



MINISTRY OF WOMEN,
FAMILY AND COMMUNITY DEVELOPMENT

Women Empowerment – The Malaysian Contexts

Asia-Pacific Ministerial Forum of MOST

20 March 2017

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Director General

Department of Women Development

Ministry of Women, Family & Community Development Malaysia



Outline

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- **DEMOGRAPHIC OVERVIEW**

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- **INCLUSIVE SOCIETY**

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- **WOMEN EMPOWERMENT – THE MALAYSIAN CONTEXTS**

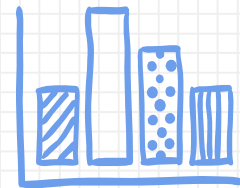
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- **WAY FORWARD**

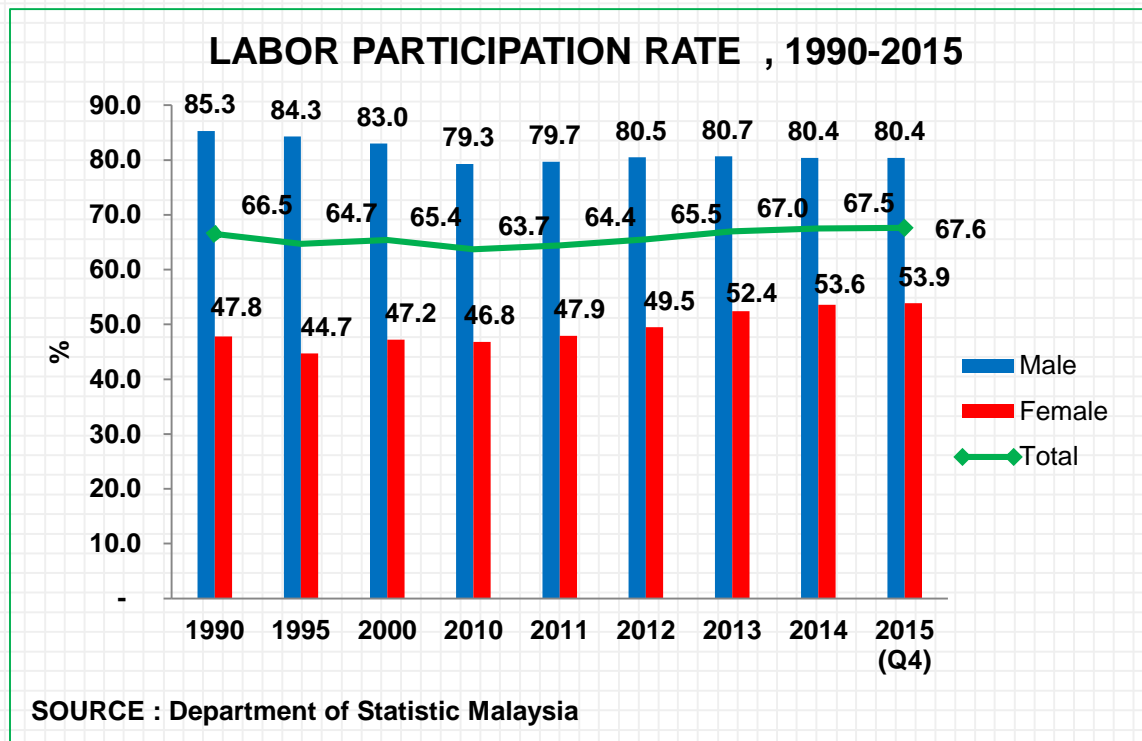
INTRODUCTION

Women in Malaysia (2015)

