on its own, the rate at which the pensions grow would exceed the rate of growth for the fund, meaning that the fund would fall short of the expenditure at a greater level.
- At present, the expenditure resulting from benefit payments far exceed the revenue from the contributions, and thus there is no surplus from the settlement of accounts. Also, accumulating an additional reserve by the central and local governments is a discretionary matter that is determined within budgetary limits, and thus an additional reserve has not been created. For this reason, the operating margins of the fund are the sole funding source for the fund.

Major Statistics ('18~'20)

A

Number of Civil Servants in Service

(Unit: persons)

Year	Civil Servants				Amount of Increase (B)	Rate of Increase (B/A)
	Total (A)	Less than 10 years	10 years or less than 20 years	20 years or more		
2018	1,160,586	374,778	331,983	453,825	40,128	3.5%
2019	1,195,051	413,645	335,730	445,676	34,465	2.9%
2020	1,221,322	446,203	331,676	443,443	26,271	2.2%

B

Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners				Dependency Rate (B/A)
		Total (B)	Retirement Pension	Splitting Pension	Survivors' Pension	
2018	1,160,586	502,866	442,241	359	60,266	43.3%
2019	1,195,051	532,409	467,143	581	64,685	44.5%
2020	1,221,322	564,235	494,417	826	68,992	46.1%

※ Dependency Rate(%) = Number of Pensioners(except of Disability and Disability Survivors' Pensioners) ÷ Number of Government Employees × 100

C

Number of Retirees and Retirement Rate

(Unit: persons)

Year	Civil Servants (A)	Retirees			Retirement Rate (B/A)
		Total (B)	Less than 20 years	20 years or more	
2018	1,160,586	37,710	8,963	28,747	3.3%
2019	1,195,051	39,781	9,770	30,011	3.3%
2020	1,221,322	47,319	13,469	33,850	3.9%

D

Pension Revenue and Expenditure

(Unit: million dollars, 1\$=1,000KRW)

Year	Pension Revenue	Pension Expenditure
2018	15,737	15,737
2019	16,910	16,910
2020	18,157	18,157

E

Pension Payment by Types of Benefits

(Unit: million dollars, 1\$=1,000KRW)

Year	Total	Retirement Benefits	Survivors' Benefits	Retirement Allowance	Disability Benefits	Condolence Payment
2018	15,843	12,558	1,060	2,071	106	48
2019	17,027	13,398	1,126	2,335	120	48
2020	18,282	14,350	1,191	2,566	126	49

F

Total Amount of the Pension Fund

(Unit: million dollars, 1\$=1,000KRW)

Year	Total	Public Fund Deposit	Housing and Resort Facilities	Marketable Securities	Cash Reserves etc
2018	10,838	10	3,002	7,783	43
2019	12,043	10	3,598	8,210	225
2020	13,309	10	4,061	7,857	1,381

G

Fund Investment Returns

(Unit: million dollars, 1\$=1,000KRW)

Year	Total	Fund Investment Returns	
		Amount	Rate of Return(%)
2018	10,838	△ 113	△ 1.0
2019	12,043	1,205	11.1
2020	13,309	1,266	10.5



Lao People's Democratic Republic

Lao PDR is a landlocked country in
Southeast Asia

At the heart of the Indochinese Peninsula,
Laos is bordered by Myanmar, China,
Vietnam, Cambodia and Thailand

- **Area** : 236,800km²
- **Population** : 7.1 million people (2019)
- **Capital** : Vientiane
- **Ethnicity** : Lao-Tai(62.4%), Mon-Khmer(23.7%),
Others(13.9%)
- **Language** : Lao (Laotian)
- **President** : Thongloun Sisoulith(Since Mar. 2021)
- **Religion** : Buddhism(66%), Folk religions(30.7%),
Christianity(1.5%), Others(1.6%)
- **Independence** : 2 December 1975
- **Climate** : Tropical climate
- **Currency**: Lao kip, US\$1=1,0398 kip(Nov. 2021)
- **GDP per capita**: \$2,630(World Bank, 2020)
- **Trade** : Export \$58.1 billion,
Import \$71.1 billion(WITS,2019)

Civil Service Pension System in Lao PDR

A

Social Security System

- Social Security System in Lao PDR is to guarantee that insured person and family members receive benefits from social security fund in order to ensure basic livelihoods when it comes to health care, employment injury, occupational diseases, maternity, sickness, invalidity, pension, death, survivor's benefit and unemployment as prescribed on each qualifying condition.

- The Social Security System in Laos has 2 parts

- 1. Social Security Benefits for public sector
- 2. Social Security Benefits for Enterprise sector and Voluntary Insured persons.

B

Civil Service Pension System

- History

1986	Government issues the regulations of subsidies for disabled soldiers and families of victims for the nation and provisions on the social security system for employees, warriors and workers;
1993	Decree of the Prime Minister of Social Security system for civil servant
2013	Law on Social Security;
2018	Law on Social Security (Amended Version).

- Coverage Eligibility

- The civil servants under the state public officials act, soldiers and police.

- Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)		
Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
180,609	47,103	26.08%

- Administration

- Ministry of Labor and Social welfare: Overall guidance in the Implementation of social security
- Lao Social Security Organization: Implement and manage the payment of public pension benefits

C

Benefit Resources

- Age Requirements

- Retirement Age : 60 years of age
- ※ For females can volunteer to receive early retirement, but should reach the age at least 55 years old.
- Required period of public services : At least 25 years

- Financing Method

- Monthly deducts contributions to cover the retirement benefits for retirees at each point in time.
- Ministry of Finance on behalf of the government pays quarterly contributions equal to 8.5% to the National Social Security Organization's saving account at the National Treasury.
- Related organizations remit monthly contributions of civil servants equal to 8% to the National Social Security Organization's saving account at the National Treasury or the National Treasury at Provincial and Capital levels. For the 8% contributions of military and police officers are remitted to the social security accounts of those arm forces.
- Contribution Rate

(as of the end of 2020)	
Civil Servants Contribution Rate	Government Contribution Rate
8% of Monthly Income	8.5% of payroll

D

Pension Benefits

- Public Sector Social Security Scheme : Contributory social security system

- The scheme covers 8 following benefits

- Health care
- Maternity benefit
- Employment injury and occupational disease benefit
- Invalidity benefit
- Sickness benefit
- Old age pension
- Survivors' benefit
- Funeral benefit

No.	Tye of benefits	Description
1	Health Care	Employees, spouses, and their children who are not older than 18 years shall be entitled to the health care benefit. The benefit is provided by the contracted hospitals.
2	Maternity Benefit	Female employees shall be entitled to three month monthly payment. Each payment equals to one full month salary. In addition to the monthly payment, the child birth grant shall be provided amounted to 60% of minimum salary.

