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PROTECT PROMOTE PREVENT

SPEARHEADING SOCIAL PROTECTION INITIATIVES FOR ALL

THE PERSPECTIVE

Population Ageing and Gender Inequality

Population ageing is an issue plaguing some developing countries. There is a consensus among academia that population ageing is driven by two factors, decline in fertility and reduction in mortality. Where a rise in life expectancy is often credited towards the improvement in our health delivery system, the decline in fertility, on the other hand, is more gender focus.

Malaysia is also experiencing a rapid population ageing driven by declining fertility and increasing longevity. Currently, we are knocking into the second stage of the demographic transition, where our fertility is declining and there is a steady rise in the elderly population. This is also dubbed the first demographic dividend, where we are benefitting from an increase in the labour force and a decline in the number of dependents.

Data from the Department of Statistics Malaysia (2021) reveals that since 2015, the fertility rate has been constantly under the replacement rate of 2.1. On the other hand, the percentage of elderly in the population continues to rise. In 2021, those 65 years old and above made up approximately 7.5% of the total population compared to 6.3% in 2017, an increase of 1.2 percentage point in a short period of 5 years (DOSM, 2021).

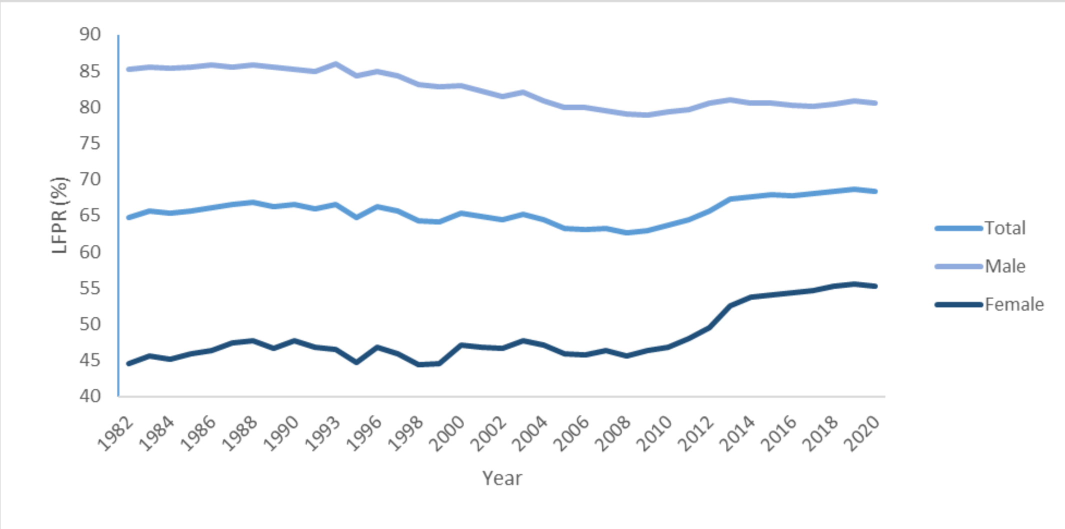
The shift in family fertility preferences towards having fewer children is often in line with better education and economic opportunities for women. However, will this reduction in the gender gap translate to equal old age security and care burden in an ageing society?

The lack of women participation in the economy starts to bear its form as the economy grows and the population begins ageing. Unfortunately, statistical evidence shows that socioeconomic effects of ageing and population ageing affect women significantly more than men. In addition, it also exposed the existing gaps that were masked before by rapid economic growth.

The number of females in the labour force has been steadily increasing. However, the situation is still far from ideal and the progress is not fast enough. As of 2020, female labour force participation is at only 55.3% as compared to male at 80.6% (Figure 1). Hence, can we fully realise the short-lived demographic dividend we are currently enjoying with such a large exclusion of women from the labour force?

MORE GREAT READS INSIDE

Figure 1: Labour Force Participation Rate (LFPR) from 1982 to 2020



Source: DOSM

The exclusion of a large number of women from the labour force not only hampers the prospect of faster economic growth. More importantly, it jeopardises the idea of inclusive growth by leaving women out of the development process. In an ageing economy, this means women are left to grow old and become poor.

