

# ANNUAL REPORT 2022



**UNSW**  
SYDNEY



**Australian  
National  
University**



**Curtin University**



THE UNIVERSITY OF  
**SYDNEY**



**Australian Government**  
**Australian Research Council**

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



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



## Australian Government

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**Department of Employment and Workplace Relations**

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**Department of Foreign Affairs and Trade**

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**Department of Health and Aged Care**

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**Department of Social Services**

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**The Treasury**



# INTRODUCING THE CENTRE

THE ARC CENTRE OF EXCELLENCE IN POPULATION AGEING RESEARCH (CEPAR) IS A UNIQUE COLLABORATION BETWEEN ACADEMIA, GOVERNMENT AND INDUSTRY, COMMITTED TO DELIVERING SOLUTIONS TO ONE OF THE MAJOR ECONOMIC AND SOCIAL CHALLENGES OF THE 21ST CENTURY.

The Centre is 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, and has high quality partnerships with influential organisations drawn from academe, government and business.

It aims to establish Australia as a world leader in the field of population ageing research through a unique combination of high-level, cross-disciplinary expertise drawn from Actuarial Science, Demography, Economics, Epidemiology, Psychology, Industrial Relations, Organisational Behaviour and Sociology.

Funded primarily by an initial seven-year grant from the Australian Research Council, with generous support from the collaborating universities and partner organisations, the Centre was established in March 2011 to undertake high-impact, independent, multidisciplinary research and build research capacity in the field of population ageing.

Renewed funding awarded for an additional seven-year term from 2017-2023 is supporting an exciting new research program which will deliver comprehensive outcomes with the potential to secure Australia's future as a well-informed nation with world-best policy and practice for an ageing demographic.

## VISION

OUR VISION IS TO BE A GLOBALLY LEADING RESEARCH AUTHORITY ON POPULATION AGEING.

## MISSION

OUR MISSION IS TO PRODUCE AND PROMULGATE RESEARCH OF THE HIGHEST QUALITY TO OPTIMISE SOCIAL AND ECONOMIC OUTCOMES FOR AN AGEING WORLD.

## OBJECTIVES

THE OBJECTIVES OF THE CENTRE ARE TO:

EXECUTE A TRANSFORMATIONAL AND MULTIDISCIPLINARY RESEARCH PROGRAM THAT

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

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

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

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.

# DIRECTOR'S REPORT



PROFESSOR JOHN PIGGETT

FOR CEPAR, THE LAST 12 MONTHS HAVE SEEN A GRADUAL RETURN TO FACE-TO-FACE INTERACTIONS, A STEADY INCREASE IN INTERNATIONAL TRAVEL, AND SOME INTERNATIONAL VISITORS. WHILE OUR RESEARCH PERFORMANCE HAS CONTINUED TO REMAIN STRONG THROUGHOUT THE PANDEMIC, AND OUR VIRTUAL REACH HAS INCREASED, IT IS TERRIFIC TO BE ABLE TO HOST EVENTS WHICH DO NOT RELY ON ZOOM FOR THEIR EXECUTION.

Face-to-face conversations are the springboard for new research ideas. Everyone who has participated in live gatherings has come away feeling rejuvenated, with new perspectives that would be difficult to generate in a virtual environment.

CEPAR research continues to move from strength to strength. The 2021 mid-term review graded our research performance as meeting a 'very high standard', not an easy hurdle to clear. This is a testament not only to our senior investigators, who are collectively among the best groups focused on population ageing globally, but also CEPAR's early- and mid-career researchers (ECRs and MCRs), who bring such high commitment, talent, and energy to their work. That this has been maintained through the pandemic is inspiring, and I look forward to seeing our research performance lift further in the future, now that interpersonal contact is once again becoming the norm.

Among the many research achievements of 2022, I would like to especially mention new projections for the Australian population and the new projections for the number of people with dementia released as part of CEPAR's Population Ageing Futures Data Archive. Prepared by a team including Associate Professor of Demography Jeromey Temple, Principal Research Fellow Tom Wilson and Chief Investigator Kaarin Anstey, these projections provide the best guidance to the basic phenomenon we are studying in the Australian context and will inform both research and policy deliberations into the future.

Other notable outputs come from Michael Keane and Tim Neal whose recent work identifying weak instruments has significant implications for population ageing research and beyond. Chief Investigator Warwick McKibbin, Research Fellow Larry Liu and team continued to extend the G-Cubed multi-country model which they applied

to future demographic scenarios and the impact on Australia. A CEPAR Industry Report – prepared by Associate Investigator Andreea Constantin, Principal Research Fellow Myra Hamilton and Chief Investigator Marian Baird – explored the circumstances of mature Australians who had care responsibilities during the first two years of the COVID-19 pandemic and highlighted the importance of equitable access to flexibility that is combined with better tailored and adaptable care and support services.

The Ageing Asia Research Hub continued to build its profile under the stewardship of Pip O' Keefe, who was appointed its director in mid-2021. Under its auspices, an edited book on shaping long-term care policy in the emerging economies of Asia was completed, and will be published by Routledge early next year. It is the new frontier of age-related social protection policy, and the information and perspectives provided in the volume will inform what is currently a very unstructured debate. Various international presentations were undertaken by the hub's associates, detailed in the Ageing Asia section of the report (p. 72-78), along with a new project in collaboration with the Asian Development Bank, on financing social protection, a critical issue in low-income countries which are ageing rapidly.

CEPAR hosted, or-co-hosted, a range of events through the year. These included the 30th Annual Colloquium on Pensions and Retirement Research which was held live for the first time since 2020. The conference was split, with two in-person days, and then an evening session which was on-line. This is a possible model for future events and avoids the challenges inherent in dealing simultaneously with live and on-line participants.

The Policy Dialogue, co-hosted with the Crawford School at ANU, focused on decision-making 'for and in old age'. Our stream 2 research, along with Chief Investigator Hazel Bateman's work on choice architecture, featured strongly. A Research Brief, prepared by Senior Research Fellow Rafal Chomik, and co-authored by Research Fellow Gaoyun (Sophie) Yan, Chief Investigator Kaarin Anstey, and Hazel Bateman, was released at the same time. This is one of the most important aspects of policy formulation in an era of rapid population ageing.

Earlier in the year we organised a forum focused on superannuation fund investment and the environment/social/governance (ESG) nexus. This event featured presentations by senior academics and international policy officials, chaired by Hazel Bateman, followed by a panel session chaired by Advisory Board Chair and UNSW Adjunct Professor Marc de Cure and comprising Australian practitioners. CEPAR continued to invest in and support the International Pension Research Association, and we had a presence at the annual conference in Paris this year, both on the ground and on-line.

2022 also saw the return of our internal annual workshop in in-person mode. The two-day event was held at Q Station in Manly, with 70 CEPAR members, including all the Chief Investigators (CIs), joining. It was coupled with a leadership training course for mid-career researchers organised by Chief Investigator Sharon Parker, which took place on Day 3. It was very heartening to see so many people, from all of our nodes, join together once more, after we had had to cancel this event in in-person format for the last two years.

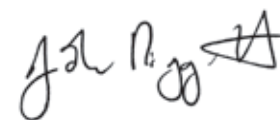
A second major internal event, the cross-nodal seminar series, saw welcome attention given to Equity, Diversity and Inclusion issues. These included an April presentation by Tom Wilson on data sources for population diversity, and a November seminar by Associate Investigator Fiona Stanaway, on representing ethnic minority groups in dementia risk factor research.

As always, our CIs continue to achieve global recognition. Sharon Parker was named by *The Australian's* Research Magazine as a top researcher in the field of Psychology; Marian Baird was appointed Honorary Life Member of the Industrial Relations Society of NSW; and Peter McDonald was selected as the 2022 Laureate by the International Union for the Scientific Study of Population (IUSSP).

ECRs and MCRs also won plaudits. Among others, Research Fellow Saman Khalatbari-Soltani was invited to join the editorial board for the *International Journal of Epidemiology*, and Associate Investigator Katja Hanewald won the UNSW Business School Dean's Emerging Leadership Award.

CEPAR's Advisory Board continued to provide valuable guidance as well as connection. In particular, I would like to thank the Board's Chair, Marc de Cure, for his ongoing and tireless support as well as his strategic insight. Nowhere was this more apparent than in his work in securing partner organisations for a 2022 grant application.

I would like to conclude by acknowledging the continuing commitment and quality of our professional team, both in the central CEPAR office and across the nodes. The professional team collectively function as CEPAR's spine, and their excellent performance makes an enormous contribution to the effectiveness of the Centre as a whole.



John Piggott

# 2022 HIGHLIGHTS

30TH ANNUAL COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH HOSTED BY CEPAR AND UNSW SCHOOL OF RISK AND ACTUARIAL STUDIES

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POLICY DIALOGUE ON DECISION MAKING FOR AND IN OLD AGE HELD IN CANBERRA IN COLLABORATION WITH THE CENTRE FOR APPLIED MACROECONOMIC ANALYSIS (CAMA) AND CRAWFORD SCHOOL OF PUBLIC POLICY AT THE AUSTRALIAN NATIONAL UNIVERSITY

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2ND WORKSHOP ON UNDERSTANDING AND OVERCOMING CONFUSION IN CONSUMER FINANCIAL DECISION MAKING HELD AT UNSW

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2022 PAUL BOURKE LECTURE DELIVERED BY SENIOR RESEARCH FELLOW TIMOTHY NEAL ON THE ECONOMIC IMPLICATIONS OF A CHANGING CLIMATE

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FORUM ON ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE), PENSION FUND INVESTMENT, PUBLIC POLICY AND THE FUTURE HOSTED BY CEPAR AND THE UNSW BUSINESS SCHOOL

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7TH INTERNATIONAL PENSION RESEARCH ASSOCIATION (IPRA) CONFERENCE AND VIRTUAL WEBINARS HOSTED BY CEPAR IN COLLABORATION WITH THE OECD AND OTHER IPRA MEMBER INSTITUTIONS

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CEPAR LONGEVITY RISK WORKSHOP ON RETIREMENT INCOME: RISKS AND SOLUTIONS HELD AT UNSW

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20TH NATIONAL CONFERENCE OF EMERGING RESEARCHERS IN AGEING HELD VIRTUALLY

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EARLY CAREER RESEARCHER WORKSHOP ON DATA ANALYSIS FOR DAILY DIARY AND EXPERIENCE SAMPLING STUDIES IN 'R' HELD AT UNSW

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LAUNCH OF CEPAR RESEARCH BRIEF: 'DECISION MAKING FOR AND IN OLD AGE'

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RELEASE OF CEPAR INDUSTRY REPORT: 'BALANCING WORK AND FAMILY LIFE DURING THE COVID-19 PANDEMIC: WHO FARED BETTER AND WORSE?'

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PRINCIPAL RESEARCH FELLOW TOM WILSON, IN COLLABORATION WITH ASSOCIATE PROFESSOR OF DEMOGRAPHY JEROMEY TEMPLE, CHIEF INVESTIGATOR PETER MCDONALD AND OTHERS, AWARDED \$397,662 IN ARC LINKAGE FUNDING FOR A PROJECT TITLED 'INNOVATIONS IN DEMOGRAPHIC MODELLING FOR GOVERNMENT ANALYSIS AND PLANNING'

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ASSOCIATE INVESTIGATOR RUTH PETERS AND HER TEAM AWARDED \$3.7 MILLION TO INVESTIGATE INTERGENERATIONAL PRACTICE - THE BRINGING TOGETHER OF OLDER ADULTS AND PRESCHOOL CHILDREN FOR MUTUAL ACTIVITIES THAT TARGET PHYSICAL, COGNITIVE AND SOCIAL ENGAGEMENT

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ASSOCIATE INVESTIGATOR FIONA STANAWAY, IN COLLABORATION WITH RESEARCH FELLOW SAMAN KHALATBARI-SOLTANI AND OTHERS, RECEIVED \$782,008 FROM THE AUSTRALIAN GOVERNMENT'S MEDICAL RESEARCH FUTURE FUND FOR A PROJECT QUANTIFYING ETHNIC INEQUALITIES IN ACCESS TO BEST CARE FOR CARDIOVASCULAR DISEASE

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NEW POPULATION PROJECTIONS FOR AUSTRALIA AND NEW PROJECTIONS FOR THE NUMBER OF PEOPLE LIVING WITH DEMENTIA RELEASED AS PART OF CEPAR'S POPULATION AGEING FUTURES DATA ARCHIVE

CHIEF INVESTIGATOR KAARIN ANSTEY DELIVERED A PLENARY PRESENTATION AT THE WORLD DEMENTIA COUNCIL SUMMIT IN LONDON

CHIEF INVESTIGATOR MARIAN BAIRD APPOINTED AS ONE OF TWO AUSTRALIAN MEMBERS OF THE APEC EXPERT ADVISORY GROUP ON 'EMBRACING CARERS'

CHIEF INVESTIGATOR MARIAN BAIRD APPOINTED HONORARY LIFE MEMBER OF THE INDUSTRIAL RELATIONS SOCIETY OF NSW

CHIEF INVESTIGATORS KAARIN ANSTEY, FIONA BLYTH, MICHAEL KEANE, PETER MCDONALD AND SHARON PARKER; PARTNER INVESTIGATORS OLIVIA S. MITCHELL AND JAMES NAZROO; AND ASSOCIATE INVESTIGATOR PHILIP CLARKE LISTED IN THE TOP 2% OF RESEARCHERS IN THEIR FIELD INTERNATIONALLY IN A STANFORD UNIVERSITY LIST OF HIGHLY CITED RESEARCHERS

CHIEF INVESTIGATOR MICHAEL KEANE INVITED TO VISIT THE UNIVERSITY OF PENNSYLVANIA AS PART OF THE MARTHA AND JONATHAN COHEN DISTINGUISHED VISITORS PROGRAM AND DELIVER THE 2023 ELIAS B. COHEN PUBLIC LECTURE

CHIEF INVESTIGATOR PETER MCDONALD SELECTED TO BE THE 2022 INTERNATIONAL UNION FOR THE SCIENTIFIC STUDY OF POPULATION (IUSSP) LAUREATE

CHIEF INVESTIGATOR PETER MCDONALD DELIVERED THE 20TH PROFESSOR C. CHANDRASEKAN MEMORIAL LECTURE OF THE INTERNATIONAL INSTITUTE FOR POPULATION SCIENCES

CHIEF INVESTIGATOR WARWICK MCKIBBIN APPOINTED AS INAUGURAL SENIOR ACADEMIC FELLOW AT THE E61 INSTITUTE

CHIEF INVESTIGATOR SHARON PARKER RECOGNISED AS ONE OF AUSTRALIA'S TOP RESEARCHERS IN THE FIELD OF PSYCHOLOGY BY *THE AUSTRALIAN'S* 2023 RESEARCH MAGAZINE

RESEARCH FELLOW SAMAN KHALATBARI-SOLTANI RECOGNISED AS THE 2021 OUTSTANDING CAPSTONE/DISSERTATION SUPERVISOR OF THE YEAR

RESEARCH FELLOW SAMAN KHALATBARI-SOLTANI INVITED TO JOIN THE EDITORIAL BOARD OF THE *INTERNATIONAL JOURNAL OF EPIDEMIOLOGY*

ASSOCIATE INVESTIGATOR JULIE BYLES HONOURED WITH AN OFFICER OF THE ORDER OF AUSTRALIA FOR DISTINGUISHED SERVICE TO MEDICAL RESEARCH, TO GERONTOLOGY, AND TO PROFESSIONAL SCIENTIFIC ORGANISATIONS

ASSOCIATE INVESTIGATOR KATJA HANEWALD AWARDED THE 2022 UNSW BUSINESS SCHOOL DEAN'S EMERGING LEADERSHIP AWARD

FORMER CEPAR PHD STUDENT KOFI AWUVIRY-NEWTON AWARDED THE HAL KENDIG PRIZE FOR THE BEST CEPAR PHD THESIS IN 2021

# CHAIR'S MESSAGE



MARC DE CURE

THE ADVISORY BOARD HAS MAINTAINED ITS FOCUS ON RESEARCH IMPACT BY FACILITATING INTERACTIVE ENGAGEMENT BETWEEN CEPAR'S RESEARCHERS AND END USERS, BE THEY INDIVIDUALS, COMMUNITY, OR POLICY AND PRODUCT DECISION MAKERS. BOARD MEMBERS ALSO CONTINUED TO PROVIDE INDEPENDENT COUNSEL ON CEPAR'S STRATEGY DEVELOPMENT AND RESEARCH ENGAGEMENT ACTIVITIES.

## RESEARCH AND ENGAGEMENT

This 2022 Annual Report highlights CEPAR's outstanding research and engagement activity. Both are necessary to maximise research impact, ensuring the research is both relevant and shared. The model focuses on translation of both research and accumulated knowledge to drive insight and, ultimately, action.

Research and engagement activities have again been challenged by the COVID-19 pandemic, but it was a pivotal year as engagement activities involved more face-to-face interaction, whilst maintaining the safety, efficiency and flexibility of the COVID-19 inspired practices. In many instances events were offered in a hybrid format, with the virtual element enabling greater global reach, and in-person participation offering opportunities for the face-to-face exchanges that often provide the spark for innovation. The 2023 CEPAR International Conference that aims to be a seminal engagement event for CEPAR, coming towards the end of its ARC funding, will benefit from this dual model.

In 2022, the quality of CEPAR's research and researchers continued to be exceptional, with key research activity, often from multiple disciplines, providing powerful insights on significant population ageing issues

In addition to the research achievements John details in his Director's report, I would like to highlight the work of Hazel Bateman's team conducted in collaboration with Cbus on the role of income projections in the superannuation drawdown decisions of retirees; the Retirement Income Toolkit developed by Michael Sherris's team to model retirement income risks and solutions; and a collaboration between Sharon Parker's team and an Australian aged care provider focused on developing and testing work redesign solutions to improve worker wellbeing in the sector.

A key element of 2022 was the focus of many engagement events on the underlying themes in population ageing of equity, inclusion, and environment, social and governance issues (ESG). CEPAR also ran a Policy Dialogue and published a Research Brief titled 'Financial Decision Making for and in Old Age' which was an excellent synthesis of CEPAR research, knowledge and insight. We see many examples of services provided to, and decisions required of, older people with insufficient regard to their capacity and resources. These are critical areas that need ongoing attention and where CEPAR's work can make a valuable contribution to attitudes, policy and practice, and ultimately the lives of our elders.

This engagement activity requires the collaborative support of researchers, the buy-in of our stakeholders, and the support of CEPAR's research translation, event management, and stakeholder relations personnel. This collaboration has been a cornerstone of CEPAR's impact success.

The Industry and Government Links section of this report provides complete details of our research translation and engagement events (see pages 88 to 91).

## BEYOND THE CURRENT FUNDING HORIZON

In 2022 we increasingly turned our attention to the future beyond the current ARC funding term. Many researchers are formulating future research programs to address the emerging end user needs and knowledge gaps in the domain of demographic change. Much has been achieved, but many questions still require evidence-based research input. New proposals, structures and groupings are being developed to take forward CEPAR's research agenda to address these important questions, where insights are still required.



The issue of population ageing has gone from being largely unrecognised in 2000 when CEPAR's journey began to seemingly yesterday's story in 2023 – however, nothing could be further from the truth. Understanding and perspectives still need to change and be informed by the evidence-based facts, notably our fixation on economic growth in an era of climate change and ageing populations.

### BOARD ACTIVITY

Our Advisory Board meetings were all virtual, with high quality participation and discussion. The focus was on engagement activities but pivoted to the future beyond the current funding term. The Board is resolute in its desire to optimise CEPAR's legacy, and will strive to maximise the future value of the learnings, networks, research capacity, engagement model and brand CEPAR has developed over the past 14 plus years.

Advisory Board member engagement remained exemplary at Board meetings and individual members facilitated two-way engagement to both inform and disseminate research. Activities in which Board members and key stakeholders participated included:

- chairing, speaking and actively participating in the CEPAR Policy Dialogue, workshops, conferences and seminars;
- directly engaging with individual researchers on particular projects; and
- supporting their organisation's engagement within research streams, through Stakeholder Reference Groups, interactions with individual researchers and data provision.

The Board composition continued to adapt to the issues, research agenda, and the inevitable individual role changes – it remains fit for purpose and engaged. On behalf of CEPAR, I thank all Board members and welcome new members as they support, challenge and provide valuable perspectives. A big thank you to those who left during the year: Ross Hawkins (Dept of Health), Meghan Quinn (Treasury), and Stephen Walters (NSW Treasury); and a special thanks to long standing members Sarah Butler (PwC), David Gruen (Australian Bureau of Statistics), Natalie Horvat (Prime Minister & Cabinet), Mike Orszag (Willis Towers Watson), John Simon (Reserve Bank of Australia) and Ian Yates (Council on the Ageing – COTA), who have given their time and insight over this iteration of CEPAR.

### OUTLOOK

2023 will be a big year for CEPAR. The CEPAR International Conference will showcase the Centre's achievements, drawing together highlights from the research streams and sharing the accumulated knowledge. Future research directions and legacy will also be of key concern, with the Board remaining focused on ensuring that CEPAR finishes the current funding term strongly and leaves an enduring legacy.



Marc de Cure  
Chair CEPAR Advisory Board

# ACTIVITY PLAN FOR 2023

In 2023 CEPAR will undertake a range of activities which aim to provide Australia, the greater Pacific region, and the world, with crucial new knowledge to inform social and economic responses to one of the most important challenges of the 21st century: population ageing. We will produce high quality research on issues that matter and disseminate outputs to those that can use it to drive impact; contribute to key agendas, policy initiatives, and product development; expand global collaborative networks; engage with the community; and build research capacity and capability to ensure CEPAR's sustainability.

## ENGAGEMENT AND OUTREACH

A number of events are planned in 2023 to stimulate discussion on the issue and raise community awareness; engage with industry, government and the global research community; and raise the profile of the Centre. Planned events include:

- An international conference to be held at UNSW Sydney in July on the topic of Population Ageing: Causes, Consequences and Responses;
- A roundtable with stakeholders in Sydney in January on Financing Aged Care;
- The 31st annual Colloquium on Pensions and Retirement Research at UNSW;
- A workshop on Data Linkage for Ageing Research, to be held in Canberra in collaboration with CAMA;
- The 2023 CAMA/CEPAR/Treasury Workshop to be held in Canberra;
- A Diversity and Ageing Symposium to be held in Sydney;
- A workshop on reverse mortgages to be held at UNSW Sydney;
- A research symposium on Different Pathways to Successful Ageing at Work at the Society for Industrial and Organizational Psychology Annual Conference in Boston in April;

- Six symposiums at the European Association of Work and Organizational Psychology Congress in Katowice, Poland in May covering a range of topics related to the mature workforce and work design;
- Seminar series on the topics of mature workers in organisations and pensions, retirement and ageing; and
- Public talks featuring CEPAR personnel and distinguished visitors.

In addition, research briefs and fact sheets will be published on the following topics: ageing, morbidity and mortality among ethnically and culturally diverse communities, and on migration and the intersection with demographic change.

## NATIONAL AND INTERNATIONAL NETWORKS

CEPAR will continue to expand its international footprint in 2023, especially in the Asia-Pacific region. The Ageing Asia Research Hub will be instrumental in the development of further linkages between CEPAR and key institutions in Asia as well as connecting with national researchers focused on this area of research. CEPAR will also remain a very active member of the Association of Pacific Rim Universities (APRU) Population Ageing Hub, having played a leading role in its establishment.

Joint workshops and conferences with international collaborators will also support the development of strong linkages. In particular, our involvement with the International Pension Research Association as a founding member will raise our profile and foster linkages (see pages 94–96 for details of annual activities).

Nationally, the Centre will pursue a wide range of ongoing national collaborations as well as establish new linkages. Peter McDonald's team will continue to engage with the Commonwealth Treasury's Centre for Population as well as researchers based in the National Ageing Research Institute (NARI) on migrant ageing,

carer needs, health literacy and dementia; Deakin University on preventable hospitalisations; Curtin University on ageing and food insecurity; University of Western Australia on Indigenous ageing; Charles Darwin University on Indigenous ageing and sexual minority populations; and University of Queensland on COVID-19 and ageing. Warwick McKibbin will continue to collaborate with the Reserve Bank of Australia and Commonwealth Treasury on global modelling. Kaarin Anstey's team will progress their work with Challenger and Dymocks Books. The Stream 3 team will continue its collaboration with Carers NSW and will commence a Safe Work Australia funded project focused on SMARTER work design in aged care. Hazel Bateman's team will continue to engage with a number of super funds including Cbus, Aware Super and UniSuper.

Internationally, Peter McDonald's team will engage with researchers based in the Vienna Institute of Demography on regional population projections; the University of Leeds and the University of Toronto on projecting subnational ageing; the *Institut National de la Recherche Scientifique's Centre Urbanisation Culture Société* in developing a microsimulation model of the Australian population; as well as continuing to engage with the International NTA Project. Warwick McKibbin will continue to collaborate with researchers at the Brookings Institution, The Bank of Canada and the International Monetary Fund throughout 2023. Stream 3 researchers will progress work with Jurgen Wegge's team at the Institute of Work, Organisational and Social Psychology at the Technical University of Dresden, on age differentiated leadership and work systems. Fiona Blyth's team will advance collaborative projects focused on socioeconomic position, dietary pattern and pain (with collaborators from the universities of Lausanne and Geneva) and social epidemiology (with researchers at the

University of Toulouse). John Piggott and his team will continue collaborating with the Ragnar Frisch Centre for Economic Research.

## MENTORING AND RESEARCH TRAINING

The suite of mentoring programs developed by CEPAR to engage Mid-Career Researchers (MCRs), Early-Career Researchers (ECRs), Higher Degree Research (HDR) and undergraduate students will continue to be offered in 2023. These include the Future Leaders in Ageing Program, a methodology workshop, the Stakeholder Engagement Program, the cross-nodal seminar series, an academic exchange program, the summer scholarship program and the Multidisciplinary Collaboration Scheme (see pages 79 to 82 for details). In addition, CEPAR will continue to support the Emerging Researchers in Ageing program.

## RESEARCH

Research in 2023 will be advanced on a number of topics within the four research streams. Specifically:

### 1 Macro-demographic dynamics and population ageing policy

Further projections of the population by selected characteristics for inclusion in the CEPAR Population Ageing Futures Archive and analyse the results of the projections.

Advise government agencies on demographic trends and make submissions to the various reviews of Australian immigration made by the Federal Government.

Further work on projections of living arrangements, fertility, and mortality, the measurement of internal migration and classification of the population by gender as part of the joint ARC Linkage project with Treasury and the Australian Bureau of Statistics.

Complete research analysing the implications of and interactions between housing, retirement, and taxation policies and evaluate alternative superannuation contribution rates and tax rates in a context where different skill types have different stochastic mortality profiles and lifespans.

Determine the welfare, macroeconomic and equity implications of having an income tax structure based upon age.

Examine the optimality, equity, and welfare implications of mandatory savings programs (e.g., superannuation guarantee) when households have varying degrees of self-control preferences and undertake policy simulations and analysis.

Incorporate couple-household data in an overlapping generations model and undertake policy simulations as well as continue research on the modelling and analysis of the determination of the timing of retirement dates by husbands and wives in married couple households.

Continue to explore the G-Cubed multi-country model using different demographic scenarios and incorporating individual country age earnings profiles using the National Transfer Accounts (NTA).

Progress regional macro modelling in relation to

- demographic change and its impact on national savings and current account balances, economic growth and climate policy;
- China's national savings and external balances;
- monetary regimes and supply disruptions;
- longer-term structural transitions and shorter-term macroeconomic shocks and the quantitative implications for the global financial system; and
- the effectiveness of alternative monetary policy regimes, including the ability to respond to shocks from demographic change.

Finalise two papers related to the NTA:

- 'The Generational Economy in Australia from the Turn of the Millennium to the Aftermath of the Global Financial Crisis'; and
- 'Wealth and the Lifecycle in Australia: Evidence from Australia'.

### 2 Decision making, expectations and cognitive ageing

Continue partnership with Challenger and Dymocks investigating impediments and enablers of multigenerational team building with different age group focus discussions and in-depth interviews with senior management.

Pilot the Age-DiVersity & Age iNclusivity online module [ADVANCE] with various organisations both within UNSW and externally with corporate partners.

Continue work on Daily life COntexts & perceived age-based judgements [DECODE], an app-based study within the Lab without Walls aiming to explore the frequency with which people aged 18-80 receive age-based judgements within daily contexts such as work, leadership, health, fitness and other domains commonly known for age discrimination.

Conduct analysis of PATH Through Life Study (PATH) of 40-year-old cohort to investigate how the intersectionality of role strain impacts on subjective wellbeing and expectations regarding ageing.

Identify predictors of cognitive resilience such as genetic markers, sensory function, and other psychological factors using PATH data.

Using PATH longitudinal data, further investigate the role of gender in the association between cognitive reserve and mild cognitive impairment and explore early markers of cognitive impairment based on language performance.

Continue the development of life cycle models that include both liquid assets and illiquid housing assets, allowing insight into the effectiveness of government policy in housing.

Continue the development of life cycle models that include human capital investment, and analyse its implications for optimal tax policy.

Explore the use of deep reinforcement learning algorithms as a general solution method for structural estimation in economics, the most commonly applied tool for studying population ageing problems.

3 Organisations and the mature workforce

Progress projects with collaborating organisations to finalise current interventions and to identify further areas for possible interventions.

Release a report on findings from the MWOS-COVID longitudinal data collection.

Finalise and submit study on the distress trajectories of mature workers during COVID-19.

Analyse longitudinal data collected in 2022 to further advance existing research models.

Progress research projects funded through the CEPAR Stream 3 Small Grant Awards in collaboration with researchers from the US, Germany, the University of Western Australia and The University of Queensland.

Analyse survey and qualitative data on mature workers from public sector workplaces.

Analyse data regarding the effectiveness of the inclusive leadership development training and refine the program to be used more widely across participating organisations.

Finalise the implementation of the SMARTER work design in aged care.

Finalise additional paper on how to manage and support mature workers for successful performance in organisations.

Collaborate with Carers NSW on analysing mature workers and care data.

Commence study examining the relationship between negative work outcomes and care service navigation.

Analyse data on gig work among mature workers and carers and the relationship with the policy framework.

Commence fieldwork with grandparent/parent dyads on negotiating grandparent childcare.

Commence fieldwork on menopause support in the workplace.

Collect data on case study interventions.

4 Sustainable wellbeing in later life

Continue work on affine mortality models focusing on improved estimation, the use of incomplete cohort data, and improved forecasting methods; incorporating age-dependence of mortality rates to account for mortality rate correlations across different cohorts; and incorporating these extensions into an R package.

Continue to extend multiple health state models, particularly those which investigate trends and uncertainty in mortality and health outcomes, and use Australian data in the estimation of mortality, chronic illness, and functional disability models which account for trends using cross-sectional survey data.

Continue to develop models accounting for transitions for joint lives.

Estimate the transition probabilities that underpin the labour force participation and English proficiency modules for the microsimulation model of the Australian population using many Australian data sources.

Investigate the social and economic determinants of healthy ageing including:

- socioeconomic indicators of pain, dementia, healthy ageing, and mortality and their underlying mechanisms;
- mortality and dementia risk factors in relation to ethnic minority groups in the United Kingdom;
- dietary patterns in relation to pain and potential underlying mechanisms;
- oral health and nutrition; and
- methodological aspects of social epidemiology.

Finalise the Healthy Ageing Toolkit on the CEPAR website, and make a submission to the United Nations Decade of Healthy Ageing.

Conduct macro modelling for retirement income policy impacts in emerging economies.

Carry out actuarial modelling of risks and assess solutions to deliver innovations in the design of products such as pooled products, variable annuities, and age-based pensions with guarantees to the Australian retirement income landscape and investigate how these solutions can be integrated into the Australian age pension and aged care systems.

Examine joint life products including joint life and last survivor annuities and joint life and last survivor long-term care.

Continue to develop a dynamic life cycle model of superannuation saving and spending decisions using member data provided by Cbus super fund.

Continue work with Aware Super to analyse the impact of member engagement tools on member decision making.

Investigate the potential for home equity release to fund aged-care expenses in the Australian policy context.

Finalise several working papers on the use of home equity release to support retirement, including an analysis of behavioural impediments, expected utility analysis of private reverse mortgages and the publicly managed Home Equity Access scheme and use of home equity to fund aged care.

In addition, we will continue to focus on building cross-stream collaboration through workshops and joint projects and work closely with our partner organisations to enhance collaboration and facilitate access to data and other resources.



A close-up photograph of two hands shaking in a firm grip. The hands are positioned centrally, with fingers interlaced. The skin tone is light. The background is a solid, dark grey. A large, white, stylized number '1' is superimposed over the right side of the handshake. The word 'SECTION' is written in white, uppercase, sans-serif font across the upper left portion of the image. At the bottom, there is a dark red horizontal band containing the text 'GOVERNANCE & STRUCTURE' in white, uppercase, sans-serif font.

SECTION

GOVERNANCE  
& STRUCTURE

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

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

Three external committees support strategic development as well as engagement between researchers, industry and government. The International Scientific Advisory Committee, Centre Advisory Board and the Leaders’ Forum provide 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) facilitate stakeholder interaction and provide 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, comprising international leaders in the area of population ageing, provides 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 identify and facilitate linkage opportunities as well as act as ambassadors for the Centre, actively building its global profile.

The Scientific Advisory Committee comprises:

**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 Chair in 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**, Professor of Economics and Deputy Director, Chinese Academy of Social Sciences, and Editor-in-Chief, *Studies in Labor Economics*

**Sarah Harper**, Clore Professor of Gerontology, University of Oxford; Fellow, University College; and Co-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 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, University Research Center and Adjunct Professor, School of Medicine, Nihon University, Tokyo, Japan

**Merril Silverstein**, Marjorie Cantor Chair in Aging Studies, Syracuse University

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

We were saddened to hear of the passing of committee member James P. Smith, Senior Economist, Rose Li and Associates on 4 August 2022. We valued his contributions to ISAC and more generally his contribution to economics.

## ADVISORY BOARD

The Advisory Board plays 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 facilitates two-way engagement between stakeholders and researchers and provides independent advice to the Management Committee regarding strategy and external relations, as well as new opportunities for engagement.

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

In 2022, the Board met as a group on 22 March and 4 August. Both meetings focused on maximising the impact of CEPAR's brand and research translation and engagement activities. The meetings also provide an opportunity for researchers to brief members on research highlights. In 2022, two research presentations were conducted: Senior Research Fellow Rafal Chomik presented 'Wealth and health: Are gaps in mortality and morbidity widening or narrowing?' and Distinguished Professor Warwick McKibbin spoke on 'Recent developments and applications of the G-Cubed model for demographic change, infectious diseases and climate risk'.

As well as the formal meetings, the Director and Chair met bilaterally with individual members on a number of occasions to discuss particular issues, including aged care funding; superannuation investment; population growth and migrant transitions; and the impacts of ageing on participation, productivity, GDP per capita and fiscal sustainability.

2022 ADVISORY BOARD MEMBERS

MARC DE CURE (CHAIR)	Adjunct Professor, UNSW Sydney
SARAH BUTLER	Partner, PwC Global Health Services Leader, PwC
MATTHEW FLAVEL	Deputy Secretary, Social Security, Department of Social Services
JENNY GORDON	Independent member (formerly Department of Foreign Affairs and Trade) (from 8 February 2022)
DAVID GRUEN AO	Australian Statistician, Australian Bureau of Statistics
ROSS HAWKINS	First Assistant Secretary, Reform Implementation Division, Department of Health (to 11 March 2022)
NATALIE HORVAT	First Assistant Secretary Economic Division, Department of the Prime Minister and Cabinet
MICHAEL LYE	Deputy Secretary, Ageing and Aged Care, Department of Health and Aged Care (from 27 July 2022)
MARK OLIVER	Chief Distribution Officer, Insignia Financial (from 26 July 2022)
MICHAEL ORSZAG	Head of Global Research, Willis Towers Watson (WTW)
ROBERT PALACIOS	Lead Economist, World Bank Group
THE HON DR KAY PATTERSON AO	Age Discrimination Commissioner, Australian Human Rights Commission
MEGHAN QUINN PSM	Deputy Secretary, Markets Group, Commonwealth Treasury (to 12 August 2022)
JOHN SIMON	Head, Economic Research, Reserve Bank of Australia
STEPHEN WALTERS	Chief Economist, NSW Treasury (to 12 July 2022)
JOANN WILKIE	Deputy Secretary, Economic Strategy & Productivity Group, NSW Treasury (from 26 October 2022)
NADINE WILLIAMS	Deputy Secretary, Skills and Training Group, Department of Employment and Workplace Relations (from 9 March 2022)
DAVID WOODS	Chief Economist, Department of Foreign Affairs and Trade (from 4 May 2022)
IAN YATES AM	Chief Executive, Council on the Ageing



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

Marc de Cure has recognised since 2001 the social and economic significance of demographic change and the need to undertake and promulgate research to inform government policy, social awareness and commercial responses. He played a key role in establishing CEPAR and provides critical input to the development of the Centre’s ongoing strategy, research translation and engagement activities. He has chaired both the 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 and AMP Group’s CFO, Executive General Manager Strategy and Executive General Manager responsible for AMP Bank and Virgin Money, and a senior partner in PwC, Bain & Co and AMP’s Asian and European Operations.



## 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

## STAKEHOLDER REFERENCE GROUPS

The role of the Stakeholder Reference Groups (SRGs) is to facilitate stakeholder interaction with CEPAR researchers and promote research translation and knowledge transfer. SRGs also provide opportunities for end users to shape the direction of the Centre's research program and activities. Membership comprises 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.

In 2022, each Research Stream held an annual meeting. The meetings provided an opportunity to review research output over the previous 12 months, identify opportunities and research gaps, share resources, and set goals for the next one to two years.

Schedule of meetings:

Stream 1 SRG: 4 November 2022  
Stream 2 SRG: 8 December 2022  
Stream 3 SRG: 23 November 2022  
Stream 4 SRG: 8 November 2022

## MANAGEMENT COMMITTEE

The Management Committee, together with the Centre Director, has overall responsibility for Centre performance and for ensuring that the Centre's activities are conducted in accordance with the Funding Agreement between UNSW Sydney and the ARC. Its role is 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 seeks high level advice from the Centre Advisory Board, International Scientific Advisory Committee and Leaders' Forum.

The Committee is chaired by Chief Investigator Alan Woodland and in 2022 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 (fractional appointment)
ANNE GORDON	Director of Operations (fractional appointment)
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 2022, the Committee met on 29 March, 14 June, 6 September and 23 November. Consultation also took place via email to handle research management decision-making tasks.

The Management Committee is supported by three subcommittees:

## RESEARCH SUBCOMMITTEE

Chaired by the Centre Director, the subcommittee comprises all the Chief Investigators, the Stream Coordinators, the Director of Operations and the Senior Administrative Officer (Research and Mentoring Support). In 2022, the subcommittee met on 7 March, 25 July and 14 November. In addition, members of the research subcommittee participated in CEPAR's Annual Workshop on 16-17 November which included detailed discussions about research progress, future directions and opportunities for intra and inter stream collaboration.

## CAREER DEVELOPMENT SUBCOMMITTEE

The subcommittee comprises the two Directors of Mentoring, Sharon Parker and 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 were represented by Daniela Andrei, Katja Hanewald, Cagri Kumru, Ruth Peters and Gaoyun (Sophie) Yan; early-career researchers were represented by Daniel Dinale, Jane Fry, Han Gao, Saman Khalatbari-Soltani, and Peyman Firouzi Naeem; and PhD students were represented by Lisa Gulesserian. The subcommittee, chaired by Marian Baird, met on 11 March, 4 July and 27 October 2022.

## RESEARCH TRANSLATION AND OUTREACH SUBCOMMITTEE

The subcommittee was chaired this year by the Director of Industry Engagement, Michael Sherris. The subcommittee comprises the Director of Policy Engagement, the Centre Director, Deputy Director Hazel Bateman, 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 8 April, 13 July and 9 November 2022.

## CENTRE ADMINISTRATION AND OPERATION

Since its formal establishment on 28 September 2017, CEPAR has made significant inroads in the development of the organisational framework necessary to effectively administer and optimise the achievements of the Centre. Progress has been made in the six key domains prescribed by the Australian Research Council in the Funding Agreement:

### STRATEGIC PLANNING

CEPAR's Strategic Plan is a living document shaped by ongoing consultation with a wide range of CEPAR personnel and its stakeholders. It is augmented and revised as new opportunities emerge, thus providing a roadmap and a structure that will assist CEPAR to continue to strive for excellence in population ageing research and enable it to achieve its full potential.

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

The 2022 version of the Strategic Plan has been, in part, shaped by our responses to the valuable recommendations contained in the report prepared by the Australian Research Council (ARC) following its mid-term review of the Centre in 2021. In particular, we have sharpened our focus on strategies to support the recruitment and development of students and early- and mid-career researchers. In response to recommendations related to the participation of Indigenous and minority groups in the Centre and the conduct of research involving these groups, we have reviewed our recruitment strategies

and are in the process of organising specialised training for our personnel in the areas of data sovereignty, data ownership, and data ethics.

As we approach the final years of our funding term, we are also increasingly turning our attention to the topics of legacy and sustainability. This will become a major focus in 2023 and will be informed by consultations with our Advisory Board, International Scientific Advisory Committee, and stakeholders as well as discussions at the meetings of our Management Committee and Research subcommittee.

### EQUITY, DIVERSITY AND INCLUSION

CEPAR is committed to equity, diversity and inclusion (ED&I) in the workplace and has developed an Equity Plan outlining how CEPAR supports these concepts in practice.

The document *Equity and Diversity at CEPAR: Principles, Policy and Practice* positions CEPAR as an equal opportunity employer committed to the principles of cultural and age diversity, disability inclusion, gender equality, and LGBTQIA+ inclusion. It is supported by workplace and diversity policies, as well as codes of conduct, in place at each of its collaborating universities. In addition, it sets out CEPAR-specific policies and practices designed to engender a culture of equity and diversity, to further support equity and diversity within the centre. These position the Centre as an equitable, flexible and family-friendly work environment.

Professors Anstey and Baird, as co-Directors of ED&I, chair the ED&I Committee and lead a network of ED&I Champions. These champions, who are located across the CEPAR nodes, promote ED&I at their node; make suggestions for improvements to CEPAR ED&I policy and programs; model inclusive behaviour and language; provide support to CEPAR-affiliated personnel and students regarding ED&I matters; and serve on the ED&I committee.

The key areas of focus for the committee in 2022 were considering the recommendations of the ARC's mid-term review that related to Indigenous and minority groups; developing, undertaking and analysing the results of the third survey of CEPAR personnel to better understand the experiences of our members (previous surveys were undertaken in 2019 and 2020); and planning the ED&I session for the annual workshop.

In response to the mid-term review recommendations, the CEPAR Indigenous Honours Scholarship program was formalised in 2022 and the CEPAR Indigenous Summer Scholarship will be offered for the first time in 2023. In addition, work is continuing on identifying a suitable presenter to provide training on data sovereignty, data ownership and ethics, particularly in the context of minority and Indigenous groups. The results of the survey were presented at a dedicated session at the 2022 CEPAR Annual Workshop. In addition, breakout groups at the workshop considered eight key questions in relation to ED&I matters and recommendations included in the groups' responses will shape the ED&I committee's agenda for 2023.

Two workshops with an ED&I focus were also held in 2022. In April, Principal Research Fellow Tom Wilson provided an introduction to data sources on population diversity in Australia. His presentation covered how the data – country of birth, ethnicity, ancestry, Indigenous status, disability, religion, sexual orientation, and gender identity – are collected, and the strengths and weaknesses of each data source. In November, Fiona Stanaway discussed the representation of ethnic minority groups in dementia risk factor research. The presentation included an overview of important issues to consider when analysing ethnicity data in cohort studies as well as the results of a scoping review that applied these principles to assess the quality of inclusion of ethnic minority groups in dementia risk factor research.

2022 ED&I Champions were:

**Brooke Brady**, Associate Investigator,  
UNSW Sydney

**Daniel Dinale**, Research Fellow,  
The University of Sydney

**Lisa Gulesserian**, PhD student,  
The University of Sydney

**Warwick McKibbin**, Chief Investigator,  
Australian National University

**Kate O'Loughlin**, Associate Investigator,  
The University of Sydney

**Gretchen (Gigi) Petery**, Associate Investigator,  
National Center for Productive Aging and Work  
(NCPAW)

**Fiona Stanaway**, Associate Investigator,  
The University of Sydney

**Michelle Vhudzijena**, PhD Student, UNSW Sydney

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

**Tom Wilson**, Principal Research Fellow,  
The University of Melbourne

#### DISCRETIONARY FUNDING

CEPAR has 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, is 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, are embedded in everything the Centre does. The governance framework and Centre structure are designed to ensure that personnel from all five nodes participate in the decision making of the Centre; that partners have 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 come 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 has a designated Node Leader who serves on the Centre Management Committee, and the Leadership team includes key positions based at the Australian National University (Director of Policy Engagement), Curtin University (Director of Mentoring – Mid-Career Researchers), the University of Sydney (Director of Mentoring – Emerging Researchers and co-Director of Equity, Diversion and Inclusion) and UNSW Sydney (Director and Deputy Directors, Director of Industry Engagement, co-Director of Equity, Diversion and Inclusion). Stream Leaders are based at the University of Melbourne, Curtin University and UNSW Sydney.

#### MENTORING AND PROFESSIONAL DEVELOPMENT

The Centre has 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 are tailored to students, postdoctoral researchers and mid-career researchers, are outlined in the Research Training and Mentoring Section on pages 79 to 82.

# STRUCTURE

## RESEARCH TRANSLATION, COMMUNICATION, EDUCATION AND OUTREACH

The CEPAR Research Translation, Communication, Education and Outreach Plan outlines a range of initiatives designed to translate Centre research, enhance the Centre’s profile and address stakeholder needs. The Plan is reviewed annually. Key to its development in 2022 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 is embedded in the CEPAR Strategic Plan. In addition, a list of initiatives in this portfolio will be developed each year and included as an appendix to the Strategic Plan.

## NODES

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

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

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

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

The University of Sydney node consists 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) are based

at one of the five nodes. Within Australia, Associate Investigators are also based at The George Institute for Global Health, Macquarie University, Monash University, the University of Newcastle, the University of Tasmania, the University of Technology Sydney, and the University of Western Australia. Other AIs are based at the Conexus Institute, First State Super, Aware Super, National Seniors Australia, Pacific Life Re, and Taylor Fry.