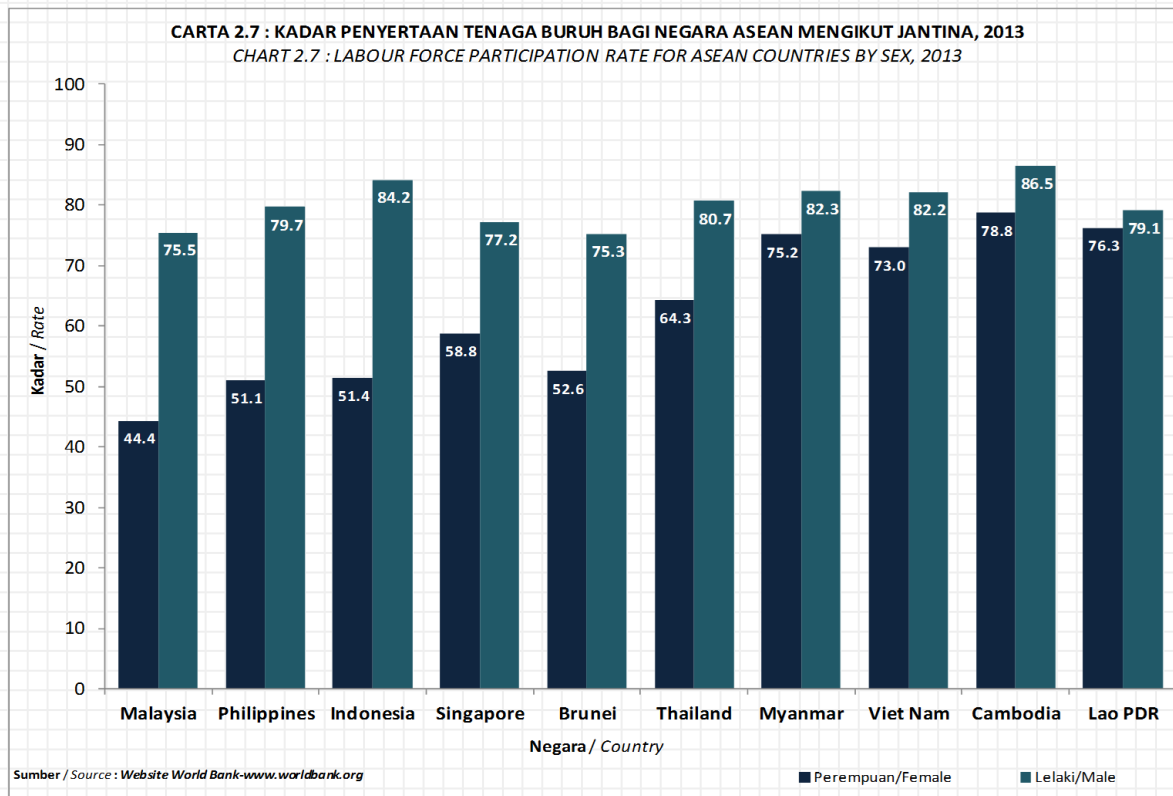
Population	30.10 million
Women in Population	14.8 million (48.7%)
Age 0 - 14 years old	3.76 million (25.4%)
Age 15 - 64 years old	10.14 million (68.4%)
Age 65 years old and above	0.92 million (6.2%)

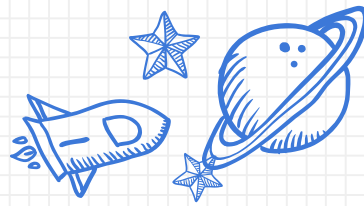


Labour Participation Rate, 1990-2015



Labour Force Participation Rate For ASEAN Countries by Sex, 2013





Definition of Inclusive Society

A society for all in which every individual, each with rights and responsibilities, has an active role to play

- World Summit for Social Development (1995)

A society for everyone built on fundamental values of fairness, equality, social justice, human rights and freedom as well as on the principle of tolerance and diversity

- UNESCO (2012)

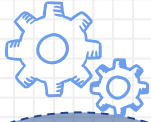
Inclusiveness for:



- ✓ All citizen of Malaysia regardless of gender, ethnicity, socio-economic level and geographical
- ✓ Key driver to individual and societal wellbeing

INCLUSIVE SOCIETY

Social Inclusion



A process by which efforts are made to ensure equal opportunities for all, regardless of their background in order to achieve full potential in life

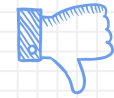


Multi-dimensional process aimed at creating conditions which enable full and active participation of every member of the society

Social Exclusion



Condition (barriers and process) that impede social inclusion



Excluded from fully participating in all aspects of life of the society on the ground of their social identities such as age, gender, race, ethnicity or culture as well as physical, economic and social disadvantages

Elements of Social Inclusion and Exclusion

INCLUSIVE SOCIETY

Social Inclusion

- ✓ Inclusive policies and legislation
- ✓ Access to basic services
- ✓ Access to information and communication
- ✓ Access to resources
- ✓ Adequate income and employment opportunities
- ✓ Respect of diversity
- ✓ Respect of human rights

