



PROSIDING

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Persidangan Kependudukan Kebangsaan 2023



**“Penduduk dan Keluarga
Mampan, Membangun
Malaysia MADANI”**



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21-22 November 2023

Pulse Grande Hotel, Putrajaya

ANJURAN



DENGAN KERJASAMA



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KEBANGSAAN 2023 (PERKKS 23)
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NATIONAL POPULATION CONFERENCE 2023

**“Penduduk dan Keluarga Mampan, Membangun
Malaysia MADANI”**

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Pulse Grande Hotel, Putrajaya
Persidangan Fizikal dan Dalam Talian
Physical and Online Conference

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LEMBAGA PENDUDUK DAN PEMBANGUNAN KELUARGA NEGARA

ANJURAN BERSAMA



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ABSTRAK

Isu Kesuburan dan Implikasinya Terhadap Pertumbuhan dan Struktur Penduduk

147-104

FIFTY YEARS OF FERTILITY TRANSITION IN EAST AND SOUTHEAST ASIA

Lai Siow Li and Tey Nai Peng
Universiti Malaya

ABSTRACT

East and Southeast Asia have experienced significant shifts in fertility patterns over the last five decades, driven by socio-economic development and increased contraceptive usage. East Asia, as a pioneer among developing regions, initiated fertility transition at an early stage, currently maintaining the lowest fertility globally, with a total fertility rate (TFR) as low as 1.17 in 2021. In contrast, Southeast Asia embarked on its fertility transition later, with its TFR hovering slightly above replacement level. This study utilizes data from the United Nations (UN) and the World Bank to investigate the correlation between fertility trends and various factors, including rising age at marriage, contraceptive prevalence, urbanization, female education, female employment, and GDP per capita in East and Southeast Asia. Additionally, the research employs data from the Demographic and Health Surveys (DHS) to scrutinize the determinants of fertility in selected Southeast Asian countries. The in-depth analysis validates the significance of factors such as female education, women's employment, place of residence, and family wealth in elucidating fertility differentials within each country. The prevalence of ultra-low fertility in several nations is identified as a pressing population crisis, and attempts to reverse declining fertility trends have yet to yield the desired results.



153-105

**INVESTIGATING FERTILITY INTENTION:
EXPLORING SOCIAL AND PSYCHOLOGICAL FACTORS
AMONG URBAN MALAYSIAN WOMEN**

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ABSTRACT

This study investigates the factors influencing fertility intentions among urban Malaysian women, focusing on the exploration of social and psychological factors that influence their decision-making process. As societies evolve, understanding factors contributing to individuals' decisions regarding family planning becomes crucial. In the context of urban Malaysia, where traditional values often coexist with modern lifestyles, this research investigates the multifaceted influences shaping women's fertility intentions. A survey of 357 women in the Klang Valley region, encompassing both those with and without children, delves into demographic and economic backgrounds, fertility intentions, attitudes, norms, and perceived behavioral control. Employing the Theory of Planned Behavior, factor analysis validates attitudes, subjective norms, and perceived behavioral control as essential constructs. Findings from the logistic regression models reveal that attitudes, norms, delivery complications, and intended number of children significantly shape fertility intentions for individuals with children ($R^2=0.37$). The factors occur similarly for individuals who do not have children, however, involving the interchangeable factor of delivery complications with age ($R^2=0.67$), which means 67% variation of fertility intentions can be explained by the mentioned factors. These findings underscore the importance of considering social and psychological dimensions alongside contraceptive access in addressing the declining fertility rate, with potential implications for Malaysia's future demographic and economic landscape.

Keywords: fertility rate, fertility intention, urban women, logistic regression



Transisi Demografi, Penuaan, Migrasi dan Urbanisasi Serta Implikasinya Terhadap Kebajikan Sosial, Pasaran Buruh dan Dasar Awam

002 - 002

THE EMERGENCE OF “CYBER SOCIETY” AND ITS INFLUENCE TOWARDS ADDRESSING SOCIAL ISSUES AND CHALLENGES IN NEW SOCIETAL DEMANDS AND NEEDS – A MULTIDISCIPLINARY STUDY

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ABSTRACT

Swift development of digital technologies with the synchronic existence of the Internet and social media has prompted transformation of communication, collaboration, and information access. With such advancement, it develops a mean in establishing networks of communication and interaction among computer users, cultural products and practices influenced by digital media, at the same time embolden the evolution of specific subcultures that share computer-related hobbies, art, and language. This phenomenon, known as cyber society, can be vacillatingly designated to various aspects of the culture and social relations that emerge from the use of computer and virtual platforms. In Malaysia, with its demographic transition is gradually maneuvering towards its third stage, it has seen a discernible change in our demographic trend and societal norms towards digital technologies and this emerging cyber society has created new opportunities in public participation and empowerment especially of women and youth in various domains. Yet, it is indubitably coupled with social issues and challenges that are sprung from new societal demands and needs which have engendered new forms of inequality, exclusion, and exploitation. Thus, this paper will provide a qualitative review in discoursing how this phenomenon influences the change in societal exigencies, how it has influenced social movements, education, and democracy, along with implications it has for the future of society. It will initially define the thematically dynamical concept of cyber society and how it coexists with the transitional progress of demographic trend in this country. Later, this discussion will be further debated on the issues and challenges attributed; from the aspect of security and privacy risks, ethical and moral dilemmas arisen, impact on social and psychological aspect as well as the needs for digital literacy and skills. Then, the elaboration will be emphasized on measures to be taken to address these challenges starting from educating and raising awareness, mobilizing and organizing collective action towards advocacy to establishing support and assistance. Though there are limitations that may hamper the mitigating measures, still with greater understanding towards this phenomenon will help us to excogitate justifiable framework towards policymaking development with efficacious outcomes.

Keywords: *cyber society, social issues, sustainable development, social change*



013-011

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ABSTRAK

Tenaga kerja menua adalah satu daripada beberapa fenomena yang dihadapi oleh negara-negara yang mengalami proses penuaan penduduk. Hal ini turut berlaku di Malaysia yang telah dikategorikan sebagai negara menua oleh pihak Bank Dunia sejak 2020 lepas. Tenaga kerja menua mencetus beberapa isu dan cabaran kepada pembuat polisi, majikan dan juga pihak pekerja terutamanya yang melalui proses penuaan itu sendiri. Makalah ini cuba menganalisa faktor kritikal mendepani isu dan cabaran tenaga kerja menua khususnya dari perspektif majikan dan pekerja di Malaysia. Analisis dokumen yang dibuat mendapati isu dan cabaran tenaga kerja menua ini bukan sahaja wujud sebelum pekerja tadi mencapai usia persaraan wajib, bahkan ia turut berlaku selepas usia persaraan wajib. Pertambahan populasi menua menuntut pihak kerajaan untuk merumus satu dasar awam berkaitan pekerjaan bagi golongan ini. Dari perspektif majikan, tenaga kerja menua dilihat sebagai kurang produktif kerana penuaan biasanya dikaitkan dengan kemerosotan fizikal dan kognitif. Pihak majikan juga terpaksa menanggung lebih banyak kos penjagaan kesihatan dan manfaat pencen. Sebaliknya golongan pekerja menua merasakan mereka mempunyai lebih pengalaman berbanding pekerja muda. Berikutan peningkatan dari segi aspek penjagaan kesihatan dan keperluan mencari sumber pendapatan bagi menampung keperluan usia emas mereka, golongan pekerja yang berusia ini juga merasa mereka tidak seharusnya didiskriminasi oleh pihak majikan. Makalah ini merumuskan bahawa negara memerlukan satu garis panduan yang komprehensif berkenaan tenaga kerja menua bagi membolehkan mereka kekal relevan sektor pekerjaan.

Kata kunci: Tenaga Kerja Menua, Tua, Pekerja, Pekerjaan.

PENGENALAN

Penuaan bukanlah semata-mata tentang “orang-orang tua” atau perbandingan di antara “yang tua” dengan “yang muda” (The World Bank, 2020). Sebaliknya ia adalah satu proses kitaran kehidupan yang perlu diurus apabila tiba waktunya. Allah berfirman dalam al-Quran yang bermaksud,

dan Kami pula menetapkan dalam kandungan rahim (ibu yang mengandung itu) apa yang Kami rancangkan hingga ke suatu masa yang ditentukan lahirnya; kemudian Kami mengeluarkan kamu berupa kanak-kanak; kemudian (kamu



dipelihara) hingga sampai ke peringkat umur dewasa; dan (dalam pada itu) ada di antara kamu yang dimatikan (semasa kecil atau semasa dewasa) dan ada pula yang dilanjutkan umurnya ke peringkat tua nyanyuk sehingga ia tidak mengetahui lagi akan sesuatu yang telah diketahuinya dahulu.” (Surah Al-Hajj: 5)

Ayat ini ringkasnya menceritakan proses kitaran kejadian manusia, bermula dari dalam rahim si ibu, bayi, kanak-kanak, dewasa dan tua. Adapun demikian, sebahagiannya meninggal dunia sebelum usia tua. Kemudian apabila menjadi tua, secara fitrahnya, manusia berkemungkinan untuk hilang keupayaan dan kemahiran untuk melakukan sesuatu.

Dalam konteks kependudukan, penuaan dilihat sebagai satu cabaran demografi yang boleh memberi kesan kepada ekonomi negara disebabkan oleh produktiviti yang berkurangan dan perbelanjaan awam yang meningkat. Ketika ini, jumlah warga emas yang berusia 60 tahun dan ke atas berdasarkan Banci Penduduk dan Perumahan Malaysia 2020 direkodkan sebanyak 10.4% atau 3.4 juta berbanding 2010 sebanyak 8% atau 2.2 juta (Selangorkini, 2022). Pertubuhan Bangsa-bangsa Bersatu juga telah mengunjurkan Malaysia untuk menjadi sebuah negara tua menjelang 2030 apabila masyarakat berumur 60 tahun dan ke atas mencapai 15% daripada jumlah populasinya (JKM, t.t).

Faktor usia yang panjang juga memberi indikasi kepada peningkatan kos rawatan kesihatan dan kos penjagaan yang perlu ditanggung oleh individu berkenaan atau pihak ketiga seperti ahli keluarga atau agensi kerajaan. Kajian menunjukkan bahawa warga tua lazimnya menghadapi masalah kewangan berkaitan perbelanjaan untuk kesihatan disebabkan oleh penyakit yang hadir ketika umur meningkat tua (Endut & Ahmad, 2009).

Takrif Pekerja Menua

Dalam konteks pekerjaan, warga tua di Malaysia secara umumnya telah melewati usia persaraan minimum iaitu 60 tahun kerana Malaysia menggunakan definisi warga tua sebagai individu yang berumur 60 tahun dan ke atas berdasarkan takrifan yang dibuat di “World Assembly on Ageing 1982” di Vienna (JKM, t.t). Rang Undang-Undang Umur Persaraan Minimum 2012 pula menetapkan bahawa, seorang pekerja itu tidak boleh dibersarakan oleh majikannya sebelum pekerja itu mencapai had umur persaraan minimum 60 tahun melainkan ia adalah satu persaraan pilihan (Parlimen Malaysia, 2012).

Dari segi penuaan, ia pula ada satu proses yang merujuk kepada peningkatan usia seseorang pekerja sehingga mencapai had usia persaraan minimum—60 tahun, umur tua. Oleh itu, proses penuaan atau menjadi tua (menua) itu berlaku kepada semua pekerja. Dalam perbincangan ini, julat umur pekerja menua ditumpukan kepada individu pekerja yang berusia 50 tahun dan ke atas.

Ini adalah berdasarkan julat umur menua yang lazim diguna pakai oleh institusi dan agensi antarabangsa. The World Bank (2020) dalam laporan *A Silver Lining: Productive and Inclusive Aging for Malaysia* menyarankan dasar yang betul mesti disediakan bagi membolehkan pekerja yang lebih tua (*older worker*)—berumur 50 tahun ke atas untuk berpeluang bekerja lebih lama dan lebih produktif, memandangkan rakyat Malaysia hidup lebih lama dan dasar ini memberi peluang kepada pekerja berusia memperoleh pendapatan yang mencukupi pada usia tua. Dasar buruh United Kingdom juga merujuk pekerja lebih tua ini sebagai individu pekerja yang berumur 50 tahun dan ke atas (Department for Work and Pensions, t.t).



Makalah ini akan membincangkan faktor-faktor kritikal dalam mendepani isu dan cabaran berkaitan tenaga kerja menua (prapersaraan) khususnya daripada perspektif majikan dan pekerja. Ini termasuklah tentang diskriminasi umur, kesediaan menggunakan kaedah kerja yang fleksibel, cabaran fizikal dan mental untuk memenuhi peranan pekerjaan dan lain-lain.

TENAGA KERJA MENUA DALAM PASARAN BURUH DI MALAYSIA

Tenaga kerja menua umumnya tertakluk kepada undang-undang dalam pasaran buruh sama seperti tenaga kerja dalam kategori usia yang lain. Mereka boleh diambil bekerja, dipecat atau dilepaskan dan perlu bersaing untuk mendapatkan pekerjaan sama seperti yang lain. Dengan usia yang dilihat menghampiri kepada persaraan, wujud persepsi-persepsi tertentu yang menyebabkan pekerja muda lebih diutamakan berbanding pekerja menua.

Sebenarnya, terma persaraan pada hari ini harus dilihat dalam konteks yang lebih luas. Pertamanya, had minimum usia bersara di Malaysia masih rendah berbanding dengan negara-negara maju seperti Singapura, 63 tahun (Ministry of Manpower Singapore, t.t); Australia, 65 tahun (Services Australia, t.t); Amerika Syarikat, 67 tahun (Social Security Administration, t.t); dan United Kingdom, 66 tahun (Mason, 2023). Manakala negara serantau yang lain seperti Indonesia, Thailand dan Brunei masing-masing ialah 58 (Mondaq, 2022), 60 (BIPO TIMES, 2021), dan 60 (Constitution of Brunei Darussalam, 2010) tahun. Walaupun Jepun tergolong dalam senarai negara maju, had usia persaraan minimum ialah 60 tahun (Ministry of Health, Labour and Welfare, t.t). Oleh itu, tenaga kerja menua (50 tahun) di Malaysia diandaikan masih lagi produktif untuk bekerja untuk sekurang-kurangnya 15 tahun.

Kedua, bersara itu sendiri bukanlah bermaksud seseorang itu secara automatiknya tidak lagi berupaya untuk menghasilkan produktiviti. Ini kerana, pekerjaan pada hari ini bersifat dinamik dan berkembang merentas tempat, masa, usia dan kreativiti. Makanya, had usia persaraan dalam sistem pekerjaan sekarang menjadi semakin kurang relevan.

Dalam konteks bekalan buruh, ia umumnya merujuk kepada bilangan pekerja yang bersedia dan boleh bekerja dalam industri tertentu pada kadar upah yang ditawarkan. Faktor-faktor yang menentukan bekalan tenaga buruh termasuklah jumlah populasi individu bekerja, kadar upah yang ditawarkan, manfaat kewangan dan bukan kewangan pekerjaan, prasyarat kepada jenis pekerjaan tertentu dan lain-lain (Reserve Bank of Fiji, t.t). Manakala permintaan kepada buruh pula diterbitkan oleh permintaan terhadap output yang dikeluarkan oleh sesebuah firma. Apabila berlakunya pertambahan permintaan terhadap output yang dikeluarkan oleh firma tersebut, maka firma tersebut akan menambah permintaan terhadap buruh.

Menurut Fajaryati et. al (2020), seseorang itu perlu mempunyai kemahiran kebolehgajian (*employability skills*) selain daripada kemahiran teknikal dalam pasaran buruh. Kemahiran kebolehgajian ini termasuklah penguasaan pengetahuan dan kemahiran berkaitan serta kecekapan yang diperlukan untuk mendapat dan mengekalkan pekerjaan, membina kemajuan di tempat kerja dan pilihan untuk mendapatkan pekerjaan yang lain (Fajaryati et. al, 2020).

Selain daripada kualiti-kualiti khusus ini, Islam turut menggariskan bahawa seseorang pekerja turut mempunyai tanggungjawab agama yang perlu ditunaikan iaitu: memperoleh pendapatan sekurang-kurangnya pada tahap minimum yang boleh diterima; menyediakan keperluan asas untuk keluarga; dan, menyediakan sebahagian pendapatannya kepada masyarakat yang memerlukan (Azid, 2017).

Bahkan menurut al-Ghazali, sekiranya individu itu tidak meletakkan usaha untuk memenuhi tanggungjawab-tanggungjawab tersebut, maka individu tersebut dianggap sebagai

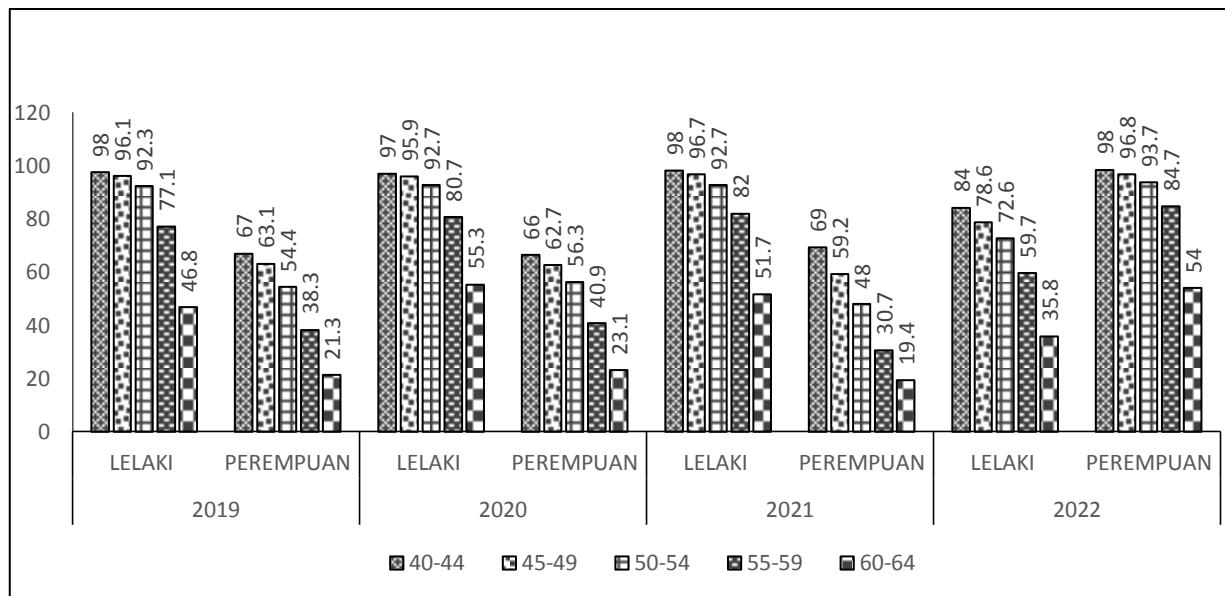
“tercela.” Begitu juga sekiranya trend masyarakat hanya untuk meraih pendapatan pada sekadar memenuhi kelangsungan hidup, maka akan berlaku huru-hara dalam masyarakat dan ekonomi (Azid, 2017).

Berdasarkan kepada faktor-faktor penawaran, permintaan dan keagamaan dalam pasaran buruh, faktor usia (menua) itu sendiri dilihat bukanlah menjadi tumpuan utama yang menyebabkan seseorang individu itu boleh bekerja atau sebaliknya. Dalam hal ini, usia menua (50 tahun dan ke atas) tidak seharusnya menghalang individu untuk terus bekerja dengan produktif, ataupun majikan untuk mengambil atau mengekalkan pekerja menua.

Trend Semasa Tenaga Kerja Menua

Carta 1 di bawah memperlihatkan kadar penyertaan tenaga kerja menua dalam sektor pekerjaan di Malaysia. Walaupun had umur minimum persaraan di Malaysia ditetapkan pada usia 60 tahun, pemerhatian juga dilakukan kepada individu yang bekerja julat umur 60-64 tahun untuk melihat potensi tenaga kerja menua dalam sektor pekerjaan seperti negara-negara maju yang menetapkan usia tua pada 65 tahun dan usia persaraan lebih dari 60 tahun.

Carta 1: Peratus Kadar Penyertaan Tenaga Buruh Mengikut Kumpulan Umur Tertentu, dan Jantina, Malaysia, 2019-2022



Sumber: Jabatan Perangkaan Malaysia

Kadar penyertaan tenaga buruh (KPTB) merujuk kepada perkadaran penduduk dalam tenaga buruh kepada penduduk dalam umur bekerja dalam bentuk peratusan (Jabatan Perangkaan Malaysia, 2022). Berdasarkan Carta 1, secara purata, julat umur pekerja menua 50-54 masih mempunyai kadar penyertaan yang tinggi sektor pekerjaan iaitu 72.63% tahun pemerhatian (2019-2022). Dari segi jantina pula, tenaga kerja lelaki mencatatkan peratusan yang jauh lebih tinggi iaitu secara purata 92.85% berbanding wanita iaitu di antara 52.68%.

Penurunan KPTB yang ketara mula berlaku apabila tenaga kerja memasuki julat umur 55-59. Pada umur 55 tahun, individu yang mempunyai caruman persaraan Kumpulan Wang Simpanan Persaraan (KWSP) boleh mengeluarkan simpanan tersebut sepenuhnya. Pilihan pengeluaran ini dilihat boleh menjadi salah satu daripada penyumbang individu pekerja untuk bersara sebelum usia persaraan minimum 60 tahun. Maka penurunan signifikan KPTB bermula umur 55 tahun adalah sesuatu yang dijangkakan. Melempi umur persaraan minimum, julat umur

60-64 tahun memperlihatkan KPTB terus menurun dengan mendadak kepada purata 36.25% bagi tahun pemerhatian.

Dalam pemerhatian yang lain, KPTB lelaki melebihi wanita dalam semua julat umur yang dipaparkan dalam Carta 1. Peratusan KPTB wanita juga didapati menurun (tahun 2019-2022) di bawah paras sasaran KPTB wanita iaitu 60% (Pejabat Perdana Menteri, 2023) bermula pada umur 50 tahun. Sesuatu yang menarik ialah kedua-dua tenaga kerja lelaki dan wanita bagi julat umur 55-59 tahun mengalami peningkatan dalam KPTB bagi tahun 2020 ketika krisis kesihatan global berlaku. Bagaimanapun, KPTB bagi julat umur ini kemudiannya menurun bagi tahun 2021-2022 yang disumbang oleh penurunan peratusan KPTB wanita yang signifikan .

Melihat kepada tahun pemerhatian 2019-2022, tenaga kerja bagi julat umur 50-54 tahun dilihat masih berminat untuk kekal dalam sektor pekerjaan berdasarkan purata KPTB 72.63%. Sekalipun KPTB terus menurun bagi julat umur 55-59 tahun, tenaga kerja lelaki dilihat masih lagi mengekalkan penyertaan yang tinggi dalam sektor pekerjaan.

Jadual 1: Penduduk Bekerja Mengikut Pekerjaan, Kumpulan Umur dan Jantina, Malaysia, 2021-2022 (%)

Tahun	2021						2022					
	50-54		55-59		60-64		50-54		55-59		60-64	
Julat Umur	L	P	L	P	L	P	L	P	L	P	L	P
Pekerjaan	L	P	L	P	L	P	L	P	L	P	L	P
1. Pengurus	7.5	3.0	10.7	3.3	10.1	5.8	10.3	4.1	10.7	4.2	11.8	3.4
2. Profesional	10.9	29.2	9.7	22.8	3.3	5.4	10.2	21.1	9.8	18.3	4.6	3.4
3. Juruteknik dan Profesional bersekutu	14.4	7.1	11.6	7.7	6.8	3.5	13.8	9.0	11.3	4.6	6.2	3.1
4. Pekerja sokongan pengkeranian	4.1	14.5	4.0	12.3	2.4	8.2	5.1	11.7	4.3	12.9	2.6	6.0
5. Pekerja perkhidmatan dan jualan	16.5	25.1	16.0	29.3	18.0	39.0	16.0	29.1	17.2	29.3	19.0	41.6
6. Pekerja mahir pertanian, perhutanan, penternakan dan perikanan	9.7	4.3	12.3	7.9	24.7	16.2	9.2	4.6	11.9	7.5	20.6	15.1
7. Pekerja kemahiran dan pekerja pertukangan yang berkaitan	11.3	4.1	11.7	4.1	12.8	6.5	12.2	5.4	11.1	8.4	11.3	5.8
8. Operator mesin dan loji, dan pemasang	13.6	4.2	12.9	3.4	12.4	2.1	13.3	5.7	13.3	5.2	12.0	4.5
9. Pekerja asas	11.9	8.4	11.1	9.1	9.5	13.3	9.9	9.3	10.3	9.8	11.9	17.1
Jumlah	100	100	100	100	100	100	100	100	100	100	100	100

Sumber: Jabatan Perangkaan Malaysia

Jadual 1 di atas pula menunjukkan secara umumnya ramai pekerja menua dan tua (50-64) menjadi pekerja dalam segmen perkhidmatan dan jualan bagi tahun 2021 dan 2022. Bagaimanapun pekerja lelaki julat umur 60-64 tahun paling ramai bekerja sebagai pekerja mahir pertanian, perhutanan, penternakan dan perikanan bagi kedua-dua tahun pemerhatian. Berlaku perubahan peratusan lebih kurang sekali ganda bagi jenis pekerjaan ini berbanding dengan julat umur 55-59 tahun bagi kedua-dua tahun 2021 dan 2022. Keadaan ini diandaikan bahawa individu telah mengambil persaraan wajib pada usia 60 tahun, bertukar pekerjaan dan mula melibatkan diri dalam pekerjaan berkaitan pertanian, perhutanan, penternakan dan perikanan. Bertukar pekerjaan selepas usia persaraan khususnya bagi lelaki dilihat sebagai bukan satu



perkara yang asing. Di Jepun misalnya, 1/3 daripada pekerja lelaki berusia 65 (selepas bersara) bekerja dalam sektor pertanian (Casey, 2005).

Bagi pekerja wanita, sekalipun secara umumnya ramai yang bekerja sebagai pekerja perkhidmatan dan jualan, namun bagi julat umur 50-54 tahun pada tahun 2021, wanita paling ramai bekerja sebagai ahli profesional. Selepas usia persaraan wajib, berlaku peningkatan pekerja wanita dalam sektor perkhidmatan dan jualan.

Pemerhatian ini menunjukkan, tenaga kerja menua (umur 50 tahun dan ke atas) kekal dilihat sebagai satu sumber produktiviti yang penting kepada negara berdasarkan penyertaan dalam sektor pekerjaan. Pemerhatian juga menunjukkan mereka berpotensi untuk menukar pekerjaan sebaik sahaja mencapai usia persaraan 60 tahun.

ISU DAN CABARAN TENAGA KERJA MENUA

Pada 2022, Jepun mempunyai 30% penduduk 65 tahun dan ke atas. Keadaan ini telah memenuhi takrifan The World Bank sebagai sebuah negara yang “sangat tua” (super-aged) apabila populasi penduduk berusia 65 tahun dan ke atas melebihi 20% populasinya (The World Bank, Group, t.t.). Kajian Oka (2007) merumuskan dasar awam berkaitan pekerjaan orang-orang tua di Jepun sejak 1970-an boleh diringkaskan sebagai sangat memberangsangkan.

Bagi menangani keadaan tersebut, bermula pada 1970an apabila penduduk 65 tahun dan ke atas melebihi 7% populasinya, Jepun mula menyemak semula polisi berkaitan pekerja menua dan tua serta faedah persaraan secara berperingkat. Ini termasuklah menaikkan had umur persaraan, promosi penggajian semula selepas usia persaraan 60 tahun, elaun bekerja selepas usia 60 tahun dan sebagainya (Oka, 2007).

Bagaimanapun menurut Casey (2005) amalan penggajian semula atau perpindahan pekerja menua kepada syarikat subsidiari di Jepun ini mungkin hanya melibatkan 20-30% pekerja sahaja. Amalan ini juga dikatakan menyebabkan pertindanan peranan dan lebih tenaga kerja bagi firma-firma di Jepun (Casey, 2005) sekaligus mewujudkan ketidakcekapan dalam pekerjaan dan pertumbuhan yang perlahan.

Walaupun Jepun mungkin telah memulakan langkah-langkah awal untuk menangani pertambahan populasi menua dalam sektor pekerjaan, isu dan cabaran berkaitan tenaga kerja menua kekal wujud seiring dengan perubahan demografi penduduk dunia yang semakin menua. Realiti ini harus ditangani mengikut kesesuaian dan perubahan berkaitan dari semasa ke semasa.

Terdapat beberapa perkara utama yang sering disebut-sebut ketika usaha untuk membentuk dasar dan polisi berkaitan dengan tenaga kerja menua iaitu:

i. Diskriminasi umur

Diskriminasi berkaitan usia tenaga kerja ini boleh berlaku secara langsung dan tidak langsung. Diskriminasi langsung adalah dengan mengamalkan secara terbuka pandangan untuk lebih menyukai/memilih pekerja yang lebih muda berbanding pekerja menua. Ini termasuklah seperti meletakkan had usia persaraan wajib, had umur maksimum untuk pengambilan jawatan tertentu dan had umur untuk mendapat akses kepada latihan (ketika bekerja) (Samorodov, 1999).

Dalam satu kaji selidik yang dilakukan oleh American Association of Retired Persons (AARP) pada 2020, kira-kira 78% pekerja berusia dilaporkan pernah melihat atau mengalami masalah diskriminasi umur di tempat kerja. Ia merupakan satu peningkatan yang agak ketara kerana pada 2018, kadarnya adalah 61% sahaja (AARP, 2021). Manakala kaji selidik yang dibuat oleh The Australian HR Institute dan The Australian Human Right Commission, “The 2023



Employing and Retaining Older Workers Survey” mendapati bahawa, 1 daripada 6 organisasi tidak mempertimbangkan untuk menggaji pekerja yang berusia 65 tahun dan ke atas. Hanya 25% sahaja yang bersedia untuk menggaji golongan ini. Kaji selidik ini juga mendapati hanya 56% institusi yang sedia menggaji pekerja yang berusia antara 50-64 tahun (AHRI, 2023).

Perkara yang sama turut diperhatikan berlaku di Malaysia. Sebagai contoh Penyelidik Kanan di Institut Penyelidikan Penuaan Malaysia (MyAgeing™) mendapati pandemik Covid-19 memberi kesan yang tidak baik kepada pekerja yang berusia berbanding pekerja yang muda dari segi mendapat peluang pekerjaan. Walaupun kadar pengangguran tertinggi pada suku ke-3 2020 adalah bagi kumpulan umur 15-24 tahun iaitu 12.6%, namun perubahan terbesar dalam kadar pengangguran antara suku ke-4 2019 dan suku ke-3 2020 adalah dicatatkan bagi kumpulan umur 55-64 tahun. Kadar pengangguran bagi kumpulan umur pekerja berusia ini melonjak sebanyak 3.3% (iaitu daripada 0.6% kepada 4.2% bagi tempoh tersebut) berbanding kenaikan sebanyak 2.7% bagi kategori pekerja berusia 15-24 bagi tempoh yang sama. Manakala bagi mereka yang berumur 45-54 tahun, pengangguran melonjak daripada 0.9% kepada 1.7%. Dapatan ini mencadangkan bahawa terdapat perbezaan dari segi peluang di antara pekerja muda dengan pekerja menua. Prospek untuk mendapatkan pekerjaan baharu bagi pekerja yang berusia selepas mereka diberhentikan kerja akibat pandemik dilihat lebih malap berbanding dengan pekerja muda (Murad, 2021).

Bagaimanapun, tidak semua prasyarat had usia itu boleh dianggap sebagai satu bentuk diskriminasi yang mutlak. Hal demikian disumbangkan oleh faktor kritikal seperti kualiti dan keselamatan bagi satu-satu pekerjaan. Ada pekerjaan yang memerlukan komitmen kecergasan dan kekuatan fizikal seperti anggota tentera. Di Malaysia misalnya, seorang anggota tentera (bukan pegawai) mempunyai pilihan tempoh perkhidmatan sehingga 26 tahun. Umur pencen (bersara ketika itu) pula sekitar 48-50 tahun (Sinar Harian, 2023). Begitu juga tentang prasyarat meletakkan had usia untuk mendapat akses latihan kerana ia bergantung kepada jenis latihan tertentu dan juga baki tempoh perkhidmatan selepas mendapat latihan.

Diskriminasi umur secara tidak langsung pula lebih kepada kecenderungan untuk bertindak berdasarkan pandangan stereotaip tentang pekerja menua. Pandangan stereotaip dan mitos tentang umur tua di tempat kerja menyebabkan pekerja yang lebih tua sering diberi penilaian prestasi negatif oleh ketua atau majikan mereka. Dalam hal ini, ketua atau majikan mempunyai satu pandangan awal (*preconceived idea*) terhadap para pekerja menua. Pekerja menua dikaitkan dengan konotasi negatif seperti penurunan prestasi kerja dan keupayaan fizikal, kebergantungan kepada orang lain dan peningkatan kos kepada masyarakat (Abas@Hamdan et. al, 2018). Selain itu pekerja menua ini juga dikatakan tidak mempunyai kemahiran teknologi yang diperlukan selain meminta gaji yang tinggi daripada majikan (Australian Human Rights Commission, 2023).

ii. Kemerosotan Kesihatan

Lazimnya, pekerja menua memerlukan perhatian penjagaan kesihatan yang lebih berbanding rakan sekerja mereka yang lebih muda. Ini bermakna majikan perlu berhadapan dengan peningkatan kos yang berkaitan dengan penjagaan kesihatan seperti takaful dan insurans, penyediaan ruang kerja yang ergonomik, kos akibat pekerja kerap mengambil cuti sakit dan juga penyediaan infrastruktur mesra pekerja bagi mewujudkan aksesibiliti kepada warga kerja yang mempunyai masalah keupayaan fizikal (McQuerrey, 2023).

Walaupun ada beberapa kajian yang menunjukkan pekerja berusia ini kurang mendapat kecederaan di tempat kerja, namun apabila mereka mengalami kecederaan, ia mengambil masa yang lama untuk sembuh. Selain itu banyak kecederaan yang berlaku di tempat kerja berpunca



daripada melakukan perkara atau gerakan yang sama berulang kali. Oleh yang demikian, pekerja berusia yang melakukan sesuatu kerja secara berulang-dilaporkan lebih banyak mengalami kecederaan muskuloskeletal kerana mereka sudah lama berada dalam situasi tersebut berbanding rakan sekerja yang muda (Canadian Centre for Occupational Health and Safety, t.t).

iii. Kos Kebolehpercayaan

Kos pekerja tidak hanya terhad kepada aspek upah atau gaji; faedah persaraan dan perbelanjaan takaful atau insurans. Ia turut merangkumi kos kebolehpercayaan yang ada kaitan dengan kadar pusing ganti pekerja (*staff turnover*).

Munnell & Wettstein (2020) mendapati kos untuk gaji bagi pekerja lelaki dan wanita sepenuh masa yang berusia antara 55-60 tahun bagi di Amerika Syarikat adalah 25% lebih tinggi berbanding pekerja yang berada dalam lingkungan 30-35 tahun bagi semua spektrum tahap pendidikan. Hal ini disebabkan pekerja berusia dikatakan melakukan tugas-tugas yang memerlukan kemahiran yang lebih intensif dalam aspek sosial, verbal dan pengiraan. Selain itu kos persaraan pekerjaan berusia juga turut meningkat seiring dengan peningkatan gaji yang mereka terima sepanjang berada dalam perkhidmatan (Munnell & Wettstein, 2020).

Walaupun kadar pusing ganti dalam kalangan pekerja berusia dikatakan lebih rendah berbanding pekerja muda, namun apabila mereka berhenti kerja, firma kehilangan pekerja yang berpengalaman dan berkemahiran. Dalam sesetengah sektor, pengekalan dan pengambilan pekerja yang lebih tua adalah penting untuk menyediakan perkhidmatan pelanggan yang berkualiti. Pekerja yang lebih tua mungkin mempunyai pengetahuan mendalam tentang produk atau perkhidmatan serta mempunyai lebih banyak kredibiliti terutama dalam mewujudkan hubungan baik dengan pelanggan. Justeru adalah penting bagi organisasi untuk berusaha mengekalkan pekerja berusia ini. Selain daripada dapat mengekalkan pekerja yang berpengetahuan dan berpengalaman, langkah ini juga dapat mengurangkan kos mengambil dan melatih pekerja baru yang kurang berkemahiran atau berpengalaman (New Zealand Work Research Institute, t.t).

iv. Produktiviti yang Rendah

Umumnya, apabila meningkatnya usia, produktiviti merosot usia berpunca daripada kemerosotan fizikal dan kognitif serta keusangan kemahiran dan pengetahuan. Pekerja lebih tua tidak secergas rakan sekerja yang lebih muda seterusnya lebih terdedah kepada kecederaan (Abas@Hamdan et. al. 2018).

Walaupun ada bukti-bukti menunjukkan bahawa kebolehan kognitif dan keupayaan fizikal menurun seiring dengan peningkatan usia, namun ia turut menjadi satu kontroversi sama ada penurunan ini dapat diimbangi sama ada dengan sepenuhnya atau sebahagian, oleh peningkatan pertimbangan dan kebijaksanaan (yang biasanya dikaitkan dengan peningkatan usia seseorang). Apa yang menarik ialah walaupun ada stereotaip tentang penurunan prestasi dengan peningkatan usia, namun kajian-kajian empirikal tidak menunjukkan banyak data yang menyokong tanggapan ini (Munnell & Wettstein, 2020).

Burtless (2013) (dalam Munnell & Wettstein, 2020) mendapati secara purata, pekerja berumur 60-74 memperoleh 10-20 peratus lebih gaji atau upah berbanding pekerja berumur 25-59 tahun. Upah atau gaji yang diterima lebih tinggi secara tidak langsung menunjukkan para pekerja berusia menghasilkan produktiviti yang lebih banyak daripada rakan sekerja yang lain yang lebih muda. Dapatan Burtless ini turut disokong oleh Borsch-Supan dan Weiss (2016) yang membuat kajian di kilang pemasangan trak Mercedes Benz. Mereka mendapati purata



produktiviti pekerja meningkat secara berterusan daripada usia 25 hingga 60 tahun. Di sini pekerja berusia mengimbangi kemerosotan fizikal dan kognitif mereka dengan pengalaman dan kemampuan untuk bekerja secara bersama dalam satu pasukan. Kesannya terserlah apabila pekerja berusia ini didapati kurang melakukan kesilapan dalam barisan pemasangan (Munnell & Wettstein, 2020).

Seiring dengan perkembangan teknologi yang kini diguna secara meluas bagi memudahkan tugas dan meningkatkan produktiviti organisasi, pekerja menua perlu juga bersedia untuk mempelajari perkara-perkara baru yang diadaptasi oleh pihak pengurusan.

v. Keterjaminan Pekerjaan/Mengurangkan peluang pekerjaan kepada generasi muda

Salah satu pendekatan yang digunakan untuk menangani perubahan demografi (peningkatan masyarakat menua) ialah dengan meningkatkan had usia persaraan. Perkara ini bagaimanapun memberi kesan yang berbeza kepada majikan dan tenaga kerja. Majikan mempunyai kebimbangan tentang peningkatan kos penjagaan kesihatan dan manfaat pencen apabila mengupah pekerja menua. Manakala, individu yang bekerja selepas usia 60 tahun (had persaraan semasa) mempunyai peluang untuk meningkatkan simpanan persaraan (Mariadas & Murthy, 2023).

Cadangan untuk meningkatkan usia persaraan seiring dengan negara-negara maju ada diutarakan kepada kerajaan Malaysia. Bagaimanapun, sehingga kini Malaysia masih kekal dengan had umur persaraan minimum sedia ada, iaitu 60 tahun. Meningkatkan had usia persaraan minimum memerlukan pertimbangan yang holistik dan tidak semudah yang dianggap oleh semua pihak. Ini termasuklah dari segi undang-undang buruh, akta berkaitan KWSP, peluang pekerjaan yang ada, industri yang terlibat dan lain-lain. Bahkan tidak semua pekerja bersetuju usia persaraan dinaikkan. Cadangan menaikkan usia persaraan daripada 62 tahun kepada 64 tahun misalnya telah mencetuskan mogok dan bantahan pekerja di Perancis sehingga perkhidmatan kereta api terhenti, sekolah ditutup dan perniagaan terjejas. Para pekerja membantah kerana mereka terpaksa bekerja lebih lama untuk mendapat manfaat pencen yang dicarumkan selama perkhidmatan (Rahim, 2023).

Peningkatan had usia persaraan juga akan meningkatkan bekalan tenaga kerja di pasaran (Samorodov, 1999), apabila pekerja muda tidak dapat mengisi kekosongan pekerjaan yang sepatutnya ada jika had usia persaraan tidak dinaikkan. Keadaan ini boleh mewujudkan isu lambakan tenaga kerja dalam pasaran buruh. Sekaligus, ia boleh mendatangkan cabaran lain iaitu pengangguran, masalah sosial, upah yang rendah dan sebagainya. Bahkan ada ketikanya, persaraan awal pula digunakan secara meluas sebagai instrumen dasar untuk memberi ruang kepada pekerja muda memasuki pasaran buruh (Samorodov, 1999).

vi. Kecukupan Dana Persaraan

Dapatan oleh The World Bank (2020) tentang penuaan penduduk Malaysia mencadangkan dasar dan polisi yang disesuaikan dibangunkan memandangkan rakyat Malaysia hidup lebih lama dan memberi peluang kepada pekerja berusia memperoleh pendapatan yang mencukupi pada usia tua. Sememangnya isu kecukupan wang persaraan dan kos sara hidup yang semakin meningkat telah menyebabkan ramai pekerja terpaksa memanjangkan tempoh mereka berada dalam alam pekerjaan demi kelangsungan kehidupan.

Jika diteliti simpanan persaraan rakyat Malaysia dalam KWSP, sehingga 31 Disember 2022, daripada 4.8 juta pencarum yang berusia antara 40 hingga 54 tahun, 17 juta atau 36% hanya mempunyai simpanan RM10,000 atau kurang. Manakala 64% lagi mempunyai simpanan



melebihi RM10,000. Namun ini tidak bermakna semua mereka ini mempunyai caruman melebihi RM10,000 ini akan berjaya mempunyai simpanan asas RM240 000 pada usia 55 tahun (Malaysiakini, 2023).

Hanya 19% daripada keseluruhan 13.1 juta pencarum mempunyai simpanan yang menepati penanda aras simpanan asas yang memungkinkan mereka akan mempunyai simpanan RM240,000 pada usia 55 tahun. Ini bermakna seramai 81% pencarum KWSP yang berusia 55 tahun dan ke bawah akan menghadapi kesukaran untuk meneruskan kehidupan semasa tempoh bersara kerana dikhuatiri tidak mempunyai simpanan yang mencukupi untuk bersara (Malaysiakini, 2023).

Simpanan yang rendah dalam dana persaraan KWSP antara lain menunjukkan bahawa gaji yang diterima oleh pekerja di negara ini masih rendah yang menyebabkan caruman mereka kecil dan tidak mencapai tahap yang disarankan. Adapun demikian, faktor-faktor lain turut menyumbang kepada simpanan KWSP yang kecil seperti faktor pengeluaran dengan tujuan yang dibenarkan. Bagaimanapun, perlu diambil kira bahawa dana persaraan KWSP hanyalah merujuk kepada sebahagian daripada pekerja di Malaysia kerana terdapat lebih 2.32 juta pekerja yang bekerja sendiri pada 2022 (Jabatan Perangkaan Malaysia, 2022). Mereka yang bekerja sendiri tidak diwajibkan untuk membuat caruman KSWP.

RINGKASAN FAKTOR-FAKTOR KRITIKAL DALAM MENDEPANI ISU DAN CABARAN TENAGA KERJA MENUA

Kajian oleh Columbia University Mailman School of Public Health terhadap lebih 100 perusahaan kecil di bandaraya New York menyenaraikan sepuluh kelebihan mengekalkan dan mengupah pekerja lebih tua iaitu: berkemahiran dan berpengalaman; kekal bekerja lebih lama dan kurang mengambil cuti; memiliki etika kerja yang kuat; mengekalkan pengetahuan dan rangkaian perniagaan; mempunyai persepsi bahawa jurang teknologi boleh diatasi; membuktikan pasukan kerja yang terbaik adalah terdiri daripada berbilang generasi; memainkan peranan penting dalam melatih pekerja generasi baharu (lebih muda); memberi khidmat kepada pelanggan secara konsisten dan dengan sentuhan peribadi; dapat menarik lebih banyak peluang perniagaan; dan, menjadi sebahagian daripada jenama perniagaan (Finkelstein & Block, 2015). Abas@Hamdan et. al (2018) juga mendapati bahawa pekerja lebih tua mempunyai sikap kerja yang positif, setia, lebih terlibat, setia dan mempunyai kemahiran sosial yang lebih baik. Selain itu, mereka juga didapati mempunyai kemahiran dan kecekapan yang sering kurang dalam kalangan pekerja muda.

Berdasarkan kepada dapatan ini, tenaga kerja menua dilihat masih relevan dan diperlukan sama seperti tenaga kerja pelbagai peringkat usia dalam pelbagai sektor dan industri. Tanpa menafikan wujudnya isu dan cabaran tertentu, beberapa faktor kritikal seperti dalam Carta 2 di bawah wajar diberi perhatian untuk merealisasikan matlamat untuk mengekal dan meningkatkan produktiviti pekerja menua dalam sektor pekerjaan.

Carta 2: Faktor Kritikal Mendepani Isu dan Cabaran Tenaga Kerja Menua



Sumber: Ilustrasi Pengarang

Carta 2 di atas adalah ringkasan faktor-faktor kritikal dalam mendepani isu dan cabaran berkaitan tenaga kerja menua berdasarkan kepada perbincangan dalam seksyen-seksyen yang sebelumnya.

1. Umur semakin tua bukan faktor utama bagi menentukan seseorang itu boleh bekerja ataupun sebaliknya. Tetapi produktiviti mereka yang memberi nilai kepada pekerjaan tersebut. Seiring masa, produktiviti manusia juga boleh berubah mengikut keadaan dan kemahiran baharu yang mereka kuasai. Trend semasa juga menunjukkan pekerja menua bertukar jenis pekerjaan selepas satu tahap umur untuk menyesuaikan diri dengan keinginan atau keperluan untuk terus bekerja.
2. Perubahan demografi berlaku di seluruh dunia. Jangka hayat manusia semakin meningkat, penjagaan kesihatan yang semakin baik juga kadar kelahiran semakin mengurang di sesetengah tempat. Dengan menerima hakikat ini, kita dapat mengakui wujudnya permintaan untuk terus bekerja pada usia menua dan tua, serta terdapat keperluan untuk meningkatkan umur persaraan minimum yang diperkanunkan dalam akta berkaitan.
3. Keputusan untuk meningkatkan umur persaraan minimum bagaimanapun hendaklah dibuat secara holistik dan merentasi pelbagai aspek. Ini khususnya dengan mewujudkan lebih banyak peluang pekerjaan kepada semua peringkat tenaga kerja agar dapat menangkis persepsi tenaga kerja menua menutup peluang pekerjaan tenaga kerja muda atau pelepasan tenaga kerja menua sebagai jalan bagi firma membuka ruang kepada tenaga kerja muda. Dalam masa yang sama, perlu ada jalan keluar kepada pekerja menua



yang memilih untuk bersara sepenuhnya dari sektor pekerjaan tanpa ada sekatan ke atas dana persaraan atau pencen mereka berdasarkan had umur persaraan yang baharu. Perkara ini juga adalah satu langkah untuk tidak mendiskriminasi mereka yang memilih untuk tidak lagi berada dalam sektor pekerjaan dan mengelakkan bantahan terhadap keputusan kerajaan untuk menaikkan had usia persaraan.

4. Proses pembangunan akan diiringi dengan pelbagai perubahan seperti dalam aspek teknologi, kemahiran baharu, kaedah komunikasi dan lain-lain. Adaptasi terhadap perubahan dan keperluan baharu ini membantu tenaga kerja menua khususnya untuk kekal relevan dalam pekerjaan mereka. Ini dapat dilakukan dengan kesanggupan untuk mengikuti latihan berkaitan dan kesanggupan firma atau individu untuk mengeluarkan kos ke atas latihan tersebut. Tidak dapat dinafikan bahawa mempelajari sesuatu kemahiran yang baharu adalah cabaran kepada pekerja menua dalam proses kerja. Akan tetapi penguasaan kemahiran baharu seperti celik teknologi dan celik digital tidak terhasil secara semulajadi. Bahkan, pekerja muda juga perlu belajar dan perlu sentiasa belajar bagi meningkatkan kemahiran masing-masing. Justeru pihak majikan perlu mewujudkan satu persekitaran yang dilihat bukan sahaja menyokong pekerja muda tetapi juga pekerja menua. Pekerja akan rasa lebih gembira dan lebih produktif sekiranya mereka merasa pihak majikan sentiasa memberi sokongan dalam bentuk latihan dan peluang terutama dari segi pembangunan kerjaya mereka.
5. Menukar persepsi tentang umur dan kemerosotan produktiviti dalam kalangan tenaga kerja menua dengan mengemulangi potensi individu berkenaan. Pekerja menua boleh dilihat sebagai modal hikmah (*wisdom capital*) (Vasconcelos, 2017) dalam organisasi. Dalam lain perkataan, ia adalah bagaimana sesebuah organisasi untuk menghargai dan memanfaatkan potensi keupayaan pekerja menua mengikut kesesuaian fizikal dan usia mereka. Perkara ini boleh dilaksanakan dengan menawarkan fungsi pekerjaan yang berbeza mengikut kesesuaian atau kaedah bekerja secara fleksibel kepada pekerja menua yang layak. Ia juga boleh menjadi rancangan persaraan secara berperingkat bagi pekerja dan majikan tersebut.
6. Untuk menggapai kemajuan seiring dengan negara maju, Malaysia perlu merangka dasar dan polisi berkaitan yang lebih teratur. Ini termasuklah mengemaskini undang-undang buruh (khususnya untuk pekerja menua), pelan perkhidmatan kesihatan dan juga rancangan simpanan persaraan atau sistem pencen swasta bagi memastikan matlamat pekerjaan berterusan pada usia menua. Objektifnya untuk membolehkan pekerja menua mempunyai pendapatan semasa yang mencukupi dan menambah simpanan persaraan mereka. Ketika ini juga, aspek kemampuan simpanan persaraan ini juga telah menjadi salah satu daripada matlamat Ekonomi Madani di bawah tunjang Jaringan Perlindungan Sosial Untuk Semua (Pejabat Perdana Menteri Malaysia, 2023).

KESIMPULAN

Berdasarkan faktor-faktor kritikal yang digariskan dalam makalah ini, terdapat keperluan untuk membangunkan satu gerak kerja khusus ke arah menyokong pengekalan dan usaha meningkatkan produktiviti tenaga kerja menua secara sistematik. Dalam lain perkataan, aspek perundangan serta dasar dan polisi berkaitan harus dikemaskini mengikut keperluan atau dibangunkan sekiranya masih belum ada.

Terdapat sekurang-kurangnya dua objektif utama yang wajar dijadikan asas kepada pembentukan garis panduan atau dasar khusus yang melibatkan tenaga kerja menua. Pertama ialah tentang memanjangkan produktiviti tenaga kerja menua dengan menangani diskriminasi



umur, menjamin kebajikan pekerja dan majikan, menawarkan fleksibiliti dalam pekerjaan dan merancang strategi dana persaraan dan insurans/takaful yang baik menjelang Malaysia menjadi negara tua. Sudah pasti perkara ini tidak boleh dilakukan secara bersendirian. Sebaliknya ia memerlukan kerjasama semua pihak iaitu kerajaan, majikan, persatuan pekerja, agensi-agensi berkaitan, pekerja itu sendiri dan sebagainya.

Perkara kedua yang tidak kurang pentingnya ialah merancang strategi untuk melatih pekerja ganti (pelapis) melalui bimbingan daripada tenaga kerja menua sedia dan usaha majikan dalam melaksanakan rancangan program bimbingan tersebut. Keperluan ini sangat mendesak khususnya dalam pekerjaan-pekerjaan kritikal dan kemahiran khusus. Berdasarkan trend, didapati bahawa corak penurunan KPTB pekerjaan profesional (wanita) bermula pada usia 55 tahun. Manakala, kajian Abas@Hamdan et. al (2018) mendapati bahawa 40% majikan di Malaysia melihat persaraan pekerja lebih tua sebagai satu kehilangan kemahiran dan pengalaman yang bernilai. Sekiranya perkara ini tidak ditangani, Malaysia bukan sahaja kehilangan bakat dan kemahiran yang penting bagi negara, bahkan mungkin terpaksa mengimport lebih ramai tenaga kerja profesional luar bagi memenuhi keperluan negara.

Penuaan adalah satu bentuk paradoks yang paling tidak adil yang wujud dalam pasaran buruh. Setelah sekian lama bekerja keras dalam bidang yang diceburi, akhirnya para pekerja ini mendapati mereka “dihukum” dalam bentuk diskriminasi umur dan pelbagai stereotaip negatif (Nova, 2022). Oleh itu, memandangkan diskriminasi umur ini adalah sesuatu yang biasa berlaku dalam sektor pekerjaan, para pekerja menua perlu membuat persediaan awal bagi menghadapinya. Aspek penjagaan kesihatan dan kesediaan untuk mempelajari sesuatu yang baru terutama yang berkaitan dengan teknologi dan inovasi dapat membantu mengurangkan kesan penuaan dan pada masa yang sama dan mengikis tanggapan negatif majikan terhadap keupayaan dan kemampuan para pekerja berusia ini.

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018-016

HALANGAN PELAKSANAAN PERUNTUKAN UNDANG-UNDANG DALAM MENGATASI ISU RUMAH KOSONG DAN TERBIAR DI LUAR BANDAR

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ABSTRAK

Kajian ini disediakan untuk melihat jika Malaysia berdepan dengan terlalu banyak lambakan rumah terbiar di kawasan luar bandar, maka kajian ini boleh dirujuk dan dijadikan sebagai suatu tanda aras berkenaan penyelesaian isu Rumah Kosong dan Terbiar (RKT) berdasarkan penambahbaikan pelaksanaan peruntukan undang-undang. Kajian terdahulu mendapati bahawa tindakan penguatkuasaan terhadap tanah terbiar sebagai pelanggaran syarat tanah yang boleh menyebabkan tanah tersebut dirampas oleh pihak Pentadbir Tanah berdasarkan seksyen 129(4)(c) adalah kurang dikuatkuasakan atau dilaksanakan demi menjaga hubungan yang baik antara pihak kerajaan dengan masyarakat. Disebabkan penguatkuasaan yang lemah, maka timbullah isu RKT yang banyak saban tahun terutamanya di kawasan pendalaman kesan daripada penghijrahan penduduk. Oleh yang demikian, objektif pertama manuskrip ini adalah untuk mengenal pasti parameter perundangan ke atas tanah bermilik terutamanya di kawasan luar bandar. Penemuan ini menunjukkan bahawa KTN 1965 merupakan undang-undang yang perlu dijadikan rujukan utama kepada setiap tindakan berkaitan pentadbiran tanah di Malaysia. Seterusnya, objektif kedua kajian ini iaitu mengkaji faktor halangan pelaksanaan peruntukan undang-undang pentadbiran tanah dalam mengatasi isu RKT di kawasan luar bandar yang akan dicapai berdasarkan temu bual bersama pentadbir tanah di setiap daerah yang terlibat. Kajian ini menggunakan pendekatan kajian kes yang merujuk kepada peratusan bilangan kampung di luar bandar yang melebihi 50% daripada keseluruhan kampung di negeri tersebut. Negeri yang terlibat adalah Pahang, Negeri Sembilan dan Perak. Hasil analisis menunjukkan faktor utama yang menjadi halangan adalah jenis pemilikan tanah yang menghalang tindakan undang-undang dilaksanakan, peruntukan undang-undang yang tidak jelas, kelemahan tindakan penguatkuasaan dan sikap setiap pihak yang terlibat. Keempat-empat faktor halangan ini merupakan faktor yang saling berkaitan apabila sikap pemilik serta pentadbir yang tidak mengambil tindakan sewajarnya ke atas rumah tersebut dan didorong oleh jenis pemilikan tanah itu sendiri yang menghalang tindakan dilaksanakan dan dalam masa yang sama, tindakan yang menjurus kepada isu RKT di luar bandar tidak dinyatakan dengan jelas di dalam peruntukan undang-undang. Oleh itu, pencapaian kepada penyelesaian isu RKT perlu diketengahkan dengan meminda undang-undang yang berkaitan. Tuntasnya, kajian ini akan dapat membantu pihak pengubal serta pelaksana undang-undang dalam menyelesaikan isu RKT melalui pelaksanaan pengurusan tanah terbiar berbanding penguatkuasaan rampasan tanah.

Keywords: rumah kosong dan terbiar, luar bandar, undang-undang, halangan



035-033

AGING AND SOCIOECONOMIC DEVELOPMENT IN CHINA: LESSONS FOR MALAYSIA

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ABSTRACT

Population aging is a major issue in the People's Republic of China (PRC) because of the rapid fertility decline after 1970. In China, increasing average life expectancy and decreasing birth rates caused an accelerated aging process. This study focuses on the research progress concerning the relationship between population aging and socio-economic developmental changes in the last two decades. The research methodologies adopted were based on qualitative and quantitative approaches to determine the country's socio-economic changes concerning population aging. The target population is characterized by the following demographics aspects, i.e., individuals aged 60 or above; elderly men and women residents of China; elderly living with families; elderly living without families, elderly living in home-based care; elderly living in institutional care; elderly living in community-based care; elderly patients in healthcare services, and also governmental institutions under which social and public policies associated with elderly are developed. The elderly people are inspected for their self-rated health condition, the self-rated economic status they are experiencing, the quality of life they are living, and public or social policies regarding government reforms for the welfare of old-aged people in Chinese society. The sample size of elderly individuals contains 230 men and women with 60 ages or above who are residents of China. This study uses the simple random sampling technique to collect research data among the target population. The study found a negative relationship between population aging and socioeconomic development. In other words, a significant negative relationship exists between population aging and socio-economic developmental changes regarding self-rated health conditions, quality of life, self-rated economic status, and statutory reforms. The study's implication for Malaysia is to encourage a healthy lifestyle from a young age so that the socioeconomic development aspects of aging can be better addressed during the old age period.

Keywords: aging, socioeconomic development, China, Malaysia

039-037

**PERCEIVED SOCIAL SUPPORT, MENTAL HEALTH AND QUALITY OF LIFE
AMONG RECIPIENTS OF OLD AGE FINANCIAL ASSISTENCE**

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ABSTRACT

The present study examines multidimensional perceived social support, mental health and quality of life (QOL) in older adults aged 60 years and older who receive the financial assistance provided by the Department of Social Welfare. A cross-sectional study approach was conducted among 487 older adults living in Selangor, Malaysia, who are the recipients of old age financial assistance known as *Bantuan Warga Emas (BWE)*. The sample was stratified according to districts in Selangor and randomly selected from the list of BWE recipients. Data were collected between January to April 2023 through face-to-face interviews using structured questionnaire that include socio-demographic characteristics, Multidimensional Scale of Perceived Social Support (MSPSS), Depression, Anxiety and Stress (DASS-21) scale and World Health Organization Quality of Life Instrument – Older Adults Module (WHOQOL-OLD). Descriptive statistical analysis was used for describing the characteristics of respondents. Pearson's correlation analysis was employed to analyse the relationship between perceived social support, mental health and QOL among the study sample. A multiple regression analysis was performed to determine the predictors of QOL. The mean age of BWE recipients' respondents was 69.12 years ($SD = 4.6$), and almost two-thirds (63.7%) were female. The mean total score of QOL was 67.25 percent ($SD = 10.09$). Majority of them exhibited a moderate level of QOL and only a few demonstrated a high (9.0%) and low level (5.3%). Among the facets of WHOQOL-OLD, only sensory abilities facet demonstrated a 'high' level of QOL, while all other facets were at the 'moderate' level. There were significantly positive associations among gender, have other income resources, family support, friends support, significant others support and the QOL. Significantly, age, depression, anxiety and stress were associated with the QOL of the BWE recipients. The factors which could significantly predict the QOL of BWE recipients included the age, gender, family support, friend support, significant others support, and depression, which jointly contributed 50.8 percent of variance in QOL of the BWE recipients. Of these predictors,



the depression was the most influential variable on the QOL. The findings of this study suggest that making improvements to the BWE recipients mental health and perceived social support from family, friends and significant others will increase their QOL.

Keywords: social support, mental health, older adults, quality of life

050-048

PANDANGAN BAKAL TEKNOUSAHAWAN MASA HADAPAN TERHADAP PASARAN GERONTEKNOLOGI

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ABSTRAK

Populasi warga emas menunjukkan peningkatan yang ketara terutama sekali kepada negara-negara membangun dan sedang membangun seperti Malaysia. Ini disebabkan oleh arus perubahan modenisasi dan globalisasi kesan daripada perkembangan serta peningkatan kemudahan dan taraf kesihatan, kemajuan teknologi, kesedaran penduduk terhadap kepentingan menjaga kesihatan dan perubahan taraf pendidikan serta perkerjaan yang semakin baik. Berdasarkan perspektif usahawan dan ekonomi, pertambahan populasi warga emas dilihat mempunyai potensi serta peluang yang besar dalam penghasilan teknologi dan inovasi baharu terutama sekali dalam aspek geronteknologi. Walaupun banyak kajian yang menunjukkan geronteknologi mempunyai potensi yang besar pada masa hadapan, namun masih ramai usahawan mahupun bakal teknousahawan tidak jelas dengan segmen baharu ini. Oleh itu, kajian ini mengkaji persepsi bakal teknousahawan terhadap pasaran produk inovasi bagi warga emas pada masa hadapan lebih-lebih lagi Malaysia dijangka bergelar status negara tua menjelang 2030. Soal selidik diedarkan kepada 150 bakal teknousahawan yang sedang mengikuti pengajian di Universiti Teknikal Malaysia Melaka (UTeM) untuk melihat pengetahuan mereka terhadap pasaran warga emas, kesediaan bakal teknousahawan menganggap warga emas sebagai segmen berpotensi dan cadangan produk mahupun perkhidmatan yang berpotensi di pasaran pada masa hadapan bagi keperluan warga emas. Secara umumnya responden menyedari peluang dan potensi yang besar geronteknologi dari aspek ekonomi pada masa hadapan. Namun, pengetahuan berkaitan geronteknologi khususnya permasalahan kesihatan dan ketidakupayaan golongan warga emas ini masih rendah. Pengetahuan tentang penuaan dan pasaran warga emas terutama sekali aspek geronteknologi menjadi faktor utama kepada responden untuk menjana idea-idea baharu bagi penghasilan inovasi produk atau perkhidmatan berasaskan teknologi yang mampu membantu serta meringankan permasalahan yang dihadapi oleh warga emas bagi mendepani kehidupan mereka pada masa hadapan.

Kata kunci: Geronteknologi, warga emas, kesejahteraan ekonomi, penuaan.



040-061

HOUSEHOLD COMPOSITION AND POVERTY IN PERAK: AN EQUIVALIZED APPROACH

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ABSTRACT

Perak was one of the richest and most populous states in the Malay Peninsula prior to Independence due to tin and rubber. Successive decades of net interstate migration after the 1950s, however, has resulted in Perak emerging as the oldest state in Malaysia. According to the latest Census publication, older persons aged 60 years or over made up 13.4% of the total state population in the Silver State ($n_{60+} = 334,981$). This paper aims to compare population ageing trends in Perak by sex, ethnicity and administrative district, as well as an analysis of poverty among older households using the HIES2019 microdata. Published age-disaggregated data was also utilized for national comparison. The findings revealed that 46.8% of households in Perak ($n_{hh} = 1,313$) include at least one resident aged 60 years or older. This figure notably exceeds the national average of 36.8% ($n_{hh} = 16,354$) significantly. Additionally, the results indicated that the proportion of Perak households consisting solely of older persons (16.1%) is nearly double that of Malaysia's (8.2%). In Perak, the percentage of one-person households who are the elderly stands at 7.3%, compared to 3.3% for Malaysia. If the household income classifications in 2019 is used, 58% of the Perak households falls under the B40 category and 31.1% of those are households with older person(s). Using an equivalized income approach that considers the variations in household size and composition, including the number of adults and children, the thresholds for measuring poverty undergo significant alterations. In conclusion, by accounting for economies of scale in consumption, a distinct perspective emerges when assessing household poverty levels in Perak.

