

# ANNUAL REPORT 2023



**UNSW**  
SYDNEY



Australian  
National  
University



THE UNIVERSITY OF  
MELBOURNE



Curtin University



THE UNIVERSITY OF  
SYDNEY



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



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## Australian Government

Department of Employment and Workplace Relations

Department of Foreign Affairs and Trade

Department of Health and Aged Care

Department of Social Services

The Treasury



# 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 PIGGOTT

## AS CEPAR APPROACHES ITS 14TH YEAR THERE HAS BEEN AN INCREASED FOCUS ON THE SHARING AND DISSEMINATION OF RESEARCH FINDINGS.

The International Conference, which CEPAR hosted in July 2023, provided an excellent opportunity to do just that. Themed 'Population Ageing: Causes, Consequences and Responses', the three-day conference held at UNSW brought together over 140 leading experts, researchers, policymakers, and industry professionals to share not only the latest research but also policy and industry perspectives on the dynamics of an ageing demographic. The event was energising and thought-provoking, with many participants commenting on its multidisciplinary reach. This multidisciplinary approach has been critical in driving our impact both within academe and more broadly in industry, government and community circles.

In 2023, CEPAR continued to deliver across its four key areas of focus: research; capacity building; stakeholder engagement; and national and international linkages.

The CEPAR research program continued to develop and mature. In the body of the report, there is extensive evidence of continuing knowledge creation in important areas. But there is a pragmatic legacy dimension to this as well. I would like especially to mention the Healthy Ageing Toolkit. This project, led by Saman Khalatbari-Soltani during her tenure as a CEPAR Research Fellow and supported by seed funding under CEPAR's Multidisciplinary Collaboration Funding Scheme, was formally launched in late 2023. The toolkit is a free public resource designed to help researchers easily find information globally on cohort studies with the goal of facilitating multi-cohort research and promoting the use of available data. It also provides guidance on data collection gaps that can underpin efforts. It's an impressive tool and will no doubt be utilised for years to come (see pages 62 and 115 for further details).

Additionally, researchers at CEPAR's University of Melbourne node have produced updated projections for the Australian population at the sub-national level; new projections by religious affiliation and long-term health conditions; and evaluations of alternative models for projecting the Aboriginal and Torres Strait Islander population. Detailed datasets will be uploaded to the CEPAR Population Ageing Futures Archive in 2024.

The Ageing Asia Research Hub, which is hosted by CEPAR and directed by Professor of Practice Philip (Pip) O'Keefe, has had another productive year. Of the many activities undertaken, a few highlights include: a very active program in healthy ageing including several prestigious publications; and rapidly developing research on financial protection at older ages including two PhD

submissions, focused on Indonesia and Vietnam. It is also encouraging to see the hub deepening its association with the Asian Development Bank.

A number of initiatives supported the development of our early- and mid-career researchers (ECRs and MCRs). These included the Data Governance and Sovereignty Workshop facilitated by Dr Jacob Prehn and a three-day intensive workshop on advanced analytical methods commonly used in scientific articles to model change of continuous outcomes over time in ageing research led by Dr Ana Capuano. Travel awards and seed funding to support ECR- and MCR-led collaborations were in demand in 2023 and our emerging researchers were actively encouraged to participate in a range of stakeholder engagement activities. In addition, I was very pleased to see so many of our ECRs and MCRs represented on the CEPAR International Conference program.

Stakeholder engagement throughout 2023 remained strong. This included events such as the Longevity Risk Workshop hosted by Michael Sherris in July which focused on developments and innovations in retirement income research and practice in Australia from both a research and practitioner perspective and the Roundtable on Financing Aged Care which CEPAR hosted jointly with the Department of Health and Aged Care. CEPAR researchers were also called on to provide input into a number of government inquiries including the Senate Select Inquiry into the Recognition of Unpaid Carers with Principal Research Fellow Myra Hamilton, Chief Investigator (CI) Marian Baird and Associate Investigators (AIs) Alex Heron and Hugh Bainbridge appearing as witnesses.

A number of events supported our national and international engagement strategy in 2023. The 31st Colloquium on Pensions and Retirement Research continued to be the cornerstone of our engagement with Australian researchers focused

on this area, while the CEPAR International Conference brought together both national and international researchers focused on ageing research from multiple disciplines. The 7th International Pension Research Association (IPRA) conference and virtual webinars hosted by CEPAR in collaboration with the OECD and other IPRA member institutions provided a forum for engagement with the international research community.

The Advisory Board, chaired by Marc de Cure, has continued to provide valuable guidance and advice to CEPAR throughout the year. Consultation with Board members is critical in shaping the research program and engagement activities. It also provides feedback on specific coalface issues where our research may shed light. The commitment of Board members is valuable to me personally in reaching judgement about research priorities in the Centre, and this interaction has crucially contributed to the effectiveness of the Centre throughout its 14-year term.

As well, specific interactions with individual Board members have been beneficial. For example, Michael Lye engaged extensively on issues in aged care, and Lynn Kelly was vital in securing continuing Treasury involvement and support beyond CEPAR's funding term. In all these interactions, Marc de Cure has been critically involved, and I thank him for his long-term and continuing commitment to CEPAR.

Our chief investigators' expertise was sought throughout the year. Marian Baird was appointed as one of three new Fair Work Commission Expert Panel members in 2023. Warwick McKibbin joined the Peterson Institute for International Economics as a Non-Resident Senior Fellow in September 2023. Hazel Bateman was an invited panellist and keynote speaker at a number of high-profile events throughout the year including the CFA Societies Australia

Investment Conference and the Self-Managed Superannuation Funds Association Annual Conference. And in December, Kaarin Anstey became the first Australian academic to be appointed to the World Dementia Council.

Other investigators' achievements were also recognised this year. Michael Sherris was awarded the APRIA Kyobo Life Contribution Award in acknowledgement of his steadfast contribution to the ongoing success of the Asia-Pacific Risk and Insurance Association; Kaarin Anstey received the Royal Society of NSW Award in Social and Behavioural Sciences for her distinguished research; and Partner Investigator Olivia S. Mitchell was named a 2023 Distinguished Fellow by the American Economics Association in recognition of her lifetime research contributions.

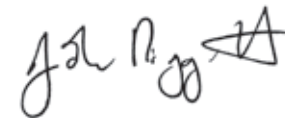
CEPAR ECRs and MCRs continued to impress. Senior Research Fellow George Kudrna received a Dean's Research Fellowship from the UNSW Business School and Research Fellow Fangfang Zhang was awarded one of four Curtin Collaborative Start-up grants for a research project on automation, digitalisation and work design.

Departures are an inevitable part of nearing the end of a funding term. I am very pleased to see that our researchers are in demand both in academe and within government and industry. For example, Tim Neal was appointed as Senior Scientia Fellow at the newly formed Institute for Climate Risk & Response within UNSW's Business School and Saman Khalatbari-Soltani joined the School of Public Health in the Faculty of Medicine and Health at the University of Sydney as a Senior Research Fellow. Within the industry space, Lisa Gulesserian, a former CEPAR PhD student and researcher, secured an appointment as Head of Professional Development at the GCC Board Directors Institute in Dubai, UAE.

Of special note, Principal Research Fellow Associate Professor Myra Hamilton will depart CEPAR in early 2024 to commence work on her ARC Mid-Career Researcher Industry Fellowship focused on 'New models of replacement care for working carers: Improving the time synchronicity of service systems and carers' working time'. She was also appointed to the NSW Carers Advisory Council.

The professional team continues to provide extraordinary support to CEPAR personnel and activities, and I would like to thank them for their ongoing commitment. In a very real sense they embody the spine of the Centre.

I look forward to another eventful year in 2024. Among the many activities we have planned, I am particularly excited by the Research Showcase we have scheduled for August to highlight CEPAR's achievements over the past seven years.



John Piggott

# 2023 HIGHLIGHTS

2ND CEPAR INTERNATIONAL CONFERENCE HELD AT UNSW SYDNEY

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31ST ANNUAL COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH HOSTED BY CEPAR AND UNSW SCHOOL OF RISK AND ACTUARIAL STUDIES

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8TH 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/DEPARTMENT OF HEALTH AND AGED CARE ROUNDTABLE ON FINANCING AGED CARE HELD AT UNSW SYDNEY

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CEPAR LONGEVITY RISK WORKSHOP ON FINANCING AND INSURING RETIREMENT INCOME RISK HELD IN SYDNEY IN COLLABORATION WITH THE UNSW IRIS KNOWLEDGE HUB

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21ST NATIONAL CONFERENCE OF EMERGING RESEARCHERS IN AGEING HELD VIRTUALLY

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EARLY CAREER RESEARCHER WORKSHOP ON LINEAR AND NONLINEAR MIXED EFFECT MODELS WITH APPLICATION IN AGEING HELD AT UNSW

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HEALTHY AGEING TOOLKIT LAUNCHED AT A VIRTUAL WEBINAR HOSTED BY CEPAR

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CHIEF INVESTIGATOR SHARON PARKER, RESEARCH OFFICER LEAH ZOSZAK AND PHD STUDENT EVA ZELLMAN COMMENCED A COLLABORATION WITH THE CITY OF STIRLING IN WESTERN AUSTRALIA TO DELIVER AN INNOVATIVE AGE-INCLUSIVE LEADERSHIP DEVELOPMENT PROGRAM

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RELEASE OF CEPAR INDUSTRY REPORT TITLED 'CAUGHT BETWEEN OBLIGATION AND EXCLUSION: THE PLIGHT OF MATURE AGE JOBSEEKERS IN AUSTRALIA'S EMPLOYMENT SERVICES SYSTEM'

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CHIEF INVESTIGATOR KAARIN ANSTEY APPOINTED TO THE WORLD DEMENTIA COUNCIL

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CHIEF INVESTIGATOR MARIAN BAIRD APPOINTED AS ONE OF THREE NEW FAIR WORK COMMISSION EXPERT PANEL MEMBERS IN 2023

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CHIEF INVESTIGATOR FIONA BLYTH AWARDED THE UNIVERSITY OF SYDNEY MAKERS AND SHAPERS AWARD FOR OUTSTANDING RESEARCH

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CHIEF INVESTIGATOR WARWICK MCKIBBIN APPOINTED TO BROOKINGS TASK FORCE TO CREATE THE BLUEPRINT FOR A US FEDERAL OFFICE OF CARBON SCORING

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CHIEF INVESTIGATOR SHARON PARKER AWARDED THE CURTIN UNIVERSITY RESEARCHER OF THE YEAR AND THE JOHN DE LAETER AWARD FOR RESEARCH LEADERSHIP

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CHIEF INVESTIGATOR MICHAEL SHERRIS AWARDED THE APRIA KYOBO LIFE CONTRIBUTION AWARD, IN RECOGNITION OF HIS STEADFAST CONTRIBUTION TO THE ONGOING SUCCESS OF THE ASIA-PACIFIC RISK AND INSURANCE ASSOCIATION THROUGH RESEARCH, TEACHING, AND SERVICE

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PARTNER INVESTIGATOR OLIVIA S. MITCHELL NAMED A 2023 DISTINGUISHED FELLOW BY THE AMERICAN ECONOMIC ASSOCIATION IN RECOGNITION OF LIFETIME RESEARCH CONTRIBUTIONS

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PRINCIPAL RESEARCH FELLOW MYRA HAMILTON AWARDED AN AUSTRALIAN RESEARCH COUNCIL MID-CAREER RESEARCHER INDUSTRY FELLOWSHIP FOR A PROJECT TITLED 'NEW MODELS OF REPLACEMENT CARE FOR WORKING CARERS: IMPROVING THE TIME SYNCHRONICITY OF SERVICE SYSTEMS AND CARERS' WORKING TIME'

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SENIOR RESEARCH FELLOW GEORGE KUDRNA AWARDED A UNSW BUSINESS SCHOOL DEAN'S RESEARCH FELLOWSHIP

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ASSOCIATE INVESTIGATOR KATJA HANEWALD AND CO-INVESTIGATORS AWARDED €350K IN NETSPAR FUNDING FOR A PROJECT TITLED 'UNDERSTANDING, MEASURING, AND APPLYING ESG PREFERENCES'

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PHD STUDENT JESSICA AMOS WON THE 2023 VISUALISE YOUR THESIS COMPETITION AT UNSW SYDNEY

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PHD STUDENT ROBERT ANNABEL AWARDED THE UNSW BUSINESS SCHOOL TEACHING EXCELLENCE CERTIFICATE FOR EXEMPLARY TUTORING IN ACTUARIAL STUDIES AND ECONOMICS AND FOR HIS ROLE AS A HEAD TUTOR

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PHD STUDENT ROBERT ANNABEL ONE OF FOUR RECIPIENTS OF THE 2023 BRIAN GRAY SCHOLARSHIP, JOINTLY FUNDED BY THE AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY AND THE RESERVE BANK OF AUSTRALIA

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PHD STUDENT SHU CHEN WON THE PEOPLE'S CHOICE AWARD AT THE 2023 UNSW BUSINESS SCHOOL THREE MINUTE THESIS COMPETITION

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PHD STUDENT DANIEL DINALE AWARDED THE HAL KENDIG PRIZE FOR THE BEST CEPAR PHD THESIS IN 2022

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PHD STUDENT ROSHEN FERNANDO RECEIVED THE WALLACE E. TYNER AWARD FOR BEING A PROMISING YOUNG RESEARCHER UNDERTAKING POLICY-RELEVANT RESEARCH AT THE INTERSECTION OF THE ECONOMY, ENERGY, AND THE ENVIRONMENT

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PHD STUDENT YAFEI SI AWARDED THE UNSW BUSINESS SCHOOL HDR COLLABORATION AWARD (STUDENT) AND SUPERVISORS CHIEF INVESTIGATOR HAZEL BATEMAN AND ASSOCIATE INVESTIGATOR KATJA HANEWALD AWARDED THE HDR COLLABORATION AWARD (SUPERVISOR) FOR TWO JOINT PAPERS

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HONOURS STUDENT CATALINA DOWD WON THE UNIVERSITY OF SYDNEY BUSINESS SCHOOL THREE MINUTE THESIS COMPETITION

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# CHAIR'S MESSAGE



MARC DE CURE

THE ADVISORY BOARD'S MAJOR FOCUS IN 2023 WAS ON THE FUTURE OF CEPAR BEYOND ITS CURRENT FUNDING TERM WHICH ENDS IN 2024. WE HAVE DOUBLED DOWN ON CEPAR'S LEGACY - MAXIMISING THE FUTURE VALUE OF CEPAR'S LEARNINGS, NETWORKS, RESEARCH CAPACITY, ENGAGEMENT MODEL AND BRAND. THE BOARD ALSO CONTINUED WITH ITS CORE FOCUS ON RESEARCH IMPACT BY FACILITATING INTERACTIVE ENGAGEMENT BETWEEN CEPAR'S RESEARCHERS AND END USERS.

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## RESEARCH

CEPAR's research and researchers continued to be exceptional, with key research activity, often from multiple disciplines and/or institutions, providing powerful insights on significant population ageing issues. Research achievements are highlighted in John Piggott's Director's report and in detail throughout the annual report.

Research and research capability remained a major focus for CEPAR. The Board recognised it as a key pillar upon which CEPAR's excellence rests, and we took a keen interest in developments. The awards received by CEPAR-affiliated researchers are a testament to their quality and commitment. Likewise, the peer recognition of CEPAR-affiliated senior professors demonstrated the strength of CEPAR's research and leadership capability.

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## ENGAGEMENT

There was a diverse range of engagement events including conferences, a roundtable discussion on financing aged care hosted in collaboration with the Department of Health and Aged Care, development and release of a Healthy Ageing toolkit, development of a mature age leadership engagement program and an Industry Report on the plight of mature workers in Australia.

The highlight for me was the CEPAR International Conference. It was an exceptional coming together of world-class researchers to exchange ideas and explore potential new research collaborations centred on population ageing. Other notable events included the 31st Annual Colloquium on Pensions and Retirement Research; the 8th IPRA International Conference for which CEPAR was a major sponsor, participant and contributor; and a workshop on longevity risk hosted by CEPAR in collaboration with the UNSW Innovations in Risk, Insurance and Superannuation (IRIS) Knowledge Hub.

A major focus of CEPAR's research translation program in 2023 was the mature labour force. Members of Cl Sharon Parker's team ran a series of workshops with a leading aged care provider in Perth to assess the effectiveness of a work redesign intervention. They also delivered workshops on diversity and inclusion and age inclusivity to other stakeholders. A series of three fact sheets focused on strategies to support a healthy and high-performing mature workforce were also developed and are planned for release in 2024 as well as a research brief on cultural and linguistic diversity in an ageing Australia.

This engagement activity requires the collaborative support of researchers, the buy-in of our stakeholders, and the support of CEPAR's research translation expertise, event management, and stakeholder relations personnel. This collaboration has been a cornerstone of CEPAR's impact success. We thank them for their continued commitment to the cause.

The Industry and Government Links section of this report provides complete details of our research translation and engagement events (see pages 90 to 92).

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## BOARD ACTIVITY

Our Advisory Board meetings continued to be virtual, with high quality participation and discussion. The focus was on the future beyond CEPAR's current funding term.

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 workshops, conferences and roundtable discussions;



- directly engaging with individual researchers and research projects; and
- supporting their organisation's engagement within research streams, through Stakeholder Reference Groups, including interactions with individual researchers in health and aged care, population dynamics, and organisations and the mature workforce.

I welcome new members and extend thanks to all Board members as they continue to engage, connect and provide valuable perspectives. New to the Board in 2023 were Lynn Kelly (Treasury), Laura Angus (Department of Employment and Workplace Relations), Patricia Sparrow (Council on the Ageing - COTA) and Richard Ainley (PwC).

A special thank you to Board members who left during the year: Sarah Butler (PwC), Jenny Gordon (formerly DFAT and an Independent member since 2022), Natalie Horvat (Department of Prime Minister & Cabinet), The Hon Dr Kay Patterson AO (Australian Human Rights Commission) and Nadine Williams (Department of Employment and Workplace Relations). Their contributions are greatly appreciated, and I thank them for supporting CEPAR's engagement and population ageing research.

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## OUTLOOK

2023 positions CEPAR well for a big year in 2024 as it focuses on finalising research and engagement initiatives under the current funding term. Legacy and future research directions will remain the key concerns, with the Board focused on supporting initiatives designed to ensure the current program's enduring legacy and facilitating interactions with key stakeholders around the development of a future research program beyond 2024.



Marc de Cure  
Chair, CEPAR Advisory Board

# ACTIVITY PLAN FOR 2024

In 2024 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 continue to 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 influence beyond the 2024 funding term.

## ENGAGEMENT AND OUTREACH

A number of events are planned in 2024 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:

- A research showcase on 29th August at UNSW in Sydney;
- A policy dialogue focused on migration to be hosted in collaboration with The Australian National University's Centre for Applied Macroeconomic Analysis (CAMA) at ANU in May on the topic of Cultural and Linguistic Diversity in an Ageing Australia: How Migration is Set to Change Older Age Groups;
- The 32nd 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 and the Tax and Transfer Policy Institute (TTPI) in February;
- An international conference hosted by the Centre for Transformative Work Design on the topic of 'Work Design for Success: Innovative Research and Leading-Edge Practice';
- A workshop on pensions and retirement

issues with keynote speaker Partner Investigator Olivia S. Mitchell;

- Seminar series on 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 experiences in culturally and ethnically diverse communities; migration and the intersection with demographic change; and how employers can help their older workers thrive.

## NATIONAL AND INTERNATIONAL NETWORKS

CEPAR will continue to expand its international footprint in 2024, 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 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 96-97 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 and Australia Bureau of Statistics as well as researchers based in the National Ageing Research Institute on migrant ageing, carer needs, and dementia; Curtin University on ageing and food insecurity; the University of Western Australia and Charles

Darwin University on Indigenous ageing; and University of Queensland on population and estimation techniques. Warwick McKibbin will continue to collaborate with the Reserve Bank of Australia and Commonwealth Treasury on global modelling. Kaarin Anstey's team will work with the University of Queensland examining ageism in the workplace. Fiona Blyth's team will work with the Institute of Musculoskeletal Health at the University of Sydney, the Department of Clinical Pharmacology at the Royal North Shore Hospital in Sydney, and with the Sydney Heat and Health Research Incubator. Hazel Bateman's team will continue to work with a number of super funds including Cbus and Aware Super.

Internationally, Peter McDonald's team will engage with researchers based in the Vienna Institute of Demography on regional population projections; the Quebec National Institute for Social Research on models of population ageing; as well as continuing to engage with the international National Transfer Accounts (NTA) Project. Warwick McKibbin will collaborate with researchers at the Peterson Institute for International Economics, The Bank of Canada and the International Monetary Fund throughout 2024. Kaarin Anstey's team will grow collaborations with researchers at the University of Southern California and the University of Michigan. Stream 3 researchers will work with Professor Peter Berg at Michigan State University and with Professor Mo Wang at the Warrington College of Business at the University of Florida. Marian Baird will work with the International Labour Organization on developing a standard on leave and support policies for reproductive health and menopause issues. 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) as well as continue collaborations with researchers at the University of Washington and the University of Fribourg. John Piggott and

his team will continue their work with the Ragnar Frisch Centre for Economic Research.

## MENTORING AND RESEARCH TRAINING

Several of the mentoring programs developed by CEPAR to engage Early Career Researchers (ECRs), Higher Degree Research (HDR) and undergraduate students will be offered again in 2024. These include an academic exchange program and the Multidisciplinary Collaboration Scheme (see pages 81 to 85 for details). In addition, CEPAR will continue to support the Emerging Researchers in Ageing program.

## RESEARCH

Research in 2024 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 further research on welfare and macroeconomic evaluations of optimal contribution rates and tax rates in a context where different skill types have different stochastic mortality profiles and lifespans.

Undertake further research on the optimality, equity, and welfare implications of mandatory savings programs when households have varying degrees of self-control preferences.

Continue research on the incorporation of couples-households in an overlapping generations model, including the completion of the specification and calibration to Australia, to enable tax and retirement policy simulations including the possibility of age-dependent taxation income (a tax structure based upon age).

Undertake further research on the econometric modelling and policy analysis of the determination of the timing of retirement dates by husbands and wives in married couple households.

Further research on the analysis of superannuation and homeownership as competing assets, the exemption of owner-occupied housing from the pension means test, and housing tenure choice over the life cycle as well as undertake research on the long run and transition path effects of differential housing tax treatments on household welfare, homeownership, and the overall economy.

Continue to work on moving the G-Cubed model away from the OLG approximation to incorporate cohorts with different probabilities of death (children, young workers, older workers, retirees) into the full model following the theoretical results from PhD student Tsendsuren Batsuuri.

Update climate scenarios to include the new demographic modelling and explore how to further incorporate additional analytical developments from the project into the G-Cubed model.

Complete projects on implications of alternative demographic projections for economic growth and greenhouse emissions; climate policies and external adjustment (with International Monetary Fund colleagues); and monetary regimes and supply disruptions (with European Central Bank colleagues).

Further explore global demographic change and international capital flows (using results from Larry Weifeng Liu) specifically in relation to:

- demographic change, national savings and current account balances;
- demographic change and economic growth in emerging economies;
- China's national savings and external balances; and
- China's demographic change and climate policy.

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 Life cycle in Australia: Evidence from Australia'.

### 2 Decision making, expectations and cognitive ageing

Further analysis of data collected for PATH Through Life Study (PATH) and other cohorts focusing on diversity in sociodemographic characteristics, and cognitive ageing and decision making.

Prepare manuscripts for submission on susceptibility to fraud; and decision-making items in PATH Wave 5 related to aged care.

Complete the Age-Diversity & Age Inclusion online module [ADVANCE] study, publication of report on intergenerational teams, and presentations to key stakeholders.

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; and
- 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.

Analyse longitudinal data collected in 2024 to further advance existing research models.

Finalise the study on the effects of positive and negative meta stereotypes on older workers' perceived remaining opportunity and organisational commitment, and how age-differentiated leadership mitigates the negative effect of negative meta-stereotype.

Finalise the study on how work design affects older workers' learning motivation and performance during technological changes (i.e., automation).

Finalise research projects funded through the CEPAR Stream 3 Small Grant Award in collaboration with national and international researchers.

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

Finalise the study on mitigating the negative effect of age discrimination on older workers' knowledge sharing and knowledge seeking.

Continue research in the growing field of reproductive employer support policies, including menopause.

Release an edited book on the multi-generational workforce, synthesising case study data including policy reviews, survey analysis and extensive interviews with managers and mature workers.

Analyse data on grandparent/parent dyads on negotiating grandparent childcare.

Carry out a Fair Work Commission work value case on the aged care industry.

Conduct a qualitative study of satisfaction with retirement.

### 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.

Complete projects investigating a range of factors associated with the social determinants of successful ageing including:

- socioeconomic inequalities in pain and potential underlying mechanisms;
- dietary pattern in relation to pain and potential underlying mechanisms, as well as frailty among older men;
- blood pressure, retinal microvascular abnormalities, and dementia, considering socioeconomic position and healthy ageing;
- physical activity and falls; and
- COVID-19 projects using CHAMP data.

Commence projects on socioeconomic inequities in healthy ageing using data from several cohort studies; and highlighting the data availability and gaps on different measures, including housing conditions and pain using data from the Healthy Ageing Toolkit.

Continue ongoing pension research in emerging Asia including macro modelling for retirement income policy impacts.

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.

Finalise three papers exploring home equity release.

Present structural model of Cbus superannuation fund choice architecture to high quality academic conferences and submit working paper to an academic journal.

Complete analysis of Cbus field data from retirement income estimate interventions.

Continue work with Aware Super on analysis of member engagement tools.

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.



SECTION

GOVERNANCE  
& STRUCTURE

# GOVERNANCE

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



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## 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

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

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

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

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**Ayse Imrohoroglu**, Professor of Finance and Business Economics, USC Marshall School of Business

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**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

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

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

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**Yasuhiko Saito**, Professor, University Research Center and Adjunct Professor, School of Medicine, Nihon University

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

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**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.

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## 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 2023, the Board met as a group on 28 April and 18 August. Both meetings focused on maximising the impact of CEPAR's brand and research translation and engagement activities, and provided an opportunity for discussion about CEPAR's remaining term as a Centre of Excellence and beyond. The meetings also provided an opportunity for researchers to brief members on research highlights. In 2023, two research presentations were conducted: Professor of Practice, and Director of the Ageing in Asia Research Hub, Philip O'Keefe presented 'Navigating Asia's Demographic Transition: Implications for Asia and Australia'; and CEPAR Deputy Director Professor Hazel Bateman spoke on the retirement under-spending puzzle.

As well as the formal meetings, the Director and Chair met bilaterally with individual members on specific issues. Through 2023, meetings took place with several government departments, including Treasury, the Department of Foreign Affairs and Trade, and the Department of Prime Minister and Cabinet, focused on the critical issue of ageing in Asia. In addition, meetings took place with Board member Michael Lye and his team, focused on aged care and its funding, and with Treasury officials on the issue of retirement income benefits. As well, John Piggott met with Nick Latimer, the new Director of Treasury's Centre for Population, in November.

# GOVERNANCE

## 2023 ADVISORY BOARD MEMBERS

MARC DE CURE (CHAIR)	Adjunct Professor, UNSW Sydney
RICHARD AINLEY	Partner, Health and Ageing, PwC (from 19 April 2023)
LAURA ANGUS	First Assistant Secretary, Careers and International Skills, Department of Employment and Workplace Relations (from 11 September 2023)
SARAH BUTLER	Partner, PwC Global Health Services Leader, PwC (to 28 March 2023)
MATTHEW FLAVEL	Deputy Secretary, Social Security, Department of Social Services
JENNY GORDON	Independent member (to 22 February 2023)
DAVID GRUEN AO	Australian Statistician, Australian Bureau of Statistics
NATALIE HORVAT	First Assistant Secretary Economic Division, Department of the Prime Minister and Cabinet (to 30 June 2023)
LYN KELLY	First Assistant Secretary, Retirement Advice and Investment Division, Commonwealth Treasury (from 13 April 2023)
MICHAEL LYE	Deputy Secretary, Ageing and Aged Care, Department of Health and Aged Care
MARK OLIVER	Chief Distribution Officer, Insignia Financial
MICHAEL ORSZAG	Head of Global Research, Willis Towers Watson (WTW)
ROBERT PALACIOS	Lead Economist, World Bank Group
THE HON DR KAY PATTERSON AO	Age Discrimination Commissioner, Australian Human Rights Commission (to 31 July 2023)
JOHN SIMON	Head Economic Research, Reserve Bank of Australia
PATRICIA SPARROW	Chief Executive, Council on the Ageing (from 20 March 2023)
JOANN WILKIE	Deputy Secretary, Economic Strategy & Productivity Group, NSW Treasury
NADINE WILLIAMS	Deputy Secretary, Skills and Training Group, Department of Employment and Workplace Relations (to 28 February 2023)
DAVID WOODS	Chief Economist, Department of Foreign Affairs and Trade
IAN YATES AM	Independent member (formerly Council on the Ageing) (from 28 March 2023)



**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 and Bain & Co.



### 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. Each Research Stream has an SRG with membership comprising the Stream Leader (as Chair), the Stream Coordinator, the leaders of each of the Stream's projects (or their nominees), early- and mid-career researchers, relevant representatives of CEPAR's partner organisations plus additional members drawn from business, government and community circles as appropriate.

SRG meetings provide an opportunity to review research output over the previous 12 months, identify opportunities and research gaps, share resources, and indicate goals for the next year.

In 2023 the following meetings took place:

Stream 1 SRG: 9 November 2023  
Stream 3 SRG: 28 November 2023  
Stream 4 SRG: 15 November 2023

### 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 2023 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 2023, the Committee met on 14 March, 27 June, 7 September and 21 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 2023, the subcommittee met on 17 March, 8 June and 13 November.

## CAREER DEVELOPMENT SUBCOMMITTEE

The subcommittee comprises the Director of Mentoring Marian Baird, the Centre Director, the Director of Operations, the Senior Administrative Officer (Research and Mentoring Support) and Emerging Researchers in Ageing (ERA) representative Matthew Carroll. In addition, the Centre's mid-career researchers (MCRs) were represented by Saman Khalatbari-Soltani, Cagri Kumru, Ruth Peters and Gaoyun (Sophie) Yan; and early-career researchers (ECRs) were represented by Daniel Dinale, Jane Fry and Han Gao. The subcommittee met on 26 April, 19 July and 12 October 2023.

In addition to the formal committee meetings, CEPAR convened two meetings, held on 13 and 14 March, to provide an opportunity to all CEPAR ECRs and MCRs to provide feedback on their development needs for the remaining funding term. The two meetings were co-chaired by Marian Baird and John Piggott with support from the Director of Operations and the Senior Administrative Officer (Research and Mentoring Support).

## RESEARCH TRANSLATION AND OUTREACH SUBCOMMITTEE

The subcommittee was chaired this year by the Director of Policy Engagement, Warwick McKibbin. The subcommittee comprises the Director of Industry 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 17 April, 17 July and 9 October 2023.

## 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.

Legacy and sustainability have been the focus of strategic planning in 2023. Discussions at the Management and Advisory Committee level as well as with the Administering Organisation have centred on strategies to preserve the human capital, infrastructure, engagement model and CEPAR brand beyond the current funding horizon.

## 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 LGBTIQ+ 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.

In 2023, Marian Baird stepped down from the role of co-Director of ED&I to focus on the Director of Mentoring portfolio. As a result, Warwick McKibbin was appointed in her stead and joins Kaarin Anstey as one of two co-Directors of ED&I. Together they 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.

In 2023, the committee organised for Dr Jacob Prehn to deliver a training workshop on First Nations Data Sovereignty and Governance to CEPAR members on November 23. Dr Prehn is the inaugural Associate Dean Indigenous for the College of Arts, Law and Education at the University of Tasmania and is committed to empowering Indigenous and non-Indigenous staff and students to contribute to a culture of Indigenous excellence. The workshop explored the Australian Indigenous Data Sovereignty (IDSov) movement and its

implementation through Indigenous Data Governance (IDGov) and illustrated how entities using Indigenous data can implement IDGov using an Indigenous data life cycle diagram and two exemplar case studies. The workshop was very well received and most CEPAR staff participated in person with a recording of the presentation made available to those who were unable to attend on the day.

Plans for 2024 include a fourth ED&I survey of CEPAR personnel and the delivery of a workshop on First Nations cultural protocols.

2023 ED&I Champions were:

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

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

**Ravani Duggan**, Associate Investigator,  
Curtin University

**Lisa Gulesserian**, Associate Investigator,  
The University of Sydney

**Abigail Hansen**, PhD student,  
UNSW Sydney

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

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

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

**Michelle Vhudzijena**, Senior Research Associate  
and PhD Student, UNSW Sydney

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

**Fangfang Zhang**, Research Fellow,  
Curtin University

#### 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 and co-Director of ED&I), the University of Sydney (Director of Mentoring) and UNSW Sydney (Director and Deputy Directors, Director of Industry Engagement, co-Director of ED&I). 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 81 to 85.

#### 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 2023 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 is developed each year and included as an appendix to the Strategic Plan.

# STRUCTURE

CEPAR 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. It is strongly supported by a number of key government, industry and international university partners.

## 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, the University of Western Australia and the University of Wollongong. Other AIs are based at the Conexus Institute, First State Super, Aware Super, National Seniors Australia, Pacific Life Re, Taylor Fry and Willis Towers Watson (WTW).

## 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

Columbia University

Dutch Central Bank

ETH Zurich

Indonesian Ministry of National Development Planning (Bappenas)

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

Korea University

National Institute of Public Finance and Policy, New Delhi

National University of Singapore

Netspar

Newcastle University (UK)

Northern Illinois University

Petersen Institute for International Economics

Portland State University

Puey Ungphakorn Institute for Economic Research, Bank of Thailand

Purdue University

Ragnar Frisch Centre for Economic Research

Saint Louis University

Sunan Kalijaga State Islamic University

South China Agricultural University

Tilburg University

*Université Libre de Bruxelles*

University of 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 Waterloo

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University of Wuerzburg

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Washington University in St Louis

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WHU – Otto Beisheim School of Management

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Zhejiang University

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### **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

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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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MLC

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NSW Treasury

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PricewaterhouseCoopers

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Reserve Bank of Australia

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The Treasury

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The World Bank

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Willis Towers Watson (WTW)

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

# CENTRE PERSONNEL

## CHIEF INVESTIGATORS



### SCIENTIA PROFESSOR JOHN PIGGOTT AO

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

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

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

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



### SCIENTIA PROFESSOR KAARIN J. ANSTEY

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

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

ARC Laureate Kaarin Anstey is Director of the UNSW 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.

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

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

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



#### PROFESSOR MARIAN BAIRD AO

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

Marian Baird is Professor of Gender and Employment Relations, a Fellow of the Academy of the Social Sciences in Australia and a Co-ordinator of the International Leave and Policies Research Network. In 2023 she was appointed to Australia's Fair Work Commission as an Expert Panel Member. In 2016 she was awarded an A0 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, unions and government to study parental leave in Australia, gender equitable organisational change, and work and family policy. She has contributed to a number of government advisory boards and reference groups relating to parental leave, gender equity, flexibility of work and sexual harassment in the workplace.



#### PROFESSOR FIONA BLYTH AM

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

Fiona Blyth is Professor of Public Health and Pain Medicine and Director of the Master of Clinical Epidemiology Program at the School of Public Health in the Faculty of Medicine and Health at the University of Sydney. She is 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 2010 and in 2018 was elected to the Econometric Society Council. He won the Kenneth Arrow Award in 2008, was named an Australian Federation Fellow in 2005 and was awarded an Australian Laureate Fellowship in 2011. He is an Associate Editor of the *Journal of Econometrics* and a fellow of both the Society of Labor Economists and the International Association for Applied Econometrics.

# CENTRE PERSONNEL

## CHIEF INVESTIGATORS



**PROFESSOR PETER McDONALD AO**  
BCom UNSW, PhD ANU, FASSA  
CHIEF INVESTIGATOR AND  
UNIVERSITY OF MELBOURNE NODE LEADER

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

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

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

In early 2024, he was appointed an Officer of the Order of Australia for distinguished service to demographic research, to policy development, and to professional associations. He has worked previously at the Australian National University, the Australian Institute of Family Studies, the World Fertility Survey and the University of Indonesia.



**PROFESSOR WARWICK J. MCKIBBIN AO**  
BCom (Hons) UNSW,  
AM PhD Harvard University, FASSA  
CHIEF INVESTIGATOR, DIRECTOR OF POLICY  
ENGAGEMENT, CO-DIRECTOR OF ED&I AND  
ANU NODE LEADER

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

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

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



**PROFESSOR SHARON K. PARKER**  
BSc (Hons) UWA, PhD Sheffield, FASSA  
CHIEF INVESTIGATOR AND CURTIN UNIVERSITY  
NODE LEADER

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 board 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; and in 2023 was awarded the APRIA Kyobo life contribution award.



#### SCIENTIA PROFESSOR ALAN WOODLAND

BA PhD UNE, FASSA, FES  
CHIEF INVESTIGATOR

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

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

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

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## PARTNER INVESTIGATORS

### Professor Hanming Fang

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### Professor James Nazroo

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## HONORARY PROFESSORS

### Professor Robert Cumming

UNIVERSITY OF SYDNEY

### Professor Robert Holzmann

AUSTRIAN ACADEMY OF SCIENCES

## PROFESSORIAL FELLOW

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(UNTIL 1 APRIL 2023)

## PROFESSOR OF PRACTICE

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### Professor Ross Andel

Edson College of Nursing and Health Innovation  
ARIZONA STATE UNIVERSITY

### Dr Daniela Andrei

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(FROM 21 APRIL 2023)

### Dr Sophie Andrews

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(FROM 13 DECEMBER 2023)

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<sup>1</sup> Not all Associate Investigators were actively involved in the research program in 2023.