Social Exclusion

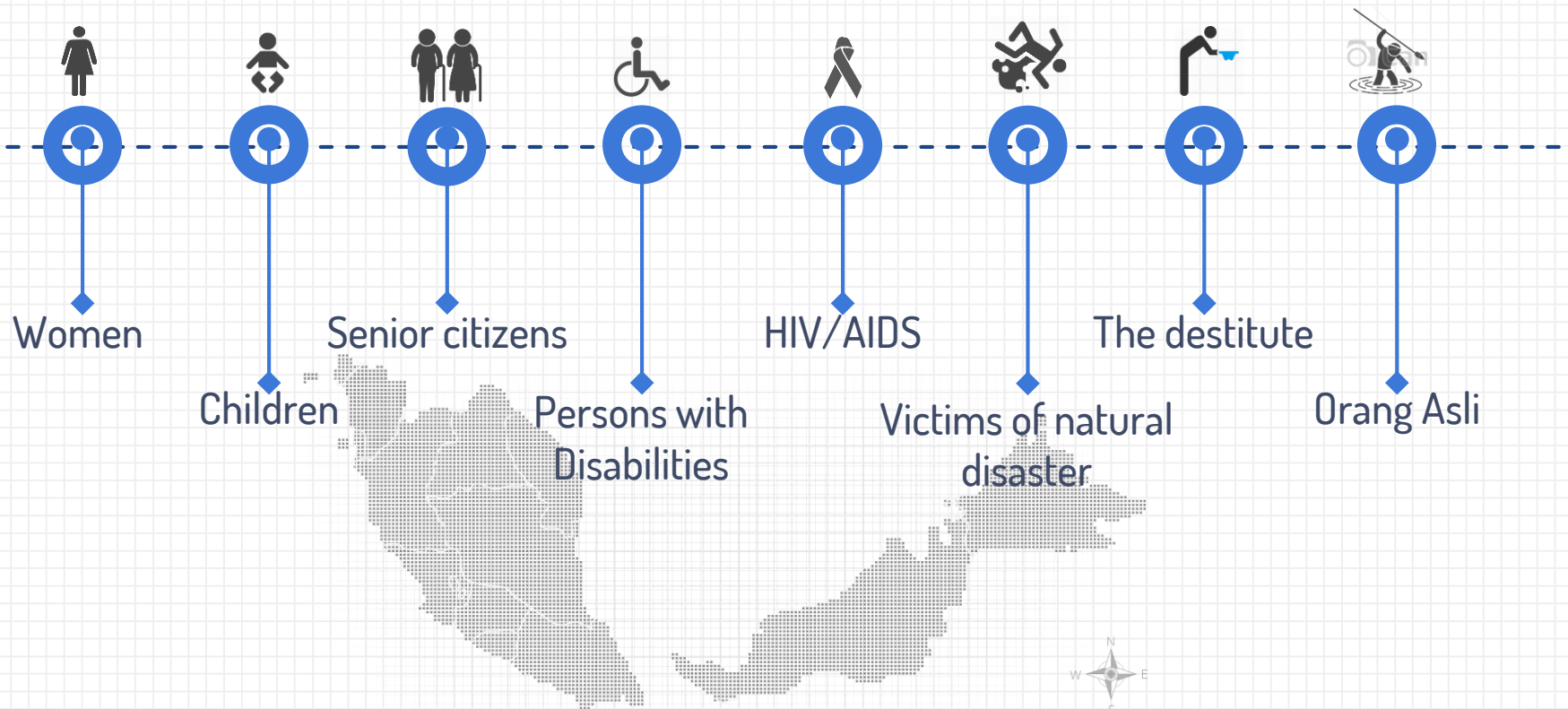
- X Exclusive policies and legislation
- X Discrimination, intolerance, stigma, stereo-typing, sexism, racism, etc
- X Lack of access to basic services
- X Lack of access to employment and economic opportunities
- X Lack of resources to sustain livelihood
- X Lack of information and communication
- X Segregation, violence and abuse
- X Lack of respect of human rights

Prerequisite Elements for Creating An Inclusive Society

- ✓ Legal, regulatory and policy framework must be inclusive
- ✓ Respect for all human rights, freedoms and the rule of law as well as cultural diversities
- ✓ All members of society are able and motivated to participate in civic, social and economic
- ✓ Existence of strong civil societies
- ✓ Universal access to public service infrastructure and facilities
- ✓ Equal access to information and communication
- ✓ Equity in distribution of wealth and resources



