EXECUTIVE SUMMARY

SECOND POPULATION STRATEGIC PLAN STUDY

National Population and Family Development Board

MALAYSIA
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National Population and Family Development Board
Ministry of Women, Family and Community Development

MALAYSIA
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SECRETARIAT
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Malaysia's current demographic scenario and age structural changes warrant attention, especially amongst policy makers and programme planners. As Malaysia is getting ready to enter the league of high income countries by 2020, it is crucial that an overview of Malaysia’s demographic trend be studied in-depth in addressing emerging issues as well as challenges.

It is with this thought that the Ministry of Women, Family and Community Development through the National Population and Family Development Board (NPFDB) conducted the Second Population Strategic Plan Study with the objective of assessing the implementation of population related programmes in the country. A Plan of Action will be formulated to address emerging population issues and challengers, that cuts across agencies and involve the participation of non-governmental organisations and the civil society.

The NPFDB's initiative is highly commended for the work done by the project team, drawn from various experts, both internationally and locally. My hope is that the findings of this study will be fully utilised by all policy and programme planners.
The Ministry of Women, Family and Community Development believes that 'people are the engine of development' and that the development of human resources is vital in transforming Malaysia into a progressive and productive nation and yet maintain social stability. This is crucial if Malaysia wants to have a competitive edge in the global arena. Towards this end, it is hoped that findings and recommendations of the Second Strategic Plan Study will help towards the formulation of a more dynamic and strategic population Plan of Action, to steer Malaysia towards a high income nation by the year 2020.

Congratulations to the National Population and Family Development Board in coming up with this report. A note of thanks also goes to the team of consultants, headed by Professor Gavin W. Jones (National University of Singapore), Professor Graeme Hugo (University of Adelaide, Australia), Associate Professor Tey Nai Peng (University of Malaya), Dr. Abdul Majid Mat Salleh, and Dr. Vasantha Kandiah.
As the nation moves forward in the midst of rapid development, many determinant factors of population and family scenario in the country have changed considerably. Higher educational level, age at first marriage continues to rise, and increased participation of women in the labour force have resulted in a decline in fertility rates, smaller family size, as well as increase in nuclear households. The continued dependence on foreign labour especially unskilled workers, has depressed national wages and contributed to social ills. The effects of global economic downturn have directly and indirectly affected the population distribution, growth trends and structure in the country. These trends have also brought changes to the family structure and functioning.

Therefore it is timely that the Second Population Strategic Plan Study was undertaken in 2009 to reassess the strategies and implementations of population programmes within the existing national policies. Taking into account the government’s new policies and scenarios for demographic and family, as well as global developments in the last decade, findings of this study can serve as a guide for the formulation of policies, strategies and programmes that are more robust and effective towards building a strong family institution and quality human capital.

This study is not possible without the assistance of consultants from Professor Gavin W. Jones (National University of Singapore), Professor Graeme Hugo (University of Adelaide, Australia), Associate Professor Tey Nai Peng (University of Malaya), Dr. Abdul Majid Mat Salleh and Dr. Vasantha Kandiah. Thank you to the team and those in National Population and Family Development Board for making this study a reality.
1. OBJECTIVES OF THE STUDY

The Second Population Strategic Plan Study was conducted from July 2008 – December 2009 by the Ministry of Women, Family and Community Development through the National Population and Family Development Board. This study is a follow-up to the 1st Population Strategic Plan Study conducted in 1992.

The objectives of the Second Population Strategic Plan Study are:–

- To assess and evaluate the implementation of the national population programme in the context of current policies; and
- To recommend a strategic plan of action framework for the implementation of future population and development programmes.

2. FERTILITY DECLINE AND LONG-TERM POPULATION GROWTH OBJECTIVES

Background

Malaysia's fertility rate is declining, though it remains somewhat above replacement level. Total Fertility Rate has declined from 3.4 children in 1991 to 2.9 in 2000 and 2.4 in 2010. Policy needs to address the possibility that in time, fertility could fall to the problematically low levels reached in many East Asian countries such as Japan, South Korea and Singapore, which all face problems of contraction of workforce and rapid population ageing. It is important that Malaysia takes steps now to ensure that family policy and labour market policy are supportive of the need for women and men to combine participation in the labour force and family building.