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**Dr Megan Gu**  
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AND  
WASHINGTON UNIVERSITY IN ST LOUIS

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**Dr Saman Khalatbari-Soltani**  
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**Dr Kim Kiely**  
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(UNTIL 15 JUNE 2023)

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**Dr Kaja Kierulf**  
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AND

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PACIFIC LIFE RE

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UNIVERSITY OF LEEDS

**Dr Shang Wu**  
FIRST STATE SUPER

**Dr Mengyi Xu**  
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**Dr Mingxu Yang**  
Department of Labor and Social Security  
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## PROFESSOR OF ECONOMIC DEMOGRAPHY

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## PRINCIPAL RESEARCH FELLOWS

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**Dr Tom Wilson**  
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## SENIOR RESEARCH FELLOWS

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**Dr Meimanat Hosseini Chavoshi**  
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School of Public Health  
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(UNTIL 26 JUNE 2023)

**Dr George Kudrna**  
UNSW Business School  
UNSW SYDNEY

**Dr Bei Lu**  
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UNSW SYDNEY

**Dr Timothy Neal**  
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UNSW SYDNEY  
(UNTIL 30 JUNE 2023)

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## SENIOR RESEARCH ASSOCIATES

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(UNTIL 31 MARCH 2023)

**Dr Mitiku Hambisa**  
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**Dr Michelle Vhudzijena**  
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## RESEARCH FELLOWS

**Dr Tuki Attuquayefio**  
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(UNTIL 7 JULY 2023)

**Dr Jane Chong**  
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CURTIN UNIVERSITY

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UNIVERSITY OF SYDNEY

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UNSW SYDNEY  
(UNTIL 2 APRIL 2023)

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(UNTIL 30 SEPTEMBER 2023)

**Dr Natasha Ginnivan**  
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UNSW SYDNEY  
(UNTIL 13 JULY 2023)

**Dr Yue Hua**  
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# CENTRE PERSONNEL

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## Dr Larry Liu

Crawford School of Public Policy  
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UNSW Business School  
UNSW SYDNEY

## Dr Hanlin Lou

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(FROM 6 FEBRUARY 2023)

## Dr Akshay Shanker

UNSW Business School  
UNSW SYDNEY  
(FROM 16 OCTOBER 2023)

## Dr Chelle Wang

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## RESEARCH MANAGER

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## RESEARCH ASSISTANTS

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## PROFESSIONAL STAFF

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Mabel Chan  
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Colleen Faes-Scott  
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Ani Johnston  
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Silke Weiss  
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Hong Yu  
Administrative Officer  
AUSTRALIAN NATIONAL UNIVERSITY NODE



SECTION

2

RESEARCH &  
RESEARCH TRAINING

PARTICIPANTS AT THE CEPAR  
INTERNATIONAL CONFERENCE 2023

# 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  
MEIMANAT HOSSEINI-CHAVOSHI  
RUTH WILLIAMS  
IRINA GROSSMAN  
COLLIN PAYNE  
HEATHER BOOTH

During 2023, we continued our research focus on the development of demographic projection models to better understand heterogeneity in population ageing processes. 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 Melbourne team continued to maintain and update projections to the CEPAR Population

Ageing Futures Data Archive, available from: <https://cepar.edu.au/cepar-population-ageing-projections>. The following projections are now available: Australia and its States and Territories; the Aboriginal and Torres Strait Islander population; migrant populations by country of birth; sexual minority population; sub-national area populations; 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 at the SA3 level (small geographic level) that show how population ageing is expected to evolve over the next 15 years.

2023 also saw the development of a number of new projection models for population sub-groups. At the 2023 CEPAR International Conference, results from new projections of the Australian population disaggregated by religious affiliation and the structure of long-term health conditions were presented. In addition, new projections of Aboriginal populations living with dementia (at the small area level and State/Territory level)

have been developed, as well as detailed evaluations of alternative models for projecting the Aboriginal and Torres Strait Islander population. A considerable portion of 2024 is to be allocated to submitting manuscripts and data sets will be released onto the CEPAR Population Ageing Futures Archive as papers are published.

... new projections of Aboriginal populations living with dementia (at the small area level and State/Territory level) have been developed, as well as detailed evaluations of alternative models for projecting the Aboriginal and Torres Strait Islander population.



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

Meimanat Hosseini-Chavoshi is a CEPAR Senior 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 forecasting fertility and population, exploring the role of education and migration on the future of ageing, childbearing and cohort fertility in Australia and Iran. Gendered later life disability/health condition and its association with living arrangements and socioeconomic issues is another area of her research focus. Prior to this, she worked at the ANU's Crawford School of Public Policy and School of Demography where she carried

out her research studies on fertility regulation, abortion, consanguinity, and population policies in Iran.

Meimanat has extensive experience in the design and implementation of national demographic and health surveys. Her research work and collaborations with international demographers and health agencies have resulted in various publications and conference presentations.

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 CHUNG TRAN  
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JUERGEN JUNG  
 (TOWSON UNIVERSITY)

During 2023, the team continued its research on the investigation of the effects of government economic policy on the macroeconomic, distributional and welfare outcomes in an economy, especially one experiencing population ageing. Substantial progress has been made on various aspects of the research program during 2023. Some projects have been completed and the results published, while further research on others will continue in 2024.

Several projects progressed to completion, yielding publications in international academic journals; some others are being further revised for publication. Chung Tran and his co-author Juergen Jung recently published their research

on the optimal progressivity of personal income taxes in a general equilibrium overlapping-generations model in which individuals are exposed to idiosyncratic shocks to labour productivity and health status over the life cycle. Their results—based on a calibration to the US economy—indicate that the presence of health risk and the available insurance institutions each have a strong effect on the optimal level of tax progressivity. Given the fragmented and non-universal health insurance system in the US, a welfare maximising income tax system is substantially more progressive than the current US income tax. The higher progressivity provides additional redistribution and social insurance, especially for unhealthy low-income individuals who have limited access to health insurance. When exposure to health risk is removed or reduced by introducing more comprehensive health insurance systems, they find large decreases in the optimal level of income tax progressivity. These findings highlight the importance of accounting for the unique characteristics of health risk and the design of the health insurance system when characterising optimal income taxes.

David Rodgers continued his research examining the effect of World War II (WWII) service on the

labour force participation of older Australian males in the second half of the twentieth century. Building on earlier published research, he uses the striking variation in war service across birth cohorts to measure this effect using population-level data. WWII service lowered participation slightly from the age of fifty and then sharply, by around 17 percentage points, from the age of sixty. The measured fall in participation was likely due to earlier access to public retirement benefits for veterans. World War II veterans in Australia were eligible to receive the Service Pension, a pension otherwise exactly the same as the universal Age Pension, but available from the age of 60 rather than 65. Veterans were also eligible for free healthcare and significantly more generous disability benefits for injuries and incapacity caused by their war service. Rodgers also uses a simple theoretical model to explore the participation effects that can be expected from military service and access to veterans' benefits for Australian WWII veterans. The insights from this model are that (i) retirement clusters around pension access ages of 60 for veterans able to access the Service Pension and 65 for non-veterans relying on the Age Pension; and (ii) the effects of poor health or injury on participation are likely to be spread across ages.



**DR GEORGE KUDRNA**  
 MA Econ TUL Czech Republic, PhD Econ Syd.  
 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 as a Fellow, the Centre for Applied Macroeconomic Analysis as a Research Associate, and the UNSW Ageing Futures Institute as an Investigator.

His empirical results are consistent with these theoretical insights and are robust to alternative estimation methodologies.

Further research on the properties of the progressive personal income tax system was completed by Miguel Olivo-Villabrille and his co-authors and recently published in an international journal. Their research provides empirical evidence on the cost of tax sheltering among high-income taxpayers within progressive income tax systems. Exploring a unique personal income tax policy change in Australia, they use the “bunching” of taxable personal income around the top tax kink to estimate costs of tax sheltering and the concept of the elasticity of taxable income (ETI). Their findings reveal substantial behavioural responses to tax changes among high-income taxpayers, particularly those with greater flexibility in income adjustment, suggesting that tax sheltering behaviours play a pivotal role in their responses. When accounting for these costs, the estimated ETI significantly increases, emphasising the necessity of considering tax sheltering in tax policy analysis. Their findings have important implications for the policy debates on whether high-income individuals should be taxed at higher rates.

As part of our broader research project on retirement savings plans, George Kudrna undertook research on the economy-wide effects of mandating private pensions. Drawing on Australia’s Superannuation Guarantee (SG) legislation, which mandates contributions to superannuation accounts, the purpose of the research was to quantify the long-term effects of the SG mandate on households’ economic decisions, welfare, and macroeconomic and fiscal indicators. An initial partial equilibrium life cycle analysis was used to highlight the interactions of the SG mandate with income taxation, public pensions, and bequest redistribution, and followed by the development of a large general equilibrium model that includes overlapping generations of heterogeneous households, labour income and survival risks, and both types of household assets, and calibrated to the Australian economy. Simulation results using this

model indicate that higher SG rates lead to significantly greater household wealth, output, consumption per capita, and household welfare across the skill distribution in the long run. These positive effects are due to (a combination of) increased tax subsidies, more binding means testing reducing public pensions, redistribution of increased accidental bequests and also general equilibrium effects on factor prices (with higher gross wage rates).

Simulation results using this model indicate that higher Superannuation Guarantee rates lead to significantly greater household wealth, output, consumption per capita, and household welfare across the skill distribution in the long run.



**A/PROFESSOR CHUNG TRAN**  
BA Hanoi National  
Economics University,  
PhD Indiana University  
ASSOCIATE INVESTIGATOR

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

His primary research interests lie in the areas of macroeconomics and public finance. His work appears in leading academic journals including the *Journal of the European Economic Association*, *Review of Economic Dynamics*, the *European Economic Review*, the *Journal of Development*

*Economics* and the *Journal of Economic Dynamics and Control*. He is a member of the Australian Treasury’s Macroeconomic Advisory Panel.

**RESEARCHERS**

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

**External collaborators**

CATERINA LEPORE  
(INTERNATIONAL MONETARY FUND)  
DAVID VINES  
(OXFORD)

**G-cubed multi-country model**

The goal of the main project, involving a team comprising Warwick McKibbin, Larry Weifeng Liu and two 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 2023, the team continued to update the global database and construct 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. They have also updated the annual cohorts in all countries and modelled several demographic scenarios.

During 2023, they continued to apply the model to future scenarios on demographic change and its impact on Australia. A paper titled 'Longer-term structural transitions and shorter-term macroeconomic shocks: quantitative implications for the global financial system' with David Vines, Oxford University, was published in *Oxford Review of Economic Policy*.

During 2024, they plan to continue to explore this version of the model further using different demographic scenarios and incorporating individual country age earnings profiles using the National Transfer Accounts. They also propose to continue the research to implement four types of cohorts into the model: children, young workers, older workers, and retirees. The approach to be followed builds on the Gertler (1999) approach.

In addition, Warwick McKibbin has several projects underway with international co-authors that will be completed in 2024:

- Implications of alternative demographic projections for economic growth and greenhouse emissions

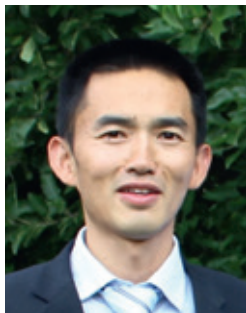
- Climate policies and external adjustment (with International Monetary Fund colleagues and Larry Weifeng Liu)
- Monetary regimes and supply disruptions (with European Central Bank colleagues)

Larry Weifeng Liu also has a number of papers under way which are planned to be finalised in 2024. 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'

**Antimicrobial resistance (AMR)**

Roshen Fernando and Warwick McKibbin have been incorporating antimicrobial resistance (AMR) into the G-Cubed model and using this to assess 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,



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

Larry Weifeng 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.

including climate variability, demographic trends, and plastic and metal pollution, an economy-wide approach is essential to assess its macroeconomic implications.

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

Drawing on the study ‘Antimicrobial resistance: Designing a comprehensive macroeconomic modeling strategy’, that the Brookings Institution published in June 2022, Fernando and McKibbin have completed a full implementation of the approach and prepared several papers. One of them, ‘Global economic impacts of antimicrobial resistance’, is under review for publication by the Peterson Institute for International Economics.

#### Climate risk modelling

Warwick McKibbin, Larry Weifeng Liu, and Roshen Fernando have been collaborating with researchers at the International Monetary Fund (IMF) and the Network for Greening the Financial System on using the G-Cubed model to explore the impact of climate risk.

A paper, ‘Global economic impacts of physical climate risks’ by Roshen Fernando, co-authored with Caterina Lepore (IMF), exploring the global economic impacts of physical climate risks affecting a global multisectoral sample of 59,554 firms was released in 2023. The paper was also presented at the 16th International Forum on Financial Risks in Paris in March 2023.

A second paper exploring the global economic impacts of physical climate risks on the agriculture and energy sectors was presented at the 26th Annual Conference on Global Economic Analysis, organised by the Global Trade Analysis Project, in Bordeaux in June 2023 and the 12th South Asian Economic Policy Network Conference on Green Growth in South Asia, co-organised by the World Bank, in Dhaka in October 2023. It has also been accepted for the International Conference on Big Data for Disaster Response and Management in Asia and the Pacific, organised by the Asian Development Bank, in Sendai in February 2024.

This research will continue into 2024 and include other central banks such as the European Central Bank, The Bank of Canada, The Reserve Bank of Australia and the Australian Treasury. The demographics projection research will be merged into these climate projects during 2024.

Thuy Hang Duong continues to provide data analysis support to the team. In 2024, she will be implementing the new GTAP 11 database into the G-Cubed model.

The goal of the main project... 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.

### 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.

The paper utilises the Australian National Transfer Accounts to examine the economic changes that Australians of different ages experienced during the tumultuous time leading up to and following the Global Financial Crisis.



**PROFESSOR  
JEROME TEMPLE**

BA Population Studies  
(Hons) BCom PhD  
Demography ANU

**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, and 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 STREAM 1 RESEARCHERS

### OTHER RESEARCHERS INVOLVED IN STREAM 1 RESEARCH IN 2023 INCLUDED:



#### DR RUTH WILLIAMS

*BA BTeach (Hons) PhD FedUni*  
RESEARCH FELLOW

Ruth Williams is a CEPAR Research Fellow located in the University of Melbourne School of Population and Global Health.

She joined CEPAR in February 2023. Her primary research interests include social gerontology with a focus on the relationship between age and the labour market, discrimination, and health and education services research. She has recently held positions as a Research Fellow at the Centre for Quality and Patient Safety Research-Monash Health Partnership at Deakin University and as a Subject Coordinator and Lecturer in the Master of Evaluation and Master of Ageing at the University of Melbourne.

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



#### ASSOCIATE PROFESSOR COLLIN PAYNE

*BA Wisconsin, MA PhD Pennsylvania*  
ASSOCIATE INVESTIGATOR

Collin Payne is an ARC DECRA Fellow and Associate Professor in the School of Demography at The Australian National University. He joined CEPAR in 2019 where he collaborates with the Demographic Projection Models project team.

He completed his PhD in Demography at the University of Pennsylvania in 2015, and from 2015-2017 he was a postdoctoral fellow at the Center for Population and Development Studies at Harvard University. Payne's research focuses on two areas: exploring the dynamic relationships between lifespan and healthspan among older adults, and developing and advancing demographic methodologies to estimate population health.

Recently, his focus has centred on developing new methodological techniques for exploring cohort patterns of health and longevity. Much of his research focuses on population ageing in low- and middle-income countries, including Eastern and South-Eastern Asia. His research is published in various journals across demography, epidemiology, and public health, including *Demography*, *Population and Development Studies*, *PLoS Medicine*, *BMC Medicine*, and the *International Journal of Epidemiology*.



#### PROFESSOR JONG-WHA LEE

*BA MA Korea, MA PhD Harvard*  
ASSOCIATE INVESTIGATOR

Jong-Wha Lee currently holds the position of Eminent Professor of Economics at Korea University where he previously served as Dean of the College of Political Science and Economics, and Dean of the Graduate School of Policy Studies. He was also a senior adviser for international economic affairs to the former President of the Republic of Korea; Chief Economist and Director General of Economics and Research at the Asian Development Bank; and an economist at the International Monetary Fund. He also previously served as the president of the Korea Economic Association. 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 obtained his PhD and Master's degree in Economics from Harvard University.



# RESEARCH STREAM 2

## 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  
RANMALEE ERAMUDUGOLLA  
NICOLAS CHERBUIN  
JEREMY TAN  
BROOKE BRADY  
SCHERAZAD KOOTAR  
LIDAN ZHENG

### External collaborator

ESTER CERIN  
(AUSTRALIAN CATHOLIC UNIVERSITY)

The team published findings from analysis of decision-making in our PATH Through Life study. Led by Craig Sinclair, the study found that people with mild cognitive impairment make more risky decisions on a cognitive task. Other research on the PATH dataset was conducted by Jeremy Tan, who completed his thesis for a Master's of Forensic Psychology at UNSW this year. Jeremy's work, with Craig Sinclair and Kaarin Anstey, examined whether depression and mastery had longitudinal associations with later fraud susceptibility in an early old-age sample. The project found that while mastery appeared to play

a consistently protective role, the role of depression in fraud susceptibility was less clear. This is significant because it suggests that the field needs to consider protective and strength factors on top of taking a risk-focused approach. Jeremy also used a new analytic method, the Random Intercept Cross-Lagged Panel model, to shed light on this topic.

The team continued work on identifying factors that influence cognitive function in ageing ranging from demographic and environmental to lifestyle factors. A paper led by Brooke Brady, with Lidan Zheng, Scherazad Kootar and Kaarin Anstey, involved analysis of the 2019 Behavioral Risk Factor Surveillance System dataset from the United States as there is no equivalent dataset in Australia that contains information on sex and gender diversity. In that work, which was published in the journal *Alzheimer's and Dementia*, they identified increased risk factors for dementia among transgender men, transgender women, and non-binary adults compared to both cisgender men and women. In another paper published in *Science and the Total Environment* the team, led by Ester Cerin with Kaarin Anstey,

analysed the Australian Diabetes and Obesity study (AusDiab) and found that the complexity of the built environment and the natural environment were positively related to processing speed and concluded that complex urban environments and access to nature may benefit cognitive health in ageing populations. In collaboration with researchers from Melbourne and Denmark, Anstey reported findings in the *Journal of Alzheimer's Disease* showing that depression in middle-age as well as depression in later life, increases the risk of late life dementia.

... the study found that people with mild cognitive impairment make more risky decisions on a cognitive task.



**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  
RUTH PETERS  
KIM KIELY  
MOYRA MORTBY  
LIDAN ZHENG  
NICOLAS CHERBUIN  
RANMALEE ERAMUDUGOLLA

### External collaborator

NIKKI-ANNE WILSON  
(NEUROSCIENCE RESEARCH AUSTRALIA)

In research led by Lidan Zheng with Nicolas Cherbuin, Moyra Mortby and Kaarin Anstey, and published in *Scientific Reports*, the team analysed the PATH Through Life cohort to identify factors that led to cognitive resilience in ageing. They specifically sought to examine cognitive resilience over 12 years in older adults who have the key genetic risk for Alzheimer's disease which is the Apolipoprotein e4 allele. The team selected a group of carriers of the allele who did not decline cognitively and then identified predictors of resilience in this group. Results were stratified by gender. In men, cognitive resilience was associated with increased frequency of mild

physical activity and being employed at baseline. In women, cognitive resilience (for those with genetic risk of Alzheimer's disease) was associated with an increased number of mental activities engaged in at baseline. These findings demonstrate that even with a high genetic risk, some adults do not show cognitive decline. They emphasise the differences between men and women that the team reported in earlier analyses of the PATH Through Life cohort. It is possible that there are other genetic or lifestyle factors that support cognitive resilience, but which have not yet been discovered.

A further paper using the PATH dataset led by Yvonne Leung, with Ranmalee Eramudugolla, Cherbuin, Ruth Peters, Mortby, Kim Kiely, and Anstey, examined gender differences in the association between cognitive reserve and the risk of developing mild cognitive impairment (MCI). It found that higher verbal intelligence and engagement in cognitively stimulating leisure activities were associated with a lower risk of MCI, after adjusting for education and job skill level. It also found that occupational experience may contribute to cognitive reserve differently between genders, where lower occupation skill was more strongly associated with higher risk of

MCI in men than in women. The paper was submitted to *Gerontology* and is currently under revision.

The team also examined perceived barriers to adapting health risks in relation to dementia. Led by Nikki-Anne Wilson, with Peters and Anstey, this national survey found that finances, poor motivation, and lack of time were significant perceived barriers to adoption of risk reduction behaviours. Lack of time was more likely to be reported by younger, relative to older, participants, while females were more likely than males to report financial and motivational factors. Binary logistic regression revealed willingness to undertake dementia testing modalities (questionnaire risk assessment, blood tests and genetic testing) was significantly influenced by gender and socioeconomic group. Over 65% of respondents felt adequately informed about risk reduction for at least one non-dementia health condition, compared to 30.5% for dementia.



**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.

### RESEARCHERS

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

### External collaborators

CATHERINE RICKWOOD  
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KIMBERLY MAN  
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(ALL UNIVERSITY OF NOTTINGHAM MALAYSIA)  
NANCY PACHANA  
(UNIVERSITY OF QUEENSLAND)

Yvonne Leung led research on expectations regarding ageing and cross-cultural ageism. Using the PATH data, she examined the role of gender in the association between people's expectations regarding ageing and their current experience of cognitive challenges (Leung, Ginnivan, Eramudugolla, Mortby, Peters and Anstey). The team found that subjective memory decline is strongly associated with negative expectations regarding ageing. While women tend to hold more positive expectations about ageing than men, the difference between gender is attenuated once they have mild cognitive impairment. These findings offer important insights into potential determinants of internalised age stereotypes in older individuals and strategies for future intervention. This work has been submitted to *Psychology of Ageing* and is currently under revision.

Another paper by the team with collaborators at the University of Nottingham Malaysia (Man, Chen, Lee) examined determinants of ageism among young adults from countries that are more (Malaysia) and less (Australia) collectivistic. Using an online survey administered in the respective site, the study found that the Malaysian sample exhibited more negative attitudes towards older

adults than the Australian sample. However, the factors that are associated with ageism are similar across samples, including knowledge of ageing, anxiety about ageing, intergenerational contacts, and perception of their grandparents' health and ageing. Interestingly, the attitude towards older adults was more strongly associated with anxiety about ageing in women than in men in the Australian sample, while no gender differences were observed in the Malaysian sample. This work is funded by the CEPAR multidisciplinary collaboration funding scheme and has been submitted to the journal *Educational Gerontology*.

Another qualitative project explored factors that are important for facilitating intergenerational teams in the workplace. This project involved in depth interviews with staff from two companies. Qualitative analysis was undertaken and a manuscript is in preparation. The manuscript is led by Mitiku Hambisa, with Catherine Rickwood, Natasha Ginnivan, and Kaarin Anstey, and examines the barriers and enablers of multigenerational teamwork. This qualitative work is underway with the expectation of uncovering meaningful themes and patterns yielding practical, actionable insights for



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SENIOR RESEARCH  
ASSOCIATE

Mitiku Hambisa is a CEPAR Senior Research Associate at the UNSW Sydney School of Psychology. Prior to his appointment in 2023, he completed a PhD in Clinical Epidemiology and Medical Statistics at the University of Newcastle School of Medicine and Public Health. His primary research interests include ageing studies, healthy ageing, health services utilisation, healthy and working life expectancies, longitudinal data analysis, and life course epidemiology. So far, he has published 24 articles in a range of prestigious journals including *The Lancet Public Health*, *Aging Clinical and Experimental Research*, *BMC Public Health*, *Journal of Transport and Health*, and *BMC Ophthalmology*.

Mitiku had over ten years of teaching experience in higher education in Ethiopia before starting PhD study. In addition to regular teaching and research duties, he held several administrative posts including Associate University Registrar, Research and Publication Office Coordinator, Secretary for the Staff Promotion Committee, and mentor for Masters of Field Epidemiology students.

policymakers by identifying key factors driving successful multigenerational team building in the real-world scenario. Another research output from this study is a report for stakeholders that will explain the key findings of the project. This report explores the general workplace team experience, organisational culture, retirement planning, appeal of work, and perceptions towards younger/older workers in addition to identifying impediments and enablers to successful multigenerational teamwork.

Finally, our team is conducting another project on ageism in the workplace in collaboration with Nancy Pachana at the University of Queensland. The project, called 'ADVANCE' involves online surveys and an intervention and will be conducted in early 2024.

These findings offer important insights into potential determinants of internalised age stereotypes in older individuals and strategies for future intervention.

### RESEARCHERS

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

### External collaborators

ZVI ECKSTEIN  
OSNAT LIFSHITZ  
(BOTH REICHMAN UNIVERSITY)

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

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

A major project that was completed in 2023 was an extension of the life cycle labour supply model to incorporate health, health shocks and health insurance (Capatina and Keane, 'Health shocks,

health insurance, human capital, and the dynamics of earnings and health'). This project shows how universal health insurance creates positive labour supply incentives.

A second major project involving an extension of the life cycle model to include owner-occupied and investment housing (Keane and Liu, 'Tax preferences demand for housing: Explorations using a dynamic life-cycle model') was nearing completion at the end of 2023. Results from this project show that a refundable mortgage interest credit can make housing more affordable to middle- and lower-income families. A third project that was completed studies the incentives to acquire education (Eckstein, Keane and Lifshitz, 'What explains the growing gender education gap?').

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



DR XIANGLING LIU

BA MA China University  
of Mining & Technology,  
PhD UNSW

RESEARCH FELLOW

Xiangling Liu is a CEPAR Research Fellow located in the UNSW Business School.

She joined CEPAR in October 2014 after completing a PhD in Economics at the UNSW Business School. Her primary research interests include life cycle housing demand models, dynamic programming problems in portfolio allocations, panel data econometrics and carbon emission economics. Her research has been published in *Regional Science and Urban Economics*, *Applied Economics*, and *Science of the Total Environment*.

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

This project shows how universal health insurance creates positive labour supply incentives.



**DR HAN GAO**

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

Han Gao is a Postdoctoral Fellow in the UNSW Business School and an Associate Investigator at CEPAR.

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

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

## FEATURED ASSOCIATE INVESTIGATORS

### OTHER ASSOCIATE INVESTIGATORS INVOLVED IN STREAM 2 RESEARCH IN 2023 INCLUDED:



#### DR TIMOTHY NEAL

*BA BEc (Hons) Macq., PhD UNSW*

Tim Neal is a Scientia Senior Lecturer in the UNSW School of Economics and also the UNSW Institute for Climate Risk and Response. As a CEPAR Associate Investigator he collaborates with Mike Keane and his team on Project 2.4.

Previously he was a CEPAR Research Fellow from July 2016 to June 2023. He joined CEPAR 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.



#### DR BROOKE BRADY

*BPsych (Hons), PhD (Psych) Western Syd*

Brooke Brady is a CEPAR Associate Investigator and early career research scientist who applies her expertise to ensuring that diverse voices are represented in authentic and empowered ways. Brooke has research expertise spanning life-course cognitive ageing, LGBTQ+ health and wellbeing, gender equity, and dementia prevention.

Brooke has been working at UNSW and Neuroscience Research Australia for five years under the mentorship of Laureate Professor Kaarin Anstey. She primarily works with innovative research methods and practices, including app- and wearable-based technologies. Her work involves the development of app-based approaches to sensory and cognitive testing. Currently, these methods are applied to the study of cognitive resilience across the lifespan. She also collaborates with CEPAR members on projects exploring shared decision making and ageing.

Brooke is a member of the CEPAR Equity, Diversity and Inclusion Committee. She also serves as a panel member of the UNSW Human Research Ethics Committee for the Behavioural Sciences.



#### DR NATASHA GINNIVAN

*BSc (Psyc) UNSW, PG-Dip (Psyc) Macq, PhD ANU*

Natasha Ginnivan is a CEPAR Associate Investigator previously based at the UNSW School of Psychology, investigating psychological interventions for workplace settings and ways of increasing age-diversity within multigenerational teams. She collaborates with Kaarin Anstey and her team on Stream 2 research.

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 stereotypes and self-perceptions of ageing. Through her research on ageing prisoners, she has recently been appointed to the NSW Inspector of Custodial Services team, however, remains a Research Associate & Adjunct Lecturer with the UNSW School of Population Health continuing to research ageing prisoners' health and cognition, and public perceptions to the compassionate release of frail older prisoners.



# 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  
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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.

In the latter stages of Project 3.1 we have 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 2023 we continued to refine and use the M-WOS Survey in two ways. First, we focused on analysing data that was collected in 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 exploring trajectories of psychological distress, and pathways to successful ageing at work via the '3I' model. Highlights from our analyses this year

were presented at the 21st European Association of Work and Organizational Psychology Congress, 'The Future is Now: The Changing World of Work' held in Katowice, Poland. Second, we used the item database created through M-WOS to collect further longitudinal data in 2022-2023. Another four waves of data were collected through 2023 to supplement the overall sample size of the original 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.

In terms of our applied collaboration with organisations, in 2023 many of the industry partnerships that were established previously were developed and progressed. New collaborations have also been established to progress through the final stages of our project. In 2023, further data has been collected within our partner organisations. Additionally, the data previously collected from three collaborating organisations has led to the development of feedback reports, recommendations, and continual industry engagement as we navigate interventions with our partner organisations.



#### 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 AUD400,000 to conduct several field research projects. Her research interests include human motivation, work design, and newcomer socialisation.

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

As with 2022, a particular focus for 2023 was the implementation of organisational interventions in the collaborating organisations. Across both Sydney and Perth, five 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 2024. Our team has begun the process of collating our learnings to present to our participating organisations and the wider workforce via industry reports. Three reports are being finalised. The first is on a collaborative investigation with a national financial advisory firm. This project involved CEPAR Associate Investigator Joanne Earl, with 18 interviews conducted. Results have indicated current themes in mature workers' retirement planning and transitions to retirement. The second report presents emerging findings from data collection for one partner intervention on age inclusive leadership, while the third report focuses on outcomes from a work design intervention within the aged care sector.

... five 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.



**PROFESSOR JOANNE EARL**  
BEEd Flinders, BA (Hons)  
Macq., MPsych PhD UNSW  
ASSOCIATE INVESTIGATOR

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 was previously an appointed member to the NSW Ministry Advisory Council on Ageing.

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### External collaborators

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CAROLIN BONTRUP  
(UNIVERSITY OF QUEENSLAND)

Project 3.2 aims 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, 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 2023 the team progressed several existing projects investigating successful ageing and started some new ones. For instance, Daniela Andrei, Lucinda Iles and Sharon Parker progressed their collaboration with Susan Reh from the University of Exeter. The study used an experimental design to investigate how favourable or unfavourable comparisons with younger or similar aged others affect mature workers' participation in work and withdrawal. Reh presented initial results at the Academy of Management Annual Meeting in Boston. The team plans to continue expanding the experimental paradigm and documenting findings for peer review. The project team based at Curtin also

continued to work on the MWOS-COVID longitudinal data to reveal important research questions and to provide insights to practices. For example, a paper led by Jane Chong, Fangfang Zhang, Iles, and Parker showed the positive and negative effects of positive and negative meta-stereotypes on older employees' perceptions of remaining opportunity and organisational commitment via intergenerational contact quality. The results further showed that age differentiated leadership weakened the negative relationship between negative meta-stereotype and intergenerational contact quality. This paper provides important insights into the retention of older workers to organisations.

The team also supervised projects in the ageing space. For example, Zhang supervised two CEPAR Honours Scholarship students on the topic of work design and older workers' learning in the context of technological changes in the organisation (i.e., automation). The students conducted two experimental studies using a work design simulation to investigate how job autonomy and job complexity affect older workers' learning motivation, self-efficacy and learning performance. At the end of 2023, the team also welcomed CEPAR Summer Scholarship



### DR DANIELA ANDREI

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

Daniela Andrei is a Senior Lecturer in the School of Management and Marketing at Curtin University and a CEPAR Associate Investigator working on Stream 3 research. Prior to this, she was a CEPAR Senior Research Fellow based at the Curtin node.

She is coordinating large-scale, applied research projects aiming to support organisations to tackle contemporary challenges such as managing an ageing/age diverse workforce, changing work conditions, or supporting employee wellbeing. In her research Daniela is particularly interested in understanding the forces that shape people's jobs and their experiences at work across the lifespan. She also investigates the consequences of these

experiences on employee performance, wellbeing and safety. Daniela's research has been published in journals such as *Journal of Applied Psychology*, *Safety Science*, and *Journal of Organizational Change Management*. She has co-authored several research reports for industry and government, including the Australian Maritime Safety Authority and the International Mining for Development Centre.

student, Jaclyn Nguyen, supervised by Iles. Over the summer, Jaclyn analysed newly collected data to understand the experiences of mature workers. The project will help us understand the extent to which mature workers' experiences have changed since CEPAR's 2019 Benchmark Mature Workers in Organisations study.

Continued willingness and motivation to learn is an important indicator of successful ageing at work and key to maintaining a highly skilled, engaged workforce. In 2023, PhD candidate Lucinda Iles progressed a project investigating how meeting (or not meeting) employees' preferences for challenging work is associated with motivation and willingness to learn. The results indicated that older workers' learning motivation can be boosted by providing work that meets their needs. By contrast, younger workers appeared to experience an increase in motivation and willingness to learn when their work environment was more challenging than they wanted. The research has important implications for engaging workers across the lifespan and provides support for an individualised approach to work design. The study is currently under review at an international journal.

Throughout 2023, Stream 3 team members have collaborated with the international researchers on studies funded by the Small Grants Award Scheme to finalise projects that contribute specifically to Project 3.2. These topics investigate subtle age discrimination of 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 University of Queensland). Projects are currently in the final stages of data collection and write up with collaborator Carolin Bontrup having recently visited the Perth team to present her findings on the workability tool.

The results further showed that age differentiated leadership weakened the negative relationship between negative meta-stereotype and intergenerational contact quality... [and] provides important insights into the retention of older workers to organisations.



**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, human-AI interaction, and learning.

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.

### RESEARCHERS

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CORT RUDOLPH  
AMY WEI TIAN  
SERENA WEE  
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### External collaborator

FRANZISKA JUNGSMANN  
(INTERNATIONAL SCHOOL OF MANAGEMENT, BERLIN)

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

Lucinda Iles submitted her PhD in 2023. Her dissertation, titled 'An investigation into the organisational challenges associated with an ageing and age diverse workforce', used the Include, Individualise, Integrate (3I) Framework to investigate ways organisations can improve the retention and engagement of mature workers. The dissertation passed without revisions and two papers are currently under review at international journals.

In 2023, the focus has been on several workplace interventions that aim to challenge organisations to improve their work design and organisational practices. Another way in which the theoretical framework developed within this project was expanded this year was through the implementation and evaluation of a leadership development intervention informed by the 3I framework. PhD candidate Eva Zellman and Applied Organisational Research Specialist Leah Zoszak developed and delivered an age-inclusive leadership development program, named 'Ascent', involving five half-day workshops and individual coaching sessions. The training drew on theories and principles from the 3I Framework and included practical skills to support leaders to adopt age-inclusive behaviours in the leadership of their age-diverse teams. The Ascent program has been delivered to 36 leaders in an Australian local government organisation, and has been empirically evaluated using rigorous research design and data collection procedures. The results from the evaluation showed participating leaders' knowledge about age-inclusive leadership improved as a result of the training, and so did their behaviours relating to the Individualise and Integrate strategies. While their attitudes towards age diversity did not change, the baseline score was very high indicating that the leaders being trained already had very positive attitudes toward age diversity.

The Ascent program has also been delivered to over 45 leaders in Europe as a part of a collaboration with Franziska Jungsmann from the International School of Management in Berlin who is a recipient of the CEPAR Small Grants Award. The data from the European sample is in the process of being analysed, and a joint analysis of the Australian and European data will be conducted in early 2024. Based on the success of the Ascent leadership development program, an updated version of this program focusing on multiple facets of diversity will be delivered as an

Executive Education course at Curtin University in 2024.

In recognition of the critical role that leaders play in creating an inclusive and supportive environment for age diverse employees, Zellman and Iles continued their research into leadership and ageing. Both presented their research at the European Association of Work and Organizational Psychology Congress in Katowice, Poland in May 2023. Zellman presented the emerging findings of her systematic review of leadership practices for ageing workers and Iles presented her study into the role that supportive leadership plays in managing perceived age bias and withdrawal of mature workers in the science, technology, engineering, and mathematics (STEM) fields. The symposium generated interesting discussion about leadership best practices in age diverse organisations.

A second intervention led by Zoszak in collaboration with an insurance provider looked at work design and manual handling training in a local government outdoor setting. The intervention aims to assess the efficacy of aspects of the participatory approach to training within organisations. Initial findings suggest that workers prefer a participatory and hands on approach to training and they believe that this approach will facilitate safer behaviour in the workplace. Data collection is ongoing and aims to link follow-up survey and organisational data to initial findings to assess behaviour change in the workplace to improve safety and wellbeing for workers across the lifespan.

After securing external funding in 2021 from Safe Work Australia, Daniela Andrei, Jane Chong and 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 now concluded the project, which involved conducting 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. Follow up data collection provided insights into factors that enable successful work design interventions, with emerging findings indicating that participatory interventions can help manage job demands in aged care. The preliminary findings have been presented in an industry report.

The project team based at Curtin continued to work on the MWOS-COVID longitudinal data to reveal important research questions and to provide insights to practices. For example, Fangfang Zhang, Iles, Andrei, Zoszak, and Parker worked on a paper to investigate how age discrimination affects older workers' knowledge sharing and knowledge seeking behaviours. They found that age discrimination was negatively related to knowledge sharing via decreased feelings of belongingness and uniqueness, while age discrimination was negatively related to knowledge seeking only via decreased feelings of belongingness. This paper provides important insights into knowledge transfer in organisations.

The team also finalised a paper based on evidence associated with the 3I Framework developed by Parker and Andrei. This research developed a measure of HR Management Practices that was aligned to the 3I model and investigated its psychometric properties. Led by Chong, with the support of Andrei, Parker, and Amy Wei Tian, the results indicate good psychometric properties for the 3I HRM practice scale and capacity to predict 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). These findings are currently under review to be published.

To support the research on the 3I Framework, the team has also developed additional research translation pieces to help organisations make use of the model. Stream 3 has worked in collaboration with Rafal Chomik to develop a series of fact sheets unpacking each component of the framework and outlining practical strategies individuals, managers, and organisations can use to support positive outcomes using the 3I model. The fact sheets will be available on the CEPAR website in early 2024.

