SUPPORT FOR DIVERSE WORK STYLES IN MALAYSIA

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Demography

Aged population (60 years and above) (‘000)

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>%</th>
<th>Total Msian Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1,105</td>
<td>1,144</td>
<td>2,249</td>
<td>7.9</td>
<td>28,588.60</td>
</tr>
<tr>
<td>2015</td>
<td>1,386</td>
<td>1,436</td>
<td>2,822</td>
<td>9.1</td>
<td>31,186.10</td>
</tr>
<tr>
<td>2017</td>
<td>1,513</td>
<td>1,574</td>
<td>3,088</td>
<td>9.6</td>
<td>32,049.70</td>
</tr>
<tr>
<td>2020</td>
<td>1,872</td>
<td>1,877</td>
<td>3,749</td>
<td>11.1</td>
<td>33,782.40</td>
</tr>
<tr>
<td>2030</td>
<td>2,917</td>
<td>2,901</td>
<td>5,819</td>
<td>15.3</td>
<td>38,062.20</td>
</tr>
<tr>
<td>2035</td>
<td>3,516</td>
<td>3,441</td>
<td>6,957</td>
<td>17.4</td>
<td>39,879.30</td>
</tr>
<tr>
<td>2040</td>
<td>4,235</td>
<td>3,996</td>
<td>8,231</td>
<td>19.8</td>
<td>41,503.10</td>
</tr>
</tbody>
</table>

Malaysia defines older persons as those who are 60 years old and above. By 2030, Malaysia will achieve the status of aged nations with older persons constituting more than 15% of the population.

Increasing number of older persons and related burden of illness have substantial socio-economic impacts, such as increasing healthcare and social security costs, decreasing labour workforce and changes in family structure.

Source: Department of Statistics Malaysia (as of 29 Nov 2018)
Comparison of Old-Age Dependency Ratio between Malaysia and Selected Asian Countries

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<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>17.1</td>
<td>25.2</td>
<td>36.0</td>
<td>43.3</td>
</tr>
<tr>
<td>Singapore</td>
<td>7.7</td>
<td>10.3</td>
<td>12.2</td>
<td>16.1</td>
</tr>
<tr>
<td>Thailand</td>
<td>6.9</td>
<td>9.5</td>
<td>12.4</td>
<td>14.6</td>
</tr>
<tr>
<td>Vietnam</td>
<td>10.1</td>
<td>10.4</td>
<td>9.4</td>
<td>9.6</td>
</tr>
<tr>
<td>Malaysia</td>
<td><strong>6.1</strong></td>
<td><strong>6.4</strong></td>
<td><strong>7.4</strong></td>
<td><strong>8.5</strong></td>
</tr>
<tr>
<td>Indonesia</td>
<td>6.3</td>
<td>7.3</td>
<td>7.5</td>
<td>7.7</td>
</tr>
<tr>
<td>Cambodia</td>
<td>5.5</td>
<td>5.6</td>
<td>5.9</td>
<td>6.4</td>
</tr>
<tr>
<td>Lao PDR</td>
<td>6.8</td>
<td>6.7</td>
<td>6.2</td>
<td>6.2</td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>4.2</td>
<td>3.6</td>
<td>4.9</td>
<td>6.1</td>
</tr>
</tbody>
</table>

Source: World Development Indicator, World Bank
The National Advisory and Consultative Council for Older Persons is established mainly to monitor and evaluate the effectiveness of programs carried out for older persons as stated in the Plan of Action.

**The WHO**

Chaired by the Minister of Women, Family and Community Development and consists of:

- 22 members from the various Ministries and agencies;
- non-governmental organizations;
- private sectors;
- communities as well as individuals who have interests on ageing.

**NATIONAL LEGISLATIONS/RIGHTS**

Article 8 (1) of the Federal Constitution which states that “all persons are equal before the law and entitled to the equal protection of the law.”

**Subcommittees**

i. **Health** (Ministry of Health)
ii. **Social and Recreation** (Department of Social Welfare)
iii. **Housing and Environment** (Ministry of Housing and Local Government);
iv. **Employment** (Ministry of Human Resource);
v. **Economy** (Ministry of Economic Affairs); and
vi. **Education and Spirituality** (Ministry of Education).