Malaysia is currently facing a dilemma. On the one hand, it wants women to take full advantage of their rising educational levels (and contribute to economic growth) by finding productive jobs. On the other hand, though, the government wants these women to devote themselves to raising families. The problem is that with a shift from the non-formal sector to the urban modern sector, the maternal role has become less compatible with work resulting in delayed marriage and
childbearing. Part of the problem is that child-rearing has been viewed exclusively as a woman’s issue. If husbands become more fully involved in child-rearing, the problem will be ameliorated, although it will certainly not go away.

Certain groups within the Malaysian population already have below-replacement fertility. This is true of the Chinese and Indian populations, and also of the university educated. A substantial proportion of university educated women remain single in their 30s, and those who are married have low fertility. This is the group of women facing high opportunity costs of leaving the workforce to raise children, and policy should be directed to facilitating their “work-life balance”.

Ethnic differentials in fertility have resulted in significant changes in the ethnic composition of the population. With the shift in the ethnic composition, the trends and patterns of Malay fertility will be the predominant factor in determining the future course of fertility and population growth of the population. While Malay fertility levels remain substantially above replacement level, they are declining quite rapidly.

**Objective**

To ensure that the natural increase of Malaysia’s population does not fall into negative territory in the longer run by putting in place policies that will sustain fertility at replacement level, while enabling couples to meet their labour market goals and their family building goals.

**Recommendations**

Suggested policies making childbearing more compatible with raising a family include:

- Introducing a period of paid paternity leave to make clear the government’s support for gender balance in childrearing;
- Providing for paid compassionate leave in cases of children’s sickness;
- Allowing more flexible working hours;
- Provision of child-minding facilities at the workplace, and providing government subsidies for childcare costs incurred by working mothers;
- Increasing tax concessions for dependent children;
- Programs to encourage husbands to be more fully involved in child-rearing and household activities; and
- The needs of those with unmet need for contraception need to be fully met especially are among disadvantaged groups, and failure to meet their contraceptive needs will place further barriers to their families’ socio-economic progress.
3. INTERNAL MIGRATION AND URBANISATION

Background

Internal migration is a key factor in the differential growth of regions. Urbanisation is proceeding apace, and comprises both the growth of small and medium towns and cities, and the growth of large urban agglomerations. About one in five Malaysians now lives in conurbation. The development corridors included in Malaysian development planning will influence the future pattern of migration and population redistribution.

Recommendations

- If the development corridors of Iskandar Malaysia, ECER, NCER, SCORE and SDC are to be effective in facilitating the lessening of regional economic inequalities, they need to be delineated and relevant economic, demographic and social data collected for them, as the basis for accurately identifying their potential and providing them with needed infrastructure and services in an appropriate and timely way.
- Due to depopulation in some rural areas there is a need to make a comprehensive analysis of contemporary and likely future population change in rural areas as the basis for effective development planning. The reduction of rural-urban inequalities will require careful planning and a thorough knowledge of the dynamics of population change in rural areas.
- This study has noted a lack of integration between the labour markets of East and West Malaysia. There is a need to consider strategies of achieving a greater integration of the labour markets to achieve higher productivity of workers in both areas. Social planning in West and East Malaysia needs to be integrated under a single organisation.
- There is a need to analyse the potential impacts of climate change in Malaysia to establish the ‘hot spots’; where the impacts are likely to be greatest. This would allow advantage to be taken of changes which may have development potential. There is a crucial need to build in strong population and spatial dimensions into Malaysia’s National Climate Change Adaptation Plan.
- There is some evidence in Malaysia of spatial mismatches between population and job opportunities. In an overall context of labour shortage it is crucial that a greater understanding is achieved of the spatial distribution of poverty, labour and of people with particular skills. This needs to be coordinated with education/training policy to ensure that maximum use is made of Malaysia’s potential internal workforce. This is crucial to achieving goals not only of increased productivity but also of improved equity. The spatial dimensions of these issues are often overlooked.
4. INTERNATIONAL MIGRATION AND DIASPORA

**Background**

Since 1995 growth in employment, particularly unskilled employment, has outstripped labour supply. As a result, Malaysia has relied on inflows of foreign workers from lower-cost, labour-surplus Asian countries to meet the heavy demands from several sectors. In 2005, foreign workers made up about 10 per cent of all workers in Malaysia; this amounts to roughly 1.6 million foreign workers in that year.