Employment-based social protection is also not helping the situation. The large proportion of the female population outside the labour force is left without any form of social protection, exposing them to various life cycle vulnerabilities, including old age. By providing protection only to those formally employed, the current system is leaving too many women outside of the protection circle.

Ironically, the increase in life expectancy favours women more than men. Malaysian women are expected to outlive men by over five years. However, these extra years also mean women are left exposed to vulnerabilities of old age for longer. Without a stable income or enough wealth to support a reasonable standard of living in the sunset years, those extra years might be spent living in poverty.

The longer life expectancy for women also means a higher proportion of females among the elderly population. As of 2020, women made up 51.3% of the population aged 65 and above. Although the difference is not significant, the increasing trend is to be noted. Hence, exclusion of women from social protection means a large and increasing proportion of the elderly is left exposed to vulnerabilities of old age.

In an ageing society, the old-age dependency ratio is steadily increasing. The stages of demographic transition theorised that the transition process would be completed when the dependency ratio is made up mostly of old-aged dependents. The rise in the elderly population accompanied by the shrinking labour force means increased care burden for the working population as the mean and median age continue to grow.

Traditional values dictate women shoulder the brunt of providing care for both the children and the elderly. For children, the care burden is usually mitigated through formal or informal measures like nursery, day care and school. However, as the dependency ratio is increasingly driven by the older dependents, the lack of care services for older people means the care burden placed upon women's shoulders might just be increasing.

Data from SWRC Malaysia's Ageing Retirement Survey (MARS) depicts that of the total 2,232 respondents aged 60 and above, 78.14% are living with other family members. MARS Snapshot also illustrates that a significant proportion of the elderly requires assistance in conducting activities of daily living. This translates to an increase in the burden of care for family members.

Due to the care economy being largely informal, hours spent on it are not accounted for as productive economic service. This creates the problem of unpaid care work. Care work not only keeps them out of employment, but women are also not monetarily compensated for it. According to ILO (2018), women contributed up to 76.2% of total hours of unpaid care work all around the world.

Rooted gendered norms do not only apply to the homemaker. For working women, care work creates a double burden. Many working women still have to shoulder most of the care burden outside their working hours. Despite also contributing towards providing for the household's livelihood, women are tasked to shoulder additional responsibilities of caring for the dependents, both the young and the old.

The unequal share of care work engenders greater mental and physical stress on working women. Moreover, it also limits and reduces their working hours and participation in the economy. Hence, this hampers their potential and opportunities for career advancement. As their focus is diverted, the bias in the share of care work poses a threat to realising women's talent in the economy.

Malaysia's population is ageing at a breakneck speed. Before long, we will be labelled an aged nation. Efforts to empower and protect our women must take precedent for us to ensure inclusivity in our development process. Women's participation in the economy is crucial to realise our full economic potential. Exclusive growth that ignores the role of women in the economy will definitely slow the progress towards a developed nation.

Second Demographic Dividend?

Malaysia is enjoying the first demographic dividend resulting from the shift in the population structure towards a larger share of the working population. The ratio of the population in the labour force (15 – 64 years old) to those outside the labour force (children below 15 and senior citizens above 65) is rising (this ratio is the reverse of the dependency ratio).

It was about 1.1 working people to every non-working population just after independence to about 2.3 now. This is the direct benefit of the declining fertility rate. The average number of babies born to Malaysian females during their reproductive years was about 6.4 in 1963 and drastically reduced to about 1.9 at present.

A large proportion of the labour force in the economy amid the declining fertility rate in the economy points into a lesser burden to the working people. This circumstance frees up more resources for investment.

Hence, the economy is experiencing rapid development due to the enhancement in productivity. Undoubtedly, Malaysia is enjoying this first demographic dividend, reflected by a sturdier economic performance for the last several decades.

We need to be mindful that this golden window of the first demographic dividend is temporary. It might last about 50 years. The first demographic dividend eroded as the fertility rate stabilised to around the population replacement rate.