Keywords: HIES2019, Old-age Poverty, Living Arrangement, Demography, Equivalence Scale



068-063

PERTUMBUHAN DAN TABURAN SPATIAL PENDUDUK BUKAN WARGANEGARA DI MALAYSIA

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ABSTRAK

Malaysia merupakan salah sebuah negara yang sedang membangun dan berkembang dengan pesat dengan kadar pertumbuhan ekonomi 8.7 peratus pada 2022. Pertumbuhan ekonomi Malaysia didorong oleh dua sektor utama iaitu perkhidmatan dan pembuatan di samping sokongan sektor lain seperti pertanian, perlombongan dan pembinaan. Seiring dengan kemajuan dan pertumbuhan pesat ekonomi negara, komposisi penduduk bukan warganegara di Malaysia semakin meningkat dengan ketara bermula dengan 4.3 peratus (751,113 orang) daripada jumlah penduduk negara pada tahun 1991 kepada 8.3 peratus (2,691,070 orang) pada tahun 2020. Secara umumnya, majoriti penduduk bukan warganegara adalah terdiri daripada pekerja yang bekerja di pelbagai sektor ekonomi. Kementerian Dalam Negeri (KDN) pada tahun 2015 menyatakan bahawa kemasukan pekerja asing di negara ini adalah untuk memenuhi keperluan pekerjaan yang bekerja di Malaysia meliputi tiga sektor iaitu *3D (kotor (Dirty), sukar (Difficult) dan Bahaya (Dangerous)*. Peningkatan penduduk bukan warga negara memberi implikasi yang positif dan negative kepada negara. Berdasarkan analisis statistik spatial menggunakan data Banci Penduduk dan Perumahan Malaysia 1991-2020, taburan spatial secara berkelompok dapat diperhatikan sepanjang tempoh tersebut. Penggunaan aplikasi dan data spatial dalam kajian yang diharapkan dapat menjadi input tambahan kepada perancangan pembangunan sosial negara terutama dalam aspek keselamatan khususnya di peringkat daerah dan strata.

Kata kunci; penduduk bukan warga negara, taburan spatial, spatial statistik



080-078

KONSEP PERUMAHAN BERSAMA BERDASARKAN PENTADBIRAN MAQASID SHARI'AH

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ABSTRAK

Kertas kajian ini meneroka konsep perumahan bersama yang diasaskan pada prinsip-prinsip Maqasid Shari'ah. Maqasid Shari'ah merupakan kerangka konseptual dalam Islam yang menekankan pemeliharaan dan pencapaian tujuan-tujuan asas dalam kehidupan manusia, termasuk keselamatan, kesejahteraan, dan keadilan. Kajian ini mengkaji bagaimana konsep perumahan bersama boleh diselaraskan dengan prinsip-prinsip Maqasid Shari'ah untuk memastikan kesejahteraan dan kebahagiaan masyarakat setempat. Kajian ini juga bertujuan untuk mengkaji persepsi dan penerimaan konsep perumahan bersama berdasarkan pentadbiran Maqasid Shari'ah oleh golongan tua beragama Islam di dua negeri di Malaysia, iaitu Johor dan Selangor. Kaedah temu ramah telah diadakan terhadap responden yang berusia 50 tahun dan ke atas, sejumlah 641 orang responden telah di temu ramah bagi kajian ini. Hasil kajian menunjukkan bahawa golongan tua beragama Islam di kedua-dua negeri ini amat bersetuju dengan konsep perumahan bersama yang ditakbirkan berdasarkan Maqasid Shari'ah. Mereka melihatnya sebagai satu pendekatan yang sejajar dengan nilai-nilai agama dan membawa manfaat dalam kehidupan seharian mereka. Hasil kajian mendapati bahawa perumahan bersama yang mengutamakan keselamatan, kemudahan akses kepada perkhidmatan asas seperti masjid, pusat pengajian, dan pusat kesihatan, serta mengamalkan prinsip keadilan dalam pengagihan sumber-sumber perumahan, membantu meningkatkan kesejahteraan golongan tua dalam suasana yang mendukung nilai-nilai agama Islam. Kajian ini juga mencadangkan perlunya peningkatan kesedaran dan pemahaman tentang konsep perumahan bersama ini di kalangan golongan tua. Pendidikan dan penyuluhan yang lebih lanjut boleh membantu memperkukuhkan pemahaman masyarakat dan meningkatkan pelaksanaan konsep perumahan bersama. Konsep perumahan



bersama akan menghasilkan komuniti yang sihat, sejahtera dan membawa nilai kehidupan agama Islam dalam kehidupan bermasyarakat.

Kata kunci: Maqasid Shari'ah, perumahan bersama, golongan tua, komuniti, kesejahteraan



081-079

LATE LIFE INACTIVITY AND RISK OF COGNITIVE DECLINE - EVIDENCE FROM MARS DATA

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ABSTRACT

One fundamental aspect of aging is cognitive function decline where it is found to be increasing significantly with age, and the most detrimental result of cognitive decline is dementia. The ratio of people aged 65 and above in the country has increased steadily since the 1970s, becoming great social and economic challenges of the 21st century. Previous studies cited well-established factors to account for the decline in cognitive performance, among them are pathology-related as well as various life experiences such as education, occupation, and physical activities. This project proposes the investigation into the consequences of occupational inactivity and leisure activities on cognitive level among Malaysian older adults surveyed in the Malaysian Ageing and Retirement Survey (MARS). First, the study set out to explore the relationship between cognitive performance and occupational and non-occupational activities, controlling for other factors related to social and economic status. Second, we employ a frontier stochastic model to estimate cognitive scores at the boundary instead of the average scores for all individuals. Third, testing the effect of potential factors could lead into greater understanding of the concepts of cognitive level, which then lead to intervention plans. Even though association between physical performance and cognitive function are strongest at later stages of dementia, but it can be detected at an earlier stage, therefore mitigation can be done to avoid future decline.

Keywords: cognitive aging, cognitive reserve, older adults, Alzheimer disease.



082-080

KESAN PERALIHAN DEMOGRAFI TERHADAP KEBAJIKAN SOSIAL DAN PASARAN BURUH: PERBINCANGAN KUMPULAN FOKUS

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ABSTRAK

Peralihan demografi merujuk kepada perubahan dalam struktur penduduk sesebuah negara, terutamanya berkaitan dengan faktor-faktor seperti kadar kelahiran, kadar kematian, dan jangka hayat penduduk. Kajian ini bertujuan untuk mengenal pasti kesan peralihan demografi terhadap kebajikan sosial dan pasaran buruh yang dijalankan di Shah Alam, Selangor dalam kalangan ketua isi rumah. Seramai 14 orang terlibat sebagai pemberi maklumat atau peserta yang dibahagikan kepada dua perbincangan kumpulan fokus. Hasil kajian mendapati bahawa impak pandemik COVID-19 telah menyebabkan ramai kehilangan pekerjaan dan isu peningkatan kos sara hidup membebankan rakyat yang memerlukan perancangan kewangan yang sistematik bagi memastikan pengurusan keluarga yang berkesan. Peralihan demografi menyaksikan peningkatan dalam populasi warga tua yang membawa kepada peningkatan permintaan untuk perkhidmatan kesihatan dan penjagaan jangka panjang. **Isu kehamilan remaja adalah antara yang terjejas yang memerlukan** program pendidikan kesihatan reproduktif yang lebih baik. Dengan kadar kelahiran menurun, pasaran buruh mungkin menghadapi penurunan bilangan pekerja baru. Ini memberi tekanan kepada pertumbuhan ekonomi negara. Kajian itu juga mendapati bahawa peralihan demografi menuntut penekanan kepada pendidikan berkualiti dan berkesan untuk menyediakan golongan muda menghadapi cabaran pasaran buruh yang berubah-ubah. Peralihan demografi mempengaruhi dasar keluarga seperti perancangan keluarga dan sokongan kepada ibu bapa yang bekerja. Justeru, kepentingan pengurusan peralihan demografi yang berkesan bagi memastikan negara dapat mengekalkan pertumbuhan ekonomi yang mampan, menyediakan perkhidmatan kesihatan dan pendidikan yang berkualiti serta menjaga kebajikan sosial masyarakat. Inilah cabaran dan peluang yang perlu dihadapi oleh Madani Malaysia dalam dasar awam dan pembangunan negara yang mampan.

Kata kunci: Peralihan demografi, tanggapan, populasi.

PENGENALAN

Peralihan demografi merujuk kepada perubahan dalam struktur penduduk sesebuah negara atau rantau, terutamanya berkaitan dengan faktor-faktor seperti kadar kelahiran, kadar kematian, dan jangka hayat penduduk. Peralihan demografi yang telah melanda dunia sejak akhir abad kesembilan belas membawa kepada pengurangan ketara dalam kadar kesuburan dan pertumbuhan penduduk di seluruh dunia. Peralihan itu telah membolehkan ekonomi menukar sebahagian besar keuntungan daripada pengumpulan faktor dan kemajuan teknologi kepada pertumbuhan pendapatan per kapita. Keadaan ini meningkatkan produktiviti buruh dan proses pertumbuhan melalui tiga saluran.



Pertama, penurunan pertumbuhan penduduk mengurangkan pengeluaran stok modal dan infrastruktur yang semakin meningkat, meningkatkan jumlah sumber per kapita. Kedua, pengurangan kadar kesuburan membolehkan pengagihan semula sumber daripada kuantiti kanak-kanak ke arah kualiti mereka, meningkatkan pembentukan modal insan dan produktiviti buruh. Ketiga, penurunan kadar kesuburan mempengaruhi taburan umur penduduk, sementara meningkatkan pecahan buruh dalam populasi dan dengan itu meningkatkan produktiviti per kapita secara mekanikal (van de Walle 1992).

Peningkatan pendapatan per kapita sebelum penurunan kesuburan telah menyebabkan beberapa penyelidik berpendapat bahawa penurunan kesuburan dicituskan oleh peningkatan pendapatan dalam proses perindustrian. Becker (1960) berhujah bahawa penurunan kesuburan adalah hasil sampingan daripada peningkatan pendapatan dan peningkatan yang sepadan dalam kos peluang pemeliharaan kanak-kanak. Beliau mencadangkan peningkatan pendapatan membawa kepada penurunan kesuburan kerana kesan pendapatan positif terhadap kesuburan didominasi oleh kesan negatif yang disebabkan oleh peningkatan kos peluang membesarkan anak. Becker dan Lewis (1973) berhujah bahawa turun naik pendapatan berkenaan dengan pelaburan dalam pendidikan kanak-kanak adalah lebih besar daripada bilangan kanak-kanak. Oleh itu, peningkatan pendapatan membawa kepada penurunan kesuburan bersama-sama dengan peningkatan pelaburan dalam setiap kanak-kanak.

Konsep kebajikan sosial juga merupakan tahap yang mana keperluan dan keinginan penduduk dipenuhi (Johnston et al. 2000). Ia menerangkan kualiti hidup yang dinikmati oleh individu atau kumpulan. Kualiti hidup juga merupakan keadaan kesejahteraan penduduk yang dibalas atau seperti yang dikenal pasti melalui petunjuk atau petunjuk. Secara umumnya, kebajikan sosial boleh ditakrifkan sebagai proses pelbagai dimensi yang melibatkan kebajikan kedua-dua aspek kuantiti dan kualiti dalam kehidupan masyarakat. Oleh itu, kebajikan sosial lebih mudah difahami melalui analisis komponennya. Kandungan komponen paling komprehensif disusun oleh Institut Penyelidikan Pembangunan Sosial Pertubuhan Bangsa-Bangsa Bersatu (UNRISD 1966) yang menyenaraikan sembilan komponen iaitu pemakanan, perlindungan, kesihatan, pendidikan, rekreasi, keselamatan, kestabilan sosial, persekitaran fizikal dan pendapatan berlebihan.

Manakala pasaran buruh merujuk kepada interaksi antara permintaan dan penawaran buruh dalam ekonomi. Ia melibatkan hubungan antara majikan yang mencari pekerja dan individu yang mencari pekerjaan. Pasaran buruh adalah tempat di mana urusan niaga berkaitan kerja berlaku, termasuk pembayaran gaji, penentuan gaji, dan penyelesaian kontrak pekerjaan. Faktor-faktor seperti kadar pengangguran, persaingan, kelayakan pekerja, dan keadaan keseluruhan ekonomi mempengaruhi dinamik pasaran buruh. Dalam erti kata lain, pasaran buruh adalah tempat di mana pertukaran buruh dan upah berlaku berdasarkan pertemuan antara bekalan dan permintaan dalam ekonomi.

Malaysia juga sedang mengalami peralihan demografi dari masa ke masa, dan ini mempunyai pelbagai implikasi terhadap kebajikan sosial, pasaran buruh, dan dasar awam Negara. Teori peralihan demografi memainkan peranan dalam menerangkan keadaan pertumbuhan penduduk di Malaysia. yang dikaitkan dengan perubahan kadar kelahiran dan kadar kematian yang berlaku akibat transformasi sosioekonomi kerana menerima impak daripada proses urbanisasi dan proses perindustrian (Asmah & Rosniza Aznie, 2011). Ketika ini, Malaysia berada di fasa tiga dalam fasa peralihan demografi yang menunjukkan kadar kelahiran mula menurun, manakala kadar kematian semakin stabil (Ezatul Nisha, 2020), justeru pertumbuhan penduduk semakin perlahan.



PENDUDUK Malaysia meningkat sebanyak 2.1 peratus kepada 33.4 juta orang bagi suku tahun kedua 2023 berbanding 32.7 juta bagi tempoh sama tahun lalu. Bilangan kelahiran hidup di Malaysia mencatatkan peningkatan sebanyak 13.0 peratus kepada 105,961 kelahiran pada suku kedua tahun ini, berbanding 93,799 kelahiran hidup bagi tempoh yang sama tahun lepas (Jabatan Perangkaan Malaysia, 2023). Pertumbuhan penduduk adalah penunjuk penting dalam menentukan arah perubahan penduduk masa depan yang dijangkakan.

Ini selaras dengan konsep Madani Malaysia iaitu kesediaan menerima perubahan, dengan mengambil kira saranan semua lapisan masyarakat yang mempunyai keinginan untuk pemulihan melalui pembaharuan substantif untuk Malaysia yang lebih maju dan makmur. Malaysia merupakan usaha bersepadu dan holistik untuk menjadikan semua dasar dan pelaksanaan di Malaysia lebih berperikemanusiaan yang sentiasa ditambah baik melalui perbincangan dan maklum balas rakyat. Usaha bersepadu dalam melahirkan modal insan berdaya tahan boleh merangsang pekerja tempatan sejajar dengan peningkatan berterusan sektor pekerjaan. Ini berikutan permintaan buruh yang lebih banyak fasa dengan pembukaan sektor-sektor ekonomi serta penciptaan peluang pekerjaan untuk mengekalkan pasaran perniagaan dalam era endemik yang semestinya akan menentukan kejayaan Malaysia yang lebih cemerlang pada masa hadapan (Anwar Ibrahim, 2023).

Artikel ini membincangkan kesan peralihan demografi terhadap kebajikan sosial dan pasaran buruh. Struktur umur penduduk memainkan peranan penting dalam perubahan demografi dan kesan sosioekonomi. Negara-negara dengan sejumlah besar orang dewasa boleh menghasilkan tenaga kerja yang berkualiti tinggi, tetapi juga perlu menyediakan pendidikan yang baik. Sebaliknya, negara-negara yang mempunyai bilangan anak muda yang tinggi perlu menguruskan beban penuaan penduduk dengan penjagaan kesihatan yang mahal. Artikel ini menerangkan perubahan dan faktor yang mempengaruhi pertumbuhan penduduk di Malaysia, termasuk hubungan dengan peralihan demografi dan implikasinya terhadap struktur umur penduduk dan sosioekonomi negara.

OBJEKTIF KAJIAN

- 1) Memahami keadaan kebajikan sosial di kalangan penduduk dewasa kerana peralihan demografi.
- 2) Periksa keadaan pasaran buruh di kalangan penduduk dewasa kerana peralihan demografi.
- 3) Mengkaji bagaimana inisiatif populasi dewasa menangani kesan peralihan demografi terhadap kebajikan sosial dan pasaran buruh.

LITERATUR

Pertumbuhan penduduk adalah salah satu isu penduduk yang sering dibincangkan. Berdasarkan kajian yang dijalankan oleh Ruslan dan Noresah (2002) membincangkan corak dan hubungan pertumbuhan penduduk antara penempatan di negeri-negeri Wilayah Utara Semenanjung Malaysia. Ia menunjukkan penggunaan Sistem Maklumat Geografi sebagai bantuan kepada analisis spatial.

Autokorelasi ruang adalah kaedah yang telah digunakan dalam kajian ini untuk mengesan sama ada terdapat hubungan pertumbuhan antara penempatan di negeri-negeri yang dikaji. Hasil kajian mendapati bahawa terdapat peningkatan hubungan antara pertumbuhan penduduk dan kewujudan pembangunan baru seperti kawasan perindustrian dan kawasan pelancongan yang terdapat di penempatan berdekatan. Sebaliknya, ia juga berbeza daripada kajian yang dijalankan



oleh Nik Norliati dan Usman (2014) mengenai perubahan dalam komposisi penduduk Malaysia dengan menjelaskan pertumbuhan penduduk dalam bentuk peratusan kadar pertumbuhan untuk menggambarkan kajian keseluruhan perubahan demografi penduduk.

Begitu juga kajian yang dijalankan oleh Usman dan Tarmiji (2009) membincangkan perubahan dalam komposisi dan taburan penduduk Sarawak menggunakan konsep kajian yang sama, secara tidak langsung kaedah kajian bagi kedua-dua kajian ini menggunakan analisis pertumbuhan penduduk. Manakala, Abd Rahman and Prema Letha (2014) menekankan pertumbuhan penduduk dalam kajian bandar dengan menggunakan tempoh urbanisasi dalam pertumbuhan penduduk bandar.

Biasanya, penunjuk yang digunakan dalam pertumbuhan penduduk bandar adalah tempoh urbanisasi yang dikira berdasarkan kadar pertumbuhan penduduk tahunan untuk mengetahui bagaimana perubahan tahap urbanisasi dari masa ke masa. Oleh itu, kajian pertumbuhan penduduk berkaitan dengan fenomena ruang, jadi ciri-ciri ruang perlu diambil kira secara langsung untuk menggambarkan aspek populasi.

Perubahan struktur umur berlaku kerana mereka dipengaruhi oleh tiga komponen pertumbuhan penduduk, iaitu kelahiran, kematian dan penghijrahan, secara tidak langsung membawa kepada ketidakseimbangan antara struktur umur di kalangan penduduk. Pada dasarnya, struktur umur penduduk terdiri daripada orang muda, dewasa dan tua. Suriati dan Katiman (2019) berpendapat bahawa struktur umur boleh menjadi petunjuk penting dalam proses perubahan demografi dan ia memberi kesan kepada sosioekonomi sesebuah negara. Ini dikatakan kerana kesukaran mengawal perubahan struktur umur yang berlaku boleh menyebabkan wujudnya jurang pembangunan dalam sesebuah negara.

Apabila sesebuah negara mempunyai sejumlah besar orang dewasa, maka negara ini mempunyai tenaga kerja yang tinggi. Ini menyebabkan negara melahirkan keperluan untuk tenaga kerja yang berkemahiran tinggi dan berdaya saing, secara tidak langsung membantu dalam meningkatkan produktiviti negara. Walau bagaimanapun, bagi negara-negara yang mempunyai bilangan anak muda yang tinggi, ia telah dikenakan ke atas orang dewasa dalam kos menyediakan pendidikan untuk lebih baik.

Sekiranya negara gagal menyediakan keperluan asas untuk golongan muda, ia mungkin akan kehilangan bekalan tenaga kerja yang berkualiti pada masa akan datang. Di samping itu, peningkatan jangka hayat menyebabkan sesebuah negara mempunyai bilangan warga tua yang tinggi, sekali gus membawa kepada isu penuaan penduduk. Merujuk kepada Marlini (2020), kesan penuaan penduduk telah menyebabkan kerajaan menanggung beban kos penjagaan kesihatan yang cukup tinggi untuk membiayai keperluan warga emas. Oleh itu, masalah mengubah struktur umur yang dihadapi oleh setiap negara mesti diselesaikan dengan cara yang terbaik dan adil untuk setiap lapisan struktur umur penduduk untuk membawa banyak faedah.

METODOLOGI

Kajian ini menggunakan kaedah kualitatif, iaitu pendekatan penyelidikan yang digunakan untuk memahami fenomena kompleks dalam konteks sosial dan budaya. Kaedah ini sering digunakan dalam kajian sains sosial (Ritchie, 2003). Kaedah kajian ini ialah Focus Group Discussions (FGD) yang melibatkan sekumpulan peserta dalam sesi perbincangan mengenai topik tertentu. Melalui FGD membolehkan interaksi antara peserta yang mempunyai pengalaman atau pandangan yang berbeza. Interaksi ini boleh menjana dinamik yang kaya, membolehkan peserta merangsang dan melengkapkan pemikiran masing-masing. Kaedah ini membolehkan penyelidik mendengar perspektif yang pelbagai dari beberapa peserta. Serta membantu memahami pandangan yang berbeza mengenai topik yang sedang dikaji. Dalam satu sesi kumpulan fokus,



penyelidik boleh mengumpul data daripada beberapa peserta sekaligus menjadikannya lebih cekap berbanding wawancara individu yang memerlukan lebih banyak masa dan usaha.

Di samping itu, FGD boleh merangsang peserta untuk berkongsi idea atau pandangan baharu yang tidak pernah difikirkan sebelum ini. Ini boleh membantu dalam membongkar maklumat yang mungkin tidak muncul dalam temu bual individu. Kaedah ini sesuai untuk memahami dinamik, interaksi, dan norma dalam kumpulan tertentu. Bukan sahaja pandangan individu didedahkan, tetapi juga bagaimana mereka berinteraksi dengan norma dan nilai kumpulan.

FGD juga boleh membantu mengenal pasti bidang konflik atau konsensus di kalangan peserta. Ini dapat membantu dalam memahami perbezaan pendapat dan titik pemetaan perjanjian Peserta juga boleh memberikan sokongan sosial antara satu sama lain. Ini boleh mewujudkan persekitaran yang lebih selesa untuk peserta bercakap tentang pengalaman atau pandangan peribadi mereka. Data yang dihasilkan daripada FGD ini boleh dianalisis secara kolektif. Ini bermakna penyelidik dapat melihat corak, tema, dan makna yang muncul dari interaksi antara peserta. Kaedah ini juga membolehkan mencetuskan idea dan refleksi yang lebih mendalam melalui kesan sinergi antara peserta. Kadang-kadang, rangsangan daripada orang lain boleh mencetuskan pemikiran yang lebih mendalam.

Kaedah ini sesuai untuk meneroka pengalaman yang dikongsi dalam kumpulan yang terlibat dalam peralihan demografi seperti pengalaman dalam komuniti, organisasi, atau persekitaran tertentu. Walau bagaimanapun, perbincangan kumpulan fokus juga mempunyai batasan dan memerlukan persediaan yang teliti, pemilihan peserta yang betul, dan pemudahan yang baik untuk mendapatkan hasil yang bermakna.

Kajian ini menggunakan pemilihan pensampelan bertujuan dan dibantu oleh pemilihan berasaskan kriteria, serta menjalankannya dengan pensampelan teori. Dalam kajian ini, sampel dipilih dengan sengaja kerana ia mempunyai ciri-ciri yang membolehkan penyelidik mendapatkan banyak maklumat, perincian dan pemahaman yang mendalam tentang masalah dan soalan yang berkaitan dengan peralihan demografi. Kajian ini juga memastikan bahawa semua sampel dapat memberikan jawapan kepada perkara-perkara yang menjadi objek kajian. Sampel juga harus mengambil kira faktor kepelbagaian yang wujud untuk setiap sampel dengan harapan ia akan mempunyai kesan yang berbeza-beza terhadap data yang akan diperolehi (Meriam, 1998).

Pemilihan Informan

Pemberi maklumat atau peserta dalam kajian ini telah dipilih menggunakan persampelan yang dimaksudkan tetapi di bawah jenis variasi maksimum serta melalui proses persampelan kritikal seperti yang diterangkan sebelum ini. Pensampelan variasi maksimum bermakna walaupun sampel yang dipilih adalah kecil, ia dipilih daripada pelbagai aksara supaya hasil kajian adalah pelbagai (Meriam, 1998). Pemberi maklumat dipilih berdasarkan pemilihan berdasarkan kriteria seperti berikut:

1. Lelaki dan Wanita pelbagai kaum
2. Berumur 40 tahun dan lebih 3 tahun. Tinggal di kawasan bandar dan luar bandar
4. Tahap pendidikan dan pemahaman yang tinggi dan mudah mengenai peralihan demografi.
5. Mengambil bahagian secara sukarela dalam kajian ini

Instrumen

'Instrumen' kajian ini adalah penyelidik sendiri kerana beliau terlibat dalam semua proses pengumpulan data dari awal, iaitu menjejaki bidang sehingga aktiviti terakhir di lapangan.

Menurut Morse & Richards (2002), peranan penyelidik sebagai instrumen penyelidikan adalah bahawa mereka membuat data mengenai peristiwa yang berkaitan dengan masalah dan soalan penyelidikan mereka. Maklumat yang tinggal dalam seseorang individu atau peristiwa atau bahan di mana kajian seseorang bergantung.

Sesi temubual mendalam pertama yang dijalankan oleh penyelidik mengenai seorang pesara. Rakaman audio dan visual telah dibuat dan rakaman telah ditranskripsi dan dianalisis untuk melihat sama ada soalan-soalan yang dibangkitkan serta kandungan perbincangan yang telah diperolehi adalah mencukupi untuk menjawab masalah penyelidikan dan soalan. Analisis mendapati bahawa data adalah mencukupi untuk mencapai objektif kajian ini. Temu bual selama sejam itu menghasilkan tema yang menjawab masalah dan soalan penyelidikan yang berkaitan dengan peralihan demografi. Oleh itu, data untuk kumpulan pra-ujian ini juga digunakan untuk kajian sebenar. Tiada pembetulan dibuat kepada protokol temuduga dan penyelidik mengambil perhatian khusus dengan cara yang sesuai dan fleksibel apabila mengumpul data.

Proses Pengumpulan Data

Seramai 14 peserta atau pemberi maklumat terlibat dalam kajian ini dan proses persampelan teori telah digunakan untuk menentukan bilangan peserta yang terlibat. Oleh kerana beberapa faktor seperti kesukaran menghadiri sesi perbincangan dan kerja yang sibuk, FGD dijalankan secara bersemuka pada hujung minggu. Penyelidik juga memastikan kejelasan audio dan visual semasa pengumpulan data. Kajian kualitatif ini melibatkan penyertaan rakyat Malaysia berbilang kaum yang bekerja di sektor awam dan swasta, peniaga dan pesara. Persoalan status, cabaran dan penambahbaikan kepada peralihan demografi telah memberikan pandangan yang pelbagai dan menarik.

Jadual 1: Peserta Perbincangan Kumpulan Fokus

Kumpulan 1	Umur (Tahun)	Kerja	Pendidikan
Lelaki Melayu (P1)	55	Pensyarah ekonomi	Doktor Falsafah
Wanita Cina (P2)	56	Peniaga	Diploma
Wanita Melayu (P3)	56	Guru	Diploma
Wanita India (P4)	44	Aktivis Politik	Diploma
Lelaki Cina (P5)	57	Eksekutif Perniagaan	Diploma
Wanita Cina (P6)	49	Jurujual	Diploma Pemasaran
Lelaki India (P7)	65	Pesara	Diploma
Kumpulan 2			
Lelaki Melayu (P1)	67	Pesara Tentera	Sijil Pelajaran Malaysia
Wanita Cina (P2)	56	Surirumah	Diploma
Lelaki India (P3)	56	Peniaga	Sijil Tinggi Pelajaran
Wanita Melayu (P4)	47	Guru	Diploma
Perempuan Cina (P5)	69	Pesara	Diploma
Lelaki Cina (P6)	58	Peniaga	Sijil Pelajaran Malaysia
Wanita India (P7)	65	Pesara Diraja	Diploma



Peserta juga diingatkan tentang kerahsiaan identiti dan maklumat sepanjang sesi berlangsung dan mereka dibenarkan menarik diri secara sukarela pada bila-bila masa. Sesi FGD telah dijalankan dalam dua sesi iaitu pagi dan petang pada 1 Julai 2023, di Shah Alam, Selangor. Jadual di bawah menunjukkan komposisi fokus FGD yang terdiri daripada pemberi maklumat lelaki dan perempuan berdasarkan kriteria yang ditetapkan:

Data dianalisis serentak dengan proses pengumpulan data. Proses pengumpulan data untuk kumpulan pertama dan kedua, data telah ditranskripsikan dengan bantuan bahan rakaman audio dan visual. Pada setiap penambahbaikan proses pengumpulan dan transkripsi, data dianalisis menggunakan kaedah perbandingan yang berterusan. Tema dan kategori dibentuk berdasarkan soalan penyelidikan.

ANALISIS DATA

Analisis data daripada FGD ini melibatkan proses perincian, mengenal pasti dan mentafsir corak, tema dan makna yang muncul daripada perbualan peserta (Meriam, 1998). Kajian ini menggunakan skema tematik, yang merupakan struktur hierarki yang menerangkan hubungan antara tema utama dan sub-tema yang lebih khusus. Dalam skim ini, tema utama berada di bahagian atas, diikuti dengan sub-tema yang lebih terperinci. Penyelidik mengkaji skema tematik yang telah dicipta dan memastikan bahawa tema dan sub-tema saling berkaitan dan menggambarkan makna sebenar data. Selepas memastikan skim tematik adalah sesuai, dan mengenal pasti tema utama yang paling penting dari data, penyelidik mengurangkan bilangan tema untuk mengekalkan fokus analisis yang tajam. Selepas proses menganalisis data dengan teliti, kajian menggunakan perisian analisis kualitatif NVivo untuk membantu mengurus dan menganalisis data. Setiap langkah dalam proses analisis perlu dijalankan secara sistematik bagi memastikan penemuan yang dihasilkan adalah tepat dan bermakna.

Strategi Kesahihan dan Kebolehpercayaan

Untuk mendapatkan tahap kesahan, penyelidik telah menggunakan strategi pemeriksaan rakan sebaya. Untuk mendapatkan kesahihan luaran, penyelidik telah memilih untuk membuat laporan terperinci dan kaya maklumat atau penerangan yang kaya dan besar. Laporan terperinci disediakan di bahagian reka bentuk kajian sehingga proses analisis data. Strategi kebolehpercayaan bagi kajian-kajian ini telah dicapai melalui kaedah trail audit.

Di samping itu, maklumat yang berkaitan dengan peralihan demografi diperolehi dari pelbagai sumber dan maklumat yang diterima oleh mereka telah membawa kepada sikap dan tingkah laku peserta terhadap topik perbincangan. Penggunaan kaedah ini adalah untuk menangkap data deskriptif yang kaya tentang bagaimana orang berfikir dan berkelakuan dan menyelaraskan proses yang kompleks. Justeru, sesi FGD yang berlangsung selama kira-kira 120 minit itu digunakan bagi meneroka pemahaman, sikap dan sumber maklumat berkaitan industri kreatif di Malaysia. Analisis data temuduga sebagai data utama melibatkan proses sistematik seperti penyediaan nota lapangan dan transkrip, pengekodan, penjejakan dan pembinaan tema utama, pembinaan sub-tema dan sub-tema (Mitchell, 2005).

Penyiasat terbuka dalam pembentukan tema ini. Data yang dikeluarkan dalam bentuk transkrip kemudiannya dibentuk data verbatim. Data verbatim dimasukkan menggunakan perisian analisis data kualitatif bantuan komputer, Atlas-ti untuk menganalisis tema utama dan sub-tema yang terlibat dan analisis yang digunakan adalah analisis tematik. Dengan mengambil langkah-langkah ini, penyelidik dapat meningkatkan kebolehpercayaan perbincangan kumpulan fokus dan memastikan penemuan yang diperolehi dapat dipercayai dan diwakili dengan baik.

HASIL KAJIAN

Secara keseluruhan, kajian mendapati unsur-unsur kebajikan sosial termasuk faktor-faktor yang memberi kesan kepada kesejahteraan sosial dan keharmonian dalam masyarakat. Oleh itu, kebajikan sosial perlu ditumpukan kepada keperluan asas fizikal, emosi dan sosial masyarakat yang dipenuhi terutamanya kepada warga emas. Ia melibatkan kerja untuk meningkatkan kualiti hidup dan kebahagiaan seluruh masyarakat, dengan menyediakan akses kepada perkhidmatan dan sumber yang diperlukan untuk memenuhi keperluan asas, seperti kesihatan, pendidikan, perumahan, dan keselamatan sosial.

Kebajikan sosial juga melibatkan perlindungan daripada diskriminasi, ketidakadilan, dan keganasan, serta mempromosikan keadilan sosial, kesaksamaan, dan kebebasan individu. Matlamatnya adalah untuk memastikan setiap individu dan kumpulan dalam masyarakat dapat mencapai potensi maksimum mereka dan menikmati kehidupan yang bermakna dan produktif. Unsur-unsur ini berkait rapat dan menyumbang kepada kebajikan sosial keseluruhan masyarakat. Menekankan dan memastikan kewujudan semua elemen ini merupakan aspek penting dalam mencapai kesejahteraan sosial yang optimum. Unsur-unsur yang berkaitan dengan kesihatan, pendidikan, pekerjaan dan pendapatan, perlindungan sosial dan lain-lain seperti dalam jadual 1.

Berikut adalah beberapa tema kebajikan sosial, kesan peralihan demografi, hasil perbincangan fokus.

Jadual 2: Kategori Tema Kebajikan Sosial

1. **Kesihatan:** Akses kepada perkhidmatan kesihatan yang berkualiti, memenuhi keperluan perubatan asas, dan keseimbangan kesihatan mental.
2. **Pendidikan:** Akses kepada pendidikan yang adil, berkualiti, dan berpatutan untuk semua individu tanpa mengira latar belakang sosial atau ekonomi.
3. **Pekerjaan dan Pendapatan yang Adil dan Saksama:** Peluang pekerjaan yang adil dan saksama, gaji yang adil, dan persekitaran kerja yang selamat dan sihat.
4. **Perlindungan Sosial:** Keselamatan sosial dan perlindungan terhadap risiko ekonomi, seperti perlindungan kesihatan, insurans, dan bantuan sosial.
5. **Hak Asasi Manusia:** Pengiktirafan dan perlindungan hak asasi manusia, termasuk hak kebebasan bersuara, kebebasan bersuara, dan kebebasan berhimpun.
6. **Perumahan yang Mencukupi:** Akses kepada perumahan yang selamat, mencukupi dan berpatutan, serta kemiskinan dan pengurangan pengangguran.
7. **Keselamatan Sosial:** Keselamatan awam yang mencukupi, penguatkuasaan undang-undang yang adil, dan perlindungan daripada keganasan dan penindasan.
8. **Kebajikan Kanak-kanak dan Keluarga:** Dasar dan program sokongan untuk kesejahteraan kanak-kanak dan keluarga, termasuk pendidikan kanak-kanak, perlindungan kanak-kanak, dan sokongan kepada ibu bapa.
9. **Kesejahteraan Warga Emas:** Sokongan dan penjagaan warga emas, termasuk akses kepada perkhidmatan kesihatan, perumahan yang sesuai, dan aktiviti sosial.
10. **Keseimbangan Alam Sekitar:** Pemuliharaan alam sekitar, perlindungan alam semula jadi, dan kesedaran tentang kesan aktiviti manusia terhadap alam sekitar.

Sebagai contoh, pemberi maklumat menyatakan:

K1P7: "*Saya memerlukan perkhidmatan kesihatan yang baik dan mudah*".

K2P1: "*Selagi seseorang membantu saya menguruskan ubat saya ...*

K1P2: "*Yang penting ialah pendidikan anak-anak dan cucu-cucu saya terus terjamin*"



K2P4: "*Kerajaan sekarang dan masa lalu memberi keutamaan kepada pendidikan*"
K2P5: "*Sudah tua, kami mahu rumah, empat tempat perlindungan, tidak mahu menjadi gelandangan*"
K2P7: "*Saya mahu anak-anak dan cucu-cucu saya hidup dengan selamat, bahagia... tidak sukar*"
K1P6: "*Kita harap kerajaan atau PBT menyediakan rumah atau bangunan untuk warga emas untuk aktiviti.*"
K2P3: "*Apa sahaja pembangunan, kita tidak boleh memusnahkan alam sekitar dan membenarkan pencemaran*"

Pasaran Buruh

Secara keseluruhan, kajian mendapati pemberi maklumat menyedari bahawa pada usia tua mereka memainkan peranan yang kurang dalam menyumbang kepada tenaga kerja dan sumber manusia. Walau bagaimanapun, pihak berkuasa memerlukan kebanyakan warga emas adalah penyumbang utama kepada pasaran buruh semasa mereka berkhidmat di sektor awam, swasta atau bekerja sendiri. Kebanyakan mereka mengharapkan kerajaan memberi perhatian sewajarnya kepada kumpulan sedemikian. Persaingan untuk pekerjaan telah menebal menyebabkan ramai graduan menganggur.

Disebabkan COVID-19, ramai yang kehilangan pekerjaan. Tetapi pemulihan ekonomi menghembuskan nafas baru kepada golongan muda mendapat pekerjaan. Kebanyakan pemberi maklumat berharap kerajaan akan membuat dasar mengenai kemasukan warga asing yang bekerja di Malaysia supaya tidak "meminggirkan" anak-anak tempatan.

Pelaksanaan gaji minimum RM1500 perlu dibuat secara menyeluruh dan adil. Pastikan sektor swasta mengikut arahan. Bagaimanapun, perlu dilihat semula tawaran gaji dalam sektor awam di bawah paras gaji minimum seperti anggota Polis Diraja Malaysia (PDRM) dan tentera. Dalam era ini, pertandingan mencari pekerjaan sangat mencabar. Mereka yang mempunyai kelayakan, pengalaman dan kemahiran akan mendapat pasaran.

Perubahan dalam struktur penduduk menuntut perkhidmatan kesihatan yang lebih baik dan tumpuan yang lebih besar terhadap kesihatan warga emas, serta penjagaan kesihatan mental. Apabila penduduk yang lebih tua menimbulkan cabaran kepada sistem kewangan awam, termasuk penswastaaan atau peningkatan sumbangan sosial. Peralihan demografi juga memberi kesan kepada dasar keluarga seperti perancangan keluarga dan sokongan kepada ibu bapa yang bekerja.

Tetapi peralihan demografi juga mempunyai implikasi positif. Perubahan ini meningkatkan pengetahuan dan pengalaman warga emas kepada masyarakat. Mereka boleh menjadi sumber inspirasi dan mentor kepada generasi muda. Warga emas yang aktif juga mampu menyumbang kepada ekonomi negara melalui pekerjaan dan perniagaan mereka. Warga emas juga sering menjadi penyokong utama keluarga mereka. Mereka boleh menjaga cucu-cucu mereka dan membantu dalam tugas harian keluarga.

Walaupun unsur-unsur pasaran buruh yang dibincangkan termasuk faktor-faktor yang mempengaruhi permintaan dan penawaran dinamik buruh dan pasaran buruh. Berikut adalah beberapa tema utama unsur-unsur pasaran buruh kesan peralihan demografi:

Jadual 3: Kategori Tema Pasaran Buruh

1. **Permintaan Buruh:** Permintaan buruh merujuk kepada keperluan atau keinginan majikan untuk buruh. Faktor-faktor yang mempengaruhi permintaan buruh termasuk pertumbuhan ekonomi, pembangunan perindustrian, dan keperluan khusus dalam sektor tertentu.
2. **Bekalan Buruh:** Bekalan buruh merujuk kepada bilangan pekerja yang sanggup bekerja pada kadar upah tertentu. Faktor-faktor seperti tahap pendidikan, latihan, dan keutamaan pekerja mempengaruhi bekalan buruh.
3. **Upah dan Gaji:** Upah atau gaji yang ditawarkan kepada pekerja berdasarkan permintaan dan penawaran dalam pasaran buruh. Faktor-faktor seperti kemungkinan, pengalaman, dan keserasian antara kepakaran dan permintaan pasaran mempengaruhi tahap upah.
4. **Kelayakan dan Kemahiran:** Kelayakan pendidikan, latihan, dan kemahiran khusus memainkan peranan penting dalam menentukan keupayaan pekerja untuk memenuhi keperluan industri dan syarikat.
5. **Keadaan Kerja:** keadaan kerja yang merangkumi faktor-faktor seperti persekitaran kerja, keselamatan pekerjaan, faedah bersama, dan keselamatan sosial memainkan peranan penting dalam menarik dan mengekalkan tenaga kerja yang berkualiti.
6. **Ketidaktentuan Pasaran:** Ketidaktentuan ekonomi dan politik boleh menjejaskan kestabilan pasaran buruh, termasuk keputusan syarikat untuk mengambil atau memecat pekerja.
7. **Undang-undang Buruh:** Rangka kerja undang-undang dan pengawalseliaan yang mengawal hubungan antara majikan dan pekerja serta hak pekerja mempunyai kesan penting dalam menentukan dinamik pasaran buruh.
8. **Tahap pengangguran:** Tahap pengangguran dalam sesebuah negara atau rantau boleh menjejaskan kuasa penawaran pekerjaan dalam membincangkan gaji atau gaji dan keadaan kerja yang lebih baik.
9. **Perubahan Teknologi:** Perkembangan teknologi dan outomation boleh menjejaskan jenis pekerjaan yang ada dan memerlukan kemahiran baru dari tenaga kerja.
10. **Globalisasi:** Pasaran buruh terbuka di seluruh dunia mempengaruhi persaingan di kalangan pekerja di negara yang berbeza dan boleh menjejaskan tahap gaji atau gaji dan keadaan kerja.

Sebagai contoh, pemberi maklumat menyatakan:

K1P5: *"Kos sara hidup yang semakin meningkat memberi kesan kepada kita orang tua... Kita perlu azimat"*.

K2P2: *"Tiada siapa yang mahu buat kerja... tapi kalau ada kerja dari rumah ok juga"*

K1P3 : *"Pekerja asing mengancam peluang pekerjaan anak tempatan"*

K2P4: *"Kerajaan kini perlu beri insentif khas untuk warga emas"*

K2P5: *"Teknologi baru dan media sosial menjadikan kerja lebih mudah... tetapi sukar bagi kita untuk berurusan dalam membeli kerana ia memerlukan kod dan jenis.. dah tua tak tahu anak buat"*

K1P2: *"Saya bimbang kerana anak saya masih menganggur walaupun dia meninggalkan universiti"*

K1P6: *"untuk orang tua, keistimewaan. Elaun khas dalam belanjawan"*

Inisiatif yang Menghadapi Peralihan Demografi

Kajian ini menunjukkan bahawa secara keseluruhan, pemberi maklumat mengakui pelbagai inisiatif yang dijalankan untuk menangani kebajikan sosial dan persoalan pasaran buruh. Inisiatif ini dilaksanakan oleh kerajaan serta individu dan majikan bagi memastikan kelangsungan hidup dapat diteruskan. Melalui pelaksanaan inisiatif-inisiatif ini, masyarakat dapat lebih bersedia menghadapi cabaran peralihan demografi dan memastikan kebajikan sosial dan pasaran buruh dapat menyesuaikan diri dengan perubahan yang berlaku.

Pembangunan program sokongan untuk warga emas melibatkan penstrukturan program yang meliputi aspek kesihatan, sosial, dan ekonomi yang akan memenuhi keperluan warga tua. Program ini harus merangkumi akses mudah dan berpatutan kepada perkhidmatan kesihatan, termasuk perkhidmatan perubatan dan kesihatan mental yang sesuai. Di samping itu, program ini juga perlu mengambil kira aspek sosial dan emosi, seperti aktiviti sosial dan kemasyarakatan yang direka khusus untuk memenuhi keperluan sosial dan emosi warga emas.

Program sokongan juga boleh melibatkan bantuan ekonomi, persaraan, dan faedah kebajikan lain yang boleh membantu meringankan beban kewangan mereka. Oleh itu, pembangunan Program Sokongan Rakyat merupakan langkah penting dalam memastikan kebajikan dan kelangsungan hidup warga emas. Dengan mengambil langkah-langkah ini, diharapkan rakyat dapat menangani kenaikan kos sara hidup dengan lebih berkesan dan memastikan kestabilan ekonomi dan kebajikan masyarakat secara keseluruhan.

Jadual 4: Kategori Inisiatif yang Menghadapi Peralihan Demografi

1. **Pembangunan Program Sokongan Warga Emas:** Merancang program sosial yang menampung keperluan kesihatan, sosial, dan ekonomi warga emas, termasuk akses kepada perkhidmatan kesihatan, program aktiviti sosial, dan bantuan kebajikan.
2. **Pembangunan Peluang Pekerjaan dan Pembangunan Kemahiran:** Membina peluang pekerjaan dan latihan kemahiran yang sesuai dengan keperluan penduduk yang semakin tua. Ini termasuk peningkatan peluang kerja fleksibel dan latihan lanjutan untuk pekerja yang lebih tua.
3. **Akses yang Diperluas kepada Pendidikan dan Latihan:** Menyediakan akses yang lebih luas kepada pendidikan dan latihan untuk pekerja di semua peringkat kehidupan, termasuk program pembelajaran sepanjang hayat untuk memastikan pekerjaan yang lebih baik dan peluang kerjaya yang berterusan.
4. **Pelarasan Dasar Sosial dan Ekonomi:** Merancang dan melaksanakan dasar yang relevan untuk menangani isu-isu yang berkaitan dengan kebajikan sosial, seperti insurans kesihatan, program perumahan mampu milik, dan bantuan kebajikan untuk kumpulan rentan.
5. **Inisiatif Pembangunan Komuniti:** Menggalakkan inisiatif pembangunan komuniti yang menggalakkan penyertaan sosial dan ekonomi untuk semua kumpulan umur, termasuk menggalakkan hubungan antara generasi, aktiviti sosial, dan program pemeraksanaan komuniti.
6. **Peningkatan Kecekapan Penggunaan Sumber:** Melalui penggunaan sumber yang lebih berkesan dan teknologi yang lebih baik, kos pengeluaran dapat dikurangkan, menjadikan produk dan perkhidmatan lebih berpatutan.
7. **Pembangunan dan Pengukuhan Infrastruktur:** Penambahbaikan infrastruktur termasuk pengangkutan awam, tenaga, dan telekomunikasi dapat membantu mengurangkan kos pengangkutan dan menyumbang kepada peningkatan produktiviti.
8. **Promosi Penjimatan dan Pengurusan Kewangan Bijak:** Mengajar dan menggalakkan program mengenai penjimatan dan pengurusan kewangan yang bijak dapat membantu individu dan keluarga menguruskan belanjawan mereka dengan lebih berkesan.
9. **Peningkatan Pencen/Gaji dan Perlindungan Pekerja:** Melalui penetapan gaji minimum dan pencen serta perlindungan pekerja yang munasabah, pekerja boleh menikmati gaji yang mencukupi untuk menampung keperluan asas mereka, mengurangkan tekanan kewangan.
10. **Akses yang lebih baik kepada Perkhidmatan Asas:** Menyediakan akses yang lebih mudah dan berpatutan kepada perkhidmatan asas seperti pendidikan, kesihatan, dan perumahan dapat mengurangkan beban kewangan individu dan keluarga.
11. **Pengurangan Cukai dan Subsidi:** Mengurangkan beban cukai bagi rakyat berpendapatan rendah dan subsidi barangan keperluan seperti makanan, minyak dan utiliti dapat membantu meringankan tekanan kewangan yang dialami oleh rakyat.

Sebagai contoh, pemberi maklumat menyatakan:



K1P7: "perlu mewujudkan program untuk membantu warga emas di semua bahagian dan bidang".

K2P2: "bagi peluang kepada warga emas yang masih produktif untuk bekerja atau menjadi perunding"

K1P6 : "kami juga mahu terus belajar dalam bidang agama yang menampung sebahagian daripada kos"

K2P4: "Masalahnya sekarang ialah semakin tua sukar untuk mengambil insurans. Walaupun kita perlukan"

K2P3: "Orang tua kita memerlukan rakan dan persatuan untuk kita berinteraksi dan berkomunikasi"

K1P1: "kita juga perlu diajar untuk menguruskan wang pada usia ini"

K1P4: "wujudkan pakej Rahmah selaras dengan Malaysia Madan

PERBINCANGAN

Kebajikan Sosial

Ciri-ciri penduduk masyarakat berkait rapat dengan tahap kebajikan sosial yang dinikmatinya. Aspek sifat penduduk adalah kesuburan dan kadar kematian yang tinggi dan rendah yang dialami. Tahap pembangunan sebagai ukuran kemajuan atau tahap kesejahteraan telah dikaitkan dengan ciri demografi tersebut melalui hubungan ideologi. Masyarakat yang dicirikan oleh kadar kelahiran dan kematian yang rendah dilihat mempunyai tahap pembangunan yang agak tinggi, oleh itu kebajikan yang tinggi, berbanding masyarakat yang dicirikan oleh kadar kelahiran dan kematian yang tinggi juga mempunyai pembangunan yang agak rendah, oleh itu kebajikan yang rendah.

Peralihan demografi mempunyai kesan ke atas kebajikan sosial yang menyaksikan peningkatan warga tua atau warga emas. Ini telah membawa kepada peningkatan permintaan untuk perkhidmatan kesihatan dan penjagaan jangka panjang. Dengan peningkatan populasi warga emas dan kesihatan yang lebih baik menyebabkan orang hidup lebih lama, negara perlu memperuntukkan lebih banyak sumber untuk perkhidmatan kesihatan, termasuk penjagaan kesihatan mental. Negara-negara perlu mengambil langkah-langkah untuk memastikan kesejahteraan warga emas dengan menyediakan program sokongan sosial, penjagaan kesihatan yang berkualiti, dan perlindungan kewangan.

Kebajikan warga emas termasuk keadaan keseluruhan kesejahteraan fizikal, mental, sosial, dan ekonomi orang tua. Pemeliharaan kebajikan mereka adalah penting untuk memberikan kualiti hidup yang baik dan memastikan warga emas dapat menikmati tahun-tahun keemasan mereka. Kesihatan fizikal warga emas adalah aspek penting dalam kesejahteraan mereka. Ini termasuk penjagaan kesihatan umum, aktiviti fizikal yang seimbang, pemakanan yang baik, serta akses kepada penjagaan kesihatan yang berkualiti.

Kesihatan mental warga emas juga perlu menjadi fokus kerajaan. Aktiviti sosial, penyelenggaraan keseimbangan emosi, dan akses kepada sokongan psikososial adalah komponen penting dalam kesejahteraan mental. Begitu juga, hubungan sosial yang baik dan kehidupan sosial yang aktif dapat meningkatkan kebajikan orang tua. Aktiviti sosial seperti pertemuan dengan rakan sebaya, penyertaan dalam kelab atau kumpulan komuniti, dan sumbangan kepada masyarakat adalah penting.

Kebajikan warga emas adalah tanggungjawab bersama masyarakat dan negara. Program yang menyokong kesejahteraan warga emas, sokongan sosial, perkhidmatan kesihatan, dan peluang



untuk penglibatan masyarakat adalah penting untuk memastikan bahawa warga emas dapat menjalani tahun keemasan mereka dengan kualiti hidup yang baik. Di samping itu, kesedaran dan usaha masyarakat dalam membina masyarakat yang inklusif dan penyayang adalah kunci dalam mengekalkan kebajikan warga emas.

Pasaran Buruh

Penuaan tenaga buruh telah membawa kepada peningkatan bilangan pekerja tua dalam pasaran buruh. Ini adalah fenomena demografi yang semakin ketara di banyak negara, termasuk Malaysia, dan ia mempunyai pelbagai implikasi kepada ekonomi, pasaran buruh, dan masyarakat. Berikut adalah beberapa aspek penting yang berkaitan dengan penuaan tenaga buruh: Penuaan tenaga buruh biasanya disebabkan oleh pengurangan kadar kelahiran dalam masyarakat. Generasi muda mungkin lebih kecil bilangannya daripada generasi terdahulu, menyebabkan peningkatan bilangan orang tua dalam pasaran buruh.

Dari segi implikasi peralihan demografi terhadap tenaga buruh dapat dilihat dengan penurunan kadar kelahiran, pasaran buruh mungkin menghadapi penurunan bilangan pekerja baru. Ini boleh memberi tekanan kepada pertumbuhan ekonomi negara. Pasaran buruh akan menjadi lebih tua. Keadaan ini boleh menjejaskan produktiviti dan keselamatan pekerja. Peralihan demografi juga menekankan kepentingan pendidikan dan pembangunan kemahiran untuk menyediakan pekerjaan yang lebih baik dan berdaya maju. Implikasi peralihan demografi terhadap dasar awam dapat dibuktikan dengan penekanan terhadap pendidikan berkualiti dan berkesan untuk menyediakan golongan muda untuk menghadapi cabaran pasaran buruh yang berubah-ubah. Belanjawan pendidikan

Tetapi terdapat banyak cabaran untuk menangani peralihan demografi ini. Peningkatan populasi warga emas boleh menyebabkan peningkatan permintaan terhadap perkhidmatan kesihatan, terutamanya perkhidmatan perubatan jangka panjang. Ini boleh memberi tekanan kepada sistem kesihatan. Sementara itu, warga emas yang tidak mempunyai simpanan persaraan atau sumber kewangan yang mencukupi boleh menghadapi cabaran kewangan yang serius apabila memasuki usia tua.

Begitu juga, pengasingan sosial, kesepian, dan masalah kesihatan mental boleh menjadi masalah yang berkaitan dengan populasi warga emas. Mereka mungkin menghadapi penurunan dalam kesihatan fizikal dan kognitif, yang memerlukan penjagaan dan sokongan tambahan. Ini yang mendorong penjagaan kesihatan yang kompleks dan penjagaan jangka panjang boleh menjadi beban kewangan yang tinggi kepada keluarga dan sistem kesihatan. Tambahan pula, pertambahan populasi warga emas juga boleh menyebabkan peningkatan penggunaan sumber alam sekitar seperti air dan tenaga, serta peningkatan pembuangan sisa.

Untuk memenuhi cabaran yang berkaitan dengan peningkatan populasi warga emas, adalah penting untuk membangunkan dasar dan program yang menyokong kesejahteraan dan sokongan untuk kumpulan ini. Ini termasuk perkhidmatan kesihatan yang berkualiti, program penjagaan jangka panjang, pendidikan kesihatan awam, dan peluang untuk penglibatan sosial dan ekonomi yang aktif. Peningkatan kesedaran dan persediaan awal juga penting untuk membolehkan individu dan masyarakat menghadapi cabaran berkaitan penuaan dengan lebih berkesan.

Peningkatan perbelanjaan kesihatan adalah perkara biasa apabila penduduk berkembang, kos penjagaan kesihatan meningkat, dan keperluan yang semakin meningkat untuk penjagaan kesihatan yang berkualiti. Ini boleh memberi implikasi penting kepada individu, keluarga, dan



sistem kesihatan negara. Berikut adalah beberapa aspek yang berkaitan dengan peningkatan perbelanjaan kesihatan:

Kos perkhidmatan kesihatan, termasuk perubatan, hospital, dan perkhidmatan kesihatan jangka panjang, cenderung meningkat apabila kemajuan teknologi perubatan dan permintaan meningkat. Peningkatan populasi, termasuk peningkatan bilangan warga emas yang memerlukan penjagaan kesihatan tambahan, boleh membawa kepada peningkatan penggunaan perkhidmatan kesihatan. Penyakit kronik seperti kencing manis, penyakit jantung, dan kanser semakin melibatkan kos perubatan jangka panjang dan penjagaan kesihatan yang berterusan. Perubahan struktur populasi, termasuk peningkatan bilangan warga emas, boleh membawa kepada peningkatan kos penjagaan kesihatan jangka panjang seperti penjagaan kesihatan warga emas dan penjagaan kesihatan mental.

Pengenalan teknologi perubatan baru dan perubahan dalam ubat ketepatan boleh meningkatkan kos perubatan, walaupun ia boleh membawa manfaat dalam diagnosis dan rawatan penyakit. Sistem kesihatan yang memerlukan penyelenggaraan, penambahbaikan infrastruktur, dan pengambilan tenaga kerja kesihatan yang berkualiti memerlukan perbelanjaan yang lebih besar. Walaupun pencegahan penyakit adalah penting untuk mengurangkan perbelanjaan jangka panjang, ia memerlukan pelaburan awal yang mungkin kelihatan mahal. Peningkatan perbelanjaan juga berkaitan dengan usaha untuk meningkatkan akses kepada perkhidmatan kesihatan yang berkualiti untuk semua lapisan masyarakat. Kesihatan mental semakin mendapat perhatian, dan peningkatan perbelanjaan mungkin diperlukan untuk menyediakan perkhidmatan kesihatan mental yang lebih baik.

Peningkatan perbelanjaan kesihatan boleh menjadi cabaran kepada sistem kesihatan dan ekonomi negara. Oleh itu, adalah penting untuk menguruskan perbelanjaan dengan bijak, mengekalkan keberkesanan, dan menggalakkan pendekatan berpusatkan pencegahan, termasuk pendidikan kesihatan awam dan promosi gaya hidup sihat. Di samping itu, inovasi dalam pengurusan perkhidmatan kesihatan dan perubatan juga boleh membantu mengurangkan kos. Dengan kerjasama antara sektor awam dan swasta, serta sokongan daripada masyarakat, kita boleh mencapai kesihatan yang lebih baik tanpa hanya meningkatkan perbelanjaan.

Peralihan demografi juga membawa kepada penurunan tenaga buruh di mana bilangan pekerja yang terdapat di pasaran buruh berkurangan atau tidak mencukupi untuk memenuhi permintaan pekerjaan sedia ada. Ini boleh berlaku atas pelbagai sebab dan boleh membawa pelbagai implikasi ekonomi dan sosial.

RUMUSAN

Pendidikan berkualiti merupakan asas penting dalam pembangunan sesebuah negara dan dalam mencapai kehidupan masyarakat yang sejahtera. Pendidikan yang menambah nilai kepada pelajar dengan menyediakan pengetahuan, kemahiran, dan etika yang diperlukan untuk menjadi warganegara yang berdaya saing, kreatif, dan beretika kepada masyarakat termasuk warga emas.

Pengurusan peralihan demografi yang berkesan untuk memastikan negara dapat mengekalkan pertumbuhan ekonomi yang mampan, menyediakan perkhidmatan kesihatan dan pendidikan yang berkualiti, dan menjaga kebajikan sosial masyarakat. Inilah cabaran dan peluang yang perlu dihadapi oleh Malaysia dalam dasar awam dan pembangunan negara dalam era Madani Malaysia.



Strategi perlu dipertimbangkan bersama dan dilaksanakan secara holistik bagi mencapai kehidupan sejahtera masyarakat. Setiap negara mungkin memerlukan pendekatan yang berbeza berdasarkan konteks dan keperluan mereka sendiri. Pertumbuhan ekonomi yang mampan merujuk kepada peningkatan output ekonomi sesebuah negara yang berterusan, konsisten dan mampan tanpa menjejaskan sumber asli dan kualiti hidup rakyat. Ini bermakna bukan sahaja mencapai pertumbuhan ekonomi dalam jangka pendek, tetapi juga mengekalkan keseimbangan antara pertumbuhan ekonomi, kelestarian alam sekitar, dan kebajikan sosial.

Pertumbuhan ekonomi yang berterusan mengutamakan kualiti ekonomi berbanding kuantiti. Ini bermakna meneruskan pertumbuhan ekonomi yang membawa manfaat kepada masyarakat dalam bentuk peningkatan pendapatan, pekerjaan, dan kualiti hidup. Pertumbuhan ekonomi yang mampan tidak boleh menjejaskan alam sekitar secara berlebihan. Ini termasuk pemeliharaan sumber semula jadi, pengurangan pencemaran, dan pemuliharaan biodiversiti. Sebaliknya, ia memberi manfaat kepada semua peringkat masyarakat dan mengurangkan ketidaksamaan sosial dan ekonomi. Ini termasuk pembangunan masyarakat terpinggir dan peningkatan akses kepada peluang pendidikan dan ekonomi.

Di samping itu, menggalakkan inovasi dan penggunaan teknologi yang bijak adalah penting untuk menjana pertumbuhan ekonomi yang mampan. Ini termasuk pelaburan dalam penyelidikan dan pembangunan serta pembangunan kemahiran teknologi dalam tenaga kerja. Di samping membangunkan usahawan tempatan dan industri kecil dan sederhana boleh membantu mengurangkan ketidaksamaan ekonomi dan meningkatkan kapasiti ekonomi masyarakat. Pendidikan berkualiti dan latihan kemahiran adalah penting untuk meningkatkan produktiviti dan keupayaan sumber manusia. Ini termasuk pendidikan teknikal dan vokasional serta pendidikan tinggi.

Melaksanakan dasar-dasar yang memberi insentif kepada pekerjaan, pemerksaan wanita, dan peningkatan pendapatan adalah penting untuk memastikan modal insan yang produktif. Menyediakan jaringan keselamatan sosial yang kukuh dan mampan adalah penting untuk melindungi masyarakat daripada ketidakstabilan ekonomi. Dalam era globalisasi, kerjasama antarabangsa dalam perdagangan, pelaburan, dan pemindahan teknologi adalah penting untuk pertumbuhan ekonomi yang mampan.

Oleh itu, dasar perlu direka untuk menangani pelbagai isu yang berkaitan dengan peralihan demografi, termasuk kadar kelahiran, kadar kematian, struktur umur penduduk, dan penuaan penduduk. Menyediakan sistem pemantauan dan penilaian yang mantap untuk mengukur pencapaian dalam mencapai pertumbuhan penduduk. Pertumbuhan ekonomi yang mampan bagi menangani peralihan demografi perlu selari dengan dasar pembangunan negara dan pertumbuhan bijak perlu mengambil kira aspek ekonomi, sosial dan alam sekitar. Ini merupakan pendekatan berorientasikan masa depan yang mengutamakan kelestarian dan kesejahteraan jangka panjang masyarakat bagi merealisasikan agenda Madani Malaysia.

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087-084

THE EVOLUTION OF A PROGRESSIVELY GRAYING STAFF: A BIBLIOMETRIC ANALYSIS

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Abstract: The development of research on demographic and related aspects of the ageing workforce is crucial to resolve the labour shortage issue and the increase in retirement age. This study aimed to assess the most significant publications and the association trends and crucial drivers in the research related to labour force. We provide a comprehensive overview of the bibliometric landscape on population ageing and labor force participation the literature in ageing population in Scopus database and identify the key trends of the most important journals, authors, and keywords in the literature of the aging of the workforce the 1000 most-cited publications in the area. A total of 773 publications of the highest citation in the Scopus database with minimum of 5 citations were identified and analyzed. Bradford's law of scattering, The relationships between publications revealed a positive relationship between the number of years of publication and the number of citations counts of paper. Aging and Society outranked the other journals with 31 papers. The main contributor is The United States in the labour force publication, 24.32% of 773. To counteract the demographic and socioeconomic shifts in labour studies that are currently difficult to reverse, it is crucial to understand the factors that influence labour force participation and to take steps maximize workers to participate in the labour force.

Keywords: aging; workers; older adults; labour studies; demography

Introduction

The process of a population becoming older is a demographic phenomenon of population ageing. Population ageing describes the rise in the number of adults 65 and older and increasing median age of a population. Changes in the demographic variables such as age, gender, education, and marital status can have a substantial effect on labour force participation. In the approaching decades, the ageing of the population is expected to result in a decline in labour force participation rates as elderly individuals are less likely to be employed than younger individuals.



Though population aging is a worldwide phenomenon, most countries suffer from fertility rates decline, and longer life expectancy at different rates, which simultaneously affect the workforce dynamic. The significance of labour force participation influences the economic development driver. There are more employees available to produce products and services when there are more individuals in the labour force. This could result in increased economic output and productivity. Participation in the labour force is also essential for individual well-being. People with jobs typically have higher incomes and greater health than those without jobs. In addition, they are more likely to be involved in their communities and to have a sense of life's purpose.

The percentage of the population between the ages of 15 and 64 who are either working or looking for job is known as the labour force participation rate. It measures how many people are participating in the labour force. The overall labour force participation rate tends to decrease as a population ages. Retirement and decreased labour force involvement owing to health problems and caregiving responsibilities are two common ways that people leave the labour force as they get older. The economy may suffer as a result of people not choosing to work. A declining workforce can diminish the available workforce, which can slow economic growth and create labour shortages in specific industries and professions. Dependency ratios, which compare the number of non-working people (usually the young and the elderly to the number of people of working age, are likewise affected by population ageing. The dependency ratio rises as the older population grows, placing a heavier economic and social burden on the working-age population.

