



SURVEY ON COUNTRY GENDER PROFILE OF MALAYSIA

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Preface

This report is the outcome of the Survey on Country Gender Profile of Malaysia commissioned by JICA Malaysia Office to PE Research.

The study is to stimulate gender mainstreaming in JICA's activities by providing basic information regarding gender in Malaysia to assist JICA to integrate gender perspective in their daily duties. The profile will serve as reference material when JICA formulates its assistance plans, projects and activities and conducts preliminary surveys which are gender responsive, specialising in a country or a region in addition to schemes and themes.

The profile can be used as a means to gain gender-related information on a relevant country or to understand a country from gender perspective especially for newly assigned staff members or for those who have interest in a country.

The report of the survey is expected to be used to raise awareness on gender among staff members through seminars or workshops and will be uploaded on JICA's homepage open to public so that all interested persons could access it.

PE Research Sdn Bhd

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Abbreviations

| | |
|-----------|--|
| 3MP | Third Malaysia Plan (1976-1980) |
| 6MP | Sixth Malaysia Plan (1991-1995) |
| 7MP | Seventh Malaysia Plan (1996-2000) |
| 8MP | Eighth Malaysia Plan (2001-2005) |
| 9MP | Ninth Malaysia Plan (2006–2010) |
| 10MP | Tenth Malaysia Plan (2011-2015) |
| ADB | Asian Development Bank |
| AIDS | Acquired Immune Deficiency Syndrome |
| AIM | Amanah Ikhtiar Malaysia |
| ART | Anti-Retroviral Therapy |
| ASEAN | Association of Southeast Asian Nations |
| AUSAID | Australian Agency for International Development |
| AWAM | All Women’s Action Society |
| CEDAW | Convention on the Elimination of Discrimination Against Women |
| CEO | Chief Executive Officer |
| CIDA | Canadian International Development Authority |
| CPR | Contraceptive Prevalence Rate |
| CSR | Corporate Social Responsibility |
| DANIDA | Danish International Development Authority |
| DMC | Developing Member Countries |
| DOS | Department of Statistics |
| DVA | Domestic Violence Act |
| DWD | Department for Women Development |
| EC | Commission of the European Communities |
| FAS | Frauen An Stiftung |
| FINIDA | Finland International Development Authority |
| FRHAM | Federation of Reproductive Health Association of Malaysia |
| GDP | Gross Domestic Product |
| GLC | Government-linked Companies |
| HAWA | Secretariat for Women's Affairs |
| HIV | Human Immunodeficiency Virus |
| I-KeuNITA | <i>Jejari Bestari dan Inkubator Keusahawanan Wanita</i> |
| I-KIT | Intensive Skill Training for Single Mother |
| ILO | International Labour Organization |
| ISM | <i>Institut Sosial Malaysia</i> (Social Institute of Malaysia) |

| | |
|------------|---|
| JAG | Joint Action Group for Gender Equality |
| JAG-VAW | Joint Action Group against Violence Against Women |
| JICA | Japan International Cooperation Agency |
| JKM | <i>Jabatan Kebajikan Masyarakat</i> (Department of Social Welfare) |
| LFPR | Labour Force Participation Rate |
| KANITA | Women's Development Research Centre |
| LPPKN | <i>Lembaga Penduduk dan Pembangunan Keluarga Negara</i> (National Population and Family Development Board) |
| MDGs | Millennium Development Goals |
| MWA | Ministry of Women Affairs |
| MWFCD | Ministry of Women, Family and Community Development |
| MWFD | Ministry of Women and Family Development |
| NACIWID | National Advisory Council on the Integration of Women in Development |
| NAM | Non-Aligned Movement |
| NCWO | National Council of Women's Organisation |
| NGOs | non-governmental organisations |
| NIEW | NAM Institute for the Empowerment of Women |
| NKRAs | National Key Result Areas |
| NPW | National Policy on Women |
| NORAD | Norwegian Agency for Development Cooperation |
| NOVIB | Netherlands Organisation for International Development Cooperation |
| ODA | Official Development Assistance |
| PMTCT | Prevention of Mother to Child Transmission |
| RETA | Regional Technical Assistance |
| SAWO | Sabah Action Women's Resource Group |
| SIDA | Swedish International Development Authority |
| SIS | Sisters in Islam |
| SWDM | Social Welfare Department of Malaysia |
| SWWS | Sarawak Women for Women's Society |
| TEVT | Technical Education and Vocational Training |
| TC | Technical Cooperation |
| UNDP | United Nations Development Programme |
| UNESCO | United Nations Educational, Scientific and Cultural Organisation |
| UNICEF | United Nations Children's Fund |
| UNIFEM | United Nations Development for Women |
| UNFPA | United Nations Population Fund |
| UNGASS | United Nations General Assembly Special Session |
| UNU/INTECH | United Nations University/Institute for New Technology |
| USM | <i>Universiti Sains Malaysia</i> |
| VAW | Violence Against Women |

WCC Women's Centre for Change (previously known as Women's Crisis Centre)
WID Women in Development
WGPA Women and Girls Protection Act

1. BASIC PROFILE

1.1 Socio-Economic Profile

International Development Indicators

| Human Development Index ¹⁾ | Gender-related Development Index | Gender Empowerment Measurement (Value) | Gender Inequality Index ¹⁾ |
|---------------------------------------|--------------------------------------|--|---------------------------------------|
| 0.761 / rank 61 (2011) | 0.802 / rank 58 (2008) ¹⁾ | 0.542 / rank 68 (2009) ¹⁾ | 0.286 / rank 43 (2011) |
| 0.758 (2010) | | | 0.305 (2005) |
| 0.705 (2000) | 0.811 / rank 63 (2007) ²⁾ | 0.504 / rank 65 (2007) ²⁾ | 0.311 (2000) |
| 0.674 (1995) | | | 0.352 (1995) |

1) UNDP, Human Development Report, Various Years

2) NAM Institute for the Empowerment of Women (NIEW), Country Profiles & Gender Database of NAM Member Countries (http://www.niew.gov.my/niew/en/download/doc_download/69-malaysia)

Demographic Indicators

| Population ³⁾ | | Urban Population ⁴⁾ | | Population Growth Rate (%) ⁵⁾ | Total Fertility Rate ⁵⁾ |
|--|------------------------|--|------------------------|--|------------------------------------|
| Total (million) | % of female population | % of urban population | % of female population | | |
| 28.30 (2010) | 49.6 (2010) | 71.0 (2010) | 34.7 (2010) | 1.3 (2009) | 2.2 (2009) |
| 23.50 (2000) | 49.1 (2000) | | | 1.3 (2008) | 2.3 (2008) |
| Life Expectancy (at birth) ³⁾ | | Households Number by Head of Households (HH) ⁶⁾ | | | |
| Male | Female | Total | Male-headed | Female-headed | |
| 71.6 (2008) | 76.4 (2008) | 4,777,576 (2000) | 4,114,315 (2000) | 663,261 (2000) | |
| 71.5 (2007) | 76.3 (2007) | | | | |

3) Ministry of Women, Family and Community Development, Statistics on Women, Family and Community 2011

4) Department of Statistic Malaysia, Population Distribution and Basic Demographic Characteristics 2010

5) Department of Statistic Malaysia, Social Statistics Bulletin, 2010

6) Department of Statistic Malaysia, Household Characteristics, 2000

Economic Indicators

| GNI/Capita (Atlas method) | Growth Rate of GDP ⁸⁾ | GDP Implicit Deflator ⁹⁾ | Gini Index ¹⁰⁾ | Net ODA Received (% of GNI) ¹¹⁾ |
|---------------------------------|----------------------------------|-------------------------------------|---------------------------|--|
| US\$ 7,900 (2010) ⁷⁾ | 7.2% (2010) | -6.7% (2009) | 46.2 (2009) | 0.08 (2009) |
| US\$ 7,350 (2009) ⁹⁾ | -1.6% (2009) | 10.2% (2008) | 49.2 (1997) | 0.07 (2008) |

7) World Development Indicators database, World Bank, 1 July 2011

8) Yearbook of Statistic Malaysia, 2010

9) Worldbank, Malaysia at a glance (http://devdata.worldbank.org/AAG/mys_aag.pdf)

10) CIA Factbook, Distribution of Family Income - Gini index (<https://www.cia.gov/library/publications/the-world-factbook/fields/2172.html>)

11) Worldbank Data (<http://www.worldbank.org/>)

Public Sector Expenditure on Sectors

| Health | Education | Women, Community and Development | Defence | Reference |
|-------------|--------------|----------------------------------|-------------|--|
| 7.1% (2011) | 16.7% (2011) | 0.6% (2011) | 6.5% (2011) | Government Budget Info for Various Years |
| 7.7% (2010) | 15.9% (2010) | 0.6% (2010) | 5.8% (2010) | |

Labour Indicators

| Year | Labour Force | | Unemployment | | Reference |
|------|---------------------|------------------------|-------------------|------------------------|--|
| | Total No. (million) | % of Female Population | Unemployment Rate | % of Female Population | |
| 2010 | 11.5 | 46.1% | 3.4% | 3.6% | Department of Statistic Malaysia, Labour Force Survey Time Series Data |
| 2009 | 11.3 | 46.4% | 3.7% | 3.8% | |
| 2008 | 11.0 | 45.7% | 3.3% | 3.7% | |

Employment Rate

| Industry | 2009 | | 2010 | | Reference |
|--|-----------------------|------------------------|-----------------------|------------------------|---|
| | % of total employment | % of Female Employment | % of total employment | % of Female Employment | |
| Agriculture, forestry & fishing | 13.5 | 9.0 | 13.3 | 8.5 | Department of Statistic Malaysia, Labour Force Survey, 2010 |
| Mining and quarrying | 0.6 | 0.2 | 0.5 | 0.2 | |
| Manufacturing | 16.6 | 17.5 | 16.9 | 17.9 | |
| Electricity, gas & water supply | 0.5 | 0.2 | 1.1 | 0.6 | |
| Construction | 9.3 | 2.0 | 9.1 | 2.3 | |
| Services | 57.1 | 64.9 | 57.0 | 65.2 | |
| Private households with employed persons | 2.4 | 6.1 | 2.1 | 5.4 | |

Women in Decision-Making, Malaysia (Share of women)

| Government | | | Private Sector | | Reference |
|---------------|-------------|--------------------------------|----------------|-------------|---|
| In Parliament | Ministers | Deputy Ministers or Equivalent | Managers | Technicians | |
| 10.4% (2010) | 7.1% (2010) | 16.7% (2010) | NA | NA | MWFCD, Statistics on Women, Family and Community 2011 |

Minister and Deputy Minister by Sex, Malaysia, 2009-2010

| | 2009 | | | | 2010 | | | |
|------------------|-----------|-----------|-----------|-------------|-----------|----------|-----------|-------------|
| | Male | Female | Total | % Female | Male | Female | Total | % Female |
| Cabinet Minister | 26 | 2 | 28 | 7.1 | 26 | 2 | 28 | 7.1 |
| Deputy Minister | 32 | 8 | 40 | 20.0 | 35 | 7 | 42 | 16.7 |
| Total | 58 | 10 | 68 | 14.7 | 61 | 9 | 70 | 12.9 |

Reference: MWFCD, Statistics on Women, Family and Community 2011

Women at Decision-Making Level in the Public Sector, Malaysia, 2010

| | 2010 | | | |
|--|------------|-----------|------------|-------------|
| | Male | Female | Total | % Female |
| Chief Secretary to the Government | 1 | 0 | 1 | 0.0 |
| Secretary General | 20 | 4 | 24 | 16.7 |
| Deputy Secretary General | 40 | 17 | 57 | 29.8 |
| Director Generals, Director and General Manager Statutory Body | 35 | 8 | 43 | 18.6 |
| Director Generals Federal Department | 92 | 18 | 110 | 16.4 |
| Total | 188 | 47 | 235 | 20.0 |