The labour force is becoming smaller relative to the population outside the labour force. The proportion of senior citizens in society is increasing as life expectancy improves. Indeed, Malaysia is already in a league of nations with an ageing society since 2020 and fast approaching an aged society.

Where do we go from here? Does it mean that the burden of taking care of the senior generation will weigh down on the economic growth potential? No need to worry; we will welcome the second demographic dividend. Will we?

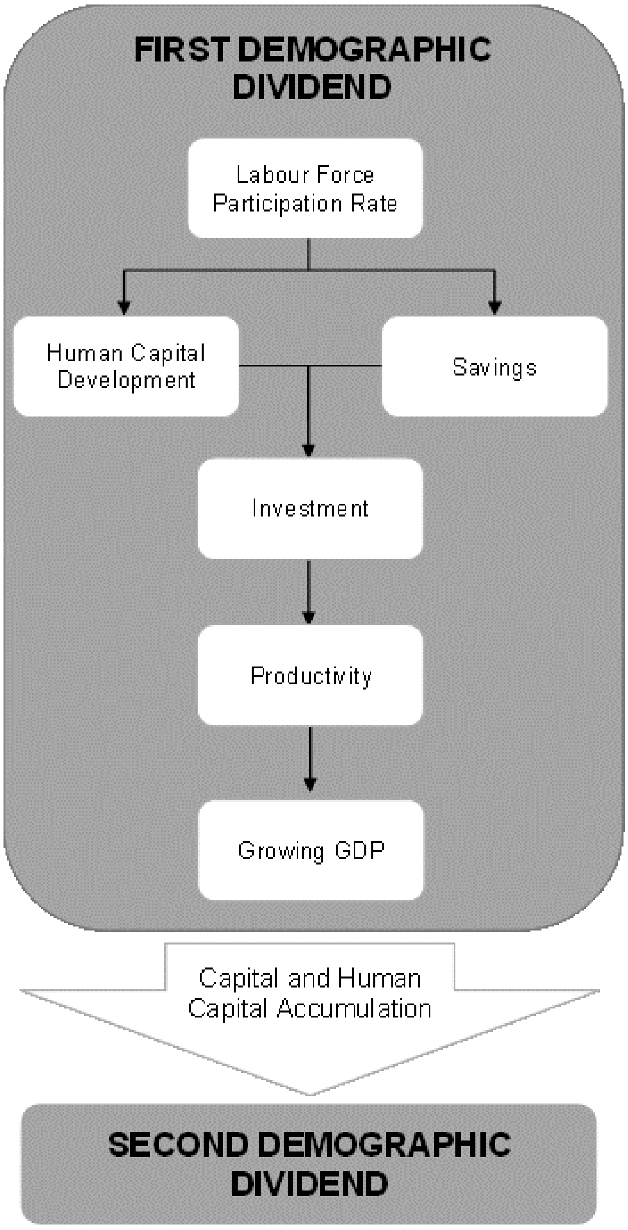
The second demographic dividend is attributable to the increase in adult longevity and productivity improvement during the first demographic dividend period. The working-age population during the first dividend period accumulated their savings and wealth for consumption at old age. Their investment in human capital should also be increased for their future benefits.

Wealth accumulation and investment in human capital will propel economic growth. The first-demographic-dividend society is expected to become healthier and financially independent senior citizens later resulting from a less dependency ratio during their working period. Amicably, this will also reduce the public burden of social protection.

Meanwhile, the senior citizens who benefited from the first demographic dividend should become a valuable knowledge base society through their investment in human capital. This, in turn, will further contribute to productivity improvement in the economy.

The good news is that the second demographic dividend is expected to last indefinitely. But the not-so -good news, the second demographic dividend is not guaranteed. The realisation of the second dividend depends on how well we are coping with the first-demographic-dividend period. Instead, failing to manage the first demographic dividend may lead to a demographic burden.

