

Ageing Related to Aviation: Aircraft, Pilot- In- Command (PIC), Passengers And Others In Indonesia, ASEAN Countries And Others

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Abstract: *This article purported to explore ageing related to aviation such as aircraft, pilot-in-command, passengers in Indonesia, ASEAN Countries and others. Part one regarding elderly peoples includes legal ground of human rights and elderly peoples, Act No.39 Year 1999, Act No.13 Year 1998; high light of Act No.39 Year 1999; action taken by the government such as national action on ageing, policies and program, extends retirement age in Indonesia; Part two regarding civil aviation activities includes legal ground of aviation activities such as historical background, the philosophy of civil aviation act of 2009; high light of civil aviation; tariff policy and discount passengers; elderly's passengers; aircraft ageing such as civil and military aircraft; ageing of PIC such as development of ICAO standard and age for retirement, the maximum age of PIC retirement in Indonesia, PIC abuse of the power; passengers' services such as disable and sick passengers, professional of cabin attendant; Part three regarding ASEAN Countries such as Malaysia consisting of aircraft ageing and PIC retirement age, the Philippines, Singapore, Thailand; other countries such as China, Japan, Pakistan, South Korea etc. and finally conclusion and recommendation.*

Keywords: *human right, ageing aircraft, ageing of PIC and cabin attendant.*

Date of Submission: 20-09-2017

Date of acceptance: 06-10-2017

I. Introduction

The successful economic growth of the Republic of Indonesia (RO) has contributed to the rise in life expectancy of the Indonesian population in recent years. In the light of the increasing and expected increase of the elderly in Indonesia, the Government of the ROI is strongly committed to promote the welfare and protect the human rights of the elderly as part of the implementation of Pancasila, the five philosophical principles of the Indonesian State, especially, the principle to ensure full realization of social justice for all the peoples of Indonesian citizens.⁵

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⁵ Information on the Implementation of General Assembly Resolution 65/182 Entitled "Follow-up to the Second World Assembly on Ageing" in Indonesia. www.indonesiamission-ny.org email : ptri@indonesiamission-ny.org

The share of the elderly population, both in number and percentage of the total population in Indonesia has been increasing. In 1970, the number of elderly people was 5.3 million or around 4.5% of the total population in Indonesia. Since then, the number of elderly people has been increasing. In 1990 there were 12.7 million. In 2000, 14.4 million. In 2005, 16.8 million, and in 2008, 19.5 million. In 2020, the number is predicted to reach 28.8 million or around 11.34% of the population. At the same time, the prosperity of the Indonesian population was improving gradually as indicated by rising human development index (HDI) of Indonesia. The life expectancy of the Indonesian population is currently approaching 70.7 years old.⁶

II. Elderly Peoples

1. Legal Ground of Human Rights and Elderly Peoples

a. Act No.39 Year 1999.

According to Act No.39 Year 1999,⁷ human right, as being creations of God Almighty charged with the task of managing and protecting the universe, with total devotion to and responsibility for the welfare of humanity, being His creation are bestowed with basic rights to guarantee their human dignity and worth, and harmony with their environment. Human rights are basic rights bestowed by God on human beings, are universal and eternal in nature, and for that reason, human rights must be protected, respected and upheld, and may not be disregarded, diminished, or appropriated by anyone whosoever. In addition, human rights also have a basic obligation to one another and to society as a whole, with regard to society, nation and state. As a member of the United Nations, Indonesia has a moral and legal responsibility to respect, execute, and uphold the Universal Declaration of Human Rights (DHR) promulgated by the United Nations(UN) and several other international instruments concerning human rights, for that reason Indonesia to issue an Act No.39 Year 1999.

b. Act Number 13 Year 1998

For the purpose to promote and protect the human rights of elderly people, the government of the ROI adopted several various laws, regulations such as Act Number 13 Year 1998,⁸ Government Regulation No.43 Year 2004,⁹ Presidential Decree No.52 Year 2004,¹⁰ Presidential Decree No.93 Year 2005,¹¹ the Declaration on 29 May as the National Day for older persons as one of many strategies to create public awareness and sensitively toward the ageing issue; The Presidential Instruction No.1 and No.3 of 2010.¹² These two Presidential Instructions focus on promoting the rights of marginalized and vulnerable groups.

c. Hight Light of Act Number 39 Year 1999

The human rights Act Number 39 Year 1999 that came into force on 23 September 1999 provides basic rights namely human rights and freedoms, the right to security, the right to welfare, woman's rights, children's rights, human obligations, government duties and obligation, limitation and prohibitions, the national commission on human rights, public participation, human right tribunal, transitional provisions and concluding provisions.

⁶ .Information on the Implementation of General Assembly Resolution 65/182 Entitle :Follow-up to the Second World Assembly on Ageing” in Indonesia. www.indonesiamission-ny.org email : ptri@indonesiamission-ny.org .

⁷ . Act *Concerning Human Rights*. Act No.39 Year 1999. State Gazette of the Republic of Indonesia No.165 Year 1999.

⁸ .Act *Concerning Welfare of Older Persons*.

⁹ .Government Regulation *Concerning the Implementation of Measures to Improve the Welfare of Older Person*.

¹⁰ .Presidential Decree *Concerning the Establishment of the National Commission on Ageing*.

¹¹ .Presidential Decree *Concerning the Membership on the National Commission Ageing*.

¹² . On Equitable Development Program.

With respect to elderly people, basically, elderly people is born equal in dignity and human rights, is bestowed with the intellect and reason to live with others in a spirit of brotherhood; has the right to be recognized, guaranteed, protected, and treated fairly before the law and is entitled to equal legal certitude and treatment before the law without any discrimination, whatsoever reason; has the right to not to be tortured, the right to freedom of the individual, to freedom of thought and conscience, the right not to be enslaved, the right to be acknowledges as an individual before the law, and the right not to be prosecuted retroactively under the law are human rights that cannot be diminished under any circumstances whatsoever; is recognized as an individual who has the right to demand and obtain equal treatment and protection before the law as the law as benefits elderly people; has the right to truly just support and protection form an objective, impartial judiciary etc.

