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Protect, Promote and Prevent

Spearheading Social Protection Initiatives for All

UNIVERSITI MALAYA | Pusat Penyelidikan Kesejahteraan Sosial
Social Wellbeing Research Centre
(SWRC)

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The Perspective

3P Framework in Social Protection for Productivity Enhancement

The ultimate aim of any economic development is social wellbeing. This journey often begins with an individual's innate drive for self-protection, starting with basic necessities such as food, shelter and clothing. The instinct for self-protection has been a fundamental human trait since the beginning of civilization.

As people become more civilized, the responsibility for providing these basic protections has extended to the immediate family members, extended family, community and eventually the country. The protection coverage has gradually increased with the level of human development to include other elements such as security, leisure and so forth.

At the same time, the individual responsibility has transformed to become a shared responsibility of a community. In return for this shared responsibility, the idea of social protection in the modern society that we live in now is becoming more of an individual right. Hence, the tone has changed from 'Please protect me!' to 'I have the right to be protected as a citizen of this country!'

Some might interpret this development as reflective of an old notion of a 'welfare economy', where the government is perceived to be responsible in supporting those deemed to be unproductive in the society. For one, this does not bode well with economies that are not particularly affluent, and for another it is unsustainable. However, it is not difficult to unravel this puzzle. What is required is a change of mindset from a notion of a welfare economy to a development economy. The objective is to optimize economic growth. The key is how do we manage the constraint variables or the factors of production of capital and labour. The most important key to unravel the puzzle is to place labour in the economic development postulate. The right of an individual to be protected comes with responsibility!

The question lies in how to achieve this within the domain of social protection. The solution is to establish a social protection system capable of empowering individuals to improve their productivity. This represents a shift from the traditional concept of 'protecting the unproductive' to 'protecting individuals to improve their productivity'. This objective can be realised through the 3P social protection framework - PROMOTE, PREVENT and PROTECT (or using the noun version: PROMOTION, PREVENTION and PROTECTION), as illustrated in Diagram 1.

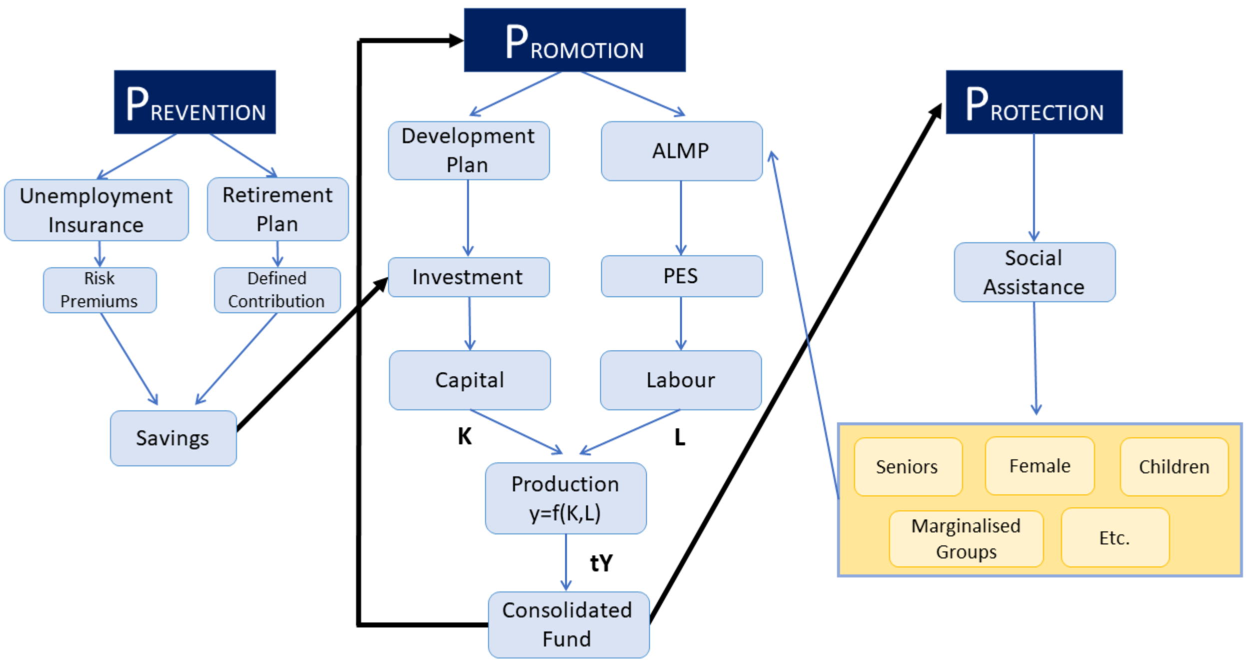
The core principle of social protection is to have a system that can protect all members of society from vulnerability through the life-cycle approach. Every individual faces vulnerability in various stages of life, in one way or another from womb to tomb. Therefore, universal protection is necessary. A strong social protection system must have a sufficient protection floor with a wider and deeper protection coverage to ensure everyone has a minimum level of protection throughout their lifetime. The 3P framework of social protection addresses both the width and the depth of protection.

The first 'P' in the 3P framework of social protection is **promotion**, which serves as the driver for social protection. It focuses mainly on improving the productivity of factors of production, namely capital (K) and labour (L). Savings are crucial for capital accumulation or investment in the economy. There are two main sources of savings within the social protection system. Both are generated in the second 'P' of the 3P framework, which is **prevention**.

Preventive social protection operates on an insurance concept, often referred to as social insurance. It is built upon individual responsibility to protect themselves and operates on the contribution principle. Social insurance comprises two main components: retirement plans and unemployment insurance or employment insurance. Retirement plans provide individuals with the opportunity to save for their post-employment years during their productive years. The system itself is built upon productivity-driven principles. The more productive the individual, the more they can save for their retirement.

The second component, unemployment insurance, necessitates individuals to pay a premium for risk mitigation against loss of job or inability to work. The savings generated from the social insurance system are good for investment in the economy. Investment, in turn, is crucial for fostering economic growth. In the early stages of development, the focus of investment primarily revolves around capital accumulation, that is quantity of investment, to improve labour productivity. As the economy develops, the quality of investment becomes more important, that is to shift towards technological-driven

Diagram 1: 3P Framework in Social Protection



investments. Hence, labour productivity will further improve, leading to the increase in social insurance contributions. Consequently, investment in the economy will increase and the cycle will continue.