According to the third Sustainable Development Goal (SDG) (SDG 3: Good health and well-being), population aging is an emerging issue that needs to be addressed because older workers' fitness and health contribute to their well-being, notably in extending their working life. In consequence, most countries have raised the retirement age from 55 to 60, so older adults are urged to work longer and manage age imbalance in labor force (Lumsdaine & Mitchell, 1999; Thang, 2011; Van Dalen et al., 2009; Yamazaki et al., 2012)

If the existing retirement system, workforce participation, and pension age continue unchanged until 2050, it is expected that the retirement system will fail because of the public debt (Bongaarts, 2004)). To mitigate the pension risk, the working life is extended to ensure there is more pension contributions by older workers who take up the pension fund more than before due to their longevity risk (Carr et al., 2016) Older workers have their own perspectives on retiring late, but there are stigmas of their slow productivity and low skills (Lumsdaine & Mitchell, 1999; Thang, 2011; Van Dalen et al., 2009; Yamazaki et al., 2012)

The decision to extend the statutory retirement age by involving older workers in the market and discourage early retirement (Bjursell et al., 2017; Elmeskov, 2004; Frimmel & Pruckner, 2020; Szinovacz, 2011) and it is found that the low-income groups tend to work longer to keep up with the living standards (Hofacker & Naumann, 2015). The increase in statutory retirement age did not consider income level or working preference of the old people making the policy not well perceived by the older workers (Carr et al., 2016). In fact, the socio-economic welfare affects the health of a society, especially if they live in rural areas and attain low education (Crespo Cuaresma et al., 2016; Kumar et al., 2015; Loichinger, 2015) ((Kumar et al., 2015); thus working extra years until retirement can be burdensome for some workers. Retirement preference to retire early are usually preferred by female workers and workers with chronic diseases (Cloostermans et al., 2015; Hofacker & Naumann, 2015; Szinovacz, 2011; Thang, 2011). Chronic diseases not only disrupt productivity, but it also affects the economy in the sense that workers are unable to work longer in conjunction with longevity risk and rise in statutory retirement age but also healthcare expenses, though mortality rates is improving (Cohen, 2009; Fleming et al., 2003).



Older adults with poor health exit the workforce faster whilst healthier baby boomers may end up working more regardless of work stress (Mutambudzi et al. 2018; D. J. Schofield et al. 2007). Multiple metrics show pre-retirement health decline (those aged from 40 to 64 years), especially when they suffer Diabetes Type 1. Numerous diseases and health conditions can affect older workers, affecting their work and health. Arthritis, cancer, dementia, and vision and hearing loss are common in older adults. With long life, older workers must maintain their health and treat chronic diseases well (Andrée et al., 2016; Vlachou et al., 2018).

In nations with ageing populations, immigration can help to counteract the decline in labour force size. Immigration policy reduces low birth rates-related labor gaps (Kim, 2009; Rowthorn, 2008; Zimmermann, 2005a). Nursing, long-term care, and other migration poses problems, especially for female long-term care workers. Physicians, nurses, licensing and local doctors' interests have hampered foreign physician migration deals (Buerhaus et al., 2000; Stilwell et al., 2004). OECD nations promote foreign physician immigration while minimizing home nation effects. International recruitment, visa relaxation, and healthcare system learning promote immigration (Bourassa Forcier et al., 2004). Regional immigration and workforce involvement vary. The age structure of the immigrant population influences the demographic impact of migration on population ageing.

Low fertility in South Korea and OECD nations affects migration and labor force participation, skewing population age structure (Bongaarts, 2005; Kim, 2009). Since 1992, China has been plagued by birth issues addressing fertility, labor force involvement, and socio-economic issues (Huang et al., 2019; Tien et al., 1992; Yi, 2007). China changes its policy from one to two children per household (Yi, 2007) to as many babies as they want after 2032 (Kumar et al., 2015), but advises China and India to have children under 5 to reduce poverty. Women resign earlier due to caregiving and gender-role expectations (Krueger, 2017)).

Long-term care of female migrants and their massive migrations in Southern Europe are seen as a solution to labor scarcity. Female care workers migrating to developed countries like the US disrupts family traditions while balancing the needs of caretakers in their home countries without discriminating against feminization, race, or economic imbalance (Bettio et al., 2006; Browne & Braun, 2008). It is emphasized that urban Chinese female workers who care for elderly parents do not impact working hours or employment (Liu, 2010). Old European emigrants migrate differently (Warnes et al., 2007).

Bibliometric analysis now assesses the quality, productivity, and impact of published work in more areas and topics (Kar et al., 2022; Maditati et al., 2018). To researchers' knowledge, this study is the first labor force bibliometric analysis based on 1,000 most cited articles. This research is crucial because it establishes a link between the ageing of the population and the labour force based on the trends and linkage between publications and authors based on the established literature landscape.

Labor force involvement bibliometrics are scarce. In the literature, the bibliometric analysis on organizational input to aging workforce bibliometric analysis (Nagarajan et al., 2019) the effect on labor force participation when the statutory retirement age is extended considering population ageing were reviewed systematically. Lamas et al. (2023) conducted such analysis of the most influential authors, journals, countries, institutions, and publications on sensory ageing and the workforce to comprehend the issues of sensory ageing in the workplace and to ensure that individuals can surmount sensory disabilities and effectively execute their duties.

This study intends to address the three research questions. The ageing workforce is a relatively popular topic of study, but the literature is dispersed across numerous journals and disciplines, making it difficult to identify the most impactful publications as well as authors and comprehend



the number of citations that these publications receive and the nature of the ageing workforce is constantly evolving key trends in the field. Section 2, subsequently describes this study's method of bibliometric citation analysis, for the second, citation mapping with content analysis and co-authorship research. Section 3 discusses results of publication distributions. Sections 4 concludes.

MATERIALS AND METHODS

Scopus, a vast social science data source, was extracted. TITLE-ABS-KEY ('Population' AND 'Aging') was used to retrieve data (Labor). 3,119 items were categorized. Since books and book chapters have no journal ranking for publishing analysis, they were filtered out with 2,493 entries. The database lost 227 unrelated articles. The most cited journals and key study terms from 1980 to 2021 were examined. The papers were filtered out only to English documents. Assessing the first 1,000 most-cited works bibliometric data. This paper excluded pregnancy labor papers.

Data Extraction and Analysis

On 3 October 2022, all bibliometric data from the Scopus database search was turned into comma-separated values and sorted in Microsoft Excel. Bibliographic data was recorded in Excel. Authors, article or chapter titles, journal or book titles, publication type, year, volume, issue, page count, digital object identifier, link, affiliation and correspondence address, publisher, PubMed ID, language, country of origin, abstract, keywords, total citation count, impact factor, and SCImago Journal Rank were included. Visualization of 773 papers by using VOSviewer generated maps and networks for co-authorship and term occurrence analysis.

Manual sorting was performed on the list of documents extracted into the Excel file by eliminating non-journal articles and those with fewer than five citations (Kar et al., 2022). Bradford's law of scattering was applied to works with at least five citations. This law quantifies journal-article relationships. According to the rule, only a few core journals publish highly productive papers on a specific topic, which make up a substantial portion of the first third of articles (Wardikar & Gudadhe, 2013).

Data Visualization and Statistical Analysis

VOSviewer visualized networks of keywords, researchers, research institutions, countries, scientific papers, and journals from the gathered articles VOSviewer builds and visualizes bibliometric networks (van Eck & Waltman 2021). Based on the visualization form and settings, the output is a network showing network node relationships. VOSviewer was used to show co-authorship by country and make an overlay map of the 773 papers on aging workforce with at least five citations.

Pearson correlation was used to determine the strength of the relationship between number of publications and total citation for the 773 papers in the study. The exam used IBM SPSS 23.0. Scatter plots show the number of years since publication and the number of citations of each paper based on the significant p-value is less than 0.01,

RESULTS



Distribution of Publications by Publication Year

Scopus released the first aging workforce article in 1956. 2,493 aging workforce publications have been released since then. Figure 2a shows the number of papers on an aging workforce since the first scholarly publication. Over time, publications on an aging workforce have grown.

Back in 1956, (Chapman, D.W., Lai, 1956) investigated the re-entry of the leading cause of death in the workforce, heart disease and stressed the need for human resources and physicians to handle cardiac situations. As life expectancy and economic activity rise, older worker study has increased. Since then, workforce fitness and health have focused on diseases impacting older workers. (Vos et al., 2017; Wang et al., 2016)

Interest in researching the health of older workers, the migration of experts and caretakers, and long-term care for older workers has grown. Thus, as shown in Figure 2a, publications on the aging workforce have expanded. Figure 2a below depicts the trends in labor force research in population aging phenomenon from 2,493 publications in year 1980 to 2021,

3.2 Distribution of Publications with a Minimum of Five Citation Counts

This study included 773 of 2,493 aging workforce works. Each study paper was cited five times. Figure 2b shows that the percentage of papers with five links was low between 1956 and 1978, but steadily grew from 1978 to 2001. Papers with at least five citations grew most between (2002 and 2013) and (2014 and 2019). A small decline may have occurred because 2,020 papers need time to earn citations. More papers than ever will acquire five citations between 2010 and 2019.

Most of these publications were research articles ($n = 678$), followed by review articles ($n = 67$) and a conference paper ($n = 21$). The rest of the documents were short survey ($n = 3$), notes ($n = 2$) and editorial ($n = 2$). Most study papers focused on variables linked to pension, retirement, care givers that affected working hours directly or indirectly, migration of workforce and old life, and diseases that do not kill but affected daily activities to do things on their own. Several scholars reviewed this material on working older workers and the aging workforce. These speculative reviews used secondary data. Each study emphasized literature and research gaps despite using external sources.

Looking into the top 10 most-cited papers (Bettio et al., 2006; Bloom et al., 2010; Bonsang et al., 2012; Buerhaus et al., 2000; Foster & Walker, 2014; Francisco, 2005; Fratiglioni et al., 1993; Simonazzi, 2009; Vos et al., 2017; Wang et al., 2016). These minimum of 5 citation journals are listed in Table A1. Among the 10 top most-cited papers, 4 were related to the causal of diseases in old people and sufferings caused during working life and cognitive deterioration. Alzheimer, dementia and heart diseases were the common diseases old ages suffer after retirement, and researcher's informative topics to focus on. Some of them faced financial crisis and lack of savings causing more stress and less enjoyable life. As a result, old people were reluctant to rejoin the workforce after retirement and rather indulge in the worry-free life. Three other articles were related to caregivers and homecare to the older workers after retirement (Bettio et al., 2006) and another two articles focused on migration of healthcare workers as the supply of care workers will be affected as more caregivers and nurses migrates to developing countries (Buerhaus et al., 2000; Stilwell et al., 2004). Due to health issues, older adults need nurses and carers to live. Only one of the top 10 most-cited papers discussed economic effects of an aging workforce. Since more older workers and seniors depend on government policy, the national cost to support them surges. If older workers are paid well for their knowledge but cannot perform at work, they are considered as liabilities. Labor force involvement research interests varied from diseases, carers, immigrants, retirement, and

female involvement. The government spends time, money, and resources managing older labor. To address population aging issues, research should focus on working age group trends.

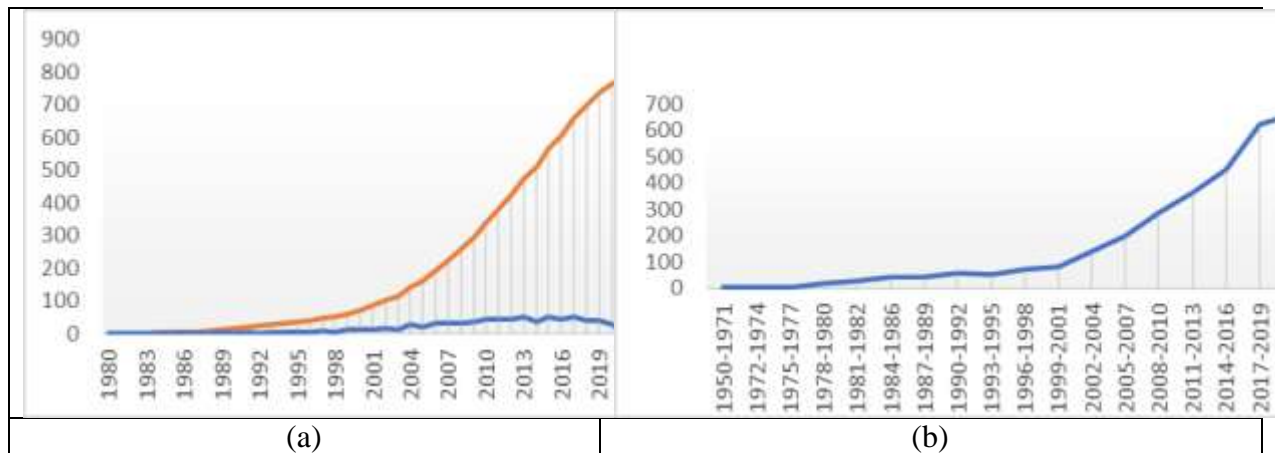


Figure 2(a) Annual and Cumulative Number of Publications on Ageing Workforce Research From 1980 To 2021 and (b) Trends in the number of publications on ageing workforce research with a minimum of five citations.

Journal Analysis and Journal Level Metrics

The Bradford's law of scattering is growth in the documents on a given 'subject' is distributed (scattered) according to a certain mathematical function so that a growth in papers on a subject requires a growth in the number of journals/information sources, calculated by using Bradford's multiplier as with Zipf's law (about word frequencies in natural language texts) and Lotka's law (about distribution of authors' productivity) as one among the three most important bibliometric laws ((Hjørland & Nicolaisen, 2005) The distribution of journals was divided into three zones based on one third of the total journals in a zone.

Among the 773 documents with a minimum of five citations, 678 were classified as journal articles (nonbook and nonbook chapter). Based on Bradford's law of scattering, one third of the 773 papers ($n = 326$) were published in 35 core journals (Table A2). Due to the large amount of core journals identified, Table A3 only shows the top 14 core journals: Aging and Society ($n = 31$), Social Science and Medicine ($n = 17$), Journal Of Aging and Social Policy ($n = 13$), International Journal of Environmental Research and Public Health ($n = 11$), Economic Modeling ($n = 10$), Gerontologist ($n = 10$), Journal of Population Economics ($n = 10$), Population Research and Policy Review ($n = 9$), PloS One ($n = 8$), Scandinavian Journal of Work, Environment And Health ($n = 8$), Population and Development Review ($n = 7$), BMJ Open ($n = 6$), Human Resources for Health ($n = 6$), and Journal of European Social Policy ($n = 6$). Among the top articles based on Table A3.

The researchers also examined the link between years of publication and citations for papers on the aging workforce with at least five citations (Figure 3). Citations may depend on the publishing date. This assumption has already been proved to be somewhat valid as recent papers require more time to gather citations because they have a shorter time frame. Pearson's correlation test found no correlation between the citation count and years of publication. The two factors had no correlation ($r = 0.03$). This study showed that older papers may not have more citations than newer ones. Accessibility (open access vs. subscription documents), authors' citation behavior, language, area of study, and most importantly the publication quality may affect a publication citation count (Wardikar & Gudadhe, 2013)

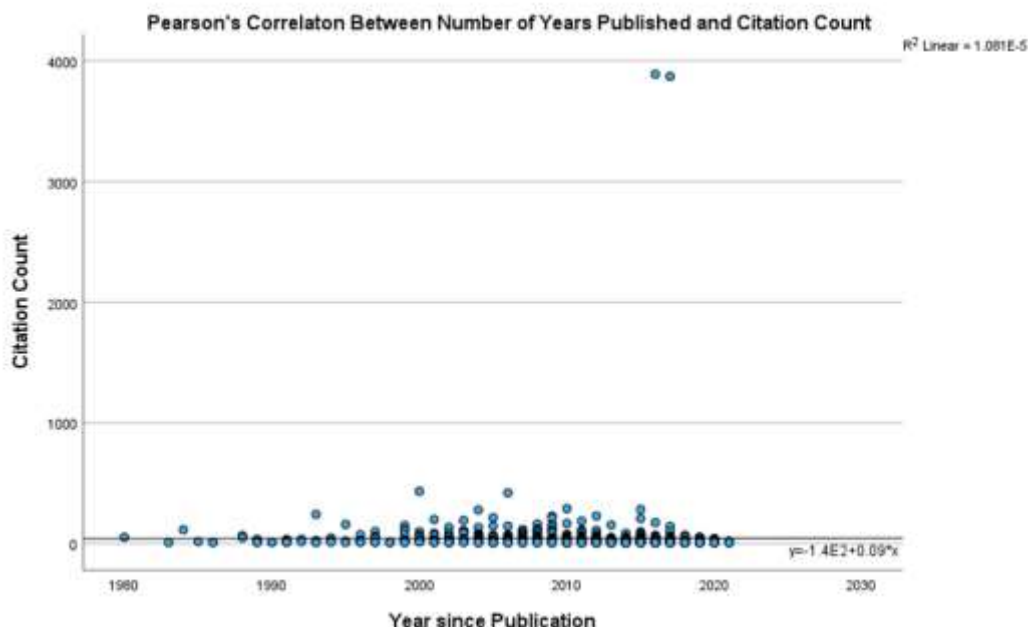


Figure 3: Pearson's correlation analysis on the relationship between the number of citations and years

Publication Analysis Based on Regions, Countries and Authors

In the publication of the 1,000 most-cited papers, in total, 1,871 authors had contributed to the publications. Out of the 773 publications, The United States outranked the other countries in terms of its publication volumes by almost a quarter of the total. This rank was led by the United Kingdom (n = 102), Australia (n = 84), Germany (n = 62), Netherlands (n = 59), China (n = 42), Japan (n = 41), Canada (n = 37), Sweden (n = 29) and Belgium (n = 18). Top nations were mostly concerned about the fitness of their older workers. So, the government need to revise their policy to these non-working group. Due to low fertility, China and Japan are taking initiative to balance these age groups.

Co-authorship helps academics collaborate internationally and spread new ideas (Tao et al., 2020) The line thickness indicated the average number of articles co-authored with that country or territory. Figure 4a shows a network diagram of international involvement and in 773 population-aging publications. The size of a node represented a country's contribution to aging publications. The path between nodes represented international cooperation. Nodes were closer together and had more partnerships for 773 aging workforce papers by country. Colors and intensities reflected each country's average publication year. The top 10 countries totalled over 40 years of publication.

Since the late 1990s and early 2000s, international collaborations have produced papers from the US, UK, and others. Publications about China's aging workforce have increased since 2015. This may indicate a greater multinational cooperation. China is presently ranked third in the number of publications on an aging workforce, but this number is expected to rise soon. With the most works on the aging workforce, the US is the most powerful. As shown in Figure A4, the US has close ties to Australia and the UK, which have published a lot of study on aging workforce. Despite the average publication year being 2009, the US led foreign collaborations in research on the aging workforce, followed by the UK at 2010 (64). The US had the highest average



publication year 1998 (26), suggesting it had consistently studied the impacts of the aging workforce.

Publication Analysis Based on Regions, Countries and Authors

The aging workforce is highly related to retirement, population aging, health and economics. Based on the terms occurrence, the demographic and economic factors are highly influential in determining the participation of workforce, both young and old.

Most cases involving the aging workforce featured long-term care of professional care workers, like immigrants and paid workers as well as informal care workers, so ‘care’ had the most co-occurrences. As ‘migrants’ appeared frequently with other terms, long-term care was not limited to retirees. This showed that the labor supply is inadequate for older workers and welfare systems that rely on foreign workers to care for older adults. A large senior community requires many carers. ‘Economic’ followed ‘labor supply’, ‘retirement’, ‘age structure’, and ‘migration’ as the most common co-occurrence. Retirees outnumbered new workers due to population aging. A workforce with more older workers needed to modify pay, productivity and healthcare costs. The pension fund may struggle to pay benefits due to people living past their retirement age.

Due to the large amount of core journals identified, Table 1 only shows the top 14 out of 25 core journals: Aging and Society (n = 31), Social Science and Medicine (n = 17), Journal of Aging and Social Policy (n = 13), International Journal of Environmental Research and Public Health (n = 11), Economic Modeling (n = 10), Gerontologist (n = 10), Journal of Population Economics (n = 10), Population Research and Policy Review (n = 9), PloS One (n = 8), Scandinavian Journal of Work, Environment and Health (n = 8), Population and Development Review (n = 7), BMJ Open (n = 6), Human Resource for Health (n = 6), and European Social Policy (n = 6). These 25 journals were all still active in their publications. Based on Table 1, the four most active journals publishing aging workforce-related articles were Aging and Society, Social Science and Medicine, Journal of Aging and Social Policy, and International Journal of Environmental Research and Public Health, which focused on the longevity risk of old people, with regards to their lengthened retirement age. Among the top 14 core journals, ‘The Population and Development Review’ had been identified as the most influential characterized by its impact factor of 10.515, which was the highest (based on the 2021 Journal Citation Report) of the journals included in this research. Some information in Table1 was marked as ‘not available’ due to the unavailability of data following the search.

Table 1: List of top 14 core journals in which one-third of 773 publications on ageing workforce were published.

No.	Source Title	No. of papers	2021 impact factor ¹	5-year impact factor ²	SJR ³	SNIP 2021 ⁴	CiteScore 2021 ⁵
1	Ageing And Society	31	3.718	3.705	0.703	1.61	4.3
2	Social Science And Medicine	17	5.379	5.887	1.806	2.25	n/a
3	Journal Of Aging And	13	7.084	5.129	1.569	2.18	6.5

¹ Impact factor based on the 2021 Journal Citation Reports (Clarivate Analytics, 2021)

² Five-year impact factor based on the 2021 Journal Citation Reports (Clarivate Analytics, 2020)

³ SCImago Journal Rank (SJR) based on year 2021

⁴ Source Normalized Impact per Paper (SNIP)

⁵ CiteScore data from 2021

	Social Policy						
4	International Journal Of Environmental Research And Public Health	11	2.791	4.799	0.814	1.44	4.5
5	Economic Modelling	10	3.875	3.807	1.065	1.73	4.8
6	Gerontologist	10	5.422	6.123	1.759	2.41	8
7	Journal Of Population Economics	10	4.7	4.19	1.731	2.28	6.5
8	Population Research and Policy Review	9	1.899	2.329	0.731	1.09	2.8
9	PloS One	8	3.752	4.069	0.852	1.37	5.6
10	Scandinavian Journal Of Work, Environment And Health	8	5.492	5.41	1.363	1.81	7.3
11	Population And Development Review	7	10.515	7.675	1.213	1.93	4.2
12	BMJ Open	6	3.006	3.587	0.982	1.61	3.9
13	Human Resources For Health	6	4.837	5.104	1.358	2.38	5.1
14	Journal Of European Social Policy	6	2.536	3.079	0.98	2.06	5

Table 2 shows the list of aspects of aging workforce studied and mentioned in 773 publications selected based on minimum of five citations.

Table 2.:Ageing Workforce According to Their Categories

Categories	Classifications	Articles
Migration	Migration due to demographic changes	Bourassa Forcier et al., 2004; Browne & Braun, 2008; de Haas & Fokkema, 2010; Dyer et al., 2008; Fonseca, 2008; Hansen et al., 2017; Hui, 2013; A. E. Kim, 2009b; Krueger, 2017; Nannestad, 2004; Pond & Mcpake, 2006; Serrano et al., 2011; Stilwell et al., 2004; Warnes et al., 2007
	Migration of skilled and unskilled worker	Rowthorn, 2008; Zimmermann, 2005
Labor force Participation	Shortage of healthcare professionals	Buerhaus et al., 2000; Stilwell et al., 2004; (Segal & Bolton, 2009
	Female workers	French & Strachan, 2015; Colley, 2013; Dey, 2006; Kelle, 2020; Uberaki, 2011
	Employment/Unemployment	Angeloni & Borgonovi, 2016; Felstead, 2010
	Robotisation	Chance G., 2016; Willcocks, 2020



Demographic changes	Labor force shortage	Cai & Wang, 2006; Cao et al., 2012; Dyson, 2001; Foster & Walker, 2014; Varianou-Mikellidou et al., 2019
	Fertility rate	Li & Deng, 2017; Liu, 2010; Fang, 2018; Felstead, 2010; Guest & Swift, 2008; Hondroyiannis1 & Papapetrou2, n.d.; Lee & Mason, 2014; McDonald & Kippen, 2001; Tien et al., 1992; Tyers & Shi, 2007; Yip et al., 2001
	Age structure shift	Angel et al., 2017; Blanchet, 1988; Boom'' et al., 2001; Borsch-Supan, 1991; Bujard, 2015; Q. Chen et al., 2017; Clark, 2010; Hsu et al., 2015; Irmen, 2017; Káčerová et al., 2014; Lindh, 2003; Nelson & Sewall, 2003; Prskawetz & Sambt, 2014; Thiede et al., 2017; Wei et al., 2019; Yip, P.S.F., Cheung, K.S.L., Law, S.C.K., Chi, I., Robine, 2010
	Education	Crespo Cuaresma et al., 2016; Loichinger, 2015
Retirement statutory age	Increase in statutory retirement age	Drydakis et al., 2018; Elmeskov, 2004; Frimmel & Pruckner, 2020b
	Retirement preference	Bjursell et al., 2017; Cloostermans et al., 2015; Szinovacz, 2011; Thang, 2011
	Others	Ferreira & dos Santos, 2013; Hofacker & Naumann, 2015; Polivka & Luo, 2015; Sánchez Martín et al., 2010; van Sonsbeek, 2010
Chronic diseases	Chronic disease on labor force participation	Antonova et al., 2017; D. B. Schofield et al., 2008; Silvaggi et al., 2020; Uppal & Information, 2007
	Caretakers handling older adults with chronic diseases	Cho et al., 2004b; D. Schofield et al., 2014, 2018
	Physical deterioration	Bonsang et al., 2012



	Chronic diseases in general	H.-J. Kim et al., 2012
	Diabetes	Mutambudzi et al., 2018
	Heart diseases	D. J. Schofield et al., 2012
	Dementia	R. Chen et al., 2011; Cho et al., 2004a; Fratiglioni et al., 1993; Schikhof et al., 2010; Schikhof & Mulder, 2008; Smagula et al., 2016; Yamamoto et al., 2017
Welfare Caregivers	Long-term care	Bolin et al., 2008; Schulz et al., 2004; Wouterse & Smid, 2017
	Informal care	Bolin et al., 2008; Chaouni et al., 2020; Jang et al., 2012; Stanfors et al., 2019; Takeda et al., 2004; Wagner, 2006
	Professional eldercare	Laxer et al., 2016; Schulz et al., 2004
	Female worker for parental care	Arksey et al., 2008; Bookman et al., 2019; Simonazzi, 2009; Takeda et al., 2004
Economy effect	Economic growth and changes	Bloom et al., 2010b; Cristea et al., 2020; Dolls et al., 2019; Elgin & Tumen, 2012; Hsu et al., 2015; Irmen, 2017; Peng, 2008; Prskawetz & Sambt, 2014
	Fiscal policy	Kudrna et al., 2015; Razin & Sadka, 2007

The issues related to the shifting workforce were categorized based on key features most cited in the journals relevant in distinguishing between migration, welfare of older adults, diseases and demographic changes that affects the public retirement schemes and economic prospect.

DISCUSSION

Scopus database research on the topic of population ageing and the labour force shows a strong correlation between the two. As populations age, the labour force participation rate falls because more people retire or work fewer hours. This can have serious repercussions for the economy, including lower tax receipts and higher healthcare and social security costs for the government.

The problems caused by an ageing population can be mitigated in many ways. Incentives for the elderly to stay in the workforce have been proposed. This can be accomplished in several ways, including monetary incentives like tax breaks or subsidies, and by making it more convenient for older workers to continue working by allowing for more lenient scheduling or other workplace concessions.



Boosting immigration is an alternative strategy. Bringing in young people from other nations can assist in counteracting the declining labour force participation rate. Cultural assimilation, as well as the effect on native-born employees' earnings and job prospects, are just two of the many possible difficulties associated with immigration.

The most important results of these analyses are presented here. Older people's rates of working have been falling in most countries. Longer life expectancy, earlier retirement, and poor health are all contributing contributors to this drop. Slower economic expansion can be attributed, in part, to the ageing population's falling labour force participation rate. To counter the effects of an ageing population, policymakers should promote longer working lives for the elderly and increase immigration, among other options.

CONCLUSIONS

The literature on ageing workforce has evolved significantly over time, reflecting the changing demographic landscape. In the early days, research on ageing workforce focused on the challenges posed by an aging population, such as the decline in labor force participation and the increase in health care costs. The aging workforce is portrayed from many perspectives in this bibliometric study. Trends and the volume of articles published in the most-cited journals can shed light on the state of the field and reveal areas where further research is needed. All the goals set out for this study have been met by the findings. To the best of the researchers' knowledge, the labor force participation publications have increased considerably as more aspects of 'graying' staff has been considered. Since its inception, the volume has risen, and soon, it is expected to outpace its present citation and publishing rates. To offset the demographic and socio-economic shifts that are now difficult to counteract, effective strategies to accommodate both young and older adults needs must be handled with careful considerations. This bibliometric study suggested that other databases to be used to go deeper into the literature on the evolution of the labor force, as Scopus was the only source used for this analysis. Consequently, it is essential to comprehend the factors that influence labour force participation and to take measures to ensure that as many individuals as feasible can participate in the labour force. This will contribute to increased economic growth and improved individual well-being.

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113-100

**MIGRANT WORKERS IN EAST MALAYSIA, SABAH:
DEMOGRAPHIC TRANSITION AS NUSANTARA BECOME THE NEW CAPITAL
CITY OF INDONESIA**

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ABSTRACT

Foreign workers have posed many debates from various parties mainly employers, local communities, government agencies, academician, and the nation on the issues of vast majority of foreign workers as compared to Malaysian are occupying the semi and low-skilled positions. Employers from West Malaysia is heavily dependent on foreign workers most of whom come from Bangladesh, Nepal and Indonesia. Sabah, on the other hand, depends mostly on documented and undocumented foreign workers from Indonesian and Filipinos. Located in the Southeast Asia, Sabah is host to the highest number of migrants in Malaysia at more than 736 thousand of people amounting to 21.72% of the total population in Sabah. They are highly dependent on foreign workers in the sector of agriculture, plantation, and construction. In totality, almost 50% of Sabah's industry depends on foreign workers. With the propositions of moving to a new capital city of Indonesia which was announced in the year 2019 a lot of arguments arises on the impact it will bring to neighboring countries. One of the concerns is the movement of current foreign workers in Sabah to move and find a better living in Indonesia. The Nusantara development took place in East Kalimantan, Borneo projected to unveiled as Indonesia new capital in year 2024 called New Nusantara. Therefore, the main objective of this study is to identify the push factors on the transition of foreign workers in Sabah to New Nusantara in terms of policies and rules on labour. Secondly, this paper attempts to provide a comprehensive overview of the impact it will bring about to current industry in Malaysia, particularly in the state of Sabah. This study adopts a qualitative approach in data collection. Secondary sources are referred like legal policies, analysis from journals and previous studies. Further analysis will examine documents related to Malaysian legal acts and ordinance. This study is expected to suggest a thorough proposal of the importance of requiring a more in-depth study and policy evaluation to understand and tackle these issues and in turn facilitate the creation of Malaysia as a develop country.

Keywords: Foreign workers, demographic transition, labour issue, labour policy, migrant



Isu Gender, Pemerkasaan Wanita dan Keluarga, Penjagaan serta Pengabaian Kanak-kanak dan Warga Emas

002-003

***PUERIPSYCHOTRAUMATOLOGY: A QUALITATIVE REVIEW OF
MALTREATMENT VICTIMIZATION PSYCHOTRAUMATOLOGY IN CHILDREN
WITH DISABILITY'S LIFESPAN DEVELOPMENT***

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ABSTRACT

Children with disabilities are prone to falling victim to some forms of maltreatment due to the existence of their disabilities. It has escalated these children to be at higher risk of exposure; with an average of two to three times more likely to be abused or neglected in comparison to their peers without. Concernedly, these maltreatments are primarily being perpetrated by those who are having close proximities – parents, guardians, even carers. This has eventually caused these children to be experiencing trauma by the eventual circumstances and the effects of such ordeal may persist throughout their lifespan development. Still, there are limited resources of data and lack of understanding towards building a holistic knowledge in handling this issue. More specifically, there is a slippery slope in extracting the description, unambiguously on how to determine what is considered maltreatment in relation to children with disabilities. Thus, this paper will be deliberating into the concept of peuripsychotraumatology – a portmanteau concept that integrates psychotraumatology specifically on children (pueri in Latin) where it subspecializes on children with disabilities as its pivotal point. It will reverberate on the thematic notion of maltreatment and victimization and how they traverse with psychotraumatology based on multifaceted factors, from micro (individual), mezzo (families, neighborhood, carers) even macro levels (environmental, policy, public involvement). Then, the discussion will be maneuvered through deriving several signs of maltreatment victimization that affect these children and these signs varies depending on types, severity and duration of maltreatment be it physical, behavioral as well as emotional signs in these children. Later, the effects of psychotraumatology will be further elaborated as they are with higher complexity and multifaceted which can be thematically derived through physical, psychological, and social perspectives. By anatomizing all these key factors contributing, it is hoped that this could provide better understanding and even prompt further discussion, towards not only supplemental but also exhaustive and in-depth exploration of this issue thoroughly and how to address at the same time provide weighty interventions with efficacious outcomes.

Keywords: *peuripsychotraumatology, children with disabilities, maltreatment, victimization, child development*



004-004

**ANALISIS GENDER: MENYINGKAP KECENDERUNGAN AHLI PARLIMEN
DALAM MENYUARAKAN ISU RAKYAT**

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ABSTRAK

Gender dapat diklasifikasikan sebagai satu konstruksi sosial yang membezakan peranan, perwatakan serta perlakuan antara lelaki dengan wanita. Kesaksamaan hak mengikut konteks perundangan antara kedua jantina ini diperuntukkan dengan jelas dalam Perkara 8, Perlembagaan Persekutuan. Setiap Ahli Parlimen tanpa mengira gender, menggalas tanggungjawab yang sama untuk menyuarakan hak dan kebajikan rakyat di kedua-dua Majlis Mesyuarat Parlimen. Institusi Parlimen adalah landasan terbaik bagi Ahli Parlimen untuk membincangkan permasalahan rakyat serta hala tuju negara pada masa kini dan hadapan. Selain di wakili oleh 189 (85.1 peratus) Ahli Parlimen lelaki, Parlimen Keempat Belas turut ditunjangi oleh seramai 33 (14.9 peratus) Ahli Parlimen wanita. Statistik ini jelas menunjukkan representasi wanita dalam parlimen pada masa ini, masih jauh untuk mencapai tahap 30 peratus seperti yang dipersetujui oleh negara anggota Pertubuhan Bangsa-Bangsa Bersatu (PBB) dan konvensyen antarabangsa seperti *Beijing Declaration and Platform for Action* dan *Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW). Kesannya, *Global Gender Gap Index 2021* (GGGI) meletakkan Malaysia pada kedudukan 112 daripada 156 buah negara yang disenaraikan oleh *Inter Parliamentray Union*. Oleh itu, kajian ini meninjau hubungkait antara gender dan kecenderungan mereka dalam menyuarakan isu rakyat. Data berkaitan kecenderungan Ahli Parlimen mengikut gender diperolehi melalui analisis yang dilakukan ke atas soalan lisan dan soalan bertulis yang dikemukakan oleh Ahli Parlimen kepada Dewan Negara dan Dewan Rakyat pada tahun 2022 sahaja. Hasil kajian ini diharapkan dapat menjentik minda pembuat keputusan untuk menggubal dasar yang lebih bersifat gender responsif, di mana wanita diberi lebih banyak ruang untuk menyumbang secara inklusif dalam pembangunan negara.

Kata Kunci: *Ahli Parlimen, Gender Responsif, Kesaksamaan, Parlimen, Suara Wanita*



012-010

**THE LINKAGE OF GOVERNMENT ASSISTANCE PROGRAMS TOWARDS
DIGITAL AND FINANCIAL WELL-BEING OF SMALL HOUSEHOLD INCOME
FAMILIES IN URBAN AREA DURING COVID-19 PANDEMIC**

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ABSTRACT

The Covid-19 pandemic and the Movement Control Order (MCO) have had a negative impact on the financial well-being and digital well-being of B40 or small household income families in urban areas. In responding to the crisis, the government had launched multiple assistance programs to assist the group. Hence, the study intends to examine the relationship of government assistance towards digital and financial well-being of the group. Utilizing survey, the study involved 417 respondents living at the Public Housing Project (PPR) residential areas in Kuala Lumpur – the capital of Malaysia. The data was analyzed using Smart PLS and the key findings were (1) government assistance programs significantly affect the digital well-being and financial well-being of B40 urban families. However, there is no significant relationship between financial well-being and digital well-being. Besides, the Importance-Performance Analysis (IPA) indicated that the importance of government assistance programs towards digital well-being performance is higher than financial well-being. The assistance programs offered by the government plays essential role to ease the digital and financial constraints of B40 urban families



during a difficult time. Reforms to the government assistance programs, the empowerment of digital aid packages, and the enhancement of social security net initiatives for B40 urban families are necessary to enhance the group's preparedness and resilience in the face of new shocks in the future.

Keywords: digital and financial well-being, government assistance, Covid-19, urban, B40



017-015

**THE IMPACT OF SUGAR-SWEETENED BEVERAGES TAXES ON THE
CONSUMPTION OF SUGAR-SWEETENED BEVERAGES AMONG PRIMARY AND
SECONDARY SCHOOL STUDENTS**

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ABSTRACT

Sugar-sweetened beverages are prevalent in Malaysia, especially among primary and secondary school students. The consumption of sugar-sweetened beverages is almost every day. In Malaysia, obesity and overweight related to sugar-sweetened beverages are topics that are often discussed and causing significant concern. Introducing an excise tax of 40 sen per litre aims to reduce the consumption of sugar-sweetened drinks and effectively address its growth to cope with the overweight and obesity problem among primary and secondary school students. This paper aims to analyse the impact of sugar-sweetened beverages taxes on consuming sugar-sweetened beverages among primary and secondary school students. The three main objectives of this research are to study the current sugar-sweetened beverages consumption pattern, assess sugar-sweetened beverages consumption knowledge, and examine the impact of sugar-sweetened beverages taxes on the attitude among primary and secondary school students. Questionnaire surveys have been distributed to 400 respondents physically to the parents of primary school students (parents answer the questionnaire), and secondary school students (students answer the questionnaire). This study found that only 34.25% of the respondents consumed sugar-sweetened beverages below 1.5 litres for the entire week, which considers a healthy intake of sugar. Besides, 59.5% of the respondents never know about the existence of sugar-sweetened beverage taxes. Most respondents have good knowledge regarding the risk of frequent consumption of sugar-sweetened beverages and the health effects related to obesity caused by consuming sugar-sweetened drinks. 69.5% of the respondents supported a tax on sugar-sweetened beverages, with the most significant support among those aged 16-18 years old, those living in urban areas, and those with healthy BMI. Besides, most respondents stated there is no impact at all when the tax rate is at 40 cents per litre, the majority of respondents tend to switch to untaxed drinks when the tax rate increases to RM1.00 per litre and RM1.50 per litre, and most of the respondents stated they would cut down the consumption of sugar-sweetened beverages when the tax rate increase at RM2.00 per litre. This paper suggests that the government should increase the tax rate on sugar-sweetened beverages to reduce the consumption of sugar-sweetened beverages and the risk of obesity among primary and secondary school students. In addition, healthy lifestyle campaigns need to be expanded and intensified so that more parents know about the dangers of taking too much sugar to children's health.



024-021

**EMOSI DAN KESIHATAN MENTAL IBU BAPA DI FASA ENDEMIK COVID-19:
HASIL PENEMUAN KAJIAN TINJAUAN PENDAPAT UMUM LPPKN DI NEGERI
TERENGGANU**

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ABSTRAK

Pasca COVID-19 telah memberi impak terhadap institusi keluarga terutamanya dari sudut persiapan ahli keluarga terutamanya ibu bapa dalam menghadapi kehidupan pasca pandemik COVID-19. Kajian ini bertujuan mengenal pasti emosi dan tahap kesihatan mental ibu bapa di fasa endemik COVID-19 di Terengganu. Kajian ini adalah kajian kuantitatif dan data telah dikumpul menggunakan soal selidik secara dalam talian. Pemilihan responden menggunakan pendekatan persampelan bertujuan. Seramai 597 ibu dan bapa warganegara Malaysia, berumur 18 tahun ke atas serta mempunyai anak yang menetap di negeri Terengganu terlibat dalam kajian ini. Data telah dianalisis secara deskriptif menggunakan IBM SPSS Statistics versi 22.0. Dapatan kajian menunjukkan bahawa responden menyatakan situasi semasa belum kembali normal sepenuhnya. 75.5 peratus responden juga menyatakan pernah berasa tertekan dan stres. Daripada peratus itu, 6 daripada 10 orang responden menyatakan kerap murung. Dapatan kajian juga memberikan input berkaitan kesan daripada kemurungan, responden mengalami gejala negatif seperti mudah marah atau hilang kawalan, kesukaran tidur, kerap sakit kepala atau perut dan hilang selera makan. Secara keseluruhan, emosi dan kesihatan mental ibu bapa di fasa endemik COVID-19 di Terengganu adalah terganggu. Isu emosi dan kesihatan mental ibu bapa di fasa endemik COVID-19 sewajarnya diketengahkan untuk dipertimbangkan oleh pihak Kerajaan. Adalah diharapkan pelbagai intervensi, inisiatif dan pelan pembangunan berkaitan emosi dan kesihatan mental ibu bapa mampu dirancang selain memperkasakan lagi dasar sedia ada ke arah mencapai aspirasi “Membangun Malaysia MADANI”.

Keywords / Kata kunci: Emosi, Kesihatan Mental, Keluarga, COVID-19, Keluarga, Terengganu, Fasa endemic



026-023

AMALAN PEMILIHAN PASANGAN BERASASKAN KAFA'AH DALAM PERKAHWINAN

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ABSTRAK

Amalan pemilihan pasangan dalam perkahwinan dilakukan oleh individu yang berhasrat mendirikan rumah tangga. Agama Islam telah memberikan panduan ringkas pemilihan pasangan melalui kaedah kafa'ah iaitu berasaskan empat kriteria asas iaitu keagamaan, keturunan, kehartaan dan kecantikan yang merupakan syarat lazim yang digalakkan dipraktikkan dalam pemilihan pasangan. Berdasarkan kepada statistik perceraian dalam kalangan masyarakat Islam, terutamanya di Selangor agak membimbangkan kerana ia menunjukkan kadar perceraian meningkat. Peningkatan statistik perceraian ini dipengaruhi oleh beberapa faktor seperti kestabilan ekonomi, kecetekkan ilmu agama, faktor kafa'ah dan sebagainya. Oleh itu, kajian ini dijalankan bagi melihat apakah dan bagaimanakah amalan pemilihan pasangan berasaskan kafa'ah dalam perkahwinan. Kajian rintis ini melibatkan seramai 30 orang responden beragama Islam terdiri daripada lelaki dan perempuan yang telah berkahwin di sekitar negeri Selangor. Satu set soal selidik diedarkan kepada responden bagi mengenal pasti amalan pemilihan pasangan suami atau isteri. Data terkumpul akan dianalisis secara deskriptif dengan mengukur nilai min dengan menggunakan SPSS 27. yang diamalkan Hasil kajian akan membincangkan apakah amalan pemilihan pasangan dalam kalangan masyarakat Islam di Selangor.

Keywords : Kafa'ah, sekufu, pasangan, suami, isteri, perkahwinan.



003-025

WOMEN IN MALAYSIAN ANIMATION FILMS: CHARACTERS AND ROLES

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ABSTRACT

The area of animation is currently seeing significant growth and development in Southeast Asia, with particular emphasis on the nation of Malaysia. At this point, Malaysia has demonstrated a notable proficiency in the creation of animated films of superior quality and substantial scope. Animations have emerged as a significant component in the advancement of display media during the Fourth Industrial Revolution (IR 4.0). These animations serve as a medium that indirectly facilitates the process of teaching and learning. Animation possesses the potential to emerge as a significant and influential form of new media due to its ability to engage audiences from diverse backgrounds and age groups. Nevertheless, Malaysian animated films exhibit concerns pertaining to gender. One of the pertinent concerns within the realm of animation pertains to the presence of a patriarchal system, wherein the portrayal of male characters tends to overshadow that of their female counterparts in the created animated narratives. This study aims to investigate the phenomenon of gender imbalance in the depiction of male and female characters, particularly within the context of Malaysian animation films. The findings of this study indicate that the impact of religion significantly contributes to the empowerment of women, resulting in their portrayal as significant roles in animated films. The majority of contemporary animated films depict male characters as the central figures in animated narratives, hence emphasizing their authority and significance. Furthermore, it is important to acknowledge that societal impact significantly contributes to the empowerment of women in the context of animated films. This study aims to offer a fresh viewpoint to animation filmmakers in Malaysia about the enhancement of the role of women, specifically girls, in order to foster a more robust sense of identity in children through the medium of animation films, ultimately empowering them. Moreover, it accurately depicts the manner in which women are shown within the context of routine communal existence.

Keywords: Animation film, women, gender, social construct.



INTRODUCTION

Animation is a powerful medium that combines art and technology to bring imagination to life. Youyi and Gaofeng (2023) reported that in the coming years, advancements in animation technology will allow for even more realistic and lifelike characters and environments. Audiences will be able to step into these animated worlds and interact with them in ways never before imagined. With the rise of virtual reality, viewers will have the opportunity to fully immerse themselves in animated narratives and become active participants in the storytelling process. The future of animation is boundless, with endless possibilities for creativity and innovation. This will revolutionize the entertainment industry and blur the lines between reality and animation. Additionally, advancements in artificial intelligence will enable characters to respond and adapt to audience interactions, making the experience even more immersive and personalized. The possibilities for cross-platform integration, such as animated movies and video games merging seamlessly, will create a new era of storytelling and entertainment.

As technology continues to evolve, the future of animation has unlimited potential to captivate and engage audiences worldwide. This development occurs either technically or through the content displayed in the animation. In animated content, it is more casual and entertaining. Paul and Hamad (2020) reported that advancements in technology have allowed animators to push the boundaries of creativity and create visually stunning and immersive experiences for viewers. Additionally, the ability to seamlessly integrate animation with live-action footage or virtual reality environments has opened up new possibilities for storytelling and audience engagement. This fusion of technology and animation ensures that the future of this medium will continue to push boundaries and deliver captivating experiences to audiences worldwide. At the same time, the narration in the animation emphasizes the current situation in society. This can also be seen in the display of gender between men and women.

Walt Disney is a prominent individual in the annals of animation, renowned for his groundbreaking role in the development of the inaugural full-length animated feature picture, "Snow White and the Seven Dwarfs" (1937). The animation technique employed by Disney places a strong emphasis on the portrayal of characters that closely resemble real-life individuals as well as the depiction of smooth and seamless movements. Furthermore, meticulous care is given to capturing even the most minute aspects of the animation, enhancing the overall visual experience. The studio, known as Walt Disney Productions (now operating as The Walt Disney Company), subsequently produced several renowned films and cartoon characters, such as Mickey Mouse, Donald Duck, and others. The impact of Disney encompasses several domains, including theme parks, television programs, and other media platforms.

Japanese animation, often known as "anime," possesses unique artistic techniques and holds significant cultural value. Anime encompasses a diverse range of genres and subjects, spanning from fantastical and speculative fiction to romantic narratives, horror elements, and depictions of everyday life. Anime may be created by manual drawing techniques or by utilizing digital tools for production purposes. Frequently observed are exaggerated facial expressions, prominently sized and expressive eyes, as well as intricately detailed surroundings. Studio Ghibli, renowned for its cinematic works like "My Neighbour Totoro" and "Spirited Away," has garnered widespread recognition on a global scale. The medium of anime has garnered a substantial international fanbase and has exerted a profound impact on worldwide popular culture. Asian animation includes a diverse range of artistic techniques and thematic topics originating from many nations around the continent. One illustrative example is South Korea, which has emerged as a prominent participant in the animation sector, offering animation services to several global companies, encompassing Western animated programs and films. China, India, and Thailand,



among other Asian nations, have made significant contributions to the worldwide animation industry through their own artistic approaches and narrative content.

The Malaysian animation industry is seeing significant growth, characterized by its emphasis on the production of unique and indigenous material as well as the provision of animation services for global ventures. The entertainment sector has experienced significant growth over the years as several studios have expanded their production capabilities to include a wide range of television series, films, and digital material. Malaysian animation frequently incorporates parts of local culture, folklore, and customs, integrating these aspects into its narrative techniques and visual aesthetics. One prominent illustration is "Upin & Ipin," a well-acclaimed Malaysian animated television series that effectively portrays and promotes Malaysian culture and values. This exposition of values and culture also underscores the role and duty of women in everyday existence. Walt Disney is a prominent individual in the annals of animation, renowned for his groundbreaking role in the development of the inaugural full-length animated feature picture, "Snow White and the Seven Dwarfs" (1937). The animation technique employed by Disney places a strong emphasis on the portrayal of characters that closely resemble real-life individuals as well as the depiction of smooth and seamless movements. Furthermore, meticulous care is given to capturing even the most minute aspects of the animation, enhancing the overall visual experience.

The portrayal of women in animation films has evolved significantly over the years. According to Leon and Schmidt (2021), in the early days of animation, female characters were often depicted as damsels in distress, waiting to be rescued by the male protagonist. However, in recent times, we have seen a shift towards more empowered and independent female characters. These characters are no longer just sidekicks or love interests but are now taking on the roles of leaders, warriors, and adventurers. This change has not only provided better representation for women but has also inspired young girls to dream big and believe in their abilities. They see these empowered female characters as role models who show them that they can be strong, capable, and successful in any field they choose. This shift in female representation in media has had a positive impact on society as a whole, breaking down gender stereotypes and promoting equality. It is important to continue this trend and create more diverse and multidimensional female characters who can inspire and empower the next generation of girls.

The diversity of Malaysian animation films is contingent upon the individual film and its target demographic. While several Malaysian animated films portray women as resilient, self-reliant, and competent characters, others reinforce conventional gender norms and stereotypes. It is noteworthy to acknowledge that in recent years, there has been a steady transition towards the depiction of women in a more empowered manner. This movement is seen in films that prominently feature female protagonists who actively defy established social standards and liberate themselves from traditional expectations. However, there is still scope for enhancing diversity and representation in the portrayal of women in Malaysian animated films. Although certain improvements have been observed, it is disconcerting to note that a significant number of Malaysian animation films continue to depend on antiquated and restrictive depictions of women. Frequently, these films portray female characters as individuals in need of rescue or as secondary figures whose primary function is to provide assistance and cater to the male lead. This phenomenon maintains the notion that women rely on men for support and supports detrimental stereotypes. To effectively advance the principles of gender equality and inclusion, Malaysian animation films must make a concerted effort to provide a comprehensive array of female characters that encompass a broad spectrum of origins, talents, and goals. Through this approach, these films have the potential to serve as a source of inspiration for young girls and women, enabling them to perceive their own identities reflected in influential and diverse



characters, therefore challenging and transcending conventional gender stereotypes. Furthermore, the depiction of resilient and self-reliant female protagonists may serve as a means of enlightening and questioning prevailing cultural norms, therefore cultivating a more comprehensive and forward-thinking community. The use of animated films as a medium for representation has the potential to confront and undermine the prevailing stereotype that restricts women to specific roles or responsibilities.

Doing so may inspire young girls to aspire to ambitious goals and wholeheartedly follow their interests, unencumbered by apprehension over societal norms or expectations. The promotion of equality and diversity in Malaysian films through the medium of animation has the potential to provide a beneficial influence on gender dynamics and foster an attitude of empowerment among future generations of women who engage with these films.

MALAYSIAN ANIMATION FILMS

Local animations in Malaysia originated from the impact of *wayang kulit*, as seen in the country's animation history. *Wayang kulit*, a traditional type of shadow puppetry, was enacted before an audience, showcasing a diverse range of humorous and soothing narratives that resonated with the cultural fabric of the local community. *Wayang kulit* exhibits resemblances to the practice of movie screening since it entails the presentation of a performance that relies on the interplay of shadow and light and the manipulation of gamma, or mastermind. The statue was animated by projecting light onto a white screen, therefore deploying it as a dynamic figure. In the meantime, the nunnery or mastermind would engage in a discourse with the figure being introduced. One notable benefit of the nun lies in her ability to craft the lines for the twelve characters in *Wayang Kulit*. The origins of Malaysian animation may be traced back to the incorporation of the 96 puppetry style, which is inherent to *Wayang Kulit*, a traditional theatrical art form prevalent in Malaysia, Indonesia, and several regions of Southeast Asia. This animation style emerged from the fusion of puppetry techniques and the inclusion of human characters. The precise beginnings of *Wayang Kulit* and its incorporation of dramatic epic narratives, such as the Ramayana and Mahabharata, under the influence of Hindu and Javanese cultures continue to elude scholarly understanding. According to Khalis and Mustafa, (2017) the art of storytelling in *wayang kulit*, including cinematic storylines, incorporates three distinct stages that parallel the various phases of human existence: birth, maturity, and death. Animation has emerged as a significant medium for conveying narratives to audiences, serving as an alternative to conventional theatrical performances.

Animation has historically been embraced and integrated into communities in Western societies. Consequently, there is a tendency to modify animated content to reflect prevailing circumstances, such as the use of animation for war propaganda. Animation has been used as a kind of early entertainment to convey messages to the community, offering reflections on life, society, and gender. This medium has utilized a range of character types, often using human figures to achieve its objectives. Walt Disney cartoons have been recognized as among the first in the global animation industry and have maintained their popularity throughout time. This is attributed to the creation of a diverse range of characters, including but not limited to Mickey Mouse, Bambi, princesses, princes, and many more characters that embody different human identities and societal and environmental aspects.

The development of Malaysian animated films started in 1946 with the founding of the Malaysian Film Unit (MFU) by Mcff Sheperd, which has subsequently evolved into the National Film of Malaysia. The first Malaysian animator, Goh Meng Huat, emerged from MFU in 1947.



The first animated short film, titled "Hikayat Sang Kancil," was crafted by Anandam Xavier in 1978. Subsequently, Hassan Muthalib contributed to the realm of animated short films with his invention, "Sang Kancil dan Monyet," in 1984. The initial series of fully animated films commenced with *Usop Sontorian*, produced by Kharisma Pictures and helmed by Kamn Ismail in 1995. Subsequently, the animated film *Keluang Man* was influenced by King Zaharuddin Shah in June 1997. This was followed by the *Kampung Boy* animated series, created by Lat, which spanned from 1997 to 1999. Lastly, the *Anak-Anak Sidek* series was introduced in 1999. The majority of the earliest television cartoons that were shown during the establishment of the National Film mostly focused on local folklore, such as *Hikayat Sang Kancil and Gagak yang Baik*.

In 1998, Hassan Muttalib, in response to the favorable reception of television animation products by the public, released the first animated feature titled "Silat Legenda" under the production company Peninsula Pictures. In the year 2014, a total of ten animated films of local origin were released. These films include *Silat Lagenda* (1998), *Cheritera* (2001), *Puteh* (2001), *Budak Lapok* (2007), *Upin dan Ipin: Geng Pengembaraan Bermula* (2009), *SeeFood* (2012), *War of the Goliath* (2012), *Bola Kampung* (2013), *Super Squad* (2014), *Ribbit* (2014), *Boboiboy The Movie* (2016) and *Ejen Ali* (2019). The development of Malaysian animation has been significantly influenced by international animations, both in terms of technical production techniques and the portrayal of characters. One instance of this effect on Malaysian animation may be seen in the characters, which have been shaped by the impact of Japanese anime. Some examples of animations inspired by Japanese culture are *Anak-Anak Sidek*, *Edi dan Cici*, and *Sang Wira*. The effect of anime on local animations started to evolve when animation makers were provided with animation classes by Japanese animators, indirectly incorporating anime influence into their work.

Malaysian animated films began to flourish after the production of an animated film from Les' Copaque called *Upin and Ipin* in 2007. This animated film has been successful abroad. Among the stories shown in this animation are the lives of Upin, Ipin, and Ros, along with their opah in the village. Ipin and Ros are three brothers who lived with Opah (their grandmother) after the deaths of their mother and father. The animated film emphasizes how to live in the village, taking the background in the Kampung Durian Runtuh and living in different religious backgrounds, races, and communities. After that, Malaysian animated films continued to grow with the production of the film *Boboiboy* in 2016. The film is not only broadcast throughout the country but also to neighboring countries such as Indonesia and other countries. Malaysian animated films like *Upin and Ipin* became phenomena because they got a very good reception. This is because the same culture in Nusantara has become part of a shared culture, language, and values. The animation film of *Boboiboy* is also a favorite of the audience outside of Malaysia. This animated film is more about the urban concept of residential areas in the suburbs. The development of animated films continued to produce *Ejen Ali* in 2019. This animated film is more futuristic and encompasses a lot of science and technology concepts, besides the *Boboiboy* film. This movie has characteristics that are different from other films. Besides, it can also be seen by showing roles and characters based on gender, such as men and women.

CONCEPT OF GENDER

The concept of gender is complex and shaped by a combination of biological and social factors. Biological characteristics, such as gender, are indicative of a state of irreversibility, whereas the process of socialization and internalization is characterized by a higher degree of complexity (Ahmed and Wahab, 2014). Socialization is the cognitive and behavioral learning process through which individuals develop the capacity to think and behave according to societal norms



and expectations. In contrast, internalization is a comprehensive and enduring process of acquiring knowledge and skills that spans from infancy to the culmination of an individual's lifespan. Gender disparities may be ascribed to a multitude of causes, including but not limited to gender norms, beliefs, and physiological characteristics. Within the framework of Malaysian society, women occupy significant roles in many social obligations, including domains such as home management, financial matters, and active engagement in community initiatives. Women actively participate in community and community-based organizations, including a wide range of associations.

The prevailing notion of the traditional concept of passivity is being questioned via a thorough examination, revealing the significant impact of women on the success of both institutions and households. The assignment of gender roles and personalities to people based on their natal sex is often linked to biological variables, resulting in alterations in personality characteristics and hormone profiles. The inclination towards violence in males might be linked to hormonal variables, which are further enhanced by societal standards and processes of socialization. In addition to variances in biological traits, disparities may also be seen in terms of social interaction and cognitive capacities. Females have heightened levels of attention, sensitivity, and proficiency in the interpretation of signs and indications throughout the process of information transmission. In the realm of interpersonal communication, empirical evidence suggests that women have a higher propensity to use non-verbal cues, such as smiling and nodding, as a means to convey their agreement or assent.

Diah (2018) also argued that in Malaysian culture, a prevailing inclination exists to have adverse perspectives toward women, a phenomenon mostly shaped by prevailing social conventions and practices. Females often assume a role within the domestic sphere, offering support to mothers in managing home matters and tending to younger siblings. Women are sometimes subjected to adverse stereotypes that link them to physical vulnerabilities and confine them to domestic responsibilities centered upon gaining skills linked to home management for future use. The aforementioned notions are deeply ingrained throughout the fabric of Malaysian society, evident via their representation across several mediums of communication, including cartoons, literature, and cinema. Traditional gender standards often depict males as possessing characteristics such as inquisitiveness, physical prowess, and resoluteness, while women have historically been linked to distinct aspects. Females exhibit mild verbal or behavioral traits, have empathy for animals, and display patience and tranquility while doing tasks. Furthermore, these individuals are portrayed as individuals who exhibit empathy and prioritize the emotional well-being and safeguarding of both human beings and animals.

Nevertheless, it is important to acknowledge that women are not exempt from the vulnerability of feeling fear, a phenomenon that may have profound consequences for several facets of their existence. Women possess commendable moral qualities and often encounter emotions of apprehension or doubt when confronted with circumstances that disrupt their state of ease. Frequently, these persons are shown as abductors of both men and women, exerting control over them in both the physical and psychic realms. The portrayal of women often depicts them as a source of trouble for males and reliant on assistance. The observable traits and present roles seen in society suggest a state of equilibrium in terms of the amount of exposure experienced by both men and women. The animated films *Mulan* and *Pocahontas* defy prevailing gender stereotypes by depicting female characters as formidable leaders who possess physical power and endurance. The ongoing animated series featuring *Upin and Ipin* portrays Malaysian women as people who embody qualities such as kindness, patience, moral ideals, and a need for attention and love.

SOCIAL CONSTRUCT



According to Bandura (2001), social cognitive theorists argue that infants acquire knowledge and behaviors via the process of socialization, whereby they observe and imitate others in their environment. The media significantly influences the growth and comprehension of the social environment in youngsters. According to England, Descartes, and Collier-Meek (2011), the exposure of children to media has a significant impact on their socialization process. Specifically, the gendered content that children are exposed to may directly affect their cognitive comprehension of gender and subsequent behavior. This statement was also supported by Berger (1966) who said that the construction of reality depended on cultural, social, economic, and political determinants, which were further shaped by external influences such as neighboring communities, feminist movements, and political frameworks. The existence of gender differences has raised concepts of masculinity and femininity, in which men and women are seen as different from each other in terms of physical and biological attributes, as well as mental and social well-being. The concept of gender has been rooted in many social institutions, including fields such as employment, family dynamics, mass media, and educational systems.

According to Butler (1999), gender is a socially constructed concept that encompasses the conventions of society and is based on the binary categories of individuals as men and women. The formation of gender roles is primarily shaped by social and cultural variables, which have a significant impact in many behavioral contexts. This role is influenced by a variety of factors, including culture, religion, age, abilities, and socio-economic status. Sociologists have shown interest in studying the gender social structure in a particular society, especially about the variables that contribute to the difference between men and women. The formation process often occurs in densely populated societies and is transmitted through family institutions, educational institutions, and professional environments, as well as through mass communication channels. The status of contemporary women is characterized by dynamism, marked by a shift from traditional stereotypes towards more important and engaged responsibilities.

In a study conducted by Masud (2008), the authors identified six major components and four formations that have the potential to affect gender emphasis. These factors include biological factors, individual preferences, personal characteristics, behavioral styles, patterns of interpersonal relationships, and gender dynamics. The process of gender development is shaped by a variety of elements, including ideas, identities, behaviors, and the presence of personal tendencies toward masculinity or femininity. The importance of social formation in ideological works related to animated stories is clear, as it includes several aspects related to gender differences, such as gender roles, relationships, and gender identity.

SOCIAL CONSTRUCT ANALYSIS

This study analyzes characters through representational theory, which includes three approaches: reflective, intentional, and constructivist. It also examines social constructs such as internalization, externalization, and objectivity in animations. The three approaches place an individual as an expert among society members and make them an object of reality. Character-building involves researching and evaluating the target audience, gender distribution, and the character's uniqueness and diversity. The study emphasizes the importance of understanding cultural differences and traditions in animations to create engaging characters. The animation mixes in the three-animation film was primarily based on 2D and 3D media, with 2D involving conventional and digital productions and 3D involving digital form-making. The main characters in this series were positioned as important males, leading the story path. Men are given a variety of characters, such as being a leader, a protector, a guide and always giving instructions to women. Women have been shown to obey their husbands and manage household tasks, such as

cooking, taking care of the house, caring for children, and managing the needs of family members. Men's characters are more dominant and built in line with reality, with men more emphasized and given exposure than women. This allows men to perform preferred activities more freely, which affects the overall reception of the animation.

According to Kinsella, Ritche, and Igou (2017), a comprehensive examination of children's heroes and cartoon animations conducted by Gash and Conway (1977) revealed the existence of 24 distinct traits that define a hero. The 24 attributes included in this study pertain to the qualities of agility, aesthetic appeal, cognitive prowess, courage, exceptional intellect, conscientiousness, self-assurance, personal grooming, renown, affability, wit, tenderness, moral uprightness, physical attractiveness, assistance, integrity, significance, benevolence, affection, faithfulness, prosperity, proficiency, resilience, and a resolute warrior ethos. The preferred heroes of many youngsters often derive from familial connections, community influences, political figures, sporting icons, cinematic productions, animated characters, or other pertinent circumstances. The hero or warrior consistently exhibited favorable attributes and may have shown a gender bias towards the other sex.

DISCUSSION

Table 1: Frequency of Gender Rendering in Film Animated

Number gender animation film	frequency through	<i>Upin Ipin: Geng Pengembaraan Bermula</i>	<i>Boboiboy</i>	<i>Ejen Ali</i>
Male		1220	980	1350
Female		50	30	240

Upin and Ipin have placed a larger number of male characters than female characters in the film, namely eleven men like Upin, Ipin, Tok Dalang, Ah Tong, Muthu, Salleh, Badrul, Lim, Singh, Pak Mail, and Raju while the feminine characters are only Opah and Kak Ros. For the *Boboiboy* movie, the male characters are Boboiboy, Gopal, Papa Zola, Adu du, and Probe while the female characters only are Ying and Yaya. In the animated film *Ejen Ali*, the male characters are Ali, Bakar, General Rama, Dr Ghazali, Bear, Dato Othman, Agent Ganz, Zain, Djin, and Vikram while the female character is Alicia, Niki, Aliya, Dayang and Mak Yah.

In the *Upin and Ipin* animation, the characters are portrayed as six-year-old twin brothers who are responsible for assisting mothers, grandmothers, and sisters in performing housework. The development and upbringing of children are mainly influenced by women, as children spend much time at home with their mothers. Opah, the family head, takes over the duties of a father or family member in educating children to be responsible individuals. Upin and Ipin are shown as active and good-natured children who are educated with noble and social values by Opah and Kak Ros. Upin and Ipin are shown as respectful and helpful, despite their lack of parents. Opah is portrayed as a strong woman, despite her age, and is a caring grandmother or caretaker to her grandchildren. Kak Ros, a secondary school student, assists Opah in managing household chores and is shown as a strong, fierce, and loveable sister to Upin and Ipin. Kak Ros is shown as an older person and the eldest child, showing firmness in managing their welfare.