Reference: MWFCD, Statistics on Women, Family and Community 2011

Health Profile

Infant Mortality Rate

| Total (per 1000 birth) | Female | Reference |
|------------------------|------------|--|
| 6.3 (2010) | NA | Department of Statistics Malaysia, Demographic Indicators 2010 |
| 7.0 (2009) | 6.3 (2009) | Ministry of Health, Health Fact 2010 |
| 6.2 (2008) | 5.6 (2008) | |

Under-five Mortality Rate

| Total (per 1000 live births) | Female (per 1000 live births) | Reference |
|------------------------------|-------------------------------|--------------------------------------|
| 8.7 (2009) | 7.9 (2009) | Ministry of Health, Health Fact 2010 |
| 8.0 (2008) | 7.2 (2008) | |

Reproductive Health

| Contraceptive Prevalence Rate | Rate of Births Attended by Trained Personnel | Reference |
|--|--|--|
| 54.5 (2007) (15-49 years old) ¹²⁾ | 98.6% (2008) ¹³⁾ | 12) MDG 5: Improve Maternal Health, The Asian-Pacific Resource & Research Centre for Women 13) Speech by YB Dato ^o Sri Liow Tiong Lai, Minister of Health, The Sixty- Third World Health Assembly, 17-05-2010 Geneva, Switzerland (http://www.moh.gov.my/speeches/711) |
| Maternal Mortality Ratio (per 100000 birth) ¹⁴⁾ | Total Fertility Rate ¹⁵⁾ | |
| 28.0 (2009) | 2.2 (2009) | 14) Ministry of Health, Health Fact 2010 |
| 27.3 (2008) | 2.3 (2008) | 15) MWFC, Statistics on Women, Family and Community 2011 |
| Average Age of First Marriage | | |
| Men | Women | |
| 28.0 (2010) | 25.7 (2010) | DOS Malaysia, Population Distribution and Basic Demographic Characteristics, 2000-2010 |

HIV/AIDS

| HIV Prevalence | | | | % of Population Aged 15-24 with Comprehensive Knowledge of HIV/AIDS | | Reference |
|---|-----------------------------|-------------------------------|----------------|---|--------|--|
| Total (% of population 15-49 years old) | Male (% of 15-24 years old) | Female (% of 15-24 years old) | | Male | Female | Worldbank Data (http://www.worldbank.org/) |
| | | Total | Pregnant Women | | | |
| 0.5 (2009) | 0.1 (2009) | 0.1 | NA | NA | NA | |
| 0.5 (2008) | | | NA | NA | NA | |

1.2 Education Profile

Education System

| Primary | Secondary | Tertiary | Reference |
|---------|-----------|-----------|---------------------------------------|
| 6 years | 5 years | 3-4 years | Ministry of Higher Education Malaysia |

Adult Literacy Rate (Aged 15 and above)

| Total ^{*21)} | Male | Female | Reference |
|-----------------------|-------------|-------------|--|
| 93.1 (2010) | NA | NA | 21) Economic Planning Unit, The Malaysian Economy in Figures, Various Years |
| 92.0 (2009) | 95.0 (2009) | 90.0 (2009) | Worldbank Data (http://www.worldbank.org/) |
| 93.8 (2000) | 93.8 (2000) | 86.6 (2000) | MWFC, Statistics on Women, Family and Community 2011 |
| 85.0 (1990) | 88.6 (1990) | 77.3 (1990) | |

Enrolment

| Year | | Enrolment Rate | | | Reference |
|---------------------|------|----------------------------|----------------------------|----------------------------|---|
| | | Total ('000) | Male (%) | Female (%) | |
| Primary Education | 2010 | 2,899 | 51.5 | 48.5 | Ministry of Education Malaysia, Malaysia Educational Statistic, 2008-2010 |
| | 2009 | 2,959 | 51.5 | 48.5 | |
| | 2008 | 3,154 | 51.4 | 48.6 | |
| Secondary Education | 2010 | Lower: 1,409 Upper: 833 | Lower:50.8 Upper: 49.1 | Lower: 49.2 Upper: 50.9 | |
| | 2009 | Lower: 1,403 Upper: 827 | Lower: 50.7 Upper: 49.1 | Lower: 49.3 Upper: 50.9 | |
| | 2008 | Lower: 1,397 Upper: 808 | Lower: 50.8 Upper: 49.1 | Lower: 49.2 Upper: 50.9 | |

Tertiary Education

| Year | Institutions of Higher Education | Enrolment Rate | | | Reference |
|------|----------------------------------|----------------|----------|------------|---|
| | | Total | Male (%) | Female (%) | |
| 2010 | Public | 462,780 | 39.9 | 60.1 | Statistics of Higher Education Malaysia, 2009-2010 |
| | Private | 541,629 | 46.3 | 53.7 | |
| 2009 | Public | 435,994 | 39.9 | 60.1 | |
| | Private | 483,694 | 47.5 | 52.5 | |
| 2008 | Public | 417,867 | 40.0 | 60.0 | MWFCD, Statistics on Women, Family and Community 2011 |
| | Private | 399,852 | 44.6 | 55.4 | |
| 2007 | Public | 382,997 | 40.3 | 59.7 | |
| | Private | 366,160 | 47.3 | 52.7 | |

Enrolment in Higher Education Institutions

| | | 2007 | | 2008 | | 2009 | |
|--------------|-----------------------|---------|---------|---------|---------|---------|---------|
| | | Public | Private | Public | Private | Public | Private |
| Certificate | Male | 6,056 | 38,042 | 4,836 | 29,318 | 6,995 | 35,799 |
| | Female | 7,824 | 37,018 | 6,755 | 31,299 | 9,000 | 28,108 |
| | Total | 13,880 | 75,060 | 11,591 | 60,617 | 15,995 | 63,907 |
| | % Female (over total) | 56.4 | 49.3 | 58.3 | 51.6 | 56.3 | 44.0 |
| Diploma | Male | 31,939 | 65,492 | 34,940 | 73,112 | 33,630 | 80,417 |
| | Female | 44,406 | 79,211 | 49,887 | 104,661 | 48,578 | 110,666 |
| | Total | 76,345 | 144,703 | 84,827 | 177,773 | 82,208 | 191,083 |
| | % Female (over total) | 58.2 | 54.7 | 58.8 | 58.9 | 59.1 | 57.9 |
| First Degree | Male | 94,337 | 66,439 | 101,715 | 70,736 | 102,119 | 104,423 |
| | Female | 153,544 | 74,620 | 168,441 | 80,855 | 169,893 | 108,413 |
| | Total | 247,881 | 141,059 | 270,156 | 151,591 | 272,012 | 212,836 |
| | % Female (over total) | 61.9 | 52.9 | 62.3 | 53.3 | 62.5 | 50.9 |

| | | 2007 | | 2008 | | 2009 | |
|-----------------------|-----------------------|--------|---------|--------|---------|--------|---------|
| | | Public | Private | Public | Private | Public | Private |
| Post Graduate Diploma | Male | 1,530 | NA | 1,008 | NA | 1,593 | 762 |
| | Female | 2,811 | NA | 1,948 | NA | 4,637 | 822 |
| | Total | 4,341 | NA | 2,956 | NA | 6,230 | 1,584 |
| | % Female (over total) | 64.8 | NA | 65.9 | NA | 74.4 | 51.9 |
| Masters | Male | 14,321 | 2,578 | 17,063 | 4,398 | 20,575 | 7,222 |
| | Female | 16,062 | 1,794 | 19,031 | 4,142 | 24,305 | 5,250 |
| | Total | 30,383 | 4,372 | 36,094 | 8,540 | 44,880 | 12,472 |
| | % Female (over total) | 52.9 | 41 | 52.7 | 48.5 | 54.2 | 42.1 |
| PhD | Male | 6,293 | 617 | 7,526 | 799 | 8,892 | 1,237 |
| | Female | 3,874 | 349 | 4,717 | 532 | 5,777 | 575 |
| | Total | 10,167 | 966 | 12,243 | 1,331 | 14,669 | 1,812 |
| | % Female (over total) | 38.1 | 36.1 | 38.5 | 40 | 39.4 | 31.7 |

Source: MWFC, Statistics on Women, Family and Community 2011

Tertiary Level Enrolment by Field of Study by Gender %

| Science | | Arts & Social Science | | Technical | |
|-------------|-------------|-----------------------|-------------|-------------|-------------|
| Male | Female | Male | Female | Male | Female |
| 37.1 (2009) | 62.9 (2009) | 32.9 (2009) | 67.1 (2009) | 61.4 (2009) | 38.6 (2009) |

Source: MWFC, Statistics on Women, Family and Community 2011

1.3 Millennium Goal Indicators

MDG3: Promote Gender Equality and Empower Women

| | Ratio | Year |
|---|-------|------|
| Primary (ratio of girls enrolment rate to that of boys) | 1.00 | 2004 |
| Secondary (ratio of girls enrolment rate to that of boys) | 1.14 | 2004 |
| Tertiary (ratio of girls enrolment rate to that of boys) | 1.31 | 2004 |
| Ratio of literate women to men of 16-24 year olds | 1.00 | 2004 |
| Share of women in wage employment in the non-agriculture sector (%) | 38 | 2004 |
| Proportion of seats held by women in national parliament (%) | 9.1 | 2004 |

Source: UNDP Malaysia, MDG3, Malaysia Millennium Development Goals at 2010

Achieving gender equality and empowering women are necessary to achieve social, economic and political development. Educating girls is the key. In Malaysia enrolment rates of girls are equal to, or exceed, those of boys at all levels of schooling. A key challenge now is to increase enrolment and retention rates of boys.

Proportion of Seats Held by Women in National Parliament

| Seats Held by Women | | Total Number of Seats | | Seats Held by Men | | Seats Held by Women | | Reference |
|---------------------|------|-----------------------|-----|-------------------|-----|---------------------|----|---|
| Year | % | Year | No | Year | No | Year | No | |
| 2010 | 10.4 | 2010 | 222 | 2010 | 199 | 2010 | 23 | MWFCD, Statistics on Women, Family and Community 2011 |
| 2008 | 10.4 | 2007 | 222 | 2007 | 199 | 2007 | 23 | |

MDG5: Improve Maternal Health

| | Ratio | Year |
|---|-------|------|
| Maternal mortality ratio per 100,000 live births | 27 | 2004 |
| Proportion of births attended by skilled health personnel (%) | 98.4 | 2006 |
| Contraceptive use among currently married women 15-49 year-olds, any method (%) | 51.9 | 2004 |
| Adolescent birth rate, per 1,000 women | 13 | 2004 |
| Antenatal care coverage (at least one visit) | 97.2 | 2006 |

Source: UNDP Malaysia, MDG5, Malaysia Millennium Development Goals at 2010

As poverty decreases and maternal and child health care increase, child mortality declines. In Malaysia, infant and child mortality rates have declined dramatically over the past three and a half decades. Current levels are now comparable to those of highly developed countries and MDG targets have been met.