The increase in labour productivity will lead to better salaries and wages for workers, consequently increasing savings for retirement. As a result, individuals will enjoy higher retirement income and the economy will benefit from higher investment. Simultaneously, growth in productivity translates into better tax collections by the government. Income tax will increase concomitantly with the increase in salaries and wages. Meanwhile, corporate tax will increase as well due to better profits by businesses because of productivity improvement.

An improvement in the government tax revenues signifies a greater allocation of funds towards social protection. The funds will be distributed through two channels in the 3P framework of social protection as shown by the dark arrows in the diagram. The two main channels are social insurance and active labour market programmes (ALMP), both will be explained below.

The third 'P' signifies **protection**. The idea is that direct protection is given to vulnerable groups of people, traditionally referred to as welfare. Public funds are given directly to the predetermined vulnerable groups in various forms for instance, cash transfers or support in-kind. The government assumes distributive role in redistributing income or wealth to the people.

Despite the negative connotations associated with these 'welfare' payments, as it is often associated with laziness or negative traits, empirical evidence including studies conducted, fail to substantiate claims of unproductivity. On the contrary, many studies in other countries has shown that direct cash transfers are good for improving income distribution and in widening the protection floor.

Contrary to popular belief, direct social assistance enhances productivity rather than hinders it. Some groups exhibit lower productivity due to their circumstances. However, given the opportunity to overcome their limitation, they can enhance their productivity.

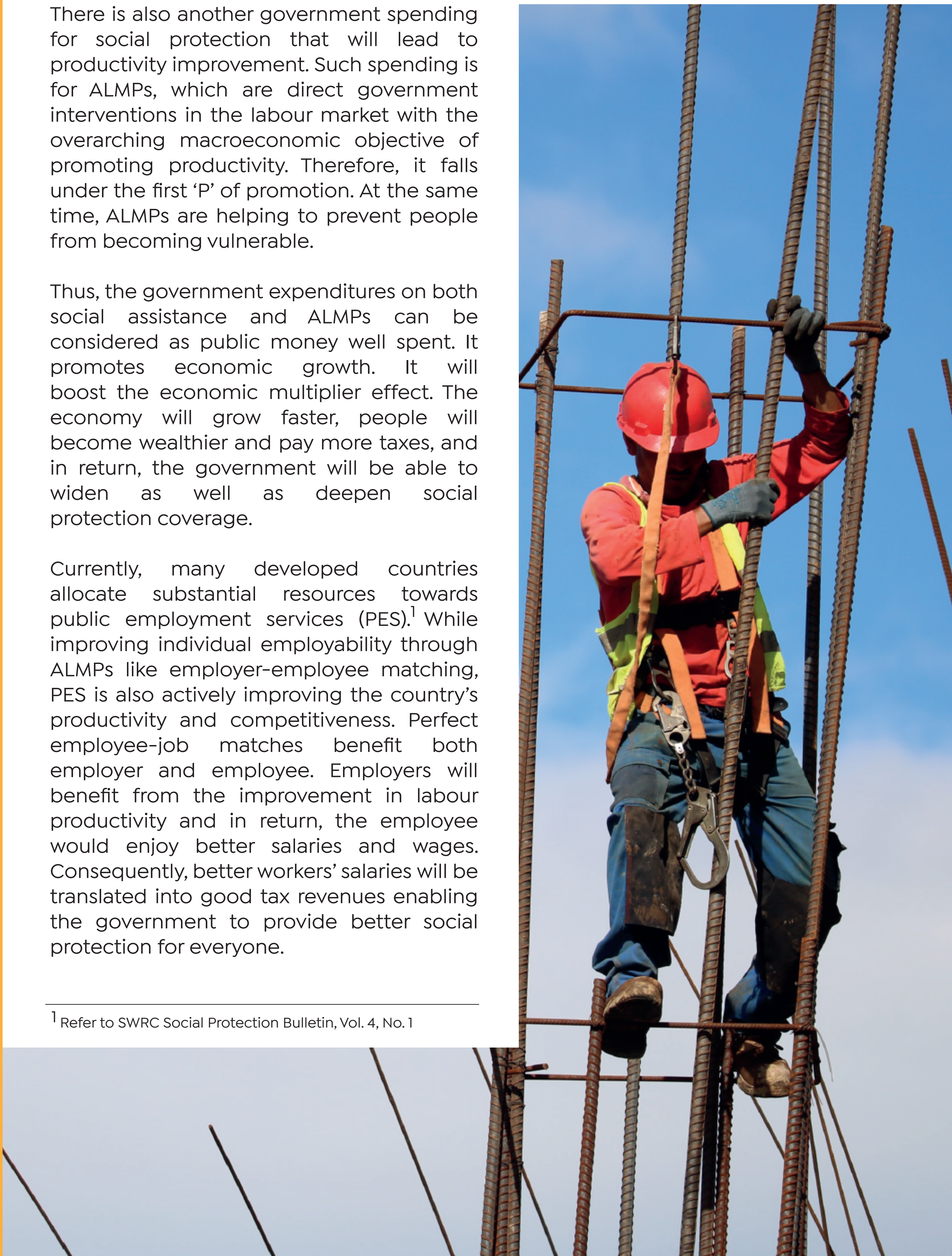
For instance, the lack of nutrients among poor people makes them less productive. Lower female labour force participation rate is due to having to take care of their children, and people with disability cannot actively participate in the economy. These groups of people and many more were proven to be productive when they are given the opportunity. Therefore, the microeconomic objective of helping the vulnerable groups of people also has a macroeconomic advantage of supporting economic growth.

There is also another government spending for social protection that will lead to productivity improvement. Such spending is for ALMPs, which are direct government interventions in the labour market with the overarching macroeconomic objective of promoting productivity. Therefore, it falls under the first 'P' of promotion. At the same time, ALMPs are helping to prevent people from becoming vulnerable.

Thus, the government expenditures on both social assistance and ALMPs can be considered as public money well spent. It promotes economic growth. It will boost the economic multiplier effect. The economy will grow faster, people will become wealthier and pay more taxes, and in return, the government will be able to widen as well as deepen social protection coverage.

