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
## Women in Malaysia (2015)

<table>
<thead>
<tr>
<th>Population</th>
<th>30.10 million</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women in Population</td>
<td>14.8 million (48.7%)</td>
</tr>
<tr>
<td>Age 0 - 14 years old</td>
<td>3.76 million (25.4%)</td>
</tr>
<tr>
<td>Age 15 - 64 years old</td>
<td>10.14 million (68.4%)</td>
</tr>
<tr>
<td>Age 65 years old and above</td>
<td>0.92 million (6.2%)</td>
</tr>
</tbody>
</table>
Labour Participation Rate, 1990-2015

LABOR PARTICIPATION RATE, 1990-2015

<table>
<thead>
<tr>
<th>Year (Q4)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>85.3</td>
<td>47.8</td>
<td>66.5</td>
</tr>
<tr>
<td>1995</td>
<td>84.3</td>
<td>44.7</td>
<td>64.7</td>
</tr>
<tr>
<td>2000</td>
<td>83.0</td>
<td>47.2</td>
<td>65.4</td>
</tr>
<tr>
<td>2010</td>
<td>79.3</td>
<td>46.8</td>
<td>63.7</td>
</tr>
<tr>
<td>2011</td>
<td>79.7</td>
<td>47.9</td>
<td>64.4</td>
</tr>
<tr>
<td>2012</td>
<td>80.5</td>
<td>49.5</td>
<td>55.5</td>
</tr>
<tr>
<td>2013</td>
<td>80.7</td>
<td>52.4</td>
<td>67.0</td>
</tr>
<tr>
<td>2014</td>
<td>80.4</td>
<td>53.6</td>
<td>67.5</td>
</tr>
<tr>
<td>2015</td>
<td>80.4</td>
<td>53.9</td>
<td>67.6</td>
</tr>
</tbody>
</table>

SOURCE: Department of Statistics Malaysia
Labour Force Participation Rate
For ASEAN Countries by Sex, 2015

CARTA 2.7: KADAR PENYERTAAN TENAGA BURUH BAGI NEGARA ASEAN MENGIKUT JANINTA, 2013
CHART 2.7: LABOUR FORCE PARTICIPATION RATE FOR ASEAN COUNTRIES BY SEX, 2013

<table>
<thead>
<tr>
<th>Country</th>
<th>Perempuan/Female</th>
<th>Lelaki/Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Malaysia</td>
<td>75.5</td>
<td>44.4</td>
</tr>
<tr>
<td>Philippines</td>
<td>79.7</td>
<td>51.1</td>
</tr>
<tr>
<td>Indonesia</td>
<td>84.2</td>
<td>51.4</td>
</tr>
<tr>
<td>Singapore</td>
<td>77.2</td>
<td>58.8</td>
</tr>
<tr>
<td>Brunei</td>
<td>75.3</td>
<td>52.6</td>
</tr>
<tr>
<td>Thailand</td>
<td>80.7</td>
<td>64.3</td>
</tr>
<tr>
<td>Myanmar</td>
<td>75.2</td>
<td>75.3</td>
</tr>
<tr>
<td>Viet Nam</td>
<td>82.3</td>
<td>73.0</td>
</tr>
<tr>
<td>Cambodia</td>
<td>78.8</td>
<td>86.5</td>
</tr>
<tr>
<td>Lao PDR</td>
<td>76.3</td>
<td>79.1</td>
</tr>
</tbody>
</table>

Definition of Inclusive Society

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


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
**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**

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.

**Condition (barriers and process) that impede social inclusion.**
Elements of Social Inclusion and Exclusion

**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 ☹️**
- Exclusive policies and legislation
- Discrimination, intolerance, stigma, stereotype, sexism, racism, etc
- Lack of access to basic services
- Lack of access to employment and economic opportunities
- Lack of resources to sustain livelihood
- Lack of information and communication
- Segregatum, violence and abuse
- 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

- Women
- Senior citizens
- Persons with Disabilities
- HIV/AIDS
- The destitute
- Victims of natural disaster
- Orang Asli
Malaysia ranks 4th for growth inclusiveness.

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

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

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

- 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
EMPOWERMENT OF WOMEN IN MALAYSIA

Target

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

30% Club MALAYSIA

LEAD THE CHANGE

30% Club MALAYSIA
Current Initiative

EMPOWERMENT OF WOMEN IN MALAYSIA

1. FLEXING WORKING HOURS

2. CAREER COMEBACK

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
  - MKD
    - 2011: 13%
    - 2012: 14%
    - 2013: 15%
    - 2014: 17%
    - 2015 (Jun): 15%
    - 2016: 15.6%
  - PLC
    - 2011: 6%
    - 2013: 8.6%
    - 2014: 10.2%
    - 2015 (Mac): 10.3%
    - 2016: 11.8%
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' Hafsa 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 CAPACITY DEVELOPMENT

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

Programs conducted by ECONOMIC EMPOWERMENT OF WOMEN

Entrepreneurship, Cooking and Handicraft programs

Programs conducted by SOCIAL AND NEIGHBOURHOOD DEVELOPMENT

Parenting courses, Health Talks and Community Welfare
EMPOWERMENT OF WOMEN IN MALAYSIA

Women

Empowerment Programme
Current initiatives

EMPOWERMENT OF WOMEN IN MALAYSIA

DeWI (Development of Women Entrepreneurship Initiatives)
Objective

- 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

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

Government-centre → Community-based
Creating The Ecosystem for Community-based Social Inclusion

- **01** Collaborative Framework
- **02** Productive Welfare
- **03** Social Innovation
- **04** Social Finance Market
## Statistic of trainees

**EMPOWERMENT OF WOMEN IN MALAYSIA**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>NO. OF PROGRAMME</th>
<th>PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>12</td>
<td>324</td>
</tr>
<tr>
<td>2009</td>
<td>21</td>
<td>422</td>
</tr>
<tr>
<td>2010</td>
<td>39</td>
<td>883</td>
</tr>
<tr>
<td>2011</td>
<td>43</td>
<td>837</td>
</tr>
<tr>
<td>2012</td>
<td>29</td>
<td>483</td>
</tr>
<tr>
<td>2013</td>
<td>76</td>
<td>1490</td>
</tr>
<tr>
<td>2014</td>
<td>36</td>
<td>395</td>
</tr>
<tr>
<td>2015</td>
<td>25</td>
<td>248</td>
</tr>
<tr>
<td>2016</td>
<td>17</td>
<td>188</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>298</strong></td>
<td><strong>5270</strong></td>
</tr>
</tbody>
</table>
ISSUES AND CHALLENGES

- Invisible women syndrome
- Glass ceiling
- Sticky floor
Percentage of Women in Wage in the Non-Agricultural Sector
Sample of Products - Handicraft

WAY FORWARD