With regard to social welfare, elderly peoples has the right to own property, both alone and with others, for the development of himself, his family, nation, and society through lawful means, no one shall subjected to arbitrary or unlawful seizure of his property and the right to ownership has a social function; has the right to ownership of a property in the public interest shall not revoked, except with the restoration of fair, proper and adequate compensation, based on prevailing legislation; in the event that in the public interest a property must be destroyed or abandoned, either permanently or temporary, compensation shall be paid in accordance with prevailing legislation; has the right to form and join trade unions for the protection and promotion of elderly interest, in accordance with the prevailing law; has the right to a place to live and the right to an adequate standard of living.

2. Action Taken by the Government of the ROI

a. National Action on Ageing

The Government of the ROI adopted National Action Plan (NAP) on Ageing for the period of 2003-2008, which focuses on establishing and ensuring necessary support for the elderly people. In addition, Indonesia has also to establish the National Commission for the Elderly people, through Presidential Decree the above-mentioned, which coordinate various government programs and activities for the welfare of elderly people, in cooperation with non-government organization (NGOs). With reference to NPA for elderly welfare, the future social welfare program for elderly will be directed to promoting the elderly wellbeing and social security system; improving the healthy services system; the strengthening of the family and community support; improving quality of life and developing special facilities.¹³

b. Policies and Programs

The government of the ROI provides services for older populations, especially for the neglected and/or sick elderly, were delivered through Social Nursing Homes (SNH), locally known *Panti Sosial Tresno Werdha (PSTW)*, daycare and social security for the elderly. At present, there are 278 SNH all over Indonesia. Since 2006, the government of the ROI has implemented as assistance program that supplements the basic needs of elderly living in SNH as well as gradually increasing the provision of social security for the neglected elderly. To enhance the health and quality of life of older persons, elderly health services are prioritized towards disease prevention, but not disregarding curative and rehabilitative services. Health services for impoverished elderly are complementary, provided through the existing procedures. The government is promoting and guiding member of families to observe and respect the interest and welfare of older members of the family; promoting and guiding community, social agencies, non-government organizations and private sector on services for the elderly; promoting, reinforcing and socializing national behavior and norms in respect of the elderly in their daily life; socializing norms to respect the elderly and acknowledge them as valued citizens, and extending this norm to their grandchildren.¹⁴

¹³. Att.Ms Juana Sotomayor, Secretariat of the United Nations, Office of the High Commission for Human Right, Room DC1-0511, New York, Ny 10017.

¹⁴.Doc.321/SOC-301/IV/11 dated 29 April 2011., Permanent Mission of the Republic of Indonesia to the United Nations, New York.

c. Extends Retirement Age in Indonesia

Under new Ministry for the Empowerment of the State Apparatus Regulations, raised the national retirement age for civil servant from 56 years old to 58 years old automatically extended to another two years. The two-year extension was for civil servants that usually handled administrative duties. For first and second-ranking officials in the civil servant, the retirement age has been extended four years to 60 years old. With the new extension, some 11,000 civil servants would see their retirement postponed. The law stipulate that civil servants found guilty of serious disciplinary violations may be discharged, albeit honorably. Civil servants who would face dishonorable discharge are those who violated the tenets of Pancasila, the state ideology, or the 1945 Constitution, and those who were found guilty and served jail terms for crimes engaged during the exercise of their function or beyond.

III. Civil Aviation Activities In Indonesia

1. Legal Ground of Aviation Activities

a. Historical Background

The policy of **old order regimes** (*emphasize added*) under the former President Soekarno tends to be a socialist ideology, it is the reason aviation activities is completely conducted by the government of the ROI. Air transportation conducted by state-own enterprises such as Garuda Indonesian Airways (GIA),¹⁵ and Merpati Nusantara Airlines (MNA),¹⁶ whilst the regulator conducted by Ministry of Air Communication (MOAC) In the old order regimes, all aviation activities such as economic aspects, aviation safety and security, the use of aircraft, tariff shall be conducted by civil servants, no private sector involve to the aviation activities.¹⁷

The aviation policy under the regime of General Soeharto tends to be neo-liberal ideology which was a mix between socialist and liberal ideologies base on Act Number No.1 Year 1967.¹⁸ In the neo-liberal ideology, all aviation activities conducted by the civil servant services and private sector as well. With regard to economic aspect conducted by state-own enterprise such as GIA and private airlines. State-owned GIA serves trunk line and MNA serves feeder lines together with private-owned airline companies such as Bouraq Indonesian Airlines, Mandala Airlines, Sempati Airlines and Indonesian Air Transport Based on Ministerial Decree SK 13/S/1971.¹⁹ In addition, there is also general aviation to cater to the aerial work and other activities using an aircraft based on Ministerial Decree No.31/U/P/1970.²⁰

With regard to economic aspects, in the old order as well as neo-liberal ideology, GIA set price leadership or guidance of tariff to prevent an unhealthy tariff competition between airlines. Tariff is determined by the Government with consideration of market forces in flexible ways. All routes, frequencies, type of aircraft used, capacity of airlines and tariff available were rigidly regulated by the MOC. There is a restriction of using jet aircraft and tariff. Only GIA was permitted to use jet aircraft and private airline only use propeller aircraft.

¹⁵ .Government Regulation Concerning Change from State-owned Enterprise (PN) Perhubungan Udara to Limited Company Liability (PT) Garuda Indonesian Airways Govern.Reg. No.67 Year 1971.

¹⁶ .Government Regulation Concerning Change of State-owned enterprise (PN) Perhubungan Udara Daerah dan Penerbangan Serbaguna change to Limited Company Liability (PT) Merpati Nusantara Airlines (MNA), Govern. Reg. No.70 Year 1971.

¹⁷ .Gunawan Djajaputra, I Gusti Ayu Ketut Rachmi Handayani., *An Indonesian Air Transport; A Critical Analysis of Christmas Celebration of 2016 and Nuew Year Holidays of 2017*. Vol.6(2) www.ijbmi.org 50 (February 2017).