Currently, many developed countries allocate substantial resources towards public employment services (PES).[1] While improving individual employability through ALMPs like employer-employee matching, PES is also actively improving the country's productivity and competitiveness. Perfect employee-job matches benefit both employer and employee. Employers will benefit from the improvement in labour productivity and in return, the employee would enjoy better salaries and wages. Consequently, better workers' salaries will be translated into good tax revenues enabling the government to provide better social protection for everyone.

[1] Refer to SWRC Social Protection Bulletin, Vol. 4, No. 1



PILLARS OF SOCIAL PROTECTION

PREVENTION

Social Insurance

Mandatory and voluntary contributory schemes, protection during working and retirement

Old age and reitirement

Defined benefits (public pension)

Defined contribution (EPF, PRS)

Injury and death at the workplace

Social security protection scheme (SOCSO)

Unemployment and income reduction

Employment Insurance System (EIS)

PROMOTION

Labour Market Programme

Labour market intervention to help the labour force find re-skilling and up-skilling opportunities, apprenticeship, vocational and skills training, and work.

Active labor market policies and programs

(pre-employment training, skills development and upgrading, public works, matching supply and demand for labour)

Passive labor market policies and programs

(compliance with core labor standards, job security provisions, improving working conditions, Job Search Allowance (JSA))

PROTECTION

Social Assistance

Non-contributory schemes/ programmes

Government cash transfer

e.g.: Bantuan Keluarga Malaysia, etc.

Welfare transfer programme

e.g.: Social Welfare Assistance (JKM), zakat etc.

Universal healthcare coverage

Universal health coverage for all Malaysians

School feeding programme

Supplementary Food Programme (RMT)

Featured Article 1

Economists: Malaysia Should Look at Structural Issues in Attracting FDI into Malaysia

as featured in NST on 30 January 2024

Malaysia should look at structural issues particularly to improve on the human capital, contribution to the productivity and employment side in attracting foreign direct investment (FDI) into the country.

President of Malaysian Economic Association (MEA), Professor Emeritus Datuk Norma Mansor said that despite the global economic uncertainties with the geopolitical tension, Asia is seen as one of the thriving regions, with 70% of global growth.

However, she said the incoming FDI is slowing down for Malaysia as it is receiving less compared to other countries in the region. "The benefit of FDI is that it brings in technology and knowledge and it would also help Malaysia to join the global supply chain. However in the past years, 80 per cent of job created from the FDIs are the semi-skilled and lower end jobs," she said at the sideline of the 2024 Global Economic and Strategic Outlook Forum (GESOF) here today.

GESOF is jointly organised by KSI Strategic Institute for Asia Pacific, the Economic Club of Kuala Lumpur and the World Digital Chamber.

She noted that Malaysia's productivity is also slowing down, hence the need to improve human capital issues.

"The country needs to create more high value added jobs as it would also mean high wages. Wages in Malaysia are relatively lower compared to the region such as Vietnam and Thailand especially if you are talking about the middle and high levels in organisations.

"This is also linked to the other aspect of employment which is brain drain," she said.

The progressive wages, proposed by the government, could contribute towards the increase of wages plus with more of the value added activities and high income jobs, she noted.

Hence, the proposal to switch to digitalisation for technology upgrades would support productivity increase and boost the country's economy, she said.

She also highlighted that having good social security for employment thus increasing the cost of doing business is not a factor that will discourage FDI, contrary to popular belief.

"That is not true because from a survey among the industries that entered Malaysia, we found that the cost of social security is not a hindrance. In fact, a better social security will encourage higher productivity and attract more qualified individuals to join.

"So having an inclusive social protection would support the employment that Malaysians want to have," she said.

Meanwhile, Ambank (M) Bhd chief economist Firdaos Rosli said the government's move regarding fiscal policy needs to be crystal clear as investors need to price in changes to gauge the risk to their investments.

Citing the subsidy rationalisation move to be implemented by government, he said the timeline for the rollout and the mechanism need to be made certain.

Touching on the outlook of the Malaysia's economic growth, he said assuming that the subsidy rationalisation is not giving any adverse impact, Ambank is looking at GDP growth of 4.5% for Malaysia this year with the upside potential for trade.

"We expect the export of semiconductors to be more sanguine from the second quarter onward with more tourists arrival from China on the back of a visa free policy to support the growth," he said.

In terms of inflation, he noted the bank is looking at 3.0% this year, with upside potential due to the subsidy rationalisation.

"On unemployment rate, it will continue to drop to the pre-pandemic level of 3.2% this year, which is a good thing but the wage growth for this year would not be as good as last year following the lower base effect previously," he said.

On the ringgit, he said the bank expected the currency to strengthen to RM4.50 against the US dollar, banking on the Federal Reserve to make the first rate cut move.

"However, with the US' current labour market remaining strong, we expect the US interest rates to remain high in the near term," he added.

Featured Article 2

Prepare for an Ageing Nation with Sustainable Social Protection Policies

as featured in NST on 16 December 2023

Across the vast expanse of developing economies, which account for 80% world's population, a subtle but significant conflict is raging. These nations find themselves in an economic limbo, akin to the West in the 1990s, while confronting the looming prospects of the 2020s.

The term "developing" implies an expectation to "graduate" and emulate the developed world. However, in a dynamically evolving world, is it equitable to rigidly categorise countries based on antiquated metrics and predefined performance indicators?

The undeniable reality is that the developing world is ageing at a pace surpassing its economic affluence.

Consider France, which took 115 years to double its population of 65-year-olds and above, a span marked by epochal historical events. In stark contrast, countries like Malaysia are poised to undergo a comparable demographic shift in just 20 to 30 years, creating a challenging economic landscape with a shrinking labour force.

These developing nations, yet to reach the status of their developed counterparts, grapple not only with demographic transitions but also with global competition for resources, climate challenges, food insecurity, and brain drain.

The traditional approach of relying on immigration, a key strategy in the global North, may not be a viable solution for the South, especially considering the rise of right-wing protectionist governments and populist sentiments.

A paradigm shift is urgently needed in the global South's approach. Rather than fixating on external solutions, there is a resounding call to introspect and consider alternative approaches.

The Social Wellbeing Research Centre (SWRC) and Universiti Malaya underscore the indispensable role of an inclusive social protection framework for developing nations to thrive.