Malaysia has above-replacement level fertility and there will continue to be larger numbers of young Malaysians entering the workforce ages than older Malaysians retiring for the next two decades enabling the reliance on foreign labour to be gradually reduced.

There have been a declining number of foreign skilled workers in Malaysia over the past decade. A number of factors are responsible for this, including Malaysia’s continuing focus on labour intensive rather than R&D intensive activities, lack of specific guidelines for foreign talent, higher tax rates than some competing countries, and overseas perceptions of high crime rates.

While there was a need for skilled workers in Malaysia, Malaysia was experiencing a brain drain to other countries. The mid-term review of the Ninth Malaysia Plan noted that in 2006, a total of 785,000 skilled Malaysians worked in various countries, especially in Singapore. Finally, Malaysia’s diaspora of over one million is a potential resource for development that has been largely ignored to date.

**Objectives**

- To gradually reduce reliance on foreign labour;
- To strengthen policy coherence;
- To protect rights of migrant workers and their families;
- To create conditions to attract skilled workers;
- To give particular attention to Sabah’s unique situation with respect to immigration and foreign workers; and
- To develop a policy to strengthen the contribution of Malaysia’s diaspora to national development.

**Recommendations**

- **Reducing reliance on foreign labour:** Migration needs to be seen together with other labour force strategies as contributing toward enhancing economic and social development in Malaysia. Accordingly, there is a need to integrate policies on labour force training,
increasing labour force participation, especially among particular groups like women, increasing the retirement age, provide better facilities and benefits to retain locals in selected sectors and systematically phase out labour-intensive industries and increasing technological innovation with policies on migration.

- **Strengthening policy coherence:** This requires the integration of migration policy and other policies which will be needed to increase labour productivity and meet the labour needs of a growing and changing economy. Projecting likely areas of labour shortage is an important element in this. One agency needs to be given primary responsibility (perhaps the Ministry of Human Resources) with other agencies assisting it. There is a need to shift away from a dominantly “policing” model of migration and move towards a “management” model which facilitates the types of migration needed, regulates it and protects both the migrants, their employers and Malaysian society generally. A crucial element in effective management of migration is developing collaboration and cooperation with sending countries.

- **Protect rights of migrant workers:** The concerns about the treatment of undocumented workers, violations of labour rights through non-payment of wages and unfair dismissal of migrant workers, lack of control of exploitative employers, lack of access by migrant workers to health care services, and abuse and unscrupulous practices by employment agencies are serious enough to warrant high-level attention by a government-appointed commission, which could make specific recommendations for reform.

- **Create conditions to attract skilled workers:** Malaysia still needs skilled foreign workers in particular sectors. However, it is losing out to other countries in the competition for skilled workers as a result of uncompetitive wage rates, and the decision to award employment permits only for jobs earning more than RM5,000 per month. The Study recommends the introduction of a middle income expatriate pass to allow entry for employment in selected sectors paying less than RM5,000 per month; and introducing a skills focused, points-based system for issuance of permanent residence.

- **Sabah’s particular problems:** Sabah’s problems with immigration and foreign workers require special attention because of the proportion of immigrants is higher than other states, many of them have been living there long-term without their status being clarified. Many have family with them, raising issues about status of children and policies on their education. These issues need urgent resolution through a Federal-State agreement.

- **A Diaspora Policy:** Efforts have been made to bring back skilled expatriates but so far the response has been limited. Return migration is only one of the ways in which the diaspora can be engaged in development and Malaysia could consider other potential initiatives such as:
Encouraging the diaspora to invest in development related activity in Malaysia either as individuals or in the roles they have in foreign based companies;

- Development of ‘knowledge networks’ with Malaysians in business and research positions in foreign nations to encourage knowledge transfer;

- Develop a program for encouraging key skilled Malaysians overseas to hold joint positions in Malaysia which involve visits and working with counterparts in Malaysia; and

- Using Malaysian connections overseas as bridgeheads for Malaysian expatriates and trade.