Marginalized and Disadvantaged Groups



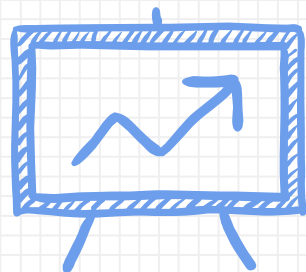


MINISTRY OF WOMEN,
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**Malaysia
ranks**

9th =

**for growth
inclusiveness**



12th
Economic
Inclusiveness

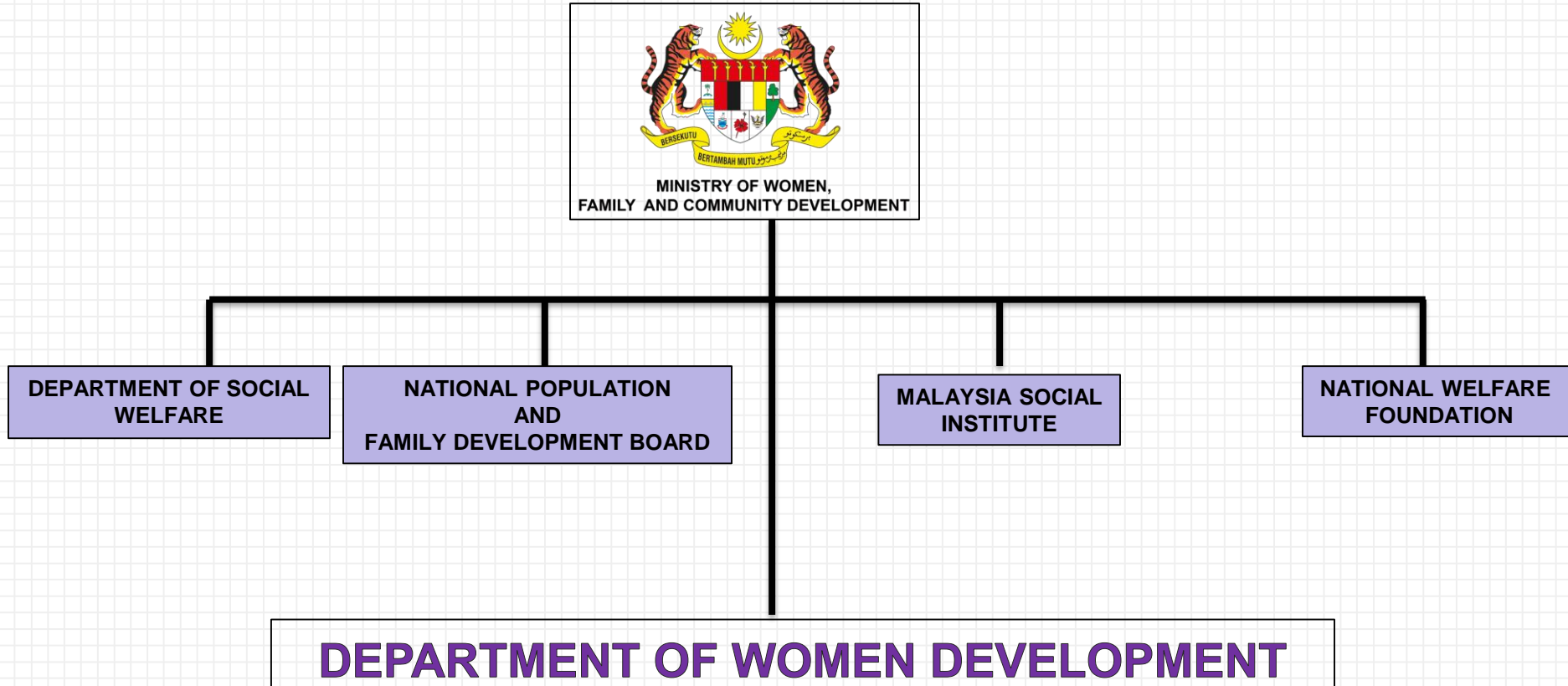
7th
Social
Inclusiveness

2nd
Environmental
Inclusiveness

United Nation Economic and Social Commission (UNESCAP) Survey for Asia Pacific (2015)

EMPOWERMENT OF WOMEN IN MALAYSIA

EMPOWERMENT OF WOMEN IN MALAYSIA



EMPOWERMENT OF WOMEN IN MALAYSIA

VISION

Achieve gender equality as a fundamental basis for Community Development towards the notion of being a Developed Country