The team also advanced their engagement with the research community this year by progressing implementation of the CEPAR Stream 3 Small Grant Awards Scheme. Two of the funded proposals contribute specifically to Project 3.3. The first one focuses on understanding how organisations can adjust recruitment processes to better attract mature candidates, and is conducted in collaboration with Serena Wee and Patrick Dunlop. Study 1 of this project has been completed and presented at the 2023 International CEPAR Conference. Study 2 is currently in progress. The second project, conducted in collaboration with Jungmann at the International Management Institute, Berlin, aims to adapt and apply the Ascent leadership development program and conduct cross-cultural comparisons on its effects. Project results will be available early next year.

The Ascent program has been delivered to 36 leaders in an Australian local government organisation, and has been empirically evaluated using rigorous research design and data collection procedures.

### RESEARCHERS

MARIAN BAIRD  
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 KATE O'LOUGHLIN  
 VANESSA LOH  
 ANDREEA CONSTANTIN  
 NATE ZETTNA

The aim of this project is to advance workplace policies and practices that acknowledge and support caregiving responsibilities and help mature age workers navigate one of the most challenging periods of their lives. As populations and workforces in many parts of the globe age, the challenge of accommodating mature workers and their responsibilities for providing care continues to grow as a global phenomenon. Australia is not immune, with many mature age workers caring for elderly parents or other relatives. Over half (56%) of Australia's carers are aged between 45 and 74 years (ABS 2020). Women often bear a significant portion of caregiving responsibilities, with carers aged 55-64 almost twice as likely to be women than men (ABS 2015).

Women's caregiving responsibilities contribute to a decline in workforce participation and hours of work, particularly during their mid to late career stages (Constantin et al, 2022).

In 2023 the team continued their focus on carer recognition, with Marian Baird, Myra Hamilton, Alexandra Heron and Hugh Bainbridge making a submission to the House of Representatives *Inquiry into the recognition of unpaid carers*, and then invited to present their evidence to the inquiry. In the submission they outlined the reasons carers feel unrecognised, and suggested strategies to address this.

The team analysed carer survey data from a key CEPAR partner, Carers NSW, for a paper on the effects on carer recognition of interruptions to work and experiences of navigating aged care provision. It also incorporated work by Heron from her doctoral research, completed in 2023, on the importance of workplace rights for carer recognition and the 'invisibility' of caring for ageing relatives. Heron held a seminar on supporting employees with care responsibilities in the workplace in August.

Myra Hamilton continued her research into the other significant care role for older workers, caring for grandchildren. Grandparents are the

largest source of childcare in Australia, affecting both their own and their adult children's workforce participation. Fieldwork has been completed and two papers submitted: a scoping review of how public policies shape grandparents' involvement in childcare, and an analysis of HILDA data to identify the determinants of the supply/demand for grandparental care and how these are linked across genders and generations.

In their policy work with case study organisations, the team has noted the exclusion of older workers from Diversity and Inclusion (D&I) agendas, with very few strategies and policies specifically for mature workers, despite many having ageing workforces. They explore this further in a new paper 'Moving beyond the 'youthful' ideal worker norm: Organisational ambivalence in managing older workers', examining through the lens of the 'ideal worker' the paradox of organisations developing highly evolved D&I policies yet neglecting to incorporate ageing in these policies.

The team's extensive policy and case study survey and qualitative research on mature workers and organisations is being further developed and consolidated in a new book *The Multigenerational Workforce: Managing Age and Gender at Work* (to be published by Palgrave



ASSOCIATE PROFESSOR  
 MYRA HAMILTON  
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 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.



in 2024). The book provides insights into the development and outcomes of multigenerational workforce strategies in Australian workplaces through the lens of gender and caring.

Marian Baird's research and policy engagement continued through 2023 with important appointments and activities. In March, she was appointed to the Expert Panel of the Fair Work Commission in recognition of her life course research on women in the labour market and her expertise on gender pay equity. She was a member of the full bench of the Fair Work Commission that delivered the National Wage Case in June, and which paid special attention to the issue of pay equity among minimum and low paid workers. In December, she began hearing Stage 3 of the Work Value case for the aged care industry. Also, in March, Baird coordinated and chaired the Treasury and Academy of Social Sciences in Australia Roundtable 'Developments in Work and Wellbeing for Contemporary Australia'. In November, she hosted an international workshop in Sydney for the Global Research Network on the Economic Empowerment of Women focusing on the field of women's economic empowerment for women of all ages.

Other team highlights include Myra Hamilton's appointment to the NSW Carers Advisory Council in February to advise the government on legislation, policy and other issues relating to carers; Hamilton's award of an ARC Mid-Career Industry Fellowship in April; and Daniel Dinale's PhD thesis being accepted for publication as a book by Springer.

The team analysed carer survey data from a key CEPAR partner, Carers NSW, for a paper on the effects on carer recognition of interruptions to work and experiences of navigating aged care provision.



**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 2023 INCLUDED:



#### DR LISA GULESSERIAN

*BA Med Toronto, PhD Syd.*

Lisa Gulesserian is Head of Professional Development at the GCC Board Directors Institute in Dubai, leading board director education programs for the region. Prior to this, she led learning and development for Willis Towers Watson's Investments Business across Australia, Hong Kong, Japan and the Philippines. As a CEPAR Associate Investigator she collaborates with Marian Baird and her team on Project 3.4 and serves on the CEPAR Equity Diversity & Inclusion Committee.

As a CEPAR affiliated student, Lisa completed her PhD at the University of Sydney Business School in 2023. Her thesis, titled 'Rideshare fathers, flexible work and gender roles', explored Australian fathers' experiences of work flexibility and childcare, and the subsequent impact on household gender roles.

Her areas of research interest include gender and flexible work, mature workers in organisations, gender roles in the workplace, and diversity and inclusion. She has been working in learning and development, with a focus on leadership development, for 18 years across Australia, the UAE and Canada and has lectured on human resources (organisational behaviour and training and development) and diversity, equity, and inclusion courses, including at the University of Sydney Business School, McMaster University in Canada, and, as a guest lecturer, at higher colleges of technology in the UAE.



#### ASSOCIATE PROFESSOR HUGH BAINBRIDGE

*BCom PhD Melb.*

Hugh Bainbridge is an Associate Professor in the School of Management and Governance at the University of New South Wales. He is also an Associate Investigator with CEPAR where he collaborates with Marian Baird and her team on Project 3.4.

His research interests focus on work-family issues and employee diversity with a specialisation on the workforce experience of people who provide unpaid care to family members who have disabilities or are elderly. The current emphasis of his work is on carer decision making around leave requests, job search, potential employers, and the pursuit of new career paths. He works extensively with Carers NSW to support initiatives such as the biennial Carers Survey and the Carers Knowledge Exchange, and has served in the project management group that oversaw the development of the NSW Government 2020-2030 Carers Strategy.

His research is published in a variety of outlets including the *Academy of Management Review*, *Human Resource Management*, *Journal of Applied Psychology*, and *Journal of Vocational Behavior*. It also appears in policy journals such as *Social Policy & Administration*, *Labour & Industry*, and *Analyses of Social Issues and Public Policy*.



#### ASSOCIATE PROFESSOR PATRICK DUNLOP

*BSc MPsych PhD UWA*

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

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



#### ASSOCIATE PROFESSOR SERENA WEE

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

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



#### 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. 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*.



#### DR ALEXANDRA HERON

*PhD USyd*  
Alexandra Heron is a Research Associate at the University of Sydney Business School's Women, Work and Policy Research Group and a CEPAR Associate Investigator. She collaborates with Marian Baird and her team on Project 3.4.

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

# 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  
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KYU PARK  
LEN PATRICK GARCES  
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This project focuses on the modelling of mortality and morbidity risks to understand how these risks impact individuals and with application in research to 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 2023, the team produced several publications in highly ranked actuarial and insurance journals, including the *Annals of Actuarial Science*, *Risks*, *Insurance: Mathematics and Economics*, *Decisions in Economics and Finance*, *Scandinavian Actuarial Journal*, and *North American Actuarial Journal*. Papers on ongoing projects have also been circulated as CEPAR Working Papers. Researchers presented results at high-profile international conferences, including the Australasian Actuarial Education and Research Symposium 2023, the 2023 International Congress of Actuaries, the Actuarial, Finance, Risk and Insurance Congress 2023, the 26th International Congress on Insurance: Mathematics and Economics, the 27th Asia-Pacific Risk & Insurance Association Conference, the 18th International Longevity Risk and Capital Markets Solutions Conference, and the 31st 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.

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). Work has also progressed on the development of an R package, *AffineMortality*, for performing parameter estimation and forecasting with these models.

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



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BA BiomedE Harvard,  
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SENIOR RESEARCH  
ASSOCIATE

Michelle Vhudzijena is a Senior Research Associate at CEPAR based in the School of Risk and Actuarial Studies at the University of New South Wales Business School. She joined CEPAR in May 2019 as a doctoral student and completed a PhD thesis in Actuarial Studies in October 2023 titled 'Modelling mortality heterogeneity using health trajectories and multimorbidity'.

Michelle's primary research interests include mortality heterogeneity, multimorbidity, unsupervised machine learning and cause of death modelling.

Michelle is currently working on converting her thesis chapters into working papers, developing the Retirement Income Toolkit and assessing sustainable aged care financing in Australia.

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 data. The Retirement Income Toolkit in R, a suite of R code modules for the pricing of various retirement products and life insurance policies which was launched last year 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>).

Leveraging the achievements in 2023, 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 with the use of incomplete cohort data, development of joint lives transition models, and improved projection. In addition, work continues to incorporate age-dependence of mortality rates

to account for mortality rate correlations across ages and different cohorts. An R package on affine mortality modelling incorporating these extensions is under development, as part of the Retirement Income Toolkit.

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. An R package to estimate these models using cross-sectional data is under development. 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.

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.



**DR LEN PATRICK GARCES**  
BScApMaths (MathFin) AB  
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Ateneo de Manila  
University, PhD UniSA  
ASSOCIATE INVESTIGATOR

Len Patrick Garces is a Lecturer in Quantitative Finance in the School of Mathematical and Physical Sciences at the University of Technology Sydney and an Associate Investigator at CEPAR working with Michael Sherris and his team on Projects 4.1 and 4.5. Prior to commencing at UTS in April 2023, he was a Senior Research Associate at the UNSW node of CEPAR.

His primary research interests lie in the area of financial, actuarial, and insurance mathematics. Currently, he is working on projects on continuous-time stochastic mortality models and their applications to actuarial valuation, the design and

valuation of retirement income products, robust consumption and investment problems, and indifference pricing of mortality-linked securities.

Len obtained his PhD from the University of South Australia in 2021. His PhD research, published in *Quantitative Finance*, focused on the use of stochastic volatility and jump-diffusion models and formulating corresponding numerical methods for option pricing.

### RESEARCHERS

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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, Canadian researchers 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.

These type 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. Unlike standard cohort-component projection models, which are based on aggregated population data, microsimulation models simulate each individual separately and characteristics of each individual can change. In our Australian model, each individual is endowed with certain characteristics at baseline (or at birth for later cohorts) and is then subject to simulated events during the simulation period. For example, individuals can be born, give birth (females only), acquire education, enter or leave the labour force, migrate, change their English proficiency, and/or die. Each event is based on Monte Carlo trials using input parameters based on analysis of census and survey data and vital statistics. Input parameters relate to a selection of characteristics that are linked to the event, and events are highly interdependent. For example, employment depends on age, sex, English proficiency, country of birth, immigration status, and education. Microsimulation allows researchers and policymakers to project the future size and composition of the population under various potentially complicated scenarios.

During 2023, considerable progress has been made with the development of CEPAR-sim, the dynamic microsimulation of Australia's older population. Our Canadian partners, led by Professor Alain Belanger, have built the CEPAR-sim model infrastructure utilising Modgen, a meta language of C++ that has been developed and is maintained by Statistics Canada. Belanger also visited the University of Melbourne to help finalise the parameters for the underlying modules used by the model. The base population and input parameters for each module has also been finalised. The structure of the model comprises a base population and seven modules: fertility, mortality, immigration, emigration, education, labour force participation, and English proficiency. Each module contains parameters that affect the events to which individuals are subject in the simulation. The base population defines a synthetic population of 25,687,994 individuals in Australia in 2021 with the following characteristics: age, age at arrival, sex, English proficiency, country of birth, education, and labour force status.

Currently, the model is in test phase with considerable error testing required before finalising the model in 2024.



### 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.

## 4.3 SOCIAL DETERMINANTS OF SUCCESSFUL AGEING

### RESEARCHERS

FIONA BLYTH  
SAMAN KHALATBARI-SOLTANI  
FIONA STANAWAY  
YAFEI SI

### External Collaborators

DAVID HANDELSMAN  
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MARKUS SEIBEL  
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(ALL UNIVERSITY OF SYDNEY)

This project focuses mainly on socioeconomic inequities in the health of older adults, healthy ageing and its domains, including pain and falls, using data from large Australian cohort studies, specifically the Concord Health and Ageing in Men Project (CHAMP) and the Australian Longitudinal Study of Women's Health (ALSWH). Fiona Blyth leads CHAMP. This project also focuses on increasing awareness and addressing contemporary methodological issues in social epidemiology as well as data availability and gaps.

In response to the UN Decade of Healthy Ageing call for the identification of data availability and gaps, Dr Saman Khalatbari-Soltani, with support from Blyth, two students, a research assistant (Yafei Si), and a web design team, developed an urgently needed Healthy Ageing Toolkit. This groundbreaking free searchable cohort information repository includes 287 ageing cohort studies across the globe. The Toolkit was launched in October 2023. Though in its infancy, it has had substantial reach across academia, health services, and policy sectors. This includes over 100 participants at the Toolkit Launch event from a range of inter(national) stakeholders (e.g., World Bank, Australian government departments, Australian Research Council, COTA), over 1500

website visitors in a month, two talks at the Australian Epidemiological Association and the Australian Association of Gerontology, and news coverage (CEPAR, University of Sydney). Based on the findings from the Toolkit, Khalatbari-Soltani, Blyth, and colleagues made a submission to the Treasury in 2023, stressing the significance of gathering data on housing conditions, which informed the Australian Government's policy document 'Measuring What Matters, Australian's First Wellbeing Framework'.

CHAMP started in 2005 when 1705 men aged  $\geq 70$  years were recruited from the community around Concord Hospital in Sydney. During the early stages of 2021, CHAMP finished collecting data on older men's experience during the pandemic via a COVID-19 follow-up survey. A total of 237 men participated altogether. On socioeconomic inequities in the health of older adults, using CHAMP data and focusing on intra-generational social mobility theories, Khalatbari-Soltani found that cumulative and persistent exposure to disadvantaged socioeconomic conditions across the life course, rather than social mobility, is associated with increased mortality. The dose-response relationships between adverse socioeconomic experiences over time and mortality highlight the need for targeted



**DR SAMAN KHALATBARI-SOLTANI**

MSc Nutritional Science  
University Putra Malaysia,  
PhD Life Sciences  
University of Lausanne,  
PhD Epidemiology and  
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ASSOCIATE INVESTIGATOR

Saman Khalatbari-Soltani is a social epidemiologist and Senior Lecturer in Population Health at the University of Sydney School of Public Health and a CEPAR Associate Investigator.

Until June 2023 she was a CEPAR Senior Research Fellow working with Fiona Blyth on Project 4.3. She joined the Centre in September 2018 after working for one year as a Postdoctoral Fellow at the Department of Internal Medicine, University of Lausanne, Switzerland. She holds a PhD in Life Sciences (University of Lausanne, Switzerland), a PhD in Epidemiology and Public Health (Swiss School of Public Health) and a Master of Science in Nutritional Science (University Putra Malaysia).

During a one-year Fellowship at the University of Cambridge, she trained in 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*, and *Journal of Epidemiology and Community Health*. She has been an editor of the *International Journal of Epidemiology* and *Journal of Gerontology: Medical Sciences* since 2021.



interventions to address adverse socioeconomic conditions across the life course.

Moreover, much of Blyth and Khalatbari-Soltani's research concerns social determinants of pain and in collaboration with the Australian National University, they provided evidence on pain and its interference with daily living in relation to cancer, using data from the 45 and Up study with 16,053 cancer survivors and 106,345 people without cancer. The CHAMP study has also continued to analyse and publish results around the oral health and nutrition data collected during the 4th wave of the CHAMP study, focusing on how it may impact social determinants of health and quality of life.

Khalatbari-Soltani leads a multidisciplinary team of researchers from Australia, France, and the UK to highlight common methodological issues of health inequality studies. For example, in a series of publications, the team 1) provided compelling evidence demonstrating the widespread neglect of overadjustment bias in the field, 2) provided

guidance and recommendations on how to prevent this issue in social epidemiology, and 3) further advocated for the inclusion of overadjustment bias in guidelines for conducting systematic reviews, given that overadjustment results in biased estimates of health inequities and accurate estimates are essential for public health policy.

The Healthy Ageing Toolkit contains key information on 287 cohort studies from around the world that are suitable for studying healthy ageing and its social and environmental factors. This information has never before been available in an aggregated and accessible form and has the potential to transform research and policy in the area of healthy ageing.



ASSOCIATE PROFESSOR  
FIONA STANAWAY

MBBS (Hons) Qld.,  
MPH PhD Syd.

ASSOCIATE INVESTIGATOR

Fiona Stanaway is an Associate Professor in Clinical Epidemiology in the School of Public Health at the University of Sydney. 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 in ethnically diverse groups. Following her medical degree, she completed a Master of Public Health and a PhD on health and ageing in Italian migrants in Australia. Her research interests include the social determinants of health in older migrants,

clinical epidemiology methodology, and data linkage. She 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.

### RESEARCHERS

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Retirement policy and long-term care issues have continued to evolve in 2023, with our researchers contributing to the global discussion. In November, John Piggott participated in the Nikkei Super Active Ageing Society conference as a panellist, speaking on 'Finance and Work Style'. John also acted as a discussant at the Asian Economic Development Conference organised by the Asian Development Bank in Tokyo in July. Also noteworthy in 2023 was Bei Lu's keynote presentation, 'The Economic Implications of Long-term Care Policy,' at the International Conference on Reimagining Aging in the New Normal held in Zhejiang, China in June.

Current research has focused on four key areas: pension policy in emerging Asia; behavioural responses to pension reform; health capacity of older cohorts to work; and aged care.

#### Pension policy in emerging Asia

In 2023 research continued on pension policy in emerging Asia in association with the Asian Development Bank, and the further development of an overlapping generations (OLG) model incorporating the informal sector focused on a constellation of features found in several Southeast Asian countries.

This research has been advanced through PhD research by Huyen Hoang, whose thesis focuses on an OLG model of pension policy in Vietnam. Other doctoral research, by Trang Le, examines the impact of social norms regarding private intergenerational transfers, on fertility in Indonesia.

#### Behavioural responses to pension reform

Work in this area has focused on the behavioural responses to the complex and comprehensive Norwegian pension reform of 2011. Erik Hernæs and John Piggott, together with colleagues from the Frisch Centre in Norway and Statistics Norway, are currently studying how pension reforms can



**RAFAL CHOMIK**  
 BEcFin UWA, MEd  
 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 two decades, initially as a project manager in economic regeneration and subsequently as an economist focusing on social policy. He has experience in economic and business consulting in the private sector, working as an economic advisor for the British Government and as a pensions economist at the Organisation for Economic Cooperation and Development (OECD) in Paris.

He specialises in social policy design, public and private pension analysis and poverty and income measurement. His 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 health inequality trends.

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. This paper is at the revise and resubmit stage in the *Journal of Population Economics*.

#### Health capacity of older cohorts to work

A paper focused on health capacity of older cohorts to work, written jointly by Zhao, Law, Piggott and Yiengprugsawan, was completed and will appear in March 2024 in a special issue of the *Asian Development Review*. This paper is one of a series, focused on a number of countries in Asia, that examined this issue in a coordinated manner.

#### Aged care

A paper by Bei Lu and colleagues, 'The heterogeneous effect of parental investment on

old-age support: Only children as the main caregivers in China' was published in *The Journal of Family Issues (SJR-Q1)*. The paper investigates old-age support provision in one-child families due to its strict family planning policies. Results show a coexistence of fairness maintenance thesis and singleton compensation thesis: children's returns to parents in one-child families are weakly motivated by their parents' large-sum investments, but strongly motivated by parental daily transfers. In one-child families, sons are more obliged to provide old-age support in return for parental transfers than are daughters.

Bei Lu completed three additional papers in 2023. Two were commissioned by the Asian Development Bank and were focused on long-term care policy development in China.

Gaoyun (Sophie) Yan is currently leading a study on understanding length of stay and health trajectory of older Australians in permanent residential care. This cohort study utilises administrative data from the Australian Institute of Health and Welfare to thoroughly examine the variation in older people's length of stay in permanent residential aged care across characteristics of facilities and residents. This project is expected to provide insights into the

likely future demand for residential care and how the financial implications of residential care stay impact the adequacy of retirement incomes.

This project is expected to provide insights into the likely future demand for residential care and how the financial implications of residential care stay impact the adequacy of retirement incomes.



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

Sophie Yan 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.

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 ZACHARIAH SHUBLAQ

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 2023, the team produced publications in high-ranking actuarial, insurance, and applied mathematics journals, including the *Annals of Actuarial Science*, *Risks*, *Insurance: Mathematics and Economics*, *Decisions in Economics and Finance*, *Scandinavian Actuarial Journal*, and *North American Actuarial Journal*. Researchers presented their work at high-profile international conferences, including the Australasian Actuarial Education and Research Symposium 2023, the 2023 International Congress of Actuaries, the Actuarial, Finance, Risk and Insurance Congress

2023, the 26th International Congress on Insurance: Mathematics and Economics, the 27th Asia-Pacific Risk & Insurance Association Conference, the 18th International Longevity Risk and Capital Markets Solutions Conference, and the 31st 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.

In 2023, 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



#### DR KYU PARK

BCom/BSc University of Auckland, MCom Syd. PhD Macq.

SENIOR RESEARCH ASSOCIATE

Kyu Park 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.

house prices by postcodes and models for joint lives were also developed and implemented.

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 continues to be developed to implement aggregate mortality forecasting, health state modelling, and economic scenario generation as inputs for the analysis and comparison of retirement income products.

Following the release of the Retirement Income Covenant, research continues with 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.

Research has produced innovations in the actuarial modelling and risk analysis of pooled products which combine longevity and long-term care risks.



**DR JENNIFER ALONSO GARCÍA**

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

Jennifer Alonso García joined the Department of Mathematics at the *Université Libre de Bruxelles* as a (tenured) Professor of Actuarial Science in October 2019. She is also an Associate Investigator at CEPAR, Netspar Fellow and member of the PBSS board.

Previously she was a (tenure-track) Assistant Professor at the Department of Economics, Econometrics and Finance at the University of Groningen and Senior Research Associate at CEPAR. Her research has been published in leading international journals, including *Insurance: Mathematics and Economics*, *Scandinavian Actuarial Journal*, *ASTIN Bulletin* and *Quantitative Finance*, and has been awarded multiple IAA Best Paper Awards. She is a member of the organising committee of the

One World Actuarial Research Seminar and currently is Associate Editor at *ASTIN Bulletin* and *Annals of Actuarial Science* and is a member of the Scientific Board at *Anales del Instituto de Actuarios Españoles*.

Her research combines the areas of actuarial science and household, pension and quantitative finance to study the design, risk-sharing and financing of funded and pay-as-you-go retirement income schemes. Jennifer is currently involved in research on intergenerational risk-sharing in pay-as-you-go systems; the financial decision making of households during retirement; life expectancy inequality; and design and risk management of equity-linked retirement income products.

### RESEARCHERS

HAZEL BATEMAN  
HANLIN LOU  
AKSHAY SHANKER  
CHELLE WANG  
JULIE AGNEW  
LORETTI I. DOBRESCU  
INKA EBERHARDT HIABU  
CHRISTINE ECKERT  
KATJA HANEWALD  
FEDOR ISKHAKOV  
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SUSAN THORP  
SHANG WU  
CHENG WAN  
VICTORIA HOANG  
JAMIE YAN

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 relate to 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 2023 the research team continued to present at international conferences. Highlights include invited and keynote presentations at the Boulder Summer Conference on Consumer Financial Decision Making, Boulder, Colorado, USA; the ZEW Conference on Ageing and Sustainable Finance, Mannheim, Germany; the Netspar International Pension Workshop, Leiden, the Netherlands; and the PeRCent (Pension Research Centre) Annual Conference in Copenhagen, Denmark. Research from this project featured in the Treasury Discussion Paper 'Retirement phase of superannuation' released in December 2023 and

relevant researchers have been invited to engage with the Treasury consultation process in 2024.

Projects completed and 'in progress' in 2023 fall into two categories – (i) information architecture to support superannuation decisions, and (ii) the role of home equity in life cycle household finance. Research from both themes was presented at the 31st Colloquium on Pensions and Retirement Research, co-hosted by CEPAR and the UNSW School of Risk and Actuarial Studies, and featuring keynote speaker Julie Agnew, a CEPAR Associate Investigator and Professor of Economics and Finance at the College of William and Mary, Virginia, USA. The team continued to engage with research partners from UniSuper, Aware Super and Cbus, as well as the superannuation and pensions industry via membership of advisory boards including the Conexus Institute, the Mercer CFA Institute Global Pension Index and Super Consumers Australia.

### Information architecture to support superannuation decisions

Work continued on the retirement income estimates (RIE) project, jointly funded by an ARC Linkage Grant with Cbus superannuation fund. Activities in 2023 focused on the role of targeted goal-setting messages (in addition to RIEs) on



#### DR HANLIN LOU

BA Heilongjiang University,  
MA Monash, PhD UTS  
RESEARCH FELLOW

Hanlin Lou is a CEPAR Research Fellow located in the UNSW Business School.

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

super fund member voluntary contributions and interactions with the fund. Results indicate goal-setting messages have significant within-individual effects on superannuation contributions and engagement behaviour. While the magnitudes of the treatment effects differ for members with diverse characteristics, treated members (receiving the RIE and goal-setting messages) tend to raise their voluntary contributions and contact the fund less after receiving goal-setting messages.

In related work, a new dynamic life cycle model led by Isabella Dobrescu and Akshay Shanker incorporating superannuation, financial and housing decisions and calibrated to the Cbus superannuation choice architecture and retirement income estimate (RIE) interventions was completed. Results suggest that younger workers (below 45) that receive the REI save about five percent more annually than those who did not, while older workers (45 and above) save about 10 percent less. Analysis using the life cycle model suggests that younger people are heavily affected by behavioural costs, whereas the older ones who are already more actively considering retirement could be exhibiting a more pronounced income effect, slowing down savings and work hours.

Finally, a new project commenced which will explore annuity decision states as well as alternative framing of longevity risk to assist people with retirement benefit decisions.

Overall these projects provide an evidence base for 'best practice' strategies and tools under the recently introduced requirement for super funds to develop and implement a retirement income strategy which identifies the needs of all members in retirement and develops a plan to service those needs.

#### The role of home equity in life cycle household finance

For most households the home is the largest financial asset, yet housing wealth is little used to support lifetime finances. In 2023 work continued on several projects exploring potential uses of housing wealth over the life cycle including, a two-generation model of reverse mortgage decisions to investigate the aggregate welfare impact where parent homeowners use a reverse mortgage to support first home purchase by adult children, taking account of the interaction between the generations; a simulation model of the impact on lifetime welfare of the use of the Home Equity Access Scheme to supplement the Age Pension,

superannuation and financial assets for representative households across the wealth distribution; and a stated choice survey of potential new financial products which use home equity to finance long-term care, therefore facilitating 'ageing in place'. A final study explores the effectiveness of information framing to offset mental accounts, narrow bracketing and complexity on demand for home equity release products. Papers on all four projects were presented at both academic and industry conferences in 2023, including the APRIA conference in Osaka, Japan; the ARIA conference in Washington DC, USA; and the IBR Post Retirement Conference in Sydney.

Results indicate goal-setting messages have significant within-individual effects on superannuation contributions and engagement behaviour.



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

Yunxiao (Chelle) Wang is a CEPAR Postdoctoral Fellow located in the UNSW Business School.

She joined CEPAR in May 2023 after serving as a lecturer for two years at Soochow University in China. Her primary research interests include retirement planning, superannuation, pension analysis, life cycle models, stochastic control, and optimisation. She has published in journals such as *Annals of Actuarial Science* and the *European Journal of Operations Research*.

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

## FEATURED STREAM 4 RESEARCHERS

### OTHER RESEARCHERS INVOLVED IN STREAM 4 RESEARCH IN 2023 INCLUDED:



**DR AKSHAY SHANKER**

*BEd Syd., MEc UNSW, PhD ANU*  
**RESEARCH FELLOW**

Akshay Shanker is a CEPAR Research Fellow located in the UNSW Business School. Previously Akshay was a CEPAR Research Fellow from 2019 to 2021 and a CEPAR Associate Investigator from 2021 to October 2023.

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

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



**DR INKA EBERHARDT HIABU**

*MSc Econ Utrecht, PhD Maastricht University*  
**ASSOCIATE INVESTIGATOR**

Inka Eberhardt Hiabu is a Visiting Fellow at the UNSW School of Risk and Actuarial Studies. As a CEPAR Associate Investigator, she collaborates with Hazel Bateman and her team on Project 4.6.

Inka was previously a CEPAR Research Fellow, located in the UNSW Business School, from October 2018 to April 2023. Prior to joining CEPAR, she visited Professors Michael Norton and John Beshears at Harvard Business School in 2017.

She completed her undergraduate studies in political studies and economics in the Netherlands, and graduated with a PhD in Finance from Maastricht University. For her dissertation, Inka worked together with the *Bedrijfstakpensioenfondsv Detailhandel*, the pension fund of the Dutch retail sector. Inka is interested in the interface between behavioural economics and pension systems. 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.



**DR MENGYI XU**

*BCom (Hons) PhD UNSW, FIAA, FSA*  
**ASSOCIATE INVESTIGATOR**

Mengyi Xu was a Senior Research Associate with CEPAR from September 2017 until 30 October 2020. Since November 2020, she has been an assistant professor of actuarial science in the Departments of Statistics and Mathematics at Purdue University. She remains affiliated with CEPAR as an Associate Investigator and works on Projects 4.1 and 4.5.

She is also a Fellow of the Institute of Actuaries Australia and a Fellow of the Society of Actuaries. Her research interests include longevity and disability risk modelling, innovations in retirement income products, and pension fund management. Her work has been published in *Insurance: Mathematics and Economics*, the *ASTIN Bulletin* and the *North American Actuarial Journal*.





### ERIK HERNÆS

*Cand Oecon Oslo*

#### ASSOCIATE INVESTIGATOR

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

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

Erik collaborates with Professor Piggott on Project 4.4.



### ASSOCIATE PROFESSOR JONATHAN ZIVEYI

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

#### ASSOCIATE INVESTIGATOR

Jonathan Ziveyi 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 collaborates with Professor Michael Sherris on Projects 4.1 and 4.5.

He received his PhD in Quantitative Finance from the University of Technology Sydney where his thesis was on the evaluation of early exercise exotic options. His current research interests include longevity risk management, retirement income product design and valuation of guarantees embedded in variable annuities. His research output has been published in leading quantitative finance and actuarial journals such as 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.



### 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, collaborating with Professor Hazel Bateman on Project 4.6, 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 microeconometrics, 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.

## RESEARCHERS

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### PHILIP (PIP) O'KEEFE

BA (Hons) and LLB Sydney,  
 MSc Oxford, LLM London  
 School of Economics

**DIRECTOR OF HUB AND  
 PROFESSOR OF PRACTICE**

Pip O'Keefe is Professor of Practice at the UNSW Business School and Director of the CEPAR Ageing Asia Research Hub.

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

The Ageing Asia Research Hub, established in 2019 with financial support from 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. There is strong complementarity 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. It 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 the 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. Ageing is also happening at much lower country income levels than in OECD countries. Demographic transition in emerging Asia is also taking place in the context of under-developed social protection systems,

labour markets with high informality, a rising burden of non-communicable diseases with under-prepared health and care systems, and growing expectations from citizens of the state for support in old age. Navigating societal ageing thus requires policy adjustments on many fronts.

In this context, the Hub aims to enhance knowledge and understanding of the causes and implications of demographic change throughout the Asian region, and to inform policy formulation and practice innovation to navigate societal ageing. Its remit includes all Asian countries, but with a primary focus on emerging economies, in particular China, Indonesia, Vietnam, and Thailand. Hub researchers have active partnerships with researchers across East and Southeast Asia, with various government agencies, and with development agencies including the Asian Development Bank and the World Bank. During 2023, 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 103-114.

## Healthy ageing

This work stream investigates factors that affect health and wellbeing for different groups of the Asian population as they age, and aims to build the evidence base and tools to inform feasible interventions to promote healthy ageing. Work published in 2023 by Hub researchers included financial impacts of health systems, inequality in intrinsic capacity and healthy ageing, institutional incentives in pandemic response, vaccine take-up in China, and facilitating access to global data for health research. Highlights included:

CEPAR researchers Yafei Si, Hazel Bateman, Shu Chen, Katja Hanewald with collaborators Bingqin Li, Min Su, and Zhongliang Zhou in their paper, 'Quantifying the financial impact of overuse in primary care in China: A standardised patient study', use an approach of unannounced standardised patients (SPs) to identify overuse of primary care services, document its patterns and quantify its financial impact on patients in China. The team trained SPs to present consistent cases of common chronic diseases and recorded physician-patient interactions in public and private primary hospitals in a capital city in western China in 2017-2018. Using linear



**PROFESSOR JOHN BEARD**  
MBBS Adel., PhD USyd  
ASSOCIATE INVESTIGATOR

John Beard is the Irene Diamond Professor of Productive Ageing at Columbia University Irving Medical Center and Director of the International Longevity Center at Columbia University in the US. He is also currently a CEPAR Associate Investigator.

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.

regression models controlling for fixed effects, they found overuse in 72 percent of SP visits. Overuse was similar among public and private hospitals, low-competence and high-competence physicians, male and female physicians, junior and senior physicians and male and female patients, but varied between patients presenting different diseases. Overuse increased the total cost by 118 percent, test costs by 59 percent and drug costs by 100 percent, and was consistent across hospital, physician and patient characteristics. The authors suggest that overuse is unlikely to be attributable to physician incompetence but rather to the financing framework for primary care in China.

Yafei Si, Katja Hanewald, Shu Chen, Bingqin Li, Hazel Bateman, and John Beard in their paper, ‘Life-course inequalities in intrinsic capacity and healthy ageing, China’, investigate the contribution of early-life factors on intrinsic capacity of Chinese adults older than 45 years using waves of the China Health and Retirement Living Survey (CHARLS). They investigate the direct association of early life factors with participants’ intrinsic capacity later in life, as well as indirect associations through current socioeconomic factors. Using multivariable linear regression and decomposition of the

concentration index they find that participants with a favourable environment in early life had a significantly higher intrinsic capacity score in later life, and inequalities were greater for cognitive, sensory and psychological capacities than locomotor and vitality. Overall, early-life factors directly explained around 14 percent of intrinsic capacity inequalities, and a further 28.6 percent of the inequalities through indirect channels.

Bo Feng, CEPAR researchers Bei Lu and Dandan Yu, and Zhen Wang in their paper, ‘Patronage networks and multitasking incentives: Evidence from local officials’ COVID-19 responses in China’s centralized bureaucracy’, examine the relationship between patronage and multitasking by officials in the context of the COVID-19 pandemic response in China. They argue that patronage induces agents to prioritise tasks for which their superiors face heightened top-down pressures. Exploiting the staggered adoption of Community Stringent Measures (CSMs) across Chinese cities, they compare Chinese local governments’ COVID-19 responses based on city officials’ patronage connections to provincial superiors. They find that CSMs in more “connected” cities more substantially reduced virus infections compared to unconnected cities

but generated more pronounced human mobility reduction and citizen discontent, potentially hindering economic development and social stability.

In their paper, ‘The Impact of fintech development on air pollution’, Yuzhen Ma, Xinyang Wei, CEPAR researcher Gaoyun (Sophie) Yan and Xiaoyu He investigate the impact of fintech development on air pollution using a two-factor fixed effects model based on data for prefecture-level cities in China. The findings show that fintech development can effectively reduce air pollution emissions, and this conclusion is proved to be robust throughout a series of tests. The mechanism analysis shows that fintech reduces air pollution by promoting digital finance and green innovation.

CEPAR researchers Saman Khalatbari-Soltani, Fiona Blyth, Yafei Si and colleagues released the Healthy Ageing Toolkit, a free public resource designed to help researchers easily find information globally on cohort studies that include health, longevity and wellbeing measures, with the goals of facilitating multi-cohort research and promoting the use of available data, and providing guidance on data



**A/PROFESSOR  
KATJA HANEWALD**

MSc Econ PhD Humboldt-Universität zu Berlin  
**DIRECTOR OF HUB  
RESEARCH AND ASSOCIATE  
INVESTIGATOR**

Katja Hanewald is an Associate Professor in the UNSW School of Risk and Actuarial Studies, where she chairs the School’s Research Committee. She is also the Director of Research at the Ageing Asia Research Hub, a CEPAR Associate Investigator, a Netspar Fellow, and the Vice President - Programs of the Asia-Pacific Risk and Insurance Association.

Her research models ageing trends and develops risk management and insurance responses to population ageing. Katja has published 30 articles in high-impact insurance, actuarial, economics, and medical journals.

collection gaps that can underpin efforts, including policies, concrete actions and planning, and funding to expand data collection. Surveys from over 50 countries are already included in the toolkit and it will act as a live resource for global health researchers.

Mingzhu Jiang, CEPAR researcher Shu Chen, Xuanxuan Yan, Shenglan Tang, and Xiaohua Ying in their paper, 'The coverage and challenges of increasing uptake of non-National Immunization Program vaccines in China: A scoping review', focus on four non-National Immunisation Program (NIP) vaccines (Hib, HPV, PCV, and rotavirus vaccine) to conduct a review on vaccination rates and major barriers faced by health systems, providers, and caregivers to increase coverage. Uptake was found to be partial and variable across space within China. High prices, low vaccine awareness, and concerns about vaccine safety and efficacy were the most commonly cited barriers to uptake. The paper advises gradually incorporating the vaccines into the NIP, with prioritisation guided by factors such as disease burden, financial resources, and market readiness, and special attention to high-risk populations and underdeveloped regions.

CEPAR PhD student Yafei Si was also awarded his doctorate in 2023 for his thesis, 'Three essays on health, health care and healthy ageing'. The thesis is focused on China and the insights are reflected in the co-authored papers above.