In the film, Upin and Ipin's interactions with their family members demonstrate the importance of feminism in domestic values and social life. The characters' interactions with their parents and the environment also serve as a reminder of the importance of fostering a supportive and nurturing environment for children. The role of women is highlighted by characters like Kak Ros and Opah, who guide the lives of Upin and Ipin. Kak Ros is portrayed as a stiff girl, while Opah is the guardian of Ros, Upin, and Ipin. The language used by Opah is softer and more meaningful than Ros' harsher language. Yaya, a friend of Boboiboy and a neighbor, was a caring and caring person who enjoyed helping people. She was known for her soft and pastel colors and was a caring and caring person. Yaya was also known for her strength in fighting and flying but preferred to solve challenges positively.

Female characters were depicted as veiled and well-worn, but they shared similarities in abhorrence for messiness and disorganization. Women were often affected by incidents contrary to life principles, and changes in circumstances were seen as degrading. Ying, a close friend of Yaya, was a close friend who competed in various aspects of education or mission. Although they often competed against one another, their friendship did not affect their friendship. Ying was portrayed as a brave and resolute individual, and she was knowledgeable among her peers, enabling her to read and learn quickly. Ying was portrayed as a Chinese girl through her physical appearance, but her power transformed her into a brave and resolute individual. Alicia is shown as an independent girl. Alicia is seen as someone who has a solitary disposition and engages in little verbal communication. Additionally, she exhibits negative behavior and has a strong desire to retain her relationship with Ali. The reason for Alicia's lack of confidence may be attributed to Ali's inability to complete certain predetermined tasks. Niki's character is portrayed as an anthogenic with that of the leader who stole the azureum for the survival of the suburban community. Niki is also shown as a friend of Aliya, Ali's mother who is avenging and trying to rise alone despite being helped by two men to avenge the evil of Cyberaya. Nevertheless, Niki is portrayed as a woman trying to fight the men by creating robots that have the power of azureum.

HERO CHARACTERISTICS TO ANALYSE MALE AND FEMALE GENDERS

The study analyzed three animations, focusing on male and female characteristics. Male characters, such as leading, ambitious, assertive, dominant, forceful, leadership abilities, independent, strong, masculine, and willing to take risks, were outlined. Upin, Ipin, Boboiboy, and Ali were seen as dominant over other characters, making decisions based on the views of other friends. Upin and Ipin were greatly influenced by the individuals around them, such as their grandparents, leading to a decline in patriarchy in the family. The female characters in the animation were given feminine qualities, such as cheerful, affectionate, tender, childlike, compassionate, flatterable, gentle, gullible, loving children, sensitive to the needs of others, shy, soft-spoken, sympathetic, and understanding. The qualities were abundant in adult women, such as Opah and mother, who had a better understanding of the will and knew how to persuade children when angry or sad due to a desire. The characters in the animation were different from their male counterparts, with Kak Ros being impatient in treating their siblings. The use of language is rather harsh and cruel compared to mother and father, but the feelings of sympathy and soft language are used to convince brothers. Opah and Kak Ros guided Upin and Ipin significantly in completing domestic work at home. Upin and Ipin's situation was different from Boboiboy and Ali's as they lived together with adult men, such as the grandfather and father.

The animation's female characters are cheerful, affectionate, tender, childlike, compassionate, do not use harsh language, flatterable, gentle, gullible, love children, sensitive to others' needs, shy,



soft-spoken, sympathetic, and understanding. Adult ladies like Opah and mother had them. Understanding the will and how to convince angry or unhappy youngsters with a desire. When convincing the siblings, compassion and soothing words were utilized. The characteristics were impacted by observations. Children over six were sympathetic and constantly offered help. The kids valued helping others and worried about their friends. These youngsters were hesitant when meeting new people and compassionate. Girls were able to do what guys did. Only the characters understood men's and women's limits and behaviors. Because they were informed of the rules for males and girls. In Malay civilization, girls learned and did household duties at home. Girls were given dolls to implicitly teach them love. Cooking and beauty games were also supplied to the girls. Based on the chart, most moms and dads were strong about educating children. The genuine nature was compassionate yet determined to act. Opah in Upin Ipin and Aliyah in Ejen Ali were tough yet cautious with youngsters. Child needs were understood and sympathized with.

The patriarchal structure in animation narrations favors male protagonists over feminine ones. This encourages gender preconceptions and masculine superiority. Female characters in animation are generally docile and dependent on male characters, another problem. These concerns mirror gender imbalance in society and hamper animation's capacity to promote inclusion and equality. The Malaysian animation industry must address these concerns and provide more varied and powerful woman portrayals in their films. By shattering these prejudices, the Malaysian animation industry may help create a more progressive and inclusive society. Animation may empower young girls to believe in themselves and question society by portraying strong, independent female characters. Animation may also help marginalized people feel accepted by depicting varied gender identities and experiences. The industry must promote gender equality and inclusion by shaping social attitudes and ideas.

The research demonstrates that religion increases women in animated films. Religion may empower women in animation by challenging gender conventions. Including religious concepts and ambitions in animated films broke gender stereotypes and motivated women to work in animation. Disney's "Aladdin" reinforces gender stereotypes while being a religion. Even if Islam is her motivation, Princess Jasmine is kind and dependant on her partners. Religion alone cannot challenge animated gender norms. Disney's "Moana" defied gender conventions and blended Polynesian folklore. Moana, a hero, sails to rescue his people, defying expectations. This example illustrates how culture can empower female characters and challenge animation gender norms.

This research shows that religion can drive a more inclusive and diverse animation business. Religion can be used to convey stories that celebrate diversity and question gender stereotypes. Animators can reach more people and promote inclusive visualization by adding religious themes that promote gender equality and power. This research shows how animation can drive change and make the industry more diverse and inclusive. Most animated films show men as story leaders, showing their power and meaning. Religious themes that promote gender equality are a good start, but they do not solve the problem of animated films that reinforce conventional gender stereotypes, which maintain unbalanced power relationships and limited representation. Varied and inclusive stories that challenge gender norms are essential to breaking barriers and inspiring change in the animated film business. Strong female leaders and protagonists in animated films can better represent society and motivate young audiences to challenge gender bias. Creating an inclusive industry that celebrates the strengths and values of everyone, regardless of gender, requires that. Social impact also empowers women in animated films. This research will provide Malaysian animation creators with a new perspective on raising women, especially girls, to empower young children and strengthen their sense of identity through animated films. It also shows how women are represented in society.



In this study, the researcher also intends to examine gender disparity in Malaysian cartoon films. By studying gender representation in Malaysian animated films, the researcher hopes to illuminate the causes of the difference and promote equitable representation. This research aims to urge Malaysia's animation industry to embrace diversity and build a more inclusive media environment that represents all genders' experiences and identities. Doing so may help the sector challenge traditional conventions and promote gender equality in Malaysia. The lack of representation and equitable chances for women in Malaysia's animation industry provides a comprehensive counterexample. Despite diversity and inclusiveness initiatives, women remain underrepresented in director, writer, and producer roles. This reinforces gender preconceptions and hampers industrial gender equality. For instance, the Malaysian animation business lacks women in decision-making positions, limiting various viewpoints and storytelling. This is shown in the few animated films or series with female protagonists that discuss women's problems.

Therefore, this underrepresentation hinders creative expression, maintains old gender standards, and hampers gender equality advancement. Counterargument: The absence of women in animation decision-making jobs is not purposeful but due to a lower pool of talented female applicants or women's career choices. Research shows that the underrepresentation of women in animation is not exclusively attributable to a lack of competent applicants or personal career decisions. Women in the business endure workplace discrimination and unconscious prejudice in recruiting, according to studies. These hurdles prevent women from pursuing animation occupations and limit their growth. Thus, purposeful efforts are required to address structural concerns and establish a more inclusive and diverse animation industry.

RECOMMENDATIONS

Based on the research conducted, most of the animation was based on male orientation, whereby men were always important and powerful. In animation media, women were always portrayed as supportive of men in gaining a goal. Women were always portrayed as a weak person. In reality, women were capable of performing a task as equal to men and living independently by providing for themselves and the family as men do. Female characters should not hide under the imagination and power of a man, as women's abilities were no longer the same as before. Local animation should provide women with opportunities by making female characters the main characters. Placing women in stereotypical characters needed to be eliminated. In all three animated films, the female character attempted to be empowered albeit through a supporting character. For example, in the Upin and Ipin animated series, Opah was given an important character as a family leader replacing the deceased father's character. Opah was also responsible for earning a living by tapping rubber trees every morning. Every direction and advice Opah stated was accepted and followed by Kak Ros, Upin, and Ipin.

Similarly, the Opah character was assisted by Kak Ros who helped with home management, such as cooking, packing, and managing Upin and Ipin. Although the female character was shown to play male-oriented roles, a lack of empowerment equivalent to men was noted. Male characters were dominated either in terms of conversation or behavior displayed by one character. The future direction of this study is to enable gender comparison covering several Asian countries, such as Singapore, Indonesia, Thailand, the Philippines, Myanmar, and Vietnam using the same approach. Through such studies, the similarities or differences of each culture in society through gender representation could be identified.

CONCLUSION



In conclusion, the study highlights the importance of understanding the differences between male and female characters in animations. By examining the characteristics of male and female characters, it becomes clear that the development of these traits can lead to a more inclusive and understanding society. In this animation films such as ‘Upin & Ipin,’ ‘Boboiboy’ and ‘Ejen Ali’, the female characters are portrayed as strong, intelligent, and capable individuals, challenging traditional gender roles. They are depicted as leaders, problem solvers, and active participants in their community. This representation not only empowers women but also highlights the importance of gender equality in Malaysian society. By showcasing the diverse roles and contributions of women, the series promotes a more inclusive and progressive understanding of gender dynamics, inspiring young girls to dream big and break societal barriers

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038-036

**NEEDS ANALYSIS FOR DEVELOPMENT OF AN INTEGRATED
PSYCHOPIRITUAL-QURANIC ARABIC MODULE (INPAQ) FOR JUVENILE
REHABILITATION**

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ABSTRACT

Arabic language instruction holds a central position in the spiritual and religious rehabilitation program for Muslim juveniles at Sekolah Henry Gurney Telok Mas. This curriculum aims to impart daily Arabic vocabulary and fundamental language principles, which hold significant importance for spiritual and religious rehabilitation endeavors. Consequently, this study seeks to examine the imperative need for crafting an Integrated Psychospiritual-Quranic Arabic Module (INPAQ) tailored for the rehabilitation programs of Muslim juveniles. Employing a semi-structured interview protocol grounded in the concept of triangulation within data acquisition, the study enlists informants through purposive sampling, determined by predefined criteria. The Discrepancy Model of Need Assessment serves as the analytical framework to thematically dissect the interview data. The data's authenticity is affirmed through informant validation and further refined via expert evaluations conducted in a Focus Group Discussion. The findings of the study underscore the compelling necessity to integrate Psychospiritual-Quranic Arabic instruction into juvenile rehabilitation regimens. These young individuals, mandated for rehabilitation, grapple with multifarious life challenges that have steered them toward criminality. Throughout the rehabilitation process, they yearn for redemption, absolution, transformation, and acknowledgment through a profound comprehension of religious teachings.



Simultaneously, Arabic language acquisition has demonstrated itself as a conduit for religious education. However, the existing Arabic Module falls short in facilitating their aspiration to delve into religious instruction encompassing the Quran, prayers, and zikr (spiritual practices). Thus, this study advocates for the creation of the INPAQ Module, tailored to address the exigencies of Muslim juvenile rehabilitation programs.

Keywords: Integrated module, juvenile rehabilitation, need analysis, psychospiritual, Quranic Arabic.



041-039

THEMATIC ANALYSIS OF INTERVIEW SESSIONS WITH MUSLIM PARENTS WITH NEUROATYPICAL DEVELOPMENT CHILDREN IN MALAYSIA

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ABSTRACT

Parenting is a challenging task, especially if it involves children with developmental disabilities. It has been reported that most families caring for children with neuroatypical development e.g. Attention-Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorder (ASD), Learning Disorder (LD), Intellectual Disability (ID), are exposed to a multitude of problems, including psychological distress (i.e. stress, depression and anxiety), and poor well-being (i.e. lack of financial resources, lack of stability in employment due to caring for the child, and disrupted relationship with the child and other family members). Consistent with global findings, local studies also supported these observations that parenting distress, which affect their wellbeing, is manifested while parenting atypical children. Hence, this paper aims to explore the experiences of Malaysian Muslim parents of children with neuroatypical development in terms of their challenges, their coping strategies and their needs in caring for their children. Seven Malaysian Muslim parents were interviewed on their experiences while caring for children with neuroatypical development. Data from the interviews were analysed using the ATLAS.ti software. Several main themes were then generated, which includes: Time Management; Emotional Regulation; Acceptance; and Seeking Knowledge. The parents were also asked how their religious beliefs influence their parenting process. Generally, all of the parents agreed that their religion influenced their parenting process in positive ways. In conclusion, the findings of the interviews support previous literatures, which includes: parents of children with neuroatypical development do experience parenting distress that affect their wellbeing; proper planning and strategizing may facilitate better parenting processes; and religion plays an important role in positively contributing to the parenting process. It is hoped that the significance of these findings can be expanded in developing an intervention that caters specifically for Malaysian Muslim parents with children with neuroatypical development in the near future.

Keywords: Parenting, Neuroatypical children, Interview, Muslim, Malaysia



046-044

NAVIGATING THE FUTURE OF EDUCATION FOR REFUGEE CHILDREN IN MALAYSIA THROUGH BACKCASTING: A PROPOSAL

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ABSTRACT

A significant number of refugee children are living in Malaysia, many of whom encounter formidable obstacles to obtaining quality education, which would leave these vulnerable groups with bleak future. This proposal outlines a future studies approach to addressing this pressing issue, utilising the backcasting method. Backcasting will be used to strategize shaping the future of education for refugee children in Malaysia. The main objective of this paper is to suggest a research project that plans to use backcasting as a strategic foresight technique. The project aims to envision probable future scenarios for refugee education and formulate strategies to make these futures a reality in Malaysia through concerted endeavors. The ultimate goal is to improve refugee children's access to quality education, and social integration within the educational system. The backcasting method to be used in this project, entails creating a variety of future scenarios and working backward to determine the activities, policies, and interventions required to realise these desired futures. Using multiple future scenarios and developing adaptive strategies, this research will contribute towards the improvement of educational opportunities and outcomes for the most vulnerable population. These hypothetical situations represent various levels of access to education system, value, and social inclusion. The use of descriptive analysis will show the effects of each scenario, highlighting the potential and difficulties present in each imaginary future. This research project, which is multi-phased in design, seeks to generate plausible future scenarios for refugee education in Malaysia, evidence-based strategies and action plans, empowerment of the community and advocacy efforts that support policy reforms and resource allocation for refugee education.

Keywords: refugee children; right to education; access to education; future of refugee education; backcasting



054-050

**EMPOWERING FUTURES: EXAMINING THE SYNERGISTIC IMPACT OF
POSITIVE PARENTING ON UNIVERSITY STUDENT WELL-BEING AND GRIT
DEVELOPMENT**

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ABSTRACT

This quantitative study explores the interplay between positive parenting practices, university student well-being, and the cultivation of grit. The determining factors for the type of citizen Malaysia will cultivate primarily hinge on parenting practices. Utilizing established measures - The College Student Subjective Well being Questionnaire (CSSWQ) (Renshaw, 2022), Short Grit Scale (Grit-S) (Duckworth & Quinn, 2009), and Nicomachus-Positive Parenting (NPP) (2019) - the research illuminates the pivotal role of positive parenting in shaping the trajectories of university students. The findings reveal a significant positive correlation between positive parenting practices and reported subjective well-being among university students. Practices characterized by emotional support, clear communication, and consistent guidance foster an environment conducive to psychological, emotional, and social flourishing. Furthermore, the study identifies student well-being as a crucial mediator in the development of grit among university students. This suggests that positive parenting not only directly impacts students' subjective well-being but also indirectly contributes to the cultivation of grit - an essential quality associated with sustained effort and long-term goal achievement. The implications of this research are profound. It underscores the importance of fostering positive parenting practices that nurture student well-being and grit development. By creating environments rich in emotional support and clear communication, parents can empower university students to navigate their academic journey with confidence and determination. Educational institutions and policymakers can also leverage these insights to implement initiatives supporting and educating parents in positive parenting practices, ultimately contributing to the success and resilience of university students. In conclusion, this study provides empirical evidence of the synergistic impact of positive parenting practices on the well-being and grit development of university students. By illuminating the crucial role of positive parenting, this research offers valuable insights for empowering the futures of university students toward academic and personal success.

Keywords: Positive psychology, GRIT, psychological well-being, resilience



051-060

**UNDERSTANDING THE RELATIONSHIP BETWEEN DIGITAL PARENTING
STYLES AND CHILDREN'S DIGITAL RESILIENCE IN MALAYSIA**

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ABSTRACT

The significant increase in online and screen time adds to the issues of children's online safety which has always posed a significant risk to parents, even before the pandemic. The opportunity given by parents to access digital gadgets has transformed how children perceive, react, and adapt to world change, especially in the era of IR4.0. Despite a huge number of studies conducted on digital media among young generations, only a few focused on digital parenting and digital resilience topics, especially in the aftermath of the COVID-19 pandemic. Studies on digital platforms among Malaysian children, particularly young schoolchildren between the ages of 7 and 9, were also lacking. The existing research on resilience focused on measuring resilience in general, but not focusing on digital resilience. There is also a need to engage parents to assist in achieving the agenda of digital parenting. In line with the LPPKN's 2021 Strategic Planning which is "Enhancing Family Resiliency Post COVID-19", elucidating the relationships between digital parenting and children's digital resilience is critical post-COVID19 pandemic. Thus, this study aims to identify the association between digital parenting style and children's digital resilience in Malaysia. A total of 532 parents who have 7-9-year-old children were involved in a cross-sectional online survey. Parents were asked about their and their children's usage of digital gadgets at home, average duration and time of usage, the purpose of using digital devices, and also preferred digital applications. Results of the regression analysis were also presented.

Keywords: Digital parenting style, digital resilience, family well-being, parenting, children.



079-073

**ANALISIS LITERATUR MENANGANI ISU KEGANASAN
RUMAH TANGGA DEMI MEMBANGUN MALAYSIA MADANI**
*Analysis Of Literature Addressing The Issues Of Domestic Violence
For The Development Of A Civilized Malaysia*

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ABSTRAK

Keganasan rumah tangga merupakan salah satu cabang perbincangan isu kaunseling keluarga dalam kalangan kaunselor di Malaysia. Keganasan rumah tangga merupakan masalah sosial yang memberikan kesan buruk kepada wanita dan kanak-kanak daripada aspek fizikal, psikologi dan sosial. Kajian ini dijalankan bagi memperincikan dapatan temubual separa struktur seorang Pegawai Penerangan Klinik Nur Sejahtera Lembaga Penduduk dan Pembangunan Negara (LPPKN) dan seorang Penolong Pegawai Jabatan Kebajikan Masyarakat Malaysia (JKMM) serta kajian keperustakaan berkaitan definisi, dalil / Nas Al-Quran, faktor-faktor, elemen perundangan, intervensi, pendekatan Islam, dan langkah-langkah mengatasi isu keganasan rumah tangga. Data telah dianalisis secara analisi kandungan dan secara keseluruhannya dapatan kajian menunjukkan bahawa masih banyak perkara yang perlu diberikan perhatian terhadap kajian-kajian berkaitan isu utama keganasan rumah tangga yang boleh dilaksanakan secara mix-metod. Kesimpulannya, kajian-kajian seterusnya berkaitan isu keganasan rumah tangga perlu dijalankan bagi memenuhi agenda perubahan dalam institusi kekeluargaan di Malaysia sejajar hasrat membangunkan keluarga Madani. Hasil kajian ini boleh dijadikan rujukan kepada pengkaji akan datang bagi melakukan kajian lanjutan.

Kata kunci: Kaunseling keluarga, isu keganasan rumah tangga, Keluarga Madani

Abstract:

Domestic violence is one of the branches of the discussion of family counseling issues among counselors in Malaysia. Domestic violence is a social problem that has adverse effects on women and children from physical, psychological and social aspects. This study was conducted to detail the findings of a semi-structured interview with an Information Officer of the Nur Sejahtera Clinic of the National Population and Family Development Board (NPFDB) and an Assistant Officer of the Jabatan Kebajikan Masyarakat Malaysia (JKMM) as well as a literature review related to definitions, propositions / Nas Al-Quran, factors, elements of legislation, intervention, Islamic approach, and measures to overcome the issue of domestic violence. The data has been analyzed through content analysis and overall the findings of the study show that there are still many things that need to be paid attention to in studies related to the main issue of domestic violence which can be implemented in a mixed-methods manner. In conclusion, further studies related to the issue of domestic violence need to be carried out to fulfill the agenda of change in family institutions in Malaysia in line with the desire to develop a civilized family. The results of this study can be used as a reference for future researchers to conduct further studies.

Keywords: Family counseling, domestic violence issues, Civil Family

PENGENALAN

Perkahwinan dalam Islam ialah akad nikah antara lelaki dan perempuan untuk menghalalkan persetubuhan bagi tujuan kemakmuran jangka panjang, tetapi ia tertakluk pada norma-norma Syariah bagi melahirkan zuriat yang halal. Walau bagaimanapun, sesetengah isi rumah terpalit dengan ujian dan konflik sehingga kegunaan rumah tangga berlaku. Hal ini, amat membimbangkan apabila Mohd Nasaruddin Parzi (2022) melaporkan bahawa isu kegunaan rumahtangga meningkat 42 peratus pada 2021 apabila sebanyak 7,468 kes kegunaan rumah tangga direkodkan berbanding 5,260 pada 2020. Berdasarkan data terkumpul sebanyak 3,028 panggilan membabitkan kes kegunaan rumah tangga diterima melalui Talian Kasih 15999 bagi tempoh Januari hingga Disember 2021 dan daripada jumlah tersebut sebanyak 974 panggilan dikategorikan sebagai aduan. Selain itu, dikatakan bahawa Selangor mencatatkan kes kegunaan rumah tangga tertinggi, berbanding dengan negeri lain di seluruh negara dalam tempoh tiga tahun kebelakangan ini dan bagi tempoh Januari hingga Ogos 2023 sebanyak 813 kes kegunaan rumah tangga dilaporkan di Selangor. Ruwaida Md Zain.(2023). Hakikatnya, kegunaan rumah tangga memberikan pengaruh buruk kepada wanita, lelaki, kanak-kanak dan warga tua yang menjadi mangsa maka peningkatan kadar kejadian mesti ditangani segera. Kegunaan rumah tangga bukan sekadar isu peribadi semata-mata tetapi kini telah menjadi isu masyarakat dan negara sama ada di dalam dan luar negara kerana ia berkaitan dengan hak asasi manusia global. Dapatan kajian Natasha 2017; Roslee 1999; Noraslizawati & Abdul Rauf 2019 mendapati bahawa tahap keperhatian masyarakat umum terhadap isu kegunaan rumahtangga berada pada sederhana maka tidak mustahil isu tersebut akan kekal berulang sehingga menggugat usaha melahirkan keluarga madani. Justeru, sebagai usaha untuk memberikan pendedahan kepada masyarakat umum tentang kegunaan rumah tangga maka satu sesi temubual separa struktur bersama Pegawai Penerangan Klinik Nur Sejahtera Lembaga Penduduk dan Pembangunan Negara (LPPKN) dan Penolong Pegawai Jabatan Kebajikan Masyarakat dilakukan untuk menjelaskan beberapa persoalan mengenai kajian ini serta adanya kajian keperustakaan yang merangkumi beberapa perkara iaitu definisi, dalil / Nas Al-Quran, faktor-faktor, elemen perundangan, intervensi, pendekatan Islam serta langkah-langkah mengatasi isu kegunaan rumah tangga sebagai usaha merealisasikan konsep keluarga madani.



LATAR BELAKANG KAJIAN

Tujuan Kajian untuk mengenal pasti:

1. Apakah definisi, faktor-faktor dan dalil / nas Al-Quran berkaitan keganasan rumahtangga?
2. Bagaimanakah intervensi, pendekatan Islam dan langkah-langkah yang sesuai bagi mengatasi isu keganasan rumahtangga?
3. Bagaimanakah kesejahteraan keluarga membina Malaysia Madani?

METODOLOGI KAJIAN

Kajian Tinjauan ini ialah tinjauan konseptual berdasarkan temu bual dengan responden. Selain itu, secara amnya akan merangkumi kajian perpustakaan berdasarkan pelbagai sumber sekunder seperti buku ilmiah, artikel jurnal, kertas persidangan. Artikel ini juga merujuk pada penyelidikan dan penerbitan mengenai akta dan perundangan tentang keganasan rumah tangga. Respondan pertama berusia 43 tahun yang kini bertugas sebagai Pegawai Penerangan Klinik Nur Sejahtera Lembaga Penduduk dan Pembangunan Negara (LPPKN) di sebuah negeri di Pantai Timur dan telah berkhidmat lebih daripada 10 tahun dan responden kedua kini bertugas di Jabatan Kebajikan Negeri Kedah. Kajian ini menggunakan kaedah temu bual untuk mengumpul maklumat tentang isu keganasan rumah tangga dan hubungannya dalam meralisasikan hasrat membina negara madani oleh penyelidik. Temu bual yang digunakan sebagai temu bual separa berstruktur yang lebih sesuai untuk menyiasat dan menjelaskan faktor dan subfaktor.

PERBINCANGAN

1. Apakah definisi, dalil / nas Al-Quran dan faktor-faktor keganasan rumahtangga?

Keganasan rumah tangga didefinisikan sebagai tindakan menimbulkan ketakutan dengan mengawal atau mempertahankan kuasa seseorang ke atas pasangan atau keluarga, sama ada dari segi fizikal, emosi, psikologi, seksual, sosial atau ekonomi. Tindakan tersebut digunakan untuk memaksa pasangan atau ahli keluarga melakukan sesuatu di luar batas (Rahman et al. 2017 dalam Nurul Qolbi Mohd Ngalim.2020). Menurut Akta Rumah Tangga Keganasan (AKRT) 1994, sebatan mental atau psikologi pasangan juga dipanggil penderaan. Akibat daripada emosi yang ganas, seseorang mungkin mendapati ia tidak berguna, kehilangan anugerah dan mengalami emosi buruk di bawah tekanan sehingga mempunyai kesan psikologi (Slabbert & Green, 2014 dalam Nadiyah Mohd Daud 2020) Selain itu, keganasan rumah tangga juga melibatkan keganasan fizikal merangkumi tindakan seperti menendang, memukul, mencekik, membaling, menakut-nakutkan dan menggunakan senjata. Jelaslah definisi keganasan rumah tangga sangat luas apabila unsur keganasan rumah tangga ini tidak terhad kepada keganasan fizikal malah, ia juga boleh bersifat lisan, penganiayaan psikologi dan emosi.

Keganasan rumah tangga ialah tindakan keganasan terhadap orang lain seperti suami isteri, anak-anak, orang tua, orang dewasa yang kurang upaya atau ahli keluarga yang lain. Hakikatnya, keganasan tidak boleh wujud di rumah mahupun dalam keluarga. Malah, Islam sendiri telah ditetapkan bahawa suami berperanan sebagai ketua keluarga, maka suami bertanggungjawab untuk melindungi isteri dan keluarganya. Hal ini jelas dinyatakan dalam firman Allah SWT dalam Surah an-Nisa' ayat ke-34 iaitu "*Kaum lelaki itu adalah pemimpin dan pengawal yang bertanggungjawab terhadap kaum perempuan*". Selain itu, sebagai ketua keluarga, suami mestilah menjadi contoh dan teladan yang baik kepada keluarga. Rasulullah SAW berpesan seperti dalam Riwayat Bukhari (2409) bermaksud "*Seorang lelaki dalam keluarga adalah pemimpin dan bertanggungjawab terhadap pimpinannya (ahli keluarganya)*". Berdasarkan



kedua-dua pernyataan tersebut terbukti bahawa suami adalah ketua keluarga dan bertanggungjawab untuk melindungi keluarganya. Jelas Islam telah bertindak adil untuk menjaga keutuhan sistem kekeluargaan dengan mewajibkan suami dihukum sekiranya gagal menunaikan kewajipan sebagai ketua keluarga. Walau bagaimanapun, isteri juga tidak terlepas daripada melakukan perbuatan haram iaitu Nusyuz yang termasuk salah satu kesalahan besar maka orang yang melakukan perkara tersebut akan dihukum.

Terdapat beberapa kemungkinan keganasan rumah tangga berlaku termasuk faktor dalam individu, faktor persekitaran dan faktor luaran yang lebih besar. Hakikatnya, kesemua faktor ini mempengaruhi antara satu sama lain bagi pasangan suami isteri, kanak-kanak dan orang dewasa. Berdasarkan kajian Pertubuhan Kesihatan Sedunia (1998) didapati bahawa faktor penderaan suami isteri akibat pengaruh alkohol atau pekara yang menghilangkan kewaranan akal, perbezaan jantina, struktur sosial antara lelaki dan wanita daripada segi perbezaan kekuatan dan saiz badan. Hakikatnya, kesan alkohol atau dadah akan menghapuskan pertimbangan seseorang lalu menjadikan tingkah lakunya tidak stabil dan cenderung bertindak di luar watak sebenar seperti mengugut dan memukul seseorang tanpa sedar. Selain itu, dinyatakan bahawa wanita sering distigma sebagai mangsa keganasan kerana sejarah mereka didera semasa kanak-kanak atau sememangnya keluarga mereka menonjolkan sistem patriarki iaitu lelaki mendominasi wanita. Tabiat menjadi mangsa keganasan rumah tangga adalah disebabkan tahap kekuatan seseorang yang lemah dan saiz yang kecil menyebabkan seseorang itu tidak berdaya untuk melawan. Hal ini, dipersetujui oleh Abd Malek Shah, Jeniwaty dan Suzzana Othman (2017: 65 dalam Nadiah Mohd Daud 2020) yang menyatakan bahawa berlakunya keganasan isteri terhadap suami adalah disebabkan ketegasan tubuh isteri. Contohnya, terdapat satu kejadian di Sarawak apabila seorang wanita memukul suaminya kerana menjalinkan hubungan sulit dengan kekasih (World Health Organization, 1998: 13 dalam Nadiah Mohd Daud 2020). Selain faktor keganasan terhadap suami isteri dikenal pasti terdapat juga faktor keganasan terhadap kanak-kanak. Menurut Alavi K. et al. (2012) ketidakupayaan anak-anak untuk menolak permintaan bapa yang memaksanya menggunakan kuasa dan haknya sebagai bapa untuk memenuhi keinginannya telah menyebabkan penderaan seksual terjadi. Selain itu, kepercayaan ibu bapa tentang jenis penjagaan dalam bentuk hukuman fizikal dipercayai dapat membentuk disiplin sehingga membawa pada tingkah laku ibu bapa yang melampau juga menjadi faktor keganasan kanak-kanak terjadi. Menurut Erniwati dan Wahida (2020), keganasan lisan terhadap anak oleh ibu bapa sehingga menjejaskan jiwa kanak-kanak adalah disebabkan oleh faktor dalaman dan luaran. Hal ini, kerana kurangnya pengetahuan keibubapaan dan pengalaman keibubapaan sendiri sehingga ibu bapa mempengaruhi anak-anak mereka dengan cara yang sama. Tanpa sedar keganasan rumah tangga juga melibatkan warga tua. Menurut Noraini Che Sarif et al. (2015) faktor penderaan warga emas berlaku dalam konteks pengabaian apabila anak-anak yang mementingkan kerjaya, jurang komunikasi antara kedua-dua pihak sehingga pengabaian berlaku. Selain isu kewangan dan isu kesihatan warga emas turut menjadi faktor berlakunya keganasan terhadap warga tua. Jika diperhatikan kebanyakan faktor keganasan rumah tangga yang melibatkan suami isteri, kanak-kanak dan warga tua hampir sama. Justeru, boleh dirumuskan bahawa hanya terdapat 2 faktor keganasan rumah tangga iaitu faktor makro yang melibatkan isu sosialisasi dan kekurangan ilmu kekeluargaan manakala faktor mikro yang melibatkan struktur sosial, salah laku dan budaya berkaitan hukum partraki (Rumaya Juhari.2007)

2. Bagaimanakah intervensi, pendekatan Islam dan langkah-langkah yang sesuai bagi mengatasi isu keganasan rumahtangga?

Jika dikatakan bahawa keganasan rumah tangga merupakan masalah sosial yang mempunyai impak psikososial yang negatif terhadap suami isteri atau anak-anak atau warga tua sama ada secara fizikal, psikologikal mahu pun sosial maka intervensi bagi isu keganasan rumahtangga



perlu diberikan segera mengikut kesesuaian kes dan klien. Berikut beberapa intervensi bagi isu keganasan rumah tangga:

Jadual 1 : Intervensi bagi isu keganasan rumah tangga

Intervensi Krisis Keganasan Rumahtangga	Tahap 1	<ul style="list-style-type: none"> a. Fokus kepada situasi klien b. Berikan ruang untuk luahan perasaan c. Kenal pasti kekuatan mangsa d. Senaraikan jenis-jenis pertolongan e. Membuat rumusan masalah semasa f. Membuat rujukan yang sesuai
	Tahap 2	<ul style="list-style-type: none"> a. Membina kekuatan dan keyakinan diri, memberikan pengiktirafan atas pelaksanaan tindakan b. Memberikan tumpuan pada masalah dalam bentuk kelompok kecil c. Memberikan tugas penyelesaian yang boleh dicapai d. Sedar tentang kesungguhan penyelesaian masalah e. Mengelak pergantungan diri pada pemberi pertolongan f. Memberikan ruang untuk berfikir tentang tindakan dan keadaan semasa g. Menilai tindakan bersama dan pencapaiannya sangat baik
	Tahap 3	<ul style="list-style-type: none"> a. Mengimbuai kembali pencapaian dalam proses pertolongan b. Membuat rumusan pencapaian masalah yang dicapai c. Memberi jaminan bersedia menerima dan berkekerjasama d. Membincangkan cadangan meneruskan tindakan dalam kehidupan e. Memberi ruang dan memberitahu perhubungan pertolongan ditamatkan f. Mengingatkan kekuatan dan kemampuan bertindak sendiri g. Aturkan perkhidmatan kaunseling sekiranya perlu h. Segera bantu mangsa sekiranya memerlukan perlindungan mahkamah dan Badan Pendamai
Intervensi kerja sosial melalui kerja kumpulan	Fasa 1	<ul style="list-style-type: none"> a. Peringkat pra-perancangan, termasuk memilih ahli daripada wanita yang terlibat dalam keganasan rumah tangga
	Fasa 2	<ul style="list-style-type: none"> b. Proses kedua memulakan kerja kumpulan. Antaranya termasuk mengenal pasti dan membentuk matlamat dan norma sosial yang dipatuhi oleh ahli.
	Fasa 3	<ul style="list-style-type: none"> c. Peringkat pertengahan, termasuk aktiviti yang dijalankan hasil daripada matlamat kerja kumpulan
	Fasa 4	<ul style="list-style-type: none"> d. Peringkat penamatan membolehkan pekerja sosial menilai kesan kerja berkumpulan ke atas wanita yang mengalami keganasan rumah tangga

Usaha memberikan intervensi krisis atau kerja sosial jelas menunjukkan impak positif dan dapat memperkasakan wanita dalam menangani masalah keganasan rumah tangga. Hal ini, kerana kumpulan sokongan yang dibentuk dapat berkerja dalam kumpulan dan dapat membantu ahli kumpulan yang menghadapi masalah psikososial berkaitan keganasan. Namun, proses kesinambungan atau kelestarian sistem sokongan perlu diutamakan kerana ianya akan menjadi cabaran pada usaha melaksanakan intervensi seterusnya peranan pekerja sosial juga perlu diambil berat khususnya berkaitan nilai diri dan ilmu memberi pertolongan agar usaha yang dijalankan bersama klien berjaya.

Selain itu, berdasarkan Garis Panduan Pengendalian Kes Keganasan Rumah tangga (2023) telah dinyatakan senarai perkhidmatan utama yang disediakan bagi kes keganasan rumah tangga seperti bantuan rawatan kesihatan/ psikologi/ emosi di *One Stop Crisis Centre*, perintah

perlindungan, perintah perlindungan interim, perintah perlindungan kecemasan, khidmat nasihat dan kaunseling dan tempat selamat/ tempat berlindung dalam Rajah 1. Jelaslah bahawa garis panduan tersebut telah disediakan berdasarkan maklumat sedia ada di bawah agensi terlibat dengan kerjasama pelbagai pihak yang berkaitan seperti Jabatan Peguam Negara, Kementerian Kesihatan Malaysia, Jabatan Kebajikan Masyarakat, Polis Diraja Malaysia, Pejabat Ketua Pendaftar Mahkamah Persekutuan Malaysia, Jabatan Kemajuan Islam Malaysia/ Jabatan Agama Islam Negeri, Jabatan Pembangunan Wanita, Lembaga Penduduk dan Pembangunan Keluarga Negara, Jabatan Bantuan Guaman, Yayasan Kebajikan Negara dan Lembaga Kaunselor Malaysia. Akhirnya, melalui penyediaan garis panduan tersebut sebagai dokumen rujukan kepada agensi terlibat adalah diharapkan agar pengendalian kes dan pengurusan mangsa keganasan rumah tangga dapat dilaksanakan secara sistematis dan berkesan dengan kerjasama semua pihak terlibat demi kesejahteraan masyarakat dan pembangunan sosial negara.



Rajah 1
Senarai perkhidmatan utama yang disediakan bagi kes keganasan rumah tangga

Hakikatnya, perkahwinan dalam Islam mempunyai tujuan yang suci dan kesucian ini menjadikannya sebagai sistem yang sempurna. Walaupun, isteri diperintahkan untuk mentaati suaminya, tetapi umum harus sedar akan situasi ketaatan agar tidak menjadi mangsa keganasan rumah tangga. Oleh itu, antara pendekatan Islam yang sesuai bagi mengatasi keganasan rumah tangga ialah mengaplikasikan Maqasid Syariah dalam kehidupan yang mempunyai lima unsur *Daruryyat* wajib dipelihara dalam perkahwinan iaitu agama, nyawa, akal, maruah dan harta (Nurul Qolbi Mohd Ngalm. 2020). Jika keutamaan mengekalkan lima elemen ini dijaga maka diri dan keluarga mangsa dapat membantu pasangan dan masyarakat yang bermasalah mengatasi keganasan rumah tangga berdasarkan pertimbangan Islam malah dapat membantu dalam membuat keputusan juga tindakan yang sewajarnya seperti dalam jadual 2 yang merujuk penyelesaian keganasan rumah tangga berdasarkan Maqasid Syariah.



Jadual 2 : Penyelesaian keganasan rumah tangga berdasarkan Maqasid Syariah

- | | | |
|---|--|---|
| 1 | Memelihara agama dalam kes pengabaian agama | <ul style="list-style-type: none">a. Perlindungan agama adalah <i>Daruriyyat</i> yang paling utama dan merupakan peringkat tertinggi dalam <i>alkulliyyat alkhamseh</i>.b. Rasulullah s.a.w. Menyampaikan agama Islam yang sebenar dan menghubungkannya dengan orang lain. Malah ada dinyatakan bahawa manusia mempercayai rukun iman dan rukun Islam serta berkewajipan meninggalkan Syirik. Hal ini, sejajar firman Allah, Surah al-Zariat., ayat 56 bermaksud “<i>Aku tidak menciptakan jin dan manusia melainkan agar mereka beribadah kepada-Ku</i>”c. Apabila mereka merasa bertanggungjawab terhadap Tuhan mereka maka pastinya terhadap makhluk, sama ada mereka pasangan atau anak tetapi jika mereka gagal dengan memilih untuk murtad maka hukum bunuh ke atasnya jelaslah Islam melarang apa-apa yang boleh menjejaskan kesejahteraan umatnya. (Mahmood Zuhdial. 2012. Nurul Qolbi Mohd Ngalim.2020). |
| 2 | Memelihara nyawa dalam kes penggunaan barang terlarang | <ul style="list-style-type: none">a. Jika Islam mengenakan <i>Qisas, Diat</i>, atau <i>Kafarah</i> sekiranya berlaku pembunuhan maka Islam perlu mengekalkan kehidupan keluarga dan menghalang satu pihak daripada melakukan serangan biadab terhadap diri sendiri, keluarga mereka, dan lain-lain. (Nurul Qolbi Mohd Ngalim 2020).b. Jelas bahawa Al-Quran juga menyebut tentang kewajipan untuk menjaga kehidupan dan tidak mendedahkannya pada bahan berbahaya seperti Firman Allah dalam ayat 32 Surah Almida |
| 3 | Memelihara akal dalam kes penderaan terhadap keluarga | <ul style="list-style-type: none">a. Memupuk minda kanak-kanak yang sedang membesar ini amat penting bukan sahaja untuk mendapat manfaat daripada kecerdasan, tetapi juga untuk melindunginya daripada kelemahan dan maksiat.b. Jika pasangan terdedah pada keganasan rumah tangga, penderaan mental atau fizikal yang berlaku dipercayai akan membantutkan perkembangan mental. Justeru, mangsa wajib mendapatkan perlindungan dan sokongan daripada pihak berkuasa agama, ahli keluarga dan kenalan. Seperti dalam Surah al-Baqarah ayat 195 yang mementingkan usaha melindungi fungsi intelek budak lelaki daripada bahaya. |
| 4 | Memelihara keturunan dalam kes keganasan seksual dan pasangan berfitrah songsang | <ul style="list-style-type: none">a. Islam juga melarang keras segala bentuk aktiviti yang dianggap sebagai penderaan, penzinaan, sumbang mahram, pergaulan bebas dan sebagainya (Nizaita 2011, Nurul Qolbi Mohd Ngalim.2020). Justeru, Suami atau isteri berhak memohon cerai bagi menjaga maruah keturunannya daripada perbuatan terkutuk. Nabi bersabda: "<i>Allah melaknat semua orang yang melakukan perbuatan kaum Luth</i> (dia mengulanginya tiga kali)." Hakikatnya, sebanyak 92,768 perceraian dilaporkan antara 2012 dan 2014 kerana pasangan itu adalah lesbian, gay, biseksual dan transgender (LGBT). |
| 5 | Memelihara Harta dalam Kes Penyelewengan Harta dan Hak Nafkah | <ul style="list-style-type: none">a. Keganasan membolehkan pemangsa mengawal pasangan mereka dan menyukarkan mangsa untuk keluar daripada kitaran keganasan sama ada secara fizikal atau mental. Hakikatnya, keganasan juga wujud apabila suami tidak membayar nafkah kepada isteri.b. Oleh itu, bagi mengelakkan harta tersebut hilang atau rosak selepas harta tersebut wujud, pasangan suami isteri tidak mempunyai hak dan haram memperoleh harta isteri secara percuma (Awing Nib Zuhairiet. 2021) seperti dalam ayat 29 sebagaimana firman Allah SWT dalam Surah al-Nisa |



Akhirnya, pasangan suami isteri, kanak-kanak atau orang tua wajar mengenali gagasan kekeluargaan dalam Islam khususnya faktor Maqasid Syariah iaitu menjaga agama, nyawa, akal, maruah dan harta dalam menghadapi konflik keganasan rumah tangga agar kehidupan lebih sejahtera. Walau bagaimanapun, menurut Awang Nib Zuhairi Bin Awang Ahmad (2021) penglibatan secara aktif pemerintah ialah satu keperluan yang utama untuk menggerakkan lima prinsip utama maqasid syariah kerana lima prinsip tersebut merupakan prinsip teras untuk membentuk kesejahteraan keluarga dalam sebuah negara bermasyarakat majmuk terutamanya demi merealisasikan hasrat membentuk Malaysia Madani.

Hakikatnya tiada siapa pun yang mahu menjadi mangsa keganasan rumah tangga (KRT). Jika mangsa terlalu trauma fizikal dan mental dalam serangan keganasan rumah tangga maka mereka akan segera bertindak mendapatkan bantuan. Buktinya pada awal April 2020 sebanyak 264 panggilan dan soalan diterima di *WhatsApp* permohonan melalui sokongan KRT dan perkhidmatan TINA dalam talian oleh Jabatan Kebajikan Masyarakat (Najmi Syahiran Mamat. 2020). Justeru, berdasarkan statistik tersebut maka masyarakat umum perlu diberikan pendedahan bahawa mendapatkan bantuan daripada keganasan rumah tangga bukan tindakan yang melampaui batas dan salah. Berikut antara langkah mengatasi keganasan rumah tangga yang boleh dilakukan:

Jadual 3 : Langkah-langkah mengatasi keganasan rumah tangga

Dapatkan bantuan segera	<ul style="list-style-type: none">• Bantuan daripada Pusat Perkhidmatan Krisis Sehati (OSCC), sebuah hospital awam di bilik kecemasan atau trauma.• Membuat panggilan kecemasan polis di hospital berkenaan dengan pakar perubatan OSCC merawat semua kecederaan dan mengumpul bukti yang boleh digunakan sebagai bukti penting di mahkamah.
Buat laporan polis	<ul style="list-style-type: none">• Laporkan penyalahgunaan untuk mendapatkan perlindungan sementara di balai polis untuk melaporkan dan memberikan huraian berikut mengenai penderaan
Dapatkan sokongan luar	<ul style="list-style-type: none">• Sokongan emosi dan psikososial juga boleh diperoleh di bawah kepimpinan kerajaan dan organisasi bukan kerajaan
Persediaan kecemasan	<ul style="list-style-type: none">• Pilihan telah pun ditetapkan dan mangsa yang terselamat mesti bertindak bijak untuk menyelamatkan mereka. Antara perkara penting persediaan ialah sebelum, semasa dan selepas.

Sebelum :

- Simpan bukti fizikal penderaan, termasuk gambar anggota yang cedera.
- Pastikan anda mempunyai kredit yang mencukupi dan simpan talian dengan nombor yang anda tahu.
- Sediakan beg kecemasan yang mengandungi dokumen penting.

Semasa :

- Pastikan anda sentiasa membawa dokumen penting seperti kad pengenalan, lesen memandu, sijil kelahiran, kad kredit, buku akaun bank
- Selain ubat-ubatan bawa dokumen yang sah seperti lesen perkahwinan, rekod perceraian dan ibu bapa angkat, rekod ubat-ubatan, insurans dan perlindungan insurans kesihatan.

Selepas meninggalkan lokasi

- Tukar kata kunci _telefon dan nombor telefon .
- Jika anda bekerja, tukar waktu kerja anda dan ubah cara anda bekerja di tempat kerja.
- Beritahu jiran anda apa yang berlaku

Masalah keganasan rumah tangga telah berlanjutan sejak tahun 1960-an. Namun, banyak kejadian jarang dilaporkan kerana isu keluarga dianggap sebagai isu peribadi dan perlu diselesaikan dalam konteks keluarga. Hakikatnya, semua lapisan masyarakat bertanggungjawab untuk menangani keganasan rumah tangga. Walaupun pelaksanaan undang-undang dan perkhidmatan sokongan terjejas tetapi apabila semua pihak prihatin maka pihak berkuasa boleh mengendalikan kes dengan lebih cekap dan berkesan.

Hasil temu bual bersama pegawai LPKKN, beliau mencadangkan agar masyarakat juga digalakkan menggunakan talian bebas tol yang disediakan Jabatan Kemajuan Masyarakat Keluarga Wanita bagi membincangkan aduan berkaitan isu kekeluargaan. Hakikatnya, pada 2020 sebanyak 15999 panggilan diterima dengan kakitangan beroperasi selama 24 jam. Selain itu, komuniti juga boleh menggunakan perkhidmatan kaunseling yang disediakan di nombor bebas tol 1-800-820300 yang dibuka setiap Ahad hingga Jumaat daripada pukul 9 pagi hingga 5 petang tetapi cuti pada hari Sabtu. Sekiranya masyarakat ingin mendapatkan maklumat lanjut berkaitan isu kekeluargaan maka boleh melayari laman web LPKKN. <https://www.lppkn.gov.my/lppkngateway/frontend/web/>

3. Bagaimanakah kesejahteraan keluarga membina Malaysia Madani?

Menyedari hakikat pentingnya kesejahteraan keluarga dalam memacu pembangunan negara maka Perdana Menteri Malaysia ke-10 telah menubuhkan Konsep Malaysia Madani untuk membangunkan tanah air yang lebih mampan dan makmur. Hakikatnya, kemampunan dan kemakmuran diasaskan pada nilai kreativiti, hormat-menghormati, amanah, dan kebaikan setiap lapisan masyarakat dengan keluarga sebagai induknya. Keluarga ialah sebuah unit asas sosial yang membekalkan sumber manusia untuk pembangunan serta menjamin kesinambungan insan sebagai generasi akan datang dengan meletakkan keterangkuman dan kesaksamaan sebagai asas tiang serinya agar lebih kukuh utuh.

Justeru, ketika inilah kesejahteraan setiap unit keluarga memainkan peranannya walaupun, sesetengah orang mungkin tidak dapat melihat bahawa setiap unit keluarga ibarat batu bata yang disusun dengan batu bata lain untuk membentuk struktur yang besar, kuat dan indah. Hakikatnya, begitulah analogi yang paling hampir untuk menerangkan nilai unit keluarga seperti maksud sebuah hadis yang diriwayatkan oleh al-Bukhari, yang mengatakan bahawa *“Seorang mukmin terhadap seorang mukmin yang lain adalah seperti sebuah bangunan yang bahagian-bahagiannya menguatkan antara satu sama lain.”* Jelaslah tiada siapa mampu menidakan peranan dan sumbangan setiap anggota masyarakat dalam membentuk kesejahteraan sebuah negara. Hal ini, selari dalam agama Islam yang telah mengajar umatnya tentang semangat kekeluargaan apabila baginda Rasulullah S.A.W bersabda dengan maksudnya, *“Sebaik-baik kamu adalah yang paling baik terhadap ahli keluarga dan aku adalah yang paling baik dalam kalangan kamu terhadap ahli keluarga ku.”* (Hadis Riwayat Ibnu Majah) dan Baginda S.A.W juga telah berpesan dengan sabda *“Apabila salah seorang antara kamu menyayangi saudaranya, maka beritahulah dia mengenainya.”*

Selain itu, kesejahteraan keluarga membina Malaysia Madani akan tercapai apabila sebuah keluarga menerapkan pendidikan, bimbingan serta pembangunan keperibadian yang luar biasa dalam diri setiap ahli keluarga. Hakikatnya, nilai-nilai murni yang perlu ada dalam pembinaan Malaysia Madani dapat diterapkan dalam diri anak-anak bermula dari rumah kerana rumah ialah sekolah pertama kepada generasi muda dengan ibu bapa merupakan guru pertama kepada anak-anak mereka sendiri demi pembentukan peribadi yang berkualiti. Jika kepentingan pendidikan kepada seseorang insan bermula dari rumah maka begitu jugalah pentingnya kesejahteraan yang



perlu ada pada setiap unit keluarga kerana negara bertamadun sebenarnya bermula di rumah atau dalam keluarga yang kaya asas imannya bukan miskin iman akibat keganasan tanpa batasan.

KESIMPULAN

Keganasan rumah tangga kini menjadi masalah sosial dan memerlukan sokongan dan penyertaan semua pihak berkepentingan dalam masyarakat. Hasil analisis kajian ini secara tidak langsung dapat menjelaskan realiti bentuk keganasan rumah tangga yang berlaku dalam masyarakat masa semasa sehingga mengganggu gugat usaha merealisasikan konsep Malaysia Madani. Oleh itu, mengambil kira usaha memelihara agama, nyawa, akal, keturunan, dan perlindungan harta dan memahami konsep keluarga Islam khususnya elemen Maqasid Syariah akan membantu mangsa sekeluarga selepas isu keganasan rumah tangga ditangani dengan baik serta membantu membuat keputusan berdasarkan ajaran Islam untuk kebahagiaan bersama. Walau bagaimanapun, amat penting dijalankan kajian kes keganasan rumah tangga yang menggunakan gabungan kaedah penyelidikan (kualitatif dan kuantitatif) supaya soalan tinjauan lebih menyeluruh dan percanggahan dalam keputusan kedua-dua kaedah tinjauan dapat difahami agar data yang diperolehi lebih berkualiti dan mengayakan lagi dunia penyelidikan kaunseling keluarga dan secara tidak langsung membantu merealisasikan usaha pemerintah membentuk Malaysia Madani.

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083-081

**A CONCEPTUAL PAPER ON WOMEN ENTREPRENEURS IN THE HEALTH
TOURISM SECTOR: BREAK OR STAND WITH THE BARRIER**

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ABSTRACT

The health tourism sector, spanning medical tourism, wellness retreats, and holistic healing centers, has experienced exponential growth in recent years. While traditionally dominated by male entrepreneurs, the emergence of women entrepreneurs in this dynamic industry has been nothing short of remarkable. This conceptual paper, titled "Breaking Barriers: Women Entrepreneurs in the Health Tourism Sector," endeavors to delve into the uncharted territories of women's entrepreneurship in an arena that was once considered inaccessible to them. The primary objective of this conceptual paper is to shed light on the transformative role played by women entrepreneurs in the health tourism sector. It aims to provide a comprehensive understanding of their experiences, challenges, and contributions, offering valuable insights into a rapidly evolving landscape. This research draws on a multidisciplinary approach, incorporating a review of existing literature, case studies, and qualitative analysis. It engages with real-life narratives of women entrepreneurs who have embarked on entrepreneurial journeys within health tourism, providing a rich tapestry of experiences and perspectives. By examining the contributions of women entrepreneurs in health tourism, this conceptual paper not only celebrates their achievements but also underscores the broader impact of their endeavors. It highlights the role of women in driving economic growth, fostering gender equality, and advancing sustainable development goals within the context of health and well-being. Through its nuanced exploration of women entrepreneurs in health tourism, this paper seeks to inspire, inform, and ignite discussions on the pivotal role they play in an industry that is transforming lives, communities, and economies.

Keywords: Women entrepreneur, health tourism, entrepreneurship, sustainable development, poverty eradication



085-083

ISU DAN CABARAN KEKELUARGAAN REMAJA HAMIL LUAR NIKAH DI MALAYSIA

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ABSTRAK

Keluarga merupakan unit asas yang paling penting dalam pembangunan sahsiah anak-anak. Keluarga asas terdiri daripada ibu, ayah dan anak tidak kira samada anak kandung atau anak angkat. Setiap keluarga akan melalui tempoh kitaran hayat keluarga di mana setiap fasa mempunyai pelbagai cabaran dan krisis tersendiri. Fasa keluarga bersama anak remaja merupakan peringkat paling mencabar kerana di waktu ini, remaja dalam proses pencarian identiti dan menuntut hak kebebasan. Kegagalan fungsi keluarga membuat perubahan peranan dan penyesuaian dalam mengawal tingkah laku remaja akan mengakibatkan pelbagai masalah tingkahlaku seperti seks bebas dan hamil luar nikah. Isu ini menimbulkan ramai penyelidik melakukan kajian tentang faktor-faktor remaja hamil luar nikah namun begitu, tidak ramai yang membuat sorotan literatur ke atas keluarga bersama remaja hamil luar nikah. Bagi mengatasi limitasi ini, artikel ini ditulis untuk meneroka cabaran kekeluargaan bersama remaja hamil luar nikah di Malaysia. Artikel ini menggunakan kajian keperpustakaan. Tiga data utama diperlukan dalam pencarian artikel iaitu dari Web of Sciences, Scopus dan Google Scholar. Hasil kajian mendapati tujuh (7) cabaran kekeluargaan dikenali iaitu cabaran keibubapaan bagi ibu bapa remaja hamil, cabaran perhubungan keluarga, cabaran psikologi dan kesihatan mental keluarga, cabaran sosial dan ekonomi, cabaran perkahwinan kanak-kanak, cabaran pendidikan dan risiko kesihatan. Kesimpulannya, kajian kefungsi dan persekitaran keluarga perlu dipertimbangkan di masa akan datang berikutan keluarga merupakan agen pertama sosialisasi anak dan mempengaruhi perkembangan tingkahlaku anak. Pelbagai pihak seperti kerajaan, masyarakat, sekolah, badan bukan kerajaan perlu berganding bahu dalam menangani isu cabaran keluarga bersama remaja hamil luar nikah agar gejala ini dapat dihentikan. Di samping itu, intervensi pemerkasaan ikatan kekeluargaan dengan penstrukturan semula peranan dan tanggungjawab ahli keluarga perlu diterapkan agar sistem kekeluargaan dapat berfungsi dengan baik.

KATA KUNCI: Remaja, keluarga, remaja hamil, kefungsi keluarga



090-086

KEMISKINAN HAID: ANALISIS PENGETAHUAN, SIKAP DAN AMALAN PENGURUSAN MENSTRUASI DI MALAYSIA

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ABSTRAK

Kesihatan reproduktif dan seksual (SRH) amat penting dalam pembangunan sosial dan ekonomi sesebuah negara, khususnya Malaysia. Ia merujuk kepada kesejahteraan fizikal dan emosi, juga termasuk keupayaan untuk bebas daripada kehamilan yang tidak diinginkan, pengguguran yang tidak selamat, keganasan rumahtangga, penyakit jangkitan seks, AIDS/HIV dan pengurusan haid yang baik dan sempurna. Isu kemiskinan haid telah mendapat perhatian di Malaysia meskipun ia bukan fenomena masyarakat yang baru. Isu kemiskinan yang diburukkan lagi oleh pandemik Covid-19 telah menjadi barah dalam perbincangan kemiskinan haid. Kemiskinan haid didefinisikan sebagai kesukaran untuk mendapatkan kelengkapan haid seperti tuala wanita akibat kemiskinan atau beban kewangan. Ia juga disebabkan kekurangan kemudahan sanitasi untuk menjalankan pengurusan haid yang baik dan sempurna seperti bekalan air, tempat pelupusan sampah dan privasi. Kekurangan pengetahuan dan stigma juga adalah isu utama kemiskinan haid yang kurang diteroka. Maka, tujuan kajian ini adalah untuk mengeksplorasi isu kemiskinan haid kalangan wanita di Malaysia. Tahap pengetahuan dan amalan sesebuah masyarakat sangat bergantung kepada persepsi mereka melalui konteks budaya dan norma masyarakat itu sendiri. Perbincangan yang jelek atau 'taboo' menyebabkan ia tidak dibincangkan secara terbuka yang memungkinkan tahap kesihatan reproduktif dan seksual masih rendah di negara kurang membangun akibat kekurangan pengetahuan, ketersediaan informasi dan akses kepada perkhidmatan seperti yang dilaporkan dalam banyak kajian (Lee, M et. al, 2020, Wong et. al, 2014; 2012). Oleh itu, kajian ini menggunakan pendekatan berdasarkan Model Pengetahuan, Sikap dan Amalan (KAP) dalam mengeksplorasi isu SRH dari aspek kemiskinan haid. Seterusnya, kajian ini menggunakan pendekatan kuantitatif secara tinjauan keratan rentas. Teknik pensampelan berstrata dua peringkat telah digunakan dalam pemilihan sampel. Soal selidik yang diedarkan secara talian dan temubual secara bersemuka adalah instrumen yang digunakan bagi pengumpulan data daripada 2,081 responden. Perisian SPSS versi 26 digunakan untuk analisis dan dapatan diinterpretasikan melalui statistik deskriptif. Hasil kajian mendapati 99.4% responden mempunyai pengetahuan yang baik tentang organ reproduktif dan pengurusan haid yang betul. Majoriti responden mempunyai sikap yang positif terhadap pengurusan haid. Dari aspek amalan, 98% responden menukar pad sanitari lebih daripada dua kali dalam sehari. Malah, 99.5% wanita sentiasa menyimpan stok pad sanitari. Kajian menyimpulkan 97% responden tidak menghadapi masalah kemiskinan haid. Sementara itu, sebanyak 48.2% wanita mencadangkan pad sanitari perlu diletakkan di tandas awam. Justeru, adalah amat penting untuk Malaysia terus menekankan kepentingan kesedaran kemiskinan haid, menggalakkan pendidikan pengurusan haid yang sempurna, dan melaksanakan intervensi yang untuk pengurusan haid. Penekanan isu kemiskinan haid perlu difokuskan kepada komuniti yang



lebih terpinggir seperti orang asli, pelarian, bukan warganegara dan lain-lain. Dengan menangani kemiskinan haid, kita boleh mengambil langkah penting ke arah menggalakkan kesaksamaan jantina dan meningkatkan kesihatan reproduktif dan seksual di Malaysia.

Kata kunci: *Haid; Kemiskinan; Seksual; Reproduktif; Pengetahuan; Skap; Amalan*
Jumlah: 500 perkataan.



104-096

HUBUNGKAIT ANTARA CARA GAYA KEIBUBAPAAN DAN JENIS TRAUMA KANAK-KANAK DALAM KALANGAN PELAJAR UNIVERSITI DI MALAYSIA

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ABSTRAK

Menurut Jabatan Kebajikan Masyarakat, kanak-kanak yang memerlukan pemeliharaan dan perlindungan menurut Sek. 17 [1][a] dicerderakan dan dianaiya didapati sebanyak 2,074 kes telah dicatat pada tahun 2020 dan meningkat kepada 2,239 kes pada tahun 2021. Kebanyakan kes adalah berlaku dalam institusi keluarga di mana kanak-kanak dibawah jagaan ibu bapa atau penjaga. Melalui kajian ini, selain bertindak untuk mengenalpasti cara gaya keibubapaan di Malaysia dan status tahap trauma kanak-kanak dari aspek persepsi remaja, hubung kait antara kedua-dua aspek turut dikaji. Kajian ini merupakan tinjauan pendapat dan dilaksanakan secara dalam talian dan ditadbir sendiri oleh responden. Sampel kajian dipilih secara pensampelan mudah. Sebanyak 120 responden iaitu remaja berumur 18 - 24 tahun dan merupakan penuntut Institut Pengajian Tinggi (IPT) awam dan swasta di Malaysia. Pemboleh ubah bersandar terdiri daripada dua iaitu cara gaya keibubapaan dan jenis trauma kanak-kanak. Cara gaya keibubapaan yang dikategorikan kepada tiga cara gaya iaitu *Autoritatif*, *Autoritarian* dan *Permisif* diukur menggunakan pengukuran *Parenting Styles and Dimensions Questionnaire* (PSDQ). Manakala tahap trauma dikategori kepada empat tahap iaitu tiada, rendah, sederhana dan tinggi dan diukur menggunakan pengukuran *Childhood Trauma Questionnaire* (CTQ). Penemuan analisis diskriptif mendapati terdapat dua cara gaya yang dominan diamalkan oleh ibu bapa pelajar iaitu secara kombinasi ketiga-tiga cara gaya atau cara gaya secara autoritatif dikebanyakkan masa. Majoriti responden tidak mengalami trauma kanak-kanak kecuali trauma pengabaian secara fizikal dimana hampir 50 peratus sekurang-kurangnya mempunyai tahap trauma yang rendah. Ujian Khi Kuasa Dua menunjukkan ada hubungkait antara cara gaya keibubapaan bapa dengan jenis trauma pengabaian emosi (nilai $p=0.004$) dan penderaan emosi (nilai $p=0.012$). Manakala cara gaya keibubapaan ibu berhubungkait antara jenis trauma penderaan emosi (nilai $p=0.019$) dan penderaan fizikal (nilai $p=0.040$). Kajian yang lebih mendalam dan menyeluruh perlu dilaksanakan pada masa akan datang supaya input boleh digunakan oleh pihak berkepentingan merangka program keibubapaan yang sesuai atau ideal dalam menjamin kesejahteraan emosi anak-anak.

Kata kunci: Cara gaya keibubapaan, trauma kanak-kanak, *Parenting Styles and Dimensions Questionnaire*, *Childhood Trauma Questionnaire*.



108-098

**AWARENESS OF BREAST DENSITY AMONG FEMALE PROFESSIONALS:
EMPOWERING WOMEN IN HEALTHCARE**

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ABSTRACT

Breast cancer is a prevalent global health concern that has a substantial impact on the health of women. Despite its well-established association with breast cancer risk, breast density continues to be an understudied and frequently misinterpreted factor. Understanding breast density is crucial for healthcare workers, as they play a pivotal role in educating patients about breast density and its impact on mammography screening. Thus, this study was to assess the knowledge and awareness of breast density (BD) among female healthcare workers in a private setting in Malaysia. A cross-sectional study was conducted on 146 female healthcare workers in a private healthcare setting in Negeri Sembilan, from 2021 and 2022. A total of 67.1% had poor knowledge and were unaware (50%) of breast density. A majority of respondents (91.1%) are aware that breast cancer is hereditary, however, only 32.2% are aware that breast density is one of the major risk factors for breast cancer. Doctors (75.3%) and online sources (50.0%) were the two most common sources of information regarding breast density. The majority answered that breast density is related to breast size (64.4 %) and the condition of how a breast feels or when it is touched (58.2%). The majority of the respondents (88.4%) claimed that being aware of their breast density type influences them to make better decisions about their breast health (87.7%) and schedule future mammograms (87%). In conclusion, the respondents were unaware and had inadequate knowledge of breast density. The findings contribute significantly to the possibility of



the implementation of breast density notification and improvising breast cancer knowledge and awareness education strategies.

