

ANNUAL REPORT 2024



UNSW
SYDNEY



Australian
National
University



THE UNIVERSITY OF
MELBOURNE



Curtin University



THE UNIVERSITY OF
SYDNEY



Australian Government
Australian Research Council

ARC CENTRE OF
EXCELLENCE IN
**POPULATION
AGEING
RESEARCH**



Introduction	1
Director’s Report and Highlights	2
Chair’s Message	6
SECTION 1: GOVERNANCE AND STRUCTURE	8
Governance	10
Structure	15
Centre Personnel	17
SECTION 2: RESEARCH AND RESEARCH TRAINING	26
Research Stream 1: Macro-Demographic Dynamics and Population Ageing Policy	27
Research Stream 2: Decision Making, Expectations and Cognitive Ageing	35
Research Stream 3: Organisations and the Mature Workforce	43
Research Stream 4: Sustainable Wellbeing in Later Life	54
The Ageing Asia Research Hub	67
Research Training and Mentoring	74
SECTION 3: EXTERNAL LINKAGES	78
Industry and Government Links	79
National and International Links	83
SECTION 4: PERFORMANCE INDICATORS AND FINANCIAL STATEMENT	89
Key Performance Indicators	90
Research Outputs	91
Communications, Education and Community Outreach	100
End User Links	111
New Grants	115
Centre Finance	116
Awards, Prizes and Recognition	118
CONTACT DETAILS	119

CEPAR would like to acknowledge the generous financial and/or in-kind support of the following organisations:



Australian Government

**Department of Employment
and Workplace Relations**

Department of Foreign Affairs and Trade

Department of Health and Aged Care

Department of Social Services

The Treasury



INTRODUCTION

THIS IS THE FINAL ANNUAL REPORT FOR THE ARC CENTRE OF EXCELLENCE IN POPULATION AGEING RESEARCH (CEPAR), A UNIQUE COLLABORATION BETWEEN ACADEMIA, GOVERNMENT AND INDUSTRY.

CEPAR was established in March 2011 to undertake high-impact, independent, multidisciplinary research and build research capacity in the field of population ageing. Funded primarily by two seven-year grants from the Australian Research Council, with generous support from the collaborating universities and partner organisations, the Centre undertook an extensive research program and a wide range of education and outreach activities to support its mission to produce and promulgate research of the highest quality to optimise social and economic outcomes for an ageing world. The second funding term ended on 27 September 2024. This report details the outcomes for the period 1 January – 27 September 2024 although outputs will continue to be produced well beyond this timeframe.

COLLABORATIVE ARRANGEMENTS

The Centre was based at the University of New South Wales (UNSW Sydney) with nodes at the Australian National University, Curtin University, the University of Melbourne and the University of Sydney, and had high quality partnerships with influential organisations drawn from academe, government and business. It brought together a unique combination of high-level, cross-disciplinary expertise drawn from Actuarial Science, Demography, Economics, Epidemiology, Psychology, Industrial Relations, Organisational Behaviour and Sociology to deliver solutions to one of the major economic and social challenges of the 21st century.

OBJECTIVES

In 2017, at the commencement of its second funding term, the Centre set out to meet the following objectives:

TO EXECUTE A TRANSFORMATIONAL AND MULTIDISCIPLINARY RESEARCH PROGRAM THAT

- produced original research that advances knowledge globally, published in leading international journals
- harnessed expanded research capability to generate evidence and policy analysis to address the most critical issues identified by individuals, industry, government and community groups
- anticipated and responded constructively to rapid demographic transition in Australia and internationally

TO EFFECTIVELY ENGAGE WITH EXTERNAL STAKEHOLDERS AS AN INTEGRAL PART OF THE CENTRE'S RESEARCH ACTIVITY TO

- develop research goals and to share in project execution
- translate research to influence economic and social policy, business practice, and community understanding

TO BUILD NATIONAL RESEARCH CAPABILITY AND COLLABORATION BY

- creating new researcher cohorts devoted to ageing research and trained in cross-disciplinary skills
- developing the research leadership and end user engagement skills of early and mid-career researchers
- taking a leadership role by connecting researchers in ageing throughout Australia, ensuring that benefits from CEPAR's inclusive culture are fully realised

TO ELEVATE CEPAR'S, AND BY EXTENSION AUSTRALIA'S, REPUTATION AS A GLOBAL LEADER IN POPULATION AGEING RESEARCH BY

- strategically partnering with world-class institutions leading innovative research in the field
- connecting with researchers and centres focused on population ageing throughout the world.

Its achievements in these four domains are documented in this annual report and the six that preceded it during this funding term. Outcomes are quantified in the Key Performance Indicator table that appears on page 90.

FUTURE INITIATIVES

CEPAR brought together over 350 researchers drawn from multiple disciplines to focus on population ageing research. Many of the successful collaborations formed are expected to continue beyond the life of the Centre, ensuring that research on this critical topic is carried forward. Each of the eighteen seven-year research projects was headed by a Chief Investigator with an established reputation for research excellence in their area of expertise. Their research will continue at the following institutions:

- the Centre for Population Ageing Research Knowledge Hub at the UNSW School of Business
- the UNSW Ageing Futures Institute
- the Demography and Ageing Unit at the University of Melbourne
- the Centre for Applied Macroeconomic Analysis at the Australian National University
- the Future of Work Institute at Curtin University
- the Discipline of Work and Organisational Studies at the University of Sydney
- the University of Sydney School of Public Health

DIRECTOR'S REPORT



PROFESSOR JOHN PIGGETT

IN AUGUST 2024, CEPAR RESEARCHERS CAME TOGETHER TO SHOWCASE THE ACHIEVEMENTS OF THE PAST SEVEN YEARS.

It was a fitting end to the second funding term of CEPAR which ended in September 2024. Much has been achieved over these past seven years, and I thank the Australian Research Council, the five collaborating universities and our government and industry partners for providing the cash and in-kind support to undertake such a large-scale research program. The research program built on and expanded work undertaken as part of the initial funding term (2011-2017) and our research translation and knowledge exchange events, research training and mentoring initiatives, governance structure and networks all leveraged the successful framework constructed in our first seven years of operation.

It was a formidable task to showcase the results of seven years of hard work. Over the funding term, membership blossomed and we ended with more than 400 people affiliated with CEPAR who

together contributed to a vast body of knowledge in the field of population ageing. Each of our Chief Investigators was tasked with condensing their project results into a fifteen-minute presentation, and, as Director, it was very gratifying to hear such an impressive catalogue of accomplishments.

CEPAR has always placed significant emphasis on research translation and some of the resources and tools developed to support policymakers, industry practitioners, community members and academe were showcased by our early and mid-career researchers. A big part of CEPAR's success can be attributed to Marc de Cure, the chair of the CEPAR Advisory Board, who was instrumental in securing funding from many of our partners and then supporting a continuing dialogue which shaped the evolution of the CEPAR program and maximised two-way engagement between researchers and end users. As part of the showcase, he shared his valuable insights on what had been achieved in this space and invited Lynn Kelly, First Assistant Secretary of Treasury's Retirement, Advice and Investment Division, to share her thoughts on the stakeholder experience. Lynn was one of a number of stakeholder representatives who contributed to CEPAR's success by generously serving on the CEPAR Advisory Board and supporting CEPAR knowledge exchange events.

Over both terms of CEPAR, we have endeavoured to build research capacity and support the development of our students and postdoctoral researchers. Fittingly, the showcase concluded with presentations from five of the next generation of research leaders in the field who shared details of their current research programs as well as their future directions. The entire event was filmed and is available on the CEPAR website.

Shifting the focus now to 2024, much was achieved in these past nine months and the expertise of our researchers was recognised in

a number of ways. Peter McDonald was appointed as an Officer of the Order of Australia in the 2024 Australia Day honours for distinguished service to demographic research, policy development, and professional associations. Sharon Parker was named WA Scientist of the Year and was the People's Choice Award Winner at the WA Premier's Science Awards. Kaarin Anstey secured \$1.99 million in NHMRC Medical Research Future Funding for the project 'Chronic Disease Risk Reduction in Older Adults with High Dementia Risk'. Hazel Bateman was appointed to the UniSuper Board of Directors. Fiona Blyth and Saman Khalatbari-Soltani were appointed to serve on the International Association for the Study of Pain's 2024 Global Task Force focused on Sex and Gender Disparities in Pain. Associate Investigator Irina Grossman was awarded an RMIT Vice-Chancellor's Research Fellowship commencing in January 2025 to investigate data science methods for demographic forecasting.

Eleven CEPAR students completed their PhDs in 2024, joining the 46 students who completed their PhDs over the previous six years of the current CEPAR funding term. Our graduating students and research fellows are in high demand. Recent placements include PhD student James Lian's appointment as a postdoctoral researcher at the University of Oxford; PhD student Roshen Fernando's appointment as a consultant at the World Bank; Research Fellow Kyu Park's appointment as a senior data scientist at the NSW Ministry of Health; Research Fellow Gaoyun (Sophie) Yan's appointment as a research analyst at the Association of Superannuation Funds Australia (ASFA); and Rafal Chomik's appointment as a Senior Research Fellow at the UNSW Centre for Future Health Systems.

The topic of migration and ageing was the key focus of our research translation agenda in 2024. The CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia was held at the

Australian National University in May and coincided with the release of a CEPAR research brief titled *Migration and ageing: How cultural and linguistic diversity is set to boom among older Australians*. In addition, CEPAR joined forces with the UNSW Ageing Futures Institute and the Chinese Australian Services Society to host a forum on mental health in culturally and linguistically diverse communities.

A number of events also focused on the topic of retirement finance. These include the 9th International Pension Research Association Conference held at the OECD in June and a workshop on 'Advancing the Retirement Phase of Superannuation' co-hosted by the Innovations in Risk, Insurance and Superannuation Knowledge Hub, the UNSW Business School and the Business Insights Institute held in Sydney in March.

Another key pillar of our research translation program was the CEPAR Industry Report series which this year focused on the mature workforce. Three publications written for an end-user audience and authored by Stream 2 and 3 researchers were made available on the CEPAR website this year namely, *Barriers and Enablers to the Multigenerational Workforce*; *Mature Workers in Organisations: Understanding Retirement in Australia*; and *Evaluation of a Leadership Development Program Based on the '3I' Model of Inclusion*.

In keeping with the theme of the mature workforce, Marian Baird spearheaded the editing of a book titled *The Multigenerational Workforce – Managing Age and Gender at Work* in collaboration with Myra Hamilton and Alison Williams and published by Palgrave Macmillan in November 2024. Based on the Promoting Effective Care Outside of Work project team's case study research with six Australian organisations, it highlights practical applications of the research findings and is written for both a practitioner and academic

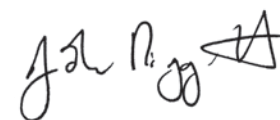
audience with the aim of broadening and deepening understanding of age- and gender-inclusive workforce policies and practices.

The team based at The University of Melbourne continued to maintain and update projections to the CEPAR Population Ageing Futures Data Archive as well as develop new models which will be freely available in the Archive once manuscripts are published. These projections include the Australian population disaggregated by religious affiliation and alternative projections of the Aboriginal and Torres Strait Islander population.

Providing forums for academics and policymakers to come together to discuss how research can best be supported, is something CEPAR has endeavoured to do across both funding terms. 'Good Policy Requires Good Data' was the title of a data workshop held at ANU in February. Co-hosted by CEPAR, the Centre for Applied Macroeconomic Analysis, and the Tax and Transfer Policy Institute, it explored how routinely collected data can be used to address policy-relevant questions and where additional data is needed.

It has been a tremendous honour to lead CEPAR for these past fourteen years. I couldn't have done it without the support of an extraordinary team of talented and hardworking individuals. I would like to take this opportunity to thank the Chief Investigators who formulated the research program and then brought their significant expertise and diligence to its execution; the students and research fellows who brought energy, commitment and new perspectives; the Associate Investigators who brought specific skills and expertise to enrich and expand the research; and the professional staff team who developed and supported the CEPAR framework, which included governance, research training and mentoring, communication and research translation. They are the ones who have assembled the annual report year after year. Marc de Cure's commitment to the role of Chair of

the Advisory Board and his contributions to stakeholder engagement and knowledge exchange events has been invaluable. I would also like to thank all the representatives from our Partner Organisations and other stakeholders who participated as members of the CEPAR Advisory Board or one of the four stakeholder reference groups – their contributions ensured our research stayed relevant and focused on issues of importance to end users.



2024 HIGHLIGHTS

CEPAR RESEARCH SHOWCASE HELD AT UNSW SYDNEY

9TH INTERNATIONAL PENSION RESEARCH ASSOCIATION (IPRA) CONFERENCE AND VIRTUAL WEBINARS HOSTED BY CEPAR IN COLLABORATION WITH THE OECD AND OTHER IPRA MEMBER INSTITUTIONS

POLICY DIALOGUE ON MIGRATION AND AGEING IN A MULTICULTURAL AUSTRALIA HELD AT ANU IN CANBERRA IN COLLABORATION WITH THE CENTRE FOR APPLIED MACROECONOMIC ANALYSIS (CAMA) AND CRAWFORD SCHOOL OF PUBLIC POLICY

‘GOOD POLICY REQUIRES GOOD DATA’ WORKSHOP HOSTED IN COLLABORATION WITH CAMA AND THE TAX AND TRANSFER POLICY INSTITUTE (TTPI) AT ANU IN CANBERRA

WORKSHOP ON ADVANCING THE RETIREMENT PHASE OF SUPERANNUATION FEATURING PARTNER INVESTIGATOR OLIVIA S. MITCHELL HELD IN SYDNEY

FORUM ON MENTAL HEALTH IN CULTURALLY AND LINGUISTICALLY DIVERSE COMMUNITIES HOSTED BY CEPAR, UNSW AGEING FUTURES INSTITUTE AND THE CHINESE AUSTRALIAN SERVICES SOCIETY (CASS) IN SYDNEY

RELEASE OF CEPAR RESEARCH BRIEF TITLED ‘MIGRATION AND AGEING: HOW CULTURAL AND LINGUISTIC DIVERSITY IS SET TO BOOM AMONG OLDER AUSTRALIANS’

RELEASE OF THREE CEPAR INDUSTRY REPORTS FOCUSED ON THE MATURE WORKFORCE

CHIEF INVESTIGATOR PETER McDONALD APPOINTED AS AN OFFICER OF THE ORDER OF AUSTRALIA

CHIEF INVESTIGATOR SHARON PARKER NAMED JOINT WINNER OF THE SCIENTIST OF THE YEAR AWARD AS WELL AS WINNER OF THE PEOPLE’S CHOICE AWARD AT THE 2024 WA PREMIER’S SCIENCE AWARDS

CHIEF INVESTIGATOR KAARIN ANSTEY AWARDED \$1.99 MILLION FROM THE MEDICAL RESEARCH FUTURE FUND (MRFF) FOR THE PROJECT ‘CHRONIC DISEASE RISK REDUCTION IN OLDER ADULTS WITH HIGH DEMENTIA RISK’

CHIEF INVESTIGATOR HAZEL BATEMAN APPOINTED TO THE BOARD OF DIRECTORS OF UNISUPER

CHIEF INVESTIGATOR FIONA BLYTH AND ASSOCIATE INVESTIGATOR SAMAN KHALATBARI-SOLTANI APPOINTED TO SERVE ON THE INTERNATIONAL ASSOCIATION FOR THE STUDY OF PAIN’S 2024 GLOBAL TASK FORCE FOCUSED ON SEX AND GENDER DISPARITIES IN PAIN

PARTNER INVESTIGATOR OLIVIA S. MITCHELL RECOGNISED ON FORBES’ ‘50 OVER 50’ LIST IN THE CATEGORY ‘INVESTMENT’

ASSOCIATE INVESTIGATOR SAMAN KHALATBARI-SOLTANI RECOGNISED WITH THE 2024 UNIVERSITY OF SYDNEY FACULTY OF MEDICINE AND HEALTH EARLY CAREER RESEARCHER OUTSTANDING PUBLICATION AWARD FOR THE PAPER ‘WORLDWIDE COHORT STUDIES TO SUPPORT HEALTHY AGEING RESEARCH’

ASSOCIATE INVESTIGATOR IRINA GROSSMAN AWARDED AN RMIT VICE-CHANCELLOR’S RESEARCH FELLOWSHIP TO INVESTIGATE DATA SCIENCE METHODS FOR DEMOGRAPHIC FORECASTING

RESEARCH FELLOW YUNXIAO (CHELLE) WANG, ASSOCIATE INVESTIGATOR KATJA HANEWALD, CHIEF INVESTIGATOR HAZEL BATEMAN AND SCOTT SHAO RECOGNISED WITH THE BEST PAPER AWARD AT THE 14TH CHINA INTERNATIONAL CONFERENCE ON INSURANCE AND RISK MANAGEMENT FOR THE PAPER 'A TWO-WAY GENERATION MODEL WITH ALTRUISM FOR REVERSE MORTGAGE DEMAND'

SENIOR RESEARCH ASSOCIATE MICHELLE VHUDZIJENA RECOGNISED IN THE INAUGURAL SCOR ASIA PACIFIC ACTUARIAL AWARDS FOR RESEARCH ON MODELLING MORTALITY HETEROGENEITY IN LONGEVITY RISK APPLICATIONS AND MULTIMORBIDITY

PHD STUDENT LUCINDA ILES AWARDED THE HAL KENDIG PRIZE FOR THE BEST CEPAR PHD THESIS IN 2023

PHD STUDENT JAMES LIAN RECOGNISED WITH A NEURA PUBLICATION EXCELLENCE AWARD FOR THE BEST PUBLICATION BY A NEURA PHD STUDENT

PHD STUDENT SHALLY ZHOU RECEIVED NEURA'S HELEN AND EMANUEL POTERIS AWARD

CHAIR'S MESSAGE



MARC DE CURE

IN THIS FINAL CEPAR ADVISORY BOARD CHAIR'S REPORT MY THREE KEY MESSAGES ARE TO ACKNOWLEDGE THAT:

- CEPAR has done what it set out to do by producing world-class research on demographic change, creating valuable new models and data sets, developing a new cohort of researchers focused on issues of relevance to policymakers and product developers, and promoting greater awareness of the issues arising from, and potential solutions to, population ageing;
- CEPAR has developed a world-class engagement model that has amplified its impact, and which is an exemplar model for future research; and
- this was made possible by those who contributed so much to CEPAR's engagement activities over 20 years through three bids and two centres. This broke new ground and required perseverance and dedication.

CEPAR has received many accolades for its research quality, originality, relevance, engagement, and, ultimately, impact. This success was built by many and was underpinned by four critical factors: excellent researchers, dedicated research capability building, a multidisciplinary approach, and genuine two-way engagement with end users of the research.

CEPAR'S RESEARCH

The Director's report, and this annual report more broadly, demonstrates CEPAR's research quality, breadth and impact. 2024 was a year where the current research program came to conclusion following the production and sharing of so much valuable research, including data and models, over the past seven years. This was evident at the CEPAR Research Showcase in August, and in the individual engagement events highlighted in this report and on CEPAR's website.

Some of this research will continue in smaller, more focused, groupings within individual university and faculty structures. We are also exploring ways to preserve the Australian and global networks built by CEPAR as well as secure alternative funding for a few key multidisciplinary conferences and the International Pension Research Association (IPRA).

CEPAR'S ENGAGEMENT MODEL

The expertise and influence of members of the Advisory Board, Leaders' Forum and Stakeholder Reference Groups all contributed greatly to CEPAR's engagement and ultimately to its success through impact. These groups facilitated and enhanced two-way engagement between researchers and end users, pin-pointing the opportunities for greatest impact by identifying the intersection between end user knowledge gaps and academic expertise. These groups facilitated access to data, identified real-world issues and assisted in the timely transfer and

translation of research and knowledge into insight and action.

The Advisory Board met semi-annually and was a senior, active and engaged group with insight and authority. Members freely gave their time to board meetings and other engagement and translation activities. They were also involved in strategic planning, logistics and identification of potential sources of funding. The Leaders' Forum consisted of senior leaders in government and business who could be called upon to inform high level strategy and big picture issues and identify knowledge gaps. The Stakeholder Reference Groups met annually at the individual research stream level to facilitate the engagement process.

Another key element of the engagement model was the research brief and fact sheet series which synthesised CEPAR research and collective knowledge. The series was broadly acknowledged as a great source of reference and insight in areas as diverse as health and aged care, retirement savings and incomes, housing, labour force participation, discrimination, cognitive ageing and decision making. These, together with CEPAR forums, conferences, workshops, media briefings, and submissions to government inquiries, all contributed to engagement with those most likely to use the research.

The model worked and CEPAR had impact. It is arguably one of the best research engagement models in Australia and is well respected globally. Plans are afoot to continue this engagement model, albeit on a smaller scale, to support ongoing population ageing research activities.

2024 ENGAGEMENT ACTIVITIES

The 2024 Director's report highlights, and the annual report details, the extensive engagement activities undertaken in 2024. Many of these had members of the Advisory Board and other

representatives of our partner organisations involved as participants and on the podium. This engagement not only contributed to the quality of the sessions but also to knowledge transfer and is testament to the CEPAR engagement model in action.

Some notable examples were the CEPAR/CAMA/TTPI Data Workshop at ANU, the CEPAR/UNSW Business Insights Institute/UNSW Innovations in Risk, Insurance and Superannuation (IRIS) Knowledge Hub Retirement Incomes event, the CAMA/CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, the annual CEPAR-sponsored IPRA Conference in Paris and the CEPAR Research Showcase.

Key translational publications focused on the topics of mature workers – including in relation to the multigenerational workforce and leadership development – and migration and ageing.

THANK YOU

My final message is to acknowledge and thank all those that made this engagement process work, including:

- members of the Advisory Board, Leaders' Forum and Stakeholder Reference Groups who provided strategic insights into research needs and knowledge gaps; a conduit for subsequent research output to influence policy, product and service development as well as social awareness; and logistic support, all of which was provided on a pro bono basis;
- John Piggott, the Chief Investigators and other researchers who participated in the engagement activities (including many meetings), adapted research to the issues of most pressing end user need and invested time in translation; and

- the many enablers of translation who organised conferences, roundtables and forums; coordinated and wrote research briefs and submissions to government inquiries; and supported the engagement activities and infrastructure.

LEGACY

The success of CEPAR is evident in its research and researchers, particularly the next generation that will take it forward. The impact will continue to flow from these researchers, the global network, models and general community and political awareness that was largely absent when CEPAR launched in 2010.



Marc de Cure
Chair, CEPAR Advisory Board



SECTION

1

GOVERNANCE
& STRUCTURE

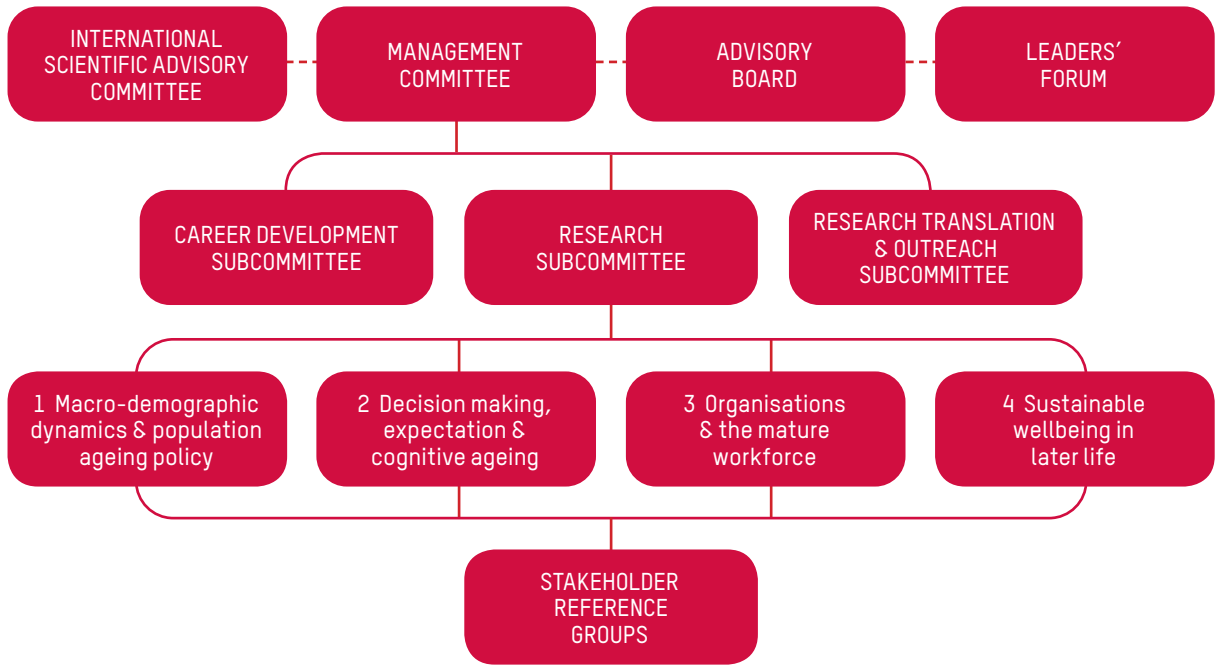
Our governance structure was designed to ensure the efficient operation of the Centre, maximise performance and support strategic planning.

At its core were the Management Committee and the Centre Management Team, which were responsible for the execution of Centre activities.

Three external committees supported strategic development as well as engagement between researchers, industry and government. The International Scientific Advisory Committee, Centre Advisory Board and the Leaders’ Forum provided the Management Committee with external perspectives on the formulation of research programs, their implementation, and the dissemination of research outcomes. In addition,

Stakeholder Reference Groups (SRGs) facilitated stakeholder interaction and provided opportunities for end users to shape the direction of the Centre’s research program and activities.

CEPAR ORGANISATIONAL CHART



INTERNATIONAL SCIENTIFIC ADVISORY COMMITTEE

The International Scientific Advisory Committee comprised international leaders in the area of population ageing, provided advice on the strategic direction of the Centre from a global perspective, with emphasis on research programs. Drawn from a range of fields, reflecting the Centre's multidisciplinary nature, and with influential positions in academe and policy, members of the Committee also identified and facilitated linkage opportunities as well as acted as ambassadors for the Centre, actively building its global profile.

The Scientific Advisory Committee comprised:

Richard Blundell, David Ricardo Professor of Political Economy, University College London, and Director, ESRC Centre for the Microeconomic Analysis of Public Policy, Institute for Fiscal Studies

Eileen Crimmins, AARP Professor of Gerontology, University of Southern California Leonard Davis School of Gerontology; Director, Multidisciplinary Research Training in Gerontology PhD Program; and Director USC/UCLA Centre for Biodemography and Population Health

Cai Fang, Vice-President, Chinese Academy of Social Sciences, Professor of Economics and Editor-in-Chief, *Studies in Labor Economics*

Sarah Harper, Clore Professor of Gerontology, University of Oxford; Fellow, University College; and Director, Oxford Institute of Population Ageing

Ayşe Imrohoroglu, Professor of Finance and Business Economics, USC Marshall School of Business

Ron Lee, Edward G. and Nancy S. Jordan Family Professor Emeritus of Economics, Distinguished Professor Emeritus of Demography, University of California-Berkeley; Associate Director, Center for the Economics and Demography of Aging (CEDA)

Robert A. Moffitt, Krieger-Eisenhower Professor of Economics, Johns Hopkins University

Carol Ryff, Director, Institute on Aging and Hilldale Professor of Psychology, University of Wisconsin-Madison

Yasuhiko Saito, Professor of Economics and Gerontology, University of Southern California, Leonard Davis School of Gerontology; Professor, University Research Center and Adjunct Professor, School of Medicine, Nihon University, Tokyo, Japan

Merril Silverstein, Professor and Chair, Sociology Department; Professor, Human Development and Family Science, Falk College, Marjorie Cantor Endowed Professor in Aging, Syracuse University

Mo Wang, Distinguished Professor and Lanzillotti-McKethan Eminent Scholar Chair at the Warrington College of Business, Associate Dean for Research and Strategic Initiatives; Department Chair of the Management Department and Director, Human Resource Research Center, University of Florida.

ADVISORY BOARD

The Advisory Board played a critical role in supporting the realisation of the Centre's goals by providing an external perspective on the formulation of research programs and their implementation, and strategies for the translation of research findings to effectively influence economic and social policy, business practice, and community understanding. It facilitated two-way engagement between stakeholders and researchers and provided independent advice to the Management Committee regarding strategy and external relations, as well as new opportunities for engagement.

The Board comprised delegates of organisations providing financial support to CEPAR, along with a broader membership representing research, policy and community groups. Members were appointed by the Director in consultation with the Chair and Management Committee, for a term of three years.

In 2024, the Board met as a group on 6 May. The meeting focused on maximising the impact of CEPAR's brand and research translation and engagement activities, and provided an opportunity for discussion about CEPAR's remaining term as a Centre of Excellence and beyond. In addition, CEPAR Chief Investigator Professor Fiona Blyth presented on the Healthy Ageing Toolkit which was developed in Project 4.3 'Social Determinants of Successful Ageing'.

As well as the formal meetings, the Director and Chair met with members to discuss specific issues. In 2024, a meeting took place with Treasury on the Retirement Phase of Superannuation consultation. The Director also met with the Department of Health and Aged Care on future plans for CEPAR.

2024 ADVISORY BOARD MEMBERS

MARC DE CURE (CHAIR)	Adjunct Professor, UNSW Sydney
RICHARD AINLEY	Partner, Health and Ageing, PwC (to 30 April 2024); Independent member (from 1 May 2024)
LAURA ANGUS	First Assistant Secretary, Careers and International Skills, Department of Employment and Workplace Relations
ROBERT FITZGERALD AM	Age Discrimination Commissioner, Australian Human Rights Commission (from 18 April 2024)
MATTHEW FLAVEL	Deputy Secretary, Social Security, Department of Social Services
DAVID GRUEN AO	Australian Statistician, Australian Bureau of Statistics
LYNN KELLY	First Assistant Secretary, Retirement, Advice and Investment Division, Commonwealth Treasury
MICHAEL LYE	Deputy Secretary, Ageing and Aged Care, Department of Health and Aged Care
MARK OLIVER	Chief Distribution Officer, Insignia Financial
MICHAEL ORSZAG	Head of Global Research, Willis Towers Watson (WTW)
ROBERT PALACIOS	Lead Economist, World Bank Group
JOHN SIMON	Head, Economic Research, Reserve Bank of Australia (to 31 August)
PATRICIA SPARROW	Chief Executive, Council on the Ageing (COTA)
JOANN WILKIE	Deputy Secretary, Economic Strategy and Productivity Group, NSW Treasury
DAVID WOODS	Chief Economist, Department of Foreign Affairs and Trade (to 12 March 2024)
IAN YATES AM	Independent member

CEPAR EX-OFFICIO REPRESENTATIVES ON THE ADVISORY BOARD

COLLEEN FAES-SCOTT	Director of Operations
WARWICK MCKIBBIN	Director of Policy Engagement
JOHN PIGGOTT	Director
MICHAEL SHERRIS	Director of Industry Engagement



**ADJUNCT PROFESSOR
MARC DE CURE**
BCom (Hons) UNSW, MWine
Quality UWS, FCA
CHAIR, ADVISORY BOARD

Marc de Cure has advocated for research to have greater impact through two-way engagement with end users since 2001. He brought this lens to research into demographic change – a significant 21st century personal, social and economic issue. He played a key role in establishing CEPAR and provided critical input to the development of the Centre’s ongoing strategy, funding, research translation and engagement activities. He supported CEPAR’s three Centre of Excellence bids and chaired its Advisory Board and the Leaders’ Forum since inception.

Marc has been a member of the Business Advisory Council of the UNSW Business School since 2001 and was appointed as an Adjunct Professor at the UNSW Business School in 2015. He holds a Bachelor of Commerce (Honours) from UNSW and is a Fellow of the Institute of Chartered Accountants ANZ.

Marc has been a non-executive company director and senior executive in financial and professional services groups globally. He was AIA Group’s Executive Vice President and CFO, AMP Group’s CFO and Executive General Manager Strategy, AMP Bank, GIO Re and Virgin Money, and a senior partner in PwC and Bain & Co.

GOVERNANCE

STAKEHOLDER REFERENCE GROUPS

The role of the Stakeholder Reference Groups (SRGs) was to facilitate stakeholder interaction with CEPAR researchers and promote research translation and knowledge transfer. SRGs also provided opportunities for end users to shape the direction of the Centre’s research program and activities. Each Research Stream had an SRG with membership comprising the Stream Leader (as Chair), the Stream Coordinator, the leaders of each of the Stream’s projects (or their nominees), early- and mid-career researchers, relevant representatives of CEPAR’s partner organisations plus additional members drawn from business, government and community circles as appropriate.

The SRGs met formally on an annual basis from 2018 – 2023 to review research output over the previous 12 months, identify opportunities and research gaps, share resources, and indicate goals for the next year.

MANAGEMENT COMMITTEE

The Management Committee, together with the Centre Director, had overall responsibility for Centre performance and for ensuring that the Centre’s activities were conducted in accordance with the Funding Agreement between UNSW Sydney and the ARC. Its role was to oversee all operational matters, including budget management, approval of specific major programs, staffing, approval of visitors and organisation of workshops. In strategic planning, the Committee sought high level advice from the Centre Advisory Board, International Scientific Advisory Committee and Leaders’ Forum.

The Committee was chaired by Chief Investigator Alan Woodland and in 2024 comprised:

JOHN PIGGOTT	Centre Director
KAARIN ANSTEY	Deputy Director and Chief Investigator
MARIAN BAIRD	Chief Investigator and University of Sydney Node Leader
HAZEL BATEMAN	Deputy Director, Chief Investigator and University of New South Wales Node Leader
COLLEEN FAES-SCOTT	Director of Operations
ANNE GORDON	Director of Operations
PETER MCDONALD	Chief Investigator and University of Melbourne Node Leader
WARWICK MCKIBBIN	Chief Investigator and Australian National University Node Leader
SHARON PARKER	Chief Investigator and Curtin University Node Leader

In 2024, the Committee met on 29 April and 17 September. Consultation also took place via email to handle research management decision-making tasks.

The Management Committee was supported by three subcommittees:

RESEARCH SUBCOMMITTEE

Chaired by the Centre Director, the subcommittee comprised all the Chief Investigators, the Stream Coordinators, the Director of Operations and the Senior Administrative Officer (Research and Mentoring Support). In 2024, the subcommittee met on 4 April.

CAREER DEVELOPMENT SUBCOMMITTEE

The subcommittee comprised the Director of Mentoring Marian Baird, the Centre Director, the Director of Operations, the Senior Administrative Officer (Research and Mentoring Support) and Emerging Researchers in Ageing (ERA) representative Matthew Carroll. In addition, the Centre’s mid-career researchers (MCRs) were represented by Ruth Peters and Gaoyun (Sophie) Yan; and early-career researchers (ECRs) were represented by Han Gao. The subcommittee met on 7 May 2024.

RESEARCH TRANSLATION AND OUTREACH SUBCOMMITTEE

The subcommittee was chaired this year by the Director of Industry Engagement, Michael Sherris. The subcommittee comprised the Director of Policy Engagement, the Centre Director, Deputy Director Hazel Bateman, the Ageing Asia Hub Director, the Director of Operations, the Senior Research Fellow – Research Translation, the Senior Administrative Officer (Stakeholder Relations and Governance), and the Communications, Marketing and Events Manager. The subcommittee met on 30 April 2024. MCR and ECR membership included Irina Grossman, Saman Khalatbari-Soltani, Larry Liu and Jonathan Ziveyi.

CENTRE ADMINISTRATION AND OPERATION

CEPAR’s carefully crafted organisational framework allowed it to effectively administer and optimise the achievements of the Centre over its 7-year funding term. It also facilitated the achievement of our goals in the six key domains prescribed by the Australian Research Council in the Funding Agreement:

STRATEGIC PLANNING

Over the course of CEPAR’s term, the CEPAR Strategic Plan was regularly reviewed and shaped by ongoing consultation with a wide range of CEPAR personnel and its stakeholders. It was augmented and revised as new opportunities emerged, thus providing a valuable roadmap.

The strategic planning process involved regularly reviewing progress towards fulfilling the objectives and vision for the Centre and discussing strategies for success to ensure the Centre was positioned to make the most of its capabilities and the opportunities provided by the collaborating universities, partners and the Australian Research Council.

Legacy and sustainability was the focus of strategic planning in 2024. Discussions at the Management Committee and Advisory Board level as well as with the Administering Organisation centred on strategies to preserve the human capital, infrastructure, engagement model and CEPAR brand beyond the current funding horizon.

EQUITY, DIVERSITY AND INCLUSION

Over the life of the Centre, CEPAR fostered a work and learning environment that demonstrated its commitment to equity, diversity and inclusion (ED&I) in the workplace.

The document *Equity, Diversity and Inclusion (ED&I) at CEPAR: Principles, Policies and Practice* positioned CEPAR as an equal opportunity employer committed to the principles of cultural

and age diversity, disability inclusion, gender equality, and LGBTQIA+ inclusion. It was supported by workplace and diversity policies, as well as codes of conduct, in place at each of its collaborating universities. In addition, it set out CEPAR-specific policies and practices designed to engender a culture of equity, diversity and inclusion, to further support these tenets within the Centre. These positioned the Centre as an equitable, flexible and family-friendly work environment.

In 2024, Kaarin Anstey and Warwick McKibbin continued in their roles as co-Directors of ED&I. Together they chaired the ED&I Committee made up of members called ED&I Champions. These champions, who were located across the CEPAR nodes, promoted ED&I at their node; made suggestions for improvements to CEPAR ED&I policy and programs; modelled inclusive behaviour and language; provided support to CEPAR-affiliated personnel and students regarding ED&I matters; and served on the ED&I Committee.

In addition to regular meetings each year, CEPAR also conducted regular Centre-wide surveys to better understand the experiences and attitudes of CEPAR personnel as well as a range of specialised workshops designed to deepen understanding of key issues in this domain. Highlights included workshops on diversity and inclusion of Aboriginal and Torres Strait Islander cultures in Australian research and workplaces, data sources on population diversity in Australia, representation of ethnic minority groups in dementia risk factor research, and on Indigenous Data Sovereignty and Governance. And finally, ED&I principles were embedded in CEPAR leadership, research training and mentoring programs over the seven years of CEPAR.

2024 ED&I Champions were:

Joanna Bayliss, Senior Administrative Officer, UNSW Sydney

Brooke Brady, Associate Investigator, UNSW Sydney

Daniel Dinale, Research Fellow, The University of Sydney

Ravani Duggan, Associate Investigator, Curtin University

Lisa Gulesserian, Associate Investigator, The University of Sydney

Abigail Hansen, PhD student, UNSW Sydney

Meimanat Hosseini-Chavoshi, Senior Research Fellow, The University of Melbourne

Kate O’Loughlin, Associate Investigator, The University of Sydney

Fiona Stanaway, Associate Investigator, The University of Sydney

Michelle Vhudzijena, Senior Research Associate, UNSW Sydney

Silke Weiss, Communications, Marketing and Events Manager, UNSW Sydney

Fangfang Zhang, Research Fellow, Curtin University

DISCRETIONARY FUNDING

CEPAR set aside discretionary funds to support a number of schemes, including a Distinguished Visitors Program, an International Conference Travel Scheme for HDR students, and an HDR and ECR Travel Grant Scheme to support extended visits to other nodes and affiliated institutions for the purpose of research collaboration. In addition, a pool of funds, accessed via an annual competitive application process, was available to support early- and mid-career research members develop and lead multidisciplinary projects closely aligned with the CEPAR research program.

CENTRE COHESION

Strategies to support the cohesion of the Centre, across nodes and disciplines, were embedded in everything the Centre did. The governance framework and Centre structure were designed to ensure that personnel from all five nodes participated in the decision making of the Centre; that partners had an opportunity to shape the direction of the research program and activities through membership of the Advisory Board and Stakeholder Reference Groups; and that researchers regularly came together to discuss and plan research across nodes and disciplines, both informally through regular visits and formally at Research Stream meetings and annual workshops.

Importantly, each of the nodes had a designated Node Leader who served on the Centre Management Committee, and the Leadership team included key positions based at the Australian National University (Director of Policy Engagement and co-Director of EDSI), the University of Sydney (Director of Mentoring) and UNSW Sydney (Director and Deputy Directors, Director of Industry Engagement, co-Director of EDSI). Stream Leaders were based at the University of Melbourne, Curtin University and UNSW Sydney.

MENTORING AND PROFESSIONAL DEVELOPMENT

The Centre developed a suite of programs designed to achieve its objective of creating new researcher cohorts devoted to ageing research, trained in cross-disciplinary skills, with the ability to engage with and respond to the needs of end users. The programs, which were tailored to students, early- and mid-career researchers, are outlined in the Research Training and Mentoring Section on pages 74 to 77.

RESEARCH TRANSLATION, COMMUNICATION, EDUCATION AND OUTREACH

The CEPAR Research Translation, Communication, Education and Outreach Plan outlined a range of initiatives designed to translate Centre research, enhance the Centre's profile and address stakeholder needs. The Plan was reviewed annually. Key to its development in 2024 were discussions at meetings of the Advisory Board and the Management Committee and its three subcommittees. The outcomes for the year are outlined throughout the report.

The Plan was embedded in the CEPAR Strategic Plan. In addition, a list of initiatives in this portfolio was developed each year and included as an appendix to the Strategic Plan.

CEPAR was based at the University of New South Wales (UNSW Sydney) with nodes at the Australian National University (ANU), Curtin University, the University of Melbourne and the University of Sydney. It was strongly supported by a number of key government, industry and international university partners.

NODES

The UNSW Sydney node, led by Professor Hazel Bateman, was hosted by the UNSW Business School and included teams of researchers based in the Business School and Neuroscience Research Australia (NeuRA).

The ANU node was based in the Crawford School of Public Policy under the leadership of Professor Warwick McKibbin.

Professor Sharon Parker led the Curtin University node based in the Centre for Transformative Work Design.

Professor Peter McDonald led The University of Melbourne node, based in the School of Population and Global Health.

The University of Sydney node consisted of teams in the School of Public Health and the Business School with Professor Marian Baird leading this node.

All the Chief Investigators (CIs) and many of the Centre’s Associate Investigators (AIs) were based at one of the five nodes. Within Australia, AIs were also based at Deakin University, the George Institute for Global Health, Macquarie University, Monash University, the University of Newcastle, the University of Tasmania, the University of Technology Sydney, the University of Western Australia and the University of Wollongong. Other AIs were based at the Conexus Institute, First State Super, Aware Super, and National Seniors Australia.

PROGRAMS

The research program was organised into four interconnected streams:

Macro-Demographic Dynamics and Population Ageing Policy

Decision Making, Expectations and Cognitive Ageing

Organisations and the Mature Workforce

Sustainable Wellbeing in Later Life

INTERNATIONAL UNIVERSITY PARTNERS

Our Partner Investigators were drawn from three world-class research organisations:

The University of Manchester

The Wharton School

The University of Pennsylvania

Through our internationally based Associate Investigators and joint research initiatives we were connected to the following key research institutions:

Arizona State University

The Asian Development Bank

The Brookings Institution

Centers for Disease Control and Prevention

College of William and Mary

Colorado State University

Columbia University

Dutch Central Bank

ETH Zurich

Indonesian Ministry of National Development Planning (Bappenas)

Institut National de la Recherche Scientifique’s Centre Urbanisation Culture Société

King’s College London

Korea University

Leipzig University

Nanyang Technological University

National Institute of Public Finance and Policy, New Delhi

National University of Singapore

Netspar

Newcastle University (UK)

Northern Illinois University

Petersen Institute for International Economics

Portland State University

Puey Ungphakorn Institute for Economic Research, Bank of Thailand

Purdue University

Ragnar Frisch Centre for Economic Research

Saint Louis University

Sunan Kalijaga State Islamic University

South China Agricultural University

Tilburg University

Université Libre de Bruxelles

University of Barcelona

University of Bern

University of Duisburg-Essen

University of Exeter

University of Kent

University of Leeds

University of Limerick

STRUCTURE

University of Oxford
University of Parma
University of South Florida
University of Waterloo
University of Wuerzburg
Washington University in St Louis
Wayne State University
WHU – Otto Beisheim School of Management
Zhejiang University

INDUSTRY AND GOVERNMENT PARTNERS

CEPAR was actively engaged with a range of influential government and industry partners to cooperatively deliver outcomes to meet the challenges and opportunities of population ageing. These included:

Australian Human Rights Commission
Department of Foreign Affairs and Trade
Department of Health and Aged Care
Department of Social Services
MLC
NSW Treasury
PricewaterhouseCoopers
Reserve Bank of Australia
The Treasury
The World Bank
Willis Towers Watson (WTW)

In addition, the Centre was supported by Research Attraction and Acceleration Program (RAAP) funding from the NSW Department of Industry.

CENTRE PERSONNEL

CHIEF INVESTIGATORS



SCIENTIA PROFESSOR JOHN PIGGOTT AO

BA Syd., MSc PhD Lond., FASSA
CENTRE DIRECTOR

John Piggott is Scientia Professor of Economics in the UNSW Business School.