Contrary to being a mere welfare mechanism, a robust social protection system can yield both micro and macroeconomic benefits.

Examining the European Union (EU) as a model, France's commitment to social benefits, with almost a third of its GDP allocated to social services in 2019, showcases the potential economic impact of a well-structured social protection policy.

This commitment has contributed to France becoming the world's seventh-largest economy, with a significant proportion of its youth engaged in entrepreneurship.

In Malaysia, the potency of community social protection became evident during the Covid-19 crisis.

Despite substantial government stimulus packages, social movements like " #KitaJagaKita", "#benderaputih" (white flag) and "Kita jaga rakyat" emerged on social media. While community involvement addresses gaps in formal social protection, sustainability remains a concern.

Nevertheless, it presents a pivotal support system for the global South, given limited government resources and challenging economic conditions.

In the face of fiscal constraints, the masses in the global South must mobilise private resources to support economic progress.

Religious practices, such as Islamic alms giving (zakat) and philanthropy in Judaism (tzedakah), can be repackaged to appeal to private citizens and complement existing social protection frameworks.

These ancient practices, when secularly emulated, offer a potential solution to the economic and demographic challenges confronting the global South.

In conclusion, the narrative shifts from a reliance on external factors to a focus on internal resilience and community involvement.

While the government diligently works to enhance the current social protection system, the imperative for change is unequivocal — the work must be done concurrently by members of society.

The global South must balance individualism with collectivism, leveraging private resources and ancient practices to bolster social protection policies.

In doing so, these nations can address the intricate challenges of adequacy, cost, and coverage, paving the way for sustainable and inclusive economic growth. The journey is complex, but the imperative for collective action is resolute.

Featured Article 3

EPF CEO: Ageing Society has Long Term Implication on Fiscal Position

– Ahmad Zulqarnain Onn
Chief Executive Officer EPF

as featured in Bernama on 3 March 2024

“Healthcare costs will go up, as will social security costs, putting significant pressure on the fiscal position,” he said.

Malaysia’s demographic landscape is undergoing a significant transformation, with the proportion of elderly citizens expected to soar to 40 per cent by 2043, highlighting critical implications for the nation’s fiscal outlook, said Ahmad Zulqarnain Onn, chief executive officer of the Employees Provident Fund (EPF).

With a projected population of 39.9 million, the elderly population aged over 66 years old is anticipated to reach 5.6 million, while the working-age population (aged 15 to 64 years old) is estimated to hit 27.3 million.

“Studies have shown that for every 10 per cent increase in the age population, we will see a 5.5 per cent decline in Gross Domestic Product,” he said during the EPF’s performance and dividend announcement here today.

Ahmad Zulqarnain highlighted that as society ages, the stresses and pressures on the healthcare system will increase and the country’s tax revenue is expected to decline as a larger portion of the population retire.

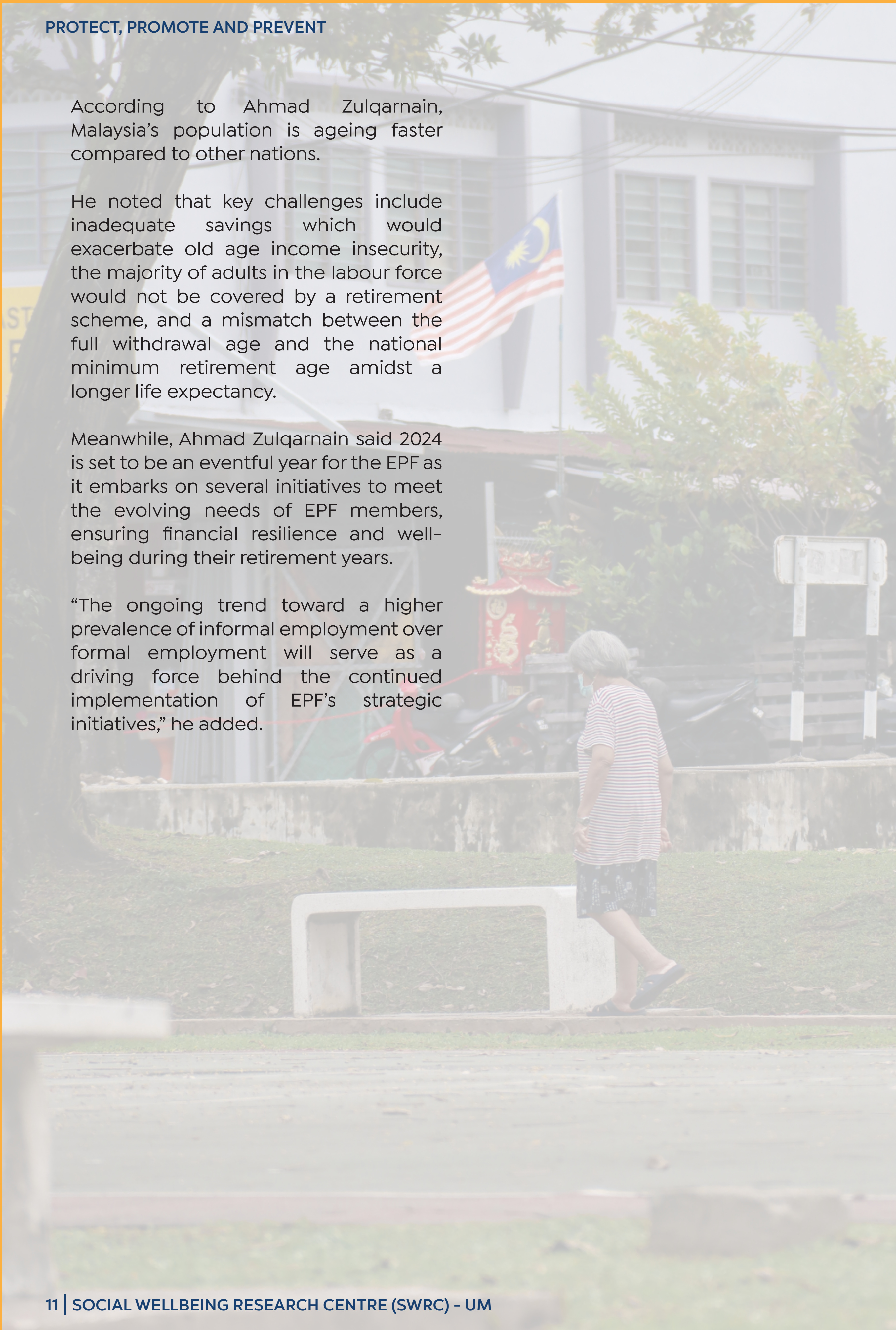
“Healthcare costs will go up, as will social security costs, putting significant pressure on the fiscal position,” he said.