Keywords: Breast density, healthcare worker, knowledge, awareness.

112-099

**FAKTOR YANG MEMPENGARUHI AMALAN SELAMAT PENGURUSAN
KEBERSIHAN HAID DALAM KALANGAN PELAJAR PEREMPUAN DI MALAYSIA**

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ABSTRAK

Haid adalah proses fisiologi normal wanita pada usia reproduktif mereka, dan ia memerlukan pengurusan kebersihan secara berkala yang terbaik. Walau bagaimanapun, pengurusan kebersihan haid yang tidak selamat boleh menyebabkan masalah berkaitan kesihatan reproduktif, prestasi pendidikan yang lemah dan kualiti hidup yang rendah. Kajian ini bertujuan untuk mengkaji tahap amalan selamat serta mengenalpasti faktor-faktor yang mempengaruhi amalan selamat dalam pengurusan kebersihan haid. Sampel responden dalam kajian ini merupakan pelajar perempuan berumur 13 hingga 17 tahun di Malaysia. Data kajian ini diperolehi daripada Tinjauan Status Pengurusan Kebersihan Haid di 234 buah sekolah menengah di Malaysia dari Mei hingga Jun 2022. Kaedah analisis yang terlibat ialah analisis deskriptif, Ujian Khi Kuasa Dua serta Regresi Logistik. Sebanyak 6 pemboleh ubah tidak bersandar yang dikaji dalam kajian ini iaitu strata, negeri, etnik, tahap kelas, tempoh telah haid serta tahap pengetahuan berkaitan haid. Secara keseluruhannya, hanya 5 peratus daripada 20,168 orang pelajar didapati tidak mengamalkan amalan selamat dalam pengurusan kebersihan haid. Hasil analisis mendapati pelajar Melayu, dari Semenanjung, telah haid lebih 2 tahun dan ke atas serta mempunyai tahap pengetahuan haid yang lebih tinggi lebih mengamalkan amalan selamat dalam pengurusan kebersihan haid. Analisis Regresi Logistik menunjukkan etnik, negeri, tempoh telah haid serta tahap pengetahuan tentang haid merupakan faktor yang mempengaruhi amalan selamat pengurusan kebersihan haid. Pelajar Melayu, dari Sabah dan Sarawak, mempunyai tempoh telah haid lebih lama serta tahap pengetahuan tentang haid yang lebih tinggi kurang cenderung mengamalkan amalan pengurusan kebersihan haid yang tidak selamat. Selari dengan penemuan kajian ini, program pendidikan berkaitan pengurusan haid adalah relevan dalam memastikan pelajar perempuan di Malaysia mengamalkan pengurusan kebersihan haid yang selamat.

Kata kunci: Haid, Pengurusan Haid, Kebersihan Haid, menarche



Interaksi Penduduk dan Alam Sekitar, Kesan Pertumbuhan Penduduk Terhadap Sumber Asli, Perubahan Iklim, dan Pembangunan Mampan

021-020

**SOIL EROSIONS AT HOUSING AREAS IN MALAYSIA:
A PLANNING LAW PERSPECTIVE**

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ABSTRACT

Many landslides occurring in housing areas in Malaysia have intrigued and shocked the Malaysian public. These disasters have caused massive damage to property and losses of life. It is a trite fact that, in Malaysia, soil problems have negatively impacted the residents' lives and property. The most significant soil problem disaster in Malaysia was the collapse of Highland Towers in 1993. This disaster caused pecuniary and non-pecuniary losses to the residents of the buildings. The question is, what can be learned so far from these land-related catastrophes? The main objective of this writing is to analyse the legal provisions in the planning law that have bearings on soil problems and soil erosions in housing areas. This writing aims to explore the weaknesses in the planning law and its implementation to provide preventive and curative legal measures against soil problems, soil erosions, and their consequences in housing development areas. This writing proposes a new perspective on planning legal ideas governing soil fitness in housing development areas. Qualitative social and legal research methodologies were used to study the facts and issues. The subjects of this research involve many housing development areas that face soil problems in Malaysia. It follows that the outcomes of this writing and the proposed legal reforms relating to planning law in housing areas that can be improved to face the soil problems and protect the rights of the house residents.

Keywords: Soil Erosion; Soil Problem; Soil Settlement; Housing Areas; Planning Law.



029-028

COMMUNITY PERCEPTION OF HIGH-DENSITY POPULATION IN APPLYING SUSTAINABLE AGRICULTURAL PRACTISES IN COMMUNITY GARDENS

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ABSTRACT

This study explores the community's perception of applying sustainable agricultural practices within community gardens in high-density populations. A qualitative method applied in this study through a series of focus group discussions involve various stakeholders to provide indepth insights. This research offers analysis of understanding sustainable agriculture practices, the impact of the impact of high-density living on community garden operations, and how urban residents perceive the connection between sustainable agriculture and city life. This would be shedding light on factors influencing successful implementation in community gardens. The current study contributes to provide an effective strategy for local councils in supporting the sustainable urban agriculture, informing policymakers and stakeholders to foster resilient food systems, promoting environmental conservation and community wellbeing.

Keywords: Community perception, High-density population, Sustainable agricultural practices, Community gardens, Focus group



034-032

KESAN PERTUMBUHAN PENDUDUK DAN PEMBANGUNAN TERHADAP SUMBER ALAM SERTA SOROTAN NILAI-NILAI ISLAM DALAM MENGEKALKAN KELESTARIAN

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ABSTRAK

Kepesatan pertumbuhan penduduk dan aktiviti pembangunan dari masa ke semasa pastinya memberi kesan yang besar ke atas kelangsungan sumber alam. Hal ini juga secara tidak langsung akan mempengaruhi aspek kelestarian ekosistem dan alam sekitar sekiranya ia tidak diimbangi dengan baik, yang pada akhirnya akan turut menjejaskan kelangsungan kehidupan manusia sejagat. Justeru, kertas kerja ini adalah bertujuan bagi mengenalpasti kesan-kesan yang timbul akibat daripada pertumbuhan penduduk dan aktiviti pembangunan yang pesat terhadap kelestarian sumber alam sekiranya ia tidak digunakan secara berhemah dan dilaksanakan tanpa menitikberatkan kepentingan alam sekitar dan ekosistem secara keseluruhannya. Kertas kerja ini juga turut menyoroti cabaran-cabaran yang dihadapi dalam mengimbangi tuntutan untuk memenuhi keperluan penduduk yang semakin bertambah dan juga keperluan pembangunan fizikal, serta dalam masa yang sama memastikan kelangsungan sumber alam juga dapat dipertahankan. Di samping itu, pendekatan Islam dalam mengekalkan kelestarian sumber alam juga turut disoroti, yang mana perbincangan memberi tumpuan khusus kepada nilai-nilai Islam sebagai panduan kepada manusia dalam aspek penjagaan dan pemuliharaan sumber alam sekaligus memastikan kemaslahatan alam sekitar dan kesejahteraan hidup manusia terus terpelihara. Nilai-nilai Islam yang diketengahkan ini pastinya menterjemahkan peranan manusia selaku khalifah di atas muka bumi yang dipertanggungjawabkan untuk memelihara sumber alam dengan sebaik mungkin demi kelestarian alam sekitar, seterusnya menjamin kelangsungan hidup manusia yang lebih sejahtera dan harmoni sebagaimana yang dianjurkan oleh Islam.

Kata Kunci: Sumber alam, kelestarian, pertumbuhan penduduk, pembangunan, nilai-nilai Islam



001-041

**INNOVATIVE PROCESSING TECHNIQUE FOR MIXED PLASTIC IN E-WASTE: A
LITERATURE REVIEW**

ABSTRACT

E-waste poses a growing environmental threat, with mixed plastic components accounting for many discarded electronics. This literature review looks at and explores new processing methods to efficiently recover and recycle mixed plastics from e-waste. Sustainable as well as cost-effective solutions can reduce plastic waste, conserve resources, and minimize the environmental footprint of electronic waste disposal.

Keywords: E-waste, processing technique, mixed plastic, sustainable cost effective



047-045

SOCIAL VULNERABILITY INDEX APPLICATION: CASE STUDY IN KAJANG, SELANGOR

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ABSTRACT

The occurrence of natural disaster events has increased exponentially from year to year. One of the most prominent natural disaster events in urban areas is landslides where the complex reaction of development, population and weather increases the vulnerability and sensitivity of community to landslide event. The inability of a community to withstand adverse impact from multiple stressors can increase the vulnerability of a community to natural hazards. Therefore, the purpose of this study was to determine community vulnerability by applying Social Vulnerability Index (SVI) in 10 areas in Kajang. The study used quantitative method by using questionnaire as an instrument and face to face interview to collect the data. A total of 200 respondents in Kajang were used to obtain necessary data on social vulnerability. Software such as SPSS version 25.0 and Excel were used to analyse the data collected. To obtain the level of social vulnerability of an area, SVI schematic was used which included 15 variables and 4 themes of socioeconomic status (SV), household composition and disability (HCD), minority status and language (MSL), and housing type and transportation (HT). Overall aggregation of 4 themes was calculated to obtain the Social Vulnerability Index (SVI). All 10 areas in Kajang are most vulnerable to socioeconomic vulnerability (SV) theme. Whereas, for household composition and disability (HCD) theme, only Mewah Court Kajang, Pangsapuri Cemara and Pangsapuri Seroja are the most vulnerable. While only Taman Bukit Indah and Taman Bukit Mewah are vulnerable to minority status and language (MSL) theme. Lastly, for housing and transportation (HT) theme, only Pangsapuri Seroja is the most susceptible to landslides. Overall value of SVI shows that Taman Bukit Indah and Taman Bukit Mewah are more susceptible to landslide (0.5835). Therefore, to decrease the susceptibility of Kajang community to landslide event, there is a need for strengthening community adaptive capacity to reduce the negative impact of natural hazards. Besides, mitigation effort from the local government can be more effective and help to improve Malaysia's disaster management efforts on natural disaster.

Keywords: Natural Hazard, Landslide, Social Vulnerability Index, Vulnerability, Adaptive Capacity



065-059

**ASSESSING FLOOD DISASTER RESILIENCE IN GUA MUSANG, KELANTAN: A
CROSS-SECTIONAL STUDY OF VULNERABLE COMMUNITIES**

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ABSTRACT

In the heart of Gua Musang, Kelantan, a significant cross-sectional study involving 200 subjects was conducted to tackle the pressing issue of climate change and its impact on community flood disaster resilience, especially among populations at risk. This comprehensive research initiative aims to gauge the preparedness and resilience of communities facing recurrent flooding, focusing on two particularly vulnerable areas: Dabong and Kuala Wok. These regions have, unfortunately, become accustomed to annual flood events, making them ideal candidates for the study. The Torrens Community Resilience Toolkit has been deployed as the primary assessment tool, which delves into four critical components of community resilience: community connectedness, risk and vulnerability, planning and procedures, and the availability of resources to support disaster planning, response, and recovery efforts. The initial findings are both enlightening and concerning. While the overall resilience score indicates that the majority of subjects fall within the yellow zone, suggesting moderate preparedness, it is apparent that there's still much work to be done. Specifically, community connectedness, risk and vulnerability, and available resources also hover within the yellow zone, highlighting areas where improvements are necessary. However, a sobering revelation emerges concerning planning and procedures, with all subjects scoring in the red zone, signifying a glaring gap in disaster planning and response strategies. It is evident that concerted efforts are required to bolster the resilience of these communities, fortifying them against the ever-encroaching challenges posed by climate change and recurrent flooding.

Keywords: Community disaster resilience, disaster preparedness, climate change, flood



089-085

THE RELATIONSHIPS BETWEEN PERSONAL VALUES, TRAVEL MOTIVATION, AND SUBJECTIVE WELL-BEING OF MALAYSIAN ADULTS

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ABSTRACT

The outbreak of coronavirus at the end of 2019 had affected many aspects of life such as economy, education, tourism, health and others. The pandemic forces everyone to obey the self-quarantine and social-distancing orders which adversely affect their social well-being. Past research have showed that limited physical movement during the 'lock-down' period has been reported to reduce individual's well-being. Based on this scenario, a study had been conducted to identify the relationship between importance of personal values, travel motivation, personality, and subjective well-being among Malaysian adults. An online survey was developed and randomly distributed to a sample of Malaysian adults (N = 105), with an average age of 28 years. Measurement tools used in the survey were; the Schwartz Value Survey, Positive Affect Scale, Satisfaction with Life Scale, Travel Motivation, and Portrait Value Questionnaire. Multiple regression analysis was used to test the hypotheses. This study distinguished subjective well-being to be measured in two elements; life satisfaction and affects. The findings revealed that individuals who scored higher on Schwartz's values, and travel motivation were more likely to be satisfied with their lives. Finally, this paper discusses limits and implications of the study, as well as future research recommendations.

Keywords: Travel motivation, subjective well-being, values, satisfaction with life, positive affect, adults



INTRODUCTION

The outbreak of COVID-19 at the end of 2019 has undoubtedly affected many aspects of life such as economy, education, tourism, health and others. The devastating problems have led to many downturns especially on humans' subjective well-being. The pandemic forced everyone to obey the self-quarantine and social-distancing orders which adversely affect their social well-being. To add, the front-liners who worked non-stop and exposed to long-term stressors and job demands experience burnout, exhibit poor work performance, and psychological fatigue (Yong & Sia, 2021). A study found that women, those with mental health conditions, the unemployed and the younger groups were linked with lower mental well-being and higher loneliness (Bell et al., 2021). Hence, when people encounter an outbreak, it negatively influences how they evaluate their lives. Nowadays, most countries are preparing to transition to an endemic phase including Malaysia starting from April 1, 2022 (The Sun Daily, 2022). Despite the vaccination programs and standard guidelines of social distancing and working from home, the community however still needed to accept the norms of living with the outbreak as its ability to evolve in order to prepare themselves for endemicity. Therefore, apart from taking care of most sectors, such as economy, health and safety, emphasis should also be placed on people's well-being.

SUBJECTIVE WELL-BEING

Human well-being refers to anything that bring utmost good and value for a person. Based on a tripartite model of subjective well-being by Diener (1984), affective and cognitive judgements are two components needed to describe the quality of their lives. The affective component refers to emotions, moods, and feelings which can be classified into two; positive affect (e.g. excitement, gratitude, enthusiasm etc.) and negative affect (e.g. sadness, disgust, fear etc.). Meanwhile, the cognitive element refers to how a person perceives his or her life satisfaction in general (life as a whole) and in specific domains (e.g. relationships, work, economic status, health, etc.).

People achieve different levels of satisfaction in their lives depending on what they need from life, perhaps affected by life domains. Aside from biological factor, social and psychological factors should be considered when assessing one's physical state and well-being (Engel, 1977). Biological factors, physical health and genetics (biological), behaviour and personality (psychological) as well as family, friends, and socioeconomic (social) status are some of the examples of factors in life domains which some people value differently from others. Subjective life satisfaction indicators are based on the elements that an individual considers personally valuable in their own life. For example, those who value health might say that regardless of being sick or bearing heavy illness, live a healthy lifestyle, or receive good service quality in health care as satisfied with their lives. This statement can be supported by past research by Okun et al. (1984) which states health and subjective well-being may have a reciprocal impact, since great health is linked to increased happiness.

PERSONAL VALUES

Personal values are ranked differently based on its importance on someone's life and many scholars have examined its relationship with subjective well-being. Valuing certain aspects in one's life is believed to influence his or her well-being or satisfaction with life. One of the most useful approaches to examine value systems is the Theory of Basic Human Values by Schwartz (2012). Schwartz has identified ten motivational values e.g. universalism, benevolence, conformity, tradition, power, security, hedonism, achievement, self-direction, and stimulation which can be classified in four higher-order groups namely; openness to change, self-



enhancement, conservation, and self-transcendence. Schwartz establishes a complementary classification scheme in order to differentiate these values based on the interests they serve, either themselves or others. In other words, these values are organized according to either person-focused values or social-focused values when an individual encounters certain context such as job, relationship with community, role of one's held, etc.

TRAVEL MOTIVATION

For some people, travelling acts as stress reliever and for others it would be for knowledge seeking. In spite of all the reasons, scholars believe that fulfilling those specific needs to travel is important for human growth. Making a decision and executing the plans for travelling is part of the factors that drive humans to satisfy their needs. There are a lot of things that act as motivators for people to travel and how it associates with their personal values. Based on Maslow's hierarchy of needs, wanting to go out for travel with particular purposes serve as needs that should be fulfilled. Though there are several things that motivate people to travel, travel constraints during the pandemic should also be taken into consideration. Factors such as social distancing orders, closed borders on most countries, etc. might hinder them from travelling thus, influencing their well-being. Pan et al. (2020) found that travel constraint has a detrimental impact on overall life satisfaction among elderly tourists. Thus, travelling is essential during endemic phase so that people could satisfy their human needs which might enhance their well-being.

MASLOW'S HIERARCHY OF NEEDS

The theory proposed by Abraham Maslow (1943), hierarchy of needs explains that humans are driven to meet certain needs, and some of these demands take priority over others. Physiological needs are at the bottom of the pyramid, followed by safety needs, belongingness needs, esteem needs, and self-actualization at the top. Physical survival is the most fundamental necessity, and it will be the driving force behind our actions. When that level is completed, we are motivated to move on to the next level, and so on. Therefore, fulfilling all these needs are necessary for human growth and their well-being.

SELF-DETERMINATION THEORY (SDT)

According to the self-determination theory, three core psychological needs which are autonomy, competence and relatedness are responsible in human being's growth and changes (Deci & Ryan, 1985). This theory explains that the choices that people make are not influenced by any external interference. Motivation is a state of mind that propels an individual to pursue self-centred or directed goals within a company (Sundjoto, 2017). Autonomy refers to individuals' need to feel in charge of their behaviours and goals, which helps them to self-determined. Meanwhile, relatedness is a need in which people experience a sense of bonding and concerned for others (Baumeister & Leary, 1995) whereas competence is a need in which people seek mastery of tasks and regulate the outcome (White, 1959).

The SDT also distinguishes between extrinsic and intrinsic motivations. Intrinsic motivation is individuals' natural desire to expand their horizons or take on new challenges in order to acquire personal satisfaction. Meanwhile, extrinsic motivation is something individuals undertake in order to earn external benefits. Individuals who are extrinsically driven, on the other hand, will only participate in behaviours in order to receive a reward or avoid punishment (Tranquillo & Stecker, 2016), not because they find it pleasurable.



LITERATURE REVIEW

Previous research has correlated various aspects of life that could impact individuals' subjective well-being. By conceptualizing the Schwartz's values, it can be understood that people who emphasize certain values in their lives believe that it would enhance their quality of life. Based on the four higher-order value dimensions, openness to change is positively correlated with subjective well-being (Bobowik et al., 2011). After conducting a survey on international students in Norway, Jamaludin and others (2016) demonstrated that only universalism value was found to be significantly related with subjective well-being in short-term international students but none of the personal values was found significantly associated to subjective well-being in long-term international students.

In another study among South Koreans, it was found that those who put priority on religion and social relationships tend to be happier than those who valued extrinsic goals and health (Lee & Kawachi, 2019). This finding implies that leading life by collectivistic-centred values as more important for maintaining their well-being compared to self-centred values. A study by Bojanowska and Kacmarek (2022) found mixed results whereby Polish adults who valued both conservation and openness to change values had higher eudaimonic well-being, life satisfaction, positive affects, and lower negative affects. Self-transcendence was also reported to have a strong positive and significant relationships with eudaimonic well-being (Bojanowska, & Urbańska, 2021).

A remarkable study by Li and Cai (2012) on Chinese tourists showed that internal values (e.g. warm relationships with others, self-respect, being well-respected, sense of fulfilment etc.) had significant relationship with the "self-development" and "novelty and knowledge" motivations whereas the external values (e.g. sense of security, sense of belonging) significantly impacted all motivations' dimensions (prestigious and luxury experience, self-development, exciting experience, and escape and relationship) except for novelty and knowledge. From this finding, it proved that valuing safety, belongingness, and esteem needs based on Maslow's needs are essential in influencing samples' travel motivation. After conducting qualitative research on Sharia hotel in Indonesia, Magrifani (2018) identified three main reasons why samples chose Sharia hotel when travelling which include those who seek benefits maximization that are correlated to self-enhancement values, those who seek novel experience are correlated with openness to change values, and those who claimed Sharia principles are the guidance is linked to conservation values. Moreover, Woosnam and others (2009) conducted a study on visitors of the Winnipeg Fringe Theatre Festival and it was found that values significantly determine motivations for attending the festival which individuals who value excitement, happiness, and a sense of belonging are the ones who seek out not only for social needs, but also for educational purpose.

Moreover, a finding by Ahn and Janke (2011) demonstrated that motivations 'to experience stimulation' and 'to accomplish things' have strong correlation with health (e.g. improve well-being), engagement and socialization, achievement, as well as productive involvement among US older adults. A local study of travel behaviour among older people found that higher life satisfaction is linked with those who travel yet, this association need further investigation due to life satisfaction might be the result of a variety of things, including travel (Musa & Ong, 2010). This study also discovered that physical and social factors (e.g. relaxation, to spend time with family and friends, to give self a treat) were the primary motives for Malaysian older adults to travel thus, explaining a desire to satisfy the bottom order of Maslow's



hierarchy. To add, stressed out from working has become one of the reasons people need travel to relieve their stress.

By way of conclusion, this study was inspired by how individuals could achieve their well-being by prioritizing personal values, and being motivated to travel. These predictor variables might have been influenced by own's motivation or governed by the society they lived in and understanding all of these might give insight how it could contribute to their subjective well-beings. However, the study related to this topic somehow limited for the understanding of current world, where people are preparing to transform towards the endemic phase especially in Malaysia. Hence, this current study intends to fill the gaps and explore the relationships between all these variables among Malaysian adults.

RESEARCH QUESTION

1. Is there any relationship between subjective well-being and importance of personal values of Malaysian adults?
2. Is there any relationship between subjective well-being and travel motivation of Malaysian adults?
3. Among the predictor variables, which one impacts the most on Malaysian adults' subjective well-being?

OBJECTIVES AND HYPOTHESIS

The objective of the study is to examine the relationship between personal values, travel motivation, as well as subjective well-being of Malaysian adults. This study also aims to investigate which predictor variables contribute to subjective well-being. Hence, the hypotheses are:

H1: Importance of personal values has association with subjective well-being.

H2: Travel motivation has association with subjective well-being.

METHODOLOGY

RESEARCH DESIGN

This study employs a quantitative research design. The data is collected through several measurements compiled into one set of a self-report online questionnaire (Google Form). This method is chosen as it is a more effective and appropriate way to collect the data from respondents in a large population.

PARTICIPANTS AND PROCEDURE

The recruitment process of participants involved snowballing technique focusing adults in Malaysia. The participants however were restricted to the following criteria which are (1) they were Malaysians, (2) they had to be over 18 years old, and (3) they had experiences of abroad or/and domestic travel. A Google form link is distributed to several group chats in WhatsApp as well as Twitter to spread the survey nationwide. Before answering the survey, the participants were asked to provide consent prior to participation and complete the survey anonymously through Google form. Most importantly, the instructions for each part of the questionnaire was



briefly explained in every section. The study successfully collected 105 surveys with complete answers in a one-month period.

MEASUREMENTS

The structured survey was based on literature review. The measurement was originally in English and then translated into Bahasa Malaysia. The translated survey document was reviewed by the experts and revisions were made. The variables utilised for this study included values, subjective well-being, and travel motivation. The survey was constructed of seven separate sections: (1) demographic information, (2) Schwartz Value Survey, (3) Positive Affects Schedule, (4) Satisfaction with Life Scale, (5) Travel Motivation, and (6) Portrait Value Questionnaire.

Several questions were asked in demographic information including age, sex, marital status, travel experiences etc. The Schwartz Value Survey (SVS) contains 56 items which highlights 10 subdomains of human values. The participants are asked to rate those values that are important in their lives on a 9-point Likert scale from -1 (opposed to my values) to 7 (this value is supreme importance)

The next two sections focus on individual's well-being, i.e. Positive Affect and Satisfaction with Life. Items for positive affect were taken from the Positive and Negative Affect Schedule (PANAS), which is a 10-item scale with different words (e.g. "interested", "proud") that describes positive emotions by using a 5-point Likert scale ranging from 1 (applies very little or not at all) to 5 (applies extremely). The Satisfaction with Life Scale (SWLS) is a 5-item scale designed to measure global cognitive judgements of one's life satisfaction (e.g. "I am satisfied with my life"). By answering to this scale, participants indicate how much they agree or disagree with each of the 5 items using a 7-point Likert scale that ranges from 1 (strongly disagree) to 7 (strongly agree). The total scoring is calculated by summing up the scores on each item and some cut-offs are made as benchmarks (31-35 = extremely satisfied, 26-30 = satisfied, 21-25 = slightly satisfied, 20= neutral, 15-19 = slightly dissatisfied, 10-14 = dissatisfied, 5-9 = extremely dissatisfied).

The Travel Motivation scale is adopted from past study by Jang et al (2009) which comprises of 22 items categorised into five factors (novelty seeking, self-esteem, ego-enhancement, socialization, and rest and relaxation) with internal consistency of .70 to .84 and the factors accounted for 52.86% of variance. One of the items include "I like to experience different cultures and different ways of life". Participants' motivations were evaluated on a 5-point Likert scale of 1 (strongly disagree) to 5 (strongly agree). The final part of the survey is the Portrait Value Questionnaire by Schwartz (2003). This study used the 21-item version which describes an individual's goals, desires, or aspirations e.g. "Having a good time is important to me". For each item, the participants are asked to answer on a 6-point Likert scale of 1 (not like me at all) to 6 (very much like me).

RESULTS

DESCRIPTIVE ANALYSIS



Descriptive analysis was done to examine the demographic background of participants. The analysis was explained in frequency and percentage form. A sample of 105 adults participated in this study; among them, females dominated the number with percentage of 72.4% while male were 27.6%. Also, the majority of the participants were between the age of 18 and 35 (83.8%), followed by those between the ages of 36 and 55 (13.3%) and ages above 55 (2.9%) respectively. As for religion, it showed that Muslims participated the highest (92.4%).

The survey was majorly answered by participants of Malay ethnicity (84.8%) followed by Kadazan Dusun, Bajau Murut, Melanau, Brunei Malay, Jawa, Timor, as well as Dusun ethnicities, each less than 5.0% respectively. As the survey was distributed nationwide, most of the data were collected from Johor (27.6%), Selangor (22.9%), and Sabah (14.3%) while the other states represented less than 10%. Additionally, most of them came from urban residency (61.0%) and were single (78.1%). The study also took interest in their educational background which presented slightly over half of the participants (55.2%) reportedly have a bachelor's degree and 40.0% are full-time students.

Among the 105 adults surveyed, several of them are businessmen (4.8%), teachers/lecturers (5.7%), executive officers (1.9%), assistants (2.9%) etc. In terms of incomes, more than half of the participants did not have their personal monthly income (56.2%) and one fifth earned RM 2,000 and below (20.0%). Not only that, parents' and partner's monthly incomes were reported as well. Though participants reported not related for both parents' and partner's monthly incomes were the highest, parents' monthly incomes between RM 2,001 and RM 5,000 reported as the second highest (21.0%) while RM 5,001 and RM 7,000 for partners (6.7%). Moreover, participants stated their travel experiences along with its frequency in 5-year period before the COVID-19 pandemic. For travel abroad, 43.8% of the participants had the experiences and 34.3% of them frequently travel abroad one to two times. For domestic travel, 98.1% of them had the experiences and 31.4 of them frequently travel domestically three to four times. Travelling with family (81.0%) and friends (45.7%) were the predominant travel companion chosen, followed by alone (13.3%) and for work purposes (7.6%). Another question asked was choice of states and/or country when travelling. Out of 16 states in Malaysia, Perak, Terengganu, and Kedah (21% respectively) were the top three chosen when travelling domestically while Turkey, Japan and Thailand (6.7%) were chosen when travelling abroad followed by South Korea (4.8%).

The reliability of all measurements (SVS, PVQ, TM, SWLS and PANAS) were analysed using Cronbach's alpha coefficient. Scores on all SVS subdomains demonstrated low to high levels of internal consistency, with Cronbach's alpha coefficients ranging from .308 (hedonism) to .872 (universalism). Similarly, all PVQ subdomains also showed low to high levels of internal consistency, with Cronbach's alpha coefficients ranging from .140 (traditional) to .783 (achievement). Though both SVS and PVQ measured the same construct, internal consistency for SVS is much higher ($\alpha = .967$) compared to PVQ ($\alpha = .865$). The Cronbach's alpha value for the total 22 items of the TM was $\alpha = .830$, indicating good internal consistency. Ego-enhancement domain reported the highest Cronbach's alpha coefficient of .933 while socialization domain reported the lowest Cronbach's alpha coefficient of .486. Moreover, the reliability of instrument for well-being was analysed on SWLS and PANAS and both measurements demonstrated good internal consistency. The overall SWLS reported internal consistency of .833 while PANAS showed slightly higher value .872. To be precise, the reliability of negative affect ($\alpha = .898$) was somewhat higher than positive affect ($\alpha = .875$).

Since these two measurements are used to evaluate an individual's value based on Schwartz's human values, the study conducted bivariate correlation to examine the validity of

SVS and PVQ subscales. Convergent validity between two scales is shown when scores on the target scale correlate more strongly with scores on other measures of the same construct. According to the data, total SVS scores are significantly correlated with total PVQ scores ($r = .561, p < 0.01$). The significant correlations between SVS and PVQ domains demonstrated moderate relationships ($r = .587$ to $.203$). Of whole correlation analysis, universalism domain of SVS has strongest correlation with total scores of SVS ($r = .896, p < 0.01$) while both power and self-direction domains of PVQ has weakest correlation ($r = .197, p < 0.05$).

REGRESSION ANALYSES BETWEEN FACTORS AND OUTCOME VARIABLE

Multiple regression analysis was conducted to examine the relationship between satisfaction with life of adults and various potential predictors. Table 1 summarizes the descriptive statistics and analysis results. The overall model explains 9.2% variation of satisfaction with life with $F(4, 100) = 3.619, p < .001$. As can be seen all of the predictor scores are positively correlated with the criterion, except for Portrait Value, indicating that those with higher scores on these variables tend to have higher life satisfaction. However, it is important to note that none of the predictors significantly predict adults' satisfaction with life as the p-value for all predictors are insignificant.

Table 1 : Regression Coefficients of Portrait Value, Schwartz Value, and Travel Motivation on Satisfaction with Life

Variables	B	SE	β	<i>t</i>	<i>p</i>	95% CI for B	
						LB	UB
(Constant)	-5.801	7.218		-.804	.423	-20.122	8.519
PVQ	-.002	.077	-.003	-.023	.982	-.155	.151
SVS	.021	.017	.149	1.246	.216	-.012	.054
TM	.070	.073	.116	.960	.339	-.075	.216

Note. $R^2_{adj} = .092$. $F = (4, 100)$. $p < .001$

Another multiple regression analysis was conducted to explain positive affects based on Portrait Value, Schwartz Value, and travel motivation (see Table 2). The model with all three predictors produced adjusted R^2 value of .158 revealed that the predictors explained a 15.8% variance in the outcome variable with $F(4, 100) = 5.896, p < .05$. Table 2 summarizes the analysis results and of all predictors, except for travel motivation, positively predict positive affects of adults in Malaysia, indicating that those with higher scores on Portrait values, and Schwartz values tend to have higher level of positive affect.

Table 2: Regression Coefficients of Portrait Value, Schwartz Value, and Travel Motivation on Positive Affect

Variables	B	SE	β	<i>t</i>	<i>p</i>	95% CI for B	
						LB	UB
(Constant)	4.849	14.030		.346	.730	-22.987	32.685
PVQ	.217	.150	.197	1.448	.151	-.080	.515
SVS	.029	.032	.102	.884	.379	-.036	.093
TM	-.183	.142	-.149	-1.283	.202	-.465	.100

Note. $R^2_{adj} = .158$. $F = (4, 100)$. $p < .05$

A hierarchical linear regression analysis was conducted to evaluate the prediction of satisfaction with life from Schwartz value, Portrait Value, and travel motivation (see Table 3). For the first block (model 1) analysis, the predictor variable Schwartz value was analysed. The results of model 1 revealed to be statistically significant ($p < 0.05$). Additionally, the R^2 value of model 1 (.076) suggests that the Schwartz scores account for 7.6% of the variation in satisfaction with life scores, which means that 92.4% of the variation outcome variable cannot be explained by Schwartz value alone.

For the second block analysis, the predictor Portrait value was added. The results of the second block hierarchical linear regression analysis revealed a model with R^2 value of .088, thus 8.8% of the variance had been accounted for. The change in R^2 was not significant $F(1, 102)$, $p > .05$, which explains that the second set of predictors (Schwartz value and Portrait value) could not predict satisfaction with life. R-Square change for the final model comprised of three predictor variables (Schwartz value, Portrait value, and travel motivation) also showed to be insignificant $F(1, 100)$, $p > .05$. Thus, one's travel motivation does not have any significant effect on satisfaction with life.

Table 3: Summary of Hierarchical Regression Analysis for Variables predicting Satisfaction with Life

Model		B	SE	β	p	R2	$\Delta R2$	F	Sig. ΔF
1	SWLS	6.756	4.990		.179	.076	.076	(1, 103)	.004*
	SVS	.038	.013	.276	.004				
2	SWLS	3.238	5.854		.581	.088	.012	(1, 102)	.255
	SVS	.028	.016	.203	.078				
	PVQ	.071	.062	.131	.255				
3	SWLS	-5.801	7.218		.423	.126	.008	(1, 100)	.339
	SVS	.021	.017	.149	.216				
	PVQ	-.002	.077	-.003	.982				
	TM	.070	.073	.116	.339				

* $p < 0.05$

Table 4 summarizes the descriptive analysis of hierarchical linear regression analysis for three variables predicting positive affects. For the first block (model 1) analysis, the predictor variable Schwartz value was analysed. The results of model 1 revealed to be statistically significant ($p < .05$). Also, the R^2 value of model 1 (.100) suggests that the Schwartz scores account for 10.0% of the variation in positive affects scores, which means that 90.0% of the variation outcome variable cannot be explained by Schwartz value alone. For the second block analysis, the predictor Portrait value was added to the analysis. The results of the second block hierarchical linear regression analysis revealed a model with R^2 value of .121, thus 12.1% of the variance had been accounted for. However, the second model showed R^2 change was insignificant $F(1, 102)$, $p > .05$. Next, travel motivation variable was added in third block to examine its prediction on positive affects of adults. Even so, the results of third model showed that the predictors variables insignificantly predict positive affect.

Table 4: Summary of Hierarchical Regression Analysis for Variables predicting Positive Affect

Model		B	SE	β	p	R2	$\Delta R2$	F	Sig. ΔF
1	PANAS	29.371	9.949		.004	.100	.076	(1, 103)	.001*
	SVS	.088	.026	.316	.001				



2	PANAS	19.714	11.604		.092	.121	.022	(1, 102)	.116
	SVS	.060	.031	.216	.057				
	PVQ	.196	.124	.178	.116				
3	PANAS	4.849	14.030		.730	.191	.013	(1, 100)	.202
	SVS	.029	.032	.102	.379				
	PVQ	.217	.150	.197	.151				
	TM	-.183	.142	-.149	.202				

*p < 0.05

DISCUSSION

The findings revealed that only Portrait values scores did not correlate positively with life satisfaction. In other words, individuals with higher scores on Schwartz's values, and travel motivation inclined to have higher life satisfaction level. The same analysis also showed that although all these factors have positive correlations, none of it significantly predict adults' satisfaction with life. The current findings however seem to be in contrast with previous studies which claimed that human values (e.g. Chebotareva (2015); Honka et al., 2019; Sortheix & Lönnqvist, 2015), and travel motivation (e.g. Woo et al., 2016), have correlations with well-being. It is important to note that both Portrait values and Schwartz values are based on the same dimension of human values (e.g. universalism, benevolence, openness to change etc). Therefore, further research should be done to investigate whether Portrait values and Schwartz values have different impact on life satisfaction.

Meanwhile, for positive affects, all factors have positive links except for travel motivation. That is to say, adults with higher scores on values are more likely to have higher level of positive affects. This study was conducted during the pandemic, which can be understood why most of the participants score low in positive affects. This is because the isolation and social distancing orders might negatively influence how they feel at the moment despite the high desire to travel. When someone has been isolated for a long time, negative emotions probably get control of them thus, their perception of what they feel at the moment could be adverse. Based on Maslow's theory of needs, in order for someone to achieve high functioning and growth, they should consider to fulfil all the needs, including the need to travel. For some people, travelling is required for belongingness need, and others might need it for their self-esteem. When an individual is constrained from fulfilling his need, it could impact their well-being. The most recent research is in parallel with this statement which travel constraints are believed to have an adverse impact on elderly tourists' overall life satisfaction (Pan et al., 2020).

Apart from that, hierarchical regression analyses were also conducted to evaluate the prediction of subjective well-being components with personal values, and travel motivation. For life satisfaction component, only the first model could significantly predict the outcome variable which only comprised of Schwartz values. That is, Schwartz values is the only factor that could predict life satisfaction of Malaysian adults compared to Portrait values, and travel motivation. The data provide information that though when other factors were added, it could not predict or moderate the relationships with life satisfaction. Next, the same analysis was conducted to predict positive affects. The Schwartz values once again statistically significantly predict the affective elements.

In conclusion, the findings managed to prove that though not every factor have significant link with subjective well-being, exploring these relationships are critical to assess individuals' growth as well as their perception on well-being. The findings might as well



contribute to knowledge of adults' well-being specifically during the COVID-19 pandemic. Certainly, their values, as well as motivation to travel might be impacted hence influence their well-being. Therefore, this data is valuable for future research to utilize in preparation for endemicity in order to enhance their well-being in various life domains.

CONCLUSION

SUMMARY OF THE STUDY

In conclusion, this study has been conducted to explore the relationship between personal values, travel motivation, and subjective well-being of Malaysian adults. The personal values are measured based on Schwartz' human values and also Portrait values. The travel motivation was measured by adapting past research which identify five domains of motivations when one is travelling. As for subjective well-being, two components were measured by using Satisfaction with Life Scale and Positive and Negative Affect Schedule. Most of the previous studies claimed that one's personal values, and travel motivation, could impact their subjective well-being which this current study partially supported the claims.

IMPLICATIONS

Based on the findings, some implications have been identified. Firstly, the understanding of the relationship between personal values, travel motivations, and subjective well-being of Malaysian adults. By comprehending this information, we acknowledge that these three aspects of life have impacted adults' subjective well-being. Secondly, in an effort to prepare for endemic phase, the government especially the tourism industry could take this opportunity to boost society's well-being by promoting vacations and many more. This move eventually can be seen to encourage them to travel. Next, the current study was performed across the country, which allowed for a vast scope of data to be collected despite the limited number of participants.

Furthermore, the incorporation of Maslow's hierarchy of needs as well as self-determination theory help to discuss the relationship of personal values, travel motivation, and subjective well-being of Malaysian adults thoroughly. The data appear to confirm the selected theory, according to which self-motivation serves as an inner drive whereas external attraction attract people to gain satisfaction thus boost their well-being. Fulfilling individuals' psychological needs is proved to be essential in order to achieve positive well-being, based on Maslow's theory. Fulfilling individuals' psychological needs is proved to be essential in order to achieve positive well-being, based on Maslow's theory.

LIMITATIONS AND RECOMMENDATIONS

There were certain limitations that needed to be addressed after conducting this study. This study failed to control the distribution of adults participated in this study which resulted in imbalance ratio of female to male participants. Therefore, the study could not generalize the findings nationally due to random sampling for participant selection. Next, the sample size for this study is considered small (n=105) which resulted in weak correlations among variables. Hence, larger number of samples is important in order to gain more beneficial data.

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052-093

CLIMATE CHANGE IMPACTS ON COMMUNITY HEALTH

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ABSTRACT

One of the greatest challenges in today's world is the climate change. Excessive temperature rising, tornadoes, floods and droughts can indirectly and directly cause climate change. The impacts of climate change on community health are diverse and far-reaching. They include increased vulnerability to heat-related illnesses and death, as rising temperatures can create conditions of extreme heat stress. These events can also disrupt essential infrastructure, compromise food security, and endanger livelihoods. Additionally, climate change affects air quality, leading to increased air pollution and a higher risk of respiratory problems such as asthma and allergies. Furthermore, climate change can contribute to the spread of vector-borne diseases such as malaria and dengue fever, as changes in temperature and rainfall patterns can create favorable conditions for disease-carrying mosquitoes and other vectors. Moreover, climate change also poses risks to mental health, as individuals may experience distress, anxiety, and depression in the face of climate-related disasters and uncertainty about the future. Also, vulnerable communities and individuals, particularly those who are already disadvantaged, are disproportionately affected by the impacts of climate change. Overall, climate change has wide-ranging impacts on community health, posing serious challenges that require urgent attention and action.

Keywords: Climate change, community health, mental health.



Dasar dan Program Kependudukan dan Pembangunan, Merangkumi Perancangan Keluarga, Kesihatan Reproduksi, Pendidikan, dan Strategi Pengurangan Kemiskinan

002 – 001

**DIGITALIZATION, SOCIALIZATION AND MARGINALIZATION:
UNDERSTANDING DIGITAL CAPITAL, DIGITAL DIVIDE AND DIGITAL
POVERTY THAT ARE SHAPING SOCIETAL CHANGE**

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ABSTRACT

Rapid advancement of digitalization has repercussively shaped the social terrain and shifted our societal setting towards digitalized civilization. Through the amalgamation of the process of using digital technologies, it transforms various societal aspects, from communication, education, business, health, even governance. It also alters societal norms which becomes the shared expectations and values that steer public behavior in the process of socialization including the level of participation and inclusion, as well as shaping social identity and culture. But somehow digitalization exacerbates inequalities among different groups of society based on the competence to access digital technologies, skills, literacy, connectivity, and opportunity. Rather than making a more globalized interconnected community that interacts beyond physical boundaries where everything at the flick of the finger, it contributes towards conspicuous inter-group marginalization and gaps between those who are benefitted from the advancement and the rest who may be hampered in participating fully and segregated at the receiving ends. Therefore, this paper will argue on the influence of digitalization towards socialization, and its impact towards marginalization to those being pushed to the curb. This qualitative study will review the theoretical framework of how digitalization, socialization and marginalization intertwine within the interweaving connection and the rebuttal is based on the concept of digital capital, digital divide, and digital poverty. These concepts will be deliberated and argued to develop cognizance towards how this societal change creates discernible inequality and disparity within society. It will then be further argued by looking at the impact of this change and it can be perceptibly seen through economic, social as well as environmental impacts. They may have amalgamated and contributed towards the development of this multivariate foundation that corroborate towards inequality, which later prompts segregation and marginalization, resulting in the escalation of other socioeconomic and sociopolitical issues into its augmented magnitude. To excogitate this matter, there is an exigency of thorough and profound dissection to develop cognizance in the interlacing dynamics by anatomizing this through inclusion meniscus so that developing more inclusive and holistic policy could be taken with justifiable and effectual actions.

Keywords: *digital transformation, social marginalization, digital capital, digital divide, digital poverty*



007-006

USING GAMES TO STIMULATE AND MOTIVATE ESL STUDENTS IN MALAYSIA

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ABSTRACT

Vocabulary is a vital part of English second language education. Unfortunately, the teaching and learning process is challenging for students as regular classroom activities have become tedious and boring, which does not motivate them to learn. Not only that, but this also discourages them from practising outside of the classroom. To help encourage students to become more motivated in learning and improving their English vocabulary, teachers need to consider more creative activities to be used in the classroom. Games have become a popular medium for teaching English vocabulary for several decades now and this study aims to present the educational benefits of using games to encourage students to improve their vocabulary knowledge.

Keywords: *Games, Motivation, English Second Language Training*

1.0 INTRODUCTION

Vocabulary is vital in English second language learning (Ashraf, Motlag & Salami, 2014) as it is the core element for reading, speaking, listening, and speaking (Ni et al., 2020). However, the process of teaching and learning English vocabulary is not an easy feat as it is problematic and time-consuming (Yunus, Salehi & Amini, 2016). Although, many assume that learning English sounds easy, ESL learners still find it difficult due to their limited vocabulary (Misbah et al., 2017). For most ESL students, learning English vocabulary is a repetitive process as it involves



memorizing unfamiliar words, practising spelling and being asked to complete numerous exercises (Nguyen & Khuat, 2003). It is also a challenging task for non-native English speakers as they become easily perplexed by the spelling, pronunciation and multiple definitions of a single word (Metom, Tom, Joe & Rozaimie, 2019).

As a result, lessons become confusing, tedious and boring (Yip & Kwan, 2006). Students need to feel motivated to learn so the vocabulary lessons should take place in a stress-free and fun environment (Ashraf, Motlagh & Salami, 2014). That is why games should be included during ESL lessons as more enjoyable sessions can help students to understand and improve vocabulary retention. Due to the enjoyment factor of games, students can become more focused on learning and memorizing when they do not feel coerced. This reinforces the students' use of English vocabulary and helps them to remember words in a fun and interactive setting. As a result, they will gradually internalize and retain these words without becoming bored or overwhelmed.

The purpose of this study is to investigate the perception of post-practicum teachers towards a recently developed language game and to see if it can motivate students into improving their vocabulary skills. This study also seeks to identify the strengths and weaknesses of the game, as well as to see if it contributed significantly to the development of the students' vocabulary.

2.0 LITERATURE REVIEW

Vocabulary is a vital aspect of English reading, writing, listening, and speaking (Ni et al., 2020). Unfortunately, ESL learners are often baffled by English vocabulary due to being unfamiliar with the words. At times, they face difficulties trying to decide if a word is a noun, verb, adjective or adverb. They are also confused by homophones and homonyms. The students' level of proficiency also depends on the teacher's own methods and techniques (Jeftic, 1996). So, teachers and learners need to cooperate in order for the latter to acquire the required language skills. This also means that the students need to be active participants in the learning process rather than passive listeners.

The traditional chalk-and-talk method has become tedious and causes the students to feel unmotivated. This lack of motivation, as well as a short attention span, prevents students from retaining the words learned (Ni et al., 2020). Therefore, it is necessary for the teacher to consider a more enjoyable approach to teaching English vocabulary. One of the options teachers should consider is using games in the ESL classroom. The use of games and game-like activities have been acknowledged and used in foreign language learning classrooms, as opposed to the traditional "chalk and talk" method (Mee Mee et al., 2020)

2.1 Teachers' Perception Towards the Benefits of Using Language Games to Motivate Students to Learn Vocabulary.

Games have been a popular method used for teaching English vocabulary for several decades now (Derakhshan & Khatir, 2015) as they are an excellent way to improve one's English vocabulary. Games can be a more attractive and encouraging tool to help facilitate English language vocabulary as they allow students to improve their vocabulary skills more efficiently (Ni et al., 2020). This is agreed by Reyes-Chua and Lidawan (2019) who believe that games can be a useful tool for ESL teaching strategies as immersive activities allow students to understand the lessons better and more easily. Wang, Derakhshan and Zhang (2021) also believe that enjoyment leads to engagement as L2 can become more engaged in a lesson when the enjoyment factor is facilitated through games. As the traditional chalk-and-talk approach has become boring



(Ni et al., 2020), applying language games in the classroom can successfully motivate students to learn the target language more successfully. As vocabulary practice is limited to the classroom (Ni et al., 2020), games can provide a setting which allows students to train, improve and demonstrate their skills (Oller, 2002).

Some ESL teachers are sceptical towards games being used as a teaching tool as they believe that they are a waste of time (Mubaslat, 2012), preferring not to use them during lessons as they consider them a distraction. Games are considered supplementary material rather than the central focus of the lesson. While they consider games to be useful for lightening the mood while engaging with students, these teachers prefer the traditional methods. On the other hand, many other ESL teachers are enthusiastic about using games as a key part of their teaching approach. According to Kristanti (2014), most teachers have a positive perception of games since they can improve the students' language skills, expand their vocabulary, and increase learning motivation and engagement, while developing the students' learning skills and confidence, resulting in improved learning performances and outcomes (Zou, 2020). This is supported by Mirzaev (2022), who claims that games can provide a fun and energetic environment that brings out the students' enthusiasm for learning.

They see games as a way to build vocabulary and language skills in a fun and interactive way. By exposing students to new words and concepts through games, they can promote both retention and engagement in the classroom. Additionally, games can be useful in fostering teamwork and collaboration among students, which can be especially beneficial for students who are still learning to communicate and interact in an unfamiliar language.

In general, the perception of games as a teaching tool for ESL students often depends on the teacher's individual style and philosophy. Some ESL teachers may see games as a way to make learning more fun and engaging, while others view them as a distraction from serious study. However, evidence suggests that well-designed games can indeed be a valuable supplement to traditional language learning methods. By integrating games into curriculum activities, teachers may be able to improve the language skills of students in a manner that is both effective and enjoyable. Ultimately, the decision to use or not use games in the ESL classroom should be based on careful consideration of each individual student's needs and learning style.

ESL learning is as much an emotional task as it is a cognitive task as a student's emotions can impact how well they can retain information (Abrams & Byrd, 2022). Stress and anxiety caused by L2 acquisition can hamper the student's motivation which is why positive emotions like fun and enjoyment can be fostered using games and encourage students to be more engaged during learning activities (ibid). Games provide a form of intrinsic motivation as students not only compete with each other but also overcome a challenge which can lead to improvement (ibid). This competitive attitude, if fostered, can lead to further improvement in vocabulary retention.

In addition, the traditional method of language learning is time-consuming, and raises the stress level, leading towards interference in the students' learning. Stress will also interfere with their attention and motivation. Therefore, games help students to forget that they are in a classroom by creating an enjoyable atmosphere through relaxing, stress-reducing and anxiety-reducing activities which allows them to learn better (Daesri, 2002; Gozcu & Caganaga, 2016). Games also give the students the opportunity to practice the language in a situation and context provided by the teachers. Hadfield (1990) also suggests that games can provide as much practice as drills while providing a simulated setting for real-life communication. Teachers still need to bear this in mind when carefully selecting games that the activities have a time and a place, that they should relate to the syllabus, textbook, topic or context of the lesson, and overall be beneficial for the students (Ferčec, Liermann-Zeljck & Lenard, 2019).



There are several types of games that can be played in the classroom such as cooperative games that require teamwork, competitive games which pit students against each other, communicative games that foster communication as students transfer information, code-control games that require students to produce the correct language, and computer games that can have elements of the previously mentioned game-types, but also have a storyline that keeps the players captivated (Hadfield, 1990). Table 1 lists other types of games and their benefits.

Table 1: Games and their Benefits

Types of Games	Name of Games	Benefits
Word Puzzles	-Crosswords -Word Search -Word Jumbles	Provide a hands-on and fun way for students to interact and practice new words
Board Games	-Scrabble -Boggle	Can help improve the students' English vocabulary while challenging them to think creatively, make connections between words and expand their vocabulary.
Memory Games	-Concentration -Memory Match	Allow students to gain greater vocabulary retention through the use of flashcards with new words that help students learn and retain their growing vocabulary.

These types of games can help improve vocabulary by increasing the level of engagement with words, encouraging the use of more complex words and supporting long-term retention. Rixon (1993) suggested the use of puzzles in the ESL classroom as they are not only intellectually challenging but also encouraging as they can be used at any level. This is supported by Abderrahmane & Askour (2021) who agreed that games can encourage students to develop their vocabulary. Another benefit of using game-based activities is that they can help make learning more engaging and interactive by encouraging student participation and engagement (Yürük, 2019). Using games such as crossword puzzles can also promote independent learning, and problem-solving (ibid). The use of games can also turn the process of improving vocabulary into a more enjoyable task rather than a chore. For instance, Scrabble and Boggle involve a focus on wordplay and this can lead to the development of important vocabulary and early word-learning skills (Al-Jawwadah & Saputri, 2021).

According to Vygotsky's sociocultural theory (1987), learning takes place through social interaction such as games. By interacting with each other through games, students can develop their English vocabulary skills by communicating and collaborating with others. While games are competitive by nature, the social interaction and engagement allow the students to share and



exchange vocabulary with each other which also benefits their cognitive development as well (Alkhudiry, 2022).

Schmitt (2000) has stated that the use of sensual stimuli is beneficial for learners. Allen (1983) also agreed that the more coherent sensual stimuli a student is exposed to, the higher the chances for them to learn successfully. The appropriate stimuli can help students to become engaged during the activity to improve their vocabulary comprehension, pronunciation and spelling (Hasram et al., 2021). The integration of games to replace plain and monotonous teaching methods such as ‘chalk and talk’ can make lessons more meaningful. These days, alternative approaches which integrate game mechanics can create more practical, interesting and effective in-class learning activities (Redelinghuys, 2021). Not only do games add entertainment, but also provide materials that create fundamental language acquisition opportunities.

In addition, games create a relaxed atmosphere that reduces anxiety, giving the less confident students the opportunity to express themselves while improving their ability to retain information (Richard-Amato, 1988; Hansen, 1994; Arpentii, 2019). Games also make learning English fun as they give students a chance to interact with their environment and become more engaged during classroom activities despite it being repetitive (Lewis and Bedson, 1999; Hasram et al, 2021). However, the use of games in ESL instruction still requires careful planning so it is important for teachers to help learners to develop the ability to interact successfully (Taylor, 2000) and practice the target language (McCollum, 2023). Students will then be able to communicate competently using the target language as their vocabulary skills improve.

2.2 Previous Research

For their research, Metom et al (2019) invented a language board game called VOCATHON which included a game board, a pair of dice, four game pieces of different colours, an answer booklet and 1,000 question cards. The game illustrates a trail comprising of 100 steps which are marked with numbers from 1 through 100, hence the name VOCATHON which is a portmanteau of ‘vocabulary’ and ‘marathon’. Each space is also marked with a question mark (?) and players must answer questions when they land on a space. The players/students, which consisted of diploma-level students, played the game and filled out questionnaires to collect their feedback on the game. By the end of the study, Metom et al (2019) determined that the game was an enjoyable, practical and effective tool for vocabulary learning based on the student’s feedback.

A study by Hashim et al. (2019) explore the effectiveness of online languages games in improving the grammar of 30 secondary school students. Following a pre-test and three sessions of intervention which include the use of online language games such as Socrative, PowerPoint Challenge and Kahoot! For three weeks. For both the pre-test and post-test, students were given 20 grammar questions to complete. After the intervention, the post-test data shows a marked increase in the students’ grades which can be seen in the Table below.

Grade	Pre-test	Post-test
A	1	2
B	5	16



C	15	12
D	8	0
E	1	0

Hasram et al. (2021) conducted a study which introduced Year 5 primary school students to the online Wordwall (WOW) game. The pre and post-test consist of 30 vocabulary questions which cover six units of vocabulary that are introduced in stages in the WOW online game. By the end of the study, the students showed an improvement as the game provided external stimuli. The students' improvement includes an increased comprehension in vocabulary, pronunciation, and spelling. The games promote engagement via repetition which contributes to retention and a better understanding of vocabulary as well as allowing the students to recall the spelling more easily.

3.0 METHODOLOGY

For this case study, the researcher is testing the effectiveness of the game Infinity Words when used in an ESL classroom. The researcher was not present during the classroom sessions, but questionnaires were distributed to the English teachers observing the gameplay. Based on the results of the questionnaires, the researcher can infer how effective the game was as a teaching tool and see how it can be revised and improved further.

3.1 Participants

The participants of this study were chosen using purposive sampling. The targeted sample was 5-6 practicum teachers within 2-3 schools. The target sample was comprised of both male and female teachers, around the ages of 23-24, who were teaching both higher and lower secondary classes. This sample was derived from a general population of 100 practicum teachers. As time was limited, only four teachers were targeted from the overall sample.

3.2 Materials

Questionnaire: A detailed survey was carried out for the purpose of accumulating the necessary data for the study. The instruments were designed specifically for the post-practicum teachers who have utilized the game. The first section was the demographic section. The second section contained items which gathered information on the teachers' perception of the game. The items were divided into two sets. The first set of items was a series of Yes/No questions and the second set of items were Likert scale items with a response scale from 1-4.

The Game "Infinity Words": The researcher-developed game was used for the purpose of the study. It was inspired by the English alphabet and generic board games. The game was developed using a square board which has the letters of the English alphabet set around the borders. The game also included a six-sided die, game pieces, and answer sheets for the players. The objective of the game was for the player(s) to generate as many words as possible. Rules



were also included to explain the objective to the players (please refer to Figure 1).

Player 4	T	S	R	Q	P	O	N	Player 3
U								M
V	INFINITY WORDS							L
W								
X				∞				J
Y								I
Z								H
Player 1	A	B	C	D	E	F	G	Player 2

FIGURE 1: THE GAME BOARD

3.3 The Instructions of the Game

1. Players will take turns to roll the die and after moving their piece the number of spaces as indicated on the die they will start writing words beginning with the letter in the space provided on the sheet given to them. Each player does this until his or her turn comes around again.

2. When they reroll the die and move their piece again they will write a new set of words beginning with the letter they landed on in the second column in the sheet provided.

3. Points are given according to the number of words each player has generated by the end of the



20 minute game. The winner is the one with the most points at the end of the game.

3.4 The Purpose of the Game

The main objective of this game is to improve the students' vocabulary via an enjoyable activity. Enjoyment and competitiveness are two of the main motivators in this game. Throughout the course of the game, each of the players/students will attempt to outdo one another to decide who has the biggest English vocabulary. However, simply knowing the words is not enough. The students should also be able to use the words properly in the sentence to show they comprehend their definitions.

4.0 RESEARCH RESULTS AND DISCUSSION

4.1 Research Findings

4.1.1 Questionnaire Responses

In this section, the items are meant to examine the perceptions of the respondents towards the game and whether or not the game is beneficial towards the learning of English Vocabulary.

Table 4: Have you ever used any vocabulary games in your class?

Responses	Numbers	Percentage (%)
Yes	3	75
No	1	25

The above table shows that 3 of the 4 respondents have used vocabulary games before.

Table 5: Do you think games are valuable in teaching vocabulary?

Responses	Numbers	Percentage (%)
Yes	4	100
No	0	0

The above table shows that all of the respondents believe that games are valuable in teaching vocabulary.

Table 6: Do you think this game is an appropriate teaching aid?



Responses	Number	Percentage
Yes	4	100%
No	0	0

The table shows that all of the respondents agreed that this game (Infinity Words) is an appropriate teaching aid.

Table 7: Are the students able to improve their vocabulary using the game?

Responses	Numbers	Percentage (%)
Yes	3	75
No	1	25

The table shows that most of the respondents agreed that their students are able to improve their vocabulary using the game.

Table 8: Are the rules of the game easy to understand?

Responses	Numbers	Percentage (%)
Yes	4	100
No	0	0

The table shows that all of the respondents agreed that the rules of the game are easy to understand.

Table 9: Should this game be included as a teaching aid for English lessons?

Responses	Numbers	Percentage (%)
Yes	4	100
No	0	0

The table shows that all the respondents agreed that this game should be included as a teaching aid for English lessons.



Table 10: Do you think this game can be improved?

Responses	Numbers	Percentage (%)
Yes	4	100
No	0	0

The table shows that all of the respondents agreed that this game can be improved. Since they all answered yes, they provided some elaboration on how the game could be improved.

All the respondents recommended that the rules could be altered by using simpler and shorter sentences. The rules could also specify that proper nouns should not be used. Additionally, diagrams/illustrations should also be included to explain the rules. Some of the respondents suggested that words should be classified and also that each students could instead try and build their words beginning with two letters instead of one, like AB or PR, for more of a challenge. Finally, one of the respondents also suggested a penalty to better motivate the students.

Generally, the majority of the respondents responded positively to Items 4 to 10 in the Questionnaire.

The following tables, 11 to 17, used a scale of 1 to 4 to show whether or not the game would be an effective and beneficial teaching tool for the students in the classroom. Except for Item 11, which used ‘Not Effective’, ‘Fairly Effective’, ‘Effective’ and ‘Very Effective’ as a scale, the rest of the Items used ‘Totally Agree’, ‘Agree’, ‘Disagree’ and ‘Totally Disagree’.

Table 11: On a Scale of 1 to 4, how effective is the game in improving students’ vocabulary?

Scale	Not Effective (1)	Fairly Effective (2)	Effective (3)	Very Effective (4)
Number	0	3	1	0
Percentage (%)	0	75	25	0

The table above shows that 3 of the teachers agreed that the game was fairly effective while one stated that the game was effective. No one felt that it was not effective or very effective

Items 12 to 17 use ‘Totally Disagree’, ‘Disagree’, ‘Agree’ and ‘Totally Agree’ to measure the respondents’ responses.



Table 12: This game benefits the students.

Scale	Totally Agree (1)	Agree (2)	Disagree (3)	Totally Disagree (4)
Number	0	4	0	0
Percentage (%)	0	100	0	0

The table above shows that all 4 of the respondents agreed that the game was beneficial for the students.

Table 13: This game allows the students to enjoy studying English.

Scale	Totally Agree (1)	Agree (2)	Disagree (3)	Totally Disagree (4)
Number	0	4	0	0
Percentage (%)	0	100	0	0

The table above shows that again all 4 of the respondents agreed that the game allowed the students to enjoy studying English.

Table 14: This type of game should be introduced as a teaching aid in all schools.

Scale	Totally Agree (1)	Agree (2)	Disagree (3)	Totally Disagree (4)
Number	0	4	0	0
Percentage (%)	0	100	0	0

The table shows that all 4 of the respondents agreed that this game should be introduced as a teaching aid in all schools.

Table 15: This game can motivate students to learn English.

Scale	Totally Agree	Agree (2)	Disagree (3)	Totally Disagree
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	(1)			(4)
Number	0	2	2	0
Percentage (%)	0	50	50	0

The above table shows that half of the respondents disagreed that the game can motivate the students to learn English while another half of the respondents agreed that the game could motivate students to learn English.

Table 16: The students enjoyed the game very much

Scale	Totally Agree (1)	Agree (2)	Disagree (3)	Totally Disagree (4)
Number	1	2	1	0
Percentage (%)	25	50	25	0

The above table shows that 1 of the respondents disagreed that their students enjoyed the name. It also shows that 1 of the respondents totally agreed that their students enjoyed the game very much. Finally, it also shows that half of the respondents agreed that their students enjoyed playing the game very much.

Table 17: This is a very useful game to enhance vocabulary

Scale	Totally Agree (1)	Agree (2)	Disagree (3)	Totally Disagree (4)
Number	0	3	1	0
Percentage (%)	0	75	25	0

The above table shows that only one of the respondents disagreed that the game was very useful in enhancing vocabulary, but most of them agreed that it was useful.

Overall, the tables for Items 12, 13 and 14 show that all the teachers (100 %) agree that the game is beneficial to the students and should be introduced as a teaching aid to schools as it allows the students to enjoy studying English

4.2 Discussion



Four teachers were involved in the sampling. Despite the small sample size, the benefits of the game used still emerged clearly. Most importantly, the results suggest that the teachers and students were very agreeable with the game and its effectiveness in class. This is because the game was enjoyable and provided a less stressful atmosphere while at the same time breaking the monotony to allow students to become more engaged during the lesson (Wang, Derakhshan and Zhang, 2021). This is agreed by Derakhshan & Khatir (2015) since the traditional chalk-and-talk approach has become boring (Ni et al., 2020). It is this sort of atmosphere which can achieve desired educational results. The competitive nature could also be a factor as they were motivated to outdo each other, which was fun and enjoyable for them. (Abrams & Byrd, 2022).

However, there were some weaknesses in the games in regard to motivational values and comprehension. Half of the respondents agreed that the game was either too easy or the rules were too complex for the students to understand. This implies there is still some skepticism towards the use of games as a teaching tool (Mubaslat, 2012). With the low difficulty level, students found the game boring after only several rounds. It was also stated that the rules of the game were difficult for the students to comprehend, which gave them trouble on how to get started. These observations recommend that the game should be improved in order to increase motivational benefits and to make it more challenging for them, while also simplifying the rules for easy comprehension.

Generally, the game was deemed to be very enjoyable, which suggests the respondents also played the game along with their students. This positive response suggests that the teachers were open to the possibility of using the games as a part of their teaching approach (Kristanti, 2014).

A quarter of the respondents deemed the game as not being useful for learning vocabulary, while the remaining three quarters agreed that it was useful. This concludes that the game did help enhance vocabulary through a process reminiscent of repetition and drills. As the activity was in the form of a game, the students did not get bored. With each round, the students' vocabulary improved. This shows that the game can help improve the students' language skills, expand their vocabulary, and increase learning motivation and engagement, while developing the students' learning skills and confidence, resulting in improved learning performances and outcomes (Zou, 2020). This is supported by Mirzaev (2022), who claims that games can provide a fun and energetic environment that brings out the students' enthusiasm for learning. The one-quarter which disagreed may have done so because their students had a limited vocabulary and thus could not generate as many words. Dictionaries might be a good solution for this problem.