Maternal Mortality Ratio (per 100000 live birth)

| Year | % |
|------|------|
| 2007 | 29.0 |
| 2000 | 30.6 |

Reference: UNDP, Malaysia, The Millennium Development Goals 2010

Birth Attended by Skilled Health Personnel (%)

| Year | % |
|------|------|
| 2008 | 97.6 |
| 1990 | 74.2 |

Reference: UNDP, Malaysia, The Millennium Development Goals 2010

Contraceptive Prevalence Rate (Current Contraceptive Use among Married Women 15-49 years old)

| Traditional | | Pill | | Condom | | Tubal Ligation | | Reference |
|-------------|------|------|------|--------|------|----------------|------|---|
| Year | % | Year | % | Year | % | Year | % | |
| 2004 | 17.8 | 2004 | 26.8 | 2004 | 14.0 | 2004 | 12.7 | UNDP, Malaysia, The Millennium Development Goals 2010 |

Adolescent Birth Rate (per 1000 women)

| Year | % |
|------|----|
| 2007 | 13 |
| 1991 | 28 |

Reference: UNDP, Malaysia, *The Millennium Development Goals 2010*

Antenatal Care Coverage

| At Least One Visit (%) | | At Least Four Visits (%) | Reference |
|------------------------|------|--------------------------|--|
| 2007 | 94.4 | NA | UNDP, Malaysia, <i>The Millennium Development Goals 2010</i> |

Unmet Need for Family Planning

| Total (%) | | Spacing (%) | Limiting (%) | Reference |
|-----------|----------------------------------|-------------|--------------|--|
| 2004 | 24.7 (Peninsular Malaysia) | NA | NA | UNDP, Malaysia, <i>The Millennium Development Goals 2010</i> |

2 GOVERNMENT POLICY ON GENDER

2.1 Introduction

Over the last few decades, women have benefited from the economic development that has taken place in the country, particularly in regard to their participation in the labour force and access to educational opportunities, maternal health services and other social amenities. Yet, the subordinate position of women is still apparent. Women are still disproportionately represented in the lower end of the job hierarchy; they are under-representation in political and other decision-making bodies; and they have limited access to credit, and other forces of production. In addition, women have little support in fulfilling both productive and reproductive roles; they encounter laws that discriminate against them; and their contribution to the household and family's welfare is not given due recognition thus denying them access to, and opportunities for, development. Women's subordinate position also makes them a target of violence and they are often victims of sexual harassment.

This section of the report is drawn largely from the various Malaysian development plans, the information and documents from the Ministry of Women, Family and Community Development as well as from recent studies and publications by gender specialists.

2.2 Government Policy on Gender

Gender as a development focus was first mentioned in the **Third Malaysia Plan (3MP)** (1976-1980) as women were being encouraged to actively participate in development and to contribute to the economy. In the 3MP it was stated that "the contribution of women to the evolution of a strong and self-reliant society in Malaysia needs to be appreciated and taken into consideration in the agenda for rapid development and progress."¹ Gender issues continued to be given prominence and in 1989, the first **National Policy on Women (NPW)** (see Box 1) was formulated thus making the first positive step to acknowledge the significant role of women in national development.

Box 1: Objectives of First National Policy for Women, 1989

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; and

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.

Source: Sixth Malaysia Plan, 1991-1995, pp 413

Under the **Sixth Malaysia Plan (6MP)** (1991-1995), a full chapter on "Women in Development" was included as the Government of Malaysia recognised that women were a vital economic resource and that "the Government's goal is, therefore, to integrate women as equal partners in nation building"². This acknowledgement was an important milestone towards gender equality³. The NPW, which covered aspects pertaining to health, education

¹ Third Malaysia Plan. 1976-1980, pp105.

² Sixth Malaysia Plan, 1991-1995, pp 427.

³ Ng, Cecilia, Gender and Rights: Analysis for Action, 2011.

and training, law, employment, power sharing, sports, media, religion, and culture, set the stage for additional initiatives to empower women under subsequent development plans.

The **Seventh Malaysia Plan** (7MP) (1996-2000) continued the government's efforts and strategies to promote the role and position of women in Malaysian society. The strategies employed during the 7MP period included the further improvement of employment conditions, education and training opportunities, health status, and legal and institutional framework. In addition, an action plan⁴ to operationalise the NPW was formulated for implementation, focussing on:

- Strengthening the national machinery for the integration of women in development;
- Increasing public awareness and sensitivity towards issues relating to women;
- Mobilising NGOs to increase efficiency and effectiveness in undertaking socio-economic programmes;
- Encouraging positive action for the advancement of women in various fields; and
- Promoting the role of women in family development.

During the 7MP period, the government also pledged to actively participate in international fora and implement international commitments for the advancement of women.

Under the **Eighth Malaysia Plan** (8MP) (2001-2005) period, the focus was on enhancing the status of women as equal partners in development. The strategic thrusts⁵ under the 8MP were targeted at:

- Increasing female participation in the labour market;
- Providing more education and training opportunities for women to meet the demands of the knowledge-based economy and improve their upward mobility in the labour market;
- Enhancing women's involvement in business;
- Reviewing laws and regulations that inhibit the advancement of women;
- Improving further the health status of women;
- Reducing the incidence of poverty among female-headed households;
- Strengthening research activities to increase participation of women in development and enhance their well-being; and
- Strengthening the national machinery and the institutional capacity for the advancement of women.

The NPW was updated in August 2009 (see Box 2) and takes into account the current and future issues, opportunities, challenges and environment. The policy aspires to achieve gender equality as well as a balanced and sustainable development of the nation.

⁴ Source: Seventh Malaysia Plan, 1996-2000, pp 633-634.

⁵ Source: Eighth Malaysia Plan, 2001-2005, pp 566.

Box 2: Objectives of Second National Policy of Women, 2009

- To develop the potential of and empower women from various levels of society and in all sectors as an agent of change for society as well as a contributor to national economic and social developments
- To provide a conducive environment, including drafting women-friendly policies and legislations, for enhancing the dignity and wellbeing of women in all aspects which include physical, economical, social, political, health, psychological and spiritual aspects
- To cultivate gender equality amongst all levels of society in all sectors
- To ensure views and opinions of women are accepted in at all levels of the decision making process
- To achieve equitable sharing between women and men in the procurement and control of resources and participation opportunities as well as enjoying development benefits; and
- To raise and reinforce the fair and equitable sharing between women and men in all aspects of life to strengthen the family institution and develop of the community and society.

Source: Downloaded (translated) from Ministry of Women, Family and Community Development website www.kpwkm.gov.my on November 29, 2011

In the **Ninth Malaysia Plan** (9MP) 2006-2010, the strategic thrusts for the further advancement of women included aspects pertaining to “reducing violence against women” and “advancing issues pertaining to women at the international level”. There was also a shift towards providing “an enabling environment to ensure more effective participation of women in national development” as they are “equipped with the necessary skills and knowledge to enable them to be more competitive and versatile to meet the challenges of a knowledge-based economy”.⁶ The chapter on “Woman and Development” in the 9MP also adopted gender-responsive budgeting as part of the process towards promoting gender equality in development planning. To support this process, a gender budget initiative was carried out with five pilot ministries: the Ministry of Education (which was later split into the Ministry of Education and the Ministry of Higher Education), the Ministry of Health, the Ministry of Human Resources, and the Ministry of Rural Development (later renamed the Ministry of Rural and Regional Development).

The key agenda in the **Tenth Malaysia Plan** (10MP) 2011-2015 is on empowerment of women with statements that “the Government will increase its efforts towards addressing issues confronting women to enable them to realise their full potential and participate more effectively in the economic and social development of the country.”⁷ To achieve this, the following four key programmes under the 10MP were identified:

- Increasing women’s participation in the labour force;
- Increasing the number of women in key decision-making positions;
- Improving provision of support for women in challenging circumstances such as widows, single mothers and those with lower incomes; and
- Eliminating all forms of discrimination against women.

⁶ Source: Ninth Malaysia Plan, 2006-2010, pp281.

⁷ Source: Tenth Malaysia Plan, 2011-2015, pp179-180.

Despite the progress in gender policies in Malaysia, Ng, in her recent publication⁸, pointed out that the framework used in Malaysian gender policies is still based on the 1970's Women in Development model which "aims to „fit“ women into existing economic development framework by giving them skills and know-how, rather than alter the development paradigm to suit women's needs." She also pointed out that the "challenge is to re-conceptualise a passé WID approach so that appropriate strategies can be formulated and implemented to realise women's rights and ensure the effectiveness of gender mainstreaming in the Malaysian context."

According to Ng, the concept of gender needs to focus on the dynamics of power relationships between man and women in relation to the distribution of resources, knowledge and power in a society as well as on the linkages of gender to other social constructs and structural inequalities in society. Furthermore, a rights-based approach to development must be adopted to protect and realise the human rights of all.

2.3 National Machinery

In 1975, the National Advisory Council on the Integration of Women in Development (NACIWID) was set up as the machinery to ensure the involvement of women in development. Subsequently in 1983, the Secretariat for Women's Affairs (HAWA) in the Prime Minister's Department was established to take over the tasks of the NACIWID Secretariat. From 1997, HAWA functioned as a department (Department of Women Affairs) under the former Ministry of National Unity and Social Development. In 2001, the Department was placed under the newly-established Ministry of Women Affairs (MWA). The MWA was subsequently renamed as the Ministry of Women and Family Development (MWFD). The role and function of HAWA was subsequently reviewed and restructured and it is now known as the Department for Women Development (DWD).

In March 2004, the roles and responsibilities of MWFD were further broadened as some of the functions of the dissolved Ministry of National Unity and Social Development were subsumed into MWFD. In line with the restructuring, the ministry was then re-named as the Ministry of Women, Family and Community Development (MWFCD).

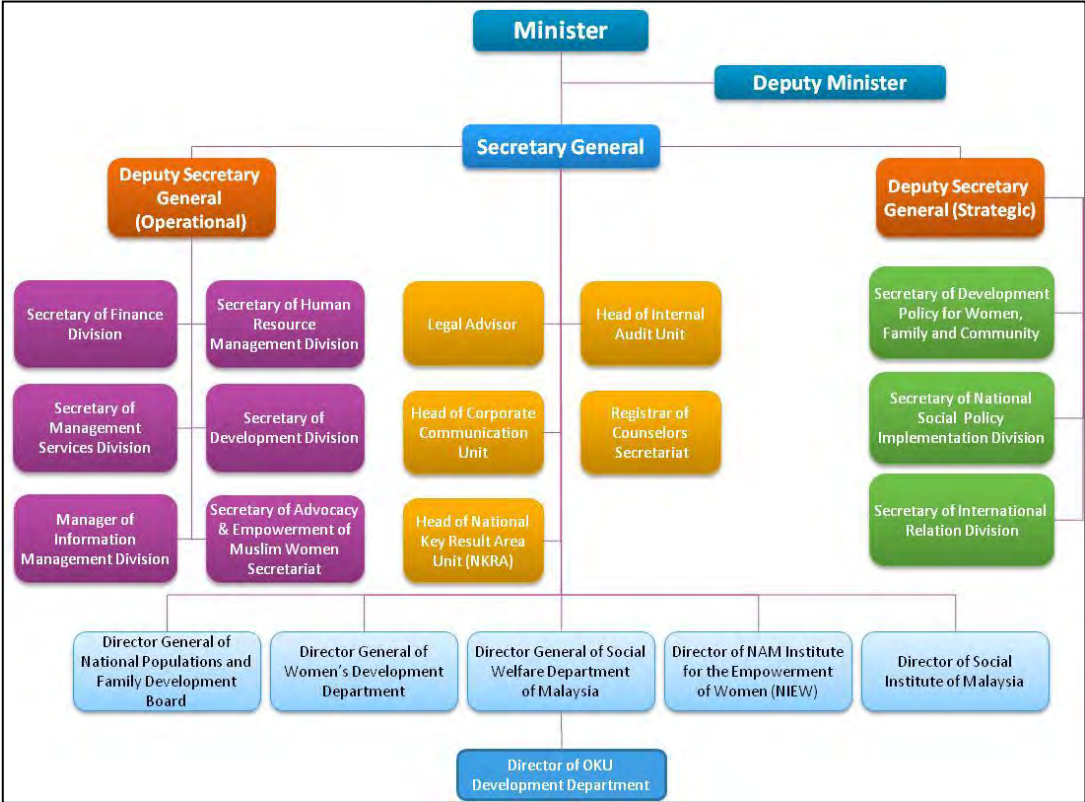
With the latest reorganisation, the MWFCD now oversees five (5) agencies (see Chart 1) under its direct jurisdiction i.e.:

- Department for Women Development (DWD)
- Social Welfare Department of Malaysia (SWDM)
- National Population and Family Development Board (LPPKN)
- Social Institute of Malaysia (ISM)
- NAM Institute for the Empowerment of Women⁹ (NIEW)

⁸ Ng, Cecilia, 2011,

⁹ The NAM Institute for the Empowerment of Women was officially established on the 1st of July 2006 after Malaysia had been given the mandate to establish this Institute by NAM Member Countries.