CEPAR PhD student Shu Chen also submitted her PhD, 'Ageing and health: Navigating disease, care, and prevention among older people'. The thesis advances work on ageing metrics to reassess the implications of ageing for China. It then assesses the association between multimorbidity and informal long-term care (LTC) use in China, and finally studies the association between social environment, measured by a novel polysocial risk score, and dementia, and whether a healthy lifestyle can mitigate the impact of an unfavourable social environment on developing dementia despite genetic risks.

#### Resources and financial protection at older ages

The challenge of ensuring adequate financial protection at older ages is acute in developing Asian countries with large informal sectors and social security systems which have low coverage, weak adequacy, and often 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, as well as the informal financial support mechanisms. Recent work examines the impact of expected pensions on consumption, risk and protective factors which influence familial support to older people, performance of current pension systems and reform options to improve sustainability and household welfare, and policy options for expanding coverage of pensions to informal sector workers.

CEPAR researchers and collaborators Wei Zheng, Katja Hanewald, Youji Lyu, and Ruo Jia in their paper, 'The impact of expected pensions on consumption: Evidence from China', examine how pension participation and expected pension benefits affect working-age adults' consumption based on CHARLS data from 2011–2018. Consumption of working-age adults who participate in the Residents' Basic Pension is 15 percent higher than that of non-participants, and increases in their expected pension benefits by RMB 1 result in a consumption increase of RMB 0.34. The findings suggest that pension expectations are critical to the consumption decisions of working-age adults and can positively affect total domestic consumption, an important policy objective of the Chinese authorities.



#### 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 in China. She is Director of Engagement for the Ageing Asia Research Hub, a member of the project team for 4.4, and a collaborator on Project 3.3.

Bei completed 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. She has been very successful in developing international linkages over the past ten years with organisations such as the provincial government of Zhejiang, China, the Asia

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

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

Muhammad Ulil Absor, CEPAR CI Peter McDonald and Ariane Juliana Utomo in their paper, 'Economic disadvantage among older people in rural Indonesia: Risk and protective factors', use Indonesian household survey data to investigate factors contributing to economic disadvantage of older persons and the influence of financial support from adult children in relieving old-age poverty. Using a multidimensional economic disadvantage measure, they find that 12 percent of older persons in the study sites are economically disadvantaged, and that risk factors for economic disadvantage include being female, having non-migrant children only, no children, and having a disability. Protective factors include having a pension, a higher education level, and remaining economically active. Children's financial support plays a very limited role in preventing poverty and as a main source of income in old age. Therefore, there is a need not to rely on children's financial support for older persons but to develop and provide a more sustainable support system.

CEPAR's 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.

There were also two PhD submissions from CEPAR researchers in 2023:

Trang Le's PhD thesis, 'Fertility and human capital investment in developing countries', develops heterogenous-agent life cycle models with fertility choice and endogenous links between parents and children via human capital choice and private transfers supporting old age. The models were estimated using Indonesian data. It then examines the distributional and aggregate effects of changes in intergenerational behaviour with regard to human capital investments and private transfers.

Huyen Hoang's PhD thesis, 'Quantitative insights into pension reform in emerging economies: The case of Vietnam', examines sectoral/labour choice and pension reform in Vietnam. The thesis includes empirical analysis, employing various

econometric techniques, then develops a life cycle model estimated to Vietnamese data and applies it to pension policy analysis. The model (OLG-EE1 type) abstracts for fertility and human capital choices but accounts for heterogeneity by skill type, sector/employment and also gender.

#### Aged care needs and services

This research stream focuses on the growing demand for and nascent systems of formal aged care in emerging Asia and their interaction with informal care. Focus areas of research include trends in formal and informal care provision and their determinants; assessments of emerging formal LTC systems, including financing and human resource sources and needs; and evaluation of policies and practices that can facilitate the supply of formal aged care (home- and community-based and residential). Research highlights in 2023 included:

CEPAR researchers Shu Chen, Yafei Si, Katja Hanewald, Bingqin Li, Chenkai Wu, Xiaolin Xu and Hazel Bateman in their paper, 'Association between multimorbidity and informal long-term care use in China: A nationwide cohort study', assess the association between multimorbidity and informal LTC use in China, including the socioeconomic and regional disparities. Their



#### DR DANDAN YU

BEcon MEcon Peking,  
PhD UNSW  
VISITING FELLOW

Dandan Yu was a CEPAR Research Fellow located in the UNSW Business School until July 2023 when she took up a position as a Research Fellow at the Centre for the Health Economy at Macquarie University. Since her move to Macquarie, Dandan has continued her affiliation with CEPAR as a Visiting Fellow.

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.

findings substantiate the threat of multimorbidity to the informal LTC burden and highlight the need to strengthen formal LTC service provision, especially among older adults with multimorbidity and to ensure equal access among those with lower income.

Mingxu Yang, Jacqueline Chen, and CEPAR Senior Research Fellow Bei Lu in their paper, 'The heterogeneous effect of parental investment on old-age support: Only children as the main caregivers in China', investigate old-age support provision in one-child families due to China's family planning policies. Results show a coexistence of the fairness maintenance thesis and singleton compensation thesis: children's returns to parents in one-child families are weakly motivated by their parents' large-sum investments, but strongly motivated by parental daily transfers. In one-child families, sons are more obliged to provide old-age support in return for parental transfers than are daughters.

Muhammad Ulil Absor, Peter McDonald and Ariane Juliana Utomo in their paper, 'Care arrangements of older persons in rural Indonesia: A study of six villages', explore the provision of care for older persons in rural areas of Indonesia using data from the Ageing in Rural Indonesia Study, and examining who needs care, who provides care,

and how care operates across socio-demographic settings. They find that a contributing factor to gender inequality in old age is the disproportionate amount of unpaid care that older women provide to their families. Older women are often both care recipients and providers. Kinship systems also play an important role in determining care responsibilities. Male family members have prominent caring roles in patrilineal villages, but limited roles in villages with bilateral kinship systems. Care operates through a tiered system of family-based habitual care, small-scale paid care, community care, and institutional care. The paper also highlights the significant role of rural communities in providing care through traditional forms of social support in the absence of government support.

Bei Lu authored two technical papers for the Asian Development Bank. The first, 'Economic analysis of elder care system and services', focuses on key issues in China's business environment for aged care, including an economic analysis of existing challenges and strategies to promote integration of medical care and urban elderly care in China. The study also estimates the investment cost requirements for full coverage of community elderly service facilities and adequate staffing of community workers. The

second, 'What's next - Exploring 10 key inquiries about China's future long-term care policy', outlines the key policy challenges for further development of China's LTC system.

Former CEPAR Senior Research Fellow Vas Yiengprugsawan and John Piggott in their edited book, *Shaping long-term care in emerging Asia: Policy and country experiences*, provide detailed case studies of the emerging LTC systems in China, Thailand, Vietnam and Indonesia and synthesise the emerging experience, initial lessons and remaining policy challenges.

#### 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, including in partnership with Asian governments and international organisations. This includes development of overlapping generations models which incorporate the informal sector; analysing the impacts of climate change and demographics on the macroeconomies of Asia; and



**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 Countries: The Case of Indonesia'.

understanding the impacts of global demographic change on international capital flows. Some 2023 research highlights include:

CEPAR researchers Warwick McKibbin and Roshen Fernando in their paper, 'The global economic impacts of the COVID-19 pandemic', use global data on cases and deaths, and public health and economic policy responses to the pandemic to illustrate the alternative past and potential future trajectories of the pandemic. Shocks to labour and sectoral productivity, consumption, government expenditure, and country and sector risk premia are used within a global multisectoral intertemporal general equilibrium model, G-Cubed, to assess the economic impacts of COVID-19 under various scenarios. The paper illustrates the vital role of public health responses in managing the pandemic and restoring confidence among economic agents, as well as the important role of global coordination. The paper also compares GDP projections under the alternative scenarios with actual GDP outcomes in 2020 and 2021, finding that actual outcomes lie within those projected for the scenarios.

Warwick McKibbin and David Vines in their paper, 'Longer-term structural transitions and short-term macroeconomic adjustment: Quantitative implications for the global financial system', provide quantitative modelling of the effect of three longer-term global transitions: the global demographic transition involving a marked reduction in population growth; a long-term slowdown in productivity growth which may continue, or may conceivably be reversed; and the disruption in the global economy due to increasing climate shocks and implementation of climate policies that will be needed to reach net-zero emissions by 2050. The paper studies the global investment needs to which these transitions will lead and demonstrates that investment needs will be asymmetric across countries and over time. This asymmetry will lead to potentially large changes in trade flows and significant financial capital flows across national borders, and also to substantial real exchange changes and interest rate movements. The resulting large movements in international capital flows will have significant implications for the global financial system which are demonstrated at the country and regional levels.

George Kudrna, with a range of collaborators, including Trang Le, John Piggott and Phitawat Poonpolkul continued work under an ARC Linkage project on Policy Modelling for Ageing in Emerging Economies, a partnership with the Indonesian Ministry of Development Planning (Bappenas), and the World Bank. The OLG model developed under this project has been elaborated during 2023. Building on the initial incorporation of the informal sector, the team has layered additional dimensions in the model, such as variable skills levels within formal and informal sectors, sectoral transitions and self-employment over the life cycle, and heterogeneity of productivity and labour supply life cycle patterns. The model is also being adapted in partnership with the Central Bank of Thailand for use in policy formulation there. A version of this model was presented to the Asian Economic Development Conference in July 2023 in Tokyo. This paper demonstrated that affordable social pensions combined with increasing access age of formal contributory pension benefits generated substantial welfare and macro benefits.



**DR VASOONTARA  
YIENGPRUGSAWAN**

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

ASSOCIATE INVESTIGATOR

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

Vasoontara has been affiliated with CEPAR since 2014 and co-published two books with CEPAR Chief Investigators – with the late Emeritus Professor Hal Kendig in 2016 on population ageing and non-communicable diseases (through the World Health Organization Asia Pacific Observatory on Health Systems and Policies) and with CEPAR Director John Piggott in 2023 on long-term care policies in emerging economies (through Routledge Advances in Asia-Pacific Studies). As part of the Ageing Asia Research Hub team, Vas continues to contribute to research on health capacity to work in later life.



Philip O’Keefe and Victoria Haldane in their paper, ‘Towards a framework for impact pathways between NCDs, human capital and healthy longevity, economic and wellbeing outcomes’, discuss a life course framework for considering how noncommunicable diseases (NCDs) and nutrition impact longevity, economic and other wellbeing outcomes through macroeconomic, fiscal and human capital channels. The paper summarises a wide literature from developing countries on impact pathways of NCDs, including distributional and gender dimensions, as well as policy responses to prevent and manage NCDs across the life cycle. The paper was prepared for the World Bank as part of their Healthy Longevity Initiative.

#### The mature labour force and societal ageing

Rapid ageing is reshaping labour markets in emerging Asia, but there is also diversity in impacts and behavioural responses, across countries, between formal and informal sector workers, and between men and women. 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; and the interactions of labour, social security and care policies. Highlights in 2023 included:

Jiaying Zhao, Vas Yiengprugsawan, John Piggott and Law in their paper, ‘Health capacity to work among older people in Thailand’, examine additional health capacity to work (AHCW) using data from the national mortality registry, and national health, ageing, labour force, and welfare surveys. The estimated AHCW for those aged 50-69 years utilising the Milligan-Wise method was 1.3 years for males and 1.9 years for females, based on the 2005 Employment-Mortality relationship. With the Cutler-Meara-Richards-Shubik method, the AHCW for those aged 60-69 years in 2015 was estimated to range from 0.9 years to 2.0 years for males and from 1.2 years to 1.5 years for females. For those in the informal sector, the elderly need to work to maintain their standard of living, due to limited retirement benefits. Policy measures to protect informal

workers’ health, prevent pensioners from being impoverished, facilitate a more flexible working environment and keep workers’ job competency are also discussed.

Sydney Colussi, Elizabeth Hill and CEPAR CI Marian Baird in their book, *A bloody controversy: Menstrual leave in Indonesia*, explore the hotly contested policy of menstrual leave in the context of Indonesia where menstrual leave has been legislated since 1948 but is a source of ongoing controversy due to its contribution to workplace discrimination and harassment, and its role in polarising women across the class divide. As such, Indonesia offers important lessons on the potential risks and benefits of menstrual leave from a gender perspective, while also highlighting the context-specific drivers of this policy, including inadequate workplace sanitation and ‘protective’ government responses to women in the workplace. Applying a gender lens to menstrual leave helps to reveal its possible impact on women at work, as well as complex government and employer attitudes toward women in the workforce.



**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.

### Conferences, media and external engagements

The Hub team continued regional engagement with a variety of partners. Katja Hanewald expanded her leadership role with the Asia-Pacific Risk and Insurance Association (APRIA) as Vice President Programs and Association Secretary. Philip O'Keefe was a key author of the draft Malaysian National Ageing Blueprint and Action Plan working with the Malaysian Ministry of Economy and the World Bank. He is also on the Expert Advisory Group for ADB for their forthcoming regional flagship report (being led by ADB Chief Economist Albert Park) on the wellbeing of older people in Asia. CEPAR CI Professor Marian Baird also continued her role as the Australian Member on the APEC Expert Advisory Group on Embracing Carers.

Finally, the Hub team maintained an active schedule of conference presentations, with increased regional travel with the easing of COVID-19 constraints. During 2023, this included presentations and panel participation at conferences of APRIA, the Beijing Forum, the International Pension Research Association, the Association of Pacific Rim Universities, ADB, UNESCAP, the Econometrics Society of Australasia, CEPAR conferences and colloquia, and others. Hub members also featured in local and international media, including *The Sydney Morning Herald*, *Australian Financial Review*, *New York Times*, *Wall Street Journal*, and *BBC World Service*, and in invited podcasts, including with the Centre for Strategic and International Studies in Washington D.C.

# 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 (MCRs), early career researchers (ECRs), 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.

### 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 2023, under the guidance of Chief Investigator Marian Baird, Director of Mentoring, the centre offered the program again for another year with a new cohort of mentors and mentees.

### 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 2023, a series of regular in-person meetings was convened by Weinreis, to provide opportunities for participants to further develop their skills and hear from distinguished professors and researchers which included Marian Baird, Bob Cumming, Mike Keane and Fiona Blyth who each discussed their own unique pathways to their current positions. These meetings took place in May, July, August and September. The group also met in Sydney in November, to participate in a one-day workshop, led by Weinreis, to complete the program. The workshop provided an opportunity for participants to reflect on their individual growth over the course of the program, both professionally and personally, and to discuss techniques that they can implement in their future careers.

### 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 2023, 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, led by John Piggott, Hazel Bateman and Rafal Chomik, focused on providing feedback on a translational report which each participant had prepared. Also explored 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.

# RESEARCH TRAINING AND MENTORING

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 17 ECRs and MCRs employed for the full year with CEPAR in 2023, 71% met or exceeded this target. Highlights include Myra Hamilton's membership of the COTA NSW Board and the NSW Carers Advisory Council; Tom Wilson and Jeromey Temple's discussions with the Commonwealth Treasury and the Australian Bureau of Statistics as part of their joint Linkage Project; Jeromey Temple's participation in the Aged Care Taskforce Roundtable and the Australian Institute of Health and Welfare Aged Care Data Advisory Group meeting; Daniela Andrei's presentation to the Real Estate Institute of Western Australia on the future of the workplace; Rafal Chomik's development of a series of fact sheets featuring Stream Three research in collaboration with Jane Chong, Fangfang Zhang, Lucinda Iles, Leah Zoszak and Eva Zellman; and the participation of Kyu Park, Gaoyun (Sophie) Yan and Rafal Chomik in the CEPAR/Department of Health and Aged Care Roundtable of Financing Aged Care. Further details are provided in the End User Links (pages 129-132), Influencing Policy and Practice (pages 91-92) and CEPAR Translational Documents (pages 110-111) sections of this report.

## EARLY CAREER RESEARCHER METHODOLOGY WORKSHOP

A three-day training workshop, 'Linear and Nonlinear Mixed Effect Models with Application in Aging', was hosted in-person at the CEPAR UNSW Sydney node from 12 – 14 December 2023. It was convened by Chief Investigator Kaarin Anstey and presented by Dr Professor Ana Capuano, the

co-leader of the Data and Statistical Core of the Rush Alzheimer's Disease Research Center and a faculty biostatistician in the Rush Alzheimer's Disease Center.

The course, which was attended by 15 participants, covered an introduction to advanced analytical methods commonly used in scientific articles to model change of continuous outcomes (i.e. cognitive scores, some measure of physical function) over time in ageing research. The participants used real data examples to review advanced modern methods used to evaluate change in cognition over time.



MAI DUONG

PhD Candidate and  
Methodology Workshop  
Participant

SYDNEY UNIVERSITY

*'I found the Linear and Nonlinear Mixed Effect Models with Application Aging three-day workshop to be well run and very useful. Ana was a fabulous instructor. This workshop format provided excellent hands-on training to guide us through project and data planning, and appropriate modifications for different types of data and explained how to use R codes to perform these methods.*

*As a PhD student, I benefitted from engaging with Ana, her colleagues and ECR peers to discuss codes and approaches to analysis in R. I would highly recommend this workshop to researchers interested in evaluating longitudinal data and looking for tools to help explain linear and nonlinear patterns over time. Can't wait for the next one!*

## 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. Two grants were awarded in 2023 to the teams listed below, both of which are led by ECRs.

**Fangfang Zhang, Yvonne Leung, Sharon Parker, Kaarin Anstey, Hamdul Huque**

**Project:** Enhancing older employees' cognitive functioning in the future of work: Investigating the impact of work design

**Jane Fry, Hazel Bateman and Jeromey Temple**

**Project:** Income sources and wellbeing of retirees

## 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. 2023 saw an increase in travel and provided opportunities for CEPAR members to visit international collaborators as well as welcome international visitors to our nodes.



**MD KHADEMUL ISLAM  
CHOWDHURY**

CEPAR Travel Award  
Recipient

AUSTRALIAN NATIONAL  
UNIVERSITY

*'I am a second-year PhD student at the Australian National University under the supervision of Dr Cagri Kumru. I had the opportunity to visit Professor Hans Fehr at the University of Würzburg, Germany, with the support of the CEPAR HDR Travel Scheme.*

*My research area is computational macroeconomics, focusing on optimal taxation. My project studies the effect of tax on old-age welfare in an OLG model with human capital and entrepreneurial diversity. During my visit to Würzburg, Dr Fehr's expertise in computational economics immensely helped me conceptualise the convoluted welfare computation techniques in a model with overlapping generations. I was also introduced to the LSRA approach of efficiency measurement to apply in my research project.*

*The visit to Germany not only helped me achieve computational excellence for my research but also allowed me to broaden my professional network. By attending the seminars and workshops, I have formed invaluable connections with other German researchers in my area of research.*

*I appreciate the support of CEPAR.'*

## HIGHER DEGREE RESEARCH TRAINING

39 HDR students were enrolled under the supervision of CEPAR Investigators and working on topics aligned with the Centre's research agenda in 2023. Details of their research theses are provided on pages 85–88. 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 2023, ERA membership continued to grow, comprising 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 21st year. Due to the ongoing impact of COVID-19, and the financial challenges that continue to face emerging researchers, the conference was held online, hosted as a live, interactive virtual event on November 28. The conference, with the theme 'Courage and Creativity in Ageing Research', was chaired by Professor Evonne Wells from the Queensland University of Technology, and additionally supported by a national network of 19 conference ambassadors from across Australia.

The conference featured 36 oral presentations, 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 multiple aspects of ageing including: brain health, cognitive impairment and memory; dementia care; healthcare planning; healthy ageing and medication use; interventions; social aspects of ageing; the dementia journey; and the role of gender and other factors.

As usual, the prizes were hotly contested, with the following three prizes (to the value of \$250) awarded:

### Best Oral Presentation

(supported by the National Ageing Research Institute)

Kristina Chelberg

(Queensland University of Technology)

**Women, care, and dementia: Gendered dynamics of the Aged Care Royal Commission**

### Best Oral Presentation by an AAG member

(supported by the AAG)

Ananthan Ambikairajah

(University of Canberra)

**Investigating the synergistic effects of hormone replacement therapy, APOE and age on brain health**

### Helen Bartlett Prize for Innovation in Ageing Research

Cassandra Thomson

(University of Tasmania)

**Building courage to 'venture out': A program to support participation in nature-based activities following diagnosis of dementia or mild cognitive impairment**

Given the online nature of the conference, it was pleasing to note that attendance was again very strong, with over 90 participants, including strong involvement from senior researchers. Feedback

# RESEARCH TRAINING AND MENTORING

from conference participants was very positive, with 83% of presenters indicating they were very satisfied with the conference experience. Participants particularly praised the Brains Trust sessions as being stimulating and informative.

In addition to the ERA 2023 conference, with the support of CEPAR, the bulk of the ERA funds which would have been devoted to hosting an in-person conference were utilised to support emerging researchers to participate in the 56th Australian Association of Gerontology (AAG) conference, 'Reimagining Ageing' held face-to-face at the Gold Coast. As the Early Career Partner of the AAG 2023 conference, ERA offered \$150 bursaries to support emerging researchers to attend the AAG conference. Nineteen 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 in-person AAG 2023 pre-conference workshop on November 14. The workshop on developing skills in delivering a short and engaging 'elevator pitch', was presented by Robin Harvey (Charles Sturt University), with Jo Tropea (University of Melbourne) and Danielle Cave (University of the Sunshine Coast). With the support of ERA's conference sponsorship, this workshop was made available at no cost to student and early career researchers participating in the AAG 2023 conference, in addition to members of either AAG or ERA not otherwise participating in the conference. Over twenty people participated, with the workshop providing multiple opportunities for participants to practice their pitches and receive feedback from the expert presenters and from their peers.

ERA also collaborated with the AAG SECG to co-host a regular joint webinar. The selected topic was recent aged care policy reforms and research implication, featuring Dr Michael Inskip and Dr Amy Page. Held on July 25, the session was well-attended, with almost 150 registrations and over 70 people participating live.

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. Six applications were received, all of which related to proposals to undertake international exchanges. As such, two international exchanges were awarded instead of the usual two domestic exchanges and one international exchange. The following two recipients were each awarded \$10,000 for travel to be undertaken in 2024:

- **Shally Zhou** (University of New South Wales) for travel to North Carolina State University to undertake an exchange with Professor Shevaun Neupert. The exchange will involve research on subjective ageing, including learning new statistical methods and undertaking modelling of how subjective ageing fluctuates over time and how this impacts health and cognitive performance.
- **Dr Johannes Michaelian** (University of Sydney) for travel to Heidelberg University to undertake an exchange with Professor Hermann Brenner. The exchange will involve research on developing a blood-based biomarker for accelerated cognitive and functional decline in older people, utilising existing samples from the large-scale ESTHER cohort study.

At the end of another successful year of supporting HDR students and other emerging researchers, CEPAR and ERA would like to acknowledge the efforts of new ERA Administrator Tim Campbell who took over the role following the sad passing of long-time ERA Administrator Courtney Hempton, who passed away just prior to the 2022 conference.

## UNDERGRADUATE STUDENT ENGAGEMENT

### SUMMER SCHOLARSHIP PROGRAM

The CEPAR Summer Scholarship Program is now in its seventh 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 three awards. The successful students and their research projects were:

#### Thuy Hang Duong

Global demographic change and real interest rates: A panel VAR approach

#### Jaclyn Nguyen

An exploration into the experiences of mature workers in Australia

#### Tunye Qiu

China's population ageing, housing demand and economic growth

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

**JACLYN NGUYEN**

CEPAR Summer  
Scholarship Recipient  
UNSW SYDNEY

*'In the dynamic landscape of the Australian workforce, the imperative of tailoring job design to meet the distinct needs and capacities of older workers has gained heightened recognition. As part of the scholarship with CEPAR, I undertook comprehensive statistical analysis utilising data from CEPAR's Mature Workers in Organisations Survey. This survey provided a nuanced glimpse into mature workers' experiences, challenges, and priorities within contemporary workplaces. The statistical analysis proved illuminating, offering valuable insights into the pivotal role of person-job fit design for older workers in fostering heightened engagement. To bolster and contextualise these findings, I conducted a literature review. This dual-pronged approach culminated in the creation of a Fact Sheet, which serves to highlight the significance of person-job fit design for mature workers.'*

*I extend my sincere appreciation to Dr Lucinda Iles, my supervisor, for her unwavering guidance and support throughout this research endeavour. I am grateful for the opportunity afforded to me by CEPAR, as it has not only enriched my academic journey but has also underscored the importance of person-job fit design in the broader discourse on workforce dynamics.'*

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## CEPAR RESEARCH STUDENTS

CEPAR affiliated students work under the supervision of CEPAR Investigators on topics aligned with the Centre's research agenda. In 2023 a total of 38 PhD students, three Master's students and three Honours students were affiliated with the Centre.

### HDR COMPLETIONS

This year 11 HDR CEPAR affiliates submitted their theses for examination and/or graduated:

### PHD COMPLETIONS

#### MENGXUE CHEN

Thesis: Urban-rural health inequality in China: The between-group gap and the within-group dispersion  
Supervisor: Professor Zhongwei Zhao  
Co-supervisors: Professor Vladimir Canudas-Romo and Dr Adrian Hayes

#### SHU CHEN

Thesis: Ageing and health: Navigating disease, care, and prevention among older people  
Supervisor: A/Professor Katja Hanewald  
Co-supervisors: Professors Bingqin Li and Hazel Bateman

#### HOÀNG THỊ NHẬT HUYỀN

Thesis: Quantitative insights into pension reform in emerging economies: The case of Vietnam  
Supervisor: Scientia Professor John Piggott  
Co-supervisors: Dr George Kudrna and Professor Loretta I. Dobrescu

#### LUCINDA ILES

Thesis: An investigation into the organisational challenges associated with an ageing and age diverse workforce  
Supervisor: Dr Daniela Andrei  
Co-supervisor: Professor Sharon Parker

#### TRANG LE

Thesis: Fertility and human capital investment in developing countries  
Supervisor: Scientia Professor John Piggott  
Co-supervisors: Dr George Kudrna and Professor Loretta I. Dobrescu

#### LILIPRAMAWANTY KEWOK LIWIN

Thesis: The effect of changing education structure across cohorts on excess body weight and diabetes in a developing country: A longitudinal and causal inference analysis  
Supervisor: Dr Collin Payne  
Co-supervisors: A/Professors Brian Houle and Vladimir Canudas Romo and Dr Matthew Kelly

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# RESEARCH TRAINING AND MENTORING

**REBECCA LUONG**

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

**YAFEI SI**

Thesis: Three essays on health, health care, and healthy ageing  
Supervisor: Dr Katja Hanewald  
Co-supervisors: Professors Bingqin Li and Hazel Bateman

**MICHELLE KUNDAI VHUDZIJENA**

Thesis: Modelling mortality heterogeneity using health trajectories and multimorbidity  
Supervisor: Professor Michael Sherris  
Co-supervisors: Dr Andrés Villegas and A/Professor Jonathan Ziveyi

**WEIHONG ZHANG**

Thesis: Gait, cognition and falls – from theory to practice  
Supervisor: Professor Lee-Fay Low  
Co-supervisors: Professor Emeritus Lindy Clemson and Dr Josephine Gwynn

**MASTERS COMPLETION****DAVID RODGERS**

Thesis: Pensions and participation: Evidence from World War II veterans in Australia  
Supervisor: Emeritus Professor Alan Woodland  
Co-supervisor: Dr George Kudrna

**PHD STUDENTS**

In addition to those who submitted their PhD theses in 2023, the students listed below were also affiliated with CEPAR:

**JESSICA AMOS**

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

**ROBERT ANNABEL**

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

**NUR CAHYADI**

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

**MD KHADEMUL ISLAM CHOWDHURY**

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

**SOL CHUNG**

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

**MARK COOPER-STANBURY**

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

**NICOLE EE**

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

**ROSHEN FERNANDO**

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

**ABIGAIL HANSEN**

Thesis: The effects of age on trust, acceptance and use of advanced-driver assistive systems  
Supervisor: Scientia Professor Kaarin Anstey  
Co-supervisors: Dr Tuki Attuquayefio, Emeritus Professor Michael Regan and Dr Kim Kiely

**NGUYEN BANG CHAU (VICTORIA) HOANG**

Thesis: Diverse effects of goal-setting messages on retirement savings decisions  
Supervisor: Professor Susan Thorp  
Co-supervisors: Professors Hazel Bateman, Ben Newell and Loretta I. Dobrescu



<b>KERRY HWANG</b>			
Thesis:	Ageing of older migrant Australians: An analysis harnessing population level datasets		
Supervisor:	Professor Jeromey Temple		
Co-supervisors:	A/Professors Bianca Brijnath and Dina LoGiudice		
<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>JANA KOCH</b>			
Thesis:	Hearing loss, cognitive performance, and awareness of ageing		
Supervisor:	Scientia Professor Kaarin Anstey		
Co-supervisors:	Drs Brooke Brady and Lidan Zheng and Professor Bamini Gopinath		
<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>JIU LIAN</b>			
Thesis:	Social security reforms and business dynamism in ageing societies		
Supervisor:	Dr Cagri Kumru		
<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:	Professor Jeromey Temple		
Co-supervisor:	Professor Peter McDonald		
<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		
<b>GAYANI KAUSHIKA THALAGODA</b>			
Thesis:	Outcome focused predictive analytics in actuarial modeling		
Supervisor:	A/Professor Jonathan Ziveyi		
Co-supervisors:	Dr Andrés Villegas and A/Professor Katja Hanewald		
<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		
<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		
<b>JIAMIN YAN</b>			
Thesis:	Exploring consumers' reluctance to purchase life annuities		
Supervisor:	Professor Hazel Bateman		
Co-supervisor:	A/Professor Katja Hanewald		
<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 Park and Professor Michael Sherris		
<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		
<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		

# RESEARCH TRAINING AND MENTORING

## MASTER STUDENTS

In 2023 the following Masters students were affiliated with CEPAR:

### AMY ZHENGYANG DONG

Thesis: Leveraging causes-of-death data through neural networks  
Supervisor: A/Professor Katja Hanewald  
Co-supervisor: Dr Andrés Villegas

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### JEREMY TAN

Thesis: The influence of mastery and depression on fraud susceptibility and risk-taking behaviours in late middle-age  
Supervisor: Dr Craig Sinclair  
Co-supervisor: Scientia Professor Kaarin Anstey

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## HONOURS STUDENTS

In 2023 the following Honours students were affiliated with CEPAR:

### CATALINA DOWD

Thesis: The impact of time, task, and spatial flexibility on the work/family balance of mothers with preschoolers in Australia  
Supervisors: A/Professor Myra Hamilton and Dr Daniel Dinale

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### NEHAR NEMINATHAN

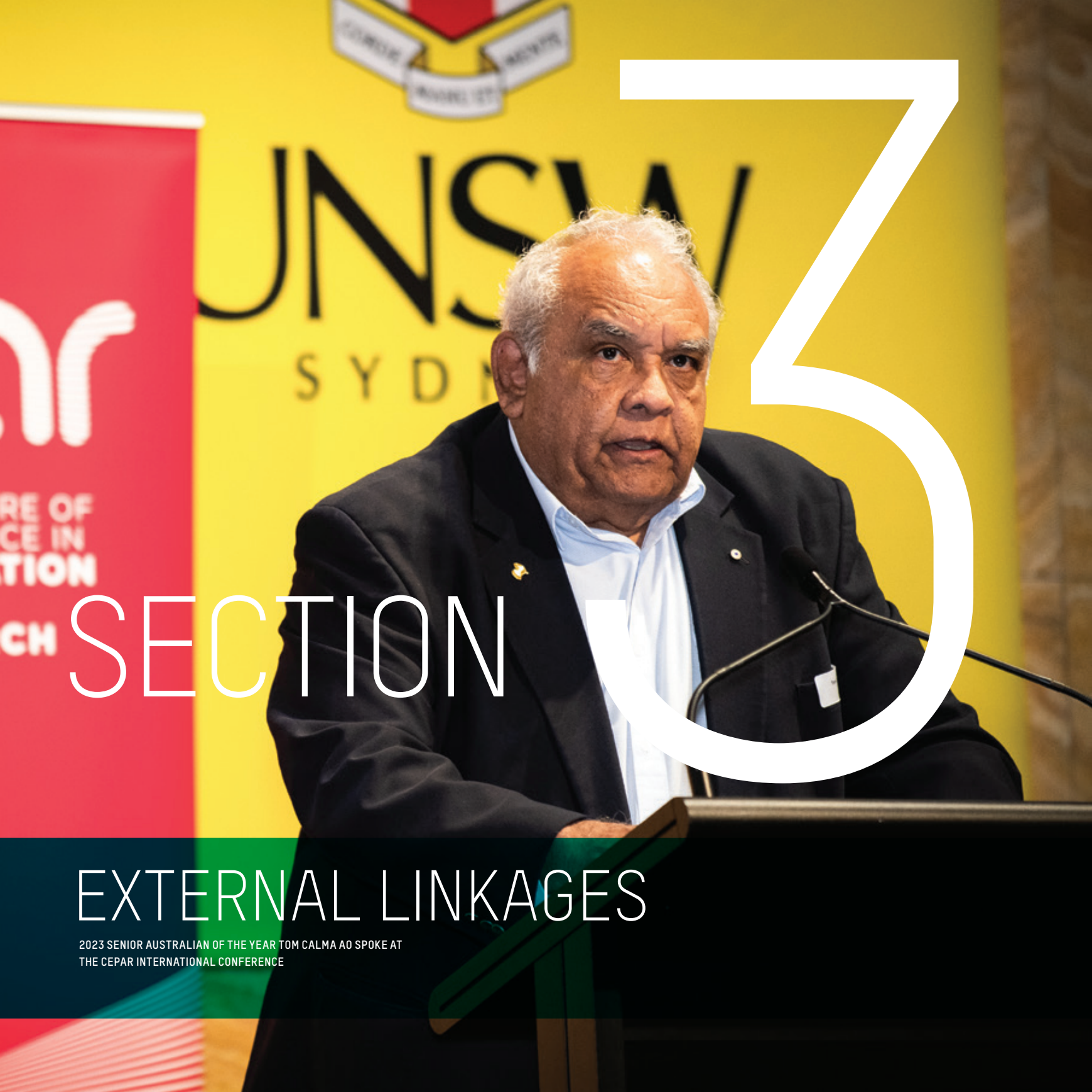
Thesis: Facilitating older employees' adaption to technology changes: The effect of job autonomy on employees' learning, adaption and self-efficacy  
Supervisor: Dr Fangfang Zhang

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### PRICH PREEDEESANITH

Thesis: Simple tasks or complex tasks? The effect of job complexity on older employees' motivation and performance in learning tasks  
Supervisor: Dr Fangfang Zhang

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# SECTION

## EXTERNAL LINKAGES

2023 SENIOR AUSTRALIAN OF THE YEAR TOM CALMA AO SPOKE AT THE CEPAR INTERNATIONAL CONFERENCE

# INDUSTRY & GOVERNMENT LINKS

IN 2023, CEPAR ORGANISED A NUMBER OF EVENTS DESIGNED TO TRANSLATE RESEARCH, PROMOTE KNOWLEDGE EXCHANGE AND PROVIDE PLATFORMS FOR DISCUSSION BETWEEN RESEARCHERS, POLICYMAKERS AND INDUSTRY PRACTITIONERS IN AUSTRALIA AND WORLDWIDE.

## EVENTS

### 31ST 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 2023, over 100 people participated in the 31st Colloquium on Pensions and Retirement Research, which was held in person at UNSW Sydney from 5-6 December. On 7 December, the Colloquium hosted an online session, sponsored by the International Pension Research Association (IPRA), with over 170 delegates from around the world registering for the event, and 15 speakers from nine countries across four continents presenting the latest retirement research. Convened by CEPAR Deputy Director Hazel Bateman, the in-person Colloquium program comprised over 30 high-level talks and presentations. Highlights from international visitors included Associate Investigator Julie Agnew (College of William and Mary, USA) on 'White-Labels, Brands, and Trust: How Mutual Fund Labels Affect Retirement Portfolios'; Vito Polito (University of Sheffield, England) on 'Pension Systems (Un)sustainability and Fiscal Constraints: A Comparative Analysis'; Caroline



CEPAR ASSOCIATE INVESTIGATOR KATJA HANEWALD INTRODUCING THE COLLOQUIUM PANEL ON EFFECTIVE RETIREMENT INCOME STRATEGIES (FROM LEFT TO RIGHT: BRNIC VAN WYK, LYNN KELLY, JEREMY COOPER, JACKI ELLIS, AND HAZEL BATEMAN).

Knebel (ZEW Leibniz Centre for European Economic Research, Germany) on 'Home Equity Release Products and Retirement Provision'; Karim Barigou (Universite Laval, Canada) on 'Insurer's Management Discretion: Self-Hedging Endogenous Participating Life Insurance'; Yadi Yang (Erasmus University Rotterdam, Netherlands) on 'Collective Influence on Pension Investment: ESG Needs from Pension Participants and Beneficiaries'; Peter Smith (University of York, England) on 'Flexible Retirement Choices: Switching Retirement Savings into an Annuity'; and Steven Vanduffel (Vrije Universiteit Brussel, Belgium) on 'Can an Actuarially Tontine Be Optimal?'.

Especially topical was an industry and policy panel session focused on effective retirement income strategies. The session was chaired by Chief Investigator Hazel Bateman and high-profile panellists included Jeremy Cooper (Chair of Advisory Board, Conexus Institute); Jacki Ellis (Head of Retirement Segment, Aware Super); Lynn Kelly (First Assistant Secretary, Retirement, Advice and Investment Division, The Treasury); and Brnic Van Wyk (Head of Asset Liability Management, Australian Retirement Trust).

Further Colloquium sessions covered the latest research on aged care financing; climate risk; life cycle decisions; pension systems and demographics; superannuation, retirement decisions and member behaviour; reverse mortgages; retirement adequacy and annuities.