As stated earlier, while the rules of the games were easy to understand, the respondents suggested that shorter, simpler sentences should be used to explain the rules instead. The respondents also recommended that proper nouns not be used. Another recommendation was that words should be classified (nouns, verb, adjective, adverbs, etc) and should be constructed using the first two letters, such as 'AB' or 'PR' to increase the difficulty level. This concludes that the game requires further improvement in the rules to make them easier to understand, and to make it more challenging. A challenging game can help to exercise their minds so that they can improve further (Abrams & Byrd, 2022). The rules could also be adjusted for beginner, intermediate, and advance level students.

5.0 CONCLUSION AND FUTURE RECOMMENDATIONS

As second language learning can be frustrating, the enjoyment factor in games provides students with motivation and encourages them to be engaged during the lesson in the lesson. However, despite the benefit of games, the content and approaches of the language games need to be taken



into consideration. Well-chosen games are invaluable as they give students a break while simultaneously allowing students to practice their language skills.

The purpose of this study is to whether this game could help students improve their vocabulary skills as the primary focus was on vocabulary development. Based on the responses from the participants, while most agreed that the students enjoyed the game and improved their vocabulary, they also agreed that the game required revising as its rules were too complex and gameplay appeared monotonous. Based on these responses, the game would require updating despite its success. In addition, the textbook and syllabus need to be revised and updated in order to maintain students' interest. Teachers could learn how to integrate games into their lesson plans, while at the same time, students could learn vocabulary while enjoying the lesson. Therefore, games can be considered good teaching aid to be utilized in English classes. With some revision and integration, there is no reason to disregard games as a whole.

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005-007

STRATEGIZING SOCIAL PROTECTION FRAMEWORK FOR WOMEN WORKERS IN INFORMAL SECTORS

ABSTRACT

The post pandemic has changed the trending of business to more informality. Women are the most vulnerable and insecurity as they are more likely to work in the informal economy compare to men. It was reported that 4 out of 10 workers in Malaysia are not entitled to employment-related social protection and benefits and 45 percent of employed female heads of households are not registered with either Employees' Provident Fund (EPF) or Social Security Organisation (SOCSO). They do not have a sustainable income and do not entitle with social protection. The failure to register the business leads to the failure to get any kind of assistance from the government and social protection especially during crisis. Therefore, this research aims to investigate the challenges and needs of women worker in formalizing business. In addition to that, this research aims to discover the factors that women worker choose for running informal business. Moreover, this research will scrutinize the possible method for compulsory social protection for women worker in informal sector. The methodology used in this research is qualitative research which based on library research and structured interview. The reading materials are from the books, reports and previous research. In addition to that, the semi structured interview will be held individually or in group among women workers working in informal sector around Lembah Klang. The interview will be recorded and transcribed and analysed through thematic analysis. This research is significant for the nation as to find solution for better protection, equal payment and business development for women worker in informal business sector as they also contribute to the development of country. This research also will contribute to the formalization of informal business sector for women and the development of 360 degree business model which will assist women worker in informal business.



011-009

**FAMILY VARIABILITY AS AN IMPORTANT CONSIDERATION FOR POLICIES
AND PROGRAMS: INPUT FOR FAMILY IMPACT ASSESSMENT**

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ABSTRACT

Family is frequently defined in terms of its composition and functions, which exhibit a wide range of variation depending on the social, cultural, and legal context in which it is embedded. The family, which is the most fundamental unit of society, must constantly be taken into consideration when formulating policies and programmes, both those that may directly or indirectly affect families. Families differ in a variety of ways, and as a result, so do their needs. Without taking into account family variations, policies and programmes are more likely to fail or be less effective. This study aims to identify the various family types and structure, family life stages and family context that exist within the Malaysian family that are critical elements for consideration in developing policies and programmes. Based on qualitative findings from Focus Group Discussions and In-depth Interviews, this study explores the establishment of Family Impact Analyses (FIA) in Malaysia. Definition of family, use of family lens in policy and programmes, family variabilities in terms of family types and structure, family life stages and family context are drawn from the data. The establishment of Malaysian FIA emphasize the importance of identifying the families as the target group based on their needs which can be varied. Failing to adhere to specify this element will invalidate the goals of the policies and programmes.

Keywords: family variability, impact assessment, diversity, policy, programme



014-012

KESIHATAN MENTAL DAN WANITA: KAJIAN LITERATUR

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ABSTRAK

Wanita merupakan individu penting dalam pembentukan institusi kekeluargaan dan pembangunan negara. Sebuah akta kerja 1955 telah dipinda pada tahun 2022 bagi melindungi hak pekerja wanita Malaysia dengan melaksanakan nilai gaji dan kerja yang sama dengan pekerja lelaki. Golongan wanita juga diberi kelebihan untuk mendapatkan cuti sakit, cuti bersalin dan cuti tahunan. Jelaslah bahawa, kerajaan telah mengiktiraf kemampuan wanita dalam menerajui dan memimpin institusi pekerjaan dengan memberi wanita peluang untuk berkhidmat dalam bidang profesional serta mengetengahkan hak pekerja wanita. Secara umumnya, wanita bekerjaya mempunyai tanggungjawab yang besar terhadap keluarga dan pekerjaan mereka. Pengurusan masa, emosi dan kesihatan yang baik akan meningkatkan kualiti diri seorang wanita. Merujuk kepada aspek kesihatan, ketahanan fizikal seorang wanita akan menurun seiring dengan peningkatan usia terutamanya ketika mereka berada dalam fasa menapos. Secara tidak langsung, situasi ini akan memberi kesan terhadap psikologi dan prestasi pekerjaan mereka. Namun, terdapat beberapa kajian lepas menyatakan bahawa kesihatan mental dan emosi wanita yang berada di rumah sepenuh masa lebih mudah terganggu berbanding wanita bekerjaya. Ini kerana mereka kurang bersosial dan tidak mendapat sokongan moral daripada persekitaran sehingga menjejaskan kesihatan mental. Oleh itu, pentingnya kajian ini dijalankan untuk mengenalpasti isu yang dihadapi oleh golongan wanita, sistem sokongan yang diperolehi dan peranan pengamal kaunseling dalam menyediakan intervensi yang sesuai melalui pembacaan daripada kajian-kajian lepas.

Kata Kunci: Wanita, Usia, Psikologi, Sokongan.



016-014

UNLEASHING TEEN PREGNANCY IN MALAYSIA AND THE REVOLVING HEALTH CARE ISSUES

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ABSTRACT

Increasing teen pregnancy cases are becoming a serious public health concern in both developing and developed nations for past decades. Teenage pregnancy occurs among adolescent girls between 10 and 19 years old. A recent study reveals that 14 out of every 1,000 female teenagers in Malaysia become pregnant every year. Such prevalence suggests there is still a lack of general understanding of reproductive health matters among the teenagers. The issue of teen pregnancy requires considerable attention to prevent more social and health problems such as more unintended pregnancies, baby dumping and extensive spread of sexually transmitted diseases within society. Managing adolescent pregnancies is challenging because it is not only about social issues, but in the primary care context, it calls for healthcare providers to consider medical, economic and legal issues. Teenage pregnancy is a critical issue because it is closely related to the fifth Sustainable Development Goals (SDG5). This paper explores the impacts of teen pregnancy on the healthcare sector. In-depth interviews with representatives from healthcare sector uncover, among others, no one would want to monitor such cases, and no one wants to look bad and be highlighted for the wrong reason. As a result, there lacks data and low interest on this issue. Findings from this study further assert not all medical professionals are qualified to treat pregnant teens, especially for young teens that have undergone sexual abuse and pregnant teens with complications. Despite the sensitivity of this topic, this study hopes to lay the groundwork to facilitate more future research in this topic area.

Keywords: Teen pregnancy; adolescent pregnancy; teenage reproductive health; public health concern.



INTRODUCTION

The World Health Organization (WHO) defines teenage pregnancy as pregnancies among female adolescents between 10 to 19 years old. Teenage pregnancy is a global health issue, adversely affecting the birth outcomes that can lead to intergenerational cycles of poverty and ill-health. As reported, the rates are decreasing in countries with many high-resource settings. But the numbers are alarming among developing countries where approximately 2, two million girls under 16 years old the age of sixteen give birth to babies each year (WHO, 2018). In Malaysia, although there are claims that teenage pregnancy rate is lower compared to many other countries, the data may not reflect the actual figure. It is because there are other issues related to the prevalence of teen pregnancy such as illegal abortion and infant abandonment (Nagandla & Kumar, 2020). The recent 2017 to 2022 data shows a total 41,083 teen pregnancies has been recorded in Malaysia, out of which 14,561 cases reported as out-of-wedlock teen pregnancies (Salbiah, 2019). Out-of-wedlock teen pregnancies, unwanted pregnancies often associated to illegal, unsafe abortion or infant abandonment as the pregnant teenagers are terrified by the consequences of rejection from their own family and their society (Vin et al., 2014). Other than out-of-wedlock or illegal sexual intercourse, child marriage is another main contributing factor to teen or adolescent pregnancy (Blum and Gates, 2015). In a recent report, about 1,500 cases of child marriages were reported in Malaysia between 2007 and 2017 (Norhaslinda, 2023). In or outside of marriage, teen pregnancy is ruining the teenagers' healthy development, particularly their maternal health and other needs of pregnant adolescents.

Teen pregnancy issues have the potential to put pressure on the healthcare sector as they may spread into more serious social and health problems such as more unintended pregnancies, baby dumping, and the extensive spread of sexually transmitted diseases within society. Managing teen pregnancies is challenging because it calls for; healthcare providers to consider different medical, social, and economic resources and legal issues. From the perspectives of individuals, there are three broad categories of healthcare sector infrastructure: materials, supplies, and human resources (Goldstuck, 2014). Without appropriate management from the healthcare sector, administrative delays and clinical mismanagement may aggravate teen pregnancy into maternal mortality cases (Sreen Thaddeus & Deborah Maine, 1994).

Causes of teen pregnancy

There are several factors contributing to the continuous prevalence of teen pregnancy. Firstly, the influence of social media, cross-cultural factors, reduced adult supervision, and early engagement in sexual activity due to peer pressure act as catalysts for sexual encounters among adolescents (Allen, 2003). The engagement in sexual activity before marriage, as reported in a study, is higher among girls than boys (Liu et al., 2006). Nonetheless, sexual violence disproportionately affects adolescent females, with more than one-third of females in certain nations reporting their first sexual contact as forced (Shruti Bangale Daflapurka, 2014). Even early pregnancy from child marriage can lead to various health issues and adverse effects on young girls' sexual health and hinder their social development (Ahmad Sofi, 2017). Equally, proponents argue that teen pregnancy may serve as a defense mechanism against premarital sexual activity, unintended pregnancies, and sexually transmitted diseases (STDs) (Nour, 2006). It is, therefore, crucial to address the health issue of teen pregnancy from a holistic perspective and develop comprehensive strategies to tackle the complex issue effectively. Understanding the multifaceted causes will enable policymakers and healthcare professionals to implement targeted interventions and educational programs as they can reduce the prevalence of teen pregnancies and promote the overall well-being of adolescents.



Health issue related to teen pregnancy.

Teen pregnancy poses significant health challenges for adolescent mothers and their offspring. As a young girl gets pregnant, she is in greater danger of her health (Guernsey and Larsen, 1989). The physiological immaturity of the adolescent mother's reproductive system may result in an increased risk of complications during pregnancy and childbirth, and more likely to develop fatal disease. These complications may include anemia, preterm labor, low birth weight, and preeclampsia (JoAnne, 1989, Chen et al., 2016). The problem could worsen when they delay their pre-natal care and further contribute to adverse health outcomes for both mother and child (Kozuki et al., 2013). Even when babies survive, teenage mothers risk various physical and mental health issues like postpartum depression, thus adversely affecting their overall well-being and parenting abilities (Gavin et al., 2011). Studies have shown that babies born to teenage mothers have a higher likelihood of neonatal mortality, morbidity, and developmental delays (Khashan et al., 2015).

To address these health concerns, comprehensive and evidence-based interventions are necessary to support adolescent mothers throughout their pregnancy and early parenting years. Improved access to prenatal care, educational programs on reproductive health, and counseling services can help mitigate the health risks associated with teen pregnancy and promote better health outcomes for both mothers and their children.

Threats on the healthcare sector

Teen pregnancy poses significant threats to the healthcare sector due to its complex and multifaceted impact on various aspects of the healthcare system. Such threats in form of increased demand for prenatal care and maternal health services places a considerable burden on healthcare facilities and resources. Teenage mothers require specialized care and support during pregnancy to mitigate the risks associated with their age and reproductive immaturity (Fergusson et al., 2015). A recent study on the issue of teenage pregnancy among young Malay women claims the lack of provision of reproductive health services contributed to low self-love, hence low skills in managing emotions among these teenagers (Hickson and Tajer, 2022). It necessitates additional healthcare personnel, facilities, and equipment to accommodate the growing number of pregnant teenagers.

Teen pregnancy often leads to a higher incidence of preterm births and low birth weight infants, requiring neonatal intensive care and long-term medical interventions (Ganchimeg et al., 2014). These critical care services further strain healthcare resources and contribute to increased healthcare costs. Additionally, the offspring of teenage mothers may face long-term health challenges, leading to a higher demand for pediatric healthcare services and specialized medical interventions throughout their early development.

Secondly, teen pregnancy often leads to a higher incidence of preterm births and low birth weight infants, requiring neonatal intensive care and long-term medical interventions (Ganchimeg et al., 2014). These critical care services further strain healthcare resources and contribute to the increase in healthcare costs. Additionally, the offspring of teenage mothers may face long-term health challenges, leading to a higher demand for pediatric healthcare services and specialized medical interventions throughout their early development.

Furthermore, addressing the mental health needs of adolescent mothers is crucial, as they may be more susceptible to postpartum depression and emotional distress (Mollborn et al., 2017). In providing adequate mental health support and counseling services, more allocation of resources

that includes trained professionals are needed, thus further impacting the healthcare sector's capacity. The healthcare needs of teenage mothers and their children require tailored healthcare policies and interventions. Comprehensive sex education programs, easy access to contraceptive services, and targeted interventions to reduce teenage pregnancies can help alleviate the strain on the healthcare sector and promote better health outcomes for adolescent mothers and their offspring. While earlier studies have shown teenage pregnancy rates are falling in many high-resource settings, does the increase in teen pregnancy in Malaysia signal a low-resource setting for healthcare systems in Malaysia as it does not meet the accepted norms? Healthcare, like many other services in many societies, is now under virtual total governmental control (Goldstuck, 2014). The individual does not decide whether she is in a low-resource setting, but the government is the one to make decisions concerning those people receiving and supplying healthcare services. For this reason, this qualitative study aims to unleash the teen pregnancy issue in Malaysia and delve into the healthcare issues revolving around teen pregnancy from the perspectives of healthcare providers that have not been investigated before in other studies. The remainder of this paper is organized into five sections. The next section demonstrates research design of this study, followed by the sections on analysis and results, discussion and the last section concludes the study.

RESEARCH DESIGN

Based on the review of similar studies, we establish a conceptual framework to represent the relationship between the prevalence, causes of teen pregnancy and their impacts as shown in Figure 1 below.

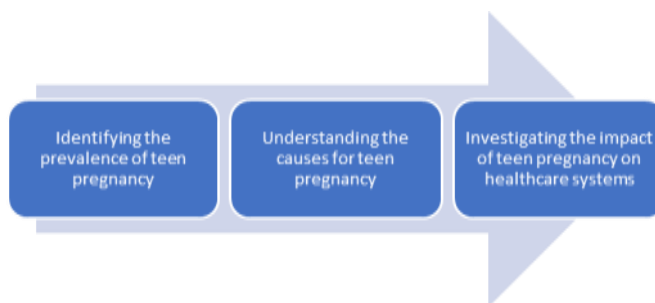


Figure 1: The research framework

The study is mainly dependent on primary and secondary qualitative data. The nature of qualitative research is inductive such that the underlying reason for a qualitative study is generally to explore meanings and insights in each situation (Strauss & Corbin, 2008). For an elaborative explanation of the study, data was also gathered from secondary sources, research articles, relevant newspapers, and reliable websites.

The focus of this study is to explore how teen pregnancy impacts healthcare providers and to expound on the stigma surrounding teen pregnancy from the perspectives of healthcare providers. Due to the explorative nature of this study, we employ a simple qualitative study approach by using semi-structured interviews or ‘conversation with purpose’ (Burgess, 1984) as the data collection method. Conducting interviews as a data collection method helps provide lengthy and in-depth inputs and a better understanding of the nuances such as the expressions and body language of the interviewees. Semi-structured interview method would also facilitate the respondents during the interview session as it would allow the interviewee to be more flexible in expanding their answers and expressing their points of view. They are also free to share more views than just being limited to the prompts asked by the interviewer. Thus, the answers from this flexible probing can guide future research questions and help to develop a more robust knowledge base for future research. (Flick, 2022). The questions included are



primarily prompt statements based on three predetermined emerging themes in the framework illustrated in Figure 1 above. The respective prompt statements for each theme included in the questionnaire are listed in Table 1 below.

Table 1: Question/prompt statement

Theme	Question/ Prompt statement
1. Understanding and perception on teen pregnancy	<ul style="list-style-type: none"> i. "How do you define teen pregnancy?" ii. "Teen pregnancy is associated with a host of negative outcomes for the women and children involved" - what is your opinion regarding this claim? iii. "The Malaysian Statistics Department (DOSM) has recorded a rising percentage from 24.7% to 28.6% of under-aged mothers below the age of 17 years old being pregnant and having given birth to babies in the year between 1999 until 2006" - What do you think about data? Is there any recent data regarding teen pregnancy?
2. Healthcare service readiness and accessibility for pregnant teens	<ul style="list-style-type: none"> i. Describe your experience of handling/encountering a teen pregnancy case. ii. "Teen pregnancy has negative health outcomes for teenage mothers and their children. Research typically draws attention to teenage mothers' higher rates of obstetric complications and neonatal mortality, lower birth weight babies and increased in postpartum depression." – can you please further elaborate how true this claim is? How does this statement effect the NGO volunteers/healthcare professionals? iii. Describe the NGO volunteers/healthcare professionals' readiness in handling/in the encounter of teen pregnancy. iv. Are all healthcare professionals/ NGO volunteers appropriately trained and qualified to handle teen pregnancy cases?

This mixture of open and close-ended questions would encourage the respondents to clarify, elaborate, or rephrase their answers if needed and provide concrete examples of their experiences on this issue which could be sensitive to some people. For this study, the selection criteria of respondents were that they involve as healthcare providers or associated with any service related to teen pregnancies. Two female respondents have agreed to participate in this study. One is in her twenties and has had a placement beforehand in the Obstetrics and Gynaecology (O&G) department at a public hospital. The other respondent was a registered Counselor with extensive exposure to social issues and has been involved as a social worker for a Non-Governmental Organisation (NGO) for more than 30 years. The NGO promotes gender equality and supports women and children in crisis, especially those experiencing domestic violence, unwanted pregnancy, and contraceptive awareness. We gathered information on the experiences and opinions of these two individuals in two separate semi-structured interview sessions that took place at the end of May and early June 2023. The interviews were conducted in English and Malay, recorded, and transcribed for subsequent analysis (Strauss & Corbin, 1990). One of the



interviews was held in participant’s workplaces, and the other one online. The duration took up to 30 minutes as they followed through a series of questions outlined in Table 1 earlier. The two participants have given their informed consent on the information collected, and any potential risks and the opportunity for them to withdraw from participating in the study were also clearly stated to them. They were also made aware that the information is only used for academic purposes, assured of the confidentiality of their personal information and identification shall not be disclosed.

ANALYSIS AND DISCUSSION

This study utilizes the thematic analysis approach to identify any repeated patterns across data or information that have been gathered (Braun and Clarke, 2006) based on the inputs recorded from the respondents during the interviews. Following that, data is transcribed and conceptualized to allow the interpretation that could enlighten understanding of teen pregnancy based on three emerging themes from the interview: (a) understanding and perception of teen pregnancy, (b) causes of teen pregnancy, (c) impact of teen pregnancy on the healthcare sector.

a. Understanding and perception on teen pregnancy

Pregnancy among teens has always portrayed as negative, until the stigma attached within the large society and among the teenage population (Catriona Jones et al., 2019). When asked to elaborate and prompted into the issue, three sub-categories emerge from the interviewees: (1) pregnancy that occurs between the age of 10 to 18, (2) being a less talked about topic despite being an alarming issue and (3) teen pregnancy perceived as a shameful act by the society.

Sub-theme of perceptions on teen pregnancy	Mentioned by
Teen Pregnancy occurs among teenagers between the age of 10 to 18	Interviewee A Interviewee B
Teen pregnancy is an alarming issue, but less been talked about in the society	Interviewee A Interviewee B
Teen pregnancy cases are perceived as a shameful act by the society	Interviewee A

Teen Pregnancy occurs among teenagers between the age of 10 to 18.

Interviewees explained what they understand about teen pregnancy is a situation whereby teens are pregnant at 10 to 18 years old. It is the age in which teenagers are often curious and lean towards exploring new things but lack guidance in navigating their life. Teenagers do not think or act like adults, particularly, when they are stressed. They are in a unique developmental period in which curiosity, impulse control, and experimenting enhance their chance of an unwanted pregnancy (Aruda et al., 2010).

“Teen pregnancy starts at the age of when girls should be having fun; as young as 10 years old until 18 years old” - Interviewee A

“From my point of view, teen pregnancy may occur when girls at their menarche stage (around 12-13 years old) until 16 years old” - Interviewee B

Azri et al. (2015) also recognize teen pregnancy as pregnancies that occur among young girls of age 19 years or younger. According to another study, most teen pregnancies involve girls between the ages of 15 and 17 as the consequence of intercourse with acquaintances, including boyfriends (Abdullah et al., 2014).



Teen pregnancy is an alarming issue, but less been talked about in the society.

The interview also prompts teen pregnancy is alarming as a part of social issues in the country, but the public is not open to discussing it. Sexuality remains a largely taboo topic for open discussion, and sex education in schools seems limited to abstinence-only messages (John Kingsley Krugu et al., 2016).

CAP Fellows Paper 200 (2018) reports teen pregnancy and sex talk is not easily accessible and not widely argued as the topic is considered a taboo within society and viewed as embarrassing and religiously and culturally inappropriate.

“This issue is alarming, but the Government has stopped discussing and taking statistics about teen pregnancy. They don’t want to look bad and be highlighted for the wrong reason.”

- Interviewee A

Teen pregnancy cases is perceived as a shameful act by society.

Society perceived teen pregnancy as a shameful act closely tied to age appropriateness and religious and cultural beliefs. Not only the pregnant teens face stereotypes from the members of the public, but parents also share part of the shame (Micah et al. 2013). The local community in Malaysia finds it hard to accept the fact about pregnant teens while many parents would send them to shelters to hide from embarrassment (Saim et al. 2013).

“It’s even worse in the rural area. Nobody to monitor it, nobody wants to talk about it.”

- Interviewee A

b. Causes of teen pregnancy

Past studies have identified that teen pregnancy is associated with peer pressure, substance abuse, parental negligence, poverty, and lack of sex awareness. However, in most cases, as reported in another study, the cause of teen pregnancies is unintended actions that have led to it (Were, 2007). These assertions prompt the cause of teen pregnancies highlighted by the interviewees as unintended pregnancy.

Sub-theme of causes of teen pregnancy	Mentioned by
Unintended pregnancy	Interviewee A Interviewee B

Unintended pregnancy occurs without being planned by the teens. In most cases, it happened outside of marriage. Illegitimate baby birth cases in Malaysia have grown exponentially. There were 70,430 cases between 1999 and 2003 to over 257,000 between 2000 and July 2008. It was about 83 babies born per day. While for three consecutive years since 2013, the Malaysia National Registration Department recorded 159,725 illegitimate births were registered (Ahmad, 2016).

“I don’t think any teenagers want to be mothers. When they are supposed to enjoy life, go on an adventure, get education and build a career. They don’t want to be breastfeeding, changing nappies and not having enough money to buy stuff for the child.” -

Interviewee A



Unintended pregnancy is also a situation whereby young teens believe they were not physically, psychologically, emotionally, or financially prepared to become pregnant since they were young and lacked experience (Nooredin Mohammadi, 2016).

The NHMS Adolescent Health Survey 2022 conducted from June 12 to July 8, 2022, uncovered two-thirds of Malaysian teens who had sex were sexually active and 75% report of having had sex in the previous 30 days. Equally troubling is that 88% of those who have ever had intercourse did not use condoms or any types of birth control. Due to the non-usage of contraception, they are more likely to have unwanted pregnancies and sexually transmitted diseases (STIs) (Tharanya Arumugam, 2023).

“Teenagers are getting pregnant because they are not taking precautions, taking contraceptives and they cannot say no to their partners.” - Interviewee A

“Some are not educated enough to understand the consequences of sexual relationships hence they do not prepare any barrier method such as contraceptives or usage of condom. This would risk the chance leading to teen pregnancy.” - Interviewee B

The other causes of unintended teen pregnancy mentioned by the interviewees include sexual abuse, rape, incest, and such. Unwanted pregnancies caused by rape and incest are also rising in Malaysia. The Royal Malaysia Police figures indicate that rape cases increased from 1,479 in 2003 to 2,431 reports in 2006. Only 10% of all rape incidents are reported owing to shame and fear. Thus, the prevalence might appear to be significantly lower.

“In Malaysia, it is very unfortunate seeing incest. Due to incest, a lot of girls getting pregnant. I have seen girls of 10 years, 11 years, 12 years old. How can you get your daughter pregnant? A brother is getting his sister pregnant?” - Interviewee A

Incest is sexual relations between relatives with blood relations which include step-relatives (Yuksel et al., 2008). A study conducted in the United States found a high correlation between sexual abuse and the chance of getting into teen pregnancy, particularly for those who had experienced incest (Saewyc et al., 2004). There are many cases of unintended pregnancies due to incest reported in Malaysia. Such a case is where a 15-year-old boy to have had incest with his sister twice last year, resulting in her becoming pregnant and giving birth to a child in a restroom in the same year with the assistance of her mother (Abnor Hamizam, 2023).

c. Impacts of Teen Pregnancy on Healthcare Sector

Two themes highlighted from the interviews on the impacts of teen pregnancy on healthcare sector are care for pregnant teens and access to utilization of services.

Care for Pregnant Teens

Because teen pregnancy is considered both a clinical issue and a public health concern, there is a need for it to be managed and properly supported (Lopez et al., 2011). It guides the discussion with the interviewees into the expected care for teen pregnancy. A similar subtopic identified is to exercise consistent monitoring and provide appropriate healthcare treatment for pregnant teens.

Sub-theme of Care for Pregnant Teens	Mentioned by
Exercising consistent monitoring	Interviewee B
Providing appropriate and friendly antenatal treatment for pregnant teens	Interviewee A Interviewee B



Monitoring the trimesters of pregnancy allows any health problems and complications to be detected as early as possible. However, interviewees found that it is challenging to exercise consistent monitoring for cases regarding teen pregnancy. Often, they hide it from the hospitals that it is difficult to obtain the related records that no such records or very few available for some hospitals. In turn, there is inconsistent health monitoring of pregnant teens. Research on teenage pregnancy in Kuching, Sarawak, reveals most unmarried teenagers enrolled late for prenatal treatment at clinics during the third trimester of their pregnancy (Htut, 2010).

“Pregnant teen mothers don’t normally visit the hospitals as regularly as compared to the adult mothers. Thus, the pregnancy is not constantly being monitored by the healthcare system. Consequently, they are more likely to develop complications.” - Interviewee B

“Teen pregnancy more likely to develop depression and postpartum especially if they don’t have reliable support system while having to face the stigma from the community.”
- Interviewee B

On antenatal treatment for pregnant adolescents, it is crucial to provide appropriate and friendly antenatal healthcare treatment for pregnant teens. It is to avoid negative situations, or in any instance, the situations further aggravate. Identifying issues in pregnancy is most effective during the early stages of pregnancy because antenatal care will help decrease maternal mortality risk while ensuring pregnant teens have access to various preventative treatments and health promotions (Yenita Agus & Shigeko Horiuchi, 2012). This present study reveals that not all medical professionals can handle teen pregnancy or are allowed to handle although healthcare treatment is available to pregnant teens without judgment. It is the case involving emotional distress that would affect the mental health of pregnant teens.

“Pregnant teens with sensitive backgrounds of domestic or sexual abuse require specialist to handle the cases in order to avoid triggers” - Interviewee B

When asked if the teen pregnancy cases were handled by those with adequate training and ready to deal with the issue, the interviewees give different responses.

It’s not a question of being ready enough, some people don’t want to deal with the issue. For NGOs, dealing with teen pregnancy issues also requires funding to run. Who is going to fund teen pregnancy?” - Interviewee A

On this issue, some previous studies argue that the underlying reasons behind an unfriendly environment towards teen pregnancy cases is because proper trainings have not been given to the staff to handle the situation. Research conducted abroad also indicates that only 22 out of the 39 countries provide formal training on sexual reproductive health of young teenagers to the pediatricians and that the number is much smaller for family physicians (17 of the 39 countries). As such, trainings for primary care physicians on young teens sexual reproductive health is far from ideal (Michad, 2019). Another study identified that standard maternity services and birth controls do not fit the pregnant teens because they risk criticism on the issue of their teen pregnancy from the more senior healthcare providers (Govender et al., 2020).

Access to Utilization of Services

Past literatures assert that the availability to abortion and contraception to teenagers continues to be a topic of legal contention (Carter et al., 1994). The interviewees then discuss the availability of healthcare services to encounter the case of teen pregnancy. The information given was



transcribed and two sub-themes emerged: (1) access to contraceptive pills and (2) access to abortion.

Sub-theme of access to utilization of services	Mentioned by
Access to contraceptive pills	Interviewee A Interviewee B
Access to abortion	Interviewee A

“It’s a very sad story in Malaysia, for the past 15 years that the contraceptive prevalence rate has not gone up at all and is stagnant at 50%. It shows that there are more people at reproductive age, use other methods to contain pregnancy or not containing pregnancy.”
- Interviewee A

In the Youth Sexuality Survey held in 1996, a question on "precautions to prevent pregnancy" posed to those who had sexual intercourse uncovered 90% of in-school girls confessed not taking any steps while around 60% of out-of-school females did (Chiam, 1996). In contrast, around 30% of in-school and 15% of out-of-school male respondents used pregnancy prevention procedures. Low contraceptive use is a concern because of the dangers of sexually transmitted illnesses and the outcome of teen pregnancy (Zulkifli & Low, 2000).

On access to abortion, as many teens get pregnant unintentionally (Mosher et al., 2012), most would generally see abortion as the way out. They do not intend to go through difficult moments to live after childbirth. A local study uncovers that Malaysian women experience an unmet demand for effective contraception (Low, 2009). Significantly low contraceptive usage rates and unmet contraceptive needs in Malaysia have led to unintended pregnancies and increased demand for abortion. Abortion is quite controversial because it relates closely to the ethics of healthcare providers..

“Surgical abortion is charged between RM 2000 to RM 2500 around private clinics for this healthcare services in Malaysia. To cover the cost and risk, some doctors have had to take advantage of the situation by charging high cost for the simple procedure of abortion.”
- Interviewee A

In many cases, desperate teens would resort to aborting babies unsafely and most likely result in complications to themselves (Dahlbäck et al., 2007). Some would try risky abortion methods such as eating pineapple, using internet-purchased drugs, eating yeast, swallowing a combination of paracetamol and fizzy beverages, and so on (Azmawaty et al., 2019). However, the exact prevalence is still uncertain due to underreporting and illegal abortions performed by teenagers (Azmawaty et al., 2019).

At the other extreme, some would spend money and decide to go through surgical abortion procedures. Although abortion services are limited in Malaysia, it is not banned. However, due to restrictive grounds, this leads to illegal abortion, which is typically harmful since it is conducted below the minimal standard of a safe procedure (Low et al., 2015). There is a lack of official statistics on induced abortion conducted in private clinics. The primary source of accessible information is hospital records on women treated for abortion complications in



Malaysia (Low et al., 2013). Therefore, in some cases, induced abortion is a leading cause of maternal death and morbidity.

DISCUSSIONS

Teen pregnancy in Malaysia remains a complex issue with implications for the healthcare sector. It is a complex issue to resolve because the recorded cases may only represent a small portion, potentially underestimating the actual situation as revealed by this study and other local studies too (Hickson and Tajer, 2022). There are undeniable societal taboos surrounding the issue. Teen pregnancy faces stigmatization despite most cases being unintentional and no precautionary action taken. Although the issue of pregnancies from legitimate cultural practice of child marriage was not highlighted by the interviewees, in both cases, delayed medical care poses risks for both the mother and child (Guernsey and Larsen, 1989). Teen mothers would only arrive in the hospitals for labor only at their final stage due to fear or ignorance of the condition (de la Calle et al., 2021). By the time of arrival, the situation may get complicated as medical professionals would require historical pregnancy information of the teen before providing necessary maternal care and procedures. Respondents of this study suggest for consistent monitoring of pregnant teens. This supports assertions from a previous study that younger women have a higher risk of most pregnancy issues, so it would be crucial for mothers at this age group to have a more attentive obstetrical follow-ups (de la Calle et al., 2021). Without a more attentive follow-up, medical professionals face the risk of encountering complications as teen pregnancies carry a higher risk of problems, and research shows that maternal mortality is twice as high in the 13–19 age group as it is in the 20–34 age group (Mora Cancino & Hernandez Valencia, 2015).

Handling pregnant teen cases could pose implications to the healthcare sector. When the pregnant adolescent has had experienced sexual abuse, domestic violence or other complications, she would require qualified specialists to avoid triggers, as brought up by one of the interviewees. Small number of teen pregnancy cases brought to the public obstetric care clinics and hospitals, has left the general medical practitioners inexperienced. Moreover, lack of trainings in the field of young teens sexual reproductive health, as discussed earlier, often lead to potential maternal and neonatal complications. In reality, when teens are not feeling well, the first healthcare provider they will meet for diagnosis is the general medical practitioner and non-obstetric specialist. Those health providers only have a basic understanding of obstetrics that they have learned throughout their three-month internship after finishing medical school (Abbey, 2018). It could suggest a high maternal rate and perinatal death and morbidity due to ineffective maternal and neonatal care (Abbey, 2018). According to the Joint Economic Committee Democrats in 2021, maternal and kids' health outcomes are costly to the government of the United States as it accounted for over \$32 billion.

Access to contraceptive pills and abortion play crucial roles in combating teen pregnancy. Underutilization of contraceptive pills due to a lack of knowledge among healthcare providers may contribute to the problem. A more effective use of contraceptive resources is vital to control teen pregnancy rates. Abortion laws in Malaysia permit it under certain circumstances, but access to safe and regulated services is limited. Private healthcare clinics offer abortions, but unregulated practices pose risks, including compromised quality of care and high costs. Unregulated abortion services may lead to complications and readmissions, impacting the credibility and cost of the healthcare sector. Post-abortion care, including supplies, drugs, labor, and health system expenditures, can be costly for the healthcare sector. The yearly cost of providing post-abortion care in institutions is substantial. Addressing the lack of access to proper medical care and contraception, as well as the regulation of abortion services, is essential to



mitigate the impact of teen pregnancy on maternal and child health, and the healthcare systems as a whole.

The increasing number of teen pregnancies, lack of knowledge on teen sexual reproductive health among medical practitioners, and limited access to safe and regulated abortion services could posit a low resource setting of the healthcare system in Malaysia (Goldstuck, 2014) as it does not meet the minimum requirement set by the norms of the healthcare sector. The healthcare sector in Malaysia could successfully provide infrastructures and materials to pregnant teens, but perhaps, there are some limitations in providing human resources to meet the needs of pregnant teens. The issue of an unfriendly environment for pregnant teens highlighted in this study indicates proper training is so profound for 'people helping other people' is most crucial.

CONCLUSION

This paper discusses the prevalence of teen pregnancy in Malaysia. It is considered a taboo topic in society. The lack of studies and statistics on this makes it challenging to address effectively. Teen pregnancy can cause serious health problems for young girls who are not physically and mentally ready for motherhood. The issue of teen pregnancy links to the 5th Sustainable Development Goal (SDG) of achieving gender equality and empowering women and girls set by the United Nations, as it affects maternal and child health outcomes. This paper considers face-to-face interviews which allow flexibility and in-depth discussions. The exploratory nature of the research contributes to a better understanding of the issue, though it may not provide direct solutions. However, the study faces several limitations, including the topic sensitivity, which makes it challenging to find unbiased interviewees. Additionally, the lack of recorded statistics at the national level hinders the discussion of the issue on a broader scale. The emotional toll on interviewees dealing with sensitive narratives is also a concern.

Although the study cannot offer direct solutions, it can serve as a foundation for future research and exploration of the teen pregnancy issue. Further research on the economic impacts of teen pregnancy on the healthcare sector and society is essential to influence policy changes and support non-governmental organizations in addressing the problem. Overall, the study relies on qualitative data from interviews and secondary sources, and the author suggests that future research should combine qualitative and quantitative methods to provide a more comprehensive understanding of the impact of teen pregnancy on healthcare and related issues in Malaysia.

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015-017

**USABILITY OF ‘RancangLah’ FOR HEALTH EDUCATION IN FAMILY PLANNING:
THE PERSPECTIVE FROM HEALTHCARE PERSONNEL**

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ABSTRACT

Advancement of digital technology brings great potential to complement current method in promoting family planning. Traditionally, health education on family planning is routinely delivered through face-to-face counseling during postnatal follow up at 6 weeks post-delivery. The innovation of *RancangLah*, a mobile-based application aims to educate women to choose the best family planning method for them apart from having awareness on their pregnancy risk. Thirty-four healthcare personnel were approached and offered a trial to use this application. Malay version of mHealth App Usability Questionnaire (M-MAUQ) was used to determine the usability of *RancangLah*. It comprised of 18 questions with 7-point likert scale answer options. Findings showed that *RancangLah* has high usability value. Majority of the respondents agreed that *RancangLah* is easy to use (91.2%), helps in managing patients’ health (85.3%), useful for healthcare practice (82.4%), provides well-organised information (88.2%) and improved access to delivering healthcare services (88.2%). Essentially, *RancangLah* application complements current method to promote family planning. Intervention shall be planned to look at its effectiveness in reducing the unmet needs of family planning among our society.

Keywords: *RancangLah*, mobile-based application, family planning, contraception



020-018

HAK PENDIDIKAN BAGI KANAK-KANAK BERKEPERLUAN KHAS DI MALAYSIA: PERLUNYA SATU UNDANG-UNDANG KHUSUS

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ABSTRAK

Kanak-kanak berkeperluan khas adalah mereka yang memerlukan perhatian dan penjagaan yang berbeza dari kanak-kanak lain. Mereka adalah individu yang mempunyai kelainan dari aspek norma standard dan sosial. Kelainan ini disebabkan perbezaan yang ketara dari aspek fizikal, kognitif, sensori atau ciri-ciri tingkah laku. Seperti kanak-kanak normal yang lain, mereka juga mempunyai hak terhadap pendidikan kerana ianya merupakan wadah utama dalam pembangunan tamadun. Oleh kerana itu, pendidikan bagi kanak-kanak berkeperluan khas ini terus menjadi agenda utama dan perhatian kerajaan dalam mengurangkan jurang di antara kanak-kanak ini dengan kanak-kanak normal yang lain. Undang-Undang yang berkaitan dengan hak mereka terhadap pendidikan termaktub dalam konvensyen-konvensyen antarabangsa, Perlembagaan Persekutuan dan Akta Orang Kurang Upaya 2008. Tetapi semua undang-undang ini adalah bersifat umum. Objektif kajian ini adalah bagi mencadangkan kepada kerajaan dan pihak berkepentingan bahawa perlunya satu undang-undang khusus tentang pendidikan khas bagi kanak-kanak kelainan upaya ini. Kajian ini menggunakan metod kajian kualitatif dimana ianya berdasarkan kajian teori dan doktrinal. Oleh kerana kekangan masa yang terhad, kajian ini tidak melibatkan data dari lapangan. Kajian ini akan mengetengahkan isu-isu berkaitan kepentingan mewujudkan undang-undang khusus bagi hak terhadap pendidikan untuk kanak-kanak ini. Ianya perlu meliputi semua aspek dari segi kurikulum, modul, pelaksanaan, kemudahan infrastruktur, dan semua aspek-aspek yang berkaitan dengan pendidikan. Adalah diharapkan kajian ini dapat menyumbang kepada pemerkasaan hak kanak-kanak berkeperluan khas ini terhadap pendidikan di Malaysia.

Kata Kunci: Pendidikan, Kanak-Kanak, Berkeperluan Khas, Undang-Undang, Kelainan Upaya



030-027

KEMISKINAN DAN KAITAN MALNUTRISI KANAK-KANAK DI MALAYSIA: SATU SOROTAN

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ABSTRAK

Ketidakstabilan dalam rantaian pengeluaran makanan akan mengganggu jaminan sekuriti makanan negara dan memberi kesan berlarutan sekiranya tidak ditangani secara holistik. Kemiskinan dalam masyarakat mengundang masalah malnutrisi khususnya golongan berisiko iaitu kanak-kanak. Harga makanan yang tinggi dan tidak stabil akan menyukarkan akses untuk mendapatkan makanan bagi golongan yang kurang berkemampuan. Situasi ini akan mempengaruhi keupayaan dan kualiti pemilihan individu untuk makanan berkhasiat bagi keperluan diri dan keluarga. Golongan miskin lebih cenderung untuk memilih makanan yang berkualiti rendah (protein rendah, nutrien rendah dan berkalori tinggi) tetapi dalam kuantiti banyak supaya boleh mengenyangkan. Keadaan ini memberi kesan jangka panjang kepada tahap kesihatan kanak-kanak secara fizikal dan mental. Masalah malnutrisi atau kekurangan zat makanan telah wujud dalam kalangan kanak-kanak di Malaysia mahupun secara global, namun keadaan ini menjadi lebih serius dengan isu sekuriti makanan yang semakin terancam pada hari ini. Kemiskinan menjadi faktor penyumbang kepada masalah kekurangan zat makanan dalam kanak-kanak yang lebih serius. Oleh itu, makalah ini akan membincangkan tentang kemiskinan dan kaitan dengan masalah malnutrisi yang semakin meruncing dalam kalangan kanak-kanak, kesan dampak daripada masalah kemiskinan yang akan mengganggu gugat produktiviti negara dan strategi pengurangan kemiskinan yang akan membantu memperbaiki status pemakanan golongan yang mudah terjejas tersebut. Justeru, masalah kemiskinan negara harus ditangani secara inklusif dan holistik dengan mengambil kira pertumbuhan ekonomi dan ketidaksamaan pendapatan seterusnya memastikan kecukupan bekalan makanan dalam sistem jaminan makanan negara. Hal ini akan dapat mengurangkan masalah malnutrisi dan kesihatan seterusnya membantu negara dalam menyediakan generasi muda yang sihat, produktif dan dinamik.

Kata kunci: kemiskinan, kanak-kanak, malnutrisi, sekuriti makanan



031-029

MELAPORKAN KUALITI TINJAUAN SISTEMATIK AMALAN BERSESUAIAN PENDIDIKAN UNTUK KANAK -KANAK BAWAH DUA TAHUN: PEMATUHAN MENGIKUT GARIS PANDUAN PRISMA

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ABSTRAK

Matlamat kajian ini adalah untuk menilai kualiti pelaporan semakan sistematik amalan bersesuaian pendidikan untuk kanak-kanak bawah dua tahun menggunakan garis panduan Item Pelaporan Pilihan untuk Kajian Sistematik dan Meta-analisis (PRISMA). Hasil carian sumber daripada *Scopus*, *Web of Science (WoS)*, dan *Taylor & Francis online* telah mendapatkan 42 artikel jurnal data laporan empirikal yang menghuraikan pendidikan kanak-kanak bawah dua tahun bermula pada tahun 2019-2023. Artikel menunjukkan bahawa pendidikan awal usia berkualiti pada masa ini kerana ia mempunyai manfaat yang berpanjangan untuk kanak-kanak dan keluarga, dan kesan yang ketara ke atas perkembangan dan pembelajaran muncul serta-merta seiring dengan peningkatan usia semasa. Penemuan kajian PRISMA meringkaskan amalan bersesuaian pendidikan kanak-kanak bawah dua tahun adalah; a. Penjagaan responsif; b. Persekitaran tekanan rendah; c. Keadaan persekitaran dan tindakan berkualiti, serta d. Penyatuan neurosains psikologi; perkembangan, pendidikan dan disiplin ilmu yang berhubungkait antara linguistik, fizikal, kognitif, emosi kanak-kanak, serta pengalaman sosial. Implikasi kajian ini memfokuskan pembelajaran dan pembangunan yang optimum menerusi pendidikan yang berkualiti tinggi merupakan tunjang perkembangan yang sihat untuk kanak-kanak. Oleh itu, hasil kajian PRISMA memberi insentif yang kuat untuk pembuat dasar dalam menggubal kurikulum kanak-kanak bawah dua tahun menggariskan piawaian standard. Kurikulum ini boleh dirujuk oleh ibu bapa, pengasuh, guru serta masyarakat amnya dalam meningkatkan pengetahuan pendidikan awal kanak-kanak bawah dua tahun yang berkualiti. Pengkaji mencadangkan penyelidikan masa depan adalah mengenai peranan sosial dalam pembelajaran dan faktor-faktor yang membuat interaksi sosial adalah pemangkin yang kuat untuk pembelajaran kanak-kanak bawah dua tahun.

Kata kunci: pendidikan kanak-kanak, prisma, responsif, neurosains, tindakan berkualiti.

PENGENALAN

Penyertaan kanak-kanak bawah dua tahun dalam arena pendidikan awal kanak-kanak (PAKK) di luar rumah telah meningkat dengan ketara di beberapa negara antaranya Malaysia (KPM, 2018; JKM, 2023), Australia, Austria, Belgium, Canada, Korea, Jepun dan banyak lagi negara yang telah tersenarai (OECD, 2006; UNICEF, 2014). Setiap negara yang tersenarai dalam OECD dan UNICEF untuk PAKK, negara tersebut menggunakan kurikulum khas sesuai dengan umur dalam PAKK. Bagi negara Malaysia, penyertaan kanak-kanak bawah dua tahun dalam arus pendidikan awal antaranya adalah di Pusat Permata Negara dan di pusat Taska seluruh negara. Kandungan kurikulum yang digunakan adalah Kurikulum Asuhan dan Didikan Awal Kanak-kanak

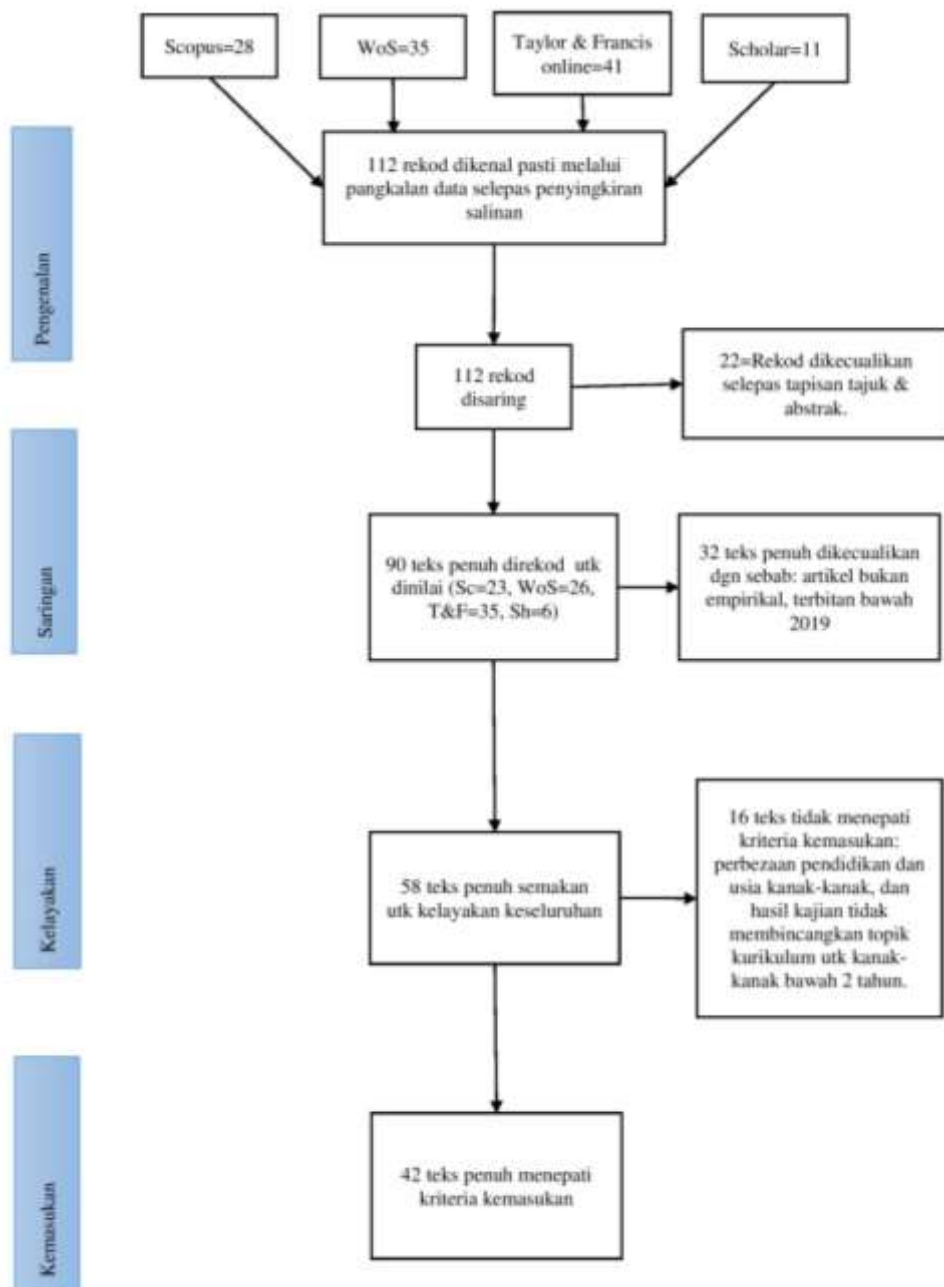


Kebangsaan (Kurikulum Permata Negara) telah disepadukan semua taska di Malaysia yang mengintegrasikan aspek pengasuhan dan pendidikan secara menyeluruh untuk kanak-kanak bawah empat tahun (KPM, 2018; JKM, 2023). Oleh itu, jelas bahawa kepentingan PAKK bawah dua tahun boleh dilihat dengan kepesatan penubuhan pusat taska dan penjagaan kanak-kanak di seluruh dunia sama ada dalam dan luar negara, merupakan suatu kemajuan minda dalam mementingkan perkembangan pendidikan awal kanak-kanak yang memberi tumpuan kepada perkembangan, kesihatan dan keselamatan.

Tinjauan sistematik dan meta analisis mempunyai tahap bukti dalam literatur berkaitan amalan bersesuaian pendidikan untuk kanak-kanak bawah dua tahun. Seperti semua penyelidikan, nilai semakan sistematik bergantung pada metodologi, hasil dan penghuraian daripada pelaporan. Namun dalam penyampaian PRISMA ini, kualiti pelaporan ulasan sistematik berbeza pada kualiti dan penilaian, menghadkan keupayaan pembaca untuk menilai kekuatan dan kelemahan ulasan dan akhirnya mengurangkan kaitannya dengan perbezaan umur dan pendidikan. Oleh itu, fokus PRISMA ini menentang item pilihan iaitu amalan bersesuaian pendidikan untuk kanak-kanak bawah dua tahun.

DAPATAN

Proses pencarian telah menghasilkan sejumlah 115 jurnal artikel daripada pangkalan data *Scopus*, *Wos*, *Taylor & Francis online*, dan *Scholar* dan pengecualian 4 artikel salinan, menjadikan baki artikel adalah 112. Artikel direkod untuk disaring dan daripada jumlah ini, 22 dianggap tidak layak selepas tapisan tajuk dan abstrak dan oleh itu dikecualikan. Setelah itu, teks penuh berbaki 90 artikel telah diambil (*Scopus*=23/ *WoS*=26/ *Taylor & Francis*=35/ *Scholar*=6) memasuki peringkat kelayakan, dan 32 artikel ditolak kerana tidak memenuhi kriteria (teks bukan berbentuk data empirikal dan tahun artikel diterbitkan bawah 2019). Kemudian baki penuh teks berjumlah 58 memasuki peringkat kemasukan, dengan itu sejumlah 16 teks didapati tidak menepati kriteria kemasukan (perbezaan pendidikan dan usia kanak-kanak, dan hasil kajian tidak memfokuskan pada topik kajian). Peringkat akhir iaitu kelayakan sebenar bagi kemasukan teks penuh ialah berjumlah 42 jurnal artikel yang menepati amalan bersesuaian pendidikan untuk kanak-kanak bawah dua tahun. [lihat jadual 1]



Rajah 1. PRISMA pemilihan aliran kemasukan artikel ABPK2T. (adaptasi PRISMA daripada McKenzie et al, 2021)

PENILAIAN TEMATIK

Pengabstrakan dan penilaian kandungan 42 artikel berkaitan Amalan Bersesuaian Pendidikan untuk Kanak-kanak bawah Dua Tahun (ABPK2t) menggunakan petunjuk analisis tematik PRISMA daripada (McKenzie et al, 2021). Fasa pertama proses ini adalah pengkaji membaca setiap artikel dan melakukan analisis sendiri. Fasa kedua, pengkaji mengeluarkan perkataan/ayat bermakna yang berhubungkait dengan tajuk kajian. Fasa ketiga, pengkaji mencari makna hasil dari segmen yang dikeluarkan merangkumi 42 artikel, menganalisis jawapan berdasarkan tema



dengan tepat dan memastikan setiap tema yang dibina selari dengan penghuraian tersebut. Fasa keempat, pengkaji merumuskan dalam perbincangan setiap tema yang terhasil dibincangkan secara ilmiah dan mengemukakan kepentingan ABPK2t sekaligus menimbulkan implikasi kajian. Fasa kelima adalah fasa akhir di mana pengkaji membuat kesimpulan secara keseluruhan kajian PRISMA ABPK2t berdasarkan rumusan pada 42 artikel tersebut.

PENEMUAN UTAMA

Berdasarkan analisis kritikal yang dilakukan, pengkaji mengemukakan empat tema utama sebagai penemuan utama ABPK2t meliputi a. Penjagaan responsif, b. Persekitaran tekanan rendah, c. Kaedaan persekitaran dan tindakan berkualiti, dan d. Penyatuan neurosains psikologi perkembangan, pendidikan dan disiplin ilmu yang berhubungkait antara linguistik, fizikal, kognitif, emosi, dan pengalaman sosial.

a. Penjagaan responsif

Tema penjagaan responsif adalah berkaitan dengan tetapan awal untuk kanak-kanak bawah dua tahun (bayi dan kanak-kanak kecil) hendaklah ditempatkan di mana kanak-kanak mengalami perasaan sensitif penjagaan responsif yang selari dengan isyarat halus mereka, ini termasuklah ciri sikap diri dan umur kanak-kanak. Gaya pengasuhan ini harus ditandai dengan hubungan dialogik yang mengiktiraf sumbangan kepentingan kepada bayi sebagai pusat kepada intervensi dan tindak balas orang dewasa (Adcock et al, 2022). Pendekatan sedemikian menggalakkan timbal balik dalam interaksi dan menimbulkan penyelarasan intersubjektif dan membolehkan pengawalan emosi mampu menghubungkan otak untuk belajar (Lam, 2021). Penjagaan responsif ini penting pada awal tahun kelahiran bayi sehingga meningkat usia dua tahun, ini kerana sekiranya kanak-kanak kecil kekurangan pengasuhan responsif, ia akan menghalang pembangunan otak untuk mencipta pelbagai seni bina semula jadi tindakan dan kegembiraan emosi kanak-kanak kecil (Taylor & Leung, 2020).

b. Persekitaran tekanan rendah

Persekitaran tekanan rendah menjelaskan bahawa kanak-kanak bawah dua tahun harus berada pada persekitaran tekanan rendah bagi mengelakkan 'toksik tekanan' terhadap diri kanak-kanak (Cade et al, 2022). Sesuai dengan pandangan (Veek & Rosmalen, 2023), menyatakan tekanan persekitaran yang negatif boleh mengakibatkan emosi kanak-kanak terganggu dan gangguan ini boleh mencetus ketidakseimbangan emosi pada diri kanak-kanak. Situasi tekanan toksik ini berlaku apabila kanak-kanak tidak mempunyai kawalan peristiwa dan akses sokongan daripada orang dewasa yang boleh menenangkan mereka (Zhang et al, 2023). Zhang et al, menjelaskan antara punca terhasilnya tekanan toksik ini adalah penjagaan berkualiti rendah sama ada di rumah atau luar rumah, yang menghalang perkembangan penjagaan responsif. Untuk menghindari tekanan toksik ini, sokongan daripada perhubungan yang sihat melalui daya tindak-suai orang dewasa dan kanak-kanak memudahkan mereka menyesuaikan diri, dan memberi keselesaan serta ketenangan diri (Zhang et al, 2023; Siu et al, 2022). Selain itu, (Rizk, 2020; Sturdivant & Alanis, 2021), berpendapat orang dewasa diminta bekerja dengan kanak-kanak dan memahami kesan tindakan mereka terhadap perkembangan kanak-kanak dan dilatih untuk menjadikan impak itu positif.

c. Keadaan persekitaran dan tindakan berkualiti

Tindakan guru dan keadaan persekitaran adalah saling berkaitan dalam mewujudkan kualiti ABPK2t. Penyelidikan mencadangkan keselarasan dan pencapaian hubungan guru-kanak-kanak diperlukan dalam pendekatan pedagogi yang holistik dan struktur menyokong guru didalam konteks (Salminen et al, 2021). Pedagogi berkualiti terhasil daripada tindakan seorang guru (Taylor & Leung, 2020), hasil sokongan daripada hubungan positif antara guru dan kanak-kanak (Woods et al, 2022), serta guru dan guru, elemen struktur organisasi pusat, falsafah dan gaya kepimpinan pusat, yang semuanya terletak dalam dasar yang lebih luas infrastruktur (Megalonidou, 2020; Davis & Dunn, 2022). Apabila pedagogi berkualiti ini berfungsi bersama-sama, ia mampu memberi manfaat pembelajaran dan perkembangan kanak-kanak. Sama ada di taska, pengasuhan ibu bapa atau individu yang bekerja menjaga kanak-kanak bawah dua tahun, perkara seumpama ini perlu ditekankan dalam menyediakan persekitaran yang selamat, positif, bersih, serta sesuai dengan usia kanak-kanak (Boelsma et al, 2021; Adcock et al, 2022). Untuk tindakan berkualiti, perkara ini melibatkan suatu tindakan berkualiti oleh orang dewasa dalam merespon kanak-kanak menerusi pelbagai situasi dan tingkah laku yang ditimbulkan oleh kanak-kanak. Hanika & Boyer, (2019); menjelaskan, orang dewasa perlu mengetahui bagaimana untuk bercakap, memberi arahan, mengajar, dan memberi hukuman manja kepada kanak-kanak melalui komunikasi berkualiti. Oleh itu, memahami tingkah laku (Hood et al, 2023), dan kesedaran (Lam, 2023), membangun kepercayaan kanak-kanak dengan orang dewasa (Mckenna et al, 2020), menanam kasih sayang dan nilai moral yang tinggi (Randell et al, 2023; Rivas et al, 2023).

d. Penyatuan neurosains psikologi; perkembangan, pendidikan dan disiplin ilmu yang berhubungkait antara linguistik, fizikal, kognitif, emosi, dan pengalaman sosial.

Penyatuan neurosains dan disiplin ilmu lain adalah saling berhubung untuk memajukan pembangunan perkembangan kanak-kanak, dan ianya tidak terbatas kerana pertumbuhan kanak-kanak seiring dengan usia mereka dengan meletakkan amalan terbaik semasa pertumbuhan bermula (Taylor & Leung, 2020). ABPK2t mestilah merentas kesihatan minda kanak-kanak (Ryu & Lee, 2023; Veek & Rosmalen, 2023), aktiviti pembelajaran yang selari dengan usia, membangun perkembangan dan semula jadi (Sturdivant & Alanis, 2021) seperti aktiviti mengenal gambar (Szalai & Egyed, 2020), persekitaraan yang kaya dengan literasi bahasa (Taylor & Leung, 2020; Mckenna et al, 2020), seperti bercerita (Kim & Hachey, 2021), dan membaca (Torr, 2019; Pandith et al, 2022). Kemudian, penjagaan kesihatan fizikal kanak-kanak dalam aspek pergerakan dan pembangunan fizikal (Cade et al, 2022; Cho et al, 2022; Critten et al, 2022 dengan menyediakan pelbagai aktiviti melibatkan fizikal psikomotor (motor halus dan motor kasar), keseimbangan koordinasi, pemakanan yang bernutrien dan seimbang serta kesihatan diri (Rikhotso et al, 2022; Woods et al, 2022; Josephidou & Durant, 2021; Ginkel et al, 2022; Boelsma et al, 2021). Lumrahnya, daya pemikiran kanak-kanak dipersembahkan melalui tindakan deria belajar dan membangun (ini termasuklah peringkat perkembangan bayi, kemahiran deria dan motor kompleks, pemikiran simbolik awal, konsentrasi dan ingatan, tingkah laku, serta pengetahuan awal (Adcock et al, 2022; Alghamdi & Ernest, 2022; Campagna et al, 2023; Guard, 2023; Lam, 2023; Sturdivant et al, 2021; Szalai & Egyed, 2020; Yumus & Handiso, 2020). Untuk kesihatan mental kanak-kanak ia meliputi aspek penerapan emosi yang positif dan kawalan emosi yang negatif, tujuan ini adalah untuk memberi kekuatan daya tahan mental kanak-kanak sama ada apabila mereka berada dibawah tekanan atau sedang merasai keseronokan (Catharina et al, 2023; Zhang et al, 2023; Veek & Rosmalen 2023; Sturdivant & Alanis, 2021;



Ryu & Lee, 2023). Akhir sekali adalah penyertaan kepada kehidupan sosial penting untuk membangun kemahiran sosial kanak-kanak agar mereka mendapat pengalaman sosial yang bermakna dan bernilai (Alghamdi & Ernest, 2019; Cade et al, 2022; Cho et al, 2022; Critten et al, 2022).

PERBINCANGAN

Perbincangan ini merumuskan keempat-empat penemuan utama iaitu penjagaan responsif, persekitaran tekanan rendah, keadaan persekitaran dan tindakan berkualiti, serta penyatuan neurosains psikologi; perkembangan, pendidikan dan disilin ilmu yang berhubungkait antara linguistik, fizikal, kognitif, emosi, serta pengalaman sosial, disatukan dalam bentuk persoalan pedagogi bagaimanakah yang berkualiti kepada ABPK2t.

Dalam konteks ABPK2t, konsep perkembangan dominan yang dimaksudkan ialah intersubjektiviti atau keupayaan bayi untuk melibatkan orang lain dalam perhubungan interpersonal, atau perhubungan antara individu atau perhatian, seperti kajian antara bayi dan orang dewasa yang saling memperhatikan isyarat satu sama lain tentang emosi dan seni (Josephidou et al, 2021). Dengan menghubungkan pemahaman intersubjektiviti dan potensi perkembangan serta aktiviti pengajaran membawa kepada kesimpulan bahawa pedagogi dengan kanak-kanak bawah dua tahun direalisasikan dalam pembentukan interaksi, sokongan, serta penjagaan responsif. Penyelidik telah mengenal pasti bahawa interaksi intersubjektif dalam pedagogi berlaku dalam perhubungan yang mempamerkan: penglibatan emosi, kewaspadaan, kehadiran reflektif, rasa hormat, penglibatan secara kritikal refleksi, dan dialog. Kehadiran fizikal dan emosi, proses mendengar aktif, dan keupayaan untuk mengorientasikan diri ke arah hubungan dengan kanak-kanak dan pengalaman kanak-kanak merupakan kehadiran reflektif. Sifat kasih sayang antara orang dewasa dan kanak-kanak bawah dua tahun berlaku secara semula jadi, sifat tersebut turut menimbulkan penjagaan responsif yang semula jadi, dan kesan daripada penjagaan responsif ini dapat mengelakkan kanak-kanak bawah dua tahun daripada persekitaran tekanan rendah, dan tindakan kurang berkualiti daripada orang dewasa. Penjagaan responsif yang menyeluruh menghubungkan pertumbuhan dan perkembangan diri kanak-kanak termasuklah aspek bahasa, fizikal, kognitif, emosi dan sosial kanak-kanak. Semua ciri di atas sebenarnya dalam lingkungan interaksi intersubjektif. Menurut Adock; 2023; Lucas et al, 2022; dan Li & Roa, 2023), pedagogi kanak-kanak kecil adalah rakan kongsi sosial yang aktif dalam diri mereka dan rakan kongsi ini boleh diisi oleh orang dewasa untuk menyumbang secara kreatif interaksi intersubjektif. Pada masa yang sama, orang dewasa mempunyai peranan utama dalam memulakan interaksi merangsang kognitif yang selaras dengan kanak-kanak. Ini penting untuk amalan penjagaan dan menunjukkan bahawa persekitaran penjagaan, dan sifat interaksi didalamnya, berpotensi untuk memperbaiki atau menghadkan pembelajaran. Perkara ini menekankan bahawa pedagogi merupakan pertemuan pembelajaran yang dicipta oleh orang dewasa.