5. REPRODUCTIVE HEALTH

Background

Access to family planning information and services can be viewed as a basic right, one which will enable couples to make their own choices about the number and spacing of births. The unmet need for contraception for termination of childbearing in Malaysia is as high as 30%, and could be as large as 50% if unmet need for spacing is included. This represents a significant need, and one which has significant welfare implications, given that unwanted children are less likely to receive as high a quality of loving care from parents than wanted children.

The problem of infertility has emerged as a matter of concern, and can threaten the stability of marriages and cause emotional suffering. Another issue is that not only married couples, but also many young unmarried people engage in sexual activities. The risk of unsafe abortion, and of contracting STDs, including HIV/AIDS, is high in this group. The attitude of government in many countries is that reproductive health services should not be provided to unmarried adolescents; for fear that they will take this to be an endorsement of sexual activity before marriage. Such an attitude ignores the reality of vital reproductive health issues faced by sexually active adolescents.

Objectives

- To reduce the unmet need for family planning (as a matter of individual choice);
- To improve reproductive health of adolescents and the unmarried;
- To reduce resort to abortion, including unsafe abortion; and
- To support initiatives to combat the spread of HIV/AIDS and other STDs and RTIs.
Recommendations

- **Programmes to reduce unmet need for family planning should focus on the following groups:**
  - Husbands who are apathetic or object to family planning;
  - Marginalised groups lacking knowledge of and access to family planning;
  - Users of traditional methods, especially those using such methods because of unfounded concerns over side effects of modern methods, and those with religious concerns over certain methods; and
  - Foreign workers.

- **Improve reproductive health for adolescents and older unmarried:**
  - Provide adolescents direction and guidance in sexual and reproductive matters, and the information they need, including on sexually transmitted diseases and sexual abuse. Schools have a role to play in this provision;
  - Instill a strong religious and moral foundation in children;
  - Review and where appropriate, remove legal, regulatory and social barriers to reproductive health information and care for adolescents;
  - Identify the special needs of adolescents and establish appropriate programmes to respond to those needs;
  - Programmes should be developed for the prevention and treatment of sexual abuse and incest;
  - Sexually active adolescents will require special family planning information, counselling and services; pregnant adolescents will require special support from their families and the community. The LPPKN's kafe@TEEN programmes should be scaled-up; and
  - Adolescents should be involved in the planning, implementation and evaluation of such information and services, with proper regard for parental guidance and responsibility.

- **Reduce resort to abortion, including unsafe abortion:**
  - Strengthen the family planning Information, Education and Communication (IEC) programme;
  - Clearer guidelines and understanding of the abortion law and policy;
  - Women should have access to quality services for the management of complications arising from abortion; and
  - Doctors must be trained in modern techniques of abortion and management of its consequences. Hospitals and clinics must be equipped with appropriate equipment and supplies.
• **Support initiatives to combat the spread of HIV/AIDS and other STDs and RTIs:**
  - Studies that focus on the pathways of heterosexual transmission of HIV infection should be undertaken in order to properly target programmes and interventions;
  - Since HIV/AIDS is not just a health issue, a multi-sectoral approach needs to be undertaken for a coordinated response to the epidemic that involves not only the Ministry of Health, some NGOs and CBOs; and
  - Develop programmes that specifically address the issue of sexual and reproductive health among the young accompanied by clear and coherent policies concerning sexual and reproductive health issues such as the promotion of safer sex and the use of condoms.

• **The problem of infertility**
  Infertility treatment should be made available and affordable to those who are in need of such services and the success rate of infertility treatment properly documented and studied.