### ROUNDTABLE ON FINANCING AGED CARE

In January 2023, CEPAR, in collaboration with the Department of Health and Aged Care, hosted the fourth of its roundtables, moderated by Centre Director John Piggott. The theme was Financing Aged Care. CEPAR Chief Investigators Kaarin Anstey, Michael Sherris and John Piggott, researchers Rafal Chomik, Bei Lu, Kyu Park, and Gaoyun (Sophie) Yan, as well as Associate Investigator Jonathan Ziveyi, and representatives from the Department of Health and Aged Care (DoHA) participated in a discussion designed to identify challenges and opportunities in financing aged care as well as knowledge gaps and possible future research directions. The program featured presentations from CEPAR Advisory Board member Michael Lye (DoHA), on the policy context and options and developments; Michael Sherris, on assessing sustainable aged care



LONGEVITY RISK WORKSHOP 2023.

financing in Australia; and Rafal Chomik, on financial decision making in and for old age.

#### LONGEVITY RISK WORKSHOP

In collaboration with the UNSW Innovations in Risk, Insurance and Superannuation (IRIS) Knowledge Hub, the Longevity Risk Workshop was convened by Michael Sherris on 18 July at UNSW Sydney. The workshop focused on developments and innovations in retirement income research and practice in Australia from both a research and practitioner perspective. The aim of the workshop was to encourage interactions and collaboration between CEPAR and IRIS Knowledge Hub researchers and industry practitioners focused on developing longevity risk and retirement income solutions. Over 50 researchers from academia and industry participated in the workshop.

Associate Investigator Annamaria Olivieri (University of Parma, Italy) provided an international perspective in her presentation on 'Life Annuities: Beyond the Traditional Single Premium Annuity'. The program also included presentations from CEPAR researchers Lingfeng

Lyu, Michael Sherris, Michelle Vhudzijena, Xingying Yu, and Yuxin Zhou (all UNSW Sydney) as well as Associate Investigators David Bell (Conexus Institute), Katja Hanewald and Francesco Ungolo (both UNSW Sydney). Their presentations covered research on life annuities and beyond; longevity risk and pooling products; as well as retirement income strategy, disability, long-term care and home equity.

#### 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 2023. 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 and her team provided extensive expert advice on the topic of work and care in 2023. Principal Research Fellow Myra Hamilton, Baird, and Associate Investigators Alex Heron and Hugh Bainbridge made a

submission to the Senate Select Inquiry into the Recognition of Unpaid Carers in August 2023 and were subsequently invited to appear as witnesses before the Inquiry in October. In a series of briefings, Baird provided advice on changes to the paid parental leave scheme to the Women's Economic Equality Taskforce set up by the Department of Prime Minister and Cabinet and also submitted a report (co-authored with Elizabeth Hill) titled 'Paid Parental Leave for Future Families: The Voices of Australian Parents on the Future Design of the Parental Leave Scheme'.

Baird and Hamilton, in collaboration with Jennifer Baxter from the Australian Institute of Family Studies, contributed an Australian country note to the *19th International Review of Leave Policies and Related Research 2023* produced by the International Network on Leave Policies and Research. In addition, Baird served as a member of the Fair Work Commission Expert Panel to conduct the annual wage review; and Hamilton participated in the Policy Workshop on Carers and Employment hosted by Carers Australia as well as briefed the NSW Minister for Families and Communities.

Centre Director John Piggott's advice was sought by a number of Australian and international agencies. In March, he was involved in two submissions to the Commonwealth Treasury's consultation on legislating the objective of superannuation. One was joint with CEPAR's Marc de Cure, Hazel Bateman, Rafal Chomik and Michael Sherris and the other co-authored with the Australian National University's Andrew Podger and Robert Breunig. He was also a member of the Centre for Population's Population Expert Panel on the economic impact of migrants and migration and participated in several roundtables including an Expert Tax Roundtable organised by Allegra Spender, MP, Member for Wentworth, and a roundtable convened by Nigel Ray PSM, Deputy Chair of the Aged Care Taskforce. Together with

# INDUSTRY & GOVERNMENT LINKS

Chief Investigator Sharon Parker, he also met with senior advisors from Minister Burke's office. In July he met with Asian Development Bank Institute officials in Tokyo to discuss possible approaches to improving technical capacity for policy formulation in the emerging economies of Southeast Asia and in October met with Albert Park, Chief Economist at the Asian Development Bank.

Chief Investigator Peter McDonald provided expert advice on migration policy to both the Ministerial Advisory Council on Skilled Migration and Treasury's Centre for Population. Additionally, Principal Research Fellow Tom Wilson provided advice on internal migration projection assumptions to the Centre for Population and also met with representatives of the NSW Department of Planning and Environment to advise on mortality forecasting.

Chief Investigator Warwick McKibbin's advice was sought by a number of international governments. During the course of the year he met with representatives from the New Zealand Treasury, the South African Treasury and the Embassy of Japan in Australia. He also presented seminars on the G-Cubed Model to both the US Federal Reserve Board and the Bank of Canada.

Professor of Demography Jeromey Temple participated in one of several Aged Care Taskforce roundtables convened in Canberra and Associate Investigator Craig Sinclair advised on embedding a rights-based approach into the current draft of the National Dementia Action Plan developed by the Commonwealth Department of Health and Aged Care.

## MEMBERSHIP OF ADVISORY GROUPS AND BOARDS

One of the ways in which our researchers share their expertise and the findings of CEPAR research is through participating in advisory bodies. In 2023, our researchers were well-represented on a number of influential boards, committees and working groups.

Internationally, Chief Investigator Kaarin Anstey became the first Australian academic to be appointed to the World Dementia Council and Chief Investigator Warwick McKibbin joined a Brookings Institution task force to create the blueprint for a US Federal Office of Carbon Scoring. In addition, McKibbin was a member of the Treasury Advisory Council.

Myra Hamilton served as a Board member for COTA NSW and as a member of the NSW Carers Advisory Council. Jeromey Temple participated in the Australian Institute of Health and Welfare Data Advisory Group.

## PRESENTATIONS

Chief Investigator Sharon Parker shared her expertise in the area of work design in a number of forums. This included presentations on SMART work design to the Department of Climate Change, Energy, the Environment and Water; on designing work to generate healthy and productive work to the Queensland Office of Industrial Relations; and on capabilities for work of the future at an event targeted to public service leaders and hosted by the Australian Council of Learned Academies in partnership with the Australian Public Service. Associate Investigator Daniela Andrei also shared CEPAR work in this area in her presentation on the future of the workplace to the Real Estate Institute of Western Australia.

In the area of retirement finance, Chief Investigator Hazel Bateman presented at the Self-Managed Superannuation Fund Association Annual Conference on 'How Big Can the SMSF Sector be?' and at the COTA National Policy Forum on 'The Superannuation (and) Savings Lens'. In collaboration with Associate Investigators Dobrescu, Newell and Thorp, Bateman presented findings from their ARC Linkage Project titled 'Super Financial Security: Improving Flexibility, Trust and Communication' to UniSuper. Bateman and Thorp also met with Aware Super to discuss defaults. In addition, Associate Investigator Katja Hanewald shared her research on the role of home

equity release in retirement at the Finance Brokers Association of Australia Equity Release Industry Forum.

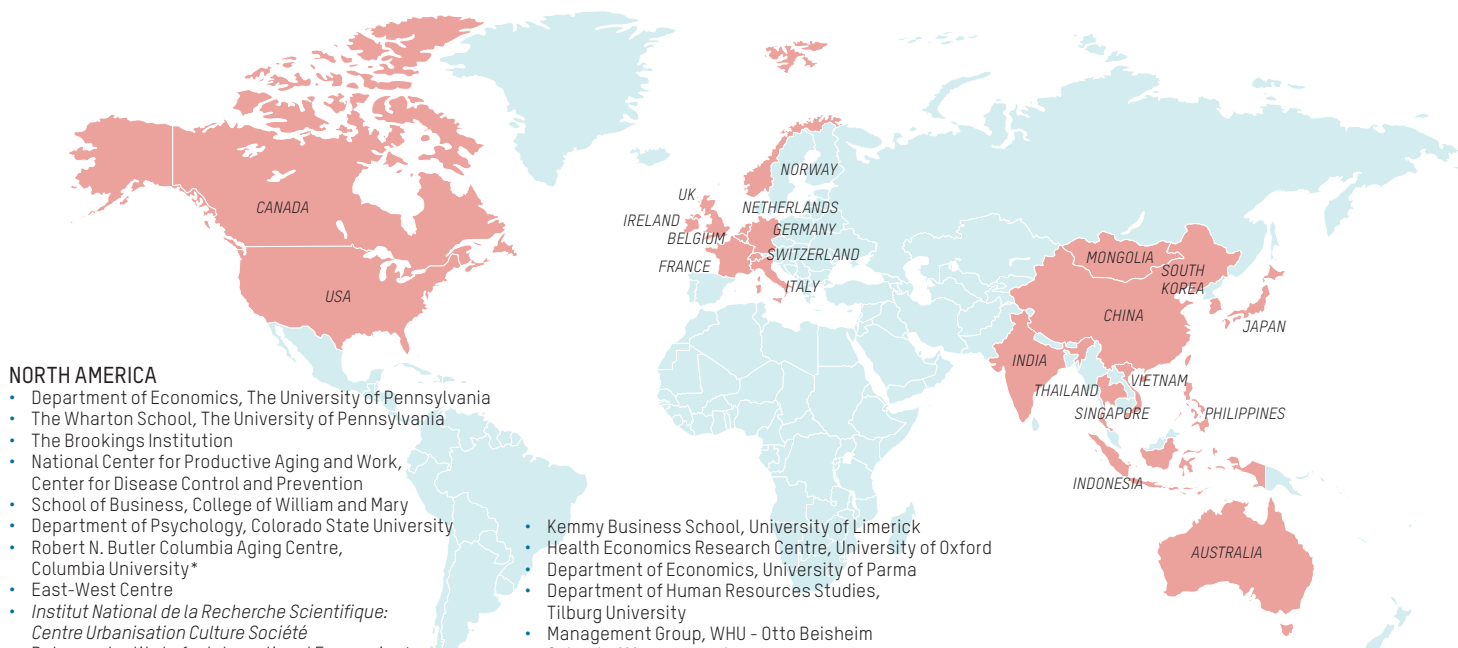
Internationally, Chief Investigator Mike Keane and former CEPAR Research Fellow Tim Neal presented to the Federal Reserve Bank of Minneapolis on the 'Robust Inference for the Frisch Labor Supply Elasticity' and Partner Investigator Olivia S. Mitchell discussed how the pandemic altered Americans' debt burden and retirement readiness at the International Pension Research Association Conference hosted by the OECD in Paris. Professor of Practice Pip O'Keefe presented on pension systems in emerging economies to the Securities Commission of Malaysia and Anstey provided an overview on dementia prevention at the APEC Regional Workshop on Dementia Prevention in October.

## COLLABORATION WITH INDUSTRY

Sharon Parker's team were involved in several initiatives designed to share their expertise with industry. As part of a project exploring ways to manage work-related psychological hazards, Daniela Andrei and Senior Research Officer Cecilia Runneboom ran a series of intervention workshops at Bethanie Aged Care in Perth to implement and evaluate the effectiveness of a participatory work-redesign intervention in an aged care setting. PhD student Eva Zellman ran a series of eight diversity and inclusion training workshops with a utilities company in Perth and, in collaboration with Research Officer Leah Zosak, presented an Age Inclusive Workshop to the City of Sterling.

# NATIONAL & INTERNATIONAL LINKS

THROUGHOUT 2023, 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.



## NORTH AMERICA

- Department of Economics, The University of Pennsylvania
- The Wharton School, The University of Pennsylvania
- The Brookings Institution
- National Center for Productive Aging and Work, Center for Disease Control and Prevention
- School of Business, College of William and Mary
- Department of Psychology, Colorado State University
- Robert N. Butler Columbia Aging Centre, Columbia University\*
- East-West Centre
- *Institut National de la Recherche Scientifique: Centre Urbanisation Culture Société*
- Peterson Institute for International Economics\*
- Department of Psychology, Northern Illinois University
- Department of Psychology, Portland State University
- Department of Statistics and Mathematics, Purdue University
- Faculty of Industrial and Organisational Psychology, Saint Louis University
- School of Aging Studies, University of South Florida
- Department of Statistics and Actuarial Science, University of Waterloo
- Brown School, Washington University in St Louis
- The World Bank

## EUROPE

- School of Social Sciences, University of Manchester
- CESifo
- Dutch Central Bank
- ETH Zurich
- Netspar
- Institute for Ageing, Newcastle University
- Organisation for Economic Co-operation and Development
- Ragnar Frisch Centre for Economic Research
- Department of Mathematics, *Université Libre de Bruxelles*
- Institute of Psychology, University of Bern
- Institute of Psychology, University of Duisburg-Essen
- Department of Psychology, University of Exeter
- School of Mathematics, Statistics and Actuarial Sciences, University of Kent
- Business School, University of Leeds
- Department of Psychology, University of Leipzig

- Kemmy Business School, University of Limerick
- Health Economics Research Centre, University of Oxford
- Department of Economics, University of Parma
- Department of Human Resources Studies, Tilburg University
- Management Group, WHU - Otto Beisheim School of Management
- Department of Economics, Wuerzburg University

## ASIA

- Asian Development Bank
- Asia-Pacific Economic Cooperation
- Bank of Thailand
- Brookings-Tsinghua Centre for Public Policy
- Chinese Academy of Social Sciences
- Centre for Employment and Social Security, Fudan University
- Indonesian National Population and Family Planning Board
- Indonesian Ministry of National Development Planning (Bappenas)
- Keio University
- Korea Development Institute
- Korea University
- Asiatic Research Institute, Korea University
- National Institute of Public Finance and Policy, New Delhi
- Lee Kuan Yew School of Public Policy, National University of Singapore
- Mahidol University
- Mongolian National University of Medical Sciences
- Institute of Population and Research and Centre for Ageing and Health Services, Peking University
- School of Entrepreneurship and Management, ShanghaiTech University
- Department of Labor and Social Security, South China Agriculture University

- Statistics Indonesia
- School of Social Work, Sunan Kalijaga State Islamic University
- United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP)
- Vietnam Academy of Social Sciences
- College of Public Administration, Zhejiang University

## AUSTRALIA

- The University of New South Wales
- Australian National University
- Curtin University
- The University of Melbourne
- The University of Sydney
- Department of Psychology and Centre for the Health Economy, Macquarie University
- Emerging Researchers in Ageing Initiative and School of Social Sciences, Monash University
- NeuRA
- Research Centre for Generational Health and Ageing, The University of Newcastle, Australia
- Economics Discipline Group, The University of Technology Sydney
- School of Psychological Science, University of Western Australia
- School of Mathematics and Applied Statistics, University of Wollongong\*

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

# NATIONAL & INTERNATIONAL LINKAGES

## 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 2023, 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 page 90) and the Pensions, Retirement and Ageing Seminar Series.

## PENSIONS, RETIREMENT AND AGEING SEMINAR SERIES

The Pensions, 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 2023. Speakers were drawn from the CEPAR nodes as well as from the University of Bath, the University of British Columbia, the International University of Japan, the University of Technology Sydney, Vanderbilt University, and Xiamen University. 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 2023, CEPAR continued to play a leading role in uniting pension and retirement researchers across the globe through the International Pension Research Association (IPRA). Regionally, CEPAR's leadership of the Ageing Asia Research Hub and involvement in the Association of Pacific Rim Universities' (APRU) Population Ageing Research Hub served to strengthen and expand linkages with leading groups focused on the issue.

## CEPAR INTERNATIONAL CONFERENCE

A key highlight of 2023 was the CEPAR International Conference. Over 140 researchers, policymakers and industry professionals participated in the CEPAR International Conference which took place at the University of New South Wales (UNSW Sydney) from 3-5 July.

Themed 'Population Ageing: Causes, Consequences and Responses', the conference provided a unique platform for multidisciplinary discussions and insights into the challenges and opportunities presented by one of the major economic and social challenges of the 21st century. Participants from around the world shared the latest research and policy and industry perspectives on the dynamics of an ageing demographic. The participation of students and early career researchers was particularly encouraged, with a generous number of travel bursaries available to domestic and international applicants.



PROFESSORS NICHOLAS FISK (UNSW), ANIKA GAUJA (ARC), JOHN PIGGOTT (CEPAR), AND 2023 SENIOR AUSTRALIAN OF THE YEAR TOM CALMA (UNIVERSITY OF CANBERRA) DELIVERED THE WELCOME AND OPENING REMARKS.





PROFESSOR ALEXIA FÜRNRANZ-PRSKAWETZ (VIENNA UNIVERSITY OF TECHNOLOGY, AUSTRIAN ACADEMY OF SCIENCES) WAS THE FIRST KEYNOTE SPEAKER.



ASSOCIATE PROFESSOR MYRA HAMILTON WAS A PANNELLIST AT THE PANEL SESSION ON FEMINISING AND AGEING WORKFORCES: IMPLICATIONS FOR RESEARCH, POLICY AND PRACTICE.

The opening ceremony featured addresses from the 2023 Senior Australian of the Year and University of Canberra Chancellor, Professor Tom Calma AO who spoke on the progress made since the Aged Care Royal Commission; the Australian Research Council's Executive Director of Social, Behavioural and Economics Sciences, Professor Anika Gauja; the UNSW Deputy Vice-Chancellor (Research & Enterprise), Professor Nicholas Fisk AM; and CEPAR Director Scientia Professor John Piggott AO.

In keeping with the multidisciplinary approach, internationally renowned keynote speakers were drawn from the fields of demography, economics, neuropsychology, and organisational psychology. Professor Alexia Fürnkranz-Prskawetz (Vienna University of Technology, Austrian Academy of Sciences) presented on 'The Role of Private and Public Transfers to Sustain the Generational Economy: An Application of National Transfer Accounts (NTA) in an Ageing Europe'; Professor Duke Han (University of Southern California) spoke on 'Financial Decision Making in Older Age';

Professor Mo Wang (University of Florida) discussed work and retirement pathways in his exploration of whether retirement is a curse or a blessing; and A/Professor Norma Coe (University of Pennsylvania) presented 'The Economic Evidence: To Have or Not to Have Long-Term Care Insurance'.

To enrich the dialogue, the program also included three interactive panel discussions, featuring experts from academia, industry, government and the community, who offered perspectives on three important issues. The panel topics and their composition were as follows:

- 'Migration Policy for Australia in the Context of Population Ageing', with Peter McDonald (CEPAR, University of Melbourne), Abul Rizvi (former Deputy Secretary of the Department of Immigration), and Trent Wiltshire (Immigration and Housing Expert, The Grattan Institute);
- 'Macroeconomic Risk and Demographic Change', with Mike Keane (CEPAR, UNSW Sydney), Ayhan Kose (Vice President, World

Bank), Adam Triggs (Partner, Mandala, Non-resident Fellow, Brookings Institution and the ANU Crawford School), and Warwick McKibbin (CEPAR, Australian National University); and

- 'Feminising and Ageing Workforces', with Marian Baird (CEPAR, University of Sydney), Virpi Timonen (Professor, University of Helsinki), Tim Johnson (Assistant Secretary - Care and Support Economy Taskforce, Department of the Prime Minister & Cabinet), Myra Hamilton (CEPAR, University of Sydney), and Alexandra Heron (CEPAR, University of Sydney).

The conference also featured over 60 oral and poster presentations on population ageing research from a wide range of disciplines, including actuarial science, demography, economics, epidemiology, finance, organisation and management, psychology, and sociology.

CEPAR Chief Investigator Professor Sharon Parker delivered an engaging talk on the future of work at the conference dinner.

# NATIONAL & INTERNATIONAL LINKS

## LEADERSHIP OF INTERNATIONAL ASSOCIATIONS AND HUBS

### THE INTERNATIONAL PENSION RESEARCH ASSOCIATION

The International Pension Research Association (IPRA) was established in 2019 with the aim of improving the quality and impact of research on pensions and related ageing issues to optimise social and economic outcomes for an ageing world. Its executive committee comprises representatives of the founding organisations: CEPAR; the Pension Research Council at the Wharton School of the University of Pennsylvania; the Network for Studies on Pensions, Aging, and Retirement (Netspar) 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 2023 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 14 June; an online session as part of the 31st Colloquium on Pension and Retirement Research on 7 December; and three webinars.

The 8th 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 new developments in decumulation; current issues in pensions; and asset-backed pensions. CEPAR was well-represented in the program. The keynote presentation was delivered by Chief Investigator Warwick McKibbin on 'Climate Risks and the Global Economy'. In addition, Professor of Practice Philip O'Keefe shared his insights in his presentation titled 'Experiences and Challenges with Asset-Backed Pensions in Developing Countries', and Partner Investigator Olivia S. Mitchell presented on 'How the Pandemic Altered

American's Debt Burden and Retirement Readiness'.

The IPRA webinars attracted researchers, policymakers, industry practitioners and pension regulators from around the globe, providing an opportunity for engagement with individuals interested in retirement, pensions and ageing research. They also served to build the profile of IPRA and, by extension, CEPAR. The topics and speakers included in the 2023 webinar series were as follows:

- 'Mortality Postponement and Compression at Older Ages in Human Cohorts', with invited speaker David McCarthy (University of Georgia), held on 7 June 2023, 11pm-12am AEST;
- 'Adam Smith's Reversionary Annuity: Money's Worth, Default Options, and Auto Enrolments', with invited speaker Moshe Milevsky (York University), held on 19 July 2023, 10-11pm AEST; and
- 'Choice Guidance in Retirement Planning: A Field Experiment', with invited speaker Lisa Brüggem (Maastricht University, Netspar), held on 6 September 2023, 9-10pm AEST.



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. Also at Wharton, she is the Executive Director of the Pension Research Council and the Boettner Center on Pensions and Retirement Research, a Fellow of the Wharton Financial Institutions Center, and a Fellow of the Leonard Davis Institute; she also serves on the Board of the Penn Aging Research Center. Concurrently Dr Mitchell is a Research Associate at the National Bureau of Economic Research.

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

IPRA also sponsored the online session of the 31st Colloquium of Pensions and Retirement Research, held on 7 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 15 presentations from researchers based in nine countries across four continents. The event was instrumental in raising the global profile of both CEPAR and the annual Colloquium and attracted over 170 delegates.

Representatives of the Centre's Partner Organisations and members of the CEPAR Advisory Board participated in a number of IPRA events including CEPAR Advisory Board Chair Marc de Cure, 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).

#### THE APRU POPULATION AGEING RESEARCH HUB

Launched in 2015 and hosted by UNSW Sydney for its inaugural three-year-term, the Association of Pacific Rim Universities' (APRU) Population Ageing Research Hub brings together world class

researchers from different disciplines and provides opportunities for increased research collaboration on the topic of population ageing in the region.

Currently hosted by the National University of Singapore, APRU 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.

#### 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 aims 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 72-80 for further details).

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



**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 and elected to its Council in 2023.

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

# NATIONAL & INTERNATIONAL LINKS

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

CEPAR hosted visits from the following researchers in 2023:

**GIANPIERO DALLA ZUANA**  
UNIVERSITY OF PADUA, ITALY  
January – February 2023

**PATRICIA CHOCANO**  
POPHEALTHLAB, UNIVERSITY OF FRIBOURG, SWITZERLAND  
1 January 2023

**BARBARA BUCHNER**  
CLIMATE POLICY INITIATIVE, USA  
1 – 22 January 2023

**ALAIN BELANGER**  
INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE, CANADA  
13 January – 8 February 2023

**DAVID VINES**  
UNIVERSITY OF OXFORD, UK  
18 January – 9 March 2023  
19 – 30 October 2023

**DEB POWELL**  
UNIVERSITY OF GUELPH, CANADA  
30 January – 5 April 2023

**MARIA TIMS**  
VRIJE UNIVERSITEIT, NETHERLANDS  
6 – 24 February 2023

**MELISSA TWEMLOW**  
VRIJE UNIVERSITEIT, NETHERLANDS  
6 February – 4 March 2023

**JAIME JIAMIN YAN**  
CENTRAL UNIVERSITY OF FINANCE AND ECONOMICS, CHINA  
17 February – 24 August 2023

**THOMAS DAVIDOFF**  
UNIVERSITY OF BRITISH COLUMBIA, CANADA  
21 February – 3 March 2023

**ELISA LOPPER**  
HUMBOLDT UNIVERSITY OF BERLIN, GERMANY  
21 February – 10 March 2023

**SVEIN-ARNE PERSSON**  
NORWEGIAN SCHOOL OF ECONOMICS, NORWAY  
27 February – 21 April 2023

**KATHARINA KLUG**  
UNIVERSITÄT BREMEN, GERMANY  
27 February – 24 March 2023

**YUKIO SAKURAI**  
YOKOHAMA NATIONAL UNIVERSITY, JAPAN  
2 – 3 March 2023

**OLIVIA S. MITCHELL**  
WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA, USA  
5 – 7 March 2023

**SUSAB HIMMELWEIT**  
THE OPEN UNIVERSITY, UK  
7 March 2023

**GIVERNY DE BOECK**  
IESEG SCHOOL OF MANAGEMENT, FRANCE  
13 – 31 March 2023

**STEPHANIE VAN ASBROECK**  
MAASTRICHT UNIVERSITY, NETHERLANDS  
20 March – 20 June 2023

**EDDA CLAUS**  
WILFRID LAURIER UNIVERSITY, CANADA  
21 March 2023

**JONATHAN BOOTH**  
LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE, UK  
12 – 16 April 2023



**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.

**PIERS STEEL**  
UNIVERSITY OF CALGARY, CANADA  
13 – 21 April 2023

**MENGYI XU**  
PURDUE UNIVERSITY, USA  
12 May – 5 June 2023

**KATHLEEN MCKIERNAN**  
VANDERBILT UNIVERSITY, USA  
13 May – 9 June 2023

**IRINA GIOABA**  
KEAN UNIVERSITY, USA  
1 June – 14 July 2023

**VIRPI TIMONEN**  
UNIVERSITY OF HELSINKI, FINLAND  
26 June – 14 July 2023

**RONIT KARK**  
BAR-ILAN UNIVERSITY, ISRAEL  
30 June 2023

**ANNAMARIA OLIVIERI**  
UNIVERSITY OF PARMA, ITALY  
12 – 22 July 2023

**MOHAMMAD JALAL ABBASI-SHAVAZI**  
UNIVERSITY OF TEHRAN, IRAN  
3 August 2023

**ROBERT HILL**  
UNIVERSITY OF GRAZ, AUSTRIA  
11 August – 31 December 2023

**MIRIAM STEURER**  
UNIVERSITY OF GRAZ, AUSTRIA  
11 August – 31 December 2023

**YU-TZU WU**  
NEWCASTLE UNIVERSITY, UK  
15 August 2023

**BIN WANG**  
SHANGHAI UNIVERSITY, CHINA  
16 August – 14 November 2023

**WANG ZHI**  
GEORGE MASON UNIVERSITY, USA  
12 – 19 September 2023

**MARC-ANTOINE GRADITO DUBORD**  
THE UNIVERSITÉ DU QUÉBEC À MONTRÉAL, CANADA  
15 September – 15 December 2023

**GUDELA GROTE**  
ETH ZÜRICH, SWITZERLAND  
November – December 2023

**SANDRA MERINO VERONA**  
UNIVERSIDAD CARLOS III DE MADRID, SPAIN  
1 November – 4 December 2023

**HANNA IREHILL**  
UMEÅ UNIVERSITY, SWEDEN  
1 November – 6 December 2023

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

**RAMON RICO**  
UNIVERSIDAD CARLOS III DE MADRID, SPAIN  
1 – 15 November 2023

**RHONDA BREITKREUZ**  
UNIVERSITY OF ALBERTA, CANADA  
14 – 18 November 2023

**PETER MOSS**  
UNIVERSITY COLLEGE LONDON, UK  
22 November 2023

**CAROLINE KNEBEL**  
ZEW – LEIBNIZ CENTRE FOR EUROPEAN  
ECONOMIC RESEARCH, GERMANY  
27 November – 8 December 2023

**ILKE INCEOGLU**  
UNIVERSITY OF EXETER, UK  
28 – 29 November 2023

**PETER SMITH**  
UNIVERSITY OF YORK, UK  
29 November – 4 December 2023

**YAN BAI**  
RENMIN UNIVERSITY, CHINA  
29 November 2023 – 20 June 2024

**ANA CAPUANO**  
RUSH UNIVERSITY MEDICAL CENTER, USA  
8 – 15 December 2023

**PRISCA BROSI**  
KLU - KÜHNE LOGISTICS UNIVERSITY, GERMANY  
10 December 2023 – 26 February 2024

**FABIOLA GERPOTT**  
WHU - OTTO BEISHEIM SCHOOL OF MANAGEMENT, GERMANY  
11 December 2023 – 2 February 2024

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## INTERNATIONAL VISITS

CEPAR investigators, fellows and students were invited to visit a number of leading research institutions in 2023:

**WARWICK MCKIBBIN**  
BROOKINGS INSTITUTION, USA  
13 April – 20 May 2023  
BI NORWEGIAN BUSINESS SCHOOL, NORWAY  
21 May – 2 June 2023  
TRINITY COLLEGE, IRELAND  
7 – 9 June 2023

**LUCINDA ILLES**  
TILBURG UNIVERSITY SCHOOL OF SOCIAL AND  
BEHAVIORAL SCIENCES, NETHERLANDS  
8 May 2023

**EVA ZELLMAN**  
DRESDEN UNIVERSITY OF TECHNOLOGY, GERMANY  
17 May 2023  
INTERNATIONAL SCHOOL OF MANAGEMENT, GERMANY  
15 – 31 May 2023

**SHARON PARKER**  
EAWOP CONGRESS, POLAND  
20 – 29 May 2023  
HONG KONG BAPTIST UNIVERSITY, HONG KONG  
14 – 18 June  
THE HEBREW UNIVERSITY OF JERUSALEM, ISRAEL  
19 – 22 June

**PIP O'KEEFE**  
WORLD BANK AND NATIONAL MINISTRY OF CIVIL AFFAIRS, CHINA  
June 2023  
ASIAN DEVELOPMENT BANK, MALAYSIA  
September 2023  
WORLD BANK, PAPUA NEW GUINEA  
February, July and September 2023  
WORLD BANK AND MALAYSIAN MINISTRY OF ECONOMY,  
MALAYSIA  
February, May and November 2023

**KATE O'LOUGHLIN**  
CENTRE FOR CARE AT THE UNIVERSITY OF SHEFFIELD, UK  
12 – 23 June 2023

# NATIONAL & INTERNATIONAL LINKS

**GEORGE KUDRNA**

CERGE-EI, CZECH REPUBLIC

28 – 30 June 2023

CZECH NATIONAL BANK, CZECH REPUBLIC

28 – 30 June 2023

UNIVERSITY OF WURZBURG, GERMANY

7 – 13 July 2023

**AKSHAY SHANKER**

JOHNS HOPKINS UNIVERSITY, USA

7 – 21 July 2023

**JAMES LIAN**

ARIZONA STATE UNIVERSITY, USA

11 August – 18 December 2023

**JIU LIAN**

THE RAGNAR FRISCH CENTRE, NORWAY

18 August – 10 October 2023

**MICHAEL SHERRIS**

UNIVERSITY OF PARMA, ITALY

25 – 29 September 2023

**ROBERT ANNABEL**

UNIVERSITY OF OXFORD, UK

23 – 25 October 2023

# SECTION

ANNUAL REPORT 2022



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

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

# PERFORMANCE INDICATORS & FINANCIAL STATEMENT

# 2023 KEY PERFORMANCE INDICATORS

MEASURE	2023 TARGET	2023 RESULT
Refereed journal articles	200	170
Book chapters	8	15
Working papers	20	20
Percentage appearing in top tier journals <sup>2</sup>	30%	49%
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
Workshops/conferences held/offered by the Centre	4	6
Additional researchers working on Centre research		
• Postdoctoral researchers	0	5
• Honours students	5	3
• PhD students	0	1
• Masters by research students	0	1
• Masters by coursework students	0	2
• Associate Investigators	2	13
Postgraduate completions	14	13
Mentoring programs	3	4
Presentations/briefings		
• Public	15	15
• Government (parliamentarians and departments/agencies at both state and federal level)	45	65
• Industry/business/end users	35	84
New organisations collaborating with, or involved in, the Centre	3	3
Students mentored through the ERA program	800	975
Translational documents published	9	12
Additional indigenous honours students	1	0
Additional indigenous summer students	1	0

<sup>2</sup> Percentage of publications, indexed in Scopus and/or the Australian Business Deans Council (ABDC) Journal Quality List, included in the top 10% of journals by Scopus SciVal CiteScore Percentile or ranked by the ABDC as A or A\*.



## A1 BOOKS

- 1 Hammond, B.P., Maurer, R. and Mitchell, O.S. (Eds.). (2023). *Pension Funds and Sustainable Investment: Challenges and Opportunities*. Oxford University Press, United Kingdom.
- 2 Nankervis, A., Baird, M., Coffey, J. and Shields, J. (2023). *Human Resource Management: Strategy and Practice (11th Edition)*. Cengage, Australia.
- 3 Parker, J., Baird, M., Donnelly, N. and Cooper, R. (Eds.). (2023). *Women and Work in Asia and the Pacific: Experiences, Challenges, and Ways Forward*. Massey University Press, New Zealand.
- 4 Yiengprugsawan, V. and Piggott, J. (2023). *Shaping Long-Term Care in Emerging Asia: Policy and Country Experiences*. Routledge, United Kingdom.

## B BOOK CHAPTERS

- 1 Baird, M., Cooper, R. and Dinale, D. (2023). Working Women in Australia. In Parker, J., Baird, M., Donnelly, N. and Cooper, R. (Eds.). *Women and Work in Asia and the Pacific: Experiences, Challenges, and Ways Forward*. Massey University Press, New Zealand.
- 2 Colussi, S., Hill, E. and Baird, M. (2023). A Bloody Controversy: Menstrual Leave in Indonesia. In *SAGE Business Cases*. Sage Publications Ltd, United Kingdom.
- 3 Franklin, M., Taksa, L. and Guo, F. (2023). Older Immigrants' Integration: Organisational Processes and Practices in the Australian Context. In Diedrich, A. and Czarniawska, B. (Eds.). *Organising Immigrants' Integration Practices and Consequences in Labour Markets and Societies*. Springer Nature, Switzerland.
- 4 Kudrna, G., O'Keefe, P. and Piggott, J. (2023). Pension Policy in Emerging Asian Economies with Population Aging: What Do We Know, Where Should We Go? In Bloom, D., Souza-Posa, A. and Sunde, U. (Eds.). *The Routledge Handbook on the Economics of Ageing*. Routledge, United Kingdom.
- 5 McDonald, P. (2023). The Demography of the Five Intergenerational Reports. In Podger, A., Hall, J. and Woods, M. (Eds.). *More than Fiscal: The Intergenerational Report, Sustainability and Public Policy in Australia*. ANU Press, Australia.
- 6 Mitchell, O.S. and Lusardi, A. (2023). Financial Literacy and Financial Behavior at Older Ages. In Bloom, D., Sousa-Poza, A. and Sunde, U. (Eds.). *The Routledge Handbook of the Economics of Ageing*. Routledge, United Kingdom.

- 7 O'Keefe, P. and Yiengprugsawan, V.S. (2023). Aged Care in Emerging Asia: New Demands, Evolving Responses, and Future Directions. In Rajan, S.I. (Ed.). *Handbook of Aging, Health and Public Policy*. Springer, Singapore.
- 8 Parker, S. K. and Boeing, A. A. (2023). Workplace Innovation in the Digital Era: A Role for SMART Work Design. In Oeij, P. R. A., Dhondt, S. and A. J. McMurray (Eds.). *A Research Agenda for Workplace Innovation: The Challenge of Disruptive Transitions*. Edward Elgar Publishing, United Kingdom.
- 9 Parker, S. K. and Carpini, J. A. (2023). Job Enrichment. In Johnstone, S., Rodrigues, J. K. and Wilkinson, A. (Eds.). *Encyclopedia of Human Resource Management* (2nd ed.). Edward Elgar Publishing, United Kingdom.
- 10 Sinclair, C., Reymond, L. and Sansome, X. (2023). Advance Care Planning in Australia through the COVID-19 Pandemic. In Ng, R. and Martina, D. (Eds.). *Advance Care Planning in the Asia Pacific*. World Scientific Publishing Company, Singapore.
- 11 Wang, B. and Parker, S. K. (2023). Embracing the Digital Workplace: A SMART Work Design Approach to Supporting Virtual Work. In Gilson, L. L., O'Neill, T. and Maynard, M. T. (Eds.). *Handbook of Virtual Work*. Edward Elgar Publishing, United Kingdom.
- 12 Yiengprugsawan, V.S. (2023). Caregiver Burden Scale: Zarit Interview. In Maggino, F. (Ed.). *Encyclopedia of Quality of Life and Well-Being Research*. Springer Dordrecht, Netherlands.
- 13 Yiengprugsawan, V.S. and Piggott, J. (2023). Ageing, Health, and Social Transitions in Selected Emerging Asian Economies. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). *Shaping Long-Term Care in Emerging Asia: Policy and Country Experiences*. Routledge, United Kingdom.
- 14 Yiengprugsawan, V.S. and Piggott, J. (2023). Setting the Scene. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). *Shaping Long-Term Care in Emerging Asia: Policy and Country Experiences*. Routledge, United Kingdom.
- 15 Yiengprugsawan, V.S. and Piggott, J. (2023). Syntheses and Ways Forward. In Yiengprugsawan, V.S. and Piggott, J. (Eds.). *Shaping Long-Term Care in Emerging Asia: Policy and Country Experiences*. Routledge, United Kingdom.