To increase participation and capacity of women in various sectors at all levels to contribute and become the agents of national development

MISSION

OBJECTIVE

Enhance the ability of women to contribute to the national development through efficient and effective capacity building programs and support services

EMPOWERING COMMUNITY TO BUILD A PRODUCTIVE AND PROSPEROUS SOCIETY

- Women represents 48.7% of the total population and 61% of the total undergraduates in the country;
- Women plays an important role in the socio-economic development of the country;
- Capitalizing the talents of women at all level and creating more opportunities for them to participate in economy

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RMK-11: Main Programme for Women

EMPOWERMENT OF WOMEN IN MALAYSIA

Increase employment of women to 59% by year 2020

Create a more conducive working environment through flexible working arrangements

Enhance the access and increase the quality of Early Childhood Care and Education System

'Return to Work' program to encourage qualified women who have been out of the workforce

Increase the opportunity to gain knowledge and experience in relevant field including entrepreneurship

NATIONAL POLICY AND PLAN OF ACTION ON WOMEN (1989)

EMPOWERMENT OF WOMEN IN MALAYSIA

Reflection of Government's commitment towards optimizing the potential of women in the social and economic development of the nation.

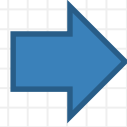


Objectives

- To ensure equitable sharing in the acquisition of resources and information as well as access to opportunities and benefits of development, for both men and women
- To integrate women in all sectors of national development in line with their abilities and needs in order to improve the quality of life, eradicate poverty, abolish ignorance and illiteracy and ensure a peaceful and prosperous nation

EMPOWERMENT OF WOMEN IN MALAYSIA

PLAN OF ACTION FOR THE ADVANCEMENT OF WOMEN



To outline strategies and actions to be undertaken by various government agencies, private sector and non-governmental organisations in enhancing the status of women



Address 13 critical areas of concern

Economy

Legislation

Poverty

Health

Science technology

Education and Training

Media

Religion, Art ,Culture and
Heritage

Violence against Women

Environment

Sports

Politics and decision making

Mechanism Machinery & Institution
for Women Development



EMPOWERMENT OF WOMEN IN MALAYSIA

Women in Malaysia



Target

EMPOWERMENT OF WOMEN IN MALAYSIA

30% of women directors on the boards of public listed companies (PLCs)

Women forms 59% of the workforce by year 2020



Reduce/minimize cases related to women violence

30% Club Malaysia



EMPOWERMENT OF WOMEN IN MALAYSIA



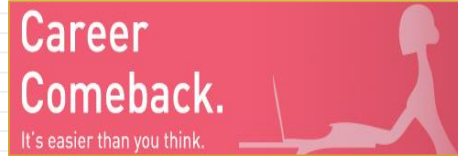
Current Initiative

EMPOWERMENT OF WOMEN IN MALAYSIA

1 FLEXING WORKING HOURS

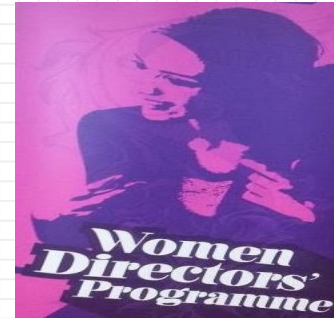


2 CAREER COMEBACK



Reskill & Upskill

3 WOMEN DIRECTORS PROGRAMME



The 30% agenda

EMPOWERMENT OF WOMEN IN MALAYSIA

30% Women In Decision-making Positions In The Public Sector Policy

Announced on 2004

- 2004 : 18.8%
- 2014 : 32.5%
- 2015 (Jun) : 33.0%
- 2016 : 37.10%



30% Women In Decision-making Positions In The Private Sector Policy

Announced on 2011

- | <u>MKD</u> | <u>PLC</u> |
|--------------------|----------------------|
| • 2011: 13% | • 2011: 6% |
| • 2012: 14% | • 2013: 8.6% |
| • 2013: 15% | • 2014: 10.2% |
| • 2014: 17% | • 2015 (Mac) : 10.3% |
| • 2015 (Jun) : 15% | • 2016: 11.8% |
| • 2016: 15.6% | |





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EMPOWERMENT OF WOMEN IN MALAYSIA