Chart 1: Organisational Structure of MWFC



Source: MWFCD website

The establishment of the Ministry of Women, Family and Community Development is a manifestation of the country's aspirations, pursuant to the Fourth World Conference on Women, which was held in Beijing in 1995, and has been implemented in accordance to the document entitled "Platform for Action For The Development of Women towards the Year 2000", i.e.:

"Establishment of a full-fledged ministry that demonstrates the government's commitment to raise the status of women in this country"

Currently, the MWFCD is led by Y.B. Senator Dato' Seri Shahrizat Abdul Jalil as the Minister, and Y.B. Senator Puan Heng Seai Kie appointed as Deputy Minister. The ministry is entrusted with the responsibility to promote and raise public perception on the importance of the role of women and family institution in contributing towards the developmental agenda of the nation. The Ministry is also responsible for the creation and promotion of community and social awareness programmes as well as the progression of the nation's social development objectives aspects especially those relating to social welfare, in line with the "Caring and Developed Society", emphasized in the nation's Vision 2020.

3 GENERAL SITUATION OF WOMEN

3.1 Introduction

Malaysia is a multicultural and multiracial country with a population of 28.3 million of which 67.4% are Malays, 24.6% Chinese, 7.3% Indian and 0.7% other races¹⁰. The Malaysian government is that of federal constitutional elective monarchy and federal parliamentary democracy led by a prime minister from the multi-party coalition *Barisan Nasional*. The nominal GDP per capita is US\$8,624¹¹. In the 1970s, the predominantly mining and agricultural-based economy began a transition towards a more multi-sector economy. Since the 1980s the industrial sector has led Malaysia's growth¹².

With the size of the female population increasing from 11.5 million in 2000 to 13.8 million in 2010, women continue to be a primary force in influencing the development of future generations and contributing to the economy. Women in top management positions in the public sector increased from 6.9% in 1995 to 30.5% in 2010.

Women account for 64.8% of post-secondary student enrolments in Government assisted schools, as well as approximately 62.5% of enrolment in first degrees and 54.2% of enrolment in Master degrees in public higher learning institutions in 2009. Yet, a large number tend to exit the labour force early due to family and personal commitments.

The **labour force participation rate** (LFPR) of women increased from 37.2% in 1970 to 42.2% in 1980 and to 44.7% in 1995. This increase in female participation in the labour force was largely in response to the export-led industrialisation strategy which saw a large influx of female workers to the electronics and garment industry. Today (2009), the LFPR of women stands at 46.4% but this is relatively low in comparison to neighbouring ASEAN countries such as Thailand (70.0%), Singapore (60.2%) and Indonesia (51.8%)¹³.

On average, the **mean wage disparities** between women and men have decreased from a ratio of 1:1.16 in 2006 to 1:1.08 in 2009. However the rate of decline has been slow. Furthermore, 155,600 women were unemployed in 2009, which included 16,182 women who were married, 2,178 widows and 2,956 divorcees.

Women's participation in **decision-making positions** in the public sector has improved, where female members of the Senate increased from 18.2% in 1990 to 28.8% in 2009, and female members of the House of Representatives increased from 5.3% to 10.4% in the same period. Yet, in the **private sector**, women accounted for only 6.1% of Malaysia's corporate directors and 7.0% of CEOs in Bursa Malaysia largest 100 companies in 2008. From 2005 to 2009, female board representation in GLCs has maintained between 11.0% -14.0%.

In terms of **occupational category**, women account for less than a quarter of total legislators, senior officials and managers. However there has been a significant improvement as the proportion of women in the professional category has increased from 40.4 per cent in 2001 to 47.5 per cent in 2009. This shift is largely due to the career mobility of women as

¹⁰ Population Distribution and Basic Demographic Characteristics 2010. Department of Statistics, Malaysia.

¹¹ International Monetary Fund, accessed December 4th, 2011.

¹² Malaysia Country Study Guide, 4th Edition, 2008. International Business Publications, USA.

¹³ Tenth Malaysia Plan.

more women enter tertiary education. Female representation in the technicians and associate professionals category has also increased from 36.5 per cent (2001) to 39.6 per cent (2009). Notwithstanding the improvements, women generally face the “glass ceiling” barrier in their respective professions.

3.2 Issues

Despite the general importance of women’s contribution to the growth of the Malaysian economy, there still exist a number of constraints that inhibit women’s active participation in mainstream economic activities. These include women’s competing responsibilities at home and at work, the choice of courses at schools, and inadequate access to credit and market information. Some ongoing programmes are being implemented to address these constraints, including improving education and training for women, removing discriminatory legislation, and enhancing the legal status of women.

3.2.1 Gender differences in labour force and in wages

Women are considered as supplementary workers assisting the household rather than as co-supporters of the household or as workers in their own right. A lack of recognition of women’s value in carrying out „supplementary” work denies them equal opportunities for, and access to, development. They are also denied resources, such as credit, technology, skills improvement, and social and political networks. The impact on female-headed households is particularly adverse, especially given that the numbers of households being led by females are increasing due to out-migration of male members of the households seeking better employment, high divorce rates, and so forth.

Despite major strides in educational opportunities for females, the identification of gender with certain disciplines (known as the “feminisation of labour”) preclude them from attaining the desired and critical skills necessary for higher paying, skilled jobs. Consequently, women workers tend to be disproportionately represented in the lower end, low paying and less skilled jobs. A good example is in the export manufacturing labour intensive sector which attracted large numbers of women into assembly-line operations in the electronics and garment industries during the decade of the 1970s and 1980s. Women continue to be employed in the traditional “female” occupations especially in the service industry (nurses and teachers).

In September 1997, Malaysia ratified the ILO Convention on Equality of Wages between Men and Women. This means that the Malaysian Government has, in principle, agreed to close the gender gaps in wages. Malaysia has yet to legislate/amend the Employment Act or the Wages Council to address the issue of equal remuneration for equal work. In fact gender wage gaps exist with wage differentials ranging as high as RM1,774 for senior officials and managers to a low of RM50 for clerical work (see Table 3-1). Analysis of the National Employment Returns Report show that women are paid less for every type of occupation, even in jobs which are dominated by women such as in clerical work.

Table 3-1: Average Monthly Basic Wage by Occupation and Sex, Malaysia, 2008

| Occupation | Male (RM) | Female (RM) | Wage Differential | M/F wage ratio |
|---|-----------|-------------|-------------------|----------------|
| Senior Officials and Managers | 4,296 | 2,522 | 1,774 | 1.70 |
| Professionals | 3,670 | 2,848 | 822 | 1.29 |
| Technicians and Associate Professionals | 2,007 | 1,957 | 50 | 1.03 |
| Clerical Workers | 1,407 | 1,325 | 82 | 1.06 |
| Service Workers and Shop and Market Sales Workers | 924 | 802 | 122 | 1.15 |
| Skilled Agricultural and Fishery Workers | 730 | 513 | 217 | 1.42 |
| Craft and related trade workers | 1,081 | 727 | 354 | 1.49 |
| Plant and machine operators and assemblers | 860 | 623 | 237 | 1.38 |
| Elementary occupation | 693 | 561 | 132 | 1.24 |
| Overall | 1,473 | 1,239 | 234 | 1.19 |

Source: UNDP Malaysia, Millennium Development Goals at 2010

3.2.2 Women's productive and reproductive roles

Women face a constant struggle in trying to carry out both their productive and reproductive roles. "Their biological functions and socially determined responsibility for child care, household maintenance and in some instances, for meeting the subsistence needs of their families act as constraints on their productive role."¹⁴

Many women are educated and hold permanent jobs, and their monetary contribution ensures a better standard of living for their families. Yet they are expected to be primarily responsible for the reproduction and care of the next generation. The competing responsibilities of family and career restrict women's mobility and participation in the labour market. In fact in 2009, more than two-thirds of women cited "housework" as the main reason why they were not in the labour force although many of them have at least a secondary education. In contrast only 3 per cent of men gave this reason. One way around the conflict for many middle-class working wives has been to employ maids, usually foreign. But this is likely to be only a temporary solution. In addition, the working environment generally does not adequately cater for women's needs, including their reproductive and family roles.

To enable women to achieve their potential, they must have access to physical and social support to lighten their responsibilities of looking after the household and family. In other words, to enable women to participate more fully in national development, existing policies should be enhanced to enable women to combine work, childcare, and household duties. These include safe, high-quality childcare facilities, along with flexible time arrangements at work. While the government has provided tax incentives for employers to provide crèches for young children of employees, few employers have complied. In addition, men should be encouraged to share family responsibilities.

Although Malaysia has 7.4 million women aged between 15 and 64, only 47 per cent are in the labour force.¹⁵ This problem persists despite the greater number of females compared to males enrolled in secondary and tertiary educational institutions. To address this challenge,

¹⁴ HAWA

¹⁵ MDG3. Promote Gender Equality and Empower Women

the government has been promoting “teleworking” and “home office” concepts as an alternative work option for women. This move is likely to increase the proportion of women participating in the labour force.

3.2.3 Women’s higher professional experience and access to credit

Even though the share of women’s employment in the middle professional occupations has increased substantially in the past decade, women are less represented in the managerial and highest paying jobs. A lack of managerial and higher professional skills tends to restrict women’s progress to the higher professional positions. Greater education and vocational training opportunities for women are needed to encourage their participation in areas that lead to higher-paying jobs in all sectors.

For women business entrepreneurs, lack of professional skills, education and vocational training tend to pose difficulty for women to gain access to credit and market information to start and to sustain their businesses. The government, the corporate sector, and NGOs have an important role to play in providing credit and building a market information network for women.

3.2.4 Women’s socio-cultural position

In the socio-cultural sphere, there must be a change in mindset and more positive attitudes towards women. But with religious leaders being predominantly males, there is a strong tendency to interpret and translate socio-cultural patriarchal values into practice, thereby perpetuating the notion that women are subordinated and subservient to men. Religion has been used as a tool to control women in all spheres of their lives, particularly over their sexuality and reproductive rights.

3.2.5 Inequalities in various laws

Inequalities between the sexes in Malaysia are also due to various laws that had discriminated against women, such as the Pension Act, the Employees’ Social Security Act, the Income Tax Act, the Distribution Act¹⁶ and land laws. Although much of these inequalities have been addressed in the civil laws, the inequalities still prevail under Syariah laws.

The non-uniformity of Islamic family law among the different states is especially hard on Muslim women. The apparent lack of awareness of women about their rights also contributes to this problem. Islamic Family Law is under the legislative authority of the States with the Sultan as the prime authority. In each state, the Islamic Religious Council takes care of all matters pertaining to Islam, and the Mufti presides over a legislative committee. Administrative matters are under state religious departments, while the judiciary is under the state Syariah Court system. A fundamental issue of contention is the problem of ensuring uniformity of laws across the different states. In the late 1970s, the federal government started a process of legal reform, which is still ongoing. A Committee set up by the Department of Islamic Development in the Prime Minister’s Office has drawn up a model statute which has been passed on to the states for adoption. Model statutes for family law, administration of the law, procedural law, Syariah Criminal Law, and laws of evidence have been submitted to the states. The problem that arises is that after adopting the model statutes of the Islamic Family Law, the states make their own amendments. The model statute of the Islamic Family Law provides for greater protection of women’s rights, which are whittled away by state amendments. The lack of uniformity leads to errant husbands crossing state boundaries to escape court judgments, payments of maintenance, or in order to contract polygamous marriages.