## C1 JOURNAL ARTICLES: ARTICLES IN SCHOLARLY REFEREED JOURNALS

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# RESEARCH OUTPUTS

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- 9 Kudrna, G. (2023). The Economy-wide Effects of Mandating Private Retirement Incomes. CEPAR Working Paper 2023/06.
- 10 Lyu, L. (2023). Postcode-level Reverse Mortgages: Longevity Risks, House Price Risks, and Welfare Gain. CEPAR Working Paper 2023/14.
- 11 Lyu, L. (2023). Hierarchical House Price Model incorporating Geographical and Macroeconomic Factors. CEPAR Working Paper 2023/15.
- 12 Park, K. and Sherris, M. (2023). Actuarial Modelling of Australian Population Retirement Risks: An Australian Functional Disability and Health State Model. CEPAR Working Paper 2023/16.
- 13 Shen, T. and Payne, T. (2023). Disability and Morbidity among US Birth Cohorts, 1998-2018: A Multidimensional Test of Dynamic Equilibrium Theory. CEPAR Working Paper 2023/03.
- 14 Shen, T., Payne, C. and Jahromi, M. (2023). Dynamics of Health Expectancy: An Introduction to Multiple Multistate Method (MMM). CEPAR Working Paper 2023/01.
- 15 Si, Y., Bateman, H., Chen, S., Hanewald, K., Li, B., Su, M. and Zhou, Z. (2023). Quantifying the Financial Impact of Overuse in Primary Care in China: A Standardised Patient Study. CEPAR Working Paper 2023/02.
- 16 Stafford, T., Zhang, X. and Hanewald K. (2023). Rural-urban Migration and the Health of Left-behind Older Adults. CEPAR Working Paper 2023/13.
- 17 Ungolo, F. (2023). An Augmented Variable Dirichlet Process Mixture Model for the Analysis of Dependent Lifetimes. CEPAR Working Paper 2023/08.
- 18 Ungolo, F. and van den Heuvel, E.R. (2023). A Dirichlet Process Mixture Regression Model for the Analysis of Competing Risk Events. CEPAR Working Paper 2023/07.
- 19 Wheadon, D., Castex, G., Kudrna, G. and Woodland, A. (2023). Nonlinear Means-Tested Pensions: Welfare and Distributional Analyses. CEPAR Working Paper 2023/05.
- 20 Zhou, Y., Garces, L.P., Shen, Y., Sherris, M. and Ziveyi, J. (2023). Age-Dependent Multi-Cohort Affine Mortality Model with Cohort Correlation. CEPAR Working Paper 2023/09.

## CEPAR TRANSLATIONAL DOCUMENTS

- 1 Attuquayefio, T., Hansen, A., Hosking, D., McCallum, J., Regan, M. and Anstey, K.J. (2023). In ADAS We Trust: Older Drivers and Advanced Driver Assistance Systems (ADAS). University of New South Wales and National Seniors Australia. doi: 10.17605/OSF.IO/B27PR.
- 2 Baird, M. and Hill, E. (2023). Paid Parental Leave for Future Families: The Voices of Australian Parents. A report commissioned by the Women's Economic Equality Taskforce, April 2023. The University of Sydney.
- 3 Chomik, R. (2023). Slower Ageing, Slower Growth: The Intergenerational Report in 7 Charts. The Conversation.
- 4 de Cure, M., Piggott, J., Bateman, H., Chomik, R. and Sherris, M. (March 2023). CEPAR Submission on Legislating the Objective of Superannuation to Commonwealth Treasury.
- 5 Hamilton, M., Baird, M., Heron, A. and Bainbridge, H. (August 2023). Submission to the Senate Select Inquiry into the Recognition of Unpaid Carers. Sydney, Australia.
- 6 Khalatbari-Soltani, S., van Zwielen, A., Zhang, Y., Jegasothy, E. and Blyth, F.M., (2023). Submission on Measuring What Matters, Australian's First Wellbeing Framework to Commonwealth Treasury.
- 7 Kiely, K. and Hambisa, M. (2023). Australians are Living and Working Longer – but not Necessarily Healthier, New Study Shows. The Conversation.
- 8 Lu, B. (June 2023). Economics Analysis of Elder Care System and Services. Report prepared for Asian Development Bank project: Strategies for Financing Social Protection to Achieve Sustainable Development Goals in Developing Member Countries.
- 9 McDonald, P. (2023). What's Behind the Recent Surge in Australia's Net Migration – and will it Last? The Conversation.
- 10 O'Keefe, P. (2023). Ageing in East Asia and Pacific. Special section of EAP update. East Asia and Pacific Economic Update, April 2023, World Bank Washington, D.C.



- 11 Podger, A., Piggott, J. and Breunig, R. (March 2023). Submission on Legislating the Objective of Superannuation to Commonwealth Treasury.
- 12 Sykes, C. and Gagne, M. (October 2023). CEPAR Industry Report: Caught Between Obligation and Exclusion: The Plight of Mature Age Jobseekers in Australia's Employment Services System.

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### OTHER OUTPUTS

- 1 Baird, M., Baxter, J. and Hamilton, M. (2023). 19th International Review of Leave Policies and Related Research 2023. Australia Country Note. International Network on Leave Policies and Research. 92–105. Vienna, Austria.
- 2 Grosch, J.W., Hornback, D., Keller, B. and Petery, G.A. (2023). Celebrating National Employ Older Workers Week 2023. CDC Feature.

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### E3 PUBLISHED CONFERENCE ABSTRACT

- 1 Zhou, Y., Zou, M., Wu, C., Parker, S.K. and Griffin, M. (July 2023). New Labour Market Entrants' Job Satisfaction Trajectories during a Series of Job Changes. Proceedings of Academy of Management. Boston, USA. doi: <https://doi.org/10.5465/AMPROC.2023.12967abstract>

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### E4 UNPUBLISHED CONFERENCE PRESENTATIONS

- 1 Alonso Garcia, J. (September 2023). Guaranteeing the Unsustainable: A Framework for Mixed Pension Schemes. Longevity 18. London, UK.
- 2 Andrei, D. (May 2023). Subtle Discrimination Experiences of Mature Workers and their Effect on Workplace Wellbeing. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 3 Andrei, D. (May 2023). Systematic Review of Leadership Styles and their Impact on Ageing and Age Diverse Employees. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 4 Andrei, D. (May 2023). The Dark Side of Crafting: How does Job Crafting Affect Co-worker Reactions? 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 5 Andrei, D. (April 2023). Include, Individualise, Integrate: Different Pathways to Successful Ageing at Work. Society for Industrial and Organizational Psychology Annual Conference. Boston, USA.
- 6 Andrei, D. (May 2023). When do we Design Good Work for Others? An Experimental Approach to Situational Antecedents of Individual Work Design Decisions. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 7 Andrei, D. (May 2023). Work-design Decisions Under Time Pressure: An Experimental Approach. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 8 Andrei, D. and Parker, S.K. (February 2023). Future Work Selves at late Career Stages - How Representations Reflecting Hopes and Aspirations for late Career Relate to Career Behaviours and Retirement. Society for Organisational Behaviour Australia Meeting. Perth, Australia.
- 9 Annabel, R. (2023). Company level GHG Emissions and an Institutional Investor's Active Ownership Objective. Markets, Contracts and Organizations Conference, June 2023, Canberra, Australia; and Econometric Society Australasian Meeting, August 2023, Sydney, Australia.
- 10 Anstey, K.J. (June 2023). Driving of Older People with Cognitive Decline. IAGG Asia/Oceania Regional Congress. Online.
- 11 Anstey, K.J. and Mortby, M. (July 2023). Poster Presentation. Alzheimer's Association International Conference. Amsterdam, The Netherlands.
- 12 Baird, M. (June 2023). A Case of the Unexpected? Changes to Parental Leave Policy in Australia. International Leave and Policies Research Network Meeting. Athens, Greece. Online.
- 13 Baird, M. (June 2023). Plenary. Elder Care: A Near and Present Crisis. International Leave and Policies Research Network Meeting. Athens, Greece. Online.
- 14 Baird, M. (February 2023). The Gender Contract of Work and Care: Reframing the Social Contract. 32nd Association of Industrial Relations Academics of Australia and New Zealand AIRAANZ Conference. Sydney, Australia.
- 15 Baird, M. and Dinale, D. (February 2023). Worker Preferences for Working from Home under Australia's Industrial Relations System: Before, During and After COVID-19. 32nd Association of Industrial Relations Academics of Australia and New Zealand AIRAANZ Conference. Sydney, Australia.
- 16 Bateman, H. (February 2023). Demand for Reverse Mortgages: Can Information Framing Offset Behavioural Biases? 5th Annual BEST Conference on Human Behaviour and Decision Making. Brisbane, Australia.
- 17 Bateman, H. (April 2023). Panel. Pension Investment: Innovation, Challenges, and Regulation. CEPR Eighth European Workshop on Household Finance. Melbourne, Australia.
- 18 Bateman, H. (June 2023). Keynote. Exploring Reverse Mortgage Puzzles. Netspar International Pension Workshop. Leiden, The Netherlands.
- 19 Chen, S. (2023). Social Environment, Lifestyles, and Genetic Predisposition with the Risk of Incident Dementia: A Longitudinal Analysis among Older Adults. The 44th Australian Health Economics Society Annual Conference, September 2023, Adelaide, Australia; and CEPAR International Conference, July 2023, Sydney, Australia.
- 20 Chomik, R. (July 2023). Life and Healthy Life Expectancy Inequality in Australia. CEPAR International Conference 2023. Sydney, Australia.
- 21 Chong, J. (July 2023). Organisational Meta-Strategies for an Age-Diverse Workforce: Scale Development and Test of Model. CEPAR International Conference 2023. Sydney, Australia.
- 22 Dinale, D. (February 2023). Livelihoods, Work, Women and Just Transitions in Australia. Women's Voice in Australia's Climate Change Policy. 32nd Association of Industrial Relations Academics of Australia and New Zealand AIRAANZ Conference. Sydney, Australia.
- 23 Duggan, R. (May 2023). Mature-age Nurses' and Midwives' Experiences of Workplace Engagement: Preliminary Findings. International Congress on Innovations and Leadership in Nursing and Midwifery. Facing Future Challenges Together. Perth, Australia.
- 24 Fernando, R., Liu, W. and McKibbin, W. (April 2023). Climate Risks and the Global Economy. Climate Risks and the Global Economy, Finance, and the Macroeconomy Workshop. Canberra, Australia.
- 25 Fernando, R. (June 2023). Global Economic Consequences Arising from the Impacts of Physical Climate Risks on Agriculture and Energy. 26th Annual Conference on Global Economic Analysis. Bordeaux, France.
- 26 Fernando, R. (October 2023). Global Economic Consequences of the Physical Climate Impacts on Agriculture and Energy. 12th South Asia Economic Policy Network Conference on Green Growth in South Asia. Dhaka, Bangladesh.
- 27 Fernando, R. (July 2023). Global Economic Impacts of Antimicrobial Resistance. CEPAR International Conference 2023. Sydney, Australia.

# RESEARCH OUTPUTS

- 28 Fernando, R. (2023). Global Economic Impacts of Physical Climate Risks. Monash Business School Climate Workshop: Navigating the Energy Transition, October 2023, Melbourne, Australia; and 16th International Forum on Financial Risks, March 2023, Paris, France.
- 29 Finkelstein, L. (April 2023). Poster Presentation. Did they Mean That? Effect of Cyber Incivility on Older Worker Wellbeing and Turnover. 38th Annual Meeting of the Society for Industrial and Organizational Psychology. Boston, USA.
- 30 Gao, H. (July 2023). Social Security and Female Labor Supply in China. CEPAR International Conference 2023, July 2023, Sydney, Australia; and Econometric Society Australasian Meeting, August 2023, Sydney, Australia.
- 31 Gao, H. (November 2023). Labor Market Sorting and Social Security in Developing Countries. OzMac Workshop. Queensland, Australia.
- 32 Garces, L.P. (July 2023). Variable Annuities: A Closer Look at Ratchets, Hybrid Contract Designs, and Taxation. The 26th International Congress on Insurance: Mathematics and Economics. Edinburgh, UK.
- 33 Gerpott, F. (May 2023). A Dual Pathway Model of Age and Technology Acceptance: Highlighting the Impact of Digital Leadership. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 34 Gerpott, F. (May 2023). Do you Pose a Challenge or a Hindrance to me? A Dual Pathway Model of Upward Social Comparison and Employees' Knowledge Exchange Behaviors. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 35 Grossman, I. (September 2023). Simple Methods for Predicting Uncertainty for Small Area Population Forecasts. The Relevance of Applied Population Geography Research. Lesvos, Greece.
- 36 Hambisa, M. (November 2023). Age-Related Cataract and Cataract Surgery Utilisation Among Older Women in Australia: Findings from The Australian Longitudinal Study on Women's Health. 21st National Conference of Emerging Researchers in Ageing. Online.
- 37 Hamilton, H. (June 2023). Contributors to, and Outcomes of, Perceived Carer Recognition among Informal Working Carers of Ageing Relatives. Transforming Care Conference. Sheffield, UK.
- 38 Hamilton, M. (July 2023). Understanding the Drivers and Outcomes of Carer Recognition among Working Carers of Ageing Relatives. CEPAR International Conference 2023. Sydney, Australia.
- 39 Hamilton, M. and Williams, A. (June 2023). Work and Care Decision Making across Genders and Generations: The Case of Grandparent Childcare. International Sociological Association World Congress. Melbourne, Australia.
- 40 Hanewald, K. (July 2023). 70 Really is the New 60: Cohort Trends in Intrinsic Capacity in England and China. CEPAR International Conference 2023. Sydney, Australia.
- 41 Hanewald, K. (July 2023). Optimal Use of Housing Wealth in a Two-Generation Model. CEPAR International Conference 2023. Sydney, Australia.
- 42 Hanewald, K. (November 2023). Housing Liquidity and Long-term Care Insurance Demand: Survey Evidence from China. 20th Beijing Forum. Beijing, China.
- 43 Iles, L. (May 2023). A Multi-sample Study of the Role of Age, Supportive Leadership, and Perceived Age Bias on Withdrawal in STEM. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 44 Keane, M. (2023). Health Shocks, Health Insurance, Human Capital, and the Dynamics of Earnings and Health. Carey 2nd Health Care Markets Conference, May 2023, Baltimore, USA; and Plenary, Econometric Society Australasia Meeting, August 2023, Sydney, Australia.
- 45 Khalatbari-Soltani, S. (November 2023). Poster Presentation. Worldwide Cohorts to Support Studies of Healthy Ageing: Data Availabilities and Gaps. Australian Association of Gerontology Conference. Gold Coast, Australia.
- 46 Khalatbari-Soltani, S. (October 2023). Worldwide Data Availabilities and Gaps in Studying Healthy Ageing and its Inequities. Australasian Epidemiological Association 2023 Annual Scientific Meeting. Melbourne, Australia.
- 47 Kiely, K. (July 2023). Gender, Education, and Cohort Differences in Healthy Working Life Expectancy at Age 50 in Australia. CEPAR International Conference 2023. Sydney, Australia.
- 48 Kiely, K. (July 2023). Inequalities in Disability-free Life Expectancy between Migrant and Non-migrant Populations in Australia. CEPAR International Conference 2023. Sydney, Australia.
- 49 Kiely, K. (May 2023). Social Patterning of Cohort Differences in Healthy, Disability-free, and Working Life Expectancies in Australia. REVES Annual Meeting. Padua, Italy.
- 50 Kudrna, G. (August 2023). The Macroeconomic and Distributional Effects of Progressive Income Tax Cuts. 2023 Econometric Society Australasia Meeting. Sydney, Australia.
- 51 Kudrna, G. (July 2023). Lifecycle Effects of Australian Student Loans with Income Contingent Repayments. 29th International Conference Computing in Economics and Finance. Nice, France.
- 52 Kudrna, G. (June 2023). The Economy-wide Effects of Mandating Private Retirement Incomes. Netspar International Pension Workshop. Leiden, The Netherlands.
- 53 Lian, J. (August 2023). Externalities Induced Education Subsidies. 2023 Econometric Society Australasia Meeting. Sydney, Australia.
- 54 Liwin, L. (August 2023). The Long-term Effect of Schooling on Excess Body Weight and Diabetes. New Zealand Population Conference 2023. Auckland, New Zealand.
- 55 Lou, H. (2023). Nudging Ex-post. Asia-Pacific Economic Science Association Conference, May 2023, Seoul, South Korea; 2023 Asian Meeting of the Econometric Society, June 2023, Beijing, China; and 16th Annual Australia New Zealand Workshop in Experimental Economics, June 2023. Melbourne, Australia.
- 56 Lou, H. (December 2023). Why is the Demand for Reverse Mortgages so Low? Exploring Behavioral Explanations. 31st Colloquium on Pensions and Retirement Research. Sydney, Australia.
- 57 Lu, B. (June 2023). Keynote. The Economic Implications of Long-term Care Policy. International Conference on Reimagining Aging in the New Normal. Zhejiang, China.
- 58 Lu, B. (September 2023). What's Next – Exploring 10 Key Inquiries about China's Future Long-term Care Policy. Asian Development Bank Project: Strategies for Financing Social Protection to Achieve Sustainable Development Goals in Developing Member Countries. Online.
- 59 Markham, S. and O'Loughlin, K. (July 2023). Facilitators and Barriers to Clinical Trial Recruitment and Retention of Older People in Australia. International Academy of Law and Mental Health Congress. Barcelona, Spain.
- 60 McKibbin, W. (October 2023). Keynote. Climate Risk and the Global Economy. The 12th South Asia Economic Policy Network Conference on Green Growth in South Asia. Dhaka, Bangladesh.
- 61 McKibbin, W. (July 2023). Macroeconomic Risk from Demographic Change. CEPAR International Conference 2023. Sydney, Australia.
- 62 Mitchell, O.S. (March 2023). Keynote. New Challenges for Household Finance: Making Your Money Last a Lifetime. Finance Down Under 2023 Conference. Melbourne, Australia.

- 63 Mitchell, O.S. (October 2023). Teaching about Retirement, Saving, and More. Stanford University Conference on Teaching Personal Finance. Online.
- 64 Olivieri, A. (July 2023). Disclosing the Reserving Process in Life Insurance Through Periodic Fees. AFRIC 2023. Victoria Falls, Zimbabwe.
- 65 Olivieri, A. (June 2023). Innovations in the Design of Life Annuities. European Seminar on Private Pensions. Barcelona, Spain.
- 66 O'Loughlin, K. (June 2023). Understanding the Drivers and Outcomes of Carer Recognition among Working Carers of Ageing Relatives. Transforming Care Conference. Sheffield, UK.
- 67 Park, K. (2023). Developing Private Long-term Care Insurance in Australia: Pricing Analysis for Healthy and Chronically Ill Australians. 2023 Australasian Actuarial Education and Research Symposium, November 2023, Wellington, New Zealand; and 27th Asia Pacific Risk and Insurance Association 2023 Annual Conference, August 2023 Suita, Japan.
- 68 Parker, S.K. (May 2023). Am I on the Right Track? The Role of Feedback Availability During Change Processes. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 69 Parker, S.K. (May 2023). Are Morning Work Routines Relevant for Employee Well-being and Performance? A Gender Role Perspective. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 70 Parker, S.K. (June 2023). But how do you do it? The Psychology of Change in Organizations Workshop. Jerusalem, Israel.
- 71 Parker, S.K. (May 2023). Job Crafting in the Career Context: How Growth Career Mindset Relates to Career Satisfaction and Employability via Different Job Crafting Strategies. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 72 Parker, S.K. (May 2023). Leading an Age Diverse Workforce: A Systematic Review of Leadership Styles and their Impact on Ageing and Age Diverse Employees. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 73 Parker, S.K. (May 2023). Organizing AI: A Design Theory for making Decisions about Learning Algorithms in Networks of Accountability. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 74 Parker, S.K. (May 2023). What Makes or Breaks Routines when Working from Home: Insights into Work Routines, Self-Regulation, and Task Performance. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 75 Parker, S.K. (May 2023). Why Leadership Behavior Relates to Employee Well-Being: A Meta-analysis of the Specific Role of Motivational Job Characteristics. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 76 Parker, S.K. (June 2023). Keynote. Work Design: A Critical Topic of our Time. The 10th Biennial IACMR Conference. International Association of Chinese Management Research. Hong Kong, China.
- 77 Petery, G. (April 2023). Menstruation, Menopause, and Mental Health: Exposing Taboos of Women's Health at Work. The 38th Annual Conference for the Society for Industrial-Organizational Psychology. Boston, USA.
- 78 Petery, G. (May 2023). What's a Leader to do? Developing Tools and Resources for Managing an Aging Workforce. 21st European Association of Work and Organizational Psychology 2023 Congress, The Future is Now: The Changing World of Work. Katowice, Poland.
- 79 Petery, G. (April 2023). Women, Work and Health: A Look at Work Exposures and Support for Fertility, Maternity, and Motherhood. The 38th Annual Conference for the Society for Industrial-Organizational Psychology. Boston, USA.
- 80 Sinclair, C. (May 2023). Poster Presentation. Cross-cultural Validation of Serious Illness Scenarios and Preferences for Life-sustaining Treatments for use in Advance Care Planning Studies. Advance Care Planning International Conference. Singapore.
- 81 Sinclair, C. (May 2023). Poster Presentation. Empowering the Aged and Primary Care Workforce to Initiate Advance Care Planning Conversations with People Living with Dementia. Advance Care Planning International Conference. Singapore.
- 82 Sinclair, C. (May 2023). My Life Choices Project: Attitudes and Perceptions on Advance Care Planning Among Chinese-speaking older Australians Living in Sydney. Advance Care Planning International Conference. Singapore.
- 83 Sinclair, C. (September 2023). Plenary. Supported Decision-making among People Living with Dementia: Conceptual Challenges and Practical Responses. Australia and New Zealand Society of Rehabilitation Medicine 6th Annual Scientific Meeting. Hobart, Australia.
- 84 Sinclair, C. (July 2023). The Role of Individual and Social Factors in the Prevalence and Experiences of Making Substitute Financial Decisions for Others. CEPAR International Conference 2023. Sydney, Australia.
- 85 Thalagoda, G. (December 2023). Shapley Decomposition-based Selection of Representative Contracts for Variable Annuity Portfolio Valuation. 31st Colloquium on Pensions and Retirement Research. Sydney, Australia.
- 86 Thorpe, S. (May 2023). Borrower Preferences for Mortgage Attributes: The Roles of Confusion, Importance, and Advisors. Boulder Summer Conference in Consumer Financial Decision Making. Boulder, USA.
- 87 Vhudzijena, M. (February 2023). An Actuarial Lens on Multimorbidity and Long-term Care. Perspectives on Actuarial Risks in Talks of Young Researchers. Valencia, Spain.
- 88 Wan, C. (July 2023). Air Pollution and Long-term Care Burden: Evidence from China. CEPAR International Conference 2023. Sydney, Australia.
- 89 Wan, C. (June 2023). Optimal Portfolio Choice with Longevity, Critical Illness Insurance, and Long-term Care Insurance. The 36th Annual Conference of the European Society for Population Economics, June 2023, Belgrade, Serbia; and EEA-ESEM, August 2023, Barcelona, Spain.
- 90 Wan, C. (September 2023). The Demand for Longevity, Critical Illness, and Long-term Care Insurance: Evidence from an Online Survey. EGRIE Conference. Malaga, Spain.
- 91 Wang, C. (December 2023). Novel Utility-based Life Cycle Models to Optimize Income in Retirement. 31st Colloquium on Pensions and Retirement Research. Sydney, Australia.
- 92 Zhang, F. (August 2023). Keynote. Craft your Future Career: Understanding how AI Shapes the Future Work/Workforce. Economics, Accounting & Finance Symposium. Noranda, Australia.
- 93 Zhang, F. (July 2023). Preventing a Knowledge Vortex from the Mature Workforce: Negative Effects of Age Discrimination on Older Employees' Knowledge Sharing. CEPAR International Conference 2023. Sydney, Australia.
- 94 Zhang, F. (July 2023). Promoting Knowledge Transfer in the Mature Workforce: The Effects of Perceived Age Discrimination and Task Significance. CEPAR International Conference 2023. Sydney, Australia.
- 95 Zhang, F. (July 2023). Revamping Work Design: How ChatGPT can Transform Jobs for the Better. Curtin University EMCR Symposium. Perth, Australia.

# RESEARCH OUTPUTS

## SEMINAR PRESENTATIONS

- 1 Andrei, D. (November 2023). Workshop. SMART Work Design for the Master program in Industrial and Organisational Psychology. Babes-Bolyai University, Romania. Cluj-Napoca, Romania.
- 2 Anstey, K.J. (May 2023). Leading Research Teams for Success. Women in Research Webinar. Online.
- 3 Baird, M. (September 2023). Retirement Transitions: Key Findings on Retirement from the HILDA Data. Workshop at the University of Sydney Business School. Sydney, Australia.
- 4 Chen, S. (September 2023). Rapid-fire Presentation. Social Environment, Lifestyles, and Genetic Predisposition with the Risk of Incident Dementia: A Longitudinal Analysis among Older Adults. The UNSW Dementia Research Day. Sydney, Australia.
- 5 Fernando, R. (July 2023). Global Economic Impacts of Antimicrobial Resistance. Arndt-Corden Department of Economics Research Seminar Series, Crawford School of Public Policy, The Australian National University. Canberra, Australia.
- 6 Fernando, R. (March 2023). Global Economic Impacts of Physical Climate Risks. Arndt-Corden Department of Economics PhD Seminar Series. Canberra, Australia.
- 7 Gao, H. (2023). Labor Market Sorting and Social Security Reform in Developing Countries. University of Queensland Department of Economics, October 2023, Brisbane, Australia; and Workshop of Australasian Macroeconomic Society, December 2023, Canberra, Australia.
- 8 Ginnivan, N. (May 2023). Australia's Ageing Prisoner Population. Population Ageing and Health Seminar Series, University of Sydney, Faculty of Medicine and Health. Sydney, Australia.
- 9 Ginnivan, N. (May 2023). SEASONS (SpEcial intereSt group ON ageism). UNSW Ageing Futures Institute, Australian Human Rights Institute and NeuRA event on Ageism and Human Rights of Older Persons. Sydney, Australia.
- 10 Hamilton, M. (April 2023). Gender Inclusive Practices and Work-life Balance in Australian Universities. Curtin University Gender Equality Network. Online.
- 11 Hanewald, K. (May 2023). Optimal Use of Housing Wealth in a Two-Generation Model. Australian National University Actuarial Studies and Statistics Seminar. Canberra, Australia.
- 12 Heron, A. (October 2023). Love's Labours Lost from View: Eldercare and the Conundrum for Policymakers, Employees and their Workplaces. Sydney University Business School. Sydney, Australia. Online.
- 13 Iles, L. (May 2023). Challenge Fit and Age. Tilburg University School of Social and Behavioral Sciences. Tilburg, Netherlands.
- 14 Keane, M. (March 2023). What Explains the Growing Gender Education Gap? University of Pennsylvania. Pennsylvania, USA.
- 15 Keane, M. and Capatina, E. (October 2023). Health Shocks, Health Insurance, Human Capital, and the Dynamics of Earnings and Health. University of Minnesota. Minneapolis, USA.
- 16 Keane, M. and Neal, T. (December 2023). Robust Inference for the Frisch Labor Supply Elasticity. Arizona State University. Tempe, USA.
- 17 Keane, M. and Neal, T. (November 2023). Robust Inference for the Frisch Labor Supply Elasticity. University of Arizona. Tucson, USA.
- 18 Khalatbari Soltani, S. (2023). Socioeconomic Inequities and Health of Older Adults. The Faculty of Medicine and Health Population Health and Health Services Research Showcase, University of Sydney, Sydney, Australia; and Sydney School of Public Health monthly Research Seminars, Sydney, Australia.
- 19 Lian, J. (September 2023). Revisiting Taxes on High Incomes. Oslo Macro Group. Oslo, Norway.
- 20 Lyu, L. (July 2023). Postcode-Level Reverse Mortgages: Longevity Risks, House Price Risks, and Welfare Gain. UNSW School of Risk and Actuarial Studies PhD Seminar. Sydney, Australia.
- 21 McKibbin, W. (June 2023). Climate Risks and the Global Economy. Economic and Social Research Institute, Trinity College. Dublin, Ireland.
- 22 McKibbin, W. and Vines, D. (May 2023). Longer-term Structural Transitions and Short-term Macroeconomic Adjustment: Quantitative Implications for the Global Financial System. BI Norwegian Business School Workshop on "Transitions". Oslo, Norway.
- 23 McKibbin, W. (April 2023). Climate Risks and the Global Economy. Network for Greening the Financial System Workshop. Online.
- 24 Mitchell, O.S. (January 2023). Fixed and Variable Longevity Annuities in Defined Contribution Plans: Optimal Retirement Portfolios Taking Social Security into Account. Capital Group Theory Seminar. Online.
- 25 Mitchell, O.S. (March 2023). Financial Regret at Older Ages and Longevity Awareness. PARC Aging Retreat, University of Pennsylvania. Pennsylvania, USA.
- 26 Mitchell, O.S. (August 2023). Presentation. Longevity and Financial Regret. National University of Singapore. Singapore.
- 27 O'Loughlin, K. (June 2023). Care Arrangements in Australia. Centre for Care at the University of Sheffield. Sheffield, UK.
- 28 Olivieri, A. (November 2023). A Tour into the Research on Longevity Risk. Workshop in Memory of Ermanno Pitacco, University of Trieste. Trieste, Italy.
- 29 Olivieri, A. (November 2023). Disclosing the Reserving Process in Life Insurance through Equivalent Periodic Fees. Congresso Nazionale degli Attuari, Special Session in Memory of Ermanno Pitacco: Science in the Knowledge. Milan, Italy.
- 30 Parker, S.K. (October 2023). Advice to your Younger Self. Women in Research Webinar. Online.
- 31 Parker, S.K. (October 2023). Transformative Change in the Future of Work. Thinker in Residence. Psychosocial Safety Climate Global Observatory. Adelaide, Australia.
- 32 Parker, S.K. (November 2023). Ask the Laureates anything! Women in Research Webinar. Online.
- 33 Parker, S.K. (June 2023). Building a Healthy Academic Culture - Preventing and Addressing Harassment and Bullying. Women in Research Webinar. Online.
- 34 Parker, S.K. (March 2023). Designing Human Work in A Digital Age: A Socio-technical Research Agenda. Collaborative Intelligence FSP Research Network Meeting. Online.
- 35 Parker, S.K. (March 2023). From Passive to Productive: How to Hold Effective Meetings. Women in Research Webinar. Online.
- 36 Parker, S.K. (May 2023). Leading Research Teams for Success. Women in Research Webinar. Online.
- 37 Parker, S.K. (April 2023). Rebooting your Academic Career after an Extended Leave. Women in Research Webinar. Online.
- 38 Rodgers, D. (April 2023). Age-dependent Taxation in Australia. International Pensions Research Association Doctoral Tutorial. Online.
- 39 Taksa, L. (June 2023). Demographic and Social Dimensions of Migrant Ageing and Wellbeing in Australia. The Social Connection Symposium. Swinburne University of Technology. Victoria, Australia.
- 40 Yu, X. (November 2023). Modelling Joint Life Functional Disability and Mortality. International Pension Research Association. Online.
- 41 Zellman, E. (May 2023). CEPAR Stream 3 projects. Dresden University of Technology. Dresden, Germany.
- 42 Zellman, E. (May 2023). Diversity and Inclusion and 3I Model. International School of Management Seminar. Berlin, Germany.

## 33,078

WEBSITE HITS IN 2023  
67,933 PAGE VIEWS

## 950

MEDIA ARTICLES  
IN PRINT, RADIO,  
TV & ONLINE MEDIA

## 14

MEDIA RELEASES  
IN 2023

## 3,975

SOCIAL MEDIA FOLLOWERS  
ON X (FORMERLY TWITTER),  
LINKEDIN, YOUTUBE &  
FACEBOOK IN 2023

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 continues to be a key element of the Centre's public profile. 23,982 people visited the website for 33,078 sessions in 2023, with the largest proportion of website visitors coming from Australia, followed by visitors from the US, China and the UK. On CEPAR's news website, 50 items were published in 2023. The topmost visited subpages of the website were: Events & News, the new Healthy Ageing Toolkit, and People.

To help the public understand the characteristics of population ageing, CEPAR continued to publish a range of resources on its website throughout the year. A key initiative in 2023 was the release of the Healthy Ageing Toolkit, a free web-based toolkit that facilitates research on healthy ageing and its inequities. Led by CEPAR mid-career researcher Dr Saman Khalatbari-Soltani, the research team identified and systemised information on 287 existing ageing cohort studies across the globe and their available

measurements to study healthy ageing. Using the findings from the multifaceted review and search strategy, the team developed a searchable online cohort study information repository which is now available on the CEPAR website as a free public resource. The Healthy Ageing Toolkit's search dashboard assists researchers in finding cohort studies from across the world with their measures of interest. It also offers insight into data collection improvements, supporting the global, regional, and national monitoring of actions, programs, and policies. Aimed to be a major resource for researchers, the Toolkit attracted over 1.7k page views within two months of its launch in October, and the United Nations (UN) included the Healthy Ageing Toolkit as a case study in the UN Decade of Healthy Ageing 2023 Progress Report.

The Centre also released further sets of new and updated 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 and updated projections and estimates are currently available for:

- the Aboriginal and Torres Strait Islander population
- Australia, the States and Territories populations
- Australia's migrant populations

- Australia's sexual minority population
- Australia's regional and remote populations
- Australia's 'oldest-old' population
- Australia's populations living with dementia
- The impact of COVID-19 on population ageing in Australia.

### NEWSLETTERS AND SOCIAL MEDIA

The Centre's newsletters and social media accounts 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 2023, CEPAR has expanded its subscribership by 20% and distributed eight newsletter campaigns to over 2.9k subscribers (up from 2.4k subscribers in 2022).

The Centre's social media presence and engagement on LinkedIn, YouTube, X (formerly known as Twitter) and Facebook continues to also attract new followers, with over 3.9k followers and channel subscribers in 2023 (up from 3.6k followers and subscribers in 2022). CEPAR has published 25 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 International Conference and webinars; Pensions, Retirement and Ageing Seminar Series; the

Colloquium on Pensions and Retirement Research; and the International Pension Research Association conferences and webinars.

## MEDIA

In its final full year, CEPAR's media strategy continued to focus on promoting the Centre's research findings and activities worldwide as well as providing expert commentary related to population ageing and policy settings required to support ageing demographics. Contributions were particularly strong in the areas of cognitive ageing; healthy ageing; financial decision making and sustainable wellbeing in later life; as well as macro-demographic dynamics and demographic changes.

In 2023, 14 media releases were issued by CEPAR, its university nodes and collaborators covering Centre research, expertise, and achievements. CEPAR researchers were featured 950 times in national and global media; a full list of media articles is provided on the following pages. Regular appearances, commentary, and evidence-based op-eds by CEPAR researchers in the media and online publications, such as *The Conversation*, additionally raised the profile of the Centre and its researchers as well as the issue of population ageing (See Feature Box: Leading the Debate).

## 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 population projections, fertility rates, and migration in Australia and the region was featured in national and global media, including the *ABC*, *MSN*, *SBS*, *Sky News*, *The Age*, *The Australian*, *The Australian Financial Review*, *The Daily Telegraph*, *The Sydney Morning Herald*, and *Yahoo News*.

CI Warwick McKibbin's expertise on macroeconomics and monetary policy, including inflation shocks and its impacts on the populations, was featured in national and global media, such as the *ABC*, *The Australian*, *The Herald Sun*, *The Guardian*, *MSN*, *The Sydney Morning Herald*, *Sky News*, *The Saturday Paper*, *World News* and *Yahoo News*.

Senior Research Fellow George Kudrna provided commentary for the UK's *Financial Times*, reflecting on the Australian Age Pension means testing in comparison to the UK state pension, which was syndicated across news platforms in the UK, USA, Hong Kong and India.

### FINANCIAL TIMES

As a demonstration that this can be done, advocates will point to Australia. Retirees there submit to an income test and an assets test if they want a publicly funded pension. One in three over-70s either don't pass or don't bother. Of those who do, a third are too rich to get the maximum payment. George Kudrna, an economist at the University of New South Wales, argues that the scheme allows for lower taxes, which sharpen incentives to work. And he says the benefits of that more than cancel out any costs because of weaker incentives to save.

Having sussed out the opposition, start by appealing to big, sweeping arguments. The social contract is stronger when everyone both gives and gets, for example. And the process of separating out the truly needy and the undeserving is ugly and intrusive. (Beveridge loathed means testing as it penalised people who dutifully saved.) We millennials already face more uncertainty than our boomer parents as, unlike them, we can't get defined benefit pensions. Please don't whip away the only solid bit left.

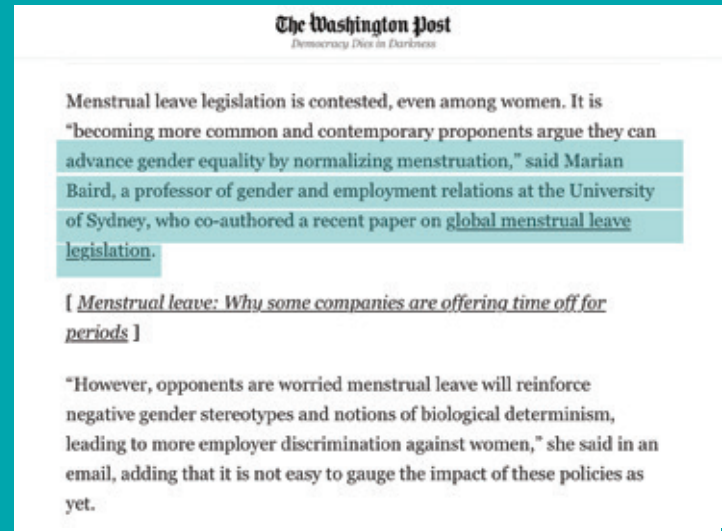
## DECISION MAKING, EXPECTATIONS AND COGNITIVE AGEING

CI Kaarin Anstey's research on dementia risk factors and healthy ageing, as well as ageism in the workforce, was featured in national and global media, including the *ABC*, *The Guardian*, *The Australian*, *Australian Senior News*, *ForeignAffairs NZ*, *Medical Xpress*, *SBS*, and *Science Magazine*.



## ORGANISATIONS AND THE MATURE WORKFORCE

CI Marian Baird's expertise on leave policies and gender and employment relations, including the mature workforce, was featured in national and global media, such as the *ABC*, *The Washington Post*, *Al Arabiya*, *Channel News Asia*, *Daily Mail*, *Euronews*, *MSN*, *The Australian Financial Review*, *The Seattle Times*, *The Star*, and *The Sydney Morning Herald*.



## MEDIA HIGHLIGHTS

CI Sharon Parker's research on workplace practices and the future of work was featured in national and global media, including the *ABC*, *The Australian*, *The Sydney Morning Herald*, *Australian Ageing Agenda*, *India Education Diary*, *2SER FM*, and other media and news.

### THE AUSTRALIAN



#### Four-day week no panacea for a better work-life balance

A four-day work week might be all the rage, but Curtin University professor Sharon Parker warns that it may not be the panacea to increasing work intensity and long hours.