¹⁸ Act concerning Foreign Investment, Act. No.1 Year 1967

¹⁹ .Ministerial Decree Concerning Requirements and Provision Regarding Using Airplane for Commercial, Ministerial Decree No.13/S/1971.

²⁰ .Ministerial Decree Concerning Requirements and Provision of General Aviation Within the Republic of Indonesia, Ministerial Decree No.31/U/P/1970.

Tariff provided by private-owned companies shall below GIA's tariff and especially first class GIA's tariff was permitted 15% higher than normal prices, for airbus aircraft.²¹ With regard to aviation safety and security, public airport, air navigation, supervision, violation of regulations etc. conducted by the government, except airport business entities.

b. The philosophy of Civil Aviation Act of 2009

The philosophy of civil aviation Act of 2009,²² is the same as held by other States, it is not necessary to have too many airlines, but existing airlines should not too weak to compete successfully. It is better for airline to be small but capable to fulfil air transportation needs to support the national economic development, and capable to compete at national, regional and global levels. It is the reason, the civil aviation act of 2009 provides requirements to establish airline companies so that they can survive and compete both national and internationally. For that reason, the civil aviation act of 2009 requires, among other obligations, that an airline have sufficient aircraft ownership, the necessary capital investment, a national majority share-holders, a bank guarantee, and professional human resources capabilities supported by aviation operational principles such as safety, security, law enforcement, compliances, high technology and just cultures.

c. Hight Light of Civil Aviation

The Indonesian Civil Aviation Act of 2009 which came into force on 1st January 2009, has been very important for the development of aviation activities and national economic development taking into account that its provides an extra-territorial regulating sovereignty in airspace, aircraft production, nationality of aircraft, aircraft operation, and airworthiness, aviation safety and security in aircraft, aircraft procurement, aircraft insurance, independency of accident investigation, establishment of public services, establishment of aviation professionalism, establishment of public service institute, scheduled and non-scheduled air transportation, general aviation, international air transport, airlines capital, single majority shares, ownership of aircraft, and possession of aircraft, aircraft leasing, tariffs, passenger accident insurance, transportation of disable people, dangerous goods transportation, shipping agencies, liability of air carriers, air carrier's liability insurance, aviation human resources in technical operation as well as air navigation, air navigation facilities, airport authority, airport operation, airport services, single air traffic service provider, law enforcement, administrative sanctions, prevention of unlawful acts and other provision which had not been regulated previously to support national and international air transportation development in Indonesia.²³

d. Tariffs Policy and Discount Passengers

Basically, tariffs policies are neo-liberal in nature since the tariffs consisting of economy and non-economy tariffs. Economy class tariffs are regulated by the MOC to protect consumers, while non-economy class tariffs are determined by airlines companies based on market forces to guarantee the sustainability of airlines operations. The tariffs set by the MOC have an upper limit which takes into account factors such as the need to protect consumers and prevent unfair competition. On the whole, Indonesia's aviation regulations protect consumers by indirectly specifying a lower limit for the determination of tariffs and at the same time the tariff regulations also prevent under pricing practices by air services providers that aim to squeeze competing carriers out of the market.²⁴

²¹.Gunawan Djajaputra, I Gusti Ayu Ketut Rachmi Handayani., *An Indonesian Air Transport; A Critical Analysis of Christmas Celebration of 2016 and New Year Holidays of 2017*.Vol.6(2) www.ijbmi.org 50 (February 2017) .

²² .Act *Concerning Civil Aviation*, Act.No.1 Year 2009. State Gazette of the Republic of Indonesia No.1 Year 2009, Supplement State Gazette of the Republic of Indonesia No.4956 .

²³.Tundjung, Gunardi and Martono. ,*Legal Aspects of Air Transportations and Environmental Pollution in Indonesia*. Vol.6(4) www.ijbmi.org 47(April 2017).

²⁴ .Martono and Ariawan Gunadi.,*Current Regulations of Aviation Tariffs in Indonesia*. (2014) XXXIX Ann Air & Sp.L.at 204.

In determining tariffs, the MOC considers the interest of aviation safety and security, as well as the needs of the public and airlines' operation. The MOC Decree of 2010,²⁵ clarifies how passenger tariffs for economy class are determined and that they are based on the distance flown, tax, mandatory accident insurance and surcharge. The distance tariff is the amount of tariff per flight route per trip, for each passenger, and is a calculation based on the basic tariff multiplied by the distance. This formula also factors in the nation's purchasing power or affordability of the tariff. The distance tariff consisting of a basic average fee plus a reasonable profit plus value added tax based on taxation regulations. Mandatory passenger accident insurance is required by the laws and regulations. Surcharges are imposed based on additional costs that air transportation company has to pay to operate the business. In relation to tariff, for the purpose to implement Act No.39 Year 1999, the CAA of 2009 provides that air transport business commercial shall give discount to the elderly passengers as well as the infant under 12 (twelve year old).

e. Elderly's Passengers

In addition, the CAA of 2009 provides elderly passengers. Its provides that elderly people shall have the rights to receive special services such as treatment and facility from commercial air transportation business entity. Such as special treatment and facilities shall consist of provision of additional priority on seating, availability of facilities for getting on and off aircraft, availability of facilities for disable people while onboard aircraft, aid facilities for sick/ill person, availability of personnel to communicate with elderly people, availability guide-book on aviation safety and security for aircraft passengers and other facilities that are understandable to elderly passengers. Such a special treatment and facilities shall not be charged addition costs.²⁶

Beside elderly passengers, for the implementation of Act No.39 Year 1999,²⁷ the CAA of 2009,²⁸ provides that disable peoples, children below age of 12 years and/or sick people persons, shall have the rights to receive special services such as special treatment and facilities from commercial air transportation business entities. Such special treatment and facilities shall consisting of provision of addition priority on seating, availability of facilitation for getting on and off aircraft, availability of facilities for disable people while on board the aircraft, aid facility for sick/ill people, availability of facilities for children while on board aircraft, availability of personnel with ability to communicate with disabled, sick/ill people and availability guide-book on aviation safety and security for aircraft passengers and other facilities that are understandable to the disable and sick/ill people. Such special facilities shall not be charged addition costs.