¹⁶ (HAWA, 1989:160)

Women's organisations had presented two memoranda on legal and administrative reform to the Government, one on polygamy and the other on other aspects of Islamic Family Laws and the overall administrative system.¹⁷ Consent to marriage is required from both parties. However enactments in certain states allow the father or paternal grandfather to marry off an unmarried, virgin daughter/granddaughter without her consent. Change in this has been asked for by women, as all marriages should be based upon women's consent. Besides this, the consent of the father/guardian to the marriage has also to be obtained. In cases where such consent is not forthcoming, there is the possibility of women going to other States, or outside the country to escape the provision. This creates complications regarding "foreign marriages" and the registration of these under the local laws.

3.2.6 Violence against women

Women's subordinate status in all spheres of life makes them a convenient target of violence. The number of domestic violence cases reported to the police remain did not fluctuate much over the past decade. The number reported in 2010 was 3,173 cases as compared to 3,468 cases in 2000 (Women's Centre for Change Penang). This change represents a 9 per cent decrease over the ten-year period, thanks to efforts and campaigns carried out by the women's groups against violence against women, better media support, and increasing numbers of women coming out to report, amongst others.

Since the mid-1980s, the issue of Violence against Women (VAW) has prompted several women's movements.¹⁸ The movement became more coordinated and forceful after these organisations came together under the umbrella of the Joint Action Group against Violence Against Women (JAG-VAW, later renamed Joint Action Group for Gender Equality (JAG)). Battling against VAW was part and parcel of the struggle against patriarchy, not only because violence was seen as the „social symptom of patriarchy“, but it also lay at the root of other problems that hindered the attainment of equality for women (Ng, Maznah and Tan, 2007: 36). Lobbying for legislative reform on VAW issues became a major area of action for the women's movement. These included the reform bill on the laws relating to rape which was finally passed in Parliament in 1989 after four years of mobilisation;¹⁹ the Domestic Violence Act (DVA) enacted in 1994 after almost ten years of agitation by JAG;²⁰ the amendments to provisions related to rape in the Penal Code and Criminal Procedure Code in 2006. The Sexual Harassment Bill unfortunately has not been passed. The successes however illustrate that a strong women's movement enhances the institutional capacity of the government in addressing women's issues.

Sexual Harassment

At present, there are no laws against sexual harassment at the workplace. Women who wish to pursue the matter have to make a police report and rely on the police to prosecute the aggressor under criminal law. It is very difficult to prosecute harassers in the courts and at

¹⁷ RETA 5700: Sociological Status of Women in Selected DMCs: Draft Country Study for Malaysia, 1997.

¹⁸ These included at various times, the Women's Aid Organisation (WAO), Women's Crisis Centre (WCC – later renamed Women's Centre for Change), Women's Development Collective (WDC), All Women's Action Society (AWAM), Sisters in Islam, Sabah Action Women's Resource Group (SAWO) and Sarawak Women for Women's Society (SWWS).

¹⁹ However, a number of loopholes remain in the law, with measures that favour dramatic punishments, such as raising jail sentences, introducing whipping and imposing the death penalty for convicted child rapists, being accepted whereas those that threaten existing power relations, such as punishment of men who use their positions of authority to coerce women into having sex with them, were not.

²⁰ Despite its long gestation period, numerous flaws remain in the DVA, for instance, domestic violence is not explicitly defined as a crime, the police can only act on the case if the victim suffers injury where the skin has been broken, domestic violence victims are not automatically entitled to a Protection Order and no protection is offered against marital rape.

the workplace. The situation is complicated as the women's jobs may be at risk if they file a complaint against the aggressor(s).

Although the Government has come up with a Code of Practice, this is however not binding as it is not mandatory for firms to adopt policies against sexual harassment. Furthermore although the Public Service Department (PSD) has announced a set of comprehensive guidelines on sexual harassment for civil servants only very few agencies have such policies in place.²¹

The Labour Department headquarters has set up a special division in its office to deal with problems of female employees at their workplace. There is clear need for specific legislation to deal with the problem of sexual harassment. It should also be addressed as an area of concern in the National Policy for Women. Seminars on violence against women involving more than 61,000 participants were also conducted in 222 parliamentary constituencies.²²

3.2.7 Traditional role of women

The role of Malay women was defined by the classes to which they were born – the aristocrats or the peasants. Aristocratic Malay women were mainly confined to reproductive activities. The peasant Malay woman, as was the native woman in Sabah and Sarawak played a very active role in food and subsistence production. She enjoyed high status and had rights to cultivate and „possess“ land under customary laws relating to land tenure. With the advent of Islam in Malaya, fara'id inheritance laws decreed that women were entitled to half the man's share. However, a woman is still primarily responsible for reproductive activities.

The Chinese and Indian women were migrants who came in the wake of their menfolk. The large scale migration of these women was initially encouraged by the British to balance the sex ratio of their male counterparts and to enhance labour supply. These women migrants were mainly from the lower strata of society. The Chinese women migrant workers were employed in the tin mines, estates and in the construction industry. The Indian women migrants worked in the plantation estate sector as tappers, weeders or factory workers in rubber processing plants.

3.2.8 Customs and customary laws

The patriarchy system practised in Malaysia by the three main ethnic groups affects how women behave and are treated. Men are considered to be the head of the households, hence they tend to hold the decision-making powers within the family, in the community and in the public sphere. On the contrary, women's primary role is regarded as nurturing the family. Because this role is considered innate to women, men exclude themselves from sharing the responsibility in reproductive work. Being regarded as the weaker sex women are perceived to need to depend on men for their economic and social well being. Such gender roles are reinforced and legitimised by the various religions. For the traditional Indian and Chinese women, in particular, the male is the most important person in her life - first, it is her father; then her husband; and finally her son. Women brought up in such an environment lack confidence, assets and personal autonomy. This automatically excludes them from holding power in the community, political, and economic life.

3.2.9 Rights of property and inheritance

Before the British colonisation, women and men had rights to cultivate and „possess“ land under customary (adat) law relating to land tenure. Land operated under usufructory rights; it belonged to whoever tilled the land. With the introduction of the Torrens Land System by the

²¹ Ng, C (2011)

²² 10MP

British, private property in land became institutionalised and could be alienated for private and commercial use. Land titles were given out to men as they were assumed to be the head of households, thereby denying women their rights to land and property as accorded under customary laws.

Customary inheritance laws in Malay society were in favour of peasant Malay women. Under the patrilineal Adat Temenggong custom, women had equal access to land; in a matrilineal society the Adat Perpatih gave women exclusive rights to land. There was also the Adat Kampung which was a set of norms prevalent among Malay villagers. There were no fixed rules - the property of the deceased may be divided by consensus among the heirs. (Stevens, et al, 1994).

Under customary inheritance law, wives and daughters are entitled to half of the property upon death and divorce. Under Islamic law of inheritance (fara'id) female children receive half of the male children's share of the inheritance. The fara'id law automatically comes into operation if no prior arrangements regarding the inheritance of the land were made. The pattern of equal inheritance between male and female issues could be undermined by fara'id law (Ng, 1989).

The racial composition of Malaysian women is 7 million Malays, 3.1 million Chinese 0.95 million Indians and 1.6 million other indigenous groups. By definition, all ethnic Malays are considered Muslims by law of the constitution. The Chinese are mainly followers of Buddhism, Confucianism and Taoism; and the Indians, mostly Hinduism. However, many Chinese and Indians are also Christians. Most Bajau are Muslims and the Kadazan mainly Christian. Whilst some indigenous groups have been converted to mainstream religions such as Islam and Christianity, many still adopt their traditional religion or remain as animists.

Muslims women are obliged to follow the decisions of Syariah courts in matters concerning their religion. The jurisdiction of Syariah courts is limited only to Muslims in matters such as marriage, inheritance, divorce, apostasy, religious conversion, and custody among others. The Syariah laws in Malaysia are based on the Quran and hadiths²³. There are several laws that discriminate women and regard them to be the inferior sex. Through religion, women are also faced with complications, not necessary just, when faced with children custody rights in events of divorces. There were instances where rape victims were unfairly tried in the Syariah court because under the Syariah law, the offences had to be witnessed by one or more Muslim males in order to be admitted to the Syariah court.

Given that several issues on Syariah and constitutional grounds, sentencing guidelines and Malaysia's commitments to international human rights instruments that were raised on the Kartika case remain unresolved. Among some questions raised was the government's motive in proceeding with the caning of Muslim women²⁴, and also Muslim women were not allowed to work as guest relation officers (GROs) or waitresses in entertainment outlets in Kuantan from 2011²⁵.

The unfairness of the ways Muslim women were treated had resulted to the formation of certain activist groups, among which was Sisters in Islam (SIS). SIS was founded in 1987 by

²³ Sayings or an act or tacit approval or criticism ascribed either validly or invalidly to the Islamic prophet Muhammad. Hadiths are regarded by traditional Islamic schools of jurisprudence as important tools for understanding the Quran and in matters of jurisprudence. Hadiths were evaluated and gathered into large collections during the 8th and 9th centuries. These works are referred to in matters of Islamic law and history to this day.

²⁴ Pakiam, Ranjeetha (18 February 2010). "Malaysian Groups Condemn Caning of Women in Shariah Sex Case". BusinessWeek.com. Bloomberg (New York).

²⁵ The Malaysian Insider (July 27, 2011). "Muslim women can no longer work in Kuantan."

several women lawyers, academics, journalists, analysts and activists in search for solutions to the problem of discrimination against Muslim women in the name of Islam. Many women had since confided in them their marital problems and the difficulties they faced when seeking legal redress from religious authorities.

SIS also set up its legal clinic named Telenisa that has helped many women, particularly at the grassroots level, to address legal problems in the Syariah courts. Telenisa, which started in 2003, assisted 551 clients in 2010, averaging more than one woman a day. In 2007, SIS, launched two related campaigns. At the local level, the Muslim Family Law campaign aims to change unjust provisions in the Islamic family laws.

At the same time, SIS also initiated Musawah, which began as a grouping that included scholars and activists from around the world. Its premise was to promote justice and equality in the Muslim family. Musawah made international headlines in early 2009 when it rapidly snowballed into a worldwide movement. Musawah is now known the world over as a dynamic entity that gives visibility and voice to Muslim women who believe that equality in the family is both possible and necessary.²⁶

3.3 Current Gender Situation

According to the Global Gender Gap Report 2011, Malaysia scored 0.6525 and ranked 97 in the 2011 Global Gender Gap Index²⁷. Malaysia has a wider gap between men and women when it comes to access to resources and opportunities in the four fundamental categories:

- (i) economic participation and opportunity (ranked 95),
- (ii) educational attainment (ranked 65),
- (iii) health and survival (ranked 78), and
- (iv) political empowerment (ranked 115).

Malaysia trailed behind its neighbouring ASEAN countries: Philippines (ranked 8), Singapore (57), Thailand (60¹), Brunei (76) and Indonesia (90)²⁸. Notwithstanding the global gender gap ranking, Malaysia has registered progress in some aspects. This section of the survey discusses the current gender situation in three aspects: education, health and economic activities.

3.3.1 Education

The main thrust of the National Education Policy (NEdP) is the creation of a united, disciplined and educated populace which will help to propel the country towards its vision of an industrialised society by 2020. The policy covers both lower and upper secondary schools as well as trade, technical and vocational schools. The strategies to achieve the objective of the NEdP cover the provision of free vocational, technical and academic education for eleven

²⁶ Sisters in Islam, www.sistersinislam.org.my, accessed December 4, 2011.