## PROGRAMS

The research program is 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 are 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 are connected to the following key research institutions:

The Asian Development Bank

The Brookings Institution

Center for Disease Control and Prevention

College of William and Mary

Colorado State University

Dutch Central Bank

ETH Zurich

Indonesian Ministry of National Development Planning (Bappenas)

*Institut National de la Recherche Scientifique's  
Centre Urbanisation Culture Société*

Korea University

National Institute of Public Finance and Policy,  
New Delhi

National University of Singapore

Netspar

Newcastle University (UK)

Northern Illinois University

Portland State University

Puey Ungphakorn Institute for Economic Research  
(PIER), Bank of Thailand

Purdue University

Ragnar Frisch Centre for Economic Research

Saint Louis University

School of Social Work, Sunan Kalijaga State  
Islamic University

South China Agricultural University

Tilburg University

*Université Libre de Bruxelles*

University of Bern

University of Duisburg-Essen

University of Exeter

University of Kent

University of Leeds

University of Leipzig

University of Limerick

University of Oxford

University of Parma

University of South Florida

University of Trieste

University of Waterloo

University of Wuerzburg

Washington University in St Louis

WHU – Otto Beisheim School of Management

Zhejiang University

## INDUSTRY AND GOVERNMENT PARTNERS

CEPAR is 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 include:

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 is supported by Research Attraction and Acceleration Program (RAAP) funding from the NSW Department of Industry.

# CENTRE PERSONNEL

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## 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 as well as highly cited conference volumes on issues in retirement and pension economics and finance, and in public finance more generally. His national policy experience includes membership of the Population Expert Panel of the Australian Treasury's Centre for Population, the Henry Tax Review Panel (2008-2009).

John worked with the Japanese government for nearly a decade 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.

In 2019, he was appointed co-chair of the Think20 (T20) Task Force on Aging Populations during Japan's G20 Presidency and was a Commissioner on the US National Academy of Medicine's International Commission on Creating a Global Roadmap for Healthy Longevity from 2019 until June 2022.



### 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 Sydney Ageing Futures Institute focused on enabling optimal ageing for individuals and society. She is also a Senior Principal Research Scientist at Neuroscience Research Australia (NeuRA).

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 and a member of the Governance Committee of the Global Council on Brain Health, an initiative supported by the American Association of Retired Persons. Kaarin also leads the PATH Through Life Project, a large cohort study focusing on common mental disorders and cognitive function, based in the ACT and surrounding regions.



### 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 (BEST). Hazel is an associate editor of *Insurance: Mathematics and Economics* and inaugural President of the International Pension Research Association (IPRA).



#### PROFESSOR MARIAN BAIRD AO

BEd (Hons) DipEd PhD Syd., FASSA  
CHIEF INVESTIGATOR, DIRECTOR OF MENTORING  
(EMERGING RESEARCHERS), CO-DIRECTOR OF EDS&I,  
AND UNIVERSITY OF SYDNEY NODE LEADER

Marian Baird is Professor of Gender and Employment Relations, Co-Director of the Women, Work and Policy Research Centre and a Presiding Pro-Chancellor in the University of Sydney. She is a Fellow of the Academy of the Social Sciences in Australia and in 2016 was awarded an AO for outstanding services to improving the quality of women's working lives and for contributions to tertiary education. In 2019 she was named in *Apolitical's* Top 100 Most Influential People in Gender Equality list for the second year in a row. She is a leading researcher in the fields of women, work and family and is a highly recognised member of international networks on women, work and empowerment. Marian has received numerous grants from business 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 a senior academic within the University's Centre for Education and Research on Ageing at Concord Hospital, and Co-Director of the Concord Hospital Healthy Ageing in Men Project (CHAMP) Study. She also 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 2005 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.



# CENTRE PERSONNEL

## CHIEF INVESTIGATORS



**PROFESSOR PETER McDONALD AM**  
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. Taueber Award from the Population Association of America which recognises an unusually original or important contribution to the scientific study of population.

In 2008, he was appointed as a Member 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 AND  
DIRECTOR OF POLICY ENGAGEMENT

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 Distinguished Fellow of the Asia and Pacific Policy Society; a Fellow of the Centre for Economic Policy Research (London) and a Non-Resident Senior Fellow at the Brookings Institution in Washington D.C.

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 modelling, the theory of monetary policy, climate change policy and economic modelling 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, CURTIN UNIVERSITY NODE  
LEADER AND DIRECTOR OF MENTORING  
(MID-CAREER RESEARCHERS)

Sharon K. Parker is an ARC Laureate Fellow, John Curtin Distinguished Professor, and the Director of the Centre for Transformative Work Design within the Future of Work Institute at Curtin University.

Sharon's research focuses particularly on job and work design, and she is also interested in employee performance and development, mature workers, mental health and wellbeing, and related topics. She has attracted competitive research funding worth over \$40,000,000, has published over 150 academic articles, and is the author of a SAGE book on work design and a Routledge book on proactive behaviour. Sharon is a recipient of the ARC's Kathleen Fitzpatrick Award and the Academy of Management OB Division Mentoring Award and is a Fellow of the Society for Industrial and Organisational Psychology. In 2019, she was identified as a Clarivate Highly Cited Researcher in the field of Business and Economics. She helped to develop the Good Work Design principles being used by Safe Work Australia and Comcare to foster the improved quality of work within Australian organisations and is a co-founder of the Thrive at Work Initiative.





#### PROFESSOR MICHAEL SHERRIS

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

Michael Sherris is 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; is on the editorial boards of the *Annals of Actuarial Science* and *Asia Pacific Journal of Risk and Insurance*; is a co-editor of the *North American Actuarial Journal*; 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.



#### 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 (ETSG), Asia Pacific Trade Seminars (APTS), Australasian Trade Workshop (ATW) and the Dynamics, Economic Growth, and International Trade (DEGIT) Research Centre.

# CENTRE PERSONNEL

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## PARTNER INVESTIGATORS

### Professor Hanming Fang

Department of Economics  
UNIVERSITY OF PENNSYLVANIA

### Professor Olivia S. Mitchell

The Wharton School  
UNIVERSITY OF PENNSYLVANIA

### Professor James Nazroo

School of Social Sciences  
UNIVERSITY OF MANCHESTER

## HONORARY PROFESSORS

### Professor Robert Cumming

UNIVERSITY OF SYDNEY

### Professor Robert Holzmann

AUSTRIAN ACADEMY OF SCIENCES

## PROFESSORIAL FELLOW

### Professor John Beard

UNSW Business School  
UNSW SYDNEY

## PROFESSOR OF PRACTICE

### Professor Philip (Pip) O'Keefe

UNSW Business School  
UNSW SYDNEY

## ASSOCIATE INVESTIGATORS<sup>1</sup>

### Dr Muhammad Absor

School of Social Work  
SUNAN KALIJAGA STATE ISLAMIC UNIVERSITY  
(FROM 8 MARCH 2022)

### Professor Julie Agnew

Mason School of Business  
COLLEGE OF WILLIAM AND MARY

### Dr Daniel Alai

School of Mathematics, Statistics and Actuarial Sciences  
UNIVERSITY OF KENT

### Professor Jennifer Alonso García

Department of Mathematics  
UNIVERSITÉ LIBRE DE BRUXELLES

### Professor Ross Andel

College of Behavioural and Community Sciences,  
School of Aging Studies  
UNIVERSITY OF SOUTH FLORIDA

### Dr Sophie Andrews

NEUROSCIENCE RESEARCH AUSTRALIA

### Dr David Bell

THE CONEXUS INSTITUTE

### Professor Heather Booth

School of Demography  
AUSTRALIAN NATIONAL UNIVERSITY

### Dr Brooke Brady

UNSW School of Psychology  
UNSW SYDNEY

### Dr Richard Burns

Centre for Research on Ageing, Health and Wellbeing  
AUSTRALIAN NATIONAL UNIVERSITY

### Professor Monika Bütler

### Professor Julie Byles

Research Centre for Generational Health and Ageing  
THE UNIVERSITY OF NEWCASTLE, AUSTRALIA

### Dr Elena Capatina

College of Business and Economics  
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### Professor Nicolas Cherbuin

Centre for Research on Ageing, Health and Wellbeing  
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### Professor Linda Clare

Centre for Research in Ageing and Cognitive Health  
UNIVERSITY OF EXETER

### Professor Philip Clarke

Health Economics Research Centre  
UNIVERSITY OF OXFORD

### Professor Lindy Clemson

Ageing, Work and Health Research Unit  
Faculty of Health Sciences  
UNIVERSITY OF SYDNEY

### Dr Andreea Constantin

The University of Sydney Business School  
UNIVERSITY OF SYDNEY (FROM 31 AUGUST)

### Professor Henry Cutler

Centre for the Health Economy  
MACQUARIE UNIVERSITY  
(FROM 5 SEPTEMBER 2022)

### Dr Yuanyuan Deng

(FROM 24 MAY 2022)

### Professor Loretti I. Dobrescu

School of Economics  
UNSW SYDNEY

### Professor Emeritus Denise Doiron

School of Economics  
UNSW SYDNEY

### A/Professor Patrick Dunlop

Future of Work Institute  
CURTIN UNIVERSITY

### Professor Joanne Earl

Department of Psychology  
MACQUARIE UNIVERSITY

### A/Professor Christine Eckert

Marketing Department  
UNIVERSITY OF TECHNOLOGY SYDNEY

### Professor Hans Fehr

Department of Economics  
UNIVERSITY OF WUERZBURG

### Professor Denzil Fiebig

School of Economics  
UNSW SYDNEY

<sup>1</sup> Not all Associate Investigators were actively involved in the research program in 2022.

**Professor Lisa M. Finkelstein**

Department of Psychology  
NORTHERN ILLINOIS UNIVERSITY

**A/Professor Gwenith G. Fisher**

Department of Psychology  
COLORADO STATE UNIVERSITY

**Professor Marylène Gagné**

Future of Work Institute  
CURTIN UNIVERSITY

**Dr Han Gao**

School of Economics  
UNSW SYDNEY  
(FROM 16 AUGUST 2022)

**Professor Fabiola H. Gerpott**

WHU-OTTO BEISHEIM  
SCHOOL OF MANAGEMENT

**Professor Alastair Gray**

Health Economics Research Centre  
UNIVERSITY OF OXFORD

**Professor Robert Gregory**

College of Business and Economics  
AUSTRALIAN NATIONAL UNIVERSITY

**Professor Barbara Griffin**

Department of Psychology  
MACQUARIE UNIVERSITY

**Dr Irina Grossman**

Demography and Ageing Unit  
UNIVERSITY OF MELBOURNE

**Dr Megan Gu**

Centre for the Health Economy  
MACQUARIE UNIVERSITY

**Professor Ross Hammond**

THE BROOKINGS INSTITUTION  
AND  
WASHINGTON UNIVERSITY IN ST LOUIS

**Dr Katja Hanewald**

School of Risk and Actuarial Studies  
UNSW SYDNEY

**Erik Hernæs**

RAGNAR FRISCH CENTRE FOR ECONOMIC RESEARCH

**Alexandra Heron**

The University of Sydney Business School  
UNIVERSITY OF SYDNEY

**A/Professor Vasant Hirani**

School of Life and Environmental Sciences  
UNIVERSITY OF SYDNEY

**Professor Andreas Hirschi**

Institute of Psychology  
UNIVERSITY OF BERN

**Dr Diane Hosking**

NATIONAL SENIORS AUSTRALIA

**A/Professor Rafat Hussain**

Centre for Research on Ageing, Health and Wellbeing  
AUSTRALIAN NATIONAL UNIVERSITY

**Professor Fedor Iskhakov**

Research School of Economics  
AUSTRALIAN NATIONAL UNIVERSITY

**Professor Carol Jagger**

Population Health Science Institute  
NEWCASTLE UNIVERSITY, UK

**Dr Kim Kiely**

School of Psychology  
UNSW SYDNEY  
AND NEUROSCIENCE RESEARCH AUSTRALIA

**Dr Kaja Kierulf**

School of Economics  
UNSW SYDNEY  
(FROM 16 AUGUST 2022)

**A/Professor Dorien Kooij**

School of Social and Behavioural Sciences  
TILBURG UNIVERSITY

**Dr Pei-Chun Ko**

School of Social Sciences  
MONASH UNIVERSITY  
(FROM 22 JULY 2022)

**Dr Scherazad Kootar**

NEUROSCIENCE RESEARCH AUSTRALIA

**A/Professor Cagri Kumru**

Research School of Economics  
AUSTRALIAN NATIONAL UNIVERSITY

**Professor Jong-Wha Lee**

Economics Department  
KOREA UNIVERSITY

**Dr Han Li**

Department of Actuarial Studies and Business Analytics  
MACQUARIE UNIVERSITY

**Dr Junhao Liu**

The University of Sydney Business School  
UNIVERSITY OF SYDNEY

**Dr Vanessa Loh**

The University of Sydney Business School  
UNIVERSITY OF SYDNEY

**Dr Simen Markussen**

RAGNAR FRISCH CENTRE FOR ECONOMIC RESEARCH

**Dr Ramona Meyricke**

TAYLOR FRY

**A/Professor Moyra Mortby**

School of Psychology  
UNSW SYDNEY  
AND NEUROSCIENCE RESEARCH AUSTRALIA

**Professor Andreas Müller**

Institute of Psychology, Work and  
Organisational Psychology  
UNIVERSITY OF DUISBURG-ESSEN

**Professor Ben R. Newell**

School of Psychology  
UNSW SYDNEY

**Professor Annamaria Olivieri**

Department of Economics and Management  
UNIVERSITY OF PARMA

# CENTRE PERSONNEL

**Dr Claire O'Connor**

School of Psychology  
UNSW SYDNEY  
(FROM 18 OCTOBER 2022)

**Dr Miguel Olivo-Villabrille**

School of Economics  
UNIVERSITY OF SYDNEY  
(FROM 28 MAY 2022)

**A/Professor Kate O'Loughlin**

Ageing, Work and Health Research Unit,  
Faculty of Health Sciences  
UNIVERSITY OF SYDNEY

**Professor Andrew Palmer**

Menzies Institute for Medical Research  
UNIVERSITY OF TASMANIA  
AND  
School of Population and Global Health  
UNIVERSITY OF MELBOURNE

**Dr Collin Payne**

School of Demography  
AUSTRALIAN NATIONAL UNIVERSITY

**Dr Ruth Peters**

NEUROSCIENCE RESEARCH AUSTRALIA  
(UNTIL 7 NOVEMBER 2022)

THE GEORGE INSTITUTE FOR GLOBAL HEALTH  
(FROM 8 NOVEMBER 2022)

**Dr Gretchen (Gigi) Petery**

National Center for Productive Aging and Work (NCPAW),  
National Institute for Occupational Safety and Health  
(NIOSH),  
CENTER FOR DISEASE CONTROL AND PREVENTION USA

**Professor Ermanno Pitacco**

Faculty of Economics  
UNIVERSITY OF TRIESTE

**Dr Phitawat Poonpolkul**

Puey Ungphakorn Institute for Economic Research  
BANK OF THAILAND  
(FROM 28 NOVEMBER 2022)

**Dr Cort W. Rudolph**

Department of Psychology  
SAINT LOUIS UNIVERSITY

**Dr Renuka Sane**

NATIONAL INSTITUTE OF PUBLIC FINANCE AND POLICY,  
NEW DELHI

**Professor Anthony Scott**

Melbourne Institute of Applied Economic  
and Social Research  
UNIVERSITY OF MELBOURNE

**Dr Akshay Shanker**

The University of Sydney Business School  
UNIVERSITY OF SYDNEY  
(FROM 8 MARCH 2022)

**Dr Wenqiang (Adam) Shao**

PACIFIC LIFE RE

**Dr Yang Shen**

School of Risk and Actuarial Studies  
UNSW SYDNEY

**Dr Craig Sinclair**

NEUROSCIENCE RESEARCH AUSTRALIA

**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

**VALE PROFESSOR ERMANNO PITACCO**

Professor Ermanno Pitacco, an Associate Investigator and an active supporter of CEPAR since its early days, passed away in September after a short illness. He regularly visited and presented at CEPAR's Longevity Risk Workshops and collaborated with the actuarial research group at CEPAR.

He was past Professor of Actuarial Mathematics at the University of Trieste and the Academic Director of the Master's in Insurance & Risk Management Program at the MIB Trieste School of Management. Ermanno was very active in research, teaching, and the actuarial profession. He was an internationally recognised actuary, particularly for his work on life and health insurance, and his academic involvement included his role as an editor of the European Actuarial Academy series (Springer), co-editor of the *European Actuarial Journal*, and associate editor of the international journals: *Insurance: Mathematics &*

*Economics, Decisions in Economics and Finance*, and *Insurance Markets and Companies: Analyses and Actuarial Computations*.

In the actuarial profession Ermanno was a member of the *Groupe Consultatif Actuariel Europeen*, and, with the International Actuarial Association (IAA), he was a member of the Education Committee, a member of the Mortality Working Group, and a member of the IAA Health Section Committee. His research won many prizes including the 1996 INA Prize for Actuarial Mathematics, from *Accademia Nazionale dei Lincei*, and the 2011 Bob Alting von Geusau Memorial Prize, together with Annamaria Olivieri, for the best paper published in the *ASTIN Bulletin* on an AFIR (Actuarial Approach for Financial Risks) related topic.

He was not only a colleague but a friend to many at CEPAR. He will be missed.

**Dr Ralph Stevens**

**Professor Lucy Taksa**

Centre for Workforce Futures  
Macquarie Business School  
MACQUARIE 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

**A/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  
UNIVERSITY OF LIMERICK

**Dr Francesco Ungolo**

School of Risk and Actuarial Studies  
UNSW SYDNEY  
(FROM 18 OCTOBER 2022)

**Dr Andrés Villegas**

School of Risk and Actuarial Studies  
UNSW SYDNEY

**Dr Cheng Wan**

ETH ZURICH  
(FROM 8 MARCH 2022)

**Dr Serena Wee**

School of Psychological Science  
UNIVERSITY OF WESTERN AUSTRALIA  
(FROM 8 MARCH 2022)

**Dr Pengyu Wei**

Department of Statistics and Actuarial Science  
UNIVERSITY OF WATERLOO

**Professor Peter Whiteford**

Crawford School of Public Policy  
AUSTRALIAN NATIONAL UNIVERSITY

**Dr Chia-Huei Wu**

Business School  
UNIVERSITY OF LEEDS

**Dr Shang Wu**

FIRST STATE 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  
(FROM 1 JUNE 2022)

**Professor Hannes Zacher**

Department of Psychology  
UNIVERSITY OF LEIPZIG

**Professor Zhongwei Zhao**

School of Demography  
AUSTRALIAN NATIONAL UNIVERSITY

**Dr Lidan Zheng**

NEUROSCIENCE RESEARCH AUSTRALIA

**A/Professor Jonathan Ziveyi**

School of Risk and Actuarial Studies  
UNSW SYDNEY

---

### ASSOCIATE PROFESSOR OF ECONOMIC DEMOGRAPHY

**A/Professor Jeromey Temple**

Centre for Health Policy  
UNIVERSITY OF MELBOURNE

---

### PRINCIPAL RESEARCH FELLOWS

**A/Professor Myra Hamilton**

The University of Sydney Business School  
UNIVERSITY OF SYDNEY

**Dr Tom Wilson**

Centre for Health Policy  
UNIVERSITY OF MELBOURNE

---

### SENIOR RESEARCH FELLOWS

**Dr Daniela Andrei**

Centre for Transformative Work Design  
CURTIN UNIVERSITY

**Rafal Chomik**

UNSW Business School  
UNSW SYDNEY

**Dr George Kudrna**

UNSW Business School  
UNSW SYDNEY

**Dr Bei Lu**

UNSW Business School  
UNSW SYDNEY

**Dr Timothy Neal**

UNSW Business School  
UNSW SYDNEY

**Dr Vasoontara Yiengprugsawan**

UNSW Business School  
UNSW SYDNEY  
(UNTIL 31 MAY 2022)

---

### SENIOR RESEARCH ASSOCIATES

**Dr Yuanyuan Deng**

UNSW Business School  
UNSW SYDNEY  
(UNTIL 23 MAY 2022)

**Dr Len Patrick Garces**

UNSW Business School  
UNSW SYDNEY

# CENTRE PERSONNEL

Dr Kyu Park

UNSW Business School  
UNSW SYDNEY

RESEARCH FELLOWS

Dr Tuki Attuquayefio

UNSW School of Psychology  
UNSW SYDNEY

Dr Jane Chong

Centre for Transformative Work Design  
CURTIN UNIVERSITY

Dr Andreea Constantin

The University of Sydney Business School  
UNIVERSITY OF SYDNEY  
(UNTIL 30 AUGUST)

Dr Daniel Dinale

The University of Sydney Business School  
UNIVERSITY OF SYDNEY  
(FROM 7 JULY 2022)

Inka Eberhardt

UNSW Business School  
UNSW SYDNEY

Dr Peyman Firouzi-Naeim

UNSW Business School  
UNSW SYDNEY  
(UNTIL 15 JULY 2022)

Dr Jane Fry

Melbourne School of Population and Global Health  
UNIVERSITY OF MELBOURNE

Dr Natasha Ginnivan

UNSW School of Psychology  
UNSW SYDNEY

Dr Meimanat Hosseini Chavoshi

Centre for Health Policy  
UNIVERSITY OF MELBOURNE

Dr Yue Hua

UNSW Business School  
UNSW SYDNEY  
(FROM 26 SEPTEMBER 2022)

Dr Saman Khalatbari-Soltani

School of Public Health  
UNIVERSITY OF SYDNEY

Dr Yvonne Leung

School of Psychology  
UNSW SYDNEY  
(FROM 19 JANUARY 2022)

Dr Larry Liu

Crawford School of Public Policy  
AUSTRALIAN NATIONAL UNIVERSITY

Dr Xiangling Liu

UNSW Business School  
UNSW SYDNEY  
(FROM 21 MARCH 2022)

Dr Miguel Olivo-Villabrille

UNSW Business School  
UNSW SYDNEY  
(UNTIL 24 MAY 2022)

Dr Gaoyun (Sophie) Yan

UNSW Business School  
UNSW SYDNEY

Dr Dandan Yu

UNSW Business School  
UNSW SYDNEY

Dr Fangfang Zhang

Centre for Transformative Work Design  
CURTIN UNIVERSITY  
(FROM 9 SEPTEMBER 2022)

RESEARCH MANAGER

Dr Ranmalee Eramudugolla

NEUROSCIENCE RESEARCH AUSTRALIA

SENIOR RESEARCH OFFICER

Cecilia Runneboom

Centre for Transformative Work Design  
CURTIN UNIVERSITY

RESEARCH OFFICER

Leah Zoszak

Centre for Transformative Work Design  
CURTIN UNIVERSITY

PROJECT OFFICER

Tanya Layton

NEUROSCIENCE RESEARCH AUSTRALIA

POLICY ANALYST

Fatima Jamal Khan

UNSW SYDNEY

RESEARCH ASSOCIATES

Dr Daniel Wheadon

UNSW Business School  
UNSW SYDNEY  
(FROM 6 JUNE 2022)

Alison Williams

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UNIVERSITY OF SYDNEY

RESEARCH ASSISTANTS

Rishi Dhushiyandan

UNSW SYDNEY

Queenie Huang

UNSW SYDNEY

Doreen Kabuche

UNSW SYDNEY

Trang Le

UNSW SYDNEY

Meiwei Li

UNSW SYDNEY

Ting Li

UNSW SYDNEY

Lingfeng Lyu

UNSW SYDNEY

**Ellora Shirodkar**  
UNSW SYDNEY

**Yafei Si**  
UNSW SYDNEY

**Yawei Wang**  
UNSW SYDNEY

**Alex Xiao**  
UNSW SYDNEY

**Yuxin Zhou**  
UNSW SYDNEY

---

## PROFESSIONAL STAFF

**Joanna Bayliss**  
Senior Administrative Officer -  
Stakeholder Relationships & Governance  
UNSW SYDNEY NODE

**Amy Brushwood**  
Senior Administrative Officer -  
Research and Mentoring Support  
UNSW SYDNEY NODE

**Colleen Faes-Scott**  
Director of Operations (fractional appointment)  
UNSW SYDNEY NODE  
(FROM 2 JULY 2022)  
AND  
Director of Operations (Acting)  
(UNTIL 1 JULY 2022)

**Anne Gordon**  
Director of Operations (fractional appointment)  
UNSW SYDNEY NODE

**Ryan Hoffmann**  
Administrative Assistant  
UNSW SYDNEY NODE

**Ani Johnston**

Administrative Officer  
UNSW SYDNEY NODE  
(FROM 27 JUNE 2022)

**Tracey Mayhew**  
Centre Manager  
UNIVERSITY OF MELBOURNE NODE

**Nesha Nanu**  
Business Manager  
UNIVERSITY OF MELBOURNE NODE

**Rossana Bastos Pinto**  
Senior Project Officer  
AUSTRALIAN NATIONAL UNIVERSITY NODE  
(UNTIL 30 MAY 2022)

**Manish Shah**  
Finance Manager  
UNSW SYDNEY NODE  
(UNTIL 29 NOVEMBER 2022)

**Silke Weiss**  
Communications, Marketing and Events Coordinator  
UNSW SYDNEY NODE  
(UNTIL 5 JULY 2022)  
AND  
Communications, Marketing and Events Manager  
UNSW SYDNEY NODE  
(FROM 6 JULY 2022)

**Hong Yu**  
Administrative Officer  
AUSTRALIAN NATIONAL UNIVERSITY NODE  
(FROM 8 AUGUST 2022)



# SECTION

# 2

## RESEARCH & RESEARCH TRAINING

CEPAR ANNUAL WORKSHOP PANEL SESSION ON  
NAVIGATING A RESEARCH CAREER IN THE 21ST  
CENTURY: OPPORTUNITIES AND CHALLENGES.  
FROM LEFT: MARIAN BAIRD (CHAIR) AND  
MID-CAREER RESEARCHERS FEDOR ISKHAKOV,  
MYRA HAMILTON AND KATJA HANEWALD.



# RESEARCH STREAM 1

## MACRO-DEMOGRAPHIC DYNAMICS AND POPULATION AGEING POLICY

STREAM LEADER / [PETER MCDONALD](#)

This stream brings together a multidisciplinary team comprising expertise in demography, economics and actuarial studies to develop a suite of models that will combine to place Australia at the forefront of macro-demographic modelling globally. Together they will generate 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 comprises 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  
COLLIN PAYNE  
HEATHER BOOTH

The principal focus of this project during 2022 was the production of projections of the Australian population according to a range of characteristics beyond the standard characteristics, age and sex. The results of the projections are made available in the CEPAR Population Ageing Futures Data Archive on the website: <https://cepar.edu.au/cepar-population-ageing-projections>. Understanding the diversity of future population change within the older population is important as the Aged Care Act 1997 as well as a series of policy documents cement 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 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; regional and remote area populations; projections of the population with dementia; projections of the oldest old population; and an analysis of the impact of COVID-19 on population ageing.

CEPAR also launched new population projections for Australia and the states and territories that show how population ageing is expected to evolve over the next 20 years. Based on updated population estimates incorporating 2021 Census results, the projections suggest that Australia’s population aged 65 and over is expected to grow to 6.66 million by 2041, an increase of 2.35 million (or 54%) over the 2021 population of 4.31 million. The population aged 85 and above is projected to increase in number from 534,000 in 2021 to 1.28 million by 2041 (an increase of 747,000 or 140%). A new minimal data input projection model was developed to produce local area projections of population ageing. This synthetic migration cohort-component model does not require

any migration input data and minimal fertility and mortality assumptions. It was used to create a consistent set of local area projections across Australia to demonstrate which areas are likely to experience the most population ageing in the near future. The data can be downloaded from the CEPAR Population Ageing Futures Data Archive.

Beyond the construction of the data archive, the team completed several papers analysing the results of the projections. In addition, advice was provided to agencies regarding demographic trends including the Department of the Treasury for the 2022-23 Australian budget and the Ministerial Advisory Council on Skilled Migration.

During 2022, the team secured an Australian Research Council Linkage Grant to work with the Department of the Treasury and the Australian Bureau of Statistics to define six new methodologies to be applied by government in their ongoing demographic work. The Linkage Project ‘Innovations in Demographic Modelling for Government Analysis and Planning’ received \$598,000 in funding from the ARC and the industry partners. The project will create innovative and cutting-edge demographic models to better meet the needs of practitioners and researchers.



**DR TOM WILSON**  
BA (Hons) Leeds, MA  
Sussex, PhD Leeds  
**PRINCIPAL  
RESEARCH FELLOW**

Tom Wilson is a CEPAR Principal Research Fellow in the Demography and Ageing Unit at the University of Melbourne.

He is an applied demographer specialising in population and household projections, migration analysis, the indirect estimation of demographic data, Indigenous demography, very elderly demographic trends, migration analysis, subnational demographic change, and LGBT demography.

He obtained his PhD from the University of Leeds in 2001 for his work on multi-regional population projection methods. He is the founder and Editor of the open-access journal *Australian Population Studies*.

In addition to academic research, Tom regularly works with government and has created population and household projection software for several state and territory government departments.

Together with the partner organisations, it will focus on creating more accurate and fit-for-purpose forecasting methods for Australian fertility, mortality, and migration, including a policy scenario model to produce population projections by visa/citizenship category and Australians overseas. A Research Fellow and Postdoctoral Research Fellow have just been recruited to work on the project.

This synthetic migration cohort-component model ... was used to create a consistent set of local area projections across Australia to demonstrate which areas are likely to experience the most population ageing in the near future.



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

Meimanat Hosseini-Chavoshi is a CEPAR Research Fellow in the Demography and Ageing Unit of the School of Population and Global Health at the University of Melbourne.

She is currently working on fertility and population forecasting exploring the trends and patterns of fertility and the role of migration and education on the future of ageing and number of births in Australia and Iran. Gendered later life disability/health condition and its association with social issues such as living arrangements and daily activities is another area of her working research plan. Prior to this, she worked at the ANU's Crawford School of Public Policy and School of Demography where she

carried out her postdoctoral research on fertility regulation, abortion and population policies in Iran.

Meimanat has extensive experience in the design and implementation of national surveys. She has collaborated with the University of Tehran, the WHO, UNFPA, GDN and GERPA, and has published the results of her work and collaborations with international demographers and researchers on fertility, ageing, family formation and reproductive health.

### RESEARCHERS

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

Population ageing is a nation-wide phenomenon for many countries, including Australia. As such, population ageing has macroeconomic effects upon markets for goods and services, labour and capital and these effects have dynamic implications that apply over many decades. Government policy – particularly income taxation, age pension and retirement policies – often responds to population ageing and, in turn, affects the whole economy. This research project broadly aims to investigate the effects of government economic policy on the macroeconomic, distributional and welfare outcomes in an economy, especially one experiencing population ageing. The project aims to undertake 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 ageing.

Substantial progress has been made on various aspects of the research project during 2022. Some have been completed while further research on others will continue in 2023.

Several projects progressed to yield publications in international journals; some others are being further revised for publication. Associate Investigator Chung Tran and co-author, Juergen Jung, published a paper on a quantitative analysis of social health insurance in the USA. Health insurance is of particular importance in the context of population ageing. The authors quantitatively explore the economic effects of expanding the public and private components of the US health insurance system. Their analysis uses an overlapping generations model that comprises health risk, labour market risk, and key features of the US health insurance system such as private individual health insurance, employer-sponsored group health insurance, means-tested public health insurance for low-income individuals (Medicaid), and public health insurance for retired individuals (Medicare). They develop reforms that maximise welfare outcomes and show that tax financing

instruments matter for welfare outcomes. Using a consumption tax to finance the expansion of public health insurance leads to fewer distortions and improved welfare outcomes compared to income or payroll taxes.

Research on the implications of marriage in the context of population ageing progressed in several ways. Research Fellow Miguel Olivo-Villabrille published research that estimated the effect of marriage on earnings. While numerous studies find that married men earn more than single men, the identification of whether and why marriage affects earnings is complicated by the fact that marriage market outcomes are jointly determined with potential earnings. Olivo-Villabrille exploited exogenous variation in marriage induced by the introduction of no-fault divorce laws in the US to estimate the effect of marriage on the earnings of men. He estimated that a 38% causal increase of marriage on earnings of husbands can be explained by a large increase in labour market work after marriage. His findings are robust to the possibility of unobserved heterogeneity in the effect of marriage on earnings across individuals. On another project, Chief Investigator Alan Woodland and Olivo-Villabrille have progressed research on the empirical estimation of a model



**DR GEORGE KUDRNA**  
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**SENIOR RESEARCH FELLOW**

George Kudrna is a CEPAR 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 (GLO) as a Fellow, the Centre for Applied Macroeconomic Analysis (CAMA) as a Research Associate, and the UNSW Ageing Futures Institute as an Investigator.

aimed at explaining the relationships between the timing of retirement dates by spouses in married-couple households. Research will continue into 2023.

The research project on a theoretical and empirical study of non-linear means testing of age pensions was completed during 2022. This research, which extends work done by Research Associate Daniel Wheadon as part of his PhD thesis, provides a family of nonlinear functional forms for the Age Pension means test and uses these in a large-scale dynamic general equilibrium model for Australia to compute the optimal means test that maximises welfare for a new-born individual. The study found that the optimal nonlinear pension means test for Australia represented welfare improvements over the current linear means test and the optimal linear means test and is regressive in income. This means that the taper or withdrawal rate indicating the reduction in the pension as income increases is high at low income and lower at high incomes.

Woodland and Olivo-Villabrille have progressed research on the empirical estimation of a model aimed at explaining the relationships between the timing of retirement dates by spouses in married-couple households.



**DR DANIEL WHEADON**  
MA Econ PhD Econ UNSW  
RESEARCH ASSOCIATE

Daniel Wheadon is a CEPAR Research Associate, located in the UNSW Business School. He received a PhD in Economics from the University of New South Wales in 2022, with a thesis entitled 'Essays on Pension Policies and Temptation Preferences'. Prior to this, Daniel worked as a Senior Analyst at the Reserve Bank of Australia.

Daniel's research is in the areas of macroeconomics and public policy, with a focus on age pensions. He is currently conducting research into nonlinear means testing of the Age Pension and the impact of self-control preferences on optimal pension design.

### 1.3 REGIONAL MACRO MODELLING

RESEARCHERS

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

External collaborator

DAVID VINES  
(OXFORD)

Implementing demographics and Infectious diseases in the G-cubed multi-country model

The goal of the main project, involving a team comprising Chief Investigator Warwick McKibbin, Research Fellow Larry Liu and three PhD students, is to extend the G-Cubed multi-country model to explore different demographic scenarios for Asian economies with a focus on the macroeconomic adjustment globally, in the region and in Australia.

During 2022 the ANU team has successfully updated the global database and constructed the core model with countries including the United States, Japan, Europe, Australia, Korea, Rest of Advanced Economies, China, India, Indonesia, Philippines, Vietnam, Thailand, Malaysia, Other

Asia, Latin America, Africa, Middle East and North Africa, and the Rest of the World. We have also introduced annual cohorts into all countries and modelled several demographic scenarios.

During 2022 the model was applied to future scenarios of demographic change and the impact on Australia. This was published in an international journal.

During 2023 we plan to continue to further explore this version of the model using different demographic scenarios and incorporating individual country age earnings profiles using the National Transfer Accounts. We also propose to continue the research to implement four types of cohorts into the model: children, young workers, older workers, retirees. The approach to be followed builds on the Gertler (1999) approach.

In addition, Warwick McKibbin has the following projects underway with international co-authors that will be completed in 2023:

- Implications of alternative demographic projections for economic growth and greenhouse emissions
- Climate policies and external adjustment (with International Monetary Fund colleagues and Dr Larry Liu)

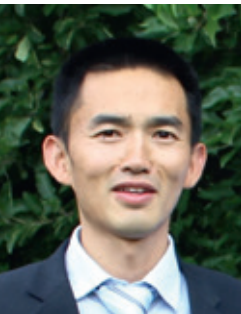
- Monetary regimes and supply disruptions (with European Central bank colleagues)
- Longer-term structural transitions and shorter-term macroeconomic shocks: Quantitative implications for the global financial system (with David Vines, Oxford University)

Larry Liu also has a number of new papers under way which are planned to be finalised in 2023. These include:

- ‘Demographic change, national savings and current account balances’
- ‘Demographic change and economic growth in emerging economies’
- ‘China’s national savings and external balances’
- ‘China’s demographic change and climate policy’

The impact of demographic change in Asia on macroeconomic and environmental outcomes

PhD student Tsendsuren (Tsegi) Batsuuri submitted her PhD for examination in July 2022. Her research has focused on several research questions: (1) How does demographic change and population ageing affect carbon emissions when capital intensity and emissions intensity across



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

Larry Liu is a CEPAR Research Fellow at the Crawford School of Public Policy at ANU. He is also a Fellow at the Centre for Applied Macroeconomic Analysis (CAMA) at ANU. He joined CEPAR in 2018 after working as a Research Fellow at CAMA 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.

sectors are different? (2) How does asymmetric demographic change across countries affect global and country emissions when countries are linked through trade and finance? (3) How does the interaction of different pension schemes with different demographic transition affect global emissions? (4) Can price based metrics be useful in comparing country efforts when there are spill-over impacts due to demographic change?

### Economic implications of antimicrobial resistance (AMR)

PhD student Roshen Fernando and Warwick McKibbin undertook the study 'Antimicrobial resistance (AMR) and assessment of the macroeconomic consequences of 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, an economy-wide approach is essential to assess its macroeconomic implications.

This study summarises the existing literature on the identified factors driving AMR and reviews the factors that have been considered in existing macroeconomic studies. It highlights the limitations in the available studies and suggests how those could be overcome via an economy-wide modelling approach that integrates the factors behind the evolution of AMR.

The outcomes of this study were published as 'Antimicrobial Resistance: Designing A Comprehensive Macroeconomic Modeling Strategy' by the Brookings Institution in June 2022.

This approach to modelling AMR will be applied in 2023.

### Modelling climate risk

Warwick McKibbin, Larry Liu and Roshen Fernando have been collaborating with researchers at the International Monetary Fund (IMF) and the Network for Greening the Financial system (NGFS) on using the G-Cubed model to explore the impact of climate risk. This has resulted in several major publications through the IMF and NGFS. The research was also used by the Australian Prudential Regulatory Authority (APRA) for stress testing the Australian financial system.

This research will continue into 2023 and include other central banks such as the European Central Bank, The Bank of Canada and The Reserve Bank of Australia and the Australian Treasury. The demographics projection research will be merged into these climate projects during 2023.

### Monetary policy regimes, economic growth and price stability

New PhD student, Thuy Hang Duong joined CEPAR in April 2022. Her research focuses on several prevalent questions related to monetary policy regimes, economic growth and price stability, especially in the context of high inflation pressures happening in many countries. Her paper, 'Macroeconomic effects of demand and supply shocks in the global oil price on the Vietnamese economy', is currently under review

by the *International Journal of Energy Sector Management*. Hang also produced another paper, 'Inflation targeting and economic performance over the crisis: Evidence from emerging market economies', which was published by the *Asian Journal of Economics and Banking* on 1st November 2022 (vol. 6, no.3, pp.337–352). Hang also tested for the anchor of inflation expectations in the Australian economy as a partial examination of the effectiveness of the current inflation targeting regime adopted by the Reserve Bank of Australia.

Hang was involved in updating global trade data for the development of the G-Cubed multi-country model, which was completed and released in 2022. In 2023, she plans to extend the research on the effectiveness of alternative monetary policy regimes, including the ability to respond to shocks from demographic change.

'During 2023 we plan to continue to further explore this version of the model using different demographic scenarios and incorporating individual country age earnings profiles using the National Transfer Accounts.'



## 1.4 THE NATIONAL TRANSFER ACCOUNTS (NTA)

### RESEARCHERS

PETER MCDONALD  
JEROMEY TEMPLE  
JAMES MAHMUD RICE

National Transfer Accounts (NTA) 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. NTA measures age-specific labour income, asset income, consumption, transfers and saving, accounting for flows within households, between households, through the public sector and with the rest of the world. The purpose of the broader Australian NTA project is 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. The NTA methodology has been developed to maximise comparability between different countries, now covering more than 60 countries. The accounts for Australia are constructed through this project.

In the past, the team has produced six NTAs for Australia dating from 1981 to 2010. The data are available at [www.ntaccounts.org](http://www.ntaccounts.org). During 2022, the seventh NTA relating to 2015–16 was completed. Access to the 2015–16 NTA is available on application to [jeromey.temple@unimelb.edu.au](mailto:jeromey.temple@unimelb.edu.au). NTA data has been used by Treasury and the Reserve Bank. The Australian NTA has been innovative in including wealth data by age. Analysis of Australian NTA accounts is proceeding mainly through the PhD thesis of James Mahmud Rice.

During 2022, a paper was published on the impact of demographic and economic change on the Australian generational economy, examining financial sustainability, intergenerational inequality and material living standards. Among its conclusions, the study found that increasing international migration leads to both increasing material living standards and decreasing intergenerational inequality. This finding is strengthened by the fact that overseas migration is more amenable to direct state or government control than fertility, mortality, and labour-income growth. Thus, because increasing overseas migration combines increasing material living standards with decreasing intergenerational inequality,

it is a distinctly useful policy tool for meeting the challenges posed by population ageing.

The study found that if the time-interval support ratio is to be maintained at a level equal to the support ratio for 2020, the consumption growth rate must be 0.23 percentage points below the labour-income growth rate.

The study also observed that conflicts exist between the three evaluative criteria of financial sustainability, intergenerational inequality, and material living standards. Uncontrolled growth in material living standards places financial sustainability at risk. Even if growth in material living standards is controlled in such a way that financial sustainability is maintained at a certain level, growth in material living standards leads to intergenerational inequality. Resolution of this conflict between growth in material living standards and intergenerational inequality requires some degree of redistribution between birth cohorts. Since cohorts born in later years enjoy higher levels of consumption than cohorts born in earlier years, this redistribution will involve redistribution from later, more-well-off cohorts to earlier, less-well-off cohorts. This redistribution can be instigated through a variety of mechanisms. The consumption of earlier,



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 is currently working as a research consultant while completing a PhD in the Demography and Ageing Unit at the University of Melbourne.



less-well off cohorts could be raised through contemporaneous transfers from later to earlier cohorts or the consumption of earlier, less-well-off cohorts could be raised through these cohorts incurring liabilities that are subsequently repaid by later, more well-off cohorts. Finally, the consumption of earlier cohorts could be raised through earlier cohorts drawing down their assets and transferring less to later cohorts at death through bequests.

Finally, changes in inputs other than migration have conflicting effects. Compared with assumptions made in the model, increasing the labour-income growth rate allows the consumption growth rate to be higher but is also associated with rises in intergenerational inequality. Increasing fertility decreases intergenerational inequality but is associated with very small decreases in the consumption growth rate. While increasing mortality is associated with increases in the consumption growth rate, this is at the cost of increases in intergenerational inequality, as well as shorter life expectancies.

Thus, because increasing overseas migration combines increasing material living standards with decreasing intergenerational inequality, it is a distinctly useful policy tool for meeting the challenges posed by population ageing.



A/PROFESSOR  
JEROME TEMPLE

BA Population Studies  
(Hons) BCom PhD  
Demography ANU

ASSOCIATE PROFESSOR OF  
ECONOMIC DEMOGRAPHY

Jerome Temple is the Head of the Demography and Ageing Unit at the University of Melbourne, Deputy Head of the University of Melbourne node of CEPAR and Adjunct Professor at Curtin University.

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 currently funded by the ARC Centre of Excellence in Population Ageing Research, is a Chief Investigator on 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.

## FEATURED ASSOCIATE INVESTIGATORS

### ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 1 RESEARCH IN 2022 INCLUDED:



#### ASSOCIATE PROFESSOR CHUNG TRAN

*BA Hanoi National Economics University,  
PhD Indiana University*

Chung Tran is Associate Professor of Economics at the Australian National University. He collaborates with Alan Woodland and his team on Project 1.2.

His primary research interests lie in the areas of macroeconomics and public finance. Specific research topics include: evaluating trade-offs in designing social security and health insurance systems; analysing the dynamic effects of fiscal policy; and understanding the consequences of debt financing and fiscal austerity measures. His work appears in leading academic journals including *Review of Economic Dynamics*, the *Journal of Economic Dynamics and Control*, the *European Economic Review* and the *Journal of Development Economics*.



#### PROFESSOR JONG-WHA LEE

*BA MA Korea, MA PhD Harvard*

Jong-Wha Lee is currently Dean of the College of Political Science and Economics, and Dean of the Graduate School of Policy Studies at Korea University. He served as a senior adviser for international economic affairs to the former President of the Republic of Korea. He was also previously Chief Economist and Head of the Office of Regional Economic Integration at the Asian Development Bank and an economist at the International Monetary Fund. He has taught at Harvard University, Columbia University, and Peking University. He collaborates 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 is a regular columnist for *Project Syndicate* and *Korea JoongAng Daily*. He obtained his PhD and Master's degree in Economics from Harvard University.



#### DR IRINA GROSSMAN

*B.Eng. (Hons)/B.S. Monash University,  
PhD Monash University*

Irina Grossman is a Research Fellow in the Demography and Ageing Unit at the University of Melbourne. As a CEPAR Associate Investigator she collaborates 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.

## DECISION MAKING, EXPECTATIONS AND COGNITIVE AGEING

CO STREAM LEADER / KAARIN ANSTEY

This stream brings 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 aims to fully capture the psychological and social factors that influence choice over the life course it seeks to enhance the wellbeing of people in old age. These include 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 is developing:

- 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 evaluating interventions to increase positive expectations about ageing; and
- life cycle models that incorporate investments in health and housing as well as cognitive limitations in ageing.

The stream comprises 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  
CRAIG SINCLAIR  
MOYRA MORTBY  
NICOLAS CHERBUIN  
JAMES LIAN  
SCHERAZAD KOOTAR  
BROOKE BRADY  
KIM KIELY  
TUKI ATTUQUAYEFIO  
RANMALEE ERAMUDUGOLLA

Decision-making was evaluated using the dataset from the PATH Through Life study. In a paper led by Associate Investigator Craig Sinclair, with Chief Investigator Kaarin Anstey, Dr Ranmalee Eramudugolla, and Associate Investigators Nicolas Cherbuin and Moyra Mortby, we examined how mild cognitive impairment is associated with decision making.

Using algorithms developed by our research team and validated in earlier work, we were able to examine how different sub-groups of older adults (those with memory impairment only, or those with impairment in more than one cognitive domain), performed on a cognitive test of decision-making called the game of dice task.

Results showed that participants with mild cognitive impairment had more difficulty selecting strategies and had lower performance under conditions of explicit risk. The effects were stronger in those with greater cognitive impairment. We also completed the evaluation of the cognitive status of the oldest cohort of the PATH sample who are aged in their early eighties. This cohort has completed surveys on decision making in the areas of health and finances and these data will be analysed in 2023.

Our work on decision making was interrupted by bushfires and COVID-19 but this also provided an opportunity for us to evaluate the mental health impacts of these events on our study participants. We found temporary impacts of bushfires on mental health, with greater impacts for those who were directly exposed to the fires, and that people who were more prepared for bushfires coped better. Reports on these findings have been prepared for the ACT Government.

Results showed that participants with mild cognitive impairment had more difficulty selecting strategies and had lower performance under conditions of explicit risk.



DR CRAIG SINCLAIR  
BA BSc (Hons),  
PhD Psychology UWA  
ASSOCIATE INVESTIGATOR

Craig Sinclair is a Senior Research Fellow in the School of Psychology at UNSW Sydney and a CEPAR Associate Investigator.