6. **FAMILY AND GENDER ISSUES**

**Background**

The family is recognised as the cornerstone of Malaysia's development. Therefore, family-centred development is a key aim of the Government. Yet the family faces multiple challenges in the fast-changing Malaysian society. There is a continuing trend away from the extended family; co-residence of older persons with adult children is becoming less common; there is a trend towards delayed marriage and non-marriage; family size is shrinking; and increased mobility of the young results in diminishing roles of parents.

At the same time, there are aspects of gender that need attention to ensure that women and men are able to play their full role in family and society. Attitudes are sometimes slow to change. For example, in the Malay and Indian communities, husband's objection is the main reason given by women for not working.

**Objectives**

• To establish a fully caring society and a caring culture, a social system in which society will come before self, and in which the welfare of the people will revolve not around the state or individual but around a strong and resilient family system.
• To foster a partnership between men and women in family and society based on mutual respect and legally established rights.
Recommendations

Recommendations here will be divided into those related to the family, and those related to gender issues.

Family Recommendations

- Develop policies and programmes that promote (or reduce the barriers) to marriage and childbearing and that will enable men and women to combine work with family responsibilities;
- Take new approaches to provision of better childcare facilities: develop community-based childcare centres, workplace-based centres, and enhance private sector role in childcare. Consider childcare subsidy to working mothers;
- Develop policies and programmes that better support and strengthen families of different types, particularly single parents, and those who are poor, disabled or otherwise vulnerable;
- Build and strengthen informal support networks, partnerships with NGOs and community groups to promote community participation in the care and support of family members;
- Promote more effective household financial planning and budgeting;
- Assist families to meet the basic necessities of daily life, provide assistance to the unemployed and the retrenched workers;
- Develop the concept of families as partners with Government, and the sharing of responsibility between Government and families in providing for the wellbeing of Malaysia’s population; and
- Adopt a National Family Policy and implement the recommended programmes and strategies.

Gender Issue Recommendations

- Strengthen existing programmes, and implement new programmes, to promote women’s rights, penalise those infringing on those rights, and build a society where there are no barriers to women’s full participation in government, in politics and decision-making, in business and in community affairs;
- Promote awareness and recognition of women’s, and men’s, contribution in caring activities and unpaid and voluntary work;
- Legal reform where necessary, and more effective enforcement of existing laws and regulations, to ensure that women are accorded equal rights and opportunities;
- Deal seriously with issues of gender-based violence, through awareness and training education, enforcement of the law and policy reforms as set up by the Joint Action Group, enhancement of capacity in data collection on violence, and the formulation of a National Plan for Prevention of Violence against Women;
• Concerted efforts are needed, involving schools, parents and the community, to improve male enrollment and academic performance in secondary and tertiary education;
• Review the school curriculum, recruit more male teachers to provide role models for boys, and review teaching methods to cater to the different needs and attitudes of boys and girls; and
• Devise programmes to counter excessive risk-taking by males, resulting in excess male mortality and serious injury at adolescent and young adult ages.

7. AGEING ISSUES AND SOCIAL PROTECTION

Background
The proportion of aged population in Malaysia is steadily increasing. While the family remains the key source of financial support and of care-giving for the dependant elderly, it cannot be expected to play such a key role when the proportion of elderly rises to much higher levels. Retirement income requires urgent attention, as for most retirees, resources provided by EPF savings are far below the requirements for a modest standard of retirement income. While one option is to raise the employer’s contribution to EPF, this would need to be considered in relation to the structure of remuneration, in which supplements to the core wage are often quite high, but the EPF is only paid on the core wage.

Objectives
To encourage healthy and active ageing, and family involvement, while providing needed social safety nets for the financially dependent and those with disability or illness.

Recommendations
• Review age of retirement with a view to raising retirement age;
• Introduce a system whereby assessment of fitness for work should depend not only on chronological age but also on measured health status and productivity performance;
• Assess what modifications are needed in the EPF to make it a more dependable source of retirement income;
• Provide a more comprehensive social security programme for the aged and those suffering unemployment, sickness or disability, bearing in mind the increasing proportion of the aged in the population and the need to contain costs; and
• Provide more day care centres where the elderly can socialise and be involved in community activities.
8. HEALTH

Objective

- To lower still further mortality and morbidity rates;
- Provide quality health care in all health institutions;
- Contain cost increases in the health care system;
- Foster health promotion activities in the population; and
- To improve the system for monitoring mortality and morbidity.