²⁷ The Global Gender Gap Report 2011. World Economic Forum. The Global Gender Gap Index introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

²⁸ Ibid.

years. During the 10MP, improving student outcomes is one of the Six National Key Result Areas (NKRAs).²⁹

Literacy Rate

Education is seen as a means of effecting a more equitable distribution of income. Increasing government allocation for education has resulted in an impressive growth of educational opportunities. This is evident in the combined enrolment at primary, secondary and post-secondary levels between 1957 and 2009 where it more than quadrupled from 1 million (1957) to 5.3 million (2009) (Social Statistics Bulletin). This has been accompanied by an increase in the proportion of literate females. In 2009 there were 90.0 per cent literate females compared to 95.0 per cent literate males³⁰ (2000: 86.6 per cent females and 93.8 per cent males).

Education of Women in Malaysia

The ratio of male to female enrolment in primary and lower secondary schools in 2010 was 1.06:1 and 1.03:1, respectively. Gender disparity in primary and lower secondary school enrolment is therefore small. At the upper secondary school level it is interesting to note that more females than males are enrolled (ratio: 0.96:1). This could be due to the higher dropout rate among males, probably because young boys were leaving school to work. The disparity could also be due to the males opting for technical and vocational schools.

Malaysian women's access to education, particularly at the basic level, can be considered good. A cursory glance at tertiary enrolment in 2010 indicates that women accounted for more than 60 per cent in public institutions of higher learning and almost 54 per cent in private institutions of higher learning. Female enrolment in higher education institutions exceeds that of males for public certificate courses (2009: 56.3%), both public and private diploma courses (2009: 59.1% & 57.9%), both public and private first degree courses (2009: 62.5% & 50.9%), both public and private post graduate diploma courses (2009: 74.4% & 51.9%), and in public masters programmes (2009: 54.2%). However, the 2009 enrolment in PhD programmes is dominated by males with female enrolment managing only 39.4% in public institutions of higher learning (31.7% in private institutions).

A detailed examination of the data also reveals that the male/female dichotomy still exists in the choice of so-called „male/female“ subjects or courses. In 2009, more women than men at first degree level in public higher education institution were enrolled in the arts and social science (67.1 per cent) and science (62.9 per cent). In technical courses only 38.6 per cent of students were women (Ministry of Women Family and Community Development).

Science, Technology and Vocational Training

The emphasis on science and technology is a result of the government's industrialisation policy guided by the Industrial Master Plan (1986) which laid the groundwork for the development of export-oriented, high-value added and high technology industries. The importance of greater automation and other labour-saving production processes to reduce labour utilisation was carried through in the Sixth and Seventh Malaysia Plans. Information Technology was identified as the key component for the country's metamorphosis into a high-technology industrialised nation by the year 2020.

In order for Malaysia to become a high-income economy, it must increase the enrolment in technical education and vocational training (TEVT). The purpose of TEVT is to increase the

²⁹ The six NKRAs represent a combination of short-term priorities and long-term issues affecting the people, 10MP.

³⁰ Literate refers to population aged 15 and above who have ever been to school that is, those currently schooling and completed schooling.

skilled human capital base in Malaysia by providing quality education to learners who possess keen interest, ability and talent in the technical and vocational fields. TEVT aims to provide skills that will be immediately applicable in the labour market. However, vocational training does not seem to appeal to women. Vocational courses such as engineering and building remain the domain of males, while females dominate in the enrolment of home economics and commerce. The barriers of access to education for Malaysian women, particularly at the higher level, is a manifestation of the gender stereotyping of girls from a young age and the lack of positive programmes to encourage female enrolment in the so-called „male“ courses.

3.3.2 Health

Women's Health

In 2010, women constituted 49.6 per cent of the total population of 28.3 million in Malaysia.³¹ While life expectancy has increased in general over the years in Malaysia, the increase in life expectancy of women has been more significant from 70.5 years in 1980 to 76.8 years in 2010, compared to men's from 66.4 to 72.0 years.

An indication of the improvement in women's health was the increase in the number of women over 65 years. There are now approximately 0.7 million women over the age of 65 years. There have been considerable improvements in the availability of health services.

Fertility rate, however, has declined over the years from 5.0 in 1970 to 2.2 in 2009. Maternal mortality rate, which is a good indicator of the quality of health services since most maternal deaths are preventable, has decreased from 0.7 per thousand in 1970 to 0.28 per thousand in 2009, and neonatal mortality has also decreased from 14.2 per thousand in 1980 to 7.0 per thousand in 2009.

Table 3-2: Health Indicators

| Health Indicators | Male | Female | Total |
|---|------|--------|-------|
| Life expectancy at birth (age in years) (2010) | 71.7 | 76.6 | |
| Population per doctor, 2010 | | | 859 |
| Population per nurse (government), 2010 | | | 410 |
| Maternal mortality rate (per 100,000 live births), 2009 | | | 28 |
| Deliveries conducted by trained personnel, 2008 | | | 98.6% |
| Infant mortality rate (per 1,000 live births), 2009 | 7.6 | 6.3 | 7.0 |
| Under-five mortality rate (per 1,000 live birth), 2009 | 9.4 | 7.9 | 8.7 |
| Contraceptive prevalence, 2007 ³² | | | 54.5% |
| Total fertility rate (per woman), 2009 | | | 2.2 |
| Singulate mean age of marriage, 2010 | 28.0 | 25.7 | |

Source: Ministry of Health, *Health Fact 2010*;

Speech by YB Dato' Sri Liow Tiong Lai, Minister of Health, The Sixty-third World Health Assembly, 17-05-2010 Geneva, Switzerland;

Department of Statistic Malaysia, Social Statistics Bulletin, 2010

³¹ Population Distribution and Basic Demographic Characteristics 2010

³² Current contraceptive use among married women 15-49 years old any method

Women's education is by far the most important determinant of fertility, as shown by the sharp differentials in the number of children ever born to women of different education levels. As primary education is becoming universal and more women are pursuing higher education, family size can be expected to drop further, reflecting the pattern in more developed countries.

HIV and Women

There have been cases of women with HIV and AIDS reported from all states and territories in Malaysia. As of December 2009, 8,091 women and girls in Malaysia have acquired HIV since 1986. 45% of these cases were reported within the past five years. 50% of female AIDS cases and 53% of women who have died of AIDS related conditions to date were reported within the same period.³³ First reported in detail in the 2008 document, the incidence profile of the Malaysian HIV epidemic has slowly shifted from almost entirely male to having a higher proportion of female cases.³⁴ Only ten years ago, men accounted for more than 96% of new HIV cases. However, from female cases representing 4.15% of all reported incidences of HIV in 1996 to 18% in 2009, this increase represents an alarming trend in new infections occurring which is strongly linked to women and heterosexual transmission of HIV as discussed in the earlier section.

The ratio of males to females with HIV can also be observed from the reported data: from 10:1 in 2002 to approximately 5:1 in 2009. However, a constant reduction of new HIV cases occurred annually starting from year 2003, as discussed earlier. According to estimates, there should be 1 female per 3 new infections among males.³⁵ While men represented the majority of HIV cumulative cases, as of December 2009, women and girls accounted for 9.2% of the 87,710 cumulative number of reported HIV infections since 1986. Women reported with HIV as of December 2009 was 8,091.³⁶ The increase in proportion of female HIV cases in Malaysia over the past five years has become an issue of utmost concern and a priority for the Government. As such, a Taskforce on Women, Girls and HIV/AIDS was set up in 2009, and is chaired by the Ministry of Women, Family and Community Development (MWFCD). The Taskforce is tasked to guide the actions of the Government in its response to addressing the behavioural and socioeconomic factors behind the sexual transmission of HIV.

By the end of 2009, the Ministry of Health recorded 553 new HIV cases and 119 AIDS cases among adolescent and adult women in Malaysia. The MOH profile of female HIV cases indicated that three out of four women were between 20-39 years of age, most were married (60%) and 70% had acquired HIV through heterosexual transmission. By occupation, the highest group of women were housewives (40%). In states such as Johor, this group of women form the majority of female cases seen in this state. It was previously believed that this group would be least likely to be infected.

The Prevention of Mother to Child Transmission (PMTCT) programme involving antenatal mothers has been implemented since 1998. HIV prevalence indicated through screening conducted within this programme ranged from 0.02% to 0.05% and the sero-prevalence in 2009 was 0.05%.³⁷ Coverage of this initiative in government healthcare centres improved from 49.7% in 1998 to 98.1% in 2009.³⁸ Though the programme covers only women attending government hospitals and clinics receiving antenatal care, it is estimated that more

³³ Ministry of Health (2010).

³⁴ Ministry of Health and UNICEF (2008). Women and girls confronting HIV and AIDS in Malaysia.

³⁵ Ministry of Health and World Health Organisation (2009).

³⁶ Ministry of Health (2010). Statistics of HIV AIDS in Malaysia (1986 – 2009).

³⁷ Ministry of Health (2010). PMTCT HIV programme monitoring (as of December 2009).

³⁸ Ministry of Health (2007). PMTCT Programme Monitoring.

than 70% of women, especially those living in rural areas, in the country seek antenatal care at government healthcare facilities. The PMTCT programme also monitored the percentage of HIV-positive pregnant women who received anti-retroviral therapy (ART) to reduce the risk of mother-to-child transmission. Through the monitoring, it was recorded that between 2006 and 2007, 100% of the 328 women received ART. Similarly, 100% of the 347 women received ART of the recorded 2008-2009 period.³⁹ As a result of this programme, 96% of children born to HIV positive mothers are born uninfected.

Table 3-3: Estimates of the Malaysian HIV Epidemic

| | 2009 | 2010 | 2015 |
|--------------------------------|----------------|----------------|-----------------|
| Total People Living with HIV | 101,387 | 105,471 | 119,471 |
| Male | 89,986 (88.8%) | 93,316 (88.5%) | 103,694 (86.8%) |
| Female | 11,401 (11.2%) | 12,155 (11.5%) | 15,778 (13.2%) |
| Total new infections/year | 10,352 | 10,375 | 10,410 |
| Male | 9,102 | 9,122 | 8,799 |
| Female | 1,250 | 1,253 | 1,612 |
| Total AIDS related deaths/year | 5,767 | 6,019 | 7,551 |
| Male | 5,250 | 5,439 | 6,754 |
| Female | 517 | 560 | 797 |
| Cumulative HIV cases | 163,150 | 173,525 | 225,441 |

Source: National Consensus Workshop on Estimation and Projection of the Malaysian HIV Epidemic (2009)

A programme monitoring conducted in 2009 of inmates in the 28 drug rehabilitation centres found that there are currently 365 inmates with HIV. 349 are men and 16 women. HIV prevalence in this setting was found to be 7.9%.⁴⁰ Despite the intravenous drug user respondents in the Integrated Bio-Behavioural Surveillance being 97.8% men, it is possible for there to be many female cases of HIV yet unseen amongst drug injectors. Women and girls as injectors face tremendous social stigma, discrimination and shame. They may also depend on their male partners to obtain drugs as opposed to seeking it out themselves. Together with the risk of sexual violence, harassment, spousal abuse, and lower social status, this makes them less likely for them to seek information and to access healthcare services, increasing their risk and exposure to HIV infection.⁴¹

Family planning

Family planning services and information are widely available through a wide network of clinics of the Ministry of Health, the National Population and Family Development Board and Federation of Reproductive Health Association of Malaysia (FRHAM). Private hospitals/clinics and commercial outlets also provide family planning services.

The contraceptive prevalence rate (CPR) in Peninsular Malaysia, Sabah and Sarawak has levelled off at around 50 per cent. However, there are differentials in CPR across states and socio-demographic variables. CPR for Malays has always been lower than the other main ethnic groups, especially the Chinese. In 2004, the CPR for modern methods was 28.2 per cent for the Malays, 45.6 per cent for the Chinese and 32.2 per cent for the Indians.

³⁹ United Nations General Assembly Special Session (UNGASS) Country Progress Report – Malaysia, 2010.

⁴⁰ Ministry of Health (2010).