A former Australian Professorial Fellow, he has published widely in leading international journals on issues in retirement and pension economics and finance, and in public finance more generally. His national policy experience includes membership of both the Henry Tax Review (2008-9) and the Australian Ministerial Superannuation Advisory Committee for five years from 2007.

John worked with the Japanese government for several years from 1999 on pension and population ageing issues. From 2008-2010 he was Visiting Scholar at the Wharton School of Business. In 2018, he was awarded a Rockefeller Residency to undertake research into ageing and inequality in Asia. He was a Commissioner on the US National Academy of Medicine's International Commission on Creating a Global Roadmap for Healthy Longevity from 2019 to 2022.

He currently serves as a member of the Population Expert Panel of the Australian Treasury's Centre for Population and on the Steering Committee of the annual Nikkei-Financial Times International Conference on Ageing.



SCIENTIA PROFESSOR KAARIN J. ANSTEY

BA (Hons) Syd., PhD Qld., FASSA, FAHMS,
FRSN, FAPS

CHIEF INVESTIGATOR, DEPUTY DIRECTOR
AND CO-DIRECTOR OF ED&I

ARC Laureate Kaarin Anstey is Director of the UNSW Ageing Futures Institute and a Senior Principal Research Scientist at Neuroscience Research Australia.

Kaarin's research programs focus on cognitive and mental health resilience in ageing, dementia risk reduction and epidemiology. A second focus is on older drivers' risk assessment and safety. Kaarin has worked extensively with longitudinal studies, the development of risk assessment tools, and interventions to optimise healthy ageing and mobility.

Kaarin is the Chair of the International Research Network on Dementia Prevention, a member of the World Dementia Council, and Vice Chair of the Governance Committee of the Global Council on Brain Health, an initiative supported by the American Association of Retired Persons.



PROFESSOR HAZEL BATEMAN

BEC (Hons) Qld., PhD UNSW, GAICD
CHIEF INVESTIGATOR, DEPUTY DIRECTOR
AND UNSW SYDNEY NODE LEADER

Hazel Bateman is a Professor of Economics in the UNSW School of Risk and Actuarial Studies. Hazel researches consumer financial decision making especially as it relates to retirement accumulation and decumulation. Her work focuses on interventions to facilitate better retirement financial decisions; retirement insurance product design; home equity release to fund retirement; the demand for aged care insurance; and the taxation and regulation of pension and superannuation funds. She is the author of over 80 peer-reviewed publications and book chapters and has been Chief Investigator on over a dozen ARC funded projects. Hazel has consulted on retirement income issues to international organisations including the OECD, the World Bank, the Social Insurance Administration (China) and the Korean Institute of Health and Social Affairs. She is the Chair of Netspar's International Scientific Council and a member of the China Ageing Finance Forum and serves on the UniSuper Consultative Committee and the advisory boards of the Mercer CFA Institute Global Pension Index, the Conexus Institute and the Centre for Behavioural Economics, Science and Technology. Hazel is an associate editor of *Insurance: Mathematics and Economics* and inaugural President of the International Pension Research Association.

CENTRE PERSONNEL

CHIEF INVESTIGATORS



PROFESSOR MARIAN BAIRD AO

BEd (Hons) DipEd PhD Syd., FASSA
CHIEF INVESTIGATOR, DIRECTOR OF MENTORING
AND UNIVERSITY OF SYDNEY NODE LEADER

Marian Baird is Professor of Gender and Employment Relations at the University of Sydney, a Fellow of the Academy of the Social Sciences in Australia and a Co-ordinator of the International Leave and Policies Research Network.

In 2023 she was appointed to Australia's Fair Work Commission as an Expert Panel Member. In 2016 she was awarded an AO for outstanding services to improving the quality of women's working lives and for contributions to tertiary education.

Marian's research focus is on women's experiences in the labour market over the life course. She has advised Government on Australia's paid parental leave scheme and is a leading researcher in the fields of women, work and family. She is a highly recognised member of international networks on women, work and empowerment.

Marian has received numerous grants from business, unions and government to study parental leave in Australia, gender equitable organisational change, and work and family policy. She has contributed to a number of government advisory boards and reference groups relating to parental leave, gender equity, flexibility of work and sexual harassment in the workplace.



PROFESSOR FIONA BLYTH AM

B Med Sci MBBS (Hons) UNSW,
MPH PhD Syd., FAFPHM
CHIEF INVESTIGATOR

Fiona Blyth is Professor of Public Health and Pain Medicine and Director of the Master of Clinical Epidemiology Program at the School of Public Health in the Faculty of Medicine and Health at the University of Sydney. She is also a Co-Director of the Concord Hospital Healthy Ageing in Men Project (CHAMP) Study and works with the Sax Institute in knowledge translation (promoting the use of research evidence in health policy).

She is recognised internationally for her body of work defining chronic pain as a major public health problem, the epidemiology of pain in older people, pharmacoepidemiology using linked datasets, and the global burden of pain conditions.

Fiona is a Council member for the International Association for the Study of Pain, and Section Editor for Topical Reviews for the leading journal *PAIN*. She was awarded a Member of the Order of Australia (AM) for significant service to medical research and education in the field of public health, pain management and ageing, and to health policy reform in 2018.



PROFESSOR MICHAEL KEANE

BS MIT, MA PhD Brown, FES, FASSA
CHIEF INVESTIGATOR

Michael Keane is an Australian Laureate Fellow and Professor of Economics in the UNSW Business School.

Several independent sources have placed Michael among the top economists internationally in terms of citations and the impact of his work. He is considered to be a world leader in choice modelling, and in the areas of life cycle labour supply, human capital investment, and the economics of education. In 2009 he prepared a report on tax transfers and labour supply for the Australian Treasury's Commission on Australia's Future Tax System, and he is currently engaged in a major research project aimed at improving the efficiency of the Australian tax system.

He was elected a Fellow of the Econometric Society in 2010 and in 2018 was elected to the Econometric Society Council. He won the Kenneth Arrow Award in 2008, was named an Australian Federation Fellow in 2005 and was awarded an Australian Laureate Fellowship in 2011. He is an Associate Editor of the *Journal of Econometrics* and a fellow of both the Society of Labor Economists and the International Association for Applied Econometrics.



PROFESSOR PETER McDONALD AO

BCom UNSW, PhD ANU, FASSA
CHIEF INVESTIGATOR AND
UNIVERSITY OF MELBOURNE NODE LEADER

Peter McDonald is Professor of Demography within the Centre for Health Policy at the University of Melbourne and Emeritus Professor at the Australian National University.

In 2022, he received the Laureate Award of the International Union for the Scientific Study of Population, the leading international award in the field of demography. He is frequently consulted on the issue of population futures (causes, consequences and policies) by governments around the world, especially in Australia, Europe and East Asia.

He was President of the International Union for the Scientific Study of Population for the years, 2010-2013. In 2015, he received the Irene B. Taeuber Award from the Population Association of America which recognises an unusually original or important contribution to the scientific study of population.

In 2024, he was appointed as an Officer of the Order of Australia. He has worked previously at the Australian National University, the Australian Institute of Family Studies, the World Fertility Survey and the University of Indonesia.



PROFESSOR WARWICK J. MCKIBBIN AO

BCom (Hons) UNSW, AM PhD Harvard University, FASSA
CHIEF INVESTIGATOR, DIRECTOR OF POLICY
ENGAGEMENT, CO-DIRECTOR OF ED&I AND
ANU NODE LEADER

Warwick J. McKibbin is a Distinguished Professor of Economics and Public Policy and Director of the Centre for Applied Macroeconomic Analysis in the Crawford School of Public Policy at the Australian National University. He is also Director of Research at McKibbin Software Group Pty Ltd; a Distinguished Public Policy Fellow of the Economic Society of Australia; a Non-Resident Senior Fellow at the Peterson Institute for International Economics in Washington D.C.; and a Fellow of the Centre for Economic Policy Research (London).

He was awarded the Order of Australia in 2016 for distinguished service to education as an economist, and the Centenary medal in 2003 for service to Australian society through economic policy and tertiary education.

Warwick is internationally renowned for his contributions to global economic modeling, the theory of monetary policy, climate change policy and economic modeling of pandemics. He served on the Board of the Reserve Bank of Australia from 2001 to 2011 and worked at the Reserve Bank from 1975 to 1991. He regularly advises international institutions, central banks, governments, and corporations across a range of developed and emerging economies.



PROFESSOR SHARON K. PARKER

BSc (Hons) UWA, PhD Sheffield, FASSA
CHIEF INVESTIGATOR AND CURTIN UNIVERSITY
NODE LEADER

ARC Laureate Fellow Sharon K. Parker is a John Curtin Distinguished Professor and Director of the Centre for Transformative Work Design at Curtin University, a Fellow of the Australian Academy of Social Sciences and a Fellow of the Society for Industrial and Organisational Psychology.

She is a recipient of both the WA Premier's Scientist of the Year Award (joint winner) and the People's Choice Award in 2024, the Australian Research Council's Kathleen Fitzpatrick Award, the Academy of Management OB Division Mentoring Award, and, last year, was selected as Curtin University's Research Leader of the year.

She has authored 280 academic publications with 48,714 citations and is ranked in the top 0.15% of global scholars in her field. She is a past Associate Editor for the *Journal of Applied Psychology* and *Academy of Management Annals*. Sharon has attracted competitive research funding worth over \$70,000,000, and has worked with a wide range of public and private organisations. She is the founder of the SMART model, cofounder of the Thrive at Work Initiative, and has contributed to policy on work design in Australia and internationally.

CENTRE PERSONNEL

CHIEF INVESTIGATORS



PROFESSOR MICHAEL SHERRIS

BA Macq., MBA Syd., FIA, FIAA, FSA
CHIEF INVESTIGATOR AND DIRECTOR
OF INDUSTRY ENGAGEMENT

Michael Sherris is Emeritus Professor of Actuarial Studies at UNSW Sydney where he was appointed in 1998 to establish the Actuarial Studies program in the UNSW Business School. He is a Fellow of the Institute of Actuaries of Australia, the Institute of Actuaries (UK) and the Society of Actuaries (North America).

His research sits at the intersection of actuarial science and financial economics and has attracted a number of international and Australian best paper awards. He has published in leading international risk and actuarial studies journals and is an editor-in-chief of the Springer Actuarial Series.

He has served on the Council of the Institute of Actuaries of Australia; is a past president (2008–2009) of the Asia Pacific Risk and Insurance Association; and is a past Chair of the AFIR-ERM Section of the International Actuarial Association.

He was named Australian Actuary of the Year 2007 in recognition of his contributions to actuarial research and education both internationally and within Australia; and in 2023 was awarded the APRIA Kyobo life contribution award.



SCIENTIA PROFESSOR ALAN WOODLAND

BA PhD UNE, FASSA, FES
CHIEF INVESTIGATOR

Alan Woodland is Scientia Professor of Economics in the School of Economics within the UNSW Business School.

Alan has published many papers in leading journals including *Econometrica*, *Review of Economic Studies*, *Journal of Econometrics*, *Journal of International Economics*, *European Economic Review* and the *Journal of Economic Dynamics and Control*. Current research focuses on the analysis of taxation and retirement policies within the context of population ageing and their implications for macroeconomic, distributional and economic welfare outcomes within ageing populations.

He is an elected Fellow of the Econometric Society and the recipient of the Distinguished Economist Award of the Economics Society of Australia. He is an Associate Editor of the *Review of International Economics* and is currently on the editorial boards of the *International Journal of Economic Theory* and the *Economic Record*. Alan has been a Reserve Bank of Australia Fellow in Economic Policy and a Senior Fulbright Fellow. He is also on the scientific boards of the European Trade Study Group, Asia Pacific Trade Seminars, Australasian Trade Workshop and the Dynamics, Economic Growth, and International Trade Research Centre.

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Professor James Nazroo

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UNIVERSITY OF MANCHESTER
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HONORARY PROFESSORS

Professor Robert Cumming

UNIVERSITY OF SYDNEY

Professor Robert Holzmann

AUSTRIAN ACADEMY OF SCIENCES

PROFESSOR OF PRACTICE

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¹ Not all Associate Investigators were actively involved in the research program in 2024.

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Dr Lisa Gulesserian
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UNIVERSITY OF SYDNEY

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UNIVERSITY OF SYDNEY
(FROM 6 APRIL 2024)

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THE BROOKINGS INSTITUTION
AND
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A/Professor Ruth Peters

THE GEORGE INSTITUTE FOR GLOBAL HEALTH

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Puey Ungphakorn Institute for Economic Research
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Dr Renuka Sane

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NEW DELHI

Professor Anthony Scott

Centre for Health Economics
MONASH UNIVERSITY

Dr Wenqiang (Adam) Shao

SCOR

A/Professor Yang Shen

School of Risk and Actuarial Studies
UNSW SYDNEY

Dr Craig Sinclair

School of Psychology
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A/Professor Fiona Stanaway

School of Public Health
UNIVERSITY OF SYDNEY

A/Professor Olena Stavrunova

Economics Discipline Group
UTS Business School
UNIVERSITY OF TECHNOLOGY SYDNEY

Dr Ralph Stevens

Labour, Education and Pensions Department
CPB

Professor Lucy Taksa

Department of Management
DEAKIN UNIVERSITY

Dr Federica Teppa

Economic and Research Division
DE NEDERLANDSCHE BANK (DUTCH CENTRAL BANK)

Professor Susan Thorp

The University of Sydney Business School
UNIVERSITY OF SYDNEY

Professor Amy Wei Tian

School of Management
CURTIN UNIVERSITY

A/Professor Chung Tran

Research School of Economics
AUSTRALIAN NATIONAL UNIVERSITY

Professor Donald Truxillo

Kemmy Business School
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Dr Cheng Wan

ETH ZURICH

A/Professor Serena Wee

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Dr Pengyu Wei

Division of Banking and Finance, Nanyang Business School
NANYANG TECHNOLOGICAL UNIVERSITY

Professor Peter Whiteford

Crawford School of Public Policy
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Professor Chia-Huei Wu

Department of Human Resource Management &
Employment Relations
KING'S COLLEGE LONDON

Dr Shang Wu

AWARE SUPER

Dr Mengyi Xu

Department of Statistics and Department of Mathematics
PURDUE UNIVERSITY

Dr Mingxu Yang

Department of Labor and Social Security
SOUTH CHINA AGRICULTURE UNIVERSITY

Dr Sisi Yang**Dr Vasoontara Yiengprugsawan**

Sustainable Development and Climate Change Department
ASIAN DEVELOPMENT BANK

CENTRE PERSONNEL

Professor Hannes Zacher
Wilhelm Wundt Institute of Psychology
LEIPZIG UNIVERSITY

Professor Zhongwei Zhao
School of Demography
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Dr Lidan Zheng
NEUROSCIENCE RESEARCH AUSTRALIA

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PROFESSOR OF ECONOMIC DEMOGRAPHY

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PRINCIPAL RESEARCH FELLOW

A/Professor Myra Hamilton
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UNIVERSITY OF SYDNEY
(UNTIL 5 APRIL 2024)

SENIOR RESEARCH FELLOWS

Rafal Chomik
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UNSW SYDNEY

Dr Meimanat Hosseini Chavoshi
Centre for Health Policy
UNIVERSITY OF MELBOURNE

Dr George Kudrna
UNSW Business School
UNSW SYDNEY

Dr Bei Lu
UNSW Business School
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SENIOR RESEARCH ASSOCIATES

Dr Mitiku Hambisa
NEUROSCIENCE RESEARCH AUSTRALIA

Dr Kyu Park
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UNSW SYDNEY
(UNTIL 9 AUGUST 2024)

Dr Michelle Vhudzijena
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RESEARCH FELLOWS

Dr Daniel Dinalé
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UNSW SYDNEY

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Dr Larry Liu
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UNSW SYDNEY

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UNSW Business School
UNSW SYDNEY

Dr Akshay Shanker
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UNSW SYDNEY

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UNSW Business School
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(FROM 26 FEBRUARY 2024)

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PROFESSIONAL STAFF

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UNSW SYDNEY NODE

Amy Brushwood
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Research and Mentoring Support
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(UNTIL 19 JULY 2024)

Mabel Chan
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UNSW SYDNEY NODE

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UNSW SYDNEY NODE
(FROM 26 MARCH 2024)

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Hong Yu
Administrative Officer
AUSTRALIAN NATIONAL UNIVERSITY NODE



SECTION

2

RESEARCH & RESEARCH TRAINING

PARTICIPANTS AT THE WORKSHOP ON
ADVANCING THE RETIREMENT PHASE OF
SUPERANNUATION HELD IN SYDNEY

RESEARCH STREAM 1

27

MACRO-DEMOGRAPHIC DYNAMICS AND POPULATION AGEING POLICY

STREAM LEADER / [PETER MCDONALD](#)

This stream brought together a multidisciplinary team comprising expertise in demography, economics and actuarial studies to develop a suite of models to place Australia at the forefront of macro-demographic modelling globally. Together they generated greatly improved understanding of (i) the evolution of Australia's demography, (ii) the optimal policy settings required to support an ageing demographic, (iii) demographic changes in the region and its impact on Australia, and (iv) how transfers between generations will change as populations age.

The stream comprised four projects:

- 1.1 [DEMOGRAPHIC PROJECTION MODELS](#)
- 1.2 [DEMOGRAPHIC CHANGE AND OPTIMAL POLICY](#)
- 1.3 [REGIONAL MACRO MODELLING](#)
- 1.4 [THE NATIONAL TRANSFER ACCOUNTS \(NTA\)](#)

1.1 DEMOGRAPHIC PROJECTION MODELS

RESEARCHERS

PETER McDONALD
JEROMEY TEMPLE
TOM WILSON
IRINA GROSSMAN
MEIMANAT HOSSEINI-CHAVOSHI
RUTH WILLIAMS
COLLIN PAYNE
HEATHER BOOTH

During the first term of CEPAR funding (2011-2017), our focus on demographic projection models was largely upon understanding the drivers and outcomes of population ageing at the national level. An important innovation during this funding term (2017-2024) has been upon building sophisticated demographic projection models to understand heterogeneity in population ageing processes. That is, how different population sub-groups are ageing differently and the underlying determinants of these ageing processes. This work dovetails closely with the Australian Commonwealth Government's commitment to meeting the needs of older Australians from diverse backgrounds. Notable examples include the Department of Health's Aged Care Diversity Framework, the Charter of Aged Care Rights, and the Aged Care Quality

Standards, all of which enshrine, mandate, and regulate respectively the need for appropriate and safe aged care.

The team based at The University of Melbourne has continued to maintain and update projections to the CEPAR Population Ageing Futures Data Archive, available from: <https://cepar.edu.au/cepar-population-ageing-projections>. The following projections are now available: Australia and its States and Territories; the Aboriginal and Torres Strait Islander population; migrant populations by country of birth; sexual minority population; sub-national area populations including at the very small geographical level; projections of the population with dementia; projections of the oldest old population; and an analysis of the impact of COVID-19 on population ageing.

A number of new models were developed in 2024 and are presently under review, results of which will be made freely available on the CEPAR Population Ageing Futures Data Archive once manuscripts are published. These projections include the Australian population disaggregated by religious affiliation and alternative projections of the Aboriginal and Torres Strait Islander population. The group's collaboration, through

an ARC Linkage grant, with the Commonwealth Treasury and the Australian Bureau of Statistics has also developed new projections of households and older living arrangements as well as a proof-of-concept model of Australia's overseas migration system: projecting temporary and permanent populations, visa switching, and visa-specific migration flows. It is anticipated that the data archive will be maintained and further updated with these new projections into 2025.

A number of new models were developed in 2024 ... These projections include the Australian population disaggregated by religious affiliation and alternative projections of the Aboriginal and Torres Strait Islander population.



DR MEIMANAT HOSSEINI-CHAVOSHI
BS (Public Health)
Isfahan University of Medical Sciences,
MA Population Studies
PhD Demography ANU
SENIOR RESEARCH FELLOW

Meimanat Hosseini-Chavoshi joined CEPAR in 2011 where she worked with Peter McDonald and his team as a CEPAR Research Fellow and then a Senior Research Fellow.

Her research broadly engages with fertility and fertility-related research linked to the future of the ageing population, health status of older women, and reproductive health. She is currently researching low fertility, exploring the role of education and migration on the future of the ageing population and fertility in Australia and Iran and forecasting the number of births. Prior to joining the University of Melbourne, she worked for the Australian National

University where she carried out research on fertility regulation, abortion, ageing and social isolation, consanguinity, and population policies in Iran.

Meimanat has published widely and has extensive experience in the design and implementation of demographic and health surveys and technical data analysis. Her research collaborations with well-known demographers, international research institutes and health agencies have resulted in various publications and conference presentations including a prize-winning book titled *Fertility Transition in Iran: Reproduction and Revolution*, published in 2009 by Springer.

RESEARCHERS

ALAN WOODLAND
GEORGE KUDRNA
MIGUEL OLIVO-VILLABRILLE
CHUNG TRAN
HANS FEHR
DAVID RODGERS
DANIEL WHEADON

External collaborator

GONZALO CASTEX
(UNIVERSITY OF NEW SOUTH WALES)

The broad purpose of this research project was to examine the connection between population ageing and government policy decisions. The focus was on governments' choice of income taxation, age pension and retirement policy settings. Significant demographic change in the form of population ageing in Australia and other countries induces economic policy responses on the part of governments on those policy instruments. The project was partially concerned with how appropriate these various policy responses are, and what other more appropriate responses might be considered. Objectives of this project included theoretical and quantitative analyses of the effects of government policy

changes on households and the economy, and of the construction of optimal policy responses to population ageing. It did this primarily through the construction of overlapping generations models and their use for the numerical analysis of policy choices under population ageing.

In 2024, Research Fellow George Kudrna, in collaboration with co-authors Associate Investigator Hans Fehr and Visiting Fellow Maurice Hofmann, finalised a paper titled 'Pensions, Income Taxes, and Home Ownership: A Cross-Country Analysis' which reported the results of detailed modelling of Australia, Germany and the USA. The paper was accepted for recent publication in a top-tier journal, the *International Economic Review*. The article studies the role of pensions and income taxes in determining homeownership. The authors develop a stochastic, overlapping generations model with tenure choice and heterogeneous skill types calibrated to Germany. They then simulate alternative income tax and pension policy structures from the United States and Australia, since these developed nations have similar incomes per capita, but highly different homeownership rates. Their results highlight that the pension system and its financing have decisive long-term effects on homeownership.

The latter is even more significant than income tax, where labour and capital income taxation affect homeownership in opposite directions.

Researchers Wheadon, Castex, Kudrna and Woodland completed work on a paper initially arising through a PhD thesis project by Wheadon, this work leading to a recent publication in an international journal, *Economic Modelling*. In this project, the authors present a novel approach to public pension systems by introducing a new class of non-linear means tests, encompassing conventional linear pension systems. The framework accommodates both progressive and regressive testing methodologies. They develop an overlapping generation model designed for a small open economy with heterogeneous agents, determining the socially optimal pension function. Through calibration of their model to the Australian context, they find that the optimal non-linear income test exhibits strong regressivity, coupled with a diminished average withdrawal rate as workers' income increases. This work sheds light on optimising pension structures to better align with the distributional and macroeconomic structure of the economy.

These same researchers examined the nature and implications of self-control preferences, under



DR GEORGE KUDRNA
MA Econ TUL Czech
Republic, PhD Econ Syd.
SENIOR RESEARCH FELLOW

George Kudrna joined CEPAR in 2011 where he worked as a CEPAR Research Fellow and then a Senior Research Fellow located in the UNSW Business School. He completed his undergraduate studies in economics and insurance management in the Czech Republic and received a PhD in Economics from the University of Sydney in 2009.

His research encompasses the areas of public economics, macroeconomics and population ageing. He develops and applies rigorous macroeconomic models to investigate the economic impacts of demographic change and retirement income policy reforms – with the ultimate aim of informing and influencing major policy decisions in this area. He has published in both national and international economics journals, with recent publications

appearing in the *European Economic Review*, *Macroeconomic Dynamics* and the *Economic Record*. He has also co-authored several government reports on pension and tax related issues, including commissioned reports for the Australian Treasury, the US Social Security Administration and the NSW Treasury.

George currently leads an ARC Linkage project titled 'Policy Modelling for Ageing in Emerging Economies: The Case of Indonesia' in collaboration with the World Bank and Bappenas as partner organisations. He is also affiliated with the Global Labour Organization as a Fellow, the Centre for Applied Macroeconomic Analysis as a Research Associate, and the UNSW Ageing Futures Institute as an Investigator.

which individuals are tempted to consume for the present rather than also save for the future. The authors created and then calibrated an overlapping generations model to the Australian economy. They undertook extensive simulations to determine the effect of different degrees of self-control preferences upon life cycle decisions regarding saving, consumption, and work hours, and upon optimal means-test rules for the age pension. The simulations show that households' life-cycle decisions are strongly affected by self-control (temptation) preferences compared to households with no myopic temptation issues. They also found that the greater the degree of temptation, the stronger is the case for a lower taper rate for the means-test of the Age Pension, with a universal pension being optimal when self-control temptation is very strong. The paper was submitted for publication to a top-tier international journal, *Journal of Economic Behavior and Organization*.

At the time of writing the 2024 annual report (September 2024), Rodgers, Kudrna and Woodland were finalising a paper titled 'Pensions and Participation: Evidence from World War II Veterans in Australia' for an invited journal resubmission. This paper investigates the impact of World War II service on the labour force participation of older

Australian males during the second half of the 20th century. The significant variation in war service across different birth cohorts facilitates an accurate measurement of this effect. Findings indicate that WWII service resulted in a sharp decline in participation – approximately 17 percentage points – from the age of 60. This reduction is attributed primarily to veterans' earlier access to public retirement benefits. Survey data from the 1970s suggests that veterans anticipated retiring earlier than non-veterans, and differences in education, employment history, and income do not fully account for the variations in labour force participation.

In this project, the authors present a novel approach to public pension systems by introducing a new class of non-linear means tests, encompassing conventional linear pension systems.



PROFESSOR HANS FEHR
MA Econ PhD Econ
Regensburg
ASSOCIATE INVESTIGATOR

Hans Fehr is Professor of Economics at the University of Wuerzburg in Germany. As a CEPAR Associate Investigator, he collaborated with researchers on Projects 1.2 and 4.4. He joined the Centre in January 2018 after visiting the CEPAR UNSW Sydney node during his sabbatical.

His main research interests are in the field of quantitative public economics. In the past he has analysed the economic consequences of population ageing and various tax policy and social security

reforms by means of computable general equilibrium models with overlapping generations. His research is published in various journals including the *European Economic Review*, *Journal of Economic Dynamics & Control*, *Review of Economic Dynamics*, and the *Scandinavian Journal of Economics*. Hans is also a Research Fellow at the Network for Studies on Pensions, Aging and Retirement (Netspar) in Tilburg and the Center of Economic Studies (CESifo) in Munich.

RESEARCHERS

WARWICK MCKIBBIN
LARRY WEIFENG LIU
JONG-WHA LEE
ROSHEN FERNANDO
THUY HANG DUONG

The team at the Australian National University (ANU) completed the research activities in 2024 as planned. They have extended the G-Cubed multi-country model and developed new country models for each of the major economies in Asia, incorporating demographic factors and infectious diseases into all countries in the model.

Two major conferences, Data Workshop: Good Policy Requires Good Data and the Policy Dialogue on Migration and Ageing in a Multicultural Australia, were co-hosted by CAMA and CEPAR at ANU in 2024 to disseminate the research outcomes to the research community, government, and public arena. Professor Matthew Shapiro from the University of Michigan was invited to be a keynote speaker for the Data Workshop in February 2024. CEPAR Associate Investigator Professor Jong-Wha Lee visited ANU in February 2024 and delivered the public lecture, 'Unveiling the Asian Century: Challenges and Opportunities'.

The ANU research team contributed to the theoretical and applied literature on modelling the macroeconomic implications of demographic change, incorporating the links between demographics, antimicrobial resistance (AMR) and climate change.

Climate policy and G-Cubed model

Warwick McKibbin, Larry Liu, and Roshen Fernando used the G-Cubed model to explore the impact of climate risks in two typical climate scenarios on the global economy. This paper is completed and in press to be released as a working paper titled 'Climate Risk and the Global Economy'.

Two working papers also presented the research findings to support this model development: 'Impact of Physical Climate Risks on Financial Assets' and 'Global Economic Impacts of Physical Climate Risks on Agriculture and Energy' by Roshen Fernando in June 2024. This research continued into 2024 and included other central banks such as the Federal Reserve, the European Central Bank, the Bank of Canada, the Reserve Bank of Australia, and the Australian Treasury. The demographic projection research was merged into these climate projects.

McKibbin and Liu have completed a project with International Monetary Fund colleagues. The project assessed the economic effects of climate policies on different regions and countries, with a focus on external adjustment. A working paper, 'Climate Policies and External Adjustment', was published at CAMA, the IMF, and the CEPR.

Demographic change, national saving and international capital flows

Larry Liu, in his work on the impacts of demographic change, national saving and international capital flows, built a theoretical four-stage life cycle model to provide theoretical insights and is in the process of finalising a theoretical paper. He has also collected historical cross-country data and started to undertake empirical analysis on the topic. In addition, he plans to build a multiple-country large-scale life cycle model to simulate the impacts of future demographic change.

Larry Liu also worked on a project on China's demographic change and climate policy in collaboration with Tsinghua University and Leibniz Centre for European Economic Research.



DR LARRY WEIFENG LIU
BS MA Shanghai Jiao Tong,
PhD ANU
RESEARCH FELLOW

Larry Weifeng Liu is a Fellow at the Centre for Applied Macroeconomic Analysis (CAMA) at ANU. He joined CEPAR in 2018 as a Research Fellow after previously working as a CAMA Research Fellow from 2015. He completed his PhD in Economics at ANU and received both his MA in Economics and BS in Computer Science from Shanghai Jiao Tong University in China.

His current research focuses on the macroeconomic effects of demographic change in life cycle models. More specifically, he examines the demographic effects on consumption and savings, economic growth, structural change and financial

markets in closed-economy models, and also on international trade, capital flows and current account balances in open-economy models.

Demographic change and economic growth

Jong-Wha Lee's research on the links between education and economic growth led to the publication of a paper titled 'Educational Quality and Disparities in Income and Growth across Countries' in the *Journal of Economic Growth*. Another paper, 'Impact of Retirement and Re-employment on the Life Satisfaction of the Older Individuals in Korea' has been accepted by the *Japanese Economic Review* in 2024.

Antimicrobial resistance (AMR)

AMR is a dominant and growing global health threat that led to 1.27 million deaths in 2019. Given the widespread use of antimicrobials in agriculture and industrial applications in addition to healthcare and a range of factors affecting AMR, including climate variability, demographic trends, and plastic and metal pollution, the team developed an economy-wide approach to assess its macroeconomic implications. Roshen Fernando and Warwick McKibbin have embedded antimicrobial resistance into the G-Cubed model and used this to assess the macroeconomic consequences of AMR.

In 2024, this research analysed the global impacts of AMR using Roshen Fernando's theoretical results. From the study, Roshen Fernando and Warwick McKibbin published the CAMA/CEPAR working paper, 'Global Economic Impacts of Antimicrobial Resistance' in June 2024.

The team... have extended the G-Cubed multi-country model and developed new country models for each of the major economies in Asia, incorporating demographic factors and infectious diseases into all countries in the model.



PROFESSOR JONG-WHA LEE
BA MA Korea,
MA PhD Harvard
ASSOCIATE INVESTIGATOR

Jong-Wha Lee is a Professor of Economics at Korea University where he recently served as Dean of the College of Political Science and Economics, and Dean of the Graduate School of Policy Studies. He was also a senior adviser for international economic affairs to the former President of the Republic of Korea; Chief Economist and Director General of Economics and Research at the Asian Development Bank; and an economist at the International Monetary Fund. He also previously served as the president of the Korean Economic Association. He has taught at Harvard University, Columbia University, and Peking University. He collaborated

with Warwick McKibbin and his team on Project 1.3.

He has published extensively on topics relating to human capital, growth, financial crises, and economic integration in leading academic journals. His most recent books include *Crisis and Recovery: Learning from the Asian Experience* (World Scientific, 2016) and *Education Matters: Global Schooling Gains from the 19th to the 21st Century*, co-authored with R. J. Barro (Oxford University Press, 2015). He obtained his PhD and Master's degree in Economics from Harvard University.

RESEARCHERS

PETER MCDONALD
JEROMEY TEMPLE
JAMES MAHMUD RICE

The Australian National Transfer Accounts (NTA) project is part of a large international effort led from the University of California at Berkeley and the East-West Centre; with NTA indicators now available for over 180 countries. Broadly, National Transfer Accounts are a system of macroeconomic accounts that measures current economic flows by age in a manner consistent with the United Nations System of National Accounts. The purpose of the Australian NTA project has been to document the economic life cycle through the NTA system: that is, the age-related patterns of consumption and labour income that are associated with the life cycle of education, work, and retirement.

Research during 2024 concentrated on extending the NTA measures of current economic flows by age to related NTA measure of assets and liabilities by age. Utilising estimates of the assets owned and the liabilities incurred by people of different ages during 2003–04, 2009–10, and 2015–16, this research examined how the net

worth of Australians of different ages evolved between 2003–04 and 2015–16. Across this time period, there has been little change in the overall net worth of Australians aged 30 years or younger. Among this age group increases in superannuation and other financial assets have been countered by decreases in real estate assets. Real estate assets have also decreased among Australians aged between 30 and 40 years, although among these Australians increases in superannuation and other financial assets have been large enough to yield increases in overall net worth. Australians aged 40 years or older have experienced the largest increases in overall net worth, especially those aged between 60 and 75 years. These increases have been primarily driven by increases in superannuation assets, with increases in real estate assets also playing an important role. NTA measures of assets and liabilities by age indicate that superannuation assets have played a key role in the evolution of net worth among Australians of different ages. These assets can be expected to play an increasing role as the superannuation system in Australia continues to mature.

A paper based on this work, titled ‘Wealth and the Generational Economy in Australia’, has been submitted in 2024 for publication. A further paper

also under review, titled ‘The Generational Economy in Australia from the Turn of the Millennium to the Aftermath of the Global Financial Crisis’, utilises the NTA measures of current economic flows by age to examine the economic changes that Australians of different ages experienced during the tumultuous time leading up to and following the Global Financial Crisis (GFC).

Over the current funding term (2017–2024), the team produced seven NTAs for Australia dating from 1981 to 2015–16. Selected data are available at www.ntaccounts.org and further access available on application to jeromey.temple@unimelb.edu.au. Analysis of Australian NTA accounts proceeded mainly through the PhD thesis of James Rice, ‘Essays on the Australian National Transfer Accounts’, submitted during 2024.

NTA measures of assets and liabilities by age indicate that superannuation assets have played a key role in the evolution of net worth among Australians of different ages.



JAMES MAHMUD RICE
BA (Hons) Monash
PHD STUDENT

James Mahmud Rice is a sociologist who works at the intersection of sociology, economics, and political science. His work focuses on inequalities in the distribution of economic resources such as income and time and how private and public conventions and institutions shape these inequalities. Recent research has focused on the systems of economic transfers that exist between ages and generations and how these systems are placed at risk by demographic processes such as population ageing.

James’ co-authored book, *Discretionary Time: A New Measure of Freedom*, was awarded the 2009 Stein Rokkan Prize for Comparative Social Science

Research by the International Science Council, the European Consortium for Political Research, and the University of Bergen. Other work has appeared in journals such as the *British Journal of Sociology*, *Frontiers in Public Health*, *Perspectives on Politics*, *Population and Development Review*, *Science*, and *Social Indicators Research*, as well as in reports for Australian government departments.

James has held research positions at the Australian National University and the University of New South Wales and worked as a research consultant while completing a PhD in the Demography and Ageing Unit at the University of Melbourne.

FEATURED STREAM 1 RESEARCHERS

OTHER RESEARCHERS INVOLVED IN STREAM 1 RESEARCH IN 2024 INCLUDED:



DR RUTH WILLIAMS

BA BTeach (Hons) PhD FedUni
RESEARCH FELLOW

Ruth Williams joined CEPAR in February 2023 as a Research Fellow located in the University of Melbourne School of Population and Global Health where she worked on Project 1.1.

Her primary research interests include social gerontology with a focus on the relationship between age and the labour market, discrimination, and health and education services research. She has recently held positions as a Research Fellow at the Centre for Quality and Patient Safety Research at Deakin University and as a Subject Coordinator and Lecturer in the Master of Evaluation and Master of Ageing at the University of Melbourne.

She has project managed research for university and not-for-profit advocacy organisations exploring the experiences, meaning and importance of work-life transitions, employer attitudes, workplace policy, the relationship between health and employment, and access to health and education services.



DR IRINA GROSSMAN

BEng (Hons)/BS PhD Monash University
ASSOCIATE INVESTIGATOR

Irina Grossman is a Research Fellow in the Demography and Ageing Unit at the University of Melbourne. As a CEPAR Associate Investigator she collaborated with Peter McDonald and his team on Project 1.1.

Her research focuses on the development and evaluation of demographic forecasting models, forecast uncertainty, small area demography, understanding how forecasts are used, and research translation. She has a multidisciplinary background, having obtained her PhD in Cognition and a double degree in Electrical and Computer Systems Engineering and Science. She is keen to use her multidisciplinary background to develop demographic forecasting methods, and to investigate how machine learning methods can be best applied for demographic datasets.



A/PROFESSOR CHUNG TRAN

*BA Hanoi National Economics University,
PhD Indiana University*
ASSOCIATE INVESTIGATOR

Chung Tran is Associate Professor of Economics at the Australian National University. As a CEPAR Associate Investigator, he collaborated with Alan Woodland and his team on Project 1.2.

His primary research interests lie in the areas of macroeconomics and public finance. His work appears in leading academic journals including the *Journal of the European Economic Association*, *Review of Economic Dynamics*, the *European Economic Review*, the *Journal of Development Economics* and the *Journal of Economic Dynamics and Control*. He is a member of the Australian Treasury's Macroeconomic Advisory Panel.

DECISION MAKING, EXPECTATIONS AND COGNITIVE AGEING

CO STREAM LEADER / KAARIN ANSTEY

This stream brought together for the first time the disparate areas of behavioural economics, neuroscience, and developmental and health psychology, to unify our understanding of life course choices and to transform policy perspectives.

By undertaking research which aimed to fully capture the psychological and social factors that influence choice over the life course it sought to enhance the wellbeing of people in old age. These included decisions about: (i) savings, retirement, home ownership, insurance, (ii) planning for the future in terms of active ageing and aged care, and (iii) choices about health behaviour and management of chronic conditions.

CO STREAM LEADER / MICHAEL KEANE

It developed:

- a comprehensive model of ageing and decision making including identification of typologies of decision makers;
- multidisciplinary paradigms and predictive models of decision making and ageing;
- and evaluated interventions to increase positive expectations about ageing; and
- life cycle models that incorporated investments in health and housing as well as cognitive limitations in ageing.

The stream comprised four projects:

- 2.1 INDIVIDUAL DIFFERENCES IN FINANCIAL AND HEALTH DECISION MAKING: IMPACTS ON PRODUCTIVE AGEING
- 2.2 IDENTIFYING INDIVIDUAL AND SOCIAL INFLUENCES ON DECISION MAKING AT OLDER AGES
- 2.3 EXPECTATIONS AND THE AGEING EXPERIENCE
- 2.4 RATIONAL CHOICE THEORY AND CONSUMERS

2.1 INDIVIDUAL DIFFERENCES IN FINANCIAL AND HEALTH DECISION MAKING: IMPACTS ON PRODUCTIVE AGEING

RESEARCHERS

KAARIN ANSTEY
MOYRA MORTBY
RANMALEE ERAMUDUGOLLA
BROOKE BRADY
LIDAN ZHENG
JESS AMOS
YUCHEN XIE
JEROMEY TEMPLE
MYRA HAMILTON
CLAIRE O’CONNOR

External collaborator

ESTER CERIN
(AUSTRALIAN CATHOLIC UNIVERSITY)

The team has focused on factors that influence cognitive ageing and decision making with papers covering topics on dementia risk assessment, environmental and psychosocial factors, aged care, and intervention. In a large collaborative project with Ester Cerin and her team at the Australian Catholic University using longitudinal data from the PATH study that followed participants over 12 years, the team showed that increased access to services and street connectivity was associated with better

trajectories of cognitive health. Higher levels of air pollution particles including PM_{2.5} and NO₂ were consistently associated with steeper declines and/or decreases in cognitive functions and worse cognitive states across time. This was the first ever longitudinal analysis in this field.

In a paper published in *Science and the Total Environment* the team, led by Ester Cerin with Kaarin Anstey, the Australian Diabetes and Obesity study (AusDiab) was analysed to evaluate the association between the built environment and cognitive health. The authors found that the complexity of the built environment and the natural environment were positively related to processing speed and concluded that complex urban environments and access to nature may benefit cognitive health in ageing populations. In collaboration with researchers from Melbourne and Denmark, Anstey reported findings in the *Journal of Alzheimer’s Disease* showing that depression in middle-age as well as depression in later life, increases the risk of late life dementia.

CEPAR PhD student Jess Amos, with Kaarin Anstey and Lidan Zheng, reported the findings from their scoping survey on digital interventions for lifestyle modification to support cognitive health.

This study found almost all participants (98.4%) reported using two or more digital devices, and during COVID-19, 51.8% reported increasing device usage. Most (92.1%) were interested in learning about memory and healthy lifestyle within an online course, and over 80% indicated a high interest in learning about dementia risk factors. People with self-reported cognitive concerns were more likely to report using a ‘routine or system’ to aid memory than people without self-reported cognitive concerns.

The team also conducted research on decision making in relation to aged care. In work led by PhD student Yuchen Xie, with Kaarin Anstey, Craig Sinclair, Jeromey Temple and Myra Hamilton, the team examined the barriers that older adults experience in accessing aged care services. Through analysis of the national ABS Survey of Disability, Ageing and Carers, this work found that people reporting psychosocial difficulties or lacking informal support are more likely to encounter barriers in accessing formal care.

Claire O’Connor also conducted studies to explore the experiences of people with dementia and family carers who participated in an Arts on Prescription at Home (AoP@Home) program, artists



DR LIDAN ZHENG
B Com/BSc (Psych) ANU,
PhD UNSW
POSTDOCTORAL
RESEARCH FELLOW

Lidan Zheng joined CEPAR in 2020 as a CEPAR Research Fellow at the UNSW School of Psychology. She obtained her PhD in 2019 from UNSW Medicine on the topic of neurobiological subtypes of autism. Lidan’s research focuses on cognitive health and dementia risk reduction. She was previously a postdoctoral research fellow for the Dementia Centre for Research Collaboration (DCRC) and the NHMRC Centre of Research Excellence in Cognitive Health. During this time, she chaired the early career committee for the International Research Network on Dementia Prevention (IRNDP) and helped organise several conferences and events for both organisations.

She has also been involved in a number of projects with the World Health Organisation (WHO) including the WHO Guidelines on risk reduction of cognitive decline and dementia and mDementia - an SMS-based behaviour change intervention for dementia risk reduction and carers of people with dementia. Her CEPAR role involved work on a clinical trial for people with memory complaints and a new app-based longitudinal cohort study examining predictors of cognitive resilience. Her main research interests lie in cognition, ageing and neurocognitive conditions (e.g. autism, dementia).

who delivered the AoP@Home program and the managers who coordinated the AoP@Home programs. She and her team found that AoP@Home has potential as an important offering for community-dwelling people with dementia who may no longer be able to access group-based community programs.

In collaboration with researchers from Melbourne and Denmark, Anstey reported findings in the *Journal of Alzheimer's Disease* showing that depression in middle-age as well as depression in later life, increases the risk of late life dementia.



DR CLAIRE O'CONNOR

BSc(Med) Western Sydney,
MOT (Hons) PhD Syd.

ASSOCIATE INVESTIGATOR

Claire O'Connor is a Senior Research Fellow in the UNSW School of Psychology, a Conjoint Senior Research Fellow with NeuRA, Honorary Senior Research Fellow with HammondCare, and is also a registered occupational therapist (AHPRA). She joined CEPAR as an Associate Investigator in 2022.

Claire's program of research is focused on the translation and implementation of non-pharmacological interventions to improve dementia practice, focusing on reablement/rehabilitation, and maximising functioning, engagement and wellbeing in people with dementia and their informal supporters. Claire's research into non-pharmacological intervention in dementia has been

nationally and internationally recognised, with nine invited conference presentations, plus a number of invited international guest lectures across university (e.g., University of East Anglia, University of Toronto), community (e.g., Dementia Alliance International, Rare Dementia Support Canada), and practice (e.g., Canadian Association of Occupational Therapists) settings. Combining her clinical training in occupational therapy and research skills, Claire is passionate about contributing to research that is meaningful to ageing populations and people impacted by dementia.

