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**UNIVERSITY OF SOUTHAMPTON**  
**FACULTY OF SOCIAL AND HUMAN SCIENCES**  
**SOCIAL SCIENCES**  
**Gerontology**

**WOMEN AND PENSIONS IN MALAYSIA: ASSESSING THE  
IMPACTS OF DISRUPTIONS IN WORKING LIFE**

**By:**

**Mazlynda Md Yusuf**

**Thesis for the degree of Doctor of Philosophy**

**May 2012**



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ABSTRACT

FACULTY OF SOCIAL AND HUMAN SCIENCES

Gerontology

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WOMEN AND PENSIONS IN MALAYSIA: ASSESSING THE IMPACTS OF  
DISRUPTIONS IN WORKING LIFE

By Mazlynda Md Yusuf

Population ageing is a global phenomenon and occurring most rapidly in countries in Asia, which have experienced a rapid decline in fertility and mortality. Malaysia is one such country. The increase in life expectancy along with a rising cost of living has meant that many elderly women are exposed to the risk of poverty in later life. This is also due to the inability of the current pension system in Malaysia to recognise interruptions during employment. In the West, there has been extensive research highlighting how living longer combined with an early retirement age and having disruptions during employment years may lead to an inadequate retirement income and affect the quality of life during retirement. Such research is lacking in the Malaysian context. This research therefore investigated the effectiveness of Malaysia's current pension system to deliver an adequate income in retirement, taking into account the differences in life course experienced by women, particularly interrupted work histories as a result of care-taking responsibilities as well as differences in educational level. This study used a hypothetical simulation model – MHYRISA (Malaysian Hypothetical Retirement Income Simulation Analysis) model to simulate different scenarios. The findings suggest that women with gaps and disruptions during employment will not be able to maintain their standard of living in later life under the present pension system due to the low replacement rate level generated. The findings also suggest that the current retirement age and contribution rate should be increased and also reconsidering the pre-retirement withdrawals policy in order to provide an adequate retirement income during old age. The government should also consider providing a pension credit contribution to women who are unemployed due to care-taking responsibilities, so that they are lifted out of poverty during old age.



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## Declaration Of Authorship

I, Mazlynda Md Yusuf, declare that this thesis entitled “Women and pension in Malaysia: Assessing the impacts of disruptions in working life” and the work presented in it are my own and has been generated by me as the result of my own original research.

I confirm that:

- This work was done wholly or mainly while in candidature for a research degree at this University
- Where any part of this thesis has previously been submitted for a degree or any other qualification at this University or any other institution, this has been clearly stated
- Where I have consulted the published work of others, this is always clearly attributed
- Where I have quoted from the work of others, the source is always given. With the exception of such quotations, this thesis is entirely my own work
- I have acknowledged all main sources of help
- Where the thesis is based on work done by myself jointly with others, I have made clear exactly what was done by others and what I have contributed myself
- Either none of this work has been published before submission, or parts of this work have been published as
- Part of this work has been presented at:
  - British Society of Gerontology 40<sup>th</sup> Conference, University of Plymouth, UK, 5<sup>th</sup>-7<sup>th</sup> July 2011

Signed: .....

Date: .....





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## **Abbreviations**

ASEAN	Association of Southeast Asian Nations
ASSA	ASEAN Social Security Association
BNM	Central Bank of Malaysia
CPF	Central Provident Fund
DOS	Department of Statistic
DWP	Department for Work and Pensions
EPF	Employees Provident Fund
EPU	Economic Planning Unit
GDP	Gross Domestic Product
HAI	Help Age International
ILO	International Labour Organization
IMF	International Monetary Fund
KWPKM	Ministry of Women, Family and Community Development (Malaysia)
LFPR	Labour Force Participation Rate
OECD	Organisation for Economic Co-operation and Development
PAYG	Pay-as-you-go
PLI	Poverty Level Income
PMO	Prime Minister Office (Malaysia)
PSD	Public Service Department
RR	Replacement Rate Level
SSF	Social Security Fund
SSM	Malaysia Remuneration System
SWD	Social Welfare Department Malaysia
UN	United Nations

UNESCO	United Nations Educational, Scientific and Cultural Organization
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
WHO	World Health Organization

# CHAPTER ONE

## Introduction

### 1.1 Introduction

Population ageing is a global phenomena, the consequence of improving mortality and falling fertility over the past century. For much of the twentieth century, it was confined to the developed countries of Europe and North America but over the past 20 years, population ageing has started to appear in developing countries, especially countries of Southeast Asia such as Malaysia. In 2009, it was reported that more than 700 million of the total population in the world is 60 years and over and 54% comprise the total female population (UN, 2010). Given changes in fertility and improving life expectancy, this figure is expected to increase significantly over the next 20 years. In most of the Association of Southeast Asian Nations (ASEAN) countries, including Malaysia, about 7 to 12% of the total population is expected to be in the 65 years and above age group by 2025 (Nadason, 1999). In Malaysia, the number of older people aged 60 and over is expected to increase from 1,398.5 million in 2000 to 3,439.6 million in 2020 (DOS, 2000b). This growing number of older people has led to an increased interest in issues concerning income in later life and the fiscal sustainability of the current pension system has emerged as a major concern of policy makers. Much less attention, as however been paid to the equally important dimension of adequacy i.e. whether the system will provide a pension of sufficient value to ensure a decent standard of living in later life.

As is common elsewhere, there is a gap between Malaysian males' and females' life expectancy at birth, with women expected to live on average 4 years longer than men; 72

years for men and 76 years for women, respectively (DOS, 2008a). Given this, it is important that the pension system should provide women with an adequate income at retirement that will enable them to live a comfortable life in old age. However, Masud et al. (2006) have indicated that 80% of <sup>1</sup>elderly Malaysian women compared to 59% elderly men are categorised as ‘poor’, i.e. have an income below the <sup>2</sup>poverty line (<sup>3</sup>2,017.16 USD annually). Thus, the majority of the older population in Malaysia, many of whom are women, are living in poverty.

Women’s higher life expectancy means that they require a higher level of savings overall than men to support their later life, since their savings will need to last longer in retirement than those of men. However, they are the ones facing greatest loss of income in later life compared to men. Despite the growing numbers of older women, to-date there has been relatively little research examining the extent to which the current pension system in Malaysia will provide an adequate income for women. In addition, the extent to which women themselves are aware of this issue and how much they will need to save to have a sufficient income to give them a comfortable life after retirement is not clear. Accordingly, this thesis aims to shed light on the extent to which the current pension system will deliver an adequate income in later life and how this will vary according to the different life courses of women. It aims to build upon previous work carried out in Malaysia by examining the implications for retirement income for women of career disruptions during their working life (Masud et al., 2006; Samad and Kari, 2007; Masud et al., 2008). Although previous research has examined this issue in the UK and Western Europe (Daly, 1992; Davies and Joshi, 1998), there has been little research in this area in Malaysia and the thesis aims to fill an important gap in our knowledge.

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<sup>1</sup> In this study, elderly people were those aged 55 to 75 years old.

<sup>2</sup> This yearly poverty line income for Malaysia was based on government’s rate in 2006.

<sup>3</sup> 1 MYR or RM = 0.317763 USD

After marriage, it is common for women to disrupt their career by spending more years taking care of the family and fewer years in the labour force market (Smeeding, 1999). This is due to care-taking responsibilities once women start having children. Although women's labour force characteristics and employment patterns and histories differ significantly from those of men, research and analysis on the impact of such differences on women's pensions is still lacking in developing countries (Tzannatos, 1999).

Women's disrupted career life due to having to take care of their children and be full-time housewives, results in fewer working years and a high withdrawal rate from the labour force market which can, in turn, lead to low levels of savings in their pension funds (Berger and Denton, 2004). Having a small accumulated fund means insufficient income at retirement and in later life. This gives rise to the question: should women consider not having gaps in their career life due to family responsibilities? This is particularly an important question as the current Malaysia's pension system is not designed for interrupted labour force participation, especially due to care-taking responsibilities.

Pension systems in the European Union are increasingly recognising the efforts of women in taking care, either their children, elderly persons or sick or disabled person through the introduction of contribution credits for these caring roles (Vlachantoni, 2009). In the last decade, Malaysia has also introduced similar plan, the Childcare Leave Privilege (refer to Chapter 2, Section 2.3.3). However, this privilege is restricted to women in the Government sector. Therefore, in contrast, this study explores providing those women with career disruptions in the private sector with a similar level of 'protection', by crediting a certain amount into their retirement savings fund throughout the period that they are out of the labour market. This is similar with the effort by the Government in crediting a certain amount into



the 1Malaysia (One Malaysia) Retirement Scheme which is only applicable to self-employed and individuals without fixed monthly income (EPF, 2010b).

Many of Asia's retirement income systems are not well prepared for the growing ageing population that is expected to further increase over the next two decades (OECD, 2009). Although Malaysia currently has the lowest proportion of older people in the population in the Southeast Asia region, its percentage increase between year 2000-2050 is expected to be the highest (Center, 2002) (refer to Table 1.1 below). This is illustrated in the table below, where the percentage increase for Southeast Asia is 430 compared to Asia at 314.

**Table 1.1: Projected growth of Asia's elderly population**

Region or sub region	Number of people aged 65 and above (1'000s)			Percentage (%) increase 2000-2050
	2000	2025	2050	
Asia	206,822	456,303	857,040	314
East Asia	114,729	244,082	393,802	243
Southeast Asia	24,335	57,836	128,958	430
South Asia	67,758	154,385	334,280	393

Source: UN (2010)

In order to address the issues highlighted, this thesis will focus on women who work in the <sup>4</sup>formal sector and receive a fixed monthly income. Those women who work in the <sup>5</sup>informal sector are not considered. In 2007, women in Malaysia who are in the formal and informal sector comprise a total of 2,930,700 and 809,500, respectively (DOS, 2007). Since this thesis only considers women who work in the formal sectors and receive a fixed monthly income, it

<sup>4</sup> Those who work in the public and private sectors work in the formal sector, e.g: accountants, engineers, IT officers, etc.

<sup>5</sup> Those not registered under the public or private sectors work in the informal sector, e.g: farmers, fishermen, etc.

is possible to explore the effectiveness of the current pension system in Malaysia, especially with regard to disruptions during women's employment years. A disruption during employment tends to disrupt the flow of monthly earnings and can result in a reduction in the amount of savings for retirement purposes (Berger and Denton, 2004).

This thesis also explores the impact on women's income at retirement of three main factors: retirement age, contribution rates and amount of pre-retirement withdrawals. Further discussion and justifications of these factors are discussed in Chapter 2, Section 2.5 and Chapter 5, Section 5.5. These factors are discussed within the context of increasing life expectancy, a growing ageing population and women's exposure to greater risk of poverty at retirement. Such exploration and discussion are particularly important at this time as the Malaysian Government has recently reduced the contribution rates from 23% to 20% due to the global economic downturn (EPF, 2009b). The question arises of whether this is a sensible or a myopic decision on the part of the Government given that women are already exposed to the risk of poverty in later life. This thesis will provide important information regarding the potential impact of such change on women's retirement income in Malaysia.

## **1.2 Study Aims and Objectives**

The main aim of this research is to comprehensively study the current pension system in Malaysia, paying particular attention to how the system delivers for women. The research also aims to shed light on the impact of women's labour market experience and different life course trajectories on pension income. In addition it aims to investigate the role of three different parameters (or policy levers) that is, retirement age, contribution rates and amount of pre-retirement withdrawals. To achieve this aim, the study will create a simulation model

to calculate the estimated monthly retirement income received by women, given certain conditions in their career life and parameters.

In order to fulfil the research aims, the study objectives are as follows:

- i) To analyse the adequacy of estimated monthly retirement income for women with and without career disruptions in their work history
- ii) To identify the factors (i.e. retirement age, contribution rates and pre-retirement withdrawals) that lead to women facing the risk of poverty and not reaching the minimum replacement rate level
- iii) To analyse the interactions between the factors stated in (ii) and the adequacy of estimated retirement income for women in later life
- iv) To analyse the effectiveness of providing pension credit contributions to women in the private sector with disruptions in their career life

### **1.3 Research Questions**

Life expectancy in Malaysia is reported to be increasing and women are expected to live longer than men, however the current retirement age for men and women in Malaysia is the same, i.e. 58. Although women may have the potential to work longer and save more, research has shown that women tend to face disruptions in their career life, especially after marriage, due to giving birth and care-taking responsibilities (Ginn, 2003; Metcalfe, 2004). This results in women in general facing a higher risk of poverty and having a lower standard of living in old age or at retirement than men (OECD, 2009).

Given the discrepancy between men and women's standard of living in old age, it has been argued that Government should take action to reform the pension system in order to improve the effectiveness of the system and reduce the gender inequality (Asher, 1998). It has also

been contended that increasing the retirement age, increasing contributions and reviewing the purpose of allowing pre-retirement withdrawals policy can provide sufficient retirement savings for retirees (Osataphan, 2000; Asher, 2001). What therefore are the changes needed in the pension design in order for men and women to both have a sufficient amount of money by the time they retire?

Since Malaysia's pension system is not presently designed for interrupted employment patterns, this study's investigation of how pension policy in Malaysia can protect women's retirement income despite disruptions in their career life and how the pension system can be reformed is important. In order to aid the study's investigation of how the pension system can protect women's retirement income in light of increasing life expectancy and a growing ageing population, the research aims to answer the following six main research questions:

- i) Given career disruptions result in many women working for a lower number of years than men, how many working years are necessary for women to achieve a pension that is paid at a level sufficient to lift them out of poverty in later life or to reach the minimum replacement rate level?
- ii) What is the impact on retirement income of disruptions in career life?
- iii) Since life expectancy is increasing, what is an appropriate retirement age for women to have their retirement income at the minimum replacement rate level?
- iv) Due to current global economic downturn and Government taking action to reduce the employee's contribution rates, what is the impact on this reduction on pension outcomes and adequacy? Should the contribution rates be increased or reduced?
- v) What is the impact of pre-retirement withdrawals on women's income and how effective would policies of reducing the amount of such withdrawals be?

- vi) How effective would the Government's provision of pension credit contributions be for women who are unemployed due to care-taking responsibilities?

Research questions (i-ii) will be discussed in Chapter 6 and (iii-v) will be discussed in Chapter 7. The final research question (vi) will be discussed in Chapter 8. It is hoped that the research and its findings will help to produce guidelines for social security reformers and policy makers to implement a more effective pension system in Malaysia, at a time of the global economic downturn and increasing life expectancy. It is also aimed that the research findings will be used to help women with different educational levels to effectively plan for their future retirement income. In addition, the modelling approach used in the study will assess how the changes suggested can be viewed as necessary to achieve a comfortable standard of living at retirement.

#### **1.4 Rationale of the study**

This research is motivated by the need for Malaysian Government to pay more attention to the design and implementation of the pension system, i.e. the Pension Scheme and Employees Provident Fund, from a gender perspective. The study's exploration of the effectiveness of Malaysia's current pension system is motivated by the need to provide women retirees with a sufficient income during retirement, especially those women with interruptions during employment.

Several studies have investigated the adequacy of Malaysia's pension system and income differences among elderly people in the country, but few have focused on changes in the three main elements of a savings fund, i.e. retirement age, contribution rates, the amount of pre-retirement withdrawals and the impact on women's retirement income (Masud et al.,

2006; Samad and Kari, 2007; Masud et al., 2008). Moreover, the current global economic downturn has affected the economic fortunes of many developing countries such as Malaysia and may lead to changes in pension schemes. For example, the Malaysian Government reduced the contribution rates for retirement savings for employees in 2009 in order to stimulate the demand for labour and consumption. However, given the unstable economic conditions, a growing ageing population and increasing life expectancy, there is concern that the reduced contribution rates may affect retirement savings and income in later life, especially among women. This is another reason why this thesis explores the impact of changes in women's contribution rates and why its results are timely.

## **1.5 Structure of the thesis**

After introducing the study, its aims and objectives, the research questions and rationale in this chapter, the rest of the thesis is structured as follows:

- Chapter 2 presents background information on Malaysia. It provides an overview of its demographic, economic and social contexts, and describes the current pension system in the country, drawing attention to issues relating to the pension system of particular concern. This chapter also provides a brief overview of other pension systems in the Southeast Asia region.
- Chapter 3 reviews previous literature on women's income in later life. Factors that affect such income are discussed, for example, disruptions in employment history, source of income in later life, the gender pay gap, gender differentials in terms of longevity, social security or retirement benefits and the poverty risk.
- Chapter 4 subsequently provides a review of approaches that have been used to model income in later life, both in general and in Malaysia, in particular. This chapter

provides a rationale for the choice of the hypothetical simulation modelling approach used in the empirical part of the thesis.

- Chapter 5 focuses on the development of the hypothetical simulation model used in this study to simulate retirement income in relation to different scenarios and characteristics. The objectives of the simulation model and the assumptions explored in it are explained.
- Chapter 6 presents empirical data relating to the impact on women's income in later life of gaps and disruptions in working life. The chapter first examines the retirement income for men and women with full employment years. Then, disruptions in career life are explored later with different life-course assumptions.
- Chapter 7 explores the impacts on women's income in later life of changes in retirement age, contribution rates and pre-retirement withdrawals. Interactions between the three parameters are also examined in this chapter.
- Chapter 8 investigates the effectiveness of providing pension credit contribution to women in Malaysia who have withdrawn from the labour market due to care-taking responsibilities; i.e. taking care of their own children and elderly family members.
- Chapter 9 provides an overview of the study by revisiting and answering each research questions. Their implications for scientific community, policy makers and women are presented in this chapter. Limitations of the study are identified and suggestions for further research are offered.

# CHAPTER TWO

## Country Profile of Malaysia

### 2.1 Introduction

This chapter provides a brief background to the study context in Malaysia by way of a country profile. Section 2.2 focuses on its economic, demographic and socio-economic contexts. A discussion of the current Defined Benefit Pension Plan and Defined Contribution Pension Plan in Malaysia, specifically the Employees Provident Fund and Pension Scheme is presented in Section 2.3. Section 2.4 briefly describes pension systems elsewhere in Southeast Asia, i.e. Singapore, Thailand and Indonesia, in order to contextualise the issues raised within Malaysia. Finally, issues that have been highlighted by previous research in other countries that are also current issues in Malaysia, such as retirement age, contribution rates and pre-retirement withdrawals are discussed in Section 2.5. It is hoped that by the end of the chapter, the reader will have a clearer picture of the issues that the Malaysian pension system is currently facing.

### 2.2 Overview of Malaysia's Economic, Demographic and Socio-economic Contexts

#### 2.2.1 Malaysia's Economic Context

Malaysia is categorised as a <sup>6</sup>developing country, one which is currently enjoying rapid economic growth (World Bank, 2011b). One of the key measures of economic growth and development is the Gross Domestic Product (GDP), which measures the monetary value of

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<sup>6</sup> According to World Bank classification, a country with a low or middle level of GNP per capita is defined as a developing country (World Bank, 2011b).



final goods and services bought by final users, produced in a country in a given period. The growth rate of GDP is usually an indicator of the general health of a country's economy (Callen, 2008). Table 2.1 shows the growth rate of Malaysia's GDP between 2000 and 2010.

**Table 2.1 GDP growth (%) in Malaysia from year 2000 to 2010**

Year	GDP in RM (Billions)	Percentage (%) Change in GDP
2000	356.4	8.7
2001	358.3	0.5
2002	377.6	5.4
2003	399.4	5.8
2004	426.5	6.8
2005	449.3	5.3
2006	475.5	5.9
2007	506.3	6.5
2008	530.2	4.7
2009	521.1	-1.7
2010	556.1	6.7

Source: IMF (2011)

Table 2.1 shows that GDP in Malaysia has grown steadily in the last decade, with, an average, a 5% growth rate per annum for the period 2000 to 2010. Using this measure, the economy has recorded positive growth every year. Compared to the world as a whole, where GDP growth was 4.2%, or the European Union that recorded a 1.9% GDP growth rate in 2010, Malaysia's GDP growth was 6.7% (World Bank, 2011c). <sup>7</sup>GDP per capita also showed a steady yearly increment, except in year 2009, when the global economic downturn occurred. Table 2.2 below shows that Malaysia's GDP per capita doubled between 2000 and 2010.

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<sup>7</sup> GDP per capita (per person) is gross domestic product divided by mid year population. GDP is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products (World Bank, 2011a).

**Table 2.2 Malaysia's GDP per capita from year 2000-2010**

Year	GDP per capita (in US Dollar)
2000	4,029.68
2001	3,863.93
2002	4,078.33
2003	4,352.38
2004	4,815.62
2005	5,212.94
2006	5,853.18
2007	6,878.71
2008	8,087.76
2009	6,919.67
2010	8,423.18

Source: IMF (2011)

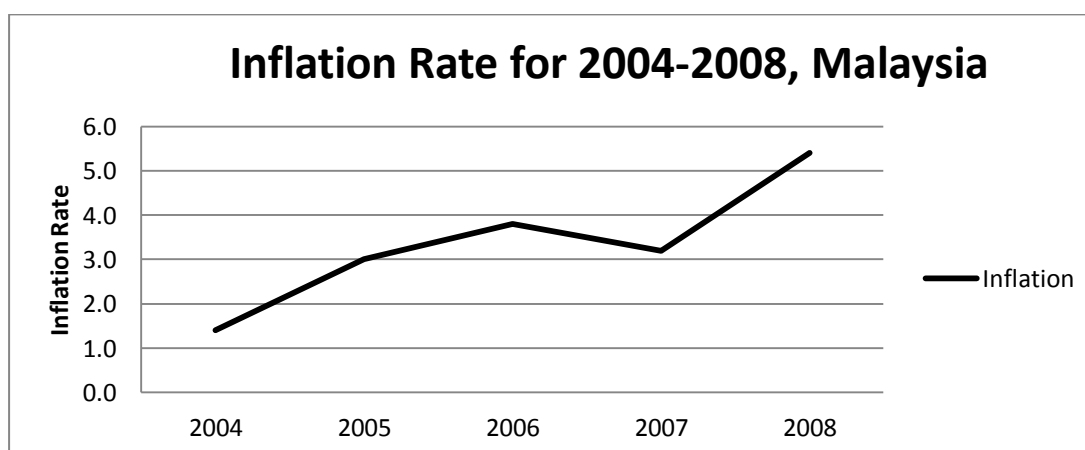
Malaysia's economic development has a direct relationship with the demographic patterns in the country. The country's economic prosperity has created opportunities for Malaysian men and women to improve their educational attainment and this, in turn, has led to later marriages and lower fertility (UNESCO, 2008). Generally, a good education level has a significant statistic relationship with the age at marriage, and the longer the period spent in education, the later the individual tends to get married (Marini, 1978). This is one of the factors that explain the declining fertility rate and increase in the labour force in Malaysia (refer to Section 2.2.2 and 2.2.3).

Economic growth has also had a positive impact on the population's health and standard of living, reflected in the increasing life expectancy experienced in Malaysia. For example, life expectancy had increased from 68.4 for men and 73.2 for women in 1990 to 70.9 and 75.8 in 2008 respectively (WHO, 2011). Of central importance from the point of view of this thesis is that the rise in life expectancy means that Malaysian women have more years to spend in retirement and this exposes them to a greater risk of having an inadequate retirement income (Caraher, 2000).

Besides GDP, inflation<sup>8</sup> is another important economic indicator that needs to be considered since it has a direct influence on economic growth. For example, if people expect prices to rise rapidly in the future, they react by purchasing goods and services now. This will lead to further increases in prices for these goods and services. Thus, in order to ensure stable economic growth and development, the Malaysian Government through the Central Bank of Malaysia tries to ensure price stability in order to facilitate greater economic growth and stability.

Figure 2.1 shows the Malaysian inflation rate from 2004 to 2008. The graph shows that the lowest inflation rate was 1.4% in 2004 and the highest was 5.4% in 2008. In the calculation of retirement income, the inflation rate directly affects the real rate of return (as used in the Employees Provident Fund dividend calculation) as well as the purchasing power of the income stream generated. According to Megginson et al. (2008), inflation is important in the investment decision making process and low inflation is essential to achieve a better standard of living by means of savings and investments.

**Figure 2.1: Malaysia's Inflation Rate from 2004-2008**



Source: EPF (2009a)

<sup>8</sup> Central Bank of Malaysia (BNM) in its report defined inflation as a persistent increase in the price of goods and services over a certain time period.

The inflation rate is therefore one of the important factors considered in the development of the simulation model in this study, as it influences the standard of living for retirees and their attaining an adequate retirement income.

Today's retirees are expected to live for another 20 years after they retire, and increasing life expectancy has been put forward as a reason for the current retirement age to be increased to 60 (Leoi, 2008). The current official retirement age in Malaysia is 58, recently increased from 56, while 55 was the age set at the inception of the public pension system in 1951. Since life expectancy has increased significantly since the 1950s, a key question relates to the reasons why it has taken the Government so long to increase the retirement age. Moreover, the increase in life expectancy should influence the amount of pension that is required to provide an adequate income in later life, since a healthy life coupled with living longer makes it possible to work longer and save more for retirement. Importantly, the current retirement age set by the Government should be consistent with this.

It is argued that increasing the number of working years results in higher morale, happiness, better adjustment, greater longevity, larger social networks, and better perceived health among the elderly (Mohamed, 2000). Increasing the retirement age and having longer working careers would make the pension scheme more sustainable and could help to maintain the standard of living of the entire population (McGillivray, 2005).

However, for some cohorts of older people in Asia, postponing the retirement age might prove difficult because their health status might suffer from longer working lives (Heller, 2006). In 2002, Malaysian men and women are expected to live in good health until the age 60 and 65, respectively (WHO, 2004). However, it is contended that not everyone can expect

to live for another 20 years after retirement, as the older you get, the higher the likelihood of getting ill (Mohamed, 2000). There are also equity issues in raising the retirement age as people from lower socio-economic groups tend to have lower life expectancy and thus will have fewer years in retirement.

Given the increasing number of older people, academicians and civil servants have begun to raise several retirement issues. This concerns whether Government budgets are sufficient to pay for retirees in future years and whether the amount saved in the provident fund is sufficient to give retirees a comfortable life after retirement. Since the current retirement age results in an extended period of life into old age, present individual savings appear inadequate (Caraher, 2003).

Due to improved longevity, it is argued that longer lives mean older men and women can go on working and contributing to economic and social development (Wilson, 2000). However, this is not what is happening in Malaysia. Table 2.3 suggests that since the 1980s and 1990s, labour force participation among older people has been steadily declining (DOS, 2000b). The percentage distribution of female employed senior citizens (aged above 60) decreased from 14.8% in 1980 to 8.8% in 2000, while that of employed male senior citizens decreased from 48.7% in 1980 to 38.1 in 2000 (refer to Table 2.3).

**Table 2.3: Percentage distribution of employed <sup>9</sup>senior citizens by sex, Malaysia, 1980, 1991 and 2000**

Sex	1980	1991	2000
Male	48.7	39.9	38.1
Female	14.8	9.6	8.8
Total	32.9	23.9	22.8

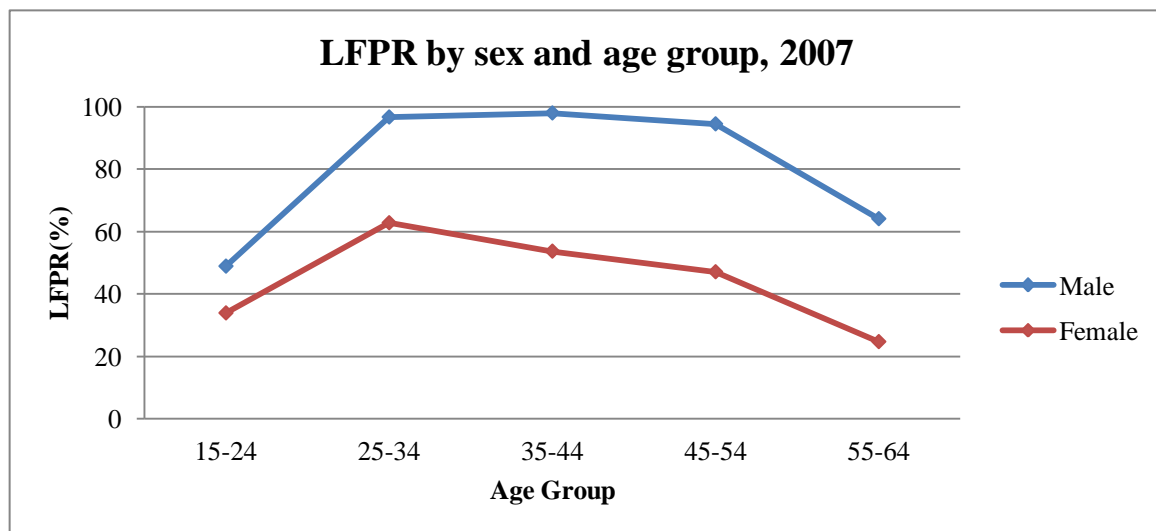
Source: DOS (2000b)

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<sup>9</sup> Senior Citizens is defined as population as those above the age of 60 years old (PSD, 2009)

The Malaysian Labour Force Survey Report 2007 indicated that 1,831,500 individuals were self-employed and 520,100 people worked as unpaid family care workers. In 2006, the total labour force, employed and unemployed aged between 15 and 64, was 10.63 million and in 2007 this had increased by 260,600 to 10.89 million (DOS, 2007). The labour force participation rate (LFPR) as shown in Figure 2.2 is higher for males than females in every age group in the labour market. Interestingly, the LFPR peaked in the age group 35-44 for males and in the age group 25-34 years for females. Table 2.4 also shows that women's mean age at first marriage is 25, and this strengthens the indication that once women are married and have children, they tend to withdraw from the labour market. Those still in the labour market represent women who do not consider exiting the labour force due to care-taking responsibilities or women who do not have children.

**Figure 2.2: Labour Force Participation Rate by Sex and Age Group in Malaysia, 2007**



Source: DOS (2007)

**Table 2.4: Mean age at marriage by sex for 1970, 1980, 1991 and 2000**

Year	Males	Females	Total
1970	25.6	22.1	23.8
1980	26.6	23.5	25.0
1991	28.2	24.7	26.4
2000	28.6	25.1	26.9

Source: Mat and Omar (2002)

Women account for 70% of persons ‘outside the labour force’ (DOS, 2008a), who may be studying, or may be housewives, disabled or retired. Housewives account for 50% of the 70%. This supports the trend found in previous research that many Malaysian women tend to withdraw from the workforce to fulfil family responsibilities soon after getting married (Soon and Tin, 1997).

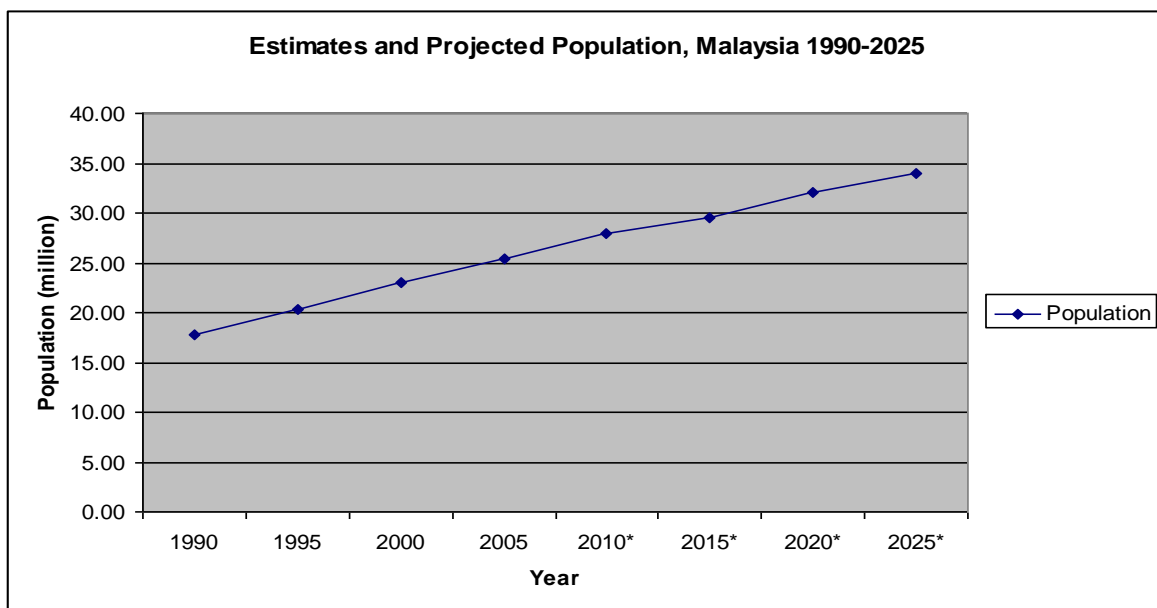
Looking at the changes in demographic patterns and socio-economic trends in Malaysia, women are more likely to be economically and financially insecure in old age than men. Although women are expected to live longer than men, the labour force participation rate for women is declining and they face more disruptions in their career life, especially after the age of 25. As women’s life expectancy is reported to be longer than men, this means they have more years across which to spread their retirement income. Women should be aware that their employment histories are likely to lead them living in poverty in later life.

Older women’s financial position has not received much attention from the Government or the society in Malaysia. The impact of career disruptions due to the need to fulfil family responsibilities has received even less attention. Despite women’s labour force characteristics and employment histories distinctly differing from those of men, research and analysis of pension amongst women in developing countries are still lacking (Tzannatos, 1999).

### 2.2.2 Demographic Characteristics of the Malaysian Population

Malaysia is classified as an upper middle income country and its population has grown rapidly over the past two decades, from 18.4 million in 1991 to 27.17 million in 2007 (DOS, 2008a). However, the rate of population growth has significantly declined, from 2.8% per annum in 1990 to 1.8% in 2006 and is expected to continue declining as a result of falling fertility (WHO, 2008). Even though the rate of population growth has declined, the volume of the population growth is still significantly high (Weeks, 2005) and Malaysia's total population is projected to increase to around 34 million by 2025 (UNESCAP, 2007). As seen in Figure 2.3 below, the number of the total population will continue to grow, despite the declining fertility rate.

**Figure 2.3: Estimated population for Malaysia 1990-2025**



Source: UNESCAP (2007)

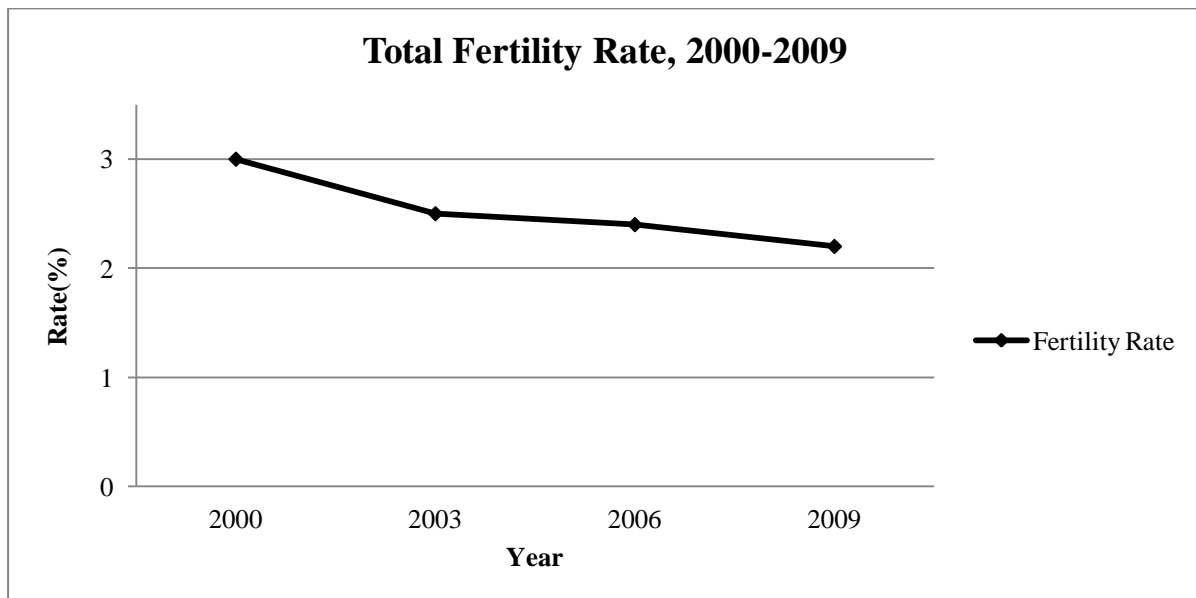
The total fertility rate (TFR)<sup>10</sup> in developed countries and most of the developing countries is reported to be relatively low and declining (Mauldin et al., 1978; Bongaarts, 1994). Malaysia

<sup>10</sup> Total Fertility Rate (TFR) is the average number of children which would be born if women survived to the end of their reproductive period (DOS, 2006).



experienced a steep fall in the birth rate between 1965 to 1980, followed by a baby boom during the following five years (1980-1985), and since then the birth rate has steadily declined (ASSA, 2006). Figure 2.4 below shows the fertility rate was 2.2 in 2009 compared to 3.3 in 2000 (WHO, 2008). There are also significant differentials in fertility amongst the three different ethnic groups in Malaysia, with the Chinese population having the lowest fertility rates, followed by the Indian and Malay populations (ASSA, 2006). The declining fertility rate has slowed down the rate of population growth and has also had an impact on the size and age structure of the population in Malaysia. The fall in fertility is attributed to a number of factors, including urbanisation, late marriage, increased access to education, and expansion of employment opportunities, particularly amongst women (UNESCO, 2008).

**Figure 2.4: Total fertility rate in Malaysia, 2000-2009**



Source: DOS (2006)

The declining fertility rate is one of the primary causes of population ageing (UN, 2010). This is because a low fertility rate leads to a smaller proportion of children and young people in the population and an increase in the proportion of the older population.

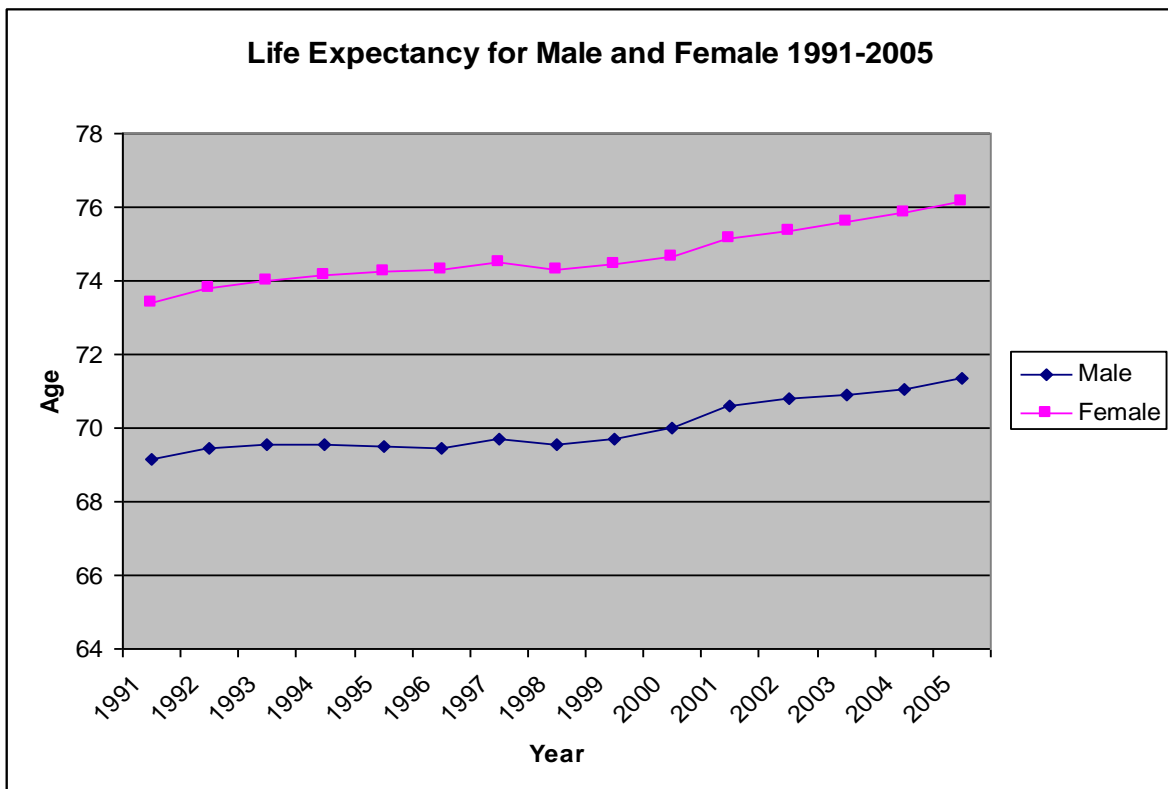
As well as falls in fertility, mortality has also continued to decline. Since World War 2, the mortality level in Malaysia has been declining steadily primarily due to a fall in infant mortality and adult mortality (Hirschman, 1980). In the decade 1990 to 2000, the adult mortality rate showed a slight decrease. The probability that an adult would die between 15-60 years of age was 133 per 10,000 (0.0133) for females and 207 (0.0207) for males in 1990; and this probability had decreased in 2000 to 115 (0.0115) for females and 196 (0.0196) for males (WHO, 2008). The decline in mortality rate is attributed in part to changes and improvements in Malaysians' lifestyle, as people nowadays are more educated and healthier, therefore live longer. A lower mortality rate and improved health means the next generation will live longer, and for most of their lives, will live more vigorously (Nadason, 1999).

Longevity is usually measured by life expectancy which is the number of years a person is likely to live at a specific time of their life course. This indicator is influenced by the society in which the person lives and by the genetic characteristics with which they are born (Weeks, 2005). There is a considerable gap between the Malaysian's male's and female's life expectancy, 72 and 76, respectively (DOS, 2008a). Figure 2.5 below shows life expectancy at birth for males and females in Malaysia for 1991-2005, noting that women in Malaysia are living longer than men on average and their life expectancy is expected to increase. This is due to healthy life expectancy experienced by women in Malaysia. Healthy life expectancy for Malaysians was reported to be 63.4 for females in 2000 and 64.8 in 2002, whereas 59.7 in 2000 and 61.6 in 2002 for males (WHO, 2001; WHO, 2004). This figure is expected to rise

as people are living longer than before (ASSA, 2006). This also shows that women tend to live longer with good health compared to men.

With its declining rates of fertility, infant and adult mortality, and increasing life expectancy and healthy life expectancy (as mentioned above), Malaysia is presently facing both an increasing number and proportion of older people that will continue growing (Mat and Taha, 2003). Other ASEAN countries are experiencing similar increasing population ageing, largely due to increased life expectancy and a lowered fertility rate (ASSA, 2006).

**Figure 2.5: Life expectancy for male and female in Malaysia, 1991-2005**



Source: DOS (2008b)

### **2.2.3 Socio-Economic Characteristics of the Malaysian Population**

In this section, education level, life expectancy, marital status and labour force participation rate are discussed as the key socio-economic indicators acting to differentiate the Malaysian population. Education is one of the social characteristic which has relevance with an ageing population in Malaysia. This is because the levels of education is likely to influence the overall characteristics of the future senior citizens in Malaysia based on their involvement in social, economic and community activities (DOS, 2000b).

The interaction between education level and labour force participation rate also influence the socio-economic characteristics of the Malaysian population, especially among women. Focusing on education level, research indicates that although educational attainment has improved for both genders, women still tend to have a lower education level than men (DOS, 2008a). Women with lower educational achievement were expected to spend more years in the labour market as they started working at a young age, right after high school. However, although they receive lower salary, they more often were the ones that exited the labour force at an early age (Keiko, 2001). Furthermore, women are more likely to experience disruptions in their career than men (Soon and Tin, 1997).

Family circumstances such as taking care of their children and elderly members of the family, one's educational level (Sijil Pelajaran Malaysia or SPM, Diploma, Degree or other type of qualification), type of occupation and length of employment very much affect a women's life course stage. Before the 1950s, women were expected or even required, to resign from their jobs on marriage (although later on in their life course they could become employed again (Ginn, 2003), because they were far more likely than their husbands to be in charge of the day-to-day running of the household (Vincent, 1995).

Marital status has affected and continues to affect women's life course stage and retirement income in later life. In their study, Ginn and Arber (1996) found that those women who had been married had fewer years of employment and far more substantial periods of part-time employment, compared to never-married women and men, and resulting in low pension income (Ginn, 2003). In Malaysia, because the issue of gender within the current pension system has been little explored, this study attempts to address this gap as such exploration is important given that, as previously indicated, women in Malaysia face a higher risk of poverty during old age than men (Masud et al., 2006).

The education level and labour force participation rates have also affected the marital status of the ageing population in Malaysia. In 2000, in Malaysia, there were 6,152,986 never married females and 7,091,597 never married males, of whom 2.0% and 2.2%, respectively, were aged between 60-74 years, and of whom 1.9% and 1.4%, respectively, were aged 75 years or above (DOS, 2000a). The majority of people aged 60-74 were married, with the proportion in a union being higher for men (88.3%) than women (56%). At 75 years and above, 23.4% of males were widowed compared to 68% of females, reflecting differential mortality rates between women and men (refer to Table 2.5 below).

**Table 2.5: Percentage distribution of senior citizens by marital status, sex and age group, Malaysia, 2000**

Marital Status	Male		Female	
	60-74 years	75+ years	60-74 years	75+ years
Never married	2.2	1.9	2	1.4
Currently married	88.3	73	56	27.3
Widowed	8.6	23.4	39.3	68
Divorced/permanently separated	0.9	1.6	2.6	3.2
	100	100	100	100

Source: DOS (2000b)

The United Nations First World Assembly held in Vienna 1982 defined old people as those aged 60 years and above. This ageing population has been recognised as a major phenomenon in the developed and industrialised nations for decades (DOS, 2000b). Furthermore, the improvements in lifestyle and advances in science and technology have also contributed to the increase in life expectancy over the past two decades, which leads to people living longer and the increasing ageing population. As pointed out in Section 2.2.2, higher life expectancy, lower birth and mortality rates have led to an increase in number of the elderly population, particularly in Malaysia, and this number is likely to continue to increase, especially among women. In addition, because of the increasing life expectancy among women, they were also exposed to poverty in later life. Their inability to save a sufficient amount for retirement is due to their lower number of years in employment and living longer.

The growing ageing population and changing family arrangements have also drawn attention to social development in terms of family support and elderly care in Malaysia. Martin's (1989) study of the living arrangements of the elderly in four different countries (Fiji, Korea, Malaysia and the Philippines) found that the number of Malaysian elderly people living alone was the highest among these countries and that the number of older people living with their children was the lowest. In 1991, about 7% of the elderly in Malaysia lived alone and a higher percentage is of women. However, the percentage has increased in year 2000 where 9% of elderly women lived alone (Mat and Taha, 2003). This may be due to the increase in labour force participation rates among men and women that has reduced the ability of younger family members to care for their elderly relatives (McGarry and Schoeni, 2000).

Socio-economic and demographic changes and trends in Malaysia have many implications, both for the Government and the society. Hermalin (2000) indicated that the different views on population ageing, seen either as a problem, challenge or an opportunity have resulted in different responses to the issue (ASSA, 2006). As life expectancy increases, it also increases the size of the retired population and the length of time spent in retirement (Croix et al., 2009). From the social security perspective, longevity means the need for extra financial resources to finance the resultant increase in life span (Nadason, 1999). If life expectancy were to remain at its current level or rise in the future, this would give effect on the Government budget and also social security.

The following section discusses further on the pension plans available in Malaysia, particularly the Defined Benefit Pension Plan and Defined Contribution Pension Plan.

### **2.3 The Defined Benefit Pension Plan and the Defined Contribution Pension Plan in Malaysia**

There are two types of pension plan in Malaysia, namely, the Pension Scheme (PS) and the Employees Provident Fund (EPF). Although both pension plans have a similar objective, that is, to provide income benefits at retirement, the two pension plans have a very different model and mechanism regarding how the fund or system works, right down to the payment method. The Pension Scheme is categorised as a ‘Defined Benefit’ Pension Plan, whereas the EPF is a ‘Defined Contribution’ Pension Plan.

Doyle et al. (2001) described a Defined Benefit Pension Plan as a type of pension plan that pays out a guaranteed amount at retirement, usually based on a person’s last drawn salary, and the monthly retirement income payment continues until death. A Defined Contribution

Pension Plan on the other hand requires the employee and employer to make contributions to the employee's pension fund based on the employee's monthly earnings, and the value of the pension received at retirement is equal to the value of the employee's account balance, which also includes an investment return on the contributions made (Doyle et al., 2001; Stabile, 2002; Zelinsky, 2004). These differences leads to different amount of pension received by each individual upon reaching retirement age, as both schemes are calculated differently.

Retirees under a Defined Benefit Pension Plan normally receive their retirement benefit through periodic or annuity-type payments that are spread over time until the retiree dies. Under a Defined Contribution Pension Plan, a single lump sum is paid out based on the employee's account balance upon reaching retirement age. This lump sum is then converted into an income through the purchase of an annuity (Zelinsky, 2004). However, both pension plans; Defined Benefit Pension Plan and a Defined Contribution Pension Plan are important in providing income in later life, especially at retirement.

In Malaysia, civil servants (public sector) may choose to opt for the Defined Benefit Pension Plan, i.e. the Pension Scheme. Those that do will not need to worry about additional savings for retirement as they are guaranteed to receive a regular amount of money every month based on their number of working years and their last drawn salary (PSD, 2008). Employees with working experience of more than 30 years will receive a replacement rate level of at least 60% of their last drawn salary. The burden of having an adequate amount to pay for this level of income at retirement is the Government's as resources are pooled to create an adequate amount in the fund to pay retirees when they retire. However, it is important to have some savings if the employee decides to retire earlier (minimum retirement age is 40



years) as the monthly pension payment is only awarded from age 45 years for women and 50 years for men (PSD, 2009).

In contrast, the Defined Contribution Pension Plan offered by the EPF caters for public and private sector employees. Employees under this scheme need to be more concerned about their retirement savings as their pension payment depends on the amount contributed throughout their employment years, contributions from employers, as well as the investment return. Several studies have reported that those who make minimum (low) or no contributions towards their Defined Contribution Pension Plan will face a predicament when they retire due to an inadequate pension asset balance in their fund (Samwick and Skinner, 2001; Choi et al., 2002; Thaler and Benartzi, 2004). Women with interruptions in their career life fall in this category as, normally, no contributions will have been made during these disruptions or unemployed periods as they will have had no income throughout the unemployed periods (Phipps et al., 2001). This will directly affect their retirement savings in later life.

Retirees are exposed to more risk under the Defined Contribution Pension Plan than under the Defined Benefit Pension Plan (Bodie et al., 1988). This is because the contribution made by the employer and employee will grow depending on the contributions made and economic conditions; the employee will either receive a high rate of return or a low one. Contribution rates and dividend rates in a Defined Contribution Pension Plan can be influenced by the state of the economy of the country in which the employee lives. For example, in 2008, the Malaysian Government decided to reduce members' statutory contribution rates in the EPF from 11% to 8%, due to the global economic downturn (EPF, 2009b). This was to enable members to have more disposable income in hand or cash to maintain their daily expenses.

This may have been good news to employees as they now had more money to spend. However, it also had the effect of reducing an individual's accumulated fund within the EPF such that the balance would be low upon reaching retirement age.

Another risk that a retiree potentially faces under this pension plan is longevity. It is possible that the retiree will outlive the retirement resources, especially if they receive the retirement income as a lump sum upon retirement. Since women tend nowadays to live longer than men, they face a higher risk than men of outliving their retirement resources (Zelinsky, 2004) and could end up with no savings at all before they die. Moreover, although women have the same investment strategy and pension accumulation as men, it is important for women to ensure that their retirement savings support a longer period after retirement due to their greater longevity (Bajtelsmit et al., 1999).

Table 2.6 below shows the differences between a Defined Benefit Pension Plan and a Defined Contribution Pension Plan, based on the Malaysian scenario.

**Table 2.6: Differences between a Defined Benefit Pension Plan and a Defined Contribution Pension Plan (between Employees Provident Fund and the Pension Scheme)**

Defined Benefit Pension Plan	Defined Contribution Pension Plan
<ul style="list-style-type: none"> <li>• Employee does not have to contribute anything to the fund</li> <li>• The pension is paid monthly</li> </ul>	<ul style="list-style-type: none"> <li>• The employee and employer make a 12% and 8% contribution, respectively</li> <li>• The retirement income is received as a lump sum upon reaching the statutory retirement age</li> </ul>

<ul style="list-style-type: none"> <li>• The monthly pension amount is determined by a formula based on the last drawn salary and the number of years in employment</li> <li>• The employer absorbs all the risk</li> <li>• The employee is guaranteed a certain benefit amount at retirement</li> <li>• The employee is entitled to receive ‘Golden Hand Shake’ and Gratuity upon retirement in terms of a lump sum payment</li> </ul>	<ul style="list-style-type: none"> <li>• The accumulated amount received at retirement is based on the contribution made by the employee and employer, as well as the amount of any pre-withdrawal made and the dividend</li> <li>• The employee has to face the risks – (e.g: investment risk, longevity risk)</li> <li>• The employee is <b>not</b> guaranteed any amount of benefit at retirement</li> <li>• The employee is <b>not</b> entitled to receive a ‘Golden Hand Shake’ and Gratuity upon retirement</li> </ul>
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Source: Author’s review based from EPF (2009) and PSD (2009)

Based on Table 2.6 above, in my view, the employee would be more secure if they were to choose a Defined Benefit Pension Plan than a Defined Contribution Pension Plan. However, this plan might not be an option for private sector employees since they have no choice other than to join a Defined Contribution Pension Plan. If the private sector employee decides to take up an annuity or periodical payment rather than the lump sum, this may at least provide them with a regular monthly income at retirement. However, it is argued that older people may avoid taking up annuities in case they need immediate access to money in the event or unforeseen emergency (Doyle et al., 2001; Butler and Teppa, 2007).