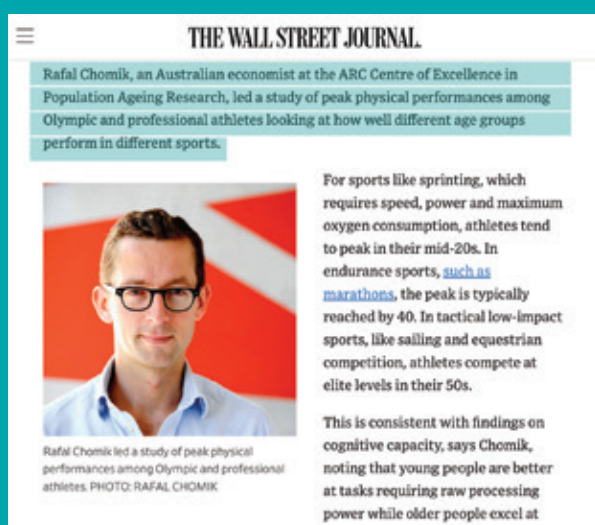
### SUSTAINABLE WELLBEING IN LATER LIFE

CI Michael Sherris' expertise on insurance risk was featured in national media, including the *ABC*, *Insurance Business Australia*, *news.com.au*, *The Herald Sun*, *The Daily Telegraph*, *Property Update*, and *Times News*. Sherris also appeared on the *ABC Weekend Breakfast Show*.

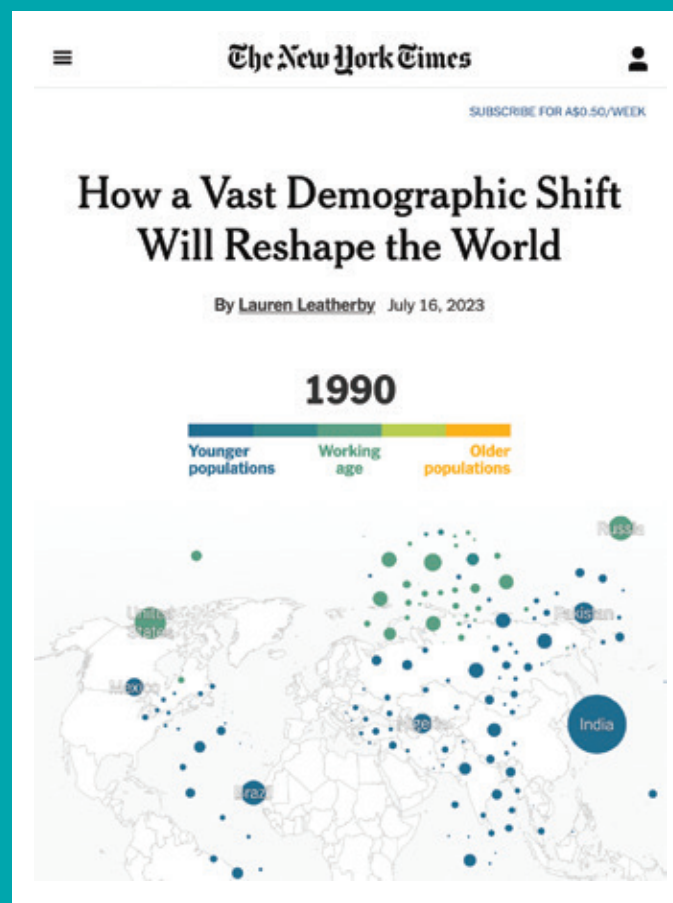




CEPAR's Fact Sheet on *Peak Performance Age in Sport*, co-authored by Rafal Chomik and Michael Jacinto, as well as CEPAR's Research Brief on *Financial Decision Making for and in Old Age*, co-authored by Rafal Chomik, Gaoyun (Sophie) Yan, Kaarin Anstey, Hazel Bateman et al., was featured in national and global media, such as *The Wall Street Journal*, *Dallas Express*, *3AW*, *The Australian*, *MSN*, *Daily Mail*, *Mail on Sunday*, *Yahoo Canada*, and *USA News Hub*.



CEPAR's Ageing Asia Research Hub Director Philip O'Keefe's expertise on ageing Asian societies, including on the UN's forecast of India surpassing China as the most populous country in the world, was featured in global media, such as the *BBC*, *The New York Times*, and *The Wall Street Journal*.



## LEADING THE DEBATE

CEPAR RESEARCHERS AUTHORED OP-EDS AND COMMENTARIES BASED ON RESEARCH EVIDENCE – SOME HIGHLIGHTS INCLUDE:

*China's population peak: Just the tip of the iceberg*  
John Piggott - *Pension Research Council RetireSecure Blog*, 17 February

*To bring down imported inflation, interest rates must rise back to normal*  
Warwick McKibbin - *The Australian Financial Review*, 28 February



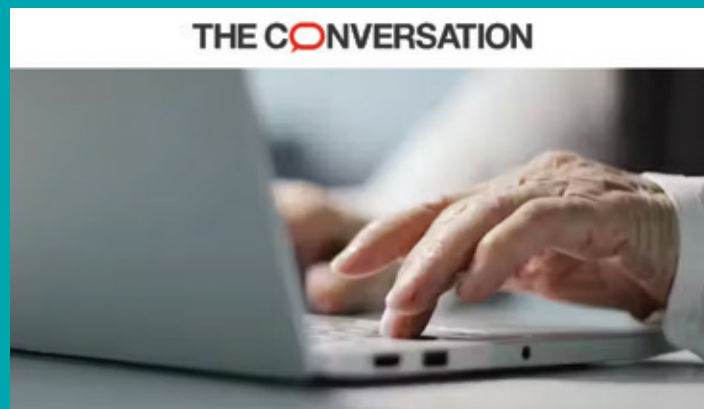
*Demography poses no imminent threat to China's economic modernisation*  
Peter McDonald - *East Asia Forum*, 19 March

*What's behind the recent surge in Australia's net migration – and will it last?*  
Peter McDonald - *The Conversation*, 5 April

*Three ways to break the baby barrier*  
Daniel Dinale and Marian Baird - *The Canberra Times*, 5 May



*Australians are living and working longer – but not necessarily healthier, new study shows*  
Kim Kiely and Mitiku Hambisa - *The Conversation*, 28 July



*There is a SMART solution to worker burnout*  
 Anya Johnson, Helena Nguyen and Sharon Parker –  
*Sydney Business Insights*, 1 August

*Slower ageing, slower growth: The Intergenerational Report in 7 charts*  
 Rafal Chomik – *The Conversation*, 24 August

*How ChatGPT can and can't help managers design better job roles*  
 Fangfang Zhang and Sharon Parker – *MIT Sloan Management Review*,  
 5 October

*What explains China's economic slowdown?*  
 Hanming Fang – *Econofact*, 8 November

*Blaming Baby Boomers for your money woes is unfair, lazy and wrong*  
 Clive Hamilton and Myra Hamilton – *The Sydney Morning Herald*,  
 27 November



## GOVERNMENT AND INDUSTRY REPORTS

The Centre publicised a range of reports and government submissions, such as the submission to the Australian Government's consultation on the objective of superannuation, co-authored by Marc de Cure, John Piggott, Hazel Bateman, Rafal Chomik, and Michael Sherris.

In October 2023, the Centre released the report *'Caught between Obligation and Exclusion: The Plight of Mature Age Jobseekers in Australia's Employment Services System'*, co-authored by CEPAR Associate Investigator Marylène Gagné and Cheryl Sykes. The report presents a detailed qualitative study of mature age individuals navigating Australia's mandatory employment services while on income support. Aimed at exploring the challenges and experiences of these jobseekers, the study utilised open comments from online surveys across five time intervals with a sample of 173 respondents.

# COMMUNICATIONS, EDUCATION & COMMUNITY OUTREACH

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## MEDIA 2023

### PRINT (NEWSPAPERS AND MAGAZINES)

**Workplace trends of 2022** – featuring Marian Baird – *WA Today*, 3 January 2023

**How to avoid million-dollar mistakes in retirement** – featuring Peter McDonald – *The Australian Financial Review*, 6 January 2023

**Why a smaller Australia means a bigger tax bill for you** – featuring Peter McDonald – *The Australian Financial Review*, 6 January 2023

**As Asian societies age, ‘retirement’ just means more work** – featuring Philip O’Keefe – *The New York Times*, 7 January 2023

**State of the nation** – featuring Tom Wilson – *RM Williams Outback Magazine*, 17 January 2023

**China’s population falls, heralding a demographic crisis** – featuring Philip O’Keefe – *The New York Times*, *The Japan Times*, 17 January 2023

**China’s demographic crisis triggers new global challenge** – featuring Peter McDonald – *The Australian Financial Review*, 17 January 2023

**Forecasts / China’s population is shrinking – India is in the fast lane** (Prognosen / Chinas Bevölkerung schrumpft – Indien ist auf der Überholspur) – featuring Peter McDonald – *Tageblatt*, 18 January 2023

**Need time off work for period pain? These countries offer ‘menstrual leave’** – featuring Marian Baird – *The Washington Post*, *Washington Dailies*, *SFGate*, *Record Patriot*, *The Seattle Times*, 17–18 February 2023

**To bring down imported inflation, interest rates must rise back to normal** – by Warwick McKibbin – *The Australian Financial Review*, 28 February 2023

**You can stick your cupcake: Backlash to International Women’s Day is here** – featuring Marian Baird – *The Sydney Morning Herald*, *The Age*, *Brisbane Times*, *WA Today*, *The Australian*, 8 March 2023

**The rise of AI is shaking up the world of work and study** – featuring Sharon Parker – *The Australian*, 8 March 2023

**Creativity and resilience are key skills for our students** – featuring Sharon Parker – *The Australian*, 9 March 2023

**Coalition appointees dumped from minimum wage panel** – featuring Marian Baird – *The Australian Financial Review*, 10 March 2023

**Appointments to panel conducting the annual wage review** – featuring Marian Baird – *The Australian*, 10 March 2023

**Understanding Inflation in Australia** – featuring Warwick McKibbin – *The Australian Financial Review*, 27 March 2023

**Reserve Bank of Australia Board mulls tough rates call as housing supply crisis worsens** – featuring Warwick McKibbin – *The Examiner*, *The Muswellbrook Chronicle*, *Mudgee Guardian* and *Gulgong Advertiser*, *The Standard*, *Illawarra Mercury*, *The Maitland Mercury*, *The Junee Southern Cross*, *Central Western Daily*, *Crookwell Gazette*, *The Eastern Riverina Chronicle*, *The Irrigator*, *Daily Liberal*, *Port Macquarie News*, *The Bendigo Advertiser*, *The Daily Advertiser*, *Newcastle Herald*, *Western Advocate*, *Dungog Chronicle*, *Eden Magnet*, *The Ararat Advertiser*, *The Northern Daily Leader*, *The South Coast Register*, *Bega District News*, *The Hunter Valley News*, *The Port Stephens Examiner*, *The Cessnock Advertiser*, *The Area News*, *Inner East Review*, *Lismore City News*, *Merimbula News Weekly*, *The Border Mail*, *The Scone Advocate*, *Milton Ulladulla Times*, *The Braidwood Times*, *The Katherine Times*, *The Courier-Ballarat*, *Cootamundra Herald*, *The Queanbeyan Age*, *Goulburn Post*, *The North West Star*, *The Singleton Argus*, *Harden Murrumburrah Express*, *The Bay Post*, *Tribune*, 4 April 2023

**TAFE NSW Loftus mature aged student upskills for a new career** – featuring CEPAR – *The St George & Sutherland Shire Leader*, 6 April 2023

**Four-day week is no panacea for a better work-life balance** – featuring Sharon Parker – *The Weekend Australian*, 8 April 2023

**New online predictor of dementia aims to help people reduce their risk** – featuring Kaarin Anstey – *The Australian*, 20 April 2023

**Record migration revealed: 400,000 to arrive this year** – featuring Peter McDonald – *The Age*, *The Sydney Morning Herald*, *WA Today*, *Brisbane Times*, 28 April 2023

**Employers changing their views about older workers** – featuring Marian Baird – *The Age*, *The Sydney Morning Herald*, *WA Today*, *Brisbane Times*, 1 May 2023

**Interview about attitudes changing with less ageism in the workplace** – featuring Marian Baird – *The Sydney Morning Herald*, 2 May 2023

**Three ways to break the baby barrier** – by Daniel Dinale and Marian Baird – *The Canberra Times*, 5 May 2023

**Chalmers’ inflation pledge sparks big Australia stoush with Dutton** – featuring Peter McDonald – *The Age*, *Brisbane Times*, *WA Today*, *The Sydney Morning Herald*, 11 May 2023

**Government focus on in-home aged care could lead to budget stress** – featuring Michael Sherris – *Aged Care Insight*, 11 May 2023

**Federal budget foreshadows housing supply crunch** – featuring Peter McDonald – *The Grenfell Record*, *Nyngan Observer*, *The Examiner*, *The Scone Advocate*, *The St George & Sutherland Shire Leader*, *Busselton-Dunsborough Mail*, *Canberra Times*, *The Rural*, *The South Coast Register*, *The Canowindra News*, *Mudgee Guardian* and *Gulgong Advertiser*, *Augusta-Margaret River Mail*, *Central Western Daily*, *The Glen Innes Examiner*, *Moree Champion*, *The Narooma News*, *Mandurah Mail*, *The Maitland Mercury*, *The Jimboomba Times*, *Illawarra Mercury*, *The Eastern Riverina Chronicle*, *The*

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**Expert reaction to observational study on HRT and dementia** – featuring Kaarin Anstey – *Science Media Centre, ForeignAffairs.co.nz*, 29 June 2023

**CEPAR International Conference to explore population ageing causes, consequences and responses** – featuring CEPAR – *News.com.au, News of Australia, News for Business, News Today, News Centre, What's On Australia, NewsWire NZ, PR Newswire, Pharmacy ITK*, 29 June 2023

**A new study has linked HRT with dementia. But what does it really tell us?** – featuring Kaarin Anstey – *Brisbane Times, The Age, The Sydney Morning Herald, WAtoday.com.au, D2E News, News Azi, Quick Telecast, Newsbit, Sydney News HQ, Illuminati Press, Top Stories*, 30 June 2023

**Menopause treatment linked to increased risk of dementia** – featuring Kaarin Anstey – *News Leaflets, Quick Telecast, New Atlas*, 30 June 2023

**Downsizing trend will accelerate in Australia: Here's how it'll affect the property market** – featuring CEPAR – *Property Update*, 3 July 2023

**SMART solutions needed for stressed care workforce, report shows** – featuring Sharon Parker – *The National Tribune, Mirage News, Targeted News Service, Dispatchist, Freedom2Live, University of Sydney Newsroom, India Education Diary*, 4-12 July 2023

**Dementia link another hit for MHT – or is it?** – featuring Kaarin Anstey – *The Medical Republic*, 4 July 2023

**Report shows need for SMART solutions for stressed care workforce** – featuring Sharon Parker – *Mirage News*, 4 July 2023

**Here's when we hit our physical and mental peaks** – featuring CEPAR – *The Wall Street Journal, Livemint, Frontpage News Update, TheDailyCheck.net, innewslive.in, The Australian, Illuminati Press*, 5-6 July 2023

**NSW trials strategies to improve health staff wellbeing** – featuring Sharon Parker – *The Australian Hospital & Healthcare Bulletin*, 5 July 2023

**Summit to help drive cultural change across mining sector** – featuring Sharon Parker – *Government of Western Australia, The National Tribune, Mirage News, Resources Review*, 5-6 July 2023

**Mining industry summit to drive cultural change across the sector** – featuring Sharon Parker – *Australian Resources, Safety Solutions, Safe To Work*, 6-10 July 2023

**When do we hit our peak?** – featuring CEPAR – *The Dallas Express*, 11 July 2023

**Manufacturers can reap the benefits of augmented reality** – featuring CEPAR – *Industry Update Manufacturing Magazine & Directory*, 11 July 2023

**Healthcare workers burning out from workplace stress** – featuring Sharon Parker – *Australian Institute of Health & Safety*, 11 July 2023

**Report finds solutions needed for stressed care workforce** – featuring Sharon Parker – *Freedom 2 Live*, 11 July 2023

**What's the secret to a long life? Words of wisdom from these Australian centenarians** – featuring Kaarin Anstey – *SBS Online*, 11 July 2023

**Researchers develop SMART method for stressed care workforce** – featuring Sharon Parker – *Led News Desk*, 14 July 2023

**Healthcare's mental meltdown** – featuring Sharon Parker – *Medical Forum*, 20 July 2023

**Tight jobs market poses risk for controlling inflation in Australia** – featuring Warwick McKibbin – *Share Cafe*, 21 July 2023

**Dementia risk could be greater for transgender community** – featuring Brooke Brady – *Australian Senior News*, 27 July 2023

**Dementia risk differs between sex and gender identity, study suggests** – featuring Brooke Brady – *NewsWire NZ, What's On Australia, News Today, The National Tribune, Mirage News, News for Business, News Centre, News.com.au, News of Australia, PR Newswire, The Hippocratic Post*, 27-28 July 2023

**Risk factors for Alzheimer's disease 'significantly higher' in transgender, non-binary population** – featuring Brooke Brady – *Aged Care Guide*, 27 July 2023

**New research shows transgender and nonbinary people could be at higher risk of late-life Alzheimer's disease** – featuring Brooke Brady – *Medical Xpress*, 28 July 2023

**Australians are living and working longer – but not necessarily healthier, new study shows** – by Kim Kiely and Mitiku Hambisa – *The Conversation, The Guardian*, 28 July-8 August 2023

**Transgender people could be at higher risk of late-life Alzheimer's disease** – featuring Brooke Brady – *OUTinPerth*, 30 July 2023

**Transgender community susceptible to Alzheimer's** – featuring Brooke Brady – *Australian Ageing Agenda, Dispatchist*, 1 August 2023

**The visa that missed its mark** – featuring Peter McDonald – *Inside Story*, 2 August 2023

**Alzheimer's risk for transgender community** – featuring Brooke Brady – *Magshop*, 2 August 2023

**MinRes leaders present at Mining Industry Summit: Driving Respect** – featuring Sharon Parker – *Mining Services Company*, 2 August 2023

**WA's mining industry on notice to address toxic FIFO workplace culture** – featuring Sharon Parker – *ABC Online*, 2 August 2023

**Study reveals higher Alzheimer's risk among transgender, non-binary people** – featuring Brooke Brady – *Healthcare Channel*, 3 August 2023

**Study reveals rates of sexual harassment in the mining industry** – featuring Sharon Parker – *Chamber of Commerce & Industry Western Australia*, 7 August 2023

**WA talks aim at harassment** – featuring Sharon Parker – *Executive Career*, 7 August 2023



**Sickness or health: Healthy life split along gender, education lines** – featuring Kim Kiely – *COSMOS Magazine*, 8 August 2023

**New research shows dementia risk differs between sex and gender identity** – featuring Brooke Brady – *India Education Diary*, 12 August 2023

**What working women really want: Paid menstrual leave? Exploring the policy pushing back against the minimisation of women's pain** – featuring Marian Baird – *Capsule, Stuff NZ*, 15 August 2023

**There is a SMART solution to worker burnout** – by Anya Johnson, Helena Nguyen and Sharon Parker – *Sydney Business Insights*, 22 August 2023

**Communication: Pictures with a story instead of words and numbers** (*Communicatie: Plaatjes met een verhaal in plaats van woorden en cijfers*) – featuring CEPAR – *PensioenPro*, 23 August 2023

**UNSW experts available for comment – 2023 Intergenerational Report** – featuring Michael Sherris – *News.com.au, What's On Australia, News of Australia, News for Business, Newswire NZ, News Today, Newsblaze AU, News Centre*, 24 August 2023

**Slower ageing, but slower economic growth: The Intergenerational Report in 7 charts** – by Rafal Chomik – *The Conversation, Weekend Times, The Bulletin, The Times, Yahoo! Lifestyle Australia, Evening Report, ForeignAffairs.co.nz, Business Daily Media, The Australia Today, Property Update, Australian Daily Bulletin.com.au*, 24-30 August 2023

**Slower aging, but slower economic growth: the intergenerational relationship in 7 graphs** (*Invecchiamento più lento, ma crescita economica più lenta: il rapporto intergenerazionale in 7 grafici*) – featuring Rafal Chomik – *Conca Ternana Oggi*, 25 August 2023

**7 things we learned from Australia's latest Intergenerational Report** – featuring Rafal Chomik – *Lifehacker Australia*, 25 August 2023

**The exact age when you make your best financial decisions** – featuring CEPAR – *The Wall Street Journal, MSN.com*, 27 August 2023

**Study finds the age at which you make your best financial decisions** (*Estudo aponta qual é a idade em que você toma suas melhores decisões financeiras*) – featuring CEPAR – *Epoca Negócios*, 28 August 2023

**How to make sense of Treasury's latest intergenerational report** – featuring CEPAR – *WAtoday.com.au, Brisbane Times, The Age, The Sydney Morning Herald*, 28 August 2023

**It is at this age that we make the best financial decisions** (*To właśnie w tym wieku podejmujemy najlepsze decyzje finansowe*) – featuring CEPAR – *My Company Polska*, 28 August 2023

**The exact age at which you make the best money decisions** (*Vârsta exactă la care iei cele mai bune decizii legate de bani*) – featuring Hazel Bateman, Rafal Chomik – *HotNews.ro, CorectNews, Ziarul Profit, Biz Brasov*, 28 August 2023

**At what age do we make the best money decisions? People over 60 who suffer from cognitive impairments have problems from this point of view** (*La ce vârstă luăm cele mai bune decizii legate de bani. Oamenii de peste 60 de ani, care suferă de deficiențe cognitive, au probleme din acest punct de vedere*) – featuring Hazel Bateman, Rafal Chomik – *DailyBusiness.ro*, 28 August 2023

**Study shows at what age you make your best financial decisions** (*Estudo mostra qual é a idade em que você toma suas melhores decisões financeiras*) – featuring CEPAR – *Noticias Concursos*, 28 August 2023

**Researchers say they have found the exact age people make their smartest money decisions** – featuring CEPAR – *Mail On Sunday, Daily Mail, Newsy People, Verified News Explorer Network*, 29 August 2023

**The optimal age to make good financial decisions exists, according to this study** (*La edad óptima para tomar buenas decisiones financieras existe, según este estudio*) – featuring CEPAR – *El Confidencial*, 30 August 2023

**Revealing the golden age of the elderly – What age group is best for financial planning before retirement?** (*เผยยุคทองของผู้สูงวัย ช่วงอายุไหนมีการวางแผนทางการเงินก่อนเกษียณได้ดีที่สุด*) – featuring CEPAR – *Thai Rath, Verified News Explorer Network, Head Topics*, 31 August 2023

**The insurance industry's net zero commitment** – featuring Michael Sherris – *Australian Institute of Company Directors*, 1 September 2023

**At what age do you make the best financial decisions?** (*Care este vârsta la care iei cele mai bune decizii financiare?*) – featuring Rafal Chomik – *edițiadedimineată*, 3 September 2023

**The best age for financial choices** – featuring CEPAR – *Yahoo! Sports, Week, Yahoo! News, Yahoo Movies (CA), Yahoo! News Canada, USA News Hub*, 5 September 2023

**Highlights from the PeRCent Annual Conference 2023** – featuring Hazel Bateman – *Copenhagen Business School (CBS)*, 7 September 2023

**People over 50 make the best financial choices** (*Les plus de 50 ans font les meilleurs choix financiers*) – featuring CEPAR – *L'Opinion*, 8 September 2023

**Financial Management Methods | Do middle-aged people know better about wealth management? Research: 53 to 54-year-olds are most knowledgeable about investing, but are prone to making one mistake | 3 major factors determine happiness in old age** (*理財方法 | 中年人更懂財富管理? 研究: 53至54歲最識投資、但容易犯一種錯誤 | 3大要素決定老年幸福*) – featuring CEPAR – *Hong Kong Financial Times (香港財經時報), HKBT*, 11 September 2023

**Remote mining camps add luxury to accommodation in bid to attract more women** – featuring Sharon Parker – *Inside Headline, Planet Circulate*, 17 September 2023

**Just like a resort': Remote mining camps go from spartan to luxe** – featuring Sharon Parker – *News Azi*, 17 September 2023

**How to save your state pension** – featuring George Kudrna – *Financial Times, Don't Worry Buy, Sky News, Trend Fool, Vigour Times*, 21 September 2023

**Clearing up myths about older workers while understanding and supporting an aging workforce** – by Gretchen Petery – *NIOSH Science Blog*, 25 September 2023

**Global study reveals disparities in prisoner health studies** – featuring Natasha Ginnivan – *Oicadian*, 25 September 2023

**Raising dementia awareness through collaboration** – featuring Kaarin Anstey – *The Royal Australian College of General Practitioners, Bnn.network*, 25 September 2023

**My Life Choices: A study of Chinese-speaking older Australians and their attitudes and perceptions on advance care planning** – featuring Craig Sinclair – *Care Search*, 27 September 2023

**How ChatGPT can and can't help managers design better job roles** – by Fangfang Zhang and Sharon Parker – *MIT Sloan Management Review*, 5 October 2023

**Departure of Tim Marney creates uncertainty around whether WA youth justice reforms can stay on track** – featuring Sharon Parker – *ABC Online*, 8 October 2023

**SMART Work Design: A preventative approach to mental health at work** – featuring Sharon Parker – *Committee for Economic Development of Australia*, 9 October 2023

**Is your home safe? Insurance loopholes and challenges to avoid this bushfire season** – featuring Michael Sherris – *Newswire NZ, What's On Australia, News Today, News.com.au, Newsblaze AU, News of Australia, News for Business, News Centre, Ground News, Canberra Weekly, Insurance Business Australia, The National Tribune, Grooming.Mobi*, 18 October 2023

**Avoid insurance loopholes for home safety this bushfire season** – featuring Michael Sherris – *Mirage News*, 18 October 2023

**Experts warn insurers may not pay out for bushfire destroyed homes** – featuring Michael Sherris – *News.com.au, The Daily Telegraph, Businessfortnight.com*, 18-22 October 2023

**Aussie homeowners issued grim warning** – featuring Michael Sherris – *Yahoo! Finance Australia, Head Topics*, 18 October 2023

**What's the perfect 'age of reason' to make financial decisions?** – featuring CEPAR – *The National*, 18 October 2023

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**UNSW warns on risks from inadequate bushfire cover**  
– featuring Michael Sherris – *Insurance News*, 23 October 2023

**Insurers won't fully indemnify properties affected by bushfires? Homeowners may suffer greater losses** (保险公司不会对受丛林火灾影响的房屋进行足额赔偿? 房主或将遭受更大损失)  
– featuring Michael Sherris – *Posts Careerengine*, 23 October 2023

**The best age when you are able to make wise financial decisions** (最能够做出明智财务决策的年纪)  
– featuring CEPAR – *Electronic Engineering Album* (电子工程专辑), *Oriental Fortune Network* (东方财富网), *Securities Star* (证券之星), *NetEase News* (网易新闻), *Posts Careerengine*, 24 October 2023

**Stimulants protect against dementia in adult ADHD**  
– featuring Kaarin Anstey – *The Medical Republic*, 30 October 2023

**Retirees flock to government's reverse mortgage scheme to boost income**  
– featuring Katja Hanewald – *The Sydney Morning Herald*, 1 November 2023

**New webtool supports researchers to study healthy ageing**  
– featuring Saman Khalatbari-Soltani – *University of Sydney Newsroom*, 2 November 2023

**Physical fitness through the decades: Age is just a number, but PRS are forever**  
– featuring CEPAR – *AY Magazine*, 2 November 2023

**On the Couch with Professor Sharon Parker**  
– featuring Sharon Parker – *IPAA South Australia*, 8 November 2023

**CPD: Consumer protection – the financial literacy challenge with older Australians**  
– featuring CEPAR – *AdviserVoice*, 8 November 2023

**What explains China's economic slowdown?** – by Hanming Fang – *conofact*, 8 November 2023

**Watch out for insurance loopholes ahead of bushfires**  
– featuring Michael Sherris – *timesnewsgroup*, 13 November 2023

**Insurance loopholes and challenges to avoid this bushfire season**  
– featuring Michael Sherris – *Property Update*, 20 November 2023

**Chef's kiss: brain-friendly cake shines light on cognitive decline**  
– featuring Kaarin Anstey – *Newswire NZ*, *What's On Australia*, *News Today*, *The National Tribune*, *News of Australia*, *News.com.au*, *News for Business*, *News Centre*, *Parkes Phoenix*, 21-25 November 2023

**Meals on Wheels & Common Ventures create 'unforgettable cake' – a birthday cake that's good for the brain**  
– featuring Kaarin Anstey – *BST*, 22 November 2023

**Meals on Wheels engages neuroscientists and a master pastry chef to create a birthday cake that's good for your brain via Common Ventures**  
– featuring Kaarin Anstey – *Campaign Brief*, 22 November 2023

**Meals on Wheels NSW shines light on cognitive decline with 'The Unforgettable Cake', via Common Ventures**  
– featuring Kaarin Anstey – *Mumbrella*, 22 November 2023

**Brain-friendly cake highlights cognitive decline issue**  
– featuring Kaarin Anstey – *Mirage News*, *Beverage Industry News*, 22 November 2023

**Scientists serve up 'brain-friendly' cake for Meals on Wheels milestone**  
– featuring Kaarin Anstey – *Australian Senior News*, 22 November 2023

**Meals on Wheels Unforgettable Cake**  
– featuring Kaarin Anstey – *What She Just Said*, 22 November 2023

**Common Ventures & Meals on Wheels bake an unforgettable cake**  
– featuring Kaarin Anstey – *The Stable*, 22 November 2023

**Using science to create The Unforgettable Cake**  
– featuring Kaarin Anstey – *What's New in Food Technology & Manufacturing*, 22 November 2023

**Turning 70 is a piece of cake for Meals on Wheels**  
– featuring Kaarin Anstey – *Newcastle Weekly*, 22 November 2023

**Foodie 101\*\* Black Star Pastry founder x Meals on Wheels**  
– featuring Kaarin Anstey – *Sydney Social*, 22 November 2023

**Meals on Wheels celebrates 70th with 'unforgettable' cake**  
– featuring Kaarin Anstey – *Aged Health*, 23 November 2023

**Brain-friendly cake highlights cognitive decline** (*Un gâteau respectueux du cerveau met en lumière le déclin cognitif*)  
– featuring Kaarin Anstey – *Soya75.fr*, 23 November 2023

**An Unforgettable Cake that's good for your brain**  
– featuring Kaarin Anstey – *Food & Drink Business*, 23 November 2023

**The recipe to remember – 70 years of Meals on Wheels**  
– featuring Kaarin Anstey – *Aged Care Guide*, 23 November 2023

**Why do I have crazy menstrual cramps but I have to come to work? Explore countries that allow you to take time off work during your period without feeling guilty** (ทำไมปวดท้องเมนส์ แต่ขยับตัวแต่ก็ต้องมาทำงาน? สิวางประเทศที่ให้หยุดงานได้ระหว่างมีประจำเดือนโดยไม่ต้องรู้สึกผิด)  
– featuring Marian Baird – *The People*, 23 November 2023

**Over-55s living transformed as retirees enjoy luxe standards**  
– featuring CEPAR – *Domain*, *Allhomes*, 24 November 2023

**Blaming Baby Boomers for all your money woes is unfair, lazy and wrong**  
– featuring Myra Hamilton – *MSN Australia*, *The Age*, *WAtoday.com.au*, *Brisbane Times*, *The Sydney Morning Herald*, *Woman's Tale*, 27 November 2023

**Are baby boomers selfishly ripping off younger generations?**  
– featuring Myra Hamilton – *Switzer Daily*, 29 November 2023

**Research and engagement stars recognised**  
– featuring Sharon Parker – *The National Tribune*, *Mirage News*, *Akt Engineering Australia*, *Targeted News Service*, 29-30 November 2023

**Top 10: Using science to tackle today's health challenges**  
– featuring Kaarin Anstey – *Mirage News*, 29 November 2023

**UNSW picks up lion's share of Royal Society of NSW Awards**  
– featuring Kaarin Anstey – *The National Tribune*, *Mirage News*, *Black Hot Fire Network*, 1 December 2023

**'I fret about the years that lie ahead': the unique caring burden of single childless daughters**  
– featuring Myra Hamilton – *The Guardian*, *Yahoo Style UK*, *Verified News Explorer Network*, *inkl*, *NewsGroove UK*, 3 December 2023

**Quiet quitting, the gender pay gap: Was 2022 a tipping point for workers?**  
– featuring Marian Baird – *MSN Australia*, 5 December 2023

**Curtin celebrates stars in research and engagement, recognizing outstanding contributions**  
– featuring Sharon Parker – *India Education Diary*, 6 December 2023

**How to hold off the hands of time: the evidence-based guide to ageing well**  
– featuring Kaarin Anstey – *Yahoo! News UK*, *Australia News*, *The Guardian*, *Knowledia*, 14 December 2023

**UNSW academic appointed to the World Dementia Council**  
– featuring Kaarin Anstey – *Targeted News Service*, 14 December 2023

**TMR's top 10 clinical stories for 2023**  
– featuring Kaarin Anstey – *The Medical Republic*, 14 December 2023

**Buckle up. 2019-20 survey finds the economy weak and heading down, and that's ahead of surprises**  
– featuring Warwick McKibbin – *Business Daily Media*, 18 December 2023

**Evermos named the 3rd NIKKEI ASIA AWARD Winner**  
– featuring John Piggott – *EIN Presswire*, *ValleyCentral.com*, *Einnews*, *EverythingLubbock*, *Businessfortnight.com*, *50 States Today*, *Smarts Business Wire*, *Business Herald Online: Press Releases*, *Small Business Online Network*, *World Job Seeker*, *SMB World Report*, *Business Times Journal*, *Human Resources Times*, *Asia Pacific News Today*, *State of the Union News*, *Small Business World Magazine*, *World Post Reporter*, *Montserrat Daily News*, *Market Forecast Reports*, *24/7 Business Reporter*, *Economic Policy Times*, *Today in the news*, *Small Business World Journal*, *The Human Resources News Network*, *SMB Action*, *Eyeballs and Clicks*, *US National Times*, *Global News Scanner*, *International News Ledger*, *Global HR Reporter*, *News Channel Asia*, *Small Businesses in the News*, *Innovation & Entrepreneurs News*, *The Consumer News Network*, *The Middle East North Africa Financial Network*, *Small Business News Today*, *Media Industry Observer*, *Global Journal Observer*, *Business Post Examiner*, *Small Business News Watch*, *World Advertising Report*, *MarCom World*, *The World Newswire*, *The America Watch*, *One World Daily Brief*, *World Report Monitor*, *Global Reporter Journal: Press Releases*, *The MarCom Journal*, *North America Today*, *The Business Gazette Online*, *Economic News Observer*, *America News Observer*, *World Online News Reports*, *US Daily Ledger*, *SMB & Me*, *PR Wire India*, *Coast To Coast Tribune*, *1045 The Dan.com*, *Career Advancement Times*, *Job Postings & Career Opportunities Today*, *The Asia Gazette*, *Asia Pacific Herald*, *Associated Press*, *Career News Hub*, *American Times Reporter*, *Economy Pressreleases*, 26-27 December 2023

**This is the best age to make smart money decisions – it's also when you have the least interest payments and fees, research shows**  
– featuring CEPAR – *Yahoo! New Zealand*, *AOL News*, 27 December 2023

## PRESENTATIONS/BRIEFINGS

### PUBLIC

- 1 Anstey, K.J. (March 2023). Dementia Risk Assessment to Support Risk Reduction. Australian Dementia Network Webinar. Online.
  - 2 Baird, M. (April 2023). Parental Leave in Australia. Nordic Talks Webinar. The Australia Institute. Online.
  - 3 Bateman, H. (April 2023). The Superannuation (and) Savings Lens. Council of the Ageing National Policy Forum. Canberra, Australia.
  - 4 Bateman, H. (May 2023). Keynote. Releasing the Value of Growing Older. Council of the Ageing National Policy Forum. Canberra, Australia.
  - 5 Hamilton, M. (April 2023). The Gender Lens. Council of the Ageing National Policy Forum. Canberra, Australia.
  - 6 Leung, Y. (April 2023). Optimising Cognitive Ageing: From 20 to 100 Years Old. MARCS Institute, Western Sydney University. Sydney, Australia.
  - 7 Mitchell, O.S. (June 2023). First and Final Farewells, Disrupted Family Connections and Loss: A Collective Case Study Exploring the Impact of COVID-19 Visitor Restrictions in Critical Care. Wharton Global Youth Program. Pennsylvania, USA.
  - 8 Parker, S.K. (October 2023). SMART Work Design for Healthy and Productive Work. Total Worker Health Webinar Series: SMART Work Design for Healthy and Productive Work. The National Institute for Occupational Safety and Health (NIOSH). Online.
  - 9 Petery, G.A. (February 2023). Effective Aging at Work – Supporting Aging Workers: Overcoming Workplace Ageism. Center for the Promotion of Health in the New England Workplace Total Worker Health® Trends: Expert Webinar Series. University of Massachusetts Lowell. Online.
  - 10 Petery, G.A. (March 2023). Leveraging Collaborations to Address OSH Challenges for Workers Across the Lifespan. National Institute for Occupational Safety and Health Expanding Research Partnerships Webinar Series. Online.
  - 11 Sinclair, C. (March 2023). Advance Care Planning for People Living with Dementia. National Advance Care Planning Week Webinar Event. Online.
  - 12 Sinclair, C. and Sakurai Y. (March 2023). Supported Decision-making for Ageing Populations across Australia and Japan. Ageing Futures Institute Webinar Event. Sydney, Australia.
  - 13 Sinclair, C. (August 2023). Talking about the Three ‘D’ words: Death, Dying, and Young Onset Dementia. Younger Onset Dementia Special Interest Group Webinar Event. Online.
  - 14 Sinclair, C. (March 2023). The Enhanced Advance Care Planning and Life Review Longitudinal Intervention (EARLI) Project. Prince of Wales Hospital Aged Care Education Group. Randwick, Sydney.
  - 15 Whiteford, P. (April 2023). The Reality and Scope of the Tensions in 2023. COTA National Policy Forum. Canberra, Australia.
- ### GOVERNMENT<sup>3</sup>
- 1 Anstey, K.J. (2023). Participant. Australian Institute of Health and Welfare Dementia Expert Advisory Group. Sydney, Australia.
  - 2 Anstey, K. (May–December 2023). Member. Australian Institute of Health and Welfare Dementia Awareness Survey Reference Group. Canberra, Australia.
  - 3 Anstey, K.J. (May 2023). Plenary. Overview on Dementia Prevention: Modifiable and Non-modifiable Factors and its Benefits. APEC Regional Workshop on Dementia Prevention. Ministries of Health. Kuala Lumpur, Malaysia.
  - 4 Anstey, K.J. and Brady, B. (2023). Meetings to discuss dementia data and diversity. Partners in Culturally Appropriate Care, Department of Health and Aged Care. Sydney, Australia.
  - 5 Baird, M. (January – June 2023). Multiple Briefings. Advice on the Changes to the Paid Parental Leave Scheme. Women’s Economic Equality Taskforce and Department of Prime Minister and Cabinet. Canberra, Australia.
  - 6 Baird, M. (March 2023). Chair. Developments in Work and Wellbeing for Contemporary Australia: Academy Policy Roundtable. Academy of the Social Sciences in Australia. Canberra, Australia.
  - 7 Baird, M. (June 2023). Member. Fair Work Commission Expert Panel. Annual Wage Review 2022–23 Decision. Sydney, Australia.
  - 8 Bateman, H. and Hanewald, K. (October 2023). Meeting with Australian Prudential Regulatory Authority to discuss research opportunities. Sydney, Australia.
  - 9 Chomik, R. (January 2023). Presentation. Financial Decision Making in and for Old Age. Roundtable on Financing Aged Care jointly convened by CEPAR and the Department of Health and Aged Care. Sydney, Australia.
  - 10 Grossman, I. (October 2023). Workshop Facilitator. Small Area Population Forecasting. Victorian and South Australian State Governments and private sector. Melbourne, Australia.
  - 11 Grossman, I. (November 2023). Presentation. Innovations in Demographic Modelling for Government Analysis and Planning on the Mortality Module of the ARC Linkage Project. Australian Bureau of Statistics and Commonwealth Treasury. Canberra, Australia.
  - 12 Hamilton, M. (February 2023). Meeting with NSW Minister for Families and Communities. Sydney, Australia.
  - 13 Hamilton, M., Baird, M., Heron, A. and Bainbridge, H. (October 2023). Invited witnesses before the Senate Select Inquiry into the Recognition of Unpaid Carers. Sydney, Australia.
  - 14 Keane, M. and Neal, T. (October 2023). Presentation. Robust Inference for the Frisch Labor Supply Elasticity. Federal Reserve Bank of Minneapolis. Minneapolis, USA.
  - 15 Kudrna, G. (July 2023). Meetings with Commonwealth Treasury to discuss overlapping generations modelling. Online.
  - 16 Kudrna, G. (August 2023). Meeting with Commonwealth Treasury Centre for Population Department. Online.
  - 17 Kudrna, G. (August 2023). Meeting with Commonwealth Treasury Fiscal and Monetary Policy Branch. Online.
  - 18 McDonald, P. (2023). Meetings with the Ministerial Advisory Council on Skilled Migration to discuss migration policy reform. Canberra, Australia.
  - 19 McDonald, P. (2023). Meetings to discuss net overseas migration. Centre for Population, Commonwealth Treasury. Online.
  - 20 McDonald, P. (2023). Meetings to discuss an ARC Linkage Project. Commonwealth Treasury and Australian Bureau of Statistics. Online.
  - 21 McKibbin, W. (May 2023). The G-Cubed Model. Bank of Canada Seminar. Ottawa, Canada.
  - 22 McKibbin, W. (May 2023). The G-Cubed Model. Seminar at the US Federal Reserve Board. Washington D.C., USA.
  - 23 McKibbin, W. (August 2023). Meeting with Graham Sinden, Head of Climate Risk, Australian Prudential Regulation Authority. Canberra, Australia.
  - 24 McKibbin, W. (February 2023). Meeting to discuss future research plans. Bank of Canada. Online.
  - 25 McKibbin, W. (March 2023). Meeting with UN Environment Program re climate research. Online.
  - 26 McKibbin, W. (March 2023). Meeting to discuss research with Dr Angelia Grant. Commonwealth Treasury. Canberra, Australia.
  - 27 McKibbin, W. (November 2023). Meeting with Minister Michiko Miyano and Economic Section, Embassy of Japan in Australia. ANU. Canberra, Australia.