2.2 IDENTIFYING INDIVIDUAL AND SOCIAL INFLUENCES ON DECISION MAKING AT OLDER AGES

RESEARCHERS

KAARIN ANSTEY
YVONNE LEUNG
MOYRA MORTBY
LIDAN ZHENG
NICOLAS CHERBUIN
RANMALEE ERAMUDUGOLLA
NIKKI-ANNE WILSON
RUTH PETERS
KIM KIELY
CRAIG SINCLAIR
JAMES LIAN

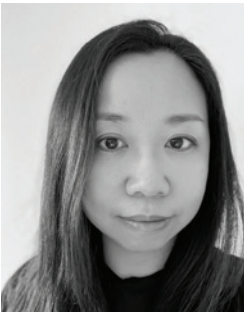
PhD student James Lian conducted a series of studies that examined the association between childhood adversity and healthy ageing, in the domains of mental health and cognitive impairment using the PATH data. His studies showed that a greater number of cumulative adversities were associated with poorer scores on all the included mental health measures. While women reported higher anxiety levels than men, no gender difference was found in the association between adverse childhood event and mental health. In further analysis of the PATH study, they found no association between childhood adversity and the incidence of mild cognitive impairment (MCI) or dementia. This was contrary to what was

expected and differs from international literature. It is hypothesised that the finding may be explained due to the high level of education of the PATH cohort.

Nikki-Anne Wilson and Kaarin Anstey published work on stigma as a potential social influence on ageing adults in relation to dementia prevention strategies. Dementia prevention strategies that focus on lifestyle change often emphasise individual behaviour change and this is supported by observational studies and meta-analyses. However, the authors noted that caution is needed to ensure that messaging is balanced as there are non-modifiable risk factors and also social determinants which impact whether an individual can adopt healthy lifestyles. They highlighted the evidence for the negative ramifications of stigma in dementia, the overly simplistic media representations of dementia as a disease, and the potential negative implications for research funding and policy resulting from stigma.

Using data from the PATH study as well as international datasets, multiple studies were conducted to examine sex and gender differences in cognitive resilience, expectations regarding ageing, adverse life events and cognitive ageing. Additional work was performed to examine sex and

gender differences in risk scores for dementia and Alzheimer’s disease. Our work revealed that cognitively stimulating leisure activity was strongly associated with reduced risk of MCI even after adjusting for early-life education and occupation. Lower occupational skill was more strongly associated with higher risk of cognitive impairment in men than in women. We found that positive expectations regarding ageing was associated with less decline in all cognitive domains. While women reported more positive expectations regarding ageing than men, gender difference was less prominent among individuals with MCI. Recent adverse life events were associated with decline in global cognition at follow-up, but no gender difference was found. In regard to dementia risk scores, a paper led by Brooke Brady revealed that males had higher overall mid-life dementia risk, and lower late-life Alzheimer’s disease risk compared to females. Transgender men, transgender women, and non-binary adults had higher overall late-life risk compared to both cisgender men and women.



DR YVONNE LEUNG
BA(Hons) Western Sydney,
MA Sheffield,
PhD Western Sydney
POSTDOCTORAL
RESEARCH FELLOW

Yvonne Leung joined CEPAR in 2022 as a Postdoctoral Fellow based at the School of Psychology, UNSW.
As a cognitive psychologist, her research focuses on identifying risks and protective factors for cognitive ageing, age stereotypes, and psychological health in older adults. She works with Professor Kaarin Anstey on a range of projects relevant to gender differences in cognitive reserve, cognitive decline, expectations regarding ageing, and ageism.

RESEARCHERS

KAARIN ANSTEY
YVONNE LEUNG
MITIKU HAMBISA
BROOKE BRADY
MOYRA MORTBY
RUTH PETERS
KIM KIELY
CRAIG SINCLAIR
NATASHA GINNIVAN

External collaborator

CATHERINE RICKWOOD
(NEUROSCIENCE RESEARCH AUSTRALIA)

An extensive qualitative research program was conducted to understand the enablers for and barriers to creating a multigenerational workforce across age and seniority. A series of in-depth interviews with senior executives and several age-based focus groups was performed and a number of considerations and recommendations for organisations and policymakers to proactively pursue age-diversity initiatives emerged and were provided. This program included interviews with senior executives and multiple focus groups with employees aged 25+ with a leading financial institution, Challenger Limited, and a national retailer, Dymocks Ltd. Challenger Limited is one of

Australia’s largest active fund managers, with group assets under management of over \$100 billion. The company employs over 800 people and has offices in Australia, London and Tokyo. Challenger was selected for this study as older Australians are their main customer base. Dymocks has 50 retail stores and is Australia’s leading bookseller, selling over seven million books in 2023. It is a private, family-owned business with most stores owned and operated by franchisees. Dymocks was chosen for this study as the \$411.5 billion retail sector in Australia employs 1.3 million people, accounting for 9.7% of the total workforce.

The study identified the following barriers:

- 1 ageism and age-based stereotypes – conscious and unconscious bias about older people’s capability and goals permeated all discussions in the workforce.
- 2 HR recruitment policies and practices – HR policies and practices may hinder the recruitment and retention of older workers.
- 3 communication differences – there are different communication preferences among young and older workers, with some favouring face-to-face or telephone exchanges over digital communication.

- 4 management skill and confidence – managers require a level of skill, confidence and experience when managing older team members.

Enablers revealed included:

- 1 leadership – leadership that encourages age diversity in the workforce is important.
- 2 flexible work arrangements – more part-time and flexible work arrangements will accommodate employees of all ages.
- 3 leveraging experience and exemplars – there was broad agreement and recognition that the experience of older employees was valuable.
- 4 intergenerational mentorship and training programs – mentorship programs, technology skills training, and training on leadership and communication may support both young and older workers.

Overall, the findings suggest that building intergenerational mentorship and training programs; identifying and addressing communication differences; and introducing recruitment policies and practices that encourage and support age diversity are factors critical to championing a multigenerational workforce.



DR MITIKU HAMBISA
BSc (Public Health)
Jimma University, MPH
(Epidemiology) Addis
Ababa University,
PhD University of
Newcastle (NSW)
SENIOR RESEARCH
ASSOCIATE

Mitiku Hambisa joined CEPAR in 2023 as a Senior Research Associate at the UNSW School of Psychology.

Prior to his appointment, he completed a PhD in Clinical Epidemiology and Medical Statistics at the University of Newcastle School of Medicine and Public Health. His primary research interests include ageing studies, healthy ageing, health services utilisation, healthy and working life expectancies, longitudinal data analysis, and life course epidemiology. To date, he has published 24 articles in a range of prestigious journals including *The Lancet Public Health*, *Aging Clinical and Experimental Research*, *BMC Public Health*, *Journal of Transport and*

Health, and *BMC Ophthalmology*.

Mitiku had over ten years of teaching experience in higher education in Ethiopia before starting PhD study. In addition to regular teaching and research duties, he held several administrative posts including Associate University Registrar, research and publication office coordinator, secretary for the staff promotion committee, and mentor for Masters of Field Epidemiology students.

2.4 RATIONAL CHOICE THEORY AND CONSUMERS

RESEARCHERS

MICHAEL KEANE
TIMOTHY NEAL
ELENA CAPATINA
KAJA KIERULF
HAN GAO
ALAN WOODLAND
XIANGLING LIU

External collaborators

ZVI ECKSTEIN
OSNAT LIFSHITZ
(BOTH REICHMAN UNIVERSITY)

The aim of this project was to develop and extend the methodologies that economists use to model choices made by and relevant to older individuals. Rational Choice Theory is the prevailing framework used to model economic decisions, and it relies on a number of assumptions relating to the rationality of decision makers. There is good reason to believe these assumptions are not appropriate for modelling the choice environments of older Australians, as they regularly need to make highly complex financial decisions using limited cognitive resources.

Accordingly, this project developed new choice models that incorporate cognitive limitations in decision making, as well as other deviations from rational choice behaviour. These models have been applied to help better understand observed behaviour in areas such as purchases of health insurance, investments in health, and financial decision making. The application of this methodology enables more realistic policy evaluations that yield better insight into how government policy affects individual wellbeing. Indeed, when we better understand the processes by which older individuals make complex choices, it facilitates more accurate predictions of how government intervention in a complex market will affect consumer welfare. A second major contribution of this project was to develop new and improved life cycle models that lie within the more traditional rational choice framework but that incorporate more realistic features.

A major project that was completed in 2023 was an extension of the life cycle labour supply model to incorporate health, health shocks and health insurance (Capatina and Keane, 'Health Shocks, Health Insurance, Human Capital, and the Dynamics of Earnings and Health'). This project

shows how universal health insurance creates positive labour supply incentives. We submitted this project to the *Journal of Political Economy* in 2024 and a revision was requested that we completed in June 2024.

A second major project that was completed in 2024 was an extension of the life cycle model to include owner-occupied and investment housing (Keane and Liu, 'Tax Preferences Demand for Housing: Explorations using a Dynamic Life-Cycle Model'). Results from this project show that a refundable mortgage interest credit can make housing more affordable to middle- and lower-income families. A third project that was completed studies the economic forces that are driving up higher education for women relative to men (Eckstein, Keane and Lifshitz, 'What Explains the Growing Gender Education Gap?').

Meanwhile, significant progress was made on a project which builds human capital investment into dynamic general equilibrium (DSGE) models to see how it affects optimal tax policy calculations (Gao, Keane, Kierulf, Woodland). Preliminary results suggest that accounting for human capital incentives implies a less progressive income tax but a higher capital tax.



KAJA KIERULF

MSc Norwegian School of
Science & Technology, BSc
MSc Norwegian School of
Economics, MA Minnesota
POSTDOCTORAL FELLOW

Kaja Kierulf is an economist located in the UNSW Business School who worked as a CEPAR Research Fellow in 2024.

Her expertise is in macroeconomics and labour economics. In particular, she has been studying issues related to human capital, retirement plans, wage inequality, life expectancy, tax policies, and social security. She primarily uses structural models to analyse research questions and uses both micro and macro data to match the model to the data. She also studies how retirement plans, wage inequality, and life expectancy impact wealth inequality for retirees.

Finally, Keane and Neal completed a project on the properties of instrumental variables (IV) estimators and how they affect estimates of labour supply elasticities. The IV method is very widely used in econometrics to assess the causal relationships between variables (as opposed to mere correlation). We discovered some heretofore unknown problems with IV estimators that have important implications for applied work in many areas. One particular implication is that prior work has understated the labour supply response to tax and benefit changes, a result that has important implications for life cycle modelling and the evaluation of retirement incentives. A paper from this project was published in the *Journal of Econometrics* in August 2023, a second in *Annual Reviews of Economics* in 2024, and a third is forthcoming in the *Journal of Labor Economics* in 2025.

Results from this project show that a refundable mortgage interest credit can make housing more affordable to middle- and lower-income families.



DR XIANGLING LIU
BA MA China University of
Mining & Technology,
PhD UNSW
RESEARCH FELLOW

Xiangling Liu joined CEPAR in October 2014 as a Research Fellow after completing a PhD in Economics at the UNSW Business School. Her primary research interests include the impacts of taxation codes on life cycle housing demand, dynamic programming problems in portfolio allocations, panel data econometrics, and carbon emission economics. Her research has been published in *Regional Science and Urban Economics*, *Applied Economics*, *Australian Economic Papers*, and *Science of the Total Environment*.

FEATURED STREAM 2 RESEARCHERS

OTHER RESEARCHERS INVOLVED IN STREAM 2 RESEARCH IN 2024 INCLUDED:



DR NIKKI-ANNE WILSON

BAppSc (Psych) Deakin, BPsychSci (Hons) Macq., PhD Syd.

POSTDOCTORAL RESEARCH FELLOW

Nikki-Anne Wilson collaborated with Kaarin Anstey and her team on Project 2.2 as a CEPAR Postdoctoral Research Fellow in the UNSW School of Psychology with a conjoint appointment at Neuroscience Research Australia.

She joined CEPAR after completing a PhD in Psychology at the Brain and Mind Centre at The University of Sydney. Her work draws on various aspects of psychology, neuropsychology, cognitive neuroscience, and population health to understand how to improve the experience of ageing and reduce dementia risk. Nikki-Anne’s work regularly appears in the media (e.g., *The Sydney Morning Herald*, *The Conversation*, *ABC Radio*) and she has published in leading ageing and neuroscience journals such as *The Journal of the Neurological Sciences*, *Alzheimer’s Research & Therapy*, *Brain Sciences*, and *Cognition*. Her recent paper in *The Gerontologist* was selected as Editor’s Choice in acknowledgment of its substantial impact in the field.

Alongside her academic research, Nikki-Anne is a regular community speaker (e.g., Probus, Rotary) and representative on policy and advisory boards, (e.g., Ageing Advisory Committee, Ageing Well Advisory group led by the Hon Kylea Tink MP, Childhood Dementia Initiative, National Dementia Education and Training Standards Framework).



DR HAN GAO

BEcon Nanjing University, MA Duke University, PhD University of Minnesota

ASSOCIATE INVESTIGATOR

Han Gao is a postdoctoral fellow located in the UNSW Business School. As a CEPAR Associate Investigator he collaborated with Mike Keane and his team on Project 2.4.

He joined UNSW and CEPAR in January 2022 after completing a PhD in Economics at the University of Minnesota. His primary research interests include macroeconomics, labour economics, public economics, and monetary economics.

Alongside academic research, Han has worked as a research analyst at the Federal Reserve Bank of Minneapolis, where he assisted economists for a variety of projects on money demand and inflation dynamics in the United States and other OECD countries.



ASSOCIATE PROFESSOR RUTH PETERS

BSc Reading, MSc Lond., PhD Imperial College London
ASSOCIATE INVESTIGATOR

Ruth Peters is the Program Lead for Dementia at The George Institute for Global Health and holds honorary positions at Neuroscience Research Australia and Imperial College London. Prior to moving to Australia in 2018 she also worked for several years at Imperial College London. As a CEPAR Associate Investigator she contributed to Projects 2.1 and 2.2 of the CEPAR Research Program.

Ruth works to develop our understanding of the risk factors which increase our risk of cognitive decline and dementia and the ways in which we might act to reduce this risk. Alongside leading teams delivering high-profile, clinical trials and evidence synthesis work in the area of dementia and frailty risk reduction, she has a particular interest in hypertension and in the treatment of hypertension in older adults. She was the cognitive function lead for the award-winning multinational Hypertension in the Very Elderly Trial (HYVET, HYVET -C06) and both her work in hypertension and evidence synthesis are cited widely in the academic literature and by guidelines.

RESEARCH STREAM 3

ORGANISATIONS AND THE MATURE WORKFORCE

STREAM LEADER / [SHARON PARKER](#)

This stream undertook research to identify work designs and other organisational practices to attract and retain mature workers in organisations, thus enhancing their performance and improving growth and productivity. It was at the vanguard of new research focused on the impact of various work designs on worker wellbeing at older ages, especially cognitive capital. It investigated barriers to mature workforce participation, especially age discrimination and the accommodation of caring responsibilities, to inform workplace policy and practice.

The stream comprised four projects:

- 3.1 [MATURE WORKERS IN ORGANISATIONS SURVEY](#)
- 3.2 [PROMOTING SUCCESSFUL AGEING IN THE WORKPLACE](#)
- 3.3 [PROMOTING SUCCESSFUL TEAMS AND ORGANISATIONS](#)
- 3.4 [PROMOTING EFFECTIVE CARE OUTSIDE OF WORK](#)

3.1 MATURE WORKERS IN ORGANISATIONS SURVEY (M-WOS)

RESEARCHERS

SHARON PARKER
MARIAN BAIRD
DANIELA ANDREI
ALISON WILLIAMS
EVA ZELLMAN
FANGFANG ZHANG
LEAH ZOSZAK

The overall goal of Stream 3 was to conduct several longitudinal and multi-level organisational studies to investigate ways in which organisations can better attract and retain mature workers in the workplace. In the context of this overarching goal, work conducted within Project 3.1 served a foundational role in terms of creating the infrastructure and the research tools to facilitate and enable the applied work with organisations or with mature workers more broadly. Project 3.1 was a major focus for our work in the first years of CEPAR when the team developed the Mature Workers in Australia Survey (M-WOS) and Policy Audit instrument, the Include, Individualise and Integrate Framework (3I) of organisational meta-strategies, as well as a range of other supporting tools and resources (such as an M-WOS survey platform, website, brochures and social media). Another key focus

within Project 3.1 was to attract organisations and secure their collaboration with the research team in longitudinal and intervention studies, mainly through public presentation events, website development and scoping meetings with interested organisations.

In the latter stages of Project 3.1 we moved towards refinement, implementation and use of the tools and infrastructure created earlier to advance collaborations with organisations and the overall research goals of the stream. In 2024 our analysis focused on finalising work with our organisational partners and consolidating the learning from our M-WOS survey. Highlights from our work were presented at the Academy of Management conference and the CEPAR Research Showcase in August 2024. These consolidated findings have further potential to be explored via industry reports and academic papers.

We also focused our outputs on analysis of two four wave longitudinal datasets that sampled employees across the lifespan in Australia. Outcomes from our first dataset on exploring trajectories of psychological distress among mature workers in Australia during COVID-19 included a presentation at the 2024 Centre for Transformative Work Design Conference. Our final dataset is currently being explored by the team.

In terms of our applied collaboration with organisations, our newest industry collaboration is wrapping up with the end of CEPAR where further data has been collected over the past few months. Additionally, the data previously collected from three collaborating organisations has led to the development of feedback reports, recommendations, and extensive industry engagement to disseminate findings from our interventions and improve the quality of work across the lifespan.

An additional focus for 2024 was consolidation of our intervention work with organisations. Across both Sydney and Perth, five organisations participated in ambitious interventions based on the evidence provided by the research team. Each intervention was developed in partnership with organisations and was based on needs assessed using the tools developed in Project 3.1. The success of these interventions is evident in their ability to improve mature worker outcomes and has led to the development of several learning programs. For example, the Ascent Leadership Development Program that was designed and implemented by the Curtin team has been tailored to reach a wider audience base and implemented within the Curtin Business School learning program. We have also been engaged by the



DR FANGFANG ZHANG
PhD Curtin
RESEARCH FELLOW

Fangfang Zhang joined CEPAR in 2022 as a Research Fellow based at the Centre for Transformative Work Design at Curtin University. She obtained her PhD from Curtin University in 2020 for a thesis on the topic of job crafting. Her research interests include work design, job crafting, human-AI interaction, and learning.

Within CEPAR, Fangfang focused on understanding how work design/job crafting can support successful ageing, especially in terms of employees’ learning and employability in the context of increasing use of technologies and AI.

Fangfang’s research has been published in top-tier journals such as the *Journal of*

Organizational Behavior, *MIT Sloan Management Review*, and the *European Journal of Work and Organizational Psychology*. One paper, written in collaboration with Sharon Parker on the topic of job-crafting, won the award for best paper in the *Journal of Organizational Behavior* in 2019, a highly cited paper award for 2019-2020, and was the top downloaded paper from Wiley in 2018-2019.

Curtin University student engagement team to facilitate a strategy session on how to make student engagement more inclusive applying our Include, Individualise and Integrate (3I) framework.

Our team has finalised three reports based on industry partnerships. The first, on a collaborative investigation with a national financial advisory firm, involved 18 interviews. Results have indicated current themes in mature workers' retirement planning and transitions to retirement. The second report presents emerging findings from data collection for one partner intervention on age inclusive leadership, while the third report focuses on outcomes from a work design intervention within the aged care sector.

...the Ascent Leadership Development Program that was designed and implemented by the Curtin team has been tailored to reach a wider audience base and implemented within the Curtin Business School learning program.

3.2 PROMOTING SUCCESSFUL AGEING IN THE WORKPLACE

RESEARCHERS

SHARON PARKER
MARIAN BAIRD
DANIELA ANDREI
JANE CHONG
LUCINDA ILES
EVA ZELLMAN
LEAH ZOSZAK
ALISON WILLIAMS
PATRICK DUNLOP
SERENA WEE
CORT RUDOLF
HANNES ZACHER

External collaborators

SUSAN REH
(UNIVERSITY OF EXETER)
EYAL KARIN
(CURTIN UNIVERSITY)
SHELLEY RAVOULA
(DEPAUL UNIVERSITY)

Project 3.2 aimed to advance understanding of how work and individual factors promote or inhibit successful ageing at work. Evidence shows that some individuals age more successfully than others, which is reflected in their ability to maintain their physical, psychological, and cognitive health. When it comes to work, successful ageing reflects continued work ability, continued motivation to work and to engage in learning and development opportunities. This project investigated what organisations and individual employees can do to foster successful ageing at work.

In 2024, several existing projects investigating successful ageing were finalised. For instance, Daniela Andrei, Lucinda Iles and Sharon Parker finalised their collaboration with Susan Reh from the University of Exeter. The study used an experimental design to investigate how favourable or unfavourable comparisons with younger or similar aged others affect mature workers’ participation in work and withdrawal. The study assessed microaggressions that can be experienced daily at work and are hard to monitor and regulate and found that daily experiences have an impact on engagement and wellbeing variations within and across individuals. These results indicate the role of

social comparisons in supporting older workers’ continuous engagement with work and colleagues.

The team also invested time on large scale datasets that were collected via M-WOS. Example projects, led by Eyal Karin, Daniela Andrei, and Sharon Parker, explore the effects of age through a multivariate perspective considering multiple competing, specific and non-specific effects of worker age and an expanded set of work design characteristics. Another aim for these projects was to explore and evaluate the magnitude, interconnections and extent to which worker age can account for the relationships between worker age and successful ageing outcomes (e.g., workability, engagement, burnout, career disengagement). A multistep methodological approach was used by the team to gauge the interlinks between worker age-related variance, thirteen specific work design characteristics, three psychological mechanisms, and four outcome variables to provide a detailed yet coherent understanding of all possible connections among the variables, including the extent to which age shapes these relationships. Insights from this work are currently emerging.



DR DANIELA ANDREI
MSc Human Resources,
Psychology and
Marketing, PhD
Psychology UBB Romania
ASSOCIATE INVESTIGATOR

Daniela Andrei is a Senior Lecturer in the School of Management and Marketing at Curtin University. During her time with CEPAR, Daniela worked on Stream 3 research as a CEPAR Senior Research Fellow (from 2019-2023) and as an Associate Investigator (from 2023).

Daniela is coordinating large-scale, applied research projects which aim to support organisations tackling contemporary challenges such as managing an ageing/age diverse workforce, changing work conditions, or supporting employee wellbeing. In her research, Daniela is particularly interested in understanding the forces that shape people’s jobs and their experiences at work across

the lifespan. She also investigates the consequences of these experiences on employee performance, wellbeing and safety. Daniela’s research has been published in journals such as the *Journal of Applied Psychology*, *Safety Science*, and the *Journal of Vocational Behavior*. She has co-authored several research reports for industry and government, including Safe Work Australia and the Australian Maritime Safety Authority. She is currently serving as a Guest Associate Editor for a special issue on Work Design, Aging and Age Diversity for the journal *Work, Aging and Retirement*.

Throughout 2024, Stream 3 team members finalised their collaborations with the international research recipients of the Small Grants Award Scheme that contribute specifically to Project 3.2. These topics investigated subtle age discrimination of older workers (in collaboration with Kean University and New York University), self-regulation processes for mature workers (in collaboration with DePaul University, Wayne State University and Leipzig University) as well as the development of a new workability tool (in collaboration with the University of Queensland). Projects are currently in the final stages of write up and dissemination of findings. Example outcomes from these projects include a paper by Shelly Rauvola, Daniela Andrei, Jane Chong, Cort Rudolph, and Hannes Zacher titled 'Age Developmental Self-regulation and Work Design – A Replication and Extension'. This project has provided bridging research on work design and developmental self-regulation and indicated the development of new approaches to provide a more comprehensive understanding of the interplay between work design and age in driving successful ageing at work.

This project has provided bridging research on work design and developmental self-regulation and indicated the development of new approaches to provide a more comprehensive understanding of the interplay between work design and age in driving successful ageing at work.



**PROFESSOR
CORT W. RUDOLPH**
BA DePaul University, MA
PhD Wayne State
University
ASSOCIATE INVESTIGATOR

Cort W. Rudolph is an Industrial and Organizational Psychologist and Professor of Psychology at Wayne State University.

He joined CEPAR in 2018 as an Associate Investigator. His primary research interests include a focus on the ageing workforce through the lens of lifespan development theories. He has published in leading psychology and business journals such as the *Journal of Applied Psychology*, the *Journal of Occupational Health Psychology*, and *Leadership Quarterly*.

Cort has collaborated on a number of research projects related to understanding the ageing of the workforce. His recent co-edited book, *Age and Work: Advances in Theory, Methods, and Practice*, offers a contemporary take on a variety of important issues facing an increasingly older and age-diverse workforce.

3.3 PROMOTING SUCCESSFUL TEAMS AND ORGANISATIONS

RESEARCHERS

SHARON PARKER
MARIAN BAIRD
DANIELA ANDREI
JANE CHONG
MYRA HAMILTON
LUCINDA ILES
NATE ZETTNA
EVA ZELLMAN
LEAH ZOSZAK
ALISON WILLIAMS
HANNES ZACHER
CORT RUDOLPH
AMY TIAN
SERENA WEE
PATRICK DUNLOP

External collaborator

FRANZISKA JUNGSMANN
(INTERNATIONAL SCHOOL OF MANAGEMENT, BERLIN)

Population ageing is associated with an ageing workforce and increased age diversity in organisations. With a greater range of ages represented in Australian workplaces than ever before, it is critical to identify ways that organisations can ensure teams remain inclusive whilst maintaining productivity. Project 3.3 aimed to understand how optimal work designs and

organisational practices attract mature workers into employment, and then motivate and support their full engagement, leading to enhanced productivity.

Eva Zellman submitted her PhD in 2024. Her dissertation was supervised by Sharon Parker and Daniela Andrei and focused on the pivotal role that leaders play in shaping the outcomes of an age diverse workforce and how to facilitate age inclusive leadership skills. A systematic review looking at the past forty years of research on leadership, follower age and age diversity in the workplace is currently under review. A second paper investigating the impact of age-differentiated leadership on retention and performance related outcomes is also under review. Both papers have been submitted to the *Journal of Work, Ageing and Retirement*.

In 2024, the team focused on consolidating learning on several workplace interventions that aim to challenge organisations to improve their work design and organisational practices. Several industry papers were written to disseminate the findings. The first presented results from the Ascent Leadership Development Program that facilitated improvements in participating leaders’ age inclusive leadership skills. The Ascent program has also been delivered to over 45

leaders in Europe as a part of a collaboration with Franziska Jungsmann from the International School of Management in Berlin who is a recipient of the CEPAR Small Grants Award. The data from the European sample is in the process of being analysed, and a joint analysis of the Australian and European data will be conducted later this year. Based on the success of the Ascent leadership development program, an updated version of this program focusing on multiple facets of diversity was delivered as an Executive Education Master Class at Curtin University in 2024. A second industry paper looking at work design for the aged care sector demonstrated that a work redesign process can identify effective and cost-efficient ways an organisation may reduce job demands. The research also found that involving workers in identifying psychosocial hazards and the redesign process can result in improvements over and above just directly implementing control measures. Finally, a related intervention led by Leah Zoszak in collaboration with an insurance provider has looked at work design and manual handling training in a local government outdoor setting. The intervention aims to assess the efficacy of aspects of the participatory approach to training within organisations. Our findings suggest that workers of all ages prefer a participatory and hands on



DR JANE CHONG
BSc (Hons) Psychology,
MPsych PhD Industrial and
Organisational
Psychology, UWA
ASSOCIATE INVESTIGATOR

Jane Chong is a lecturer at the University of Western Australia (UWA). Previously she was a CEPAR Research Fellow based in the Future of Work Institute at Curtin University from 2021-2023 and a CEPAR Associate Investigator in 2024. She obtained her PhD and Master’s in Industrial and Organisational Psychology from the UWA in 2020 and is an Organisational Psychologist Registrar. She joined CEPAR with a keen interest in conducting rigorous research whilst partnering with organisations to support the successful ageing of their age-diverse workforce. Together with the Stream 3 team, Jane has received grant funding of over \$400,000 to conduct several field research projects. Her research interests include human

motivation, work design, and newcomer socialisation. Jane’s research has been published in international outlets including the *Journal of Business and Psychology*, *Perspectives in Psychological Science*, and *Journal of Personality*. She is also a recipient of multiple research awards, including Best Individual Research Paper presented by the Australian Psychological Society in 2017, the Graduate Student Scholarship presented by the Society of Industrial and Organizational Psychology based in the United States in 2020, and the 2021 UWA School of Psychological Science Award for an Excellent PhD thesis in Psychology.

approach to training and this approach was associated with better learning outcomes and perceptions of the usefulness of safety training.

The team based at Curtin University continued to work on the M-WOS longitudinal data to reveal important research questions and to provide insights to practices. For example, Lucinda Iles, Sharon Parker and Daniela Andrei are preparing a paper looking at how age diversity at the team level indirectly impacts collective turnover intentions via increased relational conflict.

To support research on the 3I Framework, the team has also developed additional research translation pieces to help organisations make use of the model. Stream 3 has worked in collaboration with Rafal Chomik to develop a series of fact sheets unpacking each component of the framework and outlining practical strategies individuals, managers, and organisations can use to support positive outcomes using the 3I model.

The team also advanced engagement with the research community this year via the CEPAR Stream 3 Small Grant Awards Scheme. Two of the funded proposals contributed specifically to Project 3.3. The first project, a collaboration with CEPAR Associate Investigators Serena Wee and

Patrick Dunlop, consisted of two studies that investigated how organisations can adjust recruitment processes to better attract mature candidates. The second project, conducted in collaboration with Franziska Jungmann at the International Management Institute, Berlin, aimed to adapt and apply the Ascent leadership development program and conduct cross-cultural comparisons on its effects, and is currently being finalised.

A second industry paper looking at work design for the aged care sector demonstrated that a work redesign process can identify effective and cost-efficient ways an organisation may reduce job demands.



LEAH ZOSZAK

BA(Psych)(Hons) UoW,
MindOrgPsych UWA,
MCLinPsych CSU

RESEARCH OFFICER

Leah Zoszak is an Industrial and Organisational Psychologist at the Future of Work Institute, Curtin University.

Leah joined CEPAR as a Research Officer in early 2019 and worked as the industry arm of Stream 3's Mature Workers in Organisations project. As an experienced facilitator and organisational change consultant, Leah worked with CEPAR's business partners through the assessment and diagnosis of psychosocial risk areas towards a tailored intervention to improve work across the lifespan.

3.4 PROMOTING EFFECTIVE CARE OUTSIDE OF WORK

RESEARCHERS

MARIAN BAIRD
ALISON WILLIAMS
DANIEL DINALE
MYRA HAMILTON
KATE O’LOUGHLIN
VANESSA LOH
ANDREEA CONSTANTIN

The goal of this project was to improve workplace policies and practices that recognise and support mature age workers in their caregiving duties. The need to accommodate caregiving is becoming increasingly important as populations and workforces age worldwide and many mature workers care for elderly parents or other relatives. In Australia, more than half (54%) of carers are between the ages of 45 and 74 (ABS 2020). Women, in particular, shoulder a large portion of caregiving duties, with carers aged 55-64 being almost twice as likely to be women compared to men (ABS 2024). These caregiving responsibilities often lead to a reduction in workforce participation and working hours for women, especially in their mid to late careers (Constantin et al., 2022).

In 2024, this project produced four journal articles, three books and one book chapter, and

seven conference presentations. The research program culminated in the book *The Multigenerational Workforce – Managing Age and Gender at Work*, edited by Marian Baird, Myra Hamilton and Alison Williams and published by Palgrave Macmillan in November 2024. The book features multidisciplinary contributions from current and former investigators from the 3.4 project team and provides an original perspective on multigenerational workforce strategies in Australian workplaces through a combined lens of age, gender and caring. The book is based on the team’s case study research with six Australian organisations conducted over a six-year period and highlights policies and practices that effectively facilitate successful ageing at work; identifies work designs that best enable older workers’ participation, engagement and wellbeing at work; and highlights strategies that organisations can use to support their older workers, and workers of all ages, to combine work and unpaid care. The book highlights practical applications of the research findings and is aimed deliberately at both a practitioner and academic audience so as to provide a broader and deeper understanding of age- and gender-inclusive workforce policies and practices.

Marian Baird has further focused on the wellbeing

of working carers in a policy context in another published work: *At a Turning Point: Work, Care and Family Policies in Australia* (edited by Marian Baird, Elizabeth Hill and Sydney Colussi and published by Sydney University Press in February 2024). This book highlights key policy areas that assist carers and those they care for and that are also critical to national productivity and prosperity. Another book, published by Springer, arose from Daniel Dinale’s PhD thesis titled ‘Women’s Employment and Childbearing in Post-Industrialized Societies: The Fertility Paradox’.

Marian Baird continued her policy engagement with the wider Australian community through her work on the Expert Panel of the Fair Work Commission. In March 2024, she and her fellow panel members delivered a decision to increase minimum wages in the aged care sector. This decision has direct impacts for older female workers as 86% of this workforce are women and many are in older age groups (Department of Health, 2021).

In June 2024, Baird was a member of the Full Bench of the Fair Work Commission that delivered the National Wage Case, with a remit to focus on gender equity and pay equity among minimum and low paid workers. She also acted as an advisor on gender equality and women’s economic



MS ALISON WILLIAMS
BA Syd., MCom (Emp Rel)
WSU
RESEARCH ASSOCIATE

Alison Williams is a Research Associate located in the University of Sydney Business School. She joined CEPAR as a Research Associate in 2018 to work with case study organisations to investigate their mature workforce participation and engagement, particularly in relation to human resources practices that assist women, older workers and carers. Her research interests have focused on government and employer policies for mature workers, gender equity and grandparent

childcare. She is one of the editors and authors of the recently published book *The Multigenerational Workforce, Managing Age and Gender at Work* (Palgrave). Prior to joining CEPAR she had a long career as an analyst and writer for the NSW Business Chamber and the legal publishers CCH, providing human resources and industrial relations information and advice for practitioners.

empowerment to the Asia-Pacific Economic Cooperation (APEC) and the Department of Foreign Affairs and Trade (DFAT) in January 2024 and was appointed to the Department of Employment and Workplace Relations Parent Advisory Group in March 2024.

Other 2024 highlights include Associate Investigator Kate O'Loughlin's invited participation at a London workshop titled 'The Future of Work: Juggling Work with Unpaid Care' hosted by Carers UK and her time as a visiting scholar at the Centre for Care at The University of Sheffield, and Associate Investigator Myra Hamilton's commencement of an ARC Mid-Career Industry Fellowship in April 2024, investigating new models of replacement care for working carers.

The book is based on the team's case study research with six Australian organisations conducted over a six-year period and highlights policies and practices that effectively facilitate successful ageing at work; identifies work designs that best enable older workers' participation, engagement and wellbeing at work; and highlights strategies that organisations can use to support their older workers, and workers of all ages, to combine work and unpaid care.



DR DANIEL DINALE
BCom (Hons) PhD Syd.
POSTDOCTORAL
RESEARCH FELLOW

Daniel Dinale joined CEPAR in 2022 as a post-doctoral researcher based at the University of Sydney node of CEPAR.

He received his PhD degree from the Discipline of Work and Organisational Studies at the University of Sydney Business School. His doctoral thesis focused on cross-national patterns of female employment, motherhood and public policy regarding the reconciliation of employment and family.

He has published a book titled *Women's Employment and Childbearing in Post-Industrialized Societies: The Fertility Paradox* and has contributed to international journals including the *Journal of European Social Policy* and the *International Journal*

of Care and Caring. He has authored reports for Australia's Fair Work Commission and the former NSW Department of Premier and Cabinet, and co-authored book chapters on working women's lives and leave policies in the post-COVID era.

FEATURED ASSOCIATE INVESTIGATORS

OTHER ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 3 RESEARCH IN 2024 INCLUDED:



ASSOCIATE PROFESSOR KATE O'LOUGHLIN

BA (Hons) Macq., PhD Syd.

Kate O'Loughlin is an Associate Professor (Honorary) in Health Sociology, and a member of the Ageing, Work and Health Research Unit in the Faculty of Medicine and Health at the University of Sydney.

Her research interests and expertise are in population ageing with a particular focus on the baby boom cohort and workforce participation, and ageing-related health and social care policies in Australia and globally. Her current research projects investigate the interplay between paid work and carer responsibilities and its relationships with health and wellbeing; behaviours and exposures across the life course and their effect on health in later life; attitudes to ageing and age discrimination; and technology and ageing-in-place.

She has published widely in the gerontology/ ageing and sociology literature and has a record of successful supervision and mentoring of higher degree students; she is primary supervisor of two CEPAR-affiliated students from the Faculty of Medicine and Health. Kate collaborated with Marian Baird and her team on Project 3.4.



DR ALEXANDRA HERON

PhD Syd.

Alexandra Heron collaborated with Marian Baird and her team on Project 3.4 as a CEPAR Associate Investigator located in the University of Sydney Business School.

Alexandra completed a PhD in 2022 on combining informal eldercare while working. Her thesis was titled 'Love's Labours Lost from View: Eldercare and the Conundrum for Policymakers, Employees and their Workplaces'. She has worked as a lawyer and in legal and policy research and advice positions in the UK, Australia and France in both the public and private sectors and for non-government organisations. Her work has been published in the *Journal of Industrial Relations* and the *Australian Journal of Labour Law*.



PROFESSOR HANNES ZACHER

PhD Giessen

Hannes Zacher is Professor of Work and Organizational Psychology at the Wilhelm Wundt Institute of Psychology at Leipzig University in Germany. As a CEPAR Associate Investigator he collaborated with Sharon Parker and her team on Projects 3.2 and 3.3.

In 2009, he earned his PhD from the University of Giessen and subsequently worked in academic positions in Germany, Australia, and the Netherlands. In his research program, Hannes investigates ageing at work and career development, occupational health and wellbeing, proactive and adaptive employee behaviour, and organisational environmental sustainability. Across these research agendas, he employs multiple methodologies, including experimental, longitudinal, experience sampling, and meta-analytic studies.

His research is well supported through competitive grants and industry funding. Hannes has published eight books, more than 70 book chapters, and over 200 articles in peer-reviewed academic journals. He also serves on the editorial boards of several international journals and is currently Editor-in-Chief of *Psychology and Aging*, the premier outlet for the psychological science of ageing and adult lifespan development published by the American Psychological Association.



PROFESSOR PATRICK DUNLOP

BSc MPsych PhD UWA

Patrick Dunlop completed his Master of Industrial and Organisational Psychology and PhD at the University of Western Australia in 2012 and is now a Professor at the Future of Work Institute at Curtin University. As an Associate Investigator with CEPAR he collaborated with Sharon Parker and her team on Projects 3.2 and 3.3.

His research is focused on personnel recruitment, assessment, and selection and how these processes occur in the digital age. Patrick also has three years' of professional experience working in the recruitment sector as a psychological assessment consultant. His research with the emergency services volunteer sector, funded by the Bushfire and Natural Hazards CRC and the Department of Fire and Emergency Services in Western Australia, focuses on understanding how to apply the principles learned from organisational psychology to the attraction and retention of emergency services volunteers across Australia.



ASSOCIATE PROFESSOR MYRA HAMILTON

BA(Hons) PhD Syd.

Associate Professor Myra Hamilton is an ARC Mid-Career Industry Fellow in the Discipline of Work and Organisational Studies at the University of Sydney, and former Principal Research Fellow at the ARC Centre of Excellence in Population Ageing Research at the University of Sydney (2020-2024) where she worked with Marian Baird and her team on Project 3.4.

She is a sociologist and social policy scholar whose research focus is on gender, work and care over the life course. Myra's research explores how workplace and public policies and programs can build wellbeing and financial security in work and in care over the life course. She combines traditional academic research with applied policy research for government, industry and non-government organisations, including evaluations of policies and programs. She makes regular contributions to public and media debate on issues such as grandparenting, retirement decisions, balancing work and care, intergenerational relationships and income inequalities.

She has close working relationships with the community sector including peak bodies in the areas of carers and seniors, is Reviews Editor of the *International Journal of Care and Caring* and sits on the NSW Carers Advisory Council and the Board of Council on the Ageing NSW.



ASSOCIATE PROFESSOR SERENA WEE

MS Applied Statistics PhD University of Illinois

Serena Wee is an Associate Professor in Work Psychology at the School of Psychological Science at the University of Western Australia. As a CEPAR Associate Investigator, she collaborated with Sharon Parker and her team on Stream 3 research.

Serena is passionate about helping organisations develop equitable and effective selection systems. In her research, she investigates how people's skills, personality, and attitudes predict work outcomes in relation to hiring, promotion and turnover, with the ultimate aim of advancing diversity outcomes in organisations. Her work has been published in top-tier journals including the *Psychological Bulletin*, *Journal of Applied Psychology*, *Personnel Psychology*, and the *Journal of Organisational Behaviour*.

RESEARCH STREAM 4

54

SUSTAINABLE WELLBEING IN LATER LIFE

STREAM LEADER / [MICHAEL SHERRIS](#)

This stream undertook research to provide businesses, households, and governments with new knowledge and expanded options on a range of policy and practice issues confronting ageing societies. It took the macro-demographic projections of Stream 1, the insights about cognitive ageing and decision making from Stream 2, and the evidence concerning organisation behaviour from Stream 3, to build a comprehensive evidence base for strategies and actions to enhance wellbeing in later life.

The stream comprised six projects:

- [4.1 MORTALITY AND MORBIDITY RISK](#)
- [4.2 MACRO-HEALTH OUTCOME SIMULATIONS](#)
- [4.3 SOCIAL DETERMINANTS OF SUCCESSFUL AGEING](#)
- [4.4 RETIREMENT POLICY ISSUES](#)
- [4.5 FINANCIAL AND INSURANCE PRODUCT DESIGN](#)
- [4.6 GUIDING FINANCIAL DECISION MAKING](#)

RESEARCHERS

MICHAEL SHERRIS
MICHELLE VHUDZIJENA
KYU PARK
LEN PATRICK GARCES
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RAMONA MEYRICKE
ANNAMARIA OLIVIERI
YANG SHEN
ADAM SHAO
OSCAR TIAN
FRANCESCO UNGOLO
ANDRES VILLEGAS
MENGYI XU
JONATHAN ZIVEYI
YUXIN ZHOU

This project has developed actuarial models of mortality and morbidity risks to quantify and demonstrate how these risks impact individual retirement and insurance decisions, with the main application to research on financial and insurance product design (Project 4.5). Research has developed new aggregate mortality models for both individual risk and systematic risks, as well as transition rate models of both health status and functional disability. The models capture features required for the design and

pricing of innovative financial and insurance products to finance or insure post-retirement risks from both an insurer/pension fund and an individual perspective. The research has developed mortality models for use in both actuarial research and practice and is facilitating the use of these models in both research and industry applications through open access software implementation in R. For the affine mortality models, research on the efficient estimation with the use of incomplete cohort data has been completed. Development of joint lives transition models has been the focus of research to consider joint life long-term care insurance.

In 2024, the project continued to produce publications in highly ranked actuarial and insurance journals, including the *Annals of Actuarial Science*, *Insurance: Mathematics and Economics*, and *ASTIN Bulletin*. Working papers for projects that are now being completed have also been circulated as CEPAR working papers. Researchers presented results at leading international conferences.

Research focused on finalising the projects on models of aggregate age-cohort mortality, including the estimation of multiple-factor

stochastic affine mortality models including models with age dependence. An R package, *AffineMortality*, for performing parameter estimation and forecasting with these models, has been developed and details published.

Research was finalised on the development of transition models for multiple health states, including chronic illness and functional disability, using Australian data. These models include trend components which allow transition rates to evolve over time. The Retirement Income Toolkit in R, a suite of R code modules for the pricing of various retirement products and life insurance policies which was launched last year is being finalised. The toolkit, which consists of modules on aggregate mortality simulation, health state modelling, economic scenario generation, and cash flow simulation and pricing, models retirement income risks and solutions within an integrated R environment. The modules can also serve as the basis for further modelling extensions as required by researchers and practitioners. A working version of the toolkit can be accessed through Github (<https://github.com/print-hi/rit>).



DR MICHELLE KUNDAI
VHUDZIJENA
BA BiomedE Harvard,
PhD UNSW
SENIOR RESEARCH
ASSOCIATE

Michelle Vhudzijena joined CEPAR in May 2019 as a doctoral student and later served as a CEPAR Senior Research Associate based in the UNSW School of Risk and Actuarial Studies. Her PhD thesis in Actuarial Studies titled ‘Modelling Mortality Heterogeneity using Health Trajectories and Multimorbidity’ was completed in October 2023.

Michelle’s primary research interests include mortality heterogeneity, multimorbidity, unsupervised machine learning and cause of death modelling. Michelle is currently working on converting her thesis chapters into working papers,

developing the Retirement Income Toolkit and assessing sustainable aged care financing in Australia.

4.2 MACRO-HEALTH OUTCOME SIMULATIONS

RESEARCHERS

PETER MCDONALD
JEROMEY TEMPLE
TOM WILSON
JANE FRY

As shown by the work in Project 1.1 Demographic Projection Models, Australia is expected to experience strong population growth and continued ageing over the coming decades. This will be accompanied by an increase in the number of people living with long-term health conditions, thereby increasing demand for a variety of health and care services. With improvements to the way in which population groups can be projected, the team based at The University of Melbourne have developed simulation models to produce new projections of broad and specific health conditions. These included projections of the number of people living with dementia for the Aboriginal and Torres Strait Island population, the overseas born population by birthplace groups, and by sub-national and state level geography. Also modelled has been the demographic drivers of the number of people living with multiple health conditions in Australia.