Table 2.7 below shows challenges that a woman may face under Defined Benefit Pension Plan and Defined Contribution Pension Plan. Challenges may arise since women’s pension income is based on their labour force behaviour over a lifetime, which may include career disruptions during working life and gaps in employment. Given that women tend to live longer than men, many more women than men live in poverty during their old age. However, not every woman can enjoy the Defined Benefit Pension Plan scheme (Pension Scheme) as it is limited to Government workers in Malaysia. In 1990, the total number of employed women was 2,374,300, of which only 9.68% were employed under the Government sector. The remaining 90.32% are employed under the private sector (Ahmad, 1998; KPWKM, 2010). Those not in the Government sector, have no other alternative but to secure their retirement income under the Defined Contribution Pension Plan, that is EPF.

Table 2.7 below shows that women under the Defined Contribution Pension Plan (DC) face higher risks and challenges than those under the Defined Benefit Pension Plan (DB) scheme.

**Table 2.7: Challenges faced by women under the Defined Benefit Pension Plan and Defined Contribution Pension Plan**

Challenges	Defined Contribution Pension Plan	Defined Benefit Pension Plan
<ul style="list-style-type: none"> <li>• Women with disruptions and gaps during employment</li> <li>• Longevity risk</li> </ul>	<ul style="list-style-type: none"> <li>• During disruption period, women do not make any contributions, therefore there is a lower amount of savings in the fund</li> <li>• The longer women live, the more savings are needed to cater for their living expenses,</li> </ul>	<ul style="list-style-type: none"> <li>• Women under the DB scheme do not have to make contributions</li> <li>• Women do not face the longevity risk as benefits are given till death occurs</li> </ul>

<ul style="list-style-type: none"> <li>• Financial risk (investment risk and annuity risk)</li> <li>• Fund management</li> </ul>	<p>especially during old age</p> <ul style="list-style-type: none"> <li>• This risk occurs during the accumulation period (<sup>11</sup>investment risk) and during the retirement years (<sup>12</sup>annuity risk)</li> <li>• Women are allowed to withdraw a certain amount of money before they retire for housing, education and health purposes – it can be withdrawn during an unemployment period. However, this may affect the total accumulated in the fund during retirement</li> </ul>	<ul style="list-style-type: none"> <li>• Women do not face this risk as the amount of benefit at retirement is guaranteed</li> <li>• Not allowed to make any pre-retirement withdrawals</li> </ul>
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Source: Bodie et al. (1988); Bajtelsmit et al. (1999)

Having discussed the general principles of and differences between the Defined Benefit Pension Plan and Defined Contribution Pension Plan, I describe the workings of the EPF and the Pension Scheme in Malaysia in more depth in the following section. Their design features are subsequently reflected in the simulation model developed later in the thesis. The Malaysian system is then contrasted with other pension systems in Asia in Section 2.4.

### **2.3.1 Employees Provident Fund (EPF)**

The number of active members making contributions to the EPF increased from 5.40 million in 2007 to 5.71 million members in 2008 (EPF, 2008). The number of active male and female members as of 31<sup>st</sup> December 2008 was 3,185,608 and 2,520,584, respectively. Table

<sup>11</sup> Investment risk: Annual return depends on the financial performance of the fund and current economic conditions

<sup>12</sup> Annuity risk: The annuity amount is exposed to the inflation rate that can reduce its purchasing power

2.8 shows that for all age groups, the number of registered male members under the EPF was larger than the number of registered female members.

**Table 2.8: Number of registered members under the EPF scheme for all age group**

Age Group (year)	Number of Males	Number of Females
<16	813	421
16-25	828,790	768,160
26-30	592,360	552,158
31-35	468,520	372,722
36-40	395,953	286,043
41-45	328,935	225,435
46-50	266,261	172,771
51-55	188,079	99,372
56-60	75,949	32,194
61-65	26,710	8,374
66-70	10,077	2,334
71-75	2,751	526
76-80	256	46
81-85	59	6
>85	95	22
Total	3,185,608	2,520,584

Source: EPF (2008)

As indicated in Section 2.3 above, the Employees Provident Fund (EPF) is a Defined Contribution Pension Plan and the total volume of savings in the fund is dependent on the amount contributed by the employees and employers. The contribution rates since January 2009 is 20%, made up of 8% of the employee's salary contributed by the employee and 12% by the employer. The employee's contribution rates has been reduced from 11% to 8% for 2 years (2009 to 2011) to enable a higher net salary remaining in members' hands (EPF, 2008). Table 2.9 below shows changes in EPF contribution rates of employees and employers since 1952. However, it is questionable whether reducing the contribution rates in 2009 will achieve the EPF's objective and provide sufficient retirement savings. One issue which will be addressed later is whether the Government needs to consider introducing contributions

made by the employee and employer based on the employee's age as in Singapore (refer to Section 2.4.1 below).

**Table 2.9: Changes in EPF contribution rates since 1952**

Period (%)	Employee (%)	Employer (%)	Total (%)
July 1952 - Aug 1975	5	5	10
Sept 1975 - Dec 1980	6	7	13
Jan 1981 - Dec 1992	9	11	20
Jan 1993 - Dec 1995	10	12	22
Jan 1996 - Dec 2008	11	12	23
Jan 2009 - Dec 2010	8	12	20
Jan 2011 - present	11	12	23

Source: EPF (2009)

This retirement saving scheme's objective is to provide social security protection for old age retirement and during unforeseen occurrences such as death or incapacity. Since its inception in 1951, changes have been made continuously by the management to further improve the fund and achieve its objective (EPF, 2008). Several recent examples include restructuring members' accounts in January 2007; restructuring members' investment accounts by introducing 'Basic Savings' in 2008; and reducing members' contribution rates from 11% to 8% in 2009 (EPF, 2009b).

Each member registered under the EPF has two accounts: Account 1 and Account 2. Account 1 comprises 70% of the total accumulation contributed to the fund, whilst Account 2 consists of the other 30%. The key difference between the two Accounts is that Account 2 allows members to make withdrawals during their working life for specific purposes, e.g. housing, health and education. Apart from its dual role to provide both retirement benefits and savings, the scheme's allowance of pre-retirement withdrawals is designed to help members prepare for their retirement. However, this can result in the member being exposed

to the risk of not having an adequate income at retirement if the amount in the fund is not carefully managed.

A certain amount in Account 1 can be invested through approved external fund managers. Before 'Basic Savings' were introduced, members were allowed to invest 20% of their savings in Account 1 in excess of RM50,000 (15,888.15 USD). However, since 'Basic Savings' structures were introduced in February 2008, members have more flexibility to make investments if they have in excess of a certain amount at a specific age. The purpose of this new structure is to enable members to accumulate a minimum amount of at least RM120,000 (38,131.56 USD) by the age of 55 years.

EPF has introduced this policy to achieve the objective of improving and enhancing the financial security of the members upon retirement. To have an accumulated amount of at least RM120,000 in the retirement fund by 55 years enables each member to receive approximately RM500 every month up to 20 years (EPF, 2010b). This is similar to the figure generated in the simulation model used in this research, namely, RM490 per month. However, both figures (RM500 and RM490) result in a low replacement rate level and are below the average poverty level, so recipients will be living in poverty during old age.

'Basic Savings' is a Government initiative introduced in 2008 to help provide a higher level of savings in the fund in order to improve employees' savings amount upon reaching retirement age (EPF, 2010a). Although the estimated monthly income (under Basic Savings) does not guarantee to put the member out of poverty during old age, it can still provide some income for the member upon reaching retirement age. The 'Basic Savings' amounts set by the EPF at specific ages are shown in Table 2.10 below.



**Table 2.10: Basic Savings amounts set by the EPF**

Age (year)	Basic Savings (RM)	Age (year)	Basic Savings (RM)
18	1,000.00	37	34,000.00
19	2,000.00	38	37,000.00
20	3,000.00	39	41,000.00
21	4,000.00	40	44,000.00
22	5,000.00	41	48,000.00
23	7,000.00	42	51,000.00
24	8,000.00	43	55,000.00
25	9,000.00	44	59,000.00
26	11,000.00	45	64,000.00
27	12,000.00	46	68,000.00
28	14,000.00	47	73,000.00
29	16,000.00	48	78,000.00
30	18,000.00	49	84,000.00
31	20,000.00	50	90,000.00
32	22,000.00	51	96,000.00
33	24,000.00	52	102,000.00
34	26,000.00	53	109,000.00
35	29,000.00	54	116,000.00
36	32,000.00	55	120,000.00

Source: EPF (2009)

Withdrawals for housing, health and education purposes from Account 2 can be made during employment, and the full amount in the account can be withdrawn upon reaching the age of 50. The highest number of pre-retirement withdrawals in 2008 was for housing purposes (1,000,240 application), followed by withdrawals for education and health purposes (35,215 applications and 5,075 applications, respectively) (EPF, 2008).

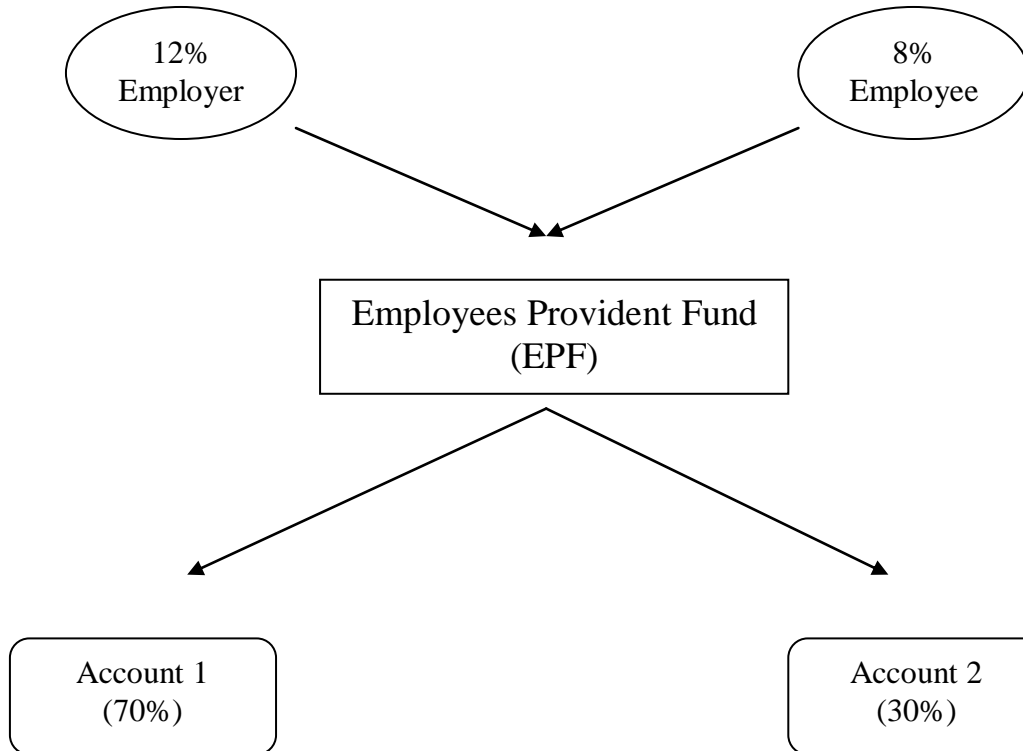
Upon reaching retirement age, members are allowed to withdraw all their savings in Account 1 and Account 2 and to take this as a lump sum, periodically or as an annuity. A survey of retirees found that, 70% of individuals who took a lump sum amount at retirement had spent the full amount within three years of retiring (EPF, 2008). In 2008, 7,375 of 159,399 members aged 56 and above had chosen to receive periodical payment, while only 114 members had chosen a monthly payment scheme. Samad and Kari's (2007) study showed

that the value of a monthly payment or a monthly annuity that paid for 20 years after retiring was below the poverty level and did not reach the minimum replacement rate level.

As previously mentioned, Government policy has reduced employees' contribution rates due to the global economic downturn, but does this help the members to save more for retirement? Does giving people more cash in hand to spend now rather than use it to contribute to the EPF and therefore increase their savings for retirement mean that the Government has a myopic attitude? How does increasing the contribution rates help to achieve an adequate income at retirement? Does reducing the amount employees are allowed to withdraw before retirement for housing, education and health purposes have any impact on the amount accumulated? These are questions that the model developed in Chapter 5 of this thesis aims to shed light on, and which will be answered in Chapter 7.

The chart below shows the operation of the fund operated by the EPF:

**Diagram 2.1: Operation of the fund operated by the EPF**



**Pre-Retirement Withdrawals:**

- Retirement
- Members' Investment choice
- Housing
- Education
- Health

Source: EPF (2008)

**2.3.2 The Pension Scheme (PS)**

The Pension Scheme (PS) is a non-contributory retirement benefit scheme. Its main objective is to provide a pension for Government employees and to provide for the dependants of personnel who died during their term of service with the Government or after their retirement. It also offers a Compensation Scheme for personnel who are required to retire or

have died due to an injury or contracted a disease because of being exposed to harm in the course of carrying out his or her duties (PSD, 2009). Government workers and politicians that choose the Pension Scheme (PS) face less risk than those saving in the EPF as they are protected from inflation and longevity, and the scheme also provides for their dependents. The Pension Scheme is financially more secure as it is wholly financed and secured from the Government budget (Asher, 2002).

The Pension Scheme has gone through various levels of change in order to upgrade and improve its benefits. On 1<sup>st</sup> August 1968, the pension benefit scheme was endorsed by the Royal Suffian Commission for Public Service Officers. In the first stage of its implementation, a pension was given for a period of 12½ years from the date of retirement or the death of a serving officer. Eight years later, on 1<sup>st</sup> January 1976, the period of receiving the pension was increased to lifelong, with the effect that retirees receive their pension from the date of retirement up to death (refer to Appendix A).

Public sector employees who were appointed on or after 12<sup>th</sup> April 1991 were given a choice, to either choose the Pension Scheme or the EPF. Employees under the Pension Scheme receive a Service Gratuity, 'Golden Hand Shake', and a regular monthly pension payment up to a maximum of 60% of their last drawn salary. The Service Gratuity is in the form of a lump sum amount that is calculated based on 7.5% of the last drawn salary multiplied by the number of months in service. The 'Golden Hand Shake' is also paid in a lump sum amount upon retirement and is based on the number of accumulated leaves, up to a maximum of 150 days. In cases where employees decide to retire early, the minimum age for optional retirement is 40. However, the pension award will only start from age 45 for females and 50 for males.

The number of retirees in Malaysia is increasing, due to the increasing number of older people, for example in year 2003 and 2006, the number of retirees has increased from 280,196 to 334,228 (refer to Table 2.11 as below). However, Malaysia is currently relatively complacent regarding its old age dependency rate as the working age population that contributes to the country's economic growth constitutes the largest share of the population (Mat and Taha, 2003). According to the PSD Annual Report (2007), the number of retirees as at 31 December 2007 was 351,568 and the number of pension recipients was 144,712. Therefore, the number of pension recipients was less than half of the total number of retirees. Table 2.11 below shows the number of retirees and pension recipients in Malaysia from 2003 to 2007. According to Bernama (2009), more people are registered under the EPF than the Pension Scheme. About 66,000 Government sector employees were reported to have chosen the EPF.

**Table 2.11: Number of retirees and pension recipients from year 2003-2007, Malaysia**

Retirement year	Number of Retirees	Number of Pension Recipients
2003	280,196	131,097
2004	296,966	133,448
2005	316,257	135,681
2006	334,228	136,655
2007	351,568	144,712

Source: PSD (2007)

### **2.3.3 Pension Credit in Malaysia**

Pension systems are not 'exactly' the same in all countries in the world. Different countries may implement a different pension system that is set up by their own Government. For example, German uses earnings related PAYG (Pay-as-you-go) pension system, United Kingdom has mix public and private provision which consists a flat-rate basic pension and earnings-related additional pension; whereas Malaysia uses fully funded pension system

(OECD, 2007). This difference can also be seen towards women and pensions, for example, women's pension entitlements differ significantly between Malaysia and the United Kingdom's (UK). In the latter, women receive pension credits for the years they are away from the labour market taking care of their children (Zaidi, 2007), however no such entitlement exists in Malaysia, particularly within the private sectors. This section focuses on women's pension entitlements, especially for those women with disruptions during their employment years due to child care responsibilities. Since women are now living longer than men, a pension system that takes into account women's longer life expectancy and child care responsibilities is crucial to build up an adequate retirement income for them.

#### **2.3.3.1 Malaysia (One Malaysia) Retirement Savings Scheme**

In general, Malaysia does not have any system that provides credit for women who withdraw from the labour market due to care-taking responsibilities. Therefore, women in Malaysia who have disruptions during their employment years or exit the labour force early need to rely completely on the savings they have accrued for their retirement later on. This is unlike the pension system in the UK, where the UK Government introduced State Pension Age on or after 6 April 2010. Under this scheme, parents and carers could build up the qualifying years through new weekly credits for the State Pension and additional State Pension (Directgov, 2011). This is an advantage especially for women who have long-term responsibilities and are unemployed due to taking care of their children. Women in the UK are entitled to claim the full Basic State Pension (BSP), as long as their number of working years is not less than 20.

At the moment, Malaysia does not have a pension scheme similar to that in the UK's. However, Malaysian Government has introduced the <sup>13</sup>1Malaysia (One Malaysia) Retirement Savings Scheme as an initiative to ensure that the <sup>14</sup>self-employed and individuals without a fixed monthly income have their own savings plan for retirement. It was also introduced to encourage those without a fixed income to make their own affordable contributions to their retirement savings, to be used upon reaching retirement age. The scheme provides an opportunity for women with disruptions to make voluntary contributions to their retirement fund.

In addition, members of this scheme will receive 5% of what they have contributed to it from the contribution from the Government, provided the amount does not exceed RM60 per year. However, RM60 per year is not enough to help build up an adequate amount in a retirement savings fund. A higher amount should be contributed by the Government to lift individuals of poverty during old age.

One of the reasons for this savings scheme is to show the Government's sensitivity towards the self-employed group by providing an incentive to save for retirement purposes. This group can make contributions, either every month or every year, to increase the amount of their retirement savings. However, for women who have had to withdraw from the labour market due to care-taking responsibilities, Government should have plans to provide with pension credit contributions for their unemployed years. The Government should encourage a woman who does not earn a salary during their unemployed years to prepare for her retirement so that she will not live in poverty during old age.

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<sup>13</sup> The 1Malaysia (One Malaysia) Retirement Savings Scheme became effective on 3<sup>rd</sup> January 2010.

<sup>14</sup> Examples of the self-employed and individuals without a fixed monthly income are fishermen, taxi drivers and farmers

A study by An (2009) investigates on the impact of pension reforms in Korea and one of the elements introduces credit pension coverage period for women with child bearing responsibilities. However, the result shows that women are still in a disadvantaged position during old age as their pension remains low. Therefore, the ‘right and proper’ pension design to cater women with interruptions during employment due to care-taking responsibility remains a question.

### **2.3.3.2 Child Care Leave Privilege in Malaysia**

Child Care Leave was introduced by the Government and was made effective in 2007. The Government has granted female officers who work in the Federal Public service the special privilege to facilitate them caring for their new-born child. This privilege is provided for all female officers under the public sector to care for their new-borns for a period of 1,825 days (equivalent to 5 years). This number of days can be taken anytime throughout their service, either in stages or all at once (PSD, 2007). However during this period, the officer is not entitled to receive any monthly salary. Previous research has shown that the first five years of a child’s life are the most important, and this period is known as the formative years (Chiam, 2008). This special privilege gives women the opportunity to enjoy any new additions to their family and also helps them to better balance their work and family responsibilities. However, this special privilege is only for those who work in the public sector. Women in the private sector are not entitled to this privilege. Moreover the period of child care leave is unpaid.

## **2.4 Pension Systems in Asia**

Although different countries have different pension systems, the main objective or function of any pension system is to provide adequate social security protection in old age or during



retirement. In this section, I briefly describe each pension systems in Singapore, Thailand and Indonesia since they are also situated in the Southeast Asia region and are developing countries. This is in order to compare and contrast issues relating pension and social security benefits among these countries. I also discuss briefly the main issues and common challenges that these countries are facing, particularly on retirement age, contribution rates and pre-retirement withdrawals. These common issues are then the main key indicators that are used in this study to answer part of the research questions.

#### **2.4.1 Singapore**

Singapore has one of the oldest provident funds in the region. It was established in 1955 and is called Central Provident Fund or the CPF. It is a Defined Contribution Pension Plan and covers all local employees (Asher, 1998). Although the CPF is a national pension funded scheme that clearly serves as a pension fund for retirement, its main function has expanded and its characteristics have changed substantially over the years.

Other than functioning as a source of income during retirement, the CPF has many other objectives to achieve. These include financing housing, medical expenses, education and pre-retirement investments in real estate and financial estate. Due to the same instrument having too many objectives to achieve, research suggests that Singapore's current retirement financing system is not sustainable and needs to be reformed to tackle fundamental problems (Asher, 2004).

The contribution mechanism to the CPF is similar to the EPF, in that the employer and employee both make a contribution. However, employer and employee contribution rates differ significantly and are higher than the employer and employee contribution rates to the

EPF. Contribution rates vary depending on age and are channelled to three different accounts, namely the Ordinary Account, Special Account and Medisave Account. The Ordinary Account is for housing, pre-retirement investment schemes and others; the Special Account is for retirement purposes, while the Medisave Account is for medical and hospital services. Employees are allowed to make pre-retirement withdrawals during employment from the Ordinary Account and Medisave Account.

At retirement, the benefits are paid in a lump sum up to a certain minimum amount and the balance over the minimum amount can be withdrawn over 20 years. The minimum sum from 1<sup>st</sup> July 2011 is set at S\$131,000, an increase from S\$117,000 in 2009 (CPF, 2011). With this minimum sum, the fund members are able to receive monthly payment during retirement until the amount runs out.

The retirement age for employees in Singapore is at 62 years old, 4 years more than Malaysia's retirement age. Members are not allowed to withdraw from the fund before the statutory retirement age. However, it is possible to withdraw from the fund later than the retirement age and continue contributing to the fund to build a larger retirement savings fund.

Apart from that, Singapore's social security does not include unemployment benefits. Therefore, woman's incomes when they are out of labour force due to care-taking responsibilities are not protected. However, in 1987 the Government has come up with a plan to avoid working mothers being unemployed due to child-bearing responsibilities. Childcare subsidy is given to working mothers for their children aged below 6 that are placed under approved childcare centres (Yap, 2003). This is an advantage for Singapore citizens,

especially for mothers that face conflicts between work and child-bearing responsibilities (Yap, 2001).

Table 2.12 and Table 2.13 below show the contribution rates to the CPF and the ratio of contribution to each account in the CPF.

**Table 2.12: Contribution Rates for the CPF**

Employee Age (years)	Contribution by employer (%)	Contribution by employee (%)	Total Contribution (%)
35 and below	14.5	20	34.5
36-45	14.5	20	34.5
46-50	14.5	20	34.5
51-55	10.5	18	28.5
56-60	7.5	12.5	20
61-65	5	7.5	12.5
66 and above	5	5	10

Source: CPF (2009)

**Table 2.13: Ratio of contribution to each account in the CPF**

Employee Age (years)	Ordinary Account (ratio of contribution)	Special Account (ratio of contribution)	Medisave Account (ratio of contribution)
35 and below	0.6667	0.1449	0.1884
36-45	0.6088	0.1739	0.2173
46-50	0.5509	0.2028	0.2463
51-55	0.4562	0.2456	0.2982
56-60	0.575	0	0.425
61-65	0.28	0	0.72
66 and above	0.1	0	0.9

Source: CPF (2009)

#### **2.4.2 Thailand**

There are two major types of pension scheme in Thailand; the Defined Benefit Pension Plan and Defined Contribution Pension Plan. These pension schemes are available to public and private sector employees as a source of income during retirement. Pension funds that are available in Thailand are Old Age Pension Fund, Private Teachers' Provident Fund,

Government Pension Fund, and Retirement Mutual Fund. The current statutory retirement age in Thailand is 60, both for men and women (OECD, 2009).

The Old Age Pension Fund, better known as the OAPF operates under the Social Security Fund (SSF) and provides retirement income for private sector employees in the formal sectors. It is a Defined Benefit scheme that was introduced in 1990. However, this scheme does not cater for the self employed, employee in the informal sector and teachers in private schools (Kanjaphoomin, 2004).

Employees and employers both have to contribute to the fund and the current contribution rate is 6%, made up of 3% contribution from the employee and 3% from the employer. These contribution rates are much lower than those in Malaysia. To receive a full monthly pension at retirement, the employee must work until 55 and have contributed to the fund for 180 months (15 years) or more. Those who have contributed less than 15 years are entitled to receive a lump sum equivalent to the total contribution they have made (Kanjaphoomin, 2004).

In contrast, the Private Teachers' Provident Fund is a mandatory Defined Contribution Pension Plan for teachers and headmasters of private schools only. Besides contributions of 3% of salary from the teacher or headmaster and 3% of salary from school owners, the Government has to contribute 6% of the salary to the fund as well. They (teachers or headmasters) receive a lump sum payment when they resign, on condition they have 5 years employment service. Due to this policy, many teachers resign after 5 years of employment and plan to become re-employed (Kanjaphoomin, 2004).

The Government Pension Fund (GPF), on the other hand, covers public sector employees. It has two mechanisms, an unfunded Defined Benefit scheme and a funded Defined Contribution Pension Plan, called Pillar 1 and Pillar 2, respectively. Pillar 1 for public sector employees is a PAYGO system and employees under this pillar receive a pension or gratuity depending on the number of years they have been in service and their age at the point they terminated their service. Government officials under this scheme can choose to either receive a pension at a basic flat-rate or a gratuity as a lump sum payment.

Pillar 2 for public sector employees, or the GPF, was introduced in 1997 and was the first public sector Defined Contribution Pension Plan in Thailand. Under this scheme, members are required to contribute 3% of their salary to their account. Members' accounts also consist of an employer and Government contribution. Upon retirement, members may choose to receive either a lump sum gratuity or a monthly pension (Krongkaew, 2007). Withdrawals are allowed to be made upon termination of employment and retirement.

The Retirement Mutual Fund (RMF) was established in 2001 to provide a retirement saving medium for voluntary retirement savings to employees that are not members of the provident fund or for those who want to make extra contributions. A fund manager manages this fund and the contributions to the fund are invested. The member can choose the investment type that suits their risk appetite. However, the fund can only be withdrawn by the member at the statutory retirement age of 60 and will be tax free.

In addition, Thailand has also established an unemployment insurance scheme where the contribution rates are shared equally between employers, employees and the government. Their benefit level are decided based on their unemployment reason, either voluntary

unemployment or involuntary unemployment, with 30% and 50% of their previous earnings, respectively (Schmitt, 2011). This could mean women may exit the labour force due to childcare and become unemployed, and could receive 30% of their previous earnings from the unemployment insurance scheme, up until a maximum of 2 years.

### **2.4.3 Indonesia**

There are three major types of formal pension programme in Indonesia, namely: The Voluntary Private Pension Programme, The Civil Service Pension Programme, and the Armed Forces' Members Provident Fund (Jamsostek Programme). The current statutory retirement age in Indonesia is 60.

There are two types of pension fund under the Voluntary Private Pension Programme: the Employer Pension Fund managed by an investment manager and the Financial Institution Pension Fund established by a bank or life insurance company. The Employer Pension Fund has a special mechanism so that it can be either a Defined Benefit Pension Plan or Defined Contribution Pension Plan. However, the Financial Institution Pension Fund can only be a Defined Contribution Pension Plan. Members under the Employer Pension Fund are entitled to their benefit from the fund after 3 years participation in it when they can transfer the benefit to another pension scheme under the Employer Pension Fund.

Civil servants under the Employer Pension Fund receive their benefit at retirement age, and have to have been in the Civil Service for at least 20 years. Upon reaching retirement, they will receive a lump sum as well as a monthly pension. The lump sum benefit is received upon death or attaining 56 years of age by participating in an endowment plan. The monthly contribution of 3.25% from the basic salary is paid to PT TASPEN (civil servants) and PT

ASABRI (members of the armed forces) that administers the accumulation of the contribution and a portion of the monthly pension is paid back to the member at retirement (Rachmatarwata, 2004).

Jaminan Sosial Tenaga Kerja, better known as JAMSOSTEK is a provident fund that provides a lump sum payment based on the contributions made. The employee is required to contribute 2% of their earnings and the employer contributes 3.7% of the employee's salary. Upon reaching retirement, members with a balance exceeding Rp 3million can choose to receive a monthly pension benefit, up to a maximum of 5 years. Unlike Malaysia's provident fund, members under the JAMSOSTEK programme can withdraw a certain amount from the fund after contributing for a minimum of 5 years (Rachmatarwata, 2004).

Apart from that, Indonesia's social security covers benefits such as benefit payable upon old age, death, permanent disability, work accidents and occupational diseases and also health-care system (Tambunan and Purwoko, 2002). However, similar to Malaysia's social security system, Indonesia does not cover unemployment benefit and childcare benefits does not exist either.

## **2.5 Main Pension Policy Issues**

Currently, Malaysia and other Asian countries, especially Singapore, Thailand and Indonesia are facing rapid population ageing, which leads to problems in providing an adequate retirement income. In general, Malaysia and the countries discussed in Section 2.4, face similar problems in managing their pension policy. Pension policy issues identified by researchers and policy makers are the need to increase the statutory retirement age, to review

the purpose of allowing pre-retirement withdrawals and to increase the contribution rates (Asher 1994; Narayanan 2002).

Several studies has stated that with the increasing life expectancies among older people, social security and retirement age issue has been a concern among the countries in the world (Gruber and Wise, 1999; Profeta, 2002). It does not only affect the number of years contributions are made towards their retirement savings fund and the number of years expected to spend during retirement, but also the adequacy of the fund during old age.

Other than that, pre-retirement withdrawals also affect the accumulated savings amount upon reaching retirement age. As discussed in the previous section (refer to Section 2.4), pre-retirement withdrawals for each country are different. For example, Malaysia's system allows employees to make withdrawals from their retirement fund before reaching retirement age due to reasons such as buying a house and medical purposes. This will in return result to lower accumulated savings in the fund since some of the savings are withdrawn due to fulfil their needs during employment. In contrast, Thailand's system only allows withdrawals upon termination of employment and retirement. This may be an advantage for those who are terminated from employment because they still have their savings to survive. However, in long term effect, this will reduce the amount in their retirement savings fund.

Another important factor in the pension system mechanism is the contribution rates. Based on the discussion in Section 2.4, contribution rate among these countries vary. Uniquely, Singapore's contribution rate is based on age at employment, where higher contribution rates are payable at younger ages. This is in contrast with the flat-rate contribution rates used in Malaysia, Thailand and Indonesia. Apart from that, these contribution rates could either be



increased or decreased, based on each Government's policy. However, it is a challenge for the Government to determine the appropriate contribution rates, neither too high nor too low.

Although other issues have been identified, such as low rate of return on pension fund investment and spending all the lump sum payment upon attaining retirement age, this thesis focuses on the first three issues aforementioned and also explores the impacts of gaps and disruptions in working life on retirement income.

Table 2.14 below presents a summary of differences and similarities between the pension systems in Malaysia, Singapore, Indonesia and Thailand.

**Table 2.14: Summary of differences and similarities between the pension systems in Singapore, Thailand, Indonesia and Malaysia**

	Singapore	Thailand	Indonesia	Malaysia
Retirement Age	62	60	60	58
Contribution Rates	Age-profile (contribution reduces as age increases)	6%	3.25%	20%
Pre-retirement Withdrawals/ withdrawals for other purposes	Allowed from the Ordinary Account and Medisave Account	Upon termination of employment or retirement	Allowed after making a minimum of 5 years contribution, or upon termination of employment	Allowed from Account 2 (30%)

Source: Rachmatarwata, (2004); Krongkaew, (2007); EPF (2009); CPF (2011)

### **2.5.1 Retirement Age**

As discussed in Section 2.4 and showed in Table 2.14, it could be seen that the retirement age varies between countries. The current statutory retirement age for Malaysia, Thailand, Singapore and Indonesia is 58, 60, 62 and 60, respectively. With increasing life expectancy,

people will have extra years to spend in retirement after they reach retirement age. Will these extra years affect their retirement income and living standards later in life?

Previous researchers have suggested that the retirement age should be increased, not only in Malaysia, but also in Thailand and Singapore (Osataphan, 2000; Asher, 2001; Narayanan, 2002). Although the retirement age in Malaysia was increased from 56 to 58, the questionable adequacy of present retirement income gives rise to the following questions: What is an appropriate retirement age for employees in Malaysia given increasing life expectancy? By retiring at age 58 and likely having 18 years to spend in retirement (refer to Table 2.15), would the current retirement income be sufficient to provide comfortable life during these years? Should the retirement age be increased in line with increasing life expectancy? This study aims to answer these questions. Table 2.15 below shows the number of years women are expected to live after reaching retirement in Malaysia, Thailand, Singapore and Indonesia. For example, women in Malaysia and Thailand are expected to live for another 18 years and 19 years after retirement, respectively.

**Table 2.15: Life expectancy and retirement age for women in Malaysia, Thailand, Singapore and Indonesia**

	Malaysia	Thailand	Singapore	Indonesia
Life expectancy (i)	76	74	83	69
Retirement age(ii)	58	55	62	55
Difference between (i)-(ii)	18	19	21	14

Source: WHO (2010)

Besides retirement age issue, another common issue in the pension system mechanism between the four countries is the pre-retirement withdrawals. This is further discussed in the next section.

### **2.5.2 Pre-retirement Withdrawals**

A pre-retirement withdrawal is a withdrawal that is made before attaining the retirement age. It could be a withdrawal for investment, housing, education or health purposes or even due to early retirement. Based on Table 2.14, employees in Thailand and Indonesia are allowed to make withdrawals upon termination of employment, whereas other pre-retirement withdrawals for other purposes during employment are allowed to be made in Singapore, Malaysia, as well as Indonesia. The employee should realise that making pre-retirement withdrawals not for retirement purposes can lower the balance in their retirement fund. Thus, pre-retirement withdrawals have a negative effect on the balance in retirement fund and the replacement rates levels are also affected.

Too many pre-retirement withdrawals actually divert the main objective of a retirement fund, which is to provide sufficient income for old age or at retirement (Asher, 2001). Myopic savers make high pre-retirement withdrawals without considering the consequences they might face upon reaching retiring. Thus, it is important to know when would be the best time to make pre-retirement withdrawals from their fund, either after 5 years of employment service or later. In addition, is it possible to make pre-retirement withdrawals without affecting too much the total accumulated fund that will be needed to provide an adequate income at retirement? Finally, is it appropriate to make pre-retirement withdrawals during employment since such withdrawals do not help to achieve the retirement fund's objective, which is to provide sufficient income at retirement and for old age.

### **2.5.3 Contribution Rates**

Defined Contribution Pension Plan needs contributions from the employer and employee throughout their employment service. The Government sets the contribution rates and the

rates may change depending on the economic situation of the country. As well as the retirement age and pre-retirement withdrawal issues, contribution rates have also been highlighted as an important issue (Thillainathan, 1997; Asher, 2004; Kanjanaphoomin, 2004; Wiener et al., 2007).

If the contribution rates are set too low, this will result in a low accumulated amount in the fund, an amount inadequate to provide a sufficient income at retirement. For example, the contribution rates in Thailand and Indonesia as discussed in Section 2.4 could be considered low compared to Malaysia and Singapore (refer to Table 2.14 above). However, if the contribution rates are set too high, members will have less cash in hand. Nonetheless, the retirement fund will be high. Therefore, the appropriate contribution rates needs to be achieved to balance between meeting daily living expenses and providing sufficient retirement savings. In the United States, it has been reported that low-income employees prefer to have more cash in hand to meet their daily expenses rather than contribute a large sum to their pension plan (Huberman et al., 2007).

## **2.6 Chapter Summary**

The above discussion has shown that the changes in demographic patterns and socio-economic trends among women in Malaysia could lead to women being in a disadvantaged position during old age. Apart from facing declining fertility and mortality rates, life expectancy is expected to increase, which leads to increasing number of older people (Mat and Taha, 2003). Improvements in educational attainment have also brought changes to the labour force participation rates and marital status, especially among women. However, due to family responsibilities, women's life course and their retirement income in later life gets affected.

Apart from that, this chapter also discussed the types of pension available in Malaysia, the mechanism of each pension system; namely Employees Provident Fund (EPF) and Pension Scheme (PS) and also a brief explanation on other pension systems in Asia; namely Singapore, Thailand and Indonesia. Common policy issues that are faced among these countries include retirement age, pre-retirement withdrawal and contribution rates and are in need of reviewing to improve the current pension system in order to provide a sufficient retirement income (Asher, 1994; Narayanan, 2002; Samad and Kari, 2007).

The chapter has focussed on several main issues: (1) the changes in demographic patterns and socio-economic trends; (2) the pension system mechanism and (3) the main pension policy issues. The next chapter will discuss issues related to the growing ageing population. It will focus specifically on women in the labour force, their employment history which is likely to include disruptions in their working life, their sources of income in later life, the gender pay gap, women and social security and retirement benefits, and women and poverty.

# CHAPTER THREE

## Literature Review: Women and Income in Later Life

### 3.1 Introduction

A common phenomenon within all countries in the world is that old age is becoming feminised, where at old ages, the majority of the elderly population are women and one of the reasons is expected to be caused by the increasing life expectancy (Anderson and Hussey, 2000). As discussed in Chapter 2, the number of older women is higher than of older men and this is primarily the result of differentials in mortality between men and women, with women experiencing higher life expectancy than men.

Women's employment experiences over their life course are very different from those of men due to the nature and condition of women's labour force participation (Quick and Moen, 1998). This is because women are more likely to experience disruptions during employment due to caring responsibilities (Ginn et al., 2001b). Such differences in working life, combined with the fact that Malaysia's pension system is designed for uninterrupted labour force participation, means that women are not protected and their retirement income is likely to expose them to the risk of poverty in later life.

This chapter reviews previous literature on women and income in later life or during retirement, both in general and those studies focusing on Malaysia specifically. The key issues and gaps in the literature are also identified in this chapter. Section 3.2 focuses on key issues concerning women in the labour market, in both developed and developing countries, namely, participation rate patterns in the labour force market and interruptions in their employment histories. While Section 3.3 discusses women's source of income in later life,

Section 3.4 explores the gender pay gap. Section 3.5 focuses on women and longevity and examines issues relating to women's life expectancy, for example how it is linked to retirement age. The chapter then goes on to discuss how both longevity and life expectancy affect women's income during retirement. Section 3.6 subsequently focuses on women and social security and retirement benefits. Finally, due to the higher risk of poverty faced by women compared to men, Section 3.7 discusses women and poverty.

### **3.2 Women's Participation in the Labour Force and their Employment Histories**

Back in the 1950s, when many pension systems were being designed based on the traditional cultural ideology and gender norms, it was assumed that men would be the breadwinners and women would be working from home as housewives or mothers (Price and Ginn, 2006). This has influenced the levels of women's participation rate in the labour market and their employment pattern throughout their life course. There are significant differences between men and women's participation in the labour market, and women's employment experiences, either full time or part time, are related to their parental and marital status (Drobnìè et al., 1999; Pylkkänen and Smith, 2003).

In the West, the proportion of working-age women employed in 2000 was much lower than that for men (refer to Table 3.1 below) (ILO, 2010). For example, the percentage of women employed in United States was 70.4% compared to 83.4% of men. Similarly, in the United Kingdom, Canada, New Zealand, Ireland and Australia, the percentage of employed women was less than 77% compared to over 79% of men. This shows a significantly different pattern of labour force participation between men and women, primarily due to women's breaks from employment to fulfil their childrearing responsibilities (Ginn and Arber, 2001).

**Table 3.1: Proportion of working age men and women in employment, 2000-2020, in selected OECD countries**

Countries	Men				Women			
	2000	2005	2010	2020*	2000	2005	2010	2020*
United States	83.4	81.0	80.0	79.4	70.4	68.6	68.1	68.7
United Kingdom	82.6	81.9	82.3	82.7	67.7	68.7	69.6	71.1
Canada	82.0	82.6	83.3	84.3	70.4	73.1	75.5	77.4
New Zealand	83.4	84.5	85.0	85.8	67.4	70.9	72.6	73.6
Ireland	79.4	80.8	81.5	80.7	55.7	60.8	64.1	65.1
Australia	82.6	82.6	83.1	83.4	62.5	68.2	70.5	72.4

\*projection  
Source: ILO (2010)

The same situation occurs in Southeast Asia countries where the female employment participation rate is also less than that of men. Table 3.2 below shows that the labour force participation rates among men was much higher than that among women in Malaysia, Indonesia, Thailand and Singapore between years 2000 to 2010. Men's labour force participation rate was above 81% whereas that of women was less than 71%. Of the four Southeast Asia countries listed, Table 3.2 shows that women's labour force participation rate was lowest in Malaysia, less than 48% (ILO, 2010). This relatively low level of participation compared to that in other Southeast Asia countries may reflect different female participation patterns in the workforce due to age, stage of life course and stage of industrialisation (Horton, 1996).

**Table 3.2: Proportion of working age men and women in employment, 2000-2020, in selected Southeast Asia countries**

Countries	Men				Women			
	2000	2005	2010	2020*	2000	2005	2010	2020*
Malaysia	83.2	82.7	81.6	79.6	46.6	46.7	47.2	48.0
Indonesia	86.9	87.6	87.4	87.5	52.3	52.0	53.4	53.9
Thailand	84.9	84.9	84.7	84.4	70.5	71.0	70.4	70.9
Singapore	84.2	83.3	81.3	82.2	57.7	59.4	60.2	62.4

\*projection  
Source: ILO (2010)



The three main age-patterns proposed by Horton (1996) are: (i) 'Double Peaked' where women participate in the labour market prior to marriage and child-bearing and then return to the workforce when their children are older; (ii) 'Single Peaked' with early participation without return to the workforce; and (iii) 'Plateau' where women continue their participation in the workforce regardless of marriage and child bearing. These patterns are shifting according to the stage of industrialisation of a country. Over the last 30 years, Malaysia's female labour participation rate has experienced rapid transition from a Low Plateau pattern to a Single Peaked pattern. Women enter the workforce at an early age, but once they are married and have children, only a relatively low proportion returns to the labour market (Metcalf, 2004). This is reflected in the low overall women's labour participation rate in Malaysia.

A key issue is that although women's employment is generally increasing, their employment histories remain shorter than those of men. Previous research has shown that women's employment histories are disrupted due to their familial responsibilities (Ginn et al., 2001b) and caretaking responsibilities (Smeeding, 1999). Women face more disruptions in their career life or become unemployed at a younger age compared to men, mainly after marriage or after giving birth. Discussion of labour force participation rate in Chapter 2, (refer to Section 2.2.1) indicated that women in Malaysia today are also expected to stop working because of marriage or giving birth. This is because women are likely to be in charge of the day-to-day household work and giving up work ensures that a new wife fulfils her responsibilities to the new household she has joined (Vincent, 1995).

Women therefore tend to have a greater discontinuity of employment than men, resulting in a shorter employment record and lower savings (Falkingham and Rake, 2001). Women move

in and out of the labour force to care for their family members (Ginn et al., 2001b), especially their own children, without thinking about the long-term effects of their employment decisions on their retirement income later on (Ginn et al., 2001a). Research has indicated that women interrupt their careers far more often than men and are likely to sacrifice their career prospects to take care of their children and elderly parents, as well as to change career or location in order to fit in with their husband's career job choices (Smeeding, 1999). This suggests that women are more flexible and family oriented than men and due to that, it is contended that women tend to move in and out of the workforce more often than men.

Besides that, education level also affects their employment pattern. For example, women who start working after high school are less educated, they potentially spend more years in the labour force as they start working at a young age and should be capable of saving more. However, they are also the ones who exit the labour force early and before the statutory retirement age (Peracchi and Welch, 1994; Flippen and Tienda, 2000). They may not return to the labour market at all or accept jobs that offer lower pay. Due to this, they have fewer years of earnings and, in many cases also experience lower market earnings when in work – the so-called gender 'pay gap'. The gender pay gap will be discussed further in Section 3.4.

This leads to lower labour force participation rates among older women and it is often assumed that older people do not contribute much to the economy. This may be due to physical disability or health reasons that make it difficult for older people to stay longer in the labour force. Table 3.3 shows the low labour force participation rates among older women aged 65 and above. Although women are expected to live longer than men due to higher life expectancy, they do not tend to stay longer in the labour market (ILO, 2010). This is supported with the figures shown in Table 3.3 below, where female labour force participation

rates at 65 and over are lower in Malaysia than in neighbouring countries, with just 10% of older women working in 2010 in Malaysia compared to nearly 40% in Indonesia. While the labour force participation rates for women in Malaysia between 2000 and 2010 did not show a significant increase, in other neighbouring countries especially Singapore, it showed a relatively high increase (ILO, 2010).

**Table 3.3: Labour force participation rates amongst men and women aged 65 and over in selected countries in Southeast Asia**

Country	Men				Women			
	2000	2005	2010	2020	2000	2005	2010	2020*
Malaysia	39.2	39.3	39.2	39.1	9.6	9.9	10.3	11.2
Indonesia	60.7	66.1	69.3	70.0	30.2	35.4	39.6	41.8
Thailand	38.6	38.9	38.9	39.0	22.3	23.1	23.9	25.6
Singapore	18.5	21.4	26.5	27.9	4.1	7.4	10.9	13.3

\*projection  
Source: ILO (2010)

This finding also suggests that older women in Malaysia are more likely to be spending more time at home during their old age. This situation gives rise to such concerns, on the responsibility of taking care of them (the elderly), whether it is either best to send the elderly family members to community or taken care by their family members. Previous research indicates that women not only play an important role in caring for their children but also in taking care of elderly family members (Othman and Amin, 2008). In Malaysia, it is usual for parents and their adult children to live together. According to Chen (1987), most elderly parents who have more children are more likely to live with their children than live alone. Thus, women are likely to sacrifice their own needs in life, especially their career, in order to take care of family members, either children or elderly parents (Wahyuni, 2008).

As a result, their employment history becomes disrupted through taking care of their family responsibilities. Although The <sup>15</sup>National Welfare Policy was designed by the Malaysian Government especially for the elderly population, Malaysia has yet to have a long-term care policy. Children therefore take care of their elderly parents at home, although it means sacrificing their stable career. In addition, older people generally prefer to live with their adult children as they may need emotional, financial and physical support from them as they get older (DaVanzo and Chan, 1994). As well as earning less and saving less as a result of disruptions during employment, women seem to bear the financial cost of care giving and this further reduces the opportunity to save for retirement (Wahyuni, 2008).

Research conducted by Schneer and Reitman (1990) investigating on the impact of disruptions during employment have found that those with disruption during employment earns 22% less than those who worked full time. Other than that, necessary knowledge, labour force attachment and required skills are also expected to weaken during unemployment periods (Mincer and Ofek, 1982; Schneer and Reitman, 1993). Therefore, they tend to lose the skills and opportunities to hone their skills later in their career.

These gaps in employment also affect their opportunity in returning to the labour force. In the 1950s, Malaysian women experience difficulties in re-entering the labour force at a later stage of their life course due to short working experience during their younger years. Women who move in and out of employment tend to have less opportunity to develop their skills, increase their knowledge or to have a high position in their employing organisation, and are less likely to receive promotion (Quick and Moen, 1998). Sacrificing their career by exiting the labour force at an early age or having disruptions during their employment years due to

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<sup>15</sup> The Department of Social Welfare in Malaysia was established in 1946 and went through several changes since then. The care and protection for older persons through institutional service provides health care, guidance, counselling, recreation and religious teachings (SWD, 2007).

marriage or care-taking responsibilities that include taking care of their children and elderly family members affect women's income and savings for later life.

Participation in the labour market is an important step in building up pension rights and savings for later life in order to achieve a comfortable standard of living and a good quality of life during retirement (Field and Prior, 1996). However, a woman's family situation, educational level, type of occupation, and length of employment all affect women's life course. These life courses and employment patterns does give impact on pension income later in life since it is influenced by the individual's length of employment and the number of years the individual has contributed to the pension scheme (Evandrou and Glaser, 2003). Accordingly, the lower the number of working years, the fewer the number of contributions the individual has made to the retirement fund; and the lower the accumulated amount upon reaching retirement age, the higher the risk of facing poverty.

Research and statistical reports have also shown significant gender differentials in Defined Contribution Pension Plan accumulations, attributed to differences in earnings and job characteristics (Bajtelsmit and Jianakoplos, 2000). The level of the pension's income, particularly where benefits are based on contributions, is heavily influenced by the number of employed years; fewer years in work can result in lower accumulated savings upon reaching retirement age (Davis, 2003). This increases their likelihood of being in a disadvantaged position, and facing a high probability of the risk of poverty in old age.

Having a constant monthly income and putting savings into their retirement fund, shows individuals are concerned about and preparing their life after retirement. However, an inadequate income from pensions and savings will increase the likelihood of an individual

experiencing poverty in later life and can affect the quality of their life in retirement. Not only their employment pattern with disruptions affect their monthly income, but also leads to low savings in the retirement fund which also affect retirement income during old age.

Based on the employment patterns and histories among women as discussed above, policy makers need therefore to take into account both the changing and unchanging experiences of women in the labour market and their economic lives (Smeeding, 1999). It is suggested that the Government sets up an appropriate pension credit mechanism for older people, especially older women, to protect and reduce the risk of poverty in older age (Masud et al., 2008).

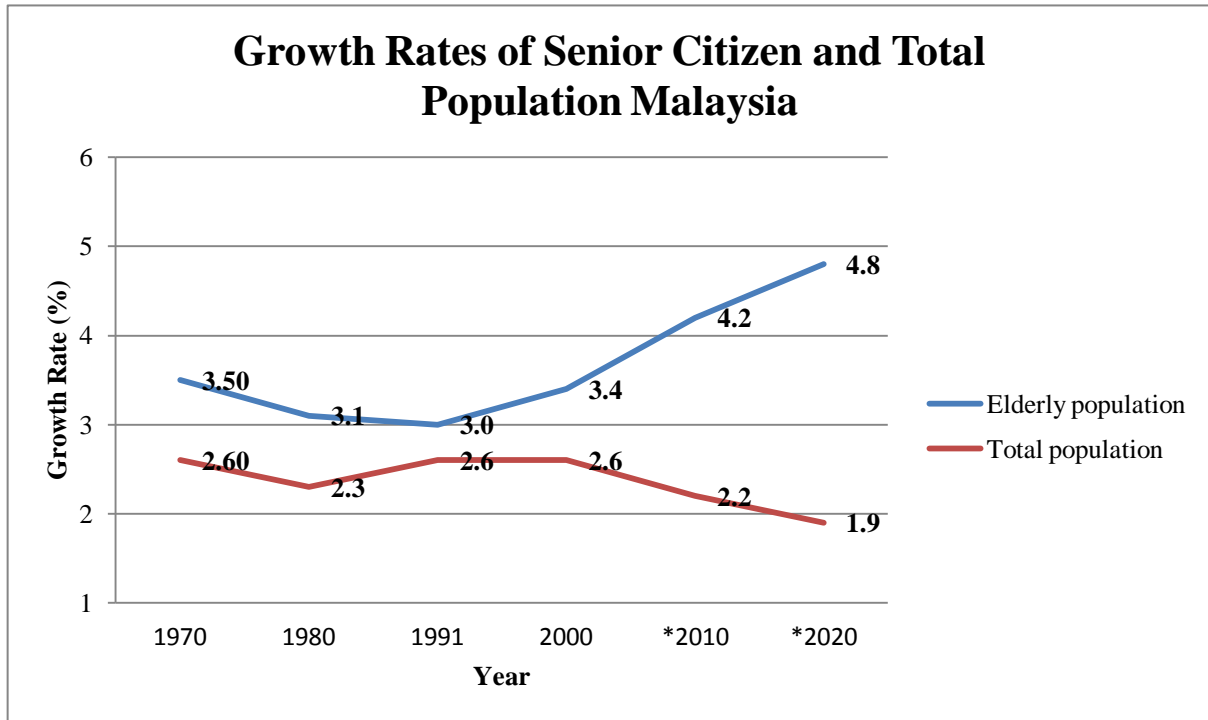
### **3.3 Gender and Sources of Income in Later Life**

Income can be defined as a certain amount of money that is received from various sources within a certain period (Masud and Haron, 2008). These various sources can be monthly salaries, pension funds, investments, children or other relatives. Income can also be used as a measure of the economic position, household welfare, poverty status and well-being (Weisbrod and Hansen, 1968). The higher the income, the better quality of life one can achieve.

The increasing number of the ageing population (refer to Figure 3.1 below) has started to generate concern among social institutions and Government ministers due to the need to meet older individuals' growing needs. Older people usually require more attention in terms of health care and financial support. Reportedly, there is a strong relationship between all indicators of health and age (Grundy, 1998). Poor health leads to low productivity during employment and this contributes to an early retirement (Feldman, 1994; Cremer et al., 2004). Although this may lead to not having adequate savings in their retirement fund, this may not

be the case for all as some elderly people have other sources of income apart from their pension during their old age, from owning a property or running a business in their years of employment (Beattie, 1998).

**Figure 3.1: Growth rates for senior citizens and total population in Malaysia, 1970-2020**



Source: DOS (2000b)

As older people are identified as a vulnerable group, the Ministry of Social Welfare has taken on the responsibility for providing shelter and care services to them (SWD, 2009). In a survey carried in Malaysia, women and the elderly were categorised as being in poverty-prone groups (Masud and Haron, 2008). The elderly people who enter poverty before retirement are likely to stay in this economic condition throughout their remaining years (Masud et al., 2006).

During employment years, earnings or salaries are the major source of income for both men and women. However, when retired and no longer in the labour market and receiving a

steady income from employment, older people have to rely on income from other sources, such as pension funds, investments or children and relatives. Researchers have also highlighted the importance of income from rents, interest on savings and alimony (An, 2004).