⁴¹ Centre for Harm Reduction. Female drug use, sex work and the need for harm reduction. http://www.chr.asn.au/freestyler/gui/files/female_drug_use.pdf

Women in Malaysia still bear much heavier burden in family planning while male participation is still very low. This includes using various forms of contraceptive prevention. More concerted efforts are needed to encourage and facilitate their active participation, and to reduce their objection to family planning practice. Male participation in sharing the responsibility to practice family planning is identified as a vital strategy in increasing the CPR. It is important to neutralize the stereotyping or „feminization“ of the service as a whole.

The recently completed Mid-term Review of UNFPA Country Programme for Malaysia (2008-2012) (Tey, 2010) has highlighted several emerging issues that need to be addressed. These include the need to revitalise family planning to prevent unplanned/unwanted births and induced abortion, in line with MDGs. Family planning and reproductive health services should also be targeted at the underserved and the disadvantaged, including foreign migrants and those in the remote areas in Sabah and Sarawak. Family planning will lead to a reduction in maternal mortality towards achieving MDG5.

3.3.3 Economic Activities

There is growing body of evidence shows that gender equality is good economics. According to the UNDP Asia-Pacific Human Development Report 2010, it is estimated that by reaching the same level of women’s labour market participation in the United States, over 70 per cent, it would boost GDP in Malaysia by as much as 2.9 per cent. Thus it is not surprising that a key agenda of the Tenth Malaysia Plan (10MP) is to empower women to enhance their economic contribution. Under the 10MP, the Government will increase its efforts towards addressing issues confronting women to enable them to realise their full potential and participate more effectively in the economic and social development of the country. In 2010, the female LFPR was 46.1% and are they are largely in the services and manufacturing sectors.

Services Sector

The services sector is expected to remain the primary source of growth, driven mainly by the expansion in finance and business services, wholesale and retail trade, accommodation and restaurants as well as the transport and communications subsectors. Women in this category have been increasing from 32.3 per cent in 1995 (6MP) to 65.2% of the total female employment in 2010 (DOS, Labour Force Survey, 2010).

Manufacturing

From a high rate of 30.1 per cent in 1995, women employed in the manufacturing sector currently (2010) stands at 17.9 per cent of total female employment. In terms of occupational structure, however, women are largely concentrated in low-paying, semi-skilled, assembly-type production operations. Women are still disadvantaged in the area of remuneration although the wage differentials between the genders are reported to be narrowing steadily, particularly in labour-intensive industries where women are well represented.

Construction

The construction sector is largely dominated by migrant workers and women’s participation in this industry remains small and accounted for 2.3 per cent of total female employment in 2010.

Agriculture

In the past women had been heavily concentrated in the agriculture industry with almost half of women employed in this sector in 1980. However, with successive economic development strategies that emphasise industrialisation, their role in agriculture has declined. In 2010 the proportion of women employed in agriculture had fallen to 8.5 per cent.

As more women especially the younger and educated generation migrate to urban centres in search of jobs appropriate with their academic achievement, the statistics show that older women within the age range of 35 to 55 years form the bulk of female labour force in the agricultural/rural sector.

Rural women tend to be engaged in traditional paid and unpaid market activities, such as rubber tapping and as farm workers in paddy cultivation. Market sector activities undertaken by rural women are related to traditional and subsistence skills which are an extension of their domestic activities and responsibilities. These include sales of agricultural surplus; snacks and food; and sales from weaving, sewing, mat making; and petty trading.

In fisheries, women contribute significantly to the fisheries related activities, such as unloading, sorting, gutting, net mending, processing, distribution and marketing. Women's involvement in seafood processing and marketing has also been quite extensive.

The rural development component of the government's National Policy on Women aims to:

- improve women's access to education, extension services and multi-level training;
- improve women's access to credit facilities and other resources;
- provide social services that will ease the domestic workload of women and increase their ability to participate more fully in agriculture production;
- provide women with organisational and leadership skills and to encourage the formation of agriculture and rural-based women's organisations that can be the vehicle for education and training as well as the means for ensuring that the needs and priorities of women in the agriculture sector are reflected at national level.

Informal Sector

The informal sector is defined as "one which uses simple technology; requires very little capital; has no fixed place of business; is quasi-legal and/or does not have registration; requires little record-keeping; has access only to informal credit; possess a flexible working schedule and provides self-employment" (HAWA, undated). The productive activities in the informal sector that Malaysian women appear more inclined towards include street hawking and petty trading; tailoring; weaving; operating backyard industries (i.e. producing metal, food and wood/rattan products); operating unlicensed taxis; petty money-lending; unlicensed sub-contracting; and petty professional services such as laundry service, private tuition and food catering (HAWA undated).

Women are also largely engaged as family workers with little or no pay. In 1970, they accounted for about 40 per cent of unpaid family workers. However, by 1990, the proportion of women as unpaid family workers in the traditional and informal sectors dropped to 21.6 per cent in 1990 (6MP: 415). This decline is largely due to the absorption of this group of women into the modern sectors, particularly the industrial and service sectors.

Due to the scarcity of detailed studies and data on women involved in the informal sector in Malaysia, it is difficult to give a profile of women in this sector. However, the majority of women in the informal sector are not recognised for their skills (e.g. tailoring), possess very little capital and have access only to informal credit, or limited access to assistance available from government agencies. Women in this sector also work long hours in fulfilling both their productive and reproductive functions. The lack of regulation of these income-generating activities means that workers in this sector are not protected by legislation relating to employment and have no social security or health benefits. Homemakers, family and other unpaid workers are also deprived of protection because they are not officially registered or recognised as part of the labour force. (HAWA, undated.)

4 GENDER PROJECTS AND PROGRAMMES

4.1 Overview

A key agenda of the Tenth Malaysia Plan (10MP) is to empower women to enhance their economic contribution. In line with this, under the 10MP, efforts are being directed towards addressing issues confronting women to enable them to realise their full potential and participate more effectively in the economic and social development of the country.

In order to encourage more women to participate in the labour force and to enhance the quality of their participation by increasing the number of women in decision-making positions, the 10MP recognises that it is essential that women are given the right opportunities, environment and mind set so that they can participate and contribute in the various fields of national development. To achieve this, four key programmes under the 10MP will focus on:

- Increasing women's participation in the labour force;
- Increasing the number of women in key decision making positions;
- Improving provision of support for women in challenging circumstances such as widows, single mothers and those with lower incomes; and
- Eliminating all forms of discrimination against women.

The Government programmes are also directed towards improvement in work-life balance provisions to encourage greater women participation in the workforce, particularly from the low income households. This will be by increasing the number of community-based nurseries and day care centres under the Department of Social Welfare (more commonly known as *Jabatan Kebajikan Masyarakat* (JKM)). Currently there are 2,077 day care centres that are not registered with JKM. To this end, the Government will increase its efforts to ensure registration of the day care centres as well as to actively promote CSR programmes to sponsor the establishment of licensed day care centres in partnership with NGOs. Flexible working hours and work from home policies in the public and private sectors will continue to be promoted to encourage a more family-friendly workplace.

4.2 Skill, Leadership and Entrepreneurship development for women

With their increasing level of education, it is expected that women will participate more fully at all levels of decision making. In order to ensure their effective participation, it will be necessary to provide more opportunities for women to take up leadership positions in political, economic, and social fields.

Presently, the MWFCD is looking into the possibility of establishing a Unit for Women's Leadership under the Social Institute of Malaysia in Kuala Lumpur. The focus of this unit is to provide leadership training and consultations to women who want to contribute effectively to the development process. This unit will also maintain a national network of women from corporations, emerging businesses, NGOs, and the public sector.⁴²

Under the Human Resource Development Fund, training and re-skilling opportunities for women will also be provided through a special window. Efforts will be made to improve women's participation in entrepreneurial activities through greater collaboration between the

⁴² MDG3. Promote Gender Equality and Empower Women

Department of Women Development (DWD) and institutions such as the Amanah Ikhtiar Malaysia (AIM) to achieve the target of creating 4,000 women entrepreneurs by 2012.

Under the 10MP, leadership and capability development will continue to be promoted under the *Nur Bestari* training programme. In addition, there will be specialised training courses for women in key areas such as politics, management and motivation to improve confidence and soft skills for women employed in the public sector. The private sector and NGOs will also be encouraged to increase the participation of women in managerial and key positions.

Other programmes under the 10MP include skills development programmes for single mothers which will be expanded and strengthened such as the Intensive Skill Training for Single Mother (I-KIT) entrepreneurship and skills programme. In addition there will be other special assistance schemes to encourage women in challenging circumstances to undertake more entrepreneurial activities. In addition, skills training programmes in cottage industries such as beading and tailoring will be expanded through the *Jejari Bestari* and *Inkubator Keusahawanan Wanita* (I-KeuNITA) entrepreneurship programmes for women in bottom 40 per cent households, *Orang Asli* communities and ethnic minorities in Sabah and Sarawak. Programmes pertaining to health awareness such as on HIV prevention will continue to be promoted in rural areas with the cooperation of Ministry of Health and NGOs.

4.3 Gender Sensitization Programmes

To implement gender sensitization programmes⁴³ in the public sector as well as to increase representation of women in key decision-making positions within the parliament, state legislative assemblies, the judiciary and ministries, a special committee, chaired by the Minister of Women, Family and Community Development, is being established. The Government will also increase its efforts to achieve a quota of at least 30 per cent of decision-making positions to be held by women during the 10MP period.

Currently, despite the gender sensitisation programmes that have been conducted in the past by the MWFCDD, most of the other ministries do not have gender policies. According to recent studies, the policies and programmes are either gender neutral or programmes that are undertaken “irrespective of gender”.

4.4 Partners in Gender Programmes

In the past, foreign donors have been support projects and programmes specific to women and gender. The list of these donors is in Annex 2. Currently, the main multilateral partner for gender programmes Malaysia is the United Nations Country Team through the UNDP and the UNFPA. The UNDP focuses on gender equality and women’s empowerment not only as human rights, but also because they are a pathway to achieving the Millennium Development Goals and sustainable development. Meanwhile, the UNFPA focus on projects related to gender-based violence.

4.4.1 Gender Programmes/Projects with UNDP

Earlier gender projects with UNDP that have contributed towards gender development in Malaysia were:

- Capacity Building on Gender Mainstreaming, which was carried out with the MWFCDD; and
- Entrepreneurial Skills – Empowering Women, which was carried out with the Malay Chambers of Commerce

⁴³ The gender sensitisation programmes include aspects pertaining to recruitment, career development and succession planning.

Under the current UNDP Country Programme Action Plan (CPAP) for Malaysia, 2008-2012, there are two projects that were recently completed: (i) Women's Participation in Decision-Making; and (ii) National Action Plan for Single Mothers (see Box 4-1). The implementing partner for both these projects is the MWFCF.

Box 4-1: UNDP Gender Projects

- Towards Achieving At Least 30 Per Cent Participation of Women at Decision Making Levels in Malaysia (June 2007 - June 2010)

This project analysed the current status of women as decision makers in both the public and private sectors in Malaysia in order to arrive at a Plan of Action to achieve at least 30 per cent participation of women in decision-making structures and processes.

The main output was the Plan of Action for Achieving At Least 30% Participation of Women at Decision Making Levels in Malaysia. The report of the seminar on equal opportunities for women in high-level decision-making positions has been submitted to the Cabinet and is already being used in the PEMANDU labs on gender issues. The MWFCF believes that significant mainstreaming has been achieved with respect to the 30 per cent women's participation concept, and specific capacity-development needs have been identified, e.g., the training of women that are members of boards of directors.

- Towards a National Action Plan to Empower Single Mothers (UNDP January 2008 – December 2010).

The objective of this project is to strengthen national policies and programmes targeted at single mothers, particularly those categorized as poor or hardcore poor. The long term objective is to ensure that single mothers receive the necessary institutional support and policy attention to empower them and lift them out of poverty.

The principal outputs of this project were the analysis of single-mother issues, which was followed by an evaluation of the effectiveness of existing policies and programmes in this area and by the elaboration of a national action plan to empower single mothers.