His research training is in psychology, and he works with Professor Kaarin Anstey on a range of projects relevant to decision making, cognitive ageing and expectations of ageing. Within the current policy environment, older adults are expected to actively engage in a range of high-stakes decisions relating to their finances, lifestyle, accommodation and healthcare. These decisions occur in the context of shifting personal and family priorities and responsibilities, and limited time to recover from decisions that turn out poorly.

His recent research has focused on advance care planning and supported decision making, particularly in the context of cognitive ageing and dementia. This work aims to better understand the decision-support needs of older people (including those with dementia) to inform the design of decision-support interventions.

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

### RESEARCHERS

KAARIN ANSTEY  
YVONNE LEUNG  
BROOKE BRADY  
CRAIG SINCLAIR  
RUTH PETERS  
KIM KIELY  
MOYRA MORTBY  
SOPHIE ANDREWS  
SCHERAZAD KOOTAR  
LIDAN ZHENG  
RANMALEE ERAMUDUGOLLA  
NICOLE EE  
YUCHEN XIE

Our team continued work on identifying factors that influence cognitive function in ageing. We published several papers examining the association between environmental characteristics and cognitive function in older adults using population-based datasets. These confirmed findings of air pollution having negative impacts on cognition, and green space and complex environments promoting cognitive health in later life.

To explore factors that may promote optimal cognitive ageing, our team also investigated

measures of cognitive resilience and cognitive reserve. A submitted manuscript by Associate Investigator Lidan Zheng with Chief Investigator Anstey and Associate Investigators Cherbuin and Eramudugolla, examined predictors of cognitive resilience in people at high genetic risk of Alzheimer's disease and found gender differences in these. Physical activity increased cognitive resilience in men whereas the number of mental activities engaged in promoted cognitive resilience in women.

Another paper by Research Fellow Yvonne Leung, with Cherbuin, Peters, Mortby and Anstey, examined the influence of premorbid intelligence and education on the onset of subjective cognitive decline and whether this is modulated by gender. Recent research has shown that education contributes less to cognitive reserve in women than in men. Using data from the Personality and Total Health (PATH) Through Life study we investigated gender differences in the association between cognitive reserve and the risk of having mild cognitive impairment (MCI). Our results indicated that premorbid intelligence and engagement in mental activities were associated with a lower risk of MCI, after adjusting for education and job skill level. We also found that men with a lower job skill level were more likely to

have a higher risk of MCI than women. A manuscript is being prepared for submission to *Gerontology*.

Our team also continued to examine factors influencing older driver safety and decision making in the context of driver licensing. We evaluated visual acuity and a widely used cognitive screening instrument (the Mini-Mental State Examination) in terms of their sensitivity to identify unsafe drivers. Whilst there were small statistical differences on these measures between safe and unsafe drivers, the tests were not found to be sensitive enough to support recommendation at the individual level.

...in people at high genetic risk of Alzheimer's disease ... physical activity increased cognitive resilience in men whereas the number of mental activities engaged in promoted cognitive resilience in women.



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

Yvonne Leung is a CEPAR Postdoctoral Fellow in Psychology 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.

## 2.3 EXPECTATIONS AND THE AGEING EXPERIENCE

### RESEARCHERS

KAARIN ANSTEY  
NATASHA GINNIVAN  
CRAIG SINCLAIR  
BROOKE BRADY  
RUTH PETERS  
KIM KIELY  
MOYRA MORTBY  
LIDAN ZHENG  
TOMER JOFFE  
NICOLE EE  
MEIWEI LI

### External collaborator

CATHERINE RICKWOOD  
(NEURA)

The literature shows that expectations regarding ageing (ERA) and individuals’ longevity and functional health in later life are linked but there has been limited investigation into gender differences in expectations of ageing and how cognitive impairment impacts these expectations.

Research Fellow Yvonne Leung led research on the PATH Through Life study with Research Fellow Natasha Ginnivan, Associate Investigators Moyra Mortby and Ruth Peters, and Chief Investigator

Kaarin Anstey to examine gender differences in ERA and how these differences are associated with cognitive challenges. In cognitively normal participants (CNs), women had higher ERA than men, but this was not found among those with mild cognitive impairment (MCI). Participants with MCI had lower ERA than CNs, while subjective memory complaint was associated with lower ERA in both groups. The results from the study offer insights into determinants of internalised age stereotypes among older adults and have implications for future intervention. This paper has recently been submitted to the *Journal of Gerontology: Series B*.

Ageism, age-based judgements, and attitudes to ageing have been shown to play a major role in older persons’ capacity for engaging with paid employment however there has been limited research focusing on interventions to address this problem. To address this gap a scoping review (in press) was conducted by Associate Investigator Craig Sinclair, Research Assistant Tomer Joffe, Ginnivan and Chief Investigators Parker and Anstey to evaluate research on workplace interventions.

Building on this review, a psychological intervention was designed and tested in an online

platform exploring the use of fact-based information on ageing. The online ageism intervention with 361 participants (48% male, 53% female) aged 18 – 65, by Ginnivan, Leung, Joffe, Sinclair, and Anstey showed no significant effects for the use of the fact-based information presented as a quiz, however, the survey revealed significant interaction between gender and anxiety about ageing, such that women with higher anxiety about ageing were more likely to have more negative attitudes towards older workers than men. In addition, there was a significant interaction between gender and the measure of social desirability, such that women who scored higher on social desirability were more likely to show more positive attitudes to older workers than men.

To understand the impediments and enablers to successful multigenerational teamwork, Dr Rickwood, Ginnivan, and Anstey are partnering with two major corporations to run focus groups and in-depth interviews with senior executives of each company. This qualitative work is underway with the expectation that interventions ‘in the field’ will be explored in the coming year.



DR NATASHA GINNIVAN

BSc (Psych) UNSW,  
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PhD ANU

POSTDOCTORAL  
RESEARCH FELLOW

Natasha Ginnivan is a CEPAR Research Fellow based at the UNSW School of Psychology.

She obtained her PhD from the Australian National University in 2018 on cross-cultural attitudes to ageing.

Natasha investigates implicit and cultural attitudes to ageing, ageism, age expectations, age stereotypes and self-perceptions of ageing. Her research includes the lived experience of ageing, dementia, and ageing in marginalised populations, including ageing prisoners. Her current research is focusing on psychological interventions for workplace settings and ways of increasing age-diversity within multigenerational teams.

In addition, she researches how age stereotypes can create barriers to the enhanced wellbeing of older adults. Other research that Natasha is engaged in includes how social media, and ageist discourse impacts on self-perceptions of ageing, and ways that implicit bias shapes health care provision for older persons.

### RESEARCHERS

MICHAEL KEANE  
HANMING FANG  
TIMOTHY NEAL  
PEYMAN FIROUZI NAEIM  
MIGUEL OLIVO-VILLABRILLE  
ELENA CAPATINA  
FEDOR ISKHAKOV

The aim of this project is to develop and extend the methodologies that economists use to model the choices of older individuals. Rational Choice Theory is the prevailing framework used for formally modelling economic decisions, and it relies on a number of assumptions relating to the rationality of individual decision making. But there is good reason to believe that 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 develops new choice models that incorporate cognitive limitations in decision making, as well as other deviations from rational choice behaviour. These models will be applied to help better understand observed

behaviour in areas such as investments in health and financial decision making. They will allow for heterogeneity in consumer preferences and choices, and lead to new methods that can isolate heterogeneity that arises from differences in preferences to those arising from confusion or irrationality. The application of this methodology will enable more realistic policy experiments that yield better insight into the role of government policy and how it influences 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.

Two research papers were published or completed in 2022. The first studied the properties of instrumental variables (IV) estimation and inference in general settings. It found severe power asymmetry in the 2SLS t-test originating from a strong association between the parameter estimates and their standard errors. The implications for applied research in many branches of economics, including population ageing, are both wide-ranging and profound. The second study explored

the implications of these findings for estimating the Frisch elasticity of labour supply, which underpins many structural models that study economic behaviour over the life cycle.

Meanwhile, several important papers were significantly progressed in 2022. A project examining the demand for housing using a dynamic life cycle model is near completion, which will be able to explore the effectiveness of several types of government interventions into property markets and home ownership. Significant progress was made on a related project which builds human capital investment into dynamic general equilibrium (DSGE) models to see how it affects optimal tax policy calculations. Lastly, work continued on a life cycle model that incorporates health shocks and health investment, which is currently under revision at a leading economics journal.

A project examining the demand for housing using a dynamic life cycle model ...[explores] the effectiveness of several types of government interventions into property markets and home ownership.



DR TIMOTHY NEAL  
BA BEc (Hons) Macq.,  
PhD UNSW  
SENIOR RESEARCH FELLOW

Timothy Neal is a CEPAR Senior Research Fellow located in the UNSW Business School.

He joined CEPAR in July 2016 after completing a PhD in Economics at the UNSW Business School. His primary research interests include panel data econometrics, machine learning and climate change economics. Thus far he has published in leading economics journals such as *Quantitative Economics*, the *Journal of Econometrics*, and the *Econometrics Journal*.

Alongside academic research, Tim has worked as an economic consultant at Ernst & Young where he supported the development of economic reports and business cases commissioned by government for a variety of transport infrastructure projects. Notable projects included the business case for the North West Rail Link and a study into Sydney's future aviation capacity.



## FEATURED ASSOCIATE INVESTIGATORS

### OTHER ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 2 RESEARCH IN 2022 INCLUDED:



#### DR MOYRA MORTBY

*BSc Crim&Psych (Hons) MPsych Keele University,  
PhD University of Zurich*

Dr Mortby is a Senior Research Fellow at the UNSW School of Psychology with a conjoint appointment at NeuRA. She contributes to Projects 2.1 – 2.3.

Moyra was awarded her PhD with *Laudatio Magna Cum Laude* for her research on apathy and depression in mild cognitive impairment and Alzheimer's disease. She will commence her Dementia Australia Research Foundation - Dementia Centre for Research Collaboration Mid-Career Research Fellowship in August 2023. Previously, she held an NHMRC-ARC Dementia Research Development Fellowship (2016-2020) and an Alzheimer's Australia Dementia Research Foundation Postdoctoral Research Fellowship (2014-2015).

Moyra's research uses an interdisciplinary and lifespan approach to identify new avenues for timely dementia diagnosis, more effective symptom management/treatment, and improved lived experience in order to provide an opportunity for early intervention. She is an internationally recognised expert in neuropsychiatric symptoms (especially apathy), mild behavioural impairment, and dementia. Her core strengths include early risk identification, dementia prevention, dementia care/aged care and non-pharmacological interventions.



#### DR LIDAN ZHENG

*B Com BSc (Psych) ANU, PhD UNSW*

Lidan Zheng is a Postdoctoral Research Fellow at Neuroscience Research Australia. As a CEPAR Associate Investigator she collaborates on Projects 2.2 and 2.3. 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 current role involves 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).



#### PROFESSOR FEDOR ISKHAKOV

*BMath CandSc St Petersburg State University,  
MSc PhD University of Oslo*

Fedor Iskhakov is a Professor of Economics at the Research School of Economics at the Australian National University and an Australian Research Council Future Fellow. As a CEPAR Associate Investigator, he contributes to Project 2.4.

Previously he was a Senior Research Fellow at CEPAR (2013-2016) and a Research Fellow at the Centre for the Study of Choice, University of Technology Sydney (2010-2012). Between 2002 and 2011 he was a Research Fellow and a Postdoctoral Fellow at the Frisch Centre for Economic Research at the University of Oslo. His doctoral thesis, 'A dynamic structural analysis of health and retirement', was awarded His Majesty the King of Norway's gold medal, for the best research in social sciences among young researchers in Norway in 2008.

Fedor is an applied micro-econometrician and a computational economist working in the field of structural estimation of dynamic models of individual and strategic choice, with applications to labour economics, public economics, durable goods markets, household finance, industrial organisation and dynamic games. Fedor has published in multiple top field and general interest journals, including *Econometrica*, *Journal of Political Economy* and *Review of Economic Studies*.

# RESEARCH STREAM 3

## ORGANISATIONS AND THE MATURE WORKFORCE

STREAM LEADER / [SHARON PARKER](#)

This stream is undertaking 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 is at the vanguard of new research focused on the impact of various work designs on worker wellbeing at older ages, especially cognitive capital. It investigates barriers to mature workforce participation, especially age discrimination and the accommodation of caring responsibilities, to inform workplace policy and practice.

The stream comprises 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  
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JANE CHONG  
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ANDREEA CONSTANTIN  
DANIEL DINALE  
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FABIOLA GERPOTT  
PATRICK DUNLOP  
MARYLÈNE GAGNÉ  
JOANNE EARL

The overall goal of Stream 3 is 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 serves 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 has been 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.

As we moved into the second half of the project the focus in Project 3.1 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 2022 we continued to refine and use the M-WOS Survey in two ways. First, we focused on analysing data that was collected in 2020-2021 when our team saw an opportunity to investigate

the impact of the pandemic on mature workers and adapted the M-WOS Survey to collect time-lagged data to capture the experiences of employed, unemployed, and retired mature Australians. Our analysis this year focused on understanding changes in inclusive, individualising, and integrative HR practices that occurred during the pandemic and their effects on mature workers’ wellbeing, performance, and decisions regarding employment. Highlights from this analysis were presented at the 82nd Annual Meeting of the Academy of Management held in Seattle, USA and will also be featured in an industry report that will be finalised in early 2023. Second, we used the item database created through M-WOS to collect further longitudinal data in 2022. Another four waves of data were collected through 2022, at shorter intervals of one month apart and with a stronger focus on specific research models that the research team has been advancing throughout the project. We expect this new data collection to complement data collected within our applied collaborations with organisations and enhance the publication potential of some emerging findings.



**DR JANE CHONG**  
BSc (Hons) Psychology,  
MPsych PhD Industrial and  
Organisational  
Psychology, UWA  
**RESEARCH FELLOW**

Jane Chong is a CEPAR Research Fellow based in the Future of Work Institute at Curtin University. She obtained her PhD and Master’s in Industrial and Organisational Psychology from the University of Western Australia in 2020 and is a registered psychologist. She joined CEPAR as a Research Fellow in 2021 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 over AUD \$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 Organisational Psychology based in the United States in 2020, and the 2021 UWA School of Psychological Science Award for an Excellent PhD thesis in Psychology.

In terms of our applied collaboration with organisations, in 2022 many of the industry partnerships that were established previously were developed and progressed. New collaborations have also been established, resulting in a total of 14 organisations currently being involved in our stream. A policy audit has been completed with eleven of these collaborating organisations. In 2022, further interviews have been conducted with mature workers at one of our collaborating organisations. Additionally, the data previously collected from two collaborating organisations has led to the development of feedback reports, recommendations, and continual industry engagement as we present, collaborate, and negotiate direction for our organisational interventions. Each organisation also receives feedback through our dashboard which dynamically displays the M-WOS results.

A particular focus for 2022 for our team was the implementation of organisational interventions in the collaborating organisations. Across both Sydney and Perth, four organisations have 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. Another two organisations are currently in the process of action planning and designing the interventions, with plans to move into implementation stage in 2023. Our team was also invited to present the project findings at several organisational and industry events, including to industry body LGIS, a Western Australian government trade exhibition, and Diversity Council Australia.

Two new organisational projects have begun during 2022. One of these is a collaborative investigation with a national financial advisory firm and involves Associate Investigator Professor Joanne Earl. To date, nine interviews have been conducted, with results currently being prepared to assess current themes in mature workers' retirement planning and transition to retirement. For the second project, Research Fellow Dr Jane Chong led the design of a new socialisation program in a local government organisation. The new program had elements tailored to mature workers who are new to the organisation and involved CEPAR Associate Investigators Dr Patrick Dunlop and Professor Marylène Gagné.

During 2022, four collaborating organisations across Sydney and Perth have participated in ambitious interventions based on the evidence provided by the research team. Another two collaborating organisations are designing interventions to be implemented in 2023.



**DR FANGFANG ZHANG**  
PhD Curtin  
RESEARCH FELLOW

Fangfang Zhang is a CEPAR 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, proactive behaviour, overqualification, and employability.

Within CEPAR, Fangfang focuses on understanding how work design/job crafting can support successful ageing, especially in terms of employees' learning and employability. Fangfang's

research has been published in the *Journal of Organizational Behavior* 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.

### 3.2 PROMOTING SUCCESSFUL AGEING IN THE WORKPLACE

RESEARCHERS

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LUCINDA ILES  
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ALISON WILLIAMS  
SOPHIE YAN  
PATRICK DUNLOP  
SERENA WEE  
JOANNE EARL  
GWENITH FISHER  
GIGI PETERY  
HANNES ZACHER  
CIARA O'NEILL

External collaborator

DR SUSAN REH  
(UNIVERSITY OF EXETER)

Within Project 3.2 we aim to advance our 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, and continued motivation to work and to engage in learning and development opportunities. In this project we investigate what organisations and individual employees can do to foster successful ageing at work.

In 2022 we progressed several existing projects investigating successful ageing and started some new ones. For instance, in collaboration with Dr Reh from the University of Exeter, who was the recipient of one of CEPAR's visitor awards, we set up an experimental study investigating the effects of social comparisons for mature workers. The study aims to understand how favourable or unfavourable comparisons with younger or similar aged others affect mature workers' participation in work and withdrawal. So far, the project is in the second pilot testing phase, with plans to collect additional data by the end of 2022. This project

also provided a research training opportunity for a student, Ciara O'Neill, who conducted her honours thesis research as part of this project.

Our team also advanced projects related to the COVID-19 pandemic. Research Fellow Dr Jane Chong and Associate Investigator Dr Serena Wee co-supervised Esa Hytti's Master's thesis project which aimed to understand how lockdown exposure affected employees' mental ill health outcomes and the role of age and job demands. As no significant relationships were found in the overall sample, this initial work pointed towards a need to consider possible differential effects for mature workers. Indeed, a more in-depth study led by Senior Research Fellow Dr Daniela Andrei, using a longitudinal, person-centred approach, evidenced two different types of trajectories of mental distress for Australian mature workers surveyed during COVID-19: 1) an adapting profile in which mature employees experienced declining levels of distress over time, and b) a vulnerable profile in which mature workers started with higher levels of distress, which also increased over time. Being older, male, more financially stable and working in an age-friendly organisation were associated with a higher likelihood of belonging to the adapting profile. Our



DR DANIELA ANDREI  
MSc Human Resources,  
Psychology and  
Marketing, PhD  
Psychology UBB Romania  
SENIOR RESEARCH FELLOW

Daniela Andrei is a CEPAR Senior Research Fellow, located in the Centre for Transformative Work Design at Curtin University. She joined CEPAR in March 2018 after working for five years as a Postdoctoral Fellow for the UWA School of Psychology and UWA Business School. She completed her undergraduate and postgraduate studies in Psychology at the Babes-Bolyai University (UBB) in Romania, where she also worked as an Assistant Professor before receiving a G08 European Scholarship and moving to Australia. Daniela's research interests revolve around work design, with a focus on the multilevel antecedents of work design as well as on work design

consequences for performance, wellbeing and safety. Within CEPAR, Daniela focuses on understanding how work design can support successful ageing of the mature workforce and the effects of work design related interventions. Daniela's research has been published in journals such as *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Safety Science*. She has co-authored several research reports for industry and government, including the Australian Maritime Safety Authority (AMSA) and the International Mining for Development Centre (IM4DC). Daniela serves as Stream Coordinator for Stream 3.

findings, which will be published in an invited paper for the *International Journal of Environmental Research and Public Health* special issue on Age at Work, Well-Being, and COVID Related Challenges, provide new insights into the way the COVID-19 pandemic has affected mature workers in Australia.

Also, after securing external funding in 2021 from Safe Work Australia, Drs Andrei and Chong and Chief Investigator Professor Sharon Parker partnered with an Australian aged care provider to develop and test work redesign solutions to improve worker wellbeing in the sector. The team has conducted interviews, surveys and two series of participatory action research workshops, to enable employees to identify work redesign opportunities that will reduce job demands and improve care outcomes, especially for vulnerable populations such as ageing and low-skilled workers.

As an important indicator of successful ageing, our team also investigated employees' engagement in learning. A project led by PhD candidate Lucinda Iles, investigated the role of job challenge for employees' motivation and willingness to learn. The study shows that achieving a match between employees' high

preference for challenging work and the actual challenge their work provides is associated with the highest motivation to learn. This relationship was especially strong for older workers, indicating the value of an individualised approach for them. By contrast, younger workers appeared to experience an increase in motivation and willingness to learn when their work supplied higher levels of challenge relative to their own preferences. This indicates that organisations may be able to 'stretch' younger workers to push them to engage with development opportunities. This research challenges prevalent misconceptions that older workers are either unable to respond to, or disinterested in, additional learning opportunities.

Throughout 2022, we developed new ways to engage with the international research community interested in ageing within the workplace by developing and launching a CEPAR Stream 3 Small Grant Awards Scheme. Three of the funded proposals contribute specifically to Project 3.2 by investigating topics around subtle age discrimination towards older workers (in collaboration with Kean University, New Jersey, and New York University), self-regulation processes for mature workers (in collaboration

with DePaul University, Saint Louis University and Leipzig University) as well as the development of a new workability tool (in collaboration with the University of Queensland). Members of the Stream 3 team at Curtin University have already started collaborations with the award recipients and projects are aimed to be finalised in 2023.

Our findings, which will be published in an invited paper for the *International Journal of Environmental Research and Public Health* special issue on Age at Work, Well-Being, and COVID Related Challenges, provide new insights into the way the COVID-19 pandemic has affected mature workers in Australia.



**DR SERENA WEE**  
MS Applied Statistics  
PhD University of Illinois  
ASSOCIATE INVESTIGATOR

Serena Wee is a CEPAR Associate Investigator, and a senior lecturer in work psychology at the School of Psychological Science at the University of Western Australia.

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*.



### 3.3 PROMOTING SUCCESSFUL TEAMS AND ORGANISATIONS

RESEARCHERS

SHARON PARKER  
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MYRA HAMILTON  
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ALISON WILLIAMS  
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AMY TIAN  
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External collaborators

FRANZISKA JUNGSMANN  
(INTERNATIONAL SCHOOL OF MANAGEMENT, BERLIN)  
JURGEN WEGGE  
(TECHNICAL UNIVERSITY OF DRESDEN)

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 aims 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.

In 2022, a key focus of our team was to expand the evidence associated with the Include, Individualise, Integrate (3I) Framework developed by Chief Investigator Professor Sharon Parker and Senior Research Fellow Dr Daniela Andrei. To do so, we progressed and expanded on work commenced in 2021 focused on developing a measure of Human Resource Management (HRM) Practices that was aligned to the 3I model. The team, led by Research Fellow Dr Jane Chong, with the support of Dr Andrei, Professor Parker, and Associate Investigator Associate Professor Amy Tian, collected data to investigate the psychometric properties of the proposed scale as well as to provide initial empirical support for the processes highlighted in the 3I framework. The results indicate good psychometric properties for the 3I HRM Practice scale. Furthermore, using this scale we were able to provide initial evidence that Include, Individualise, and Integrate HR practices are predictive of employees’ engagement, career withdrawal and proactive career behaviours,

through mechanisms such as creating a sense of belonging (Include), facilitating person – job fit (Individualise) and stimulating personal contributions (Integrate). The team is expecting to publish these findings next year.

Another way in which the theoretical framework we developed within this project was expanded this year was through the implementation and testing of organisational interventions informed by the 3I framework. PhD Candidate Eva Zellman, supervised by Dr Andrei and Professor Parker developed and commenced the roll out of *Ascent*, an age inclusive leadership training course. Eva developed the training program in collaboration with Senior Research Officer Leah Zoszak and Dr Franziska Jungmann (International School of Management, Berlin). The training drew on theories and principles from the Include, Individualise, Integrate framework and included practical skills to support leaders adopt age-inclusive behaviours in the leadership of their teams. 20 leaders participated in four half day training sessions at one of our partner organisations, with an additional 25 leaders planned to participate early in 2023. Initial feedback from the training is very positive and a whole new cohort of leaders is scheduled to take the course in February 2023. For example,



ASSOCIATE PROFESSOR  
PATRICK DUNLOP  
BSc, MPsych PhD UWA  
ASSOCIATE INVESTIGATOR

Patrick completed his Master of Industrial and Organisational Psychology and PhD at the University of Western Australia in 2012 and he is now an Associate Professor at the Future of Work Institute at Curtin University. He is also an Associate Investigator with CEPAR.

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.

Alice Chamberlain, the HR Project Lead for The City of Stirling, said, 'The *Ascent* program has been instrumental to assist the City of Stirling's people leaders to effectively manage a mature and age diverse workforce. We had such great interest from our people leaders that we have put on a second intake of the program for early 2023.'

A key component of this development program is the rigorous research design and data collection that accompanies the training which will provide key insights into the short- and long-term effects of the program for both the participants themselves as well as the teams they supervise. We hope that the strong empirical evidence around the effects of the training will facilitate the scaling of the training to more collaborating organisations in the following years.

The *Ascent* leader development program is part of a wider focus that our research team has on the role of leaders and direct supervisors in implementing organisational strategies aimed at a more effective management of mature workers. As part of this focus, our team has continued collaboration with Professor Jurgen Wegge's team in Dresden, with work led by Eva Zellman on validating the English version of the Age Differentiated Leadership scale. Eva is also leading another piece of research aiming to provide a systematic review of research linking leadership styles with ageing and age diversity at work. We hope that this work, which Eva aims to submit for review in 2023, will help advance our understanding of the role that leaders play in facilitating retention and engagement of mature workers in organisations.

In 2022 we have also made further progress in our exploration of team processes associated with age diversity. PhD Candidate Lucinda Iles commenced a study exploring the asymmetric effects of age diversity on team processes. Her analysis showed that age diverse teams with a younger average age experienced higher levels of interpersonal conflict compared to age diverse teams with an older average age. This association had flow-on effects for information-sharing processes and team turnover intentions. The results have implications for the management of team age diversity and may help explain mixed outcomes found in past age diversity research.

Our team also innovated the way we engage with the research community this year by designing and implementing a CEPAR Stream 3 Small Grant Awards Scheme. Two of the funded proposals contribute specifically to Project 3.3. The first one is focusing on understanding how organisations can adjust recruitment processes to better attract mature candidates, and is conducted in collaboration with Associate Investigators Serena Wee and Patrick Dunlop. The second project, conducted in collaboration with the International Management Institute, Berlin, aims to adapt and apply the *Ascent* leadership development program and conduct cross-cultural comparisons on its effects.

*Ascent*, an age inclusive leadership training course... drew on theories and principles from the Include, Individualise, Integrate framework and included practical skills to support leaders adopt age-inclusive behaviours in the leadership of their teams.

### 3.4 PROMOTING EFFECTIVE CARE OUTSIDE OF WORK

RESEARCHERS

MARIAN BAIRD  
MYRA HAMILTON  
ANDREEA CONSTANTIN  
ALISON WILLIAMS  
LISA GULESSERIAN  
DANIEL DINALE  
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External collaborator

ANGELA KINKOMITAS  
(UNSW)

The aim of this project is to identify and advance models of workplace policy and practice that allow mature age workers, especially women, to balance work with their increasing care responsibilities outside of work. More than half of Australian carers (56.1%) are aged 45–74 years (ABS 2020), with carers (66%), and especially primary carers (58.8%), less likely to be in employment than non-carers (81.5%) (ABS 2020). Primary carers aged 55–64 are almost twice as likely to be women than men (ABS 2015). Almost one in ten retired women aged 45+ left paid work to care (ABS 2020) and 70% of grandparents adjust their own work to provide childcare (Hamilton & Suthersan, 2020).

Our work with our case study organisations continued, with the pleasing outcome that one organisation has fully implemented our mature worker policy recommendations, and another has set up a Mature Workers’ Network to provide input to organisational policies and practices affecting older workers. Advice and support for current interventions is ongoing.

A focus of our program was improving and developing models of caring leave – e.g., for childcare, end of life care, menopause, grandparents – to help reconcile work/care for mature age workers and restructure care between genders over the life course. A forthcoming research output from this work is a chapter titled ‘Broadening our conception of leave: Leave to care for self and others over the life course’.

Leave policies and practices were the focus in the public sphere in 2022, with Chief Investigator Marian Baird and Principal Research Fellow Myra Hamilton making submissions to the Productivity Commission Inquiry into Carers Leave and the Inquiry into Parental Leave in the Commonwealth Public Service. Invited consultations were conducted with government ministers and the Women’s Economic Equality

Task Force on Paid Parental Leave, the International Network on Leave Policies and Research, Carers NSW, Carers Australia, The Australia Institute, Diversity Council of Australia, Office of Women, Prime Minister & Cabinet, Parents at Work and the Academy of the Social Sciences in Australia.

A further focus was on replacement care, i.e., on improving aged and disability care and carer services so mature aged workers can more easily access alternative care for an ageing relative, or family member with a disability. This work resulted in a paper titled ‘New directions in centre-based aged care in Australia: Responding to changing funding models and the COVID-19 pandemic’. Baird and Hamilton made submissions to the Senate Inquiry into Work and Care. Invited presentations/consultations were made to Carers NSW, Uniting Healthcare, Catholic Healthcare, and ARCH National Respite Network USA.

A new CEPAR research paper (under review) highlights the potential for more socioemotionally-focused policies and practices to encourage extended workforce participation. It examines the work motives of mature workers and found two distinct profiles: income-dominant (income the main reason) and socioemotional-



ASSOCIATE PROFESSOR  
MYRA HAMILTON  
BA(Hons) PhD Syd.  
PRINCIPAL  
RESEARCH FELLOW

Associate Professor Myra Hamilton is a CEPAR Principal Research Fellow at the University of Sydney and is based in the School of Work and Organisational Studies.

She is a sociologist and social policy researcher whose research focus is on gender, ageing and care. Myra’s research explores how policies and services can build wellbeing and financial security in work and in care over the life course. Her projects have covered areas such as: the employment experiences and policy needs of parents, grandparents, unpaid carers and young people in care; work/care reconciliation at different times in the life course;

gender inequalities in later life; and the aged care workforce. Her current work focuses on mature workers and their experiences of balancing work and care in later life.

She combines traditional academic research with applied policy research for government and non-government organisations, including evaluations of policies and programs. Myra sits on the board of COTA NSW.

income (socioemotional reasons dominant but income important too). The latter profile was associated with being female, older, having higher SES, and age-inclusive HR practices, and also related to lower turnover intentions and later desired retirement ages.

A CEPAR Industry Report, published in November, examines the unpaid care–paid work nexus for mature workers during the COVID-19 pandemic, finding that carers fared worse than non-carers, women worse than men, younger mature carers (45–54 years old) worse than older carers, and carers of older relatives worse than parents, grandparents, and carers of a person with a disability. While organisational support for flexibility increased overall, it increased during lockdowns and declined in between, and was not equally accessible to all (men, people aged 65+, and people caring for young children reported greatest flexibility). The report highlights the importance of equitable access to flexibility that is combined with better tailored and adaptable care and support services.

Universities have ageing workforces, with women overrepresented in younger cohorts but declining among older cohorts. Against this backdrop, another project provides new insights into leading inclusive practices in Australian

universities. It finds the drivers of gender inequalities are complex but function at three levels: institutional, individual and sectoral, with genuine change requiring interventions across multiple spheres. A toolkit to support the implementation of new practices complements the research report.

Baird and Hamilton were mentioned 46 times in local and national print and electronic media, in relation to their research on older carers, parental leave, leave policies, grandparent childcare, the impact of COVID-19 and superannuation.

Baird was appointed as one of two Australian Members of the APEC Expert Advisory Group on Embracing Carers and was also made an Honorary Life Member of the Industrial Relations Society of NSW.

...one organisation has fully implemented our mature worker policy recommendations, and another has set up a Mature Workers' Network to provide input to organisational policies and practices affecting older workers. Advice and support for current interventions is ongoing.



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

Daniel Dinale is a CEPAR Research Fellow 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. The thesis applied comparative institutional analysis to explain why the relationship between female labour force participation and fertility rates is now positive in post-industrial nations.

## FEATURED ASSOCIATE INVESTIGATORS

### OTHER ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 3 RESEARCH IN 2022 INCLUDED:



#### PROFESSOR JOANNE EARL

*BEd Flinders BA (Hons) Macquarie University, MPsych PhD UNSW*

Joanne (Jo) Earl is a CEPAR Associate Investigator, and Professor of Psychology at Macquarie University. She collaborates with Sharon Parker and her team on Projects 3.1 and 3.2.

Jo is a registered psychologist, an endorsed organisational psychologist and applied researcher focusing on issues relating to ageing, older workers, retirement planning and adjustment. Her research focuses on development of new measures, longitudinal studies, intervention design and evaluation - all with community samples. She is the recipient of an ARC Discovery and an ARC Linkage project grant. Her most recent ARC Linkage project (supported by Allianz Retire+) focuses on promoting a holistic model of retirement planning combining career, health and financial advice.

In addition to her academic research, Jo teaches postgraduate psychology courses in psychological assessment, applied research, training design and evaluation. She is a member of the NSW Ministry Advisory Council on Ageing, as appointed by the Minister for Seniors.



#### PROFESSOR MARYLÈNE GAGNÉ

*BA McGill University, MA PhD University of Rochester*

Marylène Gagné is a CEPAR Associate Investigator and John Curtin Distinguished Professor at the Future of Work Institute in the Faculty of Business and Law of Curtin University. She collaborates with Sharon Parker and her team on Project 3.1.

Her research examines how organisations, through their structures, cultures, rewards, tasks, and management, affect people's motivational orientations towards their work, including volunteer work, and how quality of motivation influences performance and wellbeing in the workplace. Her current projects examine how mature job seekers fare when they are searching and applying for work and how to assist in the maintenance of their job search motivation and wellbeing.

Marylène currently sits on several editorial boards of journals in psychology and management. She is the recipient of an American Psychological Association Dissertation Award, a Canadian Psychological Association New Researcher Award, and is a Fellow of the Society for Industrial and Organizational Psychology and of the Academy of Social Sciences in Australia. She has previously held appointments at the University at Albany (SUNY), John Molson School of Business, Concordia University, and at the University of Western Australia.



#### DR VANESSA LOH

*BLibStud (International) (Hons) PhD Psyc Syd.*

Vanessa Loh is a CEPAR Associate Investigator and Lecturer in the Discipline of Work and Organisational Studies at The University of Sydney Business School. She collaborates with Marian Baird and her team on Project 3.4.

Vanessa has a PhD in Psychology from the University of Sydney and is interested in understanding how both individual and external factors combine to significantly impact the health, work and wellbeing outcomes for mature-age workers and older adults. Her multidisciplinary research on productive ageing, work, care, and retirement spans the areas of organisational behaviour, applied psychology, and social gerontology, and has been published in a range of leading international journals including the *Journal of Vocational Behaviour*, *Social Science and Medicine*, *BMC Geriatrics*, *Ageing and Mental Health*, and *Neuropsychology Review*.



#### 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 collaborates with Marian Baird and her team on Project 3.4.



#### ASSOCIATE PROFESSOR AMY WEI TIAN

*MSc Human Resources Management  
PhD Management Cardiff University*

Amy Wei Tian is a CEPAR Associate Investigator and an Associate Professor in Human Resource Management at the School of Management and Marketing, Curtin Business School. She collaborates with Sharon Parker and her team on Project 3.3.

Prior to joining Curtin University, she worked at the University of Western Australia and Cardiff University (UK). In addition, she has been a visiting scholar at universities in the People's Republic of China, Germany, the UK, and the US.

Amy's research is multidisciplinary, and her main areas of research include human resource management, knowledge transfer, leadership, and multiculturalism. A key theme throughout her work is how to promote positive employee work-related outcomes and organisational performance. Her work has been published in top tier academic journals such as the *International Journal of Business Studies*, *The Leadership Quarterly*, *Human Resource Management*, and the *Journal of Organizational Behavior*. Amy also serves as Associate Editor for the *Australian Journal of Management*, as well as serving on the editorial boards for *Human Resource Management*, the *Journal of Business Research*, and the *International Journal of Human Resource Management*.



#### PROFESSOR FABIOLA H. GERPOTT

*BSc Ruhr University, MA Corporate Mgt & Econ Zeppelin University, PhD Jacobs University, PhD Vrije Universiteit*

Fabiola H. Gerpott is a Professor of Leadership at the WHU – Otto Beisheim School of Management in Germany. She joined CEPAR in July 2018 after conducting a research stay at the Future of Work Institute with Chief Investigator Sharon Parker.

Within CEPAR, Fabiola focuses on understanding how organisational interventions can improve knowledge transfer and learning between age-diverse employees and, in doing so, contribute to successful ageing of the mature workforce. She is also interested in studying technology acceptance and digital leadership in an age-diverse workforce. Furthermore, she contributes to the Mature Workers in Organisations Survey.

Fabiola's research has been published in journals such as the *Academy of Management Journal*, *Academy of Management Learning & Education*, *Human Relations* and the *Journal of Applied Psychology*. Fabiola also uses her research skills to develop intervention programs for managing an age-diverse workforce in organisations, particularly in the automotive industry. She has attracted grants from national foundations as well as industry for her work.



# RESEARCH STREAM 4

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## SUSTAINABLE WELLBEING IN LATER LIFE

STREAM LEADER / [MICHAEL SHERRIS](#)

This stream undertakes 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 takes 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 comprises 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  
LEN PATRICK GARCES  
KYU PARK  
JENNIFER ALONSO GARCIA  
RAMONA MEYRICKE  
ANNAMARIA OLIVIERI  
ERMANNO PITACCO  
YANG SHEN  
ADAM SHAO  
OSCAR TIAN  
FRANCESCO UNGOLO  
ANDRÉS VILLEGAS  
MENGYI XU  
PENGYU WEI  
JONATHAN ZIVEYI  
DOREEN KABUCHE  
SALVATORY KESSY  
YULONG LI  
LINGFENG LYU  
HANG NGUYEN  
MICHELLE VHUDZIJENA  
XINGYING XU  
YAWEI WANG  
YUXIN ZHOU

This project focuses on the modelling of mortality and morbidity risks to understand how these risks impact individuals and with application in 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.

In 2022, the project produced several publications in highly ranked actuarial and insurance journals, including *Insurance: Mathematics and Economics*, the *ASTIN Bulletin*, the *Scandinavian Actuarial Journal*, the *Annals of Actuarial Science*, and *Risks*. Several papers on ongoing projects have also been circulated as CEPAR Working Papers. Researchers presented results at high-profile international conferences, including the 25th International Congress on Insurance:

Mathematics and Economics, the All Actuaries Summit, the 4th Insurance Data Science Conference, the 17th International Longevity Risk and Capital Markets Solutions Conference, and the 30th Colloquium on Pensions and Retirement Research. Research results have also been presented to key professional associations and government agencies, including the Health Economics and Research Division of the Department of Health and the Australian Government Actuary.

Innovations in modelling mortality and morbidity

Research this year focused on the application of advanced statistical and data-analytic techniques to construct cutting edge models for mortality and morbidity. For models of aggregate age-cohort mortality, progress has been made on the estimation of multiple-factor stochastic affine mortality models, models with age dependence, and models with jumps (to capture mortality shocks such as pandemics and wars). An R package, *AffineMortality*, for performing parameter estimation and forecasting with these models, has been developed and continues under development. Models have been proposed and assessed to improve the accuracy of mortality forecasts including frameworks for combining models through ensemble methods.



DR LEN PATRICK GARCES  
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AB(Econ), MAM(MathFin),  
Ateneo de Manila  
University, PhD S. Aust.  
SENIOR RESEARCH  
ASSOCIATE

Len Patrick Garces is a Senior Research Associate at the UNSW node of CEPAR and works with Chief Investigator Michael Sherris on stochastic affine mortality modelling and its applications to the valuation of longevity-linked products. His current work focuses on the theory and estimation of affine mortality models with jumps, with the interest of capturing mortality shocks. Len also conducts research on the design and valuation of variable annuities, valuation of mortality-linked securities, and consumption-investment problems.

Len obtained his PhD in 2021 from the University of South Australia. His PhD research focuses on option pricing when asset prices exhibit stochastic volatility and jump dynamics and parts of his PhD thesis have been published in *Quantitative Finance*. Prior to 2018, he held a full-time teaching position at the Department of Mathematics, Ateneo de Manila University in the Philippines.

Transition models for multiple health states, including chronic illness and functional disability, have also been developed using Australian data. These models include trend components which allow transition rates to evolve over time. To capture the effects of other covariates and risk factors (BMI and self-assessed health, for example) and the prevalence of multiple morbidities and functional disabilities, clustering and transition models have been developed and have been calibrated using US Health and Retirement Study (HRS) data.

The Retirement Income Toolkit in R, a suite of R code modules for the pricing of various retirement products and life insurance policies, was launched this year, and continues to be developed. The toolkit, which consists of modules on aggregate mortality simulation, health state modelling, economic scenario generation, and cash flow simulation and pricing, aims to model 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>).

### Continuing research into mortality and morbidity models

Leveraging the achievements in 2022, the project aims to continue to conduct research into affine mortality models and models for multiple health states. In terms of affine mortality models, the research focuses on efficient estimation methods, the use of incomplete cohort data, and improved forecasting methods. In addition, work is underway on incorporating age-dependence of mortality rates to account for mortality rate correlations across different cohorts. An R package on affine mortality modelling incorporating these extensions is under development.

Extensions to multiple health state modelling will continue, particularly those which investigate trends and uncertainty in mortality and health outcomes. Ongoing work is focused on the use of Australian data in the estimation of mortality, chronic illness, and functional disability models which account for trends using cross-sectional survey data. Models accounting for transitions for joint lives, which are relevant to understanding joint mortality and health outcomes and the design of retirement income products including partners, are also under development.

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.



**ASSOCIATE PROFESSOR  
JONATHAN ZIVEYI**

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

ASSOCIATE INVESTIGATOR

Jonathan is a CEPAR Associate Investigator based at the UNSW Business School where he is an Associate Professor and Associate Head in the 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 esteemed quantitative finance and actuarial journals such as *The 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.

### RESEARCHERS

PETER McDONALD  
JEROMEY TEMPLE  
TOM WILSON  
JANE FRY

### External collaborator

ALAIN BELANGER  
(INSTITUT NATIONAL DE LA  
RECHERCHE SCIENTIFIQUE)

Australia is facing an ageing population and associated potential labour shortages, declining support ratios and potential inadequacies of government revenues. These effects are consistent with the late stage of demographic transition. This has impacts for the sustainability of social security, healthcare, aged care and retirement.

To mitigate some of these potential problems, Australia has an extensive migration program designed to maximise the economic and social benefits to Australia. Immigration also has implications for diversity and social cohesion. In response to similar conditions, the Canadians have developed microsimulation demographic projection models for projecting the Canadian population, the American population and the

population of 28 EU countries according to a variety of demographic characteristics. Rather than relatively 'blunt' cohort component models, these types of individual-level microsimulation models can model complex behaviours and allow simultaneous simulation of many characteristics and therefore account for increasing diversity in the population.

Outputs from these models, in terms of population and labour force size and composition can be used by policymakers and researchers to assess the impacts of policy and program changes to increase their effectiveness and cost-efficiency. For example, these models can address questions such as: how much productivity gain (via increasing levels of education) would be required to offset relative reductions in the future labour force and at what level should we set immigration to compensate for a declining participation rate among natives?

This project is developing a microsimulation model of the Australian population by updating and adapting the Canadian model. Our demographic projection model will be designed to project the Australian population according to various characteristics, including age, sex, country of birth, immigrant status, religion,

language spoken at home, education and labour force participation. In the model, each individual is simulated separately and the model will allow for changes in individual characteristics over the life course.

To date, we have extracted data on a base population with the following characteristics: age, age at arrival, sex, English proficiency, country of birth, education, non-private dwelling and labour force status. We have also estimated required parameters for modules on fertility, mortality, (in and out) migration and education. The base population and parameters will be updated to 2021. Our partners are constructing the model infrastructure based on an existing Canadian microsimulation model. Estimation of the transition probabilities that underpin the labour force participation and English proficiency modules is planned for completion in 2023 using many Australian data sources.



**DR JANE FRY**  
BEc MEc PhD Monash  
POSTDOCTORAL  
RESEARCH FELLOW

Jane Fry is a Postdoctoral Research Fellow in the Demography and Ageing Unit at the University of Melbourne node of CEPAR. Having spent 14 years as a government economist with the Productivity Commission, she undertook her PhD in health economics at Monash University and completed it in 2020.

Jane's primary research interest is in quantitative modelling applied to various economic issues affecting older people. She has investigated how labour market conditions affected older Australians during COVID-19, energy poverty among retirees, retirement and wellbeing, and health literacy and older people.

She is also providing input parameters and data to an individual level microsimulation model of the Australian population that will be used to project the Australian population according to various characteristics, such as age, sex, country of birth, English proficiency, education, labour force participation and (for older individuals) type of residence. The project will provide a tool for policy analysis and unique detailed information about the future size and composition of the older Australian population.

4.3 SOCIAL DETERMINANTS OF SUCCESSFUL AGEING

RESEARCHERS

FIONA BLYTH  
KAARIN ANSTEY  
JULIE BYLES  
SAMAN KHALATBARI-SOLTANI  
JAMES NAZROO  
VASANT HIRANI  
KIM KIELY  
FIONA STANAWAY  
YAFEI SI

External Collaborators

DAVID HANDELSMAN  
DAVID LE COUTEUR  
VASI NAGANATHAN  
MARKUS SEIBEL  
LOUISE WAITE  
CLIVE WRIGHT  
(ALL FROM UNIVERSITY OF SYDNEY)  
DAVID SCOTT  
(MONASH UNIVERSITY)

This project mainly uses data from three large Australian cohort studies: The Concord Health and Ageing in Men Project (CHAMP), the PATH Through Life Study (PATH) and the Australian Longitudinal Study of Women’s Health (ALSWH). CEPAR Chief Investigator Fiona Blyth leads CHAMP, CEPAR Chief Investigator Kaarin Anstey leads

PATH, and CEPAR Associate Investigator Julie Byles is co-director of the ALSWH.

CHAMP started in 2005 when 1705 men aged ≥70 years were recruited from the community around Concord Hospital in Sydney. In 2022, data collected from CHAMP Wave 5 on older men’s experiences during the pandemic via a COVID-19 follow up survey were cleaned and are now ready to use for future analysis and publication.

In 2022, the CHAMP Cohort Profile Update was published in the *International Journal of Epidemiology*. This summarises more than 13 years of follow-ups in relation to dietary and oral health assessment and data linkage. Focusing on social determinants of health, using CHAMP data, Research Fellow Saman Khalatbari-Soltani found that low socioeconomic position (SEP) – as assessed by education, occupation, and source of income, and a cumulative score based on these variables – was associated with more all-cause nonelective hospitalisations and longer cumulative time in hospital for nonelective hospitalisations; however, no associations were found between SEP and elective hospitalisations, even though disadvantaged older people are likely to have a higher level of need. In collaboration with NeuRA, Associate

Investigator Dr Kim Kiely, Dr Saman Khalatbari-Soltani, and Chief Investigators Professor Fiona Blyth and Professor Kaarin Anstey, using CHAMP and PATH data, found mixed evidence of an association between self-reported hearing difficulties and falls. The CHAMP study also continued to analyse and publish results from the dietary assessment and oral health data, focusing on how it may impact social determinants of health.