In the United States, the most common source of income for 90% of men and women during retirement is from social security, while more than half of older people also receive income from interest on savings and rent (Lee and Shaw, 2003). However, frequently these sources still do not provide adequate retirement security for the elderly, and women are particularly disadvantaged in facing poverty in later life. In Malaysia, older people secure income from a various number of sources: remittances from working children, savings, private insurance, pension, and the state (Yaacob, 2000). This fits well with James (1992) identification of four pillars<sup>16</sup> for providing sources of income for older people (Asher, 1994). However, what about those who do not have any children or relatives to take care of them or help them with financial support? Social security or a pension seems to be the most important income source for these older people for a comfortable life after retirement.

Older people have to rely on a variety of resources if they no longer work and have no savings. Traditionally, older people were looked after by their family, but with the gradual transformation of the family in society due to industrialisation and urbanisation, the State and the society have taken on the responsibility for ensuring the elderly population is looked after (Subrahmanya, 2002).

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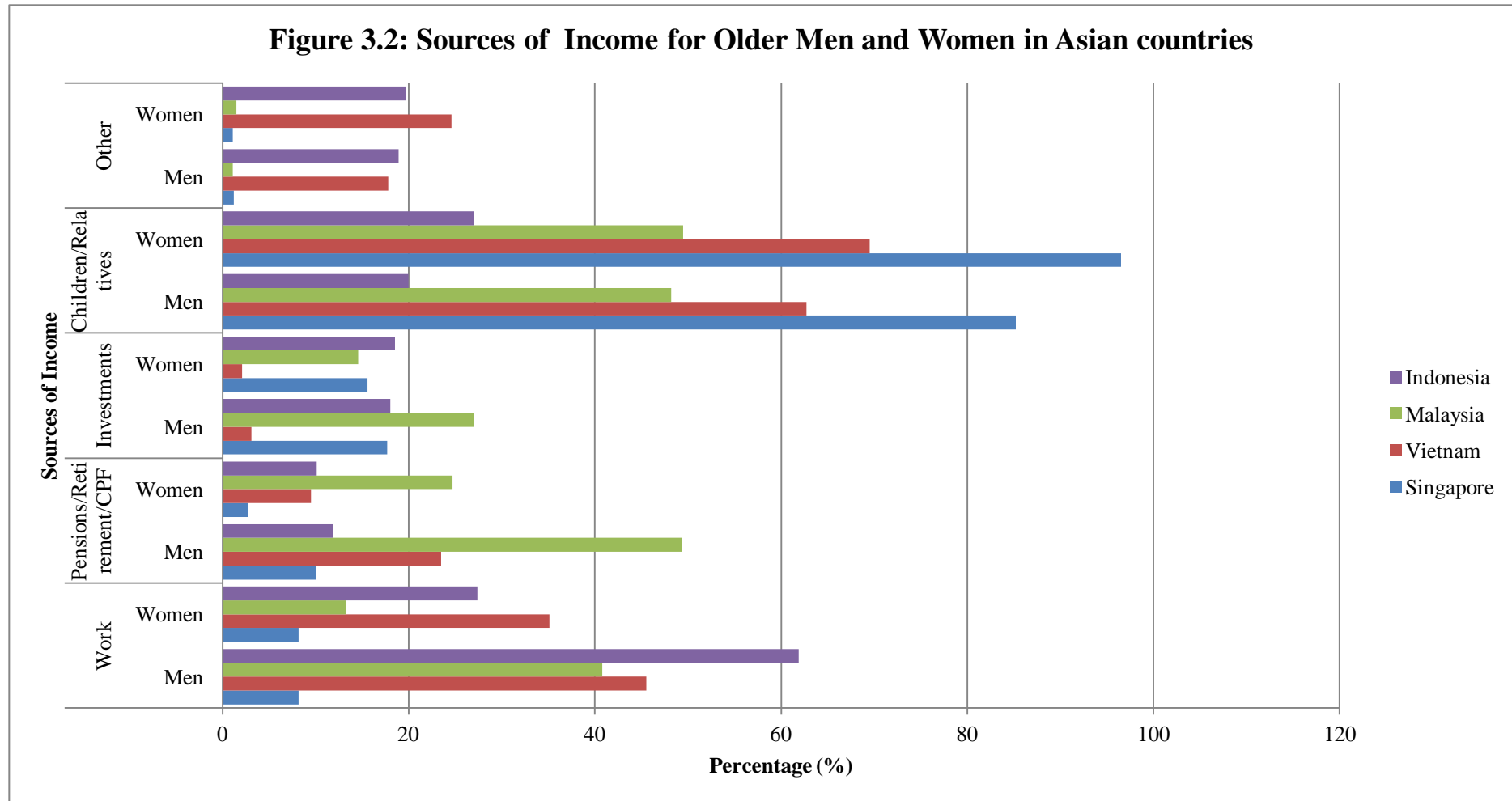
<sup>16</sup> James (1992) identified four pillars for providing social security. The first pillar mandates savings by individuals for their retirement. The second is a redistributive pillar to insure against low incomes earned during working years. A third pillar provides fiscal incentives for non-mandatory savings. The fourth pillar consists of purely voluntary personal savings and voluntary family and other arrangements (Asher, 1994).



Analysis on the changes towards older people's source of income by Ginn and Arber (1999) based on British men and women from mid 1980s to mid 1990s suggests that single women receive larger incomes from private pension income, whereas married women's major source of income are likely to be on state benefits. An (2004) found that in Korea, the major sources of income of the elderly people were, in descending order: from the family (mainly from children), earnings, rental property, private pensions, state pensions, and other sources.

Figure 3.2 shows that the main source of income for older men and women in Asian countries comes from their children or relatives followed by either salary (from work) or pension fund (Ofstedal et al., 2004). However, for older Indonesian women, their main source of income comes from a salary (work) rather than from children and relatives. The main source of income for older men in Malaysia is from a pension or retirement income (Ofstedal et al., 2004). This is not surprising since men are more likely to earn an income from work due to less disruption in their career life and to have the ability to make more contributions to their retirement fund than women. Women are more likely to depend on financial and material support from adult and family members (Ofstedal et al., 2004; Masud et al., 2006). In Thailand, Sobieszczyk et al. (2003) found that older women expect to receive financial support from their children and older men are more dependent on their employment income.

**Figure 3.2: Sources of Income for Older Men and Women in Asian countries**



Source: Ofstedal et al. (2004)

A study by Masud et al. (2006) which compared and identified the sources and amount of income received among the elderly in Malaysia, similarly found that older women in Malaysia are highly dependent on financial support from their older children, whereas the main source of income of older men is employment-related. Their study also indicated that women reported a lower amount of total income derived from employment and investment than men. However, a higher amount of women's income than men's came from social income. Tables 3.4 and 3.5 below present a summary of the study findings reported by Masud et al. (2008).

**Table 3.4: Percentage of older men and women who reported receiving income from a particular source**

	Male	Female
<i>Employment-related income</i>	%	%
Salary	31.58	10.58
Business profit	11.48	4.1
Agriculture	9.73	5.4
Pension	26.23	10.69
Bonus	1.64	50.54
<i>Investment-related income</i>		
Rental	4.15	3.78
Dividends	2.3	0.86
Annuity	0.11	0.32
Other	2.84	2.92
<i>Social income</i>		
Son	51.26	65.23
Daughter	35.52	44.17
Grandchildren	2.51	3.24

Source: Masud et al. (2008)

\*the total percentage is more than 100% as the respondents can receive income source from more than one source

**Table 3.5: Mean and standard deviation of income received from various sources**

	Male		Female	
	Mean	Std Deviation	Mean	Std Deviation
<i>Employment Related Income</i>				
Salary	7,144	9,633	4,595	6,553
Business Profit	14,484	21,211	4,816	6,768
Agriculture	5,452	16,566	1,957	1,972
Pension	8,487	5,739	6,394	4,677
Bonus	6,163	8,810	1,340	999
<i>Investment-Related Income</i>				
Rental	4,133	5,409	5,156	4,703
Dividends	3,395	4,320	1,438	2,083
Annuity	1,000	-	4,883	5,209
Other	2,109	3,379	1,007	1,017
<i>Social Income</i>				
Son	1,801	2,630	2,071	2,973
Daughter	1,501	2,507	1,606	2,896
Grandchildren	847	1,428	1,551	3,385
Total	9,038		4,383	

Source: Masud et al. (2008)

The above clearly indicates that the design and form of social security has to be amended and reformed to cater for the increasing number of elderly people in the population in Malaysia, especially women. Although the total older population is still relatively small, it is expected to increase. Figure 3.1 earlier in the chapter indicated that it had increased from 3.4% to 4.2% between 2000 and 2010 (DOS, 2000b). The pension system may not currently be coming under pressure as the number of older people is still at a relatively low level, however, as the number will continue to increase, it is important that the Government start to reform the present pension system now in order to cater for the needs of a much large number of older people, especially women retirees.

### **3.4 Gender Pay Gap**

Gender pay gap phenomenon occurs not only in developed countries such as the United Kingdom (UK), but also in developing countries such as Malaysia (Schafgans, 2000). Although men and women have the same educational level and occupational categories, men are paid higher than women in the labour market (Chapman and Harding, 1985). Thus, this leads to gender earnings differentials in both the developed and developing countries, Malaysia is not exceptional.

In developed countries, the gender pay gap has persisted over past decades due to discrimination against women in the labour market, and women's choice of career and more limited skills base, all of which affect their earnings; women's lower average earnings have caused them to feel penalised (Harkness, 1996; Blau and Kahn, 2006; Chevalier, 2006).

In general, the basic salary paid to men and women in the labour market in Malaysia is equal, since earnings depend on the occupation or the sector in which an individual is employed. However, several studies conducted in Malaysia have shown that differences in earnings exist between the genders, mainly due to discrimination against women, disruptions in employment experience, and education level attained (Milanovic, 2006; Ismail, 2011).

The length of one's working experience and the type of work in the labour market affects earnings or monthly income (Nor, 1998). This is particularly noticeable among women who tend to have disruptions and gaps during their employment years due to family responsibilities (refer to Section 3.2). Table 3.6 below shows the average number of working years for men and women in Malaysia. Between 1984 to 1997, the average number of working years men spent in the labour force was about 22 years, 4 years more than women,

indicating that women tended to have less working experience in the labour market which reduced their chance of earning more than men (Milanovic, 2006).

**Table 3.6: Average number of working years for men and women in Malaysia**

	1984	1989	1997
Men	21.96	22.36	22.08
Women	18.41	18.32	18.27
All	20.89	21.11	20.82

Source: Milanovic (2006)

Table 3.7 below shows the percentage of men and women receiving an income in Malaysia in 1984, 1989 and 1997 (Milanovic, 2006). For example, the percentage of women from the total population in Malaysia receiving an income in 1984, 1989 and 1997 was 23% less than that of men, reflecting the fact that the number of women participating in the labour market and earning in Malaysia was less than that of men. Due to the differences in women's earnings compared to men's, women are exposed to a higher risk of poverty during old age, because lower earnings among women lead to fewer savings for retirement (refer to Section 3.6).

**Table 3.7: Percentage of men and women receiving an income in Malaysia in 1984, 1989, 1997**

	1984	1989	1997
Men	40.62	41.36	46.05
Women	17.43	18.29	22.98
All	28.95	29.77	34.61

Source: Milanovic (2006)

### **3.5 Gender Differentials in Terms of Longevity**

Population ageing is commonly associated with the increasing longevity of women. It is one of the important demographic patterns that results from changes in the fertility rate and mortality trends as discussed in the previous chapter (refer to Chapter 2, Section 2.2.2). In general, longevity is measured by life expectancy. This indicates the average number of years a person is likely to live from the time of birth if they are exposed to the age-specific risk of dying currently prevailing across their entire life course. This, in turn, is influenced by the society in which they live and the genetic characteristics they inherit (Weeks, 2005). The demographic trend of a growing ageing population has focused society's attention on developing new systems of financial support, social support and health care (Vaupel, 1998). This includes the adequacy of retirement income as discussed in this study.

Women's life expectancy at birth is higher than that of men in all countries in the world, both developing and developed countries, with the lowest life expectancy being in Sub-Saharan Africa where men and women are expected to live until 51 and 53 years of age, respectively, about 30 years less than is experienced in more developed regions (refer to Table 3.8 below) (ILO, 2010).

**Table 3.8: Men and women’s life expectancy throughout the world**

	Male		Female	
	2000	2009	2000	2009
World	63.6	65.8	68.0	70.2
More developed regions <sup>17</sup>	71.7	73.9	79.0	80.8
Less developed regions <sup>18</sup>	62.1	64.3	65.5	67.8
Least developed countries <sup>19</sup>	51.8	55.2	54.3	57.8
Less developed regions, excluding least developed countries <sup>20</sup>	64.3	66.3	67.8	70.0
Less developed regions, excluding China	60.0	62.3	63.4	66.0
Sub-Saharan Africa <sup>21</sup>	48.2	51.0	51.0	53.1

Source: ILO (2010)

Previous studies have found that about 25% of the variety lifespan is due to genetic variation among individuals (McGue et al., 1993; Herskind et al., 1996). Another 25% is due to non-genetic characteristics; such as educational attainment, socio-economic status, parents’ age at a person’s birth, and so forth. Since most of Sub-Saharan Africa’s population are nomadic, they are believed to have limited access to education, formal health care and to be more exposed to diseases (Sheik-Mohamed and Velema, 1999). This is one of the reasons Sub-Saharan Africa’s population’s life expectancy rate is significantly lower than that of populations in other regions.

The population ageing scenario in Asia has been widely discussed by researchers, especially in relation to older women and their income in later life (Cheung, 2000; Ofstedal et al., 2004).

<sup>17</sup> More developed regions comprise Europe, North America, Australia/New Zealand and Japan

<sup>18</sup> Less developed regions comprise all regions of Africa, Asia (excluding Japan), Latin America and the Caribbean plus Melanesia, Micronesia and Polynesia

<sup>19</sup> Least developed countries: 49 countries of which 33 are in Africa, 10 in Asia, 5 in Oceania and 1 in Latin America and the Caribbean

<sup>20</sup> Other less developed countries comprise the less developed regions excluding the least developed countries

<sup>21</sup> Sub-Saharan Africa refers to all of Africa except Northern Africa, with the Sudan included in Sub-Saharan Africa



Population ageing is a growing concern not only among developed countries such as the United Kingdom and United States, but also among developing countries such as Malaysia.

Life expectancy in Malaysia in 1955 was 48 years of age, and the retirement age in 1951 at the inception of Employees Provident Fund was 55 years of age. Although life expectancy at birth<sup>22</sup> for females had increased to 74 years of age and 69 years of age for males in 2000, the statutory retirement age still remained at 55 years of age. In 2009, life expectancy had increased to 77 years of age for females and 72 years of age for males (ILO, 2010). Table 3.9 below shows that future life expectancy for a person aged 60 living in Malaysia is currently about 19 years for both males and females.

**Table 3.9: Life expectancy at exact age for both sexes (in years) in Asian countries**

	20 years old		60 years old	
	1995-2000	2005-2010	1995-2000	2005-2010
Malaysia	53.6	55.4	17.9	18.9
Thailand	50.3	50.2	17.9	18.3
Singapore	57.8	60.8	20.2	22.8
Indonesia	51.0	53.5	16.5	17.6

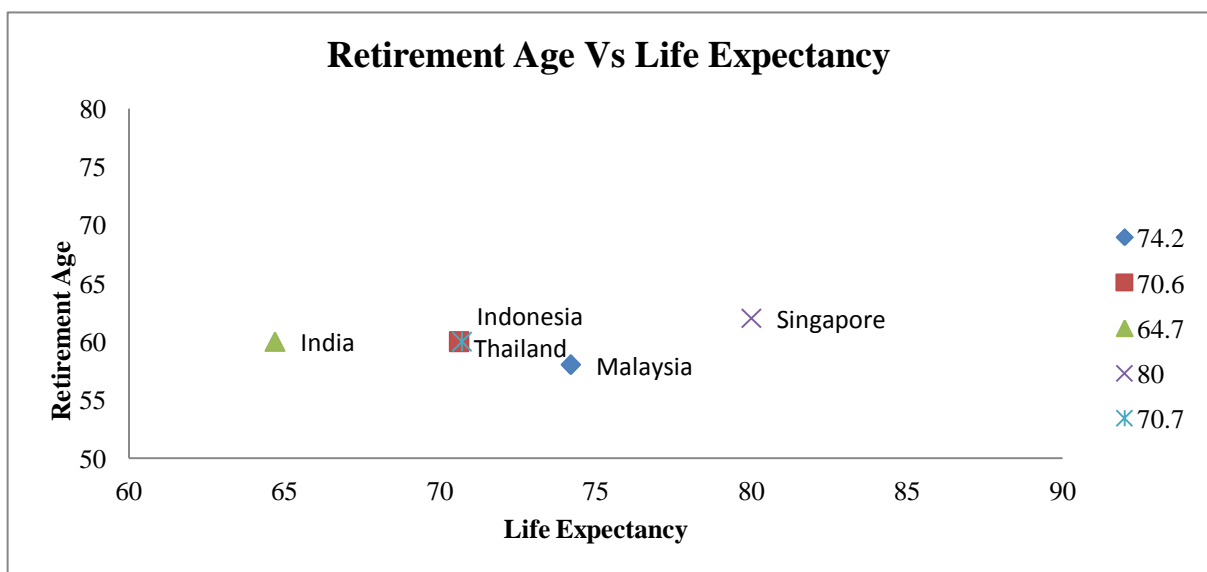
Source: ILO (2010)

In 2003, the retirement age was increased to 56 and subsequently increased to 58 in 2008. This shows there has been only a slight increase in the statutory retirement age since its inception and Government needs to pay a little more attention to this matter. Additionally, since retirees are likely to spend, on average 20 years out of employment, their retirement income would not be sufficient for these ‘extra’ years.

<sup>22</sup> Life expectancy at birth is defined as the average number of years of life expected by a hypothetical cohort of individuals who would be subject during all their lives (Source: UN, 2010)

Figure 3.3 below shows normal retirement age versus life expectancy for Indonesia, India, Thailand, Singapore and Malaysia. Malaysia has the lowest retirement age at 58, yet Malaysian citizens have high life expectancy. Although citizens of Thailand and Indonesia have a lower life expectancy than Malaysia, their retirement age is higher, namely 60. This gives rise to the question: is the new current retirement age appropriate for Malaysian citizens?

**Figure 3.3: Retirement age vs life expectancy for various countries**



Source: OECD (2009)

Further, since women’s life expectancy is longer than men’s, women might therefore be expected to work longer, however this is not the case in Malaysia as the current retirement age is 58 for both men and women. Thus, women have to spread their accumulated retirement income over more years to cover their longer period after retirement. As a result, they face a higher risk of poverty later in life (Falkingham and Rake, 2001; Masud et al., 2008).

The latter possibility raises several more concerns on how much should women save to prepare for retirement and later life, given their employment pattern and greater life expectancy. How can the design of the current social security and pension system in Malaysia take into account the interrupted labour force participation of women? These issues are further discussed in the next section, which focuses on social security and retirement benefits.

### **3.6 Women and Social Security/Retirement Benefits**

The International Labour Organisation (ILO) has reported that only 20% of the world's population have adequate social security coverage, and more than half lack any coverage at all (Reynaud, 2002; Ginneken, 2003). Social security can be taken to mean the protection which society provides for its members against the economic and social distress that otherwise could be caused by the ending or substantial reduction of earnings (Nadason, 1999). In other words, social security provides benefits to keep the aged from experiencing a sharp decline in their standard of living which could occur when regular earnings cease (Feldstein and Liebman, 2001).

Social security statutory provision involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury or maternity (ILO, 2011). Different schemes or programmes are available, whose main purpose is to protect people from social and economic distress (Nadason, 1999).

Table 3.10 below shows countries in the west have comprehensive statutory social security provision. However, Malaysia and Singapore have more limited statutory provision: family

allowances and unemployment protection are not available. Thus, Malaysia's and Singapore's social security is not as comprehensive as that in Western developed countries.

**Table 3.10: Overview of social security statutory provision**

	Statutory Programme						
	Sickness	Maternity	Old Age	Invalidity	Family allowances	Work Injury	Unemployment Protection
United Kingdom	X	X	X	X	X	X	X
United States	X	X	X	X	X	X	X
German	X	X	X	X	X	X	X
Malaysia	X	X	X	X	None	X	None
Singapore	X	...	X	X	None	X	None
Thailand	X	X	X	X	X	X	X

... = Not Available      X = One Statutory programme at least

Source: ILO (2010); Asher and Bali (2010)

Social security schemes currently available in Malaysia are the Social Security Organisation, better known as SOCSO<sup>23</sup>, Employees Provident Fund (EPF), Pension Scheme (PS) for civil servants, the Armed Forces' Fund<sup>24</sup>, the Employer's Liability Scheme<sup>25</sup>, and the Worker's Compensation Scheme<sup>26</sup>. These schemes only cover employees that are registered in the formal sector. Based on labour participation rates in 2007, only 63.2% of the working age

<sup>23</sup> The Social Security Organisation (SOCSO) which was established under the Employee's Social Security Act 1969 ensures timely and adequate assistance to workers who have suffered injury, occupational diseases, invalidity or death as covered by the provisions of the Act. SOCSO offers two social insurance protection schemes, namely the Employment Injury Insurance Scheme and the Invalidity Pension Scheme (Seng, 2011)

<sup>24</sup> Since 1973, the Armed Forces Fund, the LTAT, has made it compulsory for members of other ranks in the armed forces to become LTAT members. Similar to the EPF, LTAT is funded by contributions from employees and employers (Mohd, 2009).

<sup>25</sup> The Employer's Liability Scheme covers two main types of benefit: employment injury compensation under the Workmen's Compensation Act of 1952; and sickness and maternity benefits provided under the Employment Act of 1955 (Mohd, 2009).

<sup>26</sup> The Workers' Compensation Scheme was conceived under the Workers' Compensation Act 1952. The injured or deceased workman is compensated by the employer, who is required to insure his company from such liabilities. Unlike the SOCSO, this scheme operates as a law governing the terms and amounts of compensation in the case of death or accident. It does not handle the funds itself; the employer is fully responsible for the social insurance through private companies (Mohd, 2009).

population are expected being covered by two schemes provided in Malaysia that is, the EPF and the Pension Scheme. The remaining of 36.8% had unknown coverage (DOS, 2007).

In the United States, the traditional image of retirement financial security consists of the three-legged stool of social security, employer pensions, and personal savings or investments (Samad and Kari, 2007). James (1992), on the other hand, identified four pillars for providing social security: savings by individuals for their retirement; a redistributive pillar to insure against low incomes earned during working years; fiscal incentives for non-mandatory savings; and voluntary personal savings and voluntary family and other arrangements (Asher, 1994).

However, how is adequacy of retirement income measured? According to International Labour Organisation (ILO) Convention 102, the required minimum replacement rate level upon retirement should be at least 40% of the employee's last drawn salary per month if the benefits are contributory (ILO 1952). As discussed in Chapter 2, the EPF is a Defined Contribution Pension Plan and the Pension Scheme is a Defined Benefit Pension Plan. Nadason (1999, p. 254) commented,

*“The definition of adequacy of retirement income has been a controversial issue. This first issue is the quantum required. It is difficult to ascertain what amount of savings in the EPF will provide adequate financial security for members when they retire, as each member has a different perception of what is adequate for him. The second issue is concerned with the mode of repayment of the accrued savings. Whether this is repaid as a regular stream of income, such as an annuity or pension paid to a member for a certain number of years to sustain the member after he or she retires, or paid to the member as a one-time lump sum is again subjectively based on individual taste and capability”.*

Yaacob (2000) contends that different individuals have different perceptions regarding the adequacy of income at retirement, with 'inadequate' pension incomes mostly affecting the lower income groups. Since the lower income groups are more likely to comprise women than men, it is likely that the retirement benefits will not be sufficient to provide these groups with an adequate income to spend during their 'extra' retirement years. Moreover, women's employment patterns with disruptions due to family responsibilities as discussed earlier in Section 3.2, and the lack of benefits, especially since the current pension system is not designed for interrupted employment pattern have exposed more women in Malaysia to a higher poverty risk during old age than men.

As indicated in Chapter 2, Section 2.3, the two types of social security that provide income after retirement in Malaysia, the EPF and the Pension Scheme (PS), both share one common objective, that is to provide employees or members with an adequate income at retirement. However, the schemes differ from each other and cater for different groups of employees. The EPF covers a larger proportion of employees as members can be from the Government or Non-Government sector, as well as self-employed. The Pension Scheme, on the other hand, caters only for Government sector employees. No matter whichever scheme they choose, the main purpose of social security is to protect people from social and economic distress at retirement.

In 2008, an estimated 2,355,900 women were employed in the private sector and a further 648,100 women worked in the public sector. Women working in the public sector are entitled to choose between the Pension Scheme or EPF. However, women who work in the private sector, have no choices, they have to contribute to their retirement savings under the EPF. The total number of retirees in 2007 was 371,812. However, only 156,771 retirees

received a pension. The remaining retirees are expected to receive a lump sum amount from the EPF (PSD, 2009).

Previous research examining issues related to Malaysia's retirement income problems has primarily focused on retirement age, allowing pre-retirement withdrawals and the amount contributed to the retirement fund (Asher, 1994; Narayanan, 2002). Under the Employees Provident Fund (EPF), members are allowed to make pre-retirement withdrawals for medical expenses and housing and education purposes. Given this, the final level of savings remaining in the fund before retirement is not high. Narayanan (2002) has stated that members' pre-retirement withdrawals will then have a negative effect on their retirement savings and the investment returns of the fund will decline. This is because the more members withdraw before they retire, the lower the level of savings in the accumulated fund. The more the members withdraw during employment, the lesser their savings at retirement.

According to the Employees Provident Fund (EPF) Annual Report, significant numbers of active members within the EPF have average savings in the range of only RM10,001 – RM15,000. The report also shows that female active members' average savings at age 54 are much lower than those of male active members. In 2008, the average savings for men and women were RM150,280 and RM96,856, respectively. This shows that women have less retirement savings in the fund for retirement at 58 years old.

### **3.7 Women and Poverty**

The Quality of Life Malaysia Report (EPU, 1999) states that two broad concepts of poverty are normally used: absolute poverty and relative poverty. Absolute poverty is defined as a condition in which the gross monthly income of a household is insufficient to purchase

certain minimum necessities of life. Relative poverty is defined in relation to inequality between groups by looking at the income disparity ratios of income groups, ethnic groups, and urban and rural dwellers. In this study, I will only consider on absolute poverty as this study is interested to measure the standard of living during old age.

Poverty is determined based on an individual's level of income that is sufficient to enjoy the society's minimum standards of living (Zin, 2004). It is measured based on a minimum expenditure or the Poverty Line Income<sup>27</sup> (EPU, 1999) that is set by each country. Income that is below the Poverty Line Income (PLI) is considered as living in poverty. Women's income at old age faces higher risk of attaining below the Poverty Line Income.

The World Bank has indicated that living standards data may contain errors due to differing needs between households. There is also uncertainty about the preciseness of both the Poverty Line Income and measurement of poverty (Chen et al., 1994). Studies have shown that poverty among families, communities, and older people can be reduced by appropriate and effective social pensions (HAI, 2009).

Poverty can be used to measure the economic well-being of an individual (Magrabi et al., 1991). Goedhart et al. (1977) has defined poverty is a condition of having insufficient resources and that it falls below the poverty line. This shows that individuals with low level of resources especially in terms of income, may have difficulties in living comfortably, especially during old age. However, the poverty is relatively defined based on each country or society.

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<sup>27</sup> Poverty Line Income is defined as an income sufficient to purchase a minimum food basket to maintain household members in good nutritional health and other basic needs such as clothing and footwear, rent, fuel and power, transport and communication, healthcare, education and recreation.



There is an extensive body of literature in developed and developing countries on poverty and the elderly due to inadequate income during old age. Malaysia is no exception. Previous research has found that women who live alone in Malaysia are more vulnerable to poverty than men (Vartanian and Mcnamara, 2002; Smeeding and Sandstrom, 2005; Masud et al., 2008). Given the challenges of an ageing population, the additional concerns regarding income in later life among elderly women take on even greater salience. Previous research indicates that women face a much higher risk of poverty and are twice as likely to be poor compared with elderly men (Zaidi, 2007). These gender differentials are found not only in developing countries but also in developed countries (Levine et al., 1999; Lee and Shaw, 2003; Masud et al., 2008).

Smeeding and Sandstrom (2005) used the Luxembourg Income Study (LIS) to analyse the patterns of poverty and low income across seven countries<sup>28</sup>. Due to the different definitions of Poverty Line Income in these countries, the study used 40% and 50% of median income as the national poverty line. The United States, United Kingdom and Italy were found to have the highest overall poverty rate among elderly women which was particularly outstanding among elderly women living alone.

The Poverty Line Income that is used in Malaysia to measure the poverty level in terms of living standard indicators is RM691 per month (219.57 USD). According to Economic Planning Unit Malaysia, 22.7% of the elderly population are categorised as living in poverty (Masud and Haron, 2008). To be more precise, older women in Malaysia are reported to face a high risk of poverty than elderly men (Masud et al., 2006). This indicates that older women

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<sup>28</sup> The regions include United States, Canada, United Kingdom, Italy, Germany, Finland and Sweden.

are clearly exposed to the risk of not having adequate income during old age and living in poverty.

Consistent with the aim on analysing how pension policy can be used to prevent elderly women from falling into poverty (Zaidi, 2007), poverty level can be used to measure the adequacy of retirement income in old age (Masud et al., 2008). Retirement income policies should be properly designed to reduce poverty among the elderly by ensuring the financial security of older women in old age. This can be done by taking into account women's employment pattern due to family responsibilities and having more years to spend in old age than men, discussed earlier in Sections 3.2 and 3.5.

The increasing ageing population and high life expectancy among women have important implications for financial security in later life. The low labour force participation rates among women, discussed in the previous chapter, and longer life expectancy has increase the probability of women facing the risk of poverty due to their low length in service and not having an adequate income to support the 'extra' years during old age.

During old age, one loses one's ability to earn a regular income (ILO, 2010). Choudhury and Leonesio (1997) looked at the relationship between women's economic status earlier in their lives and their poverty status in old age. This study showed a strong and statistically significant role of earlier-life economic well-being. Even though older women are out of the labour market and are not earning a steady income from employment, they are nevertheless expected to receive income from other sources, such as a pension fund, children and relatives or other sources (refer to Section 3.3).

Given the extra years they will spend in later life due to longevity, women's retirement income would not be sufficient to maintain their standard of living and will face greater insecurity during later life. Previous research has found that older women who live alone are more disadvantaged and more likely to be living in poverty. Choudhury and Leonesio (1997) also stated that older women are twice as likely to be living in poverty as older men. Table 3.11 below shows the percentage of older persons living in poverty. For all ages and for all races, women who are not married and living alone face a higher risk of living in poverty than men and those who are married. In another study, about 90% of older people living alone in Malaysia were living in poverty and the majority were women (Masud et al., 2008). Moreover, Vartanian and McNamara (2002) has argued that women's economic vulnerability in old age can be understood as a product of longstanding life course characteristics combined with the effects of later life events. This showed that women's employment histories does have affect towards their standard of living during old age. Due to that, this study aims to look at different employment patterns, especially women with disruptions during employment.

**Table 3.11: Percentages of older persons living in poverty by marital status, 1994**

All Races	Married	Not Married		
Aged	All	All	Men	Women
55-64	6.24	22.89	20.01	24.48
65-74	4.50	20.21	15.22	22.06
75-84	4.65	20.12	13.88	21.74
85 or older	7.03	20.87	16.83	21.86

Source: Choudhury and Leonesio (1997)

### **3.8 Chapter Summary**

It is important to discuss on the issues that affect women's life course and retirement income, as the main objective of this study is to investigate the impacts on women's retirement

income due to disruptions during employment. The discussion above has shown that women's employment history, gender pay gap and longevity issues affects women's retirement income during old age. Women are also expected to received their income during old age mainly from children or relatives rather than employment related (Ofstedal et al., 2004; Masud et al., 2008). Apart from that, women in Malaysia who are out of the labour market due to care-taking responsibilities are not protected by the social security provision, hence, those in this category face higher risk of living in poverty during old age.

Chapters 2 and 3 have discussed on pension system issues and also the factors that lead to women being highly exposed to poverty during old age. The next chapter will discuss approaches to modelling income in later life that can be used to assess the impact of pension policy in countries. For example, the simulation model is used in Britain and Canada to analyse the effectiveness of the pension system design in these countries: for example PENSIM and LIFEPATHS simulation models (Hancock et al., 1992; Rowe and Gribble, 2007). The next chapter also reviews the literature on types of simulation models and explains the reasons for using a hypothetical simulation model that has been chosen as the research methodology in this study.



# CHAPTER FOUR

## Approaches to Modelling Income in Later Life

### 4.1 Introduction

This chapter discusses previous studies that have used simulation models to investigate pensions or income in later life. Each simulation model is designed with its own objectives to achieve. The main purpose of developing the simulation model in this study was to project future retirement income with gaps and disruptions during employment years. In Section 4.2, I focus on literature that refers to simulation models used for simulating pension incomes. The literature reviewed includes descriptions of different types of simulation model (hypothetical, static, dynamic population and dynamic cohort) used to gain a better understanding of ageing and income issues. Further on in Section 4.3, I discuss why a hypothetical simulation modelling approach is the most appropriate method for answering the research questions in this study. Finally in Section 4.4, I examine the simulation model literature in Malaysia which presents previous studies and the use of the hypothetical simulation model to project scenarios with different policy options.

### 4.2 Literature Review: Simulation Models

Simulation is a particular type of modelling that simplifies a structure or system and that generates outputs when the system is run, aiming to predict future trends and gaining a better understanding of some features in the social world (Gilbert and Troitzsch, 1999b). Gilbert and Troitzsch (1999a) discussed a number of simulation models, for example, queuing models, multilevel simulation models and microanalytical simulation (microsimulation) models. These simulation models are best conducted with a computer to allow the simulation of complex calculations, and different types of model are designed for different purposes or

research questions. For example, some simulation methods can be used to project future social and economic outcomes, and are not only used to project the future outcome based on certain characteristics, but also the impact of policy change. In this study, the focus is on employing a simulation model to project the impact of social policy. Whatever the simulation method chosen, the main aim of a microsimulation model is to analyse the possible impact of policy change upon persons (or household, or firms, or other micro-units) (Harding and Gupta, 2007). Therefore, a simulation model relevant to the purpose of this study is one designed to answer the research questions presented in Chapter 1, whose objective is to analyse the impact or effects of disruptions, and flexible parameters (i.e. retirement age, contribution rates and pre-retirement withdrawals) on current pension policy in Malaysia and to examine the effectiveness of giving pension credit contributions to women with disruptions throughout their unemployment years.

There are four major types of microsimulation model that have been used in various countries in the design of social policy: hypothetical models, static models, dynamic population models, and dynamic cohort models (Falkingham and Johnson, 1993; Rake et al., 2000; Sutherland, 2001; Zaidi and Rake, 2001). Different simulation models are used for different purposes. Simulations are used to illustrate and analyse the behaviour of a system using ‘what if’ questions relating to the real system and the output can be used to assist the design of the actual system (Banks, 1999). This means that identifying the research questions in the beginning is the most important part of developing a simulation model as the model later on will be used for answering the ‘what if’ research questions.

With the aim of predicting the effects of social and financial policy on individuals and groups, the microsimulation approach has been developed (Gilbert and Troitzsch, 1999a). Microsimulation models are important policy tools in analysing data that involves social and economic units (e.g. persons, households or firms) (Zaidi and Rake, 2001) as demonstrated in previous international studies which have used microsimulation models for analytical purposes. For example, the MOSART model was used in the process of reforming the Norwegian public pension system, and a few versions of the model have been developed that take account of demographic events, educational level and labour force composition as well as household sources of income, taxation, savings and wealth (Fredriksen and Stolen, 2007). The DYNAMOD model, which has been used to analyse social policy in Australia, simulates events that occur in the lives of citizens, including demographic and labour force transitions, household wealth, superannuation and taxation (Kelly, 2007) and SAGE model was constructed to project the development of social policy in Britain for the twenty-first century, with the focus on pension, health and long-term care needs (Evandrou et al., 2007).

A microsimulation model that includes demographic characteristics, labour supply, and a detailed description of the pension system seems to be the most appropriate tool to obtain estimates of the direct effects of individual benefits, Government expenditures and the future pension burden (Fredriksen and Stolen, 2007). Public and Government concerns about income earnings and the future of pensions have led to further research building and the use of more simulation models to project earnings and income or pensions. For example, the LIFEPATHS model that has been used to simulate public and private components of Canada's retirement income system has also been used for various studies focusing on intergenerational equity, pension privatisation, lifetime use accounting and rates of return on education (Rowe and Gribble, 2007). The PENSIM model has been used to study the



influences of policy change on the income distribution of pensioners in the UK up to 40 years in the future (Hancock et al., 1992) and the PHYLIS model, which can compare six national sets of pension entitlements was developed to address issues related to income and pension systems (Evans and Falkingham, 1997).

Each simulation model has its own strengths and limitations, and has its own aims to achieve. Therefore, microsimulation models are not likely to answer all the questions and issues raised by pension reforms and different tools may be required to capture the complexity of a pension system (Blanchet and Minez, 2009).

Lagergren (2007) contends that using a microsimulation model makes it possible to easily calculate the results under different assumptions, while the effect of an argument can be explored, and new data can be introduced when it becomes available. Additionally, the aim of a simulation is to measure possible change and difference from implementing a policy and to assist Government policy makers to further improve and perfect the policy settings and rules (Linping et al., 2007). Thus, microsimulation models can be used to address the impacts of detailed and complex changes in pension rules (Blanchet and Minez, 2009).

#### **4.2.1 Hypothetical Models**

A model that produces a simulation based on individuals and their different characteristics can be categorised as a hypothetical simulation model. This type of simulation model is normally used to explore and examine the output of certain characteristics for different individuals. Joshi et al. (1996) stated that if we are enquiring about what will happen to someone over their lifetime, some artificial time needs to be created in which their hypothetical lifetime unrolls.

In cases where complete data is not available, it is an advantage to use this type of simulation model as it does not require a complete life history data to obtain outcomes for each individual. The characteristics are set for each hypothetical individual based on the objective of the model. According to Evans and Falkingham (1997), each hypothetical individual can have any characteristic set as the parameter to calculate the outcome required. Due to the lack of complete data, a hypothetical simulation model was the most suitable model for use in this thesis to answer to the research questions set in Chapter 1. However, this type of simulation has its weaknesses. Although the characteristics are set to symbolise an individual's life characteristics, they may not show the individual's real life background and outcome in the real world (Joshi et al., 1996; Evans and Falkingham, 1997). Extant literature on hypothetical simulation models is reviewed later in this chapter (refer to Section 4.3).

#### **4.2.2 Static Models**

Static models use simulation based on simple snapshots of current circumstances of a sample of the population, and provide an overall picture of a certain scenario that is happening at the time of the simulation. Such models are appropriate for analysing the immediate impact of policy changes (Hancock and Sutherland, 1992). This type of simulation model is commonly used in the United Kingdom and has been used to study the distributional aspects of a range of policy options (Pudney and Sutherland, 1994).

Examples of those who have used static simulation models include Parker and Sutherland (1991) who examined different approaches to child support; Webb and Wilcox (1992) who investigated the need for mortgage benefit; Sutherland (1991) who analysed the effects of introducing a national minimum wage; and Hills (1988) who focused on the 1979 tax-benefit system (Hancock and Sutherland, 1992). STINMOD and EUROMOD are also examples of

static simulation models. STINMOD has been used to estimate the impact of the system (payment of personal income taxes, the receipt of social security, and family payment cash transfers) on Australian families and on the Government budget (Lloyd, 2007). On the other hand, EUROMOD has been used as a tax-benefit simulation model covering 15 Member States of the European Union to calculate the impact on household incomes of changes in policy parameters (Atkinson, 2005).

Since static models are created based on simple snapshots of current circumstances, they are useful for analysing the immediate effects of policies i.e. ‘the morning after’ (Sutherland, 2001, Atkinson, 2005; Vanags and Chandler, 2006). However, it is argued that static simulation models also have disadvantages. They are not suitable for estimating behavioural responses and for policies that require the effects of their impacts in the long term (Sutherland, 2001). Moreover, static models cannot simulate outcomes prospectively, unlike dynamic simulation models.

#### **4.2.3 Dynamic Population Models**

In contrast to static microsimulation models, dynamic population simulations are linked to the ‘ageing’ procedure, which is operated prospectively. Each micro-unit is aged individually based on the survivor probabilities, which tends to change the characteristics of the sample (Merz, 1991). Hancock et al. (1992) designed PENSIM, a dynamic population model used to project the distribution of pensioners’ incomes for the next 40 years into the future. This simulation model simulates individuals’ future retirement income which is estimated from the first employment year until retirement based on the assumptions used throughout the simulation.

The DESTINIE and SAGE Models are also examples of Dynamic Population Models. The SAGE Model was developed to generate projections of the likely future socio-economic characteristics of the older population and to inform the development of alternative policy options within pensions and long-term care (Evandrou et al., 2007), whereas the DESTINIE model has been used to simulate the distribution of pensioners' incomes until 2050 (Afsa and Buffeteau, 2007). These models 'age' each individual of the sample and create a profile of life histories based on a longitudinal data survey.

Dynamic population simulation is best conducted if the effects of policy changes in the future depend on individuals' histories, for example changes in the contribution conditions for contributory social security benefits (Hancock and Sutherland, 1992). However, this type of simulation model does not project from birth until death, which results in a greater degree of uncertainty in the results relating respectively to the distant future or the later part of individual life cycles (Hancock et al., 1992).

Having complete life history sources for each individual does not necessarily address all the issues that are essential in the simulation. Davies et al. (2000) pointed out that, by their nature, those sources may be retrospective and data on the early years of people now in their sixties and above will relate only to the circumstances of thirty or more years ago. This is agreed by An (2004) as there will be a problem in simulating prospective purposes, for example, simulating the income prospects of today's younger generations based on older generation histories.

#### **4.2.4 Dynamic Cohort Models**

The last microsimulation model is the dynamic cohort model which applies the same ageing procedure as dynamic population simulation models. However, the dynamic cohort model can be differentiated from the dynamic population simulation model as it creates ‘synthetic’ micro-units and each micro-unit is then projected from birth to death (whole life-cycle) (Merz, 1991).

The availability of a complete individual life-cycle history for each member in the cohort is an advantage for this type of microsimulation model, since it is suitable for exploring issues over a life-cycle. For example, LIFEMOD model were used to simulate life histories of a cohort of 2,000 males and 2,000 females born in 1985 in the United Kingdom and Australia, respectively (Falkingham and Lessof, 1992; Zaidi and Rake, 2001). Another dynamic cohort model is LIFEPATHS, which was developed in Canada and used to simulate public and private components of Canada’s retirement income system. This model is able to generate a full life history of individuals with a synthetic initial database which is created using a range of overlapping cohorts (Zaidi and Rake, 2001).

This type of model is suitable for applying simulations that are concerned with the lifecycles of individuals which static and dynamic population models are unable to do. However, the lack of complete data needed from birth is the major constraint for dynamic cohort models.

#### **4.3 Reasons for Using a Hypothetical Simulation Model**

As briefly discussed in Section 4.2.1, the hypothetical simulation model is used to examine and explore individuals’ outcome based on different characteristics, representing people with specific characteristics in the real world. The purpose of designing a model in this research is

to study the accumulated entitlements across different life courses among women in Malaysia. Taking into account the research questions stated earlier in the thesis, the reason for using a hypothetical simulation model approach is explained later in this section.

In Malaysia, the first and second Malaysian Family Life Surveys (MFLS-1 and MFLS-2) were designed and administered in Peninsular Malaysia in 1976-1977(MFLS-1) and 1988-1989 (MFLS-2), respectively. The purpose of the surveys was to study household behaviour in diverse settings during a period of rapid demographic and socioeconomic change. These longitudinal surveys investigated household members' employment, fertility, mortality, education, and income distribution details over the period of two years. Information on the income distribution pattern of households classified according to various socio-economic characteristics has also been collected in a Household Income/Basic Amenities Survey (conducted twice in 5 years) and Household Expenditure Survey, (conducted once in 10 years), respectively to measure the economic well-being of the population in Malaysia. Other surveys conducted in Malaysia include the Education and Social Characteristics of the Population (carried out once in 10 years) and the Labour Force Survey Report (carried out monthly) that collected information on the structure and distribution of the labour force, employment status, educational attainment and marital status, and this information has been compiled and published. However, not all of the information needed for the design of the simulation model proposed for use in this research has been published and is accessible to the public. Since the information is not available for complete life histories for each cohort member, I was unable to develop a dynamic microsimulation model.

An (2004) conducted a study on the impact of recent pension reform in South Korea and faced a similar lack of data. As an alternative to a dynamic microsimulation model, An

(2004) used a hypothetical simulation model to analyse pension outputs at retirement. Other scholars have also adopted and used a hypothetical simulation model to simulate and project the retirement income or pension prospectively (Evans and Falkingham, 1997; Rake et al., 1999; Davies et al., 2000).

Evans and Falkingham (1997) used a hypothetical simulation model named PHYLIS (Pensions and Hypothetical Lifetime Income Simulation) to examine the consistency of the pension outcome for six different countries, i.e. the United Kingdom, Italy, Sweden, Poland, Chile and Australia. The results of the simulation for countries with a Pay as You Go plan (or Defined Contribution Pension Plan) with a non existing fully funded system (the United Kingdom and Poland) indicated that replacement rate levels were highest among low-paid workers (part-time and with child-care gaps) compared to individuals with no breaks during employment. Rake et al. (1999) used an updated version of the PHYLIS model to explore low-income individuals' and their partners' pension outcomes by changing certain assumptions in the model. This is similar to the simulation method used in this research, since in the second stage, the simulation model was developed by considering flexible assumptions in the parameters.

Rake et al. (2000) indicated that a hypothetical simulation model allows a simulation to be carried out in more detail and able to explore wholly on the impact of the policy towards individual outcomes. This is supported by the Pensions and Hypothetical Lifetime Income Simulation Model (PHYLIS) which was developed to compare the national pension system treatment for six different countries and each system's ability to reduce inequality between men and women, prevent poverty, and redistribute income more fairly between high and low earners.

There are obvious limitations in using a hypothetical simulation model as the results and findings derived from such a model do not represent the exact pension outcomes. Rather, they illustrate the possible outcomes that may result from Malaysia's current pension schemes for hypothetical individuals with similar characteristics. In other words, the result from the simulation model will show the level of an individual's retirement savings and monthly retirement income they might expect to have based on different characteristics, such as different education levels, different employment history, and different retirement account activities (contribution rates and pre-retirement withdrawals). An (2004) also pointed out that it is not possible to generalise from the results, since they are highly sensitive to the choice of hypothetical cases.

Davies et al. (2000) used a hypothetical simulation model to examine on women's lifetime incomes in Britain and the consequences of different life-courses, such as divorce, motherhood, and employment interruptions, on their pensions. A hypothetical individual's life course in the simulation will usually have different characteristics, for example, labour force participation, earnings, marital status and educational attainment. One could analyse each individual's lifetime history or make changes for future projections. Taking a life-course approach, one could analyse each individual's projections over their entire lifetime including all areas of life, for example family life (Erhel, 2007). However, by having to analyse the effects of the characteristics such as part-time employment and having children, it is impossible to get exact duplicate life histories (Evans and Falkingham, 1997). Although the outputs from this type of simulation only produce pension outcome representative of an individual with similar characteristics to those of the hypothetical individual, they nevertheless provide important information for policy makers and can assist in improving the pension system of the country.



Due to a lack of longitudinal data, this research used a hypothetical simulation model to predict and examine the effectiveness of Malaysia's pension system and to explore the outcomes for different individuals at retirement. Such model was valued as most suitable for analytical purposes as I was interested in individual pension outcomes according to educational attainment, career employment history, different retirement age, different pre-withdrawal activities and different contribution amounts made throughout each individual's employment years. Using a hypothetical simulation model enabled a more sophisticated analysis of hypothetical individual life histories; that is an investigation of the impacts of different types of employment histories on retirement income, an examination of the impacts of factors such as retirement age, contribution rates and pre-retirement withdrawals on estimated retirement income, and exploration of the effectiveness of giving pension credit contributions to women with disruptions in their employment years. Employing a hypothetical simulation model allowed me to analyse the pension outcomes for various individual life histories under different scenarios. Also, importantly, a hypothetical simulation model did not require a complete set of data, unlike static and dynamic simulation models.

#### **4.4 Simulation Model Literature in Malaysia**

There is little research on the Employees Provident Fund (EPF) in Malaysia which has used a hypothetical life course simulation model to calculate the accumulated amount in the fund during employment. For example, research by Samad and Kari (2007) used secondary data obtained from the EPF databank to calculate savings amount in the fund, and the amount from the secondary data figure was then converted into an annuity plan based on an actuarial formula. However, this method does not reflect an individual's predicted accumulated amount in the EPF nor does it highlight the amount a person might withdraw during

employment. In this present research, the accumulated savings amount in the fund was simulated by a hypothetical simulation model from the first year of employment until withdrawal upon reaching retirement or upon attaining the age eligible to make withdrawals from the fund. The amount was calculated on a yearly basis based on each individual's life course; either having full employment or having disruptions during employment.

Employees would normally choose to receive a lump sum upon reaching retirement age although a survey has shown that 70% of retirees use up all their EPF money within three years of retiring (EPF, 2008). This research estimated an actuarial value for an annuity plan, similar to previous research conducted by Samad and Kari (2007) which also converted the total savings upon reaching retirement age to an annuity plan. Samad and Kari (2007) used a general annuity calculation where the annuity plan assumed was different because they had chosen to invest the accumulated amount in an annuity that would provide a fixed monthly payment for 25 years after retirement. Based on the assumptions used in previous research, certain assumptions were made in this research that will be explained in the next chapter (Chapter 5).

Narayanan (2002) also investigated the adequacy of the EPF upon reaching retirement. In his study, one of the reasons for having an inadequate income during retirement was the high number and amount of pre-retirement withdrawals that were made during employment due to preparation for retirement. Narayanan (2002) and Samad and Kari (2007) used a different approach to analyse the adequacy of Employees Provident Fund (EPF) balances at retirement. Narayanan (2002) has looked at the adequacy of retirement income based on the total contributions and the balances based on the contribution sizes as reported in the EPF's Annual Report. Similarly, Samad and Kari (2007) used the salary range of the members of

the EPF that were later calculated into a monthly annuity, and the figures that were published in the EPF's Annual Report. However, because the approach was based on the overall salary and contribution ranges rather than individuals, it did not show the characteristics of each individual's salary or the contributions made.

A dynamic simulation model using data from the population census report was developed by Yin (2008) to assess the level of unity and integration among the diverse ethnic communities of Malaysia and to simulate scenarios based on different policy options of the Government. However, due to lack of availability of published data, Yin (2008) used secondary data obtained by questionnaire surveys. The simulation developed by Yin (2008) was constructed to simulate scenarios' growth path until 2050 based on different policy options integrating hard economic variables<sup>29</sup> and the social capital<sup>30</sup> for different ethnic groups. The model was used to determine different rates of growth for both variables. However, the results were based on historical data only. Using a similar approach, the second stage of the model developed in this thesis aimed to look at different pension policies, the Pension Scheme (PS) and the Employees Provident Fund (EPF) (refer to Chapter 2, Section 2.3.1 and 2.3.2). Flexibility options are included in the simulation model based on current and proposed pension policies, particularly with regard to retirement age, contribution rates, and pre-retirement withdrawals. By the end of the simulation, it is hoped that the results and findings can be used by policy makers as guidelines to further improve the pension policy that is currently used in Malaysia.

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<sup>29</sup> Hard economic variables comprise highest educational attainment, occupational structure, industrial sector participation, and distribution of the labour force in the industrial sectors.

<sup>30</sup> Social capital includes trust, reciprocity, social cohesion and exclusion, community efficacy, sociability, quality of life and community integration.

Recently, Sapiri et al. (2010) developed a dynamic simulation model to analyse pension expenditure due to salary and demographic risk. The model used actual data provided by the Public Service Department to simulate pension expenditure from 1995 to 2027. However, this model only studied on Pension Scheme which is a Defined Benefit Pension Plan. The overall results of the simulation shows that pension expenditure will have increased 100% by 2027 from expenditure in 1995, due to increment in accrual rate and the increasingly high life expectancy of pensioners that will necessitate having to pay pensions longer to pensioners. The model also indicated that demographic and salary changes continuously affect the pension expenditure (Sapiri et al., 2010).

Thillainathan (1997), on the other hand, used the hypothetical simulation method simulate savings in Employees Provident Fund (EPF), a Defined Contribution Pension Plan whose fund can be used to finance a house, in order to study the effect of housing finance on an individual's balance in the EPF. Thillainathan's (1997) findings suggested that the EPF should continue its role in financing housing loans since the accumulated balance in the fund is not too low if the amount in the fund is used to finance a house. However, this is provided that no other type of pre-retirement withdrawals is allowed.

A review in this chapter of previous studies using simulation models reveals several gaps and the development of the model in this research aimed to fill the gap in relation to retirement income simulations. As far as I am aware, there is no simulation model to explore the effect of employment characteristics (disruptions during employment) throughout an individual's career history on retirement income. The development of the research model here is intended to facilitate the examination of the impact of different employment activities throughout

employment years on retirement income, including the impact of gaps and disruptions during employment and also the effect of early retirement.

This study also develops simulation models to analyse the effect of two different types of pension policy in Malaysia, the Pension Scheme (PS) and Employees Provident Fund (EPF), on pension outcomes for men and women. Although the salary level is assumed to be equal for both men and women, due to increasing life expectancy, women's retirement income needs to last more years and women tend to face a higher poverty risk than men. Moreover, women's employment activities are more often disrupted due to family commitments that require them to take care of their children or elderly family members.