Diagram 1: First and Second Demographic Dividends



There is nothing extraordinary about this. It reflects how we manage our wealth for a lifetime enjoyment, as well as for our future generations. It is a good-old behaviour implanted in most societies. As the old Malay proverb goes, "*berakit-rakit kehulu, berenang-renang ketepian*" which essentially means, 'a tough journey upstream begets an easier flow downstream'. A case of working harder during our productive years to enjoy the fruit of our labour later.

It is about how we are preparing for a rainy day while enjoying the sunshine. We need a sound social protection policy riding on the individual objective for lifetime satisfaction by accumulating wealth during the productive stage.

A sound social protection landscape, riding on individual desire to have lifetime protection is a key to capitalising on the second demographic dividend. In the early development stage, the young economy with the pyramid-like population structure should capitalise on its abundant labour by creating employment. The increase in labour participation will lead to higher economic growth through input-led growth.

At that juncture, good macroeconomic planning should be in harmony with social protection planning, capitalising on a common variable – savings. Savings is crucial for investment, for accumulating capital in the economy and to increase production. This, in turn, will spur economic growth and create more jobs for the young labour force.

A good economic policy must also ensure that investment growth is technologically enhanced to increase productivity, which, in turn, will benefit workers by enhancing income potential.

Savings is also crucial for individual lifetime financial security. The active labour force must save for their retirement. There are three important policies to optimise the effectiveness of a social protection system. First, participating labour force must save for their retirement through a pay-as-you-go (PAYG) scheme.

A social protection system should provide the necessary platform for people to save. The PAYG retirement model rides on the individual objective to prepare for their retirement and eliminate dependency burden.

Nevertheless, the good cultural practice of a family-support network to take care of senior family members can still be encouraged through specific incentives.

We need to be mindful though; that such a cultural practice, on the other hand, is unfavourable towards women. More women are shouldering the burden of family care but are not compensated while for some are forced to be excluded from the labour force.

Second, the population must be highly financially literate. Financial literacy education must be taught to people from an early age. The primary learning outcome of financial literacy education is to instil a combination of financial knowledge, skills, attitudes and behaviours necessary to make sound financial decisions.

A good financial education must be well-designed to achieve the desired learning outcome. It should not be just an ad-hoc or one-off kind of programme, just to manage the financial knowledge gap.

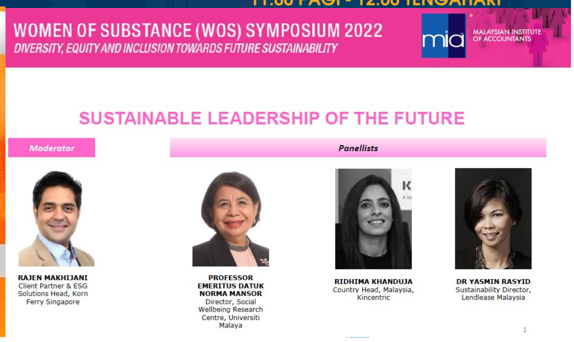
The third policy approach is for nurturing people's skill development. The skills demanded by the industries and what is being supplied by the labour force must be matched. The education system must be flexible in adopting the contemporary basic skills, upskilling and reskilling required by the industries.

A society with a productive labour force benefited from the first economic dividend through economic growth. Higher production leads to higher incomes and subsequently the improvement in people's wellbeing. If the economy is growing, the first dividend is guaranteed. Nevertheless, the second dividend can only be realised through a sound macroeconomic and an effective social protection plan and management.

The offshoot of the first demographic dividend is the accumulation of capital, both physical and human. Physical and human capital accumulation will provide the foundation to enjoy the second demographic dividend.

A combination of physical and human capital improves productivity, and will in turn, contributes to sustainable economic growth, coupled with good macroeconomic management.

OUR ACTIVITIES



RECOMMENDED READINGS

Women In The Labour Market In Malaysia

Asadullah. M.N, Mansor, N., Syed Salleh, N.S., (2021)

Introduction

Gender equality in labour force participation (LFP) is associated with higher economic growth and women's improved status in the family and community. However, women's participation in the labour force remains low in developing countries. Globally, the participation rate of women in the labour force was 26.5 per cent lower than that of men (ILO, 2018).