<sup>3</sup> Includes membership of committees and groups.

# END USER LINKS

- 28 McKibbin, W. (August 2023). Roundtable discussion on National Net Zero Authority with ANU Institute for Climate, Energy and Disaster Solutions. ANU. Canberra, Australia.
- 29 McKibbin, W. (November 2023). Roundtable discussion at Crawford School with South Africa's Treasury Director General, Dr Duncan Pieterse. ANU. Canberra, Australia.
- 30 McKibbin, W. (August 2023). Member. Commonwealth Treasury Advisory Committee. Canberra, Australia.
- 31 McKibbin, W. (March 2023). Panel. Macroeconomic Group Economic Advisory Panel Meeting on Climate Change and Geopolitical Risk. Commonwealth Treasury. Canberra, Australia.
- 32 McKibbin, W. (August 2023). Presentation. What COP31 can Deliver with Input from DFAT and PM&C. Department of Climate Change, Energy, the Environment and Water. Canberra, Australia.
- 33 McKibbin, W. (November 2023). Panel. The Future of Central Banking and Monetary Policy. Public Sector Economics Conference 2023. Canberra, Australia.
- 34 O'Keefe, P. (November 2023). Presentation. Pension Systems in Emerging Economies and a Changing World. Securities Commission of Malaysia. Malaysia.
- 35 Parker, S.K. (February 2023). Presentation. Future of Australian Workplaces. Parliamentary Library Webinar - The Future of Work and The Implications of Digitisation and AI. The Parliamentary Library and the Australian Council of Learned Academies. Canberra, Australia.
- 36 Parker, S.K. (March 2023). Future Work. ACOLA Parliamentary Library Seminar. Melbourne, Australia.
- 37 Parker, S.K. (March 2023). Roundtable. Developments in Work and Wellbeing for Contemporary Australia: Academy Policy Roundtable. Academy of the Social Sciences in Australia. Canberra, Australia.
- 38 Parker, S.K. (March 2023). Presentation. Designing Work to Generate Healthy and Productive Work. Queensland Office of Industrial Relations Good Work Breakfast. Queensland, Australia.
- 39 Parker, S.K. (May 2023). Presentation. Capabilities for Work of the Future: Why, What, How and Who. MasterCraft Series: The Learning Leader - How Public Service Leaders Can Support and Drive the Future Workplace. Australian Council of Learned Academies partnered with the Australian Public Service Academy. Ian Potter House. Canberra, Australia.
- 40 Parker, S.K. (June 2023). Presentation. Thrive at Work - Using Tools to Optimize Work Design. Legal Division Planning Day Workshop. Department of Climate Change, Energy, the Environment and Water. Canberra, Australia.
- 41 Parker, S.K. (August 2023). Presentation. SMART Work Design for Environment and Dispute Resolution Branch. Environment and Dispute Resolution Workshop. Department of Climate Change, Energy, the Environment and Water. Online.
- 42 Parker, S.K. (August 2023). Presentation. SMART Work Design. Corporate, Climate and Energy Division. Department of Climate Change, Energy, the Environment and Water. Online.
- 43 Parker, S.K. (September 2023). Presentation. SMART Work Design for Legislation, Water and Parks Branch. Legislation, Water and Parks Branch Workshop. Department of Climate Change, Energy, the Environment and Water. Online.
- 44 Parker, S.K. (October 2023). Presentation. SMART Work Design for both Physical and Psychological Safety at Work. Health Safe Work Month. Queensland Health. Queensland, Australia.
- 45 Petery, G.A. (November 2023). Presentation. Malaysia's Active Ageing Nation Blueprint and Action Plan. Malaysian Government Multi-agency Workshop under auspices of Ministry of Economy, Malaysia.
- 46 Petery, G.A. and Grosch J.W. (August 2023). Presentation. DEI Spotlight: Understanding and Overcoming Workplace Ageism. U.S. International Trade Commission DEIA Webinar Series. Online.
- 47 Piggott, J. (September 2023). Meeting to discuss the Centre's research with Mark Bailey, Department of Foreign Affairs and Trade. Online.
- 48 Piggott, J. (November 2023). Meeting with Nick Latimer to discuss research. Commonwealth Treasury. Canberra, Australia.
- 49 Piggott, J. (August 2023). Meeting to discuss support for an Industry Laureate. Commonwealth Treasury. Sydney, Australia.
- 50 Piggott, J. and Parker S.K. (July 2023). Meeting with Senior Advisors Mandy Fitzpatrick and Joanna Vaughn. Minister Burke's office. Virtual.
- 51 Piggott, J. (May 2023). Panelist. The Economic Impact of Migrants and Migration. Centre for Population's Population Expert Panel. Online.
- 52 Piggott, J. (August 2023). Roundtable participant. Aged Care Taskforce. Convened by Nigel Ray PSM, Deputy Chair of the Aged Care Taskforce. Department of Health and Aged Care. Online.
- 53 Piggott, J. (January 2023). Roundtable participant. Roundtable on Financing Aged Care jointly convened by CEPAR and the Department of Health and Aged Care. Sydney, Australia.
- 54 Piggott, J. (June 2023). Participant. Expert Tax Roundtable, organised by Allegra Spender, MP, Member for Wentworth. Sydney, Australia.
- 55 Sherris, M. (January 2023). Presentation. Assessing Sustainable Aged Care Financing in Australia. Roundtable on Financing Aged Care jointly convened by CEPAR and the Department of Health and Aged Care. Sydney, Australia.
- 56 Sinclair, C. (2023). Consultation. Perspicacious research for the Department of Health and Ageing regarding embedding a rights-based approach into the current draft of the National Dementia Action Plan. Department of Health and Ageing. Canberra, Australia.
- 57 Temple, J. (July 2023). Representative. Australian Institute of Health and Welfare Aged Care Data Advisory Group Meeting. Canberra, Australia.
- 58 Temple, J. (August 2023). Participant. Aged Care Taskforce roundtable. Canberra, Australia.
- 59 Wilson, T. (August 2023). Meeting to provide advice to the NSW Department of Planning and Environment on mortality forecasting. Canberra, Australia.
- 60 Wilson, T. (August 2023). Meeting to provide advice on internal migration projection assumptions. Centre for Population, Commonwealth Treasury. Canberra, Australia.
- 61 Zellman, E. and Zozzak, L. (May 2023). Presentation. Age Inclusive Leadership Workshop. City of Stirling. Stirling, Australia.
- 62 Zellman, E. (June 2023). Age-Inclusive Leadership Workshop 5: Booster Session. City of Stirling. Perth, Australia.
- 63 Zozzak, L. (May 2023). Meeting. Project Development. City of Joondalup. Joondalup, Australia.
- 64 Zozzak, L. (May 2023). Meeting. Proposal Negotiation. City of South Perth. Perth, Australia.
- 65 Zozzak, L. (May 2023). Presentation. Results Workshop. City of Joondalup. Joondalup, Australia.

## INDUSTRY/BUSINESS/END USERS<sup>4</sup>

- 1 Andrei, D. (March 2023). Presentation. Bethanie Aged Care Board. Perth, Australia.
- 2 Andrei, D. (March 2023). Presentation. Bethanie Aged Care Stakeholders. Perth, Australia.
- 3 Andrei, D. (June 2023). Presentation. Future of the Workplace - Finding your Balance. Real Estate Institute of Western Australia. Perth, Australia.

<sup>4</sup> Includes memberships of committees and groups.

- 4 Andrei, D. and Runneboom, C. (March 2023). Intervention Workshop #1. Bethanie Aged Care. Perth, Australia.
- 5 Andrei, D. and Runneboom, C. (April 2023). Intervention Workshop #2. Bethanie Aged Care. Perth, Australia.
- 6 Andrei, D. and Runneboom, C. (April 2023). Intervention Workshop #3. Bethanie Aged Care. Perth, Australia.
- 7 Anstey, K.J. (2023). Advisor. Meals on Wheels for Brain Health Cake. Sydney, Australia.
- 8 Anstey, K.J. (February 2023). Plenary. Roche Masterclass. Epidemiology of MCI. Preceptorship on Mild Cognitive Impairment (MCI) and Mild Dementia due to Alzheimer's Disease. Melbourne, Australia.
- 9 Anstey, K.J. (March 2023). Plenary. Cognitive Ageing and Financial Decision Making. Australian Institute of Superannuation Trustees Conference of Major Superannuation Funds. Melbourne, Australia.
- 10 Anstey, K.J. (May 2023). Invited Speaker. Sex and Gender Differences in Dementia Incidence, Prevalence, and Cognitive Reserve: Implications for Dementia Prevention. Australian Dementia Forum. Gold Coast, Australia.
- 11 Anstey, K.J. (September 2023). Plenary. Strengthening Evidence and Global Initiatives for Dementia Risk Reduction to Support Policy. EMPOWER Dementia Seminar 2023. Online.
- 12 Anstey, K.J. and Brady, B. (2023). Meetings to discuss dementia data and diversity. Federation of Ethical Communities Councils of Australia. Online.
- 13 Anstey, K.J. and Brady, B. (2023). Meetings to discuss dementia data and diversity. Liveable Housing Australia. Online.
- 14 Anstey, K.J. and Brady, B. (2023). Meetings to discuss dementia data and diversity. Carers NSW. Sydney, Australia.
- 15 Anstey, K. and Leung, Y. (October 2023). Participants. ARC Laureate/CEPAR/Ageing Futures Institute Roundtable on Dementia Prevention and Brain Health Equity. Canberra, Australia.
- 16 Baird, M. (October 2023). Panel. Carer's Leave – Out of the Shadows: The Way Forward on Paid and Unpaid Leave for Unpaid Carers of a Person with a Disability, Chronic Illness, or Older Relative. Sydney University. Sydney, Australia. Hybrid.
- 17 Baird, M., Hamilton, M. and Williams, A. (September 2023). Meeting with employees and Development/HR managers at a Sydney-based law firm regarding the Mature Workers in Organisations Case Study. Sydney, Australia.
- 18 Bateman, H. (February 2023). Presentation. How Big Can the SMSF Sector be? Thought Leadership Breakfast. Self-Managed Superannuation Fund Association Annual Conference, Melbourne, Australia.
- 19 Bateman, H. (2023). Meeting with UniSuper management. Sydney, Australia.
- 20 Bateman, H. (August 2023). Presentation. An Exploration of the Underspending (in Retirement) Puzzle. CEPAR Advisory Board Meeting. UNSW Sydney. Sydney, Australia. Hybrid.
- 21 Bateman, H. (October 2023). Panel Member. Global Insights for an A-Grade System. CFA Societies Australia Investment Conference. Sydney, Australia.
- 22 Bateman, H. (November 2023). Presentation. Why is the Demand for Reverse Mortgages so Low? Behavioural Explanations. 9th Annual PeRCent Conference. Copenhagen, Denmark.
- 23 Bateman, H. (November 2023). Panel Member. 30 years with Occupational Pensions in Denmark. 9th Annual PeRCent Conference. Copenhagen, Denmark.
- 24 Bateman, H., Dobrescu, I., Newell, B. and Thorp, S. (May 2023). Presentation. Findings from the ARC Linkage Grant Project: Super Financial Security: Improving Flexibility, Trust and Communication. UniSuper. Melbourne, Australia.
- 25 Bateman, H. and Thorp, S. (July 2023). Meeting to discuss defaults. Aware Super. Sydney, Australia.
- 26 Fernando, R. (November 2023). Presentation. Economic Impacts of Physical Climate Risks. Monash Business School Climate Workshop on Navigating the Energy Transition. Melbourne, Australia.
- 27 Garces, L.P. (May 2023). Presentation. Affine Mortality Models with Jumps: Parameter Estimation and Forecasting. 2023 International Congress of Actuaries. Sydney, Australia.
- 28 Hamilton, M. (2023). Board member. Council on the Aged NSW. Sydney, Australia.
- 29 Hamilton, M. (2023). Key Advisor. Carers NSW. Sydney, Australia.
- 30 Hamilton, M. (February 2023). Member. NSW Carers Advisory Council. Sydney, Australia.
- 31 Hamilton, M. (May 2023). Participant. Policy Workshop on Carers and Employment. Carers Australia. Canberra, Australia.
- 32 Hamilton, M. (August 2023). Participant. Dying to Know Day on Compassionate Communities, or Community-based Care at the End of Life. CCNB and Council on the Aged NSW. Sydney, Australia.
- 33 Hanewald, K. (February 2023). Presentation. Home Equity Release Strategies in a Two-Generation Model. UNSW Workshop on Risk and Actuarial Frontiers. Sydney, Australia.
- 34 Hanewald, K. (July 2023). Presentation. Optimal Use of Housing Wealth in a Two-Generation Model. CEPAR Longevity Risk Workshop. Sydney, Australia.
- 35 Hanewald, K. (August 2023). Home Equity Release Strategies in a Two-Generation Model. Annual Meeting of the American Risk and Insurance Association (ARIA), Washington D.C, USA.
- 36 Hanewald, K. (August 2023). Home Equity Release Strategies in a Two-Generation Model. Annual Meeting of the Asia-Pacific Risk and Insurance Association (APRIA), Osaka, Japan.
- 37 Hanewald, K. (October 2023). Presentation. The Role of Home Equity Release in Retirement: Behavioural Factors, Aged Care, and Intergenerational Aspects. 11th Annual Post Retirement Conference. Sydney, Australia.
- 38 Hanewald, K. (November 2023). Presentation. The Role of Home Equity Release in Retirement: Behavioural Factors, Aged Care, and Intergenerational Aspects. Finance Brokers Association of Australia Equity Release Industry Forum. Brisbane, Australia.
- 39 McKibbin, W. (2023). Advisory Council Member for a model for an "Office of Carbon Scoring" which would report the climate impact of proposed US Government legislation. Brookings Institution Initiative. USA.
- 40 McKibbin, W. (October 2023). Meeting. An intimate lunch with Prof Jeff Sachs, leader in sustainable development, representing ANU VC. Canberra, Australia.
- 41 Lyu, L. (July 2023). Presentation. Postcode-Level Reverse Mortgages: Longevity Risks, House Price Risks, and Welfare Gain. CEPAR Longevity Risk Workshop. Sydney, Australia.
- 42 McKibbin, W. (June 2023). Presentation. Climate Risks and the Global Economy. 8th International Pension Research Association Conference. Paris, France.
- 43 McKibbin, W. (October 2023). Presentation. Structural Transitions: Implications for the Global Economy Over Coming Decades. 2023 Australian Investment Conference, Embracing Transformation. Sydney, Australia.
- 44 McKibbin, W. (November 2023). Presentation. State of the World Economy. Dennis Family Board. Canberra, Australia.

# END USER LINKS

- 45 Mitchell, O.S. (January 2023). Presentation. An Integrated System of Household Income, Wealth, and Consumption Data and Statistics to Inform Policy and Research. National Academy of Science Panel on Data and Statistics to Inform Policy and Research. Online.
- 46 Mitchell, O.S. (January 2023). Presentation. The Importance of Financial Literacy for Financial Decision Making. Presentation for Rush University Medical College, Alzheimer's Disease Center. Online.
- 47 Mitchell, O.S. (March 2023). Roundtable. The Impact of the Aging Brain on Financial Decisions. Financial Industry Regulatory Authority Senior Investor Protection Conference. Washington D.C., USA.
- 48 Mitchell, O.S. (May 2023). Presentation. Income and Poverty Transitions in Later Life. Institute of Consumer Money Management. Online.
- 49 Mitchell, O.S. (June 2023). Presentation. How the Pandemic Altered Americans' Debt Burden and Retirement Readiness. 8th International Pension Research Association. Paris, France.
- 50 O'Keefe, P. (June 2023). Presentation. Pre-funded Pensions in Developing Countries: Experience and Challenges. 8th International Pension Research Association Conference. Paris, France.
- 51 O'Keefe, P. (September 2023). Panellist and moderator. Asian Development Bank Regional Social Protection Conference 2023, Social Protection in a Changing World. Manila, Philippines.
- 52 O'Keefe, P. (November 2023). Presentation. Demographics and Social Protection in Asia. UN Economic and Social Commission for Asia and Pacific Expert Group Meeting on Social Outlook for Asia and the Pacific. Online.
- 53 Olivieri, A. (July 2023). Presentation. Life Annuities: Beyond the Traditional Single Premium Immediate Annuity. CEPAR Longevity Risk Workshop. Sydney, Australia.
- 54 Park, K. (July 2023). Presentation. Multi-state Modelling of Functional Disability and Health Status. Knowledge Connect @SCOR – Deep Talk Series. Online.
- 55 Parker, S.K. (August 2023). Presentation. Work Design Playbacks. Workshop for Woolworths Group Ltd. Bella Vista, Australia.
- 56 Parker, S.K. (March 2023). Panel Discussant. Building Capability in Psychological Health and Safety in the Workplace. The Corporate Mental Health Alliance Australia Annual Gathering 2023. Sydney, Australia.
- 57 Parker, S.K. (June 2023). Meeting. SMART Work Design Essentials Training. Woolworths Group Ltd. Bella Vista, Australia.
- 58 Piggott, J. (July 2023). Meetings with Asian Development Bank Institute Officials to discuss possible approaches to improving technical capacity for policy formulation in the emerging economies of Southeast Asia. Tokyo, Japan.
- 59 Piggott, J. (July 2023). Discussant. Extending Pension Policy in Emerging Asia: An Overlapping Generations Model Analysis for Indonesia. Asian Economic Development Conference. Tokyo, Japan.
- 60 Piggott, J. (August 2023). Participant. Working Group on Aging Society Metric, organised by Columbia University Irving Medical Centre. Online.
- 61 Piggott, J. (October 2023). Meeting to discuss a potential paper. Asian Development Bank. Online.
- 62 Piggott, J. (October 2023). Meeting with Albert Park, Chief Economist, Asian Development Bank. Sydney, Australia.
- 63 Piggott, J. (November 2023). Roundtable Participant. Indonesia's Economy Heading into the Presidential Election in 2024. Lowy Institute. Sydney, Australia.
- 64 Piggott, J. (November 2023). Panel Presentation. Finance and Work Style. Nikkei Forum, 5th Super Active Ageing Society (SAAS) Conference. Online.
- 65 Piggott, J. (December 2023). Research meeting with Wendy Walker. Asian Development Bank. Online.
- 66 Sherris, M. (July/August 2023). Presentation. Modelling Retirement Income Risks and Solutions: A Retirement Income Toolkit. 27th Asia Pacific Risk and Insurance Association Annual Meeting. Osaka, Japan.
- 67 Sinclair, C. (September 2023). Presentation. From Personal Histories to Personalized Care: Integrating Life Story Work and Advance Care Planning. Oceanic Palliative Care Conference. Sydney, Australia.
- 68 Thalagoda, G. (November 2023). Presentation. Shapley Decomposition-based Selection of Representative Contracts for Variable Annuity Portfolio Valuation. 2023 Australasian Actuarial Education and Research Symposium. Wellington, New Zealand.
- 69 Vhudzijena, M. (May 2023). Presentation. An Actuarial Lens on Multimorbidity and Long-term Care. International Conference of Actuaries. Sydney, Australia.
- 70 Vhudzijena, M. (September 2023). Presentation. Multimorbidity in Actuarial Pricing: Modelling Pitfalls and Challenges. Longevity 18: The Eighteenth International Longevity Risk and Capital Markets Conference. London, UK.
- 71 Vhudzijena, M. (November 2023). Presentation. Multimorbidity and Functional Disability: Implications for Annuities and Long-term Care. 2023 Australasian Actuarial Education and Research Symposium. Wellington, New Zealand.
- 72 Williams, A. (August 2023). Meeting. Mature Workers in Organizations Case Study. Development/HR Managers of a Melbourne-based Arts Organization. Melbourne, Australia.
- 73 Williams, A. (September 2023). Presentation. Review of Workplace Policies for Mature Workers. Medium-sized Case Study Organisation.
- 74 Yu, X. (2023). Presentation. Modelling Joint Life Functional Disability and Mortality. Longevity Risk Workshop. Sydney Australia.
- 75 Zellman, E. (February 2023). Training delivery. Diversity and Inclusion Training #1. Utilities Company. Perth, Australia.
- 76 Zellman, E. (February 2023). Training delivery. Diversity and Inclusion Training #2. Utilities Company. Perth, Australia.
- 77 Zellman, E. (February 2023). Training delivery. Diversity and Inclusion Training #3. Utilities Company Perth, Australia.
- 78 Zellman, E. (March 2023). Training delivery. Diversity and Inclusion Training #4. Utilities Company. Perth, Australia.
- 79 Zellman, E. (March 2023). Training delivery. Diversity and Inclusion Training #5. Utilities Company. Perth, Australia.
- 80 Zellman, E. (March 2023). Training delivery. Diversity and Inclusion Training #6. Utilities Company. Perth, Australia.
- 81 Zellman, E. (March 2023). Training delivery. Diversity and Inclusion Training #7. Utilities Company. Perth, Australia.
- 82 Zellman, E. (June 2023). Training delivery. Diversity and Inclusion Training #8. Utilities Company. Perth, Australia.
- 83 Zoszak, L. (May 2023). Meeting. Project Development #1. Local Government Insurance Scheme. Leederville, Australia.
- 84 Zoszak, L. (May 2023). Meeting. Project Development #2. Local Government Insurance Scheme. Leederville, Australia.

# NEW GRANTS

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## NEW GRANTS AWARDED TO RESEARCH TEAMS WHICH INCLUDED CEPAR CHIEF INVESTIGATORS

ATTUQUAYEFIO, T., ANSTEY, K.J., REGAN, M., AND BENNETT, J.

Ageing Futures Institute Seed Grant:

Mental Workload of Older Drivers Using Vehicle Automation: A Neuroimaging Study.

Total amount awarded: \$29,168

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BAIRD, M.

University of Sydney Business School Pilot Research Grant 2023:

Managing Retirement: The Transition from Full Time Work to Retirement.

Total amount awarded: \$9,000

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WILSON, N., ANSTEY, K.J., BENNETT, J., MORTBY, M., AND BRODATY, H.

Ageing Futures Institute Seed Grant:

Humour and Healthy Ageing (HaHA): Exploring the Relationship between Humour Styles, Psychological Wellbeing, and Cognitive Health in Older Adults.

Total amount awarded: \$30,000

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## NEW GRANTS AWARDED TO TEAMS INCLUDING CEPAR RESEARCHERS AND ASSOCIATE INVESTIGATORS ON TOPICS RELATED TO POPULATION AGEING

GINNIVAN, N.

UNSW Australian Human Rights Institute:

Launch of AFI's Special Interest Group on Ageism.

Total amount awarded: \$1,500

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HAMILTON, M.

Mid-Career Industry Fellowship scheme:

New Models of Replacement Care for Working Carers: Improving the Time Synchronicity of Service Systems and Carers' Working Time.

Total amount awarded: \$1,050,633

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HANEWALD, K., GOOSENS, J., ZEISBERGER, S., AND KÖLBEL, J.

Netspar Theme Grant:

Understanding, Measuring, and Applying ESG Preferences.

Total amount awarded: €350,000

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TIAN, A. W., BACKMANN, J., SHARMA, P., AND KINGSHOTT, R.

ARC Discovery Project:

Optimizing Benefits of Cultural Diversity in Australian Healthcare Sector.

Total amount awarded: \$434,425

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ZHANG, F., AND TIAN, A.

Curtin University Research Development Grant:

Investigate the use of ChatGPT as a Decision Support Tool in HR Management.

Total amount awarded: \$5,000

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# CENTRE FINANCE

## CONSOLIDATED FINANCIAL STATEMENT 2017-2023

INCOME	2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022 (\$)	2023 (\$)	
ARC Centre Grant distributed as follows:								
University of New South Wales	2,579,024	2,820,862	2,238,139	2,672,888	2,643,926	2,626,460	2,606,662	
Australian National University	-	461,452	295,734	306,240	311,801	313,583	328,735	
University of Sydney	255,732	792,658	703,982	375,339	352,932	367,226	305,969	
University of Melbourne	420,305	509,529	432,930	436,534	487,010	455,053	463,935	
University of Western Australia	246,688	-	-173,105	-	-	-	-	
Curtin University	-	-	963,965	376,908	392,867	409,026	328,009	
University of New South Wales	548,551	719,196	633,874	633,874	633,874	633,874	633,874	
Australian National University	-	138,396	70,375	70,375	70,375	70,375	70,375	
University of Sydney	83,839	114,522	147,239	126,987	106,728	112,365	80,199	
University of Melbourne	73,980	145,975	100,797	100,952	152,946	105,749	101,851	
University of Western Australia	54,260	-50,677	-	-	-	-	-	
Curtin University	-	-	286,562	96,547	86,642	81,773	69,411	
NSW Department of Industry (Research Attraction and Acceleration Program)	NOTE 1	66,000	153,915	165,834	156,919	163,715	174,272	182,088
Department of Foreign Affairs and Trade	30,000	-	-	-	-	-	-	
Department of Health	50,000	50,000	50,000	50,000	-	100,000	50,000	
Department of Social Services	50,000	50,000	50,000	50,000	50,000	50,000	50,000	
Medibank	50,000	50,000	50,000	-	-	-	-	
National Wealth Management Services Limited	50,000	50,000	50,000	50,000	50,000	50,000	50,000	
NSW Treasury	50,000	50,000	50,000	50,000	50,000	50,000	50,000	
PwC	NOTE 2	40,000	40,000	40,000	40,000	40,000	40,000	-
Reserve Bank of Australia	50,000	50,000	50,000	50,000	50,000	50,000	50,000	
Willis Towers Watson	65,000	65,000	65,000	65,000	65,000	65,000	65,000	
Commonwealth Treasury	-	50,000	50,000	50,000	50,000	50,000	50,000	
UNSW Contestable Funds / Strategic Funds / UNSW Business School Funds	-	379,153	521,927	211,271	248,747	317,931	203,371	
Superannuation Colloquium Registration Fees	-	21,650	34,876	5,426	-	13,855	13,182	
Long-term Care Directors Conference Registration Fees	-	12,038	-	-	-	-	-	
Economics of Ageing Workshop Sponsorship	-	-	13,394	-	-	-	-	
ERA Conference Registration Fees	-	-	7,817	-	-	-	-	
International Network for Pensions, Aging and Retirement Research Conference Sponsorship	-	33,902	54,290	-	-	31,698	33,568	
CEPAR International Conference Registration Fees	-	-	-	-	-	-	12,022	
<b>Total Income</b>	<b>4,763,379</b>	<b>6,707,571</b>	<b>6,953,630</b>	<b>5,975,260</b>	<b>6,006,564</b>	<b>6,168,241</b>	<b>5,798,251</b>	



EXPENDITURE	2017(\$)	2018(\$)	2019(\$)	2020(\$)	2021(\$)	2022 (\$)	2023 (\$)
Salaries	61,325	3,239,416	5,142,693	5,385,044	5,224,461	4,895,515	4,781,619
Scholarships	-	158,812	210,442	226,629	217,176	153,811	160,278
Travel	2,872	336,156	519,799	52,917	7,249	182,280	336,733
Emerging Researchers in Ageing initiative: annual contribution	-	80,000	70,000	80,000	80,000	80,000	40,000
Events	335	124,216	120,642	33,499	16,955	88,182	159,872
Other research related expenses	581	45,035	179,712	218,410	102,611	155,527	133,440
Recruitment and relocation expenses	3,034	22,753	27,597	3,459	2,190	14,266	891
Centre administration, consumables and I.T. maintenance	145	27,837	63,321	44,009	11,306	21,040	20,648
Equipment	-	19,855	49,398	14,232	25,636	5,281	16,197
Website, branding and marketing	4,978	50,190	59,317	26,815	68,557	70,589	65,282
<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>	<b>5,714,960</b>
<b>Opening balance at the beginning of the year</b>		<b>4,690,109</b>	<b>7,293,409</b>	<b>7,804,117</b>	<b>7,694,363</b>	<b>7,944,788</b>	<b>8,446,538</b>
<b>Closing balance as at year end</b>	<b>4,690,109</b>	<b>7,293,409</b>	<b>7,804,117</b>	<b>7,694,363</b>	<b>7,944,788</b>	<b>8,446,538</b>	<b>8,529,829</b>

**NOTE 1:** A total of \$1,000,000 was received in 2017, covering the period 2017-2023. \$166,000 is reported for 2023 and includes annual interest payments of \$16,088.

**NOTE 2:** A payment of \$40,000 from PwC was received after the 2023 financial cut-off and therefore is reported in 2024.

**NOTE 3:** An invoice of \$40,000 from Monash University was received after the 2023 financial cut-off and therefore is reported in 2024.

# ESTIMATES OF FUTURE INCOME AND EXPENDITURE

## INCOME

The Centre's main source of funds in 2024 will be made up of carry forward funding from the Australian Research Council (ARC), the administering and collaborating organisations, and CEPAR partner organisations. The UNSW Business School will provide an additional \$62K 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 2024 Centre income to be around \$194K.

## EXPENDITURE

In 2024 the Centre plans to fund a range of initiatives as detailed in the 2024 activity plan provided on pages 8 to 10. Salaries for ECRs and MCRs will continue to account for a large portion of the Centre budget. We anticipate that we will spend about \$5.46 million in total, of which approximately \$4.2 million will be allocated to salaries and scholarship stipends.

### PERSONNEL

It is anticipated that the Centre will spend approximately \$3.22 million in 2024 on research personnel, a large proportion of which will be ECRs.

It is expected that 9 students will be supported by CEPAR scholarships in 2024 at a total cost of \$39K. 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 2024.

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 2024 is approximately \$173K.

### 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 Policy Dialogue on Migration being held at the Australian National University in May; the 9th Annual International Pension Research Association to be held at the OECD in Paris in June; and a Research Showcase, which will be convened at UNSW Sydney in August.

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 2024 is \$839K.

### OTHER

Approximately \$969K will 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 \$214K will be spent on other research related activities.

# AWARDS, PRIZES & RECOGNITION

**JESSICA AMOS**

Recipient of NeuRA Guy Russo Scholarship

Winner of the 2023 Visualise Your Thesis competition for UNSW PhD students

**ROSS ANDEL**

Elected as a lifetime Fellow of the American Association for the Advancement of Science

**ROBERT ANNABEL**

Recipient of the Brian Gray Scholarship jointly funded by the Australian Prudential Authority and the Reserve Bank of Australia

Recipient of the UNSW Business School Tutoring Excellence Award

**KAARIN ANSTEY**

Recipient of the Royal Society of NSW Award in the Social and Behavioural Sciences

**MARIAN BAIRD**

Appointed to Australia's Fair Work Commission as an Expert Panel Member

Recipient of the Best Paper Award at the 32nd Association of Industrial Relations Academics of Australia and New Zealand Conference

**FIONA BLYTH**

Winner of the University of Sydney Makers and Shapers award for Outstanding Research

**SHU CHEN**

Recipient of the People's Choice Award at the UNSW Business School's Three Minute Thesis Competition

**DANIEL DINALE**

Recipient of the Hal Kendig prize for the best CEPAR PhD thesis in 2022

**CATALINA DOWD**

Winner of the The University of Sydney Business School's Three Minute Thesis Competition

**NICOLE EE**

Recipient of the NeuRA Helen Poteris award

Recipient of the NeuRA Edward Dunn award

**ROSHEN FERNANDO**

Recipient of the Wallace E. Tyner Award for Promising Young Researcher at the 26th Annual Conference on Global Economic Analysis by the Centre for Global Trade Analysis of Purdue University, USA

**MYRA HAMILTON**

Appointed to the NSW Carers Advisory Council by the NSW Minister for Families and Communities and Minister for Disability Inclusion

**KATJA HANEWALD AND HAZEL BATEMAN**

Recipients of the UNSW Business School HDR Collaboration Award (Supervision)

**ABIGAIL HANSEN**

Recipient of the NeuRA Laurie Cowled Scholarship

**KIM KIELY**

Recipient of the Best Paper Prize from the University of Wollongong School of Mathematics and Applied Statistics for a statistics paper

**JANA KOCH**

Recipient of the NeuRA PhD Pear Sponsorship

**GEORGE KUDRNA**

Recipient of the UNSW Business School Dean's Research Fellowship Award

**JAMES LIAN**

Recipient of the NeuRA PhD Pearl Sponsorship

Recipient of the NeuRA Bob Williamson Scholarship



KAARIN ANSTEY, RECIPIENT OF THE ROYAL SOCIETY OF NSW AWARD IN THE SOCIAL AND BEHAVIOURAL SCIENCES.

# AWARDS, PRIZES & RECOGNITION

## OLIVIA S. MITCHELL

Named a Distinguished Fellow of the American Economic Association in 2023

Recipient of the Best Paper Award at the Cherry Blossom Financial Literacy Conference, George Washington University, USA

## SHARON PARKER

Recipient of the Curtin University John De Laeter Award for Research Leadership

Recipient of the Curtin University Researcher of the Year 2023

## SHARON PARKER AND FANGFANG ZHANG

Recognised as Wiley Top cited article authors for 2021-2022 for the article, 'Job Crafting Towards Strengths and Job Crafting Towards Interests in Overqualified Employees: Different Outcomes and Boundary Effects'

## CECILIA RUNNEBOOM

Recognised as a Wiley Top cited article author for 2021-2022 for the article, 'Predictors of Faking Behavior on Personality Inventories in Selection: Do Indicators of the Ability and Motivation to Fake Predict Faking?'

## MICHAEL SHERRIS

Recipient of the Asia Pacific Risk and Insurance Association Kyobo Life Contribution Award 2023

## YAFEI SI

Recipient of the UNSW Business School Collaborative Research Award (Student)

## GAYANI THALAGODA

Recipient of the Best Student Paper Presentation Award at the 31st Colloquium on Pensions and Retirement Research

## YUCHEN XIE

Recipient of the Runner-Up Prize for the Australian Association of Gerontology NSW Student and Early Career Group Publication Award

Recipient of the Best Poster Prize at the CEPAR International Conference

## EVA ZELLMAN AND LEAH ZOSZAK

Recipients of the Award for Impactful Contribution from Curtin University's Future of Work Institute for their work on an intervention study on age inclusive leadership



GAYANI THALAGODA, RECIPIENT OF THE BEST STUDENT PAPER PRESENTATION AWARD AT THE 31ST COLLOQUIUM ON PENSIONS AND RETIREMENT RESEARCH.

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