Selain itu, idea penyelidikan semasa memaklumkan tentang pedagogi berkualiti ABPK2t termasuklah penjagaan fizikal adalah kerja pedagogi (Szalai & Egyed, 2020; Salminen et al 2021); pertemuan minda dan badan (Megalonidou, 2020; Woods et al, 2022); keselamatan kanak-kanak mengikut nisbah dewasa:kanak-kanak (Han & Degotardi, 2020); keperluan pendidikan penjaga kanak-kanak bawah dua tahun (Alghamdi & Ernest 2019; Boelsma et al, 2021); dan kesesuaian umur penjaga (Fukkink, 2022). Rendell et al, (2023) menjelaskan pedagogi dengan kanak-kanak bawah dua tahun adalah khusus dan berbeza dengan kurikulum kanak-kanak prasekolah. Hal ini disebabkan oleh gaya komunikasi kanak-kanak bawah dua tahun dan kanak-kanak prasekolah adalah berbeza, peningkatan penjagaan fizikal dan pemupukan emosi



diperlukan, etika penjagaan dan pemahaman pedagogi penjagaan menjadikan aktiviti dan amalan pedagogi sesuai dengan perkembangan dan meletakkan guru sebagai pusat kurikulum berdialog (Yumus & Turan, 2022; Wang et al, 2023; Sturdivant & Alanis, 2021). Justeru, gambaran keseluruhan perbincangan ini telah mempromosikan kualiti ABPK2t penjagaan yang holistik dan sesuai untuk kanak-kanak bawah dua tahun mampu membangun perkembangan dan pertumbuhan merentas pelbagai disiplin ilmu. Oleh itu, untuk memupuk penyatuan neurosains sudah tentu pengasuhan secara rohaniah, kemajuan pendidikan pengasuh, peningkatan kualiti pusat, dan langkah kebertanggungjawaban yang sesuai wajar berada dalam ABPK2t yang berkualiti.

RUMUSAN

Kesimpulan pada kajian ini memberi peluang dan membuka minda dalam kalangan penggubal dasar pendidikan awal kanak-kanak agar dapat menggubal satu dasar kurikulum khas untuk kanak-kanak bawah dua tahun. Perkara ini penting kerana di Malaysia pusat asuhan tumbuh dengan pesatnya, maka keperluan kurikulum ABPK2t penting untuk jadikan panduan dan rujukan kepada para guru, pengasuh sekaligus boleh dijadikan panduan kepada ibu bapa dan masyarakat untuk menambah ilmu pengetahuan berkaitan pendidikan yang sewajarnya untuk kanak-kanak bawah dua tahun. Manfaat yang besar dalam kajian ini secara tidak langsung mendidik manusia berkaitan pengelakkan penderaan dengan menggantikan pemahaman dan pengetahuan yang mendalam dalam ABPK2t. Untuk cadangan kajian akan datang, dua aspek yang perlu dikaji adalah peranan sosial dalam pembelajaran dan faktor interaksi sosial sebagai pemangkin yang kuat untuk pembelajaran kanak-kanak bawah dua tahun.

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037-035

AFFORDABLE AND QUALITY HEALTHCARE FOR THE B40 GROUP IN SELANGOR

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ABSTRACT

The Malaysian Healthcare system is one of the lowest and most affordable healthcare systems in Asia. It tends to treat all Malaysians equally at the public hospitals. The main limitation with the system would be there is a long waiting time to seek treatment especially when the treatment is complex in nature. Public funding is limited and the public hospitals face many constraints especially when there is shortage of specialists, limited equipment and lack of funds. If we examine our Budget 2022 allocation to healthcare services of RM32.4 billion the second highest budget allocation after has increased by 6.6. % from a whopping 28.7 billion to 30.6 billion. (M. Murallitharan, 2019). In Budget 2021, the RM32.4 billion was allocated for the Health Ministry, it is the second largest allocation funding after the Education budget which is RM52.6 billion for Education and RM14.5 billion for the Higher Education. (<https://www.thestar.com.my/news/nation/2021/10/29/budget-2022-live-updates>).

Research Objectives

This study is to find ways to help the B40 to obtain quality and fast treatment before it would turn fatal. Due to work commitments, trust in the healthcare systems and long waiting time, the B40 seek medical treatment as the last resort and finally it might be too late for them as the diseases are at advanced stage.

A considerable effort is also taken when the patients come at the critical stage of the disease, The accessibility to seek medical treatment also may be in question. The quality of life of the low. income earners also found that being single and having earned low income, the quality life is low and the presence of chronic diseases were noticed. (Puteh et al, 2019)

Factors to be assessed in the research are accessibility, usability, affordability. Education and counselling to the B40 of the services provided in the public healthcare system, waiting time of appointments considering that there is staggered appointments and the process flow of the collaboration of the private public collaboration of the healthcare service.

Research Method

A quantitative method research would be conducted in Selangor in order to address the issues from the B40 perspective in the light to know what the issues encountered by the B40 in using the public healthcare facilities. A survey will be conducted to the B40 living in the specified nine districts in Selangor.



Expected Findings

It is hoped that a national policy on the healthcare for the B40 can be recommended to fulfil the healthcare of the B40.

Keywords: Healthcare in Malaysia, B40 Health, Public Hospital Facilities, Affordability, Quality of Healthcare, Late stage patients.



045-043

EMPLOYABILITY SKILL MODEL DEVELOPMENT FOR PEOPLE WITH DISABILITY (PWD): A MIXED-METHODS APPROACH

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ABSTRACT

A disability of a human being does not define their identity and capabilities, the skillset does. Employability skills are one of the skills which are highly valued by employers and essential for effective workforce performance. The National Health and Morbidity Survey (NHMS) 2019 report stated that 11.1% of Malaysians above 18 years old who have disabilities in Malaysia are ready for working in industry. However, employers frequently disregard PWD chances due to 'red tape' and challenges in hiring PWDs to work in their company. Thus, this study aims to develop an employability skill model for PWD to enhance PWDs opportunity entering employment markets and also determine employability skills that synchronize with the capability of PWDs from the planned employability program organized in this research. A mixed method design was employed to collect, analyze and interpret qualitative and quantitative data in a series of studies conducted sequentially. Data integration was the final step utilized in this research design. The model was developed based on the quantitative data analysis and triangulation of the qualitative documents where both findings were carefully studied and integrated. The model will be applied as a guideline for curriculum development for PWD which hopefully increases the likelihood of employers hiring competent PWD in the workforce.

Keywords: People with Disabilities (PWDs), employability skills, employment factors, employment challenges and barriers, model of employability

1. Introduction

A person with disabilities (PWDs) is part of the grassroots society of one nation. Therefore, they should perceive the equalities of human rights and opportunities to lead their lives as other members of society. A consensus on defining PWDs are hypothetically differenced among nations. In Malaysia, PWDs is regarded as people who are physically, mentally, intellectually or emotionally disabled; they are unable to fully and effectively engaged in society. Hence, one of the salient measures undertaken by the Malaysian government is to introduce 2016-2022 strategic plan on developing PWDs in Malaysia. One of the strategic plans is to empower PWDs economic well-being (Strategic Plan No. 2). To respond to this call, the objective of this research is to determine factors that marginalized PWDs from enlisting themselves in the employment market. Besides, an employability model for PWDs will be developed to enhance PWDs



opportunity in entering employment markets and also determine employability skills that synchronize with the capability of PWDs from the planned employability program provided by the researchers. The research will be conducted in two different settings: industries and non-governmental agencies (NGOs) related to PWDs in Klang Valley. A mixed-methods study, to be specific, an embedded design will be employed in this study. The quantitative data from industries perspectives will be triangulated with qualitative data derived from a semi-structured interview with PWDs. The findings of the study will be derived from the triangulation procedures will become the primary methodology to develop the employability model. The model of employability will become the major framework for institutions to integrate the employability in PWDs-related curriculum and structure the marketability impact of PWDs. Ultimately, the findings from this research will bring consensus on employability of PWDs in Malaysia that eventually will increase more likely the marketability of PWDs in the job market.

1.1 Problem Statement

Statistic reported that there were 365,677 registered PWDs in 2015. This number represents 13% in increase from registered PWDs in Malaysia in 2014. The trend has shown significant growth in number of PWDs in over the last three years. Based on this statistic, the Malaysian Department of Social Welfare has categorized types of disability into seven: learning disabilities, physical, hearing, vision impair, mental speech, and other-related disabilities (Malaysian Department of Social Welfare, 2015). The knowledge of understanding types of disability is operationalized by the definition of PWDs as to those who suffer long-term physical growth, mental, intellectual or senses that downturn their capability to interact with people and obstructing their full participation and effectiveness in joining community-related activities (Akta Orang Kurang Upaya, 2008). One of the strategic plans in the Malaysian 2016-2022 PWDs Action Plan Blueprint PWDs is to ensure sustainability in economic and society-well-being of PWDs. The strategy is to enhance the participation of PWDs in an open, inclusive and accessible job market to enable them to live independently and contribute to national development; embarks the serious concern of government in ensuring the welfare of PWDs in Malaysia. Aligning with this strategy, three objectives were aimed to guarantee the plan is simultaneously succeed: (1) to increase employment opportunities in all sectors of employment whether public or private; (2) to enhance the opportunity for self-employed persons by participating in entrepreneurship and economic empowerment programs, and (3) to promote disability involvement in vocational training and other employment support programs provided by the government, private sector and NGOs (Pelan Tindakan OKU, 2016). Strategizing the growth of PWDs especially in fulfilling their basic needs as human being, it is called the upon the important to highlight the upbringing issue of unemployment among this group. Noting the imperative factors of ensuring economic and society wellbeing of PWDs, the problem of unemployment of PWDs often 'fall into deaf ears'. This group of people frequently being excluded in community to enjoy the wealth and advancement of this country. Through exhaustive studies on PWDs in other countries, Malaysia somehow left behind in flourishing the role of PWDs nationally. As we are in the 21st century, the creations of positive values toward human beings are essential. The paradoxes and negative mind set towards PWDs must be changed so this group will not be disrespectful and segregated. No nation can claim to be totally developed if unequal employment opportunities still persist amongst minority groups.

The employment of PWDs lags behind that of people without disabilities, despite the fact that this topic has been discussed for a long time (Baidi & Ilias, 2019; Blanck, 2020; Burke et al., 2013; Kaye et al., 2011; Lindsay et al., 2018; Magdalene, 2017; Manaf et al., 2019; McDonough et al., 2020; Noor et al. According to Manaf et al. (2019), people with disabilities are typically



underrepresented and/or subjected to discrimination in the workforce. The marginalisation and unemployment of PWDs is a particular concern (Bjørnshagen, & Ugreninov, 2020). The employment-to-population rate for working-age adults with disabilities (31.4%) is significantly lower than the employment rate for working-age adults without disabilities, according to the National Trends in Disability Employment (nTIDE) September 2019 Jobs Report (McDonough et al. 2020). In addition, as it relates to social exclusion, only 30.5% of people with disabilities are employed, and 20.8% of them are unemployed for a variety of reasons, such as problems with their jobs and employers, a lack of psychological support, and individual factors like the severity of their disabilities and their educational level (Tobias & Mukhopadhyay, 2017). Only 3,615 PWDs were employed in Malaysia's public sector as of June 2020, according to statistics provided by the Human Resources Management Information System Database (Ministry of Human Resource, 2020).

1.2 Hypothesis

The hypothesis for the study is as follows:

1. There is a significant relationship between employers' perception and hiring PWDs for their organisations (H1)
2. There is a significant relationship between job criterion and consideration of hiring PWDs as employees (H1)
3. There is a significant relationship between employability skills of PWDs and consideration of hiring them as employees (H1)
4. There is a significant relationship between PWDs employability skills and structured employability program (H1)

1.3 Research Objectives

Three research objectives were formulated:

1. To uncover the hindrance factors of hiring person with disabilities (PWDs) among industries in Malaysia
2. To develop an employability model in providing PWDs better opportunities when entering employment markets and
3. To construct employability skills traits of PWDs from the planned employability program organized by the researchers.

1.4 Research Questions

1. What are the reasons pertaining to lack of person with disabilities (PWDs) numbers in employment sector?
2. To what extent the employability model will suffice industry requirement when hiring person with disabilities (PWDs)?
3. What are the skills required by industries when hiring person with disabilities (PWDs) in their organization?
4. How to compromise industries requirement on employability skills among person with disabilities (PWDs)?

2. Literature Review

Employability skills has been studied over the few decades because it is essentially important in the current job placement. Employability is a must have skills as prerequisite before entering employment. One of the most significant current discussions in employability is the involvement



of PWDs in the job market. Concern arises focusing on PWDs issue in struggling to get employed due to stigma and perception of their capability and capacity to fulfilling the job tasks. The interminable issue of PWDs struggle to place themselves in the employment often missing in the research arena.

In order to fulfil market demands and economic changes while the supply of graduates is enormous and employers are criticizing the absent of employability skills among graduates, which is deteriorating (Jollands et al., 2015). Employers are seeking graduates who thoroughly ready for job and well-prepared for calamity of economic recession. There have been several studies in the literature reporting graduate deficiencies of employability skills when entering their first year-job placement (see Ausman, 2008; Carnevale & Smith, 2013; & Klimplová, 2012). However, the literature placed so far too little attention has been paid to PWDs in regards to their employability skills development.

The recommendation concerning Vocational Rehabilitation of the Disabled Act 1955 as cited in International Labour Office (2013), stated “whenever possible, disabled persons should receive training with and under the same conditions as non-disabled persons” (p. 99). Words like inclusion or mainstreaming capture the perception of people towards PWDs. International Labour Office (2013) provides important distinction of what defining PWDs, disability can be something visible, such as seeing a person walking with a cane. A disability can be something you cannot see, such as a person who cannot hear or has a learning disability. Disabilities have labels, for example, blindness, deafness, learning disability, autism, psychosocial disability, or intellectual disability. The definition must be heightened as to cater misconception of PWDs that badgering PWDs opportunities to get into employment.

While most studies in employability skills have only been carried out by focusing on employer perspectives and employability skills attributes among graduates, limited evidences were found to investigate graduates especially PWDs capabilities and characteristic that make them get hired after graduated from educational institutions. One important finding originated from Abdullah, Mey, Eng, Othman, & Omar (2013) discusses the challenges of PWDs in Malaysia indicate that the organisations surveyed were aware of the lack of transition support and call attention to the importance of instituting a national policy on school-to-work transition services and supported employment systems for students with disabilities. On the other hand, a study by Baird (2011) found the important of having cross-functional skills as ground breaking to get hired by industries. He listed basic communications, problem solving, leadership, self-management, time management, teamwork, and adaptability as necessary skills before entering employment. These skills were primarily demanded by business leaders, educators, researchers and administrators in today’s job market (Baird, 2011). The mismatch of school-to-work transition program and skills-needed by the employers frequently left PWDs in an urgently for aid and mercy when it comes to employment.

Industries development is unpredictable. With layoffs and low employment intake contributed to unemployment among job seekers. Employees are demanded to learn the future job skills and be prepared for the current job scope due to rapidly changing in employment landscape (Ausman, 2008). For example, in the 21st century employment market, degrees and diplomas have been overshadowed by skills credential (Ausman, 2008; Hartman et al., 2005; Lenka, 2012). Educational institutions, especially PWDs vocational oriented program have been squandered by industries to produce skills-driven employees. Often, employers and educational providers disconnected from having meaningful conversation and consensus what define a skilled-employee is. Therefore, it is rhetoric to mention about the quality of graduates create by the educational institutions where at the same point, employers lack of participation in meaningful dialogue with educational stakeholders in fulfilling what possession of skills they require.



More recent studies have confirmed that knowledge based-economy, skills profound to be the pillar of current employment settings (Baird, 2011; Carnevale & Smith, 2013; Carnevale, Smith, & Strohl, 2013; Hartman et al., 2005) and the development of human capital (Klimplová, 2010). In 2013, Carnevale, Smith, and Strohl published a report in which they described the precedent of job readiness skills for individuals' occupation. They agreed upon three criteria: (a) Work values (individual preferences for work outcomes), (b) Work interest (individual preferences for work environment). Interests include artistic, conventional, enterprising, investigative, realistic, and social, and (c) Personal qualities (characteristics that affect how well someone does a job). Some are agreeableness, conscientiousness, emotionality, and extroversion (p. 30).

These findings are consistent with findings of past studies by Hartman et al. (2005) which described competent employees possessed accumulation of knowledge, skills, habits, experience of professionalism which highly-demanded by employers. They agreed that academic qualifications do not guarantee for job placement due to over changing of educational policy which is not translated to workforce environment. The profligate educational policy which either improve or degrade curriculum at the educational level does not tally with industry requirement.

Industry players are referring to economic production and their organizational conditions as well as complexity of turnover of global market demands (Lenka, 2012). This condition ultimately disconnects educational institutions and industry in generating skilled employees. Ausman (2008) offered a comprehensive review based upon empirical findings through ACT Work Key System via website in the US. The discussion of the results begins with graduates' lack of reading skills. He found that graduates lack of reading and comprehend work related reading materials such as memos and policy guidelines contributed to problems in most occupational sectors. The second problems are related to graduates' capabilities in solving problem related to work by applying mathematical reasoning. Ausman (2008) espoused this notion due to the fact that most graduates are struggling to calculate basic mathematical skills for example tax redemption for certain goods purchased. Finally, graduates; deficiencies in seeking for information produced to lack of employability skills among graduates. Retrieval and handling information skills are highly relevant especially in the 21st century (Ausman, 2008; Fallows & Steven, 2000).

Educational institutions have been requested to embed employability traits in their curriculum content through teaching and learning procedures. Along with the implementations of employability through program such as internship, practicum, and training at the industry level. It is essentially important for students to grasp the skills while participating in such programs. It is important to highlight Benson, Morgan, and Filippaios (2014) findings on type of employability training students should possess throughout their academic year at undergraduate level. According to the researcher it is suggested within the three years program, students should be able to develop skills on how to create an online profile through students' social networking activities. Such as internship, industrial placements, and volunteering. Students are also requested to gain better understanding of researching activities and online job applications of social networking platforms such as LinkedIn, Research Gate, and Facebook. It is interesting to note that, the fact students spend more time on social networking website, students somehow unconscious about the potential of marketing themselves to prospective employers.

The human capital throughput nation has been tested by the rapid demands on employability skills resulted in socio economic changes and unemployment issues. Research finding by De Guzman and Choi (2013) espoused the notion of flexibility of individual entering employment depends upon organizational changes and service-related businesses. They added that team work is necessary skills when adapting to career, prosper individual leadership skills. It is often encouraging to solve an organizational problem through team work activities.



A survey of literature on employability skills deficiencies is reported by Lenka (2012). In his exploratory study described employers' perceptions related to workforce human capital that includes skills and qualification. Insufficient skills and abilities in specific job specializations for example the use of machines and computer applications leave entry-level employees contribute to unemployment issue. Lenka (2012) reported that most employees are demotivated due to extravagant demand by the employers which coerce and jeopardize their career. Motivation is proven to be signification factor to retain employee in organization (Herzberg, Mausner, & Snyderman, 1959). Retaining employees in business-oriented organization ensures continuity in success and lower the risk of employee leaving such organizations.

3. Methodology

The research will be conducted by using a mixed-methods design. This design involves collecting, analyzing, and interpreting quantitative and qualitative data in a single study or in a series of studies that investigate the same underlying phenomenon" (Onwuegbuzie & Leech, 2006, p. 474). To be specific, embedded design (Creswell & Plano-Clark, 2011) will be employed to ascertain different research questions that requires a different type of data. The premise of this design is to accommodate insufficient information that derived from different type of methods. Since the research starts with quantitative design, it is required to conduct an experimental intervention (qualitative during) and follow up with (qualitative after).

To fulfil this requirement, the researcher will collect quantitative data from employers' perspectives. The next phase is the qualitative intervention which the employability structured program will be organized by the researchers. The qualitative semi-structured interviews will then be employed to gather a qualitative data. Both qualitative and quantitative data will be triangulated to develop an employability model that suffice both subjects of the study within the specific time period and studied parameters (population of the study, study location).

3.1 Population and Sample of the Study

The target and accessible population will be the PWDs between the age of 18 and 40 registered in the NGOs in Kuala Lumpur and Selangor. PWDs in this context are specifically refers to a person who have had educational experience at any tertiary level from any vocational institutions either government funded or private institutions. The PWDs educational programs will not be identified as requisite to participate in the study. The sample of the study will be identified based on sampling frame consisting of the current list of PWDs in the existing NGOs that related to PWDs support. It is estimated that a total of 30 PWDs will be counted as participants for this study.

3.2 Data Collection

Gathering data from PWDs

A purposive sampling strategy will be employed to identify the participants of the study. The listed NGOs is as stated:

1. Kiwanis Disability Information and Support Centre, KDISF – It serves as a one-stop centre to assist people in looking for disability information and resources. It is a very useful website to provide up-to- date information on any aspects of disability, easy access to disability resources and services available in Malaysia, connecting all organizations, groups, professionals and service providers involved with disabilities in Malaysia, to form an online disability database and community accessible 24 hours a day, to provide parents with disability information, etc.



2. Other NGOs – There are other NGOs which render assistance and services to PWDs whenever necessary as part of their commitment to social service for PWD. Among these are Malaysian Care, Cheshire Home, CareHeart, Taman Sinar Harapan and many religious organizations. The number of PWDs registered in the Department of Social Welfare (DSW) will be gathered. Noting there is no information on registered PWDs according to selected NGOs in the Selangor and Kuala Lumpur area, the first option will be involving all of the possible PWDS registered in DSW by filtering the information based on demographic profile (age in between 18 to 40 years old, employment status, localities, and etc.). The PWDS will receive the invitation to participate in the study. A consent letter will be sent out to parents and caregivers of PWDs to obtain permission of conducting employability program and interview session.

Gathering data from employers

A random sampling will be employed to gather quantitative data of employers located in the Kuala Lumpur and Selangor. The nature of the industries is not limited to service and manufacturing. A request to participate in the study will be sent out via online survey (Qualtrics). Approval letters to conduct and support the study from Department of Social Welfare and Ministry of Human Resources Malaysia will be attached in line with the online survey. The human resource department of employers' organizations will receive the request to participate the online survey using Qualtrics via the researcher's platform. Their responses will be recorded automatically in the Qualtrics software. Two times reminder will be given by having two weeks duration for each reminder. This process will take a month before data analysis procedure occurs.

3.3 Analysis of Data

The process of data coding and constant comparative methods (developing themes for open-ended type feedback) will be carried out discreetly to ensure the reliability and validity of data representation. The quantitative data in a numerical form derives from demographics and Likert-typed scale will be stored in a Qualtrics software with researcher's Qualtrics login and password information.

3.4 Instrumentations

Two types of instrumentation will be replicated in one study. The first instrument is coming from the Survey of Employer Perspectives on the Employment of People with Disabilities from the Technical Report November 2008 provided by The U.S. Department of Labor, Office of Disability Employment Policy (ODEP). The research was conducted in 2008. The objective of this nationally representative survey was to inform the development and promotion of policy and practice by comparing employer perspectives across various industries and within companies of varying sizes. ODEP will use the data from this survey to formulate targeted strategies and policies for increasing employment opportunities for people with disabilities. This survey emphasized current attitudes and practices of employers in 12 industry sectors, including some high growth industries as projected by the Bureau of Labor Statistics (BLS). Retrieved January 31st 2018 from <https://www.dol.gov/odep/research/SurveyEmployerPerspectivesEmploymentPeopleDisabilities.pdf>. A pilot study will be carried out to ensure the instrument measures what it supposed to measure. All the questions will be made compulsory using Qualtrics application, therefore the participant will be unable to skip any questions that they do not wish to answer. They will be expected to complete the instrument once, taking about 30 minutes to complete.

The second instrument will be a semi-structured questions related to emergence of employability skills will be asked to the PWDs after they have completed the structured employability program. The researcher will hire professional sign language instructor (according to types of



disability) to assist the qualitative data gathering processes. Caregivers and parents will be invited to join the face-to-face semi-structured interview session.

4. Findings

4.1 Quantitative Analysis

Based on the earliest study conducted to 2759 employers registered under the Malaysia External Trade Development Corporation (MATRADE) using a quantitative survey, the results of this study showed the employers' feedback on the standards and variables that affected their choice while selecting PWDs for their organisations. Employers look for specific, observable employability skills in PWDs to ensure that they can fit in and succeed in the workplace. The presence of these employability skills will assist PWDs in valuing their work and earning the respect of their coworkers. Employers are looking forward to the same employability skills as normal worker normally does. Aligning with the feedbacks obtained from this survey, a structured module of employability skills intervention programs among PWDs was implemented and organized.

4.2 Qualitative Analysis

A focus group discussion (FGD) of 30 PWDs was selected based on purposive sampling technique. They were enrolled in three days program with employability skill trainers and certified image consultants. Along with the program, they were engaged in FGD sessions to gather narratives and sharing personal experiences. The validated and established open-ended questions were asked using asynchronous conversation using WhatsApp group application, an instant messaging software via mobile device. A thematic analysis was performed with the recorded texts and audios were transcribed in Atlas.ti software. The constant comparative analysis by the color-coded technique was employed to develop the themes. The process of triangulation involves module, fieldnotes, and observation prior, during and after the program completion.

Following the analysis, the interview transcripts generated a total of four themes and five sub-themes pertaining to employability skills obtained from employers and PWDs. The themes consist of (1) communication; (2) leadership; (3) adaptability; and (4) flexibility. The themes are explained in the following subtopics, along with a few quotation examples.

Theme 1: Communication Skill

Above all, the PWDs participants has listed communication skills as one of the new skills they gained through the intervention program. Total of 26.19% quotation were extracted from the transcript. Additionally, it was stated by informant that language style plays an important role while communicating with coworkers or employers.

[“...and also have good communication.”] (Item 14 - 1:06)

[“...know how I want to communicate with superiors”] (Item 20 - 0:45)

[“...and what is the style of language I use when dealing with superiors, and how... what is the style of language I use when dealing with people.”] (Item 21 - 0:13)

[“...we will use other communication methods... when we communicate with superiors. When we are dealing with the owner or even outsiders, we use other forms of communication, which is more friendlier ways with outsiders.”] (Item 36 - 1:15)



[“...the skills I got are the skills to communicate at all levels and also in all situations.”] (Item 41 - 1:07)

Theme 2: Leadership Skill

Secondly, leadership is a skill found in themselves through direct and indirect participation in the organized programs. An informer stated that the best work environment is when they work in group, which has a spirit of camaraderie, and also trains them about leadership. There were the same number of quotations as communication skill were extracted to leadership skill.

[“...have experience in leadership in an organization, that is experience in the field of administration”] (Item 25 - 1:55)

[“...I was able to venture into the field of leadership, that is, the field of leadership, for example, I dared to come forward to voice what the disabled students at UPM needed when in the Malay Disabled Workshop Project in Nilai that day”] (Item 25 - 1:55)

[“...I was given the mandate to be responsible for being a leader for the disabled or special groups throughout the state of Perak so that they enter the field like me”] (Item 25 - 1:55)

[“...The skills I got are leadership skills, personality skills, and also skills in terms of maintaining punctuality and self-discipline, and also the skills of managing an organization”] (Item 37 - 0:19)

[“...an excellent job is a job in a group, which has a spirit of camaraderie, and also trains us about leadership”] (Item 41 - 1:07)

[“...skills in terms of leadership, cooperation and also skills in group work.”] (Item 41 - 1:07)

[“...it cares about our discipline and sincerity in serving the Society”] (Item 49 - 11:07)

[“...I can... do all kinds of things, right. Can... so... can guide people. It's like being a priest. Conduct activities through surau”] (Item 52 - 1:00)

[“...One aspect of me that I can be proud of so far is that I like to help people”] (Item 55 - 0:48)

[“...I am enthusiastic, disciplined, and also have leadership”] (Item 91 - 1:22)

Theme 3: Adaptability Skill

Next, the highest number of quotation (28.57%) related to adaptability skills were extracted. The sentences below shows that they (the PWDs) were most likely can adapt to many situations, environments or peoples. For example, Item 61 - 0:48 was narrated from informant where he/she agreed that the adaptability skill can create a harmonious atmosphere, can strengthen relationships, and can achieve a goal in the workplace.

[“...dressed that shows the characteristics that we are ready to bear the responsibility, and ready with the various possibilities that will be given to us”] (Item 95 - 1:49)

[“...we should dress better”] (Item 94 - 2:05)

[“...can improve the identity of the disabled people to always appear brave to present all issues and their opinions for the public to hear”] (Item 89 - 2:34)

[“...from different backgrounds whether from local students or foreign students. We can carry out that bond of friendship from different worlds”] (Item 86 - 2:06)

[“...From there maybe we can adapt to the surrounding situation”] (Item 80 - 1:55)



[“...I can learn how to live near a new place, a place we are not used to”] (Item 79 - 0:33)

[“...It means we have to adjust ourselves. We have to try to insert ourselves into the world of others”] (Item 78 - 1:25)

[“...I like to meet strangers... haa, like that. People I don't know I like to meet”] (Item 72 - 1:32)

[“...I feel more confident to live independently and I feel more eager to work”] (Item 63 - 0:36)

[“...we have to adapt ourselves to other people's situations so that we can create a harmonious atmosphere, can strengthen relationships, and can achieve a goal in our being... in our group or the company”] (Item 61 - 0:48)

[“...I am more confident that I can work, mixing with people like me, people with disabilities”] (Item 59 - 1:14)

[“...So we have to adapt ourselves to the people we will work for, and the people who will work for us... uhh employ us”] (Item 53 - 1:09)

Theme 4: Flexibility Skill

As a final theme, flexibility skills is the skill founded by PWDs after participating in the intervention program. The total of 8 quotation (19.05%) were extracted for flexibility skills among participant. To illustrate, the informant reveal they did not have confidence in themselves to face people with their physical deficiency however, after they change the paradigm and way of thinking to navigate the complexities and overcome challenge, they will strive the success in employment.

[“...the way we deal with everyone in the workplace, and also we can deal with certain people and certain people in certain situations”] (Item 36 - 1:15)

[“...I can convince myself and change my spirit especially in... in any problem. When facing any problem”] (Item 62 - 1:14)

[“...So from there I tried to change and finally it has become normal when I have always gone to school”] (Item 69 - 1:44)

[“...I like things that involve personality so that we can change ourselves and judge others”] (Item 94 - 2:05)

[“...I was able to learn about the ways we deal with everyone at work. And also we can face certain people in certain situations”] (Item 75 - 1:15)

[“...it is not necessary that when we work with outsiders only we will learn that thing. Actually when we sit with family or friends or in a discussion group, actually that thing needs to be in us”] (Item 78 - 1:25)

In addition, the informants conveyed on the additional skills and the flexibility of PWDs in any situations needed by employers that can help them in getting job.

[“...every PWD must be good at using technology because it helps them a lot to find a job nowadays, apart from the skills they have learned at university or even school”] (Item 92 - 2:02)

[“...And then our treatment as an employee or even as a trader to the customer must be friendly, rational, and not arrogant”] (Item 73 - 1:41)



[“...I have the skills and experience to face superiors when working in the government sector or even private sectors, and I have knowledge about personal appearance when we work”] (Item 66 - 0:39)

[“...skills for us to determine the situation if we were in that place”] (Item 94 - 2:05)

[“...our answer and our actions are in line with the purpose or motto or vision of the company, or even the employer”] (Item 95 - 1:49)

5. Discussion

The aim of this research is to develop an employability skills model for PWDs who are ready to enter work placement. According to the National Health and Morbidity Survey (NHMS) 2019 data, 11.1% of Malaysians over 18 with disabilities are prepared to work in industry. However, employers regularly neglect PWDs opportunities to work for their organisation because of some hindrance factors found by the employers. To be specific, employers are worry about PWDs with employability skills as a means of preparing for competition in the labour market (Husain et al., 2010; Al-Najar et al., 2019). Referring to Sarfraz et al. (2018), employability skills are the personal qualities and skills that a person demonstrates and exhibits in their area of professional specialisation. These qualities and skills enable a person to get a job, keep it, advance in their career, and achieve their full potential while also achieving the goals of their employer. For people with disabilities (PWDs) to successfully enter and thrive in the workforce, employability skills are very important. These abilities not only improve their chances of getting hired but also provide them the capacity to make significant impacts in competing the ordinary job candidates. Previous research by (Yamaki & Fujiura, 2002; Smith et al., 2004; Samian et al., 2013) indicates that employers are less delighted with the work performance of PWDs because most of them fails to meet industrial needs. Since soft skills are those that relate to interpersonal communication and interaction, most employers believe they are more important than hard skills. Lack of soft skills could hinder one's potential, which lessens one's efficiency. This study has been done to discover the hindrance factors of hiring person with disabilities (PWDs) among industries in Malaysia and also to construct employability skills traits of PWDs from the intervention employability program.

At first, the quantitative survey questions were distributed to 2759 employers registered under the Malaysia External Trade Development Corporation (MATRADE) to discover the issues that prevent Malaysian industries from recruiting PWDs. The result shows that the employers look for certain, observable employability skills to ensure that PWDs may succeed and fit in at work. The availability of these employable skills will help PWDs respect their peers and value their work. Employers were expected the same employability skills that ordinary employees would. As a result, the industrial are require PWDs candidates to have a good time management, be collaborative in work, play its role specific, creative job and persuasive personalities.

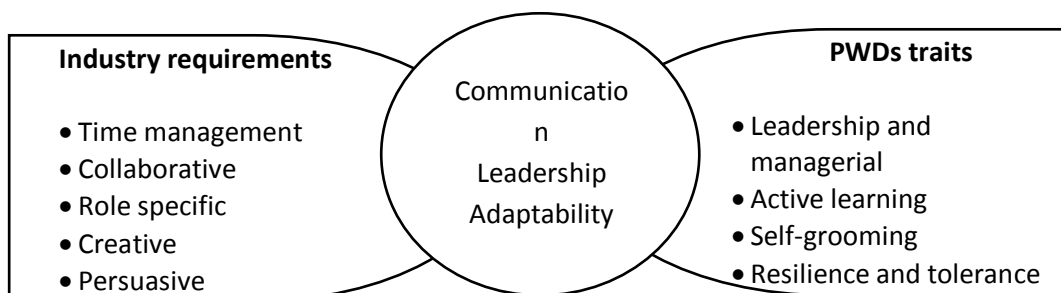
Following these quantitative findings, a three-days intervention program was planned and organized in Universiti Putra Malaysia. Subsequently, a semi-structured questions related to their experience in the structured program were used to interview the PWDs participants through Whatsapp application, a centralized instant-messaging platform. Based on the transcribe data from the interviews, a total of 42 quotation were extracted where four themes emerged from the thematic analysis. 8 quotations related to communication skill (19.05%), both leadership skill and flexibility skill has total 11 quotation each (28.57%), and 12 number of quotations for adaptability skill (26.19%).

In any work, effective communication is fundamental whether to an ordinary or special need worker. Strong communication skills require PWDs to speak bravely and clearly to peers,

superiors or customers. A good written and verbal communication, along with active learning are necessary for following instructions and working with others on a team. When it comes to supporting people with disabilities to pursue and achieve success in a variety of employment possibilities, leadership and managerial skills are vital. These abilities not only boost their own personal and professional development, but also help create workplaces more diverse and inclusive. PWDs frequently encounter prejudices and stereotypes from society, which may destroy their self-confidence. A respondent said, "These people are sometimes a bit shy to face the community because of their own shortcomings. I used to be uhh, a rather shy person to face the community." This study indicated changes in their leadership knowledge and abilities. According to the quotation extracted from transcripts, PWDs participants reported enhanced the leadership skill development in daily life and growth a confidence in themselves after the intervention program. They can approach job interviews, networking occasions, and workplace contacts with a positive attitude and showcase their talents and abilities by building their self-confidence. In the employment, adaptability refers to the ability to build up new skills, self-grooming, resilience and tolerance to adapt to unpredictable situations. Being adaptable is especially important for people with disabilities because of particular challenges they could experience. Theme 3 shows the adaptability skills gained by PWDs participant in the intervention program. They conveyed on the readiness of physical appearance to enter employment and adaptability skill to facing peoples from various field and level. Lastly, flexibility is the ability to respond to changing situations, roles, and tasks while retaining a positive and effective attitude. At work, unanticipated situations like emergencies or urgent duties may arise. Flexibility enables PWDs to manage these circumstances without getting overwhelmed, so that they can contribute professionally even in stressful environments.

Finally, all the uncovered factors of employment and employability skill traits recorded from the series of studies has developed an employability value added model as shown in Figure 1.

Figure 1: Employability Skills Model



6. Conclusion

Society especially employers must open up higher chance for PWDs' ability to get jobs. A more inclusive mindset can be generated by seeing PWDs as potential contributors rather than focusing only on their limitations. In addition, PWDs shall be given equal access to the workforce, improving the employability of PWDs is an investment in the diversity and vibrancy of our workplaces as a whole. PWDs have a variety of skills and abilities that, when developed via the acquisition of employability skills, can make a substantial contribution to a variety of industry. The employability skills model developed in this study is expected to increase the employability rate among PWDs in Malaysia.



Acknowledgments

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022-052

PREDICTIVE MODELLING ON HOUSEHOLD INCOME IN MALAYSIA USING MACHINE LEARNING APPROACHES

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ABSTRACT

The rising cost of living happened mainly in Malaysia, namely the low-income factor as well as on the rapid increase in living standards that happened in this millennial century. Everywhere around the world are impacted by these changes which impacted direct or indirectly to the community livelihood and living standard at regional level, national level and finally, at the state level. These has caused their household expenditure especially on the three main category, namely food, transportation, and housing to change from time to time depends on the current market demands particularly with the expansion of developed and developing region like in Malaysia. The elasticity of household expenditure income was also examined according to income strata (B40, M40 and T20) as well as household location (urban/rural) to see the changes in the elasticity of expenditure-income against these variables. In the first approach, a time series regression analysis was performed using data from the Income Survey Report to compare changes in income versus growth in inflation rate from year to year (DOSM, 2002). Meanwhile, to build a holistic view of the influences, an analysis of the elasticity of household spending based on changes in household income was used in the second approach to study the changing patterns of household living standards. The goal of this study is to find the best machine learning models for classifying household earnings using Naive Bayes, Decision Trees, and the k-Nearest Neighbours methods. To ensure the quality of the training data, several data pre-processing tasks, including data cleaning, feature engineering, normalisation, feature selection, including correlation attribute, information gain attribute, and symmetrical uncertainty attribute, have been carried out on the raw dataset. Then, to obtain the elasticity of household income, a linear regression model of logs with interaction variables which this study primarily focuses on are considered. The data consists of three main types of household income which is the state, strata and ethnic, and the information on the elasticity of household income according to income strata as well as household location (urban/rural). These variables were used to show the changes in the elasticity of income. The results of this study found that the income has increased faster than the inflation rate from year to year. The findings conclude that the household living standard were also found to increase more rapidly as evidenced by the high expenditure-income elasticity of certain types of goods. This suggests that spending patterns and lifestyles are the dominant causes leading to the problem of cost of living.

Keywords: Household Income, Machine Learning



049-054

**FACTORS AFFECTING BEHAVIOURS OF PARENTS IN REGISTERING BIRTH: A
CASE STUDY OF ROHINGYA PARENTS IN AMPANG, SELANGOR, MALAYSIA**

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ABSTRACT

Birth registration is known as a major challenge to children of minorities and children on the move, including children born to refugees. Malaysia accommodates a population of more than 180,000 officially registered individuals who have sought refuge or asylum within its borders. The predominant demographic among this group comprises individuals originating from Myanmar. As of 2023, Selangor has provided the highest number of Rohingya refugees among all states and territories, accommodating a total of 52,169 individuals. Using the method of a case study analysis and the theory of planned behaviour, the objective of this study is to identify and analyse the specific factors affecting birth registration associated with the behaviours of the Rohingya refugee parents in Selangor. The study will recommend specific interventions based on the findings of the factors in order to incentivise refugee parents' behaviours in taking the action of and completing birth registration for their children born in Malaysia.

Keywords: behaviour, birth registration, children, refugees, Selangor



069-064

**ONLINE MENTAL HEALTH RELATED INFORMATION AND HELP-SEEKING IN
COMMUNITY: SELF-MANAGEMENT OF MENTAL HEALTH ISSUES IN ADULTS
THROUGH ONLINE RESOURCES**

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ABSTRACT

The websites providing health information have multiplied in recent decades. Due to the widespread availability of the internet and the anonymity it offers, online health resources may present a safe and easily approachable source of information for those with stigmatized conditions, such as mental illnesses. Our study sought to understand the frequency and the extent of online information and help-seeking behavior, its link with mental health issues, and possible consequent self-management. DSM-5 Self-Rated Level 1 Cross-Cutting Symptom Measure, Self-constructed Information Seeking Behavior Scale, and The Health Education Impact Questionnaire were used to collect data from 324 Adults (mean age 29.56 years). The participants reported use of online resources to; 1) find out about mental health in general, 2) help them make sense of their experiences (such as low mood, inability to experience pleasure, somatic symptoms of anxiety, etc.), 3) read about diagnoses and prescribed psychiatric medication and their side-effects, 4) find about mental health organizations and support groups and 5) find about mental health practitioners including psychiatrists and counselors/psychologists. Results of regression analysis indicated that increased mental health issues tend to improve self-management through the mediating effect of information-seeking. The research discusses important implications regarding the authenticity of online information resources, their usefulness as well as the efficacy of mental health self-management.

Keywords: Help-seeking, mental health, online information, self-management



071-066

**THE FORMATION OF A NATIONAL FAMILY POLICY THROUGH THE DRAFTING
OF A STATUTE REGULATING ASSISTED REPRODUCTIVE TECHNOLOGIES
(ASSISTED REPRODUCTIVE TECHNOLOGIES) IN MALAYSIA**

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ABSTRACT

In planning the national family policy, the Government should give emphasis to the well-being of families with many children as well as couples who are having problems with infertility. The national family policy should emphasize the responsibilities borne by each family member. Meanwhile, for every couple who exercise their choice to have offspring, there is a related responsibility that should be borne by them, which is the responsibilities relating to parenthood. The concept of reproductive responsibilities needs to be referred to in order to determine the type of relationship created with the use of assisted reproductive technologies. Among the uses that will threaten family relationships that are formed naturally is the use of sperm, ova and fetuses that are 'donated' to couples who have problems obtaining offspring or for other reasons. Therefore, this paper highlights the concept of reproductive responsibility where the production of offspring should exist within a family framework involving married couples and using reproductive materials from both married parties only. If there is the use of sperm, ova or fetuses from a third party, this will disrupt the family institution by creating a dubious relationship that can lead to doubts in the family law in Malaysia.

Keywords: national family policy, reproductive responsibility, assisted reproductive technology, Malaysian family law



077-070

ANALISA KESEJAHTERAAN KOMUNITI PPR DI MALAYSIA

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ABSTRAK

Kajian ini menganalisa aspek komuniti yang merangkumi hubungan dan perspektif sosial termasuk kesedaran sivik, jenayah, hubungan kejiranan, hubungan etnik, toleransi beragama dan perbezaan fahaman politik. Program Perumahan Rakyat (PPR) merupakan salah satu inisiatif kerajaan untuk menyediakan perumahan yang selesa kepada kumpulan sasaran yang berpendapatan rendah serta tidak berkemampuan untuk memiliki rumah. pelaksanaan PPR masih belum mencapai tahap kesejahteraan hidup yang ideal, berikutan pelbagai impak sosial yang dihadapi oleh penduduk dalam kehidupan seharian. Antara faktor memainkan peranan, adalah faktor peribadi, kepimpinan, persekitaran, dan undang-undang. Data telah dikumpulkan melalui hasil kajian soal selidik. Responden kajian seramai 1200 orang terdiri daripada wakil unit rumah di sekitar Kuala Lumpur. Hasil analisis menunjukkan factor keselamatan, kebersihan/sivik dan kesedaran tentang jenayah merupakan perkara yang utama di kejiranan PPR. Antara cadangan yang disarankan adalah menambahbaik sistem aduan dan penguatkuasaan. Sistem aduan dan penguatkuasaan yang lebih tersusun dan sistematik perlu untuk memastikan kawasan PPR aman, selamat dan harmoni. Kajian seterusnya boleh memperincikan input kesejahteraan lain ke atas warga PPR.

Katakunci: Komuniti, PPR, kejiranan, keselamatan, sivik, jenayah, toleransi



077-071

KEBERKESANAN BANTUAN KEPADA KOMUNITI PPR DI MALAYSIA

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ABSTRAK

Dasar dan program pembangunan perumahan dilaksanakan oleh agensi-agensi kerajaan dengan matlamat supaya dapat memberi kepuasan kepada semua rakyat terutamanya golongan yang berpendapatan rendah untuk memiliki rumah. Objektif utama kajian ini adalah untuk membangunkan Indeks Kesejahteraan Hidup warga Program Perumahan Rakyat (PPR) di Wilayah Persekutuan Kuala Lumpur melalui bantuan yang telah di salurkan oleh Dewan Bandaraya Kuala Lumpur (DBKL). Kajian ini adalah mengkaji impak program perumahan, khususnya Program Perumahan Rakyat (PPR) ke atas kesejahteraan total (*total well-being*) rakyat, khususnya golongan berpendapatan rendah (B40) yang tinggal di Kuala Lumpur. Masalah perumahan rakyat kerap utarakan dan dibincangkan dari masa ke semasa samada di media massa, seminar, jabatan pengaduan awam, dan juga di kalangan khalayak ramai. Kaedah kuantitatif dan kualitatif digunakan untuk mengkaji tahap kepuasan rakyat di PPR dan bantuan sedia ada yang disalurkan kepada mereka dapat memberi manfaat dan berkesan kepada kesejahteraan hidup. Sebanyak 32 PPR di Malaysia telah dipilih untuk kajian ini. Borang soal-selidik secara atas talian dan juga secara bersemuka telah diedarkan dengan bantuan pegawai yang bertugas beserta dengan wakil persatuan penduduk yang berkaitan. Analisa kajian adalah dengan menggunakan aplikasi SPSS Versi 26 dan temubual atas talian dan bersemuka. Hasil kajian menunjukkan bahawa kesejahteraan hidup memberi kesan kepada kehidupan harian warga PPR dan kesejahteraan hidup juga memainkan peranan utama DBKL yang menyalurkan bantuan kepada komuniti PPR. Hasil kajian memberi pengetahuan kepada pembangunan polisi kerajaan, teori dan pengetahuan baru kepada akademik. Kajian yang lebih lanjut di masa hadapan dapat di lakukan terhadap semua PPR di Malaysia.

Kata kunci: Kesejahteraan hidup, B40, DBKL dan komuniti, PPR



078-072

**A PROPOSED MODEL FOR THE INTENTION TO ADOPT EMERGENCY
CONTRACEPTIVE PILL USING THE INTEGRATED TRA AND HBM APPROACH IN
MALAYSIA**

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ABSTRACT

The objective of this article is to propose a model on the intention to adopt Emergency Contraceptive Pill (ECP). Development of this model is based on the integration of the Theory of Reasoned Action (TRA) and the Health Belief Model (HBM) as the underpinning theories. The inter-relationships between the constructs of the Theory of Reasoned Action (TRA): attitude, subjective norm and the Health Belief Model (HBM): perceived benefit, perceived barrier, perceived susceptibility, perceived severity and Internet self-efficacy as mediator on intention to adopt Emergency Contraceptive Pill (ECP) were analysed. The methodology included a cross-sectional study using a convenience sample of female respondents 19 – 39 years of age in the rural areas of Selangor, Negeri Sembilan, Perak and Kedah (n=233). Data was collected in 2019 using a self-administered questionnaire. A covariance-based structural equations modeling using AMOS as the tool was used for the data analysis. The findings indicate that attitude, subjective norms, perceived barrier and Internet self-efficacy has a significant effect on intention, while Internet self-efficacy was also significant in mediating between perceived severity and intention. Overall, TRA had a predominant effect on intention as compared to the factors of HBM which were independent of its theoretical model. Hence, the development of a parsimonious empirical model on the intention to adopt ECP.

Key words: Emergency Contraceptive Pill, Theory of Reasoned Action, Health Belief Model, Intention, Structural Equations Modeling.



075-074

WHAT CAN WE LEARN FROM THE PAST, FOR THE FUTURE OF SOCIAL AND REPRODUCTIVE HEALTH EDUCATION IN MALAYSIA? LEARNING WITH THE MALAYSIAN EXPERIENCES AND THEIR HOPES

ABSTRACT

While applauding the PEKERTI 2022-2025 for our younger generation, more insights are needed in driving the implementation of social and reproductive health education (SRHE) in Malaysia. Specifically, we must understand the lacking past of SRHE through the lenses of Malaysians aged 18 to 34 as they represent the dynamics of the past, present, and future of SRHE through their reflections, lived experiences, and future hopes. This age group considers the lack of SRHE during their education years (from kindergarten to tertiary education), navigating public spaces in their workplace, public/ private digital media usage, and hopes in raising their children. Speaking with this group provides a unique insight as research on Malaysia's SRHE primarily focuses on the perspectives of teachers, parents, young persons, and often from an educational context (primary, secondary, and tertiary levels). Studies specifically on the Malaysian SRHE have also been heavily quantitative, and more questions need to be asked to understand what Malaysians want in their SRHE and what SRHE mean to them. Through in-depth interviews with 20 Malaysians, this research uncovered their experiences in SRHE and drew a revisit of SRHE through understanding the crucial topics, who, where, and when are best to deliver SRHE. The participants strongly urged SRHE to be part of the school's curriculum, highlighted the importance of the Internet and social media, and wanted a representation of their religious, social, and cultural values in offline and online sexual health education resources. This research highlights the importance of including the recipients of SRHE in our consultation and initiatives by asking them what SRHE means to them and what their SRHE looks like for them. Ultimately, it raises questions for organisations, educators, and content creators in SRHE and how these experiences translate to our work. It highlights the significance of facilitating access to online sexual health education at the individual, community, and societal levels as we reflect on what we can learn from the past for the future of SRHE in Malaysia.

Keywords: Social and reproductive health education, sex education, social media, digital media, and online sources.



075-076

HOW DO MALAYSIA LEARN SEX EDUCATION THROUGH SOCIAL MEDIA?

ABSTRACT

In Malaysia, sexual health education is considered taboo due to religious and cultural beliefs, resulting in its absence from educational institutions. Consequently, individuals turn to the internet and social media for online sexual health education, predominantly in English and reflecting Western perspectives and ideals. This poses challenges for users as they navigate the scarcity of locally relevant sources due to the taboo nature of sexual health education and the diverse approaches to sexual health education that do not align with Malaysian contexts. In-depth interviews were conducted with Malaysian social media users aged 18-34, representing the demographic with the highest social media usage. These interviews and content analysis conducted on several Malaysian-based social media accounts with sex education content provided insights into navigating Western resources, revealing the inadequate representation of their religious, social, and cultural values in online sexual health education resources. Concerns were expressed regarding language differences, the need for fact-checking to avoid misinformation, and managing information overload. Additionally, the interviewees also adopted culture and religion checking with trusted gatekeepers. This research explores how individuals navigate social media for online sexual health education by understanding the experiences and strategies adopted by Malaysians to navigate and develop their understanding of sexual health within these intercultural spaces. Ultimately, this study raises questions for organisations, educators, and content creators in sexual health education and how these experiences translate to the work we do, both online and offline. It highlights the significance of facilitating access to online sexual health education at the individual, community, and societal levels.

Keywords: Social and reproductive health education, sex education, social media, digital media, and online sources.



093-088

FACTORS AFFECTING FINANCIAL WELLBEING AMONG INFORMAL SECTOR WORKERS IN MALAYSIA

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ABSTRACT

Challenges in the employment sector have become a global concern since the country was hit by the COVID-19 epidemic which caused a financial crisis, threatened the survival and wellbeing of the people and resulted in many individuals moving from the formal employment sector to the informal employment sector. The large size of the informal sector can hinder national development due to lower overall productivity, less tax revenue to the government, and lack of access to social safety nets and can lead to poverty, income inequality, and economic vulnerability. This situation makes the government and development partners to be fully involved in finding a solution to this problem. Malaysia has a large number of informal sector workers, including those who are selfemployed or work in small and unregistered businesses. Referring to statistics, the informal sector has grown significantly since the country was hit by the COVID-19 pandemic. Despite having contributed to the country's economic well-being, they had to face various financial challenges. Previous researchers have extensively studied financial wellbeing, but the study of informal sector workers, despite its importance, has received little attention from authorities. Therefore, this study tries to propose a conceptual framework to examine the influence of financial anxiety on financial well-being among informal sector workers to help reduce poverty rates, reduce income and wealth inequality because sustainable population growth and well-being practices can reduce and contribute to growth economy. In addition to promoting the well-being of marginalized and vulnerable populations, it is important to reduce inequality because population size, composition and well-being are interrelated and play an important role in achieving the SDGs.

Keywords: financial concern, financial wellbeing, informal sector workers.

INTRODUCTION



The 2020 vision that Malaysia dreams of and the readiness to enter the industrial revolution phase 4.0 towards economic, political and social modernization has experienced constraints due to health issues that are affecting the whole world. It is well known that the COVID-19 pandemic has had negative effects beyond control covering economic, security, health, education, social aspects and so on. Hundreds of thousands of people have suffered the loss of income and sources due to many sectors or industries being forced to close and causing them to be laid off (Berita Harian, 2020). Issues related to financial wellbeing have been discussed by financial management researchers since the outbreak of the COVID-19 pandemic from 2020 to 2022 and now the uncertain situation of this pandemic is said to still be a threat to the world economy. According to Abdul Rahman (2020), the COVID-19 pandemic is a health crisis that threatens the survival and wellbeing of society which not only affects the national economy but also affects every individual and business. The study proves that the financial situation of individuals has had a very unusual impact as a result of the spread of the pandemic of COVID-19, where it not only affects the community in the country but also has a global impact on the world economy and at the same time inhibits the vision of the Sustainable Development Goals (SDG).

In taking care of the economic gap and the level of poverty which is a national obligation, the issue of individual financial wellbeing has been given priority because it has a very significant impact on the country, social and economic society. Consumer Financial Protection Bureau (2015) defines financial wellbeing as an individual's ability to manage money, deal with financial uncertainty, achieve financial goals and have financial freedom to make decisions that allow individuals to enjoy their lives. Financial wellbeing includes aspects of financial sufficiency and security to protect oneself from economic effects such as unemployment, chronic illness, bankruptcy, poverty and money issues after retirement. To measure the financial and economic health of the people, it is also can be translated into the household's attitude towards personal financial management (Fan & Babiarez, 2019).

Most of the studies on financial wellbeing carried out in Malaysia is focusing on school and university students level, public and private sector workers, but the focus on informal sector workers is lacking and needs to be given priority because in an indirect, this group also contributes to overall economic wellbeing of the country. This is because, those involved in the informal sector recorded a high increase since the COVID-19 attract. Due to the economic downturn because of the pandemic, many workers in the formal sector had to shift to the informal sector due to the pressures of life and environmental conditions.

According to statistics from the Malaysian Department of Statistics on the Malaysian related to Informal Sector and Informal Workers Survey 2021, the total number of informal jobs including agriculture and non-agricultural informal jobs that include the formal and informal sectors and households. In that year, informal employment was concentrated in the formal sector (50.9%) with 1.38 million people and followed by the informal sector (47.8%) with 1.30 million people. These statistics also show that informal workers in urban areas have the largest composition (67.0%; 2.35 million people) compared to rural areas (33.0%; 1.15 million people). The non-agricultural sector in urban areas has the largest composition which is 77.9 percent or equivalent to 2.12 million people while the rural area has 22.1 percent or equivalent to 0.60 million people.



Table 1: Informal Sectors and Informal Employment in Malaysia 2021

INFORMAL EMPLOYMENT		
FORMAL SECTOR	INFORMAL SECTOR	HOUSEHOLD
Include the 1,469.2 thousand sector	1,996.9 thousand	35.2 thousand agricultural
Exclude the 1,384.9 thousand sector	1,302.8 thousand	25.2 thousand agricultural

Source: Department of Statistics Malaysia: Release on 30 December 2022.

Dell'Anno's (2022) study found that the informal economy (IE) includes a large diversity of phenomena that differ in composition and size within economies and across regions. Although estimating the size of informality is challenging, there is broad consensus that IE is the most important source of employment in developing countries and that it also plays an important role in providing employment and income for the marginalized in developed countries. Specifically, according to the International Labor Organization (International Labor Organization - ILO, 2018a), 61.2% of global employment (about two billion people)¹ is informal. ILO (1996), defines the informal economy as referring to all economic activities carried out by workers and economic units without legal control, or practices or types of work that are not protected or insufficiently protected by formal arrangements. The informal sector is generally characterized as a unit involved in the production of goods or services with the main objective of generating employment and income for certain groups. These units usually operate at a low level of organization, with little or no division between labor and capital as factors of production and on a small scale. Labor relations, mostly based on casual employment, kinship or personal and social relationships rather than contractual arrangements with formal guarantees (DOSM, 2020).

Informal workers refer to any worker who does not have access to at least one social security scheme or employment benefit. Social security schemes and benefits refer to pension funds, basic health insurance, unemployment insurance. Based on the guidelines of the International Conference of Labor Statisticians (ICLS), informal workers are activated as the total number of informal workers whether they are carried out in formal sector enterprises, informal sector enterprises or households. According to The National Planning Commission (2012, p. 374) the informal sector is a platform for those who lose their jobs in the formal sector or need to supplement their income during a crisis. Rogan and Skinner (2017) emphasize that the loss of jobs in the formal sector during periods of economic crisis increases the number of individuals who make jobs in the informal sector through self-employment and, as a result, the informal sector acts as a "shock absorber during economic crises". Therefore, the establishment of businesses in the informal sector helps to solve the problem of unemployment in periods of economic crisis. The informal sector is an important sector for national economic growth, especially for developing countries (Rini, 2012, Sarjono 2018).

Therefore, by answering the problems discussed, this study intends to propose a conceptual framework by using Theory of Planned Behavior in order to study the influence of financial concern on financial wellbeing among informal sector workers in Malaysia as an



effort to promoting the wellbeing that are interrelated and play an important role in achieving the SDGs.

LITERATURE REVIEW

There are various definitions of financial wellbeing found by previous research. The earliest definition is based on the theory by Williams (1993) of financial wellbeing as an objective and subjective measure of an individual's financial position. Joo and Garman (1998) later, found that financial wellbeing is a basic concept of financial health that can be measured through the level of material and non-material aspects of financial security, the perception of financial stability, and the actual number of financial resources.

Definitions of financial wellbeing in previous studies usually focus on happiness or satisfaction with one's financial possessions. However, the definition has shifted towards individual attention to improve the quality of life and human standard of living where the study by Mahdzan et al., (2020) and Sabri et al., (2022) found that financial wellbeing includes not only feeling satisfied with one's financial situation now, but also incorporates a person's view of their future financial situation. In this regard, the concept of financial wellbeing is a subjective measure of a person's financial present and future, and the concept is considered to be the perception of maintaining the desired standard of living and financial freedom for present and future survival.

TEORY AND CONCEPTUAL FRAMEWORK

Although a large number of studies have been conducted to examine the relationship in financial wellbeing, there is still disagreement in the findings, with mixed results found. Therefore, an understanding of the relationship between these constructs is needed, especially when it comes to the context of local studies. There is a gap in local studies, financial knowledge is not only a cognitive assessment but also a psychological assessment to confirm the relationship with financial wellbeing.

From a theoretical point of view, the study tries to find variables that can improve the existing theory by including the role of financial concern as a mediator. Although many previous studies regarding the content of financial wellbeing have been carried out, clear and accurate findings can still be given room and improvement. Thus, by applying the scope review process, this study will analyze the findings of empirical and scientific research on various types of psychological variables, namely financial concern in influencing the financial wellbeing of the informal workers in Malaysia, considering that financial concern is an important matter and is made an aspect of national policy.

The study will use the well-known behavioral theory, the Theory of Planned Behavior (TPB), which was introduced by Ajzen (1991) to determine the intention to manage for better finances. The TPB theory proposes three factors that determine intention, attitude, subjective norms and behavioral control which are considered as determinants of the intention to do certain practices by individuals. In studying human behavior, one of the important elements discussed in the Theory of Planned Behavior (TPB) is the relationship between intention and behavior.



Financial wellbeing affects various important aspects of an individual's life, such as quality of life, happiness, general wellbeing, success, health and physical relationships and mental quality (Hubler et al., 2016; Dunn and Mirzaei, 2012). When many citizens have a negative wellbeing position, it has an undesirable effect on social development and welfare. The main question here is what needs to be learned to make the desired changes in financial wellbeing? This question prompts this study to explore the nature of financial wellbeing, its determinants, and how it impacts financial wellbeing in the context of individual management.

Accordingly, financial wellbeing requires the development of a comprehensive concept in relation to its definition, framework, measurement, and practice. There is a gap in knowledge (literacy) regarding the nature of financial wellbeing and its determinants. Therefore, a more creative approach is needed to be study regarding financial wellbeing interventions, an approach that combines a combination of different disciplines (Brüggen et al., 2017). Based on TPB theory, the theoretical framework for this study is formed as Figure 1.2.

Table 2: Suggested Variable

Variable	TPB's Variable	Reviews elements	used in this study
Dependent variable (DV)	Bahavioral	Financial wellbeing	Porter and Garman (1993), defined financial wellbeing as a function of personal characteristics, objective attributes, perceived attributes, and evaluated attributes from the financial domain.
Independent variable (IV)	Attitude	Financial management	Financial behavior is closely related to financial management and is responsible for managing personal finances and it is also related to how individuals manage finances by using available financial resources (Ariffin, 2017).
	Subjective Norms	Financial Literacy	Individuals with financial knowledge will have more opportunities to improve their financial behavior and be able to make better financial decisions (Sabri et al., 2022).
	Perceived behavioral control	Behavior toward money	Financial literacy has a positive effect on financial behavior where individuals who are knowledgeable and capable of managing finances well will shows good financial behavior (Lusardi et al (2015).
Mediator	Behavioral intention	Financial concern	It is well known that the experience of financial concern has a negative relationship with quality of life (Nuri 2021, Yusof 2019). Accordingly, many researchers try to find out the appropriate behavioral during stressful situations caused by financial concerns (Nuri et al 2021, Sabri et al 2018). Accordingly, mentality or the influence of the mind plays an important role in financial decision-



making (Asmin, 2021). The influence of the financial mind affects financial management and behavior towards individual wellbeing (Atto 2019).

The main aim of this study is to test the relationship between financial literacy, financial management, attitude towards money and financial wellbeing. This study also tested the role of the psychological element of financial concern as a mediator of financial wellbeing. The study tries to find the effect of the influence of financial concern on the financial wellbeing of individuals. Financial concern is a mediator (MV) between the independent variable (IV) and the dependent variable (DV). The purpose of this element is to explain the relationship between the independent variable indirectly observing the relationship on the dependent variable through this mediator.

When examining the relationship between attitudes toward money and financial wellbeing, financial concern can be considered a mediating variable. Mediating variables help explain the relationship between the independent variable (attitudes toward money) and the dependent variable (financial well-being). Financial concern refers to an individual's level of worry, stress or concern related to their financial situation. It includes concerns about financial stability, meeting financial obligations, unexpected expenses or future financial security. Financial worries can arise from a variety of factors, such as low income, high debt levels, uncertain employment, or lack of financial resources.

In the context of studying attitudes toward money and financial well-being, financial concern acts as a mediating variable by mediating or explaining how attitudes toward money affect financial well-being. Financial concern mediates the relationship between financial literacy, financial management and attitudes towards money and financial well-being. It captures the concern and worry that individuals experience due to their financial situation, which can be influenced by their financial literacy, financial management and attitude towards money. By considering financial concern as a mediating variable, this study can examine how financial literacy, financial management and attitude towards money affect financial concern, which in turn affects financial wellbeing. This mediation analysis helps provide insight into the mechanisms or processes underlying financial literacy, financial management and attitudes towards money impacting financial well-being. By quantitatively assessing financial literacy, financial management and attitudes towards money, financial concerns, and financial well-being, this study can examine the indirect relationship between financial literacy, financial management and attitudes towards money and financial well-being through financial concerns.

Understanding the mediating role of financial concern can help identify potential intervention points. If financial literacy, financial management and attitudes toward money are found to influence financial concern, which in turn affects financial well-being, interventions can focus on addressing and reducing financial concern by targeting individuals' attitudes and beliefs about money. This knowledge can inform the development of financial education programs, counseling services or interventions that promote healthier attitudes towards money and reduce financial concern, ultimately improving financial well-being.



To develop a hypothesis for this study, variables have been identified as factors that contribute to financial well-being as described above and the conceptual framework of the study as shown in figure 1.