Given that, I chose to use a hypothetical simulation model in this research. Hypothetical individuals is projected to retirement and the focus on hypothetical individuals enables the analysis of pension output at retirement based on each individual's characteristics to be more precise and accurate. The individual's life course is based on the assumptions in the next chapter (Chapter 5).

#### **4.5 Chapter Summary**

In this chapter, I have reviewed the literature on methodological issues relating to simulation models, particularly simulation models that are used for simulating pension and retirement income, for example PHYLIS and DESTINIE (Evans and Falkingham, 1997; Evandrou et al., 2007). I have also pointed out the advantages and disadvantages of using a simulation model for predicting or estimating simulation outputs.

Since longitudinal data in Malaysia is not readily available to the public and as I was interested in looking at the impact of life course experiences on individuals' estimated retirement income, this led me to apply the hypothetical individual approach in the simulation model in order to examine the different characteristics of each individual especially their employment history and account activities. The hypothetical simulation approach was used to measure the adequacy of women's monthly retirement income based on the balance available upon reaching retirement age. Although the output of the simulation does not represent the real current pension outcome in Malaysia, it does provide a picture of how the current pension system in Malaysia would treat individuals with the similar hypothetical characteristics under the same pension policy.

The next chapter will explain the development of the simulation model, the characteristics of each hypothetical individual, and the assumptions used in this model. This includes the stages of developing the simulation model and the calculations used throughout the model.



# CHAPTER FIVE

## Development of the Hypothetical Simulation Model

### 5.1 Introduction

This chapter presents the development of the hypothetical simulation model that was used in this study. Section 5.2 lists the objectives of the hypothetical simulation model, followed by a description of its development in Section 5.3. This chapter also discusses the microsimulation techniques, steps and assumptions that were used in developing the hypothetical simulation model. However, the Malaysian Hypothetical Retirement Income Simulation Analysis (MHYRISA) model was developed with some limitations due to limited availability of published data. The model was designed in three stages to allow the projection and simulation of different scenarios and characteristics based on different assumptions. The assumptions in Stage 1 allowing for gaps and disruptions are discussed in Section 5.4 and the assumptions in Stage 2 with flexibility in the parameters are presented in Section 5.5. The flexible parameters are retirement age, contribution rates, and the amount of pre-retirement withdrawals. The development of the simulation model also allowed analysis of the impact of possible changes in current pension policy in Malaysia. Section 5.6 discusses on the development of the model; Stage 3 that considers giving credit contribution during unemployment period. Section 5.7 discusses the outcome measures that were used in this study: poverty rate and replacement rate. Finally, Section 5.8 summarises the chapter. Screen shots of the model, along with user instructions, are provided in Appendix D.



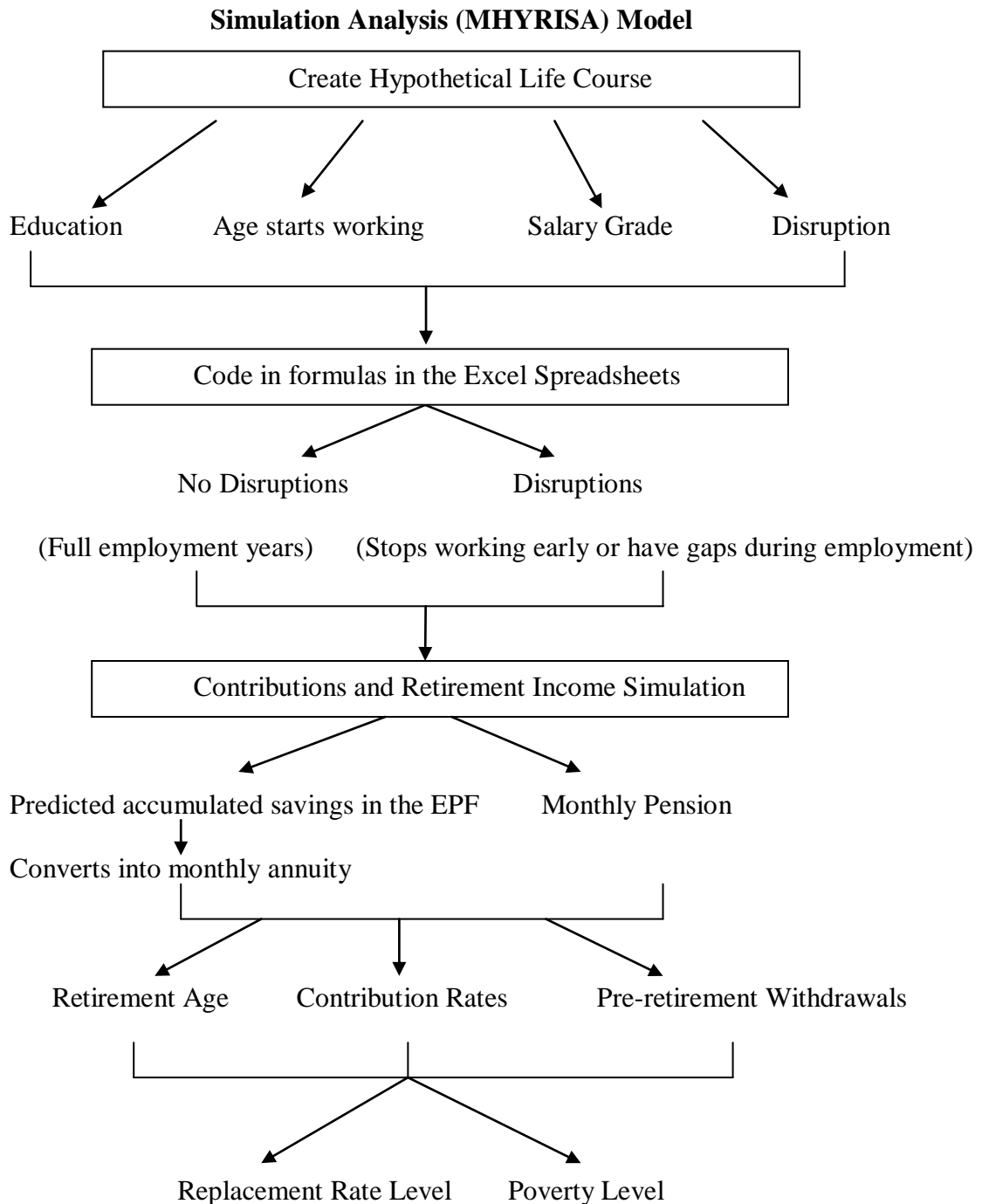
## 5.2 **Objectives of the Simulation Model**

For this study, a hypothetical life-course simulation model approach was employed. The model was designed to achieve seven main objectives:

- i) to calculate the monthly annuity from the accumulated fund in the EPF (optional for the public sector employee) and the monthly pension for the Pension Scheme; either with full employment or with disruptions in employment years
- ii) to generate the estimated accumulated retirement income at different retirement ages
- iii) to generate the estimated accumulated retirement income by increasing the contribution rates
- iv) to generate the estimated accumulated retirement income by making pre-retirement withdrawals from Account 2; by making single and two-phase withdrawals
- v) to generate outcomes (ii-iv) through interactions between retirement age and pre-retirement withdrawals, between contribution rates and retirement age, and between pre-retirement withdrawals and contribution rates
- vi) to calculate the Replacement Rate Level (RR) for the different factors used (i-iv) and to determine the Poverty Level (PL)
- vii) to generate the estimated accumulated retirement income with receiving credit pension credit contribution from the Government for unemployed women or women with disruptions due to care-taking responsibilities (this includes taking care of their children and elderly family members).

### 5.3 Development of the Hypothetical Simulation Model

**Diagram 5.1: Development of the Malaysian Hypothetical Retirement Income**



Source: Author's model review

Above is a simplified diagram of the steps taken to develop the Malaysian Hypothetical Retirement Income Simulation Analysis (MHRISA) model, which was developed in two stages using the Excel spreadsheet program. This simulation model is coded using appropriate formulas with the purpose to calculate the accumulated retirement income and monthly annuity income based on the assumptions and characteristics used.

The first stage was to develop the hypothetical life course model for women with full employment and with gaps and disruptions during their employment years. The second stage of the model was developed to allow flexibility in the parameters, in particular in the retirement age, contribution rates, and pre-retirement withdrawals amount. The third and final stage of model development included the introduction of a new pension credit, exploring a new policy option for the Malaysian Government.

For the purposes of model simulation and analyses, all the assumptions in the simulation, such as average interest rates, were constant throughout working life. Since the simulation model was based on the hypothetical life-course of an individual, women were assumed to have received their retirement income from the EPF or the Pension Scheme (PS) only and I did not model the receipt of any income from their partners or their children. Although the literature shows that women's income may also come from other sources, the focus of the analysis was an individual's retirement income received from either the EPF or Pension Scheme, and not from any other party.

The first step in developing this simulation model for all three stages was to create a hypothetical life course with three different individual characteristics. Levels of education are one of the important events in 'life course' approach, where it projects the past and

previous experience for present or future purposes (Erhel, 2007). Therefore, in this study, I considered three levels of educational attainment: SPM level (those who start working immediately after high school), Diploma and Degree. These three educational levels were chosen based on statistics that suggest they are the most common educational levels among women (DOS, 2000a). Three types of salary grade used in this simulation, namely: N17, N27 and N41. The grade N17 was for women with SPM qualification, N27 referred to those with a Diploma, and N41 was for those who had attained a Degree. The salary grades were based on level of education and provided by the Public Service Department of Malaysia (PSD) (PSD, 2008).

There were a few important parameters that needed to be included in the simulation. These parameters, which were developed and included in the early stage of model development, were:

- i) retirement age
- ii) contribution rates
- iii) pre-retirement withdrawals amount
- iv) salary grade
- v) EPF real rate of return
- vi) annuity return
- vii) last drawn salary
- viii) total number of years of employment

The figures and assumptions used in this simulation were based on the current rates used in Malaysia. This simulation used 58 as the retirement age, as the retirement age had been increased from 56 in 2008 to 58 in 2009. The contribution rate used was 20% and the

withdrawal rate that was allowed to be withdrawn in the simulation was 30% from the estimated total accumulated amount (Account 2).

Although the simulation model produces an estimated monthly retirement income, it still considered various economic factors that might affect the estimated monthly retirement income, such as inflation rate and dividend rate. In this study, inflation rate was considered as an increase in the price of goods and services that would affect the future standard of living. Since this study was looking at the standard of living after retirement, inflation rate was included in the calculation (Burtless, 1996). For this reason, grounded on Table 5.1 below, the real rate of return used in this simulation was based on the average inflation rate and the average dividend rate of 5 years published in the EPF report (EPF, 2008). However, the interest rate used was based on the average latest rate for 2009 (January to November 2009), 2.56% from the Central Bank report (BNM, 2010) (refer to Appendix B). The assumptions concerning the hypothetical life courses were also based on statistical reports published by the Department of Statistics, Malaysia (DOS, 2008a).

**Table 5.1: Dividend and inflation rates in the EPF, year 2004 to 2008**

	2004	2005	2006	2007	2008
Dividend	4.75	5.00	5.15	5.80	4.50
Inflation	1.40	3.00	3.80	3.20	5.40
Actual Dividend Rate	3.35	2.00	1.35	2.60	-0.90

Sources: EPF (2009)

The last drawn salary for each hypothetical life-course was simulated based on the salary grade. In order to calculate the estimated monthly annuity and Government monthly pension, the last drawn salary was taken based on the individual's retirement age or the age when the individual stopped working, whichever was earlier. The number of employment years was also generated based on the year an individual started working until the year they retired or

stopped working, whichever came earlier. In the simulation, the individual that worked until the statutory retirement age was assumed to retire at their birth date.

Since educational levels differed among the population, therefore, the individuals' age at the start of employment also differed. A person's age at the start of employment was based on the average number of years spent in Malaysia's education system. Hence, an individual holding the SPM qualification would have started working earlier than an individual with a Degree, who would have started working at a later age, and the earlier an individual starts working, the longer are their employment years.

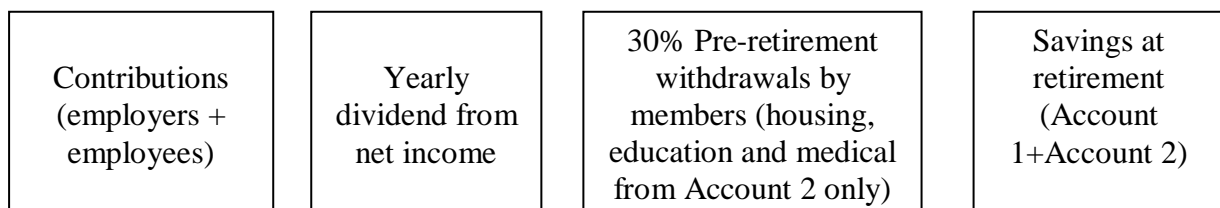
The salary for each hypothetical life course depended on the person's educational attainment, either SPM, Diploma or Degree qualification. This is because persons with different levels of education are entitled to a different monthly salary amount. The salary used in this simulation was assumed to be fixed based on the Malaysian Remuneration System 2007 (SSM, 2007) in order to standardise the monthly income received by each individual. Individuals with SPM qualification were assumed to be grouped as clerks with a salary grade of N17. Those with a Diploma were grouped as technicians, and Degree graduates were grouped as officers. Their salary grades were N27 and N41, respectively (refer to Appendix C).

The second step in developing this hypothetical simulation model was to code all the formulas into the Excel spreadsheets program. In order to calculate the retirement income upon reaching retirement age, the major formulas needed in the model were related to the Employees Provident Fund and Pension Scheme. The pension calculation in this stage was based on the requirements of the Employees Provident Fund (EPF) and Pension Scheme (PS). Each hypothetical life course's pension outcome in this simulation was predicted based on

the formulas coded in the Excel spreadsheets and simulated in several spreadsheets. The steps on using the simulation model are explained in detail in Appendix D.

Since the EPF provides its members with a lump sum at retirement, the accumulated savings at retirement was converted into a monthly annuity. The Pension Scheme, on the other hand, provides not only a monthly pension during retirement, but also a gratuity and cash award in lieu of accumulated leave in a lump sum upon reaching retirement. In addition, it was assumed that each individual did not receive any other income from their partners or children. Since the objective of this study was to investigate the effectiveness of the current pension system in Malaysia, the retirement income came purely from people’s savings simulated in the EPF or their monthly pension received from the Pension Scheme. Therefore, the basic calculation based on EPF mechanism is shown in the diagram below.

**Diagram 5.2: Basic calculation based on the EPF mechanism**



Source: Nadason (1999)

The specific formula used for calculating the yearly accumulated amount in the EPF was:

$$\text{Yearly EPF amount} = \{ 12 [(A\% \times \text{salary}) + (B\% \times \text{salary})] \} \times \text{div} - 30\% \text{ PRW};$$

Where A is the contribution rates for employees, B was the contribution rates for the employer, ‘div’ was the yearly dividend rate based on the rate set by the EPF, and PRW was

the Pre-Retirement Withdrawals that is made before retirement, and can only be withdrawn from Account 2.

In contrast, the requirement to calculate the monthly pension (Pension Scheme) was based on the following formula:

Monthly pension (Pension Scheme) =  $1/600 \times$  number of months of reckonable service (subject to not more than 360 months)  $\times$  corresponding last drawn salary;

The gratuity, which is received in a lump sum, was calculated based on the following formula:

Gratuity =  $7.5\% \times$  number of months of reckonable service  $\times$  corresponding last drawn salary;

The cash award in lieu accumulated leave was also received in a lump sum and was calculated based on this formula:

Cash award =  $1/30 \times$  last drawn salary (up to a maximum of 150 days)

In the Excel spreadsheet tabs, the simulation model simulated the total predicted accumulated amount in the fund from the year an individual started working until the retirement age or until the amount in the fund was withdrawn, whichever occurred first. These simulations were designed to calculate the retirement savings for employment with gaps and disruptions. The simulation model also took into account the amount of pre-retirement withdrawals that was withdrawn throughout the employment. Employees are allowed to make different types of pre-retirement withdrawals, mainly housing, education and health withdrawals (refer to Chapter 2, Section 2.3.1 and 2.5.2). Such withdrawals can be taken from Account 2 of the



Employees Provident Fund only. There is an option to make the pre-retirement withdrawals during employment and withdrawals can be made at any age or year of employment. In this simulation, the maximum amount that is allowed to be withdrawn from Account 2 during employment was 30%.

Employees' contributions are automatically credited to the Employees Provident Fund. In the simulation model, the contribution paid to the fund every month that is based on EPF's mechanism was constant, and never missed. Contributions in the fund are expected to increase annually as a result of interest that may vary according to the performance of the Employees Provident Fund (Narayanan, 2002). However in the simulation, I assumed that the dividend rate was fixed throughout the individual's employment years.

Once the formulas were coded in the Excel spreadsheets and the contributions in the fund were simulated, the third step of the modelling was to convert the accumulated amount in the EPF upon reaching retirement to a monthly annuity plan. The total savings at retirement of each individual in the model were assumed to be invested in an annuity plan, particularly in a 20-Years Certain and Whole Life Annuity Immediate plan, which was chosen due to the increasing life expectancy of women and current low retirement age. Since women are expected to live longer and have to spread their retirement income across more years, this annuity plan enables the simulation model to simulate the monthly annuity payment for each individual up to a maximum age of 99 years.

The annuity for a 20-Year Certain and Whole Life Annuity Immediate plan was calculated using the following actuarial formula:

$$a_{\overline{x:n}|} = a_{\overline{n}|} + \sum_{k=n+1}^{\infty} V^k {}_k p_x$$

$$a_{\overline{n}|} = \frac{1 - V^n}{i}$$

$${}_k p_x = \frac{l_{x+k}}{l_x}$$

$$V = (1 + i)^{-1}$$

Assuming:  $x$  – age at retirement (58)

$n$  - number of years certain (20)

$i$ - interest rate (2.56%)

$\infty$  -99

A life table was needed in the simulation model in order to calculate the monthly annuity payment. Due to lack of published data availability, I used an abridged life table for year 2005 produced by the Department of Statistics, Malaysia (DOS, 2008b), which includes different figures for men and women (refer to Appendix E).

#### 5.4 Assumptions in Stage 1 - Disruptions

The next stage in developing the hypothetical simulation model was to identify the individual characteristics of the hypothetical life course, either with disruptions or without disruption during employment years. The predicted retirement income was simulated based on the

individual's employment history. For example, their employment history is full employment or experienced disruptions during their employment years. These assumptions would project different numbers of working years for each life course. The screen shots for the simulation model from the Excel spreadsheet can be referred in Appendix D (refer to Figure AD2 (a) and (g)).

In the hypothetical life-course simulation, women were assumed to have disruptions or gaps during their employment. This assumption is made based on women's employment patterns discussed in Chapter 3 (refer to Section 3.2). The age at disruption was different for each level of education. This is because the assumptions made for the age at disruption were predicted based on the average age at marriage and having a first child (Peng, 2002). For example, the average mean age at marriage among females in Malaysia is at 25. The age at marriage is positively correlated with their educational level (Peng, 2002), as the more highly educated women are, the later they will get married. This leads to several assumptions made regarding women's absence from the labour market in the study as follows. Women with disruptions during their employment years were assumed to be out of service between the ages stated below:

- i) between 20-24 years for women starting work after SPM
- ii) between 25-29 years for women with a Diploma
- iii) between 30-34 years for women with a Degree

It was assumed that women have disruptions during their employment years due to marriage and due to childbirth (Moschis, 2007). The number of years assumed to be out of the labour force market varied, between 5 years, 7 years or more. This is because, based on previous research for women with 2 children, the average number of years out of employment is about

5 years (Blau and Ferber, 1990). In a study by Cattan (1991), the percentage of women in the labour force with the youngest child aged between 1-2 years (28.2%) and 3-5 years (25.8%) was higher than that of women with a child less than 1 year old (17.4%). However, 13.5% of women out of employment had a child who was 6 years or older. The research therefore showed that, on average, a woman tends to be out of employment and have disruptions for quite a number of years. Thus, the main reason I assumed in the simulation that employment stopped at an early age or there were disruptions during employment was women's child care and family responsibilities.

In the simulation model, no additional contributions were made from the employee and employer during the unemployment period. However, the employees would still enjoy the annual dividend payment based on the amount of their accumulated savings in the fund. This was applied in the simulation model since it only calculated the annual dividend payment for those who stopped working before the retirement age or those with disruptions during their employment years. For individuals with full employment years, the employee and employer are expected to make monthly contributions until the employee retires and this was simulated in the same Excel spreadsheet.

For individuals who stopped working before retirement age and did not re-enter employment, their accumulated savings in the fund from the year of unemployment was simulated based on the annual dividend rate. Similarly, although those individuals with disruptions during employment stopped making contributions to the fund, the annual dividend was paid during their unemployment period. However, when they re-entered employment, they started making contributions to the fund based on their new salary. It was assumed that once they had become unemployed and re-entered employment, their starting salary would be three

levels lower from their last drawn salary. This assumption was based on previous studies which indicated that re-employed workers are more willing to accept a reduced wage level than to those who remain unemployed (Kasper, 1967; Blau and Ferber, 1990). Therefore, individuals' re-employed salaries were assumed on the basis of the gaps they had during employment which would affect their working experience.

**Table 5.2: Summary of the main hypothetical assumptions made in the MHYRISA**

Education level	Age starts working	Salary Grade	Age at disruption
SPM	18	N17	20-24 years
Diploma	22	N22	25-29 years
Degree	24	N41	30-34 years

Source: Author's assumptions used in this study

Additionally, in this study, women are also assumed to retire earlier than the statutory retirement age. A woman with disruptions (based on ages stated in Table 5.2 above) of five years and ten years during employment due to child bearing responsibilities was also assumed to retire early, at 50 years due to taking care of elderly family members (refer to Chapter 3, Section 3.2). Even though the statutory retirement age is 58, they are assumed to exit the labour force early due to the aforementioned reason.

### **5.5 Assumptions in Stage 2 – Flexible parameters**

In stage 2 of the MHYRISA's development, the simulation model was developed with flexibility in the parameters, in particular the retirement age, contribution rates, and pre-retirement withdrawals amount in order to achieve the objectives of the simulation model stated in an earlier chapter (refer to Chapter 4, Section 4.4) and to allow analyses based on the hypothetical life-course simulation. This stage was developed based on the findings of previous research that had concluded that retirement age and contribution rates should be

increased, whereas pre-retirement withdrawals purposes should be reviewed (Narayanan, 2002; Asher, 2001; Thillainathan, 1997). The user instructions on this stage of simulation are explained in Appendix D (refer to Appendix AD3).

### **5.5.1 Retirement Age**

The statutory retirement age used in this simulation model was based on the current retirement age in Malaysia, that is, 58 years old. Due to women's increasing life expectancy, women are expected to live longer and therefore have more years to spend during retirement. Therefore, since one of the objectives of the simulation model was to generate the estimated accumulated retirement income at different retirement ages, the retirement age used in this simulation ranged from 58 years to 65 years or more based on the retirement ages among other countries (OECD, 2009). The screen shot for the simulation model from the Excel spreadsheet can be referred in Appendix D (refer to Figure AD3 (a)).

### **5.5.2 Contribution Rates**

The main contribution rate used in this simulation model was 20%, the current contribution rate used in Malaysia. Between 2004 and 2008, the contribution rate in Malaysia had been 23%. However, due to the global economic downturn, the contribution rate was reduced to 20% in 2009 by the Government, in order to help increase members' disposable income (EPF, 2009b). In addition, it was hoped that the higher disposable income would support domestic consumption and thus help sustain the momentum of economic growth (Jaafar, 2008).

In order to achieve one of the objectives of this hypothetical simulation model, that is, to generate the estimated accumulated retirement income by increasing the contribution rates,

various contribution rates were used. The contribution rates used in the simulation varied at 20%, 23%, and 25%, and a contribution rate based on Age-profile as in Table 5.3. The specific contribution rates were chosen for a number of reasons. For example, the rate of 20% was chosen as it was the contribution rate used by the EPF from January 2009 to January 2011. The 23% contribution rate had been used by the EPF from January 1996 to March 2001, April 2002 to May 2003 and June 2004 to December 2008 (EPF, 2008). However, due to the increasing cost of living and suggestions in previous research to increase the contribution rates (Asher, 2001), I increased the rate to 25%, as a result an extra 1% contribution from each party (employee and employer). Although 25% was set as the maximum contribution rate in this hypothetical life-course simulation, the simulation model accepted flexibility in the parameters.

The contribution rates based on Age-profile used in this study was similar to Singapore's Central Provident Fund (CPF). The contribution rates differ for different age ranges, where the contribution rates reduce as age increases. However, in this simulation, I did not use the rates from the CPF as I believed their rate to be too extreme for Malaysia's current economic status. I chose contribution rates which were midway between those of Malaysia and Singapore (refer to Table 2.12 for the CPF's current contribution rates).

The contribution rates for different age groups used in this simulation are presented in Table 5.3 below.

**Table 5.3: Contribution rates for age profile**

Age-Profile Contribution	Employer	Employee
35 and below	15.00%	13.75%
36-45	15.00%	13.75%
46-50	15.00%	13.75%
51-55	13.50%	12.25%
56-60	9.50%	8.25%
61-64	5.50%	4.25%
above 65	4.50%	3.25%

Source: Author's calculation

The contribution rates used in this simulation model and analyses were constant throughout the employment year and based on the contribution rates specified in the parameter spreadsheet. The contribution rates were calculated yearly based on the annual salary. Therefore, to standardise the calculation for each individual's contribution, the same approach was applied to the employee's contribution. The screen shots for the simulation model from the Excel spreadsheet can be referred in Appendix D (refer to Figure AD3 (b) and (c)).

### **5.5.3 Pre-Retirement Withdrawals**

The withdrawal amounts used in this simulation were 15%, 20%, 25% and 30%. The withdrawal in this simulation was from Account 2, since 30% from the total accumulated fund is automatically credited to Account 2. The 20% and 25% withdrawal rates were used as assumptions in the simulation in order to assess the change they might make, for example whether withdrawing less from Account 2 would make any significant difference. This was because previous research which has suggested the reduction of the allowed withdrawal amount during employment for housing, education or health purposes (Asher, 2001). However, no research has stated the amount to be reduced. Therefore, this assumption has



taken 5% and 10% less from the current withdrawal rate and it is used to show whether it would make a significant difference on the total amount withdrawn during employment.

The assumptions for withdrawal for the simulation was after 5 years of employment based on the average age of a woman’s marriage and birth of first child (Peng, 2002). For life course scenarios involving a single withdrawal, it was assumed that the employee would withdraw 30% of the amount in the EPF 5 years after they started employment. However, for two-phase withdrawals, it was assumed that the second withdrawal would be for the purpose of financing one’s children’s education, at the age of 18, because children graduate from high school at 17 and are expected to further their undergraduate studies at the age of 18. Thus, the assumed age at the second withdrawal was different from that of the first withdrawal for each education level. The screen shot for the simulation model from the Excel spreadsheet can be referred in Appendix D (refer to Figure AD3 (d)).

**Table 5.4: The age at the second pre-retirement withdrawal**

Assumptions for age at disruption	Assumptions for age at second withdrawal
between 20-24 years for women starting work with SPM qualification	38 years
between 25-29 years old for women with a Diploma	43 years
between 30-34 years old for women with a Degree	48 years

Source: Author’s assumption

## **5.6 Assumptions in Stage 3 – Credit Pension Contribution**

Chapter 8 will discuss the effectiveness of the current pension system in Malaysia giving pension credit contributions to women who are unemployed due to care-taking responsibilities. Such women include those who exit the labour market early and do not return to work, as well as those with disruptions during employment. Care-taking responsibilities include taking care of their own children or elderly family members, such as their own parents and parents-in-law.

Under this scenario, there were three types of assumptions for a woman's employment history: no disruption during employment, early exit or early retirement during employment, and 5 years and 10 years disruption during employment. The age of a woman at disruption or exit from the labour market, and the reasons for disruptions has been discussed earlier in this chapter (refer to Section 5.4).

Since Chapter 8 focuses mainly on the effectiveness of giving credit pension contribution by the Government, the assumptions are used to calculate the estimated monthly retirement income based on own contribution and contributions by the Government throughout the unemployed periods. I also calculate the amount an individual is expected to contribute every month in order to be out of poverty and also the percentage amount Government are expected to contribute based on individual's monthly contribution during their unemployment period. The screen shots for the simulation model from the Excel spreadsheet can be referred in Appendix D (refer to Figure AD4 (a)-(d)).

## **5.7 Outcome Measures**

The focus of this research is on the adequacy of the retirement income for elderly women at retirement, based on the current pension scheme in Malaysia. The objective of a pension system is to provide adequate retirement income to retirees during their old age. Therefore, based on the hypothetical simulation designed to evaluate the adequacy of the retirement income of women with disruptions during employment, the outputs were evaluated based on two measurements:

- Poverty Rate and
- Replacement Rate Level.

These two measurements are chosen based on previous researchers that have used poverty rate and replacement rate level to measure the adequacy of retirement income (Evans and Falkingham, 1997; Butrica and Uccello, 2004; Reno and Lavery, 2007). These measurements are discussed further below.

### **5.7.1 Poverty Rate**

As discussed in Chapter 3, Section 3.7, the poverty rate is used to measure the economic well-being of an individual. Although the poverty rate differs for each country, it can be used to determine an individual's standard of living based on their level of income. Inserra (1996) has stated that income is an appropriate indicator in measuring the poverty status. Previous studies in developed and developing countries have used the poverty rate in order to measure the adequacy of income during old age (Masud et al., 2008; Smeeding and Sandstrom, 2008). Therefore, in this study, the poverty rate or the Poverty Line Income (PLI) used in this study as a living-standard indicator was RM691 per month (refer to Chapter 3, Section 3.7). The monthly annuity retirement income simulated in this study was used to measure the poverty

level among women in Malaysia, in order to fulfil the aim of analysing the effectiveness of the current pension policy.

### **5.7.2 Replacement Rate Level (RR)**

The replacement rate level is defined as the ratio of the worker's initial retirement benefits to earnings in the year prior to retirement (Rejda, 1999). It can be used to measure the level of benefits and the degree of social protection offered by different welfare systems. It can also be used to measure the level of benefits, which in this study, is the retirement income and the adequacy of income after retirement and the impacts on retirement requirements (Palmer, 1989; Whiteford, 1995).

The International Labour Organisation (ILO) has set the standard replacement rate level at 40% of their last drawn salary in order to provide a sufficient income and maintain the standard of living after retirement (Samad and Kari, 2007). Results that show below the standard replacement rate level would indicate that the income after retirement is insufficient. Although such a calculation does not give a consistent measure of adequacy, as it depends on the factors included in the calculation, it provides an overview of how much should be saved or earned by retirees in order to live comfortably after retirement.

Previous research has used the replacement rate level in order to compare the social security systems (Evans and Falkingham, 1997; Munnell and Soto, 2005; Mitchell and Phillips, 2006). The replacement rate level is generally used to compare two properties in the calculation: the salary or the post-loss income received after retirement with the income during employment or pre-loss income (Whiteford, 1995; Gramlich, 1996). The post-loss income received can be in the form of annuities (e.g. Pension Scheme) or lump sums (e.g.

Employees Provident Fund) which have to be calculated to determine the monthly income (Munnell and Soto, 2005).

## **5.8 Chapter Summary**

This chapter has discussed on the development of the hypothetical simulation model (MHYRISA) employed in this study. It first discuss on the research objectives and the development of the model which consists of three different stages: (1) disruptions; (2) flexible parameters; and (3) credit pension contribution. The assumptions used in this study were briefly explained, followed by a discussion on why the assumptions were chosen. Finally, the most appropriate outcome measures used in this study were discussed. The next three chapters will present the study findings.

The next chapter (Chapter 6) will discuss the analysis on the impact of gaps and disruptions during working life on income in later life. A comparison will be made between the monthly income of full-time employed men and women.

# CHAPTER SIX

## Results 1: Analysis on the Impact on Women's Income in Later Life of Gaps and Disruptions in Working Life

### 6.1 Introduction

The analyses and findings in Chapter 6 are based on a simulation model that used hypothetical individual women's life histories, with and without disruptions in their career life. Since assumptions were used in this simulation, the results cannot be viewed as exact outcomes but can be used to estimate the replacement rate level and poverty level among retired women in Malaysia. In addition, the findings in this chapter provide an overall picture of the effectiveness of the current pension system in Malaysia for persons with full employment and interrupted labour force participation, especially among women.

This chapter discusses and explores the impact on women's income in later life of gaps and disruptions during employment. As explained in Chapter 5, I used three different educational levels in the simulation model. Section 6.2 presents the methodology and assumptions employed in the model. I set up three different scenarios to explore different employment years. Section 6.3 focuses on men and women's assumed full time employment until retirement. Sections 6.4 and 6.5 examine disruptions during employment. Section 6.4 focuses on women who exit the labour force at an early age and make withdrawals from the estimated accumulated amount in the EPF at three different ages (50, 55 and 58 years old). On the other hand, Section 6.5 explores the impacts of disruptions, namely having 10 years, 7 years and 5 years out of employment. All men and women are assumed to retire at 58 and a summary of the chapter's contents is provided in Section 6.6.

## **6.2 Methodology and Assumptions**

Based on a report published by the Department of Statistics in 2008, three educational levels reflecting the qualifications of the majority of labour force in Malaysia were chosen for use in this research namely Sijil Pelajaran Malaysia, better known as SPM qualification (equivalent to GCE 'O' Level), Diploma and Degree (DOS, 2008a). The salary grades and assumed 'age started working' for each education level are explained earlier in Chapter 5, Section 5.4. Apart from that, the assumptions at age with disruption used in this chapter were based on the average age of marriage and first birth as discussed in Chapter 5, Section 5.4 as well (Peng, 2002)

The analysis proceeded using three scenarios. The first scenario (Scenario A) assumed no disruptions in women and men's career life, and women were assumed to have full employment service. This assumption would project different number of working years for different levels of education and starting salary grades. This scenario was tested for men and women.

In the second scenario (Scenario B), women were assumed to stop working at a younger age or before the retirement age due to marriage, or having their first child, and were assumed to concentrate on taking care of their family and not returning to the labour market. In these cases, women were assumed to withdraw their accumulated fund in the EPF at 50, 55 or 58 years old, however, their accumulated fund still received the yearly dividend until the fund was withdrawn in full. Their number of working years was between three to ten years depending on their educational level and the age at which they started and stopped working.

Assumptions in the third scenario (Scenario C) related to the disruptions during women's careers, which could be one or two, while the number of years out of employment across women with the three levels of education was the same. Although women may have had two disruptions in their career life, the total number of years out of service was the same for each disruption. However, it was assumed that women in this category retired and withdrew the accumulated fund at the current official age of retirement that is at 58 years old.

For scenarios with disruptions, when the women returned to work, their salary was assumed to start at three levels lower than their present salary. Although their salary might be based on their working experience and qualification, it would not be possible to earn at the same level as when they stopped working, since employers would usually offer them lower salaries as discussed earlier (refer to Chapter 3, Section 3.4 and Chapter 5, Section 5.4). No contributions were made during disruptions but the simulation model still included the yearly dividend rates based on their accumulated fund. The following section discuss on women's retirement income for fulltime employment until retirement. For results from the simulation worksheet for this chapter, refer to Appendix F.



A summary of the scenarios explored in this chapter is presented in the table below.

**Table 6.1: Summary of the scenarios used in Chapter 6**

Scenario	Assumptions
Scenario A (results in Table 6.2 and 6.3)	<ul style="list-style-type: none"> <li>a) No disruption in career life</li> <li>b) Full employment years – retires at 58 years old</li> <li>c) Different numbers of working years for different levels of education</li> <li>d) Different starting grade – N17, N27 or N41</li> </ul>
Scenario B (results in Table 6.4 to 6.6)	<ul style="list-style-type: none"> <li>a) Stop working at a younger age due to marriage, having first child and taking care of their family and not returning to the labour market</li> <li>b) No contributions were made during unemployed years</li> <li>c) Withdraw their accumulated fund in the EPF at different ages: (i) 50, (ii) 55 or (iii) 58 years</li> </ul>
Scenario C (results in Table 6.7 to 6.10)	<ul style="list-style-type: none"> <li>a) Disruptions during women’s careers (one or two disruptions)</li> <li>b) Disruption years: (i) 10, (ii) 7 and (iii) 5 years of disruption</li> <li>c) Retire at the age of 58</li> <li>d) When the women returned to work their salary was assumed to start at the levels lower than their present salary</li> <li>e) No contributions were made during disruptions</li> </ul>

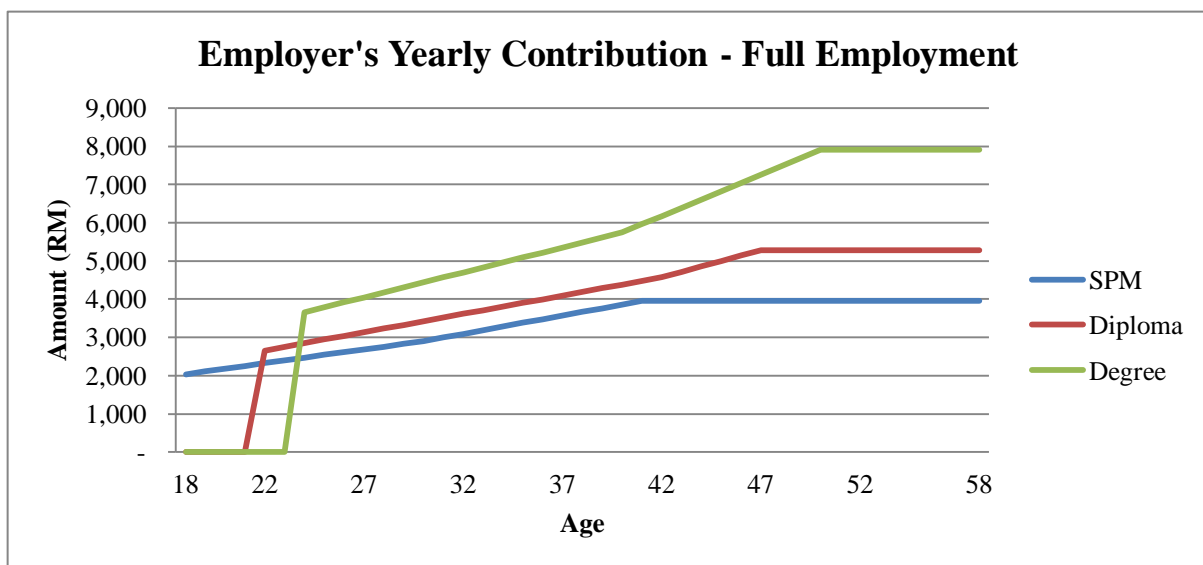
Source: Author’s summarised scenarios for Chapter 6

### **6.3 Scenario A: Full Employment (Men and Women)**

Scenario A analyse simulations for men and women with full employment years, no disruptions throughout their career life. Figure 6.1 below shows the annual contribution contributed by employers into Employees Provident Fund (EPF) account. The graph shows contribution for different levels of educational attainment from the age they start working until retirement. It also shows that educational qualifications influence the contributions made both by employers and employees. Even though SPM and Diploma holders start working earlier than Degree graduates, the contributions made by the latter are higher than

those made by the other two categories, as highly educated employees tend to receive higher salaries that lead to higher amounts of savings for retirement. Moreover, since people in this category are employed full-time until retirement, there are no gaps in making contributions for their retirement income.

**Figure 6.1: Graph: Scenario A (Ch 6): Employer’s yearly contribution with full employment**



Source: Author’s calculation

Full employment years simply mean that the employees are able to make full contributions from the first month they started working until the final month upon reaching retirement age. Table 6.2 and Table 6.3 below show the result of outcomes under this scenario of a full working life for the three different types of women and men with different educational levels and different starting employment ages, assuming they do not make any pre-retirement withdrawals from the fund until retirement. The replacement rate level for both women and men is above 40%, except for women with Diploma and Degree qualifications. More specifically, the replacement rate level for men SPM holders is 49.38% compared to 46.67% for women. For men who are Diploma graduates, the replacement rate level is 41.23%,

however for women who are Diploma graduates, the replacement rate level is 38.97%. A woman with a Degree qualification who starts working at an average age of 24 has the lowest replacement rate level of 34.02%, while men with a Degree qualification have a 2% higher replacement rate level (36%). The total of 34 years of employment, which is 6 years and 2 years less than that of SPM and Diploma graduates, respectively, and retiring with a high last drawn salary, makes it more difficult for Degree holders to achieve the standard replacement rate level. This does not mean that their retirement income is less than that of those with SPM and Diploma, but it is difficult for them to maintain a standard of living similar to before retirement.

Both men and women with the highest replacement rate level are those who start working at 18 years old and retire at the statutory age of 58. Although they work longer than Diploma and Degree graduates and their replacement rate level are higher, their estimated accumulated EPF fund is the lowest since they have a low basic salary and the lowest last drawn salary. Since a Degree graduate earns a higher salary and should have a higher amount in the fund at retirement, it is relatively difficult to achieve at least 40% of their last drawn salary. The combination of fewer working years with a high last drawn salary means that the current pension system does not guarantee that women and men Degree graduates will achieve 40% of their replacement rate level.

By contrast, men and women under the Pension Scheme (PS) with a minimum 30 years of service are guaranteed to achieve a replacement rate level of at least 60% of their last drawn salary. In this scenario, both men and women with 40, 36 and 34 years of service and across different educational levels, are guaranteed to achieve a replacement rate level of at least 60% of their last drawn salary (refer to Table 6.2 and 6.3). Moreover, under the Pension Scheme,

men and women receive the same amount at retirement, depending on the number of employment years and their last drawn salary. This shows that the retirement income for employees working under the Pension Scheme is more secure than for employees under the EPF, as the former are entitled to 60% of their last drawn salary, which is 20% more than the standard replacement rate level set by the ILO (Samad and Kari, 2007).

On the other hand, since employees under the EPF were assumed to take an annuity in this study, the monthly annuity differed between men and women. This is because annuity calculation includes longevity factors which mostly affect women, due to the longevity differences by gender (refer to Chapter 3, Section 3.5 discussing on women and longevity issue). Thus, even though the accumulated amount at retirement may be the same for men and women, women can be expected to receive less in the long-term due to having to spread the accumulated amount over more years.

From the overall result for Scenario A, it can be seen that men can expect to receive a higher monthly income and maintain a more comfortable life at retirement than women. The results in Table 6.2 and Table 6.3 show that both men and women can be categorised as living out of poverty when their replacement rate levels are from 34% to 50% of their last drawn salary, although this scenario was based on no pre-retirement withdrawals being made. However, it is still vital to achieve a replacement rate level of 40% or above in order to have a comfortable standard of living at retirement set by the ILO, especially women with Diploma and Degree since they may have difficulty in maintaining the same standard of living after retirement as before retirement.

The amount in their fund would be reduced if a certain amount were to be withdrawn from their fund during employment years. However, it is questionable whether it would affect the poverty level and replacement rate if the accumulated amount in the fund is reduced. This will be explored and discussed further in Chapter 7.

**Table Results: Scenario A**

**Table 6.2: Results: Scenario A (Ch 6): Women with full employment and no withdrawal**

Age start working	No.of years working	Salary Grade	Salary before retire	Estimated EPF	Pension	Poverty Level	Replacement Rate Level
18	40	N17	2,746.35	1,281.78	1,647.81	OK	46.67
22	36	N27	3,667.10	1,429.04	2,200.26	OK	38.97
24	34	N41	5,490.28	1,867.86	3,294.17	OK	34.02

Source: Author's calculation

**Table 6.3: Results: Scenario A (Ch 6): Men with full employment and no withdrawal**

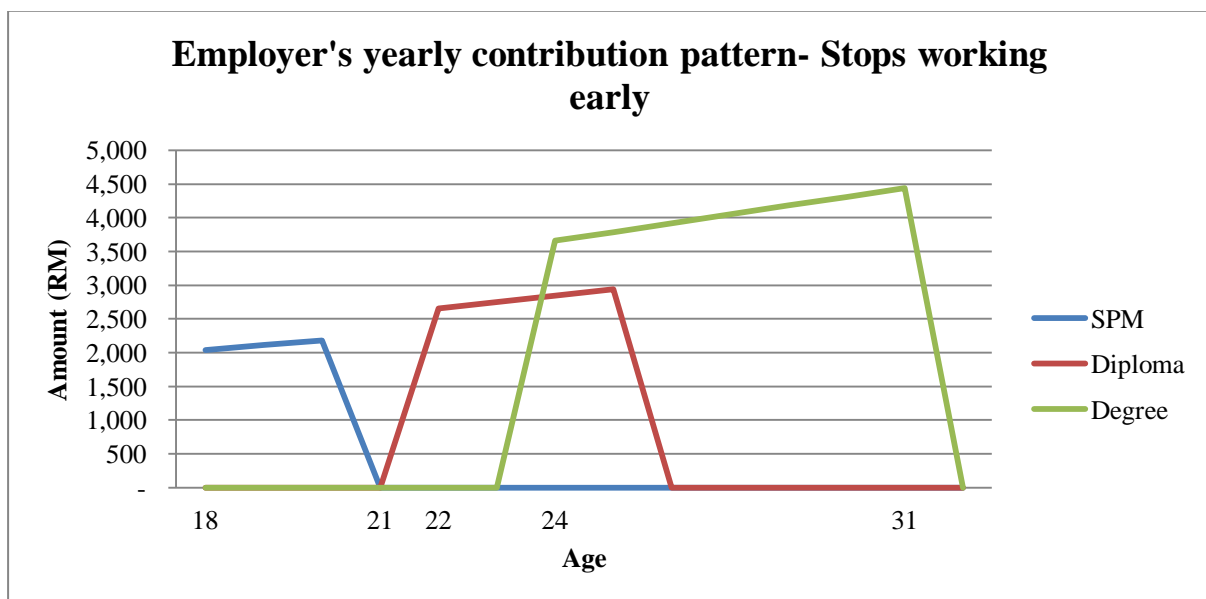
Age start working	No.of years working	Salary Grade	Salary before retire	Estimated EPF	Pension	Poverty Level	Replacement Rate Level
18	40	N17	2,746.35	1,356.16	1,647.81	OK	49.38
22	36	N27	3,667.10	1,511.96	2,200.26	OK	41.23
24	34	N41	5,490.28	1,976.24	3,294.17	OK	36.00

Source: Author's calculation

**6.4 Scenario B: Exploring Disruptions – stops working early; withdraws estimated accumulated fund at different ages (50, 55 and 58 years)**

Scenario B and Scenario C were tested to explore the impact on pension income of disruptions that may occur during a woman’s career life. Women with full employment years were explored in Scenario A, while Scenario B examined the position of women who decide to resign or retire earlier than the statutory retirement age, and after working for an average of three to ten years and never return to work. Their accumulated fund was assumed to be withdrawn at three different ages: 58, 55 and 50 years. The reasons for resigning earlier and never coming back into work may be due to marriage or having family responsibilities, including child-bearing and taking care of elderly family members as discussed in the literature earlier (refer to Chapter 3, Section 3.2). The age a woman stops working used in this simulation was based on the average age women get married or the age of their first conception as discussed earlier in Chapter 5 (refer to Chapter 5, Section 5.4).

**Figure 6.2: Graph Scenario B (Ch 6): Employer’s yearly contribution pattern for stops working early**



Source: Author’s calculation

Figure 6.2 above shows the pattern of annual contributions made by employers for each level of education. The steep drop of contributions at ages 21, 26 and 33 for different educational levels attained is due to exits from the labour force, which lead to zero earnings and therefore no contributions are made from then on. The simulation graph also shows that the earlier the individual exits the labour force, the longer they have to wait to be able to withdraw their accumulated amount from the EPF account. This is because, as discussed earlier, the minimum age allowed for withdrawing the total accumulated amount from the EPF is 50 (refer to Chapter 2, Section 2.3.1 on Employees Provident Fund).

Based on the results in Table 6.4, 6.5 and 6.6, all women regardless of educational level and age at withdrawal, find themselves in a position of poverty. This is because their monthly income is below RM691 and is considered to be below the poverty line. Other than that, the replacement rate levels are low and also do not achieve the required standard, ranging from 4% to 12% for withdrawals at 50, 55 and 58 years of age (refer to Tables 6.4, 6.5 and 6.6). This shows that their estimated income at retirement is still inadequate and does not satisfy the minimum standard set to have a quality and comfortable standard of living.

If SPM, Diploma and Degree holders were to stop working at 41, 40 and 39, respectively and withdraw their accumulated fund at 58, they would receive an estimated RM721, RM707 and RM727 per month, respectively. This is above the poverty line of RM691 monthly and they can be categorised as living out of poverty. However, the replacement rate level for all three levels of education is less than 27%. Women holding the SPM would probably feel the most drastic change in their monthly income at retirement as they have the lowest estimated monthly income and replacement rate level (refer to Table 6.4).



In this scenario, workers with any level of education attained do not manage to achieve 40% of their last drawn salary, and women will also be living in poverty. The higher they earn during employment, the higher they hope to receive at retirement. However, the earlier a woman resigns from work, the fewer savings she has in the EPF and the higher the poverty risk she faces during retirement. This outcome may be because early withdrawal from the labour force leads to a period of 'unemployment' which stops their monthly salary and no contributions are made into the retirement savings funds (Usuki, 2005).

The replacement rate level for women withdrawing the accumulated amount from the fund at age 58 was the highest among the withdrawal ages of 50, 55 and 58. However, it is difficult to achieve a replacement rate level of 40%, as the number of employment years is relatively low, and the later they withdraw the accumulated amount from the fund, the higher the accumulated savings they have. Therefore, in this scenario where women exit the labour force early and never return to work, the best result would suggest that retirees would have to withdraw their accumulated amount at the statutory retirement age of 58, or preferably later (if possible).

**Table results for Scenario B**

**Table 6.4: Results: Scenario B (Ch 6): Full withdrawal at age 58**

Age start working	Age stop working	No. of years working	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	N17	1,515.20	82.48	<b>Below</b>	5.44
18	23	5	N17	1,615.02	139.72	<b>Below</b>	8.65
22	26	4	N27	2,044.20	135.35	<b>Below</b>	6.62
22	28	6	N27	2,177.30	206.37	<b>Below</b>	9.48
24	31	7	N41	3,082.98	322.77	<b>Below</b>	10.47
24	33	9	N41	3,263.88	420.87	<b>Below</b>	12.89

Source: Author's calculation

**Table 6.5: Results: Scenario B (Ch 6): Full withdrawal at age 55**

Age start working	Age stop working	No. of years working	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	N17	1,515.20	78.14	<b>Below</b>	5.16
18	23	5	N17	1,615.02	132.38	<b>Below</b>	8.20
22	26	4	N27	2,044.20	128.24	<b>Below</b>	6.27
22	28	6	N27	2,177.30	195.52	<b>Below</b>	8.98
24	31	7	N41	3,082.98	305.81	<b>Below</b>	9.92
24	33	9	N41	3,263.88	398.75	<b>Below</b>	12.22

Source: Author's calculation

**Table 6.6: Results: Scenario B (Ch 6): Full withdrawal at age 50**

Age start working	Age stop working	No. of years working	Salary Grade	Salary before stop working	EPF	Poverty Level	Replacement Rate Level
18	21	3	N17	1,515.20	70.11	<b>Below</b>	4.63
18	23	5	N17	1,615.02	118.76	<b>Below</b>	7.35
22	26	4	N27	2,044.20	115.05	<b>Below</b>	5.63
22	28	6	N27	2,177.30	175.42	<b>Below</b>	8.06
24	31	7	N41	3,082.98	274.36	<b>Below</b>	8.90
24	33	9	N41	3,263.88	357.74	<b>Below</b>	10.96

Source: Author's calculation

**6.5 Scenario C: Exploring Disruptions: 10 years, 7 years and 5 years out of employment, retires at age 58**

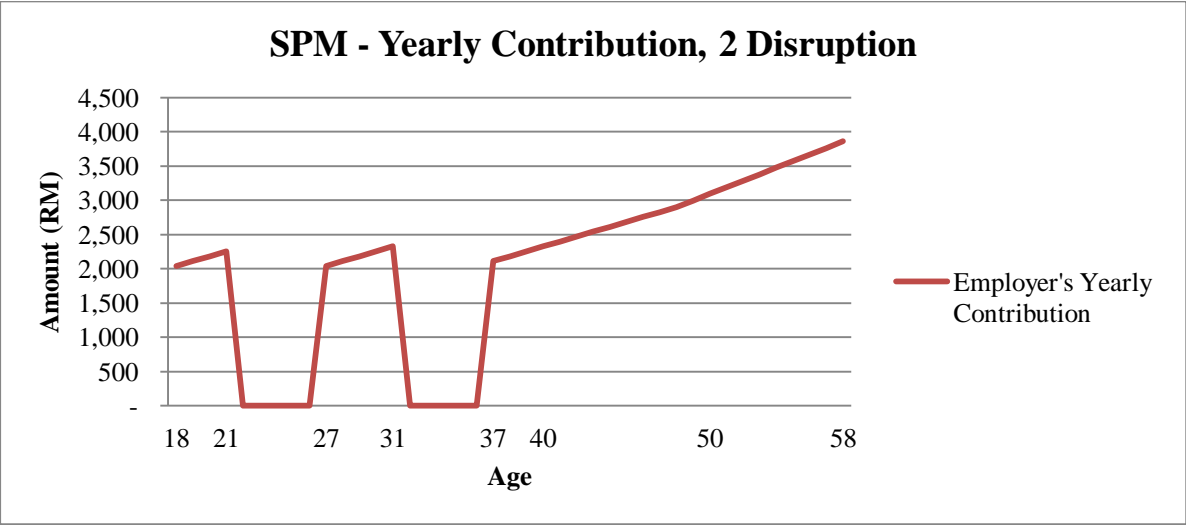
Scenario C explores women with disruptions during employment and is divided into four sub-scenarios. Women in the first sub-scenario only disrupt their career life once, by being out of employment for 10 years. In the second sub-scenario, women face two disruptions in their career life as well as a total of 10 years out of employment. However, the gaps for the two disruptions in the second scenario are 5 years each, and the age in and out of employment is selected within the age range assumed earlier. Next, women in the third and fourth sub-scenarios are assumed to disrupt their career life for 7 and 5 years.