Blyth’s and Khalatbari-Soltani’s research has had a specific focus on social determinants of pain. For example, in a topical review, they provided a comprehensive and integrated model for understanding socioeconomic inequities in pain; and, in another systematic review, they highlighted the need for further longitudinal studies on dietary patterns and pain. Currently, in collaboration with researchers in the United States and Switzerland, they are trying to address these gaps in knowledge using additional cohort studies to explore specific hypotheses.

In response to the United Nations Decade of Healthy Ageing (2020-2030) call for identifying the evidence gaps and guidance on data collection, Khalatbari-Soltani, with support from Blyth, developed the Healthy Ageing Toolkit,



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MSc Nutritional Science  
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PhD Epidemiology and  
Public Health Swiss School  
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RESEARCH FELLOW

Saman Khalatbari-Soltani is a CEPAR Research Fellow located at the University of Sydney School of Public Health. She was recently promoted to Senior Research Fellow, effective from January 2023. 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 nutritional 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*, *Journal of Epidemiology and Community Health*, and *Journal of Gerontology: Medical Sciences*. She is on the editorial board of the *International Journal of Epidemiology* and *Journal of Gerontology: Medical Sciences*.

a repository which includes all ageing cohort studies across the globe and their available measurements in the domains of healthy ageing, and socioeconomic and social environment factors. Comprising data collected from more than 280 Australian, European, North American, and Asian cohorts, the Healthy Ageing Toolkit identifies the data collection gaps to measure healthy ageing. This Healthy Ageing Toolkit, to be launched in early 2023, will help researchers and students easily find cohort studies that include their measurements of interest and facilitate multi-cohort research.

Associate Investigator Associate Professor Fiona Stanaway (CIA) and Khalatbari-Soltani (CI) have received \$782,000 from the Medical Research Future Fund for a project investigating ethnic inequalities in the receipt of evidence-based care for cardiovascular disease. The project is the first major health project to link the Australian Census and Migration data to State and Commonwealth health datasets. Linkage of this data will provide access to multiple measures of cultural and linguistic diversity and visa class that are not available in administrative datasets, allowing for ground-breaking work on how these different elements of diversity contribute to health inequalities.

Associate Investigator Associate Professor Vasant Hirani leads the nutrition and body composition research in CHAMP. 2022 papers include one by CEPAR PhD student Rebecca Luong showing that higher haem iron intake was independently associated with increased risks of major adverse cardiovascular events, all-cause mortality, heart failure, and coronary revascularisation in older men over 5.3 years. Arpita Das, from her PhD research, showed that plant protein was inversely associated with all-cause and cancer mortality, whereas animal protein intake was positively associated with mortality. Research is currently being conducted to investigate associations between dietary patterns with frailty and major adverse cardiovascular events and to examine the association of diet with poor physical function and disability among older Australian men.

During 2022, CEPAR Associate Investigator Professor Julie Byles led the authorship of a two-volume edited book titled *What Matters for Healthy Ageing*, part of a series of books on geriatrics to be published by Springer. Volume 1, which concerns issues for individuals, is complete and with the publishers.

The ALSWH delivered a report to government considering the health and wellbeing of women born at the leading edge of the post-war baby boom. These women, now in their 70s, have been followed by the study since they were in their 40s. Compared with the preceding 1921-26 cohort when they were in their 70s, women in this 1946-51 cohort generally had better scores across the domains of health-related quality of life, better self-reported general health, and lower prevalence of a range of symptoms, from poor memory and eyesight problems, to breathing difficulties. However, they had a higher prevalence of stiffness or painful joints (which was the same across cohorts) and a higher prevalence of leaking urine in the 1946-51 cohort compared to the 1921-26 cohort, which is consistent with the higher rates of obesity in the younger generation.

The Healthy Ageing Toolkit identifies the data collection gaps to measure healthy ageing, further supporting the global, regional, and national monitoring of the actions, programmes, and policies.



ASSOCIATE PROFESSOR  
FIONA STANAWAY

MBBS (Hons) Qld.,  
MPH PhD Syd.

ASSOCIATE INVESTIGATOR

Fiona Stanaway is a Senior Lecturer in Clinical Epidemiology in the School of Public Health, University of Sydney. She is also a CEPAR Associate Investigator.

She is a clinical epidemiologist who is passionate about the use of research to address unequal health outcomes between 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 has recently commenced a data linkage project that is linking the Census to New South Wales hospital data to examine 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

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ZHIYANG JIA  
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(BOTH STATISTICS NORWAY)  
EDGAR LIU  
BRUCE JUDD  
(BOTH UNSW)  
MARIANA ATKINS  
(UWA)

2022 has been an innovative year for retirement income research with new perspectives both on post-pandemic recovery as well as ageing in developing countries in Asia. In April, Chief Investigator John Piggott participated in the Asian Development Bank Institute (ADB) webinar on Rethinking Social Protection Reform in Post-pandemic Recovery as a panellist and in June gave a talk titled ‘Shaping retirement income: the next 30 years’ at the 7th International Pension Research Association Conference held at the OECD in Paris. He was also invited to participate in a summit held in Singapore in August to publicise and disseminate the U.S. *National Academy of Medicine’s Global Roadmap for Healthy Longevity Report: Implementation in*

*Asia* where he delivered a presentation titled ‘Healthy Longevity – What are the Ingredients?’

Selected research highlights this year include:

- Pensions in developing countries: Senior Research Fellow George Kudrna, Professor of Practice Pip O’Keefe and John Piggott have written a chapter, based on ongoing work as part of an ARC Linkage Grant focused on policy modelling for ageing in emerging economies, titled ‘Pension policy in emerging Asian economies with population ageing: What do we know, where should we go?’ to be published in January 2023 in Bloom, D., Sousa-Poza A., Sunde, U. (Eds.), *Handbook of the Economics of Population Ageing*, Routledge. The paper combines the specific expertise of the three authors to explore how pension policy in the rapidly ageing economies of emerging Asia might best be reformed.
- The consumption pension scheme: John Piggott and Senior Research Fellow Bei Lu have undertaken initial analysis of the impacts of using consumption expenditures, rather than labour earnings, as the base upon which to draw pension contributions. This alternative is gradually becoming feasible,



RAFAL CHOMIK  
BEcFin UWA, MEc  
London Metropolitan  
SENIOR RESEARCH FELLOW

Rafal Chomik is a Senior Research Fellow at CEPAR, located in the UNSW Business School. He joined CEPAR in April 2012. Rafal has worked in public administration and policy analysis for over a decade, 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 in Paris.

He specialises in social policy design, public and private pension analysis and poverty and income measurement. His current work at CEPAR is 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 is also undertaking a research project on the interactions between demography and inequality.

as more and more consumption expenditures are being undertaken using online (and therefore recordable) mechanisms.

Voluntary schemes of this kind already exist, and governments are now seeking to institutionalise this new contribution base. Further research into the economic impacts of such a changed structure is planned, using an overlapping generations model structure to generate welfare and macro impacts.

- Behavioural responses to the complex and comprehensive Norwegian pension reform of 2011: Associate Investigator Erik Hernæs and John Piggott, together with colleagues from the Frisch Centre in Norway and Statistics Norway, are currently studying how pension reforms can lead to reductions in disability claiming, even when the value of the pension is unchanged in present value terms. The reform itself sought to make more consistent Norway's pension arrangements, which until that time had two different access ages, an earnings test, and a range of other provisions which impacts different workers in different ways. This study relies for its analysis on an extensive administrative dataset, covering both employees and firms, and compares the behaviour of similarly aged cohorts before

and after the reform to estimate the impacts of a range of different factors.

- Age friendly policymaking: Senior Research Fellow Rafal Chomik, in collaboration with co-authors Edgar Liu, Mariana Atkins and Bruce Judd, examined healthy ageing at the policy level in their paper 'The World Health Organization's impacts on age friendly policymaking: A case study on Australia' published in the *Australian Journal of Social Issues*.
- Alcohol, longevity and healthy life expectancy: Research Fellows Dandan Yu and Bei Lu, along with John Piggott, have studied the effects of alcohol drinking behaviour on longevity and healthy life expectancy in their paper 'Alcohol consumption as a predictor of mortality and life expectancy: Evidence from older Chinese males' published in *The Journal of the Economics of Ageing*. They find that while heavy drinking negatively impacts healthy longevity, light to moderate drinking does not appear to have the negative effects.
- Understanding length of stay and health trajectory of older Australians in permanent residential care: Led by Research Fellow Gaoyun (Sophie) Yan, this project examines

not only the likely future demand for residential care, but how the financial implications of residential care stays impact on the adequacy of retirement incomes.

The paper combines the specific expertise of the three authors to explore how pension policy in the rapidly ageing economies of emerging Asia might best be reformed.



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

Sophie is 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 the 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  
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JONATHAN ZIVEYI  
DOREEN KABUCHE  
SALVATORY KESSY  
YULONG LI  
LINGFENG LYU  
HANG NGUYEN  
MICHELLE VHUDZIJENA  
XINGYING XU  
Yawei WANG  
YUXIN ZHOU

This project aims to analyse and develop 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 are 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 2022, the project produced several publications in high-ranking actuarial, insurance, and applied mathematics journals, including *Insurance: Mathematics and Economics*, the *ASTIN Bulletin*, the *Annals of Actuarial Science*, *Risks*, and the *International Journal of Control*. Researchers presented their work at high-profile international conferences, including the 25th International Congress on Insurance: Mathematics and Economics, the All Actuaries Summit, the 4th Insurance Data Science Conference, the 17th International Longevity Risk and Capital Markets

Solutions Conference, and the 30th Colloquium on Pensions and Retirement Research. Research results have also been presented to key professional associations and government agencies, including the Health Economics and Research Division of the Department of Health and the Australian Government Actuary.

Innovations in retirement income financing and product design

In 2022, the focus was on innovations in and for the actuarial analysis of products to finance and manage longevity, health, and aged care risks. Research has produced innovations in the actuarial modelling 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 also been made.

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 were modelled and assessed. As part of this research, models for house prices by postcodes and models for joint lives were also developed and implemented.



DR KYU PARK  
BCom/BSc University of  
Auckland, MCom Syd.  
PhD Macq.  
SENIOR RESEARCH  
ASSOCIATE

Kyu is a CEPAR Senior Research Associate in the School of Risk and Actuarial Studies at UNSW Sydney.  
He is working 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.

He was recently 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.

Investment strategies using target volatility for pooled annuity funds and group self-annuity portfolios were also investigated.

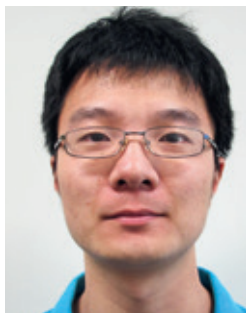
A framework for the evaluation of existing retirement income products, including improved methods for simulation and comparison of product solutions, was developed. The Retirement Income Toolkit in R was developed to implement aggregate mortality forecasting, health state modelling, and economic scenario generation as inputs for the analysis and comparison of retirement income products. This continues to be developed and attracted industry interest during 2022.

#### Continuing research in financial and insurance product design

Following the release of the Retirement Income Covenant, research continues on the actuarial modelling of longevity, inflation and liquidity risks and the design and assessment of retirement income solutions. This research brings innovations in the design of products such as pooled products, variable annuities, and age-based pensions with guarantees to the Australian retirement income landscape.

Beyond the design and valuation of innovative products, the project also investigates how these solutions can be integrated into the Australian age pension and aged care systems. Current and future research also emphasises the analysis of joint life products, including joint life and last-survivor annuities and long-term care products.

The Retirement Income Toolkit in R was developed to implement aggregate mortality forecasting, health state modelling, and economic scenario generation as inputs for the analysis and comparison of retirement income products.



ASSOCIATE PROFESSOR  
YANG SHEN

BE ECNU, MSc PKU,  
PhD Macq.

ASSOCIATE INVESTIGATOR

Yang Shen is an Associate Professor and an ARC DECRA (Discovery Early Career Research Award) Fellow in the School of Risk and Actuarial Studies at UNSW Sydney.

He obtained his PhD in Actuarial Studies from Macquarie University in 2014. After completing his PhD degree, he worked as a research fellow at CEPAR from 2014 to 2015 and an assistant professor at York University from 2015 to 2019. His current research interests are at the intersection of actuarial studies and financial mathematics, including retirement planning, longevity and health risk, optimal insurance and reinsurance, pricing and hedging of

insurance and annuity products, portfolio optimisation and game theory.

Yang has published in top-tier actuarial journals, top journals in control theory, and major journals in financial mathematics, and his research has been funded by major funding agencies and professional organisations.

4.6 GUIDING FINANCIAL DECISION MAKING

RESEARCHERS

HAZEL BATEMAN  
INKA EBERHARDT  
AKSHAY SHANKER  
JULIE AGNEW  
LORETTI I. DOBRESCU  
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KATJA HANEWALD  
FEDOR ISKHAKOV  
JUNHAO LIU  
BENJAMIN R. NEWELL  
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SHANG WU  
CHENG WAN  
SOL CHUNG  
VICTORIA HOANG  
ZILIN SHAO

External Collaborator

JACKI ELLIS  
(AWARE SUPER)

The aim of this project is 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 include superannuation, housing, financial investments, retirement benefits and aged care financing. Research methods involve the development of life cycle models to set optimal behaviour, expected utility analysis to compare alternatives, analysis of administrative data from superannuation funds and other financial institutions, and the development of online stated choice surveys to explore strategies designed to enhance decision making.

In 2022 the research team welcomed the opportunity to present at ‘in person’ conferences and to resume networking with the international research community. Highlights included presentations at the Boulder Summer Conference on Consumer Financial Decision Making in Boulder, Colorado; the ARIA Annual Meetings in Long Beach, California; the Research in Behavioral Finance (RBF) Conference in Amsterdam, and the 3rd CAER-RSI Household Finance Workshop in Montreal.

Research from this project contributed to a review of the regulations for superannuation forecasts conducted by the Australian Securities and Investments Commission (ASIC), and to ongoing interactions with a number of major superannuation funds with whom we partner, including Cbus, Aware Super and UniSuper. Research from this project featured prominently in the 2002 CEPAR Research Brief on Financial Decisions for and in Old Age.

Projects completed and ‘in progress’ in 2022 fall into three categories – (i) complex financial decisions over the life cycle, (ii) information architecture to support superannuation decisions, and (iii) the role of advisors and brokers. Research in all three themes was presented and workshopped at the Second Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making, held at UNSW in October 2022, featuring Keynote Speaker Professor Suzanne Shu, an expert in consumer financial decision making at Cornell’s Dyson School of Applied Economics and Management.



INKA EBERHARDT  
MSc Econ Utrecht  
RESEARCH FELLOW

Inka Eberhardt is a CEPAR Research Fellow, located in the UNSW Business School. She joined the Centre in October 2018.

She completed her undergraduate studies in political studies and economics in the Netherlands. In 2017, she also visited Professors Michael Norton and John Beshears at Harvard Business School.

Inka is interested in the interface between behavioural economics and pension systems. For her dissertation, Inka worked together with the

*Bedrijfstakpensioenfondsen Detailhandel*, the pension fund of the Dutch retail sector. She uses field experiments and online surveys to research the effectiveness of pension communication on savings behaviour and retirement decisions. The aim of her research is to improve communication and to enable consumers to make better choices.

### Complex financial decisions over the life cycle

A dynamic life cycle model incorporating superannuation, financial, housing mortgage and renting decisions with a realistic superannuation choice architecture led by Associate Investigators Loretta I. Dobrescu and Akshay Shanker was completed. The rich pension and housing choice structure results in a complex non-convex optimisation problem which required the development of a new mathematical optimisation technique to allow efficient solutions and model estimation. Two papers based on this research were accepted for presentation at key international econometrics and economic modelling conferences in 2022 including the North American, European and Australian Meetings of the Econometric Society and the Econometric Society Summer School on Dynamic Structural Econometrics held at the ANU.

Decisions around the use of housing wealth to support a range of needs in retirement is particularly complex. A new project conducted in 2022 involved the development of a two-generation model of reverse mortgage decisions to investigate the aggregate welfare gains of parent homeowners and their adult children taking account of the interaction between the

generations through altruism, guilt and bequest intentions. Preliminary simulation analysis suggests welfare benefits to two-generation families across much of the wealth distribution.

### Information architecture to support superannuation decisions

Work continued on the retirement benefit projections project, jointly funded by Cbus superannuation fund, with activities in 2022 focused on the role of income projections to assist retirees in their superannuation drawdown decisions. This work is of particular interest to policymakers (Treasury), regulators (ASIC and APRA) and superannuation funds as a component of a suite of fund-specific retirement income strategies as required under the recently legislated Retirement Income Covenant. Preliminary findings indicate the key role of dollar amount anchors – such as presentation of the maximum Age Pension or ASFA Budget Standard amounts – highlighting that any information support must be comprehensively tested prior to implementation. Similar conclusions can be drawn from ongoing research in collaboration with Aware Super to investigate the impact of tools to enhance member engagement on financial outcomes.

### The role of advisors and brokers

When faced with complex financial decisions, people often turn to third parties such as mortgage brokers or financial advisers for decision support. Research completed in 2022 suggests some advantages, but also some dangers with this approach. An online stated choice study examining residential mortgage decisions found that the widespread confusion about key mortgage attributes was ameliorated for those who had used a mortgage broker. This group were less confused and considered a wider range of attributes in their deliberations. However, as compared with non-advised participants, those who have used a mortgage broker have a clearly higher willingness-to-pay for mortgage attributes which are aligned with brokers' own self-interest. These findings re-enforce the importance of strong regulation around third-party decision support indicated by the latest instalment of our ongoing work on the role of financial advisers. A paper submitted for publication in 2022 finds that a combination of impulsivity and low financial skills can lead people to pay too much to poor advisers.



**PROFESSOR  
LORETTA I. DOBRESCU**  
BA (Hons) Nottingham  
Trent University, MSc West  
University of Timisoara,  
PhD University of Padua  
**ASSOCIATE INVESTIGATOR**

Loretta I. Dobrescu is a Professor in the School of Economics, UNSW Sydney. She is also a CEPAR Associate Investigator and an editor of the *Journal of Pension Economics and Finance*. Loretta's interests are in labour, public finance, health and applied econometrics. She has primarily focused her structural work on topics related to consumption and saving dynamics, as well as studying risk-taking and cognition via nonparametric partial identification methods. She has published significantly in top international journals of economics and mathematical modelling and is

generally active in the field of microeconomics, with particular emphasis on the Economics of Ageing and Health Economics. Loretta was also part of the backbone team that developed the first comprehensive dataset of ageing in Europe – the Survey of Health, Ageing and Retirement in Europe.



## FEATURED ASSOCIATE INVESTIGATORS

### OTHER ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 4 RESEARCH IN 2022 INCLUDED:



#### DR 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*

Andrés Villegas is a Senior Lecturer in the School of Risk and Actuarial Studies and a CEPAR Associate Investigator where he collaborates with Michael Sherris and his team on Projects 4.1 and 4.5.

Andrés's research interests include mortality modelling, longevity risk management, and applications of analytics techniques in actuarial science and finance. Andrés is committed to the development of tools that can help make academic research more accessible to industry and to the wider actuarial community. His recent research has focused on assessing the trends and financial implications of socioeconomic differences in mortality. He is the developer and maintainer of the R Package StMoMo for stochastic mortality modelling which has achieved 52000+ downloads and is now being used by researchers, risk managers, insurance supervisors and students around the world. Andrés has extensive experience in developing collaborative research with the actuarial profession and has completed major contract research projects for the UK Institute and Faculty of Actuaries and for the Society of Actuaries in North America on longevity-related topics. He is an Associate Editor of the *Annals of Actuarial Science*.



#### ASSOCIATE PROFESSOR VASANT HIRANI

*BSc (Hons) Nutrition Leeds, MSc Public Health Nutrition Diploma in Dietetics PhD Lond.*

Vasant Hirani is as an Associate Professor currently working at the Charles Perkins Centre at the University of Sydney. As a CEPAR Associate Investigator she contributes to Project 4.3.

Her expertise lies in nutritional epidemiology, population health, nutrient status and the impact on health outcomes such as frailty, sarcopenia, sarcopenic obesity, chronic disease and mental health. Her research encompasses topics on health and ageing such as investigating the impact of nutrient status on health outcomes which have been published in both national and international journals, including *Journals of Gerontology Series A: Biological Sciences and Medical Sciences*, *Nutrition Reviews*, *European Journal of Clinical Nutrition* and *The Journal of Nutrition*. She also co-authored and has been an editor on the annual government-commissioned health surveys for England and Scotland for the UK Department of Health.

Vasant is an Accredited Practising Dietitian in Australia and is an Associate Editor for the *Journal of Human Nutrition and Dietetics*. She actively collaborates with colleagues based at national and international institutions.



#### PROFESSOR JULIE AGNEW

*BA (High Honors, Magna Cum Laude) William and Mary, PhD Boston College*

Julie Agnew is the Richard C. Kraemer Term Professor of Business in the Finance Department of the Raymond A. Mason School of Business at William and Mary in the United States. As a CEPAR Associate Investigator she collaborates with Hazel Bateman and her team on Project 4.6.

Her research focuses on the psychology of investing. Her work examines the role financial literacy, information overload, trust and plan design play in financial decision making.

She obtained her PhD from Boston College in 2001 for her essays on individual investor behaviour in 401(k) plans. She frequently presents her research at conferences around the world and has testified as an invited expert witness to the US Senate's Committee on Health Education, Labor and Pensions.

In addition to her research, she is a TIAA Fellow and serves on several advisory boards including the Pension Research Council Advisory Board of the Wharton School.



### ERIK HERNÆS

*Cand Oecon Oslo*

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 and Routledge.

Erik collaborates With Professor Piggott on Project 4.4.



### PROFESSOR JULIE BYLES AO

*B Med PhD N'cle (NSW), FAAHMS*

Julie Byles is Emeritus Professor in the College of Health, Medicine and Wellbeing at the University of Newcastle, Director of the Priority Research Centre for Generational Health and Ageing, and a Director of the Australian Longitudinal Study on Women's Health.

She collaborates as an Associate Investigator on Project 4.3 and with Professor John Beard on projects relating to healthy ageing. As a clinical epidemiologist, Julie's interests are in risk determination, health assessment, other health care evaluation, and measurement of health outcomes. As a gerontologist and Fellow of the Australian Association of Gerontology, her research interests in ageing include the role of health services, preventive activities, and treatments in maintaining quality of life for older people, and in determining physical, psychological and social factors associated with optimal physical and mental health of men and women as they age. Julie is also Head of the International Longevity Centre - Australia (ILC-Aus), Chair of the International Association of Gerontology (Asia Oceania) Social Research and Planning sub-committee, and a frequent advisor to the World Health Organisation, assisting with translation of evidence on health and ageing.



### DR AKSHAY SHANKER

*BEC Syd., MEd UNSW, PhD ANU*

Akshay is a Senior Research Associate at the School of Finance at the University of Sydney and a CEPAR Associate Investigator.

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 ANU in 2019 and was a CEPAR Research Fellow from 2019-2021.

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

## RESEARCHERS

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(KEIO UNIVERSITY)

The Ageing Asia Research Hub, established in 2019 with financial support from the UNSW Business School, focuses on emerging economies in Asia. The Hub has five main lines of research: 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. Given the intersection with other research streams of CEPAR, there is overlap between the work of the Hub and that of other streams.

Rapid societal ageing is a key megatrend reshaping societies across Asia, with implications not only for Asia but the world. Steadily increasing life expectancy and rapidly declining fertility are generating unprecedented transformations in demographic structures



**PHILIP (PIP) O'KEEFE**

BA (Hons) and LLB Sydney,  
MSc Oxford, LL.M London  
School of Economics

**DIRECTOR OF HUB AND  
PROFESSOR OF PRACTICE**

Pip O'Keefe is Professor of Practice at 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.

across the region. Rapid societal ageing will see around 1.3 billion people aged 60+ in Asia by 2050, an increase of almost 700 million from today. The share of 'older elderly' 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 and Indonesia, with around 215 million fewer workers in East Asia alone by 2050. Ageing is also happening at a much earlier stage of development than in OECD countries. In the majority of emerging Asian countries, demographic transition is taking place in the context of under-developed social protection systems, segmented 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 research and engagement remit includes all Asian countries, but with a primary focus on emerging economies in Asia, 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 World Bank and the Asian Development Bank. During 2022, Hub researchers also maintained an active program of regional and global conference presentations and contributions to events with government counterparts.

To obtain full details of the outputs mentioned hereafter, please refer to the Research Outputs section found on pages 100-112.

### Healthy ageing

This line of work 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. Recent work of Hub researchers includes analysis of the health status and life satisfaction of older people in the region, including inter-generational

impacts; innovative modelling work, including neural networking and rigorous validation of the intrinsic capacity approach of WHO; impacts of health insurance coverage on healthcare usage, expenditure and wellbeing among older people; and interactions between technology and cognition as people age. Some highlights include:

CEPAR Professorial Fellow John Beard, CEPAR PhD student Yafei Si and CEPAR Associate Investigator Katja Hanewald have an ongoing research project on '70 really is the new 60: Cohort trends in intrinsic capacity in England and China' with a WHO co-author which seeks to validate the WHO approach on intrinsic capacity and its impacts on functioning.

CEPAR Research Fellow Dandan Yu, CEPAR Senior Research Fellow Bei Lu, and CEPAR Director John Piggott in their paper, 'Alcohol consumption as a predictor of mortality and life expectancy: Evidence from older Chinese Males', estimate the impact of drinking on all-cause mortality, total life expectancy, and disability-free life expectancy for Chinese males aged 65+ using the Chinese Longitudinal Healthy Longevity Survey (CLHLS). Using Cox regressions, they find that current male drinkers had lower risks of death than lifelong abstainers and the differences were



**DR DANDAN YU**

BEcon M Econ Peking,  
PhD UNSW

RESEARCH FELLOW

Dandan Yu is a CEPAR Research Fellow located in the UNSW Business School.

She has a PhD in Economics from UNSW. Her PhD thesis studies the sharing of resources within the family. Before starting her PhD, she obtained a Bachelor's and a Master's degree in Economics from Peking University. Dandan's main research interests lie in health decisions and social involvement in later life. She also has expertise in econometric modelling and STATA programming. Her current research focuses on health behaviours and social activities for seniors in China.

statistically significant among those between 68 and 87 years. The interpolated Markov chain approach is then adopted to calculate life expectancies, which are higher for average current male drinkers than lifelong abstainers.

CEPAR PhD student Shu Chen, Laiang Yao, Weibing Wang, and Shenglan Tang in their paper, 'Developing an effective and sustainable national immunisation programme in China: Issues and challenges', explore challenges in realising China's Immunization Agenda 2030, including inclusion of all WHO-recommended vaccines, improving functioning of the National Immunization Advisory Committee, increasing vaccination financing, ensuring uninterrupted vaccine supplies, overcoming regional disparities in immunisation practices and cold chain processes, strengthening workforce, and integrating immunisation information systems.

Jiaying Zhao, CEPAR Senior Research Fellow Vas Yiengprugsawan, John Piggott and Chi Kin Law in their paper, 'Health capacity to work among older persons in Thailand', compare the health and work capacity of current older Thai workers to earlier birth cohorts and middle-aged generations with the same health, drawing from Thai mortality registration, national health welfare surveys,

labour force surveys, and longitudinal data on ageing. Additional employment capacity for those aged 50 to 69 in 2019 was 1.3 years for males and 1.9 years for females, representing an 8.7 percentage point increase for males and 17.8 percentage point increase for females respectively. Thai elderly workers were more likely to continue to work in the informal sector in order to generate income, given limited retirement benefits. The paper then outlines policy measures to reduce old age impoverishment.

Jiaying Zhao, Chi Kin Law, Matthew Kelly, Vasoonlara Yiengprugsawan, Sam-Ang Seubsman, and Adrian Sleigh in their paper, 'How do cohabitation and marital status affect mortality risk? Results from a cohort study in Thailand', examine the relationship between baseline union status and mortality, including gender differentials. They reveal the protective effect of marriage and living together on mortality in Thailand and the need to measure cohabitation in locally relevant terms, and recommend that public policies for moderating mortality should be gender nuanced, and culturally and institutionally specific.

## Resources and financial protection at older ages

The challenge of ensuring adequate financial protection at older ages is more acute in developing countries with large informal sectors and social security systems which have low coverage, weak adequacy, and frequently issues with sustainability. This research area assesses which options and designs for old age financial support are best suited to the rapidly ageing economies of Asia, including tax and financing mechanisms. Recent work examines the performance of current pensions systems and reform options to improve sustainability and household welfare; policy options for expanding coverage of pensions to informal sector workers; the effects of pensions on household consumption and labour market behaviour; and novel approaches to financial protection in old age such as reverse mortgages and consumption-based savings which leverage fintech.

CEPAR Senior Research Fellow George Kudrna, John Piggott and CEPAR Associate Investigator Phitawat Poonpolkul in their paper, 'Extending pension policy in emerging Asia: An overlapping-generations model analysis for Indonesia', use



**DR BEI LU**

BA Tsinghua, MBA S. Aust.,  
PhD UNSW

**DIRECTOR OF HUB  
ENGAGEMENT AND  
SENIOR RESEARCH FELLOW**

Bei Lu is a CEPAR Senior Research Fellow located at the UNSW Business School and a Research Fellow with Tsinghua University and Zhejiang University, China. She is Director of Engagement for the CEPAR Ageing Asia Research Hub, 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 and the World Bank China 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* and the *Journal of Aging & Social Policy*.

Indonesian Family Life Survey (IFLS) data to calibrate a stochastic, overlapping-generations (OLG) model with formal and informal labour. The benchmark model is then extended to account for demographic transition, finding that the overall pension reform makes the contributory pension system more sustainable but the fiscal cost of non-contributory social pensions more than triples in the long run. An alternative means-tested social pension system is shown to reduce fiscal cost and further increases welfare for current and future generations.

Phitawat Poonpolkul, Ponpoje Porapakkarm and Nada Wasi in their paper, 'Aging, inadequacy and fiscal constraint: The case of Thailand', develop an OLG model with formal and informal sectors for Thailand with government budget structure based on the country's fiscal historical data, and including formal sector and social pensions. Under three long-run scenarios, they demonstrate major sustainability challenges for the social security system, and also explore welfare gains and losses across household types and redistributive impacts of simulated reforms.

George Kudrna, Hub Director Philip O'Keefe and John Piggott in their paper, 'Pension policy in emerging Asian economies with population ageing: What do we know, where should we go?',

review the state of knowledge about pension policy in emerging Asian economies. They explore fiscal implications, impacts on economic growth and intergenerational affordability, the relationship between alternative pension models and labour market (in)formality, and pension administration challenges. They set out recommendations for achieving higher coverage with adequacy and sustainability of pension systems.

#### Aged care needs and services

The rising share of older people in emerging Asia has combined with fewer children and changing living arrangements to challenge traditional models of informal care and increase demand for formal aged care. This research stream focuses

The challenge of ensuring adequate financial protection at older ages is more acute in developing countries with large informal sectors and social security systems which have low coverage, weak adequacy, and frequently issues with sustainability.

on the growing demand for and nascent systems of formal aged care in emerging Asia and their interaction with informal care. Focus areas of research in this stream include trends in formal and informal care provision and attitudes toward different aged care arrangements; estimates of future demand for different long-term care modes; and evaluation of policies and practices that can facilitate the supply of formal aged care (home- and community-based and residential); and impacts on the health and wellbeing of carers. During 2022, Professor Marian Baird was also appointed as the Australian Member on the APEC Expert Advisory Group on 'Embracing Carers'. Research highlights in 2022 include:

Vas Yiangprugsawan and John Piggott in their forthcoming edited book, *Shaping long-term care in emerging Asia policy and country experiences*, provide detailed case studies of the emerging long-term care systems in China, Thailand, Vietnam and Indonesia and aim to synthesise the emerging experience, initial lessons and remaining policy challenges.

management as well as the role of primary health care and Universal Health Coverage (UHC) in developing Asia.

Vasoontara has been affiliated with CEPAR since 2014 and in recent years has focused on health promotion in middle and older age adults and long-term care policies in emerging economies (including China, Indonesia, Thailand, and Vietnam). As part of the Ageing Asia Research Hub team, Vas is currently leading the coordination of the Thailand case study for a regional comparative study on health capacity to work in later life commissioned by the Asian Development Bank.



DR VASOONTARA  
YIANGPRUGSAWAN

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

ASSOCIATE INVESTIGATOR

Dr Yiangprugsawan is a CEPAR Associate Investigator at the Business School, UNSW Sydney and Senior Universal Health Coverage Specialist (Service Delivery) in the Sustainable Development and Climate Change Department 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 research with extensive experience on prevention of non-communicable diseases and chronic care



Philip O'Keefe and Vas Yiengprugsawan in their paper, 'Aged care in emerging Asia: New demands, evolving responses and future directions', look thematically at the emerging Asian experience with aged care system development and the commonalities and distinctions in approaches, including countries of both East/Southeast and South Asia.

#### 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. How emerging Asian countries navigate the labour market impacts of societal ageing will have major implications for their economies and societies. This research stream seeks to understand the dynamics of mature labour forces across the region, with a focus on how formal and informal employers and workers are responding to demographic and structural change; how policy can support women and families to balance competing demands for workforce participation, raising families, and informal care provision; relationships between workforce productivity, technology and ageing; and the interactions of labour, social security and care policies.

Some highlights in this stream in 2022 include:

Jane Parker, CEPAR Chief Investigator Marian Baird, Noelle Donnelly and Rae Cooper in their forthcoming edited book, *Women and work in the Asia-Pacific: Experiences, challenges and ways forward*, examine the challenges faced by working women, their families and communities in ten Asia-Pacific countries: Aotearoa New Zealand, Australia, Japan, China, Cambodia, India, Sri Lanka, Fiji, Pakistan and the Philippines, exploring the impacts of technological change, globalisation, demographic change, and sustainability on women's work.

Philip O'Keefe, John Giles and Yang Huang in their paper, 'Ageing, work and retirement in China, East and Southeast Asia', examine patterns of labour force participation and retirement in the region, and their key drivers, and outline public policy directions to facilitate longer and more flexible work, build formal care systems, strengthen

lifelong learning, and address negative societal attitudes to mature workers.

CEPAR Senior Research Fellow Rafal Chomik and John Piggott in their paper, 'Population ageing, productivity and technological change in Asia', explore the interactions between demographic ageing, productivity and economic growth, and assemble evidence of links between age and productivity at the individual, firm and country levels, drawing from both Asian and global settings.

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.



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 and a CEPAR Associate Investigator. Previously he was a CEPAR research student at the Centre for Applied Macroeconomic Analysis at the Australian National University from 2017 until 2020.

He is currently involved in the CEPAR research program '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.

### Macroeconomic and fiscal implications of demographic transition

This research stream seeks to understand and predict the impact of demographic change on macroeconomic outcomes, including economic growth, capital flows and external balances, savings behaviour, fiscal balances, and inequality. The work of Hub researchers has a strong emphasis on macro-modelling, much of it in partnership with Asian government counterparts and international organisations. This includes development of overlapping generations models which incorporate the informal sector; development of new country macro-models for the major Asian economies which incorporate demographic factors and infectious diseases; analysing the impacts of climate change and demographics on the macroeconomies of Asia; and understanding the impacts of global demographic change on international capital flows. Some 2022 research highlights include:

CEPAR PhD student Trang Le and Naoyuki Yoshino in their book chapter, 'Trade balance and need of national reserves in face with aging population', analyse the impacts of various policies on household consumption in the face of unexpected longevity using an overlapping generations model with three sectors: household,

production sector, and government. In particular they compare the positive welfare impacts of financing from current account surplus or national savings as against tax financing.

CEPAR Research Fellow Larry Liu and Chief Investigator Warwick McKibbin in their paper, 'Global macroeconomic impacts of demographic change', examine the impacts of global demographic change on macroeconomic conditions, international trade and capital flows in a global multi-region and multi-sector general equilibrium model which simulates demographic shocks in six regions of the world to understand how each shock individually affects the world economy and then combine these shocks to obtain the consequences of global demographic change.

George Kudrna, Trang Le and John Piggott in their paper, 'Macro-demographics and ageing in emerging Asia: The Case of Indonesia', demonstrate how strong data sources — from international agencies, national sources, and HRS surveys — can be combined to generate a national statistical profile as the basis for specifying OLG models of demographic transition and for other purposes. In Indonesia, major social protection policy development will be needed over the next period to avert widespread hardship.

‘[The paper] demonstrates how strong data sources — from international agencies, national sources, and HRS surveys can be combined to generate a national statistical profile as the basis for specifying OLG models of demographic transition and for other purposes.’

## FEATURED HUB RESEARCHERS

### OTHER INVESTIGATORS INVOLVED IN THE HUB IN 2022 INCLUDED:



**DR KATJA HANEWALD**

*MSc Econ PhD Humboldt-Universität zu Berlin*

**Director of Hub Research and  
Associate Investigator**

Katja Hanewald is a Senior Lecturer in the School of Risk and Actuarial Studies and the Coordinator of the Actuarial Co-op Program at UNSW Sydney. She is also the Director of Research at the Ageing Asia Research Hub and a CEPAR Associate Investigator. Her research models ageing trends and develops risk management and insurance responses to population ageing. Katja has published over 25 articles in major insurance, actuarial, economics, and medical journals.



**PROFESSOR JOHN BEARD**

*MBBS Adel., PhD USyd*

**Professorial Fellow**

John Beard is a Professor at CEPAR in the UNSW Business School. In this role, he shapes the development and growth of the Centre's research program, especially projects focused on Asia. He is also currently a Chief Adviser to the European Institute of Innovation and Technology (EIT) Health.

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.



**DR YUE HUA**

*BSc (Econ) CUHK, PhD Minnesota*

**Research Fellow**

Yue Hua is a CEPAR Research Fellow in Economics based at the UNSW Business School.

She obtained her PhD from the University of Minnesota in 2022 for a thesis on the effects of student loans on fertility and social mobility.

Yue investigates the impacts of economic policies on macroeconomics, demographics, inequality, and income mobility. Her research includes household decision making on education (including early and higher education), fertility, migration, and intergenerational transfers. Her current research focuses on how the Australian income-contingent student loan repayment affects labour supply, and how internal migration barriers affect migrant workers' parenting decisions in China.

Yue is currently involved in the CEPAR research project titled 'Policy Modelling for Ageing in Emerging Economies: The Case of Indonesia'.

# RESEARCH TRAINING AND MENTORING

## THE CEPAR RESEARCH ENVIRONMENT IS 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 offers a range of initiatives designed to enhance the experience of researchers in the Centre's four targeted groups: mid-career researchers (MCR), early career researchers (ECR), PhD students, and undergraduates. These initiatives are 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 plays 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.

### CENTRE-WIDE EVENTS

In addition to the initiatives targeted at specific cohorts outlined below, CEPAR also provided formal opportunities for the Centre's mid-career and emerging researchers to come together with senior researchers. A virtual cross-nodal seminar series provided opportunities for emerging researchers to share their work with their colleagues, garner different perspectives, and explore opportunities for collaboration. Each of the presentations in 2022 were well-attended, engaging, and feedback was extremely positive.

CEPAR's annual workshop provided an opportunity for our researchers and students to gain an in-depth understanding of the entire CEPAR research program, including progress-to-date and future research directions. After holding the workshop online for the last two years, it was

wonderful to welcome everyone back to the Q Station in person for the two-day event which was held in November. The event included poster presentation sessions designed to showcase the work of our PhD students as well as our emerging and mid-career researchers.

### EARLY AND MID-CAREER RESEARCHER MENTORING AND TRAINING

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

### CEPAR MENTORING SCHEME

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

The program supports the development of leadership and relationship skills which mentees will require 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.

Mentees may use the scheme to seek advice on career and goal planning; work/life balance; the development of skills and leadership capabilities; publication or grant application strategies; or strategies for engaging with or translating research for stakeholders and/or the media. Networking or other opportunities may also be facilitated through the mentor's connections.

The Scheme also enhances connection and collaboration within and across nodes as well as with other institutions where our mentors are based.

In 2022, under the guidance of Chief Investigator Marian Baird, Director of Mentoring (Emerging Researchers), the centre offered the program again in November for another year with a new cohort of mentors and mentees.

A session was also held at the annual workshop to discuss the benefits of this program and present past members with a certificate of recognition for their participation in the program.

### FUTURE LEADERS IN AGEING PROGRAM

This program aims to develop the skills of CEPAR's mid-career researchers, providing them with experience and training to support the next steps in their careers. Offered for the first time in 2019, the program was developed by Chief Investigators Sharon Parker and Marian Baird with the facilitation of the program and its preceding activities and exercises carried out by Denise Weinreis, who specialises in coaching for leadership and teamwork.

In 2022, a series of regular virtual meetings was convened by Denise, to provide opportunities for participants to further develop their skills. A group also met in Sydney in May with Denise to discuss further opportunities and areas of focus for the year. In November, both the original 2019 and the new 2021 cohorts were brought together for a day and a half in-person workshop at the Q Station in Manly immediately following the annual workshop. The workshop included a panel, comprising Chief Investigators Sharon Parker, Kaarin Anstey, Hazel Bateman, Warwick McKibbin and Alan Woodland, as well as a number of participatory leadership activities led by Sharon Parker to further develop the participant's skills.

# RESEARCH TRAINING AND MENTORING

## EARLY CAREER RESEARCHER METHODOLOGY WORKSHOP

A training workshop, 'Data Analysis for Daily Diary and Experience Sampling Studies in R', was hosted in-person at the CEPAR UNSW Sydney node from 12 – 13 December 2022. It was convened by Chief Investigator Kaarin Anstey and presented by Dr Elise Kalokerinos who is a Senior Lecturer in the Melbourne School of Psychological Sciences, where she co-directs the Functions of Emotions in Everyday Life (FEEL) Lab.

The course, which was attended by 10 participants, covered tips for data analysis from start to finish, including pre-processing data, variable and scale creation, multilevel descriptive statistics and correlations, plotting, and running and interpreting multilevel models. During the workshop, the participants worked together on an example dataset, and also brought along their own data to put their new knowledge into practice.

## MULTIDISCIPLINARY COLLABORATION SCHEME

This scheme was introduced in 2020 to support paid members of CEPAR's research staff (Levels B to D) to develop and lead multidisciplinary projects closely aligned with the CEPAR research program. It provides seed funding of up to \$10,000 for projects and activities which enhance multidisciplinary collaboration across and within CEPAR's four research streams and provides 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. Three grants were awarded in 2022 to the following teams:

Lu Bei, Kaarin Anstey and Yuchen Xie

**Project:** Mental health intervention in non-native speaking aged care recipients

Gaoyun (Sophie) Yan, Mengyi Xu and Michael Sherris

**Project:** Understanding the length of stay and health trajectory of older Australians in permanent residential care

Yvonne Leung, Natasha Ginnivan, Brooke Brady and Kaarin Anstey plus Po-Ling Chen, Eun-Hee Lee, and Kimberley Man Min Xi (all from the University of Nottingham)

**Project:** Social determinants of ageism among young adults: A cross-cultural investigation

## STAKEHOLDER ENGAGEMENT

The Stakeholder Engagement Program is designed to support researchers in developing the skills necessary to effectively engage with stakeholders and communicate social science research. Each year the focus is on either (i) translating a research project to be accessible to end users or (ii) 'pitching' a research project with the aim of securing a collaborative research partner.

In 2022, the focus was on 'translating' where workshop participants, under the mentorship of experienced CEPAR researchers, were provided with the opportunity to hone their skills in this area. The program comprised two sessions. The introductory session, led by John Piggott and Hazel Bateman, focused on providing feedback on a translational report which each participant had prepared prior to session one. Also explored in the session were the various elements of the engagement and translation process: identifying stakeholders who might be interested in the research findings; placing the findings in a context to which end users can relate; communicating the research in a manner accessible to a non-technical audience; and developing effective relationship skills. Following this session, each participant revised their report with guidance from a designated

mentor. The edited reports were then presented in the second session, followed by additional constructive feedback from the convenors.

In addition to offering opportunities to participate in the formal stakeholder engagement program, CIs and senior researchers also regularly invite ECRs and MCRs to participate in meetings with our end users. In response to a recommendation from the ARC's mid-term review panel with regard to the involvement of ECRs and MCRs in conversations and report briefings with the Centre's key external stakeholders, the Centre set an internal KPI of two stakeholder interactions per year for individuals within these groups. Of the 18 ECRs and MCRs employed for the full year with CEPAR in 2022, 74% met or exceeded this target. Highlights include Natasha Ginnivan's address to the UN Multi-stakeholder meeting in Geneva on the human rights of older persons; Daniela Andrei's and Jane Chong's design and delivery of a workshop on work redesign to the aged care sector; Myra Hamilton's submission to, and participation as a witness at, the Senate Inquiry into Work and Care; Tom Wilson's invited commentary on the draft 2022 Population Statement; and George Kudrna's ongoing membership of the steering committee for the Commonwealth Treasury's Overlapping Generations Model for Australia (OLGA). Further details are provided in the End User Links (pages 124 – 127), Influencing Policy and Practice (pages 90 – 91) and CEPAR Translation Documents (page 108) sections of this report.

## NATIONAL AND INTERNATIONAL NETWORKING OPPORTUNITIES

Over the years, CEPAR has 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 2022, border restrictions eased, providing opportunities to CEPAR members to visit international collaborators as well as welcome international visitors to our nodes again.



YAFEI SI

CEPAR Travel Award  
Recipient  
UNSW SYDNEY

*'I am a third-year PhD student and had the chance to visit the Care Policy and Evaluation Centre at the London School of Economics (LSE) with the generous support of CEPAR's Higher Degree Research Student and Early Career Research Fellow Travel Scheme. My joint project with Dr Bo Hu at LSE takes advantage of recent theoretical and quantitative advancements in geriatrics and gerontology in relation to intrinsic capacity. The aim is to gain new insights into the nature of perception bias in health by combining objective and fine-grained measures with one's self-assessed health.'*

*'I really enjoyed the experience and made significant progress with our research. We have a paper in hand and are developing a series of applied research projects. Through this visit, our Sydney-based team has built solid connections with leading researchers in ageing and health in the UK, which will undoubtedly increase our research impact in the emerging field of healthy ageing worldwide. I really appreciate the support from CEPAR.'*

## HIGHER DEGREE RESEARCH TRAINING

52 HDR students were enrolled under the supervision of CEPAR Investigators and working on topics aligned with the Centre's research agenda in 2022. Details of their research theses are provided on pages 83-86. These students have the opportunity to participate in a range of Centre activities, including conferences and workshops and meetings with international visitors.

The Centre contributes 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 2022, ERA membership continued to grow, with over 1000 registered members, primarily graduate students drawn from a wide range of disciplines and also key professionals, industry stakeholders, and representatives from peak bodies in the ageing field keen to play a role in supporting emerging researchers.

CEPAR's funding support allows the ERA administrative team to coordinate educational and mentoring activities for research students and early career researchers in the ageing field. The key annual ERA activity is the ERA National Conference, now in its 20th year. Due to the ongoing impact of COVID-19, for only the second time in its history, the conference was held online, hosted as a live, interactive virtual event on November 10. The conference, with the theme 'New Directions in Research on Ageing', was co-chaired by Associate Professor Tim Windsor from Flinders University and Dr Helen Barrie from the University of South Australia, and additionally supported by a national network of 28 conference Ambassadors from across Australia and New Zealand.