3	Employment Injury and Occupational Disease Benefit	<p>An employee suffering from any work injury or occupational disease shall be entitled to a package of benefits depending nature of contingency.</p> <p>The package of benefits comprises 6 types of payment as follows:</p> <ul style="list-style-type: none">- Health care and rehabilitation- Temporary disability benefit- Permanent disability benefit- Invalidity care giver benefit- Funeral benefit- Survivor benefit
4	Invalidity Benefit	<p>A monthly income replacement payment for employees who become invalid and can't continue working permanently. The benefit is payable only the case where the cause of accident suffered by insured is not related to work and at least five years of contributions have been paid to the social security fund. An amount of benefit is referred his/her contribution history and incapacity level.</p>
5	Sickness benefit	<p>A monthly income replacement payment for employees who are temporarily absent from their work due to sickness unrelated to work. The benefit is payable after completion of three month sick leaves with full salary paid by the government.</p> <p>The benefit is 60% of full salary for six months and extendable for another six months if his/her health condition foreseen to be recovered. After this period the invalidity benefit can be applied.</p>
6	Old age pension	<p>A life-time monthly payment for insured persons who have fulfilled contributions to the scheme for at least 15 years and reached the age of 60 years for men or 55 years for women.</p> <p>A pension amount is calculated based on an average amount of salary for five years multiplied by the number of contribution years and pension percentage.</p>
7	Survivors' benefit	<p>Survivors' benefit is a benefit for family members of diseased employees. The family members comprise spouse, children and parents. The benefit is a lump sum or monthly payment depending on the period of social security contribution of the deceased person and category of eligible beneficiaries</p> <p>Family members shall be entitled to survivors' benefits if the deceased insured person, pensioner and Loss of working capacity beneficiary have completed a qualifying period of at least 5 years of contributions to social security fund.</p>
8	Funeral benefit	<p>One of social security benefits under the public sector scheme.</p> <p>This benefit is to assist the family or persons who are in charge of organizing funeral ceremony when an insured person, his/her spouse or children die. The benefit for the insured equals to 9 months of salary; 6 months for spouse and 3 months for a child.</p>

- Calculation of Old Age Pension Benefit

- Calculation of pension benefit is based on the percentage of pension benefit multiplies by the last salary of the insured person.
- The percentage of pension benefit shall be determined in 4 phases as follows:
 - (1) Those who joined the National Revolutionary Movement from 1954 or prior shall be arranged in the 1st phase of pension benefit which percentage ranging from 80% to 100%
 - (2) Those who joined the National Revolutionary Movement during 1955 - 1974 shall be arranged in the 2nd phase of pension benefit which percentage ranging from 75% to 90%
 - (3) Those who joined the National Revolutionary Movement after 1975 shall be arranged in the 3rd phase of pension benefit which percentage ranging from 70% to 85%
 - (4) Those who recruited to civil servant from 1st January 2018 onwards shall be arranged in the 4th phase of pension benefit which percentage ranging from 60% to 75%

- Calculation of Lump Sum Benefit

- An insured person who does not meet the qualifying conditions for a monthly pension benefit shall be entitled to a lump sum benefit equals to one and a half times of his/her last insurable salary multiplied by the number of years of services.

- Calculation of Survivors' Benefit

- (1) Husband or wife shall be entitled to receive the benefit equal to 30% of the last insurable earnings, pension or loss of working capacity benefits of the deceased person;
 - (2) Children shall be entitled to receive the benefit equal to 20% of the last insurable earnings, pension or invalidity benefits of the deceased person for each child. If there are many dependent children the total benefits shall not exceed sixty percent 60%.
 - (3) Father or mother shall be entitled to receive the benefit equal to 30% of the last insurable earnings, pension or loss of working capacity benefits of the deceased person. If both parents are beneficiaries, their total benefits shall not exceed 50%.
- All types of survivors' benefits shall totally not exceed 80% of the deceased person's last insurable earnings, pension or loss of working capacity benefits.

- Compositions of Social Security Benefit Funds

- Social Security Fund is divided into sub-funds as follows
- ① Heath Insurance Benefit Fund
 - ② Employment Injury and Occupational Disease Benefit Fund
 - ③ Short-term Benefit Fund for the payment of sickness, maternity benefits and death grant
 - ④ Long-term Benefit Fund for the payment of pension, Loss of working capacity and survivors' benefits;
 - ⑤ Unemployment Benefit Fund.

Each benefit fund shall be allocated resources from Social Security Fund used for the payments, reserves and mutual subsidies among benefit funds as prescribed in the specific regulation.