**Figure 6.3: Graph: Scenario C (Ch 6): Employer’s yearly contribution for SPM holders with 10 years out of employment, 1 disruption**



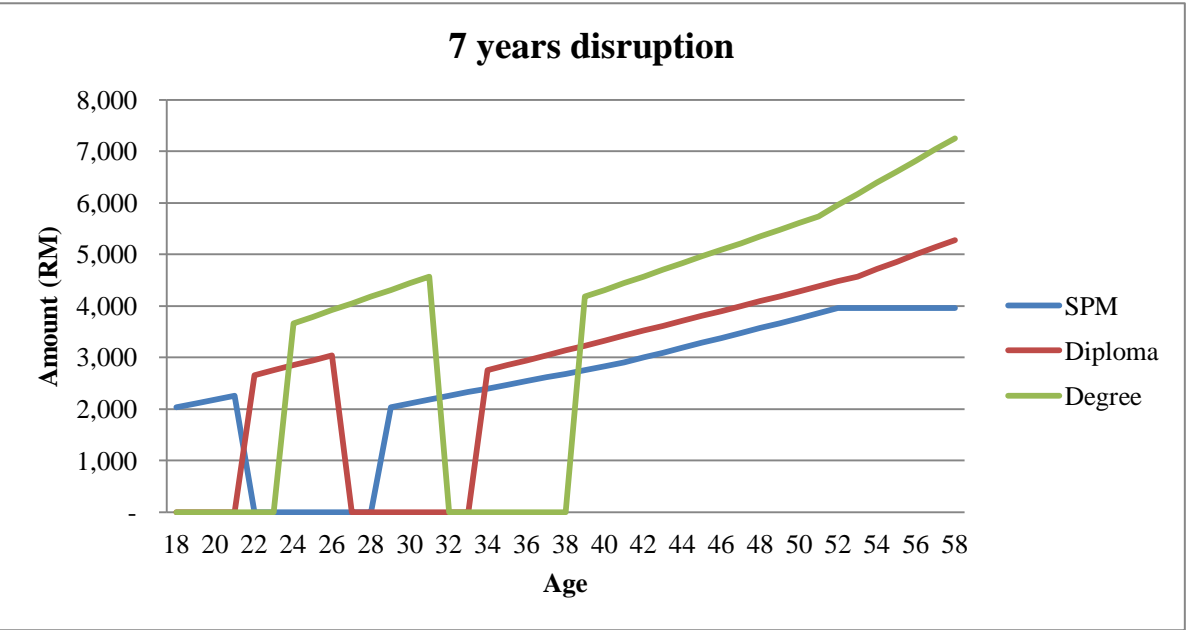
Source: Author’s calculation

**Figure 6.4: Graph: Scenario C (Ch 6): Employer’s yearly contribution for SPM holders with 10 years out of employment, 2 disruptions**



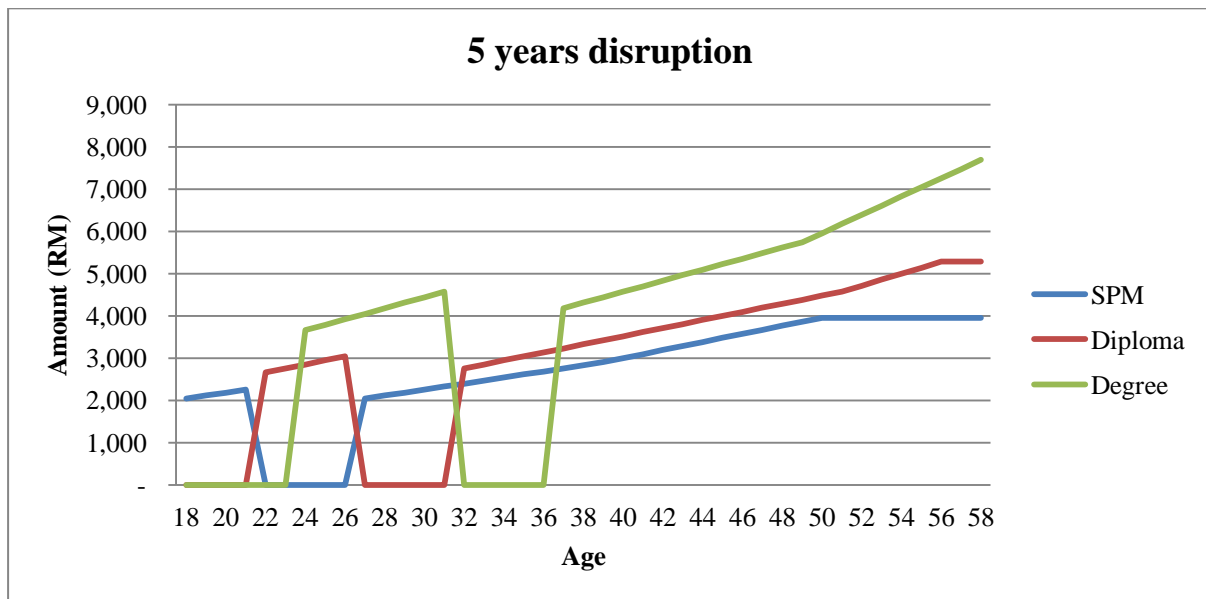
Source: Author’s calculation

**Figure 6.5: Graph: Scenario C (Ch 6): Employer’s yearly contribution with 7 years disruption**



Source: Author’s calculation

**Figure 6.6: Graph: Scenario C (Ch 6): Employer’s yearly contribution with 5 years disruption**



Source: Author’s calculation

Figure 6.3 and Figure 6.4 above show the annual contribution patterns for SPM holders with 10 years out of employment. Figure 6.3 simulates for SPM holders with only one disruption during employment, whereas Figure 6.4 shows two disruptions during employment. On the other hand, Figure 6.5 and Figure 6.6 above show the annual contribution pattern for different educational levels attained with 7 and 5 years disruption during employment.

Based on the results in Table 6.7 and 6.8 (10 years out of employment), the replacement rate levels for all different levels of education with disruptions in the range assumed earlier are less than 40%. SPM holders who start working at age 18, stop working at age 22, join the labour market again 10 years later and retire at age 58 had a replacement rate level of 28.86%. If the disruption occurred two years later, there would be little difference in the replacement rate level, 29.41%.

Apart from that, the replacement rate levels for women with Diploma or Degree qualifications ranged from 23% to 30%. The results presented in Tables 6.9 and 6.10 also shows that under all of the scenarios tested women were out of poverty, none of the results within the assumption range could result in a comfortable standard of living as the replacement rate level is less than 40%.

The number of employment years is also important in order to avoid poverty and to achieve a 40% replacement rate level. The disruption of 10 years, although divided into two 5-years disruptions (refer to Figure 6.4 and 6.5), still results in a replacement rate below 40% (refer to Table 6.8). This shows that the more often disruptions women face in their career life, the lower their last drawn salary and estimated monthly retirement income would be. For example, SPM women with 10 years disruption occurring once throughout their employment years are expected to receive their last drawn salary of RM 2,746.35 (refer to Table 6.7). However, SPM women with 10 years disruption occurring twice (5 years gap for each disruption) throughout their career life tend to receive a lower last drawn salary at RM 2,679.80 per month (refer to Table 6.8) and resulting a lower replacement rate level.

Based from the overall results under this scenario, women in Malaysia with any education level should avoid any disruptions more than 5 years during their employment life in order to achieve a higher replacement rate level. This is because the higher the number of years out of employment, the lower the accumulated amount in the EPF, and the lower their estimated monthly income will be at retirement.

**Table results for Scenario C**

**Table 6.7: Results: Scenario C (Ch 6): 10 years out of employment with one disruption**

Age start working	Age stop working	Age start to work again	Number of years working	Salary before retire	EPF	Poverty Level	Replacement Rate Level
18	22	32	30	2,746.35	792.71	OK	28.86
18	24	34	30	2,746.35	807.61	OK	29.41
22	27	37	26	3,372.17	834.05	OK	24.73
22	29	39	26	3,372.17	852.45	OK	25.28
24	32	42	24	4,588.60	1,063.07	OK	23.17
24	34	44	24	4,588.60	1,087.47	OK	23.70

Source: Author's calculation

**Table 6.8: Results: Scenario C (Ch 6): 10 years out of employment with two disruptions**

Age start working	Age stop working	Age start to work again	Age stop working (2nd)	Age start to work again (2nd)	Salary before retire	EPF	Poverty Level	Replacement Rate Level
18	22	27	32	37	2,679.80	745.73	OK	27.83
18	24	29	34	39	2,679.80	766.43	OK	28.60
22	27	32	37	42	3,042.45	794.21	OK	26.10
22	29	34	39	44	3,042.45	819.72	OK	26.94
24	32	37	43	48	3,987.48	1,034.65	OK	25.95
24	34	39	44	49	3,987.48	1,060.21	OK	26.59

Source: Author's calculation



**Table 6.9: Results: Scenario C (Ch 6): 7 years out of employment with one disruption**

Age start working	Age stop working	Age start to work again	No. of years working	Salary before retire	EPF	Poverty Level	Replacement Rate Level
18	22	29	33	2,746.35	909.77	OK	33.13
18	24	31	33	2,746.35	922.45	OK	33.59
22	27	34	29	3,667.10	974.72	OK	26.58
22	29	36	29	3,667.10	990.37	OK	27.01
24	32	39	27	5,039.44	1,244.64	OK	24.70
24	34	41	27	5,039.44	1,265.21	OK	25.11

Source: Author's calculation

**Table 6.10: Results: Scenario C (Ch 6): 5 years out of employment with one disruption**

Age start working	Age stop working	Age start to work again	Number of years working	Salary before retire	EPF	Poverty Level	Replacement Rate Level
18	22	27	35	2,746.35	991.12	OK	36.09
18	24	29	35	2,746.35	1,002.26	OK	36.49
22	27	32	31	3,667.10	1,074.45	OK	29.30
22	29	34	31	3,667.10	1,088.18	OK	29.67
24	32	37	29	5,340.00	1,378.27	OK	25.81
24	34	39	29	5,340.00	1,396.17	OK	26.15

Source: Author's calculation

## **6.6 Chapter Summary**

Women's life expectancy in Malaysia is longer than men's and the retirement age is 58 for both. This leads to women being categorised as a group that is prone to poverty in old age. Moreover, from the scenarios tested, it is difficult to maintain the same standard of living after retirement as during employment with the current pension system in Malaysia.

With longer life expectancy, women are expected to have to spread their savings over more years in retirement than men. However, disruptions or gaps during their employment years may happen due to marriage, childcare responsibilities or taking care of the elderly members of the family, and these result in fewer savings in the accumulated fund (Berger and Denton, 2004). Fewer employment years with fewer savings do not guarantee a comfortable life after retirement, and it is difficult for those with disruptions in their career life or who exit the labour force at an early age to achieve the minimum replacement rate level at 40%. This is proven with the simulation results presented in this chapter (refer to Tables 6.4 to 6.10)

Three different educational levels with different salary grades were used in this study, and the replacement rate levels and poverty level were analysed based on the predicted monthly annuity. The replacement rate level must be at least 40% to achieve a comfortable standard of living after retirement set by the ILO (ILO, 2009), and the predicted income should be more than RM 691 per month to be out of poverty (Masud and Haron, 2008).

From the results, women with disruptions do not seem to have the prospect of having a comfortable standard of living after retirement. Their replacement rate levels were below the standard level set by the ILO, and contrasted with findings reported by Evans and Falkingham (1997) (refer to Chapter 4, Section 4.3). In the UK, those working part-time or

with disruptions or gaps during their employment had higher replacement rate levels than those with full employment years until retirement. This may be due to the different pension plans in Malaysia and the UK: where Malaysia uses the Defined Contribution Pension Plan whereas UK uses the Pay-As-You-Go plan that is, a Defined Benefit Pension Plan. However, similar results were found among low-paid workers who had the highest replacement rate levels, reflecting the fact that it is easier to ‘replace’ a lower salary than a higher one.

Based on the overall results, only women with disruptions, and those who exit the labour force at an early age and never return, have a high risk of poverty (refer to results in Table 6.4 to 6.10). The result also shows that the length of interruption does affect their retirement income; having shorter gaps during employment could result in a better replacement rate level than having a longer gap. However, the predicted monthly income at retirement is above the poverty level; either women with one or two disruptions during employment, except for those who decide to stop working at an earlier age (refer to Tables 6.4 to 6.6).

The results also indicate that women employees who are under the Pension Scheme and work for a minimum of 30 years are capable of achieving an extra 20% to the minimum replacement rate level (i.e. 60%) compared to those under the EPF (refer to Tables 6.2 and 6.3). This can be seen from their monthly pension, although its calculation did not consider the inflation and longevity risks that may affect one’s future purchasing power and standard of living as it is a Defined Benefit Pension Plan (refer to Table 2.7). On the other hand, those who opt for the EPF are more exposed to financial risk due to inconsistent returns, disruptions in their employment years, the longevity risk and the disadvantage of making pre-retirement withdrawals (refer to Chapter 2, Section 2.3).

In summary, women with disruptions in their career life could face the risk of not having a comfortable life after retirement. However, such risk would depend on the number of employment years and their last drawn salary. The longer the disruptions they have had during their employment years, the fewer years they work, and the fewer savings they have at retirement, and leads to higher financial risk they face in old age. Therefore, women who intend to have disruptions and gaps during their employment years or to exit the labour force early due to childbearing or family obligations should ensure they have an appropriate amount of savings in their fund in order to maintain the minimum replacement rate level and to be above the poverty level at retirement later on. The Government, on the other hand, should revise the current pension system in order to accommodate the types of scenario simulated in this study that may occur in women's career life.

The next chapter (Chapter 7) discusses on the impact on women's income in later life of changes in flexible parameters such as retirement age, contribution rates, and the amount of pre-retirement withdrawals.



# CHAPTER SEVEN

## **Results 2: Analysis on the Impact on Women's Income in Later Life of changes in Retirement Age, Contribution Rates and the amount of Pre-retirement Withdrawals**

### **7.1 Introduction**

Having investigated women's inadequate retirement income as a result of disruptions and gaps during employment in the previous chapter, this chapter investigates three main factors that play a major role in the pension system's mechanism and the individual's income, namely, retirement age, contribution rates, and the amount of pre-retirement withdrawals. These factors are discussed in the context of increasing life expectancy, a growing ageing population, and women living in poverty in old age (refer to Chapter 3, Section 3.5).

The Government in Malaysia has taken an action to reduce the contribution rate from 23% to 20% as a result of economic conditions experienced in Malaysia in late 2008 (EPF, 2009b). One of the objectives is to increase purchasing power among citizens in order to stimulate economic recovery. However, this decision has an impact on individuals' plans in preparing for retirement. Whether it is a sensible or myopic decision on the part of Government, the issue is explored further in this chapter.

As explained in Chapter 5, the simulation model was designed to investigate the impact of changes in flexible parameters; in particular, retirement age, contribution rates, and the pre-retirement withdrawals amount, on women's retirement income (refer to Chapter 5, Section 5.5). Section 7.2 explains the methodology and assumptions used to simulate income in later life and four main scenarios are discussed in Sections 7.3, 7.4, 7.5 and 7.6 respectively.

Scenario A focuses on the retirement age issue, Scenario B on contribution rates, Scenario C on the amount of pre-retirement withdrawals, and Scenario D on the interactions between sets of factors, namely between: i) retirement age and the amount of pre-retirement withdrawals, ii) contribution rates and retirement age, and iii) the amount of pre-retirement withdrawals and contribution rates. All scenarios include simulation for women with and without disruption during employment. Finally, Section 7.7 provides a summary of the findings presented in the chapter.

## **7.2 Methodology and Assumptions**

In this chapter, the same educational levels are used since they are three educational attainments of the majority of the female labour force in Malaysia, namely SPM, Diploma and Degree (DOS, 2008a). Other assumptions used in this chapter, such as age started working, salary grade and age at disruption are similar to those used in Chapter 6 (refer to Chapter 5, Section 5.4). In addition, the scenarios analysed in this chapter are similar to those in the previous chapter (Chapter 6), however, this chapter also focuses on flexible parameters in order to investigate at which level or rate the parameters could result in a replacement rate level of 40% for different levels of education.

The simulation in every scenario includes both full employment and 5 years disruption during employment. In Scenario A, the assumptions for flexibility of retirement age are explored from the perspective of the current statutory retirement age in Malaysia, which is 58, increased from 56 in 2009 (EPF, 2009a). As previously indicated, the EPF contribution rates in Malaysia was reduced to 20% due to the global economic downturn (EPF, 2009b). It is therefore important to know on the level of contribution that is needed in order to achieve a 40% of replacement rate level.

In the second scenario (Scenario B), the contribution rates used are: (i) 20%, (ii) 23%, (iii) 25% and (iv) Age-profile contribution. The rate of 23% was chosen in the simulation as this percentage was commonly used for the EPF during January 1996 – March 2001, April 2002 – May 2003, and June 2004 – December 2008 (EPF, 2008). For the 20% contribution rates, 12% is contributed by the employer and 8% from the employee; whereas for 23% contribution rates, 12% is contributed by the employer for both rates and 11% is from the employee. On the other hand, for 25% contribution rates, it is assumed that 13% is contributed from the employer and 12% from the employee.

The Age-profile type of contribution rates were based on Singapore’s Central Provident Fund (CPF) rate (CPF, 2009). However, as discussed in Chapter 5, Section 5.5.2, it was not possible to use the same rates as the CPF’s in the simulation because they are too extreme and exceed Malaysians’ income capability. The Age-profile type of contribution rates used in the simulation were therefore midway between the CPF rates and the current rates used in Malaysia and are shown in Table 7.1 below.

**Table 7.1: Age-profile type of contribution rates**

Age	Employer (%)	Employee (%)
35 and below	15.00	13.75
36-45	15.00	13.75
46-50	15.00	13.75
51-55	13.50	12.25
56-60	9.50	8.25
61-64	5.50	4.25
Above 65	4.50	3.25

Source: Author’s assumption

The assumptions in Scenario C relate to the amount of the pre-retirement withdrawals. The total EPF contributions are credited to two accounts: Account 1 which consists of 70% of the whole amount, and Account 2, which consists of the remaining 30%. EPF members are



allowed to withdraw from Account 2 for reasons which include purchasing a house, paying education fees and medical expenses (refer to Chapter 2, Section 2.3.1). The most common reasons for making withdrawals during employment are housing, education and medical expenses (EPF, 2009a). Although such withdrawals may ease financial distress at the time they are made, they do not seem to fit the mission and vision of the EPF, which is to provide the best retirement savings scheme. This is because the higher the amount withdrawn during employment, the lower the accumulated amount left in the account to be used for retirement purposes. In this chapter, pre-retirement withdrawals are assumed to be made in (i) single or (ii) two-phase withdrawals. In the single phase, a withdrawal of 30% of the total of the fund is assumed to be made, whereas in the two-phase withdrawal, the first withdrawal is assumed to be 20% and the second is assumed to be 10% of the total from the fund.

Finally, Scenario D explores the interactions between sets of factors, i.e. between the retirement age and the amount of pre-retirement withdrawals, between the contribution rates and the retirement age, and between the amount of the pre-retirement withdrawals and the contribution rates, in order to ascertain how changes in one factor will affect the other. However, the results and findings are only discussed for Degree graduates because based on the findings in Chapter 6 (refer to Tables 6.2 to 6.10), those attaining a Degree face a higher risk of not achieving the standard replacement rate level during retirement than those attaining SPM or Diploma qualification. It should be noted that the findings do not show that those with SPM qualification achieve a higher income during retirement than Diploma and Degree holders, rather, they show that women with Diplomas and Degrees have difficulties in achieving the minimum replacement rate level due to higher earnings during employment that are expected to be replaced during retirement (refer to results in Table 6.2 and 6.3). For results from the simulation worksheet, refer to Appendix G.

A summary of the scenarios explored in this chapter is presented in the table below.

**Table 7.2: Summary of the scenarios used in Chapter 7**

Scenario	Assumptions
Scenario A (results in Table 7.3 and 7.4)	The impact of increasing retirement age: a) Retirement age starts from 58 years onwards (i) Full employment (ii) 5 years disruption
Scenario B (results in Table 7.5 and 7.6)	The impact of changing contribution rates: a) 20% b) 23% c) 25% d) Age- profile contribution (i) Full employment (ii) 5 years disruption
Scenario C (results in Table 7.7 to 7.10)	The impact of changing the amount of pre-retirement withdrawals: a) Single 20%, 25% and 30% pre-retirement withdrawal b) Two phase pre-retirement withdrawals with 15% withdrawal for each phase c) Two phase pre-retirement withdrawals with 20% for 1 <sup>st</sup> and 10% for 2 <sup>nd</sup> (i) Full employment (ii) 5 years disruption
Scenario D (results in Table 7.11 to 7.16)	Interactions between sets of factors – only for Degree holders a) Retirement age and pre-retirement withdrawal b) Contribution rates and retirement age c) Pre-retirement withdrawals and contribution rates (i) Full employment (ii) 5 years disruption

Source: Author's summarised scenarios for Chapter 7

### 7.3 Scenario A – The impact of increasing the Retirement Age

This scenario explores the effect on the replacement rate level and the estimated monthly income at retirement of increasing the retirement age from the current 58 to 65 years. The results in Table 7.3 and Table 7.4 show the replacement rate levels and the estimated monthly income for the three educational levels, namely, SPM, Diploma and Degree, and for people who retire at different ages. Women with different educational levels are assumed to make a 20% contribution to the retirement fund (EPF) every month, and no pre-retirement withdrawals are made throughout their employment years.

#### 7.3.1 Full Employment

Table 7.3 shows the results for the estimated monthly income and replacement rate level for three educational levels: SPM, Diploma and Degree.

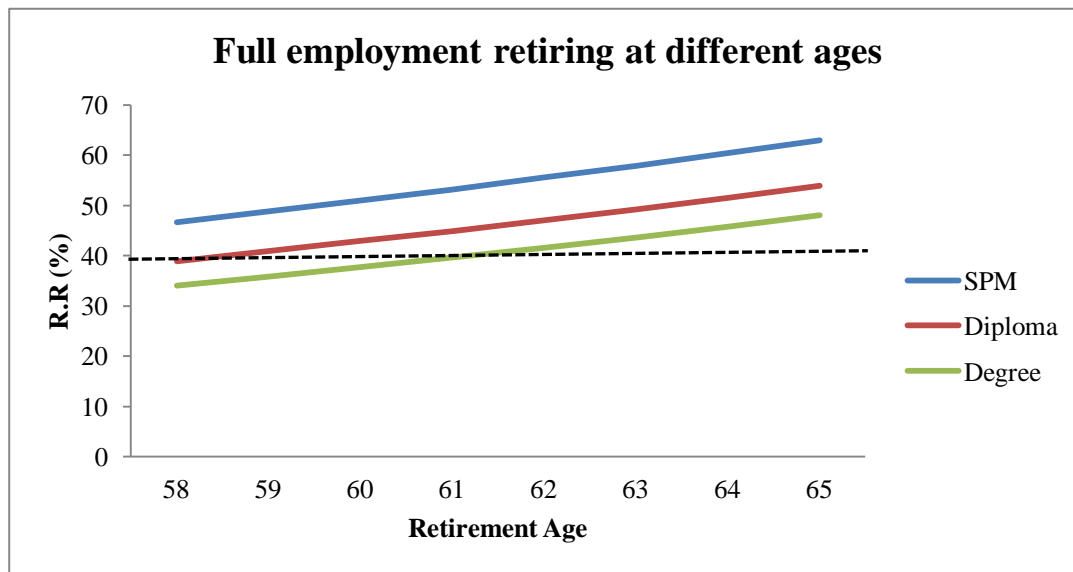
**Table 7.3: Results: Scenario A (Ch 7): Retirement age with full employment**

	SPM		Diploma		Degree	
	EPF	RR	EPF	RR	EPF	RR
58	1,281.78	46.67	1,429.04	38.97	1,867.86	34.02
59	1,341.07	48.83	1,501.11	40.93	1,968.95	35.86
60	1,401.08	51.02	1,574.19	42.93	2,071.57	37.73
61	1,462.00	53.23	1,648.46	44.95	2,175.97	39.63
62	1,525.28	55.54	1,725.57	47.06	2,284.32	41.61
63	1,591.10	57.93	1,805.73	49.24	2,396.90	43.66
64	1,659.66	60.43	1,889.19	51.52	2,514.07	45.79
65	1,731.19	63.04	1,976.22	53.89	2,636.21	48.02

Source: Author's calculation

The graph below (Figure 7.1) shows the replacement rate level for all different levels of education with full employment (no disruptions during employment).

**Figure 7.1: Graph: Scenario A (Ch 7): Full employment retiring at different ages**



Source: Author's calculation

The results in Table 7.3 and Figure 7.1 above are derived from simulation based on full employment. It was obtained from simulating different retirement ages, ranging from 58 years to 65 years with no disruptions made during employment years. No disruptions, no withdrawals and a constant 20% contribution made throughout employment years could be expected to provide higher savings for retirement. However, retiring at the current statutory retirement age of 58 does not provide a 40% of replacement rate level for all levels of education. For example, only SPM holders that retire at 58 could receive 40% of their last drawn salary during retirement. Besides that, 40 years of employment for SPM holders could provide them with an estimated monthly income of RM 1,281.78, which is equivalent to 46.7% of their last drawn salary (refer to Table 7.3). However, even though the replacement rate level for SPM holders is high, their estimated monthly income during retirement is the lowest, which may be due to a low monthly salary during employment.

On the other hand, Diploma and Degree graduates retiring at 58 have replacement rate levels of less than 40%, which is 38.97% and 34.02%, respectively. Diploma holders would

normally start working at 22, which is 4 years later than those with SPM qualification. In order to receive at least 40% of their last drawn salary during retirement, Diploma holders must retire at 59, which is a further year in employment from the current statutory retirement age. By retiring at 59, their estimated monthly income during retirement is RM 1,501.11, which is approximately 2% more than the monthly income received if they had retired at age 58.

However, Degree holders have a much lower replacement rate level than Diploma holders. The starting age of employment for Degree holders is 24, which is 2 years later than for those with a Diploma, and this 2-year difference results in a replacement rate level which is 5% lower than that for Diploma holders, at 34.02%. Based on the simulation, Degree graduates might have to work at least until 62 in order to achieve 40% of their last drawn salary. By retiring at 62, which is a further 4 years in employment beyond the current statutory retirement age, their estimated monthly retirement income could be an additional of RM416 compared to retiring at 58, making a total of RM 2,284.32 per month (refer to Table 7.3).

### **7.3.2 5 Years Disruption**

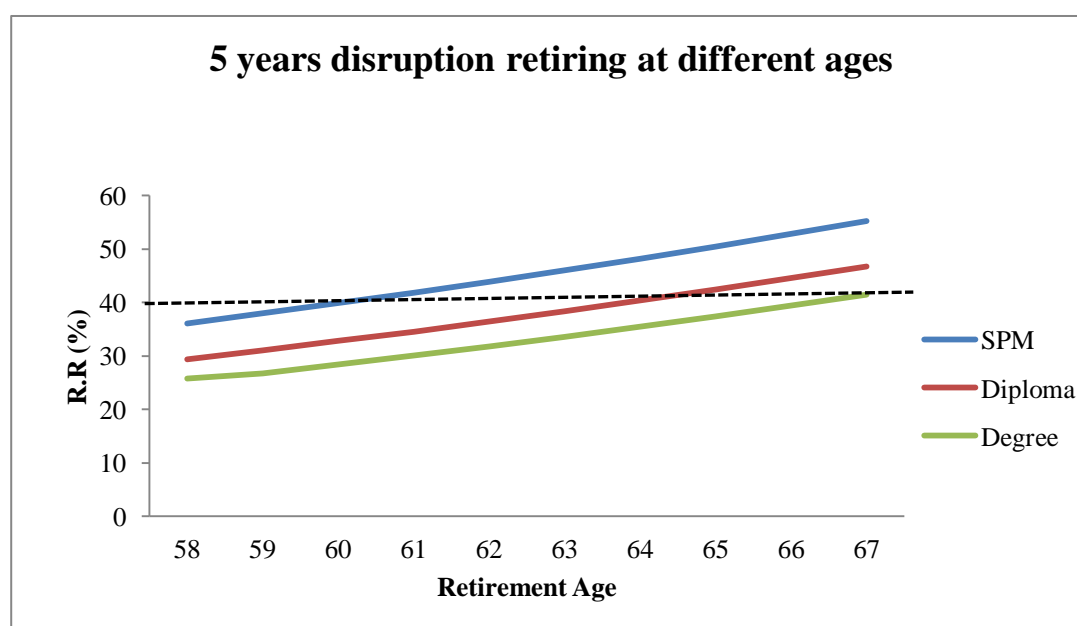
In contrast to Scenario A(i), Scenario A(ii) shows results for different educational levels simulated with a 5-year gap in employment. The replacement rate levels and estimated monthly retirement incomes are shown in Table 7.4 and Figure 7.2 as below.

**Table 7.4: Results: Scenario A (Ch 7): Retirement age with 5 years disruption**

	SPM		Diploma		Degree	
	EPF	RR	EPF	RR	EPF	RR
58	991.12	36.09	1,074.45	29.30	1,378.27	25.81
59	1,043.11	37.98	1,137.63	31.02	1,467.08	26.72
60	1,095.86	39.90	1,201.85	32.77	1,557.47	28.37
61	1,149.51	41.86	1,267.24	34.56	1,649.62	30.05
62	1,205.19	43.88	1,335.08	36.41	1,745.16	31.79
63	1,263.06	45.99	1,405.55	38.33	1,844.37	33.59
64	1,323.29	48.18	1,478.85	40.33	1,947.51	35.47
65	1,386.09	50.47	1,555.23	42.41	2,054.94	37.43
66	1,449.33	52.77	1,632.29	44.51	2,163.49	39.41
67	1,515.48	55.18	1,712.84	46.71	2,276.89	41.47

Source: Author's calculation

**Figure 7.2 Graph: Scenario A (Ch 7): Retiring at different ages with 5 years disruption**



Source: Author's calculation

Results in Table 7.4 and Figure 7.2 above are derived from simulation based on a 5-year gap in employment. Since women are reported to have gaps in their employment years due to care-taking responsibilities (refer to Chapter 3, Section 3.2), this scenario provides a picture of the likely situation of employed women who plan to have disruptions in their career.

Based on the results shown, by retiring at 58, the replacement rate level for SPM, Diploma and Degree holders would be 36.09%, 29.30% and 25.81% of their last drawn salary, respectively. SPM holders might have to work until 60 in order to achieve at least 40% of their last drawn salary, that is, an estimated RM 1,149.51 per month. Comparing this scenario with A(i) and retiring at the same age 58, having a 5-year gap during employment would result in an estimated monthly income of 10% less than that received with no gaps during employment for SPM holders.

Starting work at 22 with 5 years disruption and retiring at 58 results in a total of 31 years in employment, which would give Diploma holders an estimated of 29.30% replacement rate level, which is about 11% below the standard level set by the ILO (ILO, 1952). In order to achieve at least 40% of their last drawn salary every month during retirement, Diploma holders would need to make up for the years they spent out of employment by working until 64. However, their estimated monthly income would still be slightly lower than that of those with full employment.

On the other hand, a Degree graduate with a 5 years gap in their career would have to work the longest, namely until at least 67, in order to achieve a 40% replacement rate level. If a Degree graduate with a 5 years gap in employment wished to retire at the current statutory retirement age, their replacement rate level would be 18.66% lower than that of someone who retired at 67, and that 18.66% would result in approximately RM898 less a month (refer to Table 7.4). Therefore, in order to earn more during retirement, women must be willing to work longer or less working years will result a lower monthly retirement income.

The following five conclusions can be drawn based on the results in Scenarios A (i) and (ii). Firstly, Diploma and Degree graduates may have to work extra years compared to SPM holders to achieve a replacement rate level of 40%. Secondly, Diploma and Degree graduates without disruptions in their career may have to work until 59 and 62, respectively, to at least receive 40% of their last drawn salary during retirement. Thirdly, with a 5 year gap in employment, SPM, Diploma and Degree holders would have to work to until at least 61, 64 and 67, respectively, to receive at least 40% of their last drawn salary during retirement. The fourth conclusion for this scenario is, with a year extra in employment, either with or without disruptions, results in at least 2% difference in the replacement rate level. Lastly, even though the replacement rate level for SPM holders is the highest for every retirement age, their estimated monthly income amount is still the lowest, due to a low salary during employment

#### **7.4 Scenario B – The impact of changing the Contribution Rates**

Scenario B explores the second flexible parameter, which is the contribution rate. Different contribution rates were analysed under this section.

##### **7.4.1 Full Employment**

Table 7.5 and Figure 7.3 below shows the results for different contribution rates made by women employees in Malaysia, with three different levels of education, having full employment years, making no withdrawals, and retiring at the current statutory retirement age of 58.

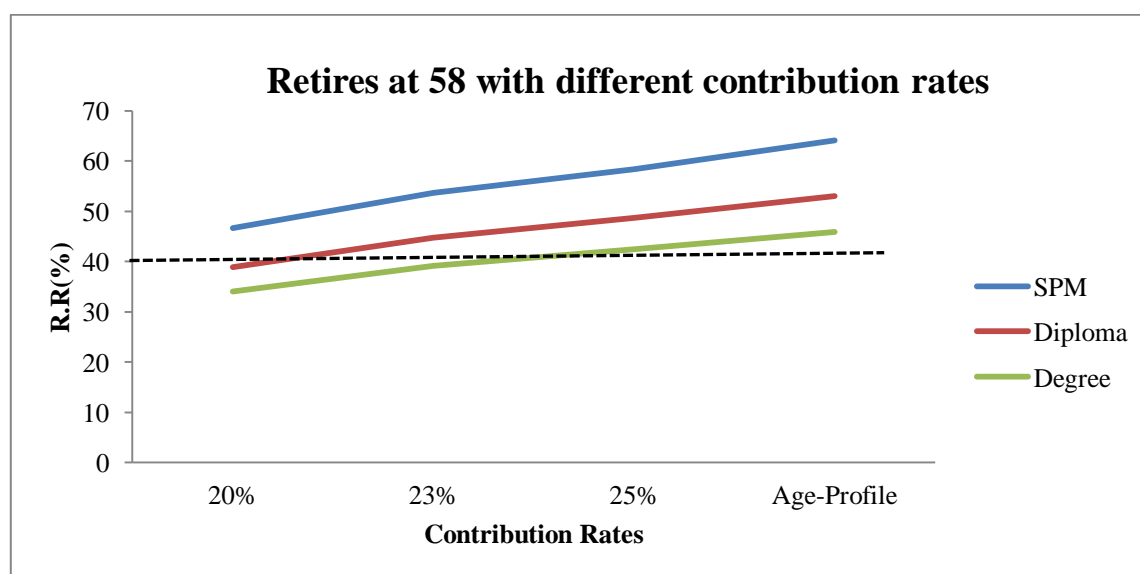


**Table 7.5: Results: Scenario B (Ch 7): Contribution rates with full employment**

	20%		23%		25%		Age-profile Contribution Rates	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
SPM	1,281.78	46.67	1,474.05	53.67	1,602.23	58.34	1,759.53	64.07
Diploma	1,429.04	38.97	1,643.39	44.81	1,786.30	48.71	1,943.37	52.99
Degree	1,867.86	34.02	2,148.03	39.12	2,334.82	42.53	2,519.04	45.88

Source: Author's calculation

**Figure 7.3: Graph: Scenario B (Ch 7): Retires at 58 with different contribution rates**



Source: Author's calculation

In the simulation, the employer and employee contribute at a constant rate every month to the employee's retirement savings fund and the contribution amount is calculated based on the employee's monthly salary. The current contribution rate in Malaysia is 20% (until end of 2010), lowered from 23% in January 2009, due to the global economic downturn. Based on the results in Table 7.5 and Figure 7.3, low monthly contribution rates tend to result in lower savings for retirement, thus a lower monthly income during retirement years. For example, women with Degree qualification that makes 20% contribution results in 34.02% from their last drawn salary. Whereas, with the same qualification and contributing at 25%, their replacement rate level increased to 42.53 (refer to Table 7.5).

The results also suggest that high percentage contribution rates at a young age could lead to higher amount in one's fund at retirement. This is based on the Age-profile contribution rates where the rates reduce as age increase. This also shows that it is worth saving a higher amount earlier in employment or at a younger age to benefit from the accumulated income. From the overall results in Table 7.5, Age-profile contribution rates for all three levels of education yield replacement rate levels of above 40%.

It is known that increasing the current contribution rate to 25%, which is only 2% higher than the previous rate used (23%), the results for the three levels of education showed replacement rate levels above 40%. For example, a Degree graduate who contributes 25% in her first year of employment only needs to contribute an extra RM25 per month to achieve a replacement rate level above 40%. Moreover, that extra contribution made during employment could result in an estimated RM187 more per month during retirement.

This is illustrated in Figure 7.3 that shows the higher the monthly contribution made to the fund, the higher the replacement rate levels. While the Government's decision to reduce the contribution rate from 23% to 20% may have helped employees now by increasing their monthly income, but in terms of adequacy of the retirement income, it is questionable. Since the population is increasingly ageing and will have to spread their retirement income over extra years during retirement, Government's action to reduce the contribution rate is questionable, as based from the results, employees will have less income to live on during their retirement years.

#### 7.4.2 5 Years Disruption

Table 7.6 below shows the results for different contribution rates made by women employees in Malaysia, similar with Scenario B (i) (Section 7.4.1), except with a 5-year interruption during their career. The contribution rates used in this simulation were also similar to those used in Scenario B (i).

**Table 7.6: Results: Scenario B (Ch 7): Contribution rates with 5 years disruption**

	20%		23%		25%		Age-profile Contribution Rates	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
SPM	991.12	36.09	1,139.78	41.50	1,238.90	45.11	1,341.69	48.85
Diploma	1,074.45	29.30	1,235.61	33.69	1,343.06	36.62	1,437.37	39.20
Degree	1,378.27	25.81	1,585.00	29.68	1,722.21	32.26	1,832.22	34.31

Source: Author's calculation

According to the simulation findings in Table 7.6 above, women with all levels of education contributing 20% to the retirement fund can expect the lowest replacement rate levels compared to other contribution percentages. With a 5 year gap during employment due to care-taking responsibilities, the replacement rate level decreases by between 8% and 10% for SPM, Diploma and Degree holders. This shows that 20% contribution rate does not provide women with a comfortable standard of living during retirement as the replacement rate levels are all below 40%.

On the other hand, for 23%, 25% and Age-profile contribution rates, the replacement rate level that is above 40% is only for SPM holders. However, this is not the case for Diploma and Degree holders. The results show that those with a Degree would have to contribute more in order to have a similar standard of living before and after retirement. Furthermore,

Age-profile contribution rates does result in a higher retirement income and better standard of living during old age for all levels of education (refer to Table 7.6).

Based from the results in Scenario B, four conclusions are drawn. Firstly, a 2% contribution rate increase from 23% to 25% results in a 3-4% increase in replacement rate levels. Secondly, a 3% contribution rate decreased (from 23% to 20%) by Government results in about 5%-7% lower replacement rate levels and thirdly, if the Government decides to continue with the current statutory retirement age, it should introduce a 25% contribution rate or Age-profile contribution rates to provide a comfortable standard of living during old age. The fourth conclusion drawn from this scenario is; although women SPM holders have the highest replacement rate levels, their estimated monthly retirement income is still low, due to a low monthly salary during employment. Therefore, the more contributions made during employment, the more the estimated amount for retirement income.

#### **7.5 Scenario C – The impact of changing the amount of Pre-retirement Withdrawals**

Several types of simulation were explored under Scenario C: (i) a single 30% pre-retirement withdrawal; (ii) a two-phase withdrawal comprising a 15% pre-retirement withdrawal first in phase one and then again in phase two; (iii) a two-phase withdrawal comprising a 20% pre-retirement withdrawals in phase one and a 10% pre-retirement withdrawals in phase two and (iv) pre-retirement withdrawals at a single point in time but at different withdrawal amounts of 20%, 25% and 30%. All simulations were based on EPF policy that allows members to withdraw their savings from Account 2 for the following reasons: (i) purchasing a house; (ii) financing education; and (iii) paying for medical expenses as discussed earlier (refer to Chapter 2, Section 2.3.1).

### 7.5.1 Full Employment: 30% withdrawal – Single and Two-phase

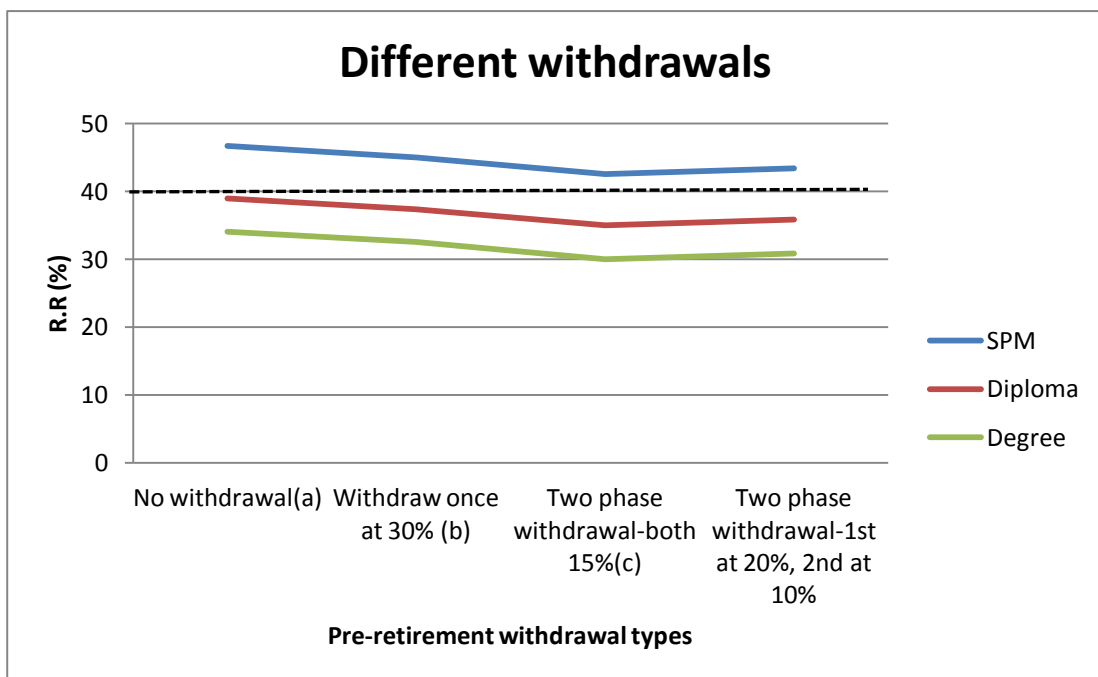
The third parameter examined in this research was the amount of pre-retirement withdrawal, where a certain proportion of the total is withdrawn before reaching the statutory retirement age. Table 7.7 and Figure 7.4 below show results of the replacement rate level for single and two-phase pre-retirement withdrawals that were made during employment.

**Table 7.7: Results: Scenario C (Ch 7): Single and two-phase pre-retirement withdrawals with full employment**

	No withdrawal(a)		Withdraw once at 30% (b)		Two phase withdrawal-both 15%(c)		Two phase withdrawal-1 <sup>st</sup> at 20%, 2 <sup>nd</sup> at 10%	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
SPM	1,281.78	46.67	1,234.76	44.96	1,168.56	42.55	1,192.42	43.42
Diploma	1,429.04	38.97	1,370.55	37.37	1,283.91	35.01	1,314.70	35.85
Degree	1,867.86	34.02	1,788.78	32.58	1,644.73	29.96	1,694.92	30.87

Source: Author's calculation

**Figure 7.4: Graph: Scenario C (Ch 7): Different types of withdrawals and different education levels**



Source: Author's calculation

Four simulations were explored for pre-retirement withdrawals: no withdrawals; one withdrawal at 30%; two withdrawals-both at 15%; and two withdrawals, the first at 20% and the second at 10%. The withdrawals were from Account 2 for housing, education, and health purposes with the assumptions that employees did not have disruptions during employment and, that they retired at 58. Besides that, the contribution rate used is 20% per month.

A woman with a Degree, working from 24 to 58, making a constant contribution every month and not making any withdrawal throughout her employment years, could be expected to receive about 34.02% of her last drawn salary during retirement (refer to Table 7.7). This would be 12% and 5% less than that received by SPM and Diploma holders respectively. This shows that even though no pre-retirement withdrawals were made during her employment years, the highest replacement rate level achieved is only 34%, which is 6% less than the standard replacement rate level. Similarly, Diploma holders also do not achieve 40% of their last drawn salary even though no withdrawals were made throughout employment.

A 30% withdrawal made once during their employment years by SPM, Diploma and Degree holders could produce a replacement rate level of 44.96%, 37.37% and 32.58%, respectively. A 30% withdrawal from Account 2 made after 5 years of employment could reduce the replacement rate level by between 1-2% for persons with all levels of education. However, replacement rate level for SPM holders only that is still above 40%, unlike Diploma and Degree holders.

Moving on to the next analysis with two pre-retirement withdrawals, it could significantly reduce women's replacement rate levels and the estimated monthly income during retirement. Based from the graph and results above (Table 7.7 and Figure 7.4), withdrawing the

maximum amount allowed twice (both withdrawals are at 15%) before reaching the statutory retirement age could affect the accumulated amount in the fund and result in the lowest replacement rate levels and income during retirement compared to other pre-retirement withdrawals amount.

### **7.5.2 5 Years Disruption: 30% withdrawal – Single and Two-phase**

Table 7.8 below shows simulation results for different types of pre-retirement withdrawals associated with 5 years disruption during employment.

**Table 7.8: Results: Scenario C (Ch 7): Single and two-phase pre-retirement withdrawals with 5 years disruption**

	No withdrawal		Withdraw once at 30%		Withdraw twice-both withdrawals 15%		Withdraw twice-1 <sup>st</sup> withdrawal – 20%; 2 <sup>nd</sup> withdrawal – 10%	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
SPM	991.12	36.09	961.51	35.01	920.91	33.53	935.94	34.08
Diploma	1,074.45	29.30	1,026.69	28.00	976.35	26.62	994.85	27.13
Degree	1,378.27	25.81	1,299.19	24.33	1,215.39	22.76	1,245.50	23.32

Source: Author's calculation

Having disruptions and making withdrawals during employment reduces the retirement income during old age. Women with 5 years disruption during employment but do not make any withdrawals from the fund can expect a reduction between 9-10% in their replacement rate level. However, those who make two withdrawals, both at 15%, have the lowest replacement rate level upon reaching retirement, that is 33.53, 26.62 and 22.76 for SPM, Diploma and Degree holders, respectively. Based from the results, the more often women make pre-retirement withdrawals both at a high amount, the more likely their retirement income will be low.

### 7.5.3 Full Employment: Single Pre-retirement Withdrawals at different amounts

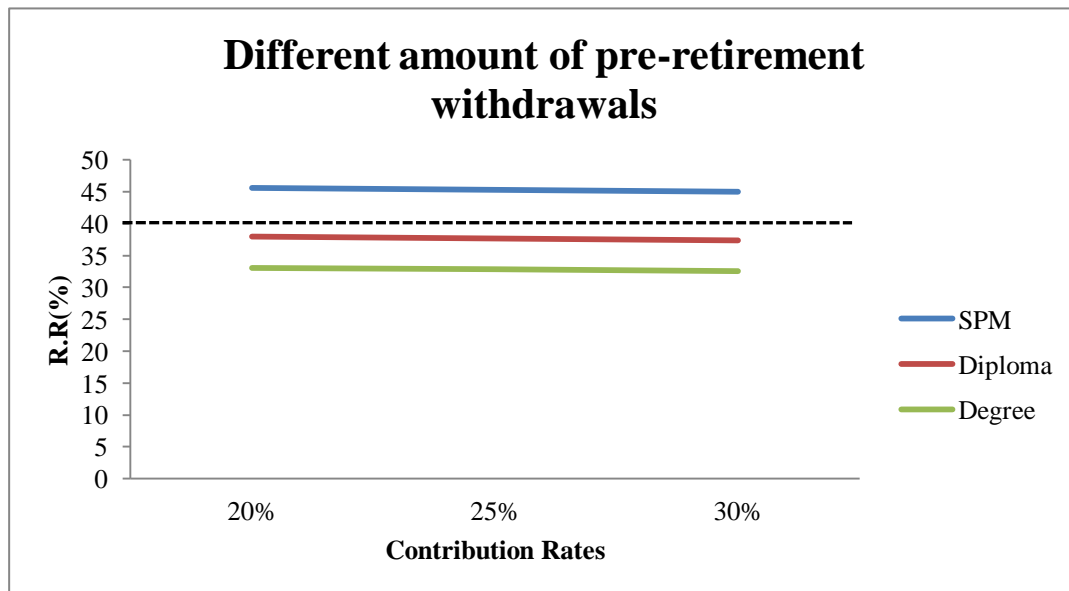
Table 7.9 and Figure 7.5 below show the results for pre-retirement withdrawals at different amounts for different educational levels.

**Table 7.9: Results: Scenario C (Ch 7): Single pre-retirement withdrawals at different amounts with full employment**

	20%		25%		30%	
	EPF	RR	EPF	RR	EPF	RR
SPM	1,251.65	45.58	1,243.20	45.27	1,234.76	44.96
Diploma	1,391.18	37.94	1,380.87	37.66	1,370.55	37.37
Degree	1,816.24	33.08	1,802.51	32.83	1,788.78	32.58

Source: Author's calculation

**Figure 7.5: Graph: Scenario C (Ch 7): Pre-retirement withdrawals at different amounts for different education levels**



Source: Author's calculation

The simulation was based on 20%, 25% and 30% withdrawals from Account 2, and the withdrawals were made after 5 years of employment for all educational levels. The results did not reveal a significant difference in the monthly retirement income between people



making withdrawals at the three different percentages. Nevertheless, the SPM holders' replacement rate levels were above 40%, while the Diploma and Degree holders' replacement rate levels were below 40% for three different withdrawal percentages. If an employee were to make a single withdrawal during her employment years, at either 20%, 25% or 30% of her accumulated retirement fund, her monthly retirement income would still affect the replacement rate levels. However, the difference between pre-retirement withdrawals amounts between 20%, 25% and 30% is not much affected.

#### **7.5.4 5 Years Disruption: Single Pre-retirement Withdrawal at different amounts**

Table 7.10 below shows the results for different pre-retirement withdrawals amounts during employment but with a 5-year gap in employment years.

**Table 7.10: Results: Scenario C (Ch 7): Single pre-retirement withdrawal at different amounts with 5 years disruption**

	20%		25%		30%	
	EPF	RR	EPF	RR	EPF	RR
SPM	972.60	35.41	967.05	35.21	961.51	35.01
Diploma	1,043.75	28.46	1,035.22	28.23	1,026.69	28.00
Degree	1,326.65	24.84	1,312.92	24.59	1,299.19	24.33

Source: Author's calculation

Similar to the results in Scenario C (iii), the results in Scenario C (iv) do not show a significant difference in the monthly retirement income between people who made withdrawals at different percentages. However, in comparison with the results in Table 7.8 and Table 7.10, the replacement rate levels decrease further more due to gaps and disruptions that occur during the employment period. For example, women with SPM, no disruptions and withdraws 20% during employment result in 45.58 replacement rate level; whereas women with the same education level and the same amount of withdrawal but includes 5-

years gap during employment results to only 35.41. This proves that having disruption during employment does affect the retirement income.

The result in Scenario C has drawn the following conclusions. Firstly, although no withdrawals were made during employment years, Diploma and Degree holders' replacement rate levels were below 40%. Secondly, making a 30% withdrawal once in employment years could reduce the replacement rate level by between 1-2%. Thirdly, there is only about 1% difference in the replacement rate level for a 2 phase withdrawal of 15% each and a 2 phase withdrawal with the first withdrawal of 20% and the second of 10%. The former withdrawal pattern will yield a lower replacement rate level. The next conclusion that can be made under this scenario is, if a single withdrawal were made during employment years, the estimated accumulated amount in the fund would be affected, and, there would be a reduction in the replacement rate level and estimated monthly income during retirement. Lastly, 5 years disruption during employment reduces the replacement rate levels for all withdrawal amounts by about 10%

#### **7.6 Scenario D – Interactions between sets of factors (only for those with a Degree)**

Scenario D presents the results relating to interactions between retirement age and pre-retirement withdrawals, between contribution rates and retirement age, and between pre-retirement withdrawals and contribution rates. The simulation results are based on a Degree holder only who starts work at 24 years old, and who may or may not experience disruptions during their employment.

### **7.6.1 The impact of interaction between Retirement Age / Pre-retirement Withdrawals**

This section discusses simulation outcomes for interactions between retirement age and the amount of pre-retirement withdrawals. The simulations focus on women with and without disruptions during employment.