The conference featured 73 oral presentations, almost twice as many as the previous virtual conference last year, along with six 'Ask the ERA Brains Trust' presentations (a presentation format option that provided presenters with the opportunity to get answers to their research questions from relevant experts). Oral presentations addressed the following aspects of ageing: Advances in Aged Care, Ageing and Place, Care in the Community, Clinical Care Practices, Clinical Interventions, Cognitive Assessment, Cognitive Health Screening, Dementia Care, Determinants of Brain Health, Education and Training, Engagement and Participation, Experiences of Ageing, Mechanisms of Ageing, Nutrition and Oral Health, Physical Activity, Predicting Health Outcomes, Technology and Care, The Aged Care Workforce, Turning Barriers into Opportunities, and Understanding Healthy Ageing.

Given the online nature of the conference, it was pleasing to note that attendance was again very strong, with more than 120 people participating, with the bulk remaining for the entire day. Feedback from conference participants was very positive, with 75% of those who completed the feedback form indicating they were very satisfied with the conference experience. Participants praised the organisation, including opportunities to practice beforehand and ease of access. While some noted that the virtual format reduced the opportunities for "organic networking", the opportunity to participate in a live virtual event was welcomed by those who would have been unable to attend an in-person event.

In addition to the ERA 2022 conference, with the support of CEPAR, a portion of the ERA funds which would have been devoted to hosting an in-person conference was utilised to support emerging researchers to participate in the 55th Australian Association of Gerontology (AAG) conference, 'The Future of Ageing Well' held



# RESEARCH TRAINING AND MENTORING

face-to-face in Adelaide. As the *Early Career Partner* of the AAG 2022 conference, ERA offered \$150 bursaries to support emerging researchers to attend the AAG conference. Sixteen eligible students and early career researchers were awarded an ERA bursary to subsidise conference registration. Other ERA supported activities at the conference included a *Lunch with the Stars* for emerging researchers and other networking opportunities.

ERA also partnered with the AAG Student and Early Career Group (SECG) to co-host an AAG 2022 pre-conference workshop on November 22, in hybrid mode to maximise participation from those not in Adelaide for the AAG Conference. The workshop, *Building successful collaborations*, was presented by Dr Mark Elliott and Trish Cave from Collabforge, with Professor Peter Bragge (Monash University), Associate Professor Hannah Keage (University of South Australia), and Kathy Williams (SA Health).

With the support of ERA's conference sponsorship, this workshop was made available at no-cost to students and early career researchers participating in the AAG 2022 conference, in addition to members of either AAG or ERA not otherwise participating in the conference. Over fifty people participated, more than twice the usual attendance of previous in-person workshops, which highlights a benefit of including an online participation option.

The continued and enhanced collaboration between ERA and the AAG in 2022 also enabled ERA members to attend three additional AAG events throughout the year at no-cost:

- 26 May: *Perfecting that presentation: How to engage your audience and present with confidence*, featuring Dr Tanmay Bagade, Dr Kevan Walter Jones and Professor Evonne Miller

- 20 June: *Safe and inclusive care for forgotten Australians and other trauma survivors*, featuring Dr Lenore de la Perrelle and Meg Schwarz
- 17 October: *Making Space: Creating environments for people of all walks of life to participate in research*, presented by Dr Joanna Hikaka (Ngaruahine), from the University of Auckland.

ERA also collaborated with the AAG SECG to co-host our regular joint webinar. The selected topic was *Planning for success: How to maximise your skills for career development*, featuring Dr Emily Reeve, Dr Edoardo Rosso and Robin Harvey and facilitated by Dr Nagarajan Manickaraj and Dr Matthew Carroll from Monash University. Held on July 27, the session was well-attended, with 50 people participating virtually.

CEPAR's funding also supports the annual *ERA Travel Exchange Program* which enables emerging researchers in ageing to connect with academic experts in their field. Eleven applications were received by the early December closing date, with funding outcomes awarded for one domestic exchange and two international exchanges.

At the end of another successful year of supporting HDR students and other emerging researchers, CEPAR and ERA would like to acknowledge the immense contribution of ERA Administrator Courtney Hempton, who was central to all ERA activities for over six years. Sadly, Courtney passed away unexpectedly, just weeks before the November conference. She will be deeply missed. The success of the conference and the other activities throughout the year is testament to her devotion to emerging researchers. A replacement ERA Coordinator will be recruited in the new year.

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## UNDERGRADUATE STUDENT ENGAGEMENT

### SUMMER SCHOLARSHIP PROGRAM

The CEPAR Summer Scholarship Program is now in its sixth year. The program provides successful applicants with the opportunity to work under the supervision of CEPAR Research Fellows for up to an eight-week period over the summer break. The program generated a great deal of interest from undergraduate students in relevant disciplines who competed for seven awards. The successful students and their research projects were:

#### Anand Batjargal

Demographic change and economic growth in emerging economies

#### Gautham Gopinath

Demographic change and economic growth in emerging economies

#### Owen Jin

Pricing long-term care insurance for healthy or chronically ill Australians

#### Ying Jennifer Jin

Understanding the length of stay and health trajectory of older Australians in permanent residential care

#### Stefan Kolar

Population ageing hotspots: The geography of Australia's oldest old populations

#### Warren Lu

The growth and ageing of same-sex couples in the census

#### Tabitha Thomas

The prospective association between intrinsic capacity and falls among Chinese older people

The program is designed to provide students with a taste of working in a research centre and inspire them to pursue research studies.

**OWEN JIN**

CEPAR Summer  
Scholarship Recipient  
UNSW SYDNEY

*'As the average life expectancy of the Australian population lengthens, demand for long term care has also increased. As this will potentially burden Australia's public health system, long term care insurance has become of critical importance. My experience as a CEPAR Summer Research Scholar involved assisting with the fair pricing of long-term care insurance. I specifically conducted a systematic literature review on different pricing models implemented or proposed in other developed nations. This experience was awe-inspiring as I was given an in-depth exposure to modern health economics issues, such as adverse selection and the annuity puzzle, as well as various mathematical models used in the pricing of long-term care. My supervisors Kyu Park and Michael Sherris were supportive and encouraging during my research journey, allowing me to work to the best of my abilities. I am thankful for this opportunity with CEPAR as it has sparked my interest in public health/ health insurance and inspired me to pursue research projects in similar fields for my Honours year.'*

## CEPAR RESEARCH STUDENTS

CEPAR affiliated students work under the supervision of CEPAR Investigators on topics aligned with the Centre's research agenda. In 2022 a total of 50 PhD students, two Honours students and two Masters students were affiliated with the Centre.

### PHD COMPLETIONS

This year 12 PhD CEPAR affiliates submitted their theses for examination and/or graduated:

#### TSENDSUREN BATSUURI

Thesis: Economic and environmental impacts of demographic changes in a life-cycle model  
Supervisor: Professor Warwick McKibbin  
Co-supervisors: Professor Creina Day and Dr Larry Liu

#### LISA GULESSERIAN

Thesis: Rideshare fathers, flexible work and gender roles  
Supervisor: Professor Marian Baird  
Co-supervisor: Dr Alex Veen

#### MITIKU HAMBISA

Thesis: Driving in later years of life and age-related vision changes among older Australian women: Assessment of healthy ageing and healthcare utilisation using driving as an operational indicator of ageing well  
Supervisor: Professor Julie Byles  
Co-supervisor: Dr Xenia Dolja-Gore

#### ALEXANDRA HERRON

Thesis: The conundrum of informal eldercare for worker-carers and their workplaces  
Supervisor: Professor Marian Baird  
Co-supervisor: Professor Leanne Cutcher

#### ALIZA HUNT

Thesis: Meaning behind the metrics of misery: Understanding prevalence estimates of poor mental health in two samples of older rural Indonesians  
Supervisors: Professors Zachary Steel, Phil Batterham and Peter McDonald  
Co-supervisor: Dr Steve McEachern

#### DOREEN KABUCHE

Thesis: Longevity risk: Retirement income product innovation and risk management strategies  
Supervisor: Professor Michael Sherris  
Co-supervisors: A/Professor Jonathan Ziveyi and Dr Andrés Villegas

# RESEARCH TRAINING AND MENTORING

<b>SALVATORY KESSY</b>	
Thesis:	Mortality forecasting with ensembles and combinations
Supervisor:	Professor Michael Sherris
Co-supervisors:	Dr Andrés Villegas and A/Professor Jonathan Ziveyi
<b>YULONG LI</b>	
Thesis:	Health status, mortality heterogeneity and implications for post-retirement product innovation
Supervisors:	Professor Michael Sherris and A/Professor Jonathan Ziveyi
Co-supervisor:	Dr Andrés Villegas
<b>QIAN LU</b>	
Thesis:	Research on the sub-regional mortality modelling in a Bayesian hierarchical framework
Supervisor:	Dr Katja Hanewald
Co-supervisor:	Professor Xiaojun Wang
<b>CATHY MONRO</b>	
Thesis:	Impact of aged care reforms on governance, operations, clients and families of residential aged care: A qualitative study
Supervisor:	A/Professor Kate O’Loughlin
Co-supervisors:	A/Professor Lynette Mackenzie and Dr Sanetta Du Toit
<b>THI MINH HANG NGUYEN</b>	
Thesis:	Machine learning tools for variable annuity portfolio management
Supervisor:	A/Professor Jonathan Ziveyi
Co-supervisors:	Dr Andrés Villegas and Professor Michael Sherris
<b>DANIEL WHEADON</b>	
Thesis:	Essays on pension policies and temptation preferences
Supervisor:	Emeritus Professor Alan Woodland
Co-supervisors:	Dr George Kudrna and Dr Gonzalo Castex
<b>PHD STUDENTS</b>	
In addition to those who submitted their PhD theses in 2022, the students listed below were also affiliated with CEPAR:	
<b>JESSICA AMOS</b>	
Thesis:	Exploring the factors that promote or hinder behaviour change in the context of cognitive ageing and dementia risk reduction intervention
Supervisor:	Scientia Professor Kaarin Anstey
Co-supervisors:	Drs Lidan Zheng and Sophie Andrews
<b>ROBERT ANNABEL</b>	
Thesis:	Company-level GHG emissions and institutional investors’ active ownership
Supervisor:	Professor Hazel Bateman
Co-supervisors:	Professor Arghya Ghosh, A/Professor Scott Donald and Adjunct A/Professor Anthony Asher

<b>NUR CAHYADI</b>	
Thesis:	Developmental trajectory of late-life functional disability in low-middle income settings: Evidence from Indonesia
Supervisor:	Dr Collin Payne
Co-supervisors:	Drs Brian Houle and Firman Kartaadipoetra
<b>MENGXUE CHEN</b>	
Thesis:	Health inequalities in China with its rapid demographic and socioeconomic changes
Supervisor:	Professor Zhongwei Zhao
Co-supervisors:	A/Professor Vladimir Canudas-Romo and Dr Adrian Hayes
<b>SHU CHEN</b>	
Thesis:	Ageing and health in China: Burden, long-term care services use and cost
Supervisor:	Dr Katja Hanewald
Co-supervisors:	Professors Bingqin Li and Hazel Bateman
<b>MD KHADEMUL ISLAM CHOWDHURY</b>	
Thesis:	Implications of wealth, capital income and estate taxations in the presence of differential mortalities
Supervisor:	Dr Cagri Kumru
<b>SOL CHUNG</b>	
Thesis:	Essays in understanding consumer decision making: Mortgage choice and consumption and investment behaviour
Supervisor:	Professor Susan Thorp
Co-supervisor:	Dr Michael Shin
<b>MARK COOPER-STANBURY</b>	
Thesis:	Equity for our elderly: The supply and demand factors associated with equitable access to residential aged care
Supervisor:	A/Professor Jeromey Temple
Co-supervisors:	Professor Briony Dow and Dr Tom Wilson
<b>NICOLE EE</b>	
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 Dr Ruth Peters
Co-supervisor:	Dr Fiona Matthews
<b>ROSHEN FERNANDO</b>	
Thesis:	Macroeconomic consequences of COVID-19, climate change and antimicrobial resistance
Supervisor:	Professor Warwick McKibbin
Co-supervisors:	Dr Larry Liu and Professor Renee McKibbin

<b>ABIGAIL HANSEN</b>		
Thesis:	The effects of age on trust, acceptance and use of advanced-driver assistive systems	
Supervisors:	Scientia Professor Kaarin Anstey	
Co-supervisors:	Dr Tuki Attuquayefio, Emeritus Professor Michael Regan and Dr Kim Kiely	
<b>NGUYEN BANG CHAU (VICTORIA) HOANG</b>		
Thesis:	Diverse effects of recurrent communication boosts and nudges on retirement savings in the long run	
Supervisor:	Professor Susan Thorp	
Co-supervisors:	Professors Hazel Bateman, Ben Newell and Loretta I. Dobrescu	
<b>HOÀNG THỊ NHẬT HUYỀN</b>		
Thesis:	Modelling policy toward ageing in emerging economies: Indonesia and beyond	
Supervisor:	Scientia Professor John Piggott	
Co-supervisors:	Dr George Kudrna and Professor Loretta I. Dobrescu	
<b>KERRY HWANG</b>		
Thesis:	Ageing of older migrant Australians: An analysis harnessing population level datasets	
Supervisor:	A/Professor Jeromey Temple	
Co-supervisors:	A/Professors Bianca Brijnath and Dina LoGiudice	
<b>LUCINDA ILES</b>		
Thesis:	An investigation into leadership behaviour in age diversity	
Supervisor:	Dr Daniela Andrei	
Co-supervisor:	Professor Sharon Parker	
<b>LIAN JIU</b>		
Thesis:	Social security reforms and business dynamism in ageing societies	
Supervisor:	Dr Cagri Kumru	
<b>MILENA KATZ</b>		
Thesis:	Ageing, diet and inflammation: An Australian perspective	
Supervisors:	A/Professor Ruth Peters and Dr Adrienne Withall	
Co-supervisor:	Professor Emad El-Omar	
<b>LILIPRAMAWANTY KEWOK LIWIN</b>		
Thesis:	Morbidity and mortality related to type 2 diabetes in Indonesia: Understanding the role of demographic changes	
Supervisor:	Dr Collin Payne	
Co-supervisors:	A/Professors Brian Houle and Vladimir Canudas Romo and Dr Matthew Kelly	
<b>JANA KOCH</b>		
Thesis:	Social influences on factors of successful ageing	
Supervisor:	Scientia Professor Kaarin Anstey	
Co-supervisors:	Drs Brooke Brady and Lidian Zheng	
<b>TRANG LE</b>		
Thesis:	Modelling policy toward ageing in emerging economies: Indonesia and beyond	
Supervisor:	Scientia Professor John Piggott	
Co-supervisors:	Dr George Kudrna and Professor Loretta I. Dobrescu	
<b>EBONY LEWIS</b>		
Thesis:	Frailty across the adult life course	
Supervisors:	A/Professor Ruth Peters and Scientia Professor Kaarin Anstey	
Co-supervisor:	Professor Kenneth Rockwood	
<b>JAMES LIAN</b>		
Thesis:	The impact of childhood adversity on late-life psychopathology	
Supervisor:	Scientia Professor Kaarin Anstey	
Co-supervisors:	Drs Kim Kiely and Bridget Callaghan	
<b>REBECCA LUONG</b>		
Thesis:	Dietary intake and their associations with cardiometabolic health and frailty	
Supervisor:	A/Professor Vasant Hirani	
Co-supervisors:	Professor Margaret Allman-Farinelli and Dr Rosie Ribeiro	
<b>LINGFENG LYU</b>		
Thesis:	Forecasting and financing healthy ageing and aged care in Australia	
Supervisors:	A/Professors Yang Shen and Jonathan Ziveyi	
<b>SUE MARKHAM</b>		
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	
<b>JAMES MAHMUD RICE</b>		
Thesis:	Extensions to the Australian National Transfer Accounts	
Supervisor:	A/Professor Jeromey Temple	
Co-supervisor:	Professor Peter McDonald	
<b>DAVID RODGERS</b>		
Thesis:	Demographic change and optimal policy responses	
Supervisor:	Emeritus Professor Alan Woodland	
Co-supervisor:	Dr George Kudrna	
<b>TIANYU SHEN</b>		
Thesis:	Living longer and healthier? An advancement of methodology and understanding on health expectancy	
Supervisor:	Dr Collin Payne	
Co-supervisors:	Professor Vladimir Canudas Romo and Dr Alyson van Raalte	

# RESEARCH TRAINING AND MENTORING

<b>YAFEI SI</b>	
Thesis:	Three essays on health, health care, and healthy ageing
Supervisor:	Dr Katja Hanewald
Co-supervisors:	Professors Bingqin Li and Hazel Bateman
<hr/>	
<b>GAYANI KAUSHIKA THALAGODA</b>	
Thesis:	Longevity risk measurement and management
Supervisor:	A/Professor Jonathan Ziveyi
Co-supervisor:	Dr Andrés Villegas
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<b>MICHELLE VHUDZIJENA</b>	
Thesis:	Modelling mortality heterogeneity using health trajectories and multimorbidity
Supervisor:	Professor Michael Sherris
Co-supervisors:	Dr Andrés Villegas and A/Professor Jonathan Ziveyi
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<b>YAWEI WANG</b>	
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
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<b>YUCHEN XIE</b>	
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
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<b>XINGYING YU</b>	
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 Hyung Park and Professor Michael Sherris
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<b>EVA ZELLMAN</b>	
Thesis:	The role of leadership in managing an ageing and age diverse workforce
Supervisor:	Dr Daniela Andrei
Co-supervisor:	Professor Sharon Parker
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<b>WEIHONG ZHANG</b>	
Thesis:	Gait, cognition and falls - from theory to practice
Supervisor:	Professor Lee-Fay Low
Co-supervisors:	Professor Emeritus Lindy Clemson and Dr Josephine Gwynn
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<b>SHALLY ZHOU</b>	
Thesis:	Understanding short-term variability in multidimensional subjective age, health and cognition
Supervisor:	Scientia Professor Kaarin Anstey
Co-supervisors:	Drs Susanne Schweizer, Brooke Brady and Lidan Zheng

<b>YUXIN ZHOU</b>	
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

## MASTERS STUDENTS

In 2022 the following Master’s students were affiliated with CEPAR:

<b>MAMIYA ADACHI</b>	
Thesis:	Forecasting all-cause mortality: Leveraging causes-of-death data through neural networks
Supervisor:	Dr Katja Hanewald
Co-supervisor:	Dr Andrés Villegas
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<b>ESA HYTTI</b>	
Thesis:	Does lockdown exposure impact employee mental ill health? Examining the moderating effects of age and work demands
Supervisors:	Drs Jane Chong and Serena Wee

## HONOURS STUDENTS

In 2022 the following Honours students were affiliated with CEPAR:

<b>CIARA O’NEILL</b>	
Thesis:	The effect of social comparison on mature workers knowledge exchange behaviours in the workplace and the mediating role of generativity
Supervisor:	Dr Daniela Andrei
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<b>ZILIN (SCOTT) SHAO</b>	
Thesis:	Developing reverse mortgages as a tool for families’ optimal use of housing wealth
Supervisors:	Dr Katja Hanewald and Professor Hazel Bateman

A man with glasses, wearing a dark blue blazer over a light blue striped shirt, is seated in a green armchair. He is gesturing with his hands while speaking. The background is a library with tall wooden bookshelves filled with books.

SECTION

3

# EXTERNAL LINKAGES

INTERVIEW WITH WARWICK MCKIBBIN ON THE ABC'S 7:30 REPORT.



# INDUSTRY & GOVERNMENT LINKS

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IN 2022, CEPAR ORGANISED A NUMBER OF IN-PERSON AND VIRTUAL EVENTS DESIGNED TO PROVIDE PLATFORMS FOR DISCUSSION BETWEEN RESEARCHERS, POLICYMAKERS AND INDUSTRY PRACTITIONERS IN AUSTRALIA AND WORLDWIDE.

## EVENTS

### CEPAR-UNSW BUSINESS SCHOOL FORUM

Environmental, Social and Governance (ESG) factors are receiving increasing attention in the financial, investment management and policy community. On 22 July 2022, in collaboration with the UNSW Business School, CEPAR hosted a forum titled 'Connections: ESG, Pension Fund Investment, Public Policy and the Future'. The aim was to advance thinking and debate on how to implement ESG most effectively in coming years.

Convened by CEPAR Director John Piggott, the Forum comprised three presentations focused on ESG in relation to pension investment, pension design and the macroeconomy by Nick Barr (Professor of Public Economics, London School of Economics); André Laboul (Chief Policy Advisor of the International Organisation of Pension Supervisors); and CEPAR Chief Investigator Warwick McKibbin (ANU). The session was chaired by Chief Investigator Hazel Bateman (UNSW Sydney).

The Forum concluded with a discussion panel chaired by CEPAR Advisory Board Chair and Adjunct Professor Marc de Cure, and comprised practice professionals Amy Auster (Partner, State Government Funds, PwC); Joanna Chang (Investment Risk Specialist, APRA); and Liza McDonald (Head of Responsible Investments, Aware Super).



CHAIRIED BY CHIEF INVESTIGATOR WARWICK MCKIBBIN (ON THE RIGHT), THE PANEL INCLUDED (FROM LEFT TO RIGHT): CEPAR ADVISORY BOARD MEMBERS IAN YATES (CEO, COTA) AND MARK OLIVER (CHIEF DISTRIBUTION OFFICER, INSIGNIA FINANCIAL), AS WELL AS CEPAR PARTNER ORGANISATION REPRESENTATIVE LYNN KELLY (FIRST ASSISTANT SECRETARY, RETIREMENT, ADVICE AND INVESTMENT DIVISION, TREASURY) AND CEPAR ASSOCIATE INVESTIGATOR SUSAN THORP (PROFESSOR OF FINANCE AT THE UNIVERSITY OF SYDNEY BUSINESS SCHOOL).

The Forum attracted over 60 participants from academia, government and industry. Demonstrating the importance of this topic to our stakeholders, participants included representatives from the Australian Prudential Regulation Authority (APRA), the Association of Superannuation Funds of Australia (ASFA), the Australian Government Department of Foreign Affairs and Trade, Cbus, Mercer, UniSuper, Vanguard, PwC, and many more.

### POLICY DIALOGUE ON DECISION MAKING FOR AND IN OLD AGE

Co-hosted by CEPAR and the Centre for Applied Macroeconomic Analysis (CAMA) in the Crawford School of Public Policy at ANU, the 2022 Policy Dialogue attracted over 90 delegates from a variety of organisations across government, industry, academia and the community.

The event was held on 10 October 2022 in Canberra and live-streamed to offsite delegates. It was timed to coincide with the release of CEPAR's latest research brief titled 'Financial Decision Making for and in Old Age'.

Policymakers were heavily represented in the audience which included delegates from the Australian Government Departments of Health and Aged Care; Employment and Workplace Relations; Prime Minister and Cabinet; Social Services, and Treasury. Other participants were drawn from a range of research institutions, financial service providers, superannuation funds, and community groups.

International perspectives on the issue were offered by the two keynotes. Duke Han (Professor of Family Medicine, Neurology, Psychology, and Gerontology and Director of the Neuropsychology

Division of the Keck School of Medicine at the University of Southern California) explored key points in relation to financial decision making in older age; and Suzanne Shu (John S. Dyson Professor in Marketing and Dean of Faculty and Research at Cornell University) discussed the application of behavioural science to decumulation decision making.

Other speakers included CEPAR Senior Research Fellow Rafal Chomik on 'Financial Decision Making for and in Old Age'; Chief Investigator Kaarin Anstey on 'Cognitive Changes in Ageing and their Impact on Decision-making'; Chief Investigator Mike Keane on 'Understanding How Senior Citizens Make Health Insurance Choices'; Associate Investigator Ben Newell on 'Three Things we should be Aware of'; and Chief Investigator Hazel Bateman on 'Things that Policy can Affect: What Works, What Doesn't, What Next?'.

Additional perspectives from government and industry were provided by Diane Hosking, Senior Research Officer, National Seniors; Michael Lye, Deputy Secretary, Ageing and Aged Care, Department of Health and Aged Care; Dani Murrie, Chief Marketing & Growth Officer, UniSuper; and Shang Wu, Associate Portfolio Manager Retirement Strategy, Aware Super.

A panel session brought together policy, practice and research perspectives. Chaired by Chief Investigator Warwick McKibbin, the panel included CEPAR Advisory Board members Ian Yates (CEO, COTA) and Mark Oliver (Chief Distribution Officer, Insignia Financial); as well as CEPAR Partner Organisation representative Lynn Kelly (First Assistant Secretary, Retirement, Advice and Investment Division, Treasury) and CEPAR Associate Investigator Susan Thorp (Professor of Finance at the University of Sydney Business School). CEPAR Advisory Board Chair Marc de Cure delivered the closing remarks.

### 30TH COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH

The Colloquium, co-hosted by CEPAR and the School of Risk & Actuarial Studies in the UNSW Business School, is a unique annual event, bringing together academics, policymakers and industry practitioners to discuss the latest research on pensions, superannuation and retirement. In 2022, over 80 people participated in the 30th Colloquium on Pensions and Retirement Research, which was held at UNSW Sydney from 29-30 November. The Colloquium also hosted an online session on 1 December, which over 170 delegates from around the world attended.

Convened by CEPAR Deputy Director Hazel Bateman, the Colloquium program comprised over 50 high-level talks and presentations. Highlights from international visitors included Pierre-Carl Michaud (HEC Montreal) on 'Asset Decumulation and Risk Management in Retirement'; Jun-Hee An (Tilburg University, The Netherlands) on 'The Effect of Pension Tax Treatment on Optimal Consumption and Investment Decisions Over the Life-cycle'; Jorgo Goossens (Radboud University, The Netherlands) on 'Present Bias, Asset Allocation, and Bond Behaviour'; Andrew Stumpf

(University of Michigan Law School) on 'Standardized, Unitized, Accretive Longevity Insurance: Lessons from the Differing Demand for Annuities and Life Insurance'; Roger Laeven (University of Amsterdam) on 'Optimal Savings and Portfolio Choice with Risky Labour Income and Reference-Dependent Preferences'; and Erik Hernæs (Ragnar Frisch Centre for Economic Research, Oslo) on 'Firm Productivity with an Ageing Labour Force'.

Especially topical was an industry and policy panel session focused on the challenge of providing good retirement outcomes in the future. The session was chaired by CEPAR Associate Investigator David Bell and panellists included Fiona Reynolds (Independent Director), Rosie Thomas (Deputy Director, Super Consumers Australia), and Jeremy Cooper (former Chairman, Retirement Income, Challenger).

Further Colloquium sessions covered the latest research on life cycle financial decisions; superannuation/pension fund issues; retirement income adequacy; retirement products; housing and retirement; individual behaviour; mortality modelling; aged care and ageing; and pension issues.



COLLOQUIUM PANELLISTS JEREMY COOPER (FORMER CHAIRMAN, RETIREMENT INCOME, CHALLENGER), ROSIE THOMAS (DEPUTY DIRECTOR, SUPER CONSUMERS AUSTRALIA), AND FIONA REYNOLDS (INDEPENDENT DIRECTOR) WITH PANEL CHAIRPERSON CEPAR ASSOCIATE INVESTIGATOR DAVID BELL (CONEXUS INSTITUTE) AT THE 30TH COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH AT UNSW SYDNEY IN DECEMBER 2022.

# INDUSTRY & GOVERNMENT LINKS

The online session, which was sponsored by the International Pension Research Association (IPRA), featured the latest research from around the world on pension decisions; retirement and adequacy; pension finance and choice architecture; and old age security.

## 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 2022. Selected highlights follow, showcasing the influence of our senior researchers as well as that of our early- and mid-career researchers.

### SUBMISSIONS AND EXPERT ADVICE

Chief Investigator Marian Baird was commissioned by PM&C's Office for Women to facilitate Stakeholder Engagement Meetings on female labour force participation. Marian Baird and Principal Research Fellow Myra Hamilton were both involved in the *Senate Inquiry into Work and Care*. Both made submissions and were invited as witnesses on behalf of the Women, Work and Policy Research Group and, in the case of Hamilton, also on behalf of the Work and Family Policy Roundtable. Baird, Hamilton, Research Associate Alison Williams and PhD student Alex Heron also made a submission to the *Productivity Commission Inquiry into Carer Leave*, on behalf of the Women, Work and Policy Research Group, and Hamilton participated in consultations about the Inquiry with Carers NSW, Carers Australia and The Australia Institute.

Internationally, Baird was appointed as one of two Australian members of the APEC Expert Advisory Group on 'Embracing Carers'; invited to a consultation with the OECD delegation on Australian Government gender responsive budgeting; invited to discuss research approaches with the NZ Employment Relations Authority; and invited to participate in two Asian Development Bank webinars.

Chief Investigator Kaarin Anstey's expertise was sought by a number of organisations including the WHO, World Dementia Council and the Global Council on Brain Health. Highlights include the EPOCH Workshop, 'Environmental Determinants of Cognitive Health', she convened with Transport for NSW, Dementia Australia and other stakeholders on 5 September.

Chief Investigator Hazel Bateman and Associate Investigator Susan Thorp consulted with the New South Wales Government's Behavioural Insights Unit on a project on gender and superannuation and, together with Associate Investigators Loretta I. Dobrescu and Ben Newell, made a submission to ASIC in response to a consultation paper on 'Superannuation forecasts: Update to relief and guidance'.

Chief Investigator Warwick McKibbin's expertise was in demand both nationally and internationally. He had several interactions with Commonwealth Treasury, including participating in a Treasury workshop on key issues facing Australia; presenting G-cubed modelling results; and as a member of the Macroeconomic Group Economic Advisory Panel. He met with the Senior Trade & Investment Commissioner for ASEAN at Investment NSW to discuss the economic trajectory of countries in Asia; and provided advice to the CEO of the Australian Chamber of Commerce and Industry. Internationally, McKibbin was invited to present the results of his modelling work to a number of central banks (including the central banks of Mexico, Canada, France and England) as well as to International Monetary Fund officials.

Chief Investigator Peter McDonald provided advice to agencies regarding demographic trends including the Commonwealth Treasury for the 2022-23 Australian budget and the Ministerial Advisory Council on Skilled Migration. He also co-authored the *Report on the quality of 2021 Census data*.

Principal Research Fellow Tom Wilson was invited to provide comments on the draft 2022 Population Statement and is working closely with the Commonwealth Treasury and the Australian Bureau of Statistics to define six new methodologies to be applied by government in their ongoing demographic work as part of an ARC funded Linkage Project he leads in collaboration with a team of researchers including Peter McDonald and CEPAR Associate Professor of Demography, Jerome Temple.

Senior Research Fellow George Kudrna shared his expertise with the Commonwealth Treasury, discussing the progress and future applications of Treasury's Overlapping Generations Model for Australia (OLGA) as well as current and future research interests with the Treasury's Centre for Population.

Associate Investigator Julie Byles and other CEPAR members contributed to the international report, *Protecting the human rights of older persons: Challenges to the human rights of older people during and after COVID-19*. Released in late 2021, the report provides insights into the impacts of the pandemic on older people across the 16 countries of the International Longevity Centre - Global Alliance, providing an important tool for policymakers in 2022 and beyond.

### MEMBERSHIP OF ADVISORY GROUPS AND BOARDS

In 2022, our researchers were well-represented on a number of influential boards, committees and working groups.

Kaarin Anstey served as an expert advisor on dementia to the Australian Institute of Health and Welfare Dementia Awareness Group and consulted on the design of their plan for a National Survey on Dementia Awareness. She was also a member of the National Indigenous Australians Agency's Closing the Gap Modelling Team. In addition, Anstey and Associate Investigator Moyra Mortby serve as members of the US Alzheimer's Association's Scientific Committee.

Hazel Bateman was a member of a reference group for the Actuaries Institute Green Paper on Intragenerational Equity and continued to serve as a member of the Advisory Board of the Conexus Institute.

Senior Research Fellow Bei Lu was invited to serve as the international economist for the Asian Development Bank project 'Strategies for Financing Social Protection to Achieve Sustainable Development Goals in Developing Member Countries'.

Myra Hamilton was commissioned as an adviser to the Federal Government's Women's Economic Equality Taskforce focused on the extension and design of the new paid parental leave policy and was also a member of the advisory panel for the Carers NSW National Carer Survey.

Until June 2022, Centre Director John Piggott and Professorial Research Fellow John Beard continued to serve as commissioners of the US National Academy of Medicine's International Commission on Creating a Global Roadmap for Healthy Longevity and in August Piggott delivered a presentation titled, 'Global Roadmap for Healthy Longevity, Social Infrastructure; and Healthy Longevity – The Asian Perspective' to the Commission's virtual summit in Singapore in August.

## PRESENTATIONS

Chief Investigator Sharon Parker shared her expertise in the area of mental health in the workplace in a number of forums. She presented on mental health and suicide prevention in Defence to the Sydney Royal Commission Roundtable focused on mentally healthy workplaces. In addition, she presented her findings on how work design can impact mental health to the Department of Agriculture, Water and the Environment; the Public Sector Workplace Mental Health Virtual Conference; the Australian Council of Trade Unions Mental Health Workplace Safety Conference; a group of senior executives from Woolworths; and the NSW Government's

Towards Healthy Work webinar. The future of work and job design was the theme of presentations Parker delivered to a range of other end users including the Australian Institute of Health & Safety; aged care provider, Bethanie; and PwC. Internationally, she presented to the UK Chartered Institute of Personnel Development Applied Research Conference which is an annual meeting for academic researchers and practitioners in the field, and HR Norge whose members are drawn from both the Norwegian private and public sectors.

Daniela Andrei was invited to present to the 2022 WA Local Government Convention's Future of Local Government Workforce session and also invited to be a panellist for the Perth Research Update: The State of Inclusion and Mental Health in the Workplace organised by the Diversity Council Australia.

Kaarin Anstey presented to the World Dementia Council Summit in London on 'Prevention and brain health'. Research Fellow Natasha Ginnivan addressed the United Nations Multi-stakeholder meeting in Geneva in August on the topic of the Human Rights of Older Persons and presented findings on ageing prisoners to the Ministerial Advisory Council on Ageing at NSW Parliament House in June.

Chief Investigator Fiona Blyth and Research Fellow Saman Khalatbari-Soltani were invited key speakers to the Pain Nurses Australia's annual 'Focus' session on pain where more than 240 participants, mainly frontline health care practitioners, gathered; and Blyth and Khalatbari-Soltani were invited to give a talk at an international educational webinar hosted by the International Association for the Study of Pain (IASP). Based in the United States, IASP is the leading global organisation supporting research and education in pain and pain relief.

Warwick McKibbin presented the results of his modelling to a number of central banks (see above), including delivering the keynote

address to the Bank of England's Chief Economists Workshop.

John Piggott presented CEPAR's work on the impacts of ageing on participation, productivity, GDP per capita and fiscal sustainability to the Treasury's Centre for Population. He also delivered a talk on 'Comprehensive social protection framework for post-pandemic recovery' at the Asian Development Bank Institute's webinar on Rethinking Social Protection Reform in Post-Pandemic Recovery. During her tenure as a CEPAR Senior Research Fellow, Vasoontara Yiengprugsawan participated in two Asian Development Bank workshops where she presented her work on the health capacity to work among older persons in Thailand as part of the regional comparative study on ageing.

Chief Investigator Michael Sherris and his team presented research findings to key professional associations and government agencies, including the Health Economics and Research Division of the Department of Health and the Australian Government Actuary.

## RESOURCES FOR INDUSTRY

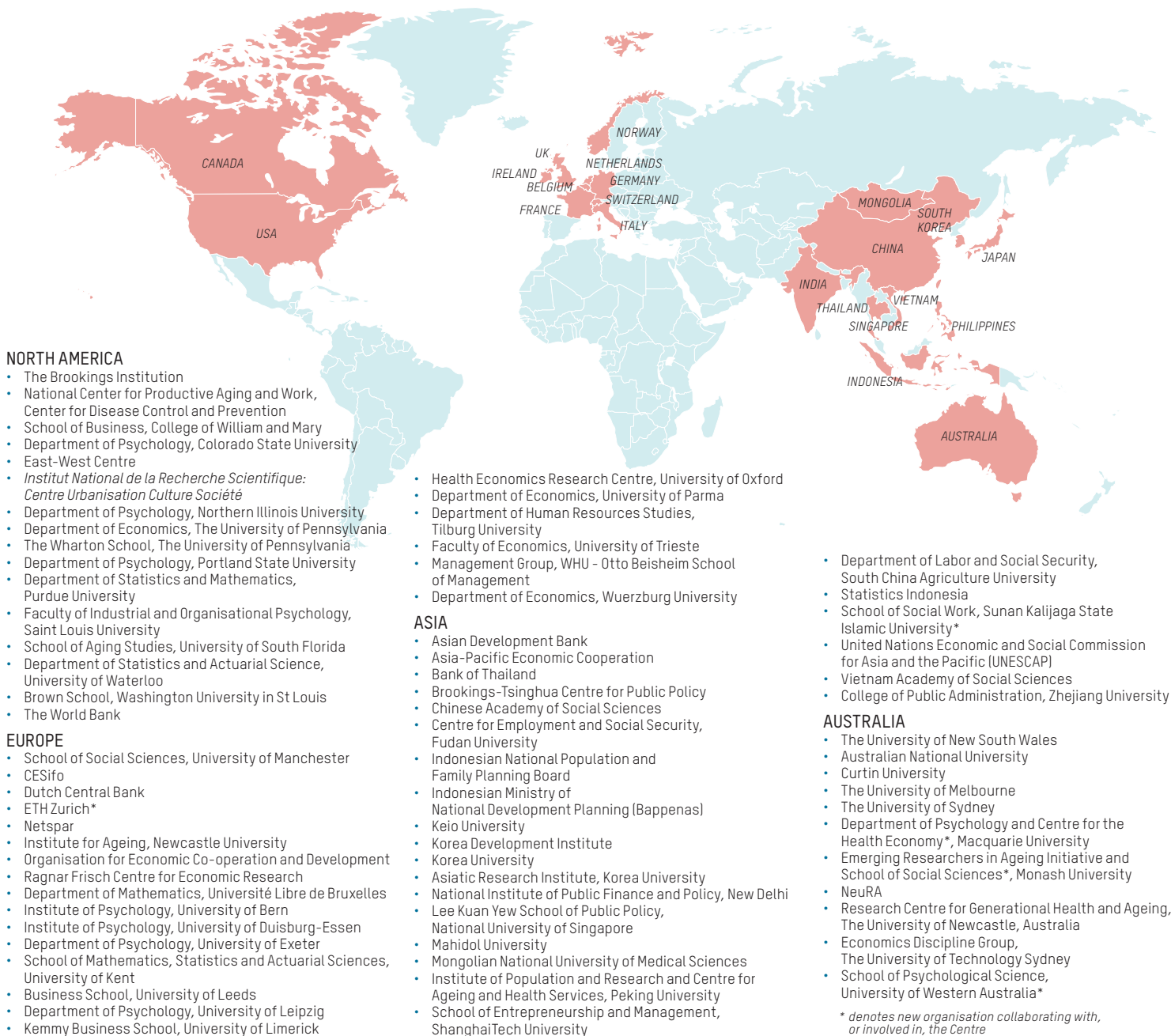
Senior Research Fellow Daniela Andrei designed and delivered a Workshop on Smart Work Design to around 40 leaders (operational and executive levels) from the aged care sector and, together with Research Fellow Jane Chong, co-designed and co-delivered a series of 12 work redesign workshops aimed at finding solutions to optimise work demands in the aged care sector.

Chief Investigator Michael Sherris and his team developed mortality models for use in both actuarial research and practice and are facilitating the use of these models in both research and industry applications through open access software implementation in R. Michael Sherris presented The Retirement Income Toolkit at the 2022 UNSW Risk and Actuarial Industry Workshop.



# NATIONAL & INTERNATIONAL LINKS

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THROUGHOUT 2022, 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.

### NATIONAL LINKAGES

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

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

In 2022, a number of events served to strengthen the Centre's links with key researchers and research groups nationally as well as to provide opportunities for emerging researchers to come together. These included the annual Colloquium on Pensions and Retirement Research (see pages 89 – 90), a workshop on understanding and overcoming confusion in consumer financial decision making, the Pension, Retirement and Ageing Seminar Series and the CEPAR Mature Workers in Organisations (MWOS) Virtual Symposium Series.

#### 2ND WORKSHOP ON UNDERSTANDING AND OVERCOMING CONFUSION IN CONSUMER FINANCIAL DECISION MAKING

CEPAR's 2nd Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making served to bring researchers and industry practitioners from around the nation together to explore the topic and to highlight possible solutions.

The workshop, held at UNSW Sydney on 13 October, attracted delegates from the Australian Securities and Investments Commission (ASIC), Commonwealth Bank of Australia, Cornell

University, Super Consumers Australia, UNSW Sydney, the University of Sydney, and Vanguard.

The workshop featured a keynote by international visitor Professor Suzanne Shu (Cornell University) titled 'What Motivates Social Security Claiming Age Intentions? Testing Behaviorally-informed Interventions Alongside Individual Differences'. Eight additional presentations were organised under four research themes — complex financial decisions, hired help, self-help, and digital help — and explored the role and impact of brokers and financial advisors, the impact of information and communication strategies on superannuation and pension fund member decision making, and the role of digital tools.

#### CEPAR MATURE WORKERS IN ORGANISATIONS (MWOS) VIRTUAL SYMPOSIUM SERIES

In 2022, CEPAR hosted three webinars as part of this series. The Series aims to encourage interaction in this area between researchers from a broad range of disciplines as well as from industry and government.

The one-hour sessions were held in February, April and October, and attracted participants from a variety of universities and organisations, including all five of CEPAR's university nodes. Participants from CEPAR's Advisory Board and Partner Organisations included representatives of COTA, PwC and the Australian Government Departments of Employment and Workplace Relations, Health and Aged Care, and Social Services.

Recordings of the talks were publicised afterwards and are available on the CEPAR website and its YouTube channel.

#### PENSION, 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 2022. Speakers



# NATIONAL & INTERNATIONAL LINKS

were drawn from the CEPAR nodes as well as from Macquarie University Centre for the Health Economy, Fudan University, Tilburg University, and DP3 Global Pension Consulting. The seminar series is offered in a hybrid mode (in-person and online) offering both in-person networking opportunities and online accessibility and inclusivity.

## INTERNATIONAL LINKAGES

CEPAR Partner and Associate Investigators provide exceptional opportunities for the Centre to engage with leading international groups. CEPAR's strong links with specialist groups working on a range of issues pertinent to the challenges of population ageing provide the foundation for joint workshops, grant applications to fund collaborative research programs, and other initiatives.

In 2022, 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 both served to strengthen

and expand linkages with leading groups focused on the issue.

## 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) at Tilburg University; Willis Towers Watson, and the OECD. With CEPAR Chief Investigator Hazel Bateman serving as the Association's inaugural President, CEPAR has continued to play a major role in 2022 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, the Centre also spearheaded the organisation of several highly successful events: an international conference at the OECD in Paris on 23 June; an online session as part of the 30th Colloquium on Pension and Retirement Research on 1 December; and the five webinars listed below.

- *The Journal of Pension Economics and Finance* (JPEF) Special Issue 'Retirement Decisions in a Changing Labor Market', with invited speakers Robert L. Clark (North Carolina State University); Robert G. Hammond (University of Alabama); Susann Rohwedder (RAND Corporation); Geoffrey T. Sanzenbacher (Boston College); Courtney C. Coile (Wellesley College); Joseph P. Newhouse (Harvard University); and CEPAR Partner Investigator Olivia S. Mitchell (Pension Research Council, Wharton School, University of Pennsylvania), held on 16–17 February.
- The Explanations for the Decline in Spending at Older Ages, with invited speaker Susann Rohwedder (RAND Corporation), held on 23–24 March.
- The Demand for Retirement Products: The Role of Withdrawal Flexibility and



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

Dr 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. At Wharton, she is also 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 Dr Mitchell is a Research Associate at the National Bureau of Economic Research and a Co-Investigator for the Health and Retirement Study at the University of Michigan.

Dr Mitchell'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, household financial decision making, and retirement. She served on President Bush's Commission to Strengthen Social Security, the US Department of Labor's ERISA Advisory Council, and served as Vice President of the American Economic Association. She has addressed many groups including the World Economic Forum; the International Monetary Fund; the Investment Company Institute; the White House Conference on Social Security; and the President's Economic Forum. She was listed as one of the top 10 women economists in the world in 2020.

Administrative Burden, with invited speaker Marike Knoef (Leiden University, Netspar) held on 13 April.

- Pensions and Retirement in Asia, with invited speakers Sagiri Kitao (University of Tokyo); Yaohui Zhao (Peking University); CEPAR Partner Investigator Hanming Fang (University of Pennsylvania); and CEPAR Senior Research Fellow George Kudrna (UNSW Sydney), held on 28 September.
- Motivated Saving: The Impact of Projections on Retirement Contributions, with invited speaker CEPAR Associate Investigator Susan Thorp (University of Sydney) held on 26–27 October.

The 7th annual IPRA conference in June attracted over 200 academics, policymakers and industry practitioners from around the globe to hear about the latest developments in pensions and retirement research. 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 retirement incomes and the future of pension systems; pension coverage gaps; and pension risks. CEPAR Director John Piggott shared his insights in his presentation titled 'Shaping Retirement Incomes: The Next 30 Years'. The keynote 'The Multifaceted Effects of the Pandemic and Lockdown Measures on EU Citizens: Impact on Pensions' was delivered by Professor Axel Borsch-Supan (Munich Centre for the Economics of Aging at the Max-Planck-Institute for Social Law and Social Policy, Germany).

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.

IPRA sponsored the online session of the 30th Colloquium of Pensions and Retirement Research, held on 1 December and co-hosted by CEPAR and the UNSW School of Risk and Actuarial Studies. The online event provided an opportunity to hear about global trends in retirement and pension

research and featured a total of 14 research presentations from researchers based in Algeria, Australia, Chile, Israel, Italy, the Netherlands, Singapore, Switzerland, Thailand, and the US. The event was instrumental in raising the global profile of both CEPAR and the annual Colloquium and attracted over 170 delegates.

Representatives of our Partner Organisations and members of our Advisory Board participated in a number of IPRA events. For example, CEPAR Advisory Board Chair Marc de Cure participated in five of the events; Mike Orszag (CEPAR Advisory Board member and representative of Willis Towers Watson) and Olivia S. Mitchell (CEPAR Partner Investigator from the Wharton School at the University of Pennsylvania) were involved in chairing or speaking at four of the events; and Advisory Board member Robert Palacios from the World Bank presented at the 7th IPRA conference on '*Has the Old Age Crisis been Averted?*'.

#### 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



**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 has been a co-editor for leading economics journals, including the *Journal of Public Economics* and the *International Economic Review*. He was elected as a Fellow of the Econometric Society in 2018.

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

# NATIONAL & INTERNATIONAL LINKS

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 is an important conduit for CEPAR to connect with researchers in the region focused on population ageing. CEPAR remains strongly represented on the Hub's Steering Group, with John Piggott, Peter McDonald and Robert Cumming serving as three of twelve members.