2. Aircraft Ageing

a. Civil Aircraft

After a 34-year-old de Havilland Canada Twin Otter 300 operated by Aviastar Mandiri crashed into Mount Latimojong during a scheduled passenger flight from Masamba to Makassar on the island of Sulawesi, killing all 10 people aboard, Ignasius Jonan, the Minister of Transportation (MOT) issued regulation banning the import of any commercial passengers aircraft more than 10 years old and freighters more than 15 years old. According to a senior aviation technical executive, while a ban on any aircraft more than 30 years old appeared likely to cause serious financial hardship for operators of some commercial, general aviation and regional aircraft.

Indonesia's new aging-aircraft rule also bans any Indonesian carrier from operating any commercial aircraft older than 30 years of age. Carriers operating aircraft aged 30 or older at the rule's promulgation date have 36 months to stop flying them. If any carrier doesn't do so within that time, the Indonesian government

²⁵ .Ministerial Decree *Concerning the Calculation Mechanism and Determination of Ceiling Passengers for Economy Tariff Class of Air Transportation Domestic Services*, Ministerial Decree No.26 Year 2010 .

²⁶ . Article 134.

²⁷ .Act *Concerning Human Rights*. Act No.39 Year 1999. State Gazette of the Republic of Indonesia No.165 Year 1999.

²⁸ .Act *Concerning Civil Aviation*, Act.No.1 Year 2009. State Gazette of the Republic of Indonesia No.1 Year 2009, Supplement State Gazette of the Republic of Indonesia No.4956 .

will de-register the aircraft concerned and potentially also will remove the airline's Air Operator's Certificate. Two of Indonesia's three fatal accidents in 2015 have involved aircraft more than 30 years old: the Aviastar Mandiri Twin Otter and a 54-year-old Lockheed C-130B operated by the Indonesian Air Force, which crashed shortly after taking off from Medan-Soewondo Air Force Base on June 30, killing all 122 aboard the aircraft and 17 on the ground

Indonesia's third fatal accident in 2015 also involved an aging aircraft. On August 16, a 27-year-old ATR 42-300 operated by Trigana Air Service crashed on Tanggo Mountain while approaching Oksibil Airport in Papua Province, killing all 54 onboard. However, Indonesia's two most recent commercial-aircraft incidents have involved young jets. On December 21, a nine-year-old Embraer 195 operated by Kal-Star Aviation overran the runway at Kupang El-Tari Airport while landing during a storm. Although none of the 125 people onboard suffered serious injury, the aircraft sustained substantial damage.

On November 6, a two-year-old 737-900ER operated by Lion Air sub-Sidiary Batik Air ran off the side of the wet runway upon landing at Yogyakarta, Adisutjipto Airport. The aircraft's nose gear collapsed but all 177 people aboard survived. Additionally, on December 28, 2014, Indonesia's worst accident in nearly 18 years involved an aircraft that was just six years, three months old. That airplane—an AirAsia Indonesia A320—crashed into the Java Sea after the pilots lost control at FL320 and stalled the aircraft. The accident killed all 162 people onboard. By restricting the importation of commercial aircraft to those aged 10 years or less (15 or less for freighters). The purpose of ageing aircraft in Indonesia likely all airliners it registers in the future will contain modern navigation equipment and situational awareness aids.²⁹

b. Military Aircraft

The President of the ROI, Jokowi promised a review of the country's ageing air force fleet and a defense modernization after the Hercules C-130B aircraft, which went into service half a century ago, was carrying 122 people when it ploughed into a residential area in the city of Medan shortly after taking off from an airbase, however, Metro-TV news channel, at least 141 bodies had been brought to a nearby hospital, indicating around 20 people were killed on the ground. There must be an evaluation of the age of planes and defense systems. The plane had been on its way from an air force base in Medan, one of Indonesia's largest cities, to Tanjung Pinang in the Riau Islands off Sumatra. Media said the pilot had asked to return to the base because of technical problems.³⁰

3. Ageing of Pilot-in-Command (PIC)

According to Boeing's 2016-2035 projection, the Asia-Pacific region will need 248,000 pilots during that time, the most of any region in the world. Among Asia-Pacific countries.³¹ For that reason, the Asia-Pacific Region, especially China, Indonesia, Japan, Malaysia and Singapore, Pakistan and South Korea as follows.

a. Development of ICAO Standard an Age for Retirement

According to ICAO provisions, prior to November 2006, applies standard maximum 60 years old for pilot-in-Command (PIC) and recommended practice maximum age 60 years old for first officer (Co-Pilot), however from November 2008 on increased from 60 years old to 65 years old for Pilot-in-Command (PIC). Older pilots question mandatory retirement age of 60 years old, but younger brethren want Federal Aviation Administration (FAA) rule to stay in place.³²

²⁹ Chris Kielgaard., *Indonesia Introduces Aging Aircraft Ban*. 11 February 2016.

³⁰ .Roni Bintang., *Indonesia to Review Aging Air Force Fleet After Deadly Crash*. Medan, Indonesia; See also <http://www.reuters.com/article/us-indonesia-military-crash-id USKCN0PA0M120150701>

³¹ .William Dennis., *China To Raise Mandatory Retirement Age for Pilots*, on 30 May 2017.

³² .Jon Hilkevitch and John Schmeltzer, *Tribune staff reporters*, August 22. 2006.