E
Management
of the
Pension Fund

Major Statistics (‘18~‘20)

A

Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners		Dependency Rate (B/A)
		Total (B)	Retirement Pensions	
2018	184,107	38,502	30,560	21%
2019	184,747	41,019	33,167	22%
2020	180,609	47,103	39,224	26%

* Dependency Rate (%) = Number of Pensioners (Except of survivors' pensioners) ÷ Number of Civil servants ×100

B

Number of Retirees and Retirement Rate

(Unit: persons)

Year	Civil Servants (A)	Retirees (B)	Retirement Rate (A/B)
2018	184,107	30,560	16.6%
2019	184,747	33,167	17.9%
2020	180,609	39,224	21.7%

C

Number of Invalid and Invalidity Rate

(Unit: persons)

Year	Civil Servants (A)	Invalid (B)	Invalidity Rate (A/B)
2018	184,107	7,942	4.31%
2019	184,747	7,852	4.25%
2020	180,609	7,879	4.36%

D

Number of Survivors and Survivors Rate

(Unit: persons)

Year	Civil Servants (A)	Survivors (B)	Survivors Rate (A/B)
2018	184,107	1,050	0.57%
2019	184,747	1,531	0.82%
2020	180,609	2,843	1.57%

E

Number of Civil Servants

(Unit: persons)

Year	Civil Servants	Amount of Increase
2018	184,107	512
2019	184,747	640
2020	180,609	- 4.138

F

Long term Benefits Payment

(Unit: billion dollars, 1\$=10,179 Kip)

Year	Total
2018	828.113
2019	921.189
2020	1,013.763



Malaysia

A country of southeast Asia consisting of the southern Malay Peninsula and the northern part of the island of Borneo

Malaysia is a federation of 13 states and three federal territories

- **Area :** 330,803km²
- **Population :** 32.73 million people (2021)
- **Capital :** Kuala Lumpur
- **Ethnicity :** Bumiputera(68.8%), Chinese(22.6%), Indian(6.8%), Others(1.0%)
- **Language :** Bahasa Malaysia
- **Religion :** Muslim(61.3%), Buddhism(19.8%), Christian(9.2%), Hindu(6.3%), Others(1.6%) (2010)
- **Independence :** 31 August, 1957 from United Kingdom
- **Climate :** Equatorial
- **Currency:** Malaysian Ringgit(RM), US\$1=4.15RM (Oct. 2021)
- **GDP per person:** \$11,637 (The World Bank, 2020)
- **Trade :** Export \$238 billion, Import \$192 billion(2020)

Civil Service Pension System in Malaysia

A

Pension system

Classification	Pensionable Civil Service	Armed Forces	Private Sector and Non-Pensionable Civil Service
Policy Setting	Treasury <ul style="list-style-type: none">Financial impact calculationApprove Economic Planning Unit (EPU) policiesDevelop and review policies	MINDEF <ul style="list-style-type: none">Develop and review policies	EPF <ul style="list-style-type: none">Provide policy input
	Public Service Department <ul style="list-style-type: none">Develop and review policies		
Member Contribution Collections	<i>Appointed Agent by the Federal Administration</i> 	Armed Forces Fund Board <ul style="list-style-type: none">Collection of contribution from armed forces personnel and the Federal AdministrationCalculation of LTAT refund to KWAP 	
Investment Policy & Guidelines			
Investment Management			
Members Administration			
Benefits Payments	Retirement Fund Incorporated	Veteran Affairs (MINDEF) <ul style="list-style-type: none">Communicate with retireesBenefits calculation	
		<ul style="list-style-type: none">Communication with active membersAdministration of members' account balances <ul style="list-style-type: none">Disbursement of withdrawalsTransfer of refunds to KWAP	

B

Civil Service Pension System

- History

- Malaysia had introduced pension schemes for both public and private sector in 1951 even before independence from the United Kingdom in 1957.
- The Pensions Ordinance was eventually replaced by the Pensions Act (1980), which continues to be the main legislation governing the pension system today.
- The mandatory retirement age was originally 55 years in 1951, but was raised to 56 in 2001, to 58 in 2008, and to 60 in 2012.
- A lump sum gratuity was introduced in 1968, while cash in lieu of leave-not-taken was introduced in 1974.
- A pension adjustment was introduced in 1980,

- Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)

Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
1,245,221	731,785	58.77%

*Armed forces are excluded.

- Age Requirements

- Effective 2012, the mandatory retirement age: 60 years old.
Optional retirement must be above 40 years old, with at least 10 years of service
- Benefits from the scheme shall be forfeited on voluntary resignation before 40 years old or less than 10 years of service.

- Financing Method: Non-Contributory System

- For the first 3 years, both employee and employer contributes to EPF.
- After the 3rd year of service – opt to elect for DB scheme.
- Contribution Rate

(as of the end of 2020)

Government Employees Contribution Rate	Government Contribution Rate
17.5% of the basic salaries of pensionable employees	5% of the annual budgeted emoluments from the Federal Governments, State Governments, Statutory Bodies and other relevant entities

C

Benefit Resources

D

Pension Benefits

- Determination of Pension Benefits : Defined Benefits plan(DB)

- Types of Pension Benefits

① Pensioners

No.	Benefits	Description
1	Gratuity	A lump sum payment made to all retirees based on the following calculation: 7.5% x service length (month) x last drawn salary
2	Pension	A monthly payment made to a retiree based on the following calculation: 1/600 x service length (month) x last drawn salary The above is subject to maximum 60% from last drawn salary [which is equivalent to a 30 years (360 months) cap]
3	Cash award in lieu of leave	Cash in leau of accumulated leave is a one-off payment made for the retiree based on the following calculation: 1/30 x leave accumulated (maximum 150 days) x (last drawn salary + fixed allowance)
4	Medical benefits	Free medical benefits similar to what the retiree was entitled while in service, in any government hospital or clinic.
5	Pensioners card	A card use as identification of pensioner which provides medical benefits and also part of the discount card under certain provider / outlet.
6	Disability pension	An additional pension paid to retirees if he/she was asked to retire due to health matters caused by is/her job scope due to accident while travelling. The pension is given depending on the degree of the retiree's disability.
7	Pension adjustment	All retirees will receive adjustment on their monthly pension base on an increase of 2% annually, beginning from January every year.