In Malaysia, almost one out of every two women of working age are not in the labour force. Despite sustained economic growth, declining poverty and fertility rates and a high level of female education, women's LFP rate still falls short of the target set by the government (Asadullah, 2020). In the 11th Malaysia Plan, female labour force participation was aimed to reach 59 per cent for the year 2020 (EPU, 2016), yet as of the third quarter of 2020 it was only at 55.3 per cent (DOSM, 2020).

Women's labour market participation is also lower than men. Throughout 1985 to 2018, men's labour force participation rate fluctuated between 85.6 per cent to 80.4 percent, whereas for women, it ranged between 45.9 per cent to 55.2 per cent (DOSM, 2019). The rate is also considerably lower compared to other ASEAN countries. In 2018, Malaysia was ranked at 84th place in terms of economic participation and opportunity in the global gender gap index with an index score of 0.656 (WEF, 2018).

Apart from the issue of non-participation in the labour market, there is also the problem of women leaving the labour market. In 2018, 68.3 per cent out of a population of 7 million people outside the labour force consisted of women, with 48.4 per cent of them having prior working experience (DOSM, 2019). Two-third of women cited housework, family responsibilities or community commitments as reasons to remain outside the labour force. At the same time, only 3.6 per cent of men reported the same set of constraints (DOSM, 2019).

Given Malaysia's complex social structure, an inquiry into the barriers to female labour market participation needs to consider the role of social factors alongside conventional economic correlation (e.g. childcare provisions) of labour market decisions. This has motivated our analysis. We hypothesise that one's location at birth may capture the long-term influence of customs, gender roles and family values which vary spatially in the country (e.g. Malay heartland states of Kelantan and Terengganu vs rest of Malaysia). In doing so, it can serve as a social determinant of LFP decision. This topic – the effect of one's birthplace on their labour market outcomes – remains debated in academic literature (e.g. Oreopoulos, 2003; Alesina, Giuliano, & Nunn, 2013; Chetty, Hendren, & Katz, 2016) and is also of significant public policy interest. Therefore, we study the determinants of women's labour market entry and exit decisions with a primary focus on the influence of place of birth.

Methodology

The analysis is quantitative in nature and utilised individual level data from the Malaysian Population Family Survey 2014 (MPFS). Women's LFP decisions (relative to men) were estimated using probit regression which accounts for a host of demographic and household characteristics, current location, indirect proxies of care-related factors and place of childhood residence (until the age of 13). Geographic variation in birthplace was modelled as a binary indicator where childhood experience of growing up in Kelantan and Terengganu (compared to other locations in Malaysia) remained the primary focus. Lastly, the Heckman two-step procedure was followed to correct for sample selection bias when examining labour market exit decisions among women. In the exit analysis, the role of birthplace was modelled as one of the specific channels determining the sample selection mechanism. A number of additional sensitivity tests and datasets (e.g. HIS 2014; Census 2010; location specific childcare provisions) were also considered to check the robustness of the results.

Key Findings

Women are 43.5 per cent less likely to participate in the labour market compared to men possessing similar human capital attributes; those from the rural areas have a lower probability of LFP. Place of childhood residence in Kelantan and Terengganu is a significant driver of nonparticipation decision among women. However, this has no influence on men's labour market decision. Gender earnings gap in the local labour market negatively impacts women's LFP.

The probit estimation on pooled sample showed that being married affects labour market participation among women negatively whereas it positively affects men's participation. Number of children is a significant factor and is negatively related to married women's participation in the labour market – it is not significant for men.

Women are 44 per cent more likely to exit the labour market compared to men possessing similar human capital attributes. Being married currently has the most substantial positive effect on the exit decisions among women (30.2 per cent). The number of children positively affects exit decisions, whereas the presence of parents lowers the probability of exit among women.

Policy Implications

Our findings suggest a differential birthplace effect specific to Kelantan and Terengganu. This is suggestive of the persistent influence of location-specific social customs and gender norms governing the lives of females. If true, reform initiatives which can change entrenched social norms towards women would significantly improve women's employment, thereby reducing the gender gap in LFP.