From November 2006 shall fulfill the conditions for pilots 60 to 65 years old such as PIC shall over 60 years and, co-pilot must be under 60 years old. All pilots over 60 years old must have a 6-monthly medical (annual otherwise), while single pilot limit remains at 60 years old. On 10 March 2006, the ICAO-Council conducted meeting to decide the limitation age of PIC. The result was 27 participants in favor, 4 against, including the United States of America and France and 4 participants abstentions. It is 2/3 (24) in favor needed. Based on such meeting concluded that upper limit for PIC can be safely increased from 60 to 65 in 2-pilot operation; medical examinations (and, to a lesser extent, simulator checks) are not (yet) sufficiently sensitive to enable abolition of an upper age limit.³³

According to Capt Lim, on 16 December 2007, Internationally, an airline pilot can fly up to 60 years. ICAO retains as a standard, an age-60 limit for persons acting as pilot-in-command of an aircraft engaged in scheduled international air services or non-scheduled air transport operations for remuneration or hire and recommends that the co-pilot also be under age 60. The rule is also enshrined in section 121 of the USA's FAR and it mandates that a pilot may not fly in revenue service for a Part 121 air carrier upon reaching his or her 60th birthday. This retirement age applies only to pilots with (FAR 121) airlines, it does not apply to FAR 125 or 135 operations, nor "corporate" pilots. However, not all airlines adhere to these rules. Some airlines make 55 years old as the mandatory retirement age.

When a First Officer or even a Captain becomes short-sighted, it is not a problem provided his vision can be corrected to normal with optical aids. Not every illness will cause the pilot to be grounded for ever. If he recovers from a medical problem and pass the medical test, he can regain his medical status and continues to fly again. However, if a pilot is grounded due to a heart problem, he may be employed by the airline as a simulator instructor if he is already qualified.³⁴

b. The maximum age of PIC Retirement in Indonesia

On 31 May 2008, the MOC has agreed to increase the maximum age of retirement for professional pilots from 60 to 65 years, bringing Indonesian regulations into line with those set by the ICAO, to help Indonesian alleviate its acute shortage of experienced pilots. The change in the retirement age is in response to a request from the Indonesian National Air Carrier Association (INACA) seeking to help meet the unprecedented demand for pilots resulting from the rapid growth in the national aviation sector. Taking into account that older pilots are more susceptible to illness, the Government will designate a specific hospital to review the fitness of older pilots, will continue to require physicals once every six months, and only allow pilots over age 60 to fly with a co-pilot also at the controls.³⁵

c. PIC Abuse of Power

Lion Air Management ensures will soon investigate the incident of passenger family pilot Lion Air into the cockpit plan, with flight number JT015 Denpasar route to Jakarta on 23 May 2017. The incident was first known by one of the passengers of the plane that is, Citra Rienanti. Imagery uploads the event to its social media page account, Facebook with the name the Rienanti Image account. Andy M Saladin, public relations Manager of Lion Air, has contact the passenger concerned and has apologized for the inconvenience caused at once grateful for a given report.³⁶ The cockpit plane is a restricted area, no one come into cockpit, except the one who legally authorized such as PIC, mostly known aircraft commander. During the flight, aircraft

³³.Dr Anthony Evans, Chief, Aviation Medicine Section of ICAO, Montreal., *Upper Age Limit for Pilots*

³⁴.<http://www.askcaptainlim.com/-profession-flying-52/499-when-does-an-airline-pilot-retire-from-flying.html> .

³⁵.Retirement Age Raised for Indonesian Pilots; See also www.pprune.org > PPRuNe Forums > Flight. Deck Forums > Rumours & News

³⁶ .Tribunnews.com.Jakarta

commander who has fully authority likely master after the God. The aircraft commander may, when he has reasonable grounds to believe that a person has committed on board aircraft an offence, impose upon such person reasonable measures including restrain which are necessary to protect the safety of aircraft, passengers, property therein or maintain good order and discipline on board aircraft.³⁷ For the action taken by aircraft commander shall not be held responsible in any proceeding on account of the treatment undergone by the person against whom the actions were taken.³⁸ Those authority belong to aircraft commander for the purpose to prevent the offences committed on board aircraft, but no for the purpose to permit his family to enter the cockpit, if the aircraft commander permit his family into cockpit area means that the aircraft commander abuse of the power, consequently the aircraft commander shall be held responsible for his action.

4. Passengers' Services

a. Disable Passengers

Patients/persons with disabilities include those passengers who require individual attention, especially (in the case of force majeure, when boarding and disembarking from the aircraft, maintenance during flight and upon arrival) due to physical or psychological condition. According to the regulations, the number of disable passengers on board the aircraft shall not exceed the number of passengers that may help people with disabilities in an emergency (emergency). The airline reserves the right to refuse to carry those passengers. The Airline has a right not to take on board his plane the patient, if the passenger endangers the lives of passengers and property of passengers, crew and the plane of life. Also, the airline will not allow passengers to board the plane, which according to medical testimony may not use oxygen tanks, but which are required for medical reasons during the entire flight supplemental oxygen, which must be transported on a stretcher.

To carry out flight disabled persons must submit a medical certificate that is signed and witnessed by the attending physician wet seal of a medical institution, if the mental or physical condition of the passengers may get worse during the flight. Airlines have the right to demand from passenger travel by air to complete a declaration of compensation, which includes the responsibility of passengers for possible deterioration in health status between the commission, this declaration is exempt from any type of air carrier liability for the previously described effects.

Persons who need special assistance namely passengers whose physical or mental behaviors need to provide special assistance or endanger other passengers, property, passengers, crew life and integrity of the aircraft; passengers whose physical or mental behaviors need to provide special assistance or endanger other passengers, property, passengers, crew life and integrity of the aircraft; passengers with infectious diseases that are transmitted to other passengers (except for the usual childhood diseases); passengers who need to board the aircraft medical equipment; and passengers have to limb in plaster or splint. This category of passengers transported in the cabin only accompanied by a person achieved the age of 15 who have the physical strength and are trained to use, where appropriate, measures the influence of the accompanying person and carry a medical certificate (valid only for specified therein flight numbers and dates).

b. Sick Passengers

Airlines pre-flight, passengers must submit a medical certificate, which allowed the passenger transport aircraft, as well as additional requirements should be specified with the conditions of carriage. Medical advice and support is not needed for those passengers who need special assistance at the airport or in the commission of embarkation / disembarkation. Ill passengers include passengers who suffer from blindness and deafness, deaf and blind passengers; children with visible communicable diseases (measles, chicken pox, etc.); **elderly passengers** (*emphasize added*)

Passengers with no hearing or vision, if necessary, and relevant documents to prove it can at no additional cost to transport a guide dog on board. To transport a guide dog, a passenger must be proof of special training the dog. Making the flight, a guide dog must be at the feet of the passenger in a muzzle and leash. The

³⁷ .Article 9 Tokyo Convention of 1963; See Dempsey P.S.,Ed., *Annals of Air and Space Law*, (2005) Vol. XXXIX. Toronto : The Carswell Company Ltd, 2005; Milde M.Ed.,*Annals of Air and Space Law*, Vol..... Toronto : The Carswell Company Ltd, 1993.