② Dependents

No.	Benefits	Description	Eligible Dependants
1	Derivative Gratuity	A lump sum payment made to dependants of a deceased officer based on the following calculation: 7.5% x service length (month) x last drawn salary	The spouse; Children under 21 years old and/or: Mother of the deceased officer
2	Derivative Pension	A monthly payment made to dependants based on the following calculation: 1/600 x service length (month) x last drawn salary The above is subject to maximum 60% from last drawn salary [which is equivalent to a 30 years (360 months) cap]	The spouse; Children under 21 years old; or Children with a permanent disability of the deceased officer

3	Cash award in lieu of leave	Cash in leau of accumulated leave is a one-off payment made for the depenndant(s) of the deceased based on the following calculation: 1/30 x leave accumulated (maximum 150 days) x (last drawn salary + fixed allowance)	The spouse; Children under 21 years old and/or: Mother of the deceased officer
4	Medical benefits	Free medical benefits similar to what the dependents were entitled while in service, in any government hospital or clinic.	The spouse; Children under 21 years old of the deceased officer
5	Pensioner's card	A card use as identification of dependent which provides access to the medical benefits and also offers the discount under certain provider / outlet.	The spouse of the deceased officer
6	Dependent Pension	An additional pension paid to dependents if an officer pssed away while performing his/her job duties or due to accident while travelling. The pension is given based on the number of eligible dependents .	The spouse; Children under 21 years old; and Mother of the deceased officer
7	Pension adjustment	All dependents will receive adjustment on their monthly pension base on an increase of 2% annually, beginning from January every year.	The spouse; Children under 21 years old; and Mother of the deceased officer
8	Derivative Ex-Gratia	A lump sum payment made to dependents in a case where any officer deceased which does not leave any dependents who is eligible to receive derivative pension (no spouse or child under 21 years old when the death occur)	Mother of the deceased officer

Major Statistics ('18~'20)

A

Number of Civil Servants in Service

(Unit: persons)

Year	Civil Servants
	Total (A)
2018	1,200,456
2019	1,228,061
2020	1,245,221

*Armed forces are excluded.

B

Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners			Dependency Rate (B/A)
		Total (B)	Retirement Pension	Derivative Pension	
2018	1,200,456	690,081	510,289	179,792	57.4%
2019	1,228,061	709,795	526,045	183,750	57.8%
2020	1,245,221	731,785	541,570	190,215	58.8%

※ Dependency Rate(%) = Number of Pensioners ÷ Number of Government Employees × 100

C

Number of Retirees and Retirement Rate

(Unit: persons)

Year	Civil Servants (A)	Retirees (B)	Retirement Rate (B/A)
2018	1,200,456	36,260	3.0%
2019	1,228,061	34,378	2.8%
2020	1,245,221	33,106	2.7%

※ New retirees based on retirement date.

D

Pension Expenditure

(Unit: million dollars, 1\$=4.16MYR)

Year	Pension Expenditure
2018	5,206.8
2019	5,371.7
2020	5,710.4

E

Pension Payment by Types of Benefits

(Unit: million dollars, 1\$=4.16MYR)

Year	Total	Retirement Benefits	Medical and Travelling Claims	Funeral Assistance	One-off Payments ¹	Condolence Payments ²
2018	5,206.8	4,995.5	45.6	9.4	153.7	2.6
2019	5,371.7	5,230.8	39.9	9.1	89.3	2.6
2020	5,710.4	5,533.4	36.0	8.9	130.7	1.4

1. One-off payments: One-off Government assistance payments.
2. Condolence payments: Ex-gratia payments due to work-related disaster.



Republic Of The Philippines

A sovereign state in archipelagic Southeast Asia with thousands of islands as part of its territory

The Philippines is a unitary presidential constitutional republic

- **Area:** more than 300,000 km²
about 7,641 islands
- **Population:** 109,035,343 as of May 1, 2020
- **Capital:** Manila
- **Ethnicity:** Filipino
- **Languages:** Filipino(national language) and English; About 78 major language groups e.g. Tagalog, Cebuano, Ilocano, Hiligaynon or Ilonggo, Bicol, Waray, Pampango, and Pangasinense, with more than 500 dialects
- **President:** Rodrigo R. Duterte
(June 2016 ~ June 2022)
- **Religion:** Roman Catholic(79.5%), Islam(6%), Protestant/Christian(4%), Iglesia ni Cristo(2.6%), Evangelical(2.4%), Others(5%)
- **Independence:** 12 June 1898
- **Climate:** Tropical and maritime (Two seasons)
(1) rainy season(June ~ November)
(2) dry season(December ~ May)
- **Currency:** Philippine Peso(PHP),
US\$ 1 = PHP 50.4870 (October 2021)
- **GDP per person:** \$2,918.016
(The World Bank, 2020)
- **Trade:** Export \$6.42 billion,
Import \$9.71 billion (July 2021)

Civil Service Pension System in Philippines

A

Social Security System

	Public Sector	Private Sector
Social Insurance Program	Government Service Insurance System (GSIS)	Social Security System (SSS)
	Employees Compensation Commission (ECC)	
	Philippine Health Insurance Corporation (PhilHealth)	

- **Government Service Insurance System (GSIS):** GSIS administers the social insurance program for workers in the public sector.
- **Social Security System (SSS):** SSS administers the social insurance program for workers in the private sector.
- **Philippine Health Insurance Corporation (PhilHealth):** PhilHealth administers the National Health Insurance Program of the country that provides health insurance coverage for all citizens of the Philippines.
- **Employees Compensation Commission (ECC):** ECC provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death.

- History

1936	Enactment of Commonwealth Act 186 which created GSIS
1951	Republic Act No. 660 amended CA 186 to provide retirement options
1957	Republic Act No. 1616 further amended CA 186 to provide take-all gratuity payment
1977	Presidential Decree No. 1146 expanded, increased, and integrated the social security and insurance benefits of all government employees
1994	Republic Act No. 7699 or the Portability Law allowed workers to combine their years in government and private service to qualify for retirement
1997	Republic Act No. 8291 is the new GSIS Charter

- Coverage Eligibility

- All government employees, whether elective or appointive, irrespective of status of appointment, provided they are receiving fixed monthly compensation and have not reached the mandatory retirement age of 65 years, are compulsorily covered as members of the GSIS and shall be required to pay contributions.