The findings also point out the labour market constraints faced by women in relation to care responsibilities towards children. Therefore, policies that could improve work-life balance as well as create institutional provisions for childcare are likely to encourage women's labour market participation as well as retain them at work.

Recommendations

1. Consider state-specific labour market interventions to assist women who are held behind because of location specific social barriers.

2. Identify policies to incentivise re-entry into work among married women.

3. Gather qualitative evidence unpacking the competing pathways (social customs vs gender norms) that drive geographic variations in labour market outcomes.

4. Make available public data on access to and availability of childcare centres (both private and public) through institutional and user surveys.

The article can be found at: Asadullah. M.N, Mansor, N., Syed Salleh, N.S., (2021). Women In The Labour Market In Malaysia. Social Protection Insight (5). Employees Provident Fund .

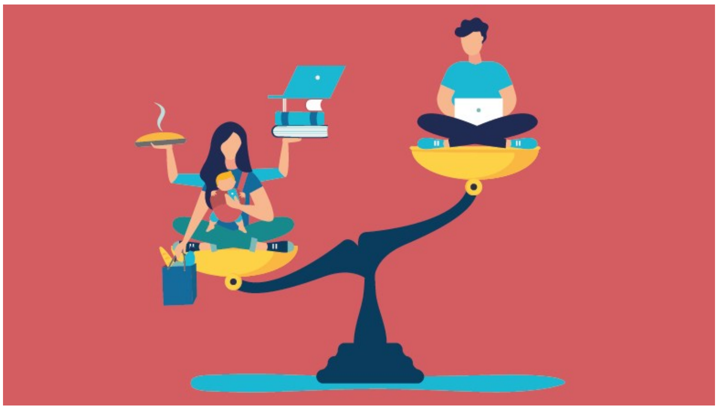


Image taken from: World Bank (2021), Equal Opportunities for All: Supporting Croatia's Gender Equality Agenda

Dividend from an Ageing Population

Mansor. N. (2019)

The Department of Statistics has estimated that a baby born last year is expected to live up to 75 years. This is an increase of over 20 years in life expectancy since 1957. This extended longevity is largely due to improvements in living conditions and advancements in healthcare, which have contributed to lower mortality rates in recent decades.

It also reported that in 2017, the total fertility rate was 1.9, which is below the replacement level of 2.1. Total fertility rate is the average number of children a woman would have if she lives to the end of her childbearing years. Such statistics suggest that the average number of babies born per woman in Malaysia is insufficient to replace the mother and her partner. Declines in fertility rate usually raise alarm bells as it brings about negative prospects especially in terms of labour supply and family roles. Such declines are due, in part, to improvements in education and employment opportunities for women which cause them to delay marriage and hence childbirth. However, this trend is not entirely problematic.

Benefits and Opportunities

A decline in fertility and mortality lays the foundation for a period of accelerated economic growth called the demographic dividend, or the economic growth which may happen provided other economic factors are favourable. It results from changes in a country's age structure as people shift from living short lives and having large families to living longer lives and having smaller families.

Having fewer children changes the population age structure where the number of young dependents becomes smaller relative to the working-age population, creating a bigger support base. In such a situation, production exceeds consumption, and fewer resources are needed to support the dependents. This frees up resources which could be channelled towards investment and economic development.

Smaller numbers of children in a household generally lead to larger investments per child, more freedom for women to enter the workforce and more household savings for old age. While in terms of government resources, it implies an expanding population of taxpayers relative to the number of dependents eligible for the benefits.

In theory, at the micro level, this may improve living standards for families and boost incomes per person; it can also result in significant gains in the economic development of a country at the macro level.

This is the first demographic dividend which Malaysia has been enjoying in decades, and is expected to end in 2029 when income growth slows, and the ageing of the population begins.