According to Ahmad Zulqarnain, Malaysia's population is ageing faster compared to other nations.

He noted that key challenges include inadequate savings which would exacerbate old age income insecurity, the majority of adults in the labour force would not be covered by a retirement scheme, and a mismatch between the full withdrawal age and the national minimum retirement age amidst a longer life expectancy.

Meanwhile, Ahmad Zulqarnain said 2024 is set to be an eventful year for the EPF as it embarks on several initiatives to meet the evolving needs of EPF members, ensuring financial resilience and well-being during their retirement years.

"The ongoing trend toward a higher prevalence of informal employment over formal employment will serve as a driving force behind the continued implementation of EPF's strategic initiatives," he added.



Featured Article 4

Long-term Measures Needed to Address False Perkeso Claims

- Dato' Sri Dr. Mohammed Azman , Chief Executive SOCSO

as featured in NST on 9 January 2024

“He said the issue of false claims stemmed from the state of the social security system which lacked long-term solutions”.

The Social Security Organisation (Perkeso) has emphasised the need for long-term measures to address the growing issue of false claims within the system.

Socso group chief executive officer Datuk Seri Dr Mohammed Azman Aziz Mohammed said such an approach could look into providing social security schemes or pensions for retired elderlies.

He said the issue of false claims stemmed from the state of the social security system which lacked long-term solutions.

"Based on that situation, we see false claims involving disability pension will be made because they do not have an old age pension scheme that can help them until the end of life.

"The disability pension will only be given to contributors who are truly eligible if they are unable to work due to paralysis or severe health conditions based on a medical report certified by a doctor," he said after joining a corporate visit to Media Prima Berhad at Sri Pentas, Bandar Utama.

The purpose of the visit was to strengthen cooperation with the media in conveying information to contributors about the benefits and claims provided.

Also present were Media Prima group chairman, Datuk Syed Hussian Aljunid, Media Prima Omnia chief operating officer Datuk Mohd Efendi Omar and The New Straits Times Press (NSTP) group managing editor Datuk Ahmad Zaini Kamaruzzaman.

He explained that retirees currently rely on savings under the Employee Provident Fund (EPF) scheme, which is received in a lump sum upon retirement.

"Therefore, a scheme for elderly pensioners is not fully implemented yet.

"So based on that, if we look at the long-term approach, we need to look at how we can provide pensions for the elderly, where the Perkeso pension is not just a support, but a safety net for them after retirement."

He cautioned contributors against using false information that could be misleading to gain approval of their claims.

"Do not use false report information and do not exploit situations that mislead doctors and others involved because this is the contributors' money.

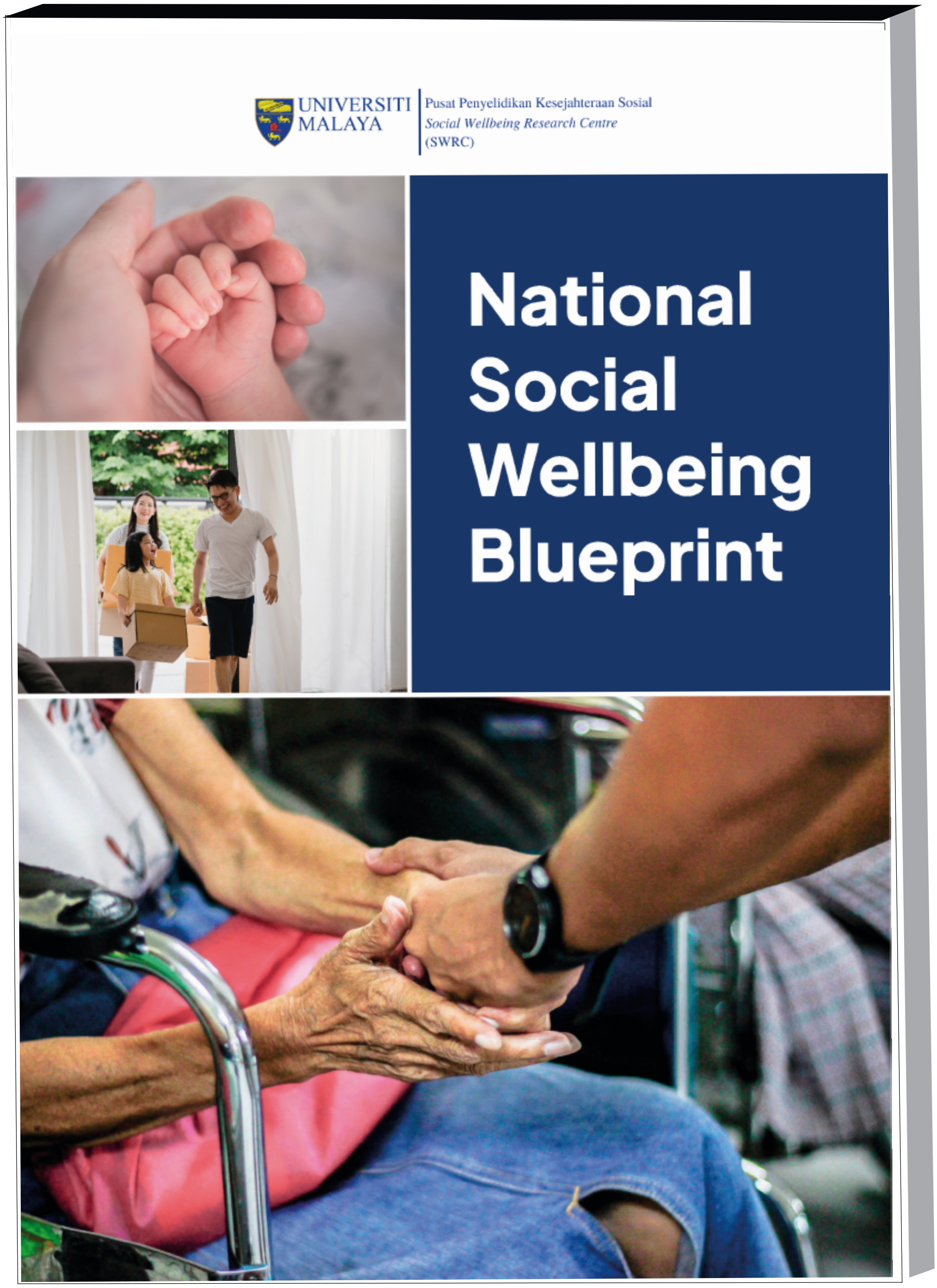
"It involves the overall contribution of workers in one funding. For those who genuinely qualify, the doctors will determine their eligibility."