In 2024, the team submitted work making use of newly-collected data from the 2021 Census on long-term health conditions, and prepared local area projections of population by health status for the whole of Australia from 2021 to 2036. The projections distinguish between those with one condition and those with multiple long-term health conditions. Results indicate projected increases in the number of people living with long-term health conditions in almost all local areas of Australia, with the strongest increases in the metropolitan areas. Prevalence rates for multiple health conditions increase exponentially with age, so areas projected to undergo the most population ageing are projected to experience the highest rates of growth in people with multiple conditions. The modelling indicated that even in a ‘Morbidity Improvement’ scenario, where the growth in number of people living with long-term health conditions is proportionally less than population growth, the numerical increase is still substantial (up 1.31 million nationally over the period 2021-36).

Apart from modelling aggregate health conditions, the team also completed new work projecting the Australian population living with dementia at the small area level. Understanding how the number of people living with dementia

will change at a local area scale will facilitate suitable planning, costing, and service supply and delivery for health and aged care services. The modelling found that regardless of the dementia prevalence scenario (increasing, decreasing or constant), there is projected to be strong growth of the number of people living with dementia between 2021-36 due to large growth in the older population. Even in the best-case, ‘Decreasing Prevalence’ scenario, the increase in the number of persons living with dementia is substantial and regionally heterogeneous, albeit correlated with numerical ageing. By 2036, this increase is projected to occur alongside a rise in the number of SA3 areas with fewer than 20 persons of working age for each person living with dementia, presenting challenges for the provision of dementia care. These results highlight the need for urgent local level policy and planning decisions to support dementia prevention, diagnosis, and prepare healthcare systems to support the care and quality of life of persons living with dementia.

This work on projections has been complemented by detailed analyses of barriers to healthcare and economic engagement faced by older people living with disabilities, those with multiple health conditions, as well as older migrants and older



PROFESSOR
JEROMEY TEMPLE
BA Population Studies
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Demography ANU
PROFESSOR OF
ECONOMIC DEMOGRAPHY

Jeromey Temple is the Head of the Demography and Ageing Unit at the University of Melbourne and Adjunct Professor at Curtin University. He was Deputy Head of the University of Melbourne node of CEPAR.

Temple’s research is at the intersection of demography, economics and public policy – and explores their relationship to ageing at both the individual and population ageing level. He is a Chief Investigator on projects funded by ARC Discovery, ARC Linkage, NHMRC targeted and NHMRC Centres for Research Excellence grants – all focused upon improving the adaptation of the Australian society and economy to population ageing.

Aboriginal and Torres Strait Islander people. In 2024, a number of manuscripts relating to health conditions, ageing and food insecurity in Australia have been submitted. As manuscripts are accepted for publication, results from the projections will be made available on the CEPAR Population Ageing Futures Data Archive throughout 2024 and 2025.

Understanding how the number of people living with dementia will change at a local area scale will facilitate suitable planning, costing, and service supply and delivery for health and aged care services.

4.3 SOCIAL DETERMINANTS OF SUCCESSFUL AGEING

RESEARCHERS

FIONA BLYTH
SAMAN KHALATBARI-SOLTANI
FIONA STANAWAY

External Collaborators

ANITA VAN ZWIETEN
JIAHUI DAI
GERMAINE WONG
JAIME MIRANDA
DAVID HANDELSMAN
DAVID LE COUTEUR
VASI NAGANATHAN
MARKUS SEIBEL
LOUISE WAITE
CLIVE WRIGHT
(ALL UNIVERSITY OF SYDNEY)

This project focused mainly on socioeconomic inequities in the health of older adults, healthy ageing and its domains, including pain and falls, using data from large Australian cohort studies, specifically the Concord Health and Ageing in Men Project (CHAMP) and the Australian Longitudinal Study of Women’s Health (ALSWH). Fiona Blyth leads CHAMP. This project also focused on increasing awareness and addressing

contemporary methodological issues in social epidemiology to improve evidence-building, promote best practices in policy addressing health inequities and foster a culture of research excellence. In addition, this project aimed to highlight data gaps to guide targeted strategies to enhance data collection in regions with no, or a limited number of, cohort studies.

The Healthy Ageing Toolkit, led by Dr Saman Khalatbari Soltani with Professor Fiona Blyth, is a groundbreaking free searchable cohort information repository that includes all ageing cohort studies worldwide. In less than one year since its launch, it has had substantial reach across academia, health services and policy sectors. This includes over 100 participants at the Toolkit launch from a range of inter/national stakeholders (e.g., World Bank, Australian Government departments, COTA), over 2,200 web visits and 1,200 users. It has also led to seven inter/national conference presentations (e.g., Australasian Epidemiological Association, World Congress of Epidemiology, Australian Association of Gerontology, International Association for the Study of Pain Congress), news articles and an editorial.

So far, the Toolkit has provided essential guidance on data collection gaps and impacted the Australian Government’s policy document ‘Australia’s First Wellbeing Framework’ to include housing conditions as important health risk factors. It was also showcased as a case study in the United Nations Decade of Healthy Ageing 2023 Report. The Toolkit will soon be featured in the WHO guide for global monitoring of the United Nations Decade of Healthy Ageing. The paper from this project is published in *Ageing Research Reviews* (<https://www.sciencedirect.com/science/article/pii/S1568163724000953>). It highlighted data gaps in South America, the Middle East and Africa. Khalatbari-Soltani won the 2024 University of Sydney Faculty of Medicine and Health Early Career Researcher Outstanding Publication Award for this paper.

During 2024, the team continued its research on social determinants of pain. Blyth and Khalatbari-Soltani, as members of the International Association for the Study of Pain 2024 Global Year Task Force on sex and gender disparity, contributed to writing three fact sheets on psychosocial mechanisms underlying sex-related differences in pain, gender differences in chronic pain condition, and intersectionality and pain



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PhD Life Sciences
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ASSOCIATE INVESTIGATOR

Saman Khalatbari-Soltani is a social epidemiologist and Senior Lecturer in Population Health at the University of Sydney School of Public Health.
Prior to becoming a CEPAR Associate Investigator in June 2023, she was a CEPAR Senior Research Fellow working with Fiona Blyth on Project 4.3. She joined the Centre in September 2018 after working for one year as a Postdoctoral Fellow at the Department of Internal Medicine, University of Lausanne, Switzerland.
She holds a PhD in Life Sciences (University of Lausanne, Switzerland), a PhD in Epidemiology and Public Health (Swiss School of Public Health) and a Master of Science in Nutritional Science (University

Putra Malaysia). During a one-year Fellowship at the University of Cambridge, she trained in epidemiology.
Her current research encompasses the areas of social determinants of healthy ageing, health inequities, and the role of behavioural, psychological, and biological factors in the genesis of health inequities at older ages. Her research has been published in leading epidemiology, gerontology, and health journals, such as *Ageing Research Reviews*, *International Journal of Epidemiology*, and *Journal of Epidemiology and Community Health*. She has been an editor of the *International Journal of Epidemiology* and *Journal of Gerontology: Medical Sciences* since 2021.

across the life course. In addition, in collaboration with Lausanne University Hospital, they provided evidence on the role of sleep quality and quantity on socioeconomic inequities in pain, using data from over 1700 participants of the Swiss CoLausPsyCoLaus study.

The team continued working on advancement in social epidemiology methods. Through comprehensive meta-research, Khalatbari-Soltani, with Dr Anita van Zwielen, Jiahui Dai, Blyth, and Professor Germaine Wong, identified widespread neglect of overadjustment in health inequities systematic reviews and provided best-practice recommendations to prevent this bias (published in the *International Journal of Epidemiology*). Given that overadjustment leads to underestimating health inequities, they further advocated for its inclusion in guidelines in another paper published in the *International Journal of Epidemiology*. Following this series of method publications, Khalatbari-Soltani, with van Zwielen and Professor Jaime Miranda, was invited to write a book chapter for the *Handbook of Epidemiology* on contemporary issues and methodological challenges in understanding and tackling the inequitable burden of non-communicable diseases.

CHAMP started in 2005 when 1705 men aged ≥ 70 years were recruited from the community around Concord Hospital in Sydney. During the early stages of 2021, CHAMP finished collecting data on older men's experiences during the pandemic via a COVID-19 follow-up survey. A total of 237 men participated altogether. On socioeconomic inequities in the health of older adults, using CHAMP data, focusing on intra-generational social mobility theories, Khalatbari-Soltani found that cumulative and persistent exposure to disadvantaged socioeconomic conditions across the life course, rather than social mobility, is associated with increased mortality. The dose-response relationships between adverse socioeconomic experiences over time and mortality highlight the need for targeted interventions to address adverse socioeconomic conditions across the life course. The CHAMP study has also continued to analyse and publish results around the oral health and nutrition data collected during the 4th wave of the CHAMP study, focusing on how it may impact tooth decay, cardiovascular events, frailty, and all-cause mortality.

...the Toolkit has provided essential guidance on data collection gaps and impacted the Australian Government's policy document 'Australia's First Wellbeing Framework' to include housing conditions as important health risk factors.



ASSOCIATE PROFESSOR
FIONA STANAWAY

MBBS (Hons) Qld.,
MPH PhD Syd.

ASSOCIATE INVESTIGATOR

Fiona Stanaway is an Associate Professor in Clinical Epidemiology in the School of Public Health at the University of Sydney. As a CEPAR Associate Investigator she collaborated with Fiona Blyth and her team on Project 4.3.

She is a clinical epidemiologist who is passionate about the use of research to address unequal health outcomes in ethnically diverse groups. Following her medical degree, she completed a Master of Public Health and a PhD on health and ageing in Italian migrants in Australia. Her research interests include the social determinants of health in older migrants,

clinical epidemiology methodology, and data linkage. She leads a data linkage project that has linked New South Wales hospital, emergency department and ambulance data to the Census and other Commonwealth datasets. This project is examining for the first time in Australia ethnic inequalities in cardiovascular disease. She is also a passionate teacher with almost 20 years of experience in teaching clinicians how to find, interpret and use the best evidence in their clinical decision making.

4.4 RETIREMENT POLICY ISSUES

RESEARCHERS

JOHN PIGGOTT
RAFAL CHOMIK
JOELLE FONG
ERIK HERNÆS
HUYEN HOANG
GEORGE KUDRNA
TRANG LE
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PHITAWAT POONPOLKUL
PHILIP (PIP) O’KEEFE
GAOYUN (SOPHIE) YAN
HAN GAO
MENGYI XU
YIXUAN HUANG

External Collaborator

MAURICE HOFMANN
(DEUTSCHE BUNDESBANK)

CEPAR researchers have had another productive year, advancing important projects related to retirement policies in both developed and emerging economies, and participating in a range of policy platforms.

The theme of migration and ageing in Australia saw the release of CEPAR’s Research Brief on how cultural and linguistic diversity is set to boom

among older Australians. This was released at a Policy Dialogue in June, co-hosted with the Centre for Applied Macroeconomic Analysis and the Crawford School of Public Policy at ANU. Members of the team participated in the 9th International Pension Research Association (IPRA) Conference jointly hosted by CEPAR, the International Organisation of Pension Supervisors (IOPS), the Network for Studies on Pensions, Aging and Retirement (Netspar), the Pension Research Council at the University of Pennsylvania’s Wharton School, and the Organisation for Economic Co-operation and Development (OECD). More recently, Philip (Pip) O’Keefe and John Piggott jointly organised two of the six substantive sessions at the biennial regional HelpAge International conference, on pensions and social protection.

There were two PhD completions early in the year, both from candidates with UNSW Scientia Scholarships, supervised by George Kudrna and John Piggott. Huyen Hoang’s thesis focused on Vietnamese pension reform, using a life cycle model to assess impacts of alternative policy designs. Trang Le’s thesis investigated the interaction between fertility and intergenerational transfers, using Indonesia as an exemplar.

Over the course of 2024, research has focused on the following topics:

Pension policy in emerging Asia and the Pacific

A major review of the state of retirement income systems in Asia and the Pacific was the focus of a background paper with the Asian Development Bank (ADB) by Rafal Chomik, Pip O’Keefe, and John Piggott which served as the basis of the ADB’s flagship Asian Development Policy Report. Further work on this theme was provided by Pip O’Keefe, Han Gao, Bei Lu, John Piggott, and Gaoyun (Sophie) Yan in their contribution to the ADB’s ‘Responding to Rapid Demographic Transitions and Aging Population in China’. New pension policy models – in terms of contribution collections and their macro impact on economic and labour force – have been developed, with simulations estimating the impact of the recently announced increase in the access age of the Chinese pension, among other policy initiatives. Regional trends have also been highlighted.

Social security design with informality

Most developing countries grapple with transition challenges within their formal and informal labour sectors, particularly regarding issues surrounding public social security coverage. This



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BEcFin UWA, MEc
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SENIOR RESEARCH FELLOW

Rafal Chomik joined CEPAR in April 2012 as a Senior Research Fellow at CEPAR, located in the UNSW Business School.

Rafal has worked in public administration and policy analysis for over two decades, initially as a project manager in economic regeneration and subsequently as an economist focusing on social policy. He has experience in economic and business consulting in the private sector, working as an economic advisor for the British Government and as a pensions economist at the Organisation for Economic Cooperation and Development (OECD) in Paris.

He specialises in social policy design, public and private pension analysis and poverty and income measurement. His work at CEPAR was centred on producing policy related briefing papers, summarising existing CEPAR and external research and assisting the secretariat in producing technical content for conferences and the media. He also undertook a research project on health inequality trends.

was the focus of work by Han Gao and Bei Lu exploring an alternative social security scheme where pension contributions are based on consumption, using a stationary competitive equilibrium model with Chinese data. The overall results affirm the validity and effectiveness of implementing such an alternative policy plan.

Other work looked at an Indonesian study that developed a general equilibrium overlapping generations (OLG) model with heterogeneous households to study pension reforms in emerging economies with large informal employment and rapid population ageing. And a CEPAR working paper by Huyen Hoang and George Kudrna examines the effects of sectoral choices between formal and informal labour on household consumption and welfare in emerging economies.

Fiscal expenditures in aged care

The length of stay in permanent residential care is a crucial metric for evaluating the utilisation of institutional care and informing sustainable aged care policies. A paper by Mengyi Xu and Sophie Yan found in addition to demographic factors like age and gender, the organisation type of nursing homes and their service size significantly influence the length of stay.

Dementia poses a significant financial burden to aged care. A study by Bei Lu and Yixuan Huang investigates the mental health issues among seniors from culturally and linguistically diverse (CALD) backgrounds in Australia. Preliminary results indicate a significant reduction in depressive symptoms and an improvement in cognitive function through regular outreach calls to these elders.

A separate project, involving Joelle Fong and John Piggott, investigated the take-up of long-term care insurance benefits in Korea.

Efficiency and economic issues related to ageing

George Kudrna presented his joint work with Maurice Hofmann on the impact of mortgage interest deduction on welfare and efficiency along the transition path at the Australian Conference of Economists. He also presented his work on projections of the Australian pension system, at the Pension Expert Meeting in the Asia-Pacific Region in Seoul in June.

John Piggott worked with a range of co-authors from the Frisch Centre in Oslo on the economic impacts of pension reform. Two papers focused on the implications of the reforms for extended labour force attachment and disability take-up,

respectively. An important finding is that labour supply is not necessarily impacted by lowering the access age for pensions, as has been commonly assumed. Less intensive work for a longer period resulted from the reforms, along with substitution from disability into a less intensive work effort.

An important finding is that labour supply is not necessarily impacted by lowering the access age for pensions, as has been commonly assumed.



DR GAOYUN (SOPHIE) YAN
BSc Econ. PhD UNSW
RESEARCH FELLOW

Sophie is a Research Analyst at the Association of Superannuation Funds of Australia. Previously, she was a CEPAR Research Fellow based at the UNSW Business School. Since 2019, Sophie has been also affiliated with the UNSW Ageing Futures Institute. She has an interest in both health and labour economics and her research studies people's behaviour, with a focus on policy evaluation. Sophie's current work investigates long-term care for the elderly in Australia and China.

She has also contributed to CEPAR research briefs and other policy briefs on a wide range of topics, including relative poverty among the elderly, retirement incomes, pension systems, housing, and labour market for seniors.

4.5 FINANCIAL AND INSURANCE PRODUCT DESIGN

RESEARCHERS

MICHAEL SHERRIS
MICHELLE VHUDZIJENA
KYU PARK
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YANG SHEN
ADAM SHAO
OSCAR TIAN
FRANCESCO UNGOLO
ANDRÉS VILLEGAS
MENGYI XU
JONATHAN ZIVEYI
YUXIN ZHOU
JOVANA KOLAR
ALWIN LEE
ZACHARIAH SHUBLAQ

This project developed and assessed sustainable and cost-effective retirement income products, allowing both individuals and institutions to manage longevity, health, and aged-care risks. These products include enhanced annuities, pooled annuity products, variable annuities, care annuities, equity release, and long-term care products. Combinations of these products to

provide flexible and cost-efficient innovations have been an important focus of the research. These products allow individuals to enhance their retirement income, reduce risks through efficient risk-sharing and financing, reduce government fiscal pressures, and provide innovative solutions for private insurance markets.

In 2024, the project continued to produce publications in high-ranking actuarial and insurance journals, including the *Annals of Actuarial Science*, *Insurance: Mathematics and Economics*, and *ASTIN Bulletin*. Researchers presented at leading international conferences.

Research has produced innovations in the design and risk analysis of pooled products which combine longevity and long-term care risks. Advances in the design and valuation of variable annuities with guaranteed minimum income, guaranteed minimum withdrawal, and long-term care riders have been finalised. Aside from product design and valuation, progress was also made in retirement planning strategies. Retirement planning strategies which consider health heterogeneity, housing equity release, and functional disability have been assessed. As part of this research, models considering house prices and mortality by postcodes, with applications to using home equity to finance long-term care in

Australia, and models for dependence between joint lives with applications to long-term care insurance have been developed and implemented and were being written up as this research in CEPAR was completed in 2024.

The Retirement Income Toolkit in R is being finalised which implements aggregate mortality forecasting, health state modelling, and economic scenario generation as inputs for the analysis and comparison of retirement income products.

Research on innovations in the design of products such as pooled products, variable annuities, and age-based pensions with guarantees in the Australian retirement income landscape is being finalised. Beyond the design and valuation of innovative products, the project has investigated how these solutions can be integrated into the Australian Age Pension and aged care systems.



DR KYU PARK
BCom/BSc University of
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PhD Macq.
SENIOR RESEARCH
ASSOCIATE

Kyu joined CEPAR in August 2021 as a Senior Research Associate in the School of Risk and Actuarial Studies at UNSW Sydney.

He worked on research projects focused on the development of longevity and health risk models and optimal design of health and aged care insurance products with applications to various public sector support policies for retirement incomes and aged care.

In 2023, he was awarded a PhD in Actuarial Studies and Business Analytics at Macquarie University for analysis related to the causes and outcomes of medication adherence in the aged population.

RESEARCHERS

HAZEL BATEMAN
HANLIN LOU
AKSHAY SHANKER
YUNXIAO (CHELLE) WANG
JULIE AGNEW
JENNIFER ALONSO GARCIA
LORETTI I. DOBRESCU
INKA EBERHARDT HIABU
CHRISTINE ECKERT
KATJA HANEWALD
TIN LONG HO
FEDOR ISKHAKOV
JUNHAO LIU
BENJAMIN R. NEWELL
SUSAN THORP
CHENG WAN
VICTORIA HOANG
JAMIE YAN

The aim of this project was to contribute to the understanding of how people make retirement saving and spending decisions and to identify the means to facilitate the best possible decisions. Decisions investigated related to superannuation, housing, financial investments, retirement benefits, aged care financing and intergenerational transfers.

In 2024 the team continued to present research findings at Australian and international conferences. Highlights include invited and keynote presentations at the Actuaries Summit, the Gold Coast, Australia; the Experimental Finance Conference 2024, Stavanger, Norway; the Netspar International Pension Workshop (IPW), Leiden, the Netherlands; the 26th International Congress on Insurance, Mathematics and Economics, Chicago, USA; and the China International Conference on Insurance and Risk Management (CICIRM24), Ningbo, China. In March 2024 researchers from Project 4.6 combined with the UNSW Business School-based Innovations in Risk, Insurance and Superannuation (IRIS) Research Hub to host a workshop ‘Advancing the Retirement Phase of Superannuation’. The program included keynote speaker Professor Olivia S. Mitchell (Pension Research Council, the Wharton School, University of Pennsylvania), a

panel discussion on ‘how to improve the retirement phase of superannuation’ chaired by Chief Investigator Professor Hazel Bateman with panel members Dr David Bell (the Conexus Institute), Dr David Knox (Mercer), Ms Danielle Murrie (UniSuper) and Professor Mitchell, and presentations from academics, including CEPAR investigators, and industry experts from AustralianSuper, Aware Super, Challenger, the Conexus Institute, TAL and Vanguard.

So far in 2024 two papers have been published and seven manuscripts are in various stages of the review process with high-quality journals. Seven more working papers will be submitted to journals before the end of 2024. Three broad themes in the soon-to-be submitted papers include:

Nudges and boosts to support financial decisions in retirement

Interventions to support financial decision making include choice architecture, information provision, incentives, nudges and boosts such as education, advice or online tools. Work continued on the writeup of an online experimental survey of annuity valuation where participants were supported in their decisions to select their preferred combinations of an annuity and an



DR HANLIN LOU
BA Heilongjiang University,
MA Monash, PhD UTS
RESEARCH FELLOW

Hanlin joined CEPAR in 2023 as a CEPAR Research Fellow located in the UNSW Business School. Prior to joining CEPAR, Hanlin was a postdoctoral research fellow at the University of Sydney, and also worked with the Behavioural Science team of the Commonwealth Bank of Australia. His research focuses on behavioural economics, behavioural financial economics, and applied econometrics and involves designing and conducting field, laboratory, and online experiments.

4.6 GUIDING FINANCIAL DECISION MAKING (Continued)

investment account - in both a ‘willing to pay’ (WTP) and ‘willing to accept’ (WTA) context - through nudges (framing) and a boost (access to a partially pre-populated online calculator). Results suggest that engagement with the experimental task (including use of the online calculator) assists participants with the complex task of valuing annuities by narrowing the gap between the WTP and WTA as compared with previous studies. Another soon-to-be submitted working paper includes an exploration of the effectiveness of a bespoke simulation illustrating the chance and impact of macroeconomic shocks (such as higher interest rates) and life events (such as the birth of a child, unemployment, sickness, divorce, death) on home mortgage default.

Housing and superannuation

2024 saw the completion of a long-term project to better understand the relationship between superannuation and housing over the life cycle. We built and estimated a structural life cycle model of optimal consumption and portfolio choice with risky earnings, lumpy housing with collateralised borrowing, and financial assets inside and outside superannuation. We found complementarity from superannuation to

housing, and substitutability in reverse. The mechanism behind this asymmetry, and especially how it unfolds across genders, stems from behavioural and housing frictions that jointly drive the timing of savings: incentivising superannuation savings boosts homeownership in anticipation of a prosperous retirement, while more attractive housing absorbs superannuation investments.

Annuity decision states

Lifetime annuities can insure against longevity, inflation, and investment risks, yet their take-up remains low internationally. In the final study conducted in Project 4.6 we utilise the ‘Decision States Model’ (DSM) to explore a new explanation for the low demand for lifetime income products. The DSM posits that individuals move through a series of decision states based on their awareness, interest, and capability before they are ready to make a purchase decision. We designed and fielded an online survey to a representative sample of 1,190 Australians aged 50-75 to elicit membership of decision states for lifetime income products and collect a wide range of data on personal characteristics, perceptions and knowledge. We found that 57.5% of the sample were unaware of lifetime income

products, 8.3% aware but not interested, 7.1% interested but not capable, and only 27.2% aware, interested and capable of making a decision. Using regression analysis to predict decision state membership we found that poor financial literacy, a failure to plan for retirement and a restricted opportunity to learn about lifetime income products were associated with being unaware. Movement to and through decision states closer to capability was further impeded by poor perceptions of lifetime income products, low numeracy skills and pessimistic later life survival. A working paper reporting these findings will be completed by the end of 2024.

In the final study conducted in Project 4.6 we utilise the ‘Decision States Model’ to explore a new explanation for the low demand for lifetime income products.



DR YUNXIAO (CHELLE) WANG
BCom BSc (Hons) PhD
Monash University
POSTDOCTORAL FELLOW

Yunxiao (Chelle) Wang joined CEPAR in May 2023 as a CEPAR Postdoctoral Fellow located in the UNSW Business School. Prior to joining CEPAR she served as a lecturer for two years at Soochow University in China. Her primary research interests include retirement planning, superannuation, pension analysis, life cycle models, stochastic control, and optimisation. She has published in journals such as *Annals of Actuarial Science* and the *European Journal of Operations Research*.

Yunxiao obtained her PhD in Actuarial Science from Monash University in 2020, for a thesis focused on economic forecasting and optimal control theory for retirement planning. She has a passion for applying her mathematical knowledge to real world problems and enjoys programming in Python.

FEATURED STREAM 4 RESEARCHERS

OTHER RESEARCHERS INVOLVED IN STREAM 4 RESEARCH IN 2024 INCLUDED:



DR AKSHAY SHANKER

BEC Syd., MEd UNSW, PhD ANU
RESEARCH FELLOW

Akshay is an economist who worked as a CEPAR Research Fellow located in the UNSW Business School.

Akshay’s research focuses on economic growth, household finance, mathematical optimisation and energy economics. In particular, his work focuses on the microeconomic, individual level decisions and factors that shape aggregate economic outcomes. Akshay completed his PhD at the Australian National University in 2019.

Akshay worked with Hazel Bateman and her team on Project 4.6.



ASSOCIATE PROFESSOR JONATHAN ZIVEYI

BSc (Hons) Applied Mathematics NUST Zimbabwe, PhD Quantitative Finance UTS, GradCert University Learning and Teaching UNSW

ASSOCIATE INVESTIGATOR

Jonathan is an Associate Professor and Associate Head in the UNSW School of Risk and Actuarial Studies.

He received his PhD in Quantitative Finance from the University of Technology Sydney where his thesis was on the evaluation of early exercise exotic options. His current research interests include longevity risk management, retirement income product design and valuation of guarantees embedded in variable annuities.

His research output has been published in leading quantitative finance and actuarial journals such as *ASTIN Bulletin*, *Insurance: Mathematics and Economics*, and *Quantitative Finance* among others and has been presented at various international conferences. He has been successful in attracting major research grant funding from The Society of Actuaries, the Australian Research Council and the Actuaries Institute.

As a CEPAR Associate Investigator, Jonathan collaborated with Michael Sherris and his team on Projects 4.1 and 4.5.



DR JENNIFER ALONSO GARCÍA

Lic. Mathematics University of Oviedo, MSc PhD Actuarial Science Université Catholique de Louvain, IAIBE Actuary

ASSOCIATE INVESTIGATOR

Jennifer Alonso García joined the *Université Libre de Bruxelles’* Department of Mathematics as a Professor of Actuarial Science in October 2019. She is a Netspar Fellow and member of the PBSS board.

Her research has been published in leading international journals, and has been awarded multiple IAA Best Paper Awards. She is a member of the organising committee of the One World Actuarial Research Seminar and currently is Associate Editor at *ASTIN Bulletin* and *Annals of Actuarial Science* and is a member of the Scientific Board at *Anales del Instituto de Actuarios Españoles*.

Her research combines the areas of actuarial science and household, pension and quantitative finance to study the design, risk-sharing and financing of funded and pay-as-you-go retirement income schemes.

As a CEPAR Associate Investigator she collaborated with Michael Sherris and his team on Projects 4.1 and 4.5, and Hazel Bateman on Project 4.6.

FEATURED STREAM 4 RESEARCHERS

OTHER RESEARCHERS INVOLVED IN STREAM 4 RESEARCH IN 2024 INCLUDED:



DR FRANCESCO UNGOLO

PhD Actuarial Mathematics Heriot-Watt University
ASSOCIATE INVESTIGATOR

Francesco Ungolo is a Lecturer at the UNSW School of Risk and Actuarial Studies. Prior to joining the UNSW Business School he was a postdoctoral researcher at the Technical University of Munich (2021-2022) and at the Technology University of Eindhoven (2019-2021).

His expertise lies in the development of regression models for the analysis of complex actuarial datasets involving, among other things, cases of corrupted data, such as missing data for some lives, or the combined use of different datasets in order to return more robust estimates of mortality rates. Another key research theme is the development of stochastic mortality models for the analysis of single and multiple populations, with a closer, albeit nonexclusive, focus on continuous time affine mortality models. The particular application lies within the analysis of individual savings and retirement decision making with emphasis on the development of innovative product solutions using long-term care, health, annuities and life insurance.

As a CEPAR Associate Investigator he collaborated with Michael Sherris and his team on Projects 4.1 and 4.5



A/PROFESSOR ANDRÉS VILLEGAS

BSc Mathematical Engineering Eafit University, MSc Industrial Engineering University of Los Andes, PhD ActuarSc Bayes Business School (formerly Cass), City, University of London
ASSOCIATE INVESTIGATOR

Andrés Villegas is an Associate Professor in the School of Risk and Actuarial Studies. At CEPAR, he collaborated with Michael Sherris and his team on Projects 4.1 and 4.5 as an Associate Investigator.

His research interests include mortality modelling, longevity risk management, and applying analytics techniques in actuarial science and finance. He focuses on developing tools to make academic research more accessible to industry and the actuarial community. His recent work examines socioeconomic trends in mortality and their financial implications. He developed and maintains the R Package StMoMo for stochastic mortality modelling, which has 65,000+ downloads and is widely used globally.

Andrés has significant experience in collaborative research with the actuarial profession and has led major projects for the UK Institute and Faculty of Actuaries and the Society of Actuaries (SOA) in North America. He received the 2024 SOA Actuarial Science Early Career Research Award and serves as Associate Editor of the *Annals of Actuarial Science*.



ERIK HERNÆS

Cand Oecon Oslo
ASSOCIATE INVESTIGATOR

Erik Hernæs is a Senior Research Fellow at the Ragnar Frisch Centre for Economic Research at the University of Oslo, one of Norway's leading economics research centres.

Erik's primary research interests are related to pension economics and he is participating in a project for the Norwegian Ministry of Labour and Social Inclusion on ageing and working life. After working at Statistics Norway, he became the inaugural Director of the Frisch Centre in 1999. He was one of the first researchers to organise administrative register data and use these for econometric analysis. This is now a major research focus of the Frisch Centre. Erik has published on productivity, education, unemployment and retirement, in the *Scandinavian Journal of Economics*, *Oxford Bulletin of Economic Research*, *Journal of Pension Economics and Finance*, *Journal of Health Economics*, *Journal of Public Economics*, *Journal of Labor Economics* and in volumes published by the NBER, Kluwer, Edward Elgar, Routledge and the World Bank.

As a CEPAR Associate Investigator, Erik collaborated with Professor Piggott on Project 4.4.

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PHILIP (PIP) O’KEEFE
BA (Hons) and LLB Sydney,
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School of Economics
**DIRECTOR OF HUB AND
PROFESSOR OF PRACTICE**

Pip O’Keefe is Professor of Practice at the UNSW Business School and Director of the CEPAR Ageing Asia Research Hub.
He is a development economist who has worked across East, Southeast and South Asia and Europe and Central Asia on human development issues, in particular on social protection, labour markets, and ageing policy. Prior to joining CEPAR, he was Practice Manager for Social Protection and Jobs for the World Bank, where he worked from 1993-2021 with governments of around 20 developing countries on policy advisory and analytical work and investment lending in social sectors.

The Ageing Asia Research Hub, established in 2019 with financial support from UNSW Business School, focuses on emerging economies in Asia. The Hub has five research streams: healthy ageing; resources and financial protection at older ages; aged care needs and services; mature labour force and societal ageing; and macroeconomic and fiscal implications of demographic transition. There is strong complementarity between the work of the Hub and that of other CEPAR streams.

Rapid societal ageing is reshaping societies across Asia, with implications not only for Asia but the world. The region will see around 1.3 billion people aged 60+ by 2050, an increase of almost 700 million from today. The share of people aged 80+ will increase at an even faster rate. An economic consequence is shrinking of the working-age population. Between 2020 and 2050, the working-age population share will shrink by ten percent or more in China, Thailand, and Korea, and will fall even in 'younger' Asian countries such as Vietnam, Malaysia and Indonesia. Ageing is also happening at much lower country income levels than in OECD countries. Demographic transition in emerging Asia is also taking place in the context of under-developed social protection systems, labour markets with high informality, a rising burden of non-communicable diseases with under-prepared

health and care systems, and growing expectations from citizens of the state for support in old age. Navigating societal ageing thus requires policy adjustments on many fronts.

In this context, the Hub aims to enhance knowledge and understanding of the causes and implications of demographic change throughout the Asian region, and to inform policy formulation and practice innovation to navigate societal ageing. Its remit includes all Asian countries, but with a primary focus on emerging economies, in particular China, Indonesia, Vietnam, and Thailand. Hub researchers have active partnerships with researchers across East and Southeast Asia, with various government agencies, and with development agencies including the Asian Development Bank, the World Bank and the OECD. During 2024, Hub researchers also maintained an active program of regional and global conference presentations and contributions to events with government counterparts.

For details of the outputs mentioned, please refer to the Research Outputs section on pages 91 to 99.

Healthy ageing

This work stream investigates factors that affect health and wellbeing for different groups of the Asian population as they age, and aims to build the

evidence base and tools to inform feasible interventions to promote healthy ageing. Work published in 2024 by Hub researchers included:

John Beard, Katja Hanewald, Yafei Si, Jotheeswaran Amuthavalli Thiyagarajan, and Dario Moreno-Agostino in their paper, 'Is 70 the New 60? A Longitudinal Analysis of Cohort Trends in Intrinsic Capacity in England and China', estimate intrinsic capacity and subdomains of cognitive, locomotor, sensory, psychological and vitality capacities in participants of the English Longitudinal Study on Ageing (ELSA) and the China Health and Retirement Longitudinal Study (CHARLS). Applying multilevel growth curve models, they find that more recent cohorts entered older ages with higher levels of capacity, and subsequent age-related declines were somewhat compressed compared to earlier cohorts. Trends were most evident for cognitive and locomotor capacity and vitality. Improvements were large, with the greatest gains in the most recent cohorts. Trends were similar for men and women and were generally consistent across English and Chinese cohorts. The causes are complex and include improvements in medical care and broader societal influences.

Meimanat Hosseini-Chavoshi, Peter McDonald, and Mohammad Jalal Abbasi-Shavazi in their paper, 'Explaining Recent Fertility Trends in Iran: The



A/PROFESSOR
KATJA HANEWALD

MSc Econ PhD Humboldt-Universität zu Berlin

DIRECTOR OF HUB
RESEARCH AND ASSOCIATE
INVESTIGATOR

Katja Hanewald is an Associate Professor in the UNSW School of Risk and Actuarial Studies and Vice President of the Asia-Pacific Risk and Insurance Association (APRIA). She was also a CEPAR Associate Investigator from 2019 until the end of the CEPAR funding term in 2024.

Her research models longevity and healthy ageing trends and develops risk management and insurance responses to population ageing. She has published over 30 peer-reviewed articles in leading insurance, actuarial, economics, and medical journals. She is a co-editor of the *North American Actuarial Journal*, an editor of the *Journal of Pension Economics and*

Finance, and a member of the editorial boards of the *ASTIN Bulletin*, the *Risk Management and Insurance Review*, and the *Journal of Retirement*.

Katja obtained her PhD in Economics from Humboldt-Universität zu Berlin in 2010 and worked as an economist at the German Federal Ministry of Finance from 2013 to 2015.

Predominance of Marriage and the Economy', explore the influence of marriage on fertility trends within the context of the 2021 pronatalist policy. The findings suggest that the policy has failed to consider the implications of recent fertility trends and the imbalance in the marriage market which led to a marriage boom. Additionally, the economic downturn in 2019 contributed to the recent fall in fertility. The increase in marriages is attributed to marriage loans provided to young couples. However, these loans have led to delayed first births within marriage, counteracting the intended effects. The paper concludes that the incentives are not closely aligned with social values and aspirations of the younger generation.

Bei Lu in her paper, 'Patronage Networks and Multitasking Incentives: Evidence from Local Officials' Responses to Public Crises in China's Centralized Bureaucracy', examines the relationship between multitasking of officials and patronage in China in the context of local responses to COVID-19. The paper argues that patronage induces agents to prioritise tasks where their superiors face heightened 'top-down' pressures, while downplaying other tasks. Exploiting the staggered adoption of Community Stringent Measures (CSMs) across Chinese cities, it compares local officials' COVID-19 responses

based on their patronage connections to provincial superiors. CSMs in connected cities more substantially reduced infections compared to unconnected cities, but generated more pronounced mobility reduction and citizen discontent. The findings suggest that agents' multitasking incentives are shaped by patronage connections within the centralised hierarchy.

Saman Khalatbari-Soltani, Fiona Blyth, Yafei Si and colleagues continued to expand and disseminate the Healthy Ageing Toolkit, a free public resource designed to help researchers find information globally on cohort studies that include health, longevity and wellbeing measures. The Toolkit is intended to facilitate multi-cohort research and provide guidance on data collection gaps. Surveys from over 50 countries are already included in the Toolkit and act as a live resource for health researchers.

Resources and financial protection at older ages

The challenge of ensuring adequate financial protection at older ages is acute in developing Asian countries with large informal sectors and social security systems which have low coverage, weak adequacy, and issues with sustainability. This research area assesses which options and designs for old age financial support are best

suited to the ageing economies of Asia, as well as informal financial support mechanisms. Work published in 2024 by Hub researchers included:

Bei Lu, in her paper, 'Social Security Design with Informality', examines social security expansion in the context of substantial labour market informality and financial technology development. With the maturation of mobile and other online payment instruments, financial technology has paved the way for individualisation of consumption. This presents an opportunity to transition from the traditional employer-based pension accumulation model to an individual account structure based on consumption. The system arrangements would resemble those of a defined contribution pension plan. The paper explores this alternative social security approach, employing a stationary competitive equilibrium model with two sectors and sector-contingent social security system. The analysis employs data from China to elucidate the model's implications, and finds positive impacts on growth, labour and capital efficiency, public expenditure, and retirement wealth. The results affirm the potential of such an alternative approach.

Rafal Chomik, Philip O'Keefe and John Piggott in their paper, 'Pensions in Ageing Asia and Pacific: Policy Insights and Priorities', review the structures



PROFESSOR JOHN BEARD
MBBS Adel., PhD Syd.
ASSOCIATE INVESTIGATOR

John Beard is the Irene Diamond Professor of Productive Ageing at Columbia University Irving Medical Center and Director of the International Longevity Center at Columbia University in the US. He was a CEPAR Professorial Fellow between 2019-2023 and a CEPAR Associate Investigator from 2023 until the end of the CEPAR funding term in 2024.

John is a former Director of WHO's Department of Ageing and Life Course, a position he held from 2009 to 2018. During his time at WHO he was also the Director of the Department of Gender, Women and Health from 2010 to 2012. He was a lead writer and editor of the first WHO World Report on Ageing and

Health (2015) and oversaw the development of the Global Strategy and Action Plan on Ageing and Health, adopted by WHO Member States in May 2016.

John was a Commissioner on the US National Academy of Medicine's Commission on Creating a Global Roadmap for Healthy Longevity from 2019 to 2022.

In 2010, John launched the Global Network of Age-friendly Cities and Communities. He worked closely with the World Economic Forum, is a past chair of their Global Agenda Council on Ageing and a past member of the Global Council on the Future of Human Enhancement.

and performance of pension systems across Asia and the Pacific region. The region's pension systems face common challenges as they attempt to expand coverage, and ensure adequacy and fairness, while maintaining fiscal sustainability. Most remain characterised by low contributory coverage, social pensions with low benefits and coverage, and standalone informal sector matching schemes with modest traction. They are also characterised by gender inequities, lack of policy flexibility and attention to labour incentives, and under-developed governance structures. The paper makes proposals for addressing these challenges through an expanded role for social pensions, reformed contributory schemes, innovations for the informal sector and women, and enhanced reliance on technology.

Trang Le, George Kudrna and John Piggott in their paper, 'Fertility and Education Decisions in Developing Countries: The role of Social Norms', examine the impact of intergenerational support to ageing parents on fertility and education investment decisions in Indonesia. The paper develops a heterogeneous-agent life cycle model with uncertain labour income, endogenous fertility and education investment that incorporates expectations of private transfers from children. Utilising data from the Indonesian Family Life

Survey, the authors estimate labour earnings profiles and uncertainties over the life cycle, capturing financial constraints parents face, and transfers from adult children. Counterfactual experiments show that weakening the norm reduces both the fertility rate and education investment, especially amongst low-educated parents. These findings highlight the importance of intergenerational transfers in shaping fertility and education decisions and explaining intergenerational education mobility.

Huyen Hoang, George Kudrna and John Piggott in their paper, 'Informality, Gender Heterogeneity and Pension Reform in Emerging Asia: A life-cycle Model Analysis for Aging Vietnam', explore the retirement social protection policy in Vietnam. The authors construct a stochastic life-cycle model with heterogeneous agents differentiated by gender and sector, facing uncertainties in labour earnings and lifespan. The model closely matches labour market observations from the Vietnam Household Living Standards Survey (VHLSS). It is applied to assess pension reform counterfactuals, targeting formal and informal workers under varying demographic structures. The findings indicate that raising the retirement access age for formal workers and introducing a non-contributory social pension for informal workers aged 65 and over

would enhance welfare across all employment categories. Notably, financing the social pension through a consumption tax proves more advantageous than using a labour income tax, providing greater welfare benefits for formal and informal workers, regardless of gender. Additionally, increasing social pensions linked to cohort age is preferred. Under the combined reform, men benefit more than women in the formal sector, while women tend to gain more in the informal sector.

Aged care needs and services

This research stream focuses on the growing demand for and nascent systems of formal aged care in emerging Asia and their interaction with informal care. Focus areas include trends in formal and informal care provision and their determinants; assessments of emerging formal long-term care (LTC) systems; and evaluation of policies that facilitate the supply of formal aged care of different types. Research highlights in 2024 included:

Bei Lu in her paper, 'Qingdao Long-Term Care Social Insurance Pilot', reviews the experience of Qingdao as an early adopter of the LTC social insurance pilot. Existing literature has predominantly focused on policy introduction and demand



DR BEI LU

BA Tsinghua, MBA S. Aust.,
PhD UNSW

DIRECTOR OF HUB
ENGAGEMENT AND
SENIOR RESEARCH FELLOW

Bei Lu is Director of Engagement for the CEPAR Ageing Asia Research Hub and a Research Fellow with Tsinghua University and Zhejiang University in China. As a CEPAR Senior Research Fellow located at the UNSW Business School, she was a member of the project team for 4.4 Retirement Policy Issues, and a collaborator on Project 3.3.

Bei returned to academia in 2002 to undertake a PhD in Economics at UNSW after working as an international trader for 12 years. Her research focuses on demographics, health, pensions and population ageing related social welfare and economic issues.

Bei has been very successful in developing international linkages over the past ten years with organisations such as the provincial government of

Zhejiang, China, the Asia Development Bank and the World Bank as well as academic institutions. She also participated in a Chinese Key National Science Project from 2015-2019 and currently serves as a director for an aged care service provider in NSW Australia.

She has presented her research at a number of international conferences including the Stanford-Harvard Population Ageing Conference. Her research has appeared in *The Lancet Public Health*, *China Economic Review*, *International Social Security Review*, *The Journal of the Economics of Ageing*, *Population Review*, *CESifo Economic Studies*, the *Journal of Family Issues* and the *Journal of Aging & Social Policy*.

analysis, providing limited insights into the operational aspects of such practices in China. The paper sheds light on the evolution and progress of Qingdao's LTC social insurance since its inception. Additionally, it provides estimation of the premiums of LTC insurance and compares patients' total health care costs before and after implementation of the program.

Vas Yiengprugsawan, Supasit Pannarunothai, Naline Chuakhamfoo in their paper, 'Public long-term care in Thailand', review development of LTC policies in Thailand and, in particular, its role in the wider national health security system of the country. It explores the financing of LTC as part of the health system, including the allocation mechanism and budgetary financing trends, and how community-based LTC is being incorporated in the primary healthcare network of the country. As in many countries, human resources for care remain a challenge. The paper concludes with a discussion of challenges and future directions for the sector, including sustainability.

Bei Lu in her paper, 'China's Long-term Care Programs', reviews the development of LTC policies in China and the proliferation of social LTC insurance pilots across subnational jurisdictions in recent years. The paper looks closely at the experiences of Shanghai, Nantong and Qingdao and their models for LTC insurance, including how resources are generated and allocated, and eligibility for and coverage of services. It then estimates future national costs for LTC under various service models and the impacts on the labour force and local economy. It concludes with analysis of current policies and emerging challenges for China's LTC system as it seeks to consolidate its national system.