C

Benefit Resources

- An employee who is already beyond the mandatory age of 65 shall be compulsorily covered and be required to pay both the life and retirement premiums under the following situations:
 - i) an elective official who at the time of election to public office is below 65 years of age and will be 65 years or more at the end of his term of office, including the period/s of his re-election to public office thereafter without interruption;
 - ii) appointive officials who, before reaching the mandatory age of 65, are appointed to government position by the President of the Republic of the Philippines and shall remain in government service at age beyond 65.
- Contractual employees including casuals and other employees with an employee-government agency relationship are also compulsorily covered, provided they are receiving fixed monthly compensation and rendering the required number of work hours for the month.

- Number of Government Employees and Pensioners

(Unit: persons, as of the end of 2020)

Government Employees (A)	Pensioners (B)	Dependency rate (B/A)
1,912,216	541,842*	28.34%

Source: GSIS ITSG
*Includes old-age, disability, basic survivorship and dependent pensioners

- Administration

- The basic policy governing membership administration shall be length of service with corresponding paid premiums.

- Effectivity of Membership

- The effective date of membership shall be the date of the assumption to duty based on the member's original appointment or election to public office.

- Eligibility for Retirement Benefits

- Has rendered at least fifteen (15) years of service;
- Is at least sixty (60) years of age; and
- Is not receiving a monthly pension benefit from permanent total disability.

- Contribution Rate

(as of the end of 2020)

	Government Employees Contribution Rate	Government Contribution Rate
Regular Member	9% of actual monthly salary	12%
Special Member	3% of the fixed monthly compensation	

- Budgetary Appropriations to Cover Government Agencies’ Contributions

- The government agency shall ensure that the necessary amounts for contributions for government share shall be included in their respective annual budgets (or budgetary allocations), including all amounts due the GSIS.

D

Pension Benefits

- Types of Benefits		
	Type	Benefits
Life Insurance Benefits	Life Endowment Policy (LEP) :Issued to members who entered government service on or before 31 July 2003	May be entitled to any of the ff.: Maturity Benefits, Cash Surrender Value, Death Benefit, Accidental Death Benefit, Cash Dividend
	Enhanced Life Policy (ELP) :Issued to members who entered government service starting 1 August 2003	May be entitled to any of the ff.: Death Benefit, Termination Value, Cash Dividend
Retirement Benefits	Option 1) 60 basic monthly pension (BMP) plus old- age pension benefit	5 year lump sum equal to 60 months of the basic monthly pension (BMP)1 plus old-age pension benefit equal to the BMP payable for life, starting on the first day of the month following the expiration of the five year guaranteed period
	Option 2) 18 basic monthly pension (BMP) plus old-age pension benefit	Cash payment equivalent to 18 months of BMP payable upon retirement plus old-age pension benefit equal to the BMP payable for life, starting on the first month following the date of retirement
Separation Benefit	Separated from service with at least 3 years but less than 15 years of service	Cash payment equivalent to 100% of member's average monthly compensation (AMC) for each year of service with paid premiums, but not less than Php12,000.00, payable at age 60 or immediately upon separation if member is already 60 years old at the time of resignation or separation
	Separated from service with at least 15 years of service	Cash payment equivalent to 18 times the basic monthly pension (BMP)1 payable at time of resignation or separation, provided the member resigns or separates from the service after he has rendered at least 15 years of service and is below 60 years of age, plus an old age pension benefit equal to the BMP payable for life upon reaching the age of 60 .
Unemployment Benefit	Permanent employee at time of separation with paid premiums for at least 12 months and involuntarily separated from the service due to abolition of office or position, or due to reorganization	Cash payment equivalent to 50% of the AMC and paid in accordance with the ff. schedule

E

Management of the Pension Fund

Disability Benefits	Permanent Total Disability (PTD)	Entitled to the monthly income benefits for life equivalent to the basic monthly pension (BMP)1 effective from the date of disability
	Permanent Partial Disability (PPD)	Cash payment shall be computed by dividing the BMP by 30 days and multiplying the quotient by the number of compensable calendar days of leave of absence without pay (LWOP), or as may be recommended by the GSIS medical evaluator
	Temporary Total Disability (TTD)	Sickness income benefit shall be computed by multiplying 75% of the daily salary of the member by the number of days of disability based on the medical evaluation but not to exceed 240 days for the same contingency. However, the computed daily salary shall not be less than P70.00 but not to exceed P340.00 per day.
Survivorship Benefits	Basic Survivorship Pension	50% of the basic monthly pension (BMP)*
	Dependent Children's Pension	10% of member's BMP for each minor child payable until they reach the age of 18, but not to exceed 50% of the BMP
Funeral Benefits	Funeral Benefits	The prevailing amount approved by the Board of Trustees at the time of death of the member or pensioner.

* BMP: Basic Monthly Pension; Computed on the basis of a percentage of the Revalued AMC at the rate of 2.5% for every year of creditable service, but in no case shall it exceed 90% of the AMC of the member.
cf. AMC: Average Monthly Compensation; The average salary of the member for the last 36 months of creditable service immediately preceding his retirement or separation.

- GSIS Social Insurance Fund
- The GSIS Social Insurance Fund shall be used to finance the benefits administered by the GSIS under R.A. 8291. The GSIS shall maintain the required reserves to guarantee the fulfillment of its obligations under R.A. 8291.
 - The funds of the GSIS shall not be used for purposes other than what are provided for under R.A. 8291.
- Deposits and Disbursements
- All revenues collected and all accruals thereto shall be deposited, administered and disbursed in accordance with the law.
- Investment of Funds
- The funds of the GSIS which are not needed to meet the current obligations may be invested under such terms and conditions and rules and regulations as may be prescribed by the Board; Provided, that investments shall satisfy the requirements of liquidity, safety/ security and yield in order to ensure the actuarial solvency of the funds of the GSIS.