Recommendations

- Give high programme priority to tackling the high prevalence of malaria, dengue fever and tuberculosis in Sabah and Sarawak;
- Studies need to be conducted on the impact of the growth of the private sector in health on Government expenditures on health, out-of-pocket expenses of the public, compensation for health personnel, including nurses; and
- More effort should be made to ensure medical examinations are administered to new migrant workers entering the country. Health care should also be extended to migrant workers and their families, including those who are undocumented.

9. EDUCATION AND HUMAN CAPITAL

Background

The demographic ‘window of opportunity’ (falling dependency ratios) provides both the need to capitalise through upgrading Malaysia’s human capital, and the opportunity to do so through a slowing of growth of the school-age population. Employers are increasingly demanding a higher quality workforce.

While the quantitative expansion of educational enrollments in Malaysia is gratifying, there are many issues in relation to quality. The potential is there both to raise enrollment rates at higher levels of education and to improve quality. This potential needs to be seized through appropriate policies. There are challenges to be faced in upgrading human capital, such as:-

- There are limited options for further education and training for those who leave school with only SPM-level qualifications;
- Public university graduates lack employability competencies;
• High inflow of low-skilled foreign labour while talented Malaysians are leaving; and
• Human development plans of ministries and agencies are not integrated.

Objectives
• To raise the quality of school and tertiary education in Malaysia;
• To smooth the transition from school to work; and
• To facilitate the employment of all well-trained Malaysians, including mothers.

Recommendations
• Raise the profile and standard of Malaysian schooling through:
  o raising the leadership qualities of school principals;
  o attracting the best graduates into teaching; improving pay, working conditions and promotion prospects of school teachers; and
  o reducing the reliance on double-shift schooling.

• Skills-training programmes are a useful way to channel young people who are not able or not wanting to pursue higher education. Technical/skills training infrastructure should be harmonised, with the private sector taking the lead, but the public sector also involved. Skills-training programmes should also include family life education and life skills training for youth in the curricula.

• Research the reasons for non-participation in the labour force of qualified women, and act on these reasons through specific policies.

• Special efforts should be made to provide basic special education to meet the needs of marginalised groups such as the children of migrant workers, disabled children (children with special needs) and Orang Asli children.

• Efforts be made to increase the participation of women in the labour force to counter the reliance on foreign labour. In doing so, the impact on the family, family life and family formation should be borne in mind.
10. DEMOGRAPHIC DATA ISSUES

**Background**

Effective planning in every aspect of development requires accurate and timely data, available at both national, state, district and local levels. Monitoring of the size of the population and of fertility and migration trends should be a high priority.

**Objective**

To ensure that Malaysia’s demographic data is timely, and sufficient in range and quality to meet national and regional needs for development planning.

**Recommendations**

- Strengthen the training of those producing and analysing census, vital registration and migration data, and prepare plans for analyses of the data that are both timely and relevant for planning;
- Civil registration data recording births and deaths should be strengthened and the coverage extended in Sabah and Sarawak. Studies to assess the extent of under-registration of births and deaths should be undertaken;
- Shorten the interval between collection and publication of population census data, and of birth and death statistics, for each of the States in Malaysia as well as ethnic groups;
- Strengthen measurement of MDG indicators and ensure consistent reporting of indicators. Publish indicators at lower administrative levels to facilitate program planning; and
- Plan for the conduct of periodic demographic and family surveys.

11. POPULATION STRATEGIC PLAN

**Objective**

To raise the quality of human life in Malaysia through appropriate population and development policies and programs aimed at achieving poverty eradication and continued economic growth in the context of sustainable development.