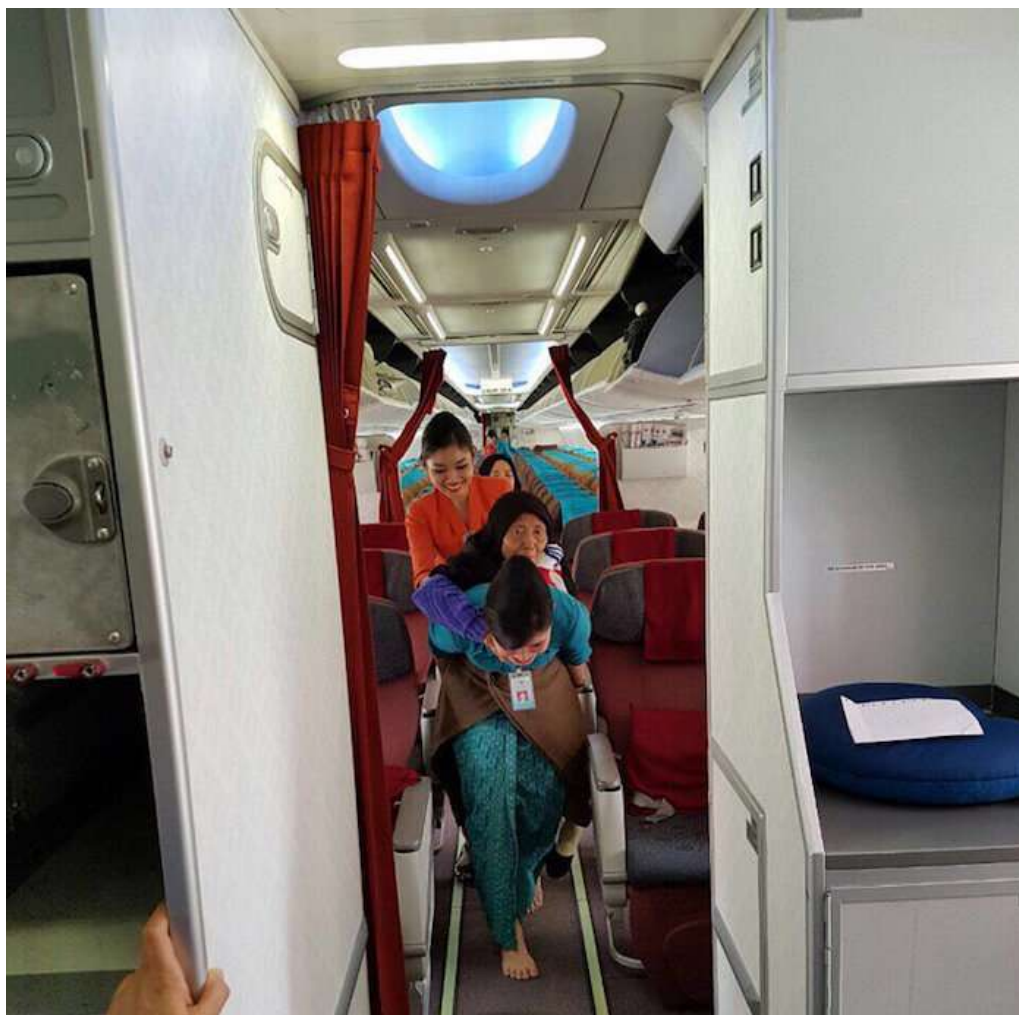
³⁸ .Article 10 of Tokyo Convention of 1963.

dogs are not given a separate place. To land disabled (limited-capable passenger) and persons who accompany them to the other passengers boarding the same flight as follows. Disembark from the aircraft, such passengers are committing the very end. Passengers who have passed their wheelchairs in the luggage can take advantage of airline seats provided.

c. Professionalism of Cabin Attendant of Garuda Indonesia

According to Lucky, recently had the chance to fly Garuda Indonesia from London to Jakarta and back, and had an incredible experience. While the seats, food, etc., were great, what really stood out to me the most were the people. An airline with people who consistently seem so genuine about treating passengers like their guests. Garuda Indonesia provides service from the heart. While it doesn't involve first class, a heart-warming has emerged of a Garuda Indonesia flight attendant carrying an elderly lady off the plane, apparently because there was no wheelchair waiting for her. At that time, the plane has just landed at Soekarno-Hatta airport at 11:45 am. When all passengers have disembarked the plane, Vera saw one passenger, an elderly woman, was still seated on seat 41C. The passenger was accompanied by one of her relatives. Without thinking twice, Vera approached the woman. It turned out that the elderly woman needed a wheelchair to get off the plane. Vera then talked to her while waiting for the wheelchair. From the conversation, it was found that the woman was a member of the umrah (minor hajj) group who had to take a connecting flight. Such services is consistently with the CAA of 2009 which provide fully air services. In this connection, Budi Karya Sumadi, the MOC, have awarded to Vera and Ninik Septinawati for taking the initiative to help an elderly passenger get off the aircraft on a Kuala Lumpur-Jakarta flight. The MOC appreciates for spontaneity of both cabin attendants in helping passengers who are in need of help. They serve with their fully heart. **It is a great service** (*author emphasize added*).³⁹

³⁹. Lucky., *Heartwarming: Garuda Indonesia Flight Attendant Carries Passenger Off Plane* , on 8 January 2017.