Major Statistics ('18~'20)

A Number of Civil Servants in Service

(Unit: persons)

Year	Total(A)	Civil Servants			Amount of Increase (B)	Rate of Increase (B/A)
		Less than 15 years*	15 years or less than 30 years*	30 years or more*		
2018	1,783,874	1,124,833	510,859	148,182	74,700	4.19%
2019	1,872,748	1,214,067	503,353	155,328	88,874	4.75%
2020	1,912,216	1,250,619	501,931	159,666	39,468	2.06%

Source: GSIS ITSG
*Based on Total Length of Service (TLS)

B Number of Pensioners and Dependency Rate

(Unit: persons)

Year	Civil Servants (A)	Pensioners				Dependency Rate (B/A)
		Total (B)	Retirement Pension*	Splitting Pension	Survivors' Pension**	
2018	1,783,874	490,805	344,137	0	146,668	27.51%
2019	1,872,748	499,818	354,550	0	145,268	26.69%
2020	1,912,216	541,842	385,049	0	156,793	28.34%

※ Dependency Rate(%) = Number of Regular Pensioners (old-age and disability pensioners) and Survivorship Pensioners (inclusive of Disability Survivors' Pensioners) ÷ Number of Civil Servants×100

Source: GSIS ITSG
1Includes old-age and disability pensioners
2Includes basic survivors and dependents

C Number of Retirees and Retirement Rate

(Unit: persons)

Year	Civil Servants (A)	Retirees*			Retirement Rate (B/A)
		Total(B)	Less than 15 years**	15 years or more**	
2018	1,783,874	27,550	2,784	24,766	1.5%
2019	1,872,748	36,125	6,425	29,700	1.9%
2020	1,912,216	25,587	2,045	23,542	1.3%

Source: GSIS ITSG
*Includes new retirees (old-age, disability pensioners, Portability pensioners, RA 1616 retirees)
**Based on Total Length of Service (TLS)

D Pension Revenue and Expenditure

(Unit: million dollars, \$1= PHP 50.487 as of October 11, 2021)

Year	Retirement Revenue**	Pension Revenue*	Pension Expenditure
2018	1,769.02	2,198.09	1,048
2019	1,918.04	2,421.09	1,187
2020	2,131.80	2,647.09	1,322

Source: GSIS Controller Group
*Includes both life and retirement contributions
** Retirement contributions only

E Pension Payment by Types of Benefits

(Unit: million dollars, \$1= PHP 50.487 as of October 11, 2021)

Year	Total	Retirement Benefits	Survivors' Benefits	Disability Benefits	Burial/ Bereavement Benefits
2018	705	551	150	4	13
2019	878	710	164	5	13
2020	847	678	166	3	11

Source: GSIS Controller Group

F Total Amount of the Pension Fund

(Unit: billion dollars, \$1= PHP 50.487 as of October 11, 2021)

Year	Total	Premiums and Loans	Financial Assets and Other Investments	Property And Equipment	Cash, etc.
2018	22.468	6.179	15.574	0.365	0.349
2019	26.137	7.641	17.679	0.361	0.455
2020	28.438	8.688	18.826	0.358	0.566

Source: GSIS FS, RMO

G Fund Investment Returns

(Unit: billion dollars, \$1= PHP 50.487 as of October 11, 2021)

Year	Total	Fund Investment Returns	
		Amount	Rate of Return(%)
2018	22.468	0.206	0.92%
2019	26.137	3.669	16.33%
2020	28.438	2.301	8.80%

Source: GSIS FS, RMO



Kingdom Of Thailand

A country in South East Asia

The Kingdom of Thailand has approximately 800 years history. Thailand is a democratic country with the monarch as the head of the state

- **Area:** 513,120km²
- **Population:** 70 million people (As of 2020)
- **Capital:** Bangkok
- **Ethnicity:** Thai
- **Language:** Thai
- **Prime Minister:** Prayut Chan-O-Cha (2014-Present)
- **Religion:** Buddhism (93.5%), Islam (5.4%), Others (1%)
- **Climate:** Tropical Savanna Climate (Three distinct seasons)
- **Currency:** Thai Baht (BHT), US\$1=33 THB (Sep. 2021)
- **GDP per person:** \$6,094
- **Trade:** Export \$249 billion, Import \$209 billion (2020)

Civil Service Pension System in Thailand

A

Retirement System

	Governmet Officers	Private Workers	SOE Workers	Private School Teachers	Self Employed and others
3rd tier		Provident Fund	Provident Fund		National Saving Fund
2nd tier	Government Pension Fund			Teachers' Aid Funds	
1st tier		Social Security Fund			
Old age welfare	PAYG Pension	Old Age Allowance			

B

Civil Service Pension System

- History

Before 1991	Government Officials enjoyed a PAYG Pension + Medical Welfare from the government.
1991	Following the cabinet's resolution, the Ministry of Finance, in an effort to reform the then-existing pension scheme for government officials, introduced the central provident fund system.
1996	Established the Government Pension Fund under the Government Pension Fund Act. Membership is voluntary for officials who entered the government service before the Government Pension Fund Act came into effect on 27 March 1997. For those joining the official service after that date, membership of the fund is mandatory.

- Coverage Eligibility

- GPF system is a mandatory scheme. Every central government officials must join the scheme except those who are in service before March 27, 1997 and choose to stay with the old pension scheme. If they choose not to join the GPF, they will be eligible for pension according to Government Pension Act 1951. For those who choose to join the new scheme will receive the initial fund as an incentive and compensation for the reduced pension benefit.

C

Benefit Resources

- Number of Civil Servants and Pensioners

(Unit: persons, as of the end of 2020)

Civil Servants (A)	Pensioners (B)	Dependency rate (B/A)
1,147,656	737,413	64.25%

- GPF's main functions

- Investment-related function : The GPF shall invest the money of the fund with an aim to generate maximum returns within appropriate risk framework in accordance with the objectives of the law and the policy as determined by the Committee.
- Member-related function : The GPF shall manage the database of members' information, the allocation of investment returns, the dissemination of information, the provision of welfare and benefit programs and the transfer of payments and benefits to members upon termination of their membership.

- Age Requirements

- The retiree must have at least 25 years of service or
- The retiree must have at least 10 years of service with the termination of service in under the conditions of Old age (over 50 years), or permanent disability, or work abrogation.