CEPAR was well represented at the 12th APRU Population Ageing Virtual Conference titled 'Aging at the Time of Crisis: Understanding Needs, Navigating New Challenges' and held on 10–11 November. Centre Director John Piggott delivered the keynote address on 'Decision-making for and in Old Age' and chaired the session on 'Macroeconomic and Policy-related Challenges'. Senior Research Fellow George Kudrna presented on 'Extending Pension Policy in Emerging Asia: An Overlapping Generations Model Analysis for Indonesia' and PhD student Yuchen Xie was awarded a prize for her poster 'Association of Perceived Social Isolation and Having Unmet Needs for Formal Home Care Services Among Older Adults' developed in collaboration with a number of co-authors.

## AGEING ASIA RESEARCH HUB

Driving our engagement with Asia is CEPAR's Ageing Asia Research Hub which was established in 2019 with support from a large grant from the UNSW Business School. It builds 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 72 – 78 for further details).

The Hub is led by Philip (Pip) O'Keefe who is supported by Associate Investigator Dr Katja Hanewald and Senior Research Fellow Bei Lu who serve as Directors of Research and Outreach respectively. The Hub also comprises eight professorial fellows, an additional four research fellows/senior research associates and two 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 existing 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.

## INTERNATIONAL VISITORS & VISITS

Visits to collaborators at international institutions and the hosting of visitors from abroad has 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 participate in a range of



**PROFESSOR JAMES NAZROO**  
BSc MB BS Lond.,  
PhD UC Lond.  
**PARTNER INVESTIGATOR**

James Nazroo is Professor of Sociology at the University of Manchester, UK, and Fellow of the British Academy. He also serves as co-Director of the Manchester Institute for Collaborative Research on Ageing and Deputy Director of the Centre on Dynamics of Ethnicity.

His research focuses on issues of inequality, social justice and underlying processes of stratification, particularly in relation to ageing and ethnicity. He works on the social determinants of health and wellbeing in later life, social inequalities over the life course, and longitudinal surveys of health and retirement.

He was the lead investigator for the six-year interdisciplinary research programme 'Frailty, resilience and inequalities in later life (fRail)' (2011–2017); is a co-investigator on the ongoing 'English Longitudinal Study of Ageing (ELSA)'; and was a Partner Investigator on the ARC Discovery grant 'Socioeconomic determinants and health inequalities over the life course' conducted in collaboration with CEPAR Investigators Kendig, Loh, Byles and O'Loughlin.

CEPAR events and activities, contribute to the development and execution of research projects, and bring an international perspective to bear on the research program.

Border closures meant that this aspect of Centre life was largely suspended in 2020 and 2021. As the world enters a new phase of living with COVID-19, CEPAR is slowly starting to see the return of visitors and to visit our collaborators abroad.

CEPAR hosted visits from the following researchers in 2022:

**MICHELA CARRARO**  
UNIVERSITY OF PADOVA, ITALY  
2 – 31 October 2022

**POLLY CHEN**  
UNIVERSITY OF NOTTINGHAM MALAYSIA  
24 October 2022

**LIQBA GIERKE**  
WHU OTTO BEISHEIM SCHOOL OF MANAGEMENT, GERMANY  
16 – 4 May 2022

**SIMON GRENIER**  
UNIVERSITÉ DE MONTRÉAL, CANADA  
11 – 26 October 2022

**ERIK HERNÆS**  
FRISCH CENTRE, NORWAY  
10 October – 19 December 2022

**ANJA OLAFSEN**  
UNIVERSITY OF SOUTH-EASTERN NORWAY, NORWAY  
26 August 2022 – July 2023

**SUSAN REH**  
UNIVERSITY OF EXETER BUSINESS SCHOOL, UK  
21 November – 16 December 2022

**WIEBKE ROLING**  
RUHR-UNIVERSITÄT BOCHUM, GERMANY  
17 October – 11 November 2022

**SERENA SABATINI**  
UNIVERSITY OF EXETER, UK  
5 – 9 December 2022

**SUZANNE SHU**  
CORNELL UNIVERSITY, USA  
9 – 14 October 2022

**SELINA STRACKE**  
TECHNICAL UNIVERSITY OF MUNICH, GERMANY  
29 October – 30 November 2022

**KAROLINE STRAUSS**  
ESSEC BUSINESS SCHOOL, FRANCE  
20 April – 4 May 2022

**LANDER VERMEERBERGEN**  
RADBOUD UNIVERSITY, THE NETHERLANDS  
22 – 24 May 2022

**MENGYI XU**  
PURDUE UNIVERSITY, USA  
23 – 31 December 2022

**SUE YEANDLE**  
UNIVERSITY OF SHEFFIELD, UK  
4 – 14 October 2022

## INTERNATIONAL VISITS

CEPAR investigators, fellows and students were invited to visit a number of leading research institutions in 2022:

**JULIE BYLES**  
INTERNATIONAL ASSOCIATION OF GERONTOLOGY AND  
GERIATRICS, ASIA OCEANIA REGION  
9 – 10 August 2022

**INTERNATIONAL LONGEVITY CENTRE JAPAN**  
8 August 2022

**LEN PATRICK GARCES**  
UNIVERSITE LIBRE DE BRUXELLES, BELGIUM  
10 October – 18 November 2022

**UNIVERSITÉ CATHOLIQUE DE LOUVAIN, BELGIUM**  
26 October 2022

**KATHOLIEKE UNIVERSITEIT LEUVEN, BELGIUM**  
14 November 2022

**UNIVERSITEIT VAN AMSTERDAM, THE NETHERLANDS**  
15 – 16 November 2022

**JAMES LIAN**  
UNIVERSITY OF CALIFORNIA LOS ANGELES, USA  
September 2022 – March 2023

**LILIPRAMAWANTY KEWOK LIWIN**  
INTERNATIONAL INSTITUTE OF APPLIED SYSTEM ANALYSIS,  
AUSTRIA  
1 June – 31 August 2022

**GEORGE KUDRNA**  
CENTER FOR ECONOMIC RESEARCH AND GRADUATE EDUCATION  
- ECONOMICS INSTITUTE (CERGE-EI), CZECH REPUBLIC  
28 – 30 June 2022

**UNIVERSITY OF WURZBURG, GERMANY**  
4 – 11 July 2022

**WARWICK MCKIBBIN**  
NEW YORK UNIVERSITY, USA  
30 April 2022

**BROOKINGS INSTITUTION, USA**  
21 April – 18 May 2022

**INTERNATIONAL MONETARY FUND, USA**  
21 April – 18 May 2022

**KATE O'LOUGHLIN**  
UNIVERSITY OF SHEFFIELD, UK  
13 – 16 June 2022

**ROSHEN FERNANDO**  
INTERNATIONAL MONETARY FUND, USA  
6 June – 26 August 2022

**BROOKINGS INSTITUTION, USA**  
13 – 19 September 2022

**YAFEI SI**  
THE LONDON SCHOOL OF ECONOMICS, UK  
26 September 2022 – 16 December 2022

**ANDRES VILLEGAS**  
UNIVERSITY OF LAUSANNE, SWITZERLAND  
27 June – 01 July 2022

**UNIVERSITY OF COPENHAGEN, DENMARK**  
7 – 15 July 2022

**BAYES BUSINESS SCHOOL, UK**  
18 – 29 July 2022

# SECTION

## ANNUAL REPORT 2021



ARC CENTRE OF  
EXCELLENCE IN  
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AGEING  
RESEARCH**

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# PERFORMANCE INDICATORS & FINANCIAL STATEMENT

# 2022 KEY PERFORMANCE INDICATORS

MEASURE	2022 TARGET	2022 RESULT
Refereed journal articles	200	200
Book chapters	8	18
Working papers	20	23
Percentage appearing in top tier journals <sup>2</sup>	30%	54.27%
Training courses held/offered by the Centre		
• Research ethics and compliance workshop	1	1
• Gender equity and diversity workshop	1	1
• ECR methodology workshop	1	1
• Emerging Researchers in Ageing workshop	1	1
• Continuous time and financial modelling applications workshop <sup>3</sup>	1	0
Workshops/conferences held/offered by the Centre	3	8
Additional researchers working on Centre research		
• Postdoctoral researchers	0	7
• Honours students	5	2
• PhD students	0	6
• Masters by research students	0	2
• Masters by coursework students	0	0
• Associate Investigators	2	16
Postgraduate completions	10	12
Mentoring programs	4	4
Presentations/briefings		
• Public	15	22
• Government (parliamentarians and departments/agencies at both state and federal level)	45	58
• Industry/business/end users	30	62
New organisations collaborating with, or involved in, the Centre	3	5
Students mentored through the ERA program	800	975
Translational documents published	8	8

2 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\*.

3 2022 Workshop postponed to 2023.



# RESEARCH OUTPUTS

## A1 BOOKS

- 1 Yiengprugsawan, V.S. and Piggott, J. (Eds.). (2022). *Shaping Long-term Care in Emerging Asia: Policy and Country Experiences*. Taylor and Francis Group, Routledge, United Kingdom.
- 2 Zacher, H. and Rudolph, C. W. (Eds.). (2022). *Age and Work: Advances in Theory, Methods, and Practice*. Routledge, United Kingdom.

## B BOOK CHAPTERS

- 1 Bowyer, D., Hodgson, H., Hamilton, M., James, A. and Allen, L. (2022). Mid-career Challenges in Australian Universities: A Collaborative Auto-ethnographic Narrative. In Schnackenberg, H. *Women in Higher Education and the Journey to Mid-Career: Challenges and Opportunities*. IGI Global, United States of America.
- 2 Chuakhamfoo, N.N., Yiengprugsawan, V.S. and Pannarunothai, S. (2022). Public Long-term Care in Thailand. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). (2022). *Shaping Long-term Care in Emerging Asia: Policy and Country Experiences*. Taylor and Francis Group, Routledge, United Kingdom.
- 3 Gerpott, F. H., and Lehmann-Willenbrock, N. (2022). Perceived and Actual Behaviours in Research on Age and Work. In Zacher, H. and Rudolph, C. W. (Eds.). *Age and Work: Advances in Theory, Methods and Practice*. Routledge, United Kingdom.
- 4 Kooij, D. T. A. M., and Kanfer, R. (2022). Age and Job Crafting: How and Why do Employees of Different Ages Craft Their Job? In Zacher, H. and Rudolph, C. W. (Eds.). *Age and Work: Advances in Theory, Methods and Practice*. Routledge, United Kingdom.
- 5 Kudrna, G., O'Keefe P. and Piggott J. (2022). Pension Policy in Emerging Asian Economies with Population Ageing: What Do We Know, Where Should We Go? In Bloom, D., Sousa-Poza, A. and Sunde, U. (Eds.). *The Routledge Handbook on the Economics of Ageing*. Routledge, United Kingdom.
- 6 Lovarini, M., O'Loughlin, K. and Clemson, L. (2022). Technology to Support Ageing in Place in Australia. In Hamblin, K. and Lariviere, M. (Eds.). *Technology in Care Systems: An International Comparison*. Policy Press, Bristol, United Kingdom.
- 7 Lu, B. (2022). China Long-term Care Programs. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). (2022). *Shaping Long-term Care in Emerging Asia: Policy and Country Experiences*. Taylor and Francis Group, Routledge, United Kingdom.
- 8 McDonald, P. (2022). Migration Policy: An Overview. In Levin, I., Nygaard, C., Newton, P. and Gifford, S. (Eds.). *Migration and Urban Transitions in Australia*. Palgrave MacMillan, Switzerland.

- 9 O'Loughlin, K. (2022). Ageing. In Possamai-Inesedy, A. and Cook, P. (Eds.). *The Sociology of Health and Illness for 21st Century Australia*. Pearson, Australia.
- 10 Parker, S. K., Jorritsma, K., and Griffin, M. A. (2022). Shifting the Mental Health Conversation: Present and Future Applications of the 'Thrive at Work' Framework. In Brough, P., Gardiner, E. and Daniels, K. *Handbook on Management and Employment Practices*. Springer Cham, Switzerland.
- 11 Rauvola, R. S., and Rudolph, C. W. (2022). Integrating Lifespan Development Theories: Implications for the Study of Age (ing) and Work. In Zacher, H. and Rudolph, C.W. (Eds.). *Age and Work: Advances in Theory, Methods, and Practice*. Routledge, United Kingdom.
- 12 Rauvola, R. S., Curruth, N. P., and Rudolph, C. W. (2022). Modern Ageism and Age Stereotyping. In Yerkes, M. A. and Bal, M. (Eds.). *Solidarity and Social Justice in Contemporary Societies: An Interdisciplinary Approach to Understanding Inequalities*. Palgrave Macmillian Cham, Switzerland.
- 13 Rudolph, C. W., and Zacher, H. (2022). Research on Age (ing) at Work has 'Come of Age'. In Zacher, H. and Rudolph, C.W. (Eds.). *Age and Work: Advances in Theory, Methods, and Practice*. Routledge, United Kingdom.
- 14 Wang, B., and Parker, S. K. (2022). Embracing the Digital Workplace. In Gilson, L., O'Neill, T. and Maynard, T. (Eds.). *Handbook of Virtual Work*. Edward Elgar Publishing, United States of America.
- 15 Wang, M., and Fang, Y. (2022). Longitudinal and Diary Methods to Study Age and Work. In Zacher, H. and Rudolph, C. W. (Eds.). *Age and Work: Advances in Theory, Methods, and Practice*. Routledge, United Kingdom.
- 16 Yiengprugsawan, V.S. and Piggott, J. (2022). Ageing, Health, and Social Transitions in Selected Emerging Asian Economies. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). (2022). *Shaping Long-term Care in Emerging Asia: Policy and Country Experiences*. Taylor and Francis Group, Routledge, United Kingdom.
- 17 Yoshino, N. and Le, T. (2022). Trade Balance and Need of National Reserves in Face with Aging Population. In Yoshino, N., Paramanik, R. and Kumar, A. (Eds.). *Studies in International Economics and Finance*. Springer, Singapore.
- 18 Zhang, F., Kaur, S., and Parker, S. K. (2022). Job Crafting. In *Oxford Research Encyclopedia of Psychology*. Oxford University Press, Australia.

## C1 JOURNAL ARTICLES: ARTICLES IN SCHOLARLY REFEREED JOURNALS

- 1 Abdel Shaheed, C., Awal, W., Zhang, G., Gilbert, S.E., Gallacher, D., McLachlan, A., O Day, R., Ferreira, G.E., Jones, C.M.P., Ahedi, H., Tamraker, M., Blyth, F.M., Stanaway, F. and Maher, C.G. (2022). Efficacy, Safety, and Dose-dependence of the Analgesic Effects of Opioid Therapy for People with Osteoarthritis: Systematic Review and Meta-Analysis. *MJA*. 216(6), 305-311. doi: <https://doi.org/10.5694/mja2.51392>.
- 2 Absor, M., McDonald, P. and Utomo, A. (2022). Economic Disadvantage among Older People in Rural Indonesia: Risk and Protective Factors. *Journal of Population Ageing*. doi: [doi.org/10.1007/s12062-022-09406-1](https://doi.org/10.1007/s12062-022-09406-1).
- 3 Adair, T., Temple, J., Anstey, K.J. and Lopez, A.D. (2022). Is the Rise in Reported Dementia Mortality Real? Analysis of Multiple Cause of Death Data for Australia and the United States. *American Journal of Epidemiology*. 191(7), 1270-1279. doi: [10.1093/aje/kwac047](https://doi.org/10.1093/aje/kwac047).
- 4 Agüera-Ortiz, L., Babulal, G.M., Bruneau, M.A., Creese, B., D'Antonio, F., Fischer, C.E., Gatchel, J. R., Ismail, Z., Kumar, S., McGeown, W.J., Mortby, M.E., Nuñez, N.A., de Oliveira, F.F., Pereiro, A.X., Ravona-Springer, R., Rouse, H.J., Wang, H., and Lanctôt, K.L. (2022). Psychosis as a Treatment Target in Dementia. A Roadmap for Designing Interventions. *Journal of Alzheimer's Disease*. 52(3), 1203-1228. doi: [10.3233/JAD-215483](https://doi.org/10.3233/JAD-215483).
- 5 Almendres Rangel, C., Noble, Y., Radd-Vagenas, S., Mavros, Y., Flood, V. M., O'Leary, F., Brodaty, H., Sachdev, P. S., Heffernan, M., Valenzuela, M., Anstey, K. J., Daniel, K., Ginige, J. A., San Jose, J. C., Chau, T., Garnés Rancurello, S., and Fiatarone Singh, M. A. (2022). Nutrition Module Design to Maintain Your Brain: An Internet-based Randomised Controlled Trial to Prevent Cognitive Decline and Dementia. *The British Journal of Nutrition*. 127(8), 1259-1268. doi: <https://doi.org/10.1017/S0007114521001859>.
- 6 Alonso-García, J., Bateman, H., Bonekamp, J., van Soest, A. and Stevens, R. (2022). Saving Preferences after Retirement. *Journal of Economic Behavior & Organization*. 198, 409-433. doi: <https://doi.org/10.1016/j.jebo.2022.04.005>.
- 7 Amlerova, J., Laczó, J., Nedelska, Z., Laczó, M., Vyhňálek, M., Zhang, B., Sheardova, K., Angelucci, F., Andel, R., & Hort, J. (2022). Emotional Prosody Recognition is Impaired in Alzheimer's Disease. *Alzheimer's Research & Therapy*. 14(1), 50. doi: <https://doi.org/10.1186/s13195-022-00989-7>.
- 8 Anstey, K.J., Kootar, S., Huque, M.H., Eramudugolla, R. and Peters, R. (2022). Development of the CogDrisk Tool to Assess Risk Factors for Dementia. *Alzheimer's Dementia*. 14, e12336. doi: <https://doi.org/10.1002/dad2.12336>.

- 9 Anstey, K.J., Zheng, L., Peters, R., Kootar, S., Barbera, M., Stephen, R., Dua, T., Chowdhary, N., Solomon, A. and Kivipelto, M. (2022). Dementia Risk Scores and Their Role in the Implementation of Risk Reduction Guidelines. *Frontiers in Neurology*. 765454. doi: 10.3389/fneur.2021.765454.
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# RESEARCH OUTPUTS

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## C5 UNPUBLISHED REPORTS (WORKING PAPERS)

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- 2 Batsuuri, T. (2022). Children Matter: Global Imbalances and the Economics of Demographic Transition. CEPAR Working Paper Series 2022/10, CAMA Working Paper 13/2022.
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- 4 Chen, S., Si, Y., Hanewald, K., Li, B., Bateman, H., Dai, X., Wu, C. and Tang, S. (2022). Age-related Disease Burdens, Disparities, and Health Resource Allocation: A Longitudinal Data Analysis of 31 Provinces in Mainland China. CEPAR Working Paper Series WP2022/04.
- 5 Clark, R.L. and Mitchell, O.S. (2022). Factors Influencing the Choice of Pension Distribution at Retirement. National Bureau of Economic Research Inc (NBER) Working Paper 30115.
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- 14 Kudrna, G., Piggott, J. and Poonpolkul, P. (2022). Extending Pension Policy in Emerging Asia: An Overlapping-Generations Model Analysis for Indonesia. CEPAR Working Paper Series WP2022/13, CAMA Working Paper Series 14/2022.
- 15 Mitchell, O.S. (2022). Financial Literacy and Financial Behavior at Older Ages. Wharton University of Pennsylvania, Pension Research Council Working Paper.
- 16 Mitchell, O.S., Sade, O. and Hurwitz, A. (2022). Testing Methods to Enhance Longevity Awareness. SAFE Working Paper No. 375. Leibniz Institute for Financial Research SAFE.
- 17 Poonpolkul, P., Porapakkarm, P. and Wasi, N. (2022). Report. Aging, Inadequacy and Fiscal Constraint: The Case of Thailand. *PIER Discussion Papers 182, Puey Ungphakorn Institute for Economic Research*.
- 18 Si, Y., Hanewald, K., Chen, S., Li, B., Bateman, H. and Beard, J.R. (2022). Life-course Inequalities in Intrinsic Capacity among Chinese Older Adults. CEPAR Working Paper Series WP2022/08.
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- 21 Wilson, T. and Temple, J. (2022). New Population Projections for Australia and the States and Territories, with a Particular Focus on Population Ageing. CEPAR Working Paper Series WP2022/11.
- 22 Xu, M., Alonso-Garcia, J., Sherris, M., and Shao, A. (2022). Insuring Longevity Risk and Long-term Care: Bequest, Housing and Liquidity. CEPAR Working Paper Series WP2022/03.
- 23 Zaresani, A. and Olivo-Villabril, M. (2022). Return-to-work Policies' Clawback Regime and Labor Supply in Disability Insurance Programs. CEPAR Working Paper Series WP2022/09.

## CEPAR TRANSLATIONAL DOCUMENTS

- 1 Baird, M., Hamilton, M., Heron, A. and Williams, A. (September 2022). Submission. Productivity Commission Inquiry into Carer Leave, on behalf of Women, Work and Policy Research Group. Australia.
- 2 Baird, M. and Hamilton, M. (September 2022). Submission. Senate Inquiry into Work and Care, on behalf of Women, Work and Policy Research Group.
- 3 Bateman, H., Dobrescu, L.I., Newell, B., and Thorp, S. (January 2022). Submission. ASIC Consultation Paper 351 Superannuation Forecasts: Update to Relief and Guidance.
- 4 Chomik, R., Yan, S., Anstey, K.J. and Bateman, H. (2022). CEPAR Research Brief. Financial Decision Making for and in Old Age.
- 5 Constantin, A., Hamilton, M. and Baird, M. (2022). Industry Report. Balancing Work and Family Life during the COVID-19 Pandemic: Who Fared Better and Worse? CEPAR Industry Report, University of Sydney.
- 6 Ginnivan, N. (2022). Report. Submission to the call for Contributions on Older Persons Deprived of Liberty. 2022 United Nations Human Rights Council Report.
- 7 Hamilton, M. (October 2022). Submission. Senate Inquiry into Work and Care, on behalf of Work and Family Policy Roundtable.
- 8 Williamson, S, Baird, M., Hill, E. and Hamilton, M. (2022). Submission to the Review of the Maternity Leave (Commonwealth Employees) Act 1973.

In addition, CEPAR researchers contributed to the following reports commissioned by the ACT Government:

- 1 UNSW Ageing Futures Institute and School of Psychology (2022). The Early Impact of COVID-19 and Lockdowns on Health Outcomes: The PATH Through Life Project.

- 2 UNSW Ageing Futures Institute and School of Psychology (2022). The PATH Through Life Project: Impact of the 2019/2020 Bushfires on a Cohort of Older Adults.
- 3 UNSW Ageing Futures Institute and School of Psychology (2022). The PATH Through Life Project: Physical health, mental health and wellbeing, and independence-related factors of healthy Ageing.

And Daniel Dinale analysed weighted data for the following report by COTA:

COTA NSW (2022). 50+: What Older People Think.

## OTHER OUTPUTS

- 1 Fernando, R., Liu, W. and McKibbin, W. (2022). Report. Why Climate Policy Scenarios are Important, how to use them, and what has been Learned. *The Brookings Institution*.
- 2 Fernando, R. and McKibbin, W. (2022). Report. Antimicrobial Resistance: Designing a Comprehensive Macroeconomic Modeling Strategy. *The Brookings Institution*.
- 3 Fernando, R., Liu, W. and McKibbin, W. (2022). Report. Running the NGFS Scenarios in G-Cubed: A Tale of Two Modelling Frameworks. *The Network for Greening the Financial System (NGFS)*.
- 4 Hanewald, L., Wong, B., and Woo, J. K. (2022). Report. Insights from the UNSW Risk and Actuarial Industry Workshop. *Actuaries Digital, Actuaries Institute Australia*.
- 5 Harding, S., Liddle, L., McDonald, P., Morrison, P., Trewin, D., and Walters, S. (2022). *Report on the Quality of 2021 Census Data*.
- 6 Li, H., and Hanewald, K. (2022). Report. Analyzing Geographical Variation in Cause-of-Death Mortality for China. *Society of Actuaries*.
- 7 McKibbin, W. (2022). Review. Review and Assessment of the Formulation and Implementation of Monetary Policy. *Reserve Bank of New Zealand*.
- 8 McKibbin, W. and Liu, W. (2022 Report. Chapter 2: 'Climate Policies and External Adjustment' in International Monetary Fund 2022, External Sector Report-Pandemic, War, and Global Imbalances.
- 9 Neufcourt, L., Castagné, R., Mabile, L., Khalatbari-Soltani, S., Delpierre, C. and Kelly-Irving, M. (2022). Review. Assessing how Social Exposures are Integrated in the Exposome Research: A Scoping Review. *Journal of Epidemiology & Community Health*.
- 10 Stanaway, F.F. and Campbell, C.M. (2022). Comment. The Complexity of Disparities in Pain. *PAIN* 163(9), 1651-1652. doi: 10.1097/j.PAIN.0000000000002575.
- 11 Withall, A., Mantell, R., Hwang, Y., Ginnivan, N. and Baidawi, S. (2022). Background Paper. Issues Facing Older People who are Leaving Prison. *Australian Association of Gerontology*.

## E3 PUBLISHED CONFERENCE ABSTRACT

- 1 McKibbin, W., Konradt, M. and Weder di Mauro, B. (2022). Climate Policies and Monetary Policies in the Euro Area. *European Central Bank 2021 Sintra Forum*. doi: [https://www.ecb.europa.eu/pub/conferences/ecbforum/shared/pdf/2021/McKibbin\\_paper.en.pdf](https://www.ecb.europa.eu/pub/conferences/ecbforum/shared/pdf/2021/McKibbin_paper.en.pdf).

## E4 UNPUBLISHED CONFERENCE PRESENTATIONS

- 1 Alonso Garcia, J. (2022). A Hybrid Variable Annuity Contract Embedded with Living and Death Benefit Rider. European Actuarial Journal Conference 2022, August 2022, Tartu, Estonia; and, 11th Conference in Actuarial Science and Finance on Samos, May 2022, Samos, Greece.
- 2 Alonso Garcia, J. (August 2022). Public Pension Schemes – Intergenerational Risk Sharing. European Actuarial Journal Conference 2022. Tartu, Estonia.
- 3 Amos, J. (November 2022). Healthy Ageing, Memory, and Technology during the COVID-19 Pandemic: A Scoping Survey. Centre for Ageing, Cognition and Wellbeing (CACW) Conference 2022. Sydney, Australia.
- 4 Anstey, K.J. (November 2022). Keynote. Emerging Challenges in Cognitive Ageing. Centre for Ageing, Cognition and Wellbeing Annual Conference. Macquarie University. Sydney, Australia.
- 5 Anstey, K.J. (May 2022). Plenary. Evidence-based Risk Assessment for Use in Dementia Prevention Trials and Public Health Strategies. Annual Boston University BAP Symposium on Life-course Factors and Social Disparities of Dementia. Boston, Online.
- 6 Anstey, K.J. (December 2022). Plenary. Population and Individual Approaches to Dementia Prevention. The 17th International Symposium on Geriatrics and Gerontology, National Centre for Geriatrics and Gerontology. Tokyo, Online.
- 7 Anstey, K.J. (July 2022). The PATH Study: Experiences of Working Cohort Study. Canberra Health and Medical Research Conference. Canberra, Australia.
- 8 Bateman, H. (May 2022). Demand for Reverse Mortgages: Can Information Framing Offset Behavioural Biases? Boulder Summer Conference on Consumer Financial Decision Making, Boulder, CO, USA.
- 9 Bateman, H. (July 2022). Plenary. Why Don't Retirees Spend their Savings? 26th IME Annual Congress, Guangzhou, China. Online.
- 10 Blyth, F.M. and Khalatbari-Soltani, S. (September 2022). Mechanisms of Susceptibility/Resistance to Chronic Pain Development. IASP 2022 World Congress on Pain. Toronto, Canada.
- 11 Byles, J. (June 2022). Epidemic Ageism and Intergenerational Tension. IAGG 2022 World Congress Symposia. Online.
- 12 Byles, J. (November 2022). No Age Limit on Human Rights – An Australian Collaboration in Support of a UN Convention on the Rights of Older Persons. Australian Association of Gerontology. Adelaide, Australia.
- 13 Byles, J. (June 2022). Poster. 100 and Not Out. IAGG 2022 World Congress Symposia. Online.
- 14 Byles, J. (June 2022). Poster. Are there any Differences in Falls, Physical Activity (PA) and the Associations between PA and Falls in Older Women from two Different Generations. IAGG 2022 World Congress Symposia. Online.
- 15 Byles, J. (June 2022). COVID-19 and The 70 Year Old Woman: A Story of Risk And Resilience. IAGG 2022 World Congress Symposia. Online.
- 16 Byles, J. (June 2022). Poster. Impact of Public Health Restrictions in Residential Aged Care on Residents, Families and Staff during COVID-19; Getting the Balance Right. IAGG 2022 World Congress Symposia. Online.
- 17 Byles, J. (June 2022). Poster. Vignette Development for Multi-country Comparison of Long-term Care: A Person-centric Approach. IAGG 2022 World Congress Symposia. Online.
- 18 Byles, J. (June 2022). Protecting the Human Rights of Older Persons: Sharing Insights on Older Person's Experiences, Ageism and Advocacy. IAGG 2022 World Congress Symposia. Online.
- 19 Byles, J. (June 2022). State of Older Persons in the Decade of Healthy Aging. Life and Challenges in the Decade of Healthy Ageing. IAGG 2022 World Congress Symposia. Online.
- 20 Chen, S. (September 2022). Multimorbidity, Informal Long-term Care use, and Socioeconomic and Regional Disparities: Evidence from China. The 43rd Australian Health Economics Society Conference. Brisbane, Australia.



# RESEARCH OUTPUTS

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- 21 Eberhardt, I. (September 2022). Understanding Pension Fund Members' Behavioural Responses to Market Volatility. Research in Behavioral Finance Conference 2022, September 2022, Amsterdam, The Netherlands, and 2022 Boulder Summer Conference on Consumer Financial Decision Making, May 2022, Boulder, USA.
- 22 Gao, H. (December 2022). Personal Income Taxation and Entrepreneurship. Dynamic Structural Econometrics Conference. Canberra, Australia.
- 23 Gao, H. (July 2022). Social Security and Female Labor Supply in China. China International Conference in Macroeconomics. Shenzhen, China.
- 24 Garces, L.P. (2022). Affine Mortality Models: Parameter Estimation and Forecasting. 25th International Conference on Insurance: Mathematics and Economics (IME 2022), July 2022, online; 2022 Australasian Actuarial Education and Research Symposium (AAERS 2022), November 2022, Canberra, Australia, online; and, 30th Colloquium on Pensions and Retirement Research, November 2022, Sydney, Australia.
- 25 Hanewald, K. (2022). Funding Retirement with Public Reverse Mortgages: An Evaluation of Australia's Home Equity Access Scheme. 25th International Congress on Insurance: Mathematics and Economics (IME 2021), July 2022, online; Ageing and Sustainable Finance Conference, ZEW Mannheim, April 2022, online; Annual Meeting of the Asia-Pacific Risk and Insurance Association (APRIA), July 2022, online; 17th International Longevity Risk, Capital Markets Solutions Conference, September 2022, online; and, Pensions, Retirement and Ageing Seminar, August 2022, UNSW Sydney.
- 26 Hanewald, K. (November 2022). Life-course Inequalities in Intrinsic Capacity and Healthy Ageing. 30th Colloquium on Pensions and Retirement Research. Sydney, Australia.
- 27 Hanewald, K. (2022). Long-term Care and Mortality Modelling using Neural Networks and Survival Trees. Risk Management and Insurance Forum. Central University of Finance and Economics, September 2022, online; Risk, Insurance, and Uncertainty Economics Seminar, Co-hosted by Peking University, Tsinghua University, and Renmin University of China, September 2022, online; and, Risk Management and Insurance Forum, Central University of Finance and Economics, October 2022, online.
- 28 Hanewald, K. (2022). Long-term Care Insurance Financing using Home Equity Release: Evidence from an Online Experimental Survey. Public Sector Economics 2022 Conference – Ageing and Long-term Care, October 2022, online; and, SOA Asia-Pacific Annual Symposium, May 2022, online.
- 29 Hanewald, K. (August 2022). Modelling the Mortality for China's Oldest-Old. Annual Meeting of the American Risk and Insurance Association (ARIA). Long Beach, USA.
- 30 Hanewald, K. (March 2022). Preferred Home Equity Release Approach for Retirement. Netspar Online International Pension Workshop. Online.
- 31 Hirani, V. (December 2022). Nutrient Intake and its Effects on Health Outcomes in Older Australian Men. Joint Centre for Ageing, Cognition, and Wellbeing (CACW) and BioNet Conference for the Centre for Ageing, Cognition, and Wellbeing. Macquarie University. Sydney, Australia.
- 32 Hua, Y. (November 2022). The Long-run Effects of Federal Student Loans on Fertility and Social Mobility. Midwest Macroeconomics Meeting. Dallas, USA.
- 33 Huyen, H. (November 2022). Sectoral Labour Choice and Household Welfare in Emerging Economies: The Case of Vietnam. 36th PhD Conference in Economics and Business. The University of Western Australia. Perth, Australia.
- 34 Kabuche, D. (July 2022). Linking Annuity Benefits to Financial and Longevity Experience: A Joint Pricing Framework. 25th International Conference on Insurance: Mathematics and Economics (IME 2022). Online.
- 35 Kabuche, D. (September 2022). Mortality Risk Pooling Arrangements Using Multi-state Models of Functional Disability and Health Status. Longevity 17. Online.
- 36 Khalatbari-Soltani, S. (September 2022). A Systematic Review of Cross-sectional and Longitudinal Studies on the Relationship between Healthy Dietary Indices and Non-cancer Pain. IASP 2022 World Congress on Pain. Toronto, Canada.
- 37 Khalatbari-Soltani, S. (September 2022). Chronic Pain in Adolescence and Intergenerational Social Mobility. IASP 2022 World Congress on Pain. Toronto, Canada.
- 38 Kudrna, G. (2022). Extending Public Pensions in Emerging Asia: An Overlapping-generations Model Analysis for Indonesia. 12th APRU Population Ageing Virtual Conference, November 2022, online; and 2022 Asian Meeting of the Econometric Society in East and South-East Asia (AMES2022T), August 2022, Tokyo, Japan.
- 39 Kudrna, G. (January 2022). Pensions, Income Taxes and Homeownership: A Cross-country Analysis. Netspar International Pension Workshop (IPW) Online.
- 40 Kudrna, G. (2022). Retirement Financing with Private Pension and Housing Assets. 21st Society for the Advancement of Economic Theory (SEAT) Conference, July 2022, ANU, Canberra, Australia; and 30th Colloquium on Pensions and Retirement Research, November 2022, Sydney, Australia.
- 41 Leung, Y. (November 2022). Gender Differences in the Association between Cognitive Reserve and Mild Cognitive Impairment. 20th National Conference of Emerging Researchers in Ageing. Online.
- 42 Leung, Y. (November 2022). The Role of Gender and Cognition in Expectations Regarding Ageing. CACW 2022 Annual Conference. Sydney, Australia.
- 43 Lian, J. (November 2022). Childhood Adversity and Mental Health in Older Adults. A Cumulative Risk and Latent Class Analysis. Gerontological Society of America, November 2022, Washington; Society for Mental Health Research Conference Hobart, March 2022, Hobart, Australia; Gerontological Society of America 2022 Annual Scientific Meeting, November 2022, Indianapolis, USA; and UCLA Development Psychology Forum, November 2022, Los Angeles, USA.
- 44 Lian, J. (August 2022). Examining the Relationship between Childhood Adversity and Mental Health in Older Adults. World Congress of Psychiatry 2022. Bangkok, Thailand.
- 45 Lian, J. (November 2022). Cumulative Childhood Adversity and Depression and Anxiety in Older Adults. 55th Annual Meeting of the International Society for Developmental Psychobiology. San Diego, USA.
- 46 Liu, W. (November 2022). China's National Savings and External Balances. 32nd Annual Conference of Chinese Economics Society Australia. Canberra, Australia.
- 47 Liwin, L.K. (November 2022). Gender Disparities in Diabetes: The Role of BMI Trajectory and Socioeconomic Position. Australian Population Association Conference 2022. Canberra, Australia.
- 48 Lu, B. (2022). China's Social Security System in the Era of Population Ageing. China Demography Committee Demography Theory and Policy Special Forum, October 2022, online; and the Second International Conference on Demographic Transition and Social Security Policy Innovation, October 2022, online.
- 49 McKibbin, W. (November 2022). Longer-term Structural Transitions: Quantitative Implications for the Global Economy. The Public Sector Economist Conference. Canberra, Australia.
- 50 McKibbin, W. (July 2022). Global Macroeconomic Scenarios of the COVID19 Pandemic: How Useful were the Pre Pandemic Scenarios? Australian Conference of Economists: Economics in the New Normal. (ACE 2022). Hobart, Australia.
- 51 Neufcourt, L., Castagné, R., Mabile, L., Khalatbari-Soltani, S., Delpierre, C. and Kelly-Irving, M. (September 2022). Assessing how Social Exposures are Integrated in Exposome Research: A Scoping Review. Society for Social Medicine and Population Health (SSM) Annual Scientific Meeting. University of Newcastle, UK.

- 52 Olivieri, A. (August 2022). Flexibility in Annuity Benefits in View of Mortality/Longevity Uncertainty and Individuals' Longevity Risk Appetite (or Unawareness). European Actuarial Journal Conference 2022. Tartu, Estonia.
- 53 Park, K. (2022). Multi-state Modelling of Functional Disability and Health Status Using Australian Cross-sectional Data. The 17th International Longevity Risk and Capital Markets Solutions Conference (Longevity 17), September 2022, online; and International Conference on Insurance: Mathematics and Economics (IME 2022), July 2022, online.
- 54 Parker, S.K. (August 2022). Diversity and Perspective Taking: Creating a Better World. GDO Plenary Session at the Academy of Management Annual Conference. (Hybrid) Seattle, USA.
- 55 Parker, S.K. (March 2022). From Decent Wages to Decent Work: Showcasing the SMART Work Design Framework. EAWOP Impact and British Psychological Society's Division of Occupational Psychology Event. Edinburgh, UK. Online.
- 56 Parker, S.K. (November 2022). Keynote. Making a Better Work World Through Advancing Work Design Theory and Practice. VI Chilean Congress of Work and Organizational Psychology Universidad de Concepción. Chile, South America. Hybrid.
- 57 Parker, S.K. (June 2022). Work Design and Well-being in the Context of Digital Change. 6th International Conference on Wellbeing at Work: Wellbeing in Hectic Times. Warsaw, Poland. Online.
- 58 Parker, S.K. (March 2022). Keynote. A SMART Work Design Approach to Decent Work. European Association of Work and Organizational Psychology (EAWOP) Decent Work Event. Glasgow, Scotland. Online.
- 59 Parker, S.K. (June 2022). Keynote. A Work Design Approach to Mental Health and Well-being. Well Being at Work 2022 Conference. Warsaw, Poland.
- 60 Piggott, J. (November 2022). Extending Pension Policy in Emerging Asia: An Overlapping-generations Model Analysis for Indonesia. APRU: Ageing at the Time of Crisis: Understanding Needs, Navigating New Challenges. Zeizhang, Singapore. Online.
- 61 Piggott, J. (November 2022). Keynote. Decision Making for and in Old Age. APRU: Ageing at the Time of Crisis: Understanding Needs, Navigating New Challenges. Zeizhang, Singapore. Online.
- 62 Piggott, J. (November 2022). The Future of Retirement Income Systems: Some Speculations. The Future of the Pension System: Ideas for a Good Reform Design, Latin American and Caribbean Economic Association Meeting (LACEA) and The Latin American Meeting of The Econometric Society (LAMES). Peru. Online.
- 63 Scherazad, K. (May 2022). Trends over Time in the Prevalence and Co-occurrence of Modifiable Dementia Risk Factors in Australia 2008-2018. Australian Dementia Research Forum. Brisbane, Australia. Online.
- 64 Shao, Z. (November 2022). Reverse Mortgage as a Tool for Families' Optimal Use of Housing Wealth. 30th Colloquium on Pensions and Retirement Research, UNSW. Sydney, Australia.
- 65 Si, Y. (2022). Life-course Inequalities in Intrinsic Capacity and Healthy Ageing. Chinese Gerontology Conference, November 2022, online; and China Health Policy and Management Society (CHPAMS) Conference, July 2022, online.
- 66 Si, Y. (September 2022). The Impact of Physician Over-service on Health Care Quality: A Standardised Patient Audit Study. The Australian Health Economics Society (AHES) Conference. Brisbane, Australia.
- 67 Sinclair, C. (June 2022). Advance Care Planning and Palliative Care: What could Australia be doing Better? National Dementia Conference, June 2022, Melbourne, Australia; and Virtual Australian Macroeconomics Seminar, June 2022, Melbourne, Australia, online.
- 68 Tran, C. (July 2022). Dividend Imputation, Investment and Capital Accumulation in Open Economies. The Society of Advanced Economic Theory Conference. Canberra, Australia.
- 69 Villegas, A. (June 2022). Mortality Forecasting using Stacked Regression Ensembles. The 6th Human Mortality Database Symposium. Paris, France.
- 70 Villegas, A. (June 2022). Poster Presentation. Estimating and Modelling Mortality Rates in the Absence of Population Denominators. The 6th Human Mortality Database Symposium. Paris, France.
- 71 Wan, C. (January 2022). The Demand for Annuities, Critical Illness and Long-term Care Insurance: Evidence from an Online Survey. Netspar International Pension Workshop. Leiden, The Netherlands.
- 72 Wheadon, D. (July 2022). Effects of Means Testing the Age Pension on Populations with Self-control Preferences. Society for the Advancement of Economic Theory (SAET) Conference. Canberra, Australia. Online.
- 73 Xie, Y. (2022). Association of Perceived Social Isolation and Having Unmet Needs for Formal Home Care Services among Older Adults. 12th APRU Population Ageing Conference, November 2022, Hong Kong, online; and Australian Association of Gerontology Conference, November 2022, Adelaide, Australia.
- 74 Yong, J. (2022). Ownership Status, Prices and Quality of Nursing Homes in Australia. International Health Economics Association 2021 World Congress: Health Economics in a Time of Global Change, July 2022, online; and 42nd Annual Australian Health Economics Society Conference, September 2022, online.
- 75 Zhou, S. (November 2022). Labs without Walls: Feasibility of a Smartphone App and Smartwatch to Study Ageing across the Adult Lifecourse. 55th Australian Association of Gerontology (AAG) National Conference. Adelaide, Australia.

## SEMINAR PRESENTATIONS

- 1 Alonso Garcia, J. (2022). Automatic Balance Mechanisms pour le premier pilier. Pension Mornings - UCLouvain. Louvain-la-Neuve, Belgium.
- 2 Alonso Garcia, J. (2022). A Hybrid Variable Annuity Contract Embedded with Living and Death Benefit Rider. Seminar in Insurance and Economics. University of Copenhagen, August 2022; and Actuarial Science and Financial Mathematics Seminar Series. University of Waterloo, April 2022.
- 3 Anstey, K.J. (July 2022). Dementia Risk Reduction: Applying the Evidence to Optimise your Patients' Brain Health. ThinkGP, Dementia Training Australia.
- 4 Baird, M. (June 2022). Keynote. Insights into Negotiating Collectively and Individually. eHealth Women's Community of Practice Webinar on Gender and Negotiations.
- 5 Blyth, F.M. (May 2022). Focus on Pain in the Elderly. Pain Nurses Australia's Annual 'Focus' Session. Online.
- 6 Brady, B. (2022). Labs Without Walls: An App-based Study of Life-course Ageing. UNSW Research Translation Expo, October 2022; and UNSW Research Technology Webinar, UNSW Sydney, September 2022.
- 7 Byles, J. (December 2022). International Perspectives and the Future of Ageing Research. UNSW Ageing Futures Institute. Sydney, Australia.
- 8 Deng, Y. (March 2022). Gender Effect in Long-term Care: Evidence from China. Pensions, Retirement and Ageing Seminar. Online.
- 9 Garces, L.P. (October 2022). Affine Mortality Models with Jumps: Parameter Estimation and Forecasting. UNSW Risk and Actuarial Studies School Seminar. UNSW Sydney.
- 10 Garces, L.P. (November 2022). Variable Annuities: A Closer Look at Ratchets, Hybrid Contract Designs, and Taxation. CEPAR Longevity Risk Workshop. UNSW Sydney.
- 11 Gao, H. (2022). Social Security and Female Labor Supply in China. Pensions, Retirement and Ageing Seminar. UNSW Sydney.
- 12 Gao, H. (December 2022). Personal Income Taxation and Entrepreneurship. Australian Macroeconomics Seminar. Sydney, Australia. Online.