Economic growth resulting from the first demographic dividend depends on the enhancement of productivity of the working age population. The productivity of young adults is highly influenced by the quality of education and employment practices, technology and the timing and level of childbearing. It is imperative to have policies in place that make it easier for young parents to work and gender friendly labour policies that encourage higher female workforce participation while productivity at older ages depends on healthcare support, tax incentives and disincentives and the structure of pension schemes and retirement policies. Because the first demographic dividend is only temporary, countries should take advantage of this golden opportunity by implementing the above economic and social policies before it is too late.

Eventually, declines in fertility will reduce the growth rate of the working age population, while further improvements in mortality will extend lifespan causing the elderly population to grow faster. Keeping other factors equal, the growth of per capita income slows down, and the first dividend becomes negative.

There will be 6.3 million Malaysians aged 65 and older in 2040, and it takes merely 25 years for Malaysia to experience an ageing population where the 65-year olds constitute 15 per cent of the population. For perspective, France grew old within 115 years.

However, an ageing population opens up another window of opportunity — the second demographic dividend — where lower fertility and increasing life expectancy stimulate the accumulation of assets in all age groups. This is driven by old age consumption for a longer retirement period due to increasing life expectancy. With higher income per capita gained from the first demographic dividend and reduced child dependency as a result of fewer children, individuals are more able to prepare for old age consumption through savings and investment.

The preliminary computation done for Malaysia shows that it could expect positive growth of the second demographic dividend to last beyond 2060.

Government Policies

The extent to which the second demographic dividend is realised depends on how well a country provides support for its elderly. As the population ages more quickly, the resources needed to support the elderly increases. This may cause severe strains on the public pension system and family resources.

However, if workers can start accumulating assets earlier on, they can achieve more financial independence during retirement and depend less on the government and their families. In doing so, government policies and financial mechanisms relating to property, contributory pensions and personal savings must be put in place at the onset of the population ageing process to help workers accumulate assets. Another aspect of equal importance is financial literacy in order to educate the elderly on how to save money and utilise the accumulated wealth effectively.

Unlike the first demographic dividend, the second dividend is not transitory and continues indefinitely, where more wealth may lead to a permanent increase in income per capita.

However, the demographic dividend is a potential, not a destiny. To what extent the dividend can be realised is dependent on the right policies and implementation. These policies include education and labour, economic, pension and retirement, and healthcare support that would empower citizens and enhance productivity-driven growth.

Working towards seizing the demographic dividends means investing in our parents now and our children's future. Creating opportunities and building them is our pay-it-forward responsibility.

The article can be found at: Mansor. N. (2019, April 16). Dividend from an ageing population. (https://www.nst.com.my/opinion/columnists/2019/04/479798/dividend-ageing-population)

The Changing Nature of Ageing

Pathma. S,(2020)

The argument that older citizens are a burden to the system is changing, says Datuk Dr Norma Mansor, emeritus professor and director of the Social Wellbeing Research Centre (SWRC) at Universiti Malaya.

"Look at Japan: about 25% of its population is above 65 and this will increase to 40% by 2060 but the government is taking steps to meet the needs of the Japanese population in many different ways," she points out.

The year 2050 will mark a pivotal time in Malaysia's history. For the first time, there will be more Malaysians aged 65 and above than pre-working citizens aged 15 and below. Two decades after that, the country's population is expected to decline for the first time, according to estimates by the United Nations (UN).

Globally, nearly one-third of those living in developed countries will be 60 or older in 2050, reports the UN, up sharply from less than 12% in 1950.

Malaysia's demographic change is a real concern because it is progressing at a much faster pace than that of many other countries. By 2020, those aged 65 and above will represent 7% of its population, and by 2045, Malaysia will become an aged nation — when 14% of its population are aged 65 and above.

To put it another way, it took France 115 years to move from an ageing to an aged nation — it will take Malaysia only 25 years to do so.

The implications of an ageing nation depend on how policymakers and stakeholders respond to the shift. With comprehensive policies and strategies in place early, an ageing trend does not necessarily have only a negative impact on the economy, asserts Norma.
In fact, as the world continues to tip towards an axis of declining fertility and mortality, the ageing population could bring about a new demographic dividend, she says.