- The maximum length of service: 35 years

- Financing Method:

Contribution Money to GPF may be divided into Government's contribution and Member's contribution

① Government's Contribution

Type of Money	Definition	Remittance
Initial Fund	The money provided by the government to the Fund as an additional payment to any member who had been in government service before 27 March 1997. The initial fund is remitted upon the start of GPF membership as a one-off payment to compensate for a reduced pension.	Upon termination of membership and only if pension option is selected
Compensation Fund	The money provided monthly by the government to the Fund as an additional payment to members whose pension has been reduced. The contribution is at 2% of a member's monthly salary.	Upon termination of membership and only if pension option is selected
Additional Fund	The money added by the government to a member's savings. The contribution is at 3% of member's monthly salary.	Upon termination of membership (in all cases)

D

Pension Benefits

② Members’ Contribution

Type of Money	Definition	Remittance
Saving	The money contributed by a member each month. Currently, the minimum contribution is 3 per cent of member’ monthly salary, excluding other additional incomes.	Upon termination of membership (in all cases)
Additional Saving	The additional money voluntarily contributed by a member each month on top of the minimum contribution. The additional contribution can be from 1 up to 12 per cent of member’s monthly salary.	Upon termination of membership (in all cases)

- Determination of Pension Benefits :

- GPF is a DC Fund on top of the modified DB Pension System. Once members retired, they will receive both pension from the central government plus GPF’s Lumpsum money. Therefore, GPF is a hybrid DC + DB System.

- Types of Pension Benefits

① Retirement Pension

The qualifying conditions for receiving a pension are:

1. The retiree must have at least 25 years of service or
2. The retiree must have at least 10 years of service with the termination of service in under the conditions of Old age (over 50 years), or permanent disability, or work abrogation.

Formula of the Benefits

Pension Type	Pension Formula
Old Pension Formula	(Last Salary X Years of Service) / 50
New Pension Formula	(Average 5 Years Salary X Years of Service) / 50 But not to exceed 70% of Average 5 Years Salary

② Gratuity

The qualifying conditions for receiving a gratuity are:

1. The retiree must have at least 10 years of service or
2. The retiree must have at least 1 year of service with the termination of service under these following conditions: old age (over 50 years), permanent disability, or work abrogation.

Formula of Gratuity Benefit

Gratuity	Gratuity Formula
Gratuity Benefit	Last month salary X number of years of service.

E

Management of the Pension Fund

③ Survival Benefit

The qualifying conditions for receiving a survival benfit is the deceased pensioners’ immediate siblings / relatives only.

Survival Benefit	Survival Benefit Formula
Survival Benefit	Lumpsum Money equivalent of 30 times of Monthly Pension

In 1996 the parliament passed the Government Pension Fund Act 1996, in order to reform the central government retirement system by introducing the defined contributions Pillar II for the central government officials in tandem with the previous Pillar I system. The Government Pension Fund (“GPF”) the first public sector defined contributions fund in Thailand was founded in in March 1997 with two major points have been changed.

1. The original pension benefit is reduced by using average of 60 months salary rather than last month salary and the ceiling is not more than 70% replacement rate. Therefore thepension is reduced by 12-15 %. However the reduction is compensated by the retirement saving from GPF.
2. The Act mandates the government to accumulate the reserve fund equal to 3 times of fiscal budget for gratuity and pension payment, implying that the pillar I is no longer fully unfunded system.

- GPF conducts three major functions:

① Investment

- GPF is the largest Provident Fund in Thailand with the AUM in excess of 1.1 trillion Baht

② Member Services

- To encourage members to save adequately and choose the right investment choices, GPF conducts both online and offline education program for members. The GPF Mobile App covers approximately 70% of GPF members who learn and do the investment / saving transactions with the fund.

③ Fund Administration

- Contribution from members and the government is done thru Ministry of Finance. Lumpsum Money is paid by GPF once members retired. GPF has approximately 250 permanent staffs.

Major Statistics (‘18~’20)

A
Number of
Retirees and
Retirement
Rate

(Unit: persons)

Year	GPF Members (A)	Retired Members (B)	Retirement Rate (B/A)
2018	1,056,825	22,781	2.16%
2019	1,084,772	23,727	2.19%
2020	1,147,656	23,304	2.03%

B
Number of
Pensioners
and
Dependency
Rate

(Unit:persons)

Year	GPF Members (A)	Pensioners (B)	Dependency Rate (B/A)
2018	1,056,825	661,775	62.62%
2019	1,084,772	770,541	64.58%
2020	1,147,656	737,413	64.25%

C
Asset Under
Management
and Rate of
Return

(Unit: : THB millions)

Year	Asset Under Management	Rate of Return
2018	881,002	0.23%
2019	952,128	5.73%
2020	1,036,939	4.79%