- 13 Hanewald, K. (December 2022). Delay the Pension Age or Reduce the Pension Benefit? Implications for Labor Supply and Individual Welfare. UNSW Workshop Series on Risk and Actuarial Frontiers. Sydney, Australia.
- 14 Hanewald, K. (March 2022). Long-term Care Insurance Financing using Home Equity Release: Evidence from an Online Survey. UNSW Workshop Series on Risk and Actuarial Frontiers. Online.
- 15 Hua, Y. (November 2022). The Long-Run Effects of Federal Student Loans on Fertility and Social Mobility. Pensions, Retirement and Ageing Seminar. UNSW Sydney.
- 16 Khalatbari-Soltani, S. (2022). Socioeconomic Position and Pain. The University of Sydney Institute for Musculoskeletal Health Seminars, August 2022, online; and International Educational Webinar. International Association for the Study of Pain, November 2022, USA, online.
- 17 Kudrna, G. (May 2022). Equity-efficiency Trade-offs from (Removing) Superannuation Tax Concessions in a Stochastic OLG Economy. Pensions, Retirement and Ageing Seminar. UNSW Sydney.
- 18 Kudrna, G. (May 2022). Extending Public Pensions in Emerging Asia: An Overlapping-Generations Model Analysis for Indonesia. Arndt-Corden Department of Economics (ACDE) Seminar. Crawford School of Public Policy at ANU, Canberra, Australia.
- 19 Kudrna, G. (August 2022). Heterogeneous Lifespan and Retirement Financing with Private Pension. School of Economics and Public Policy (SEPP) Seminar. University of Adelaide, Australia.
- 20 Kudrna, G. (May 2022). Pension Reform and Informality in Indonesia: Micro Data and Macro Approach. CEPAR Cross Nodal Seminar. UNSW Sydney. Online.
- 21 Kudrna, G. (June 2022). Pensions, Income Taxes and Homeownership: A Cross-country Analysis. Macro Research Seminar. CERGE-EI, Prague, Czech Republic.
- 22 Kudrna, G. (2022). The Economy-wide Effects of Mandating Private Retirement Incomes. Australasia Meeting of the Econometric Society ESAM2022. University of Adelaide, Australia, July 2022, and Brown Bag Economics Seminar. University of Wurzburg. Germany. Online, July 2022.
- 23 Le, T. (October 2022). Fertility and Human Capital Investment in Developing Countries. IPRA Doctoral Tutorial. Sydney, Australia.
- 24 Lian, J. (2022). Cumulative Childhood Adversity and Depression and Anxiety in Older Adults. UCLA Developmental Psychology Forum. Los Angeles, USA.
- 25 Liu, W. (March 2022). Global Demographic Change and International Capital Flows: Theory and Empirics. The Arndt-Corden Department of Economics (ACDE) Seminar. Online.
- 26 Markham, S. and O'Loughlin, K. (2022). Ethical and Methodological Issues Associated with Older Adults' Participation in Research. Social Sciences in Health Seminar. University of Sydney, November 2022, Sydney, Australia; and IALMH Congress, July 2022, Lyon, France.
- 27 McKibbin, W. (May 2022). Global Economic Impacts of Climate Shocks, Climate Policy and Changes in Climate Risk Assessment. Virtual Seminar on Climate Economics, Brookings Institution. Online.
- 28 McKibbin, W. (February 2022). Climate Change and External Adjustment. Speaker. International Monetary Fund (IMF) Seminar on Trade. Online.
- 29 McKibbin, W. (May 2022). Recent Climate Change Research Using the G-Cubed Model. World Bank on Climate Risk. Online.
- 30 McKibbin, W. (August 2022). Macroeconomic Consequences of COVID-19, Climate Change, and Antimicrobial Resistance. Arndt-Corden Department of Economics Seminar Series. Crawford School of Public Policy. Canberra, Australia.
- 31 McKibbin, W. (April 2022). Global Economic Impacts of Climate Shocks, Climate Policy and Changes in Climate Risk Assessment. NYU Volatility and Risk Institute seminar. Online.
- 32 Parker, S.K. (June 2022). Advancing Research and Practice in Work Design: Irreconcilable Tensions or Positive Synergy? SoMG Research Seminar. UNSW Sydney. Sydney, Australia.
- 33 Parker, S.K. (November 2022). Breaking through Glass Ceilings and Glass Walls. Women in Research "Small Wins" Webinar Series #17. Perth, Australia.
- 34 Parker, S.K. (May 2022). Building A Higher Profile: How to Enhance Academic Impact. Women in Research "Small Wins" Webinar Series #13. Perth, Australia.
- 35 Parker, S.K. (September 2022). Crafting your Job for Meaning and Purpose. Women in Research "Small Wins" Webinar Series #16. Perth, Australia.
- 36 Parker, S.K. (November 2022). Future Work and Work Design. Curtin Health Innovation Research Institute (CHIRI) Research Retreat. Perth, Australia.
- 37 Parker, S.K. (June 2022). Making a Difference: How to Enhance the Impact of your Research Beyond Academia. Women in Research "Small Wins" Webinar Series #14. Perth, Australia.
- 38 Parker, S.K. (July 2022). Making the Most of Proactive Behaviors in Health Care: From Research to Practice. New York University Panel on Proactivity in Health Care Work. Virtual from New York, United States.
- 39 Parker, S.K. (August 2022). Organisational Strategies, Policies and Practices for Supporting Women in Research. Women in Research "Small Wins" Webinar Series #15. Perth, Australia.
- 40 Sherris, M. (March 2022). A Short Ramble Through the Affine Mortality Model Countryside. UNSW Workshop Series on Risk and Actuarial Frontiers, March 2022 Edition: Retirement, Annuity, and Superannuation, UNSW. Sydney, Australia.
- 41 Si, Y. (2022). Life-course Inequalities in Intrinsic Capacity and Healthy Ageing. HKU Sau Po Centre on Ageing Seminar, December 2022, Hong Kong, China; and LSE CPEC Seminar, November 2022, London, UK.
- 42 Si, Y. (2022). The Impact of Physician Over-service on Health Care Quality: A Standardised Patient Audit Study. CEPAR Cross Nodal Seminar Series, UNSW Sydney, September 2022; and UNSW Business School RAS Seminar, UNSW Sydney, September 2022, online.
- 43 Stanaway, F. (April 2022). Race and Ethnicity in Health Research. Institute of Musculoskeletal Health Research Seminar. Online.
- 44 Tran, C. (2022). Dividend Imputation, Investment and Capital Accumulation in Open Economies. Seminar. University of Melbourne, August 2022, Melbourne, Australia; School of Economics, University of Queensland, September 2022, Brisbane, Australia; and Research School of Economics, Australian National University, March 2022, Canberra, Australia.
- 45 Villegas, A. (June 2022). Estimating and Modelling Mortality Rates in the Absence of Population Denominators. University of Lausanne. Online.
- 46 Wheadon, D. (May 2022). Pension Means Testing with Self-Control Preferences. IPRA Doctoral Tutorial. Online.
- 47 Yan, S. (June 2022). Internet the Amplifier: Understanding Middle-aged and Older People's Perception of Air Quality. Curtin University. Perth, Australia.
- 48 Yu, D. (April 2022). Better Educated Children, Better Internet-connected Elderly Parents. Pensions, Retirement and Ageing Seminar. UNSW Sydney.
- 49 Yu, D. (October 2022). United as One? Patronage Networks and Divergent Performance during the COVID-19 Crisis in China. School of Economics Seminar. UNSW Sydney. Sydney, Australia.

## 34,136

WEBSITE HITS IN 2022  
66,379 PAGE VIEWS

## 927

MEDIA ARTICLES  
IN PRINT, RADIO,  
TV & ONLINE MEDIA

## 11

MEDIA RELEASES  
IN 2022

## 3,653

SOCIAL MEDIA FOLLOWERS  
ON TWITTER, LINKEDIN,  
YOUTUBE & FACEBOOK

IN 2022 THE CENTRE CONTINUED TO ENGAGE IN AN ONGOING DIALOGUE WITH, AND TRANSLATE AND DISSEMINATE ITS RESEARCH IN FORMS ACCESSIBLE TO, GOVERNMENT, INDUSTRY, ACADEMIA AND THE COMMUNITY.

### WEBSITE AND RESOURCES

CEPAR's website is a key element of the Centre's public profile. 23,668 people visited the website for 34,136 sessions in 2022. The largest proportion of website visitors came from Australia, followed by visitors from the US, China and the UK. 51 news items were published on the webpage. People, News & Events, and About CEPAR were the topmost visited subpages of the site in 2022.

Throughout the year, CEPAR continued to publish a range of resources on its website to help the public understand the characteristics of population ageing.

On a rolling basis the Centre released further 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 senior researchers Jeromey Temple and Tom Wilson.

Detailed 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.

Another key initiative in 2022 was the further development and advancement of the Healthy Ageing Toolkit, led by CEPAR Research Fellow Saman Khalatbari-Soltani. The Toolkit includes information on currently available measurements of social, environmental and healthy ageing domains in over 285 ageing cohort studies in Australia and across the world, which will be a major resource for researchers focused on healthy ageing around the world in the future. The Toolkit will be placed on the CEPAR website at the time of its planned launch in early 2023.

### NEWSLETTERS AND SOCIAL MEDIA

CEPAR's newsletters and social media accounts are additional major channels of communication with the Centre's external stakeholders and the wider community.

The CEPAR newsletter is designed to provide subscribers with a regular update on CEPAR's activities in population ageing research. In 2022, CEPAR has expanded its subscribership by 10% and distributed 10 newsletter campaigns to over 2.4k subscribers (up from 2.2k subscribers in 2021). The Centre's social media presence and engagement on Twitter, LinkedIn, YouTube and Facebook also attracted new followers, and now has over 3.6k followers and channel subscribers (up from 3.4k followers and subscribers in 2021).

To further increase the Centre's profile in population ageing research and expand its reach, CEPAR published over 20 edited video recordings of webinars, conference sessions and public talks onto its video channel. The videos were featured in playlists associated with the Centre's Policy Dialogue; MWOS Virtual Symposia; Pensions, Retirement and Ageing Webinar Series; CEPAR Cross Nodal Webinar Series; the Colloquium on Pensions and Retirement Research; and the International Pension Research Association Conferences and Webinars.

### MEDIA

In 2022, CEPAR's media strategy continued to focus on promoting the Centre's research findings and activities as well as providing expert commentary related to population ageing and policy settings required to support an ageing demographic. This year's contributions were particularly strong in the areas of financial decision making and cognitive ageing; aged care

financing and care responsibilities; retirement incomes and outcomes; sustainable wellbeing in later life; and macro-demographic dynamics and demographic changes.

In addition, the Centre publicised a range of resources and reports which were released during the year and widely reported on in the media, such as the CEPAR research brief 'Financial decision making for and in old age' and the CEPAR industry report 'Balancing work and family life during the COVID-19 pandemic: Who fared better and worse?'

In 2022, 11 media releases were issued by CEPAR, its university nodes and partners covering Centre research, expertise, and achievements. CEPAR researchers were featured over 920 times in national and global media. A full list of media articles is provided on pages 119 to 123.

Regular appearances and op-eds by CEPAR researchers in the media and commentary in 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.)

## MEDIA HIGHLIGHTS

Throughout the year, CEPAR researchers provided evidence-based expert commentary in the media. Some highlights include:

### MACRO-DEMOGRAPHIC DYNAMICS & POPULATION AGEING POLICY

CI Peter McDonald's expertise on fertility rates, demographic change in Australia and Asia, as well as migration policies was featured in national and global media, including the *ABC*, *The Age*, *The Australian Financial Review*, *The Canberra Times*, *Channel 9 News*, *Croakey*, *MSN Malaysia*, *The Sydney Morning Herald*, *TODAY*, *Yahoo New Zealand*, and others.

CI Warwick McKibbin's expertise on macro-demographic and macroeconomic dynamics as well as on Australia's and New Zealand's monetary policies was featured in national and global media, including the *ABC*, *The Australian Financial Review*, *The Australian*, *Bloomberg*, *BusinessNews*, *Daily Mail*, *The Financial Post*, *the Guardian*, *MSN*, *Nachrichten Welt*, *Radio New Zealand*, *The Saturday Paper*, *The Sydney Morning Herald*, *Sky News*, *The Star*, *The Times*, *Yahoo News*, *Yahoo Finance UK*, and others.



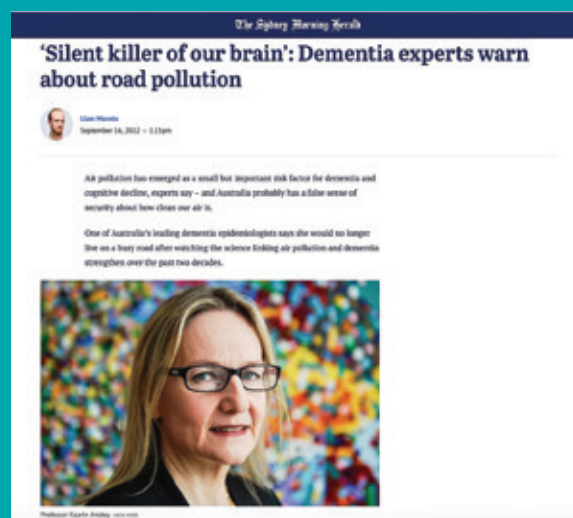
CI WARWICK MCKIBBIN WAS INTERVIEWED FOR THE ABC 7.30 SERIES ABOUT THE AUSTRALIAN ECONOMY.

New data projections for Australia's ageing population, published and led by senior researchers Jeromey Temple and Tom Wilson, were featured by national and global media, including the *ABC*, *Aged Care News*, *Inside Ageing*, *MSN*, *Vietnam Explorer News Channel*, *Yahoo News*, and others.

Principal Research Fellow Tom Wilson's expertise on demographic change, population data and migration was featured in national and global media, including the *ABC*, *Chinese Herald*, *The Guardian*, *Herald Sun*, *Hindi News*, *India Nation*, and *Yahoo News UK*.

## DECISION MAKING, EXPECTATIONS AND COGNITIVE AGEING

CI Kaarin Anstey's research on dementia; age-related hearing loss; older drivers; and ways to reduce the risk of cognitive decline was featured in national and global media, including the *Cosmos Magazine*, *Croakey*, *The House of Wellness*, *Medical News*, *Science News*, *Today News 24*, *The Sydney Morning Herald*, and others.



CI KAARIN ANSTEY'S RESEARCH WAS FEATURED IN THE SYDNEY MORNING HERALD.

CI Kaarin Anstey's and Research Fellow Natasha Ginnivan's article on benevolent ageism was featured by national and global media, including *Canada Express News*, *The New Daily*, *The New Zealand Times*, *The Singapore Time*, *The UK Time*, and *Yahoo News*.

Research Fellow Natasha Ginnivan's expertise on ageing prisoners, age stereotypes and perceptions of ageing was featured in national media, such as *The Australian*, *The Guardian*, *Inside Ageing*, *Joy 94.9*, *The Saturday Paper*, and *Yahoo News*.



RESEARCH FELLOW NATASHA GINNIVAN'S RESEARCH ABOUT THE AGEING PRISONER POPULATION WAS FEATURED IN THE SATURDAY PAPER.

Senior Research Fellow Tim Neal's expertise on climate change modelling was featured in national media, including the *ABC*, *Foreign Affairs NZ*, *The National Tribune*, and *Yahoo News*.

# MEDIA HIGHLIGHTS

## ORGANISATIONS AND THE MATURE WORKFORCE

CI Marian Baird’s expertise on workplace policies, including flexible, parental, menstrual and menopause leave policies, was featured in national and global media, including the *ABC*, *The Australian*, *The Age*, *The Australian Financial Review*, the *BBC*, *The Guardian*, *Medium*, *The Saturday Paper*, *The Sydney Morning Herald*, the *World Economic Forum*, *Women’s Agenda*, *Womens Health Magazine*, *Yahoo UK*, *Yahoo News*, and other mainstream media.

CI Marian Baird and senior researchers Myra Hamilton and Andreea Constantin released a CEPAR report on balancing work and care during the pandemic which was featured in the media, including the *ABC*, *Aged Care News*, *Australian Senior News*, *The National Tribune*, *Senior AU*, and others.

CI Sharon Parker’s research on workplace design, productive workforces and the future of work was featured in national mainstream and special interest media, including the *ABC*, *The Australian*, *HRMonthly*, *India Education Diary*, *Medical Xpress*, *The National Tribune*, *Safe To Work*, *Vietnam Explorer News Channel*, and other media.

## SUSTAINABLE WELLBEING IN LATER LIFE

CI Hazel Bateman’s research on superannuation engagement, behavioural economics, and long-term care insurance financing was featured in national media, such as the *Investment Magazine*, the *Retirement Income Journal*, and *Firstlinks*.

CI Michael Sherris’ research on insurance risk management as well as on aged care financing and funding was featured in national and global media, including the *ABC*, *Aged Care News*, *The Australian Financial Review*, *Asia Insurance Review*, *Insurance Business Australia*, *Investment Magazine*, *PS News*, *SeniorAU*, *The National Tribune*, and *Xinhua*.

CEPAR’s research brief on financial decision making for and in old age, co-authored by CIs Kaarin Anstey and Hazel Bateman, research fellows Rafal Chomik and Sophie Yan et al., was featured in national media, including *The Australian*, *Aged Care Guide*, *Australian Senior News*, *GovInsider*, *SeniorAU*, and *The National Tribune*.

 **Aged Care Guide**

### Older Australians at risk of making serious financial mistakes

Financial mistakes are more common in old age due to the complexity of information available, biased financial advice and cognitive decline, says a new report published by the ARC Centre of Excellence in Population Ageing Research (CEPAR).

Posted October 11th 2022 by Alex Jacobs

**CONSUMERS** **ADVICE, FINANCE**

CEPAR’S RESEARCH BRIEF ON FINANCIAL DECISION MAKING FOR AND IN OLD AGE, CO-AUTHORED BY CIs KAARIN ANSTEY AND HAZEL BATEMAN, AND RAFAL CHOMIK AND SOPHIE YAN ET AL., WAS FEATURED IN NATIONAL MEDIA, INCLUDING THE AGED CARE GUIDE.



# LEADING THE DEBATE

## CEPAR RESEARCHERS AUTHORED OP-EDS AND COMMENTARIES BASED ON RESEARCH EVIDENCE – SOME HIGHLIGHTS INCLUDE:

*The Australian public have felt there's one rule for the rich and another for the rest throughout the pandemic*

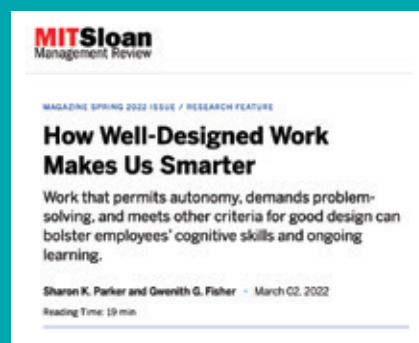
Clive Hamilton and Myra Hamilton – *The Guardian*, 7 January

*Energy poverty and retirement income sources in Australia*

Jane Fry, Lisa Farrell and Jeromey Temple – *Austaxpolicy*, 1 March

*How well-designed work makes us smarter*

Sharon K. Parker and Gwenith G. Fisher – *MIT Sloan Review*, 2 March



*Seven ways to achieve sustainable aged care funding*

Michael Sherris – *BusinessThink*, 21 April



*Is using super for housing a good or bad idea?*

Rafal Chomik – *BusinessThink*, 18 May

*Giving out flowers on TikTok: is this a 'random act of kindness' or just benevolent ageism?*

Kaarin Anstey and Natasha Ginnivan – *The Conversation*, 19 July

*Labor's 'sensible' budget leaves Australians short-changed on climate action. Here's where it went wrong*

Timothy Neal – *The Conversation*, 26 October

*Saving through spending for retirement: Can it be done?*

John Piggott – *BusinessThink*, 25 September

*Menopause remains taboo in most workplaces. This needs to change.*

Sydney Colussi, Elizabeth Hill and Marian Baird – *The Guardian*, 21 December





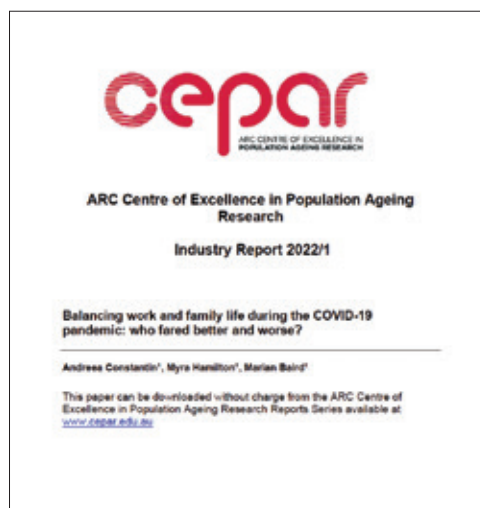
## RESEARCH BRIEFS

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 October 2022, timed to coincide with the Centre's Policy Dialogue event, CEPAR launched its newest research brief, titled, 'Financial decision making for and in old age'. The brief features and integrates research on financial decision making and cognitive ageing from over 40 CEPAR researchers, some of whom presented recent findings at the Policy Dialogue event in Canberra. The research brief was featured in national media, including in *The Australian*, *Aged Care Guide*, *Australian Senior News*, *GovInsider*, *SeniorAU*, and *The National Tribune*.

## INDUSTRY REPORT SERIES

The CEPAR Industry Report Series translates research findings for decision makers and business practitioners. In October 2022, CEPAR released the report, 'Balancing work and family life during the COVID-19 pandemic: Who fared better and worse?', written by CEPAR's Andreea Constantin, Myra Hamilton, and Marian Baird. The report explores the circumstances of older workers with care responsibilities and offers insights into how they balanced their family lives with paid work during the beginnings of the pandemic. The findings were featured in national media, such as the *ABC*, *SeniorAU*, *Aged Care News*, *News for Business*, *Australian Senior News*, and *The National Tribune*.



## PUBLIC TALKS

On 9 September 2022, as part of Social Sciences Week, the Academy of the Social Sciences in Australia hosted the Paul Bourke Public Lecture which was delivered by CEPAR Senior Research Fellow Dr Timothy Neal, the recipient of a prestigious Paul Bourke Award for Early Career Research in 2021. Tim presented his insights from current research into the economic implications of a changing climate as well as directions for future research.

In 2022, CEPAR continued to host cross nodal webinars for Centre personnel at which CEPAR researchers presented their latest work. Provided permission is given, recordings of the talks are publicised and available on the CEPAR website and its YouTube channel. 2022 talks included:

*Data Sources on Population Diversity*  
Dr Tom Wilson, CEPAR Principal Research Fellow, University of Melbourne – 20 April

*Pension Reform and Informality in Indonesia: Micro Data and Macro Approach*  
Dr George Kudrna, CEPAR Senior Research Fellow, UNSW Sydney – 25 May

*Estimating Social Disparities in Disability Free Life Expectancy*  
Dr Kim Kiely, CEPAR Associate Investigator, NeuRA, UNSW Sydney – 21 July

*The Impact of Physician Over-service on Health Care Quality: A Standardised Patient Audit Study*  
Yafei Si, CEPAR PhD Student, UNSW Sydney – 6 September

*Representation of Ethnic Minority Groups in Dementia Risk Factor Research*  
Associate Professor Fiona Stanaway, CEPAR Associate Investigator, The University of Sydney, and Dr Arjun Krishnan, Junior Doctor, Western Australia – 2 November

A full list of public talks is provided on page 124.

## MEDIA 2022

### PRINT (NEWSPAPERS AND MAGAZINES)

**Why dads need to 'stand up and fight' for flex work and more time with kids** – featuring Marian Baird – *The Age, The Sydney Morning Herald, Brisbane Times* 2 January

**How do we age, and how do we delay it?** – featuring Julie Byles – *The Sydney Morning Herald* 16 January

**Five scientists win top Australia Day honours: Amid pandemic, is science having a moment?** – featuring Julie Byles – *The Sydney Morning Herald* 25 January

**Keep your wits: 5 easy ways to boost brain health** – featuring Kaarin Anstey – *House of Wellness* 25 January

**Retirement: The possibility and reality gap is larger than ever** – featuring Michael Sherris – *PS News* 31 January

**Telstra joins push to pay super on unpaid parental leave** – featuring Marian Baird – *The Australian Financial Review* 8 February

**Border reopening predicted to ease worker shortages** – featuring Peter McDonald – *The Australian Financial Review* 8 February

**Origins of the 'Bermuda Triangle' Strategy** – featuring Hazel Bateman – *Retirement Income Journal* 11 February

**How well-designed work makes us smarter** – by Sharon Parker – *MIT Sloan Management Review Magazine* 2 March

**Interview with Patrick Cummins** – featuring Warwick McKibbin – *The Australian* 2 March

**How women can protect against 'COVID burnout' at work** – featuring Marian Baird – *The Age, Sydney Morning Herald, Brisbane Times* 7 March

**Five ways to protect your financial independence after childbirth** – featuring Marian Baird – *The Age, The Sydney Morning Herald, Brisbane Times* 10 March

**Have your own savings and other ways to protect your financial future** – featuring Marian Baird – *The Age, The Sydney Morning Herald, Brisbane Times* 11 March

**Scammers target flood victims, and Boomer-only home loans: What you've missed** – featuring CEPAR – *Money Magazine* 11 March

**Why are economists so fascinated by climate change?** – featuring Warwick McKibbin – *The Australian Financial Review* 16 March

**SMART work: How to beat the Great Resignation** – featuring Sharon Parker – *The Australian* 8 April

**Menstrual leave could become more common as companies say it increases productivity** – featuring Marian Baird – *The Advertiser, The Daily Telegraph, The Chronicle, Gold Coast Bulletin, The Mercury, Townsville Bulletin, The Courier-Mail, Cairns Post, Herald Sun* 29 April

**Interview** – featuring Warwick McKibbin – *The Guardian* 3 May

**Aged care costs could be more than double Treasury forecasts** – featuring Michael Sherris – *The Australian Financial Review* 5 May

**Is using super to buy a house a good idea?** – featuring Rafal Chomik – *The National Tribune* 18 May

**Interview** – featuring Warwick McKibbin – *The Guardian* 6 June

**The grandparents who help keep mothers at work, but at a cost** – featuring Myra Hamilton – *The Australian Financial Review* 10 June

**The aged-care crisis in prisons** – featuring Natasha Ginnivan – *The Saturday Paper* 18 June

**Australia can avoid recession with good policy choices** – featuring Warwick McKibbin – *Sky News Australia, The Chronicle, Geelong Advertiser, The Daily Telegraph, Weekly Times Now, The Mercury, Cairns Post, The Australian* 19 June

**Let's help new mothers decide if they want to rush back to work** – featuring Peter McDonald – *The Sydney Morning Herald, The Age, Brisbane Times, Heromag, Novonite* 26 June

**Older drivers and technology** – featuring Kaarin Anstey – *ABC News* 8 July

**Shifting views on workplace put stay-at-home mums on defensive** – featuring Marian Baird – *The Australian* 16 July

**The Job Architect: Professor Sharon Parker reveals five ways to design work for the best possible outcome** – *HRM* 22 July

**Smart work design** – featuring Sharon Parker – *Safeguard Magazine* 1 August

**An HECS system is the fair way to pay for paid parental leave (Jobs and Skills Summit)** – featuring Warwick McKibbin – *The Australian Financial Review* 4 September

**Career vs family: Why Serena Williams is proof women can't have it all** – featuring Marian Baird – *The Courier-Mail, The Chronicle, The Mercury, The Advertiser, The Daily Telegraph, Gold Coast Bulletin, Herald Sun* 12 August

**Where Australia is going wrong on the economy** – featuring Warwick McKibbin – *The Saturday Paper* 13 August

**How to design more productive workforces** – featuring Sharon Parker – *HRMonthly* 17 August

**Australia's older population on the rise** – featuring CEPAR – *Ararat Advertiser, Coastal Leader, Whyalla News* 18 August

**Fallout continues for Scott Morrison** – featuring CEPAR – *Newcastle Herald, The Border Mail, Ararat Advertiser, Coastal Leader, Whyalla News, Lismore City News, Inner East Review, Cessnock Advertiser, St George & Sutherland Shire Leader, Port Macquarie News, Jimboomba Times, Cowra Guardian, Newcastle Herald, Port Stephens Examiner, The Advocate, The Islander, Liverpool City Champion, Central Western Daily, Southern Highland News, Border Chronicle, The Armidale Express, The Transcontinental, Hawkesbury Gazette, The North West Star, Narromine News, The Daily Advertiser, Grenfell Record, The Area News, Milton Ulladulla Times, Blue*

*Mountains Gazette, The Junee Southern Cross, Bunbury Mail, Mudgee Guardian, Dungog Chronicle, The Maitland Mercury, The Singleton Argus, Canowindra News, The Macleay Argus, The Boorowa News, The Northern Daily Leader, The Canberra Times, The Muswellbrook Chronicle, The Flinders News, Yass Tribune, Eastern Riverina Chronicle, The Rural, Magnet, Hunter Valley News, Blayney Chronicle, Inverell Times, Redland City Bulletin, Camden-Narellan Advertiser, Cootamundra Herald, Port Lincoln Times, The Scone Advocate, The Queanbeyan Age* 18 August

**Research: Australians aged over 85 years will grow by 140% during the next 20 years** – featuring Tom Wilson and Jeromey Temple – *Inside Ageing* 18 August

**Australia's older population on the rise** – featuring Tom Wilson – *Benalla Ensign, Deniliquin Pastoral Times, Cobram Courier, The Riverine Herald, The Campaspe News, Southern Riverina News, Lismore City News, Cessnock Advertiser, Inner East Review, Hawkesbury Gazette, Central Western Daily, St George & Sutherland Shire, The Armidale Express, Narromine News, Liverpool City Champion, The Scone Advocate, The North West Star, Mudgee Guardian, The Queanbeyan Age, Camden-Narellan Advertiser, Port Lincoln Times, The Singleton Argus, The Muswellbrook Chronicle, The Macleay Argus, Border Chronicle, Eastern Riverina Chronicle, Jimboomba Times, Cootamundra Herald, Blue Mountains Gazette, The Maitland Mercury, Milton Ulladulla Times, The Northern Daily Leader, Bunbury Mail, The Boorowa News, Yass Tribune, Redland City Bulletin, Southern Highland News, Grenfell Record, Dungog Chronicle, Cowra Guardian, Port Stephens Examiner, The Daily Advertiser, Hunter Valley News, Port Macquarie News, The Junee Southern Cross, The Islander, Magnet, Blayney Chronicle, The Area News, The Rural, The Transcontinental, Inverell Times, The Flinders News, Newcastle Herald, Kyabram Free Press* 18 August

**Why Australia risks losing the global race for skilled workers** – featuring CEPAR – *The Australian Financial Review* 19 August

**Navigating menopause at work** – featuring Marian Baird – *The Saturday Paper* 20 August

**Giving out flowers on TikTok: 'Random act of kindness' or just benevolent ageism?** – featuring Natasha Ginnivan and Kaarin Anstey – *Zoomer Magazine* 8 September

**'Silent killer of our brain': Dementia experts warn about road pollution** – featuring Kaarin Anstey – *The Sydney Morning Herald, The Age, Brisbane Times* 16 September

**Work it out** – featuring Sharon Parker – *Qantas Magazine* 1 October

**Grandparents take on childcare to help daughters go back to work, but is it good for the economy?** – featuring Myra Hamilton – *The Australian* 15 October

**Government to use boosted paid parental leave to entice fathers to do more caring** – featuring Marian Baird – *The Age, The Sydney Morning Herald, Brisbane Times* 20 October

**Seven ways to make your savings last longer** – featuring Rafal Chomik – *The Australian Financial Review* 21 October

# COMMUNICATIONS, EDUCATION & COMMUNITY OUTREACH

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**Big study shows that lowering blood pressure lowers risk of dementia** - featuring Kaarin Anstey - *Cosmos Magazine* 26 October

**Voters back more parental leave but split on payment boost** - featuring Marian Baird - *The Age, The Sydney Morning Herald, Brisbane Times* 6 November

**Canberra parents welcome newborn son as population reaches 8 billion** - featuring Peter McDonald - *The Canberra Times* 16 November

**Why Australians are quitting retirement** - featuring Natasha Ginnivan - *The Australian Financial Review* 22 December

## TELEVISION, RADIO AND PODCASTS

**Aging and hearing loss** - featuring Kaarin Anstey - *ABC Radio Canberra* 20 January

**Two critical factors to increase staff engagement** - featuring Sharon Parker - *Lean Mean Marketing Teams* 10 February

**Growing older loving life** - featuring Natasha Ginnivan - *SBS Insight* 15 February

**Interview** - featuring Warwick McKibbin - *ABC 7:30 Program* 1 March

**Interview** - featuring Warwick McKibbin - *SBS TV* 1 March

**A summit to help keep the world's doors open** - featuring Warwick McKibbin - *The Australian Financial Review* 8 March

**Productivity and innovation in the future** - featuring Marian Baird - *ABC Radio National* 9 March

**Interview with Ross Greenwood** - featuring Warwick McKibbin - *Sky News* 13 March

**How we feel about our own ageing can impact our health** - featuring Natasha Ginnivan - *The ACE podcast, Inside Ageing* 23 April

**Many getting left behind as the cost of living goes up** - featuring Warwick McKibbin - *ABC 7:30* 22 March

**Interview** - featuring Warwick McKibbin - *ABC Radio National, ABC AM* 31 May

**What's the future of 'work from home'?** - featuring Sharon Parker - *ABC Radio National* 10 June

**Podcast: Back to basics - the economy and us** - featuring Warwick McKibbin - *Policy Forum, Player FM* 4 July

**Episode 1. The secret life of journal editors** - featuring Fiona Blyth - *SoundCloud* 4 July

**Interview on benevolent ageism** - featuring Natasha Ginnivan - *ABC Radio Perth, 89.7fm Radio Perth* 20 July

**Interview on The Conversation article and on Benevolent Ageism** - featuring Natasha Ginnivan - *Radio Adelaide* 26 July

**Australia's birth rate drops, with caesareans and older mums on the rise** - featuring Peter McDonald - *InterNewsCast, Channel 9 News* 22 July

**Viral video of a young man giving out flowers to older woman: is it a random act of kindness or benevolent ageism?** - featuring Kaarin Anstey, Natasha Ginnivan - *News9 Live* 22 July

**Analysis - More Chinese women delay or give up on having babies after zero-COVID ordeal** - featuring Peter McDonald - *KVOX-FM, KELO-FM, WSTO-FM, WNCY-FM, WHTC-AM, KDAL-AM, WIXX-FM, WKZO-AM, WHBL-AM, WIKY-FM, KTWB-FM, KRRO-FM, WIMZ-FM, WVVVR-FM, WTHI-FM, WTVB-AM, DUKE FM, WNWN-FM* 9 August

**Combating media portrayal of ageing** - featuring Natasha Ginnivan - *The Baby Boomers Guide to Life in the 21st Century* 9 August

**Should we be doing more for younger carers?** - featuring Myra Hamilton - *ABC Radio National* 14 September

**Air pollution and dementia** - featuring Kaarin Anstey - *Eastside FM* 20 September

**Young carer transitions** - featuring Myra Hamilton - *Carers NSW YC Bytes Podcast* September

**Air pollution and brain health** - featuring Kaarin Anstey - *ABC Radio Tasmania* 21 September

**What can be done about the rising cost of insurance?** - featuring Michael Sherris - *ABC Radio National* 20 September

**Psychology of ageing and resistance to hearing aids** - featuring Kaarin Anstey - *ABC Radio Canberra* 28 September

**The quiet cost of young carers** - featuring Myra Hamilton - *ABC Radio* 28 November

**Saturday Magazine 24th Dec 2022: Dr. Natasha Ginnivan, Age Liberation Movement** - featuring Natasha Ginnivan - *JOY 94.9* 25 December

## ONLINE

**The challenge of not having one for mum, dad, and the country** - featuring Peter McDonald - *Head Topics* 2 January

**How much will the global population grow?** (全球人口还将增长多少) - featuring Tom Wilson - *Huxiu.com (虎嗅网)* 4 January

**When will the global population stop growing? Predictions differ from those of the UN** (全球人口何时停止增长? 他们的预测与联合国不同) - featuring Tom Wilson - *Daily Express (天天快报), Tencent News Client (腾讯新闻客户端), Sunnews, Tencent.com (腾讯网)* 4 January

**The Australian public have felt there's one rule for the rich and another for the rest throughout the pandemic** - by Myra Hamilton - *The Guardian* 7 January

**Why we need a public health approach to hearing** - featuring Kaarin Anstey - *Croakey* 11 January

**Long COVID for the global economy** - featuring Warwick McKibbin - *top1000funds.com* 13 January

**How much will the global population grow? They 'challenge' the United Nations** (全球人口还将增长多少? 他们'叫板'联合国) - featuring Tom Wilson - *Sina Finance (新浪财经), Snowflake News (雪花新闻), Sinca.com Hong Kong (新浪網 - 香港)* 15 January

**Retirement: The possibility and reality gap is larger than ever** - featuring Mike Sherris - *Investment Magazine* 17 January

**The pandemic's true death toll: millions more than official counts** - featuring Tom Wilson - *The India Nation, Periódico Página100, Happy Euro Anime* 18-20 January

**How to eliminate or minimise work-related psychosocial hazards for aged care workers** - featuring Daniela Andrei, Sharon Parker and Jane Chong - *Mirage News, The National Tribune* 21 January

**Helping senior citizens** - featuring John Beard - *Guyana Times* 23 January

**The third pillar of retirement: Discussion on the promotion of consumer pension insurance in China** (启航第三支柱: 试论消费养老保险在中国的推广) - featuring Bei Lu - *Sohu News (搜狐新闻-搜狐)* 27 January

**Factbox: How a virus is affecting the economy and markets (Factbox: Comment un virus affecte l'économie et les marchés)** - featuring Warwick McKibbin - *Bruxelles Marketing* 20 February

**Rent Assistance and retirees** - featuring Rafal Chomik - *CHOICE* 21 February

**Quo Vadis? Monetary and fiscal interactions revisited** - featuring Warwick McKibbin - *Calenda* 23 February

**Improving EMS Dementia Literacy** - featuring Kaarin Anstey - *HMP* 1 March

**What to consider when designing the workplace of the future** - featuring Sharon Parker - *News Dome, Siliconrepublic.com* 2 March

**At the heart of the broken model for funding aged care is broken trust. Here's how to fix it** - featuring Rafal Chomik - *Business Daily Media* 5 March

**The intergenerational report was sobering, but the reality may be worse** - featuring Rafal Chomik - *Business Daily Media* 5 March

**The best way to prevent dementia? Switch to one of these 'stimulating' jobs** - featuring Sharon Parker - *Career Advice: Theladders.com* 7 March

**Federal budget 2022: Experts available for comment** - featuring Tim Neal and Katja Hanewald - *News Today, ConnectWeb, PR Newswire, What's On Australia, News for Business, Today's News* 8-9 March

**It's hard to make money in aged care, and that's part of the problem** - featuring Rafal Chomik - *Business Daily Media* 8 March

**3 simple job tweaks that will make your employees instantly smarter** - featuring Sharon Parker - *Honest Columnist, Biz News Post, Reporter Win, Meczyki.net, Inc.com* 11 March



**Many of us welcome working from home, but universities show its dangers for women's careers** - featuring Marian Baird - Yahoo News Australia, Evening Report, ForeignAffairs.co.nz 11 March

**How the pension and super could leave you behind** - featuring Rafal Chomik - Business Daily Media 12 March

**Women kick property goals on their own terms** - featuring CEPAR - The Border Mail, Invest Smart 13 March

**The first economic modelling of coronavirus scenarios is grim for Australia, the world** - featuring Warwick McKibbin - Business Daily Media 14 March

**Universities show dangers of working from home for women's careers** - featuring Marian Baird - Schoolnews.co.nz 14 March

**Universities show that remote work could be damaging for women** - featuring Marian Baird - The World Economic Forum 18 March

**Social distancing may be worth it, but we need to talk about economic costs** - featuring Warwick McKibbin - Business Daily Media 18 March

**Why cutting Australia's migrant intake would do more harm than good, at least for the next decade** - featuring Peter McDonald - Business Daily Media 18 March

**Climate policy key to balancing incoming economic shocks** - featuring Warwick McKibbin - Investment Magazine, top1000funds.com 18 March

**Retiring at 70 was an idea well ahead of its time** - featuring Rafal Chomik - Business Daily Media 18 March

**Now is the time for advance care planning with patients** - featuring Craig Sinclair - Insight Plus, MJA Insight 21 March

**We're delaying major life events, and our retirement income system hasn't caught up** - featuring Rafal Chomik - Business Daily Media 22 March

**Floodwaters recede but many Australians remain underwater** - featuring Michael Sherris - News Karnataka, Social News. XYZ, Window To News, Orissa Post, Canindia News, Jhalak.com, ProKerala.com, The Middle East North Africa Financial Network, Daijiworld.com, Investing.com, Buziness Bytes, TeluguStop, NewKerala.com, Xinhuanet, 新华网, Big News Network, China.org.cn 23 March

**Timing the share market is hard - just ask your super fund** - featuring CEPAR - Business Daily Media 26 March

**Health systems and older populations** - featuring John Beard - Guyana Times 30 March

**Top economists say cutting immigration is no way to boost wages** - featuring Michael Keane - Business Daily Media 1 April

**What to consider when designing the workplace of the future** - featuring Sharon Parker - Silicone republic 1 April

**Australia is one of the world's best places to retire, or is it?** - featuring Rafal Chomik - Business Daily Media 3 April

**Research on 'Indonesia and Pension System Reform'** - featuring John Piggott - FXhanuman 4 April

**Melbourne's population fell during COVID-19, but it's still set to overtake Sydney** - featuring Tom Wilson - ABC Online, 123 Hindi News 9 April

**How do I explain my parental leave on my resume?** - featuring Marian Baird - ABC Online, Melbourne Today (今日墨尔本), Six Degrees News (六度新聞), 26 April

**Could 'menstrual leave' change the workplace?** - featuring Marian Baird - BBC-Worklife, Periódico Página100 28 April

**Seven ways to achieve sustainable aged care funding** - featuring Michael Sherris - SeniorAu 29 April

**Menstrual leave: could it change the workplace? (Congé menstruel: pourrait-il changer le milieu de travail?)** - featuring Marian Baird - BBC Afrique 6 May

**Could more and more companies offer menstrual leave to female employees? (Mungkinkah semakin banyak perusahaan menawarkan cuti haid pada pegawai wanita?)** - featuring Marian Baird - Kumparan, Line Today Indonesia, Kumparan, BBC Indonesia, Head Topics 8 May

**Ian Yates to leave COTA after three decades** - featuring CEPAR - Australian Ageing Agenda, Magshop 9 May

**Aged care: Seven sustainable solutions to address funding shortfalls** - featuring Michael Sherris - Mirage News, The National Tribune, India Education Diary, Open Forum 13-14 May

**Cost of living and affordability has come up again and again as a major concern of voters** - featuring Rafal Chomik - Architecture and Design 19 May

**How to address the parental leave gap on your resume** - featuring Marian Baird - PS News 6 June

**Women and careers: Will 'menstrual leave' change the workplace?** - featuring Marian Baird - Yahoo! News Taiwan, BBC Chinese, Melbourne Today (今日墨尔本), Sydney Today, Health Magazine (康健雜誌) 13-20 June

**Why menstrual leave is important? Could menstrual leave make a difference in the workplace?** - featuring Marian Baird - Medium 15 June

**UNSW expert comment: Energy crisis, cost of living, finance markets** - featuring George Kudrna - Hebden Bridge News 27 June

**Social robotics can help us move towards a more inclusive society** - featuring Kaarin Anstey - India Education Diary, Mirage News, The National Tribune, Technology.org, Disability Insider 27-30 June

**Research examines robotics help for older drivers** - featuring Kaarin Anstey - Insurance News 27 June

**Welcome to the world of social robots** - featuring Kaarin Anstey - Open Forum 28 June

**'A great strength for Australian society': Multicultural leaders praise nation's 'growing diversity'** - featuring Peter McDonald - Times News Express 28 June

**How can private insurance help fund Australia's aged care?** - featuring Michael Sherris - SeniorAu 29 June

**Australian experts: The reduction in new immigrants will affect the census data and many industries will be hit hard (澳大利亚专家: 新移民减少将影响人口普查数据 多个行业遭重创)** - featuring Thomas Wilson - Chinese Herald 30 June

**57% of women believe that having a gynae or hormonal health condition has negatively impacted their career** - featuring Marian Baird - Yahoo Style UK, newsexplorer.net 4-5 July

**Women's health at work: Why it's time for an honest appraisal** - featuring Marian Baird - Womens Health Mag\_UK 4 July

**How scientists are shifting their search for links between diet and dementia** - featuring Kaarin Anstey - Science News, Newslivewashington, My Droll, Today News 5 July

**A well-designed workplace boosts the aging brain, says international CSU study** - featuring Sharon Parker - Colorado State University 6 July

**How scientists are shifting their search for links between diet and dementia** - featuring Kaarin Anstey - Biz News Post, Honest Columnist 7-8 July

**Census 2021 data reveals Australia's most multicultural suburbs and growing diversity** - featuring Peter McDonald - ABC News, MSN NZ 7 July

**Want to make work less boring? Try this expert's five-step SMART work design model** - featuring Sharon Parker - Australian HR Institute 15 July

**How can private insurance help fund Australia's aged care?** - featuring Michael Sherris - Mirage News, The National Tribune, Aged Care News 19-26 July

**Giving out flowers on TikTok: Is this a 'random act of kindness' or just benevolent ageism?** - featuring Kaarin Anstey and Natasha Ginnivan - Yahoo News Australia, Evening Report, The New Daily, SheThePeople, EconoTimes, newsexplorer.net, Australian Daily Bulletin.com.au, The Newzealand Times, The AU Times, The Us Express, UK time News, The Bharat Express News, CANADA EXPRESS NEWS, The Singapore Time, The Switzerland Times 19-22 July

**Can ultra-processed foods affect cognitive performance?** - featuring Kaarin Anstey - Medical News Today, Posts US News 20 July

**Can private insurance help fund Australia's aged care?** - featuring Michael Sherris - Open Forum 20 July

**Australia: Expert says private insurance could provide additional funding for long-term care** - featuring Michael Sherris - Asia Insurance Review 21 July

# COMMUNICATIONS, EDUCATION & COMMUNITY OUTREACH

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**Is it possible that ultra-processed foods will erode cognitive performance?** - featuring Kaarin Anstey - *List 23* 21 July

**China's population will start shrinking sooner than expected, threatening its economy years ahead of schedule** - featuring Peter McDonald - *Fortune* 25 July

**Older viewers see straight through 'random act of kindness' video** - featuring Natasha Ginnivan - *Hello Care* 26 July

**China's population will start shrinking sooner** - featuring Peter McDonald - *Investors Hangout* 27 July

**China's negative population growth is bad for the economy** (中国人口负增长, 对经济发展不利 - 财富中文网) featuring Peter McDonald - *Fortune* (财富中文网) 27 July

**Do you eat ultra-processed food? Quite an effect on the brain, heart, weight** (Syötkö ultraprosessoitua ruokaa? Melkoinen vaikutus aivoihin, sydämeen, painoon) - featuring Kaarin Anstey - *Iltalehti* 28 July

**More Chinese women delay or give up on having babies after zero-COVID ordeal** - featuring Peter McDonald - *Daily Mail*, *Canada.com*, *Hi.Ru*, *Yahoo! News Canada*, *Devdiscourse*, *MarketScreener*, *MSN Philippines*, *MSN Malaysia*, *MSN.com*, *The Denver Gazette*, *Colorado Springs Gazette*, *Daily Magazine*, *Yahoo! News*, *Nasdaq*, *SaltWire.com*, *JTown*, *Yahoo! News UK*, *MarketScreener*, *Reuters*, *International Business Times*, *Cape Breton Post*, *The Saskatoon StarPhoenix*, *Cape Breton Post*, *SaltWire.com*, *The Business Times*, *Investing.com*, *TODAY*, *Posts US News*, *Coordenada Informativa*, *Philippine Daily Inquirer*, *Head Topics*, *Astro AWANI* - *Buletin*, *Euronews*, *Prince George Post*, *Ottawa Citizen*, *The Calgary Herald*, *The Business Standard*, *Business World Online*, *First Investors*, *Fundscene*, *The Standard*, *Rappler*, *cash*, *The Vancouver Sun* 9-12 August

**Target: 'I don't want to give birth in China,' zero corona triggers declining births** - featuring Peter McDonald - *Newsdirectory* 14 August

**How to design more productive workforces** - featuring Sharon Parker - *Australian HR Institute* 17 August

**New projections for Australia's ageing population** - featuring Tom Wilson and Jeromey Temple - *Mirage News*, *The National Tribune*, *News Today*, *NewsWire NZ*, *What's On Australia*, *Newsblaze Australia*, *News Centre*, *News for Business*, *Australian Associated Press (AAP)* 17-18 August

**Do clients understand what advisers are saying?** - featuring Hazel Bateman - *Firstlinks* 18 August

**Australia's older population on the rise** - featuring Tom Wilson - *Daily Mail*, *Yahoo News Australia* 18 August

**Melbourne's infrastructure mistakes could be repeated** - featuring Peter McDonald - *News.com.au* 18 August

**Brain health and risk reduction** - featuring Kaarin Anstey - *ThinkGP* 19 August

**Australia's aged population to increase dramatically in coming years: CEPAR report** - featuring Tom Wilson and Jeromey Temple - *Aged Care News* 19 August