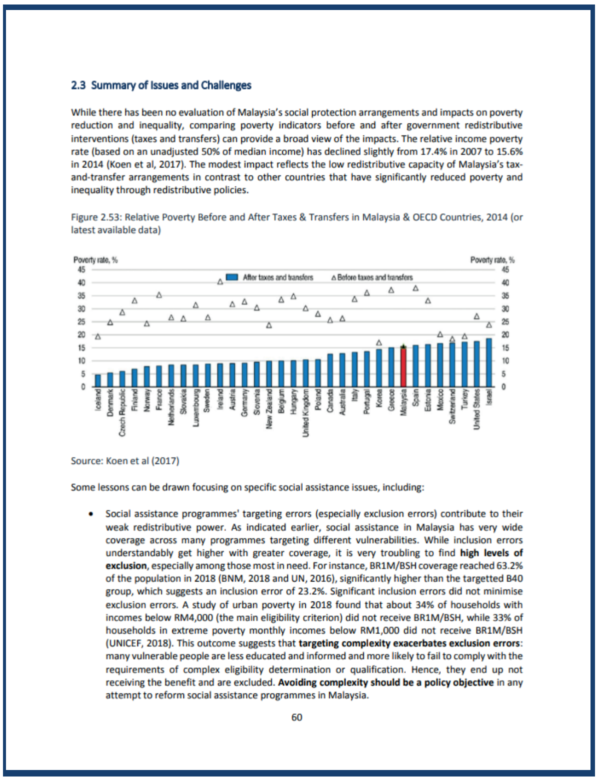
Azman added that their short-term approach involves educating contributors on their eligibility which could let them apply for legitimate claims.

Last November, the media reported that an elderly man was brought before the Selayang Court on charges of making a false claim to Perkeso while seeking treatment at the Selayang Hospital.

The 60-year-old man was found to have committed the act eight years ago to obtain disability pension benefits of more than RM137,000.

Featured Book





2.3 Summary of Issues and Challenges

While there has been no evaluation of Malaysia's social protection arrangements and impacts on poverty reduction and inequality, comparing poverty indicators before and after government redistributive interventions (taxes and transfers) can provide a broad view of the impacts. The relative income poverty rate (based on an unadjusted 50% of median income) has declined slightly from 17.4% in 2007 to 15.6% in 2014 (Koen et al, 2017). The modest impact reflects the low redistributive capacity of Malaysia's tax-and-transfer arrangements in contrast to other countries that have significantly reduced poverty and inequality through redistributive policies.

Figure 2.53: Relative Poverty Before and After Taxes & Transfers in Malaysia & OECD Countries, 2014 (or latest available data)

Source: Koen et al (2017)

Some lessons can be drawn focusing on specific social assistance issues, including:

- Social assistance programmes' targeting errors (especially exclusion errors) contribute to their weak redistributive power. As indicated earlier, social assistance in Malaysia has very wide coverage across many programmes targeting different vulnerabilities. While inclusion errors understandably get higher with greater coverage, it is very troubling to find **high levels of exclusion**, especially among those most in need. For instance, BR1M/BSH coverage reached 63.2% of the population in 2018 (BNM, 2018 and UN, 2016), significantly higher than the targetted B40 group, which suggests an inclusion error of 23.2%. Significant inclusion errors did not minimise exclusion errors. A study of urban poverty in 2018 found that about 34% of households with incomes below RM4,000 (the main eligibility criterion) did not receive BR1M/BSH, while 33% of households in extreme poverty monthly incomes below RM1,000 did not receive BR1M/BSH (UNICEF, 2018). This outcome suggests that **targeting complexity exacerbates exclusion errors**: many vulnerable people are less educated and informed and more likely to fail to comply with the requirements of complex eligibility determination or qualification. Hence, they end up not receiving the benefit and are excluded. **Avoiding complexity should be a policy objective** in any attempt to reform social assistance programmes in Malaysia.

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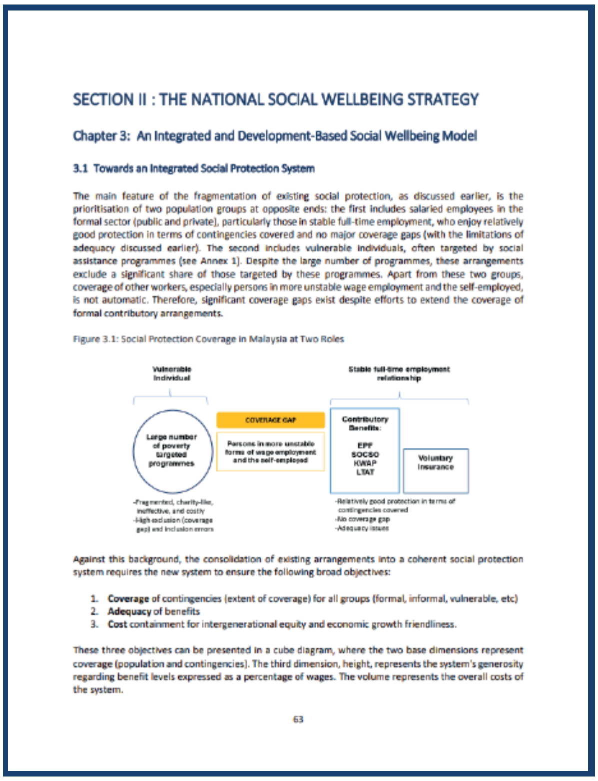

SECTION II : THE NATIONAL SOCIAL WELLBEING STRATEGY

Chapter 3: An Integrated and Development-Based Social Wellbeing Model

3.1 Towards an Integrated Social Protection System

The main feature of the fragmentation of existing social protection, as discussed earlier, is the prioritisation of two population groups at opposite ends: the first includes salaried employees in the formal sector (public and private), particularly those in stable full-time employment, who enjoy relatively good protection in terms of contingencies covered and no major coverage gaps (with the limitations of adequacy discussed earlier). The second includes vulnerable individuals, often targeted by social assistance programmes (see Annex 1). Despite the large number of programmes, these arrangements exclude a significant share of those targeted by these programmes. Apart from these two groups, coverage of other workers, especially persons in more unstable wage employment and the self-employed, is not automatic. Therefore, significant coverage gaps exist despite efforts to extend the coverage of formal contributory arrangements.