**Secretariat:**
Department of Social Welfare
There is no specific law or rights with regards to the older persons as they are covered under the concept of equality as enshrined in the Federal Constitution, specifically under Article 8 (1) of the Federal Constitution which states that “all persons are equal before the law and entitled to the equal protection of the law.”

- Employment Act 1955
- Wills Act 1959 (Revised 1988)
- Employees’ Social Security Act 1969
- Pensions Adjustment Act 1980
- Employees Provident Fund Act 1991
- Destitute Persons Act 1977
- Care Centre Act 1993
- Private Healthcare Facilities and Services Act 1998
- Persons with Disabilities Act 2008
- Mental Health Act 2001
- Private Aged Healthcare Facilities and Services Act 2018

Malaysia is currently studying the need to formulate a specific act for older persons to protect older persons from abuse and neglect as well as to guard the rights of older persons by providing an enabling environment and support systems for the older persons and communities.
National Policies

**National Policy and Plan of Action for Older Persons (2011)**

6 Strategies

**National Health Policy & Plan of Action for Older Persons (2009)**

6 guiding principles & 7 Seven strategies were identified
**Programmes / Initiatives**

**Supported Employment (Job Coach)**
- Enhance the development of Supported Employment Nationwide.
- Job Coaches nationwide are paid **RM15/hour for up to a maximum of RM900** for providing job coaching services to each PWDs.

**Self-employment**
To encourage PWDs to be economically independent through self-employment, the Government through the Ministry of Human Resources has introduced the Business Encouragement Assistance Scheme for Persons with Disabilities, tailored to assist disabled entrepreneurs to enhance their businesses and employ other PWDs in their business.

**1% Employment Quota for PWDs in Public Sector (JPA)**
- Made official on 20 December 1988, via service circular No. 10, 1988 and also via Service Circular No. 3, 2008 by Public Service Department, government has agreed on the policy of at least one (1) percent of job opportunities for PWD in the public service.
- Job Openings in the public service hope that many qualified PWD with academic qualifications would have the opportunity serving in the government.

**Disability Equality Training (DET)**
- comprehensive method for understanding the issues relating to disability based on the Social Model perspective.
- This training has been adopted at international level and it made a positive impact, especially for creating an environment and society that is inclusive.
HEALTH: Programmes And Services For The Senior Citizens (Elderly)

**Preventive/ Promotive Programmes**
- Elderly Clubs
- KOSPEN
- Healthcare Facilities
  - Elderly Health Programme
  - Occupational Health Clinics

**Curative**

**Rehabilitative**
- Healthcare Facilities: Public and Private
  - Domiciliary Care
  - Home Visit

**Community:**
- Elderly Clubs
- KOSPEN

**Healthcare Facilities**
- Public and Private
- Integrated Seamless Healthcare

**Workplace:**
- KOSPEN Plus
- Occupational Health Clinics (large companies)
Employment And Economic Empowerment Programme

For Seniors

Income Tax
- (Deduction for Employment of Older Persons, Ex-Convict, Parolee, Supervised Person and Ex-Drug Dependant) Rules

Job Fair And Employment Programme For Senior Citizens
- Employment Awareness Programme and Economic Empowerment for senior citizens at the Perumahan Rakyat (PPR), Hiliran Ampang, Kuala Lumpur with senior citizens population density. 200 participated in the programme.

Lifelong Learning Programme

Economic Empowerment Programme (EEP): 1 PAWE 1 Product/Services

Improve Senior Citizens Access To Employers
- Pilot Project: 2 Senior Activity Centre (PAWE) in Kuala Lumpur as a Job Matching Centre and Economic Empowerment For Senior citizens.
- The centre as a network of collaboration with various agencies to provide employment opportunities and economic empowerment for senior citizens.

Research On Employability Of Senior Citizens In Malaysia

Pilot Project: 2 Senior Activity Centre (PAWE) in Kuala commissioned a study in 2017 and a National Strategic Development Plan on Ageing Population for the Inclusion and Employment of Malaysia’s Ageing Population was published by the Institute of Labour Market Information and Analysis (ILMIA) in 2019.
Thank you

Terima kasih