**Guiding Principles**

- Gender equity
- Respect for human rights
- Family values
12. NEED FOR A NATIONAL INSTITUTE FOR FAMILY AND POPULATION

Background
The strength and cohesion of the family is a cornerstone of national development. We believe this is an accepted fact in Malaysian government planning. Yet we are also aware that the family in Malaysia is currently subject to multiple challenges. Understanding these challenges and developing strategies to meet them is crucial. If a family-centred approach is to be seriously followed in Malaysian development planning, as advocated in this report, then it is crucial to have a strong research base to study the dynamics of family change and their implications. Some other countries have a national institute devoted to the study of the family and making recommendations about family matters. Malaysia needs such an institute.

Recommendation
As research on family change and assessment of policy options requires serious and sustained attention, the establishment of a National Institute for Family and Population is recommended.

Such an Institute could be located in one of Malaysia’s universities or government think tanks. However, given the role and experience of LPPKN, we recommend that the logical home for a National Institute of Family and Population would be under the LPPKN.
LIST OF ADVISORY & TECHNICAL COMMITTEE
Second Population Strategic Plan Study
LIST OF ADVISORY COMMITTEE

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2. KEMENTERIAN KESIHATAN MALAYSIA
3. KEMENTERIAN PELAJARAN MALAYSIA
4. KEMENTERIAN DALAM NEGERI
5. KEMENTERIAN PENGAJIAN TINGGI MALAYSIA
6. KEMENTERIAN PERTANIAN DAN INDUSTRI ASAS TANI MALAYSIA
7. KEMENTERIAN SUMBER MANUSIA MALAYSIA
8. KEMENTERIAN PERUMAHAN DAN KERAJAAN TEMPATAN
9. KEMENTERIAN SUMBER ASLI DAN ALAM SEKITAR MALAYSIA
10. KEMENTERIAN KEMAJUAN LUAR BANDAR DAN WILAYAH
11. KEMENTERIAN BELIA DAN SUKAN MALAYSIA
12. KEMENTERIAN PENERANGAN MALAYSIA
13. KEMENTERIAN PEMBANGUNAN WANITA, KELUARGA DAN MASYARAKAT
14. JABATAN PERANGKAAN MALAYSIA
15. UNIT PERANCANG EKONOMI NEGERI, JABATAN PERDANA MENTERI
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19. FAKULTI EKOLOGI MANUSIA, UNIVERSITI PUTRA MALAYSIA
20. UNIVERSITI SAINS MALAYSIA
21. INSTITUT ALAM SEKITAR DAN PEMBANGUNAN (LESTARI), UNIVERSITI KEBANGSAAN MALAYSIA
22. INSTITUTE OF STRATEGIC AND INTERNATIONAL STUDIES (ISIS)
23. MALAYSIAN INSTITUTE OF ECONOMIC RESEARCH (MIER)
24. FEDERATION OF FAMILY PLANNING ASSOCIATIONS, MALAYSIA (FFPAM)
25. NATIONAL COUNCIL OF WOMEN’S ORGANISATIONS, MALAYSIA (NCWO)
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27. JABATAN PENGURUSAN SUMBER MANUSIA
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28. MEDICAL EDUCATION RESEARCH DEVELOPMENT UNIT (MERDU)
29. INSTITUTE OF STRATEGIC AND INTERNATIONAL STUDIES (ISIS)
30. MALAYSIAN INSTITUTE OF ECONOMIC RESEARCH (MIER)
31. FEDERATION OF FAMILY PLANNING ASSOCIATIONS, MALAYSIA (FPAM)
32. NATIONAL COUNCIL OF WOMEN’S ORGANISATIONS, MALAYSIA (NCWO)
33. JABATAN PENGURUSAN SUMBER TENAGA MANUSIA
34. JABATAN PERANCANGAN STRATEGIK
35. PERTUBUHAN KESELAMATAN SOSIAL
36. PERSATUAN GERONTOLOGI MALAYSIA
37. DEPARTMENT OF MEDICAL EDUCATION, FACULTY OF MEDICINE, NATIONAL UNIVERSITY OF MALAYSIA (UKM)
38. MAJLIS AIDS MALAYSIA
39. INSTITUTE GERONTOLOGI MALAYSIA, UNIVERSITI PUTRA MALAYSIA (UPM)
40. PUSAT PERANCANGAN STRATEGIK, UNIVERSITI TEKNOLOGI MARA (UiTM)