Figure 3.1: Social Protection Coverage in Malaysia at Two Roles

Against this background, the consolidation of existing arrangements into a coherent social protection system requires the new system to ensure the following broad objectives:

1. **Coverage** of contingencies (extent of coverage) for all groups (formal, informal, vulnerable, etc)
2. **Adequacy** of benefits
3. **Cost** containment for intergenerational equity and economic growth friendliness.

These three objectives can be presented in a cube diagram, where the two base dimensions represent coverage (population and contingencies). The third dimension, height, represents the system's generosity regarding benefit levels expressed as a percentage of wages. The volume represents the overall costs of the system.

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The National Social Wellbeing Blueprint chart a set of strategies and options for consolidating the existing fragmented social protection arrangements into a; coherent, effective, and impactful system of social protection that contributes to the vision of Malaysia as a socially inclusive, economically productive, efficient nation.

As a baseline, this document starts with a review of the existing fragmented and uncoordinated social protection programmes. It is followed by proposals for interventions and consolidation to create synergies among programmes that ultimately leave no one behind.

A comprehensive social protection system will contribute to overall growth while ensuring fiscal sustainability in tandem with Malaysia's journey to become a developed nation.

This document is a joint collaboration between the Social Wellbeing Research Centre (SWRC), Employees Provident Fund (EPF), Social Security Organisation (SOCSO), Bank Negara Malaysia (BNM), Khazanah Research Institute (KRI) and Kumpulan Wang Persaraan (KWAP).

This Blueprint was first put forward in 2019 to the Malaysia Social Protection Council (MySPC), chaired by YAB Dato' Seri Dr Wan Azizah binti Dr Wan Ismail (then the deputy Prime Minister)

For more info: please visit our website
https://swrc.um.edu.my/img/files/National%20Social%20Wellbeing%20Blueprint.pdf

Activities and Gallery

SWRC Research Seminar 2023

13 December 2023 @ Econo Cube

The SWRC Research Seminar was held on 13 December 2023 at the Econo Cube, Faculty of Business and Economics, Universiti Malaya. The main objective of the research seminar is to serve as a platform for researchers to share their research works and projects in various topics such as retirement readiness, savings adequacy, social protection policy, women labour force participation and the future of jobs.

The seminar began with the welcoming speech by SWRC's Director, Professor Datuk Norma Mansor. The seminar witnessed the participation of close to 30 participants from various government ministries, agencies, industries, academias and think-tanks.

The list of presenters and their topics in the research seminar are as follows:

SESSION 1 - Moderator: Dr Halimah Awang

1. **The fit-for-purpose Social Protection Policy: Targeted Those in Need**
   - Dr Ong Shue Li
2. **Effect of Demographic Factor, Social Behaviour of Low-Income Household on Social Well-being & Quality of Life: Evidence from Malaysia**
   - Associate Professor Dr. Sedigheh Moghavvemi
3. **Sunset and Sunrise: 20 Growing and Declining Jobs**
   - Encik Azirruan Ariffin

SESSION 2 - Moderator: Dr Zulkiply Omar

1. **Undiagnosed Hypertension Among Middle-Aged and Older Adults in Malaysia** - Dr Aisyah Abdul Rahim
2. **The Influence of Psychosocial Among Malaysian Retirement Readiness**
   - Dr. Rajenthyran Ayavoo
3. **Predicting Savings Adequacy Using Machine Learning: A Behavioural Economics Approach Using MARS Wave 1 Data**
   - Dr Muhammad Aizat Zainal Alam
4. **Childcare Matters and How Financial Assistance Increase Mothers' Participation In Malaysia's Labour Market** - Dr Suhaida Mohd Amin

Pension and Retirement Professional Programme (PRPP)

Fundamentals of Social Protection (FSP)

27–29 February 2024 @ Wyndham Grand Bangsar Kuala Lumpur

FSP is the first level of the Pension and Retirement Professional Programme (PRPP), developed, organised and executed by SWRC.

This year, FSP took place on 27-29 February 2024 at Wyndham Grand Bangsar Kuala Lumpur, involving 30 participants from EIS Office, SOCSO Kuala Lumpur, SOCSO Putrajaya, KWAP, LTAT and LHDN.

This introductory course is designed to equip participants with knowledge of social protection, ageing and the basics of retirement planning.

FSP Experts and Modules

Dr Amjad Rabi (SWRC)	• Social Protection: An Introduction • Social Protection Framework in Malaysia • Concepts of Pension and Retirement
Dr Halimah Awang (SWRC)	• Ageing and Social Protection • Issues in Ageing • Malaysia Ageing and Retirement Survey
Dr Matthew Dornan (World Bank/UNDP)	• Global Social Protection System
Shahrul Bahyah Kamaruzzaman (Faculty of Medicine, UM)	• Issues in Ageing: Dementia • Issues in Ageing: Elderly Abuse
Izlin Ismail (Faculty of Business & Economics, UM)	• Fundamentals of Investment
Mark O'Dell (Life Insurance Association Malaysia, LIAM)	• Insurance Planning
Dr Zulkiply Omar (SWRC)	• Ageing, Productivity and Labour Market
Ms Linnet Lee (Certified Financial Planner)	• Money Management

Forum: Driving Transition Through Padu

2 January 2024 @ PICC

SWRC's Director, Professor Datuk Norma Mansor was invited as one of the panellists for the forum entitled "Driving Transition Through Padu". She was joined by Dr Fazidah Abu Bakar (MAMPU) and Dato' Ts. Dr. Haji Amirudin Abdul Wahab FASc (CyberSecurity Malaysia). The forum was moderated by Marina Che Mokhtar from PwC Malaysia.