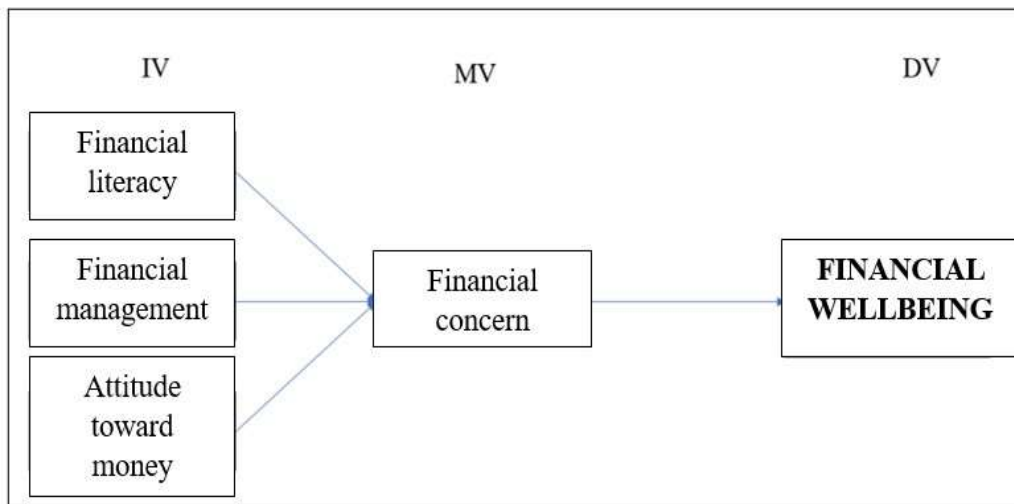


Figure 1 : Conceptual framework for financial wellbeing

RESEARCH METHOD

This research is based on quantitative study that uses the Systematic Literature Review (SLR) method that aimed to identifying, critically evaluating and integrating research findings (Bem, 1995). The justification for using this method is because of its appropriateness and relevance in systematically evaluating the entire study related to find out the financial wellbeing elements from year to year thus explaining new issues from one angle. This method applies a systematic search to identify the translation of elements of financial wellbeing, financial management, financial literacy, attitude towards money and financial concerns. The study will analyze the articles, journals, theses and books, written by scholars. The reference rate is from 2015 to 2023 and the discussion related to the elements of wellbeing and factors that encourage behavior towards it are discussed and studied starting from that year. By using SLR elements such as the year of the study, background, research problems, methods or methods and research findings will be explored. This method applies to identify the need for a sustainable translation strategy in producing a translation of the corresponding element of financial wellbeing. In fact, the principle of SLR is applied by many recent researchers to highlight the extent to which phenomena occur around the keywords of the study (Michie & Williams, 2003).

CONCLUSION AND RECOMENDATION

In this study, factors contributing to financial wellbeing among informal sector workers in Malaysia will be studied to gain a key understanding of the subject of the study. The study will review the financial practices such as, savings, cash, and credit management, toward healthy finances. Financial wellbeing is expressed as "high" if employees have good financial behavior, and a positive attitude towards money to support the study by Shim et



al., (2009), positive financial behavior shows positive financial wellbeing of a persons. It has been stated that individuals who have positive financial behaviors such as saving, budgeting, not engaging in any risky credit card behaviors, and are less prone to compulsive purchases, significantly improve their financial wellbeing. This means that great financial behavior is an important part, because it determines the possibility of change in financial wellbeing (Joo, 2008).

In an effort to manage finances on the right track, individuals are suggested to get more involved in financial programs that recommended by government bodies and NGOs. Teachers and lecturers and financial experts can think of effective ways to provide education in smart financial management to the target group. Studies by Mahapatra et al. (2019); and Gordon & Moss (2013) suggest that individuals are advised to take wise steps in managing finances by always trying to increase knowledge in efficient and prudent financial management. Knowledge in financial management not only be used in the management of current financial resources but, it is more important as an element to face the competitive environment out there.

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092-089

PENEROKAAN TERHADAP AMALAN IBU BAPA DALAM MENANGANI KECICIRAN MURID SEKOLAH

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ABSTRAK

Pernyataan seperti 175,304 murid sekolah rendah di Malaysia gagal membaca walaupun telah berumur 10 tahun, 1 peratus kanak-kanak berumur 7 hingga 12 tahun tidak bersekolah, 35,640 (58.62%) daripada 60,800 kanak-kanak Orang Asli tidak menamatkan persekolahan dan 10,681 murid tidak menduduki SPM antara tahun 2018 hingga 2021 menunjukkan keciciran menjadi isu yang semakin kritikal. Apakah ini menggambarkan kegagalan sistem pendidikan di negara kita? Kajian terdahulu menunjukkan banyak faktor yang menyebabkan keciciran. Namun ibu bapa dikatakan yang paling menyumbang terhadap keciciran murid. Namun tanpa data empirikal dan kajian terperinci, sejauh mana pernyataan ini benar tidak dapat dipastikan, justeru kajian ini mengisi jurang tersebut dengan meneroka amalan ibu bapa yang menyebabkan keciciran. Kajian tinjauan yang menggunakan pendekatan kualitatif ini melibatkan 18 buah sekolah yang tinggi kadar keciciran di zon utara, tengah, selatan dan timur Semenanjung Malaysia. Gabungan pensampelan bertujuan dan berstrata diaplikasi bagi memilih responden manakala instrumen kajian ialah protokol temu bual untuk mengutip data secara bersemuka dengan seorang pentadbir, seorang guru dan 2 orang murid di setiap sekolah. *Focus group discussion* melibatkan 15 pakar dilaksanakan bagi mendapatkan pandangan tentang strategi menangani keciciran. Data ditranskrip menggunakan Cockatoo dan seterusnya dianalisis secara manual. Dapatan menunjukkan antara sebab ibu bapa menjadi faktor utama keciciran adalah disebabkan oleh masalah keluarga atau perceraian, kesempitan hidup, tidak nampak kepentingan pendidikan, menjadikan anak pengasuh atau pembantu rumah, menggunakan anak untuk mencari rezki, dan kerana tidak mampu menyediakan pengangkutan untuk anak-anak ke sekolah. Sumbangan kajian ialah menjelaskan kepentingan untuk ibu bapa mempunyai kesedaran tentang kepentingan pendidikan dan bersikap lebih prihatin terhadap keciciran anak-anak. Kajian ini membangunkan hipotesis bahawa terdapat hubungan antara sikap dan amalan ibu bapa dengan tahap keciciran anak-anak justeru kajian lanjutan menggunakan pendekatan kuantitatif adalah dicadangkan bagi menentukan sejauh mana wujudnya hubungan antara sikap dan amalan ibu bapa dengan pencapaian anak-anak.



106-097

KEMELUT KEMISKINAN HAID MASYARAKAT WANITA MUSLIM KAWASAN PENEMPATAN RUMAH PPR DI SELANGOR

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ABSTRAK

Kemelut kemiskinan haid dalam kalangan masyarakat berpendapatan rendah sering menjadi tajuk yang dibincangkan di media massa dan media elektronik. Sehingga timbul dua kelompok iaitu kelompok yang membuat pendedahan dan kelompok yang membuat penafian terhadap kemelut tersebut. Kemiskinan haid ditakrifkan sebagai kekurangan akses kepada produk kebersihan, kekangan kewangan dan juga kekangan dalam melupuskan sisa bahan pengurusan haid. Walaupun dunia kini penuh dengan kemodenan dan kehebatan teknologi, masih ada masyarakat yang tidak berupaya untuk memperoleh maklumat asas tentang kitaran haid dan cara untuk menguruskannya. Sedangkan pengurusan dan kefahaman dalam melupuskan sisa bahan pengurusan haid ini sangat berkait rapat dengan kebersihan diri, kebersihan pula merupakan perkara penting bagi seseorang yang bergelar muslim. Kemiskinan haid merupakan isu yang berlaku dalam kalangan masyarakat disebabkan tiada pengetahuan tentang tatacara pelupusan sisa bahan pengurusan haid, terdapat juga salah faham dan stigma masyarakat yang berlaku tentang isu haid ini. Artikel ini bertujuan untuk melihat keadaan sebenar kemiskinan haid yang berlaku dalam masyarakat muslim yang tinggal di kawasan rumah PPR. Tinjauan lapangan ini dilakukan menggunakan kaedah kuantitatif yang dilakukan dengan menggunakan pendekatan mengedat soalan soal selidik kepada penduduk yang tinggal di kawasan rumah PPR sekitar Selangor. Hasil kajian ini membantu pengkaji mendapatkan bahan tentang permasalahan yang berlaku dalam kalangan masyarakat dan bantuan yang sewajarnya dapat diberikan kepada masyarakat yang terkesan dalam menghadapi kemelut kemiskinan haid ini. Kajian mendapati 19% dalam kalangan masyarakat wanita yang tinggal di kawasan rumah PPR ini mengalami masalah kemiskinan haid dari sudut produk, 21% masih percaya dan mengamalkan tabu ketika haid, manakala 58% pula mengalami permasalahan dari segi ilmu pengetahuan dan hukum hakam darah wanita. Sememangnya terdapat segelintir masyarakat yang menghadapi masalah kemiskinan haid dan hal ini berlaku disebabkan kurangnya kefahaman serta pendedahan akan perkara ini maka strategi kepada penyelesaian masalah ini perlu dirangka dan diberi perhatian kerana ia melibatkan kebersihan peribadi setiap muslim.

Kata kunci: Kemiskinan haid, darah wanita, kebersihan diri, kajian kes



058-101

KEPENTINGAN PENDIDIKAN KEUSAHAWANAN BAGI MENGURANGI JURANG KEMISKINAN DALAM MENCAPAI MATLAMAT PEMBANGUNAN MAMPAN NEGARA: KERANGKA KONSEPTUAL

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ABSTRACT

Kajian yang dijalankan ini ialah berkenaan dengan kepentingan pendidikan keusahawanan bagi mengurangi jurang kemiskinan penduduk bandar dan juga luar bandar. Kajian ini bertujuan untuk mengkaji tentang keberkesanan pendidikan keusahawanan dalam mengubah kehidupan taraf kehidupan sesebuah keluarga. Dalam Pembangunan mampan negara memerlukan satu pendidikan yang berkesan dalam mengeluarkan pelajar dari kelompok kemiskinan. Kemiskinan merupakan masalah global bukan sahaja dihadapi oleh negara Malaysia malahan seluruh dunia meghadapi masalah yang sama. Dalam menghadapi dunia global pada hari ini pendidikan amat penting bagi meningkatkan taraf kehidupan seseorang. Pendidikan bukan sahaja hak asasi manusia tetapi juga alat yang berkuasa untuk mengurangi kemiskinan dan mencapai pembangunan mampan. Faktor-faktor pendidikan dapat menjadi penyumbang kepada pemeraksanaan ekonomi, kesihatan dan kesejahteraan, kesaksamaan jantina, moboliti sosial dan juga pembangunan komuniti. Artikel ini meneroka peranan penting pendidikan keusahawanan dalam mengecilkan jurang kemiskinan dan matlamat pembangunan mampan negara. Kajian ini menggunakan kaedah kajian kerangka konseptual. Ia dikuatkan lagi dengan penyataan masalah, persoalan kajian, serta objektif kajian yang dijalankan berdasarkan jurang kajian yang telah dikenalpasti.

Kata Kunci: Kemiskinan keluarga, pendidikan keusawanan, pemeraksanaan ekonomi, pendapatan, negara mampan.

1.0 PENGENALAN

Pendidikan keusahawanan bukan sahaja satu cara untuk mengurangi kemiskinan tetapi juga pemangkin untuk mencapai matlamat yang lebih luas bagi pembangunan mampan yang digariskan dalam *sustainable development goals* (SDG). Di Institut Pendidikan Tinggi (IPT) awam atau swasta, satu rangka strategi telah dibangunkan bagi memberi fokus kepada pembentukan program pendidikan keusahawanan. Ia merupakan Pelan Tindakan Keusahawanan IPT 2021-2025 dan Panduan Pendidikan Keusahawanan Bersepadu IPT (EIE) untuk memberi



fokus kepada pembentukan ekosistem keusahawanan antara ahli akademik, industri, kerajaan dan komuniti (Zainol et al., 2014). Ia bukan sahaja memperkasakan individu, menggalakkan pertumbuhan ekonomi, memajukan kesaksamaan jantina, memupuk kesihatan dan kesejahteraan, membina daya tahan, dan menyokong kelestarian pembangunan mampan negara. Pelaburan dalam pendidikan mesti kekal sebagai keutamaan dalam peringkat nasional atau global. Pendidikan keusahawanan membawa kemajuan ke arah masa depan yang lebih mampan dalam mengurangi jurang kemiskinan.

Pendidikan sering digambarkan sebagai jalan keluar dari kemiskinan. Ia melengkapkan individu dengan pengetahuan, kemahiran dan peluang yang diperlukan untuk memperbaiki kehidupan mereka dan komuniti mereka. Melalui pendidikan, orang ramai boleh mengakses prospek pekerjaan yang lebih baik, pendapatan yang lebih tinggi, dan keadaan hidup yang lebih baik, memecahkan kitaran kemiskinan antara generasi. Pendidikan adalah pemacu utama pertumbuhan dan pembangunan ekonomi. Tenaga kerja yang berpendidikan tinggi adalah lebih produktif dan inovatif, menyumbang kepada pengeluaran ekonomi yang lebih tinggi. Apabila orang ramai menerima pendidikan berkualiti, mereka berada pada kedudukan yang lebih baik untuk mendapatkan pekerjaan yang stabil dan mengambil bahagian dalam sektor yang memacu pertumbuhan ekonomi, seperti teknologi, penjagaan kesihatan dan kejuruteraan (Afzal et al., 2012).

Institusi pendidikan, pelaburan dalam pendidikan, kualiti pendidikan dan akses yang sama kepada pendidikan memainkan peranan penting dalam pembasmian kemiskinan dan meningkatkan pertumbuhan ekonomi (Afzal et al., 2012; House & Santos, 2009; Moav, 2008). Pendidikan menyumbang kepada pembangunan masyarakat yang berdaya tahan dan berkembang maju. Individu yang berpendidikan lebih cenderung untuk terlibat dalam aktiviti bermoral dan berdisiplin, menyokong perubahan sosial, dan menyumbang kepada inisiatif pembangunan komuniti. Usaha ini boleh membawa kepada pengurangan kemiskinan di peringkat akar umbi (Afzal et al., 2012). Tahap pendidikan keluarga miskin yang rendah turut memberi kesan kepada anak-anak dalam mendapatkan pendidikan yang sempurna. Terdapat kebenaran yang membuktikan bahawa golongan masyarakat luar bandar mempunyai masalah kemiskinan, tahap pendidikan rendah, kurang peluang pekerjaan dan perolehan pendapatan yang rendah

1.1 LATAR BELAKANG PENDIDIKAN KEUSAHAWANAN

Pendidikan dan latihan keusahawanan telah lama diperkenalkan. Ia mula diperkenalkan oleh Myles Mace di Harvard University melalui subjek keusahawanan (Katz, 2003). Sehingga kini, terdapat beberapa jenis latihan keusahawanan yang dilaksanakan di peringkat universiti dan kolej di Amerika Syarikat. Kenyataan ini adalah berdasarkan dengan wujudnya 200 subjek yang telah diajar di lebih kurang 1,600 buah institusi-institusi tersebut. Ini meliputi 277 buah institusi yang menyediakan tempat untuk aktiviti keusahawanan, 44 buah institusi adalah berkaitan dengan penyelidikan akademik tentang keusahawanan dan lebih daripada seratus 100 orang pengasas dan pemberi modal bagi tujuan pembangunan pusat keusahawanan (Kuratko, 2005).

Di Malaysia, para pelajar mula didedahkan dengan pendidikan keusahawanan bermula dari peringkat sekolah menengah lagi. Ini bertujuan agar negara memiliki modal insan yang



berpendidikan, kemahiran dan bermotivasi (Hassan, Hassan, & Buang, 2010; Norasmah, 2002). Antara subjek yang berorientasikan keusahawanan adalah seperti kemahiran hidup, perdagangan, prinsip akaun, ekonomi asas, perakaunan dan ekonomi (Norasmah, 2002). Mata pelajaran Kemahiran Hidup Bersepadu (KHB) adalah mata pelajaran asas yang memberi pendedahan awal mengenai pendidikan keusahawanan kepada pelajar. Mata pelajaran ini mula diperkenalkan pada tahun 1991 di semua sekolah menengah rendah di Malaysia yang melibatkan hampir 1300 buah sekolah menengah. Mata pelajaran ini juga ditawarkan di sekolah rendah iaitu kepada pelajar tahun empat, lima dan enam pada sesi persekolahan 1993/1994 dengan melibatkan 7000 buah sekolah (Norasmah, 2002). Manakala bagi sekolah menengah vokasional, pendidikan keusahawanan diterapkan melalui kursus kurikulum perdagangan. Mata pelajaran ini dijadikan sebagai salah satu pelajaran dari kumpulan elektif II iaitu Kumpulan Teknologi dan Vokasional (Norasmah, 2002).

Manakala perkembangan pendidikan keusahawanan di peringkat IPT bermula pada tahun 1987 di Politeknik dengan penawaran mata pelajaran Amalan Perniagaan Kecil bagi semua pelajar kursus kejuruteraan. Pada tahun 1993 mata pelajaran baru diperkenalkan iaitu Asas Keusahawanan menggantikan mata pelajaran Amalan Perniagaan Kecil. Dalam Kursus Asas Keusahawanan pelajar didedahkan dengan pelbagai kemahiran dan kefahaman mengenai keusahawanan (Mohamed et al., 2012).

Pada tahun 2007, penerapan secara holistik pendidikan keusahawanan di semua IPT di Malaysia iaitu Politeknik, Universiti Awam, Institusi Pengajian Tinggi Swasta (IPTS) dan Kolej Komuniti melalui Kursus Asas Keusahawanan. Melalui kursus tersebut para pelajar akan diberi pendedahan tentang pengajian keusahawanan dan kemahiran perniagaan. Kursus ini dilaksanakan secara interaktif, para pelajar diberi peluang mengendalikan sesuatu projek perniagaan di dalam atau di luar kampus bergantung kepada kemampuan IPT tersebut. Pengalaman amali melalui penglibatan pelajar secara langsung dalam projek perniagaan secara individu ataupun berkumpulan. Pendedahan ini diharap dapat mencetus minat serta memberi latihan kepada pelajar dengan realiti dunia keusahawanan sebenar (KPT, 2011). Melalui pendedahan ini di katakan dapat membuka minda pelajar untuk menerokai setiap peluang yang ada supaya tidak terlalu bergantung kepada kerajaan mahupun sektor swasta di dalam mencari pekerjaan (Cheng et al., 2009).

1.2 PENYATAAN MASALAH

Pendidikan keusahawanan dapat digabungkan sebagai pendidikan yang membangunkan individu yang mempunyai ciri-ciri dan kebolehan keusahawanan, memberi kesedaran tentang penciptaan idea kreatif, pengajaran pengetahuan dan kemahiran keusahawanan sama ada bagi menghasilkan perniagaan atau pun tidak (Husaini dan Ahmad, 2008; Mwasalwiba, 2010; Norasmah, 2002). Di samping itu juga, pendidikan keusahawanan adalah merupakan proses menyediakan individu dengan kebolehan dan keupayaan untuk mencari dan menilai peluang komersil, meningkatkan harga diri, pengetahuan dan kemahiran untuk mereka memulakan sesuatu perniagaan (Linan, 2008; Mwasalwiba, 2010; Norasmah & Poo, 2012). Statistik menunjukkan 75% daripada pertumbuhan dalam keluaran dalam negara kasar di seluruh dunia dikaitkan dengan peningkatan kemahiran, kajian ini dibuat secara bersama oleh Universiti Stanford dan Universiti Ludwig Maximilian Munich pada tahun 2021. Berdasarkan angka terkini kajian separuh Penggal



Rancangan Malaysia Ke-9, peratusan kemiskinan tegar turun kepada 0.7 peratus, dan hanya 3.6 peratus penduduk Malaysia hidup di bawah garis kemiskinan (Zainol et al., 2014). Penurunan peratusan kemiskinan tegar yang kecil haruslah dipandang serius kerana ia membawa jurang perbezaan yang ketara. Malaysia membuka peluang kepada sesiapa sahaja berurus niaga di Malaysia kerana ia mengamalkan dasar ekonomi terbuka sejak merdeka lagi (Hashim et al., 2009). Bagaimanapun, telah timbul masalah, iaitu ketidakseimbangan dan ketidaksamaan dalam pegangan ekonomi antara kaum Bumiputera dengan kaum bukan Bumiputera, khususnya bangsa Cina dan India dalam keadaan ekonomi yang memberangsangkan (Hashim et al., 2009). Jika dilihat dari kajian tersebut kegagalan menguasai ekonomi memberi gambaran kadar kemiskinan penduduk akan berbeza mengikut kaum.

1.2 KEPENTINGAN PENDIDIKAN KEUSAHAWANAN

Pendidikan keusahawanan dapat digabungkan sebagai pendidikan yang membangunkan individu yang mempunyai ciri-ciri dan kebolehan keusahawanan, memberi kesedaran tentang penciptaan idea kreatif, pengajaran pengetahuan dan kemahiran keusahawanan sama ada bagi menghasilkan perniagaan atau pun tidak (Husaini dan Ahmad, 2008; Mwasalwiba, 2010; Norasmah, 2002). Di samping itu juga, pendidikan keusahawanan adalah merupakan proses menyediakan individu dengan kebolehan dan keupayaan untuk mencari dan menilai peluang komersil, meningkatkan harga diri, pengetahuan dan kemahiran untuk mereka memulakan sesuatu perniagaan (Linan, 2008; Mwasalwiba, 2010; Norasmah & Poo, 2012).

Walau bagaimanapun menurut Pittaway & Cope, (2007) pendidikan keusahawanan merupakan satu daripada mekanisme yang penting bagi menyediakan pelajar ke arah ekonomi moden, di mana kemahiran perniagaan menjadi penting di dalam kebolehpasaran pekerjaan. Usahawan tidak lahir secara semula jadi atau ia tidak boleh diwarisi kerana tidak dipengaruhi oleh faktor-faktor genetik, namun begitu keusahawanan boleh dibentuk sejak usia muda melalui sistem pendidikan dan sokongan keluarga (Hwee Nga & Shamuganathan, 2010).

Menurut Nor Aisyah, (2011) pendidikan formal amat penting bagi seorang usahawan, mempunyai tahap pendidikan yang tinggi, pengalaman yang relevan dan sentiasa mendapatkan nasihat daripada individu yang mempunyai pengalaman. Ini bermakna kombinasi pengalaman dan pengetahuan adalah berkait rapat. Pendidikan keusahawanan bukan hanya mendidik para pelajar supaya boleh berniaga tetapi seharusnya ke arah penghasilan sesuatu teknik atau penciptaan produk yang boleh digunakan untuk kehidupan di masa akan datang (Norasmah, Hasril & Mansor, 2011). Oleh itu, pendidikan keusahawanan yang ideal seharusnya boleh mendorong kewujudan semangat keusahawanan dalam sanubari pelajar serta menanam ciri-ciri keusahawanan (Norasmah, Norashidah, & Haryaty, 2012).

Menurut Dohse & Walter, (2012) menyatakan ilmu keusahawanan yang diajar boleh dibahagi kepada bahagian konsep keusahawanan dan bahagian kemahiran keusahawanan. Beliau juga menegaskan pendidikan keusahawanan boleh menggalakkan sikap keusahawanan pelajar iaitu menganalisis alternatif dalam menyelesaikan sesuatu masalah. Menurut, Li, (2011) dalam penulisannya berpandangan bahawa pendidikan keusahawanan merupakan satu instrumen utama untuk meningkatkan sikap keusahawanan bagi individu yang berpotensi untuk menceburkan diri dalam bidang keusahawanan. Pandangan ini selari dengan pendapat Kemat dan Yusof, (2011)



menyatakan sikap keusahawanan dalam kalangan pelajar boleh dipupuk menerusi pendidikan keusahawanan.

Begitu juga pandangan yang diutarakan oleh Mwasalwiba, (2010) dalam kajiannya menyatakan bahawa pendidikan keusahawanan adalah proses untuk mempengaruhi sikap individu, perilaku, nilai dan niat keusahawanan terhadap pemilihan kerjaya. Berdasarkan kajian kualitatif yang dijalankan dapati 5 terma maksud pendidikan keusahawanan iaitu sikap, nilai, niat dan perilaku, peluang penghargaan, kemahiran peribadi, penubuhan perniagaan baharu dan mengurus syarikat (Mwasalwiba, 2010).

Berdasarkan daripada keterangan-keterangan tersebut di atas, penyelidik sependapat dengan Akmaliah & Hamzah, (1997) dan Norasmah (2002) yang menyatakan bahawa definisi pendidikan keusahawanan ada berbagai-bagai bergantung pada persepsi dan penilaian seseorang yang mengistilalkannya. Berdasarkan jadual 2.1 menyatakan definisi pendidikan keusahawanan mengikut pandangan tokoh-tokoh pendidikan. Secara Kesimpulannya, pendidikan keusahawanan mampu melahirkan individu yang mempunyai ciri-ciri dan sikap keusahawanan (Abdullah, Mohamad, Bakar, Norashidah, & Ooi, 2013)

1.4 KERANGKAN KONSEPTUAL PENDIDIKAN KEUSAHAWANAN DALAM PEMBENTUKAN EKONOMI MAPAN

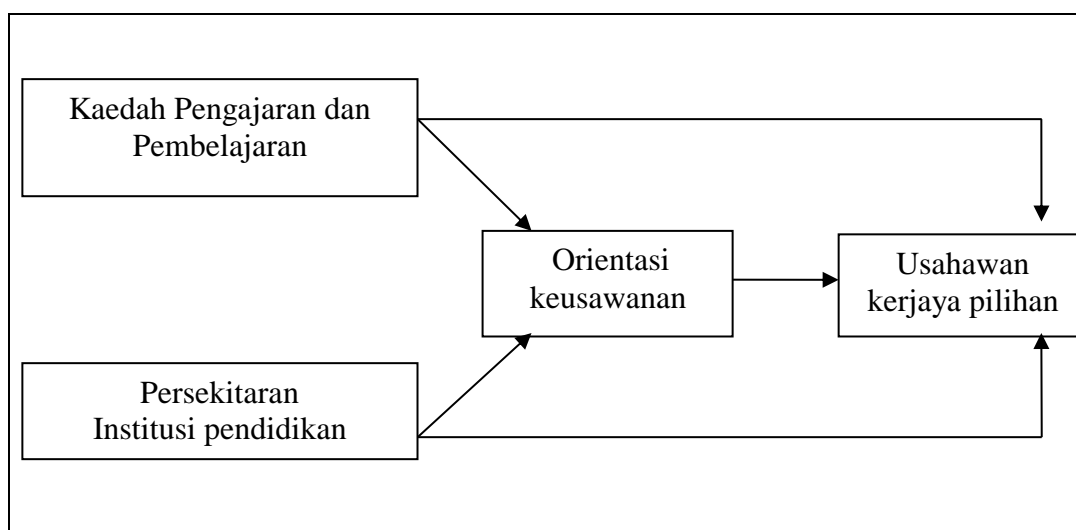
Kerangka konseptual kajian adalah gambaran secara grafik atau secara naratif perkara yang ingin dikaji terdiri dari faktor -faktor atau konstruk atau pemboleh ubah dan andaian hubungan di antaranya (Miles & Huberman 1994). Apabila digambarkan secara jelas kerangka konseptual kajian mampu memberi hala tuju dan membantu penyelidik memberi makna kepada dapatan kajian (Smyth, 2004).

Pembinaan kerangka kajian ini adalah berdasarkan kepada teori tingkah laku terancang Azjen (1991) dan telah kembangan oleh Linan (2004) melalui model niat keusahawanan. Model niat keusahawanan melihat faktor pendidikan keusahawanan merupakan elemen penting dalam pembentukan niat keusahawanan.

Bagi pemboleh ubah kaedah pengajaran dan pembelajaran penyelidik menggunakan pendekatan intrumen Model Kolb (1974). Model Kolb ini telah diadaptasi dari kajian yang dijalankan oleh Norasmah, (2002) melalui keberkesanan program keusahawanan remaja. Manakala bagi elemen persekitaran dalaman universiti awam, penyelidik menggunakan pendekatan model pendidikan keusahawanan yang telah dibangunkan oleh Norashidah, (2009) melalui kajian kesediaan keusahawanan dalam kalangan pelajar universiti awam. Kerangka konseptual kajian yang dicadangkan dalam kajian ini adalah berdasarkan gambar rajah di bawah.



Rajah 1: Kerangka konseptual pendidikan keusahawanan dalam pembentukan ekonomi mapan



1.5 KESIMPULAN

Keusahawanan dapat digambarkan sebagai fenomena ekonomi. Ini kerana melalui keusahawanan, perniagaan suatu bangsa akan menjadi lebih inovatif sehingga dapat memperbaiki produktiviti dan bersaing dengan lebih efektif dalam dunia globalisasi Katz (2003); Kuratko (2005); Fayolle (2007). Hal ini mendorong kepada semakin banyak jumlah universiti di seluruh dunia giat menawarkan kursus dan mata pelajaran keusahawanan. Terdapat banyak kajian yang telah mengkaji tentang pentingnya pendidikan keusahawanan untuk mengembangkan niat pelajar supaya dapat menjadi seorang usahawan. Kebanyakan pelajar mempunyai keinginan yang kuat untuk mempelajari ilmu keusahawanan. Ini kerana mereka ingin memulakan perusahaan milik mereka sendiri, dan mereka juga tertarik untuk menceburi kerjaya keusahawanan.

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129-103

DESCRIPTIVE ANALYSIS : FAMILY PLANNING METHOD IN KLINIK NUR SEJAHTERA (NATIONAL POPULATION AND FAMILY DEVELOPMENT BOARD MALAYSIA) IN THE YEAR 2018 – 2022

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INTRODUCTION

Family planning (FP) is a component of sexual and reproductive health (SRH) and refers to the human right of individuals to regulate the number and spacing of birth. In Malaysia, contraceptive prevalence rate (CPR) during the past three decades has remained stagnant, with only 34-35% of women practicing modern contraception, this number relatively low compared to global rate and neighboring countries (Najimudeen, 2014). Family planning is extremely important for women with various health risks and other social impacts of pregnancy in this population.

National Population and Family Development Board Malaysia (NPFDB) an agency under the Ministry of Women, Family and Community Development (KPWKM) was established in 1966 under the Population and Family Development Act 1966 (Act 352). It has 49 clinics (Klinik Nur Sejahtera) located all around Malaysia whose services focus in Women's Health particularly in family planning and reproductive cancer screening.



Kaedah Pengumpulan, Analisis dan Penyebaran Data Untuk Penyelidikan dan Dasar Berkaitan Kependudukan

025-022

**HUBUNGAN ANTARA AMALAN AGAMA DENGAN SAHSIAH MASYARAKAT:
DARI PERSPEKTIF KEROHANIAN KELUARGA DAN INDIVIDU**

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ABSTRAK

Golongan B40 merupakan golongan isi rumah dengan median berpendapatan dalam kalangan 40% terendah daripada populasi penduduk di Malaysia. Perbezaan pendapatan isi rumah mendorong ke arah perbezaan gaya hidup masyarakat yang jauh ketara. Walaupun begitu, keperibadian masyarakat tidak ditakrif dengan hanya pendapatan isi rumah semata-mata. Terdapat pelbagai aspek lain yang berpotensi untuk diterokai dengan lebih mendalam. Apabila seseorang mempunyai pegangan yang kuat dalam setiap agama yang dianuti, mereka berupaya untuk membezakan perbuatan yang baik dan buruk serta meninggalkan larangan Tuhan. Hubungan manusia sesama Tuhan dijaga dengan baik akan menjadikan hubungan sesama manusia juga akan terjamin. Penerapan akhlak dalam diri manusia lantas memberi kesan dalam membentuk masyarakat yang harmoni. Malaysia adalah negara yang mempunyai penduduk berbilang kaum dan agama dan tidak akan terlepas daripada menghadapi konflik percanggahan pendapat antara masyarakat berbeza agama. Kajian ini dijalankan untuk melihat sejauh mana agama mempengaruhi kehidupan masyarakat golongan B40. Dalam kajian ini, analisis koresponden digunakan untuk mengenal pasti faktor demografi yang mempengaruhi tahap kerohanian individu. Berdasarkan ujian ketakbersandaran Khi Kuasa Dua, umur dan keyakinan diri akan takdir dan ketentuan Tuhan adalah tidak bersandar antara satu sama lain. Tahap pendidikan tertinggi mempunyai hubungan positif dalam keyakinan diri akan takdir dan ketentuan Tuhan. Responden dengan lapan Ijazah Sarjana Muda mempunyai hubungan positif yang kuat dengan keyakinan diri akan takdir dan ketentuan Tuhan disebabkan oleh jarak yang terdekat di antara kedua-dua kategori berbanding dengan kategori lain. Ujian Kruskal-Wallis digunakan kepada sepuluh kenyataan yang berkait rapat dengan aspek kekeluargaan untuk menguji hubungan kepercayaan agama akan memberikan kebahagiaan dan ketenangan dalam menjalani hidup berkeluarga. Kesemua hipotesis nol ditolak dan kepercayaan kepada agama mempengaruhi kehidupan positif sesama keluarga. Ujian Mann Whitney dijalankan bagi menentukan perbezaan antara lokasi penduduk dalam menjalani hidup sesama masyarakat. Ujian ini menunjukkan tiada perbezaan yang signifikan antara lokasi dalam menjalani hidup sesama masyarakat.

Katakunci: Pengamalan Agama; komuniti; B40; Analisis koresponden; pengujian hipotesis



032-030

**EXPLORING FIBERS/ POLYVINYL ALCOHOL BIOPLASTICS WITH
ANTIBACTERIAL PROPERTIES IN CEIBA PENTANDRA (POKOK KEKABU) FOR
MEDICAL PURPOSES: A PROMISING WAY IN WOUND HEALING**

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ABSTRACT

Ceiba pentandra fibres and polyvinyl alcohol (PVA) are utilized in this paper to make bioplastic films. Films' antibacterial properties are tested using Agar-well diffusion. Bioplastics were characterized using Fourier Transform Infrared Spectroscopy (FTIR) and Field Emission Scanning Electron Microscope (FESEM). The treated fibers had rough surfaces, pores, increased diameter, and strong PVA adherence, while the untreated fibers had smoother surfaces and less cohesive bonding. This shows that medical applications of novel bioplastics with antibacterial capabilities, such as wound healing, are potentially explored. Protecting public health, saving healthcare expenses, protecting vulnerable populations, sustaining agricultural productivity, and boosting global health security by guaranteeing antibacterial effectiveness benefits society. In conclusion, it is important to address antibiotic resistance and develop sustainable healthcare systems, as indicated by the results.

Keywords: inflammation, biomedical application, chemical treatments, antimicrobial activity



055-051

CONTENT VALIDITY OF DYADIC DISCERNMENT SCALES USING CONTENT VALIDITY RATIO (CVR) LAWSHE'S METHOD

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ABSTRACT

This study aimed to examine the content validity of Dyadic Discernment Scale (DDS) among young spouses in marital conflict using content validity ratio (CVR) methods. The constructs of DDS are based on al-Ghazali maqasid as-shariah theory; (i) hierarchy needs of a) *survival needs* (*Ad-daruriyat*) (b) *essential needs* (*Al-Hajiyyat*) and (c) *enrichment needs* (*At-Tahsiniyyat*) (ii) beneficent (masalahah) vs maleficent (mafsadah), (iii) specific beneficent (masalahah khasah) vs general beneficent (masalahah ammah). Eleven experts selected via purposive sampling to evaluate the content of DDS. Five professional university experts in psychometrics, family counselling and Islamic counselling, six marital and family counsellors from department of Islamic religion were consulted. The instrument content validity process involved 86 items from three constructs and nine sub-constructs. The results showed that the instrument has a good content validity with 81 items reaching the cut-off CVR critical value ($N = 11$, CVR critical = .59). five items that did not meet the minimum CVR value will be purged and purified at the final stage of instrument validation process. The qualitative findings of the study indicated that the instrument was appropriate and relevant, thus had the potential to be a good instrument for measuring dyadic discernment among young couples who are in marital conflict on either to choose (i) maintain status quo (ii) divorce or (iii) reconcile. Further study is proposed to conduct i) item reliability test, ii) exploratory factor analysis and iii) confirmatory factor analysis for construct validity.

Keywords: Content Validity Ratio, Al-Ghazali, Dyadic Discernment, Youth, Marital Conflict, Scale Development



063-057

**AMALAN BERAGAMA ORANG ASLI MUSLIM SELETAR DI NEGERI JOHOR:
KAJIAN ANALISIS BIBLIOMETRIK
THE RELIGIOUS PRACTICES AMONG MUSLIM SELETAR INDIGENOUS PEOPLE
IN JOHOR STATE: A BIBLIOMETRIC ANALYSIS RESEARCH**

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ABSTRAK

Amalan beragama masyarakat Orang Asli di Semenanjung Malaysia banyak dilihat kepada pengamalan agama dan kepercayaan asal nenek moyang mereka. Namun, kajian dalam pengamalan agama Islam masyarakat Orang Asli Muslim Seletar di negeri Johor masih tidak banyak ditelusuri. Oleh itu, kajian ini bertujuan mengkaji penulisan tentang amalan beragama masyarakat Orang Asli Muslim Seletar khususnya di negeri Johor dalam tempoh satu dekad, bermula pada tahun 2014 sehingga tahun 2023. Kajian ini menggunakan analisis bibliometrik terhadap penerbitan ilmiah yang ditemui berdasarkan satu pangkalan data sahaja iaitu Google Scholar.

Kata Kunci: Amalan Beragama, Orang Asli Muslim Seletar, Kajian Bibliometrik.



072-067

**"KEBERKASANAN KOMUNIKASI POLITIK PERDANA MENTERI MALAYSIA
DALAM MEMPENGARUHI SIKAP DAN PERSEPSI MASYARAKAT: SATU
KAJIAN MULTIDEMENSI"**

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ABSTRAK

Kajian ini bertujuan untuk menganalisis keberkesanan komunikasi politik Perdana Menteri Malaysia dalam mempengaruhi sikap dan persepsi masyarakat. Komunikasi politik merupakan elemen penting dalam konteks pemerintahan yang demokratik dan multikultural Malaysia. Kajian ini mencakupi beberapa aspek penting, termasuk perubahan dalam lingkungan komunikasi politik, keragaman etnik dan budaya di Malaysia, serta pengaruh teknologi dan media sosial. Metodologi penyelidikan ini menggunakan tinjauan atas talian sebagai pendekatan utama. Tinjauan atas talian akan dilakukan untuk mengumpulkan data dari sampel yang mewakili masyarakat Malaysia secara lebih tepat. Soal selidik tinjauan akan merangkumi pertanyaan yang relevan mengenai persepsi masyarakat terhadap komunikasi Perdana Menteri dan pemahaman mereka terhadap dasar-dasar kerajaan. Hasil yang dijangkakan dari kajian ini termasuk informasi yang mendalam tentang tingkat pemahaman masyarakat terhadap komunikasi pemerintah, tingkat kepercayaan, dan dampak komunikasi tersebut terhadap sikap dan persepsi masyarakat. Kajian ini juga akan memberikan rekomendasi konkret untuk meningkatkan keberkesanan komunikasi politik dalam konteks Malaysia. Kajian ini penting kerana ia dapat memberikan pandangan yang lebih baik tentang bagaimana komunikasi politik memengaruhi persepsi dan pandangan masyarakat terhadap dasar-dasar pemerintah, serta membantu pemerintah dalam merancang strategi komunikasi yang lebih efektif dalam lingkungan multikultural Malaysia.

042-077

**DARJAH KEGEMBIRAAN UNIVERSITI MALAYSIA SABAH (DK-UMS):
PENELITIAN SEMULA CIRI PSIKOMETRIK**

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ABSTRAK

Darjah Kegembiraan-Universiti Malaysia Sabah atau lebih dikenali sebagai DK-UMS menjadi langkah pertama yang dilaksanakan oleh Bahagian Pembangunan Sumber Manusia pada tahun 2018 untuk mengetahui kegembiraan kakitangan yang berkhidmat di Universiti Malaysia Sabah. Kegembiraan menjadi tunjang utama yang dititikberatkan kerana ia menjadi penyumbang penting ke atas produktiviti dan prestasi kerja kakitangan dari semasa ke semasa. Kegembiraan bukan sahaja melibatkan gembira di tempat kerja, tetapi juga kegembiraan secara peribadi yang secara tidak langsung mempunyai hubungan saling timbal balik antara satu sama lain. Pada tahun 2023, satu inisiatif berpanjangan telah dilaksanakan untuk mengemaskini dengan lebih baik DK-UMS bagi memastikan kajian DK-UMS ini relevan dilaksanakan pada setiap tahun dan mengikut peredaran masa. Oleh itu, objektif kajian ini dijalankan adalah untuk (1) meneliti tahap kegembiraan kakitangan UMS, (2) mengemaskini pengujian psikometrik DK-UMS, dan (3) menguji kerelevanan domain dan indikator DK-UMS. Indeks DK-UMS diukur menggunakan empat komponen utama iaitu penilaian hidup, keterlibatan kerja, kepuasan hidup dan emosi positif. Penilaian hidup diukur menggunakan *Cantril's Ladder of Life Scale* (1965), keterlibatan kerja menggunakan *Utrecht Work Engagement Scale* (UWES 9) yang mengandungi tiga sub-dimensi, kepuasan kerja menggunakan *The Job Satisfaction Survey* (JSS) yang mengandungi sembilan sub-dimensi, seterusnya emosi positif diukur menggunakan *Positive and Affect Schedule* (PANAS). Berdasarkan hasil indeks DK-UMS pada tahun 2022 menunjukkan skor indeks keseluruhan kakitangan adalah 71.14%, manakala pada tahun 2023 menunjukkan peningkatan positif bagi nilai skor indeks kepada 73.04%. Berdasarkan jumlah keseluruhan kakitangan Universiti Malaysia Sabah, iaitu seramai 3,233 orang, jumlah penglibatan responden pada tahun 2022 iaitu 1,760 orang (54.44 peratus) manakala seramai 1,205 orang (37.27 peratus) bagi tahun 2023. Skor indeks yang ditunjukkan pada tahun 2023 telah meningkat sebanyak 1.9% berbanding tahun 2022. Kajian indeks DK-UMS ini adalah masih relevan dilaksanakan ke atas kakitangan Universiti Malaysia Sabah untuk mengetahui dan meneliti tahap kegembiraan mereka selain meneliti semula domain dan indikator yang terkandung dalam DK-UMS. Kajian ini juga menyokong kepada konsep MADANI iaitu maju dari segi pemikiran, kerohanian dan kebendaan (berkenaan masyarakat, generasi dan sebagainya) usaha untuk membentuk masyarakat-dengan menyemaikan nilai-nilai murni kekeluargaan. Manhaj itu terarah kepada pembinaan masyarakat.

Kata Kunci: Darjah Kegembiraan-UMS (DK-UMS), Psikometrik



088-087

EXPLORING CYBERBULLYING TREND IN MALAYSIA: A JOINPOINT ANALYSIS (1998-2021)

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ABSTRACT

The dire consequences of cyberbullying on public health and overall well-being urge the need to investigate this global phenomenon from a criminology perspective. Despite cyberbullying becoming prolific, current legislation is inadequate to protect young people from the risk of cybervictimisation and lack of support available for cyber-victims. Exploring the cyberbullying trend in Malaysia provides valuable insights on the trend changes and effectiveness of current practices, policy making, and existing preventive efforts. Unlike other trend analyses, the present paper performed Joinpoint Trend Analysis to analyse the cyberbullying trend in Malaysia from 1998 to 2021. The data was retrieved from the Incident Report by CyberSecurity Malaysia. The annual percentage change (APC) and average annual percentage change (AAPC) of cyberbullying with 95% confidence intervals (CI) were estimated from joinpoint regression model using Joinpoint Regression Program, Version 4.9.1.0. Throughout the study period (1998-2021), the joinpoint model demonstrated a statistically significant increase in cyberbullying cases with an AAPC of 17% [95% confidence interval (CI): 4.8, 30.8]. Notably, there was a significant increase in trend between 2002 and 2008 with an average percentage change (APC) of 30.9% (95% CI: 9.9, 55.8). No significant change in trend was observed during COVID-19 pandemic although most communication and social activities shifted to online platforms. The findings herein suggest five plausible explanations for the significant changes in the cyberbullying trend: technology and Internet, invention of various social media platforms, cyber laws in Malaysia, reporting behaviour, and incident report form. This paper implores the need to review current policies and practices in establishing zero-tolerance policy against cyberbullying.

Keywords: Cyberbullying, cybervictimisation, joinpoint analysis, Malaysia.



061-090

REVIEW ON BIG DATA ANALYTICS IN POPULATION RESEARCH: METHODS AND APPLICATIONS

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ABSTRACT

This exploration delves into the transformative influence of big data analytics on population research, encompassing methodologies, tools, applications, challenges, and their chronological distribution. It scrutinizes the digital era's impact on the field and the emergence of novel data sources and techniques. Key research papers contributing to this discourse are also highlighted. Our research investigates how big data analytics are reshaping population research, leveraging extensive datasets and advanced analytics to enhance our grasp of population dynamics and guide policy decisions. By harnessing diverse data sources, we address critical research goals and provide insights into the utility and complexities of big data analytics in the context of population research. This study takes a temporal perspective by categorizing relevant papers into similar, earlier, and later works, spanning from 2006 to 2020. Involving 121 authors, it aims to provide a comprehensive overview of the evolving landscape. This paper offers a comprehensive examination of the methodologies, tools, and real-world applications of big data analytics in population research. Several research papers underscore the digital era's impact on demography and the availability of fresh data sources for population research. These papers emphasize how the Data Revolution has amassed vast data on human behavior, facilitating a more profound understanding of demographic dynamics. Moreover, these papers demonstrate the potential of big microdata in demographic research and explore the utilization of digital techniques and data sources such as social media data and web search logs to augment traditional demographic statistics and contextualize demographic changes. Together, these papers illuminate the emergence of innovative data sources and methodologies in demography, driven by the digital era. In summary, these papers collectively underscore the potential of big data analytics in population research, including their applications in policy-making, population health management, and transformative demographic research.

Keywords: Big Data Analytics, Population Research, Data Revolution, Digital Era, Policy Decision-making



091-095

**WHAT ADOLESCENTS HAVE TO SAY ABOUT MENTAL HEALTH?
RECOGNIZING THEIR VIEWS ON THE IMPACT OF HOME-BASED LEARNING
AND TEACHING (PDPR) AND TECHNOLOGY USAGE DURING THE COVID-19
PANDEMIC**

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ABSTRACT

The aim of the study is to explore adolescents/students mental health during pandemic COVID-19. Qualitative approach was used to obtain data from respondents. Specifically, semi-structured interviews were conducted among adolescents/students who aged between 13 – 19 years old. A total of 47 students were selected from secondary schools in Kedah, Malaysia to participate in the study. The results showed that educational and technology were among the factors revealed by students as to influence their mental health during pandemic. This study adds to the literature on mental health among adolescents by describing the interview responses among secondary school student in Kedah, Malaysia.

Keywords: *Mental health, education, technology, Covid-19.*

INTRODUCTION



The COVID-19 pandemic and Movement Control Order (MCO) are among the factors contributing to mental health problems. Separation from the outside world for some time indirectly affects the emotions of individuals, especially children and adolescents. In the initial phase of the COVID-19 pandemic, they were more susceptible to negative information from various sources, overwhelming fear and shame when infected with COVID -19. However, many factors have been shown to cause mental health problems in children and adolescents, including the education and technology exposure.

In the context of education in Malaysia, the closure of educational institutions, including primary and secondary schools, changed the learning process in schools. Home-based Teaching and Learning (PdPR) or online courses were introduced to break the chain of infection COVID-19 among primary and secondary students. Teachers use technology applications such as Google Meet, Zoom, and Webex in delivering online courses. This method benefits some students, but some are uncomfortable with online instruction. Their mental health is affected by some of the obstacles they face. These include unstable Internet access, the possibility of no network in rural areas, and the lack of monitoring and assessment of student engagement in online courses (Duan et al., 2020).

In addition, excessive use of technology leading to smartphone/internet addiction were associated with increased student mental health problems (Duan et al., 2020). Low-income groups also experienced the highest mental health problems among adults and children (Yatim, 2020). Based on review of literature, there are still theoretical and practical gaps in mental health issues among adolescents. This group is often overlooked during an epidemic (Duan et al., 2020). Therefore, this study will explore adolescents/students' mental health problems and identify the factors that influence these problems during the COVID-19 pandemic.

LITERATURE REVIEW

Mental Health

Mental health is described by the World Health Organization (WHO) as a state of well-being in which a person understands their abilities, can cope with the stresses of everyday life, can work productively, and can contribute positively to their community (Burns & Fardfini, 2020). Previous studies have found that mental health problems increase based on self-report or clinical observations (Kim & Hagquist, 2018). In addition, some studies show that approximately 10-20 percent of children and adolescents worldwide are affected by mental illness, with mental disorders in adolescents and adults leading to large numbers of people living with disabilities (Maloney et al., 2020). In addition, prevalence estimates reported last year (14 percent for suicidal ideation and 9 percent for anxiety) continue to warrant public health attention to adolescent mental health and suicide (Griffin & McMahon, 2020). These studies indicate that mental health severity is significant among adolescents because of the possibility that they may choose to commit suicide. However, there are very few studies on the impact of the pandemic on mental health. According to Montag and Elhai (2020), the global COVID-19 pandemic in 2020 required social distancing/quarantine until unexpected adverse effects on international trade and mental health problems occur when social pressure on society itself occurs. Similarly, studies are showing that physical distancing and isolation over time, rising unemployment rates, economic insecurity, childcare vulnerability, unequal treatment and gender bias, housing instability, and food insecurity are among the most critical barriers to mental health problems associated with the spread of the epidemic (Jenkins et al., 2020).

Factors Affecting Mental Health

Educational Factors



According to Mann (1848), cited in Xing et al. (2021), education is the key to success, the balance of social machinery, for all other instruments of human origin. Further, some researchers indicate that education is essential to enable youth to show economic progress in the workforce and share social, health, and other benefits of education and careers (Pronk et al., 2020). Since the global outbreak of COVID-19, the education system has changed accordingly. According to the United Nations Educational, Scientific, and Cultural Organization (UNESCO), the COVID - 19 pandemic disrupted the learning of one billion students in 129 countries worldwide (UNESCO, 2020). The Covid-19 pandemic has become a global health problem and has impacted the education sector. According to the studies by Ana et al. (2020) and Azman and Abdullah (2021), after the significant impact of the pandemic, the World Health Organization (WHO) suggested that public and educational institutions stop all activities. Therefore, in line with this declaration, the education sector has been closed worldwide, and learning is conducted via e-learning.

In Malaysia, the Ministry of Education (MOE) has introduced the PdPR to all schools in all states via e-learning or online. During the Covid-19 pandemic, a virtual teaching method, e-learning, was introduced, converting homes into classrooms and offering tutoring classes. Educators, on the other hand, suddenly find themselves in a world of new normative pedagogy. The impact of Covid-19 has created a scenario where the education system relies on gadgets and social media. Online PdPR occurs when internet access and devices allow students to track their learning process in real-time (Awang Japilan & Saili, 2021). However, implementing PdPR requires students to use shielded electronic devices such as computers, laptops, tablets, and smartphones within a certain period.

Technology Usage

Another factor that contributes to mental health among adolescents is technology. The uses of this technology include the use of the internet and smartphones. Although technology is suitable for humans, it can also harm human health. This is because much exposure to technology can affect people mentally and physically. The Covid-19 pandemic led many countries to immediately shift jobs, schooling, social relationships, and health care to online channels (Sanci, 2020). In response to the Covid-19 pandemic, the dramatic shift to online technologies for health service delivery, research data collection, and education highlights the opportunities and threats of innovative technologies, particularly in terms of access inequity, inequality, and privacy issues (EMOP D&D, 2020). As a result, young people tend to spend more time on social networks, including digital devices, smartphones, PCs, and televisions (Montag & Elhai, 2020). However, spending too much time with technology can negatively affect users. Smartphone/internet addiction is becoming more serious.

Smartphone addiction refers to behaviors and psychological states that include mental and emotional levels that alter individual interactions due to excessive smartphone use (Lee and Ogbolu, 2018). Smartphone addiction proves the seriousness of the impact of technology on adolescent mental health. In addition, the effects of technology exposure have also led to internet addiction among adolescents, leading to an increase in mental health cases. Internet addiction is a psychological dependence on the internet that covers any online activities (Masaeli & Farhadi, 2021). Internet addiction is also classified as delirium, an impulsive disorder, or behavioral addiction (Lee et al., 2013). Therefore, the use of technology can influence mental health among adolescents.

METHODOLOGY

The study uses a qualitative methodological approach. Qualitative research helps researchers provide detailed interpretations, descriptions, and explanations of a phenomenon without relying on numerical measurements. As Zikmund et al. (2013) explain, qualitative research focuses on



obtaining real meaning and new insights. In this study, a non-probability sample was used, i.e., purposive sampling. Purposive sampling is a method that allows researchers to rely on their judgment in selecting samples from the study population (Cresswell & Plano & Clark, 2011). The total sample for this study is 47 students from six secondary schools in Kedah, Malaysia. The study employed a semi-structured interview for collecting data from respondents. The interviews were conducted through online as requested by the Ministry of Education Malaysia (MOE). The interviews were recorded and evaluated. The data were collected relating to certain aspects: (1) students' views on mental health and (2) factors may influence the mental health problems during pandemic.

Respondents were also asked on the background. Majority of the students were in the age group of 14 -16 years (38%), and most of the students who participated in the interview were female (68.09%), the rest were male. Based on the number of siblings, majority students have siblings ranging from 4 to 6 (53%). Next, 34 students had a total household of between 5 to 9 people and 12 students with households ranging from 1 to 4 people, and only one student had a household of between 10 to 14 people, and the majority of them were staying in urban areas (36). Lastly, 94% of students were Malay and Muslim.

RESULTS

Students' views on mental health

During the interview, respondents/students were asked general questions about mental health. The results of the interviews revealed that most students have a good understanding of mental health. However, their understanding is more focused on poor and problematic mental health.

The results showed that 61.7% of students thought it was related to a person's unstable emotions and the level of stress experienced. However, some students believe that mental health is associated with something positive. For example, it has something to do with a healthy mind that can think well and is not stressed. Below are few answers on mental health provided by students.

- Most of them stress as a result of thinking too much
- Students referred to mental health as a person's mental and emotional related problems.
- Mental health is about unstable emotions.
- Mental health is about a person who cannot control their feelings.
- Mental health is about poor mental health

Students were also asked whether Covid-19 affected their emotions and psyche. Majority of them felt that their emotions and feelings were disturbed during the Covid-19 pandemic (87.2%). Below are the students' responses.

- They concern about their safety and family to be infected with the virus
- Students were not able to learn as usual.
- Their sociability with friends, teachers, and neighbors was limited
- Impact of teaching and learning at home on academic performance and affect motivation to study
- Cannot be engaged in recreational activities

Factors may influence the mental health during pandemic.

Many answers given by students revolved around the implications of Home-based Teaching and Learning (PdPR) and the use of technology during the pandemic.



Home-based Teaching and Learning (PdPR)

Students were asked to give their opinions on whether Home-based Teaching and Learning (PdPR) led to emotional/psychological stress. The interview results found that 76.59% (36 students) said they felt depressed with PdPR, while only 23.41% (11 students) did not feel depressed. Among the reasons that cause PdPR to be stressful are:

- It is challenging to understand teaching content because it is difficult to communicate with teachers.
- Lack of cooperation among classmates, particularly in completing assignments.
- Internet problems.
- Lack of support from parents and siblings.
- It takes much self-study.
- Long PdPR time.

Furthermore, the findings also revealed that:

- All students mentioned that the PdPR situation was different from learning in school.
- 80.85% (38) of students noted that the PdPR caused them less motivation.
- 91.49% (43) of students claimed that the PdPR caused them less effective.
- 68.08 (32) of students stated that PdPR caused them less student participation.
- 74.46% (32) of students noted that PdPR caused them difficulty in discussing with classmates.

This study managed to gain students' views concerning the challenges and difficulties faced during PdPR. Among the answers given are the following:

- Internet problems.
- It is difficult to understand the subject taught.
- Much homework needs to be completed on the appointed date.
- They have to share a computer or mobile phone with siblings.
- It is difficult to divide time between school assignments and homework.

Students were also asked on how to overcome the challenges/problems during PdPR. Below are the answers given by students:

- Refer to the teaching materials on the internet and discuss with classmates.
- Set up a timetable.
- Communicate with teacher if necessary.
- Join additional classes online.
- Talk to parents or siblings.

Use of technology

This study aims to gain students' opinions about using electronic devices in facilitating their daily activities such as the PdPR. The findings found that:

- 98% or 46 students agreed that electronic devices facilitate their learning process, such as searching for reading materials. However, only 2% (1 student) disagreed that electronic devices facilitate the daily activities. The study also found that electronic devices can benefit to students such as facilitating the PdPR process, communicating with parents and teachers, searching for information, and completing school assignments. The main disadvantages of using electronic devices are the effects of fatigue on the eyes, mental, online fraud, improper web browsing, addiction, and spending long hours with devices.



- 78.7% or 37 students understood the meaning of electronic device abuse and its impact on emotions and psychology such as online games and browsing pornographic websites. The lethargy, lack of focus, emotional disturbances, and lack of sleep are among the effects of electronic device abuse. However, 21.3% (10 students) did not understand the meaning of electronic device abuse as well as the impact on emotions and psychology.
- 70.2% (33 students) agreed that excessive use of electronic devices could be emotionally and psychologically distressing such as laziness, anger, lack of face-to-face communication, boredom, exposure to online fraud, and depression. While, 25.5% (12 students) disagreed that excessive use of the device can be emotionally and psychologically stressful. Only 4.3% (2 students) are unsure whether excessive use of electronic devices can have an emotional and psychological impact on them.
- 78.7% (37 students) agreed that excessive use of mobile phone could impact emotional, psychological, and academic performance. The effects are lack of focus on education, being exposed to unhealthy social symptoms, being exposed to online and social media scams, being lazy, and wasting much time. Meanwhile, 21.3% (10 students) found that excessive use of mobile phones did not affect their emotions, psychology, and academic performance.

Students were also asked about the impact of internet usage on their daily activities. The results revealed that:

- 98% or 45 students agreed that using the internet greatly facilitates learning process. In addition, they agreed that using the internet provides the advantages and disadvantages such as finding information related to COVID -19 and completing schoolwork. The disadvantages include health effects, surfing pornographic websites, and searching for information that is not useful.
- 59.6% (28 students) agreed that excessive use of Internet could affect their emotions, psyche, and academic performance. However, 40.4% (19 students) disagreed that this factor could affect their emotions, psyche, and academic performance.

Cyberbullying was also examined in this study. This study sheds light on students' understanding of cyberbullying and whether they have experienced cyberbullying situations. The findings indicated that:

- 85.1% or 40 students understand cyberbullying. This understanding includes types of online bullyings, such as condemnation, threats, cursing, and being physical. However, 14.9% or seven students do not understand cyberbullying.
- 17% or eight students have experienced cyberbullying situations. This includes viral images, appearance condemnation, and negative comments on social media.

DISCUSSION

This study explores the factors that may affect adolescent mental health during the COVID-19 pandemic. The results of the interview showed that the majority of students suffered from emotional distress or felt disturbed during the COVID-19 pandemic, such as worrying that they or family members might be infected with the virus, being unable to study normally, and having limited contact with friends, teachers, and neighbors. The implementation of PdPR and use of technology during pandemic were found to influence students' mental health. For example, PdPR was perceived as emotionally/psychologically stressful as they struggled to understand the teaching content and to communicate with teachers and classmates. Furthermore, misuse of the internet and devices such as online gaming and surfing pornographic websites led to fatigue, lack of concentration, emotional disturbances, and lack of sleep.



In particular, most students reported feeling depressed due to long hours of classes, difficulty in understanding the lessons, lack of cooperation among classmates to complete assignments, and disruption of Internet access. This was compounded by unsatisfactory performance and a lack of motivation. These findings are in line with previous researchers who explain that online learning is not in demand among students due to limitations and problems such as communication problems between teachers and students, long learning times, and lack of participation in activities during online classes (Azmi, Khan & Azmi, 2022; Bing & Jamaludin, 2021; Fawaz & Samaha, 2020; Radwan et al., 2021). Additionally, Bing and Jamaludin (2021) explained that unstable internet access can lead to dropouts among students, especially in rural areas.

This study found that electronic devices usage and cyberbullying also impact students' mental health. Most of the students believe that the excessive use of electronic devices and the internet can have adverse effects on their emotions, psyche, and health. This is consistent with Jeong, Suh and Gwen (2020). They found that high levels of anxiety among adolescents in Korea are the effects of excessive internet and smartphone usage. These findings are also supported by Dong et al. (2020), which explained that adolescents in China suffer from depression, anxiety, and excessive stress due to internet use during the epidemic.

CONCLUSION

The COVID-19 pandemic has drastically changed the lifestyle of adolescents/students. In particular, the Movement Control Order (MCO) has given students a new experience in dealing with social, mental, and learning process. Considering the importance of students' cognitive, psychological, and social development, this study focused on the aspects of their mental health so that the stakeholders such as parents, teachers, and the government could be aware of students' emotional and psychological development. In conclusion, this study succeeded in describing students' mental health during the COVID-19 pandemic. In general, most of the students manage to control their emotions regarding anxiety or depression.

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HUB DATA: GERBANG MAKLUMAT DAN STATISTIK BELIA

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ABSTRAK

Selaras dengan hasrat kerajaan dalam memastikan segala perancangan serta responsif terhadap keperluan semasa perlu berpandukan kepada data serta maklumat tepat dan terkini. Pemahaman dan perancangan berdasarkan kepada data sangat penting supaya aktiviti dan pelaksanaan yang dibuat lebih tepat dan bukan berdasarkan kepada persepsi atau andaian “shot in the dark”. Oleh itu, Institut Penyelidikan Pembangunan Belia Malaysia (IYRES) telah menyahut hasrat tersebut dengan mengambil inisiatif membangunkan hub data belia bagi tujuan pengumpulan data secara berpusat berkaitan pembangunan belia di Malaysia. Inisiatif ini dilaksanakan oleh IYRES sejajar dengan bidang tanggungjawab yang telah digariskan oleh Dasar Belia Malaysia (DBM) 2015-2035 di mana IYRES bertindak sebagai focal point kepada penyelidikan dan statistik berkaitan belia di Malaysia. Hub Data Belia merupakan satu platform yang menggabungkan proses pengumpulan, penganalisan, analitikal, visualisasi serta pemantauan berkaitan data, aktiviti dan program pembangunan belia di Malaysia. Terdapat 4 Komponen utama di bawah Hub Data Belia iaitu Hub Profil (Sistem Myprofil), Hub Statistik (sistem Ydata@IYRES), Hub Pemantauan Program (Sistem eMYInd) dan Hub Analitik. Kesemua hub data ini diwujudkan sebagai platform penyaluran data kepada pemegang taruh belia bagi meningkatkan kecekapan dalam membuat keputusan dan pelaksanaan aktiviti berdasarkan data-data berkaitan belia yang sah dan reliable. Ianya juga sejajar dengan konsep merentas pelaksana dan merentas generasi yang akan memudahkan semua pihak yang terlibat dalam pembangunan belia untuk bekerjasama dengan pengintegrasian dan perkongsian sumber data belia yang lebih sistematik. Selain itu melalui pembangunan hub data ini dapat membantu pemegang taruh belia memahami senario dan persekitaran belia bagi memandu dalam merancang dan melaksanakan program yang tepat, terarah sekaligus memberi impak yang positif terhadap landskap pembangunan belia di Malaysia .

Katakunci: Belia, Hub Data, gerbang maklumat,



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IMPACT OF TRANSPORT ACCIDENT DEATHS ON LIFE EXPECTANCY: A STUDY USING BRASS LOGIC AND COALE-DEMENY MODEL IN MALAYSIA

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ABSTRACT

This research paper investigates the profound influence of transport accident deaths on overall life expectancy in Malaysia. Employing the Brass logic and Coale-Demeny model, we calculate life expectancy to discern the impact of fatal transport accidents on the nation's mortality landscape. Utilizing statistics from the Department of Statistics Malaysia (DOSM), our analysis reveals that, on average, transport accident deaths contributed three percent to the total number of deaths between 2011 and 2023. The research delves into the intricacies of life expectancy in Malaysia, focusing on the years 2020 to 2023. Through a comprehensive examination of descriptive findings, we compare life expectancy inclusive of all causes of death against life expectancy excluding fatalities resulting from transport accidents. This comparative analysis sheds light on the nuanced relationship between transport accident deaths and the overall life expectancy in Malaysia. By elucidating the demographic implications of transport accidents on life expectancy, this study contributes valuable insights for policymakers, healthcare professionals, and stakeholders. The findings offer a nuanced perspective on mortality trends, emphasizing the need for targeted interventions to mitigate the impact of transport accidents on the nation's life expectancy.

Keywords: Transport Accident Deaths, Life Expectancy, Brass Logic, Coale-Demeny Model, Malaysia Mortality