Professionalism of Cabin Attendant Garuda Indonesia

IV. ASEAN Countries and Others

1. ASEAN Countries

a. Malaysia

1). Aircraft Ageing

According to Capt. Datuk Mohd Nawawi, Chief executive officer, MAS-wings Sdn Bhd, phase out its three ageing Twin Otter aircraft as part of efforts to better serve rural areas in Sarawak and Sabah. Six Twin Otter Viking Series 400 planes replaced the ageing aircraft, which have been in operation for 30 years and are no longer in production. The new aircraft will be used to provide improved and additional services to rural areas in Sarawak and Sabah. In addition, MAS-wings is also upgrading its services with six new ATR 72- 600 turboprop planes by yearend to cater to demand in the Brunei, Indonesia, Malaysia, the Philippines East ASEAN's Growth Area (BIMP-EAGA). Another two 600 aircraft arrived between August and October 2014.⁴⁰

In addition, the National carrier Malaysian Airline System (MAS) Bhd will replace 24 of its ageing narrow body and turboprop aircraft within the year as part of its fleet efficiency upgrade. The airline will phase out inefficient aircraft for new high-utilization ones including the Airbus A380. MAS increased utilization of its narrow body aircraft up to 20% and plan to do more and is phasing out fuel inefficient and ageing aircrafts

⁴⁰.The Borneo Post, on 29 May 2014.

such as the Boeing 747-400. In addition, MAS had major aircraft introduction like the Airbus A380 to London and since MAS have received all six A380s, MAS are flying twice daily to London, Paris and Hong Kong using six aircraft.⁴¹

2). PIC Retirement Age

Malaysia Airlines raised its retirement age from 55 to 60 in 2006, whilst Air-Asia mandates retirement at 65. In addition, in Malaysia, at MAS, most female flight attendants retire at 40. Lead cabin crew can work till they are 45, whilst men retire at 55 no matter what (their) grade. In this regard, MAS had discriminatory employment policies that were contrary to the Constitution and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, which Malaysia ratified in 1995. Together with women's non-governmental organizations, the union has written countless memoranda urging MAS and the government to review the retirement age. Unfortunately, nothing has changed. As a national airline, MAS should stop discriminating against its female cabin crew. It is worthwhile to note here that a budget airline AirAsia, women flight attendants can work till they are 55.⁴²

AS Malaysians live longer, there have been calls to raise the retirement age from the current 60 to at least 65 years old. According to, J. Solomon, Malaysian Trades Union Congress (MTUC) secretary-general, believe to raise the retirement age from the current 60 to at least 65, is not only feasible, but will boost economic growth as Malaysians who work longer would have stronger spending power. One must be mindful that many great leaders are above the age of 60 and the recent suggestion by the former Chief Justice to extend the judges' retirement age from 66 to 70 proves they can still serve and serve well. J. Solomon, argued that older workers tended to be more loyal to a company and had more experience and skill sets even as he acknowledged that age does not necessarily equal productivity or adaptability.⁴³

b. The Philippines

The Philippines has studied the extended retirement age for commercial airline pilot since June 30, 2014 to June 30, 2016 and finally the Civil Aviation Authority of the Philippines (CAAP) decided to extent the retirement age for commercial airline pilots on domestic operations from 65 to 67 for a two-year study period to address the decreasing number of pilots in the country. For that reason, according to John Andrews, CAAP deputy director general, the CAAP to amend the Philippine Civil Aviation Regulation (PCAR) to allow experienced but overage pilots to fly Philippine-registered civil aircraft engaged in domestic commercial air transport provided that they are physically fit. Under the amendment, any pilot beyond 65 years of age who holds license and valid medical certificates may be allowed to fly as pilot-in-command or co-pilot with a mandatory CAAP medical check-up every six months, however, if the pilot-in-command is above 65, his co-pilot must be under 60 years of age. The extension of retirement age for commercial airlines pilot taking into consideration that the Filipino commercial pilots in the country are rapidly decreasing as some of them are applying at foreign airlines. Becoming a licensed pilot, however, is very expensive as the flying course requires millions of pesos.⁴⁴

c. Singapore

According to Boeing's 2016-2035 projection, the Asia-Pacific region will need 248,000 pilots during that time, the most of any region in the world. Among Asia-Pacific countries. Singapore Airlines' retirement age

⁴¹ . John Gilbert.

⁴² .Airline's crew rules 'embarrassing' Posted on 10 January 2008, down load on 2 July 2017.

⁴³ . <http://epaper.mmail.com.my/2017/04/26/case-for-extending-malaysias-retirement-age-past-60/>

⁴⁴ .Rudy Santos., *CAAP extends retirement age for commercial airline pilots; See also* www.philstar.com/headlines/.../caap-extends-retirement-age-commercial-airline-pilots

stands at 62, although it can extend the limit to 64 based on the health of the pilot and at the discretion of the management.⁴⁵

Under changes to the Retirement and Re-employment Act, employers will have more flexibility through the option of allowing consenting, eligible employees to be re-employed by another employer. With the law amended, it will be legal for companies to transfer their re-employment obligations to another firm, with the worker's consent required. If the worker disagrees, the original employer has to offer Employment Assistance Payment (EAP) to the worker, if it cannot find a job for him within the company. After the changes were passed, the MOM, National Trades Union Congress and Singapore National Employers Federation issued updated re-employment guidelines that included the EAP revision. From a recommended range of S\$4,500 to S\$10,000, the new range is S\$5,500 to S\$13,000, or 3.5 months' salary.⁴⁶

d. Thailand

The government of the Thailand raise the retirement age for state officials to 65 from 60 years old, taking into account that the huge state outlays for pensions as the country is transforming into a graying society with more older people, as people have less babies. With retired people rising from 17.5% now to 25.2% of population in 2030, later retirement will avoid future government budget crisis. The number of people reaching retirement age is projected to reach 17.5% of the total population in 2020, 21.2% in 2025, and 25.2% in 2030, compared with 14% at present. The later retirement age will help the government save on pensions and reduce the costs of new staff recruitment.⁴⁷