According to Professor Datuk Norma Mansor, Padu is poised to be a transformative force in the country; therefore, it is crucial to regularly update the data within, to prevent it from becoming stagnant.

Regular updates will make data integration more effective while avoiding duplication of information from various other departments (The Star, 2 Feb 2024).

The forum was held in conjunction with the official launch of Padu by the Prime Minister of Malaysia, YAB Dato' Seri Anwar Ibrahim.

The 2024 Global Economic and Strategic Outlook Forum

30 January 2024 @ Royale Chulan Kuala Lumpur

SWRC's Director and the President of Malaysia Economic Association (MEA), Professor Datuk Norma Mansor was invited as one of the panellists for the forum entitled "The 2024 Global Economic and Strategic Outlook". She was joined by Dr Anthony Dass (KSI Strategic Institute for Asia Pacific), Professor Geoffrey Williams (Malaysia University of Science and Technology (MUST)), Professor Major (H) Dato' Dr. Engr. Chin Yew Sin, JP (Global One Belt One Road Association) and Firdaous Rosli (AmBank Group).

The forum was moderated by Professor Dr Sulochana Nair from Binary University. The forum was organised by the KSI Strategic Institute for Asia Pacific, in collaboration with the Economic Club of Kuala Lumpur and the World Digital Chamber to provide insights and analysis on leading strategic challenges, trends and key issues that may impact the global, regional and national outlook in 2024.

Podcast #HitamPutihKelabu

"Pencen Penjawat Awam: Bom Jangka Kewangan Negara?"

19 Februari 2024 @ Menara Dato Onn, WTC KL

On 19 February 2024, SWRC's Director, Professor Datuk Norma Mansor was invited as a panellist for the podcast session entitled "Pencen Penjawat Awam: Bom Jangka Kewangan Negara". She was joined by YB Datuk Seri Haji Ahmad Maslan. The podcast session was moderated by YB Dato' Sri Azalina Othman Said.

The podcast is a joint initiative between Penerangan UMNO Malaysia and Barisan Nasional Communication (BN Comms).

In the podcast session, Professor Datuk Norma Mansor highlighted the importance of establishing a universal social pension in Malaysia, as were implemented in various developed countries, to safeguard the wellbeing of senior citizens and guarantee their income security during old age.

According to her, similar initiatives has also been introduced in the neighbouring countries, Thailand and Vietnam.

NST Beyond the Headlines – Episode 21

9 February 2024 @ Virtual

SWRC's Director, Professor Datuk Norma Mansor was invited as a panellist for the 21st episode of the NST podcast "Beyond the Headlines". She was joined by Civil Services (Cuepacs) secretary-general, Abdul Rahman Mohd Nordin.

The proposed overhaul of civil servants' pension schemes and the declining value of the Malaysian ringgit against the Singapore dollar were discussed.

Join us @ Pension and Retirement Professional Programme 2024!

The Pension and Retirement Professional Programme (PRPP) is a three level course aimed to train social protection practitioners to become specialists in the retirement and pension industry.

Programme Objectives

The Social Wellbeing Research Centre aims to produce successful and certified professionals in the pension and retirement industry that are able to meet these criteria:

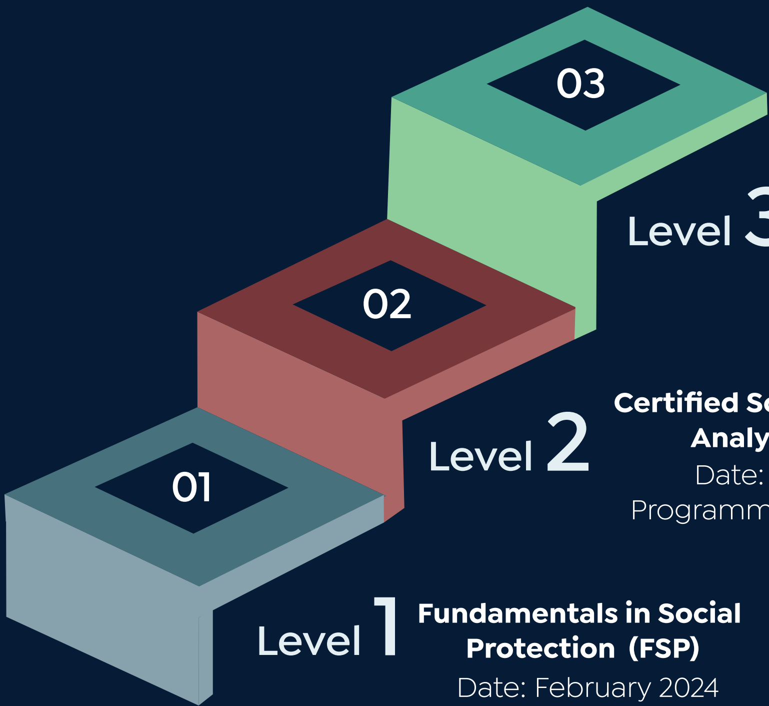
- Capable of contributing towards the improvement of institutional development
- Become the reference point for pensions management and retirement science in the region
- Competent in the practices of pension analysis and retirement

Programme Structure

The Pension and Retirement Professional Programme will be taught by a combination of lectures, hands-on, practical sessions, guided studies, and exercises. The course will be facilitated by academics and social protection industry experts from all around the world. All educational reading materials will be provided by SWRC prior to the start of each course.

Courses

To ensure a dynamic learning experience, SWRC has developed three progressive levels of certification, which are:



Level 3

Certified International Pension and Retirement Professional (CIPRP)
Date: September 2024
Programme Fee: RM2,000
Examination Fee: RM300

Level 2

Certified Social Protection Analyst (CSPA)
Date: June 2024
Programme Fee: RM1,800

Level 1

Fundamentals in Social Protection (FSP)
Date: February 2024
Programme Fee: RM1,600

Prospective Applicants

SWRC's certifications on social protection are designed for practitioners and professionals in the finance and insurance industry, retirement planning, advisory services and other sectors to sharpen their knowledge and skills in social protection, pension system and long-term care.

Contact Information

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About 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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Please scan the QR code to visit SWRC's website

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Reference Budget for Malaysian (Belanjawanku)

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