Macroeconomic and fiscal implications of demographic transition

This research stream seeks to understand the impact of demographic change on macroeconomic outcomes. The work of Hub researchers has a strong emphasis on macro-modelling, including in partnership with Asian governments and international organisations. 2024 research highlights included:

Roshen Fernando and Warwick McKibbin in their paper, 'Global Economic Impacts of Antimicrobial Resistance', model the global economic impacts of antimicrobial resistance (AMR) under alternative scenarios. The scenarios are designed to incorporate assumptions about changes in AMR-related disease incidence, the impact of a central scenario about future demographic change on AMR, and explore the effects of AMR on agriculture productivity. They also examine the additional impacts of changing climate risks on the evolution of AMR, the consequences of changes in country risk premia due to the differential impacts of AMR evolution, and the global economic impacts of changes in government expenditure in response to AMR. The paper finds a significant global economic burden of worsening AMR due to demographic change and climate change risks, as well as significant economic benefits of taking action to address AMR, taking a 'one-health' approach.

Rudolf Bems, Luciana Juvenal, Larry Liu and Warwick McKibbin in their paper, 'Climate Policies and External Adjustment', assess the economic effects of climate policies on different regions and countries with a focus on external adjustment. The paper finds that various climate policies could have substantially different impacts on external

balances over the next decade. A globally coordinated carbon tax would decrease current account balances in greener advanced economies and increase current accounts in more fossil-fuel-dependent regions. Green supply-side policies would increase investment and saving but would have a more muted external sector impact. Country characteristics, such as initial carbon intensity and net fossil fuel exports, ultimately determine the current account responses. For the global economy, a coordinated climate change mitigation policy package would shift capital towards advanced economies. Following an initial rise, global interest rates would fall over time with increases in the carbon tax. These external sector effects depend crucially on the degree of international policy coordination and credibility.

George Kudrna, John Piggott, and Phitawat Poonpolkul in their paper, 'Sustainable and Equitable Pension Reform for Emerging Economies: An Application to Indonesia', continued work under an ARC linkage grant on policy modelling for ageing in emerging economies, in partnership with the Indonesian Ministry of National Development Planning and the World Bank. The team has layered additional dimensions in the overlapping generations (OLG) model, including variable skills levels within formal and informal sectors, sectoral transitions and self-employment over the life cycle, and heterogeneity of productivity and labour supply life cycle patterns. The paper demonstrates that affordable social pensions combined with increasing access age of contributory pensions generates substantial welfare and macro benefits.

Philip O'Keefe and Victoria Haldane in their paper, 'Towards a Framework for Impact Pathways between NCDs, Human Capital and Healthy

Longevity, Economic and Wellbeing Outcomes’, present a life course framework for considering how noncommunicable diseases (NCDs) and nutrition impact longevity, economic and other wellbeing outcomes through macroeconomic, fiscal and human capital channels. The paper summarises a wide literature from developing countries on impact pathways of NCDs, including distributional and gender dimensions, as well as policy responses to prevent and manage NCDs across the life cycle. The paper is part of the World Bank’s Healthy Longevity Initiative.

The mature labour force and societal ageing

Rapid ageing is reshaping labour markets in emerging Asia, but there is also diversity in impacts and behavioural responses, across countries, between formal and informal sector workers, and between men and women. This research stream seeks to understand the dynamics of mature labour forces across the region. Highlights in 2024 included:

Huyen Hoang and George Kudrna in their paper, ‘Sectoral Choices and Household Welfare in Emerging Economies: Evidence from Vietnam’, examine the effects of sectoral choices between formal and informal labour on household

consumption and welfare in emerging economies. Analysing data from the Vietnam Household Living Standards Survey, they investigate what factors influence sectoral labour choices, and how these choices impact household consumption and welfare. They use a multinomial logit model to show that sectoral choices are primarily influenced by education level, gender, and marital status. The analysis extends to propensity score matching, supplemented by instrumental variable and multinomial endogenous switching regression models. The results indicate that entering informal employment, particularly by low-skill workers, significantly reduces spending on food, while high-skill employment induces higher consumption of non-durable goods. Interestingly, informal employment increases housing wealth compared to low-skill formal employment, suggesting that informal workers invest in safe assets to mitigate employment risks, while formal workers diversify their asset portfolios.

Conferences, media and external engagements

The Hub team continued engagement with a variety of regional partners. Katja Hanewald expanded her leadership role with the Asia-Pacific Risk and Insurance Association (APRIA) as Vice President Programs and Association Secretary. Philip O’Keefe was a key author of the draft Malaysian National Ageing Blueprint, working with the Ministry of Economy and the World Bank. He was also on the Expert Advisory Group for the Asian Development Bank (ADB) regional flagship report ‘Ageing Well in Asia’. Marian Baird continued her role on the APEC Expert Advisory Group on Embracing Carers.

Hub members also maintained an active schedule of conference presentations. During 2024, this included presentations and panel participation at conferences of APRIA, the Beijing Forum, International Pension Research Association (IPRA), Association of Pacific Rim Universities (APRU), ADB, OECD, World Bank, UNESCAP, Central Bank of Sri



**DR VASOONTARA
YIENGPRUGSAWAN**

BA Thammasat University,
MA Maxwell School of
Syracuse University,
PhD ANU

ASSOCIATE INVESTIGATOR

Dr Yiengprugsawan is a Senior Universal Health Coverage Specialist (Service Delivery) in Human and Social Development – Health team in the Sectors Group of the Asian Development Bank. Prior to accepting this role, she was a CEPAR Senior Research Fellow from February 2019 to May 2022. She was awarded a PhD in 2009 from the Australian National University in epidemiology, economics, and population health. Her expertise is in social epidemiology and health systems strengthening, in particular health promotion, chronic care management, and the role of primary health care and Universal Health Coverage in developing Asia.

Vasoontara was affiliated with CEPAR from 2014

until the end of the funding term and over that period co-published two books with CEPAR Chief Investigators – with the late Emeritus Professor Hal Kendig in 2016 on population ageing and non-communicable diseases (through the World Health Organization Asia Pacific Observatory on Health Systems and Policies) and with CEPAR Director John Piggott in 2023 on long-term care policies in emerging economies (through Routledge Advances in Asia-Pacific Studies, Taylor & Francis). As part of the Ageing Asia Research Hub team, Vas has contributed to research on health systems response to ageing and health in Asia.

Lanka, Government of Malaysia, Econometrics Society of Australasia, Petersen Institute for International Economics, Czech National Bank, European Central Bank, and CEPAR conferences and colloquia. Hub researchers also organised sessions at a joint conference of the Indonesian Ministry of National Development Planning and HelpAge International. Hub members also featured in media, including *The Sydney Morning Herald*, *The Conversation*, and the *Australian Financial Review*.

Visitors included the ADB Chief Economist and Director of the Human and Social Development Sector and delegations from the Guangdong Huanan Agriculture University, Jiangxi Provincial Health Commission, and Vietnam's Ho Chi Minh Academy.



DR PHITAWAT POONPOLKUL
BA Thammasat University,
MSc University of
Amsterdam, PhD ANU
ASSOCIATE INVESTIGATOR

Phitawat Poonpolkul is a principal researcher at the Puey Ungphakorn Institute for Economic Research (PIER) at the Bank of Thailand. Previously he was a CEPAR research student at the Centre for Applied Macroeconomic Analysis at the Australian National University from 2017 until 2020 and a CEPAR Associate Investigator from 2022 to 2024.

He was involved in the CEPAR research project 'Policy Modelling for Ageing in Emerging Economies: The Case of Indonesia'. His research interests include investigating the economic and welfare impacts of demographic changes using a heterogeneous-agent overlapping generations (OLG) model. His primary focus is on issues related to

old-age income adequacy, pension reform, and fiscal sustainability, particularly in emerging market economies. Additionally, he uses structural OLG models to explore other research questions such as the welfare implications of age-dependent risk aversion under fiscal reform and portfolio allocation behaviour between risky and safe assets.

At PIER, he is currently working on projects that examine the fiscal sustainability of Thailand, evaluate the effectiveness of fiscal policy stimulus during the COVID-19 pandemic, and employ OLG models to explain the unique characteristics of households in the context of emerging markets.

RESEARCH TRAINING AND MENTORING

THE CEPAR RESEARCH ENVIRONMENT WAS UNIQUE GLOBALLY IN ENCOURAGING RESEARCHERS AT ALL CAREER STAGES TO DRAW ON DEEP KNOWLEDGE OF THEIR OWN DISCIPLINES WHILE ENGAGING WITH COLLEAGUES FROM DIFFERENT COGNATE BACKGROUNDS.

CEPAR offered a range of initiatives designed to enhance the experience of researchers in the Centre's four targeted groups: mid-career researchers (MCRs), early-career researchers (ECRs), PhD students, and undergraduates. These initiatives were aimed at developing researchers not only affiliated with CEPAR but also those affiliated with other national, and in some cases international, groups focused on the issue. In this way, CEPAR played a key role in national capacity building and networking, with the aim of driving impact in the field of population ageing in the longer term.

EARLY AND MID-CAREER RESEARCHER MENTORING AND TRAINING

ECRs and MCRs were mentored by CEPAR senior researchers and had opportunities to interact with experts within the five collaborating universities, as well as more broadly through CEPAR's extensive networks. CEPAR ECRs and MCRs participated in Centre activities such as workshops and seminars, served on CEPAR subcommittees and Stakeholder Reference Groups, contributed to the Centre's working paper series, and had opportunities to develop a range of skills.

CEPAR MENTORING SCHEME

The formal CEPAR Mentoring Scheme, launched in 2018, matched senior researchers with ECRs and MCRs to support the professional and personal growth of the mentees.

The program supported the development of leadership and relationship skills to enable mentees to go on to independently establish and manage large, complex multidisciplinary projects that are firmly engaged with national and international partners in academe, government and industry.

The Scheme provided opportunities for mentees to seek advice on career and goal planning; work/life balance; the development of skills and leadership capabilities; publication and/or grant application strategies; or strategies for engaging with and translating research for stakeholders and the media. The Scheme also enhanced connections and collaborations within and across nodes as well as with other institutions where our mentors were based.

STAKEHOLDER ENGAGEMENT

CEPAR supported the development of ECR and MCR stakeholder engagement skills in a number of ways over the course of its seven-year term. This included a formal stakeholder engagement program designed to assist researchers in developing the skills necessary to effectively engage with stakeholders and communicate social science research which was offered from 2020 to 2023; opportunities to participate in a range of CEPAR research translation and knowledge exchange events; and opportunities to accompany senior researchers to meetings with end users to observe the dynamics of these interactions and/or present their research. In addition, CEPAR encouraged ECRs and MCRs to produce and/or contribute to research translation publications. Importantly, CEPAR ECRs and MCRs were also invited by stakeholders to present their research, participate in panel discussions and/or serve on committees.

In cataloguing highlights for 2024, it seems fitting to commence with instances where the expertise of our ECRs and MCRs was sought by outside organisations. Rafal Chomik was invited by the

World Bank to present on international indices of ageing at their Societal Ageing Seminar Series and also briefed the Federation of Ethnic Communities' Councils of Australia (FECCA) on the 2024 CEPAR research brief focused on migration and ageing. Mitiku Hambisa's expertise in multigenerational workforces was recognised with an invitation from the Sydney Local Health District to share his thoughts as a presenter and panelist at an event for their upcoming leaders. Yvonne Leung delivered a public talk titled 'Keep Your Brain Healthy' at the Chinese Australian Services Society (CASS) Health Info Expo on Brain Health and also participated in the Ministerial Council on Ageing Health Forum held at NSW Parliament House. Alison Williams continued to engage with the Health and Communities Services Union on the WorkWell grant, which included the development of a model enterprise agreement grievance clause on violence against health workers.

Bei Lu convened an event focused on mental health in culturally and linguistically diverse (CALD) communities in Australia which was hosted by CEPAR in collaboration with CASS and the UNSW Ageing Futures Institute and attracted a large number of external stakeholders including representatives of the Department of Health and Aged Care and FECCA. As well, she participated in the 2024 CEPAR Policy Dialogue panel discussion 'Policy, Practice and Research – Challenges and Responses for Implementation'.

Rafal Chomik spearheaded the production of a CEPAR Research Brief titled *Migration and Ageing: How Cultural and Linguistic Diversity is Set to Boom among Older Australians* and CEPAR ECRs and MCRs contributed to a number of industry reports focused on the ageing workforce, namely *Barriers and Enablers to the Multigenerational Workforce*; *Mature Workers in Organisations: Understanding Retirement in Australia*; and *Leading an Age-diverse Workforce: Evaluation of a Leadership Development Program Based on the '3I' Model of*

Inclusion. In addition, Daniel Dinale published the results of his PhD thesis in a book titled ‘Women’s Employment and Childbearing in Post-Industrialized Societies: The Fertility Paradox’.

The CEPAR Research Showcase also provided a significant opportunity for CEPAR to place the spotlight on its ECRs and MCRs. In total, ten current and former fellows presented on the day, providing a means by which to raise their profile and showcase their work to an audience drawn from the government, industry, the community and academe.

MULTIDISCIPLINARY COLLABORATION SCHEME

This scheme was introduced in 2020 to support CEPAR’s research staff (Levels B to D) to develop and lead multidisciplinary projects closely aligned with the CEPAR research program. It provided seed funding of up to \$10,000 for projects and activities which enhanced multidisciplinary collaboration across and within CEPAR’s four research streams and provided opportunities for early- and mid-career researchers to formulate and lead independent projects. In 2022, in response to a recommendation from the ARC’s mid-term review panel, the guidelines for the scheme were updated to specify that at least one grant be allocated to an ECR. One grant was awarded in 2024 to the team listed below, led by an ECR.

Michelle Vhudzijena, Kyu Park, Michael Sherries, Kaarin Anstey

Project: Socio-economic inequalities in life expectancy and functional disability amongst older Australians and Americans.

NATIONAL AND INTERNATIONAL NETWORKING OPPORTUNITIES

Over the years, CEPAR invested significant resources in creating opportunities for emerging researchers to develop their international networks and communicate the results of their research to international peers. In 2024 there was

a focus on offering travel opportunities to researchers and students who had not yet had the chance to present their work at an international conference or make connections with international researchers. CEPAR also welcomed a number of international collaborators and visitors to its nodes in 2024.



NICOLE EE

CEPAR Travel Award
Recipient

UNIVERSITY OF
NEW SOUTH WALES

‘I am a final-year PhD student under the supervision of Professor Kaarin Anstey. In 2024, I undertook a month-long research visit to the Lee Kuan Yew School of Public Policy and the Lloyd’s Register Foundation Institute for the Public Understanding of Risk at the National University in Singapore.

During my visit I was mentored by Assistant Professor Reuben Ng. I was able to network with a multidisciplinary team of early- and mid-career researchers to senior researchers in data analytics, fiscal and climate policy and risk management. We discussed the potential of collaborating on a project on scam risk management, in which he felt I could contribute input on older adult behavioural factors. I also was able to significantly progress the final chapters of my thesis during this time.

I felt this was an extremely productive visit in terms of gaining exposure to other research disciplines and exploring future cross-institutional collaborations. I am so thankful to CEPAR for the opportunity.’

HIGHER DEGREE RESEARCH TRAINING

28 HDR students were enrolled under the supervision of CEPAR Investigators and working on topics aligned with the Centre’s research agenda in 2024. Details of their research theses are provided on pages 76 to 77. These students had the opportunity to participate in a range of Centre activities, including conferences and workshops and meetings with international visitors.

The Centre contributed to the development of national research capacity more generally through support for the Emerging Researchers in Ageing (ERA), an initiative which aims to bring together students interested in ageing research and provide them with opportunities to form networks and undertake collaborative endeavours. In 2024, ERA membership continued to grow, primarily involving graduate research students drawn from a wide range of disciplines along with other emerging researchers, key professionals, industry stakeholders, and representatives from peak bodies in the ageing field keen to play a role in supporting emerging researchers.

Over the current CEPAR funding term, ERA contributed significantly to the development of emerging researchers in ageing, with membership growing each year, from 750 in 2017 to over 1000 registered members in 2024. Six national conferences were convened over the life of CEPAR which regularly attracted over 90 participants each year, and CEPAR supported the planning of the 2024 conference which took place in December. In addition to the national conferences, CEPAR funding supported the ERA Virtual Seminar Series (2017-2018); an ERA and Australian Association of Gerontology (AAG) joint webinar; and the ERA domestic and international travel exchange scheme.

RESEARCH TRAINING AND MENTORING

CEPAR RESEARCH STUDENTS

CEPAR affiliated students worked under the supervision of CEPAR Investigators on topics aligned with the Centre’s research agenda. In 2024 a total of 28 PhD students and 2 Honours students were affiliated with the Centre.

PHD COMPLETIONS

This year nine PhD CEPAR affiliates submitted their theses for examination and/or graduated:

ROBERT ANNABEL

Thesis: Company-level GHG emissions and institutional investors’ active ownership
Supervisor: Professor Arghya Ghosh
Co-supervisors: Professor Hazel Bateman, A/Professor Scott Donald and Adjunct A/Professor Anthony Asher

SOL CHUNG

Thesis: Essays in understanding consumer decision making: Mortgage choice and consumption and investment behaviour
Supervisor: Professor Susan Thorp
Co-supervisor: Dr Michael Shin

ROSHEN FERNANDO

Thesis: Economic impacts of COVID-19, climate change, and antimicrobial resistance
Supervisor: Professor Warwick McKibbin
Co-supervisors: Dr Larry Liu and Professor Renee McKibbin

EBONY LEWIS

Thesis: Frailty across the adult life course
Supervisors: A/Professor Ruth Peters and Scientia Professor Kaarin Anstey
Co-supervisor: Professor Kenneth Rockwood

JAMES LIAN

Thesis: The impact of childhood adversity on late-life psychopathology
Supervisor: Scientia Professor Kaarin Anstey
Co-supervisors: Drs Kim Kiely and Bridget Callaghan

JAMES MAHMUD RICE

Thesis: Extensions to the Australian National Transfer Accounts
Supervisor: Professor Jeromey Temple
Co-supervisor: Professor Peter McDonald

YUCHEN XIE

Thesis: Navigating aged care services for older Australians and their families
Supervisor: Scientia Professor Kaarin Anstey
Co-supervisors: A/Professor Myra Hamilton, Professor Carmelle Peisah and Dr Craig Sinclair

EVA ZELLMAN

Thesis: The role of leadership in managing an ageing and age diverse workforce
Supervisor: Dr Daniela Andrei
Co-supervisor: Professor Sharon Parker

YUXIN ZHOU

Thesis: Age-dependent multi-cohort affine mortality model and mutual mortality pooling products
Supervisors: Professor Michael Sherris and A/Professor Yang Shen
Co-supervisors: A/Professor Jonathan Ziveyi and Dr Len Patrick Garces

PHD STUDENTS

In addition to those who submitted their PhD theses in 2024, the students listed below were also affiliated with CEPAR:

JESSICA AMOS

Thesis: Changing behaviour: What works and why for dementia risk reduction?
Supervisor: Scientia Professor Kaarin Anstey
Co-supervisors: Drs Lidan Zheng and Sophie Andrews

NUR CAHYADI

Thesis: Developmental trajectory of late-life functional disability in low-middle income settings: Evidence from Indonesia
Supervisor: A/Professor Collin Payne
Co-supervisors: Drs Brian Houle and Firman Kartaadipoetra

MD KHADEMUL ISLAM CHOWDHURY

Thesis: Implications of wealth, capital income and estate taxations in the presence of differential mortalities
Supervisor: A/Professor Cagri Kumru

MARK COOPER-STANBURY

Thesis: Equity for our elderly: The supply and demand factors associated with equitable access to residential aged care
Supervisor: Professor Jeromey Temple
Co-supervisors: Professor Briony Dow and Dr Tom Wilson

NICOLE EE

Thesis: The impact of social engagement on cognitive health and wellbeing in older adulthood: An investigation of barriers, enablers and mechanisms
Supervisors: Scientia Professor Kaarin Anstey and A/Professor Ruth Peters
Co-supervisors: Professor Fiona Matthews and Dr Hamidul Huque

ABIGAIL HANSEN

Thesis: The effects of age on trust, acceptance and use of advanced-driver assistive systems

Supervisor: Scientia Professor Kaarin Anstey

Co-supervisors: Dr Tuki Attuquayefio, Emeritus Professor Michael Regan and Dr Kim Kiely

NGUYEN BANG CHAU (VICTORIA) HOANG

Thesis: Diverse effects of goal-setting messages on retirement savings decisions

Supervisor: Professor Susan Thorp

Co-supervisors: Professors Hazel Bateman, Ben Newell and Loretta I. Dobrescu

KERRY HWANG

Thesis: Ageing of older migrant Australians: An analysis harnessing population level datasets

Supervisor: Professor Jeromey Temple

Co-supervisors: Professors Bianca Brijnath and Dina LoGiudice

MILENA KATZ

Thesis: Ageing, diet and inflammation: An Australian perspective

Supervisors: A/Professors Ruth Peters and Adrienne Withall

Co-supervisor: Professor Emad El-Omar

JIU LIAN

Thesis: Social security reforms and business dynamism in ageing societies

Supervisor: A/Professor Cagri Kumru

JANA KOCH

Thesis: Hearing loss, cognitive performance, and awareness of ageing

Supervisor: Scientia Professor Kaarin Anstey

Co-supervisors: Drs Brooke Brady and Lidan Zheng and Professor Bamini Gopinath

LINGFENG LYU

Thesis: Forecasting and financing healthy ageing and aged care in Australia

Supervisors: A/Professors Yang Shen and Jonathan Ziveyi

SUE MARKHAM

Thesis: Facilitators and barriers to clinical trial recruitment and retention of older people: A mixed methods study

Supervisor: Dr Justin McNab

Co-supervisors: A/Professor Kate O'Loughlin and Professor Emeritus Lindy Clemson

TIANYU SHEN

Thesis: Living longer and healthier? An advancement of methodology and understanding on health expectancy

Supervisor: A/Professor Collin Payne

Co-supervisors: Professor Vladimir Canudas Romo and Dr Alyson van Raalte

GAYANI KAUSHIKA THALAGODA

Thesis: Outcome focused predictive analytics in actuarial modeling

Supervisor: A/Professor Jonathan Ziveyi

Co-supervisors: A/Professors Andrés Villegas and Katja Hanewald

YAWEI WANG

Thesis: A unified Markov chain Monte Carlo framework for valuation and assessment of retirement income products

Supervisors: A/Professors Yang Shen and Jonathan Ziveyi

Co-supervisor: Professor Michael Sherris

JIAMIN YAN

Thesis: Exploring consumers' reluctance to purchase life annuities

Supervisor: Professor Hazel Bateman

Co-supervisor: A/Professor Katja Hanewald

XINGYING YU

Thesis: Joint health transition models and its application in pricing shared long-term care insurance

Supervisors: A/Professors Yang Shen and Jonathan Ziveyi

Co-supervisors: Dr Kyu Park and Professor Michael Sherris

SHALLY ZHOU

Thesis: Understanding short-term variability in multidimensional subjective age, health and cognition

Supervisor: Scientia Professor Kaarin Anstey

Co-supervisors: A/Professor Susanne Schweizer and Drs Brooke Brady and Lidan Zheng

HONOURS STUDENTS

In 2024 the following Honours students were affiliated with CEPAR:

MARIE-CELINE CHERY

Thesis: The role of trait anxiety in decisional conflict experienced by older adults in decision making about future care and medical treatments

Supervisor: Dr Craig Sinclair

TABITHA SCOTT

Thesis: Decomposing demographic measures of ageing

Supervisors: Professor Vladimir Canudas-Romo and A/Professor Collin Payne



SECTION

EXTERNAL LINKAGES

CEPAR CHIEF INVESTIGATORS JOHN PIGGOTT AND HAZEL BATEMAN PARTICIPATING IN THE INTERNATIONAL PENSION RESEARCH ASSOCIATION (IPRA) CONFERENCE, CO-HOSTED BY CEPAR AT THE OECD HEADQUARTERS IN PARIS, FRANCE

INDUSTRY & GOVERNMENT LINKS

79

IN 2024, CEPAR ORGANISED A NUMBER OF EVENTS DESIGNED TO TRANSLATE RESEARCH, PROMOTE KNOWLEDGE EXCHANGE AND PROVIDE PLATFORMS FOR DISCUSSION BETWEEN RESEARCHERS, POLICYMAKERS AND INDUSTRY PRACTITIONERS IN AUSTRALIA AND WORLDWIDE.

EVENTS

CEPAR events focused on three key themes in 2024: migration and ageing, retirement finance, and using data to enhance Australian policy-related research.

POLICY DIALOGUE ON MIGRATION AND AGEING IN A MULTICULTURAL AUSTRALIA

Over 80 researchers, policymakers and industry practitioners came together to discuss migration and ageing in a multicultural Australia at the 2024 Policy Dialogue jointly hosted by CEPAR and CAMA on 20 May at the ANU Crawford School of Public Policy in Canberra.

Opened by CEPAR Director Scientia Professor John Piggott and ANU Crawford School of Public Policy Director Professor Janine O'Flynn, the Policy Dialogue began with presentations on how migration is set to change older age groups in Australia from CEPAR Senior Research Fellow Rafal Chomik, CEPAR Chief Investigator Professor Peter McDonald and CEPAR Professor Jeromey Temple.

The second session focused on health-care engagement and health outcomes of ageing migrants and culturally and linguistically diverse communities, with presentations and perspectives delivered by CEPAR Associate Investigators Associate Professor Fiona



CHAired BY SENIOR RESEARCH FELLOW MEIMANAT HOSSEINI-CHAVOSHI (FAR RIGHT), SESSION 1 OF THE POLICY DIALOGUE INCLUDED PRESENTATIONS BY (FROM LEFT TO RIGHT) PROFESSOR JEROMEY TEMPLE, CHIEF INVESTIGATOR PETER MCDONALD AND SENIOR RESEARCH FELLOW RAFAL CHOMIK.

Stanaway (The University of Sydney) and Emeritus Professor Julie Byles (University of Newcastle), as well as Professor Reema Harrison (Macquarie University) and Professor Bianca Brijnath (National Ageing Research Institute).

The third session featured recent research on caregiving from two University of Sydney based researchers as well as stakeholder perspectives. A/Professor Myra Hamilton delivered a presentation titled 'Ageing Migrants in Australia: The 'Default' Care Economy' and Professor Lee-Fay Low discussed how culturally and linguistically diverse (CALD) communities navigate aged care. CEPAR Advisory Board member Michael Lye from the Department of Health and Aged Care and Mary Ann Baquero Geronimo from the Federation of Ethnic Communities' Councils Australia (FECCA) provided additional perspectives.

The Policy Dialogue concluded with a panel discussion focused on the challenges for policy and practice implementation and how these may best be addressed. Chaird by CEPAR Chief Investigator Warwick McKibbin, the panel comprised CEPAR Chief Investigator Professor Marian Baird (University of Sydney), CEPAR Senior

Research Fellow Dr Bei Lu (UNSW Sydney), and CEPAR Advisory Board member Ian Yates, Acting Inspector-General of Aged Care in the Australian Government.

The Dialogue was timed to coincide with the release of CEPAR's latest research brief – titled *Migration and Ageing: How Cultural and Linguistic Diversity is Set to Boom among Older Australians* – which features and synthesises research outcomes from more than a dozen CEPAR researchers.

CEPAR's Policy Dialogue series provided a forum for academics, policymakers and industry representatives to engage in multilayered discussions with the aim of influencing policy, business practice and community understanding. Outcomes from the 2024 Policy Dialogue included the Minister for Home Affairs (then The Hon Clare O'Neil MP) taking action to end visa hopping in the migration system and the commencement of a collaboration between FECCA and CEPAR researchers.

WORKSHOP ON MENTAL HEALTH IN CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) COMMUNITIES IN AUSTRALIA

In collaboration with the UNSW Ageing Futures Institute and the Chinese Australian Services Society (CASS), CEPAR hosted the Workshop on Mental Health in CALD Communities in Australia on 2 May in Sydney. The aim of the workshop was to showcase CEPAR research on mental health intervention in non-native speaking aged care recipients and to provide the opportunity to network with stakeholders. The research was supported by CEPAR’s Multidisciplinary Collaboration Funding Scheme (MCFS) and brought together the disciplines of economics and psychology.

CEPAR Senior Research Fellow and MCFS Project Lead Dr Bei Lu and CEPAR Chief Investigator Professor Kaarin Anstey presented the latest research project outcomes. Further perspectives were provided by government and industry representatives, including CASS Chair Dr Stephen Li; the representative of the NSW Minister for Mental Health and Minister for Multiculturalism, Dr Sarah Kaine MLC; Shadow Minister for Communications, the Hon David Coleman MP; the Greens NSW spokesperson for Health, Dr Amanda Cohn MLC; First Assistant Secretary in the Ageing and Aged Group at the Department of Health and Aged Care, Dr Nick Hartland; and CEO of the Federation of Ethnic Communities’ Councils of Australia, Mary Ann Baquero Geronimo.

WORKSHOP ON ADVANCING THE RETIREMENT PHASE OF SUPERANNUATION

In collaboration with the UNSW Business Insights Institute and the UNSW Innovations in Risk, Insurance and Superannuation (IRIS) Knowledge Hub, the Workshop on Advancing the Retirement Phase of Superannuation was convened by CEPAR Chief Investigator Professor Hazel Bateman on 20 March at UNSW Sydney. The workshop explored how the Australian superannuation industry can support members in maximising income and



WORKSHOP ON ADVANCING THE RETIREMENT PHASE OF SUPERANNUATION SESSION 2 PRESENTERS (FROM LEFT TO RIGHT) AARON MINNEY (CHALLENGER), CHIEF INVESTIGATOR HAZEL BATEMAN, GEOFF WARREN (THE ANU AND CONEXUS INSTITUTE), JEAN-FRANCOIS BEGIN (SIMON FRASER UNIVERSITY) AND ASSOCIATE INVESTIGATORS JONATHAN ZIVEYI AND KATJA HANEWALD.

mitigating risk. The aim of the workshop was to encourage interactions and collaboration between CEPAR and IRIS Knowledge Hub researchers and industry practitioners. Over 100 representatives from academia and industry participated in the workshop.

CEPAR Partner Investigator Professor Olivia S. Mitchell from the Wharton School of the University of Pennsylvania delivered a keynote presentation on ‘Understanding and Managing Longevity Risk in Retirement’, which was followed by a panel discussion focused on how the retirement phase of superannuation can be improved. Joining Professor Mitchell on the panel were CEPAR Associate Investigator Dr David Bell (The Conexus Institute), Dr David Knox (Mercer) and Dani Murrie (UniSuper).

Other program sessions featured presentations from industry practitioners and CEPAR researchers, including Hazel Bateman and Associate Investigators Professor Ben Newell, Associate Professor Jonathan Ziveyi (all UNSW

Sydney), and Shang Wu (Aware Super). Their presentations covered research on explaining consumers’ progress through annuity decision states; the impact of information architecture on retirement savings decumulation; the valuation and assessment of retirement income products; as well as supporting super fund members to navigate drawdown decisions.

DATA WORKSHOP: GOOD POLICY REQUIRES GOOD DATA

CEPAR, the Centre for Applied Macroeconomic Analysis (CAMA) and the Tax and Transfer Policy Institute (TTPi) co-hosted the Data Workshop on 22 February at the Australian National University (ANU) to explore how routinely collected data can be used to address policy-relevant questions and where additional data is needed.

The Data Workshop focused on ways in which the use of Australian data for research purposes can enhance Australian policy-related research and was opened by ANU Crawford School of Public Policy Director Professor Janine O’Flynn, TTPi

Director Professor Robert Breunig, and CEPAR Chief Investigator Professor Warwick McKibbin.

International developments and evidence coming out of the USA and New Zealand were discussed by Professor Matthew Shapiro from the University of Michigan, Associate Professor Nhung Nghiem (ANU) and Dr Driss Ait Quakrim (University of Melbourne).

A panel discussion focused on how to get data into good policy design. Panellists included CEPAR Associate Investigator Professor Philip Clarke (Oxford University), Dr Michael Brennan (e61 Institute), Professor Ashley Craig (ANU), Dr Catherine de Fontenay (Productivity Commission), and Professor Abigail Payne (Melbourne Institute).

CEPAR Advisory Board member and Australian Chief Statistician Dr David Gruen and National Data Commissioner Gayle Milnes provided perspectives on issues in Australian data and these were complemented by academic perspectives on missing data. Dr James Horne (James Horne and Associates) and Dr Paul Wyrwoll (ANU) explored this issue in relation to water research and CEPAR researchers Dr Brooke Brady, Dr Saman Khalatbari-Soltani, and Professor Jeromey Temple discussed the issue in relation to research focused on under-represented populations.

More than 80 scholars, policymakers, and data experts participated in the Data Workshop.

ANNUAL COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH

Over the life of the Centre, CEPAR, in collaboration with the UNSW School of Risk & Actuarial Studies, hosted the annual Colloquium on Pensions and Retirement Research which brought together academics, policymakers and industry practitioners to discuss the latest research on pensions, superannuation and retirement. Over the current funding term, CEPAR successfully delivered six events and in 2024, CEPAR invested significant resources into organising the 32nd

Colloquium on Pensions and Retirement Research which was scheduled to take place on 27-28 November after the official end date of the Centre. With its industry and policy panel sessions on a series of topical issues and wide variety of paper presentations, the Colloquium routinely attracted over 100 participants each year.

INFLUENCING POLICY AND PRACTICE

In addition to participating in CEPAR outreach events, CEPAR personnel contributed to the development of government policy and business and community practice in a number of ways in 2024. Selected highlights follow, showcasing the influence of CEPAR's senior researchers as well as that of its early- and mid-career researchers.

EXPERT ADVICE

A number of CEPAR investigators from a range of disciplines advanced end user understanding of multiple issues associated with retirement finance. Centre Director John Piggott met with representatives of Commonwealth Treasury to discuss the retirement phase of superannuation in January as did Chief Investigator Hazel Bateman and Associate Investigators Dobrescu, Thorpe and Newell. Bateman and Piggott also met with State Super to discuss long service superannuation benefits. In April, Bateman and Associate Investigators Hanewald, Shen and Ziveyi met with the Australian Prudential Regulatory Authority as part of their consultation on key challenges faced by life insurers in offering longevity products.

In 2024, Chief Investigator Marian Baird continued to serve on the Fair Work Commission Expert Panel which delivered the Annual Wage Review 2023-24 decision in June. In addition, she was a member of the Department of Employment and Workplace Relations Fair Work Commission Parents Advisory Group.

Chief Investigator Warwick McKibbin's advice was sought at both the national and international level. In Washington D.C. he had separate

meetings with the World Bank's Deputy Chief Economist Ayhan Kose and the World Bank's Chief Economist for South Asia, Franziska Ohnsorge. He also met with the World Bank Global Economic Prospects Group to exchange views on the impact of climate change on economic growth and commodity markets. At the Central Bank of Sri Lanka, he delivered a public lecture titled 'Issues on the Choice of a Monetary Regime in Small Open Economies: The Importance of Relative Price Shocks' as well as a seminar on the G-Cubed Multi-Country Model. Domestically, over the course of the year, he met with Commonwealth Treasury Secretary Steve Kennedy, Allegra Spender MP, members of the Office of National Intelligence, and the Japanese Ambassador to Australia.

CEPAR researchers also shared their expertise on migration and population projections. Professor of Demography at CEPAR, Jeromey Temple, and Tom Wilson met with representatives from both the Australian Bureau of Statistics (ABS) and Commonwealth Treasury to present their migration model. Temple, Chief Investigator Peter McDonald, Senior Research Fellow Meimanat Hosseini-Chavoshi and Associate Investigator Irina Grossman, in collaboration with researchers from the University of Queensland, also presented to both the ABS and Treasury on innovations in demographic modelling for government analysis and planning. Temple and Grossman met with the Australian Institute of Health and Welfare to discuss dementia prevalence and projections. In a meeting with the Commonwealth Treasury's Deputy Secretary of the Macroeconomic Group and Head of the Centre for Population, Warwick McKibbin discussed Australia's fertility and migration trends.

Chief Investigator Alan Woodland presented his research on the 'Aggregate Implications of Child-Related Transfers with Means Testing' to both the Department of Employment and Workplace Relations and the Department of

INDUSTRY & GOVERNMENT LINKS

Social Services. Associate Investigator, and former CEPAR Research Fellow, Miguel Olivo-Villabrille shared findings from his research on tax sheltering cost among high-income taxpayers with the Australian Tax Office, the Department of Social Services and the Committee for Economic Development of Australia.

In an invited presentation to the Older Persons Advocacy Network (OPAN) Human Rights Advisory Group in February, Associate Investigator, and former CEPAR Research Fellow, Craig Sinclair shared his insights on the practical and theoretical aspects of supported decision making, and in March delivered a keynote lecture on supporting decision making and advance care planning for diverse older adults in the community at a community event organised by the Queensland Statewide Office of Advance Care Planning as part of National Advance Care Planning Week. He was also invited by the New Zealand Dementia Foundation to present on supported decision making to their Dementia Mate Wareware Network Meeting.

Senior Research Fellow Rafal Chomik briefed the Federation of Ethnic Communities' Council of Australia on the CEPAR Research Brief, *Migration and Ageing*, and later presented on this topic at the Federation's conference in October. In addition, he presented on pension policies and priorities at the Asian Development Bank's Asian Impact Webinar and, with David Rodgers, on international indices of ageing at the World Bank Societal Ageing Seminar Series.

MEMBERSHIP OF ADVISORY GROUPS AND BOARDS

One of the ways in which our researchers share their expertise and the findings of CEPAR research is through participating in advisory bodies.

In 2024, Chief Investigator Kaarin Anstey continued her role as a member of the World Dementia Council and also served as a member of the Eli Lilly and Company Scientific Exchange Steering Committee. Jeromey Temple participated in the Australian Institute of Health and Welfare

Data Advisory Group as well as the Federation of Ethnic Communities' Councils of Australia (FECCA) Culturally and Linguistically Diverse (CALD) Data Collective Meeting.

PRESENTATIONS

Chief Investigator Sharon Parker and her former Senior Research Fellow, Daniela Andrei, shared their expertise in the area of work design in a number of forums. This included Parker's keynote presentation at the launch of the Mental Awareness, Respect and Safety Program Landmark Study Report; her presentation on psychosocial hazards and work redesign at Comcare's Psychosocial Health and Safety Forum; and her panel participation at events convened by the Grains Research and Development Corporation and the Australasian College of Health Service Management. On the topic of SMART work design, Parker presented her research to the East Metropolitan Health Service Office and at a leadership workshop run by the Commissioner for Public Sector Employment. Associate Investigator, and former CEPAR Senior Research Fellow, Daniela Andrei presented her work on designing SMARTer work in aged care to Safe Work Australia's Analyst Network and Strategic Issues Group focused on work health and safety.

Kaarin Anstey engaged with a number of stakeholders in 2024 to share her work on cognitive health. Internationally, she was an invited speaker at the Prada Foundation's Prevention on Neurodegenerative Disease Congress in Milan where she shared her findings on the association between pollution and Alzheimer's disease. In Australia, she presented on healthy ageing at the Jean Frederic Levesque Showcase at the Randwick Health & Innovation Precinct; brain health equity at the Royal Society of NSW; epidemiology and big data at the Queensland Institute of Medical Research Workshop of Biomarkers for Alzheimer's disease; and on driving, ageing, safety and health at the MG Car Club.

In the area of pensions and retirement research, Senior Research Fellow George Kudrna presented his research focused on future projections of the Australian pension system at a meeting of pension experts from OECD countries convened in South Korea. Chief Investigator Marian Baird shared her thoughts on the concept of retirement at the Spotlight on Retirement Conference organised by the Association of Superannuation Funds of Australia. Associate Investigator, and former CEPAR Research Fellow, Inka Eberhardt Hiabu presented findings on choice architecture and pension communication in Australia, Denmark and the Netherlands with members of the Advisory Board of the Copenhagen Business School Pension Research Centre.

At the Asia-Pacific Regional Conference on Population Aging organised by the Indonesian Ministry of National Development and Planning, Indonesia (BAPPENAS), HelpAge International, and the United Nations Population fund, John Piggott delivered a presentation titled 'Framing Pension Systems in Asia and Social Pensions as Core Pillars of Pension Systems' and also participated in a roundtable on the future of sustainable population ageing and low fertility in the Asia-Pacific.

NATIONAL & INTERNATIONAL LINKS

OVER THE LIFE OF THE CENTRE, CEPAR EMPLOYED A NUMBER OF STRATEGIES TO FORGE AND STRENGTHEN BOTH NATIONAL AND INTERNATIONAL LINKS. THESE INCLUDED EVENTS, JOINT PROJECTS AND INITIATIVES, AS WELL AS LEADERSHIP OF INTERNATIONAL ASSOCIATIONS AND HUBS. ITS LINKAGES EXTENDED ACROSS FOUR CONTINENTS.

83



* denotes new organisation collaborating with, or involved in, the Centre

NATIONAL & INTERNATIONAL LINKAGES

NATIONAL LINKAGES

CEPAR Chief Investigators (CIs) and Australia-based Associate Investigators (AIs) connected the Centre with premier research groups around the country and CEPAR's national outreach and engagement programs provided opportunities for all researchers focused on the issue of population ageing to come together to share research findings.

The Centre's *CEPAR Affiliates Scheme* aimed to widen CEPAR's reach by providing a mechanism for researchers not eligible to become AIs to engage with CEPAR. In particular, it provided a vehicle for researchers based in industry and government to connect with the Centre.

In 2024, its final year of funding, CEPAR organised a number of events that leveraged and strengthened the Centre's links with key researchers and research groups nationally and which also provided opportunities for emerging and mid-career researchers to come together and build their networks. These included the four events detailed in the Industry and Government Linkages section – the Policy Dialogue on Migration and Ageing in a Multicultural Australia, the Workshop on Mental Health in Culturally and Linguistically Diverse (CALD) Communities in Australia, the Workshop on Advancing the Retirement Phase of Superannuation, and the Data Workshop: Good Policy Requires Good Data (see pages 79 to 81) – as well as the Pensions, Retirement and Ageing Seminar Series and the CEPAR Research Showcase held in August.

PENSIONS, RETIREMENT AND AGEING SEMINAR SERIES

The Pension, Retirement and Ageing Seminar Series, jointly hosted by CEPAR and the School of Risk and Actuarial Studies at UNSW Sydney, attracted participants from a variety of universities and disciplines in 2024. Speakers were drawn from the CEPAR nodes as well as from

the University of Adelaide, Beijing's Central University of Finance and Economics, Monash University, and the universities of Tübingen and Munich. The seminar series was offered in a hybrid mode (in-person and online) offering both in-person networking opportunities and online accessibility and inclusivity.

CEPAR RESEARCH SHOWCASE

A key highlight of 2024 was the CEPAR Research Showcase which took place at UNSW Sydney on 29 August. Over 140 researchers, policymakers and industry professionals gathered to celebrate the Centre's many achievements. The program included sessions focused on:

- research highlights and outcomes from the CEPAR research program;
- stakeholder engagement, research translation and resources developed; and
- the next generation of researchers in population ageing.

The opening ceremony featured addresses from the UNSW Deputy Vice-Chancellor Research & Enterprise, Professor Bronwyn Fox; the UNSW Business School Dean, Professor Frederik Anseel; and CEPAR Director Scientia Professor John Piggott. This was followed by 15-minute presentations by each CEPAR Chief Investigator (or their representative), highlighting the outcomes of their seven-year research program.

The second session shifted the focus to research translation and resources developed, an area where CEPAR had invested significant resources over the years. The session began with a panel conversation chaired by CI Professor Hazel Bateman, with CEPAR Advisory Board Chair Marc de Cure and CEPAR Advisory Board member Lynn Kelly (First Assistant Secretary at the Commonwealth Treasury) sharing their insights on the CEPAR stakeholder engagement model, the achievements in this domain, and the experience from a stakeholder perspective. It was followed by a session chaired by CI Professor Kaarin Anstey

highlighting research translation and resources developed by CEPAR to support policy development, business practice, community understanding, and further research in the field. Presentations and speakers included:

- 'CEPAR: The Greatest Hits – Research Briefs and Fact Sheets', presented by Rafal Chomik (UNSW Sydney);
- 'The CEPAR Population Ageing Futures Archive and the CEPAR Metadata Database on Ageing', presented by Jeromey Temple (University of Melbourne School of Population and Global Health);
- 'Worldwide Data Availabilities and Gaps in Studying Healthy Ageing: The Healthy Ageing Toolkit', presented by Dr Saman Khalatbari-Soltani (School of Public Health, The University of Sydney);
- 'PATH Study and Policy Reports', presented by Dr Yvonne Leung (School of Psychology, UNSW Sydney);
- 'Leading an Age-Diverse Workforce with the Ascent Leadership Development Program', presented by Dr Daniela Andrei (School of Management and Marketing, Curtin University);
- 'Positive Lessons from Researching Older Workers in Organisations: From Policy Review to Intervention', presented by Alison Williams (University of Sydney Business School); and
- 'Modelling Retirement Income Risks and Solutions: A Retirement Income Toolkit in R', presented by Dr Michelle Vhudzijena (School of Risk and Actuarial Studies, UNSW Sydney).