2. Other Countries

a. China

The Civil Aviation Administration of China (CAAC) plans to raise the mandatory retirement age for pilots from the current 60 as part of a strategy to ease the shortage faced by Chinese airlines. The agency has yet to arrive at a decision on the exact age, but it plans to implement the change in two or three years. The shortage could get more acute as airlines acquire more aircraft and that hiring foreign pilots has become more difficult over the past five years as airlines around the world face a similar situation. Many airlines in the region have also raised the retirement age, salary and other benefits for their pilots to stay. Official estimates forecast a need for about 2,800 to 3,000 pilots annually over the next three years. The 12 flying schools across China can produce only between 1,250 and 1,300 a year.⁴⁸

Local airlines increasingly send their cadet pilots to the U.S., Europe or Australia for training due to the limited capacity at local schools. Cadets must undergo a minimum 80-hour English course before they start training. Some schools require six months of coursework. Chinese carriers attract experienced foreign pilots with retention bonuses and big salary packages ranging from \$240,000 to \$310,000 a year for a captain, depending on his or her experience and aircraft type rating. Airlines prefer hiring pilots with a current type rating in the interest of reducing training costs. Pilots from Australia, the U.S., Latin America, Singapore and South Korea fly under contracts that usually run for three years with provisions for extension. According to

⁴⁵.Airline's crew rules 'embarrassing' Posted on 10 January 2008, down load on 2 July 2017.

⁴⁶.Neo Cha Chin., From July, the re-employment age will go up from 65 to 67 and employers will no longer have the option to cut employees' wages at the age of 60**). Singapore on 10 January 2017.

⁴⁷.Wichit Chantanusornsiri., *Civil Servant to retire at 65*,
<http://www.bangkokpost.com/learning/work/912924/civil-servants-to-retire-at-65> 28/03/2016

⁴⁸.William Dennis., China To Raise Mandatory Retirement Age for Pilots, on 30 May 2017;
See also <https://www.ainonline.com/aviation-news/air-transport/2017-05-30/china-raise-mandatory-retirement-age-pilots>

Boeing's 2016-2035 projection, the Asia-Pacific region will need 248,000 pilots during that time, the most of any region in the world. Among Asia-Pacific countries, China will require the most by far.⁴⁹

b. Japan

The Ministry of Transport of Japan raised its mandatory retirement age from 62 to 64 in 2004 and again to 67 in February 2015 to cope with a similar shortage following appeals from Japanese carriers. The retirement age for Japanese pilots has been raised from 63 to 65 years old, for that reason the peak of imminent retirees has obviously played a major role in the JCAB's (Japan Civil Aviation Bureau's) decision to revise the age at which pilots flying in Japan can operate domestically in airlines. It is also an indication that Japan is unable to attract sufficient non-Japanese pilots, to fill the massive vacancies that will inevitably occur, meaning Japanese airlines will be left unable to cope with projected future growth, and therefore losing valuable market share if Japan wishes to cash in on the burgeoning tourist influx. China's tourist numbers to Japan have been on a progressive rise for the past number of years, as the affordability of air travel, and affluence of that country increases. Pilot salaries offered by Chinese airlines have been on a continual rise, whereas salaries and conditions offered by the Japanese have decreased, making the Japanese aviation employment scene "just another Asian contender."⁵⁰

c. Pakistan

The Pakistan International Airlines (PIA) claimed that increasing the pilot retirement age-limit from 60 to 65 years old could help save over Rs2 billion between the period from 2013 to 2020, considering the pensions and provident funds to be paid to the PIA pilots who would be retiring at 60 in the coming years. The number of 60-year retirements between 2013-20, however, the Director Flight Operations (DFO) contends the proposal of PIA to increase the pilot retirement age-limit from 60 to 65 years old, taking into consideration that the airline could manage without increasing the retirement age-limit of pilots.⁵¹

d. South Korea

South Korea ranks as the biggest source for Chinese airlines due to the geographical location and cultural proximity. The trend has resulted in carriers like Korean Air and Asiana Airlines recruiting experienced pilots from other countries to fill their own slots. In the early 2000s Chinese airlines virtually never hired foreign pilot due to an onerous government approval process. Only in 2007 the government did the government relax its rules as a shortage became inevitable.⁵²

e. Miscellaneous

There are a variation consideration related to increase the pilot retirement age-limit from 60 to 65 years old namely the shortage faced by the airline (China), bringing regulations into line with those set by the ICAO, to help alleviate its acute shortage of experienced pilots (Indonesia), fill the massive vacancies that will inevitably occur (Japan), while the Pakistan International Airlines (PIA) claimed that increasing the pilot retirement age-limit from 60 to 65 years old could help save over Rs2 billion between the period from 2013 to

⁴⁹.William Dennis., China To Raise Mandatory Retirement Age for Pilots, on 30 May 2017.

⁵⁰.Kaptin M., The retirement age for Japanese pilots has been raised from 63, to 65 recently; See also <http://www.pprune.org/archive/index.php/t-154713.html> , on 6 December 2004)

⁵¹.PIA delays decision to increase pilots' retirement age limit; See also <http://nation.com.pk/business/08-Nov-2013/pia-delays-decision-to-increase-pilots-retirement-age-limit> **)

⁵².William Dennis., China To Raise Mandatory Retirement Age for Pilots, on 30 May 2017;
See also <https://www.aionline.com/aviation-news/air-transport/2017-05-30/china-raise-mandatory-retirement-age-pilots>

2020, considering the pensions and provident funds to be paid to the PIA pilots who would be retiring at 60 in the coming years.

V. Conclusion And Recommendation

The development of high technology has contributed to the human being and modes of air transportation. The life expectancy of human being increasing and expected increase of the elderly to promote the welfare and protect the human rights of the elderly, whilst ageing aircraft should be shorted to achieve the efficiency of operation. For that reason, the laws and regulations of human being as well as mode of air transportation should be supported by the amendment of such regulation otherwise the laws and regulation is obstacle of the development of high technology.

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