#### **7.6.1.1 Full Employment**

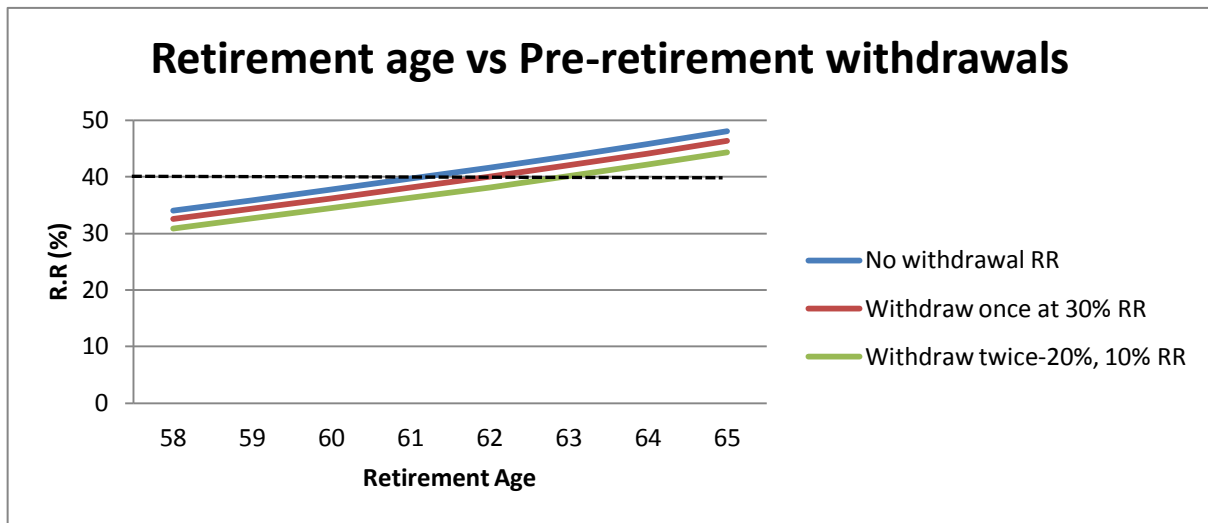
Table 7.11 and Figure 7.6 below show the result of interaction between retirement age and pre-retirement withdrawals with full employment years.

**Table 7.11: Results: Scenario D (Ch 7): Retirement age and pre-retirement withdrawals with full employment**

	No withdrawal		Withdraw once at 30%		Withdraw twice-20%, 10%	
	EPF	RR	EPF	RR	EPF	RR
58	1,867.86	34.02	1,788.78	32.58	1,694.92	30.87
59	1,968.95	35.86	1,887.90	34.39	1,791.68	32.63
60	2,071.57	37.73	1,988.54	36.22	1,889.98	34.42
61	2,175.97	39.63	2,090.97	38.08	1,990.05	36.25
62	2,284.32	41.62	2,197.24	40.02	2,093.88	38.14
63	2,396.90	43.66	2,307.67	42.03	2,201.74	40.10
64	2,514.07	45.79	2,422.57	44.12	2,313.95	42.15
65	2,636.21	48.02	2,542.33	46.31	2,430.89	44.28

Source: Author's calculation

**Figure 7.6: Graph: Scenario D (Ch 7): Retirement age vs Pre-retirement withdrawals**



Source: Author's calculation

Malaysia's statutory retirement age was increased from 56 to 58 in 2008, and this fits with the increasing life expectancy and more years being spent in retirement (PSD, 2009). Apart from that, an employee is allowed to withdraw a maximum of 30% from Account 2 during employment but must have a minimum of RM500 left in the account. Making such withdrawal means the employee is left with Account 1 to provide them with an income during retirement, either in the form of a lump sum or annuity. Therefore, the purpose of this simulation is to see the relationship between the two factors; retirement age and pre-retirement withdrawals.

Based on the results in Table 7.11 and Figure 7.6, a Degree holder who starts working at 24 and retires at 58, who makes a constant 20% contribution every month, and does not make any pre-retirement withdrawals throughout her employment years, will receive an estimated monthly retirement income of RM 1,867.86, which is equivalent to 34.02% of her last drawn salary. By not making any withdrawals during employment, a Degree holder can expect to receive a monthly retirement income of more than 40% of her last drawn salary if only she

retires at 62 years. However, it is impossible to reflect on the current situation as the number of pre-retirement withdrawals increases every year (EPF, 2008). This may be due to the individual having to meet financial needs during employment, such as purchasing a house, financing education, or paying medical expenses. Therefore, two types of withdrawal were simulated under this scenario; withdrawing 30% once during employment and a two-phase withdrawal comprising a first withdrawal of 20% and a second withdrawal of 10%.

Making a 30% withdrawal after working for 5 years appear to make a slight difference compared to no pre-retirement withdrawals. Retiring at the current statutory retirement age and withdrawing the maximum amount allowed at 29 would give a replacement rate level of 32.58% (refer to Table 7.11). Interestingly, making a two-phase withdrawal during employment could reduce the replacement rate level even further, as the higher the amount withdrawn during employment, the lower the accumulated amount in the fund, thus giving a low monthly income during retirement. A Degree holder planning to make a two-phase withdrawal with a maximum of 20% for 1<sup>st</sup> withdrawal and 10% for the 2<sup>nd</sup> withdrawal during employment would need to work until 63 to achieve a 40% replacement rate level.

#### **7.6.1.2 5 Years Disruption**

Table 7.12 below shows the result of interaction between retirement age and pre-retirement withdrawals with 5-years disruption during employment.

**Table 7.12: Results: Scenario D (Ch 7): Retirement age and pre-retirement withdrawals with 5 years disruption**

	No withdrawal		Withdraw once at 30%		Withdraw twice-1 <sup>st</sup> at 20%, 2 <sup>nd</sup> at 10%	
	EPF	RR	EPF	RR	EPF	RR
58	1,378.27	25.81	1,299.19	24.33	1,245.50	23.32
59	1,467.08	26.72	1,386.03	25.25	1,330.99	24.24
60	1,557.47	28.37	1,474.44	26.86	1,418.06	25.83
61	1,649.62	30.05	1,564.61	28.50	1,506.89	27.45
62	1,745.16	31.79	1,658.09	30.20	1,598.96	29.12
63	1,844.37	33.59	1,755.13	31.97	1,694.53	30.86
64	1,947.51	35.47	1,856.01	33.81	1,793.88	32.86
65	2,054.94	37.43	1,961.06	35.72	1,897.31	34.56
66	2,163.49	39.41	2,067.27	37.65	2,001.93	36.46
67	2,276.89	41.47	2,178.20	39.67	2,111.18	38.45
68	2,395.65	43.63	2,294.34	41.79	2,225.55	40.54
69	2,520.39	45.91	2,416.29	44.01	2,345.61	42.72

Source: Author's calculation

Results in Table 7.12 above shows that Degree holders with 5 years disruption and make a two-phase withdrawals, should expect to work until 68 to achieve the minimum replacement rate level of 40%. This is 5 years more than those who do not have any disruptions, who can retire at 63 and live comfortably on their monthly pension income. The overall results for this scenario show that a 5 years disruption during employment leads to having to work for another 5 years to achieve a 40% replacement rate level.

### **7.6.2 The impact of interaction between Contribution Rates / Retirement Age**

This section discusses simulation outcomes for interactions between contribution rates and retirement age. The simulations focus on women with and without disruptions during employment.

### 7.6.2.1 Full Employment

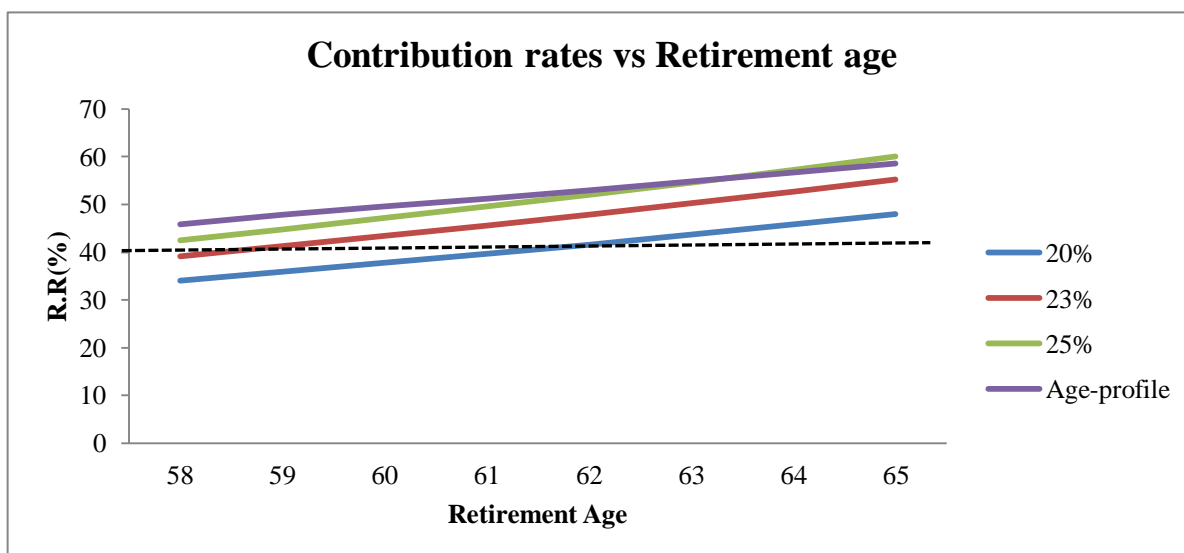
Table 7.13 and Figure 7.7 below show the interaction between contribution rates and retirement age with full employment years.

**Table 7.13: Results: Scenario D (Ch 7): Contribution rates and retirement age with full employment**

	20%		23%		25%		Age-profile	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
58	1,867.86	34.02	2,148.03	39.12	2,334.82	42.53	2,519.04	45.88
59	1,968.95	35.86	2,264.30	41.24	2,461.19	44.83	2,630.38	47.91
60	2,071.57	37.73	2,382.31	43.39	2,589.46	47.16	2,721.10	49.56
61	2,175.97	39.63	2,502.37	45.58	2,719.97	49.54	2,812.78	51.23
62	2,284.32	41.61	2,626.96	47.85	2,855.39	52.01	2,908.20	52.97
63	2,396.90	43.66	2,756.44	50.21	2,996.13	54.57	3,007.65	54.78
64	2,514.07	45.79	2,891.19	52.66	3,142.59	57.24	3,111.44	56.67
65	2,636.21	48.02	3,031.64	55.22	3,295.26	60.02	3,214.27	58.54

Source: Author's calculation

**Figure 7.7: Graph: Scenario D (Ch 7): Contribution rates vs Retirement age**



Source: Author's calculation

The second simulation focussed on the interaction between different contribution rates and different retirement ages. The contribution rates of 20%, 23% and 25% were used on the simulation as well contribution rates based on age-profile, while the retirement age ranged from 58 years to 65 years. Besides that, no pre-retirement withdrawals were made throughout employment.

Based on the results in Table 7.13 and Figure 7.7, if the Government decides to continue with the current statutory retirement age of 58, a Degree holder would need to contribute at least 25% of their salary every month in order to receive a monthly retirement income of 42.53% from their last drawn salary. However, due to the recent global economic downturn, the Government has reduced the contribution rate to 20%, which results in a replacement rate level at 34.02%, or equivalent to about RM1,867.86 per month. Therefore, if the Government decides to continue with 20% as the contribution rate, then in order to achieve a replacement rate level of at least 40%, a Degree holder would have to work until 62, which is four years beyond the current statutory retirement age. On the other hand, if the EPF were to use the Age-profile contribution rates, a Degree holder could retire at 58 and is expected to receive at least 45.88% of her last drawn salary, an estimated RM2,519.08 every month or a 12% higher monthly income than that obtained from the current contribution rate used.

A Degree holder starts working later than SPM or Diploma holder, thus has to work longer to achieve at least 40% of their last drawn salary. However, another option for Degree holders is by retiring at 59, a year extra from the current statutory retirement age and makes a contribution of at least 23% of her monthly salary to achieve the 40% of replacement rate level. Thus, this shows a clear relationship between contribution rates and retirement age, where higher contribution is required in order to retire early, or vice versa.



### 7.6.2.2 5 Years Disruption

Table 7.14 below shows the interaction between contribution rates and retirement age with 5-years disruption during employment.

**Table 7.14: Results: Scenario D (Ch 7): Contribution rates and retirement age with 5 years disruption**

	20%		23%		25%		Age-profile Contribution Rate	
	EPF	RR	EPF	RR	EPF	RR	EPF	RR
58	1,378.27	25.81	1,585.00	29.68	1,722.83	32.26	1,832.22	34.31
59	1,467.08	26.72	1,687.14	30.73	1,833.85	33.40	1,926.32	35.09
60	1,557.47	28.37	1,791.09	32.62	1,946.84	35.46	1,999.90	36.43
61	1,649.62	30.05	1,897.06	34.55	2,062.03	37.56	2,074.39	37.78
62	1,745.16	31.79	2,006.94	36.55	2,181.46	39.73	2,151.85	39.19
63	1,844.34	33.59	2,121.02	38.63	2,305.46	41.99	2,232.52	40.66
64	1,947.51	35.47	2,239.64	40.79	2,434.39	44.34	2,316.64	42.20
65	2,054.94	37.43	2,363.18	43.04	2,568.67	46.79	2,398.83	43.69
66	2,163.49	39.41	2,488.01	45.32	2,704.36	49.26	2,480.86	45.19
67	2,276.89	41.47	2,618.42	47.69	2,846.11	51.84	2,567.01	46.76
68	2,395.65	43.63	2,755.00	50.18	2,994.57	54.54	2,657.73	48.41

Source: Author's calculation

Table 7.14 above shows that Degree holders with 5 years disruption in their careers could expect to receive a lower retirement income if they were to retire at 58. The simulation results presented above also clearly show that the more a woman contribute to her retirement fund during employment, the fewer number of years she will have to work before retirement. This is supported by results for contribution rates of 20% and 25%. Women contributing 20% constantly into their retirement can be expected to retire at 67 to achieve a minimum standard of life during old age, while women who contribute 25% during employment can be expected to work until 63 to achieve a comfortable life in retirement.

However, in contrast with other simulation results, the replacement rate level for women who contributes with the Age-profile contribution rates, the result shows a lower replacement rate

level. This is because the contribution rate is reduced at older age, thus results to lower replacement rate level compared to 23% and 25%. This shows that if Government are considering in increasing the statutory retirement age to above 63, 25% contribution rates will result a higher replacement rate level.

### **7.6.3 The impact of interaction between Pre-retirement Withdrawals / Contribution rates**

The last simulation under Scenario D focussed on the interaction between pre-retirement withdrawals and contribution rates. In order to receive at least 40% of her last drawn salary, this analysis simulates on how much should a Degree holder contribute given that making a certain amount of pre-retirement withdrawals during employment.

#### **7.6.3.1 Full Employment**

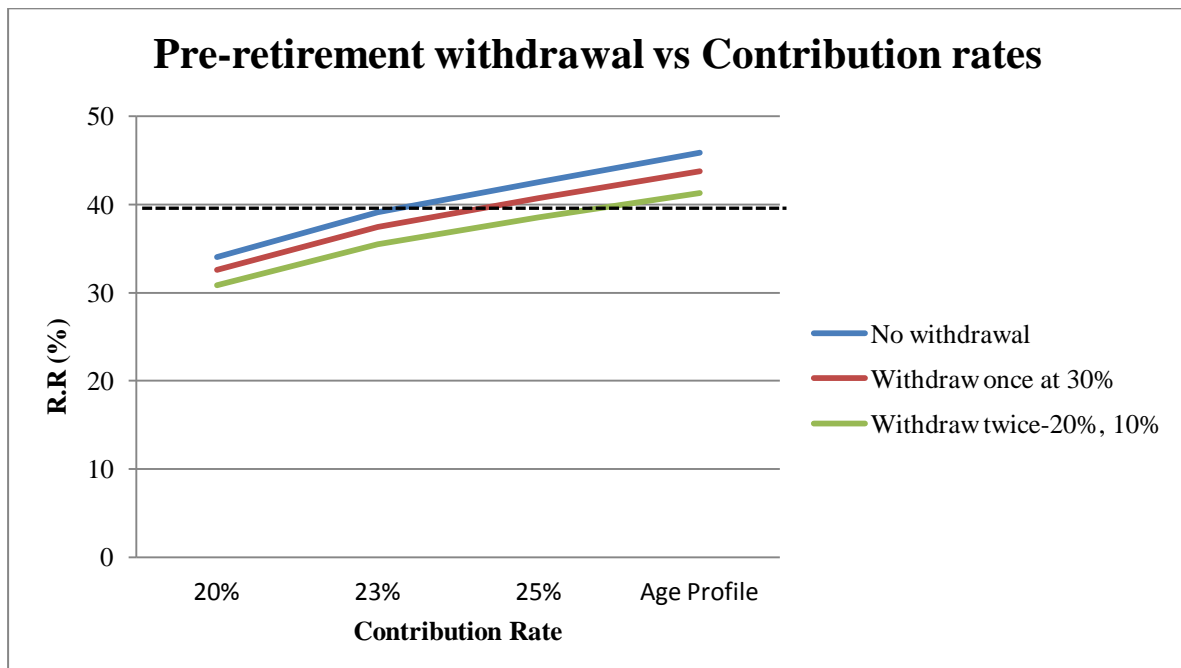
Table 7.15 and Figure 7.8 below show results for interactions between withdrawals and contribution rates with full employment.

**Table 7.15: Results: Scenario D (Ch 7): Pre-retirement withdrawals and contribution rates with full employment**

	No withdrawal		Withdraw once at 30%		Withdraw twice- 20%, 10%	
	EPF	RR	EPF	RR	EPF	RR
20%	1,867.86	34.02	1,788.78	32.58	1,694.92	30.87
23%	2,148.03	39.12	2,056.61	37.46	1,948.35	35.49
25%	2,334.82	42.53	2,235.15	40.71	2,117.30	38.56
Age Profile	2,519.04	45.88	2403.93	43.79	2,268.09	41.31

Source: Author's calculation

**Figure 7.8: Graph: Scenario D (Ch 7): Pre-retirement withdrawals vs Contribution rates**



Source: Author's calculation

As indicated in the previous scenario, a Degree holder that makes a constant 20% contribution every month and does not make any pre-retirement withdrawals during their employment, could expect to receive 34.02% of their last drawn salary every month as pension income. However, for example, withdrawing 30% during employment with a 23% contribution rate results in 37.46, whereas withdrawing once at 20% and second at 10% with the same contribution rate results to 35.49%. This shows that although pre-retirement withdrawals were made during employment but with a higher contribution rate could result in a higher replacement rate level compared to a lower contribution rate.

Since an employee is allowed to withdraw a certain amount during employment for various reasons, it is impossible to prevent them from making any withdrawal during employment. Based on the simulation result in Table 7.15 and Figure 7.8, an employee that withdraws 30%

from Account 2 after 5 years of employment should receive an estimated RM 2,235.15 per month during retirement, which is equivalent to 40.71% of her last drawn salary, if she makes a 25% contribution. However, by making a contribution based on Age-profile contribution rates should produce an additional 3% of her last drawn salary during retirement, compared to 25% contribution rate for any pre-retirement withdrawals amount.

In addition, those who make two-phase pre-retirement withdrawals from the fund should consider making higher contributions during employment. A Degree holder would have to contribute more than 28.75% (Age-profile contribution rates until age 50) every month or withdraw less than 30% to be able to receive a retirement income of at least 40% of her last drawn salary. With this arrangement that is balancing between the amount contributed into the fund and the amount withdrawn from the fund, it could at least provide a comfortable standard of living towards women during the years of retirement.

### **7.6.3.2 5 Years Disruption**

Table 7.16 below shows results for women with 5 years disruption in their career that make pre-retirement withdrawals during employment and different contribution rates.

**Table 7.16: Results: Scenario D (Ch 7): Pre-retirement withdrawals and contribution rates with 5 years disruption**

	No withdrawal		Withdraw once at 30%		Withdraw twice-20%, 10%	
	EPF	RR	EPF	RR	EPF	RR
20%	1,378.27	25.81	1,299.19	24.33	1,326.65	24.84
23%	1,585.00	29.68	1,493.58	27.97	1,525.16	28.56
25%	1,722.83	32.26	1,623.17	30.40	1,657.49	31.04
Age Profile	1,832.22	34.31	1,717.11	32.16	1,756.58	32.89

Source: Author's calculation

Overall rates in Table 7.16 above show that the replacement rate levels are all below 40%. For example, a Degree holder that makes none or single 30% withdrawal during employment and contributes 25% into the fund with 5-years disruption results in 32.26% and 30.40% replacement rate level, respectively. It also shows that although by using Age-profile contribution rates, the replacement rate level is still below 40%. This low replacement rate level is further reduced in this analysis result due to having gaps during employment, compared to results in Table 7.15. Therefore, even with 5 years gap during employment, it also indicates that a higher replacement rate level could be achieved by contributions based on Age-profile contribution rates and not making any pre-retirement withdrawals throughout the employment period.

From the results in Scenario D, four conclusions are drawn. Firstly, even though a Degree holder works from 24 until the current statutory retirement age of 58, makes no withdrawal during employment, and contributes constantly at the current contribution rate of 20%, the replacement rate will still be below 40%. This simply means that Government should consider increasing the retirement age, increase the contribution rates or limit the allowance amount of pre-retirement withdrawals. Secondly, if the Government decides to continue with the current contribution rate at 20%, the retirement age should be increased, and if the retirement age is maintained at 58 years old, the contribution rates should be increased. Thirdly, the higher amount pre-retirement withdrawals made during employment, the later the employer could be expected to retire, and the higher the contribution rates should be used to provide them with a comfortable standard of living at retirement. Lastly, the best result in the simulation is obtained by using the Age-profile contribution rates. This is because in all scenarios, the replacement rate levels are 40% and above, except for the situation where a two-phase withdrawal is made and retiring after 63 years of age.

## **7.7 Chapter Summary**

The growing older population and levels of life expectancy that are projected to keep increasing are focusing attention on the adequacy of retirement income (Bloom et al., 2004). Furthermore, women tend to live longer than men and are reported to face a higher risk of poverty during retirement (Bernasek and Shwiff, 2001). Since the lump sum amount received upon reaching retirement age has to be spread over more years to support their daily expenses, the amount saved in the retirement fund needs to be larger.

One of the important issues is that the Government increased the retirement age to 58 in 2009, but contribution rates were reduced from 23% to 20% in January 2009 due to the global economic downturn (EPF, 2009b). However, given the demographic and socioeconomic features, it is questionable whether these decisions are appropriate since it is difficult to maintain the standard of living during retirement. Moreover, the total accumulated amount in the fund is dependent on the number of years saving, amount of contributions, the amount of pre-retirement withdrawals, and other factors, such as inflation rate, dividend rate, and annuity rate.

Thus, this chapter focused on three main elements that play a major role in the mechanism of the pension system in Malaysia, specifically the Employees Provident Fund (EPF), namely the retirement age, the contribution rates and the amount of the pre-retirement withdrawals. These three elements contribute to the accumulated amount in the retirement fund that will be withdrawn later upon reaching retirement age and changes in them influence whether a monthly retirement income of at least 40% of the last drawn salary is achieved.

Outcomes for an individual's retirement income for three different educational levels were explored, with the focus on the aforementioned elements. The results in this chapter highlight that the relationship between these three elements is important and that action should be taken to achieve a 40% of the replacement rate level in order to provide women with a comfortable standard of living during retirement. Having disruptions during employment also affect the retirement income as it reduces the amount of savings in the fund. From the overall results in this chapter, women with a Degree qualification face a higher risk of not achieving 40% of their last drawn salary compared to the other two educational levels. Even by retiring at 58, contributing 20% and not making any pre-retirement withdrawals, their replacement rate levels are still below 40% (refer to results in Table 7.11, 7.13 and 7.15).

These results could provide options for Government, policy makers, and employed women to consider increasing the amount saved in the retirement fund. For example, among women with disruptions and attained a Degree, if the Government decides to continue to use 20% as the contribution rate and maintains the pre-retirement withdrawals allowance, then the retirement age should be increased to 62 for those with full employment and 68 for those with 5 years disruption; if the retirement age is maintained at 58 and the same pre-retirement withdrawals allowance is used, the contribution rates should be increased by using the Age-profile contribution rates; and if the retirement age is maintained at 58 and the contribution rate used is 20%, then the amount of pre-retirement withdrawals should be reduced further. If these changes are made, a comfortable standard of living could be attained by women retirees as a result of receiving a monthly retirement income of at least 40% of their last drawn salary.

Chapters 6 and 7 presented on the impacts on women's retirement income in later life associated with disruptions in working life, also analysing the flexible parameters: (1) retirement age; (2) contribution rates; and (3) pre-retirement withdrawals. In the next chapter, the analysis on pension credit contribution for women is presented.





# CHAPTER EIGHT

## Results 3: Analysis on Pension Credit Contribution for Women

### 8.1 Introduction

In this chapter, the simulation model is used to investigate the effectiveness of giving some pension credit contribution to women who are out of employment due to caring for their children and elderly family members. Although there are different arrangements in different countries such as United Kingdom and Germany, it is widely recognised that credit contributions are important in building up pension entitlements, especially among women (Frericks et al., 2009). Due to this reason, the effectiveness of a credit contribution is analysed using 1Malaysia (One Malaysia) Retirement Savings Scheme mechanism (refer to Chapter 2, Section 2.3.3) for women with different life courses. This includes those who exit the labour force early and do not return to work as well as those with disruptions during employment. Section 8.2 briefly explains the objectives of this chapter, while Section 8.3 focuses on the methodology and assumptions used to simulate income in later life. Five major scenarios are presented in Section 8.4 (Sections 8.4.1, 8.4.2, 8.4.3, 8.4.4 and 8.4.5), which explore different employment patterns. Section 8.4 provides a summary of the chapter's contents.

The Government introduced the 1Malaysia Retirement Savings Scheme in January 2010 (EPF, 2010b). As discussed earlier in Chapter 2, Section 2.3.3.1, this scheme is designed to provide individuals that do not have a fixed monthly income with a degree of financial security during their old age. The main population targets of this scheme are the self-employed and those individuals without a fixed monthly income and the scheme's structure is used in this chapter to investigate the effectiveness of extending the policy to women with

disruptions during employment and who exit the labour force early. It is hoped that by the end of this chapter, several policy options for providing women who have periods out of the labour market with savings for their retirement will become clearer.

Chapter 6 and 7 examined the impact of changes in retirement age, contribution rates, and the amount of pre-retirement withdrawals, and disruptions in employment on women's income in later life. Based from the results from those chapters, this chapter is designed to find alternatives in improving women's retirement income during retirement. Therefore, this chapter focuses primarily on the policy options that can be implemented by the Malaysian Government to protect women's retirement income, especially those with disruptions during employment and who exit the labour force early due to care-taking responsibilities.

## **8.2 Objectives for this chapter**

The objectives of this chapter are as follows:

- i) to investigate the effectiveness of the recently introduced 1Malaysia Retirement Savings Scheme in reducing the poverty level and increasing the standard of living during retirement
- ii) to ascertain whether the retirement income for those women with disruptions during employment is above the poverty level, i.e. RM691 per month
- iii) to explore other policy options that could be applied in order to provide women with disruptions during employment with an adequate retirement income

### **8.3 Methodology and Assumptions**

Previously in Chapters 6 and 7, the MHYRISA simulation model was used to examine the effectiveness of the current pension system in Malaysia by analysing how well the current pension system copes with disruptions during employment and also to explore three main elements that play an important role in the pension system's mechanism: retirement age, contribution rates, and the amount of pre-retirement withdrawals. However, since this chapter focuses on the effectiveness of the Government in providing a pension credit to individuals without a fixed monthly income for retirement saving purposes, the simulations produced are based on two main assumptions.

The first assumption is that women who have disruptions during employment or exit the labour force early still have adequate resources to make monthly contributions into their EPF savings fund. It is assumed that women in this group are able to make monthly contributions during their gaps and disruption years. However, in reality Kreide (2003) argued that not all unemployed women can make contributions while they are out of the labour market. Therefore, the second assumption is that those who have disruptions during employment or exit the labour force early are unable to make contributions to their EPF savings funds throughout their unemployment years.

For scenarios where women make contributions during their unemployment period, the minimum contribution payment is RM50 per month. This contribution is made continuously throughout their unemployment periods and the contribution in their savings fund still receives a yearly dividend. They also receive a contribution from the Government of 5% of their annual contribution to their fund. However, this is subject to a maximum amount of RM60 per year, based on Government's current policy (EPF, 2010b). In some simulated

scenarios, the credit contribution amount given by the Government will increase to RM500 per year or 12% of the individual's contribution to their savings fund to achieve the objective of living above the poverty level. Those women who do not make contributions during their unemployment period are assumed to receive only a yearly contribution from the Government. This is similar to the credit contribution concept in the United Kingdom, where unemployed individuals are not required to make contributions to their retirement savings fund (refer to Chapter 2, Section 2.3.3). Although the minimum contribution made by the Government is RM60, this <sup>31</sup>chapter allows us to explore how much this figure needs to be increased in order to reach the target of receiving above RM691 per month.

The retirement age used in this chapter is 58, as it is the current statutory retirement age. However, for women who exit the labour force early and never return to work, their accumulated savings are assumed to be withdrawn at 50, which the minimum age at which individuals are allowed to withdraw the accumulated amount from the fund. Conversely, unlike previous chapters, this chapter assumes that those with disruptions do not make any withdrawals during employment, in order to focus on the credit contribution issue rather than flexibility in parameters which have already been discussed in Chapter 7. Other assumptions in this chapter, such as age start work, educational levels, age at disruption, dividend rate, salary grade, contribution rates (while in employment), and annuity return are all assumed to be the same as in previous chapters (refer to Chapter 5). For results from the simulation worksheet, refer to Appendix H.

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<sup>31</sup> Another scenario that I planned to simulate in the chapter was the individual returning 10% of their savings to the government if they achieved a monthly retirement income of RM800 or more as a result of receiving 5% of their annual contribution from the government during unemployed periods. However, looking at results in this chapter in Tables 8.4, 8.5, 8.6, 8.7, 8.11 and 8.12, this simulation was unnecessary as individuals' projected monthly retirement income was below RM691 per month.

A summary of the scenarios explored in this chapter is presented in the table below.

**Table 8.1: Summary of the scenarios used in Chapter 8**

Scenario	Assumptions
Scenario A (results in Table 8.2)	Full Employment
Scenario B (results in Table 8.3 - 8.8)	Early Exit – withdraws the accumulated amount from the fund at 50: a) No contribution from the individual nor the Government b) No contribution from the individual, RM60 per year from the Government c) No contribution from the individual, RM500 per year from the Government d) Contribution from the individual RM50 per month, RM60 per year from the Government e) Maximum contribution from the individual, RM60 per year from the Government f) Maximum contribution from the individual, 50% of the individual’s contribution from the Government
Scenario C (results in Table 8.9 – 8.11)	Exploring Interruptions - 5 years disruption: a) No contribution from the individual nor the Government b) No contribution from the individual, RM 60 per year from the Government c) Contribution from the individual RM50 per month, RM60 per year from the Government
Scenario D (results in Table 8.12 – 8.17)	Disruption and Early Retirement – Retires at 50: a) 5 years disruption - No contribution from the individual nor the Government b) 10 years disruption – No contribution from the individual nor the Government c) 5 years disruption – Government gives 5% of the individual’s annual contribution during unemployed period or a maximum of RM60 per year. The individual makes their own maximum contribution voluntarily to be out of poverty d) 10 years disruption – Government gives 5% of the individual’s annual contribution during unemployed period or a maximum of RM60 per year.

	<p>The individual makes their own maximum contribution voluntarily to be out of poverty</p> <p>e) 5 years disruption – Government gives 12% of the individual’s annual contribution during unemployed period. The individual makes their own maximum contribution voluntarily to be out of poverty</p> <p>f) 10 years disruption – Government gives 12% of the individual’s annual contribution during unemployed period. The individual makes their own maximum contribution voluntarily to be out of poverty</p>
Scenario E (results in Table 8.18 – 8.20)	<p>10 years disruption and retires at 50 – Fixed monthly contribution from the individual per month, how much should Government contribute per month?</p> <p>a) Contribution from the individual of RM 200 per month</p> <p>b) Contribution from the individual of RM150 per month</p> <p>c) Contribution from the individual of RM120 per month</p>

Source: Author’s summarised scenarios for Chapter 8

#### **8.4 Discussion of the Results**

In this chapter, five scenarios are analysed, and each scenario is analysed based on the results presented in the tables at the end of each scenario. Women in Scenario A and Scenario C are assumed to retire at the current statutory retirement age of 58, whereas women in Scenario D and Scenario E retires at 50 years old. The results in each scenario are derived from each individual making a contribution every month and also receiving some credit contribution from the Government. The results are analysed in order to identify how much contribution is needed in order to put the individuals out of poverty during their retirement years.

Results in Table 8.2 represent Scenario A that provides the baseline and shows the full employment service result for each level of education attained (similar to result in Table 6.2). Scenario B shows the results for women who make early exits from the labour force and make a full retirement savings withdrawal at 50. The results are shown in Tables 8.3 to 8.8. Scenario C analyses women who have experienced disruptions during their employment

years, and it is assumed that they have five and ten years of disruption (refer to Tables 8.9 to 8.11). Other than that, women in Scenarios D and E are assumed to retire at the age of 50, due to care-taking responsibilities for elderly family members (refer to Chapter 3, Section 3.2). Scenario D shows results for women with 5 and 10 years disruption during employment with different contribution amounts made every month, either by each individual or by the Government (refer to Tables 8.12 – 8.17). Last is Scenario E, where fixed contributions are made of RM200, RM150 and RM120 every month by individuals with different levels of education. This scenario is simulated to explore on the appropriate minimum credit contribution needed by each individual apart from making their own monthly contribution to their retirement savings fund. However, the contributions made by the Government in this scenario are simulated every month, rather than the current policy used which is every year (refer to Tables 8.18 to 8.20).

#### **8.4.1 Scenario A: Full Employment**

Results in Table 8.2 show the poverty level for women with full employment service that is, with no gaps or disruptions throughout their employment service, and who are assumed to have made full monthly contributions since they started to work. The simulation results suggest that women who are fully employed can be categorised as living out of poverty, as their monthly income simulated by the model is more than RM691. For example, a woman who starts working at 18 after high school can be expected to receive RM1,281.78 per month, and for women with a Diploma or a Degree qualification, their monthly retirement income is expected to be RM1,429.04 and RM 1,867.86, respectively (refer to Table 8.2).



**Table Results: Scenario A**

**Table 8.2: Results: Scenario A (Ch 8): Full employment service – no gaps and full contribution (Women)**

Age start working	No of years working	Education level	Salary grade	Salary before retiring	Estimated EPF	Pension	Poverty level	Replacement Rate Level
18	40	SPM	N17	2,746.35	1,281.78	1,647.81	OK	46.67
22	36	Diploma	N27	3,667.10	1,429.04	2,200.26	OK	38.97
24	34	Degree	N41	5,490.28	1,867.86	3,294.17	OK	34.02

Source: Author's calculation

#### **8.4.2 Scenario B: Early Exit**

Tables 8.3 to 8.8 show the estimated monthly retirement income for women who make early exits from the labour market. Although they make early exits from the labour force, they are assumed to make a full withdrawal from the Employees Provident Fund only when they reach the age of 50. Women who exit the labour force early and who do not make any contributions during the unemployment period, also do not get any pension credit contribution from the Government during their unemployment period which results in them living in poverty. Based from the results, their estimated monthly retirement income varies between RM70 to RM360, depending on their educational attainment.

Tables 8.3 to 8.8 also show the results for women who exit the labour force early and make full withdrawals from their fund at the age of 50. Tables 8.4 and 8.5 show the results in the case of a woman who does not make any contributions during her unemployment period, but receives a pension credit from the Government for each year she is unemployed. The estimated results in Table 8.4 include a pension credit of RM60 per year provided by the Government to women who exit the labour force early due to looking after their children and elderly family members. In Table 8.5 such women receive RM500 per year from the Government. However, for both pension credit amounts from the Government, the estimated monthly retirement income is still below the poverty level. This means that although RM500 is contributed to their fund every year, women can still be expected to live in poverty during old age due to low monthly retirement income.

Results in Table 8.6 show that women are still living below the poverty level despite making a monthly contribution of RM50 per month into the fund, which is topped up by a pension

credit contribution from the Government of RM60 per year. The combined amount still does not seem sufficient to put them out of poverty.

Table 8.7 shows the contribution rates made every month by women with different educational level differs. The purpose of the simulations is to achieve a monthly retirement income above the poverty level. Government is still assumed to give a pension credit of RM60 per year for each educational level listed in the table. Those women with SPM qualification who stop working at 21 or 23 are expected to contribute at least RM334 and RM335 per month, respectively, in order to receive an estimated monthly retirement income of RM691 and more. Diploma holders who start work at 22 and exit the labour force at 26 and 28, respectively, are expected to contribute at least RM389 and RM385 per month, respectively, and to receive a pension credit of RM60 per year from the Government in order to live out of poverty. Degree holders, who start work at 24 and exit the labour force at 31 and 33, need to contribute at least RM 367 and RM 332 per month to be categorised as living out of poverty during old age.

In cases where government gives 50% of individual's contribution during employed period, Table 8.8 shows the estimated amount expected to be contributed by each individual which is lower compared to results in Table 8.7. In this scenario, it is less burden for the individual to make high contributions during unemployed period since they do not make any earnings within this period.

In overall, results in Tables 8.3 to 8.6 show women to be living in poverty during old age with the contribution amounts specified during their unemployment period.

**Table Results: Scenario B**

**Table 8.3: Results: Scenario B (Ch 8): Early exit (withdraws all from fund at age 50) – i) No contribution from individual, no pension credit from Government**

Age start working	Age stop working	No. of years working	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	70.11	<b>BELOW</b>	4.63
18	23	5	SPM	N17	1,615.02	118.76	<b>BELOW</b>	7.35
22	26	4	Diploma	N27	2,044.20	115.05	<b>BELOW</b>	5.63
22	28	6	Diploma	N27	2,177.30	175.42	<b>BELOW</b>	8.06
24	31	7	Degree	N41	3,082.98	274.36	<b>BELOW</b>	8.90
24	33	9	Degree	N41	3,263.88	357.74	<b>BELOW</b>	10.96

Source: Author's calculation

**Table 8.4: Results: Scenario B (Ch 8): Early exit (withdraws all from fund at age 50) – ii) No contribution from individual, pension credit from Government RM60 per year**

Age start working	Age stop working	No. of years working	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	79.29	<b>BELOW</b>	5.23
18	23	5	SPM	N17	1,615.02	127.18	<b>BELOW</b>	7.88
22	26	4	Diploma	N27	2,044.20	122.37	<b>BELOW</b>	5.99
22	28	6	Diploma	N27	2,177.30	182.03	<b>BELOW</b>	8.36
24	31	7	Degree	N41	3,082.98	279.96	<b>BELOW</b>	9.08
24	33	9	Degree	N41	3,263.88	362.69	<b>BELOW</b>	11.11

Source: Author's calculation

**Table 8.5: Results: Scenario B (Ch 8): Early exit (withdraws all from fund at age 50) – iii) No contribution from individual, pension credit from Government RM500 per year**

Age start working	Age stop working	No. of years working	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	146.64	<b>BELOW</b>	9.68
18	23	5	SPM	N17	1,615.02	188.92	<b>BELOW</b>	11.70
22	26	4	Diploma	N27	2,044.20	176.03	<b>BELOW</b>	8.61
22	28	6	Diploma	N27	2,177.30	230.53	<b>BELOW</b>	10.59
24	31	7	Degree	N41	3,082.98	321.03	<b>BELOW</b>	10.41
24	33	9	Degree	N41	3,263.88	399.02	<b>BELOW</b>	12.23

Source: Author's calculation

**Table 8.6: Results: Scenario B (Ch 8): Early exit (withdraws all from fund at age 50) – iv) Contribution from individual RM 50 per month, pension credit from Government RM60 per year**

Age start working	Age stop working	No. of years working	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	171.13	<b>BELOW</b>	11.29
18	23	5	SPM	N17	1,615.02	211.37	<b>BELOW</b>	13.09
22	26	4	Diploma	N27	2,044.20	195.54	<b>BELOW</b>	9.57
22	28	6	Diploma	N27	2,177.30	248.17	<b>BELOW</b>	11.40
24	31	7	Degree	N41	3,082.98	335.97	<b>BELOW</b>	10.90
24	33	9	Degree	N41	3,263.88	412.22	<b>BELOW</b>	12.63

Source: Author's calculation

**Table 8.7: Results: Scenario B (Ch 8): Early exit (withdraws all of fund at age 50) – v) Contribution from individual (max contribution per month), pension credit from Government of RM60 per year**

Age start working	Age stop working	No. of years working	Education Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	<b>334</b>	692.77	OK	45.72
18	23	5	SPM	N17	1,615.02	<b>335</b>	691.23	OK	42.80
22	26	4	Diploma	N27	2,044.20	<b>389</b>	691.68	OK	33.84
22	28	6	Diploma	N27	2,177.30	<b>385</b>	691.29	OK	31.75
24	31	7	Degree	N41	3,082.98	<b>367</b>	691.06	OK	22.42
24	33	9	Degree	N41	3,263.88	<b>332</b>	691.58	OK	21.19

Source: Author's calculation

**Table 8.8: Results: Scenario B (Ch 8): Early exit (withdraws all of fund at age 50) – vi) Contribution from individual (max contribution per month), pension credit from Government of 50% per month of individual's contribution**

Age start working	Age stop working	No. of years working	Education Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	21	3	SPM	N17	1,515.20	<b>226</b>	692.77	OK	45.72
18	23	5	SPM	N17	1,615.02	<b>227</b>	692.07	OK	42.85
22	26	4	Diploma	N27	2,044.20	<b>263</b>	692.42	OK	33.87
22	28	6	Diploma	N27	2,177.30	<b>260</b>	691.29	OK	31.75
24	31	7	Degree	N41	3,082.98	<b>248</b>	691.06	OK	22.42
24	33	9	Degree	N41	3,263.88	<b>225</b>	692.07	OK	21.20

Source: Author's calculation

### **8.4.3 Scenario C: 5 Years Disruption**

Tables 8.9 to 8.11 show the results for women with 5 years disruption during their employment years and retiring at 58. Table 8.9 shows that women with 5 years disruption, do not make any contributions during their unemployed years, receive no pension credit contribution from the Government, and retire at 58, they will be out of poverty during old age. This is because their estimated monthly retirement is above RM691. In contrast, Table 8.10 shows the results for women with 5 years disruption making no contribution during their unemployed years, but receives a pension credit contribution of RM60 per year from the Government, while Table 8.11 shows the estimated monthly retirement income if women make a contribution of RM50 per month during their unemployed years and the Government makes a yearly contribution of RM60 to woman with disruptions during their career life. In the latter two scenarios, the women are also considered to be out of poverty during old age. However, their replacement rate levels are all still below 40%. This shows that women who retires at the age of 58 and make contributions during their unemployed period could be living out of poverty in old age, but their standard of living remains low.

**Table Results: Scenario C**

**Table 8.9: Results: Scenario C (Ch 8): Exploring interruptions (5 years disruption) – i) No contribution from individual, no pension credit from Government**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	991.12	OK	36.09
18	24	29	SPM	N17	2,746.35	1,002.26	OK	36.49
22	27	32	Diploma	N27	3,667.10	1,074.45	OK	29.30
22	29	34	Diploma	N27	3,667.10	1,088.18	OK	29.67
24	32	37	Degree	N41	5,340.00	1,378.27	OK	25.81
24	34	39	Degree	N41	5,340.00	1,396.17	OK	26.15

Source: Author's calculation

**Table 8.10: Results: Scenario C (Ch 8): Exploring interruptions (5 years disruption) – ii) No contribution from individual, pension credit contribution from Government RM60 per year**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	993.28	OK	36.17
18	24	29	SPM	N17	2,746.35	1,004.35	OK	36.57
22	27	32	Diploma	N27	3,667.10	1,076.43	OK	29.35
22	29	34	Diploma	N27	3,667.10	1,090.10	OK	29.73
24	32	37	Degree	N41	5,340.00	1,380.09	OK	25.84
24	34	39	Degree	N41	5,340.00	1,397.94	OK	26.18

Source: Author's calculation



**Table 8.11: Results: Scenario C (Ch 8): Exploring interruptions (5 years disruption) – iii) Contribution from individual RM50 per month, pension credit contribution from Government RM60 per year**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	1,014.87	OK	36.95
18	24	29	SPM	N17	2,746.35	1,025.23	OK	37.33
22	27	32	Diploma	N27	3,667.10	1,096.30	OK	29.90
22	29	34	Diploma	N27	3,667.10	1,109.32	OK	30.25
24	32	37	Degree	N41	5,340.00	1,398.37	OK	26.19
24	34	39	Degree	N41	5,340.00	1,415.62	OK	26.51

Source: Author's calculation

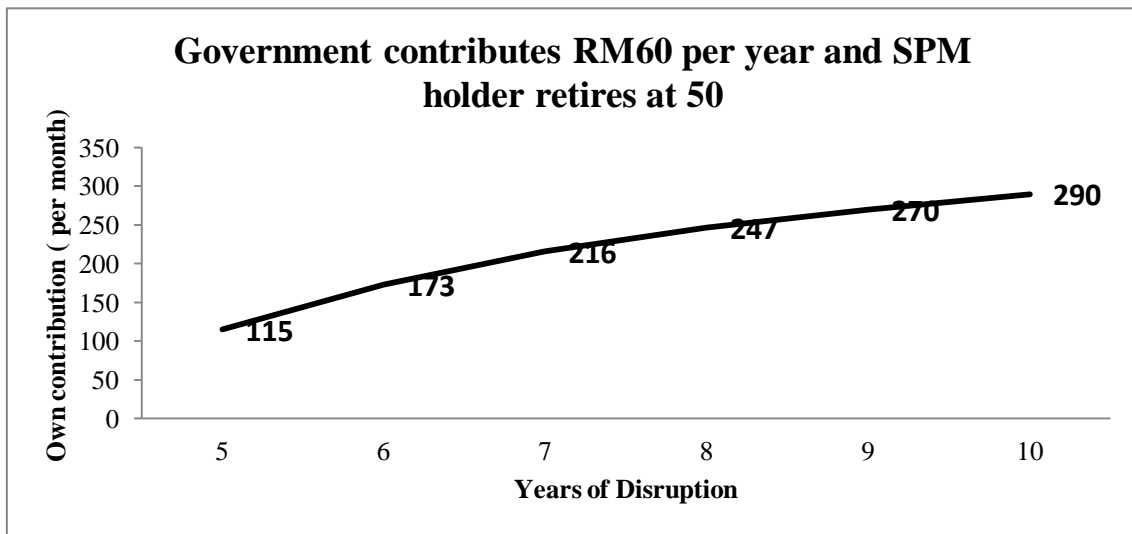
#### **8.4.4 Scenario D: Disruption and Early Retirement**

Table 8.12 and Table 8.13 below show the results for women with 5 years and 10 years disruption during employment and retiring at 50, respectively. The results in Table 8.12 indicate that women who are SPM and Diploma holders with 5 years disruption during their employment years could be living in poverty during old age because their monthly retirement income is estimated to be less than RM691 per month. But, women with a Degree qualification and a 5 years disruption period should not be living in poverty as their monthly retirement income is estimated to be RM832.14 and RM847.36 if they stopped working at 32 and 34 years and then started working again 5 years later. However, their replacement rate levels are all below 40%.

Table 8.13 shows the results for women with a 10 year disruption period and retiring at 50. Regardless of the educational level they have attained, all the women could be considered to be living in poverty because their monthly retirement income is estimated to be less than RM691 per month and to be between RM486 and RM635. Comparing the results in Table 8.13 with those in Table 8.12, women with 10 years disruption who are Degree holders could fall into poverty because their monthly retirement income is estimated to be RM200 less than that of women with 5 years disruption and below RM691 per month.

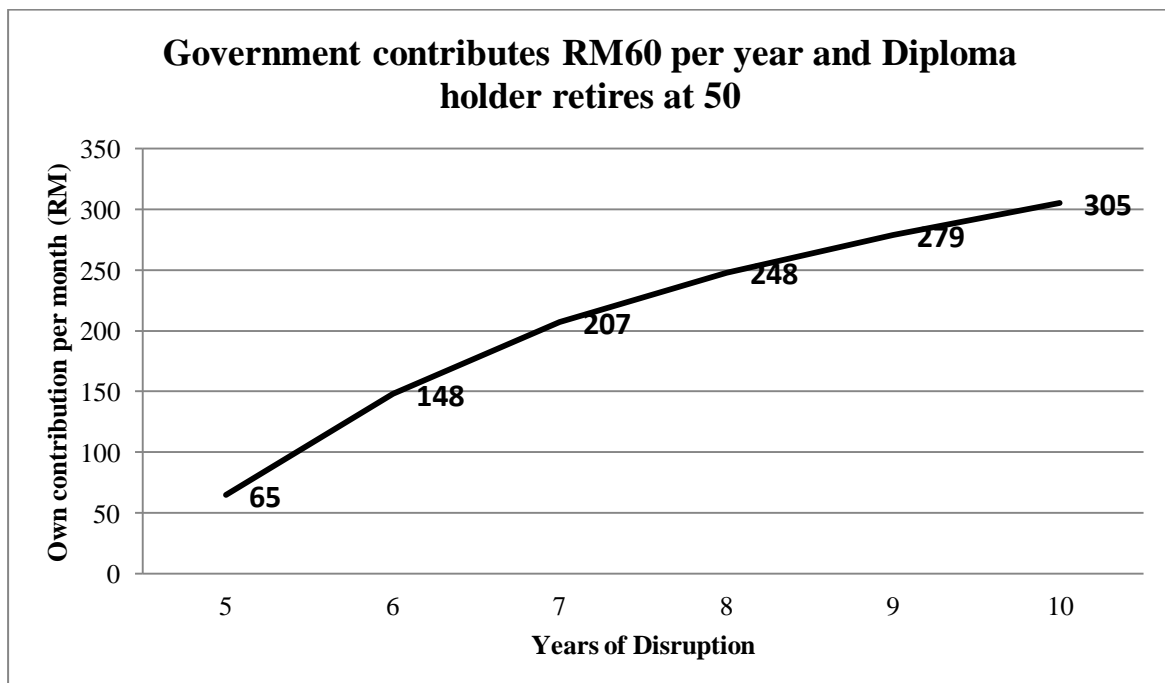
Graphs below show the amount an employee is expected to contribute every month, despite receiving some credit pension contribution from the Government. The amount is shown in bold.

**Figure 8.1: Graph: Scenario D (Ch 8): Government contributes RM60 per year and SPM holder retires at 50**



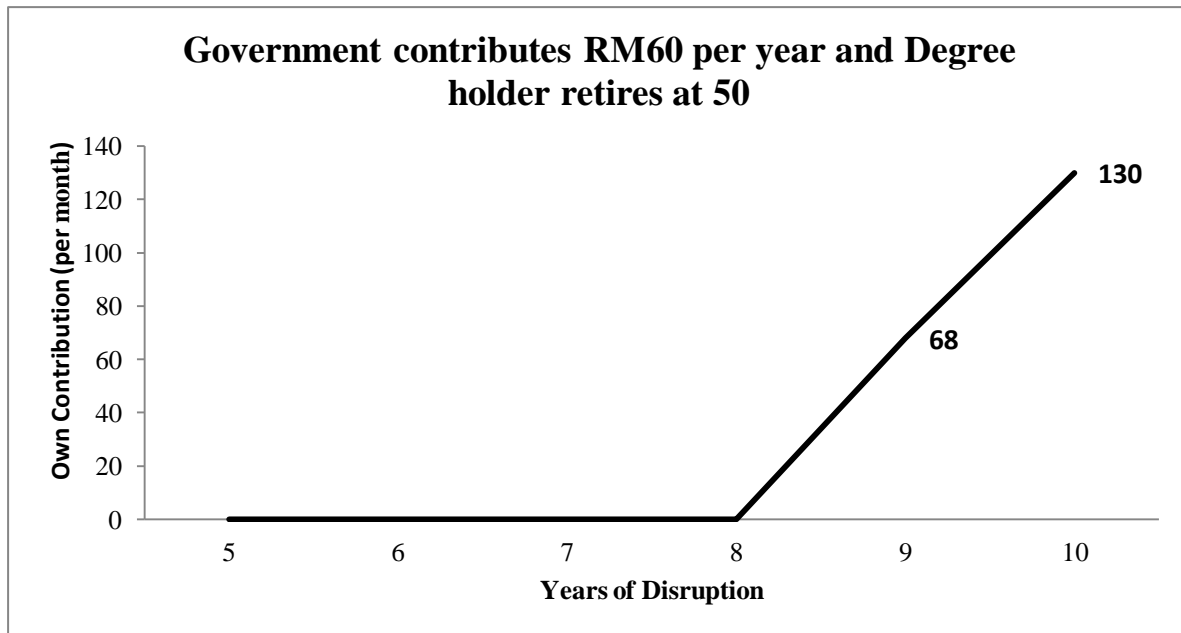
Source: Author's calculation

**Figure 8.2: Graph: Scenario D (Ch 8): Government contributes RM60 per year and Diploma holder retires at 50**



Source: Author's calculation

**Figure 8.3: Graph: Scenario D (Ch 8): Government contributes RM60 per year and Degree holder retires at 50**



Source: Author's calculation

Figures 8.1 to 8.3 are based on a scenario where women of different educational levels retire at 50 due to care-taking responsibilities and receive a maximum of RM60 per year from the Government as a pension credit contribution. The graphs show the contribution amounts that should be made by individuals with different educational levels who have disruptions of 5 to 10 years during their employment years. Apart from the RM60 pension credit received every year from the Government, women with disruptions are expected to make their own contributions in order to live out of poverty during their old age. This is especially important for women with SPM and Diploma qualifications who need to make the monthly contribution amounts shown in Figures 8.1 and 8.2, respectively.

Figures 8.1 to 8.3 also show that monthly contribution amount should increase for every extra year of disruption. That is to say, the higher the number of years of disruption during employment, the higher the monthly contribution amount which needs to be made during such years to stay above the poverty level in retirement. This is because the longer the time out of employment, the less the contribution made and the lower total accumulated amount in the retirement. If the contributions are not made during their unemployment periods, women with disruptions will be living in poverty during old age.

Tables 8.14 to 8.17 show the estimated monthly retirement income for women who make monthly contributions during their unemployment periods and receive a pension credit of 5% of their monthly voluntary contribution or a maximum of RM60 per year from the Government (refer to Tables 8.14 and 8.15), or receive a pension credit contribution of 12% of their monthly voluntary contribution from the Government (refer to Tables 8.16 and 8.17). These scenarios were simulated to investigate whether the resulting monthly retirement income could put them above the poverty level during old age.