WOMEN SECRETARIES GENERAL IN MALAYSIA



Datuk Dr. Rose Lena Lazemi
Ministry of Women, Family
& Development



Tan Sri Dr. Noorul Ainur Mohd. Nur
Ministry Higher Learning



Dato' Sri Dr. Sharifah Zarah Syed Ahmad
Ministry of Communications & Multimedia

WOMEN AS DRIVERS OF ECONOMIC GROWTH IN MALAYSIA



Datuk Seri Dr. Rahamat Bivi Yusoff
Director-General of the Economic
Planning Unit



Dato' Hafsah Hashim
CEO of SME Corp. Malaysia

Is a collaboration between

- All the agencies under the Ministry of Women, Family and Community Development
- Resident Association
- AMANITA
- Village Development and Security Committee (JKKK)
- Friends of Amanah Ikhtiar Malaysia (AIM)
- Non-Governmental Organization (NGO's)
- Single Mother's Association
- Women

Programs conducted by



EMPOWERMENT OF WOMEN IN MALAYSIA

CAPACITY DEVELOPMENT



Legal Literacy
(Women's Rights,
Consumerism,
Domestic Violence and
Sexual Harassment)



ECONOMIC EMPOWERMENT OF WOMEN



Entrepreneurship,
Cooking and
Handicraft programs



SOCIAL AND NEIGHBOURHOOD DEVELOPMENT



Parenting courses,
Health Talks and
Community Welfare



EMPOWERMENT OF WOMEN IN MALAYSIA

Women Empowerment Programme





➤ DeWI (Development of Women Entrepreneurship Initiatives)

Objective

EMPOWERMENT OF WOMEN IN MALAYSIA

- Provide participants with knowledge and skills that can be commercialized and used as a tool for livelihood;
- Assist and provide the opportunity to be independent upon acquiring the knowledge and skills;
- Reduce poverty and improve the quality of life of women and single mothers.

Areas of training



EMPOWERMENT OF WOMEN IN MALAYSIA

- Food / Cooking (Cookies, Frozen Food etc)
- Tailoring
- Handicraft
- Grooming
- Health (Therapeutic Massages)
- Agriculture and Fisheries
- Services
- Retail
- Information Technology

WAY FORWARD

WAY FORWARD

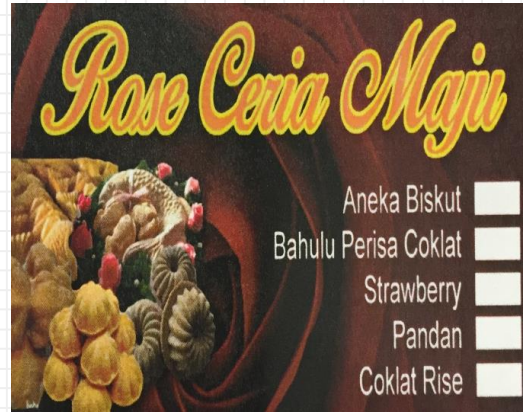
- The Department has made an initiative to promote the product/services provided by the trainees
- This was initiated to increase the income of the successful trainees and as a morale booster
- To encourage more women to market their product and become successful entrepreneurs

Sample of products – Foods



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WAY FORWARD



Sample of Products - Handicraft



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WAY FORWARD

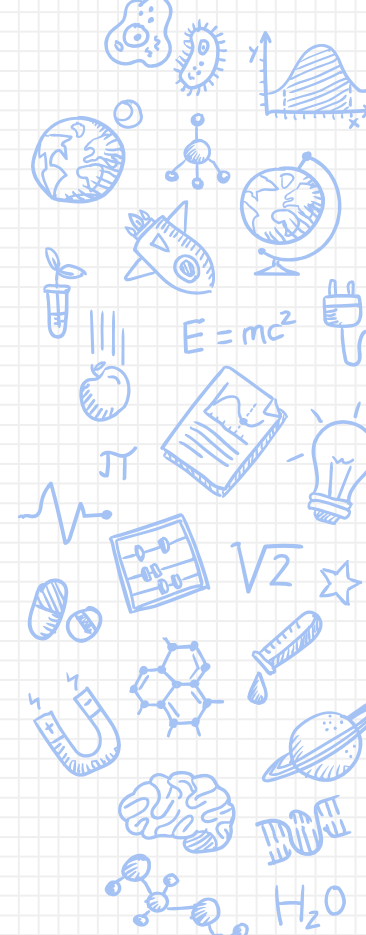
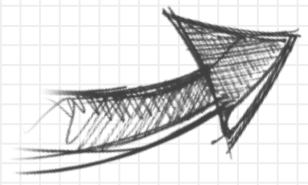