Asian
Civil Service
Pension Scheme
2021

Major Statistics
at a Glance

Major Statistics at a Glance

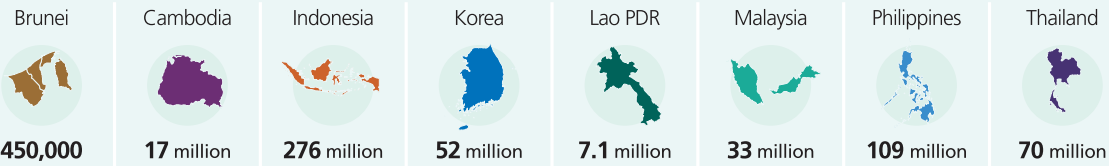
Enactment of Civil Service Pension Act



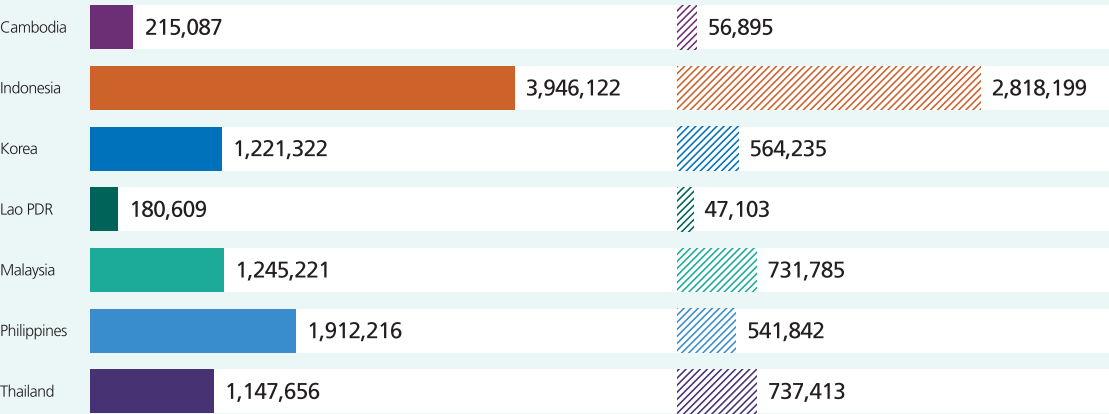
Number of Civil Servants and Pension Recipients

(Unit: persons)

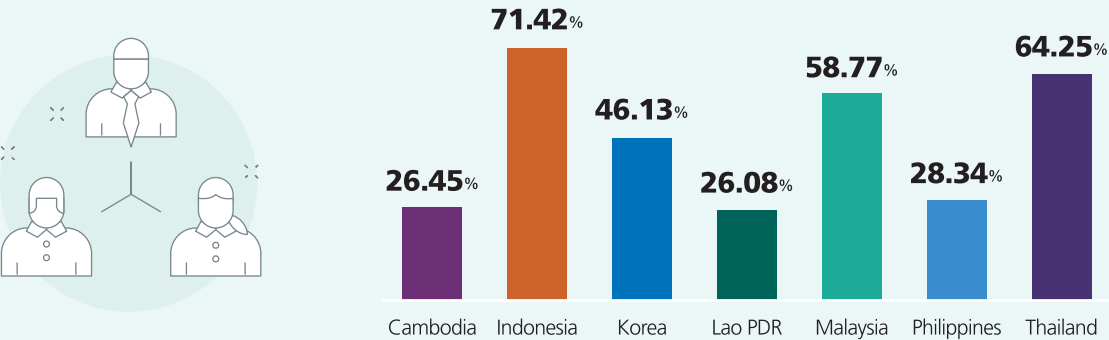
Population



■ Number of Civil Servants
▨ Number of Pension Recipients



Dependency Rate



DB/DC

	Brunei	Cambodia	Indonesia	Korea	Lao PDR	Malaysia	Philippines	Thailand
DB/DC	DC	DB	DB	DB	DB	DB	DB	DC+DB

Retirement Age

(Unit: Age)

	Brunei	Cambodia	Indonesia	Korea	Lao PDR	Malaysia	Philippines	Thailand
Retirement Age	60	60	58	60	60	60	60	60

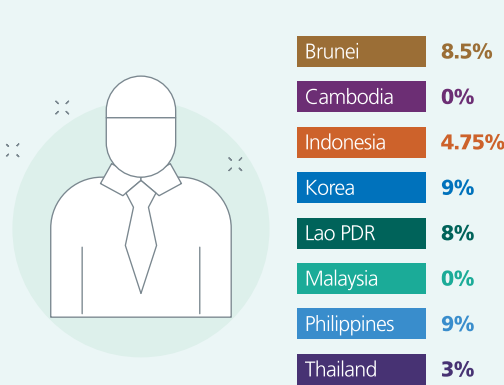
Pensionable Age

(Unit: Age)

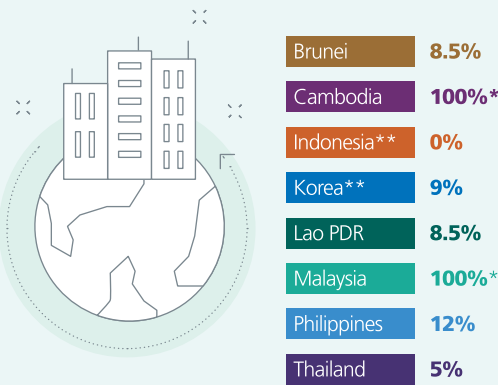
	Brunei	Cambodia	Indonesia	Korea	Lao PDR	Malaysia	Philippines	Thailand
Pensionable Age	55*	60	50	60	60	60	60	60

Note: * TAP: 55, SCP: 60

Contribution Rate of Civil Servants



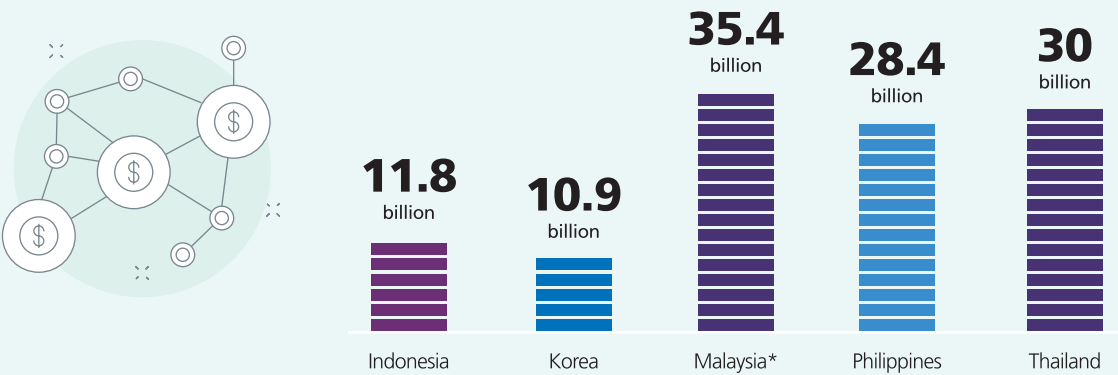
Contribution Rate of Government



Note: * borne by the Government
** A pension deficit is borne by the Government

Fund Size

(Unit: USD)



* unofficial number

Pension Expenditure (Annual)

(Unit: USD)