Another major element of the CEPAR framework over the years was the development of research capacity and so it was fitting that many of the presenters on the day were drawn from the CEPAR community of early- and mid-career researchers. In addition to this cohort being heavily represented in the presentation of research translation resources and tools, they were the focus of the final session chaired by CI Professor



CHIEF INVESTIGATOR HAZEL BATEMAN (CENTRE) CHAIRED A PANEL SESSION ON STAKEHOLDER ENGAGEMENT AT THE CEPAR RESEARCH SHOWCASE WHICH INCLUDED PRESENTATIONS BY CEPAR PARTNER ORGANISATION REPRESENTATIVE LYNN KELLY (L) (FIRST ASSISTANT SECRETARY, COMMONWEALTH TREASURY) AND CEPAR ADVISORY BOARD CHAIR MARC DE CURE (R).

Marian Baird who, together with Sharon Parker, had spearheaded the development and implementation of the Centre's suite of research training and mentoring programs designed to support students and early- and mid-career researchers.

The session titled 'The Next Generation: Future Research Directions in Population Ageing' featured the following researchers:

- Dr Craig Sinclair (School of Psychology, UNSW Sydney) who presented on 'Supported Decision-Making for Diverse Older Adults in the 21st Century';
- Associate Professor Katja Hanewald (School of Risk and Actuarial Studies, UNSW Sydney) who presented on 'The Role of Home Equity Release in Retirement: Behavioural Factors, Aged Care and Intergenerational Aspects';
- Dr George Kudrna (School of Economics, UNSW Sydney) who presented on 'Micro-founded

Macro Models and their Applications to Public Policy Formation in Developed and Developing Countries';

- Dr Daniela Andrei (School of Management and Marketing, Curtin University) who presented on 'Designing more Age Inclusive Work and Workplaces: Ongoing and Future Research Directions'; and
- Dr Larry Liu (Crawford School of Public Policy, ANU) who presented on 'Population Ageing, National Saving and External Balances'.

The Research Showcase was followed by a reception for CEPAR members past and present where CEPAR PhD graduate and former CEPAR postdoctoral researcher Dr Natasha Ginnivan delivered a speech on behalf of CEPAR students and fellows thanking the Centre of Excellence and its funding bodies for nurturing and supporting students and researchers.

INTERNATIONAL LINKAGES

Throughout its term, CEPAR personnel successfully engaged and collaborated with the international research community. CEPAR Partner and Associate Investigators provided exceptional opportunities for the Centre to engage with leading international groups. CEPAR also encouraged and supported early- and mid-career researchers to build their networks by visiting national and international institutions focused on the field of population ageing. CEPAR's strong links with specialist groups working on a diverse range of issues pertinent to the challenges of population ageing provided the foundation for joint workshops, the establishment of international associations, grant applications to fund collaborative research programs, and other initiatives. Many of these initiatives will continue beyond the life of the funded centre.

In 2024, CEPAR continued to play a leading role in uniting pension and retirement researchers across the globe through the International Pension Research Association (IPRA). Regionally, CEPAR's leadership of the Ageing Asia Research Hub and involvement in the Association of Pacific Rim Universities' (APRU) Population Ageing Research Hub served to strengthen and expand linkages with leading groups focused on the issue.

NATIONAL & INTERNATIONAL LINKS

LEADERSHIP OF INTERNATIONAL ASSOCIATIONS AND HUBS

THE INTERNATIONAL PENSION RESEARCH ASSOCIATION

The International Pension Research Association (IPRA) was established in 2019 with the aim of improving the quality and impact of research on pensions and related ageing issues to optimise social and economic outcomes for an ageing world. Its executive committee comprises representatives of the founding organisations: CEPAR; the Pension Research Council at the Wharton School of the University of Pennsylvania; the Network for Studies on Pensions, Aging, and Retirement (Netspar); Willis Towers Watson, and the OECD. With CEPAR CI Hazel Bateman serving as the Association’s inaugural President, CEPAR continued to play a major role in 2024, in supporting IPRA in its vision to become the global voice of research in the fields of pensions, ageing and retirement.

In addition to managing the IPRA website in 2024, the Centre also spearheaded the organisation of several highly successful events: an international conference at the OECD in Paris on 12 June, and two webinars.

The 9th annual IPRA conference held on 12 June featured the latest developments in pensions and retirement research and attracted over 180 academics, policymakers and industry practitioners from around the globe, representing more than 50 countries. Organised and co-hosted by CEPAR, in collaboration with the other IPRA founding members and the International Organisation of Pension Supervisors (IOPS), the conference was held in-person at the OECD in Paris as well as live-streamed to off-site delegates. The one-day program explored ways to support decisions in retirement; spending and decumulation in retirement; and technology and Artificial Intelligence in pensions. CEPAR Associate Investigator Professor Susan Thorp presented her latest research on the impact of information architecture on retirement savings decumulation. The keynote presentation on the role of financial literacy, education, and advice in financial and retirement planning decisions was delivered by Professor Pierre-Carl Michaud from HEC Montréal.

The IPRA webinars attracted researchers, policymakers, industry practitioners and pension regulators from around the globe, providing an

opportunity for engagement with individuals interested in retirement, pensions and ageing research. They also served to build the profile of IPRA and, by extension, CEPAR. The topics and speakers included in the 2024 webinar series were as follows:

- ‘The Potential Impacts of Large Language Models for an Ageing World’, with invited speaker Ethan Mollick (Wharton School, University of Pennsylvania), held on 12 July 2024, 9-10pm AEST; and
- ‘From Pillars to Pagodas: Future-proofing Pension Systems’, with invited speaker Fiona Stewart (World Bank Group), held on 18 September 2024, 9-10pm AEST.

Participating in a number of IPRA events were representatives of the Centre’s Partner Organisations and members of the CEPAR Advisory Board including CEPAR Advisory Board Chair Marc de Cure, Mike Orszag (CEPAR Advisory Board member and representative of WTW) and Olivia S. Mitchell (CEPAR Partner Investigator from the Wharton School at the University of Pennsylvania).



PROFESSOR
OLIVIA S. MITCHELL
BA Harvard, MA PhD
Wisconsin-Madison
PARTNER INVESTIGATOR

Olivia S. Mitchell is International Foundation of Employee Benefit Plans Professor, and Professor of Business Economics/Policy and Insurance/Risk Management, at the Wharton School of the University of Pennsylvania. Also at Wharton, she is the Executive Director of the Pension Research Council and the Boettner Center on Pensions and Retirement Research, a Fellow of the Wharton Financial Institutions Center, and a Fellow of the Leonard Davis Institute; she also serves on the Board of the Penn Aging Research Center. Concurrently she is a Research Associate at the National Bureau of Economic Research.

Olivia’s main areas of research and teaching are international private and public insurance, risk management, public finance, and compensation and pensions. Her extensive publications (over 300 books

and articles) analyse pensions and healthcare systems, wealth, health, work, wellbeing, insurance, financial decision making, and retirement. Previously, she served on President Bush’s Commission to Strengthen Social Security, the US Department of Labor’s ERISA Advisory Council, and as Vice President of the American Economic Association. She has addressed many groups including the World Economic Forum; the UK Parliament; the Brazilian Congress; the International Monetary Fund; the Investment Company Institute; the White House Conference on Social Security; and the President’s Economic Forum. She serves as an Independent Trustee on the Allspring Mutual Funds Board, and she was named a Distinguished Fellow of the American Economic Association in 2023.

THE APRU POPULATION AGEING RESEARCH HUB

Launched in 2015 and hosted by UNSW Sydney for its inaugural three-year-term, the Association of Pacific Rim Universities' (APRU) Population Ageing Research Hub brings together world class researchers from different disciplines and provides opportunities for increased research collaboration on the topic of population ageing in the region.

Currently hosted by the National University of Singapore, APRU was an important conduit for CEPAR to connect with researchers in the region focused on population ageing. In 2024, CEPAR remained strongly represented on the Hub's Steering Group, with John Piggott, Peter McDonald and Robert Cumming serving as three of twelve members.

AGEING ASIA RESEARCH HUB

The Ageing Asia Research Hub was established in 2019 with support from a large grant from the UNSW Business School to drive the Centre's engagement with Asia. It built on the success of the Australia-China Population Ageing Hub established in 2015. The Hub pursues a multidisciplinary research program with the aim of delivering new insights into priority reform

areas and identifying policy strategies to best suit the changing economic and demographic structure in emerging Asia. The research program comprises five related strands: healthy ageing; resources and financial protection at older ages; aged care needs and services; the mature labour force and societal ageing; and macroeconomic and fiscal implications of demographic transition (see pages 67 to 73 for further details).

The Hub is led by Professor of Practice Philip (Pip) O'Keefe who is supported by Associate Investigator Associate Professor Katja Hanewald and Senior Research Fellow Bei Lu who serve as Directors of Research and Outreach respectively. The Hub also comprises eight professorial fellows, as well as research fellows/senior research associates and PhD students. The professorial fellows shape the development and growth of the Hub's research program and facilitate linkages with leading research institutions in the region.

To achieve major impact, the Hub leverages CEPAR's collaborative relationships with leading universities, government agencies and organisations in the region as well as its

partnerships with the World Bank, the Department of Foreign Affairs and Trade and Willis Towers Watson. With collaborative research projects established in China, Indonesia, Singapore, Thailand and Vietnam, and connections with organisations such as the Asian Development Bank and the East-West Centre, the Hub seeks external partners, both within Australia and internationally, to develop specific research projects.



PROFESSOR HANMING FANG
BA Fudan, MA Virginia,
PhD Pennsylvania
**PARTNER INVESTIGATOR
& PROFESSORIAL FELLOW**

Hanming Fang is Joseph M. Cohen Term Professor of Economics at the University of Pennsylvania and a Research Associate at the National Bureau of Economic Research, where he served as the Acting Director of the Chinese Economy Working Group from 2014-2016.

He is also a Research Associate of the Population Aging Research Center, a Senior Fellow at the Leonard Davis Institute of Health Economics, and an Executive Committee Member of the Center for the Study of Contemporary China, all at the University of Pennsylvania. In addition, he is a Senior Fellow of the Asian Bureau of Economic and Finance Research in Singapore, and a Research Fellow of the IZA in Germany.

He is an applied microeconomist with broad theoretical and empirical interests focusing on public economics. His current work focuses on issues related

to insurance markets, particularly the interaction between health insurance reform and the labour market. He also studies the Chinese economy, particularly in relation to population ageing and social security.

He currently serves as a co-editor for the *Journal of Health Economics*, a senior editor for the *Journal of Risk and Insurance*, and an editorial committee member for the *Annual Review of Economics*. He was elected as a Fellow of the Econometric Society in 2018 and elected to its Council in 2023.

Before joining the University of Pennsylvania faculty, he held positions at Yale University and Duke University.

NATIONAL & INTERNATIONAL LINKS

INTERNATIONAL VISITORS & VISITS

Visits to collaborators at international institutions and the hosting of visitors from abroad have been a key feature of Centre life over the last decade with both incoming and outgoing visitors ranging from experts with distinguished reputations in their fields to early-career researchers interested in developing research programs in the area of population ageing. Typically, our visitors participated in a range of CEPAR events and activities, contributed to the development and execution of research projects, and brought an international perspective to bear on the research program.

CEPAR hosted visits from the following researchers in 2024:

KENNETH LANGA
UNIVERSITY OF MICHIGAN, USA
23 November 2023 – 31 January 2024

ANDRÉS BARAJAS PAZ
HERIOT-WATT UNIVERSITY, UAE
27 November 2023 – 31 January 2024

FABIOLA GERPOTT
WHU – OTTO BEISHEIM SCHOOL OF MANAGEMENT, GERMANY
7 December 2023 – 5 February 2024

MARIE STEINKAMPF
TILBURG UNIVERSITY, NETHERLANDS
10 January – 20 February 2024

MARIA TIMS
VRIJJE UNIVERSITEIT AMSTERDAM, NETHERLANDS
30 January – 22 February 2024

MARGO JANSSENS
TILBURG UNIVERSITY, NETHERLANDS
5 – 9 February 2024

MATTHEW SHAPIRO
UNIVERSITY OF MICHIGAN, USA
11 – 25 February 2024

ANJA OLAFSEN
UNIVERSITY OF SOUTH-EASTERN NORWAY
11 – 21 February 2024

SABINE SONNETAG
UNIVERSITÄT MANNHEIM, GERMANY
26 February – 1 March 2024

LUCAS ALEXANDER MAUNZ
UNIVERSITÄT INNSBRUCK, AUSTRIA
3 February – 14 April 2024

JONG-WHA LEE
KOREA UNIVERSITY, SOUTH KOREA
25 February – 3 March 2024

OLIVIA S. MITCHELL
WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA, USA
10 – 27 March 2024

JERRY JACOBS
UNIVERSITY OF PENNSYLVANIA, USA
26 March 2024

MAURICE HOFFMAN
UNIVERSITY OF WUERZBURG, GERMANY
22 March – 7 June 2024

SATOSHI KURITA
NATIONAL CENTRE FOR GERIATRICS AND GERONTOLOGY, JAPAN
1 April – 27 September 2024

MINGXU YANG
SOUTH CHINA AGRICULTURE UNIVERSITY, CHINA
29 May – 29 July 2024

INTERNATIONAL VISITS

International visits by CEPAR investigators, fellows and students in 2024 included:

KATE O’LOUGHLIN
CENTRE FOR CARE, THE UNIVERSITY OF SHEFFIELD
13 – 17 May 2024

WARWICK MCKIBBIN
PETERSON INSTITUTE FOR INTERNATIONAL ECONOMICS, USA
2 April – 3 May 2024

MICHAEL SHERRIS
NANYANG TECHNOLOGICAL UNIVERSITY, SINGAPORE
12 – 17 May 2024

WARWICK MCKIBBIN
CENTRAL BANK OF SRI LANKA
26 June 2024

NICOLE EE
NATIONAL UNIVERSITY OF SINGAPORE
28 June – 27 July 2024

SHALLY ZHOU
NORTH CAROLINA STATE UNIVERSITY, USA
11 August – 31 December 2024

SECTION

ANNUAL REPORT 2023



Australian
National
University



Curtin University



THE UNIVERSITY OF
SYDNEY



Australian Government
Australian Research Council

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PERFORMANCE INDICATORS & FINANCIAL STATEMENT

2024 KEY PERFORMANCE INDICATORS

MEASURE	1 January to 27 September 2024 ²
	RESULT
Refereed journal articles	95
Book chapters	20
Working papers	25
Percentage appearing in top tier journals ³	53%
Training courses held/offered by the Centre	1
Workshops/conferences held/offered by the Centre	7
Additional researchers working on Centre research	6
Postgraduate completions	9
Mentoring programs	2
Presentations/briefings	
• Public	29
• Government (parliamentarians and departments/agencies at both state and federal level)	52
• Industry/business/end users	46
New organisations collaborating with, or involved in, the Centre	5
Students mentored through the ERA program	975
Translational documents published	13

² No individual year targets set for 2024

³ Percentage of publications, indexed in Scopus and/or the Australian Business Deans Council (ABDC) Journal Quality List, included in the top 10% of journals by Scopus SciVal CiteScore Percentile or ranked by the ABDC as A or A*.

A1 BOOKS

- 1 Baird, M., Hamilton, M., and Williams, A. (Eds.). (2024). *The Multigenerational Workforce - Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 2 Baird, M., Hill, E., and Colussi, S. (2024). *At a Turning Point: Work, Care and Family Policies in Australia*. Sydney University Press, Australia.
- 3 Dinale, D. (2024). *Women's Employment and Childbearing in Post-industrialized Societies: The Fertility Paradox*. Springer Cham, Switzerland.
- 4 Mitchell, O.S., and Roussanov, R. (Eds.). (In press). *Reducing Retirement Inequality: Building Wealth and Old-age Resilience*. Oxford University Press, United Kingdom. Accepted in 2024 for publication on 20 March 2025.
- 5 Mitchell, O.S., Sabelhaus, J., and Utkus, S. (Eds.). (2024). *Real-world Shocks and Retirement System Resiliency*. Oxford University Press, United Kingdom.

B BOOK CHAPTERS

- 1 Baird, M., and Hamilton, M. (2024). Conclusion: Advancing the Multigenerational Workplace in Theory and Practice. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 2 Baird, M., Hamilton, M., and Heron, A. (2024). Multigenerational Workforces and the Public Policy Context. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 3 Baird, M., Williams, A., and Hamilton, M. (2024). The Policy Ladder: Understanding Organisational Policies for Multigenerational Workplaces. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 4 Clayton, J., Luckett, T., Sinclair, C., and Detering, K. (2024). Advance Care Planning in Palliative Care. In McLeod, R., and Van Den Block, L. (Eds.). *Textbook of Palliative Care (2nd Ed.)*. Springer, USA.
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- 6 Hamilton, M., and Zettna, N. (2024). Building Age-inclusive Workplaces. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 7 Hamilton, M., Baird, M., and Zettna, N. (2024). Accommodating Care Across the Life Course. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 8 Hurwitz, A., Mitchell, O.S., and Sade, O. (In press). Racial and Ethnic Differences in Longevity Perceptions and Implications for Financial Decision-making. In Mitchell, O.S., and Roussanov, R. (Eds.). *Reducing Retirement Inequality: Building Wealth and Old-age Resilience*. Oxford University Press, United Kingdom. Accepted in 2024 for publication on 20 March 2025.
- 9 Loh, V., and Baird, M. (2024). Supporting Retirement Pathways for Older Workers. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 10 Loh, V., O'Loughlin, K., and Zettna, N. (2024). Job Design for Age-inclusive Workplaces. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
- 11 Lusardi, A., Mitchell, O.S., Scont, A., and Sticha, A. (In press). Understanding Financial Vulnerability among Asians, Blacks, and Hispanics in the United States. In Mitchell, O.S., and Roussanov, R. (Eds.). *Reducing Retirement Inequality: Building Wealth and Old-age Resilience*. Oxford University Press, United Kingdom. Accepted in 2024 for publication on 20 March 2025.
- 12 Mitchell, O.S., and Roussanov, R. (In press). Diversity, Inclusion, and Inequality in Retirement Wellbeing: An Overview. In Mitchell, O.S., and Roussanov, R. (Eds.). *Reducing Retirement Inequality: Building Wealth and Old-age Resilience*. Oxford University Press, United Kingdom.
- 13 Olivieri, A. (2024). Disclosing the Reserving Process in Life Insurance through Equivalent Periodic Fees. In Corazza, M., Gannon, F., Legros, F., Pizzi, C., and Touzé, V. (Eds.). *Mathematical and Statistical Methods for Actuarial Sciences and Finance*. MAF 2024. Springer Cham, United Kingdom.
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- 15 Sinclair, C. (2024). Advance Care Planning in Australia: Progress in Research and Implementation. In Ng, R., and Martina, D. (Eds.). *Advance Care Planning in the Asia-Pacific*. World Scientific Publishing Company, Singapore.
- 16 Sinclair, C. (2024). Culture and Advance Care Planning: Perspectives from Australia. In Ng, R., and Martina, D. (Eds.). *Advance Care Planning in the Asia-Pacific*. World Scientific Publishing Company, Singapore.
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- 18 van Zwieten, A., Khalatbari-Soltani, S., and Miranda, J.J. (2024). Global Health Epidemiology: Contemporary Issues and Methodological Challenges in Understanding and Tackling the Inequitable Burden of NCDs. In Ahrens, W., and Pigeot, I. (Eds.). *Handbook of Epidemiology*. Springer, New York, USA. *Co-first author.
- 19 Williams, A., Hamilton, M., and Baird, M. (2024). Researching the Multigenerational Workplace. In Baird, M., Hamilton, M., and Williams, A. (Eds.). *The Multigenerational Workforce: Managing Age and Gender at Work*. Palgrave MacMillan, United Kingdom.
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C1 JOURNAL ARTICLES: ARTICLES IN SCHOLARLY REFEREED JOURNALS

- 1 Alarkawi, D., Tran, T.S., Chen, W., March, L.M., Blyth, F.M., Blank, R.D., Bliuc, D., and Center, J.R. (2024). Health Perceptions, Multimorbidity, and New Fractures and Mortality Among Patients with a Fracture. *JAMA Network Open*. 7(4), Article e248491. doi:10.1001/jamanetworkopen.2024.8491.
- 2 Alonso-García, J., Sherris, M., Thirurajah, S., and Ziveyi, J. (2024). Taxation and Policyholder Behavior: The Case of Guaranteed Minimum Accumulation Benefits. *ASTIN Bulletin*. 54(1), 185-212. doi:10.1017/asb.2023.38.
- 3 Amos, J.G., Zheng, L., Eramudugolla, R., Andrews, S.C., and Anstey, K.J. (2024). A Scoping Survey to Inform Design of Digital Dementia Risk Reduction Interventions for Adults Concerned about their Cognitive Health. *Journal of Alzheimer's Disease Reports*. 8(1), 697-708. doi:10.3233/ADR-230160.

RESEARCH OUTPUTS

- 4 Anantanasuwong, K., Kouwenberg, R., Mitchell, O.S., and Peijnenburg, K. (2024). Ambiguity Attitudes for Real-world Sources: Field Evidence from a Large Sample of Investors. *Experimental Economics*. doi:10.1007/s10683-024-09825-1.
- 5 Anstey, K.J., Huque, M.H., Kootar, S., Eramudugolla, R., and Li, M. (2024). Development and Concurrent Validity of the Short-form CogDrisk Dementia Risk Assessment Tool. *Journal of Prevention of Alzheimer's Disease*. doi:10.14283/jpad.2024.108.
- 6 Arenaza-Urquijo, E.M., Boyle, R., Casaletto, K., Anstey, K.J., Vila-Castelar, C., Colverson, A., Palpatzis, E., Eissman, J.M., Kheng, S., Ng, T., Raghavan, S., Akinci, M., Vonk, J.M.J., Machado, L.S., Zanwar, P.P., Shrestha, H.L., Wagner, M., Tamburin, S., Sohrabi, H.R., Loi, S., Barrés-Faz, D., Dubal, D.B., Prashanthi, V., Okonkwo, O., Hohman, T.J., Ewers, M., and Buckley, R.F. for the Reserve, Resilience and Protective Factors Professional Interest Area, Sex and Gender Professional Interest Area, and the ADDRESS! Special Interest Group. (2024). Sex and Gender Differences in Cognitive Resilience to Aging and Alzheimer's Disease. *Alzheimer's and Dementia: The Journal of the Alzheimer's Association*. 20(8), 5695-5719. doi:10.1002/alz.13844.
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- 9 Cerin, E., Soloveva, M.V., Molina, M.A., Schroers, R.D., Knibbs, L.D., Akram, M., Wu, Y.T., Mavoa, S., Prina, M., Sachdev, P.S., Sorensen Catts, V., Jalaludin, B., Poudel, G., Symmons, M., Barnett, A., Huque, M.H., Leung, Y., Cherbuin, N., and Anstey, K.J. (2024). Neighbourhood Environments and Cognitive Health in the Longitudinal Personality and Total Health (PATH) Through Life Study: A 12-year Follow-up of Older Australians. *Environment International*. 25(191), Article 108984. doi:10.1016/j.envint.2024.108984.
- 10 Charalambakis, E., Teppa, F., and Tsiortas, A. (2024). Consumer Participation in the Credit Market During the COVID-19 Pandemic and Beyond. *Oxford Economic Papers*. Article gpa019. doi:10.1093/oepp/gpa019.
- 11 Chen, S., Chen, S., Hanewald, K., Si, Y., Bateman, H., Li, B., Xu, X., Samtani, S., Wu, C., and Brodaty, H. (2024). Social Environment, Lifestyle, and Genetic Predisposition With Dementia Risk: A Long-term Longitudinal Study Among Older Adults. *The Journals of Gerontology: Series A*. 79(7), Article glae128. doi:10.1093/gerona/glae128.
- 12 Cheung, W., Naganathan, V., Myburgh, J., Saxena, M.K., Fiona, B., Seppelt, I., Parr, M., Hooker, C., Kerridge, I., Nguyen, N., Kelly, S., Skowronski, G., Hammond, N., Attokaran, A., Chalmers, D., Gandhi, K., Kol, M., McGuinness, S., Nair, P., Nayyar, V., Orford, N., Parke, R., Shah, A., and Wagh, A. (2024). A Survey of Australian Public Opinion on Using Comorbidity to Triage Intensive Care Patients in a Pandemic. *Australian Health Review*. doi:10.1071/AH23265.
- 13 Chung S., Agnew J., Bateman H., Eckert, C., Liu J., and Thorp, S. (2024). The Impact of Mortgage Broker Use on Borrower Confusion and Preferences. *Journal of Economic Behavior and Organization*. 224, 229-247. doi:10.1016/j.jebo.2024.05.016.
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- 16 Cooper-Stanbury, M. (2024). Regional Variation in Lifetime Probability of Admission to Residential Aged Care in Australia. *Journal of Aging and Health*. doi:10.1177/08982643241248207.
- 17 Daniels, B., Luckett, T., Liauw, W., Falster, M.O., Gisev, N., Blyth, F.M., and Pearson, S.A. (2024). Trajectories of Opioid Use Before and After Cancer Diagnosis: A Population-based Cohort Study. *Journal of Pain and Symptom Management*. S0885-3924(24), Article 00809-1. doi:10.1016/j.jpainsymman.2024.06.006.
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- 19 Doyle, C., Andel, R., Saenz, J., and Crowe, M. (2024). Correlates of SuperAging in Two Population-based Samples of Hispanic Older Adults. *The Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*. 79(6), Article gbae058. doi:10.1093/geronb/gbae058.
- 20 Euthum, M., Scherer, M., and Ungolo, F. (2024). A Neural Network Approach for the Mortality Analysis of Multiple Populations: A Case Study on Data of the Italian Population. *European Actuarial Journal*. doi:10.1007/s13855-024-00377-5.
- 21 Fehr, H., Hofmann, M., and Kudrna, G. (2024). Pensions, Income Taxes and Homeownership: A Cross-country Analysis. *International Economic Review*. doi:10.1111/iere.12723.
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- 23 Fisher, A.C., Reschke, K., Shah, N., Cheung, S., O'Connor, C., and Piquet, O. (2024). "It's Opened My Eyes to a Whole New World": Positive Behaviour Support Training for Staff and Family Members Supporting Residents With Dementia in Aged Care Settings. *American Journal of Alzheimer's Disease & Other Dementias*. 39(2), Article 15333175241241168. doi:10.1177/15333175241241168.
- 24 Fry, J., Temple, J., and Williams, R. (2024). Food Insecurity and Health Conditions in the Australian Adult Population: A Nationally Representative Analysis. *Nutrition & Dietetics*. doi:10.1111/1747-0080.12907.
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- 26 Fry, J.M., Antoniadis, J., Temple, J.B., Osborne, R.H., Cheng, C., Hwang, K., and Brijnath, B. (2024). Health Literacy and Older Adults: Findings from a National Population-based Survey. *Health Promotion Journal of Australia*. 35(2), 487-503. doi:10.1002/hpja.779.
- 27 Gardener, S.L., Fuller, S.J., Naismith, S.L., Baker, L., Kivipelto, M., Villemagne, V.L., Grieve, S.M., Yates, P., Rainey-Smith, S.R., Chen, J., Thompson, B., Armstrong, N.J., Fernando, M.G., Blagojevic Castro, C., Meghwar, S., Raman, R., Gleason, A., Ireland, C., Clarnette, R., Anstey, K.J., Taddei, K., Garg, M., Sohrabi, H.R., and Martins, R.N. (2024). The Australian Multidomain Approach to Reduce Dementia Risk by Protecting Brain Health with Lifestyle Intervention Study (AU-ARROW): A Study Protocol for a Single-blind, Multi-site, Randomized Controlled Trial. *Alzheimer's & Dementia*. 10(2), Article e12466. doi:10.1002/trc2.12466.
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- 29 Gillies, M.B., Camacho, X., Bharat, C., Buizen, L., Blyth, F., Currow, D., Wilson, A., Degenhardt, L., Gisev, N., and Pearson, S.A. (2024). Oxycodone Initiation in Australia (2014-2018): Sociodemographic Factors and Preceding Health Service Use. *British Journal of Clinical Pharmacology*. 90(7), 1656-1666. doi:10.1111/bcp.16063.

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- 34 Kabuche, D., Sherris, M., Villegas, A.M., and Ziveyi, J. (2024). Pooling Functional Disability and Mortality in Long-term Care Insurance and Care Annuities: A Matrix Approach for Multi-State Pools. *Insurance: Mathematics and Economics*. 116, 165-188. doi:10.1016/j.insmatheco.2024.02.006.
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- 41 Kwok, W.S., Khalatbari-Soltani, S., Dolja-Gore, X., Byles, J., Oliveira, J.S., Pinheiro, M.B., and Sherrington, C. (2024). Differences in Falls and Physical Activity in Older Women from Two Generations. *The Journals of Gerontology: Series A [Biological Sciences & Medical Sciences]*. 79(4), Article glae033. doi:10.1093/gerona/glae033.
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C5 UNPUBLISHED REPORTS (WORKING PAPERS)

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- 2 Bems, R., Juvenal, L., Liu, W.L., and McKibbin, W. (2024). Climate Policies and External Adjustment. CEPAR Working Paper 2024/15, CAMA Working Paper 50/2024.
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16 McDonald, P. [2024]. Understanding Australian Migration 2024. CEPAR Working Paper 2024/10.

17 Morsomme, H., Alonso-García, J., and Devolder, P. [2024]. Intergenerational Risk Sharing in Pay-As-You-Go Pension Schemes. CEPAR Working Paper 2024/03.

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19 Park, K., and Sherris, M. [2024]. Design and Pricing of Private Long-term Care Insurance: An Australian Analysis. CEPAR Working Paper 2024/14.

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CEPAR TRANSLATIONAL DOCUMENTS

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E4 UNPUBLISHED CONFERENCE PRESENTATIONS

1 Alonso García, J. (May 2024). Variables Annuities: A Closer Look at Ratchet Guarantees, Hybrid Contract Designs, and Taxation. 12th Conference of Actuarial Science and Finance. Samos, Greece.

2 Amos, J. (June 2024). Poster Presentation. Advancing Dementia Prevention: Creating a Framework for Evaluating Self-directed Goal Setting in Risk Reduction Interventions. Australia Dementia Forum 2024. Gold Coast, Australia.

3 Bainbridge, H. (January 2024). Employment Features that Affect Outcomes of Employees Who Provide Unpaid Care for a Disabled or Elderly Family Member. Association of Industrial Relations Academics of Australia and New Zealand 2024 Conference. Perth, Australia.

4 Bainbridge, H. (June 2024). Parents of Children with Disabilities: The Role of Support in Shaping Work-caregiving Conflict and Enrichment. 2024 Work and Family Researchers Network Conference. Montreal, Canada.

5 Bainbridge, H. (June 2024). Perceived Support and Job Search Barriers Among Unemployed Carers of Elderly or Disabled Relatives. 2024 Work and Family Researchers Network Conference. Montreal, Canada.

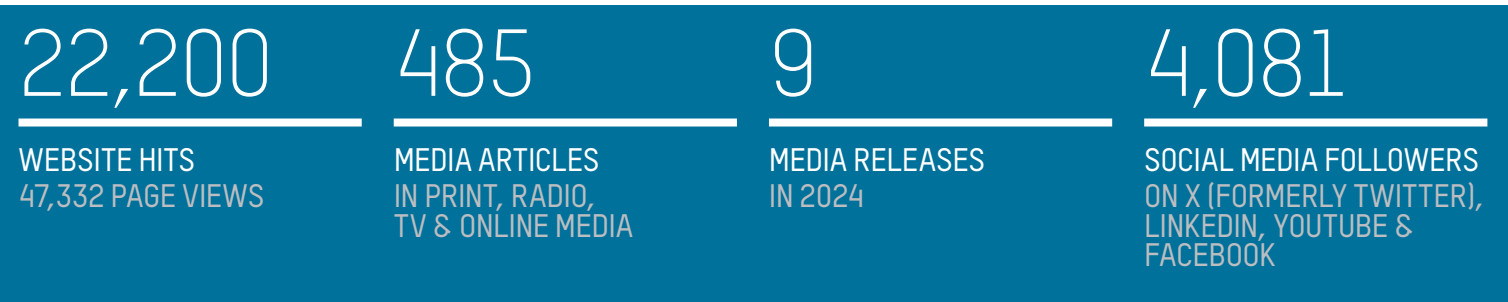
- 6 Bainbridge, H. (January 2024). The Role of Job Autonomy While Combining Employment with Unpaid Family Caregiving: The Mediating Effect of Caregiving to Work Conflict. 5th Human Resources International Conference. Dunedin, New Zealand.
- 7 Baird, M., Hamilton, M., and Williams, A. (January 2024). Ageing Workforces and the Multi-level Australian Policy Framework. Association of Industrial Relations Academics of Australia and New Zealand 2024 Conference. Perth, Australia.
- 8 Baird, M. (June 2024). High Expectations: Paid Parental Leave Changes in Australia. 21st International Network on Leave Policies and Research Annual Seminar: Reimagining Care/Work Policies Across the Life Course. Montréal, Canada.
- 9 Baird, M. and Breitzkreuz, R. (June 2024). Jobs, Jobs, Jobs: Is Economic Empowerment Good for Women? 2024 Work and Family Researchers Network Conference. Montréal, Canada.
- 10 Baird, M. (June 2024). Menstruation, Menopause, and the Workplace: Promising Practices from Around the World. 2024 Work and Family Researchers Network Conference. Montréal, Canada.
- 11 Bateman, H. (May 2024). Explaining Consumers' Progress Through Life Annuity Decision States: A New Explanation for the Apparent Disinterest in Lifetime Income Products. All Actuaries Summit. Gold Coast, Australia.
- 12 Bateman, H. (July 2024). Keynote. New Explanations for the Subdued Take-up of Retirement Income Products. 14th Annual China International Conference on Insurance and Risk Management. Ningbo, China.
- 13 Chong, J. (February 2024). Exploring Trajectories of Psychological Distress among Mature Workers in Australia During the COVID-19 Pandemic. The 2024 Centre for Transformative Work Design Conference. Perth, Australia.
- 14 Chong, J. (February 2024). Reducing Job Demands in Aged Care: The Participatory Process, Outcomes, And Learnings. The 2024 Centre for Transformative Work Design Conference. Perth, Australia.
- 15 Eberhardt Hiabu, I. (June 2024). Understanding Pension Fund Members' Behavioural Responses to Market Volatility. Netspar International Pension Workshop 2024. Leiden, Netherlands.
- 16 Fong, J.H. (February 2024). Accessing Long-term Care Social Insurance Benefits in South Korea and its Correlates. Demographic Change and Wellbeing in Japan and Asian Economies: Japanese Economic Review Special Issue Conference. Singapore.
- 17 Gao, H. (2024). Labor Market Sorting and Social Security in Developing Countries. Econometric Society Asian Meeting, June 2024, Hangzhou, China; and Macro-development Workshop, August 2024, Melbourne, Australia.
- 18 Hamilton, M., and Williams, A. (July 2024). (De-) Gendering Employment and Family Practices through Grandparental Childcare in Australia, and Social Policy Implications. Social Policy Association International Conference. Glasgow, Scotland.
- 19 Hamilton, M., and Williams, A. (June 2024). Intergenerational Tensions of Gender, Work and Care in the Labour Market: A Critical Discourse Analysis of Grandparent Childcare in Australian Policy Dialogue. 2024 Work and Family Researchers Network Conference. Montréal, Canada.
- 20 Hanewald, K. (January 2024). Housing Wealth and Long-term Care Insurance Demand: Survey Evidence. 2023/4 KARMI (K-ASEAN Risk Management and Innovation) Forum. Online.
- 21 Hanewald, K. (February 2024). Home Equity Release in Retirement: The Role of Behavioural Factors, Aged Care and Bequests. 26th Melbourne Money and Finance Conference. Melbourne, Australia.
- 22 Hanewald, K. (June 2024). Reverse Mortgages Strategies for Families with Early Bequests and Altruism. Netspar International Pension Workshop. Leiden, Netherlands.
- 23 Hanewald, K. (June 2024). Home Equity Release: Retirement Income and the 'Bank of Mum and Dad.' Netspar International Pension Workshop 2024. Leiden, Netherlands
- 24 Huque, H. (June 2024). Meeting the Need for Valid Mid-life Dementia Risk Assessment: Development and Validation of Risk Scores for a Midlife Specific Dementia Risk Tool. Australia Dementia Forum 2024. Gold Coast, Australia.
- 25 Keane, M. (June 2024). Robust Inference for the Frisch Labor Supply Elasticity. 2024 North American Summer Meeting. Nashville, USA.
- 26 Keane, M. (June 2024). What Explains the Growing Gender Education Gap? The Effects of Parental Background, the Labor Market, and the Marriage Market on College Attainment. The INFORMS Society for Marketing Science Marketing Science Conference 2024. Sydney, Australia.
- 27 Khalatbari-Soltani, S. (September 2024). Poster presentation. Approaches to Identifying Health Disparities by Ethnicity Using Linked Australian Census Data. World Congress of Epidemiology. Cape Town, South Africa.
- 28 Khalatbari-Soltani, S., and Blyth, F. (August 2024). Poster presentation. Global Representation of Pain Data in Ageing Cohort Studies. The International Association for the Study of Pain 2024 World Congress on Pain. Amsterdam, Netherlands.
- 29 Khalatbari-Soltani, S. (August 2024). Poster presentation. Socioeconomic Inequities in Pain: Examining the Potential Mediating Impact of Sleep. The International Association for the Study of Pain 2024 World Congress on Pain. Amsterdam, Netherlands.
- 30 Khalatbari-Soltani, S. (September 2024). Poster presentation. Worldwide Data Availabilities and Gaps in Studying Healthy Ageing and Its Inequities. World Congress of Epidemiology. Cape Town, South Africa.
- 31 Koch, J. (June 2024). Poster presentation. Hearing Function and Expectations Regarding Cognitive Function: Insights from an App-based Research Study and Implications for Dementia Prevention. Australia Dementia Forum 2024. Gold Coast, Australia.
- 32 Koch, J. (June 2024). Poster presentation. SHAPE-ing the Future for Post-diagnostic Support for People Living with Dementia: An International, Randomised, Controlled Trial. Australia Dementia Forum 2024. Gold Coast, Australia.
- 33 Kudrna, G. (June 2024). Recent Developments and Future Projections of the Australian Pension System. 18th Pension Expert Meeting in the Asia-Pacific Region. Seoul, South Korea.
- 34 Kudrna, G. (July 2024). The Impact of Mortgage Interest Deduction on Welfare and Efficiency Along the Transition Path. Australian Conference of Economists. Adelaide, Australia.
- 35 Lee, J-W. (July 2024). Impact of Retirement and Re-employment on Health of Older Adults. 10th Anniversary *Singapore Economic Review* Conference. Singapore.
- 36 Lian, J. (July 2024). Childhood Adversity is Associated with Mental Health but not Cognitive Decline in Older Adults. The 4th European Conference on Aging & Gerontology (EGen2024). London, UK.
- 37 Lou, H. (2024). Demand for Reverse Mortgages: Behavioural Explanations. 2024 Economic Science Association Asia-Pacific Regional Meeting, May 2024, Singapore; 14th Annual Meeting of the Society for Experimental Finance, May 2024, Stavanger, Norway; and 17th Annual Australian New Zealand Workshop in Experimental Economics, September 2024, Canberra, Australia.

RESEARCH OUTPUTS

- 38 Lu, B. (July 2024). Social Security Design with Informality. China Economists Society Annual Conference. Hangzhou, China.
- 39 McKibbin, W. (April 2024). Global Geoeconomic Fragmentation. The 11th Annual Workshop on the Global Economy. Washington D.C., USA.
- 40 McKibbin, W. (June 2024). Uses and Roles of Climate Scenario Analysis. The Taskforce on Climate-related Financial Risks of the Basel Committee on Banking Supervision Outreach Event. Bank for International Settlement. Online.
- 41 McKibbin, W. (August 2024). Keynote. Applications of the G-Cubed Model to Climate Change, Demographics and Trade Wars. Global Value-chain Training and Research Workshop. Beijing, China.
- 42 McKibbin, W. (August 2024). Keynote. Sectoral Modelling of the Macroeconomy: The G-Cubed Model of the Global Economy. Global Value-chain Training and Research Workshop. Beijing, China.
- 43 McKibbin, W. (August 2024). Modelling the Economic Implications of Global Climate Risks. The 1st Annual Economic Impacts of Climate Change Workshop. Sydney, Australia.
- 44 Mitchell, O.S. (March 2024). Employer 401(k) Matches for Student Loan Debt. National Bureau of Economic Research Aging Program. Cambridge, USA.
- 45 Mitchell, O.S. (March 2024). Keynote. New Challenges for Household Finance: Making Your Money Last a Lifetime. Finance Down Under 2023 Conference. Melbourne, Australia.
- 46 Mitchell, O.S. (May 2024). Investment and Spending. Pension Research Council 2024 Symposium: Household Retirement Saving, Investment, and Spending: New Lessons from Behavioral Research. Philadelphia, USA.
- 47 Mitchell, O.S. (October 2024). Teaching about Retirement, Saving, and More. Stanford University Conference on Teaching Personal Finance. Stanford, USA.
- 48 Nguyen, B.C.H. (June 2024). Diverse Effects of Personalized Nudges on Individuals' Retirement Savings Decisions. Netspar International Pension Workshop, Leiden, Netherlands; and 14th Annual Meeting of the Society for Experimental Finance, Stavanger, Norway.
- 49 O'Connor, C. (June 2024). Poster presentation. What is the Current Approach to Reablement for Community-dwelling People Living with Dementia? Practitioner-led Goals and Targets for Practice Change: Preliminary Outcomes. Australia Dementia Forum 2024. Gold Coast, Australia.
- 50 O'Connor, C. (July 2024). Poster presentation. Exploring the Current Approach to Reablement for Community-dwelling People Living with Dementia: Preliminary Practitioner-led Goals and Targets for Practice Change. Alzheimer's Association International Conference. Philadelphia, USA.
- 51 Olivieri, A. (May 2024). User-friendly Performance Metrics for Longevity-linked Annuitants. Foundations and Applications of Decentralized Risk Sharing (FADeRS) 2024. Ulm, Germany.
- 52 O'Loughlin, K. (July 2024). Facilitators and Barriers to the Participation of Older People in Clinical Trials. International Association of Law and Mental Health Conference. Barcelona, Spain.
- 53 Park, K. (April 2024). Developing Private Long-term Care Insurance in Australia: Pricing Analysis for Healthy and Ill Australian Retirees. Conference in Celebration of David Wilkie's 90th Birthday. York, UK.
- 54 Parker, S.K. (February 2024). Will There Be SMART Work in the Future? Opportunities and Risks for Work Design with Accelerating AI and Automation. Centre for Transformative Work Design Conference. Perth, Australia.
- 55 Parker, S. (March 2024). Keynote. The Good, Bad and the Ugly: A SMART Work Design Perspective on Future Work. Corporate Mental Health Alliance Australia 2024 Annual Gathering. Melbourne, Australia.
- 56 Parker, S.K. (April 2024). Keynote. Chasing Learning and Growth: Connecting Work Design, Proactivity and Careers. Academy of Management Careers Division Community Conference 2024. Amsterdam, Netherlands.
- 57 Parker, S.K. (August 2024). The Evolution of the Frontline Employee Role: Interdisciplinary Perspectives and the Road Ahead. Academy of Management. Chicago, USA.
- 58 Parker, S.K. (August 2024). Building Blocks of Leadership: A Lego-based Experience of Work Design Impact on Leaders. Academy of Management. Los Angeles, USA.
- 59 Shanker, A. (February 2024). Eggs and Baskets: Lifecycle Portfolio Dynamics. Australian Gender Economics Workshop. Sydney, Australia.
- 60 Sherris, M. and Park, K. (May 2024). Design and Pricing of Private Long-term Care Insurance: An Australian Analysis. 12th Conference of Actuarial Science and Finance. Karlovasi, Greece.
- 61 Ungolo, F. (July 2024). Affine Mortality: A Computational Tool for the Analysis of Stochastic Mortality Rates in Continuous Time. 28th Asia-Pacific Risk and Insurance Association Conference. Vientiane, Laos.
- 62 Ungolo, F. (August 2024). A Dirichlet Process Mixture Regression Model for the Analysis of Competing Risk Events. Scandinavian Actuarial Conference August 2024, Copenhagen, Denmark and 6th Insurance Data Science Conference, June 2024, Stockholm, Sweden.
- 63 Vhudzijen, M. (September 2024). Socio-economic Inequalities in Life Expectancy and Functional Disability amongst Older Australians and Americans. L19: The Nineteenth International Longevity Risk and Capital Markets Solutions Conference. Amsterdam, Netherlands.
- 64 Wang, Y. (July 2024). Reverse Mortgages Strategies for Families with Early Bequests and Altruism. 27th International Congress on Insurance: Mathematics and Economics, Chicago, USA; and 14th Annual China International Conference on Insurance and Risk Management, Ningbo, China.
- 65 Woodland, A. (2024). Health Heterogeneity, Portfolio Choice, and Wealth Inequality. NBER Summer Institute 2024 Macro Public Finance Program, July 2024, Boston, USA, and the 2024 Asia Meeting of the Econometric Society, East & Southeast Asia, August 2024, Ho Chi Minh City, Vietnam.
- 66 Zellman, E. (October 2024). Keynote. Leading for Diversity and Inclusion. Diversity at Work Conference. Perth, Australia.
- 67 Zettina, N. (February 2024). Crystal Clear: How Leaders and Coworkers Together Shape Role Clarity and Well-being for Employees in Social Care. The 2024 Centre for Transformative Work Design Conference. Perth, Australia.
- 68 Zhou, S. (March 2024). Systematic Review of Multi-dimensional Subjective Age Measures Used Across Disciplines and Nations. The 11th Asian Conference on Aging & Gerontology. Tokyo, Japan.
- 69 Zhou, S. (June 2024). 7-day Variability of Multi-Dimensional Subjective Age Among an Australian Life Course Sample: Labs Without Walls. Society of Ambulatory Assessment 2024. Ann Arbor, USA.
- 70 Zhou, S. (July 2024). Criterion Validity of Open-Source, Smartphone Cognitive and Sensory Assessments Across an Australian Life Course Sample. The 4th European Conference on Aging & Gerontology. London, UK.
- 71 Zhou, Y. (July 2024). Multi-State Health-Contingent Mortality Pooling: An Actuarially Fair and Self-Sustainable Product That Allows Heterogeneity. 27th International Congress on Insurance: Mathematics and Economics. Chicago, USA.