“The betterment of society is not a job to be left to the government but a responsibility to be shared by all”

- David Packard

Changing The Delivery System

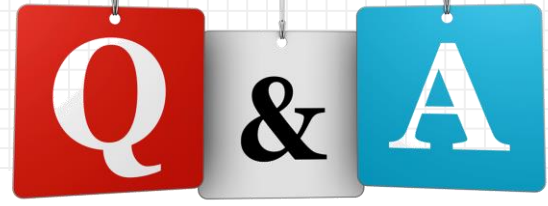




A Big
THANK
YOU!



Discussion



Statistic of trainees



EMPOWERMENT OF WOMEN IN MALAYSIA

YEAR	NO. OF PROGRAMME	PARTICIPANTS
2008	12	324
2009	21	422
2010	39	883
2011	43	837
2012	29	483
2013	76	1490
2014	36	395
2015	25	248
2016	17	188
Total	298	5270

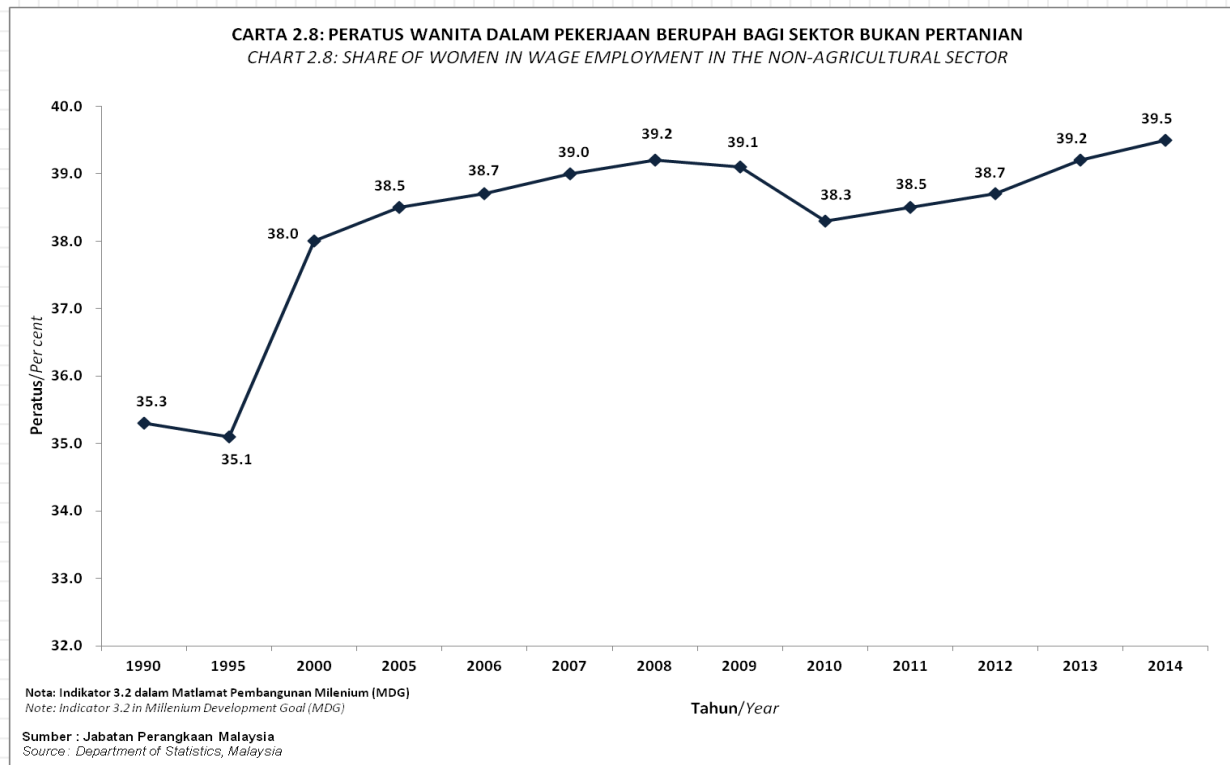
ISSUES AND CHALLENGES



ISSUES AND CHALLENGES

- Invisible women syndrome
- Glass ceiling
- Sticky floor

Percentage of Women in Wage in the Non-Agricultural Sector



Sample of Products -Handicraft



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WAY FORWARD