Many regions around the world have enjoyed demographic dividends whereby their working-age populations grew more rapidly than the number of consumers, increasing income per capita.

The World Economic Forum says the first dividend is transitory because as populations age, the size of the non-working population starts to grow. Even so, the same demographic conditions that are producing an end to the first demographic dividend may yield a second — the "longevity dividend".

The "longevity dividend" is about harnessing the prospects of a healthier and productive population for longer. That means a group who can work for longer, consume more and in general be a boost to the economy, says Norma.

This can be seen in older adults who are healthier and living more active lives than ever. Contrary to the notion that ageing means to slow down, bucket lists and long-term goals push them to get more out of life than before.

"The fact is most people above the age of 60 tend to feel younger than their chronological age. When ageing is viewed as a dividend, it is viewed positively because it connotes distribution of profits. And, demographic change should be seen as a dividend and used wisely," she says.

Governments all over the world record birth dates and use chronological age to segregate society by age cohorts. According to the Harvard Business Review, the idea of retirement was conceived by German chancellor Otto von Bismarck in 1889 to address high youth unemployment by paying those 70 and older to leave the workforce, and this eventually spread to other countries.

Norma explains that governments then followed suit by pegging retirement ages at around 65 or 70, as the average lifespan then was 70 years. While there has been sustained improvement in life expectancy, which has increased around 10 years for each generation, the concept of retirement has not changed much.

"Now, what is important is not the chronological age but more the healthy and functional age of the individuals. The focus should not be about what our age is but on how healthy we are as we age and our cognitive abilities," she says.

Citing her recent research based on the Malaysia Ageing and Retirement Survey Wave 1 (2018-2019) data for 40 years old and older, Norma points out that compared to the ageing demographic of Thailand, Malaysians have higher cognitive function as they age.

"In the paper, we studied the populations of Japan, China, India and Thailand. Japan aside, Malaysia is the only Asian country in the sample which showed the people having the same cognition level of Southern Europeans aged 80 and above.

"Education and nutrition play a role in determining cognitive function as individuals age, which is partly the reason Malaysians are intellectually still good at a very old age," she adds.

And not keeping older persons in the workforce means that Malaysia is losing out on 0.55% to 0.95% of gross domestic product (GDP), based on 2011 figures.

The article can be found at: Pathma. S, (2020, October 24). The Changing Nature of Ageing (https://www.theedgemarkets.com/article/changing-nature-ageing)

GALLERY

Agenda AWANI – "Elak Miskin Bila Tua", Kuala Lumpur, 22 March 2022.

PODCares – Celik Kewangan di Kalangan Belia "Biar Sesak Asalkan Trendy", Kuala Lumpur, 22 February 2022.

Astro Awani - Consider This: EPF | Present Needs, Future Security, Kuala Lumpur, 21 February 2022.

Symposium - Women of Substance (WOS) Symposium 2022, Kuala Lumpur, 20 January 2022.

RTM1- Selamat Pagi Malaysia: Urus Wang 2022: Sukses atau Stres, Kuala Lumpur, 2 January 2022.

Professor Emeritus Datuk Norma Mansor as one of the panelist at the Employees Provident Fund (EPF) Knowledge Fair (KFAIR21) Forum, Kuala Lumpur, 8 December 2021.

ABOUT SOCIAL WELLBEING RESEARCH CENTRE (SWRC)

The Social Wellbeing Research Centre (SWRC) is an academic multi-disciplinary research entity, focusing on conceiving and implementing research in social security and old age financial protection.

SWRC has been providing evidence-based expertise and consulting in the aforesaid domains to elevate economic development on social cohesion in Malaysia.

The Centre supports research in social protection in general and old-age financial protection, in particular. The Employees Provident Fund (EPF) of Malaysia has graciously provided an endowment fund to create the nation's first endowed Chair in Old Age Financial Protection (OAFPC), now known as Social Wellbeing Chair (SWC) at Universiti Malaya.

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FLAGSHIP PROJECTS

- Malaysia Ageing and Retirement Survey (MARS)
- Reference Budget for Malaysian (Belanjawanku)

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