Tables 8.14 and 8.15 show that, with 5 or more years of disruption during employment, a woman receives a lower last drawn salary. This results in a lower estimated monthly retirement income and, therefore, an increased risk of living in poverty during old age. Although receiving 5% of their monthly voluntary contribution or a maximum of RM60 per year from the Government during their unemployment period, the estimated monthly retirement income is still not adequate enough for women to live above the poverty level. For example, women with SPM qualification and have 5 to 10 years disruption and receives from the Government 5% of their own monthly voluntary contribution of between RM90 and RM290, respectively. Those with a Diploma qualification who start working at 22 with a 5

year disruption should contribute at least somewhere between RM35 to RM65 per month over this period and contribute between RM290 and RM305 per month over a 10 year disruption period. This shows that the longer a woman is out of employment, the more she will need to contribute to live above the poverty line during old age. However, Degree holders with a 5 year disruption period should not need to make any contributions during their unemployment period since their estimated monthly retirement income is sufficient to keep them out of poverty during old age. In contrast, Degree holders with 10 years disruption during employment could be expected to make a contribution of between at least RM100 and RM130 per month in order to keep out of poverty. This is due to the extra years spend out of employment compared to those discussed in Table 8.14.

Tables 8.16 and 8.17 below show the estimated monthly retirement income based on the assumption of receiving a pension credit contribution amounting to 12% of their monthly voluntary contribution from the Government as well as making their own voluntary contributions every month, an addition to the individual's contribution made every month. The figures in the tables show the minimum contribution that should be made by each individual, according to the level of education they have attained to receive a monthly retirement income that will maintain them above the poverty level. For example, for women with SPM and have 5 and 10 years disruption during employment, any contributions lower than RM84 and RM253 per month respectively, will result in a lower estimated retirement income which will result in them being categorised as living in poverty during old age.

Table 8.16 shows that a woman with SPM should expect to contribute between at least RM84 and RM104 every month and with the 12% pension credit contribution from the Government every year, they could expect to live above the poverty level. Women who are Diploma

holders should also expect to contribute between at least RM33 to RM63 per month to their retirement savings fund to live above the poverty line during old age. However, women with a Degree and 5 years disruption during employment should not be expected to make any contributions during unemployment as their estimated monthly retirement income is above the poverty level.

These findings contrast with those in Table 8.17 which indicate that Degree holders should expect to make a voluntary contribution every month of between RM88 to RM116 in addition to receiving an annual pension credit contribution of 12% of their monthly voluntary contribution from the Government. This is because a period of 10 years disruption during their employment years reduces the accumulated savings further in their retirement fund. Women under this life course with 10 years disruption, either possessing SPM, Diploma or Degree qualifications, should expect to make voluntary monthly contributions in order to avoid living in poverty during retirement.

Although it is difficult to make contributions while out of the labour market for several years and not having earnings during that time, these are the amount that each individual under the specific life course are expected to contribute, with regard Government are willing to contribute either 5% or 12% per year based on the voluntary contribution (refer to Tables 8.14 to 8.17).

**Table Results: Scenario D**

**Table 8.12: Results: Scenario D (Ch 8): 5 years disruption and retires at 50-no contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	648.31	<b>BELOW</b>	23.61
18	24	29	SPM	N17	2,746.35	657.78	<b>BELOW</b>	23.95
22	27	32	Diploma	N27	3,667.10	667.55	<b>BELOW</b>	21.47
22	29	34	Diploma	N27	3,667.10	679.22	<b>BELOW</b>	21.85
24	32	37	Degree	N41	5,340.00	832.14	OK	20.11
24	34	39	Degree	N41	5,340.00	847.36	OK	20.48

Source: Author's calculation

**Table 8.13: Results: Scenario D (Ch 8): 10 years disruption and retires at 50- no contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,746.35	485.79	<b>BELOW</b>	20.13
18	24	34	SPM	N17	2,746.35	498.45	<b>BELOW</b>	20.65
22	27	37	Diploma	N27	3,667.10	491.13	<b>BELOW</b>	17.69
22	29	39	Diploma	N27	3,667.10	506.77	<b>BELOW</b>	18.25
24	32	42	Degree	N41	5,340.00	614.02	<b>BELOW</b>	16.94
24	34	44	Degree	N41	5,340.00	634.76	<b>BELOW</b>	17.51

Source: Author's calculation



**Table 8.14: Results: Scenario D (Ch 8): 5 years disruption, retires at 50, Government gives pension credit contribution of 5% of their monthly voluntary contribution or a maximum of RM60 per year based on own contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	<b>115 per month</b>	692.35	OK	25.21
18	24	29	SPM	N17	2,746.35	<b>90 per month</b>	691.51	OK	25.18
22	27	32	Diploma	N27	3,109.00	<b>65 per month</b>	691.19	OK	22.23
22	29	34	Diploma	N27	3,109.00	<b>35 per month</b>	692.29	OK	22.27
24	32	37	Degree	N41	4,137.76	-	832.14	OK	20.11
24	34	39	Degree	N41	4,137.76	-	847.36	OK	20.48

Source: Author's calculation

**Table 8.15: Results: Scenario D (Ch 8): 10 years disruption, retires at 50, Government gives pension credit contribution of 5% of their monthly voluntary contribution or a maximum of RM60 per year based on own contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,413.60	<b>290 per month</b>	693.69	OK	28.74
18	24	34	SPM	N17	2,413.60	<b>280 per month</b>	692.73	OK	28.70
22	27	37	Diploma	N27	2,776.25	<b>305 per month</b>	692.15	OK	24.93
22	29	39	Diploma	N27	2,776.25	<b>290 per month</b>	691.79	OK	24.92
24	32	42	Degree	N41	3,625.68	<b>130 per month</b>	694.56	OK	19.16
24	34	44	Degree	N41	3,625.68	<b>100 per month</b>	695.35	OK	19.18

Source: Author's calculation

**Table 8.16: Results: Scenario D (Ch 8): 5 years disruption, retires at 50, Government gives pension credit contribution of 12% of monthly voluntary contribution based on own contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	27	SPM	N17	2,746.35	<b>104 per month</b>	691.06	OK	25.16
18	24	29	SPM	N17	2,746.35	<b>84 per month</b>	691.18	OK	25.17
22	27	32	Diploma	N27	3,109.00	<b>63 per month</b>	691.38	OK	22.24
22	29	34	Diploma	N27	3,109.00	<b>33 per month</b>	691.30	OK	22.24
24	32	37	Degree	N41	4,137.76	-	832.14	OK	20.11
24	34	39	Degree	N41	4,137.76	-	847.36	OK	20.48

Source: Author's calculation

**Table 8.17: Results: Scenario D (Ch 8): 10 years disruption, retires at 50, Government gives pension credit contribution of 12% of monthly voluntary contribution based on own contribution**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Own Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,413.60	<b>260 per month</b>	691.02	OK	28.63
18	24	34	SPM	N17	2,413.60	<b>253 per month</b>	691.61	OK	28.65
22	27	37	Diploma	N27	2,776.25	<b>276 per month</b>	691.58	OK	24.91
22	29	39	Diploma	N27	2,776.25	<b>263 per month</b>	691.51	OK	24.91
24	32	42	Degree	N41	3,625.68	<b>116 per month</b>	691.53	OK	19.07
24	34	44	Degree	N41	3,625.68	<b>88 per month</b>	691.64	OK	19.08

Source: Author's calculation

#### **8.4.5 Scenario E: Fixed Contributions of RM200, RM150 and RM120 per month**

Scenario E and Tables 8.18 to 8.20 show the results for fixed contributions made by each individual and how much the Government could be expected to contribute to the retirement savings fund in order to ensure that their estimated retirement income during retirement years is sufficient to put them above the poverty line during old age. Importantly, the credit pension contribution expected and simulated to be received by each individual is per month, not yearly as in the current policy.

Table 8.18 shows the results for a fixed contribution of RM200 per month from individuals possessing SPM, Diploma or Degree qualification. The results indicate that only SPM and Diploma holders would need to receive a pension credit contribution from the Government in order to live above the poverty level in retirement. Women holding SPM or Diploma and voluntarily contributing RM200 every month would need to receive a minimum pension credit contribution of between 42% and 55% of the RM200 every month from the Government in order to live above the poverty level during old age.

For women who could not afford to contribute RM200 per month, an option of contributing RM150 per month is analysed. Table 8.19 shows the results for a fixed voluntary contribution of RM150 per month from individuals possessing SPM, Diploma or Degree qualifications. The results presented in the tables show a higher minimum pension credit contribution is needed from the Government in order for all these individuals to be out of poverty. This is due to the lower contribution made by each individual than that made in Table 8.18. As well as a monthly voluntary contribution of RM150 from SPM holders, an additional 89% to 95% of that amount is needed from Government every month to ensure they are living out of poverty during retirement. Diploma holders are estimated to need 96%

to 106% of RM150 from the Government every month to live above the poverty level during old age. However, women with a Degree do not need any extra contribution from the Government during their unemployment years provided they make a fixed contribution of RM150 every month.

Finally, Table 8.20 shows the estimated monthly retirement income obtained from a lower fixed voluntary monthly contribution of RM120. The result is slightly different from that reported in Tables 8.18 and 8.19 as Degree holder needs about 8% of RM120 from the Government in order to be out of poverty. The results show that each individual with different education levels needs a higher pension credit contribution from the Government compared to results in Table 8.18 and Table 8.19 in order to remain above the poverty line during retirement years. Contributing RM120 every month, SPM and Diploma holders need between at least 136% and 143% and between at least 145% and 157% of RM120 every month from the Government, respectively.

**Table Results: Scenario E**

**Table 8.18: Results: Scenario E (Ch 8): 10 years disruption, retires at 50, own contribution of RM200 per month, with (%) pension credit contribution from Government per month**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Gov Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,413.60	<b>46%</b>	691.58	OK	28.65
18	24	34	SPM	N17	2,413.60	<b>42%</b>	692.04	OK	28.67
22	27	37	Diploma	N27	2,776.25	<b>55%</b>	692.15	OK	24.93
22	29	39	Diploma	N27	2,776.25	<b>47%</b>	691.16	OK	24.90
24	32	42	Degree	N41	3,625.68	-	733.34	OK	20.23
24	34	44	Degree	N41	3,625.68	-	750.17	OK	20.69

Source: Author's calculation

**Table 8.19: Results: Scenario E (Ch 8): 10 years disruption, retires at 50, own contribution of RM150 per month with (%) pension credit contribution from Government per month**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Gov Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,413.60	<b>95%</b>	691.93	OK	28.67
18	24	34	SPM	N17	2,413.60	<b>89%</b>	691.70	OK	28.66
22	27	37	Diploma	N27	2,776.25	<b>106%</b>	691.50	OK	24.91
22	29	39	Diploma	N27	2,776.25	<b>96%</b>	691.16	OK	24.90
24	32	42	Degree	N41	3,625.68	-	703.51	OK	19.40
24	34	44	Degree	N41	3,625.68	-	721.32	OK	19.89

Source: Author's calculation

**Table 8.20: Results: Scenario E (Ch 8): 10 years disruption, retires at 50, own contribution of RM120 per month with (%) pension credit contribution from Government per month**

Age start working	Age stop working	Age start working again	Educational Level	Salary Grade	Salary before stop working	Gov Contribution	Estimated EPF	Poverty Level	Replacement Rate Level
18	22	32	SPM	N17	2,413.60	<b>143%</b>	691.30	OK	28.64
18	24	34	SPM	N17	2,413.60	<b>136%</b>	691.50	OK	28.65
22	27	37	Diploma	N27	2,776.25	<b>157%</b>	691.11	OK	24.89
22	29	39	Diploma	N27	2,776.25	<b>145%</b>	691.16	OK	24.90
24	32	42	Degree	N41	3,625.68	<b>8%</b>	691.34	OK	19.07
24	34	44	Degree	N41	3,625.68	-	704.01	OK	19.42

Source: Author's calculation

## **8.5 Chapter Summary**

Having a number of years out of the labour market throughout their career life due to care-taking responsibilities, either looking after their own children or elderly family members could jeopardise women's retirement income (Berger and Denton, 2004). In addition, gaps and disruptions during employment lead to zero contributions throughout the 'unemployment' period because women are not receiving any earnings during those periods. Therefore, the accumulated savings in their retirement fund are lower than those of women with full employment service and they face higher risk of poverty during old age. Thus, it is an advantage for these women to receive some credit pension contribution from the Government in order to increase their retirement savings fund. Based on that, this chapter investigated the effectiveness of women making any or no contribution during unemployed periods due to care-taking responsibilities and also receiving a pension credit contribution from the Government every year during those an unemployed period.

The Government has introduced an initiative especially for the self-employed and those individuals without a fixed income, namely, the 1Malaysia Retirement Savings Scheme (EPF, 2010b). The scheme encourages those without fixed monthly income to make their own contributions voluntarily according to how much they can afford, either every month or every year. As well as receiving a yearly dividend, members are entitled to receive 5% of their annual voluntary contribution from the Government. Therefore, this chapter has used the same mechanism of 1Malaysia Retirement Savings Scheme where a certain amount is contributed by the Government into the fund to help in building up savings for their retirement income.

Based from the results, women with full employment in Scenario A (refer to Section 8.4.1) can be categorised as living out of poverty as their estimated monthly retirement income is above RM691. However, their replacement rate level is still below for women with Diploma and Degree qualifications.

For women under Scenario B with early exits from labour force, the results from the simulation show that women who exit the labour market early and never return to the labour force face a high risk of living in poverty during old age (refer to Section 8.4.2). Even though the Government may provide them with a pension credit contribution of RM60 every year in addition to their own monthly voluntary contribution, and despite the level of education they have attained, their estimated monthly retirement income is still below the poverty level (refer to Table 8.3 to 8.8). Although they only withdraw their savings at the age of 50 (minimum age allowed to withdraw the total accumulated fund set by the EPF), this shows that women who exits the labour force early and never return would be living in poverty unless they get higher pension credit contribution from the Government. Therefore, in order to live above the poverty level, they need to make a monthly voluntary contribution of at least RM330 and receive a pension credit contribution from the Government of RM60 per year. However, if the Government were to give a higher yearly pension credit contribution, for example 50% from the amount contributed by the individual, they could expect to contribute less every month and still be above the poverty level (refer to Table 8.8).

In a different scenario, for women with 5 years disruption and retiring at 58 in Scenario C (refer to Section 8.4.3), the results show that the Government does not need to make any pension credit contribution to women under this scenario because they are expected to live



out of poverty and receive an estimated retirement income of above RM691 per month (refer to Tables 8.9 to 8.11).

Having disruptions during employment and exiting the labour force earlier than the retirement age (Scenario D) results these women to live in poverty (refer to Section 8.4.4. This group of women is more vulnerable as the longer a woman is out of employment and the earlier she retires, the higher the risk of living in poverty during retirement years. Therefore, they should receive some form of pension credit contribution from the Government in order to have sufficient savings for retirement, because, based on the simulations presented in this chapter, higher voluntary contributions may be impossible for those women who are unemployed as they do not receive any earnings during unemployed periods. These monthly contributions vary according to educational level (refer to Tables 8.14 to 8.17). However, with some form of pension credit contribution from the Government, women could reduce their monthly contribution and still have sufficient savings for retirement and live above the poverty level during old age (refer to Tables 8.18 to 8.20).

In conclusion, it is hoped that the results from simulations presented in this chapter convey to the Government, policy makers, employed and unemployed women (due to care-taking responsibilities) some idea of the policy options that could be put into practice for women with gaps and disruptions during their employment years and those who exit the labour market early but still hope to live above the poverty line during old age. Although the Government's initiative to contribute a maximum of RM60 per year to those who do not earn a fixed monthly income is useful and welcome, the simulations show that this amount is not enough to keep them above the poverty line. Therefore, a higher pension credit contribution from the Government is urgently needed (refer to Tables 8.4 to 8.20)

The next chapter, Chapter 9 summarises the research and discusses the implications of the findings for scientific community, women and the Government as policy maker. Limitations and suggestions for further research are also discussed in the next chapter.



# CHAPTER NINE

## Discussion and Conclusion

### 9.1 Introduction

This chapter provides an overview of discussions and conclusions of the study. Section 9.2 revisits the research aims and research questions. This includes providing answers for each of the research questions outlined in Chapter 1. Section 9.3 then discusses the main implications and recommendations of the research for the scientific community, policy makers and individual women. Lastly, Section 9.4 identifies the limitations faced in this study and suggestions for future research.

### 9.2 Revisiting the Research Aims and Research Questions

This chapter summarises the main findings of this study and draws out the implications for Malaysia's retirement income system, particularly for women who experience disruptions during career life. In addition, given the growing ageing population, due to increasing life expectancy, combined with the current unstable economic conditions, this study also sought to shed light on the extent to which changes between three important elements (retirement age, contribution rates and pre-retirement withdrawals) could result in poverty reduction and provide for a comfortable standard of living among women during old age. The pension system is not presently designed for interrupted employment patterns. Given this, it is hoped the research findings will be useful for policy makers for better policy planning and implementation, since, they can increase awareness of the pension system, especially important for women with interruptions during employment due to care-taking responsibilities who may have inadequate financial provision for their retirement years.

The research aimed to answer six central research questions:

- i) Given career disruptions result in many women working for a lower number of years than men, how many working years are necessary for women to achieve a pension that is paid at a level sufficient to lift them out of poverty in later life and to reach the minimum replacement rate level?
- ii) What is the impact on retirement income of disruptions to career life?
- iii) Since life expectancy is increasing, what is an appropriate retirement age for women to have their retirement income at the minimum replacement rate level?
- iv) Due to current global economic downturn and Government taking action to reduce the employee's contribution rates, what is the impact on this reduction on pension outcomes and adequacy? Should the contribution rates be increased or reduced?
- v) What is the impact of pre-retirement withdrawals on women's income and how effective would policies of reducing the amount of such withdrawals be?
- vi) How effective would the Government's provision of pension credit contributions be for women who are unemployed due to care-taking responsibilities?

A hypothetical simulation model (refer to Chapter 5) was developed to address these research questions, with simulations based on hypothetical individuals with interruptions in their career life. Answers to these research questions were explored in three different chapters. Chapter 6 sought to answer research questions (i) and (ii), Chapter 7 for questions (iii) to (v) and Chapter 8 for research question (vi).

The findings in Chapter 6 are summarized to discuss two of the research questions.

**i) Given career disruptions result in many women working for a lower number of years than men, how many working years are necessary for women to achieve a pension that is paid at a level sufficient to lift them out of poverty in later life and to reach the minimum replacement rate level?**

- Surprisingly, even without disruptions during employment, women with Diploma and Degree qualification achieved replacement rate levels of less than 40%. SPM holders which are the lowest educational attainment achieved a replacement rate level of 40%. This is because Diploma and Degree holders had difficulty achieving a 40% replacement rate level due to their higher earnings that need to be replaced during retirement. This shows the number of employment years should be increased in order to result a higher replacement rate level during old age. Among the action that can be taken by the Government is by increasing the retirement age and individual should limit the number of years being unemployed due to care-taking responsibilities.

**ii) What is the impact on retirement income of disruptions in career life?**

- For women with disruptions during employment, this type of employment pattern shows a steep drop in contribution towards the retirement savings fund. Women who exit the labour force early and never return to work, no matter what their educational level are prone to living in poverty during old age. For women with disruptions of 10 years, 7 years and 5 years out of employment due to care-taking responsibilities, the results indicated that interruptions in the career life affect the last drawn salary and do not seem to promise a comfortable standard of living after retirement. This is because replacement rate levels are below 40%.

It also indicated that the higher number of years out of employment, the higher poverty risk women will face during old age and low standard of living.

The next three research questions are discussed in Chapter 7 pertaining to the impact on women's income in later life of changes in retirement age, contribution rates, and pre-retirement withdrawal.

**iii) Since life expectancy is increasing, what is an appropriate retirement age for women to have their retirement income at the minimum replacement rate level?**

- The analysis revealed that those with a Diploma and Degree may have to work extra years to achieve the 40% replacement rate level. Women with a 5 year gap and a Degree qualification would have to work until at least 67, which is 9 years beyond the current statutory retirement age (58). This shows that the Government should consider increasing the statutory retirement age to at least 67 to cater for women's employment patterns with interruptions in their career life. The Government should at least increase the retirement age to 62 as soon as possible or there will be more women with Degree qualification that have disruptions in their career life living in poverty in the future.

**iv) Due to current global economic downturn and Government taking action to reduce the employee's contribution rates, what is the impact on this reduction on pension outcomes and adequacy? Should the contribution rates be increased or reduced?**

- The analysis examined four different contribution rates due to the Government's decision to reduce the contribution rate from 23% to 20%. The analysis showed that women's retirement income is highest with Age-profile contribution rates.

It also indicated that a 2% increase in contribution rate results in a 3-4% increase in replacement rate level, and a 3% decrease in contribution rate results in a 5-7% decrease in replacement rate level. This shows that the Government's decision to reduce the contribution rates is myopic as it will subsequently produce an inadequate amount in the retirement fund. It may initially mean having extra money to spend every month but its long-term effect will be clearly seen when women retire as they will be living below the poverty line and not enjoying a comfortable standard of living. It would also mean that Government should start consider introducing the Age-profile contribution rates, which is similarly used in Singapore (refer to Chapter 5, Section 5.5.2).

**v) What is the impact of pre-retirement withdrawals on women's income and how effective would policies of reducing the amount of such withdrawals be?**

- Pre-retirement withdrawals are allowed throughout employment; to purchase a house, finance education, and pay medical expenses. However, only a certain withdrawal amount is allowed before reaching the statutory retirement age. The results of the analysis indicated that even if no withdrawals are made during employment years, replacement rate levels are still below 40%. This suggests that Malaysian Government should look closely at the purpose of allowing pre-retirement withdrawals before reaching retirement age. Making two-phase withdrawals (for example one for housing and the other for education) results in a much lower accumulated amount in the fund and lower replacement rate levels. Thus, women face the risk of falling even further into poverty in later life. The EPF's mission which is to provide the best retirement savings scheme in Malaysia should ensure the amount in the fund is used for retirement purposes



only, not for education, housing, medical or other purposes. The result also suggests that if Government maintains with the current pre-retirement withdrawals policy, Government then should look closely at elements in the pension system and make necessary changes, such as increasing the contribution rates and increasing the retirement age to increase the replacement rate level and to lift retirees out of poverty.

The last analysis chapter (Chapter 8) explored the effectiveness of giving pension credit contributions to women who are out of employment due to care-taking responsibilities and thus to answer the last research question.

**vi) How effective would the Government's provision of pension credit contributions be for women who are unemployed due to care-taking responsibilities?**

- The results indicate that women who exit the labour force early and those who stop working at 50 due to care-taking responsibilities should receive pension credit contributions from the Government. The Government is currently giving pension credit contributions to those who are self-employed under the 1Malaysia Retirement Scheme, but **NOT** to women with interruptions during employment. If these women are not able to make constant monthly contributions during their unemployed periods, the Government should offer a helping hand and giving higher pension credit contributions into their retirement fund, in particular for women with interruptions in career life due to care-taking responsibilities. This is to ensure that those women with gaps in their employment history do not live in poverty and receive the minimum replacement rate level during their retirement years. Without any contributions made during the unemployed period

by the individual and Government, more women with interruptions in their career life can be expected to live in poverty.

From the analysis, it is apparent that the current pension system in Malaysia is highly sensitive to gaps during employment, and that it is not designed to provide protection to women who interrupt their careers to care for children or older people. At present, Malaysian women who plan to exit the labour market at a young age or have disruptions during employment need to have other alternatives to fund their retirement income, so they can be lifted out of poverty and live comfortably during old age. The longer the gaps and disruptions during working life, the higher the risk they will live in poverty during old age. Apart from that, retirement age and contribution rates should also be increased and Government's decision allowing pre-retirement withdrawal during employment should be considered again.

The following section will discuss the implications of the findings for pension studies in general, women and the pension system in Malaysia, in particular, and Government as policy maker, identify the study's limitations, and propose areas for further research.

### **9.3 Research Implications and Recommendations**

This research focused on analysing the Malaysian pension system, specifically on women with interruptions in their career life and their retirement income in Malaysia. Its findings have several important implications for future pension system design. Based on the analysis and results, the Government should consider alternative options to resolve the issue of women with career disruptions facing a high risk of living in poverty in later life. Alternative options are discussed below and it is hoped such discussion will help to improve current pension policy in Malaysia, especially for women with interruptions in their career life.

A summary of key findings and their implications for the different parties are shown in Table 9.1 below. A major policy recommendation is that the retirement age should be increased due to the increasing life expectancy faced, especially among women. This conclusion is further supported by the analysis of outcomes for women with gaps disruption during employment (refer to results in Chapter 6 and 7). A woman with disruptions during employment tends to have a lower replacement rate level during retirement and is more likely to be living in poverty during old age. With women living longer and spending more years in retirement, many women should be willing to work longer after their children have left home, in order to live out of poverty during old age; retiring at age 58 is not compatible with doing so. However, an increase in retirement age could be phased in by the Government, as has recently been done by the UK Government.

Another key finding is that the contribution rates should not be reduced, as has recently been the case, but rather the Government should be looking to increase the contribution rates. This is because low contribution rates leads to low replacement rate level and higher risk of living in poverty during old age. This is illustrated by the simulation results presented in Chapter 7 where a 3% reduction in contribution rates resulted in a 5-7% lower replacement rate level for women, depending on their levels of education. Based on the current pension system mechanism, Malaysian Government could also consider introducing Age-profile contribution rates, where the rates decrease as age increase. This has several attractions. First, higher contribution rates early in working life create a larger fund that can benefit from the power of compound interest rates for a longer period. This is especially important for women who may withdraw from work after a few years. Second, contribution rates fall as salaries rise with age, with the result that the absolute values of contributions remain largely unchanged. Moreover, as family responsibilities are likely to increase with age, a declining contribution

rate results in higher disposable income at ages where family responsibilities are likely to be highest. Individuals, especially women should be willing to contribute more to secure them financially during old age.

The results of the modelling also bring into question the purpose of pre-retirement withdrawals, which should be considered again. This is because, even without disruptions and not making any pre-retirement withdrawals during employment results in a low replacement rate level and a heightened risk of poverty during old age. The Government should make it clear that the amount accumulated in the retirement savings fund should only be used for retirement purposes, and should only be withdrawn upon reaching retirement age. Otherwise the pension system risks trying to achieve too many objectives i.e. as a general savings tool as well as providing income in later life. The former is better addressed by an alternative instrument.

Finally, the analysis serves to highlight that women with disruptions during employment would benefit from the introduction of a credit pension contribution from the Government. The Government should consider a special pension scheme for women due to their employment patterns that are different from men, providing recognition for their social contribution in raising the next generation of Malaysian citizens. Women planning to have disruptions during their career life should be aware of their possible circumstances later in life and should have a certain amount of money in their retirement fund to lift them out of poverty in old age.

**Table 9.1: Summary of key findings and policy implications**

Issue	Key Findings	Policy Implications/ Advice	Action to be taken by:	Time cost to implement
Women have disrupted working lives	<ul style="list-style-type: none"> <li>• Low replacement rate level</li> <li>• Leads to living in poverty in later life</li> <li>• Need to work longer</li> <li>• Need higher contribution rates</li> <li>• Should reconsider making pre-retirement withdrawals</li> </ul>	<ul style="list-style-type: none"> <li>• Increase retirement age</li> <li>• Increase contribution rates</li> <li>• Introduce pension credit contribution for women with interruptions in their career life</li> <li>• Government needs to increase awareness among women, particularly those having interruptions in career life because of their high risk of living in poverty in later life</li> </ul>	<ul style="list-style-type: none"> <li>• Government</li> <li>• Employer and individual (employee)</li> <li>• Government and individual</li> </ul>	<ul style="list-style-type: none"> <li>• Can be done stage by stage</li> </ul>
Life expectancy increasing	<ul style="list-style-type: none"> <li>• With the current retirement age and no disruptions, still results in low replacement rate level</li> <li>• To achieve a 40% replacement rate level, women with disruptions should work longer, until 67</li> </ul>	<ul style="list-style-type: none"> <li>• Parallel with increasing life expectancy, the retirement age should be increased</li> <li>• Women with interruptions in career life should be willing to work longer</li> </ul>	<ul style="list-style-type: none"> <li>• Government</li> <li>• Individual</li> </ul>	
Contribution	<ul style="list-style-type: none"> <li>• Government action reducing the</li> </ul>	<ul style="list-style-type: none"> <li>• Should increase contribution rates, not</li> </ul>	<ul style="list-style-type: none"> <li>• Government</li> </ul>	

rates	<p>contribution rates leads to low replacement rate level and living in poverty, especially for women with disruptions</p> <ul style="list-style-type: none"> <li>• A 2% of extra contribution rate results in a 3%-4% increase in replacement rate level; a 3% decrease in contribution rate results in a 5-7% decrease in replacement rate level</li> <li>• Best result with using Age-profile contribution rates, similarly used in Singapore</li> </ul>	<p>reduce them</p> <ul style="list-style-type: none"> <li>• Should consider implementing Age-profile contribution rates, as used in Singapore – contribution rates will decrease as age increases</li> </ul>	<p>should consider implementing it</p> <ul style="list-style-type: none"> <li>• Employer and employee plays an important role in making the contributions</li> </ul>	
Pre-retirement withdrawals	<ul style="list-style-type: none"> <li>• A comparison of results for no pre-retirement withdrawal and 1 withdrawal showed a slight difference in retirement income amount</li> <li>• The higher the number of withdrawals made during employment, the lower replacement</li> </ul>	<ul style="list-style-type: none"> <li>• Should have strict monitoring and limits on pre-retirement withdrawals</li> <li>• Should reduce the amount allowed to be withdrawn or restrict withdrawals from the fund – withdrawals for retirement purposes only should be allowed</li> <li>• Individuals – should only withdraw the</li> </ul>	<ul style="list-style-type: none"> <li>• Government</li> <li>• Individuals</li> </ul>	

	rate level and retirement income	accumulated amount upon reaching retirement age		
Can pension credit contribution work?	<ul style="list-style-type: none"> <li>• Women with disruptive working lives will live in poverty</li> <li>• Government's contribution of 5% of annual voluntary contribution or a maximum of RM60 per year is not enough</li> </ul>	<ul style="list-style-type: none"> <li>• Government should contribute more than RM60 a year, and give a pension credit contribution of about 8% to 160% of monthly voluntary contribution depending on the amount voluntarily contributed by the individual and level of education</li> <li>• Women planning to have disruptions should have a certain amount of money in their retirement fund to lift them out of poverty in old age</li> <li>• Government should consider a special pension scheme for women due to their employment patterns differing from those of men</li> </ul>	<ul style="list-style-type: none"> <li>• Government</li> <li>• Individuals</li> </ul>	

The research has also addressed the implications for scientific community, the Government as policy maker, and women.

### **9.3.1 Implications for Scientific Community**

The research applied a hypothetical simulation model to analyse the current pension system in Malaysia, focusing particularly on disruptions in career life. This simulation model is designed for the purpose of this study's research questions and to project the impact of social policy. The hypothetical simulation model developed in this study (the MHYRISA) can be used as a tool to examine the effects of changes in pension system elements such as retirement age, contribution rates, and pre-retirement withdrawals. Lagergren (2007) has stated that a microsimulation model enables a researcher to easily calculate results under different assumptions. This is strengthened by Joshi et al. (1996), which stated the needs to create an artificial time in order to know what will happen to someone over their lifetime. Therefore, employing this model enabled a comprehensive study to be undertaken which explored various scenarios that may reflect the real employment history of women in Malaysia. Thus, this model is useful for future researchers and Government officers who want to thoroughly study the pension system in Malaysia, particularly women with interruptions in career life with flexibility in the parameters as well as investigating the effectiveness of giving pension credit contribution by the Government.

The current study has provided an overview of the current pension system in Malaysia, particularly towards women's income during old age. Literatures on women and pension are widely discussed among European countries, for example in United Kingdom (DWP, 2005; Field and Prior, 1996) and how this links to older women being highly exposed to poverty during old age. Although there has been research on women's issue in Malaysia covering



women's pattern in the labour market (Ahmad, 1998), and that women face higher poverty risk during old age (Masud et al., 2006), it does not cover the connection between women's employment pattern with the current Malaysian pension system, in particular. Therefore, this research intended to fill the gap on the issue.

### **9.3.2 Implications for Policy Maker - Malaysian Government**

The present study fills an important gap in the literature relating to women and pension management in developing countries such as Malaysia. As indicated in the literature review, many studies have focused on women's employment pattern and pension in the developed countries such as the UK (Ginn et al., 2001a) and Government's effort in protecting them with credit-care pension by recognising the 'unemployed years' due to care-taking responsibilities. However, since women's employment pattern is influenced by parental and marital status (Drobniè et al., 1999; Pylkkänen and Smith, 2003), Malaysian Government should consider giving some pension credit contribution, not only for the self-employed but also women with disruptions.

The study findings suggest that the Government should consider developing a special pension scheme for women as their employment pattern differs from that of men and exposes them to a higher risk of living in poverty in later life. This problem is exacerbated by women's higher life expectancy which means their retirement income has to spread across more years than those of men and lead to replacement rate level of less than 40%. Therefore, it is important for the Government in making sure that women's retirement income is at least 40% from their last drawn salary as the standard is set by ILO (ILO, 2009). If no action is taken by Government to address this issue, the problem is likely to become more severe.

This study also identified one of several solutions to solve the problem of increasing life expectancy and interruptions in women's career life due to care-taking responsibilities that of increasing the retirement age to at least 67. The Government appears to be acting in the right direction as the retirement age will be increased from 58 years to 60 years in January 2012 (PMO, 2011). This may be seen as a burden to Malaysian citizens as they have to work longer. Bovenberg (2007) even argued that the increasing longevity should be seen as an economic opportunity rather than a financial threat. However, although the new retirement age is still not high enough to compensate for interruptions in career life, it is a positive step by Government and will perhaps be followed by a further increase at a later date. Increasing the retirement age further could more quickly reduce the risk of women living in poverty in old age.

Besides the need to increase the retirement age, the study also identified other changes that the Government should consider to improve the pension system in Malaysia, especially among women with interruptions in career life. Firstly, the Government should introduce Age-profile contribution rates as in Singapore. Secondly, pre-retirement withdrawals policy should be stopped or implemented with strict monitoring and limits. This is because, allowing pre-retirement withdrawals for purposes such as housing, education and health care expenses reduces the total accumulated amount in the retirement fund which, in turn, leads to insufficient income during retirement.

Countries such as UK has successfully implemented credit care pension for women who are out of employment due to care-taking responsibilities (Directgov, 2011). With this policy, the numbers of years out of employment are still recognised and counted in the pension calculation. In contrast, Malaysian Government has introduced 1Malaysia Retirement

Scheme where it only caters for those who are self employed (EPF, 2010b). Therefore, it is also advisable and important for the Government to introduce pension credit contributions for women with interruptions in their career life due to care-taking responsibilities.

The study findings are important as they indicate that policy makers, especially the Government, need to carefully consider retirement age, contribution rates, pre-retirement withdrawals and pension credit contribution in developing an appropriate pension scheme in Malaysia for women with interruptions in their career life. These actions taken by the Government should also be made with proper plan and policy implementation, in order to encounter the problems arised, especially due to having disruptions during employment.

Apart from the elements in the pension system discussed above, the Government should also provide more child-care and elderly care facilities. Women disrupt their career life to take care of their children or elderly family members, and in doing so, face a higher risk of living in poverty and becoming poor. Therefore, family friendly policies such as locating care centres near workplaces could prevent women from having long disruptions in their career. The Government could also reduce the financial burden of placing family members in such centres by some of the fees charged by the centres as implemented in Singapore (refer to Chapter 2, Section 2.4.1). This should reduce women's daily expenses and enable them to save more for retirement purposes.

### **9.3.3 Implications for Individual Women**

The findings of this study are also important as they emphasise the importance of increasing awareness among women in Malaysia, especially women with interruptions in their career life, of the high risk of poverty they face in later life due to an inadequate pension income.

Based on the results discussed (refer to Chapter 6), women in Malaysia who plan to have interruptions in their career life due to care-taking responsibilities are advised to take proactive action in order to avoid this problem in later life by ensuring they have additional savings, other investments, and participate in other pension schemes provided by the private sector instead of depending solely on the EPF. This is because the current pension system in Malaysia is not designed for interrupted working lives and this leads to inadequacy income during retirement. Results in Chapter 7 also shows that women with interrupted working lives should be retiring later (refer to Chapter 7, Section 7.3), contributes more during employment (refer to Chapter 7, Section 7.4) and should not make any pre-retirement withdrawals other than for retirement purposes only (refer to Chapter 7, Section 7.5).

Apart from that, this study's findings can also be utilised by women's organisations such as Women NGOs to create awareness of the poverty issue in later life among women in Malaysia and as a basis for women's organisations to request the Malaysian Government to introduce a better pension scheme that will accommodate women's unique employment pattern.

#### **9.4 Limitations and Suggestions for Further Research**

Firstly, the study employed a hypothetical simulation model as the researcher was unable to gain access to certain data, not accessible to the public. One of the weaknesses of the hypothetical simulation model is the inability to generalise the results as the model simulates hypothetical cases which may differ from an individual's real employment pattern. However, the fact that the assumptions for the model have been based on literature and data for Malaysia where possible means that the results are still of value for the context in which this hypothetical simulation modelling exercise takes place. Although it is suggested that future

research should consider using other models, subject to data availability; the hypothetical simulation model used in this study enables researcher to explore different types of real life courses that may be experienced by women in Malaysia.

Secondly, the study assumes that the retirement income only comes from pension, whereas the fact that based from the literature discussed, most of the retirement income for older women in Malaysia comes from their children or relatives (refer to Chapter 3, Section 3.3). This is indeed a limitation if we are interested in actual poverty rates. However, as the focus was on individual entitlements and how these are affected by pension system design features, this is less of an issue of concern.

Thirdly, the study assumes basic salary used in this study was based on the Government's salary scheme, where the fact that the study assesses women who work in the informal sector. This assumption is made due to difficulty in obtaining such information in the private sector. Therefore, it is advisable for future research to use the private sector's salary scheme in the simulation model in order to produce a more accurate estimated accumulated amount in the fund upon reaching retirement age.

The present research focused specifically on women with interruptions in their career life and the pension system in Malaysia; therefore the results obtained from the study cannot be generalised to women and pension systems in other countries, such different countries have different pension schemes. However for future research, a study of women and pension systems in other countries that enables a comparison between different countries, for example a comparison between developed and developing countries or between Southeast Asia

countries would enable a wider generalisation of the findings and better understanding of the retirement income issue.

Despite the limitations, the research has produced a comprehensive study on women and the pension scheme in Malaysia, particularly for women with interruptions in career life due to care-taking responsibilities and also the three important elements in the pension mechanism (retirement age, contribution rates and pre-retirement withdrawals).



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# Appendices



## Appendix A

**Table AA1: Upgrading of Pension Benefits (1968-2004)**

1 August 1968	Implementation of pension benefit scheme endorsed by the Royal Suffian Commission for Public Service officers. Gratuity award ( and derivative gratuity for widow and children of deceased officer) as additional benefit and separate from pension / derivative pension. Derivative pension is given for a period of 12 ½ years from the date of retirement or death of a serving officer.
1 May 1969	Implementation of pension benefit scheme endorsed by the Royal Harun Commission for personnel of Statutory Body and Local Authorities, taking after the scheme for Public Service officers.
1 January 1974	Cash Award in lieu of Leave (GCR) at the rate of 1/30 last drawn salary for each day of expired leave not taken (i.e. vacation leave not taken at the year end and exceeding a year leave entitlement) up to a maximum of 90 days.
1 January 1976	Conferment of lifelong derivative pension (100% from the original rate for 12 ½ years from the date of retirement or in-service death, 70% thereafter).
1 January 1976	Child is provided with pension till the age of 21 years or upon completing or ceasing to receive education for a first degree at an institution of higher learning, whichever the later, as long as not married.
1 January 1976	Implementation of retirement in the interest of the public service and retirement after being appointed to serve in an organisation (privatisation / corporatisation retirement).
1 July 1980	Pension adjustment with every public sector salary review, on condition the pensioner or pension recipient resides in Malaysia.
1 July 1980	Derivative pension given to widower if the deceased wife has been in service after 1 July 1980.
1 July 1980	Disability pension and dependant's pension given where an officer is required to retire or dies as a result of an accident during a journey.
22 October 1982	Gratuity is exempted from income tax (for all pension cases approved on or after 22 October 1982).
1 January 1984	Cash award in lieu of leave (GCR) at the rate of 1/30 last drawn salary for each day of leave accumulated (i.e. vacation leave not taken at the year end, after deduction of accumulated leave for GCR from leave brought forward to the following year) up to a maximum of 90 days.

12 April 1991	Period of reckonable service to qualify an officer for the conferment of pensionable status is reduced from 10 to 3 years.
12 April 1991	Newly appointed personnel given an option to contribute into the Employees Provident Fund (EPF).
12 April 1991	The minimum age for optional retirement reduced to 40 years for all personnel; with pension awarded from age 45 years (for female and male in certain posts) / 50 (male) or 55/56 (all personnel appointed on or after 12 April 1991, in accordance to compulsory retirement age. U
1 January 1992	Option for employees of Statutory Body and Local Authorities to choose the Employees Provident Fund Scheme (with employer's contribution into EPF being backdated) when opting for separation remuneration from Government Remuneration System (SSB/SSM).
1 January 1992	Pengambilan kira perkhidmatan lepas terputus atas sebab sebab yang diizinkan yang diselangi dengan perkhidmatan di sektor swasta sebelum berkhidmat semula dengan Kerajaan.
1 January 1992	Cash Award in lieu of Leave is exempted from income tax (for 1993 assessment and beyond).
1 August 1993	Cash Award in lieu of Leave is computed based on the last drawn emolument (basic salary + fixed allowances).
1 January 1995	Computation factor for gratuity increased from 5% to 7.5% of last drawn salary for each completed month of service.
1 December 1997	Option for personnel of Statutory Body and Local Authorities to choose Pension Scheme and the Employees Provident Fund Scheme when opting for separation remuneration from Government Remuneration System (SSB/SSM), without backdating the employer's contribution to EPF but given pension benefit for the service period before the separation.
1 October 2001	Compulsory retirement age of personnel increased from 55 years to 56 years.
1 January 2002	Derivative pension given to widow / widower who remarries.
1 August 2003	Maximum Leave accumulated for Cash Award increased from 90 days to 120 days, and in the year of retirement additional leave accumulation is allowed to the maximum annual leave eligibility.
1 January 2004	Derivative pension given to mother or father of personnel who dies without leaving a widow / widower or children who are eligible for derivative pension.
1 November 2004	Cash Award in lieu of Leave given to personnel who choose Employees Provident Fund Scheme .

Source: PSD (2009)

## Appendix B

**Table AB1- Interest Rate (January-November 2009)**

Month	Interest Rate (%)
January	3.02
February	2.55
March	2.52
April	2.52
May	2.52
June	2.52
July	2.52
August	2.50
September	2.50
October	2.50
November	2.50

Source: Bank Negara Annual Report, 2009

## Appendix C

### Salary Grades SSM for (i) N17 (ii) N27 (iii) N41

(i) **Table AC1: Salary Grade SSM: N17**

	P1
1	820.38
2	870.29
3	920.20
4	970.11
5	1,020.02
6	1,069.93
7	1,119.84
8	1,169.75
9	1,219.66
10	1,269.57
11	1,319.48
12	1,369.39
13	1,419.30
14	1,485.85
15	1,552.40
16	1,618.95
17	1,685.50
18	1,752.05
19	1,818.60
20	1,885.15
21	1,951.70
22	2,018.25
23	2,084.80
24	2,151.35

(ii) **Table AC2: Salary Grade SSM: N27**

	P1
1	1,204.55
2	1,271.10
3	1,337.65
4	1,404.20
5	1,470.75
6	1,537.30
7	1,603.85
8	1,670.40
9	1,736.95
10	1,803.50
11	1,870.05
12	1,936.60
13	2,003.15
14	2,069.70
15	2,136.25
16	2,202.80
17	2,269.35
18	2,335.35
19	2,402.45
20	2,469.00
21	2,535.55
22	2,633.86
23	2,732.17
24	2,830.48
25	2,928.79
26	3,027.10

**(iii) Table AC3: Salary Grade SSM: N41**

	P1
1	1,690.28
2	1,780.73
3	1,871.18
4	1,961.63
5	2,052.08
6	2,142.53
7	2,232.98
8	2,323.43
9	2,413.88
10	2,504.33
11	2,594.78
12	2,685.23
13	2,775.68
14	2,866.13
15	2,956.58
16	3,047.03
17	3,137.48
18	3,227.93
19	3,318.38
20	3,408.83
21	3,499.28
22	3,589.73
23	3,680.18
24	3,770.63
25	3,861.08
26	3,951.53
27	4,041.98

Source: SSM (2007)

## Appendix D

### MHYRISA (Malaysian Hypothetical Retirement Income Simulation Analysis)

Disruptions during employment due to care-taking responsibilities, living longer and not having adequate income during retirement leads to living in poverty during old age and also low standard of living, especially among women. With response to the research questions in this study, this hypothetical simulation model, MHYRISA has been developed to project their estimated future monthly retirement income that measures the replacement rate level and poverty level. The model were created using Microsoft Excel.

The first worksheet in the Excel workbook is the Main Menu worksheet as shown below (Figure AD1 (a)):

1	A	B	C	D	E	F	G
2					Amount of withdrawals		
3					1st withdrawal		
4	<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>		ACCOUNT 1	70%	
5	<b>Private or Public Sector Employ</b>	(Private=1, Public=0)	<b>1</b>		ACCOUNT 2	30%	
6	<b>EPF or GPS</b>	(EPF = 1, GPS = 0)	<b>1</b>				
7	<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>		2nd withdrawal		
8		Credit Contribution			ACCOUNT 1	70%	
9		(Basic Contribution = 1, Proposed Contribution = 2)			ACCOUNT 2	30%	
10		Contribution made ( monthly = 1, yearly = 2)					
11		Own Contribution (Yes = 1, No = 0)					
12		Amount Contributed (employee or government)					
13		<i>Estimated Monthly Income</i>	<b>RM9,261.76</b>				
14		<b>Poverty</b>	<b>OK</b>				
15		<b>Replacement Rates</b>	<b>46.67</b>	<b>OK</b>			
16		<b>WORK HISTORY (Private Sector Employees)</b>					
17		Date of Birth	<b>08/12/1982</b>				
18		Date started working	<b>03/01/2000</b>				
19		Age started working	<b>18</b>				
20		Salary Grade (N17, N27 or N41)	<b>N17</b>				
21		Education Level	<b>SPM</b>				
22		Actual Statutory Age at Retirement	<b>58</b>				
23		Career Disruptions 1:					
24		Grade started to work again (N17, N19, N27, N32, N41 or I)	<b>N17</b>				
25		i) Age stopped working					
26		ii) Age started working					
27		Career Disruptions 2:					
28		i) Age stopped working					
29		ii) Age started working					
30		Age plan to withdraw EPF (only at age 50 above if stops working early)		<i>Please Empty Box</i>	1 disruption	2 disruptions	
31		Age at 1st withdrawal			#N/A		
32		Age at 2nd withdrawal			#N/A		
33		Total years in employment	<b>40</b>				
34		<b>WORK HISTORY (Public Sector Employees)</b>					
35		Date of Birth	<b>12/08/1982</b>	<i>Ignore</i>			
36		Service Commencement Date	<b>03/01/2000</b>	<i>Ignore</i>			
37		Age at service Commencement Date	<b>18</b>	<i>Ignore</i>			
38		Grade (N17, N19, N27, N32, N41 or N44)	<b>N17</b>	<i>Ignore</i>			
39		Actual Statutory Age at Retirement	<b>58</b>	<i>Ignore</i>			
40		Accumulated Leaves	<b>150</b>	<i>Ignore</i>			
41		Career Disruptions 1:		<i>Ignore</i>			
42		i) Age stopped working		<i>Ignore</i>			
43		ii) Age started working		<i>Ignore</i>			
44		Career Disruptions 2:		<i>Ignore</i>			

Figure AD1 (a)

In this Main Menu worksheet, there are few inputs that need to be filled in, based on the hypothetical simulation life course of each individual.

The first input is the main information needed before proceeding with other inputs, namely the individual's gender, private or public sector employees and either choosing EPF or the Pension Scheme as shown below. However, private sector employees are not allowed to choose the Pension Scheme as it is only offered for public sector employees (Figure AD26 (b)).

	A	B	C	D
1				
2				
3	<b>PERSON</b>	(Man=1, Woman=0)		<b>0</b>
4	<b>Private or Public Sector Employee</b>	(Private=1, Public=0)		<b>1</b>
5	<b>EPF or GPS</b>	(EPF = 1, GPS = 0)		<b>1</b>

Figure AD1 (b)

Second and third input requires the users work history, either under private sector or public sector. It requires working history information, such as date of birth, date started working, and any career disruptions. If you are working under private sector employees, required cells are as follow (Figure AD1 (c)):

15	<b>WORK HISTORY (Private Sector Employees)</b>	
16	Date of Birth	08/12/1982
17	Date started working	03/01/2000
18	Age started working	18
19	Salary Grade (N17, N27 or N41)	N17
20	Education Level	SPM
21	Actual Statutory Age at Retirement	58
22	Career Disruptions 1:	
23	Grade started to work again (N17, N27, or N41)	N17
24	i) Age stopped working	
25	ii) Age started working	
26	Career Disruptions 2:	
27	i) Age stopped working	
28	ii) Age started working	
29	Age plan to withdraw EPF (only at age 50 above if stops working early)	
30	Age at 1st withdrawal	
31	Age at 2nd withdrawal	
32	Total years in employment	40

Figure AD1 (c)



Figure below requires working history information if you are working under public sector employees, as follow (Figure AD1 (d)):

<b>WORK HISTORY (Public Sector Employees)</b>		
33		
34	Date of Birth	<b>12/08/1982</b>
35	Service Commencent Date	<b>03/01/2000</b>
36	Age at service Commencement Date	<b>18</b>
37	Grade (N17, N27 or N41)	<b>N17</b>
38	Actual Statutory Age at Retirement	<b>58</b>
39	Accumulated Leaves	<b>150</b>
40	Career Disruptions 1:	
41	i) Age stopped working	
42	ii) Age started working	
43	Career Disruptions 2:	
44	i) Age stopped working	
45	ii) Age started working	
46	Age plan to withdraw EPF (only at age 50 above if stops working early)	
47	Age at 1st withdrawal	
48	Age at 2nd withdrawal	
49	Total months in employment	<b>480</b>

Figure AD1 (d)

Three outputs are presented in the Main Menu worksheet. Firstly, for those under the Employees Provident Fund, the output in the Main Menu worksheet is under 'Earnings (for Employees Provident Fund)' as follow (Figure AD1 (e)):

<b>EARNINGS (for Employees Provident Fund)</b>		
50		
51	Basic salary	<b>RM820.38</b>
52	Total Allowances	<b>RM595.00</b>
53	Yearly salary increment:	
54	i) Fixed rate	
55	Employer's Contribution Rate	<b>12%</b>
56	Employees Contribution Rate	<b>8%</b>
57		
58	Last Drawn Salary (as at retirement or stopped working)	<b>RM2,746.35</b>
59		
60	i) Amount in Account 1 (without withdrawal)	<b>RM173,601.76</b>
61	ii) Amount in Account 2 (without withdrawal)	<b>RM74,400.75</b>
62		
63	Career Disruptions:	
64	Salary Level (1st disruption) (1, 2...etc)	
65	Salary Level (2nd disruption) (1,2...etc)	

Figure AD1 (e)

Secondly, the output for those under the Pension Scheme is under ‘Earnings (Pension Scheme)’ as below (Figure AD1 (f)):

66	<b>EARNINGS (Pension Scheme)</b>		
67	Basic Salary		<b>RM820.38</b>
68	Allowances		<b>RM595.00</b>
69	Last Drawn Salary		<b>RM2,746.35</b>
70	Allowances at last drawn salary		<b>RM595.00</b>
71	Salary Level (1st disruption) (1, 2... etc)		
72	Salary Level (2nd disruption) (1,2... etc)		

Figure AD1 (f)

The third output on the Main Menu worksheet is the ‘Poverty Level’ and ‘Replacement Rate Level’. If the estimated monthly retirement income is below RM691, then it will indicate ‘below poverty level’, otherwise it will indicate ‘OK’ in the cell. On the other hand, if the estimated monthly retirement income is below 40% from the last drawn salary, then it will indicate as ‘NOT OK’ as shown below (Figure AD1 (g)):

12	<i>Estimated Monthly Retirement Income</i>			<i>RM70.11</i>
13	Poverty Level		Below Poverty Level	
14	Replacement Ratio Level		4.63	NOT OK

Figure AD1 (g)

The EPF’s real rate of return and annuity return is fixed throughout the simulation. However, the user can change the rates as desired before starting the simulation (Figure AD1 (h)):

73	<b>EPF REAL RATE OF RETURN (%)</b>		<b>1.68%</b>
74	<b>ANNUITY RETURN</b>		<b>2.56%</b>

Figure AD1 (h)

The outcomes are presented in the Main Menu worksheet or ‘Outcome for EPF’ worksheet if you are under the EPF fund or ‘Outcome for Pension’ worksheet if you are under the Pension Scheme (Figure AD1 (i) and Figure AD1 (j)).

