

SUPPORT FOR DIVERSE WORK STYLES IN MALAYSIA

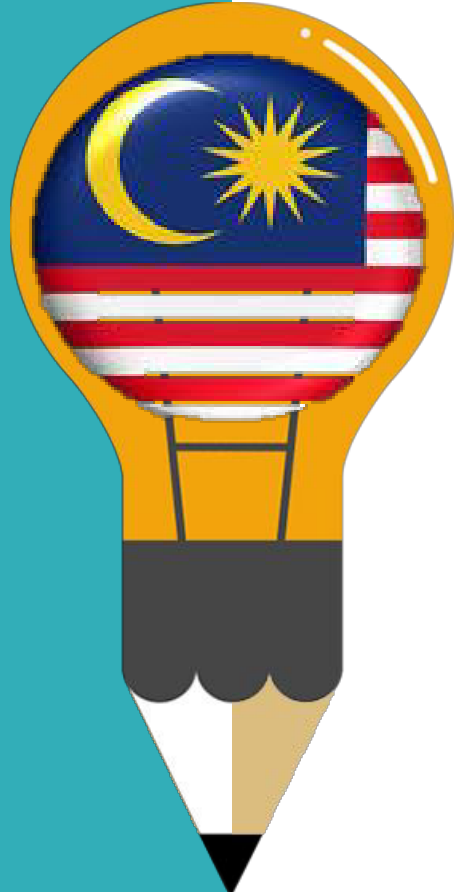
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Demography

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

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

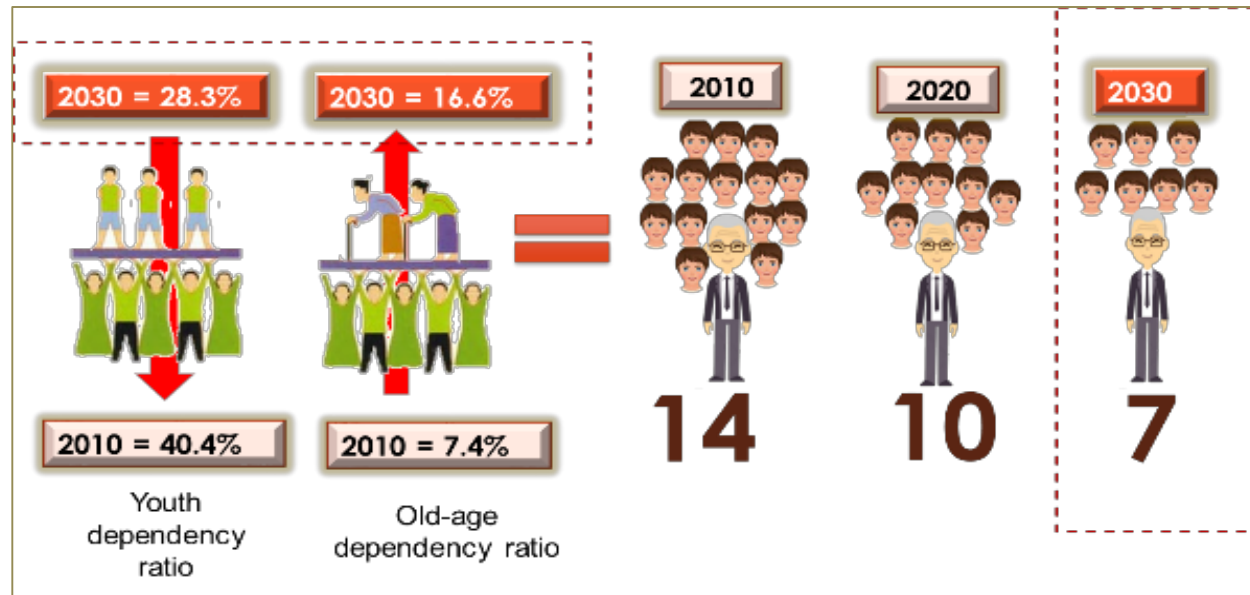
Malaysia defines older persons as those who are 60 years old and above. By 2030, Malaysia will achieve the status of aged nations with older persons constituting more than 15% of the population.

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

Life expectancy

| Life expectancy | 1991 | | 2000 | | 2010 | | 2016 ^e (estimate) | |
|------------------------|------|--------|------|--------|------|--------|------------------------------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| At Birth | | | | | | | | |
| Total | 69.2 | 73.4 | 70.0 | 74.7 | 71.9 | 76.6 | 72.6 | 77.2 |
| At 60 Years Old | | | | | | | | |
| Total | 16.1 | 18.1 | 16.7 | 19.0 | 17.9 | 20.1 | 18.5 | 20.9 |

Youth and Aged Dependency Ratio



Comparison of Old-Age Dependency Ratio between Malaysia and Selected Asian Countries

| | 1990 | 2000 | 2010 | 2015 |
|-------------------|------------|------------|------------|------------|
| Japan | 17.1 | 25.2 | 36.0 | 43.3 |
| Singapore | 7.7 | 10.3 | 12.2 | 16.1 |
| Thailand | 6.9 | 9.5 | 12.4 | 14.6 |
| Vietnam | 10.1 | 10.4 | 9.4 | 9.6 |
| Malaysia | 6.1 | 6.4 | 7.4 | 8.5 |
| Indonesia | 6.3 | 7.3 | 7.5 | 7.7 |
| Cambodia | 5.5 | 5.6 | 5.9 | 6.4 |
| Lao PDR | 6.8 | 6.7 | 6.2 | 6.2 |
| Brunei Darussalam | 4.2 | 3.6 | 4.9 | 6.1 |

Source: World Development Indicator, World Bank

National Advisory and Consultative Council for Older Persons

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

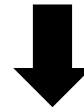
Chaired by the **Minister of Women, Family and Community Development** and consists of :

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

Secretariat:

Department of Social Welfare

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).

NATIONAL LEGISLATIONS/ RIGHTS

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

There are several laws pertaining to matters such as employment, retirement, and health care but are not specifically focusing on older persons

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 provide 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**



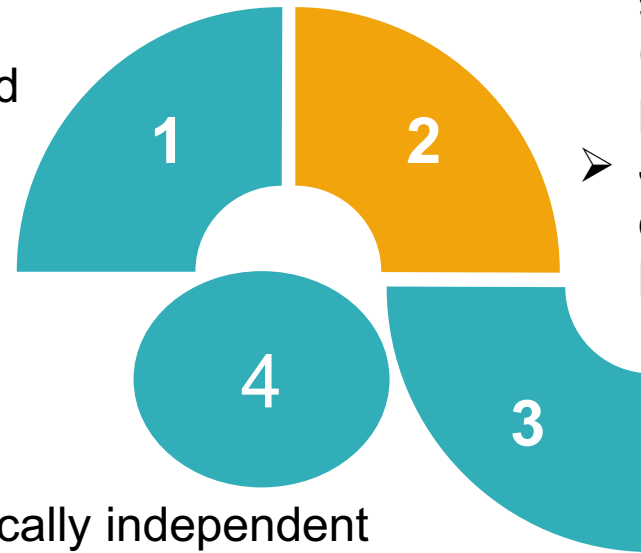
Programmes / Initiatives

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



Curative



Rehabilitative



Community:

- Elderly Clubs
- KOSPEN

Healthcare Facilities

- Elderly Health Programme
- Occupational Health Clinics

Workplace:

- KOSPEN Plus
- Occupational Health Clinics (large companies)

**Healthcare Facilities:
Public and Private**

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

Integrated Seamless Healthcare

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

Lifelong Learning Programme



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

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



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.

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

Thank you
Terima kasih