SEMINAR PRESENTATIONS

- 1 Alonso García, J. (April 2024). Intergenerational Risk Sharing in Public Pension Schemes. Actuarial Science and Mathematical Finance Seminar. Amsterdam, Netherlands.
- 2 Andrei, D. (February 2024). Antecedents of Work Design: The Role of Leaders in Shaping the Way Workers Experience Their Work and Wellbeing Outcomes. Deakin University Department of Management Seminar Series. Melbourne, Australia.
- 3 Anstey, K.J. (August 2024). Casting an Equity Lens on Brain Aging, Cognitive Decline, and Dementia. ANU Eccles Institute of Neuroscience. Canberra, Australia.
- 4 Eberhardt Hiabu, I. (April 2024). Choice Architecture and Pension Communication in Australia, Denmark, and the Netherlands. Pension Research Centre Members' Meeting. Frederiksberg, Denmark.
- 5 Grossman, I. (June 2024). Demographic Forecasting Through a Practitioner Lens: Evaluations and Uncertainty. School of Risk and Actuarial Studies, University of New South Wales. Sydney, Australia.
- 6 Grossman, I. (June 2024). Forecasting Australian Small Area Populations with Long Short-term Memory Networks. Population Projections for Small Areas Methodological Contributions and Challenges for Gender Analysis. Seminar in Collaboration with UN Women Mexico and CEDUA, El Colegio de Mexico, Mexico City, Mexico. Online.
- 7 Hanewald, K. (June 2024). Demand for Reverse Mortgages: Behavioral Explanations. Ludwig-Maximilians-Universität München. München, Germany.
- 8 Lee, J-W. (March 2024). Demographic Changes and the Future of the Korean Economy. Korea Foundation for Advanced Studies. Seoul, South Korea.
- 9 Lee, J-W. (May 2024). Impact of Retirement and Re-employment on Health of Older Adults. Economics Department Seminar, Korea University. Seoul, South Korea.
- 10 Lou, H. (April 2024). Demand for Reverse Mortgages: Behavioural Explanations. Finance and Management Studies Seminar. Changsha, China.
- 11 McKibbin, W. (May 2024). Structural Transitions: Implications for the Global Economy over Coming Decades. Seminar at Peterson Institute for International Economics. Washington D.C., USA.
- 12 Mitchell, O.S. (January 2024). Fixed and Variable Longevity Annuities in Defined Contribution Plans: Optimal Retirement Portfolios Taking Social Security into Account. Capital Group Theory Seminar. Online.
- 13 Mitchell, O.S. (January 2024). The Importance of Financial Literacy for Financial Decision Making. Rush Alzheimer's Disease Research Center. Online.
- 14 Mitchell, O.S. (January 2024). An Integrated System of Household Income, Wealth, and Consumption Data and Statistics to Inform Policy and Research. The National Academy of Science Panel on Data and Statistics to Inform Policy and Research. Online.
- 15 Mitchell, O.S. (February 2024). Women in Experimental Finance. Society for Experimental Finance. Online.
- 16 Mitchell, O.S. (April 2024). Understanding and Managing Longevity Risk in Retirement. Penn Association of Senior and Emeritus Faculty, University of Pennsylvania. Philadelphia, USA.
- 17 Mitchell, O.S. (April 2024). Longevity Awareness and Financial Decision Making in Later Life. Penn Association of Senior and Emeritus Faculty, University of Pennsylvania. Philadelphia, USA.
- 18 Mitchell, O.S. (May 2024). Income and Poverty Transitions in Later Life. Institute of Consumer Money Management. Washington, D.C., USA.
- 19 Mitchell, O.S. (August 2024). Longevity and Financial Regret. National University of Singapore. Singapore.
- 20 Nguyen, B.C.H. (April 2024). Diverse Effects of Personalised Nudges on Retirement Savings Decisions. International Pension Research Association Doctoral Tutorial. Online.
- 21 Parker, S.K. (April 2024). Keynote. Will Work in the Future Be Good, Bad, or Ugly? A Work Design Perspective on Technological Transformation. Radboud University. Nijmegen, Netherlands.
- 22 Parker, S.K. (June 2024). Collaboration Over Competition: Supporting Fellow Women Researchers. Women in Research Webinar. Online.
- 23 Piggott, J. (February 2024). Australia's Approach to Social Protection in the Context of Population Ageing. Inaugural Speaker, National Ageing Research Institute Limited 2024 Seminars in Ageing Program. Online.
- 24 Sherris, M. (May 2024). Estimation, Comparison, and Projection of Multi-factor Age Cohort Affine Mortality Models. Research Seminar, Nanyang Business School, Nanyang Technological University. Singapore.
- 25 Ungolo, F. (2024). Dirichlet Process Mixtures for Dependence Modelling in Actuarial Applications, University of Amsterdam Research Seminar, June 2024, Amsterdam, Netherlands and Heriot-Watt University Research Seminar, August 2024, Edinburgh, Scotland.



OVER THE LIFE OF THE CENTRE, CEPAR MAINTAINED AN ONGOING DIALOGUE WITH, AND TRANSLATED AND DISSEMINATED ITS RESEARCH IN FORMS ACCESSIBLE TO, GOVERNMENT, INDUSTRY, ACADEMIA AND THE COMMUNITY.

WEBSITE AND RESOURCES

CEPAR’s website was a key element of the Centre’s public profile. 16,185 people visited the website for 22,200 sessions between 1 January and 27 September 2024, with the largest proportion of website visitors coming from Australia, followed by visitors from the United States, China and the United Kingdom. In the months leading up to the Centre’s end date, 27 articles, including media releases issued by CEPAR, its university nodes and collaborators, were published. The topmost visited subpages of the website were: Events, the Healthy Ageing Toolkit, and People.

CEPAR published a range of resources on its website to help the public understand the characteristics of population ageing.

The Healthy Ageing Toolkit, a searchable online cohort study information repository which was developed by a team led by CEPAR Associate

Investigator Dr Saman Khalatbari-Soltani, continues to assist researchers in finding cohort studies from across the world with their measures of interest, facilitating research on healthy ageing and its inequities. Since its launch in October 2023, the Toolkit has attracted over 4.4k page views.

In 2024, CEPAR updated sets of data projections and estimates related to the composition and diversity of Australia’s older population in the CEPAR Population Ageing Futures Data Archive, created by a team led by CEPAR Professor Jeromey Temple. Detailed and updated projections and estimates are currently available for:

- the Aboriginal and Torres Strait Islander population
- Australia, the States and Territories populations
- Australia’s migrant populations
- Australia’s sexual minority population
- Australia’s regional and remote populations
- Australia’s ‘oldest-old’ population
- Australia’s populations living with dementia
- the impact of COVID-19 on population ageing in Australia.

NEWSLETTERS AND SOCIAL MEDIA

The Centre’s newsletters and social media accounts were additional major channels of communication with the Centre’s external stakeholders and the wider community. The CEPAR newsletter was designed to provide subscribers with a regular update on CEPAR’s activities in population ageing research. From 1 January to 27 September 2024, CEPAR distributed five newsletter campaigns to over 3k subscribers (up from 2.9k subscribers in 2023). The Centre’s social media presence and engagement on LinkedIn, YouTube, X (formerly known as Twitter) and Facebook also continued to attract new followers, with over 4k followers and channel subscribers in 2024.

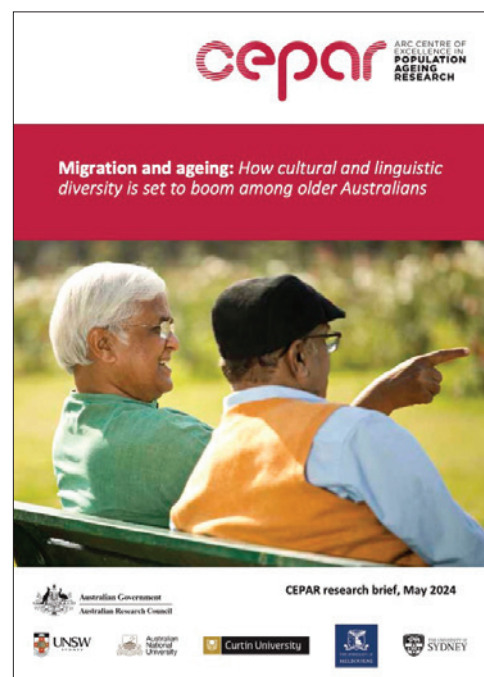
MEDIA

In its final year, CEPAR’s media strategy focussed on promoting the Centre’s research outcomes and activities worldwide as well as providing expert commentary related to population ageing and policy settings required to support demographic change. Contributions were particularly strong in the areas of macro-demographic dynamics and population ageing policy; sustainable wellbeing in later life; cognitive ageing; and healthy ageing.

CEPAR researchers were featured more than 480 times in national and global media; a full list of media articles is provided on the following pages. Regular appearances, commentary, and evidence-based op-eds by CEPAR researchers in the media and online publications, such as *The Conversation*, additionally raised the profile of the Centre and its researchers as well as the issue of population ageing (See Feature Box: Leading the Debate on page 105).

RESEARCH BRIEFS

The Centre's research briefs integrate research findings to present a synthesis of evidence pertaining to a particular area of knowledge or policy issue. Informed by a multidisciplinary knowledge base, the research briefs are written and presented in a format accessible to academia, business, the media and government.



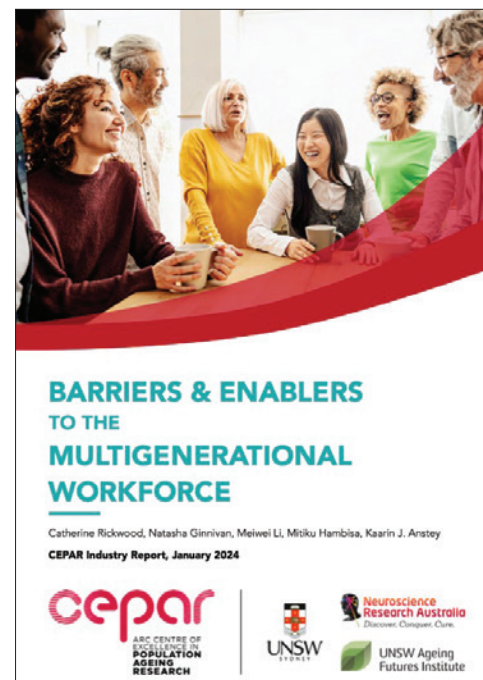
These are not advocacy documents – instead they seek to be authoritative in their discussion of relevant research findings and provide a knowledge base for decision makers.

In May 2024, timed to coincide with the Centre's Policy Dialogue event, CEPAR released its newest research brief, titled *Migration and Ageing: How Cultural and Linguistic Diversity is Set to Boom among Older Australians* and co-authored by Rafal Chomik, Fatima Jamal Khan, and Jeromey Temple. Featuring research insights from over a dozen CEPAR researchers, some of whom presented recent findings at the Policy Dialogue event in Canberra, the research brief shows how migration affects the cultural makeup of the older population in Australia and how it offsets the rate of population ageing.

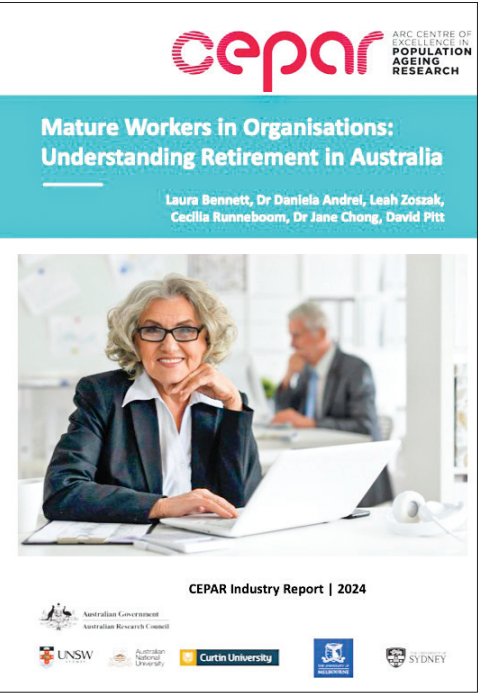
The research brief was featured in national and global media, including in *Australian Seniors News*, *news.com.au*, *The National Tribune*, and *The Indian Sun*.

INDUSTRY REPORT SERIES

The CEPAR Industry Report Series translated research findings for decision makers and business practitioners.



In early 2024, the Centre released the report *Barriers and Enablers to the Multigenerational Workforce*, co-authored by Catherine Rickwood, Natasha Ginnivan, Meiwei Li, Mitiku Hambisa, and Kaarin J. Anstey. The research findings contained within the report are based on an extensive qualitative research program that included interviews with senior executives and multiple focus groups with employees aged 25+ with a leading financial institution and national retailer.



In September, CEPAR released the report *Mature Workers in Organisations: Understanding Retirement in Australia*, co-authored by Laura Bennett, Daniela Andrei, Leah Zoszak, Cecilia Runneboom, Jane Chong, and David Pitt. With an ageing Australian workforce, understanding retirement intentions, decision making processes, and successful transitions to retirement become increasingly valuable at the economic, organisational, and individual levels. This report is a product of a CEPAR collaboration with an Australian financial advisory firm. It is based on eighteen interviews with mature workers and recently retired individuals from diverse (Australian) geographical and career backgrounds, which were conducted to investigate the changing nature of retirement aspirations and outcomes, and to form multi-level recommendations to support successful transitions into retirement.



Another report – titled *Leading an Age-diverse Workforce: Evaluation of a Leadership Development Program based on the '3I' Model of Inclusion* and co-authored by Leah Zoszak, Eva Zellman, Daniela Andrei and Sharon Parker – presents the findings from the evaluation of the 'Ascent' leadership development program that was designed and delivered by the team with the aim of developing and empowering leaders to manage the challenges and opportunities associated with an ageing and more age-diverse workforce by applying Include, Individualise and Integrate leadership strategies and behaviours.

MEDIA HIGHLIGHTS

Throughout its final year, CEPAR researchers provided evidence-based expert commentary in the media. Some highlights include:

MACRO-DEMOGRAPHIC DYNAMICS & POPULATION AGEING POLICY

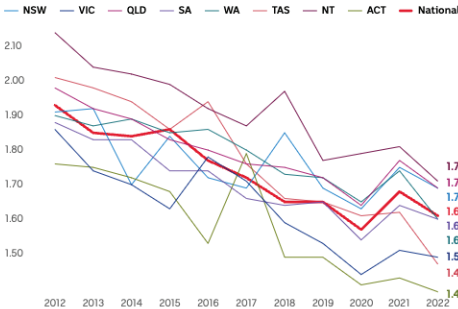
CI Warwick McKibbin's expertise on macroeconomics and monetary policy was featured in national and global media including the *ABC*, *The Australian Financial Review*, *The Australian*, *The Daily Telegraph*, *The Guardian*, *MSN*, *Sky News*, and *Yahoo*.

CI Peter McDonald's expertise on population projections as well as migration in Australia and the region was featured in national and global media including the *ABC*, *The Age*, *Elle Italia*, *The Mandarin*, *MSN*, *news.com.au*, *SBS*, *The Sydney Morning Herald*, and *Yahoo*.

ABC NEWS

Australians are having fewer babies – experts say it could have more consequences than we realise

Observed fertility rates for each state and territory, 2012-2022



Source: Australian Bureau of Statistics

Peter McDonald, from the University of Melbourne, agreed.

"With no migration, Australia's population would begin to fall in about 10 years," Dr McDonald said.

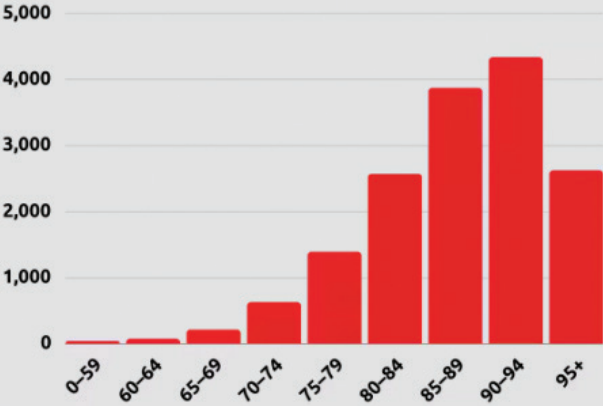
"Many countries around the world are already experiencing population decline and most are not happy about that situation."

DECISION MAKING, EXPECTATIONS AND COGNITIVE AGEING

CI Kaarin Anstey's research on cognitive ageing and brain health was featured in national and global media including *The Australian Financial Review*, *The Australian Women's Weekly*, *BeFM Morning Wave*, *Busan*, *Euronews*, *The Guardian*, *Healthcare Channel*, *MSN*, *SBS TV*, *USA News Hub*, and *Yahoo News*.

SBS News

Number of deaths due to dementia by age group



Source: Dementia in Australia, AIHW, 2024

The likelihood of developing dementia increases with age, but there are also cases of younger onset dementia and childhood dementia.

Anstey said while there are no guarantees, living a healthy lifestyle appears to reduce risk factors, along with cognitive and social engagement.

"We have medical risk factors, which are mostly cardiovascular as well as depression and head injury, but then you also have the lifestyle ones, such as eating a healthy diet, not smoking, and staying active and engaged," she said.

MEDIA HIGHLIGHTS

ORGANISATIONS AND THE MATURE WORKFORCE

CI Sharon Parker’s research on the mature workforce and the future of work was featured in the media including the *ABC*, *HR Monthly*, *The National Tribune*, *National Resources Review*, and *The West Australian*.

CI Marian Baird’s expertise on gender and employment policies and practices, including the mature workforce, was featured in national and global media including the *ABC*, *HR Monthly*, *The Sydney Morning Herald*, *The New York Post*, and other media and news.



SUSTAINABLE WELLBEING IN LATER LIFE

CEPAR’s fact sheet on peak performance age in sport, co-authored by Rafal Chomik and Michael Jacinto, as well as CEPAR’s Research Brief on migration and ageing, co-authored by Rafal Chomik, Fatima Jamal Khan, and Jeromey Temple, were featured in national and global media including *Live Science*, *MSN*, *Network Today*, *Yahoo News*, *news.com.au*, *The National Tribune*, and *The Indian Sun*.

CI Fiona Blyth and AI Saman Khalatbari-Soltani’s research on chronic pain of older women was featured by the media including *Cosmos Magazine*, *news.com.au*, *The Week*, *The National Tribune*, *Over60*, *The Washington Post*, and *YourLifeChoices*.

CI Hazel Bateman’s expertise on pension economics was featured in national media including *Investor Strategy News*.

CI Michael Sherris’ expertise on reverse mortgages was featured in the media including *The Age*, *The Guardian*, *MSN*, and *The Sydney Morning Herald*.



LEADING THE DEBATE

CEPAR RESEARCHERS AUTHORED OP-EDS AND COMMENTARIES BASED ON RESEARCH EVIDENCE – SOME HIGHLIGHTS INCLUDE:

You can now order all kinds of medical tests online. Our research shows this is (mostly) a bad idea.

Fiona Stanaway, Patti Shih, Katy Bell, Stacy Carter – *The Conversation*, 22 January

Have chronic pain? You're more likely to be a woman and less likely to be believed by doctors.

Fiona Blyth and Saman Khalatbari-Soltani – *360Info*, 21 February



Have chronic pain? You're more likely to be a woman and less likely to be believed by doctors

Authors

Fiona Blyth

Saman Khalatbari-Soltani

Editors

Grace Jennings-Edquist
Commissioning Editor, 360Info

DOI

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If you are among the one in five adult Australians experiencing chronic pain, then you are [more likely](#) to be female.

Not only that, if you're female you're less likely to be prescribed or recommended medication by your doctor – be they male or female.

That's because, as a [recent experimental study](#) of simulated and actual chronic pain patients showed, clinicians underestimate pain in female patients.

Peter Dutton wants to cut migration for the sake of housing. Here's why that's not a good idea.

Peter McDonald – *The Conversation*, 23 May

Australia's cost-of-living crisis has reached a critical juncture.
Warwick McKibbin – *The Australian Financial Review*, 10 June

FINANCIAL REVIEW

— Opinion

Australia's cost-of-living crisis has reached a critical juncture

Without policies to raise productivity, fiscal spending will increase inflation and require higher interest rates or higher inflation if interest rates do not respond.

Warwick McKibbin
Contributor



Jun 10, 2024 – 1.17pm

A more holistic approach to mining safety and wellbeing.
Sharon Parker and Cheryl Yam – *Mining Magazine*, 17 June

MINING

A more holistic approach to mining safety and wellbeing

By Dr Cheryl Yam and John Curtin Distinguished Professor Sharon K. Parker, Centre for Transformative Work Design, Future of Work Institute, Curtin University



COMMUNICATIONS, EDUCATION & COMMUNITY OUTREACH

106

MEDIA 2024

PRINT (NEWSPAPERS AND MAGAZINES)

The great step sideways: The factors inspiring a midlife career switch - featuring Marian Baird - *The Age, Brisbane Times, The Sydney Morning Herald, WA Today*, 10 January 2024

'Brain cake' shows off hort products to help cognitive health - featuring Kaarin Anstey - *Queensland Country Life, Stock & Land, The Land, Farm Weekly, Good Fruit & Vegetables, North Queensland Register, Stock Journal, FarmOnline*, 16 January 2024

Get to know your aging parents' financial situation - featuring CEPAR - *Northern Virginia Magazine*, 17 January 2024

China asked women to have more children but it didn't work (La Cina ha chiesto alle donne di fare più figli ma non ha funzionato) - featuring Peter McDonald - *Elle Italia Magazine*, 19 January 2024

Who'd be a baby boomer when it's all bad news? - featuring Myra Hamilton - *Canberra CityNews*, 25 January 2024

Inflation forecasts disconnected from our new economic reality - featuring Warwick McKibbin - *The Australian Financial Review*, 4 February 2024

Interview with Shaun Turton on global economy - featuring Warwick McKibbin - *Nikkei Asia*, 6 February 2024

A new era for the RBA with 'insider's insider' Michele Bullock - featuring Warwick McKibbin - *The Saturday Paper*, 10 February 2024

Have chronic pain? You're more likely to be a woman and less likely to be believed by doctors - by Fiona Blyth and Saman Khalatbari-Soltani - *Cosmos Magazine*, 19 February 2024

Chronic pain more common in women, often disbelieved by doctors - featuring Fiona Blyth and Saman Khalatbari-Soltani - *The Week*, 19 February 2024

Intersectionality can't just be a buzzword. It requires structural change - featuring Marian Baird - *HRMonthly*, 26 February 2024

How a better approach to parental leave could help HR achieve gender equity - featuring Marian Baird - *HRMonthly*, 28 February 2024

New study links language-processing issues to early dementia, Alzheimer's detection - featuring Peter McDonald - *The Herald Sun*, 1 March 2024

Gender equity requires redefining the social contract with employees - featuring Marian Baird - *HRMonthly*, 1 March 2024

Opinion piece: The Indian economy - featuring Jong-Wha Lee - *Maeil Business Newspaper*, 1 March 2024

Diversity the focus for industry breakfast - featuring Sharon Parker - *Farm Weekly*, 7 March 2024

LinkedIn under fire for ageist ads: Fails to take timely action and uphold DEI policy - featuring Natasha Ginnivan - *Forbes*, 9 March 2024

4 ways to unleash employees' hidden potential, according to Adam Grant - featuring Sharon Parker - *HRMonthly*, 12 March 2024

Curtin provides insight into mental health in WA mining - featuring Sharon Parker - *National Resources Review*, 14 March 2024

Does the solution to the aged care crisis lie with Australia's beekeepers? - featuring CEPAR - *WA Today, Brisbane Times, The Sydney Morning Herald, The Age*, 17 March 2024

Design for care - featuring Sharon Parker - *Australian Ageing Agenda*, 2 April 2024

How having a baby in your 20's became the new 'teen pregnancy' - featuring Marian Baird - *NT News, The Advertiser, The Cairns Post, The Toowoomba Chronicle, The Herald Sun, The Mercury, The Daily Telegraph, The Courier Mail, Gold Coast Bulletin, Geelong Advertiser, Townsville Bulletin*, 3-4 April 2024

Anthony Albanese urged to steal New Zealand's plan to get on top of surging immigration - featuring Peter McDonald - *The Weekly Times, The Cairns Post, The Toowoomba Chronicle, The Advertiser, NT News, Gold Coast Bulletin, The Courier Mail, Geelong Advertiser, The Daily Telegraph, The Mercury, Townsville Bulletin, The Herald Sun*, 9 April 2024

Songwriters collaborate with people living with dementia to create original songs - featuring Craig Sinclair - *Inside Ageing*, 9 April 2024

To solve the longevity puzzle, turn to the professionals - featuring Hazel Bateman - *Professional Planner, Investment Magazine*, 10-19 April 2024

Work begins on long-awaited retirement village in Canberra's north - featuring CEPAR - *The Canberra Times*, 11 April 2024

'Dangerous' policies threatening interest rate cuts: economists - featuring Warwick McKibbin - *The Australian Financial Review*, 11 April 2024

The week Australia travelled further down the dead-end policy road - featuring Warwick McKibbin - *The Australian Financial Review*, 12 April 2024

Mind the baby, Boomer: How more grandparents are ending up on the childcare frontline - featuring Myra Hamilton - *The Age, Brisbane Times, The Sydney Morning Herald, WA Today*, 13 April 2024

Is the residential property market heading for a soft patch? - featuring Warwick McKibbin - *The Weekly Times, The Advertiser, NT News, The Cairns Post, The Toowoomba Chronicle, The Australian, The Courier Mail, Townsville Bulletin, Geelong Advertiser, The Mercury, The Daily Telegraph, Gold Coast Bulletin, The Herald Sun*, 15 April 2024

The challenges Australia faces as birth rates fall (Những thách thức Australia phải đối mặt khi tỷ lệ sinh giảm) - featuring Peter McDonald - *NgayNay*, 18 April 2024

'Really low for Australian history': Our fertility rate is dropping steadily amid cost of living crisis - featuring Peter McDonald - *NT News, The Advertiser, The Cairns Post, The Toowoomba Chronicle, Townsville Bulletin, The Mercury, Geelong Advertiser, Gold Coast Bulletin, The Courier Mail, The Daily Telegraph, The Herald Sun*, 22 April 2024

Project gifts people with dementia a song - featuring Craig Sinclair - *Australian Ageing Agenda*, 24 April 2024

Opinion piece: U.S. and Korean monetary policy - featuring Jong-Wha Lee - *Maeil Business Newspaper*, 1 May 2024

'Made in Australia' risks higher interest rates and a poorer future - featuring Warwick McKibbin - *The Australian Financial Review*, 4 May 2024

Budget 2024: Cost-of-living handouts to bust inflation a 'trick' - featuring Warwick McKibbin - *The Australian*, 14 May 2024

Australian government's budget bets on rapid fall in inflation - featuring Warwick McKibbin - *The Australian*, 15 May 2024

How old do people live to be the smartest at managing money? Taking stock of the most common financial mistakes made in your 20s, 30s and 40s (人活到幾多歲 理財最精明? 盤點 20、30、40歲 最易犯下的財務錯誤) - featuring CEPAR - *Hong Kong Economic Times*, 15 May 2024

Why RBA reform is a high-stakes gamble for Chalmers - featuring Warwick McKibbin - *Gold Coast Bulletin, The Cairns Post, The Advertiser, The Courier Mail, The Daily Telegraph, The Toowoomba Chronicle, Townsville Bulletin, The Mercury, The Australian, The Weekly Times, Geelong Advertiser, The Herald Sun, NT News*, 15 May 2024

Warning Dutton's housing and migration plans little more than 'rounding error' - featuring Peter McDonald - *The Age, WA Today, Brisbane Times, The Sydney Morning Herald, Head Topics*, 17 May 2024

Bet your house on it: The issues Dutton wants as election battlegrounds - featuring Peter McDonald - *Brisbane Times, The Sydney Morning Herald, The Age, WA Today*, 18 May 2024

Budget reply speech 'falsely' equates housing shortage with rise in international student numbers - featuring Peter McDonald - *Honi Soit*, 19 May 2024

'Ringing alarm bells': Business panic mounting on Dutton's migration numbers - featuring Peter McDonald - *WA Today, Brisbane Times, The Sydney Morning Herald, The Age*, 21 May 2024

Top economists cast doubt on Chalmers' inflation claims - featuring Warwick McKibbin - *Narromine News, The Lithgow Mercury, The Border Mail, The Daily Advertiser, Hawkesbury Gazette, The Rural, Blue Mountains Gazette, The Ararat Advertiser, The Tenterfield Star, The Port Stephens Examiner, The Gloucester Advocate, The Canowindra News, The Boorowa News, The Cessnock Advertiser, The Wimmera Mail-Times, The Standard, Mudgee Guardian and Gulgong Advertiser, Lismore City News, Inner East Review, Redland City Bulletin, The Glen Innes Examiner, The Area News, The Eastern Riverina Chronicle, The Hunter Valley News, Harden Murrumburrah Express, Namoi Valley Independent, Yass Tribune, The Canberra Times, Bega District News, Daily Liberal, The Northern Daily Leader, Goulburn Post, The Young Witness, Western Advocate, The Singleton Argus, Merimbula News Weekly, The Stawell Times-News, The Junee Southern Cross, Cootamundra Herald, Southern Highland News, The Macleay Argus, Coly Point Observer, The Muswellbrook Chronicle, Mandurah Mail, The Maitland Mercury, The Braidwood Times, The South Coast Register, The Examiner, Port Macquarie News, Milton Ulladulla Times, The Bay Post, Manning River Times, The Narooma News, The Advocate, Camden Haven Courier, The Armidale Express, The Forbes Advocate, Dungog Chronicle, The Bunbury Mail, The St George & Sutherland Shire Leader, The North West Star, Crookwell Gazette, The Katherine Times, The Blayney Chronicle, The Irrigator, Parkes Champion Post, The Grenfell Record, The Scone Advocate, Nyngan Observer, Augusta-Margaret River Mail, The Bendigo Advertiser, Cowra Guardian, Busselton-Dunsborough Mail, Newcastle Herald, Moree Champion, Oberon Review, The Great Lakes Advocate, The Queanbeyan Age, Eden Magnet, 27 May 2024*

Interview with Shane Wright - featuring Warwick McKibbin - *The Sydney Morning Herald, 29 May 2024*

Is Australia racist? 'Intense' migration debate sets tone for 2025 election - featuring Peter McDonald - *South China Morning Post, 10 June 2024*

Australia's cost-of-living crisis has reached a critical juncture - by Warwick McKibbin - *The Australian Financial Review, 10 June 2024*

High migration a political football but will self-correct: demographer - featuring Peter McDonald - *The Australian, 17 June 2024*

Employee-starved businesses likely to bypass migrant caps: report - featuring Peter McDonald - *The Australian Financial Review, 17 June 2024*

Cuddles on a schedule: Olympic village nursery allows visits from bubs - featuring CEPAR - *The Sydney Morning Herald, Brisbane Times, The Age, WA Today, 22 June 2024*

'Low productivity' the 'key problem' in Australia's cost-of-living crisis - featuring Warwick McKibbin - *The Toowoomba Chronicle, Townsville Bulletin, Geelong Advertiser, Gold Coast Bulletin, The Weekly Times, The Daily Telegraph, The Mercury, NT News, The Courier Mail, The Cairns Post, The Advertiser, 23 June 2024*

Global inflation surge due to 'loose monetary policy' during pandemic - featuring Warwick McKibbin - *Geelong Advertiser, Gold Coast Bulletin, The Mercury, The Courier Mail, The Advertiser, 23 June 2024*

Multiple interest rate rises needed to quash inflation - featuring Warwick McKibbin - *The Australian Financial Review, 27 June 2024*

Turning the tables on dementia - featuring Kaarin Anstey - *The Australian Women's Weekly, 29 June 2024*

Reverse mortgages on the rise among cash-strapped seniors - featuring Michael Sherris - *The Sydney Morning Herald, The Age, WA Today, Brisbane Times, 14 July 2024*

Why Biden may be unable to admit he could have a problem - featuring Kaarin Anstey - *The Australian Financial Review, 15 July 2024*

Grandparents in Sweden are now getting paid to look after their grandkids - featuring Myra Hamilton - *The Toowoomba Chronicle, The Courier Mail, The Cairns Post, Townsville Bulletin, The Daily Telegraph, Gold Coast Bulletin, The Herald Sun, Geelong Advertiser, The Advertiser, The Mercury, NT News, 17 July 2024*

The rich world revolts against sky-high immigration - featuring Warwick McKibbin - *The Economist, 21 July 2024*

Interview with Patrick Commins on Trump trade policy - featuring Warwick McKibbin - *The Australian, 22 July 2024*

How Trump and Harris differ on economic policy - featuring Warwick McKibbin - *Foreign Policy, 17 August 2024*

Premier's Science Awards 2024: Markus Schlaich and Sharon Parker named Scientists of the Year - featuring Sharon Parker - *Pilbara News, North West Telegraph, Bunbury Herald, Sound Telegraph, Augusta Margaret River Times, Kimberley Echo, Busselton Dunsborough Times, Kalgoorlie Miner, The Geraldton Guardian, Albany Advertiser, Manjimup-Bridgetown Times, South Western Times, The West Australian, Broome Advertiser, Narrogin Observer, 20 August 2024*

Uni student caps 'dramatically bad for the economy' - featuring Warwick McKibbin - *The Australian Financial Review, 28 August 2024*

Caps, curbs and crises - featuring Warwick McKibbin - *Times Higher Education, 13 September 2024*

TELEVISION, RADIO AND PODCASTS

Australian scientists claim to have invented the cookie that improves brain health (Oamenii de știință australieni susțin că au inventat prăjitura care îmbunătățește sănătatea creierului) - featuring Kaarin Anstey - *Digit24, 10 January 2024*

Interview about managing work and home duties - featuring Marian Baird - *ABC Radio National, 6 February 2024*

Taking a whole-of-life approach to care - featuring Marian Baird - *ABC Life Matters, 6 February 2024*

Dementia cases are projected to double. This is how you can reduce your risk - featuring Kaarin Anstey - *SBS TV, Geo TV News, 22 February 2024*

Dementia could become our leading cause of death. Here's how you can reduce your risk (La demenza potrebbe diventare la nostra principale causa di morte. Ecco come puoi ridurre il rischio) - featuring Kaarin Anstey - *Euronews, 22 February 2024*

Insights from the Worker Survey and Interviews findings' - featuring Sharon Parker - *Hedland Breakfast Show, 15 March 2024*

Older drivers - featuring Kaarin Anstey - *ABC Radio Perth, 1 April 2024*

'Nobody warned me': The official 'grandparent code', according to a child psychologist - featuring Myra Hamilton - *Nine, 15 April 2024*

Professor Kaarin Anstey talks about her study of The MIND Diet and how it can help prevent dementia - featuring Kaarin Anstey - *House Of Wellness Radio, iVoox, 28 April 2024*

Failing up: Why are mediocre workers around me being promoted? - featuring Sharon Parker - *ABC Radio National, 29 April 2024*

I passed my medical but still didn't feel safe. Why older drivers are surrendering their licences - featuring Kaarin Anstey - *SBS TV, 13 May 2024*

How old is too old - featuring Kaarin Anstey - *SBS Insight, 14 May 2024*

Researchers reducing crash rates involving older drivers - featuring Kaarin Anstey - *Channel 9 News, 14 May 2024*

'It's not a solution': Demographer criticises Peter Dutton's immigration plan - featuring Peter McDonald - *4BC Radio, 17 May 2024*

How wealth and influence sets up class divide in Australia - featuring Myra Hamilton - *ABC News, 1 June 2024*

Building community with SMART Work Design - featuring Sharon Parker - *Work Life by Design Podcast, 18 June 2024*

'Low productivity' the 'key problem' in Australia's cost-of-living crisis - featuring Warwick McKibbin - *Sky News, 23 June 2024*

Global inflation surge due to 'loose monetary policy' during pandemic - featuring Warwick McKibbin - *Sky News, 23 June 2024*

How does ageing affect our driving ability? - featuring Kaarin Anstey - *BeFM Radio, 29 June 2024*

DRIVE program today with Charlie Pickering - featuring Katja Hanewald - *ABC Radio, 4 July 2024*

COMMUNICATIONS, EDUCATION & COMMUNITY OUTREACH

108

'I'm a boomer and I'm broke': Why some of the wealthiest generation in history can't retire - featuring Myra Hamilton - SBS TV, 10 July 2024

'Dramatic' shift in world's population could impact how we live our lives - featuring Peter McDonald - SBS TV, 12 July 2024

Is immigration worsening the housing crisis? - featuring Peter McDonald - SBS TV, 15 July 2024

Are Boomers really the wealthiest generation? - featuring Myra Hamilton - SBS TV, Head Topics, 18 July 2024

Breakfast show interview - featuring Saman Khalatbari-Soltani - 3CR Community Radio, 5 August 2024

A recent study has revealed there has been an increase in cases of dementia linked to preventable causes - featuring Kaarin Anstey - ABC, 5 August 2024

Radio interview: Best in the West (Premier's Awards) - featuring Sharon Parker - ABC Radio, 20 August 2024

How stigma is leading to a dangerous delay in dementia diagnosis - featuring Kaarin Anstey - SBS TV, 16 September 2024

ONLINE

Improving longevity is key - featuring CEPAR - Sportstar, 6 January 2024

Scientists and chefs have developed a cake recipe that may boost your brain health - featuring Kaarin Anstey - Yahoo News Australia, Yahoo! New Zealand, Euronews, Yahoo! Malaysia News, Dailyhunt, 10 January 2024

Scientists and chefs have developed a cake recipe that may boost your brain health (Wissenschaftler und Köche haben ein Kuchenrezept entwickelt, das die Gesundheit Ihres Gehirns verbessern kann) - featuring Kaarin Anstey - Deutsch, 10 January 2024

Australian scientists claim to have invented the cookie that improves brain health (Oamenii de știință australieni susțin că au inventat prăjitura care îmbunătățește sănătatea creierului) - featuring Kaarin Anstey - DiaCaf.com, 10 January 2024

Australian researchers and chefs claim to have discovered a cake that helps the brain stay healthy (Cercetătorii și bucătarii australieni susțin că au descoperit un tort care ajută creierul să rămână sănătos) - featuring Kaarin Anstey - Adevarul.ro, 10 January 2024

The cookie that keeps the brain in shape and fights cognitive decline has been invented. List of ingredients (A fost inventată prăjitura care menține creierul în formă și combate declinul cognitiv. Lista cu ingrediente) - featuring Kaarin Anstey - DoctorulZilei, 10 January 2024

Researchers have invented the 'unforgettable cake with ingredients that keep your brain young' (Cercetătorii au inventat „prăjitura de neuitat cu ingrediente ce îți mențin creierul tânăr”) - featuring Kaarin Anstey - G4Media.ro, EVZ.ro, 10 January 2024

The cookie that improves brain health. What is in the recipe invented by Australian scientists (Prăjitura care îmbunătățește sănătatea creierului. Ce conține rețeta inventată de oamenii de știință australieni) - featuring Kaarin Anstey - Newslist.ro, 11 January 2024

Australian scientists claim to have invented the cookie that improves brain health (Oamenii de știință australieni susțin că au inventat prăjitura care îmbunătățește sănătatea creierului) - featuring Kaarin Anstey - Gardian Ulzilnic, 13 January 2024

This cake could improve your brain health, experts say (Ce gâteau pourrait améliorer la santé de votre cerveau, selon les experts) - featuring Kaarin Anstey - Yahoo! News France, Euronews France, News Day France, 19 January 2024

You can now order all kinds of medical tests online. Our research shows this is (mostly) a bad idea - by Fiona Stanaway - The Conversation, 22 January 2024

Australia Day 2024 honours celebrate outstanding public service - featuring Peter McDonald - BFN Today, The Mandarin, 26 January 2024

After a lifetime studying superannuation, here are 5 things I wish I knew earlier - featuring CEPAR - Yahoo News Australia, ForeignAffairs.co.nz, 29 January 2024

Hearing aids and dementia: experts explain the retracted Lancet study - featuring Kaarin Anstey - HealthEd, 31 January 2024

Big brain boost? What science says about the power of nootropics to enhance our minds - featuring Kaarin Anstey - Yahoo! News Canada, MSN UK, The Guardian, MSN NZ, Yahoo News UK, USA News Hub, 4 February 2024

Mortgage and inflation pain to ease, but only slowly: how 31 top economists see 2024 - featuring Warwick McKibbin - The Conversation, EconoTimes, Business Daily Media, Yahoo News Australia, ForeignAffairs.co.nz, The Bulletin, The New Daily, newsdaily.com.au, Over60, Businesses.com.au, NewsPronto.com, Property Update, interest.co.nz, Public Accountant, 4-5 February 2024

Have chronic pain? You're more likely to be a woman and less likely to be believed by doctors - by Fiona Blyth and Saman Khalatbari-Soltani - 360info, Devdiscourse, 19-24 February 2024

The catastrophic impacts of medical misogyny - featuring Fiona Blyth and Saman Khalatbari-Soltani - The National Tribune, news.com.au, Australian Associated Press, 19 February 2024

Medical misogyny's catastrophic impacts: Expert insights - featuring Fiona Blyth and Saman Khalatbari-Soltani - Mirage News, 19 February 2024

World first conference reveals key to happy and productive workplaces - featuring Sharon Parker - The National Tribune, 20 February 2024

First global conference unveils secret to joyful, efficient workplaces - featuring Sharon Parker - Mirage News, 20 February 2024

New screening tool aims to promote older driver safety - featuring Kaarin Anstey - Healthcare Channel, 21 February 2024

How to hold off the hands of time: the evidence-based guide to ageing well - featuring Kaarin Anstey - Cupids Health, 21 February 2024

Celebrating sustainability research for World Engineering Day - featuring Kaarin Anstey - news.com.au, Australian Associated Press, 4 March 2024

WA mining mental health state revealed in worker study - featuring Sharon Parker - Mirage News, 13 March 2024

Mining worker study: Key insights into the state of WA mining's mental health - featuring Sharon Parker - phys.org, The National Tribune, 13-14 March 2024

Brain health knowledge is low, but motivation is high - featuring Kaarin Anstey - HealthEd, 15 March 2024

Insights from mining worker study: Understanding the mental health landscape in WA's mining sector - featuring Sharon Parker - India Education Diary, 17 March 2024

Is not having kids selfish? Some women in countries with the world's lowest fertility rates think otherwise - featuring Peter McDonald - MSN Australia, ABC Online, 17 March 2024

Economists say Australia shouldn't try to transition to net zero by aping the mammoth US Inflation Reduction Act - featuring Warwick McKibbin - EconoTimes, NewsPronto.com, 18-19 March 2024

Risk and actuarial frontiers: Insights on climate risk and insurance - featuring Katja Hanewald - Actuaries Digital, 19 March 2024

What will life be like for Australians in 2064? - featuring Sharon Parker - ABC Online, 20 March 2024

Creating better work design in disability organisations - featuring Sharon Parker - Freedom2Live, 27 March 2024

How having a baby in your 20's became the new 'teen pregnancy' - featuring Marian Baird - New York Post, news.com.au, 3-4 April 2024

Anthony Albanese urged to steal New Zealand's plan to get on top of surging immigration - featuring Peter McDonald - news.com.au, 9 April 2024

Exploring alternatives for chronic back pain relief - featuring Fiona Blyth - Mirage News, 11 April 2024

Finally! After 4 years of waiting, construction finally started! More than 100 houses will be located in Canberra's north, and the elderly population will not have to worry about it (终于! 坐等4年总算开工! 100多所房将坐落堪培拉北部·高龄人口不用愁) - featuring CEPAR - Melbourne Today (今日墨尔本), 11 April 2024

Surgery won't fix my chronic back pain, so what will? - featuring Fiona Blyth - The National Tribune, Over60, YourLifeChoices, ForeignAffairs.co.nz, 11-17 April 2024