	A	B	C
1			
2			
3			
4	Gender	Woman	
5	Public or Private Sector Employee	Private Sector Employee	
6			
7	Actual retirement age	58	
8			
9			
10			
11	Age stopped working	0	
12	Age started to work again	0	
13			
14			
15	1st disruption		
16	Total Estimated in EPF (no career disruptions)	313,902.55	
17	Total Estimated in EPF (stops work before retirement age)		
18	Total Estimated in EPF at retirement (with career disruption)		
19			
20	2nd disruption		
21	Work,stop,work, stop early		
22	Work,stop,work, stop,work, retire		
23			
24			
25	Estimated monthly income (Public) - 1 disruption	FALSE	
26	Estimated monthly income (Private) - 1 disruption	1,281.78	

Figure AD1 (i)

	A	B	C
1			
2			
3	Gender	Woman	
4	Public or Private Sector Employee	Pension Scheme	
5	Actual retirement age	58	
6			
7			
8	Age stopped working	58	
9	Age started to work again		
10			
11			
12			
13	Monthly Pension	1,647.81	
14	Gratuity	98,868.60	
15	Golden Hand Shake	16,706.75	
16			
17			

Figure AD1 (j)

Apart from that, there are three other important worksheets that are used in the calculation, namely: Life Table, Annuity and Salary Grade. These figures could be updated with the latest data (if available) before running the simulation. The information are shown in different worksheets as below (Figure AD1 (k), AD1 (l) and AD1 (m)):

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
2		<b>Mortality Table - statistics data 2005</b>												
3														
4		Rate of Interest	2.56%											
5		Female												
6		Age (x)	$l_x$	$n d_x$	$n q_x$	$v$			Male	Age x	$l_x$	$n d_x$	$n q_x$	$v$
7		10	99,331	124	0.00125	0.77664			10	99,160	192	0.00193	0.77664	
8		11	99,306	124	0.00125	0.75725			11	99,135	192	0.00193	0.75725	
9		12	99,281	124	0.00125	0.73835			12	99,110	192	0.00193	0.73835	
10		13	99,257	124	0.00125	0.71992			13	99,086	192	0.00193	0.71992	
11		14	99,232	124	0.00125	0.70195			14	99,061	192	0.00193	0.70195	
12		15	99,207	189	0.00191	0.68443			15	98,968	537	0.00543	0.68443	
13		16	99,169	189	0.00191	0.66735			16	98,930	537	0.00543	0.667347	
14		17	99,131	189	0.00191	0.65069			17	98,892	537	0.00543	0.650689	
15		18	99,093	189	0.00191	0.63446			18	98,854	537	0.00543	0.634448	
16		19	99,055	189	0.00191	0.61861			19	98,816	537	0.00543	0.618611	
17		20	99,017	229	0.00231	0.60317			20	98,431	706	0.00718	0.60317	
18		21	98,971	229	0.00231	0.58811			21	98,385	706	0.00718	0.588114	
19		22	98,925	229	0.00231	0.57343			22	98,339	706	0.00718	0.573434	
20		23	98,880	228	0.00231	0.55912			23	98,294	706	0.00718	0.559121	
21		24	98,834	228	0.00231	0.54516			24	98,248	705	0.00718	0.545165	
22		25	98,788	260	0.00263	0.53156			25	97,725	787	0.00805	0.531557	
23		26	98,736	260	0.00263	0.51829			26	97,673	786	0.00805	0.518289	
24		27	98,684	260	0.00263	0.50535			27	97,621	786	0.00805	0.505352	
25		28	98,633	259	0.00263	0.49274			28	97,570	785	0.00805	0.492738	
26		29	98,581	259	0.00263	0.48044			29	97,518	785	0.00805	0.480438	
27		30	98,529	352	0.00357	0.46845			30	96,938	992	0.01020	0.468446	
28		31	98,459	351	0.00357	0.45675			31	96,868	988	0.01020	0.456753	
29		32	98,388	351	0.00357	0.44535			32	96,797	988	0.01020	0.445352	
30		33	98,318	351	0.00357	0.43424			33	96,727	987	0.01020	0.434236	
31		34	98,247	351	0.00357	0.4234			34	96,656	986	0.01020	0.423397	
32		35	98,177	488	0.00497	0.41283			35	95,946	1180	0.01230	0.412828	
33		36	98,079	487	0.00497	0.40252			36	95,848	1179	0.01230	0.402524	
34		37	97,982	487	0.00497	0.39248			37	95,751	1178	0.01230	0.392476	
35		38	97,884	486	0.00497	0.38258			38	95,659	1177	0.01230	0.382469	

Figure AD1 (k)

	C	D	E	F	G	H	I	J	K
3									
4		$i$	0.0256						
5		$n$ -year certain	20						
6									
7							$a_n$	15.50	
8		$a_n$	15.50				sum $V^k {}_k P_x$	4.91	
9								20.41	
10		$t_{retire\ age}$	91,384.40						
11									
12	Duration (k)	Age (x)	$V^k$	$l_{x+k}$	$V^k {}_k P_x$				
13	21	58	0.59	49,461.60	0.31831554				
14	22	58	0.57	45,995.00	0.288617254				
15	23	58	0.56	45,995.00	0.281413079				
16	24	58	0.55	45,995.00	0.274388728				
17	25	58	0.53	45,995.00	0.267539711				
18	26	58	0.52	45,995.00	0.260861653				
19	27	58	0.51	45,995.00	0.254350286				
20	28	58	0.49	45,995.00	0.248001449				
21	29	58	0.48	45,995.00	0.241811085				
22	30	58	0.47	45,995.00	0.235775239				
23	31	58	0.46	45,995.00	0.229890053				
24	32	58	0.45	45,995.00	0.224151768				
25	33	58	0.43	45,995.00	0.218556716				
26	34	58	0.42	45,995.00	0.213101322				
27	35	58	0.41	45,995.00	0.207782101				
28	36	58	0.40	45,995.00	0.202595652				
29	37	58	0.39	45,995.00	0.197538662				
30	38	58	0.38	45,995.00	0.1926079				
31	39	58	0.37	45,995.00	0.187800214				

Figure AD1 (l)

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Allowance for N17	595.00					Allowance for N27	640.00					Allowance for N41	850.00			
2																	
3	N17						N27						N41				
4		P1	P2	P3				P1	P2	P3				P1	P2	P3	
5	1	820.38	871.81	924.75			1	1,204.55	1,274.13	1,346.73			1	1,690.28	1,784.90	1,883.70	
6	2	870.29	923.24	977.69			2	1,271.10	1,343.29	1,419.33			2	1,780.73	1,879.52	1,982.50	
7	3	920.20	974.67	1,030.63			3	1,337.65	1,413.29	1,491.93			3	1,871.18	1,974.14	2,081.30	
8	4	970.11	1,026.10	1,083.57			4	1,404.20	1,482.87	1,564.53			4	1,961.63	2,068.76	2,180.10	
9	5	1,020.02	1,077.53	1,136.51			5	1,470.75	1,552.45	1,637.13			5	2,052.06	2,163.38	2,278.90	
10	6	1,069.93	1,128.96	1,189.45			6	1,537.30	1,622.03	1,709.73			6	2,142.53	2,258.00	2,377.70	
11	7	1,119.84	1,180.39	1,242.39			7	1,603.85	1,691.61	1,782.33			7	2,232.98	2,352.62	2,476.50	
12	8	1,169.75	1,231.82	1,295.33			8	1,670.40	1,761.19	1,854.93			8	2,323.43	2,447.24	2,575.30	
13	9	1,219.66	1,283.25	1,348.27			9	1,736.95	1,830.77	1,927.53			9	2,413.88	2,541.86	2,674.10	
14	10	1,269.57	1,334.68	1,401.21			10	1,803.50	1,900.35	2,000.13			10	2,504.33	2,636.48	2,772.90	
15	11	1,319.48	1,386.11	1,454.15			11	1,870.05	1,969.93	2,072.73			11	2,594.78	2,731.10	2,871.70	
16	12	1,369.39	1,437.54	1,526.75			12	1,936.60	2,039.51	2,145.33			12	2,685.23	2,825.72	2,970.50	
17	13	1,419.30	1,507.12	1,599.35			13	2,003.15	2,109.09	2,217.93			13	2,775.68	2,920.34	3,069.30	
18	14	1,485.85	1,576.70	1,671.95			14	2,069.70	2,178.67	2,290.53			14	2,866.13	3,014.96	3,168.10	
19	15	1,552.40	1,646.28	1,744.55			15	2,136.25	2,248.25	2,363.13			15	2,956.58	3,109.58	3,266.90	
20	16	1,618.95	1,715.86	1,817.15			16	2,202.80	2,317.83	2,435.73			16	3,047.03	3,204.20	3,429.71	
21	17	1,685.50	1,785.44	1,889.75			17	2,269.35	2,387.41	2,508.33			17	3,137.48	3,300.05	3,592.52	
22	18	1,752.05	1,855.02	1,962.35			18	2,335.35	2,456.99	2,580.93			18	3,227.76	3,515.90	3,755.33	
23	19	1,818.60	1,924.60	2,034.95			19	2,402.45	2,526.57	2,653.53			19	3,438.04	3,671.75	3,918.14	
24	20	1,885.15	1,994.18	2,107.55			20	2,469.00	2,596.15	2,760.92			20	3,588.32	3,827.60	4,080.95	
25	21	1,951.70	2,063.76	2,180.15			21	2,535.55	2,699.00	2,868.31			21	3,738.60	3,983.45	4,243.76	
26	22	2,018.25	2,133.34	2,252.75			22	2,633.86	2,801.85	2,975.70			22	3,888.88	4,139.30	4,406.57	
27	23	2,084.80	2,202.92	2,325.35			23	2,732.17	2,904.70	3,083.09			23	4,039.16	4,295.15	4,569.38	
28	24	2,151.35	2,272.50	2,397.95			24	2,830.48	3,007.55	3,190.48			24	4,189.44	4,451.00	4,732.19	
29	25	2,151.35	2,272.50	2,397.95			25	2,928.79	3,110.40	3,297.87			25	4,339.72	4,606.85	4,895.00	
30	26	2,151.35	2,272.50	2,397.95			26	3,027.10	3,213.25	3,405.26			26	4,490.00	4,762.70	5,057.81	

Figure AD1 (m)

As discussed in Chapter 5, Sections 5.3, 5.4 and 5.5, there are three main stages that are important in the development of MHYRISA. The stages are disruptions, flexible parameters and credit pension contribution, respectively. The simulation model is developed stage by stage and the results are discussed in three different chapters, Chapter 6, Chapter 7 and Chapter 8, respectively.

### Stage 1 - Disruptions:

The first stage is to identify the individual's characteristic life course, either with disruptions or without disruptions during employment. The scenarios include working full time, stops working early and having few years of interruption during employment. The information needed is filled in the Main Menu worksheet and the simulations of each hypothetical individual's life course are simulated in different worksheets. The results for such simulation are discussed in Chapter 6.

For example, those with full employment years work till the statutory retirement age. Therefore, the age at disruption should be ignored and leave it blank as shown in the figure below (Figure AD2 (a)):

WORK HISTORY (Private Sector Employees)		
15	Date of Birth	08/12/1982
16	Date started working	03/01/2000
17	Age started working	18
18	Salary Grade (N17, N27 or N41)	N17
19	Education Level	SPM
20	Actual Statutory Age at Retirement	58
21	Career Disruptions 1:	
22	Grade started to work again (N17, N27, or N41)	N17
23	i) Age stopped working	
24	ii) Age started working	
25	Career Disruptions 2:	
26	i) Age stopped working	
27	ii) Age started working	
28	Age plan to withdraw EPF (only at age 50 above if stops working early)	
29	Age at 1st withdrawal	
30	Age at 2nd withdrawal	
31	Total years in employment	40

Figure AD2 (a)

The simulation is projected in the worksheet as follow (Figure AD2 (b)):

	C	E	F	H	I	J	N	O	P	
3	Age	From Salary Table	Salary	Employee's Contribution	Employer's Contribution	Total Accumulated				
4	18	1,415.38	1,415.38	1,358.76	2,038.15	3,396.91				
5	19	1,465.29	1,465.29	1,406.68	2,110.02	6,970.68				
6	20	1,515.20	1,515.20	1,454.59	2,181.89	10,724.26				
7	21	1,565.11	1,565.11	1,502.51	2,253.76	14,660.70				
8	22	1,615.02	1,615.02	1,550.42	2,325.63	18,783.04				
9	23	1,664.93	1,664.93	1,598.33	2,397.50	23,094.43				
10	24	1,714.84	1,714.84	1,646.25	2,469.37	27,599.03				
11	25	1,764.75	1,764.75	1,694.16	2,541.24	32,297.08				
12	26	1,814.66	1,814.66	1,742.07	2,613.11	37,194.85				
13	27	1,864.57	1,864.57	1,789.99	2,684.98	42,294.70				
14	28	1,914.48	1,914.48	1,837.90	2,756.85	47,600.00				
15	29	1,964.39	1,964.39	1,885.81	2,828.72	53,114.21				
16	30	2,014.30	2,014.30	1,933.73	2,900.59	58,840.85				
17	31	2,064.21	2,064.21	1,981.64	2,972.46	64,823.42				
18	32	2,114.12	2,114.12	2,029.55	3,044.33	71,066.21				
19	33	2,164.03	2,164.03	2,077.46	3,116.20	77,573.61				
20	34	2,213.94	2,213.94	2,125.37	3,188.07	84,350.04				
21	35	2,263.85	2,263.85	2,173.28	3,259.94	91,400.04				
22	36	2,313.76	2,313.76	2,221.19	3,331.81	98,728.20				
23	37	2,363.67	2,363.67	2,269.10	3,403.68	106,339.20				
24	38	2,413.58	2,413.58	2,317.01	3,475.55	114,237.78				
25	39	2,463.49	2,463.49	2,364.92	3,547.42	122,429.77				
26	40	2,513.40	2,513.40	2,412.83	3,619.29	130,917.09				
27	41	2,563.31	2,563.31	2,460.74	3,691.16	139,707.74				
28	42	2,613.22	2,613.22	2,508.65	3,763.03	148,646.07				
29	43	2,663.13	2,663.13	2,556.56	3,834.90	157,734.57				
30	44	2,713.04	2,713.04	2,604.47	3,906.77	166,975.75				
31	45	2,762.95	2,762.95	2,652.38	3,978.64	176,372.18				
32	46	2,812.86	2,812.86	2,700.29	4,050.51	185,926.47				
33	47	2,862.77	2,862.77	2,748.20	4,122.38	195,641.28				
34	48	2,912.68	2,912.68	2,796.11	4,194.25	205,519.29				
35	49	2,962.59	2,962.59	2,844.02	4,266.12	215,563.25				
36	50	2,962.59	2,962.59	2,844.02	4,266.12	225,775.96				
37	51	2,962.59	2,962.59	2,844.02	4,266.12	236,160.23				
38	52	2,962.59	2,962.59	2,844.02	4,266.12	246,718.96				
39	53	2,962.59	2,962.59	2,844.02	4,266.12	257,455.08				
40	54	2,962.59	2,962.59	2,844.02	4,266.12	268,371.57				
41	55	2,962.59	2,962.59	2,844.02	4,266.12	279,471.45				
42	56	2,962.59	2,962.59	2,844.02	4,266.12	290,757.81				
43	Total Estimated Accumulated EPF						313,902.55			

Figure AD2 (b)

However, for those with disruptions, the age at disruption should be filled in (example as shown below). The inputs can be altered based on each individual's age at disruption. The figure below shows for women with 1 disruption during employment (Figure AD2 (c)).

15	<b>WORK HISTORY (Private Sector Employees)</b>	
16	Date of Birth	08/12/1982
17	Date started working	03/01/2000
18	Age started working	18
19	Salary Grade (N17, N27 or N41)	N17
20	Education Level	SPM
21	Actual Statutory Age at Retirement	58
22	Career Disruptions 1:	
23	Grade started to work again (N17, N27, or N41)	N17
24	i) Age stopped working	22
25	ii) Age started working	27
26	Career Disruptions 2:	
27	i) Age stopped working	
28	ii) Age started working	
29	Age plan to withdraw EPF (only at age 50 above if stops working early)	
30	Age at 1st withdrawal	
31	Age at 2nd withdrawal	
32	Total years in employment	35

Figure AD2 (c)

For those with 2 disruptions, ages at disruptions during employment should be keyed in the appropriate cells as below (Figure AD2 (d)):

15	<b>WORK HISTORY (Private Sector Employees)</b>	
16	Date of Birth	08/12/1982
17	Date started working	03/01/2000
18	Age started working	18
19	Salary Grade (N17, N27 or N41)	N17
20	Education Level	SPM
21	Actual Statutory Age at Retirement	58
22	Career Disruptions 1:	
23	Grade started to work again (N17, N27, or N41)	N17
24	i) Age stopped working	22
25	ii) Age started working	27
26	Career Disruptions 2:	
27	i) Age stopped working	32
28	ii) Age started working	37
29	Age plan to withdraw EPF (only at age 50 above if stops working early)	
30	Age at 1st withdrawal	
31	Age at 2nd withdrawal	
32	Total years in employment	30

Figure AD2 (d)

The simulation is then projected under different worksheets as showed below. However, 'Private' worksheets are for those under private sector and 'Public' worksheets are for those working under public sector (Figure AD2 (e), AD2 (f) and AD2 (g)).

	C	E	F	H	I	J
1						
2						
3	<b>Age</b>	<b>From Salary Table</b>	<b>Salary</b>	<b>Employee's Contribution</b>	<b>Employer's Contribution</b>	<b>Total Accumulated</b>
4	18	1,415.38	1,415.38	1,358.76	2,038.15	3,396.91
5	19	1,465.29	1,465.29	1,406.68	2,110.02	6,970.68
6	20	1,515.20	1,515.20	1,454.59	2,181.89	10,724.26
7	21	1,565.11	1,565.11	1,502.51	2,253.76	14,660.70
8	22	1,615.02	0.00	0.00	0.00	14,906.99
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
25						
26						
27						
28						
29						
30						

Figure AD2 (e)

	C	D	E	F	G
1					
2					
3	<b>Age</b>	<b>Salary</b>	<b>Employee's Contribution</b>	<b>Employer's Contribution</b>	<b>Total Accumulated</b>
4	22		0.00	0.00	14,906.99
5	23		0.00	0.00	15,157.43
6	24		0.00	0.00	15,412.08
7	25		0.00	0.00	15,671.00
8	26		0.00	0.00	15,934.27
9	27		0.00	0.00	

Figure AD2 (f)

	C	E	G	H	I	K
3	<b>Age</b>	<b>Salary</b>	<b>Employee's Contribution</b>	<b>Employer's Contribution</b>	<b>Total Accumulated</b>	
4	26				15,934.27	
5	27	1,415.38	1,358.76	2,038.15	19,598.88	
6	28	1,465.29	1,406.68	2,110.02	23,444.84	
7	29	1,515.20	1,454.59	2,181.89	27,475.19	
8	30	1,565.11	1,502.51	2,253.76	31,693.04	
9	31	1,615.02	1,550.42	2,325.63	36,101.53	
10	32	1,664.93	1,598.33	2,397.50	40,703.87	
11	33	1,714.84	1,646.25	2,469.37	45,503.31	
12	34	1,764.75	1,694.16	2,541.24	50,603.15	
13	35	1,814.66	1,742.07	2,613.11	55,706.80	
14	36	1,864.57	1,789.99	2,684.98	61,117.64	
15	37	1,914.48	1,837.90	2,756.85	66,739.17	
16	38	1,964.39	1,885.81	2,828.72	72,574.93	
17	39	2,014.30	1,933.73	2,900.59	78,628.50	
18	40	2,064.21	1,981.64	2,972.46	84,943.50	
19	41	2,114.12	2,029.55	3,044.33	91,524.31	
20	42	2,164.03	2,077.46	3,116.20	98,375.40	
21	43	2,213.94	2,125.37	3,188.07	105,501.31	
22	44	2,263.85	2,173.28	3,259.94	112,906.65	
23	45	2,313.76	2,221.19	3,331.81	120,596.12	
24	46	2,363.67	2,269.10	3,403.68	128,574.50	
25	47	2,413.58	2,317.01	3,475.55	136,845.63	
26	48	2,463.49	2,364.92	3,547.42	145,417.45	
27	49	2,513.40	2,412.83	3,619.29	154,291.99	
28	50	2,563.31	2,460.74	3,691.16	163,475.33	
29	51	2,613.22	2,508.65	3,763.03	172,812.96	
30	52	2,663.13	2,556.56	3,834.90	182,307.45	
31	53	2,713.04	2,604.47	3,906.77	191,961.46	
32	54	2,762.95	2,652.38	3,978.64	201,777.65	

Figure AD2 (g)



The outputs for each scenario or each individual's life course are then presented in the Main Menu worksheet. That includes the estimated monthly retirement income, poverty level and replacement rate level (Figure AD2 (h)).

12	<i>Estimated Monthly Income</i>		<i>RM1,281.78</i>	
13	Poverty		OK	
14	Replacement Rates		46.67	OK

Figure AD2 (h)

### Stage 2- Flexible Parameters:

In stage 2 of the MHYRISA's development as discussed in Chapter 5, the simulation model was developed with flexibility in the parameters, in particular the (i) retirement age, (ii) contribution rates, and (iii) pre-retirement withdrawals amount. These inputs allow the user to change the figures in the appropriate cell. The results for this simulation are discussed further in Chapter 7.

- i) For retirement age, the user can enter and change the value at the Main Menu worksheet, as showed in the figure below. The retirement age can be at the statutory retirement age, earlier or later. These changes show the relationship between retirement age and the estimated monthly retirement income upon reaching retirement age (Figure AD3 (a)).

15	<b>WORK HISTORY (Private Sector Employees)</b>		
16	Date of Birth		08/12/1982
17	Date started working		03/01/2004
18	Age started working		22
19	Salary Grade (N17, N27 or N41)		N27
20	Education Level		Diploma
21	Actual Statutory Age at Retirement		65
22	Career Disruptions 1:		
23	Grade started to work again (N17, N27, or N41)		N27
24	i) Age stopped working		
25	ii) Age started working		
26	Career Disruptions 2:		
27	i) Age stopped working		
28	ii) Age started working		
29	Age plan to withdraw EPF (only at age 50 above if stops working early)		
30	Age at 1st withdrawal		
31	Age at 2nd withdrawal		
32	Total years in employment		43

Figure AD3 (a)

(ii) For the contribution rates, the user can choose either to use 20%, 23%, 25% or 'Age Profile' contribution rates. These rates are in the Main Menu worksheet. The contribution rates for employee and employer is automatically changed based on the contribution rates chosen (Figure AD3 (b) and (c)).

Examples are shown as below:

	A	B	C	D	E
76					
77	Age Profile Contribution	Employer	Employee		Key in the contribution rates below:
78	35 and below	12.00%	8.00%		20%
79	35-45	12.00%	8.00%		
80	45-50	12.00%	8.00%		
81	50-55	12.00%	8.00%		
82	55-60	12.00%	8.00%		
83	60-65	12.00%	8.00%		
84	above 65	12.00%	8.00%		
85					
86					

Figure AD3 (b)

	A	B	C	D	E
76					
77	Age Profile Contribution	Employer	Employee		Key in the contribution rates below:
78	35 and below	15.00%	13.75%		Age Profile
79	35-45	15.00%	13.75%		
80	45-50	15.00%	13.75%		
81	50-55	13.50%	12.25%		
82	55-60	9.50%	8.25%		
83	60-65	5.50%	4.25%		
84	above 65	4.50%	3.25%		
85					
86					
87					

Figure AD3 (c)

(iii) Pre-retirement withdrawals is withdrawal that is made during employment, before reaching retirement age. The input for pre-retirement withdrawals amount can be altered in the Main Menu worksheet as shown below (Figure AD3 (d)):

D	E	F	G
	Amount of withdrawals		
	1st withdrawal		
	Withdrawal from Account 2	15%	←
	2nd withdrawal		
	Withdrawal from Account 2	30%	←

Figure AD3 (d)

### Stage 3 – Pension Credit Contribution:

The final stage of the simulation is used for credit pension contribution given by the Government. The results for this simulation are discussed in Chapter 8 of the study. The inputs needed to be filled in the Main Menu worksheet is as follow (Figure AD4 (a)):

6	<b>Credits for Women</b>	(Yes = 1, No = 0)	0
7		Credit Contribution	
8		(Basic Contribution = 1, Proposed Contribution = 2)	
9		Contribution made ( monthly = 1, yearly = 2)	
10		Own Contribution (Yes = 1, No = 0)	
11		Amount Contributed (employee or government)	

Figure AD4 (a)

If credit contribution is 5%, then it is a basic contribution. This basic contribution is an amount that is set by the Government or a maximum of RM60 per year. If the user wants to change the percentage of contribution amount given every year by the Government, the user should choose proposed contribution. Examples are shown in figures below.

The contribution made can either be monthly or yearly voluntary contribution. However, the contribution made by the Government is in yearly basis. The amount contributed presents the amount of voluntary contribution made either by the employee or Government.

For example, women with SPM and stops working at age 21, withdrawing the accumulated amount from the fund at age 50 years old and receives RM60 per year from the Government, should have the information filled in the Main Menu worksheet as below (Figure AD4(b)):

	A	B	C
1			
2			
3	<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
4	<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
5	<b>EPF or GPS</b>	(EPF = 1, GPS = 0)	<b>1</b>
6	<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
7		Credit Contribution	5%
8		(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
9		Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
10		Own Contribution (Yes = 1, No = 0)	<b>1</b>
11		Amount Contributed (employee or government)	<b>50</b>
12	<i>Estimated Monthly Retirement Income</i>		<i>RM162.33</i>
13	<b>Poverty Level</b>		<b>Below Poverty Level</b>
14	<b>Replacement Ratio Level</b>		<b>10.71</b>
15	<b>WORK HISTORY (Private Sector Employees)</b>		
16		Date of Birth	<b>08/12/1982</b>
17		Date started working	<b>03/01/2000</b>
18		Age started working	<b>18</b>
19		Salary Grade (N17, N27 or N41)	<b>N17</b>
20		Education Level	<b>SPM</b>
21		Actual Statutory Age at Retirement	<b>50</b>
22		Career Disruptions 1:	
23		Grade started to work again (N17, N27, or N41)	<b>N17</b>
24		i) Age stopped working	<b>21</b>
25		ii) Age started working	
26		Career Disruptions 2:	
27		i) Age stopped working	
28		ii) Age started working	
29		Age plan to withdraw EPF (only at age 50 above if stops work	<b>50</b>
30		Age at 1st withdrawal	

Figure AD4 (b)

For scenarios where the credit contribution is 12% from the Government (per year), the amount depends on 12% of the amount contributed by the individual every month. The figure at the credit contribution cell and amount contributed should be as shown below (Figure AD4 (c)):

	A	B	C
1			
2			
3	<b>PERSON</b>	(Man=1, Woman=0)	0
4	<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	1
5	<b>EPF or GPS</b>	(EPF = 1, GPS = 0)	1
6	<b>Credits for Women</b>	(Yes = 1, No = 0)	1
7		Credit Contribution	12%
8		(Basic Contribution = 1, Proposed Contribution = 2)	2
9		Contribution made ( monthly = 1, yearly = 2)	1
10		Own Contribution (Yes = 1, No = 0)	1
11		Amount Contributed (employee or government)	104
12	<i>Estimated Monthly Retirement Income</i>		<b>RM691.06</b>
13	<b>Poverty Level</b>		OK
14	<b>Replacement Ratio Level</b>		25.16
15	<b>WORK HISTORY (Private Sector Employees)</b>		
16		Date of Birth	08/12/1982
17		Date started working	03/01/2000
18		Age started working	18
19		Salary Grade (N17, N27 or N41)	N17
20		Education Level	SPM
21		Actual Statutory Age at Retirement	50
22		Career Disruptions 1:	
23		Grade started to work again (N17, N27, or N41)	N17
24		i) Age stopped working	22
25		ii) Age started working	27
26		Career Disruptions 2:	
27		i) Age stopped working	
28		ii) Age started working	
29		Age plan to withdraw EPF (only at age 50 above if stops working early)	
30		Age at 1st withdrawal	

Figure AD4 (c)

Another scenario that could be explored with the simulation model is by changing the percentage amount of the credit contribution and also the amount the individual is willing to contribute every month. The figures can be altered as follow (Figure AD4 (d)):

	A	B	C
1			
2			
3	<b>PERSON</b>	(Man=1, Woman=0)	0
4	<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	1
5	<b>EPF or GPS</b>	(EPF = 1, GPS = 0)	1
6	<b>Credits for Women</b>	(Yes = 1, No = 0)	1
7		Credit Contribution	46%
8		(Basic Contribution = 1, Proposed Contribution = 2)	2
9		Contribution made ( monthly = 1, yearly = 2)	1
10		Own Contribution (Yes = 1, No = 0)	1
11		Amount Contributed (employee or government)	200

Figure AD4 (d)

The results for each hypothetical life course simulated in this study are presented under Section ‘Appendix Results’ (Appendix F to H).

## Appendix E – Life Tables for Male and Female (2005)

(i) **Table AE1: Life Tables for Male (2005)**

Age (x)	$l_x$	$n d_x$	$n q_x$
10	99,160	192	0.00193
15	98,968	537	0.00543
20	98,431	706	0.00718
25	97,725	787	0.00805
30	96,938	992	0.01020
35	95,946	1180	0.01230
40	94,766	1625	0.01715
45	93,140	2331	0.02503
50	90,810	3268	0.03599
55	87,541	5228	0.05972
60	82,313	7593	0.09224
65	74,720	11442	0.15313
70	63,729	14029	0.22170
75	49,249	16026	0.32540
80 >	33,224	33224	1.00000

(i) **Table AE2: Life Tables for Female (2005)**

Age (x)	$l_x$	$n d_x$	$n q_x$
10	99,331	124	0.00125
15	99,207	189	0.00191
20	99,017	229	0.00231
25	98,788	260	0.00263
30	98,529	352	0.00357
35	98,177	488	0.00497
40	97,689	797	0.00816
45	96,891	1,334	0.01377
50	95,557	2,097	0.02194
55	93,461	3,462	0.03704
60	90,000	5,315	0.05905
65	84,685	8,861	0.10463
70	75,825	12,497	0.16482
75	63,328	17,333	0.27370
80 >	45,995	45,995	1.00000

Source : DOS (2008b)



# **APPENDIX**

# **RESULTS**



## Appendix F: Simulation Results for Chapter 6

### Scenario A

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,281.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM820.38</b>
	Total Allowances	<b>RM595.00</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM2,746.35</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM219,731.78</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM94,170.76</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,647.81</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencement Date	<b>03/01/2000</b>
	Age at service Commencement Date	<b>18</b>
	Grade (N17, N27 or N41)	<b>N17</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>480</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM820.38</b>
	Allowances	<b>RM595.00</b>
	Last Drawn Salary	<b>RM2,746.35</b>
	Allowances at last drawn salary	<b>RM595.00</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,356.16</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>49.38</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM820.38</b>
	Total Allowances	<b>RM595.00</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM2,746.35</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM219,731.78</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM94,170.76</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,647.81</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencement Date	<b>03/01/2000</b>
	Age at service Commencement Date	<b>18</b>
	Grade (N17, N27 or N41)	<b>N17</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>480</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM820.38</b>
	Allowances	<b>RM595.00</b>
	Last Drawn Salary	<b>RM2,746.35</b>
	Allowances at last drawn salary	<b>RM595.00</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,429.04</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM1,204.55</b>
	Total Allowances	<b>RM640.00</b>
	Yearly salary increment:	
	i) Fixed rate	
	Employer's Contribution Rate	<b>12%</b>
	Employees Contribution Rate	<b>8%</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM3,667.10</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM244,974.74</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM104,989.17</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b>RM2,200.26</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencement Date	<b>03/01/2004</b>
	Age at service Commencement Date	<b>22</b>
	Grade (N17, N27 or N41)	<b>N27</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>432</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM1,204.55</b>
	Allowances	<b>RM640.00</b>
	Last Drawn Salary	<b>RM3,667.10</b>
	Allowances at last drawn salary	<b>RM640.00</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,511.96</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM1,204.55</b>
	Total Allowances	<b>RM640.00</b>
	Yearly salary increment:	
	i) Fixed rate	
	Employer's Contribution Rate	<b>12%</b>
	Employees Contribution Rate	<b>8%</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM3,667.10</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM244,974.74</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM104,989.17</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,200.26</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencement Date	<b>03/01/2004</b>
	Age at service Commencement Date	<b>22</b>
	Grade (N17, N27 or N41)	<b>N27</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>432</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM1,204.55</b>
	Allowances	<b>RM640.00</b>
	Last Drawn Salary	<b>RM3,667.10</b>
	Allowances at last drawn salary	<b>RM640.00</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,867.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM1,690.28</b>
	Total Allowances	
	Yearly salary increment:	
	i) Fixed rate	
	Employer's Contribution Rate	<b>12%</b>
	Employees Contribution Rate	<b>8%</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM5,490.28</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM320,200.00</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM137,228.57</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b>RM3,294.17</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencent Date	<b>03/01/2006</b>
	Age at service Commencement Date	<b>24</b>
	Grade (N17, N27 or N41)	<b>N41</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>408</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM1,690.28</b>
	Allowances	<b>RM850.00</b>
	Last Drawn Salary	<b>RM5,490.28</b>
	Allowances at last drawn salary	<b>RM850.00</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,976.24</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.00</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>
<b>EARNINGS (for Employees Provident Fund)</b>		
	Basic salary	<b>RM1,690.28</b>
	Total Allowances	
	Yearly salary increment:	
	i) Fixed rate	
	Employer's Contribution Rate	<b>12%</b>
	Employees Contribution Rate	<b>8%</b>
	Last Drawn Salary (as at retirement or stopped working)	<b>RM5,490.28</b>
	i) Amount in Account 1 (without withdrawal)	<b>RM320,200.00</b>
	ii) Amount in Account 2 (without withdrawal)	<b>RM137,228.57</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>1</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>0</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>0</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM3,294.17</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.00</b>
<b>WORK HISTORY (Public Sector Employees)</b>		
	Date of Birth	<b>12/08/1982</b>
	Service Commencement Date	<b>03/01/2006</b>
	Age at service Commencement Date	<b>24</b>
	Grade (N17, N27 or N41)	<b>N41</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Accumulated Leaves	<b>150</b>
	Career Disruptions 1:	
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total months in employment	<b>408</b>
<b>EARNINGS (for Pension Scheme)</b>		
	Basic Salary	<b>RM1,690.28</b>
	Allowances	<b>RM850.00</b>
	Last Drawn Salary	<b>RM5,490.28</b>
	Allowances at last drawn salary	<b>RM850.00</b>

## Chapter 6: Scenario B

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<i>Estimated Monthly Retirement Income</i>		<i>RM82.48</i>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>5.44</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM139.72</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM135.35</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>6.62</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM206.37</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>9.48</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM322.77</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>10.47</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM420.87</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>12.89</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>58</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM78.14</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>5.16</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM132.38</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.20</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM128.24</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>6.27</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM195.52</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.98</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM305.81</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>9.92</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM398.75</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>12.22</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>55</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM70.11</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>4.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM118.76</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>7.35</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM115.05</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>5.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM175.42</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.06</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM274.36</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM357.74</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>10.96</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>

## Chapter 6: Scenario C

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM792.71</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.86</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM807.61</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM834.05</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.73</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>26</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM852.45</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.28</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>26</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,063.07</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>23.17</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>24</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,087.47</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>23.70</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>24</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM745.73</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>27.83</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM766.43</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.60</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM794.21</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.10</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>37</b>
	ii) Age started working	<b>42</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>26</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM819.72</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.94</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>39</b>
	ii) Age started working	<b>44</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>26</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,034.65</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.95</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>43</b>
	ii) Age started working	<b>48</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>24</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,060.21</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.59</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	<b>44</b>
	ii) Age started working	<b>49</b>
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>24</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM909.77</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.13</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM922.45</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.59</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>31</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM974.72</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM990.37</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>27.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>36</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,244.64</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.70</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,265.21</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>41</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM991.12</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,002.26</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.49</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,074.45</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.30</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,088.18</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,378.27</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,396.17</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.15</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## Appendix G: Simulation Results for Chapter 7

### Scenario A

#### Full Employment - SPM

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,281.78</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,341.07</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.83</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,401.08</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>51.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>42</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,462.00</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>53.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>43</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b><i>RMI,525.28</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>55.54</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>44</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,591.10</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>57.93</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>45</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,659.66</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.43</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>46</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,731.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>63.04</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>47</b>

## Full Employment – Diploma

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,429.04</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,501.11</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.93</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,574.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.93</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,648.46</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.95</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,725.57</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>47.06</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,805.73</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>49.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,889.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>51.52</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>42</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,976.22</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>53.89</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>43</b>

## Full Employment – Degree

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,867.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,968.95</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.86</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,071.57</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.73</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,175.97</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,284.32</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.61</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,396.90</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.66</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,514.07</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,636.21</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

## 5 Years Disruption – SPM

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM991.12</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,043.11</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.98</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,095.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,149.51</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.86</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,205.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.88</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,263.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.99</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,323.29</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,386.09</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>50.47</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>42</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,449.33</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>52.77</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>43</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,515.48</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>55.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>44</b>



## 5 Years Disruption – Diploma

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,074.45</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.30</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,137.63</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>31.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,201.85</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.77</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,267.24</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.56</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,335.08</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,405.55</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,478.85</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,555.23</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,632.29</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.51</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,712.84</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.71</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

## 5 Years Disruption – Degree

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,378.27</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,467.08</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.72</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,557.47</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.37</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,649.62</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.05</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,745.16</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>31.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,844.37</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.59</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,947.51</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.47</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,054.94</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.43</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,163.49</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,276.89</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.47</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

## Chapter 7 - Scenario B

### Full Employment – Contribution Rate: 20%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,281.78</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,429.04</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,867.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Contribution Rate: 23%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	<b>0%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,474.05</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>53.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,643.39</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,148.03</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.12</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,602.23</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>58.34</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,786.30</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.71</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,334.82</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.53</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

## Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,759.53</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>64.07</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,943.37</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>52.99</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,519.04</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.88</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>



## 5 Years Disruption

**Contribution Rate: 20%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM991.12</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,074.45</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.30</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,378.27</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>03/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Contribution Rate: 23%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,139.78</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.50</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,235.61</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.69</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,585.00</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.68</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,238.90</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,343.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.62</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,722.83</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.26</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,341.69</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.85</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,437.37</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.20</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,832.22</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.31</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## Chapter 7 – Scenario C

### Pre-Retirement Withdrawal Amount: No Withdrawal

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<i>Estimated Monthly Retirement Income</i>		<b><i>RM1,281.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,429.04</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,867.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Pre-retirement Withdrawal Amount: 30%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,234.76</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.96</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,370.55</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.37</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,788.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Pre-retirement Withdrawal Amount: Both withdrawals at 15%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,168.56</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.55</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	<b>38</b>
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,283.91</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	<b>43</b>
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,644.73</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.96</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>

**Pre-retirement Withdrawal Amount: 1<sup>st</sup> withdrawal – 20%, 2<sup>nd</sup> withdrawal – 10%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,192.42</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.42</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	<b>38</b>
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,314.70</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.85</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	<b>43</b>
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,694.92</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.87</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>



## 5 Years Disruption

### Pre-retirement Withdrawal Amount: No Withdrawal

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM991.12</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,074.45</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.30</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,378.27</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Pre-retirement Withdrawal Amount: 30%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM961.51</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,026.69</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.00</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,299.19</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Pre-retirement Withdrawal Amount: Both withdrawals at 15%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM920.91</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.53</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	<b>38</b>
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM976.35</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.62</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	<b>43</b>
	Total years in employment	<b>31</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,215.39</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>22.76</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>

**Pre-retirement Withdrawal amount: 1<sup>st</sup> withdrawal – 20%, 2<sup>nd</sup> withdrawal – 10%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM935.94</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.08</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	<b>38</b>
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM994.85</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>27.13</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	<b>43</b>
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,245.50</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>23.32</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>

## Full Employment

### Single Pre-retirement Withdrawal Amount: 20%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,251.65</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,391.18</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.94</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,816.24</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.08</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Single Pre-retirement Withdrawal Amount: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,243.20</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.27</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,380.87</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.66</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,802.51</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.83</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Single Pre-retirement Withdrawal Amount: 30%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,234.76</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.96</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,370.55</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.37</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,788.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

## 5 Years Disruption

### Single Pre-retirement Withdrawal Amount: 20%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM972.60</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,043.75</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.46</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,326.65</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.84</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>



## Single Pre-retirement Withdrawal Amount: 25%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM967.05</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.21</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,035.22</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,312.92</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.59</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Single Pre-retirement Withdrawal Amount: 30%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM961.51</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>23</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,026.69</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.00</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>27</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,299.19</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## Scenario D: The impact of interaction between Retirement Age Pre-retirement

### Withdrawal

#### Full Employment ; Pre-retirement Withdrawal Amount: 30%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,788.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,887.90</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.39</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,988.54</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.22</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,090.97</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.08</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,197.24</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,307.67</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.03</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,422.57</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.12</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,542.33</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.31</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

**Full Employment; Pre-retirement Withdrawal Amount: 1<sup>st</sup> withdrawal - 20%, 2<sup>nd</sup> withdrawal – 10%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,694.92</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.87</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,791.68</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,889.98</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.42</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,990.05</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.25</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,093.88</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.14</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,201.74</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.10</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,313.95</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.15</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,430.89</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.28</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>41</b>

## 5 Years Disruption; Pre-retirement Withdrawal Amount: 30%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,299.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,386.03</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.25</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,474.44</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.86</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,564.61</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.50</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,658.09</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.20</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,755.13</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>31.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,856.01</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.81</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,961.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.72</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,067.27</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,178.20</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,294.34</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>68</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,416.29</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>69</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

**5 Years Disruption; Pre-retirement Withdrawal Amount: 1<sup>st</sup> withdrawal - 20%, 2<sup>nd</sup> withdrawal – 10%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,245.50</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>23.32</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,330.99</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,418.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.83</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,506.89</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>27.45</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,598.96</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.12</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,694.53</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.86</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,793.88</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,897.31</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.56</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,001.93</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.46</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,111.18</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.45</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,225.55</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.54</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>68</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,345.61</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.72</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>69</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>

## The impact of interaction between Contribution Rates / Retirement Age

### Full Employment; Contribution Rate: 23%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,148.03</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.12</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,264.30</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,382.31</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.39</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,502.37</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.58</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,626.96</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>47.85</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,756.44</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>50.21</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,891.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>52.66</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,031.64</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>55.22</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

**Full Employment; Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,334.82</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.53</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,461.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.83</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,589.46</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>47.16</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,719.97</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>49.54</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,855.39</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>52.01</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,996.13</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>54.57</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,142.59</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>57.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,295.26</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>60.02</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

## Full Employment; Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,519.04</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.88</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,630.38</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>47.91</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,721.10</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>49.56</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,812.78</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>51.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,908.20</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>52.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,007.65</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>54.78</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,111.44</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>56.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>40</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM3,214.27</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>58.54</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>41</b>

## 5 Years Disruption; Contribution Rate: 23%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,585.00</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.68</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,687.14</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.73</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,791.09</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.62</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,897.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.55</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,006.94</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.55</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,121.02</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,239.64</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,363.18</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.04</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,488.01</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.32</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,618.42</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>47.69</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,755.00</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>50.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>68</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

## 5 Years Disruption; Contribution Rate: 25%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,722.83</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.26</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,833.85</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.40</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,946.84</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.46</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,181.46</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.73</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,305.46</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.99</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,434.39</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>44.34</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,568.67</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,704.36</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>49.26</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,846.11</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>51.84</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,994.57</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>54.54</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>68</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

## 5 Years Disruption; Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,832.22</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>34.31</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,926.32</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>59</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>30</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,999.90</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.43</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>60</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,074.39</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.78</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>61</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>32</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,151.85</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>39.19</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>62</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>33</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,232.52</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.66</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>63</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,316.64</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.20</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>64</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b>RM2,398.83</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.69</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>65</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>36</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,480.86</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.19</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>66</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>37</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,567.01</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>46.76</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>67</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>38</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,657.73</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>48.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>68</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>39</b>

## The impact of interaction between Pre-retirement Withdrawal / Contribution rate

### Full Employment; Pre-retirement Withdrawal – 30%; Contribution Rate: 23%

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,056.61</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.46</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Full Employment; Pre-retirement Withdrawal – 30%; Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,235.15</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>40.71</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>



## Full Employment; Pre-retirement Withdrawal – 30%; Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,403.93</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>43.79</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>34</b>

**Full Employment; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: 23%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,948.35</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>35.49</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>

**Full Employment; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM2,117.30</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>38.56</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>

**Full Employment; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: Age Profile**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM2,268.09</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>41.31</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>34</b>

**5 Years Disruption; Pre-retirement Withdrawal – 30%; Contribution Rate: 23%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,493.58</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>27.97</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**5 Years Disruption; Pre-retirement Withdrawal – 30%; Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,623.17</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.40</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## 5 Years Disruption; Pre-retirement Withdrawal – 30%; Contribution Rate: Age Profile

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RMI,717.11</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.16</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**5 Years Disruption; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: 23%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM1,525.16</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.56</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>



**5 Years Disruption; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: 25%**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,657.49</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>31.04</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>

**5 Years Disruption; Pre-retirement Withdrawal Amount – 1<sup>st</sup> 20%, 2<sup>nd</sup> 10%;**

**Contribution Rate: Age Profile**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,756.58</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>32.89</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	<b>29</b>
	Age at 2nd withdrawal	<b>48</b>
	Total years in employment	<b>29</b>

## Appendix H: Simulation Results for Chapter 8

Scenario A: refer to Appendix F, Scenario A

Scenario B: Early exit (withdraws all of fund at age 50) – ii) No contribution from individual, pension credit from government RM60 per year

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM79.29</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>5.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<i>Estimated Monthly Retirement Income</i>		<b>RM127.18</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>7.88</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM122.37</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>5.99</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM182.03</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.36</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM279.96</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>9.08</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM362.69</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>11.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>



**Early exit (withdraws all of fund at age 50) – iii) No contribution from individual,  
pension credit from government RM500 per year**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM146.64</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>9.68</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM188.92</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>11.70</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM176.03</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>8.61</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b>RM230.53</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>10.59</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM321.03</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>10.41</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>500</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM399.02</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>12.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>

**Early exit (withdraws all of fund at age 50) – iv) Contribution from individual RM 50 per month, pension credit from government RM60 per year**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM171.13</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>11.29</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM211.37</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>13.09</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM195.54</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>9.57</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<i>Estimated Monthly Retirement Income</i>		<b>RM248.17</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>11.40</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM335.97</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>10.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<i>Estimated Monthly Retirement Income</i>		<b>RM412.22</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>12.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>

**Early exit (withdraws all of fund at age 50) – v) Contribution from individual (max contribution per month), pension credit from government of RM60 per year**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>334</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.77</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.72</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>335</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.23</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>42.80</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>389</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.68</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.84</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>385</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.29</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>31.75</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>367</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.06</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>22.42</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>332</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.58</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>21.19</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>

**Early exit (withdrawals all of fund at age 50) – vi) Contribution from individual (max contribution per month), pension credit from government of 50% per month of individual’s contribution**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>50%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>226</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.77</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>45.72</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>21</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>3</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	50%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>227</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM692.07</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>42.85</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>23</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>5</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	50%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>263</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.42</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>33.87</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>26</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>4</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	50%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>260</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.29</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>31.75</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>28</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>6</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	50%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>248</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.06</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>22.42</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>31</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>7</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>50%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>225</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.07</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>21.20</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>33</b>
	ii) Age started working	
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	<b>50</b>
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>9</b>



**Scenario C: Exploring Interruptions (5 years disruption) – ii) No contribution from individual, pension credit contribution from government RM60 per year**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM993.28</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.17</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM1,004.35</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>36.57</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,076.43</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.35</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,090.10</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.73</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RMI,380.09</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>25.84</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>2</b>
	Own Contribution (Yes = 1, No = 0)	<b>0</b>
	Amount Contributed (employee or government)	<b>60</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,397.94</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

**Exploring Interruptions (5 years disruption) – iii) Contribution from individual RM50 per month, pension credit contribution from government RM60 per year**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM1,014.87</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>36.95</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,025.23</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>37.33</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>35</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,096.30</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>29.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RMI,109.32</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>30.25</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>31</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RMI,398.37</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>26.19</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>50</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM1,415.62</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>26.51</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>58</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>29</b>

## Scenario D: 5 years disruption and retires at 50-no contribution

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM648.31</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>23.61</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM657.78</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>23.95</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM667.55</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>21.47</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM679.22</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>21.85</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM832.14</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM847.36</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.48</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

## 10 years disruption and retires at 50- no contribution

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM485.79</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>20.13</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b>Estimated Monthly Retirement Income</b>		<b>RM498.45</b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>20.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM491.13</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>17.69</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM506.77</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>18.25</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM614.02</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>16.94</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>0</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	
	Contribution made ( monthly = 1, yearly = 2)	
	Own Contribution (Yes = 1, No = 0)	
	Amount Contributed (employee or government)	
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM634.76</i></b>
<b>Poverty Level</b>		<b>Below Poverty Level</b>
<b>Replacement Rate Level</b>		<b>17.51</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>



**5 years disruption, retires at 50, government gives pension credit of 5% of their monthly voluntary contribution or a maximum RM60 per year, with own contribution**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>115</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.35</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.21</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>90</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.51</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>25.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>65</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.19</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>22.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>35</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.29</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>22.27</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>0</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM832.14</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>0</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM847.36</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.48</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

**10 years disruption, retires at 50, government gives pension credit of 5% of their monthly voluntary contribution or a maximum RM60 per year, with own contribution**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	<b>5%</b>
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>290</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM693.69</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.74</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>280</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM692.73</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>28.70</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>305</b>
	<i>Estimated Monthly Retirement Income</i>	<b>RM692.15</b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>24.93</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>290</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.79</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>24.92</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>130</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM694.56</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.16</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	5%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>1</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>100</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM695.35</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.18</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

**5 years disruption, retires at 50, government gives pension credit of 12% of monthly voluntary contribution with own contribution**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>104</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM691.06</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.16</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>27</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>84</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.18</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>25.17</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>29</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>27</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>63</b>
	<i>Estimated Monthly Retirement Income</i>	<b>RM691.38</b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>22.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>33</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.30</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>22.24</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>23</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>0</b>
<b>Estimated Monthly Retirement Income</b>		<b>RM832.14</b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.11</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>0</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM847.36</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>20.48</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>21</b>

**10 years disruption, retires at 50, government gives pension credit of 12% of monthly  
voluntary contribution with own contribution**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>260</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.02</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.63</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>253</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.61</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>276</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.58</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.91</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>263</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.51</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>24.91</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>116</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.53</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.07</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	12%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>88</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.64</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.08</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>



**Scenario E: 10 years disruption, retires at 50, own contribution of RM200 per month,  
with pension credit contribution from government per month**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	46%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.58</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	42%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
	<i>Estimated Monthly Retirement Income</i>	<b>RM692.04</b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>28.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	55%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM692.15</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.93</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	47%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.16</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM733.34</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>20.23</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>200</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM750.17</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>20.69</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

**10 years disruption, retires at 50, own contribution of RM150 per month with pension credit contribution from government per month**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	95%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.93</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.67</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	89%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.70</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.66</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	106%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.50</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.91</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	96%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.16</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM703.51</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.40</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>150</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM721.32</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.89</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

**10 years disruption, retires at 50, own contribution of RM120 per month with pension credit contribution from government per month**

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	143%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.30</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>28.64</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>22</b>
	ii) Age started working	<b>32</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	136%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.50</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>28.65</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2000</b>
	Age started working	<b>18</b>
	Salary Grade (N17, N27 or N41)	<b>N17</b>
	Education Level	<b>SPM</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N17</b>
	i) Age stopped working	<b>24</b>
	ii) Age started working	<b>34</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>22</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	157%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.11</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.89</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>27</b>
	ii) Age started working	<b>37</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	145%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM691.16</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>24.90</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2004</b>
	Age started working	<b>22</b>
	Salary Grade (N17, N27 or N41)	<b>N27</b>
	Education Level	<b>Diploma</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N27</b>
	i) Age stopped working	<b>29</b>
	ii) Age started working	<b>39</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>18</b>



<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	8%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
	<b><i>Estimated Monthly Retirement Income</i></b>	<b><i>RM691.34</i></b>
	<b>Poverty Level</b>	<b>OK</b>
	<b>Replacement Rate Level</b>	<b>19.07</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>32</b>
	ii) Age started working	<b>42</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>

<b>PERSON</b>	(Man=1, Woman=0)	<b>0</b>
<b>Private or Public Sector Employee</b>	(Private=1, Public=0)	<b>1</b>
<b>EPF or PS</b>	(EPF = 1, PS = 0)	<b>1</b>
<b>Credits for Women</b>	(Yes = 1, No = 0)	<b>1</b>
	Credit Contribution (%)	0%
	(Basic Contribution = 1, Proposed Contribution = 2)	<b>2</b>
	Contribution made ( monthly = 1, yearly = 2)	<b>1</b>
	Own Contribution (Yes = 1, No = 0)	<b>1</b>
	Amount Contributed (employee or government)	<b>120</b>
<b><i>Estimated Monthly Retirement Income</i></b>		<b><i>RM704.01</i></b>
<b>Poverty Level</b>		<b>OK</b>
<b>Replacement Rate Level</b>		<b>19.42</b>
<b>WORK HISTORY (Private Sector Employees)</b>		
	Date of Birth	<b>08/12/1982</b>
	Date started working	<b>06/01/2006</b>
	Age started working	<b>24</b>
	Salary Grade (N17, N27 or N41)	<b>N41</b>
	Education Level	<b>Degree</b>
	Actual Statutory Age at Retirement	<b>50</b>
	Career Disruptions 1:	
	Grade started to work again (N17, N27, or N41)	<b>N41</b>
	i) Age stopped working	<b>34</b>
	ii) Age started working	<b>44</b>
	Career Disruptions 2:	
	i) Age stopped working	
	ii) Age started working	
	Age plan to withdraw EPF (only at age 50 above if stops working early)	
	Age at 1st withdrawal	
	Age at 2nd withdrawal	
	Total years in employment	<b>16</b>