**Australia's aged population to increase rapidly over coming years** - featuring Tom Wilson, Jeromey Temple - *The Weekly Source* 25 August

**The number of Aussies over 100 could double by 2041** - featuring Tom Wilson, Jeromey Temple - *Agedcare101* 26 August

**4 pressures driving young Chinese to the biggest crisis, giving birth is not an option** - featuring Peter McDonald - *The BL* 28 August

**Old is gold: How healthy ageing can turn things around for greying societies** - featuring John Beard - *GovInsider* 1 September

**SMART work: implementing better work design** - featuring Sharon Parker - *HS Talks* 4 September

**Paid parental leave: Women left holding the baby** - featuring Marian Baird - *PS News* 5 September

**Facilitating connection is the antidote to loneliness at work.** But where should HR start? - featuring Sharon Parker - *HRMonthly* 7 September

**The bar has been set — It is time for employers to support reproductive health** - featuring Marian Baird - *Medium* 7 September

**Why are insurance costs going up right now?** - featuring Michael Sherris - *Mirage News*, *The National Tribune*, *News Today*, *NewsWire NZ*, *What's On Australia*, *Newsblaze Australia*, *Small Business Answers*, *News for Business*, *News Centre* 14-15 September

**It is time for employers to support reproductive health** - featuring Marian Baird - *Women's Agenda* 15 September

**Ageism largely ignored in workplace DEI initiatives** - featuring Natasha Ginnivan - *HR Daily* 15 September

**What's driving up insurance premiums in Australia?** - featuring Michael Sherris - *Insurance Business Australia* 15 September

**Revealed — Impacts of above-average rainfall increase on insurance premiums** - featuring Michael Sherris - *Insurance Business Australia* 19 September

**Younger carers don't fit the cliché, and it's leaving them feeling lonely and unsupported** - featuring Myra Hamilton - *newsexplorer.net*, *ABC Online* 27 September

**Federal budget 2022-23: UNSW experts available for comment** - featuring Kaarin Anstey, Michael Sherris, Tim Neal - *Article Explore*, *University of New South Wales*, *News Today*, *NewsWire NZ*, *Newsblaze Australia*, *News of Australia*, *News for Business*, *Australian Associated Press* 27 September

**What impact is climate change having on insurance rates in Australia?** - featuring Michael Sherris - *Insurance Business Australia* 4 October

**Disposable income, senior citizens** - featuring John Beard - *Guyana Times* 7 October

**A demographic crisis looms over Hong Kong and its reopening: The city is rapidly losing people** - featuring Peter McDonald - *Fortune* 8 October

**Financial decision making for and in old age** - featuring Rafal Chomik, Kaarin Anstey and Hazel Bateman - *News Today*, *Newsblaze Australia*, *The National Tribune*, *Mirage News*, *Australian Associated Press*, *SeniorAu*, *News of Australia* 9 October

**Financial literacy declines as we age, yet confidence in our capabilities increases: new study** - featuring Rafal Chomik, Kaarin Anstey and Hazel Bateman - *Aged Care News* 10 October

**Financial mistakes compounded by ageing process** - featuring Rafal Chomik, Kaarin Anstey and Hazel Bateman - *Australian Senior News* 11 October

**Older Australians at risk of making serious financial mistakes** - featuring Rafal Chomik, Kaarin Anstey and Hazel Bateman - *Aged Care Guide* 11 October

**What Australians did with their super when COVID struck** - by Ben Newell - *The Conversation*, *The Times*, *The Bulletin* 11-12 October

**UNSW expert available: What can we expect in the budget update for climate change?** - featuring Tim Neal - *Mirage News*, *The National Tribune*, *NewsWire NZ*, *News of Australia*, *stralian Associated Press*, *News Centre*, *News for Business*, *What's On Australia*, *ConnectWeb* - *PR Newswire* 18 October

**Older carers struggled to balance work and care during the pandemic** - featuring Marian Baird and Myra Hamilton - *NewsWire NZ*, *What's On Australia*, *Newsblaze Australia*, *The National Tribune* 20 October

**Federal government set to entice fathers to do more caring** - featuring Marian Baird - *Theblog101* 20 October

**Xi Jinping worried that China's demographic decline will hurt its economy at 20th CCP Congress** - featuring Peter McDonald - *The BL* 20 October

**Older carers struggled to balance work and care during pandemic** - featuring Marian Baird and Myra Hamilton - *The National Tribune*, *Mirage News*, *News for Business*, *News Centre*, *Australian Associated Press*, *News of Australia*, *ConnectWeb* - *PR Newswire*, *Homepage* - *Aged Care News* 21 October

**New report finds mature carers 'most vulnerable' during pandemic** - featuring Marian Baird and Myra Hamilton - *Australian Senior News* 21 October

**Australia's over-65s are expected to increase by 2 million people in the next 20 years but experts say this can be a good thing** - featuring Tom Wilson and Jeromey Temple - *Vietnam Explorer News Channel*, *ABC Online*, *MSN Australia* 23 October

**Population of elderly Australians expected to skyrocket** - featuring Tom Wilson and Jeromey Temple - *Hello Care* 25 October

**Relief for mums and dads with childcare support increase**  
- featuring Marian Baird - *Central News* 26 October

**Labor's 'sensible' budget leaves Australians short-changed on climate action. Here's where it went wrong** - by Timothy Neal - *ABC Online, Yahoo News Australia, The National Tribune, Evening Report, ForeignAffairs.co.nz, Australian Daily Bulletin.com.au* 26-29 October

**Study Says Blood Pressure Can Affect Dementia (Studi Sebut Tekanan Darah Dapat Pengaruhi Dimensia)** - featuring Kaarin Anstey - *Suara.com* 26 October

**Most older Australians aren't in aged care. Policy blind spots mean they live in communities that aren't age-friendly**  
- featuring CEPAR - *The Bulletin, The Times* 28 October

**The economics of 5 big election issues** - featuring Warwick McKibbin - *The Brookings Institution* 2 November

**Aged care must prepare for baby boomers now** - featuring CEPAR - *Hello Care* 3 November

**Age Pension Asset Test Question (资产测试问题)** - featuring CEPAR - *New Footprint (新足迹)* 3 November

**In-depth study supports new solutions for healthcare workers** - featuring Sharon Parker - *Mirage News, The National Tribune, Vietnam Explorer News Channel, newsexplorer.net* 15 November

**In-depth study supports new solutions for health care workers** - featuring Sharon Parker - *Medical Xpress* 16 November

**Researchers ranked among global elite** - featuring Fiona Blyth - *Mirage News, The National Tribune* 16 November

**Older carers struggled to balance work and care during pandemic** - featuring Marian Baird, Myra Hamilton - *SeniorAu* 20 November

**How COVID is exacerbating health inequalities:** Federal Minister shows the data - featuring Peter McDonald - *Croakey* 24 November

**Mining companies are shifting their focus to supporting employee well-being** - featuring Sharon Parker - *India Education Diary, Mirage News, The National Tribune, Science Media Exchange* 28 November

**Ageing in place to retire with dignity** - featuring CEPAR - *EurekAlert!* 29 November

**Australian mining companies are shifting their focus to supporting employee well-being** - featuring Sharon Parker - *Vietnam Explorer News Channel, newsexplorer.net* 29 November

**Most Australian mine workers dissatisfied with their jobs**  
- report - featuring Sharon Parker - *MINING.com* 1 December

**Mining companies are shifting focus to supporting employee well-being** - featuring Sharon Parker - *Safe To Work, India Education Diary* 1 December

**How to design work that increases employee's cognition and learning?** - featuring Sharon Parker - *Medium* 6 December

**'How might I do my life differently?': The over-60s re-imagining what ageing looks like** - featuring Natasha Ginnivan - *The Guardian, Yahoo! News UK* 10 December

**Curtin University report shows shift of focus on employee wellbeing** - featuring Sharon Parker - *India Education Diary* 17 December

**Menopause remains taboo in most workplaces. This needs to change** - by Marian Baird - *The Guardian, Yahoo! News UK, Head Topics* 21 December



## PRESENTATIONS/BRIEFINGS

### PUBLIC

- 1 Anstey, K. (July 2022). Invited Speaker. Dementia Prevention in Primary Care. Dementia Training Australia. Brisbane, Australia. Online.
- 2 Anstey, K. (October 2022). Old and New Challenges for Healthy Ageing. Inaugural Healthy Ageing Initiative Webinar. Brisbane, Australia. Online.
- 3 Anstey, K. (September 2022). The Brain in Old Age. UNSW Psychology Lecture. Sydney, Australia. Online.
- 4 Baird, M. (June 2022). Make or Break: Women, Work and the Social Contract. CDWI Public Lecture Series. QUT Centre for Decent Work and Industry. Brisbane, Australia.
- 5 Baird, M. (September 2022). Public lecture. Make or Break: Women, Work and the Gender Contract in Australia. University of Alberta. Alberta, Canada.
- 6 Beard, J. (August 2022). Population Health, Healthcare, Science and Technology. U.S. National Academy of Medicine's Global Roadmap for Healthy Longevity: Implementation in Asia Summit. Singapore. Online.
- 7 Byles, J. (March 2022). Why Should Australia Support People to #AgeWithRights? Facebook Live discussion, hosted by COTA Australia, on the importance of an International Convention on the Rights of Older People and the role of the Australian Government in Helping Protect Older Citizens Across The World. Online.
- 8 Byles, J. (March 2022). Generational Changes in Women's Health. Newcastle Institute - United Sports Club. Newcastle, Australia.
- 9 Byles, J. (March 2022). Senses, Art and Ageing. Seniors in the Garden, Hunter Region Botanical Garden. Heatherbrae, Australia.
- 10 Khalatbari-Soltani, S and van Zwieten, A. (September 2022). Addressing Methodological Issues to Improve the Evidence on Socioeconomic Inequities in Health. Population Health Congress. Adelaide, Australia.
- 11 McKibbin, W. (April 2022). Climate Change. 9th Annual Workshop on the Global Economy. Washington D.C., USA.
- 12 Neal, T. (September 2022). What are the Economic Implications of a Changing Climate? Annual Paul Bourke Lecture. Academy of Social Sciences in Australia. Canberra, Australia.
- 13 O'Connor, C. (May 2022). Implementing AoP@Home – Arts and Dementia: Preliminary Outcomes for Community-dwelling People Living with Dementia. Australian Dementia Research Forum. Brisbane, Australia. Online.

- 14 Parker, S. (March 2022). Getting Beneath the Iceberg: A Work Design Approach to Mental Health and Well-Being at Work. Leadership + Me. Business Chicks. Online.
- 15 Parker, S. (November 2022). Keynote. Dystopia or Utopia: What Sort of Work Future is Ahead and How Can Work Design Make a Difference? University of Melbourne, Foenander Lecturer Series. Melbourne, Australia.
- 16 Parker, S. (June 2022). Transformative Work Design for Success in the Future. Perth Behind Closed Doors Connexions Networking Event. Perth, Australia.
- 17 Parker, S. (September 2022). What does the Future of Work Look Like? Industry Series. St Catherine's College. Perth, Australia.
- 18 Piggott, J. (August 2022). Healthy Longevity – The Asian Perspective. U.S. National Academy of Medicine's Global Roadmap for Healthy Longevity: Implementation in Asia Summit. Singapore. Online.
- 19 Piggott, J. (August 2022). Global Roadmap for Healthy Longevity Report: Social Infrastructure. U.S. National Academy of Medicine's Global Roadmap for Healthy Longevity: Implementation in Asia Summit. Singapore. Online.
- 20 Sinclair, C. (May 2022). Using Life Story Work to Sustain Identity and Enable Involvement in 'Upstream' Advance Care Planning among Older Adults in the Home Care Setting. Palliative Care New South Wales Education Day. Sydney, Australia.
- 21 Yong, J. (November 2022). Aged Care Reforms: Can Competition and Choice Work in Aged Care? Economic and Social Outlook Conference. Melbourne, Australia.
- 22 Yong, J. (September 2022). Speaker. The Economic Society of Australia Roundtable on Improving Quality and Choice in Aged Care. Online.

### GOVERNMENT<sup>4</sup>

- 1 Andrei, D. and Parker, S. (October 2022). Future of Work – The Bigger Picture. Future of Local Government Workforce Session. WA Local Government Convention and Trade Exhibition. Perth, Australia.
- 2 Anstey, K. (2022). Participant. Australian Institute of Health and Welfare Dementia Statistics Expert Advisory Group. Canberra, Australia.
- 3 Anstey, K. (2022). Briefing. PATH Through Life Data Collection and Findings in Relation to the impact of Bushfires and COVID-19 as well as Trajectories of Healthy Ageing. ACT Government, Canberra. Australia.
- 4 Anstey, K. (July 2022). PATH Through Life Longitudinal Study. Canberra Health Annual Research Meeting. Canberra, Australia.

- 5 Anstey, K.J. (October 2022). Design of the National Survey on Dementia Awareness. Australian Institution of Health and Welfare. Canberra, Australia.
- 6 Anstey, K.J. (April 2022). Member. Closing the Gap Modelling Team-Policy Analysis and Evaluation Branch. National Indigenous Australians Agency. Canberra, Australia.
- 7 Anstey, K.J. (October 2022). Cognitive Changes in Ageing and their Impact on Decision Making. CEPAR Policy Dialogue on Decision Making for and in old Age. Crawford School, Australian National University. Canberra, Australia.
- 8 Baird, M. (2022). Advisor. Federal Government's Women's Economic Equality Taskforce on the extension and design of the new 26 weeks by 2026 paid parental leave policy.
- 9 Baird, M. (November 2022). Commissioned Facilitation. The Office for Women, PM&C, Stakeholder Engagement Meetings on Female Labour Force Participation. Online.
- 10 Baird, M. (November 2022). Consultation. OECD Delegation on Australian Government Gender Responsive Budgeting. Canberra, Australia.
- 11 Baird, M. (October 2022). Consultation. Research Approaches. NZ Employment Relations Authority. Online.
- 12 Baird, M. and Hamilton, M. (September 2022). Witnesses. Senate Inquiry into Work and Care, on behalf of Women, Work and Policy Research Group. Sydney, Australia.
- 13 Bateman, H. (May 2022). COTA Consumer-Focussed Retirement Income Roundtable. Commonwealth Treasury and the Chair of Treasury's Quality of Advice Review. Online.
- 14 Bateman, H. (March 2022). Provided advice on reform of Estonia's pension system to Professor Lauri Leppik (member of review team), Tallinn University, Estonia. Online.
- 15 Bateman, H. (October 2022). Things that Policy can Affect: What Works, What Doesn't, What Next? CEPAR Policy Dialogue on Decision Making for and in old Age. Crawford School, Australian National University. Canberra, Australia.
- 16 Bateman, H. and Thorp, S. (February 2022). Consultation with ASIC. Consultation Paper CP 351 Superannuation Forecasts: Update to Relief and Guidance. Online.

<sup>4</sup> Includes memberships of government committees and groups.

- 17 Bateman, H. and Thorp, S. (October 2022). Consultation. New South Wales Government Behavioural Insights Unit. Project on gender and superannuation. Online.
- 18 Byles, J. (April 2022). A WIDE Window of Opportunity..... and a LONG Tail of Prevention. Delivering Prevention in an Ageing World. ILC-UK Global Launch. Online.
- 19 Byles, J. (March 2022). Discussant. Launch of the WHO Framework for Countries to Achieve an Integrated Continuum of Long-term Care. Online.
- 20 Byles, J. (2022). Successful Multisectoral Collaboration. Mobilizing Action and Driving Engagement: The Role of Civil Society in the UN Decade of Healthy Ageing. International Federation of Ageing. Online.
- 21 Byles, J. (July 2022). Participant. Asia-Pacific Intergovernmental Meeting on the Fourth Review and Appraisal of the Madrid International Plan of Action on Ageing.
- 22 Chomik, R. (October 2022). Financial Decision Making for and in Old Age. CEPAR Policy Dialogue on Decision Making for and in old Age. Crawford School, Australian National University. Canberra, Australia.
- 23 Ginnivan, N. (March 2022). Consultation. Older Persons Deprived of Liberty. Discussion of the CEPAR Paper on Ageing Prisoners with UN Independent Expert Dr. Claudia Mahler. UNSW Human Rights Institute. Online.
- 24 Ginnivan, N. (2022). Meetings with the project director at the Australian Human Rights Commission.
- 25 Ginnivan, N. (June 2022). Ageing Prisoners. NSW Ministerial Advisory Council on Ageing, NSW Parliament House. Sydney, Australia.
- 26 Hamilton, M. (2022). Early Childhood Education and Care. NSW Treasury. Sydney, Australia.
- 27 Hamilton, M. (October 2022). Witness. Senate Inquiry into Work and Care, on behalf of Work and Family Policy Roundtable. Canberra, Australia.
- 28 Keane, M. (October 2022). Understanding How Senior Citizens Make Health Insurance Choices. CEPAR Policy Dialogue on Decision Making for and in old Age. Crawford School, Australian National University. Canberra, Australia.
- 29 Kudrna, G. (September 2022). Macro-demographics and Ageing in Emerging Asia: The Case of Indonesia. IPRA/ CEPAR Webinar on Pensions and Retirement in Asia. UNSW Sydney. Online.
- 30 Kudrna, G. (2022). Member. Steering Group for Treasury's OLGA model. Commonwealth Treasury. Canberra, Australia.
- 31 Kudrna, G. (May 2022). Meeting to discuss the progress and future applications of OLGA. Commonwealth Treasury. Canberra, Australia.
- 32 McDonald, P. (2022). Meetings as part of membership of the 2021 Statistical Independent Assurance Panel. Australian Bureau of Statistics.
- 33 McDonald, P. (2022). Member. Ministerial Advisory Council on Skilled Migration. Department of Home Affairs.
- 34 McDonald, P. and Temple, J. (2022). Meeting. Centre for Population. Department of the Treasury.
- 35 McKibbin, W. (December 2022). G-CUBED Model and Use of the Model to Understand Macro-economic Climate Risks. Council of Economic Advisers (CEA). US Government.
- 36 McKibbin, W. (February 2022). Climate Policies and Monetary Policies in the Euro Area. European Central Bank 2021 Sintra Forum. Online.
- 37 McKibbin, W. (July 2022). Global Economic Impacts of Climate Shocks, Climate Policy and Changes in Climate Risk Assessment. Connections: ESG, Pension Fund Investment, Public Policy and the Future. UNSW Sydney. Online.
- 38 McKibbin, W. (May 2022). Recent Climate Change Research Using The G-Cubed Mode Training Course on Economic Modelling. European Central Bank. Online.
- 39 McKibbin, W. (May 2022). Practical Developments in Modelling the Impact of Climate on the Macroeconomy. Bank of England Chief Economists Workshop. Online.
- 40 McKibbin, W. (February 2022). Recent Climate Change Research Using The G-Cubed Model. Board of Governors of the Federal Reserve System (FED). Online.
- 41 McKibbin, W. (March 2022). Climate Policies and Monetary Policies in the Euro Area - Mitigating Climate Change: Growth-Friendly Policies to Achieve Net Zero Emissions by 2050. Monetary and Fiscal Interactions Revisited. Banque De France – Quo Vadis. Online.
- 42 McKibbin, W. (May 2022). Key Issues Facing Australia. Commonwealth Treasury. Online.
- 43 McKibbin, W. (November 2022). Meeting to discuss the Economic Trajectory of Countries in Asia with Andrew Parker, Senior Trade & Investment Commissioner, ASEAN, Investment NSW. Online.
- 44 McKibbin, W. (March 2022). Modeling Climate, Monetary and Fiscal Policy Interactions. Banque de France Workshop on Climate Change. Online.
- 45 McKibbin, W. (March 2022). Presentation of Model Results. Commonwealth Treasury. Online.
- 46 McKibbin, W. (April 2022). Recent Climate Change Research using the G-Cubed Model. Central Bank of Mexico. Online.
- 47 McKibbin, W. (May 2022). Presentation on G-Cubed Model. Bank of Canada. Online.
- 48 McKibbin, W. (2022). Shaping MEG's 2022-23 Research Agenda. MEG Economic Advisory Panel Meeting. Macroeconomic Group, Commonwealth Treasury. Canberra, Australia.
- 49 McKibbin, W. (2022). Understanding the Australian Labour Market. MEG Economic Advisory Panel Meeting. Macroeconomic Group, Commonwealth Treasury. Canberra, Australia.
- 50 Parker, S. (September 2022). Case Study: Developing an Evidence-based, Integrated Mental Health Strategy to Thrive at Work. The 8th Psychological Injury Management Congress, Department of Agriculture, Water and the Environment (DAWE) and Intrepid Minds. Sydney, Australia. Hybrid.
- 51 Parker, S. (December 2022). Mental Health and Suicide Prevention in Defence. Royal Commission Roundtables – Mentally Health Workplaces. Sydney, Australia.
- 52 Parker, S. (July 2022). SMART Work Design to Address Major Psychosocial Risks at Work. Public Sector Workplace Mental Health Virtual Conference. The Hatchery. Sydney, Australia. Online.
- 53 Parker, S. (November 2022). Work Design for Mental and Physical Health. Towards Healthy Work Briefing, NSW Healthy Work Strategy to 2032. Sydney, Australia.
- 54 Parker, S. (August 2022). SMART Performance. Department of Agriculture, Fisheries and Forestry Webinar. Online.
- 55 Piggott, J. (June 2022). Shaping Retirement Incomes: The Next 30 Years. 7th International Pension Research Association (IPRA) Conference, OECD. Paris, France.
- 56 Sherris, M. (March 2022). An Overview of Health, Mortality and Aged Care Research: Focus on UNSW Actuarial Group, Summary of Research Projects 4.1 and 4.5. Presented to 'Have you HERD?' Health Economics and Research Division, Department of Health. Canberra, Australia.
- 57 Thorp, S. (October 2022). Motivated Saving: The Impact of Projections on Retirement Contributions. CEPAR/ IPRA Webinar. UNSW Sydney. Online.
- 58 Wilson, T. and Temple, J. (2022). Meetings with Commonwealth Treasury and the Australian Bureau of Statistics in relation to joint Linkage Project on Innovations in Demographic Modelling for Government Analysis and Planning.

## INDUSTRY/BUSINESS/END USERS<sup>5</sup>

- 1 Andrei, D. (September 2022). Panellist. Perth Research Update: Inclusion and Mental Health in the Workplace. Diversity Council of Australia. Perth, Australia.
- 2 Anstey, K. (November 2022). Committee Member. Social Sciences Research Infrastructure. ASSA Decadal Plan.
- 3 Anstey, K. (March 2022). Prevention and Brain Health. World Dementia Council Summit. London, UK
- 4 Baird, M. (March 2022). Invited panellist. Asian Development Bank webinar: Asian Impact Webinar: Two Years On- COVID-19 Impacts on Gender Equality in Asia. Online.
- 5 Baird, M. (March 2022). Presentation. Asian Development Bank Webinar. Online.
- 6 Bateman, H. (May 2022). Meeting with Paul Murray, Head of Debt and Equity Partnerships at Household Capital Pty Ltd. Online.
- 7 Bateman, H. (October 2022). Understanding Pension Fund Members' Behavioural Responses to Market Volatility. Second Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making. UNSW Sydney. Sydney, Australia.
- 8 Bateman, H., Hanewald, K. and Shao, S. (June 2022). Meeting with Jenny Fagg to discuss home equity release products promoting 'the bank of Mum and Dad'. 2Be Finance Pty Ltd. Online.
- 9 Bateman, H. (June 2022). Meeting with the Conexus Institute Advisory Board. Sydney, Australia.
- 10 Bateman, H. and Hanewald, K. (August 2022). Meeting with Household Capital CEO Josh Funder to discuss joint research.
- 11 Blyth, F. and Khalatbari-Soltani, S. (May 2022). The Ageing Population and Pain. Focus on Pain in the Elderly. Pain Nurses Australia's annual 'Focus' session. Sydney, Australia.
- 12 Brady, B. (2022). An App-based Study of Life-course Ageing. eResearch Australasia, October 2022, Brisbane, Australia; UNSW Research Technology Webinar, September 2022, Sydney, Australia; and, UNSW Research Translation Expo. October 2022. Sydney, Australia.
- 13 Byles, J. (May 2022). The Missing Link: Australian Leadership and Support for a UN Convention on the Rights of Older Persons. EveryAGE Counts webinar. Online.
- 14 Byles, J. (March 2022). Women Working Towards Later Life: Expectations and Inspirations. Commission on the Status of Women Webinar. Online.
- 15 Fernando, R. (August 2022). Micro-founded Global Economic Impacts of Physical Climate Risks. QUANTM Seminar Series. Monetary and Capital Markets Department of the International Monetary Fund. Washington DC, USA.
- 16 Fernando, R. (July 2022). Global Economic Impacts of Climate Shocks and Changes in Climate Risk Assessment. QUANTM Seminar Series, Monetary and Capital Markets Department of the International Monetary Fund. Washington DC, USA.
- 17 Gao, H. (December 2022). Personal Income Taxation and Entrepreneurship. Workshop of the Australasian Macroeconomics Society. Sydney, Australia.
- 18 Ginnivan, N. (August 2022). The Human Rights of Older Persons. Addressed the UN Multi-stakeholder meeting session 3. Geneva, Switzerland.
- 19 Hamilton, M. (January-April 2022). Advisory Panel Participant. Carers NSW National Carer Survey. Online.
- 20 Hamilton, M. (February 2022). Supporting Carers in the Workplace. Carers NSW Knowledge Exchange Webinar. Online.
- 21 Hanewald, K. (October 2022). The Role and Impact of Brokers and Financial Advisors. Second Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making. UNSW Sydney. Sydney, Australia.
- 22 Hanewald, K. (May 2022). Funding Retirement with Public Reverse Mortgages: An Evaluation of Australia's Home Equity Access Scheme. 2022 All-Actuaries Summit. Melbourne, Australia.
- 23 Kabuche, D. (May 2022). Mortality Sharing in a Multi-state Model of Functional Disability and Health Status. All-Actuaries Summit. Melbourne, Australia.
- 24 Kudrna, G. (June 2022). Pension Systems over the Last Couple of Years Due to COVID-19: Australia. 16th Pension Experts Meeting. OECD Korea Policy Centre. Online.
- 25 Liu, J. (October 2022). The Impact of Mortgage Brokers on Borrowers' Preferences and Perceptions. Second Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making, UNSW Sydney. Sydney, Australia.
- 26 McDonald, P. (February 2022). Low Fertility: Its Origins and its Implications. 20th Professor C. Chandrasekan Memorial Lecture of the International Institute for Population Sciences. Canberra, Australia. Online.
- 27 McKibbin, W. (March 2022). Presentation and discussion at APPEA's Sixth Roundtable on Future Australia. The Australian Petroleum Production & Exploration Association (APPEA.) Online.
- 28 McKibbin, W. (March 2022). APRA Climate Vulnerability Assessment. Australian Bankers Association. Online.
- 29 McKibbin, W. (March 2022). Global Economic Outlook. Dennis Family Corporation. Online.
- 30 McKibbin, W. (May 2022). Recent Climate Change Research Using The G-Cubed Model. International Monetary Fund Officials Model Research. IMF Officials. Washington D.C. USA.
- 31 McKibbin, W. (June 2022). Providing advice to The Australian Chamber of Commerce and Industry CEO, Andrew McKellar. Online.
- 32 McKibbin, W. (October 2022). Keynote. Navigating New Horizons: Risks and Challenges Facing the Global Economy. 2022 Australian Investment Conference, CFA Societies. Melbourne, Australia.
- 33 McKibbin, W. (April 2022). Keynote. How Transitioning to Net Zero could Change Central Bank Behaviour. Conexus Financial Credit and Fixed Income Forum. Melbourne, Australia.
- 34 McKibbin, W. (March 2022). Global Economic Impacts of Climate Shocks, Climate Policy and Changes in Climate Risk Assessment. NYU Stern Roundtable on Climate and Macroeconomy. Online.
- 35 McKibbin, W. (March 2022). Panel. The Big Picture. The Australian Financial Review Business Summit. Online.
- 36 Newell, B. (October 2022). How Much Can I Spend? The Role of Projections and Anchor-Values in Guiding Spending in Retirement. Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making. UNSW Sydney. Sydney, Australia.
- 37 O'Connor, C. (October 2022). Non-pharmacological Interventions to Support Behaviour Change, Everyday Functioning and Wellbeing in Dementia. 13th Annual ForeFront Scientific Meeting. Sydney, Australia.
- 38 Parker, S. (May 2022). Design for Care Community of Practice. Stockland Building. Sydney, Australia.
- 39 Parker, S. (April 2022). The Future of Work. FOG 2021 Reflection Session 1. VAN Satellite Conference. Macquarie Group. Online.
- 40 Parker, S. (October 2022). Future Work Challenges. Bethanie Board & Executive Strategy Session 2022. Online.

<sup>5</sup> Includes membership of committees and groups.

- 41 Parker, S. (June 2022). Future Work: A Work Design Perspective. 2022 Dr Eric Wigglesworth Memorial Lecture, Australian Institute of Health & Safety. Sydney, Australia.
- 42 Parker, S. (November 2022). Introduction to Design for Care. Design for Care State of Affairs Event. University Of Sydney Business School. Sydney, Australia.
- 43 Parker, S. (August 2022). It's time for HR to get Serious about Work Design...Implementing the SMART model. Australian HR Institute National Convention. ICC Sydney. Sydney, Australia.
- 44 Parker, S. (October 2022). Job Redesign and Performance in the Context of Remote Working and Virtual Teams. UK Chartered Institute of Personnel Development Applied Research Conference. Online.
- 45 Parker, S. (February 2022). Organisational Design with Sharon Parker. PwC Australia's Sustainable Performance Design Forum. Online.
- 46 Parker, S. (May 2022). Work Design and Psychosocial Risk. Woolworths Senior Executives. Online.
- 47 Parker, S. (August 2022). SMART Work Design for Smart Workers. Webinar: SMART Design. HR Norway. Online.
- 48 Parker, S. (February 2022). Thrive at Work. Workforce Engagement Strategy Launch. Port of Newcastle. Online.
- 49 Parker, S. (June 2022). Wellbeing Bootcamp – Thrive at Work and Work Design. Woolworths Senior Executives. Online.
- 50 Parker, S. (September 2022). Work Design as a Risk Factor. Australian Council of Trade Unions Mental Health Workplace Safety Conference. Victoria, Australia. Hybrid.
- 51 Parker, S. (February 2022). Inaugural Event: Design for Care Community of Practice. The University of Sydney. Online.
- 52 Piggott, J. (April 2022). Panellist. Comprehensive Social Protection Framework for Post-Pandemic Recovery. ADBI Webinar: Rethinking Social Protection Reform in Post-Pandemic Recovery as a T20-associated event. Online.
- 53 Piggott, J. (October 2022). Australian Retirement Provision: A Possible Structure for South Korea. Korea Pension Association (KPA) Meeting. South Korea. Online.
- 54 Piggott, J. (November 2022). Panellist. Financial Gerontology/Workstyle Session – Older People as Workers, Consumers, and Investors. 4th NIKKEI Super Active Ageing Society Conference (SAAS): International Forum on the Super Aging Challenge. Online.
- 55 Shanker, A. (October 2022). Retirement Eggs and Retirement Baskets. Second Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making. UNSW Sydney. Sydney, Australia.
- 56 Sherris, M. (October 2022). Modelling Retirement Income Risks and Solutions: A Retirement Income Toolkit in R. 2022 UNSW Risk and Actuarial Industry Workshop. Sydney, Australia.
- 57 Shirodkar, E. (May 2022). Assessing Sustainable Aged Care Financing in Australia. All Actuaries Summit. Melbourne, Australia.
- 58 Thorp, S. (October 2022). Who Pays the Price for Bad Advice? The Role of Financial Vulnerability, Learning and Confirmation Bias. Workshop on Understanding and Overcoming Confusion in Consumer Financial Decision Making. UNSW Sydney. Sydney, Australia.
- 59 Wheadon, D. (December 2022). Nonlinear Means Tested Pensions. Workshop of the Australasian Macroeconomics Society. University of Sydney. Sydney, Australia.
- 60 Yiengprugsawan, V. and Zhao, J. (March 2022). Health Capacity to Work among Older Persons in Thailand. Regional Comparative Research on Population Aging in Asia. Virtual Kick-off Workshop. Economic Research and Regional Cooperation Department, Asian Development Bank. Online.
- 61 Yiengprugsawan, V. and Zhao, J. (July 2022). Health Capacity to Work among Older Persons in Thailand. Regional Comparative Research on Population Aging in Asia. Mid-term Virtual Workshop. Economic Research and Regional Cooperation Department, Asian Development Bank. Online.
- 62 Ziveyi, J. (October 2022). A Unified Markov Chain Monte Carlo Framework for Valuation and Assessment of Retirement Income Products. UNSW Risk and Actuarial Industry Workshop. Sydney, Australia.

# CENTRE FINANCE

## CONSOLIDATED FINANCIAL STATEMENT 2017-2022

INCOME	2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022 (\$)
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
Australian National University	-	461,452	295,734	306,240	311,801	313,583
University of Sydney	255,732	792,658	703,982	375,339	352,932	367,226
University of Melbourne	420,305	509,529	432,930	436,534	487,010	455,053
University of Western Australia	246,688	-	-173,105	-	-	-
Curtin University	-	-	963,965	376,908	392,867	409,026
University of New South Wales	548,551	719,196	633,874	633,874	633,874	633,874
Australian National University	-	138,396	70,375	70,375	70,375	70,375
University of Sydney	83,839	114,522	147,239	126,987	106,728	112,365
University of Melbourne	73,980	145,975	100,797	100,952	152,946	105,749
University of Western Australia	54,260	-50,677	-	-	-	-
Curtin University	-	-	286,562	96,547	86,642	81,773
NSW Department of Industry (Research Attraction and Acceleration Program)	NOTE 1 66,000	153,915	165,834	156,919	163,715	174,272
Department of Foreign Affairs and Trade	30,000	-	-	-	-	-
Department of Health	NOTE 2 50,000	50,000	50,000	50,000	-	100,000
Department of Social Services	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
NSW Treasury	50,000	50,000	50,000	50,000	50,000	50,000
PwC	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
Willis Towers Watson	65,000	65,000	65,000	65,000	65,000	65,000
Commonwealth Treasury	-	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
Superannuation Colloquium Registration Fees	-	21,650	34,876	5,426	-	13,855
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
Total Income	4,763,379	6,707,571	6,953,630	5,975,260	6,006,564	6,168,241

EXPENDITURE	2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022 (\$)
Salaries	61,325	3,239,416	5,142,693	5,385,044	5,224,461	4,895,515
Scholarships	-	158,812	210,442	226,629	217,176	153,811
Travel	2,872	336,156	519,799	52,917	7,249	182,280
Emerging Researchers in Ageing initiative: annual contribution	-	80,000	70,000	80,000	80,000	80,000
Events	335	124,216	120,642	33,499	16,955	88,182
Other research related expenses	581	45,035	179,712	218,410	102,611	155,527
Recruitment and relocation expenses	3,034	22,753	27,597	3,459	2,190	14,266
Centre administration, consumables and I.T. maintenance	145	27,837	63,321	44,009	11,306	21,040
Equipment	-	19,855	49,398	14,232	25,636	5,281
Website, branding and marketing	4,978	50,190	59,317	26,815	68,557	70,589
<b>Total Expenditure</b>	<b>73,270</b>	<b>4,104,270</b>	<b>6,442,922</b>	<b>6,085,014</b>	<b>5,756,139</b>	<b>5,666,491</b>
Opening balance at the beginning of the year		4,690,109	7,293,409	7,804,117	7,694,363	7,944,788
Closing balance as at year end	4,690,109	7,293,409	7,804,117	7,694,363	7,944,788	8,446,538

**NOTE 1:** A total of \$1,000,000 was received in 2017, covering the period 2017-2023. \$168K is reported for 2022 and includes annual interest payments of \$6,272.23.

**NOTE 2:** A payment of \$50,000 from Dept of Health was received after the 2021 financial cut-off and therefore is reported in 2022.



# ESTIMATES OF FUTURE INCOME AND EXPENDITURE

## INCOME

The Centre’s main source of funds in 2023 will be the Australian Research Council (ARC). The administering and collaborating organisations, as well as the partner organisations will make contributions at their contracted rates. The UNSW Business School will provide in 2023 an additional \$249K to support the hiring of research personnel associated with new research on developing policy and business responses to Asia’s ageing demographic. In total, we estimate 2023 Centre income to be around \$5.89 million.

## EXPENDITURE

In 2023 the Centre plans to fund a range of initiatives as detailed in the 2023 activity plan provided on pages 8 to 10. Salaries for ECRs will continue to account for a large portion of the Centre budget. We anticipate that we will spend about \$6.51 million in total, of which approximately \$5.4 million will be allocated to salaries and scholarship stipends.

### PERSONNEL

It is anticipated that the Centre will spend approximately \$4.21 million in 2023 on research personnel, a large proportion of which will be ECRs.

It is expected that 23 students will be supported by CEPAR scholarships in 2023 at a total cost of \$147,000. This includes scholarships for undergraduate and PhD students.

### MENTORING OPPORTUNITIES FOR ECRS AND STUDENTS

CEPAR will continue to support the Emerging Researchers in Ageing (ERA) initiative in 2023 as well as offer workshops for ECRs and PhD students.

Funds will be made available to support PhD student conference participation and provide opportunities for both research fellows and PhD students to spend time at one of our partner organisations with the aims of enhancing their career experience and building links between these key hubs of ageing research and the next generation of researchers.

The anticipated cost of these initiatives in 2023 is approximately \$181,000.

### COLLABORATION, OUTREACH AND DISSEMINATION OF RESEARCH FINDINGS

Conferences and workshops showcase the Centre’s research, increase our international footprint, and provide opportunities for our industry partners to engage with the Centre. Our research briefs and fact sheets translate research for a wider audience. A number of events are planned including a multidisciplinary international population ageing conference, Population Ageing: Causes, Consequences and Responses, which will be convened at UNSW in July, and the 31st Annual Colloquium of Superannuation Researchers which will be co-hosted with the School of Risk and Actuarial Studies at UNSW in November.

Leading international experts will visit the Centre under CEPAR’s Distinguished Visitor Program and funds will be available for CEPAR personnel to visit collaborators and present research findings at major conferences. Funds will be also made available to support the involvement of our partner and associate investigators in the research program and outreach activities.

It is expected that these activities will be supported by a combination of industry and collaborating university funds. Total estimated expenditure for these activities in 2023 is \$621K.

### OTHER

Approximately \$1.13 million be spent on supporting the operation of the Centre. This includes salaries for administrative personnel, equipment, materials and other costs associated with the running of the Centre.

An estimated additional \$221K will be spent on other research related activities.

# NEW GRANTS

## NEW GRANTS AWARDED TO RESEARCH TEAMS WHICH INCLUDED CEPAR CHIEF INVESTIGATORS

GINNIVAN, N., ANSTEY, K. AND NUMBERS, K.  
Ageing Futures Institute Seed Grant:

DECODE (Daily-life COntexts and pErceived  
aged-based judgements) Study on Age  
Expectations

Total amount awarded: \$30,000

WILSON, T., BERNARD, A., TEMPLE, J., MCDONALD,  
P., DARBY, P., JIA, D., HARRIS, R., DOSS, T., IQBAL, S.,  
CLELAND, A. AND ORZECOWSKA-FISCHER, E.  
ARC Linkage Project:

Innovations in Demographic Modelling for  
Government Analysis and Planning

Total amount awarded: : \$373,762

## NEW GRANTS AWARDED TO TEAMS INCLUDING CEPAR RESEARCHERS AND ASSOCIATE INVESTIGATORS ON TOPICS RELATED TO POPULATION AGEING

AMBREMS, M., ANDREWS, S., KENNING, G.,  
DELBAERE, K., VAN SCHOOTEN, K., LIM, M.L.,  
TROLLER, J., MACNIVEN, R. AND GINNIVAN, N.  
UNSW Human Rights Institute:

A Starting Point to Addressing Implicit Bias in the  
Health Care of Older People

Total amount awarded: \$10,000

GAGNE, M.

ARC Discovery Project:

To Use or Not to Use Financial Incentives for  
Motivation and Performance

Total amount awarded: \$247,545

HAYES, B., NEWELL, B. AND GURECKIS, T.  
ARC Discovery Project:

Exploration, Generalisation and the  
Development of Learning Traps

Total amount awarded: \$394,244

LE, T.

Sustainable Development Goals (SDGs)  
Research Grant:

Fertility Choice and Human Capital Investment

Total amount awarded: \$4,000

PETERS, R., ROCKWOOD, K., FITZGERALD, J.,  
DELBAERE, K., WARD, S., ANDERSON, C., KIMONIS,  
E., HUBBARD, R., KURRLE, S. AND JANDA, M.  
NHMRC Clinical Trials Cohort Studies Grant:

INTERgenerational intervention to  
Reduce frailTY trial (INTEGRITY)

Total amount awarded: \$3,711,897

STANAWAY, F., KELLY, P., HSU, B., JORM, L.,  
SCHNEIDER, C.H., WILSON, A., KHALATBARI SOLTANI,  
S., KRITHARIDES, LL., DICKSON, M. AND AITKEN, S.  
NHMRC Medical Research Future Fund Grant:

Beyond Country of Birth: Transforming  
Approaches to Quantifying Ethnic Inequalities in  
Access to Best Care for CVD

Total amount awarded: \$782,008

VHUDZIJENA, M.

UNSW School of Risk and Actuarial Studies  
Research Grant Funding:

Actuarial Lens on Long Term Care  
and Multimorbidity

Total amount awarded: \$4,000

# AWARDS, PRIZES & RECOGNITION

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## JESS AMOS

Recipient of the UNSW AFI student 1-minute thesis award

## KAARIN ANSTEY

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

## KOFI AWUVIRY-NEWTON

Awarded the Hal Kendig Prize for Best PhD Thesis in 2021 for 'Needing, Providing and Supporting Care: A Mixed-methods Study of Older Adults' Functional Abilities and Care Needs, Caregivers' Lived Experiences, and Social Workers' Contributions in the Lives of Older Adults in Ghana'

## MARIAN BAIRD

Appointed as one of two Australian Members of the APEC Expert Advisory Group on 'Embracing Carers'

Winner of the SUPRA Business School Supervisor of the Year Award

Appointed Honorary Life Member of the Industrial Relations Society of NSW

## FIONA BLYTH

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

## JULIE BYLES

Appointed as an Officer of the Order of Australia

## PHILIP CLARKE

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

## HAN GAO

Recipient of the China International Conference in Macroeconomics (CICM) Best Junior Scholar Paper Award

## KATJA HANEWALD

Appointed as Secretary by the Asia-Pacific Risk and Insurance Association (APRIA) and joined the APRIA Executive Committee

Recipient of the *Asia-Pacific Journal of Risk and Insurance* Award for Best Reviewer, Asia-Pacific Risk and Insurance Association

Awarded the UNSW Business School Dean's Emerging Leadership Award 2022

Awarded the UNSW Business School Dean's Research Fellowship 2022-2023

## ABIGAIL HANSEN

Recipient of the Australian Association of Gerontology (AAG) NSW Division Conference Scholarship

Emerging Researchers in Ageing Conference 2022 Helen Bartlett Prize for Innovation in Ageing Research for the most original and creative research presented at the conference

## LUCINDA ILES

Accepted into the highly competitive Organisational Behavior Doctoral Consortium organised as part of the Academy of Management Annual Meeting in Seattle, USA, and awarded a travel scholarship to attend the meeting in person.

## DOREEN KABUCHE

Winner of the people's choice poster presentation award at the CEPAR Annual Workshop

## MICHAEL KEANE

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)



DR KATJA HANEWALD BEING PRESENTED WITH THE 2022 UNSW BUSINESS SCHOOL DEAN'S EMERGING LEADERSHIP AWARD BY PROFESSOR CHRIS STYLES.

**SAMAN KHALATBARI-SOLTANI**

Winner of the short video competition of the University of Sydney School of Public Health showcase

Recognised as the 2021 outstanding capstone/ dissertation supervisor of the year

University of Sydney Faculty of Medicine and Health, Early and Mid-Career Researcher Boost Scheme Recipient

**JANA KOCH**

Recipient of the NeuRA PhD Pearl Program Scholarship

**JAMES LIAN**

Recipient of the NeuRA PhD Pearl Program Scholarship

**PETER MCDONALD**

Recipient of the 2022 International Union for the Scientific Study of Population (IUSSP) Laureate Award

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

**OLIVIA S. MITCHELL**

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

**JAMES NAZROO**

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

**SHARON PARKER**

Recognised as a Top Researcher in Psychology by The Australian's Research Magazine 2023

Stanford University 2022 Study Highly Cited Researcher (top 2% in field internationally)

**MICHELLE VHUDZIJENA**

Awarded Third Prize in the UNSW Sydney Business School 3MT Competition

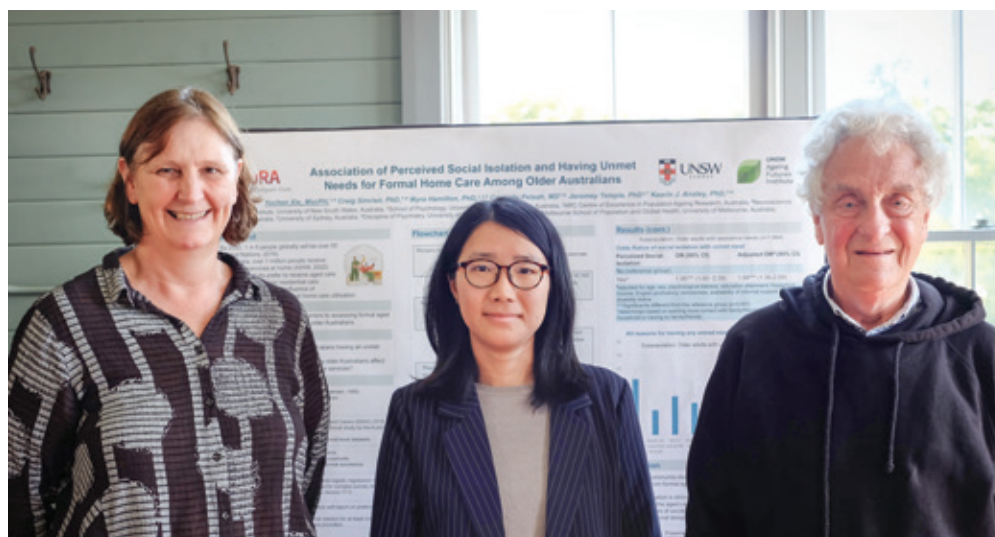
**YUCHEN XIE**

Winner of the Poster Presentation Award at the 12th APRU Population Ageing Conference

Winner of the best poster presentation award as voted by a judging panel at the CEPAR Annual Workshop

**VASOONTARA YIENGPRUGSAWAN**

Awarded the UNSW Business School's Dean's Research Fellowship 2022-2023



CEPAR PHD STUDENT YUCHEN XIE (CENTRE), WINNER OF THE BEST POSTER PRESENTATION AWARD AS VOTED BY A JUDGING PANEL AT THE CEPAR ANNUAL WORKSHOP, WITH PROFESSORS SHARON PARKER AND JOHN PIGGOTT.

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