How the steady click of knitting needles and crochet hooks is bringing comfort, mindfulness and healing - featuring Kaarin Anstey - *ABC Online, MSN Australia, MSN NZ*, 14 April 2024

‘Nobody warned me’: The official ‘grandparent code’, according to a child psychologist - featuring Myra Hamilton - *9Honey*, 15 April 2024

Australians are having fewer babies – experts say it could have more consequences than we realise - featuring Peter McDonald - *ABC Online*, 18 April 2024

Recent ABS data on Australia’s declining birth rate has experts concerned - featuring Peter McDonald - *The Sector*, 19 April 2024

Experts worry that Australia’s natural birth rate will hit a new low (专家担忧澳洲人口自然出生率再创新低) - featuring Peter McDonald - *Melbourne Today* (今日墨尔本), 19 April 2024

‘Really low for Australian history’: Our fertility rate is dropping steadily amid cost of living crisis - featuring Peter McDonald - *news.com.au*, 23 April 2024

Fitness to drive: better drive - featuring Kaarin Anstey - *Austroroads*, 23 April 2024

Failing up: Why are mediocre workers around me being promoted? - featuring Sharon Parker - *ABC Online*, 29 April 2024

Countries in Asia are spending millions to reverse falling fertility rates. But throwing money at the issue isn’t working - featuring Peter McDonald - *ABC Online, NZ City*, 4 May 2024

Big super, systemic risk and the ‘illusion of control’ - featuring Hazel Bateman - *Investor Strategy News*, 8 May 2024

Is the 2024 budget inflationary? Warwick McKibbin and other economists say ‘yes’ - featuring Warwick McKibbin - *The Guardian*, 15 May 2024

Budget 2024 targets cost of living, health, aged care and tertiary students - featuring Timothy Neal - *Law Society Journal*, 15 May 2024

Peter Dutton plans to cut permanent migration - featuring Peter McDonald - *ABC Online*, 17 May 2024

The fingerprints of climate change are all over a budget navigating an economy in transition - featuring Warwick McKibbin - *ABC Online*, 18 May 2024

How cultural and linguistic diversity is set to boom among older Australians - featuring CEPAR - *Mirage News, The National Tribune, news.com.au, Downsizing.com.au*, 19-28 May 2024

Cultural diversity set to boom among older Australians - featuring CEPAR - *Australian Seniors News*, 20 May 2024

Boom in diversity among older Australians - featuring CEPAR - *The Indian Sun*, 20 May 2024

‘Ringing alarm bells’: Business panic mounting on Dutton’s migration numbers - featuring Peter McDonald - *Head Topics*, 21 May 2024

Ageing Australia to reflect non-English roots - featuring CEPAR - *Newsreel*, 22 May 2024

Peter Dutton wants to cut migration for the sake of housing. Here’s why that’s not a good idea - by Peter McDonald - *The Conversation, Weekend Times, The National Tribune, The Middle East North Africa Financial Network, ForeignAffairs.co.nz*, 23 May 2024

Dutton’s migration cut for housing deemed ineffective - featuring Peter McDonald - *Mirage News*, 23 May 2024

Woman’s ‘confronting’ chat with stranger highlights concerning Australian trend - featuring Peter McDonald - *Yahoo! New Zealand*, 24 May 2024

Top economists give budget modest rating and doubt inflation will fall as planned - featuring Warwick McKibbin - *The Conversation, inkl, ForeignAffairs.co.nz, Business Daily Media, NewsPronto.com*, 26-27 May 2024

They passed the medical examination but still felt unsafe. Why did they give up their driver’s licenses and stop driving? (体检通过但还是感到不安全 她们为何放弃驾照不再开车?) - featuring Kaarin Anstey - *SBS News*, 27 May 2024

The cultural and linguistic diversity boom - featuring CEPAR - *Aged Health*, 31 May 2024

Australia set to enforce new rules to restrict ‘visa hopping’ from July 1 - featuring Peter McDonald - *International Business Times Australia*, 14 June 2024

Australia’s resilient labour market - featuring Warwick McKibbin - *Australian Institute of Company Directors*, 14 June 2024

Caps could create ‘roller-coaster’ NOM - featuring Peter McDonald - *The Koala News*, 19 June 2024

How will Australia’s diverse population influence aged care? - featuring CEPAR - *HelloLeaders*, 19 June 2024

Should international students meet Australia’s skills needs? - featuring Peter McDonald - *The Koala News*, 20 June 2024

Financial wisdom peaks in the early 50s, says new research - featuring CEPAR - *MSN NZ*, 21 June 2024

Rethinking retirement at law firms - featuring CEPAR - *Law Society Journal*, 21 June 2024

Morrison spends more than \$300 billion to save the market, the federal government may be forced to raise taxes! Shadow Treasurer warns: A generation will be in debt (莫里森砸3000多亿救市·联邦政府或被迫加税! 影子财长警告: 一代人都要背债) - featuring Warwick McKibbin - *Australia Today* (今日澳洲), 23 June 2024

Global inflation surge due to ‘loose monetary policy’ during pandemic - featuring Warwick McKibbin - *news.com.au*, 23 June 2024

Income-free areas set to increase from 1 July - featuring CEPAR - *SMSF Adviser*, 23 June 2024

Trump 2.0: Why a second presidential term could lead to a new financial crisis - featuring Warwick McKibbin - *Stuff NZ*, 24 June 2024

Supermarkets face billion dollar fine threat - featuring Warwick McKibbin - *MSN Australia*, 24 June 2024

At this age, we manage our money best. Scientists have no doubts (W tym wieku najlepiej zarządzamy swoimi pieniędzmi. Naukowcy nie mają wątpliwości) - featuring CEPAR - *Polki.pl*, 24 June 2024

Coalition left Australia ‘with a trillion dollars of debt’ - featuring Peter McDonald - *MSN Australia*, 27 June 2024

Michael Sukkar says overseas arrivals under Labor have outpaced housing construction by four to one. Is that correct? - featuring Peter McDonald - *ABC Online*, 27 June 2024

The risk of the Australian central bank raising interest rates is increasing, which may trigger a major economic recession and hundreds of thousands of people will face unemployment in the next two years (澳央行加息风险增高·恐引发经济大衰退·未来两年数十万人面临失业) - featuring Warwick McKibbin - *Sydney Today, Melbourne Today* (今日墨尔本), *Australia Today* (今日澳洲), *Afndaily, Sohu News* (搜狐新闻), 29 June 2024

Turning the tables on dementia - featuring Kaarin Anstey - *MSN Australia*, 29 June 2024

The older Australians losing half their life savings to a ‘wealth release’ scheme - featuring Michael Sherris and Katja Hanewald - *The Guardian*, 4 July 2024

Potential changes in Australia’s lifestyle due to significant shift in global population, stated by UN - featuring Peter McDonald - *NewsFinale*, 13 July 2024

Reverse mortgages on the rise among cash-strapped seniors - featuring Michael Sherris - *MSN Australia*, 14 July 2024

Demand for reverse mortgages surges in Australia! Experts: A good way to supplement retirement income (澳洲‘反向抵押贷款’需求激增! 专家: 补充退休收入的好方式) - featuring Michael Sherris - *Melbourne Today* (今日墨尔本), *Australia Today* (今日澳洲), *Afndaily, Sohu News* (搜狐新闻), 14 July 2024

House prices in more than 40% of Sydney’s suburbs fell by 7.5%! The cost is too high, the supply of new houses in Australia is severely limited, and more Australian elderly people are relying on housing for retirement! (悉尼40%以上城区房价下跌7.5%! 成本太高·澳洲新房供应严重受限·以房养老的澳洲老年人增多!) - featuring Michael Sherris - *NetEase News* (网易新闻), 16 July 2024

20- and 30-year-olds have finally seen the light. This survey is optimistic (20- i 30-latkowie przejrżeli na oczy. Ten sondaż napawa optymizmem) - featuring CEPAR - *MSN Polska*, 16 July 2024

Grandparents in Sweden are now getting paid to look after their grandkids - featuring Myra Hamilton - Kidspot, 17 July 2024

‘Dramatic’ change in world population could affect how we live (Sự thay đổi ấn tượng về dân số thế giới có thể ảnh hưởng đến cách chúng ta sống) - featuring Peter McDonald - SBS, 17 July 2024

‘I’m a boomer and I’m broke’: Why some of the wealthiest generation in history can’t retire - featuring Myra Hamilton - Head Topics, 18 July 2024

2024 China Insurance and Risk Management International Annual Conference held in Ningbo (2024中国保险与风险管理国际年会在宁波召开) - featuring Hazel Bateman - China Banking and Insurance News Network (中国银行保险报网), 21 July 2024

2024 Premier’s Science Awards finalists revealed - featuring Sharon Parker - Mirage News, The National Tribune, 30 July 2024

Research reveals truth about public health research funding - featuring Saman Khalatbari-Soltani - Mirage News, 31 July 2024

New analysis uncovers reality about Government public health and prevention research funding - featuring Saman Khalatbari-Soltani - The National Tribune, news.com.au, Pharmacy ITK, 31 July 2024

The number of births by Australian immigrants has increased dramatically, with Victoria seeing the biggest increase in newborns (澳洲移民生育数量急剧上升 维州新生儿增幅最大) - featuring Peter McDonald - Australia Today (今日澳洲), 31 July 2024

At what age does athleticism peak in different sports? - featuring CEPAR - MSN.com, Live Science, Network Today, 31 July 2024

Prevention may be better than cure, but it is also less well funded - featuring Saman Khalatbari-Soltani - Scimex, Medical Xpress, 31 July - 1 August 2024

How the work of public health and prevention misses out in research funding - featuring Saman Khalatbari-Soltani - Croakey Health Media, 1 August 2024

New study shows public health research is put in the backseat - featuring Saman Khalatbari-Soltani - Intouch Public Health, 1 August 2024

Does age affect athlete performance? This is how old athletes are when they reach their peak performance (Apakah Usia Memengaruhi Performa Atlet? Ini Usia Berapa Atlet saat Mencapai Performa Maksimalnya) - featuring CEPAR - TribunNews.com, 1 August 2024

Population plummets, Chinese women forced to have many children (Jumlah Penduduk Anjlok, Wanita China Dipaksa Punya Banyak Anak) - featuring CEPAR - Langit7.id, 1 August 2024

At what age do athletes reach their peak performance? (Di Usia Berapa Atlet Mencapai Performa Maksimalnya?) - featuring CEPAR - MSN Indonesia, 1-2 August 2024

Olympics: What is the best age for each type of sport? (Olimpiadas: qual a melhor idade para cada tipo de esporte?) - featuring CEPAR - Abril.com, 6 August 2024

2024 Olympics: Is there an optimal performance age for an Olympic track and field athlete? (JO 2024 : existe-t-il un âge de performance optimal pour un athlète olympique d’athlétisme?) - featuring CEPAR - Yahoo! Pour Elles, 7 August 2024

At what age is peak athletic performance reached in different sports? (¿A qué edad se alcanza el máximo rendimiento atlético en diferentes deportes?) - featuring CEPAR - Infobae, 9 August 2024

Vision loss and high LDL a ‘new’ dementia risk factor - featuring Kaarin Anstey - HealthED, 14 August 2024

How Trump and Harris differ on economic policy - featuring Warwick McKibbin - DNYuz, 17 August 2024

Two scientists share top spot in Premier’s Science Awards - featuring Sharon Parker - The National Tribune, 20 August 2024

Double triumph: WA’s premier science awards crown two pioneers - featuring Sharon Parker - The Indian Sun, 20 August 2024

Chalmers holds the line on inflation and student cap controversy - featuring Warwick McKibbin - The Indian Sun, 29 August 2024

Cutting international students won’t hurt the economy: Treasurer talks up cost of living relief for Aussies - featuring Warwick McKibbin - WAMN News Online, 29 August 2024

People keep their distinctive patterns of cognitive ability as they age, contrary to prior speculation - featuring Kaarin Anstey - American Psychological Association, 5 September 2024

Major issue with lucrative \$145,000 mining job: ‘Diversity hire’ - featuring Sharon Parker - Yahoo! Finance Australia, Yahoo! New Zealand, 6 September 2024

Toby lives with childhood dementia. Limited funding in Australia is leaving families without hope - featuring Kaarin Anstey - AOL UK, MSN Australia, Yahoo! News UK, The Guardian, 9 September 2024

The number of Australians living with dementia projected to more than double by 2058 - featuring Kaarin Anstey - ABC Online, MSN Australia, 13 September 2024

The number of Australians living with dementia is expected to more than double by 2058 (Se estima que el número de australianos que viven con demencia será más del doble para 2058) - featuring Kaarin Anstey - Noti Ultimas, 13 September 2024

Dementia could soon become the leading cause of death in Australia (Bệnh mất trí nhớ có thể sớm trở thành nguyên nhân tử vong hàng đầu ở Úc) - featuring Kaarin Anstey - SBS News, 18 September 2024

PRESENTATIONS/BRIEFINGS

PUBLIC

- 1 Andrei, D. (August 2024). Presentation. Designing More Age-inclusive Work and Workplaces: Ongoing and Future Research Directions. CEPAR Research Showcase, UNSW Sydney, Australia.
- 2 Andrei, D. (August 2024). Presentation. Leading an Age-diverse Workforce with the Ascent Leadership Development Program. CEPAR Research Showcase, Sydney, Australia.
- 3 Anstey, K.J. (August 2024). Presentation. Cognitive Ageing, Decision-making, and Productive Ageing. CEPAR Research Showcase, Sydney, Australia.
- 4 Baird, M. (August 2024). Presentation. Navigating Age, Gender, and Care in the Multigenerational Workforce. CEPAR Research Showcase, Sydney, Australia.
- 5 Bateman, H. (August 2024). Presentation. Guiding Financial Decision-making for and in Retirement. CEPAR Research Showcase, Sydney, Australia.
- 6 Chomik, R. (August 2024). Presentation. CEPAR: The Greatest Hits - Research Briefs and Fact Sheets. CEPAR Research Showcase, Sydney, Australia.
- 7 Hanewald, K. (August 2024). Presentation. The Role of Home Equity Release in Retirement: Behavioural Factors, Aged Care, and Intergenerational Aspects. CEPAR Research Showcase, Sydney, Australia.
- 8 Keane, M. (August 2024). Presentation. Rational Choice Theory and Consumers. CEPAR Research Showcase, Sydney, Australia.
- 9 Khalatbari-Soltani, S. (August 2024). Presentation. Worldwide Data Availabilities and Gaps in Studying Healthy Ageing: The Healthy Ageing Toolkit. CEPAR Research Showcase, Sydney, Australia.
- 10 Khalatbari-Soltani, S. (August 2024). Presentation. Socio-economic Inequities in the Health of Older Adults: Implications for Population Ageing. CEPAR Research Showcase, Sydney, Australia.
- 11 Kudrna, G. (August 2024). Presentation. Micro-founded Macro Models and Their Applications to Public Policy Formation in Developed and Developing Countries. CEPAR Research Showcase, Sydney, Australia.
- 12 Lee, J-W. (February 2024). Presentation. Unveiling the Asian Century: Challenges and Opportunities. CAMA Public Lecture, Canberra, Australia.
- 13 Lee, J-W. (August 2024). Presentation. Human Capital and Inclusive Growth. Public lecture at Monash University Malaysia. Subang Jaya, Selangor, Malaysia.

- 14 Leung, Y. (March 2024). Presentation. Keep Your Brain Healthy. Chinese Australian Services Society (CASS) Health Info Day, Sydney, Australia.
- 15 Leung, Y. (August 2024). Presentation. PATH Study and Policy Reports. CEPAR Research Showcase, Sydney, Australia.
- 16 Liu, W.L. (August 2024). Presentation. Population Ageing, National Saving, and External Balances. CEPAR Research Showcase, Sydney, Australia.
- 17 McKibbin, W. (June 2024). Public Lecture. Issues on the Choice of a Monetary Regime in Small Open Economies: The Importance of Relative Price Shocks. Central Bank of Sri Lanka, Colombo, Sri Lanka.
- 18 McKibbin, W. (August 2024). Presentation. Lessons from the Regional Macro Modelling Stream. CEPAR Research Showcase, Sydney, Australia.
- 19 Parker, S.K. (March 2024). Panel Member. Dismantling 'Business as Usual': Addressing Gendered Barriers in the Workplace. International Women's Day 2024, Curtin University Faculty of Business and Law, Perth, Australia.
- 20 Parker, S.K. (August 2024). Presentation. Mature Workers in Organisations: Key Learnings and Future Directions. CEPAR Research Showcase, Sydney, Australia.
- 21 Piggott, J. (August 2024). Presentation. Retirement Policy Issues. CEPAR Research Showcase, Sydney, Australia.
- 22 Sherris, M. (August 2024). Presentation. Managing and Modelling Longevity and Disability Risks in Retirement. CEPAR Research Showcase, Sydney, Australia.
- 23 Sinclair, C. (March 2024). Keynote Lecture. Supporting Decision-making and Advance Care Planning for Diverse Older Adults in the Community. Queenstand Statewide Office of Advance Care Planning National Advance Care Planning Week Community Event. Townsville, Australia.
- 24 Sinclair, C. (August 2024). Presentation. Supported Decision-making for Diverse Older Adults in the 21st Century. CEPAR Research Showcase, Sydney, Australia.
- 25 Temple, J. (August 2024). Presentation. Compositional Aspects of Australia's Older Population: Projections to Mid-century. CEPAR Research Showcase, Sydney, Australia.
- 26 Temple, J. (August 2024). Presentation. CEPAR Population Ageing Futures Archive and CEPAR Metadata Database. CEPAR Research Showcase, Sydney, Australia.

- 27 Williams, A. (August 2024). Presentation. Positive Lessons from Researching Older Workers in Organisations: From Policy Review to Intervention. CEPAR Research Showcase, Sydney, Australia.
- 28 Woodland, A. (August 2024). Presentation. Demographic Change and Optimal Policy. CEPAR Research Showcase, Sydney, Australia.
- 29 Vhudzijena, M. (August 2024). Presentation. Modelling Retirement Income Risks and Solutions: A Retirement Income Toolkit in R. CEPAR Research Showcase, Sydney, Australia.

GOVERNMENT⁴

- 1 Andrei, D.M. (March 2024). Presentation. Designing SMARTer Work in Aged Care. Safe Work Australia Analyst Network, Canberra, Australia.
- 2 Andrei, D.M. (May 2024). Presentation. Designing SMARTer Work in Aged Care. Safe Work Australia Strategic Issues Group - Work Health and Safety, Canberra, Australia.
- 3 Anstey, K.J. (August 2024). Meeting with the Office of Nolan Marino MP (Shadow Assistant Minister for Education), Canberra, Australia.
- 4 Anstey, K.J. (August 2024). Participant. 'Powered by UNSW' Showcase, Parliament House, Canberra, Australia.
- 5 Anstey, K.J. (September 2024). Plenary. Brain Health Equity. Department of Community and Justice NSW Conference, Parramatta, Australia.
- 6 Baird, M. (2024). Member. Department of Employment and Workplace Relations Fair Work Commission Parents Advisory Group, Sydney, Australia.
- 7 Baird, M. (January 2024). Invited Speaker. International Women's Day, Australian Nuclear Science and Technology Organisation (ANSTO), Melbourne, Australia.
- 8 Baird, M. (January 2024). Presentation. Asia Pacific Economic Cooperation and Department of Foreign Affairs and Trade Data Masterclass to Advance Gender Equality and Women's Economic Empowerment. Online.
- 9 Baird, M. (March 2024). Panel Member. Fair Work Commission Expert Panel, Canberra, Australia.
- 10 Baird, M. (May 2024). Panellist. Policy, Practice and Research - Challenges and Responses for Implementation. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School, Canberra, Australia.
- 11 Bateman, H., and Thorp, S. (February 2024). Meeting with Mark Rowland, Director of Customer Engagement, National Employment Savings Trust (NEST), London, UK.

⁴ Includes membership of committees and groups.

END USER LINKS

- 12 Bateman, H., Dobrescu, I., Thorp, S., and Newell, B. (January 2024). Meeting with the Commonwealth Treasury as part of the 'Retirement Phase of Superannuation' consultation. Online.
- 13 Bateman, H., Hanewald, K., Shen, Y., and Ziveyi, J. (April 2024). Meeting with Australian Prudential Regulation Authority as part of their consultation on 'Key Challenges Faced by Life Insurers in Offering Longevity Products'. Melbourne, Australia.
- 14 Brady, B. (February 2024). Presentation. Transgender and Gender Diverse Population. CAMA/CEPAR/TTPI Data Workshop: Good Policy Requires Good Data, ANU. Canberra, Australia.
- 15 Byles, J. (May 2024). Commentator. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 16 Chomik, R. (May 2024). Presentation. Migration and Ageing: How Diversity is Set to Boom Among Older Australians. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 17 Chomik, R., and Rodgers, D. (June 2024). Presentation. Measuring Up? International Indices of Ageing. World Bank Societal Aging Seminar Series. Online.
- 18 Clarke, P. (February 2024). Panellist. How to Get Data into Good Policy Design. CAMA/CEPAR/TTPI Data Workshop: Good Policy Requires Good Data, ANU. Canberra, Australia.
- 19 Hamilton, M. (May 2024). Presentation. Ageing Migrants in Australia: The 'Default' Care Economy. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 20 Khalatbari-Soltani, S. (February 2024). Presentation. Healthy Ageing Toolkit. CAMA/CEPAR/TTPI Data Workshop: Good Policy Requires Good Data, ANU. Canberra, Australia.
- 21 Kudrna, G. (June 2024). Presentation. Key Issues and Points of Discussion - Australian Pension System. International Seminar for Pension Experts from OECD Member Countries. National Assembly of South Korea. Seoul, South Korea.
- 22 Leung, Y. (July 2024). Participant. Ministerial Council on Ageing Health Forum, NSW Parliament House. Canberra, Australia.
- 23 Lu, B. (May 2024). Panellist. Policy, Practice and Research - Challenges and Responses for Implementation. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 24 McDonald, P. (May 2024). Presentation. Understanding Australian International Migration. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 25 McKibbin, W. (January 2024). Meeting with Japanese Ambassador Kazuhiro Suzuki to discuss current economic policies and trends impacting Australia. Canberra, Australia.
- 26 McKibbin, W. (February 2024). Meeting with Andrew Shearer (Director-General of National Intelligence), Nina Davidson (Deputy Director-General - Intelligence), Alex Oliver, Office of National Intelligence. Canberra, Australia.
- 27 McKibbin, W. (April 2024). Meeting with Commonwealth Treasury Secretary Steve Kennedy, Peterson Institute for International Economics. Washington D.C., USA.
- 28 McKibbin, W. (May 2024). Meeting with World Bank Global Economic Prospects Group to informally exchange views on the impact of climate change on economic growth and commodity markets. World Bank. Washington D.C., USA.
- 29 McKibbin, W. (May 2024). Meeting with Deputy Chief Economist Ayhan Kose. World Bank. Washington D.C., USA.
- 30 McKibbin, W. (August 2024). Meeting with Allegra Spender MP. Canberra, Australia.
- 31 McKibbin, W. (August 2024). Meeting with Anush Wijesinha, Co-Founder/Director, Centre for a Smart Future, and Central Bank of Sri Lanka Governing Board member. Online.
- 32 McKibbin, W. (August 2024). Meeting with Commonwealth Treasury officials, Luke Yeaman, Deputy Secretary of the Macroeconomic Group; and Nick Latimer, Head of the Centre for Population, to discuss Australia's fertility and migration trends. Canberra, Australia.
- 33 McKibbin, W. (September 2024). Meeting with Chief Economist for South Asia Franziska Ohnsorge. World Bank. Washington D.C., USA.
- 34 McKibbin, W. (September 2024). Meeting with Deputy Chief Economist Ayhan Kose. World Bank. Washington D.C., USA.
- 35 Olivo Villabril, M. (May 2024). Presentation. Tax Sheltering Cost among High-income Taxpayers: Evidence from an Australian Tax Policy Change. The Australian Tax Office. Online.
- 36 Olivo Villabril, M. (May 2024). Presentation. Tax Sheltering Cost Among High-income Taxpayers: Evidence from an Australian Tax Policy Change. The Department of Social Services. Online.
- 37 Parker, S.K. (February 2024). Panel Member. Breakfast Event for Perth Crop Updates, 2024 Grains Research and Development Corporation (GRDC) Grains Research Update. Perth, Australia.
- 38 Parker, S.K. (June 2024). Keynote Presentation. Mental Awareness, Respect and Safety (MARS) Program Landmark Study: Insights and Ideas Moving Forward. Launch of the Mental Awareness, Respect and Safety Program Landmark Study Report. Perth, Australia.
- 39 Parker, S.K. (July 2024). Presentation. Well-being Through SMART Work Design. East Metropolitan Health Service. Perth, Australia.
- 40 Parker, S.K. (August 2024). Presentation. SMART Work Design. Office of the Commissioner for Public Sector Employment (OCPSE) Workshop for OCPSE leaders (two individual sessions). Online.
- 41 Parker, S.K. (October 2024). Presentation. Psychosocial Hazards and Work Redesign. The Psychosocial Health and Safety Forum, Comcare. Online.
- 42 Piggott, J. (January 2024). Participant. CEPAR/ Commonwealth Treasury Bilateral Retirement Phase Consultation. Online.
- 43 Piggott, J. (May 2024). Meeting with Department of Health and Aged Care representatives Michael Lye and Greg Pugh about the future of CEPAR research. Online.
- 44 Stanaway, F. (May 2024). Presentation. Health Outcomes in Australia's Culturally and Linguistically Diverse Population. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 45 Temple, J. (February 2024). Presentation. Data Gaps from the Perspective of Population Ageing Heterogeneity. CAMA/CEPAR/TTPI Data Workshop: Good Policy Requires Good Data, ANU. Canberra, Australia.
- 46 Temple, J. (March 2024). Participant. Australian Institute of Health and Welfare Aged Care Data Advisory Group meeting. Canberra, Australia.
- 47 Temple, J. (May 2024). Presentation. Compositional Aspects of Australia's Older Population: Projections to Mid-century. CEPAR Policy Dialogue on Migration and Ageing in a Multicultural Australia, ANU Crawford School. Canberra, Australia.
- 48 Temple, J., and Grossman, I. (August 2024). Meeting with Australian Institute of Health and Welfare regarding dementia prevalence and projections. Canberra, Australia.
- 49 Temple, J., and Wilson, T. (February 2024). Meeting with the Australian Bureau of Statistics regarding Proof of Concept Temporary Migration Model. Canberra, Australia.
- 50 Temple, J., and Wilson, T. (September 2024). Meeting with Commonwealth Treasury to present migration model. Online.

- 51 Temple, J., McDonald, P., Hosseini-Chavoshi, M., and Grossman, I. (with researchers from the University of Queensland) (March 2024). Presentation. Innovations in Demographic Modelling for Government Analysis and Planning. Commonwealth Treasury and the Australian Bureau of Statistics. Online.
- 52 Woodland, A. (September 2024). Aggregate Implications of Child-related Transfers with Means Testing. The Department of Employment and Workplace Relations and the Department of Social Services. Canberra, Australia.

INDUSTRY/BUSINESS/END USERS⁵

- 1 Anstey, K.J. (January 2024). Presentation. Healthy Ageing. Jean Frederic Levesque Showcase, Randwick Health & Innovation Precinct. Sydney, Australia.
- 2 Anstey, K.J. (March 2024). Member. World Dementia Council. London, UK.
- 3 Anstey, K.J. (May 2024). Presentation. Brain Health Equity – A New Frontier for Healthy Longevity. The Royal Society of NSW. Sydney, Australia.
- 4 Anstey, K.J. (May 2024). Keynote. New Findings in Mild Cognitive Impairment. CEPAR and Ageing Futures Institute's Mental Health in Culturally and Linguistically Diverse (CALD) Communities in Australia. Sydney, Australia.
- 5 Anstey, K.J. (June 2024). Presentation. Epidemiology and Big Data. Queensland Institute of Medical Research Workshop of Biomarkers for Alzheimer's Disease. Brisbane, Australia.
- 6 Anstey, K.J. (August 2024). Member. Eli Lilly and Company Scientific Exchange Steering Committee. Online.
- 7 Anstey, K.J. (August 2024). Presentation. Driving, Ageing, Safety and Health – What Did We Find? MG Car Club. Online.
- 8 Anstey, K.J. (September 2024). Commentator. Lancet Dementia Series (Asia Pacific) Launch at NeuRA. Sydney, Australia.
- 9 Anstey, K.J. (September 2024). Panellist. Reducing Your Risk of Dementia: Practical Advice. Wolper Jewish Hospital. Online.
- 10 Anstey, K.J. (2024 September). Presentation. Geriatric Clinical Teaching. Prince of Wales Hospital. Sydney, Australia.
- 11 Anstey, K.J. (October 2024). Invited speaker. Pollution and Alzheimer's Disease. Human Brains: Prevention on Neurodegenerative Disease Congress, Prada Foundation. Milan, Italy.
- 12 Baird, M. (July 2024). Invited speaker. Thought Leadership on the Concept of Retirement. The Association of Superannuation Funds of Australia Spotlight on Retirement Conference. Melbourne, Australia.
- 13 Bateman, H. (March 2024). Presentation. Explaining Consumers' Progress Through Annuity Decision States. Advancing the Retirement Phase of Superannuation. The Museum of Sydney. Sydney, Australia.
- 14 Bateman, H., and Piggott, J. (May 2024). Meeting with State Super to discuss long service superannuation benefits. Sydney, Australia.
- 15 Bateman, H., Hanewald, K., Lou, H., Wang, C., and Yan, J. (February 2024). Participants. A workshop arranged by Household Capital. Melbourne, Australia.
- 16 Bateman, H., Dobrescu, I., Thorp, S., Newell, B., Shanker, A., and Huang, V. (March 2024). Meeting with Emergency Services and State Super to discuss access to member data from various Victorian Government super schemes. Melbourne, Australia.
- 17 Chomik, R. (June 2024). Briefing the Federation of Ethnic Communities' Council of Australia on the CEPAR Research Brief: Migration and Ageing. Online.
- 18 Chomik, R. (August 2024). Presentation. Pensions in Ageing Asia: Policy Insights and Priorities. Asian Development Bank's Asian Impact Webinar. Online.
- 19 Chomik, R. (October 2024). Migration and Ageing: How Diversity is Set to Boom among Older Australians. Federation of Ethnic Communities' Council of Australia Conference. Brisbane, Australia.
- 20 Eberhardt Hiabu, I. (August 2024). Presentation. Choice Architecture and Pension Communication in Australia, Denmark and the Netherlands. Copenhagen Business School Pension Research Centre Advisory Board Meeting. Copenhagen, Denmark.
- 21 Finkelstein, L. (February 2024). Presentation. Ageless Talent: Debunking Myths for a More Effective Multi-generational Workforce. Webinar for edHEALTH. Online.
- 22 Hanewald, K. (July 2024). Presentation. Demand for Reverse Mortgages: Behavioral Explanations. Annual Meeting of the Asia-Pacific Risk and Insurance Association. Vientiane, Laos.
- 23 Lee, J-W. (July 2024). Participant. Roundtable: Debt, Sustainability, or Development – What's the Priority? 24th Rencontres Économiques d'Aix-en-Provence. Aix-en-Provence, France.
- 24 Lu, B. (May 2024). Mental Health in CALD Communities in Australia. CEPAR and Ageing Futures Institute's Mental Health in Culturally and Linguistically Diverse (CALD) Communities in Australia. Sydney, Australia.
- 25 McKibbin, W. (April 2024). Meeting with DJ Nordquist, Vice President, Economic Innovation Group. Washington D.C., USA.
- 26 McKibbin, W. (April 2024). Meeting with Enrique Hidalgo (Exxon), Adam Posen, David O'Brien and Jean Pisani-Ferry. Peterson Institute for International Economics. Washington D.C., USA.
- 27 McKibbin, W. (April 2024). Participant. CAMA-Peterson Institute for International Economics (PIIE) Roundtable on the State of Climate Policy. Washington D.C., USA.
- 28 McKibbin, W. (April 2024). Participant. Asian Development Bank meeting. Peterson Institute for International Economics. Washington D.C., USA.
- 29 McKibbin, W. (April 2024). Presentation. Trump. Peterson Institute for International Economics Board meeting. Online.
- 30 McKibbin, W. (June 2024). Presentation. An Overview of the G-Cubed Multi-country Model. Special seminar at Central Bank of Sri Lanka. Colombo, Sri Lanka.
- 31 McKibbin, W. (June 2024). Presentation. Migration Restrictions and Damages to the US Economy. Online seminar, Peterson Institute for International Economics. Washington D.C., USA.
- 32 McKibbin, W. (September 2024). Presentation. The Economic Danger of Revoking China's Permanent Normal Trade Status. Peterson Institute for International Economics Policy Briefing. Washington D.C., USA.
- 33 Mitchell, O.S. (March 2024). Keynote. Understanding and Managing Longevity Risk in Retirement. Advancing the Retirement Phase of Superannuation, The Museum of Sydney. Sydney, Australia.
- 34 Mitchell, O.S. (April 2024). Killing Two Birds with One Stone: Employer 401(k) Matches for Student Debt Repayment. Teachers Insurance and Annuity Association of America Institute Fellows Symposium. Boston, USA.
- 35 Olivo Villabrille, M. (May 2024). Presentation. Tax Sheltering Cost Among High-income Taxpayers: Evidence from an Australian Tax Policy Change. Committee for Economic Development of Australia (CEDA). Online.
- 36 O'Loughlin, K. (May 2024). Invited Participant. Carers UK Workshop on The Future of Work: Juggling Work with Unpaid Care. London, UK.
- 37 Parker, S.K. (May 2024). Panel Member. The Meaning of Work. Australasian College of Health Service Management. Perth, Australia.

⁵ Includes membership of committees and groups.

END USER LINKS

38 Parker, S.K. (June 2024). Panelist. The Impact of Technology Autonomy and Remote Operations on the Future Workforce. WA Space Industry Sundowner. Perth, Australia.

39 Parker, S.K. (August 2024). Presentation. Inspiring Women: Celebrating and Elevating our Most Impactful Women. Deloitte. Online.

40 Piggott, J. (September 2024). Roundtable participant. The Future of Sustainable Population Ageing and Low Fertility in Asia-Pacific. Asia-Pacific Regional Conference on Population Aging, Reframing Ageing (organised by the Ministry of National Development and Planning, Indonesia (BAPPENAS), HelpAge International, and UNFPA). Bali, Indonesia.

41 Piggott, J. (September 2024). Presentation. Framing Pension Systems in Asia and Social Pensions as Core Pillars of Pension Systems. Asia-Pacific Regional Conference on Population Aging, Reframing Ageing. Bali, Indonesia.

42 Piggott, J., and Chomik, R. (September 2024). Social Pensions in Emerging Asia-Pacific Economies. Asia-Pacific Regional Conference on Population Aging, Reframing Ageing. Bali, Indonesia.

43 Sinclair, C. (February 2024). Invited presentation. The Practical and Theoretical Aspects of Supported Decision-making. Older Persons Advocacy Network (OPAN) Human Rights Advisory Group (to inform OPAN’s submission to the Department of Health and Aged Care on the Aged Care Bill 2024). Canberra, Australia.

44 Sinclair, C. (June 2024). Invited presentation. Supported Decision-making: What is it and How Can We Do More of it? New Zealand Dementia Foundation Dementia Mate Wareware Network Meeting. Online.

45 Temple, J. (July 2024). Participant. Federation of Ethnic Communities’ Councils of Australia Culturally and Linguistically Diverse (CALD) Data Collective Meeting. Canberra, Australia.

46 Temple, J. (July 2024). Compositional Aspects of Australia’s Older Population: Projections to Mid-century. Royal Melbourne Hospital Translational Medical Seminar. Melbourne, Australia.

NEW GRANTS

NEW GRANTS AWARDED TO RESEARCH TEAMS WHICH INCLUDED CEPAR CHIEF INVESTIGATORS

ANSTEY, K.J.

NHMRC Medical Research Future Fund:

Chronic Disease Risk Reduction in Older Adults with High Dementia Risk.

Total amount awarded: \$1,999,822

BAIRD, M.

WorkSafe’s WorkWell Respect Fund:

Employing New Ways to End Gendered Violence at Work.

Total amount awarded: \$50,000

EBERHARDT HIABU, I., AND BATEMAN, H.

Netspar International Comparative Research Grant:

Choice Architecture and Pension Communication in Australia, Denmark and the Netherlands.

Total amount awarded: €20,000

ZHANG, F., AND PARKER, S.

Curtin Faculty of Business and Law Research 2024 Collaborative Start-Up Grant:

Enhancing Transparent and Effective Use of Generative AI in the Workplace.

Total amount awarded: \$5,000

NEW GRANT AWARDED TO A TEAM INCLUDING CEPAR ASSOCIATE INVESTIGATORS ON A TOPIC RELATED TO POPULATION AGEING

HANEWALD, K., GU, Y., AND BEARD, J.

Velux Stiftung:

Healthy Ageing in Europe: Intrinsic Capacity Norms, Disparities and Digital Assessments.

Total amount awarded: CHF195,400

CENTRE FINANCE

CONSOLIDATED FINANCIAL STATEMENT 2017-2024*

INCOME		2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022(\$)	2023(\$)	2024(\$)
ARC Centre Grant distributed as follows:									
University of New South Wales		2,579,024	2,820,862	2,238,139	2,672,888	2,643,926	2,626,460	2,606,662	-
Australian National University		-	461,452	295,734	306,240	311,801	313,583	328,735	-
University of Sydney		255,732	792,658	703,982	375,339	352,932	367,226	305,969	-
University of Melbourne		420,305	509,529	432,930	436,534	487,010	455,053	463,935	-
University of Western Australia		246,688	-	-173,105	-	-	-	-	-
Curtin University		-	-	963,965	376,908	392,867	409,026	328,009	-
University of New South Wales		548,551	719,196	633,874	633,874	633,874	633,874	633,874	-
Australian National University		-	138,396	70,375	70,375	70,375	70,375	70,375	-
University of Sydney	NOTE 1	83,839	114,522	147,239	126,987	106,728	112,365	80,199	5,748
University of Melbourne		73,980	145,975	100,797	100,952	152,946	105,749	101,851	-
University of Western Australia		54,260	-50,677	-	-	-	-	-	-
Curtin University		-	-	286,562	96,547	86,642	81,773	69,411	-
NSW Department of Industry (Research Attraction and Acceleration Program)	NOTE 2	66,000	153,915	165,834	156,919	163,715	174,272	182,088	3,687
Department of Foreign Affairs and Trade		30,000	-	-	-	-	-	-	-
Department of Health		50,000	50,000	50,000	50,000	-	100,000	50,000	-
Department of Social Services		50,000	50,000	50,000	50,000	50,000	50,000	50,000	-
Medibank		50,000	50,000	50,000	-	-	-	-	-
National Wealth Management Services Limited		50,000	50,000	50,000	50,000	50,000	50,000	50,000	-
NSW Treasury		50,000	50,000	50,000	50,000	50,000	50,000	50,000	-
PwC	NOTE 3	40,000	40,000	40,000	40,000	40,000	40,000	-	40,000
Reserve Bank of Australia		50,000	50,000	50,000	50,000	50,000	50,000	50,000	-
Willis Towers Watson		65,000	65,000	65,000	65,000	65,000	65,000	65,000	-
Commonwealth Treasury		-	50,000	50,000	50,000	50,000	50,000	50,000	-
UNSW Contestable Funds / Strategic Funds / UNSW Business School Funds		-	379,153	521,927	211,271	248,747	317,931	203,371	134,616
Superannuation Colloquium Registration Fees		-	21,650	34,876	5,426	-	13,855	13,182	-
Long-term Care Directors Conference Registration Fees		-	12,038	-	-	-	-	-	-
Economics of Ageing Workshop Sponsorship		-	-	13,394	-	-	-	-	-
ERA Conference Registration Fees		-	-	7,817	-	-	-	-	-
International Network for Pensions, Aging and Retirement Research Conference Sponsorship		-	33,902	54,290	-	-	31,698	33,568	45,126
CEPAR International Conference Registration Fees		-	-	-	-	-	-	12,022	-
Total Income		4,763,379	6,707,571	6,953,630	5,975,260	6,006,564	6,168,241	5,798,251	229,177

* The 2024 figures cover the period from 1 January to 27 September 2024 (the CEPAR end date).

EXPENDITURE	2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022(\$)	2023(\$)	2024(\$)
Salaries	61,325	3,239,416	5,142,693	5,385,044	5,224,461	4,895,515	4,781,619	3,999,011
Scholarships	-	158,812	210,442	226,629	217,176	153,811	160,278	43,254
Travel	2,872	336,156	519,799	52,917	7,249	182,280	336,733	392,348
Emerging Researchers in Ageing initiative: annual contribution	NOTE 4	-	80,000	70,000	80,000	80,000	40,000	120,000
Events	335	124,216	120,642	33,499	16,955	88,182	159,872	104,504
Other research related expenses	581	45,035	179,712	218,410	102,611	155,527	133,440	104,006
Recruitment and relocation expenses	3,034	22,753	27,597	3,459	2,190	14,266	891	-
Centre administration, consumables and I.T. maintenance	145	27,837	63,321	44,009	11,306	21,040	20,648	20,232
Equipment	-	19,855	49,398	14,232	25,636	5,281	16,197	13,191
Website, branding and marketing	4,978	50,190	59,317	26,815	68,557	70,589	65,282	70,446
Total Expenditure	73,270	4,104,270	6,442,922	6,085,014	5,756,139	5,666,491	5,714,960	4,866,992
Opening balance at the beginning of the year		4,690,109	7,293,409	7,804,117	7,694,363	7,944,788	8,446,538	8,529,829
Closing balance as at year end	4,690,109	7,293,409	7,804,117	7,694,363	7,944,788	8,446,538	8,529,829	3,892,014

NOTE 1: University of Sydney made a final cash contribution of \$5,748 in 2024.

NOTE 2: A total of \$1,000,000 was received in 2017, covering the period 2017-2023. An annual interest payment of \$3,687 is reported in 2024.

NOTE 3: A payment of \$40,000 from PwC was received after the 2023 financial cut-off and therefore is reported in 2024.

NOTE 4: An invoice of \$40,000 from Monash University relating to the 2023 ERA contribution was received after the 2023 financial cut-off and therefore is reported in 2024.

AWARDS, PRIZES & RECOGNITION

DANIELA ANDREI

Recipient of the 2023 Curtin University School of Management and Marketing HDR Supervisor of the Year Award

Recipient of the 2023 Curtin University School of Management and Marketing HDR Industry Project of the Year Award

HAZEL BATEMAN

Nominated as the Academic Staff Representative on the UniSuper Board of Directors

HAZEL BATEMAN, KATJA HANEWALD, ZILIN (SCOTT) SHAO, YUNXIAO (CHELLE) WANG

Recipients of the 14th China International Conference on Insurance and Risk Management (CICIRM) Best Paper Award for the paper 'A Two-way Generation Model with Altruism for Reverse Mortgage Demand'

FIONA BLYTH

Appointed to serve on the International Association for the Study of Pain's 2024 Global Task Force on Sex and Gender Disparities in Pain

KATJA HANEWALD

Appointed as Editor of the *Journal of Pension Economics and Finance*

Appointed as Co-editor of the *North American Actuarial Journal*

Appointed as Vice President-Operations/Finance of the Asia-Pacific Risk and Insurance Association (APRIA)

LUCINDA ILES

Recipient of the Hal Kendig Prize for the best CEPAR PhD Thesis in 2023

SAMAN KHALATBARI-SOLTANI

Recipient of the 2024 University of Sydney Faculty of Medicine and Health Early Career Researcher Outstanding Publication Award for 'Worldwide Cohort Studies to Support Healthy Ageing Research'

Winner of the 2024 University of Sydney Faculty of Medicine and Health Makers & Shapers Award for Outstanding Research – Individual

Appointed to serve on the International Association for the Study of Pain's 2024 Global Task Force on Sex and Gender Disparities in Pain

JAMES LIAN

Recipient of the NeuRA Publication Excellence Award 2024 for the best publication authored by a NeuRA PhD Student

PETER MCDONALD

Appointed as an Officer of the Order of Australia

OLIVIA S. MITCHELL

Recognised on *Forbes* '50 over 50' list in the category 'Investment'

SHARON PARKER

Winner of the Scientist of the Year at the Western Australian Premier's Science Awards (joint winner)

Winner of the People's Choice Award at the Western Australian Premier's Science Awards

Ranked 73rd in the world and 3rd in Australia in Research.com's Best Business and Management Scientists 2024 Ranking

ANDRÉS VILLEGAS

Recipient of the 2024 Society of Actuaries Actuarial Science Early Career Research Award

MICHELLE VHUDZIJENA

Recipient of an Asia Pacific SCOR Actuarial Award for research on modelling mortality heterogeneity in longevity risk applications and multimorbidity

SHALLY ZHOU

Recipient of the NeuRA Helen and Emanuel Poteris Award



SAMAN KHALATBARI-SOLTANI (LEFT), RECIPIENT OF 2024 UNIVERSITY OF SYDNEY FACULTY OF MEDICINE AND HEALTH MAKERS & SHAPERS AWARD FOR OUTSTANDING RESEARCH – INDIVIDUAL.

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