Source: UNDP website and MTR of UNDP CPAP, 2008-2010 (2011)

Recently UNDP started a new study to support the development of national policies and programmes to increase and retain the participation of women in the Malaysian labour workforce with the MWFCF as the implementing partner. The main objectives of the study are to: (1) conduct in depth research to ascertain the issues and obstacles hindering women's increased participation, as well as retention, in the workforce as well as issues that contribute to gender inequality and discrimination in the workplace; (2) utilise the data to provide policy and programme recommendations to the Government of Malaysia to support the increase of women's participation in the workforce, eliminate gender inequality in the workplace and improve economic growth; and (3) propose mechanisms to monitor gender inequality in the labour workforce including wage differentials, and other forms of discrimination to ensure the policies and programmes implemented are obtaining results.⁴⁴

4.4.2 Gender Programmes with UNFPA

In the field of gender, currently UNFPA Malaysia is working with the MWFCF on strengthening partnerships and programmes against gender-based violence (GBV). The main strategies of this project are to promote a framework based on gender equality and non-discrimination so as to contextualise gender violence with the aim to increase public support to end gender violence; and to work in partnership with young men and women to

⁴⁴ Source: Project Document on Women

campaign against gender violence and to strengthen their capability and capacity in efforts against GBV.⁴⁵

UNFPA Malaysia works not only with the Government and its agencies, but also with non-governmental organizations (NGOs), the academia and community groups. These partnerships aim at promoting women's reproductive health and addressing population issues.

4.4.3 Other Gender Programmes

The **Women's Development Research Centre (KANITA)**⁴⁶ is the first centre of its kind in Malaysia, pioneering a field which was little known and marginalized in the country's academe. KANITA is also responsible for charting the earliest history of feminism and feminist advocacy in Universiti Sains Malaysia (USM). Beginning with the establishment of a UNICEF-funded research cluster on women, children and poverty in 1978, through which it gained the acronym KANITA (representing the combined Malay words for women and children) and evolving into what is today a centre of excellence within the university, the Centre reflects thirty years of critical thinking in the development of theoretical and methodological tools and policy strategies that aim at equalising and mainstreaming gender in education and nation-building. Thirty years have provided a solid foundation for the rise of a new kind of academic culture where women and gender programmes are enriched with multi- and interdisciplinary interaction with generic disciplines of social sciences, humanities, management, communication, education and medical sciences, health sciences and pharmaceutical sciences. Through applied and policy research, innovations in training, publication and networking both nationally and globally, KANITA has brought new meaning to the process of engendering knowledge, thus, bringing feminist and gender perspectives to the forefront of academic thinking.

KANITA achieved its current status as an autonomous research centre within the university on 17 April 2001. The endorsement by the University Senate of KANITA's position demonstrates USM's commitment to lead in the exploration of new thinking and knowledge that considers gender as an important analytical framework for theory and research. It also reflects converging efforts and dedication of academic members from various disciplines towards championing gender equality, equity and justice in the society, both theoretically and in practice.

The specific objectives of KANITA are as follows:

- To intensify the impact and significance of KANITA as the reference centre on policy and programme development concerning women/ gender issues.
- To conduct research using the gender framework, in particular, with the view to translate the research results into socially transformative measures benefiting various target groups
- To generate publication that contributes towards intellectual discourse on women and gender issues and towards informing policy and legislative reforms
- To develop a graduate programme of international standing in the field of women/ gender studies
- To initiate and sustain intellectual and advocacy-related activities such as roundtable discussions, workshops, seminars, training and short-term courses.

To establish and develop a data bank and a resource centre on women and gender issues

⁴⁵ http://www.unfpa.org.my/main/index.php?option=com_content&task=view&id=18&Itemid=9

⁴⁶ Source: <http://kanita.usm.my>

Since the 1994/1995 session, the Faculty of Arts and Social Science at **Universiti Malaya** has set up a **Gender Studies Programme**. This is multidisciplinary and offers courses in theories and methodology concerning family, economy, politics, legislation and religion. Through this programme, students will be involved in thinking about and evaluating their roles in the community in line with the university's philosophy of education. The programme hopes to produce a group of new social scientists who will question a few basic premises in the field of social science.

The Gender Studies Programme is aimed at creating awareness of gender issues which could then be applied when students enter the working world. Students will benefit from the courses offered and develop more sensitive perspectives on gender relationships and gender roles in the society and culture. With this knowledge, students will have a more accurate perspective on social problems. Gender studies would also provide give the opportunity for academic discussions about gender through forums, seminars and workshops.

The Gender Studies Programme objectives are:

- To teach and learn the gender perspective and the feminist's standpoint through different subjects and courses.
- To engage in multidisciplinary and inter-disciplinary research from the gender perspective.
- To contribute to community development through the creation of gender awareness at all levels of society.
- To train future academics, policy-makers, activists, and others who are committed to the principles of gender equality and social justice.

4.5 Good Practices

In 2001, Malaysia added the word „gender“ to a constitutional provision against discrimination that includes religion, race, descent and place of birth. This seemingly simple change prompted a broad review of all legislation, including laws on domestic violence, marriage and divorce, and land ownership. While there is still no clear definition of „discrimination against women“ in Malaysian law, the change has eliminated any legal argument that gender-based discrimination, unlike other forms of discrimination that had been mentioned, is permissible.

ANNEX 1: GENDER INFORMATION SOURCES

List of Organisations/Individuals related to Gender

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|---|--|--|
| Government Organisations | | | |
| Ministry of Women, Family and Community Development www.kpwkm.gov.my | Entrusted with the responsibility to promote and raise public perception on the importance of the role of women and family institution in contributing towards the developmental agenda of the nation. | <ul style="list-style-type: none"> ▪ To increase the participation and active role of women, families and communities as contributors and beneficiaries of development countries. ▪ Importance of preserving the rights of women, families and communities fairly and impartially without discrimination element. ▪ Extending equal opportunities to women and society in social, economic and political. ▪ Strengthen the family institution. ▪ To ensure the delivery and support systems that efficiently and effectively. | Level 1-6, Kompleks Pejabat Kerajaan Bukit Perdana, Jalan Dato' Onn, 50515 Kuala Lumpur MALAYSIA. Tel: 03-2693 0095 Fax: 03-2693 4982 |
| NAM Institute for the Empowerment of Women (NIEW) www.niew.gov.my | Established by the Malaysian Government dedicated to training, research and knowledge management in collaboration with the diplomatic community, international bodies, private sector, academia and civil society to ensure empowerment of women and achieve gender equality in NAM Member Countries. | NIEW has been organising programmes on training and capacity building for NAM Member Countries in critical areas which have been identified as crucial to the empowerment of women such as Women in Politics and Economy, Women in Education and ICT, Women in Health and Violence Against Women. | Level 16, Wisma Sime Darby, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia Tel : 603-2614 3000 Fax : 603-2691 0344 / 603-2691 0340 Email: feedback@niew.gov.my |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|--|--|---|--|
| Women's Development Research Centre (KANITA), Universiti Sains Malaysia http://kanita.usm.my | Research, advocacy and community engagement utilising and promoting a gender and social equality framework. It strives to impact in the academe, the state, women and the society at large and in particular, the bottom half billion. | <ul style="list-style-type: none"> • Health • Policy and Law • Sustainable Development • Economic and Social Development • Leadership and Governance • Education and Culture | Prof. Datin Rashidah Shuib, Professor and Director Women's Development Research Centre (KANITA) Email: rashidahshuib@usm.my Universiti Sains Malaysia, 11800 USM, Penang, Malaysia Tel: (604)-6533436 or (604)-6533445 Fax: (604)-6566379 Email: kanita@usm.my |
| Faculty of Arts and Social Science, University of Malaya http://gender.um.edu.my/ | Gender Studies Programme | <ul style="list-style-type: none"> ▪ To teach and learn the gender perspective and the feminist's standpoint through different subjects and courses. ▪ To engage in multidisciplinary and inter-disciplinary research from the gender perspective. ▪ To contribute to community development through the creation of gender awareness at all levels of society. ▪ To train future academics, policy-makers, activists, and others who are committed to the principles of gender equality and social justice. | GENDER STUDIES PROGRAMME Level 2, New Building, Faculty of Arts and Social Sciences, University of Malaya, 50603 Kuala Lumpur, MALAYSIA Tel : +603-79675485/5667 Fax : +603-79677369 Email: gender_fsss@um.edu.my |
| International Organisations | | | |
| United Nations Development Programme (UNDP) www.undp.org.my | Women's Empowerment: UNDP focuses on gender equality and women's empowerment not only as human rights, but also because they are a pathway to achieving the Millennium Development Goals and sustainable development. | UNDP coordinates global and national efforts to integrate gender equality and women's empowerment into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development. | Wisma UN, Block C, Kompleks Pejabat Damansara, Jalan Dungun, Damansara Heights, 50490 Kuala Lumpur, MALAYSIA Tel: 603 2095 9122 Fax: 603 2095 2870 Email: registry.my@undp.org |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|---|--|--|
| United Nations Population Fund (UNFPA) www.unfpa.org.my | International development agency that promotes the right of every woman, man and child to enjoy a life of health and equal opportunity. | Supports countries in using population data for policies and programmes to reduce poverty and to ensure that every pregnancy is wanted, every birth is safe, every young person is free of HIV/AIDS, and every girl and woman is treated with dignity and respect. | Wisma UN, Block C, Kompleks Pejabat Damansara, Jalan Dungun, Damansara Heights, 50490 Kuala Lumpur, MALAYSIA Tel: 603 2091 5108 Fax: 603 2093,4367 Email: unfpamy@undp.org.my |
| World Alliance for Breastfeeding Action (WABA) Secretariat www.waba.org.my | Global network of individuals and organisations concerned with the protection, promotion and support of breastfeeding worldwide. | <ul style="list-style-type: none"> ▪ International NGO that campaigns to protect, promote and support breastfeeding ▪ Networking and facilitating collaborative efforts in social mobilization, advocacy, information dissemination and capacity building on breastfeeding concerns | Sarah Amin P. O. Box 1200, 10850 Penang Tel: 04-658 4816 Fax: 04-657 26 55 Email: waba@streamyx.com |
| NGOs | | | |
| National Council of Women's Organisations Malaysia (NCWO) www.ncwomalaysia.org.my | Consultative coordinating and advisory body to raise the status of women and their participation in national development. | To unite women's organizations and cooperate with national, regional and international organizations in the commitment to: <ul style="list-style-type: none"> ▪ Respect, protect and fulfil women's rights ▪ Promote the development and advancement of women at all levels ▪ Advocate and monitor the full participation, inclusion and representation of women in decision making ▪ Ensure that women have equitable access to and are equal agents and beneficiaries of development | No. 46, Jalan 14/29 46100 Petaling Jaya Selangor Tel: 03-79543008 Email 1: ncwohq@yahoo.com Email 2: admin@ncwomalaysia.org.my |
| Women's Aid Organisation (WAO) www.wao.org.my | Malaysia's first refuge for abused women and their children offering shelter, telephone counselling and face to face counseling. | <ul style="list-style-type: none"> ▪ Promote and create respect, protection and fulfilment of equal rights for women. ▪ Work towards the elimination of discrimination against women, and to bring about equality between women and men. | P.O.Box 493, Jalan Sultan, 46760 Petaling Jaya, Selangor, Malaysia Tel: +603 7957 5636 / +603 7957 0636 Fax: +603 7956 3237 E-mail: wao@po.jaring.my / wao.general@yahoo.com.my |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|--|--|---|
| <p>Women's Centre for Change (WCC) (<i>Pusat Kesedaran Wanita</i>) (formerly known as Women's Crisis Centre/<i>Pusat Krisis Wanita</i>) www.wccpenang.org</p> | <p>Set up in 1985 to help women and children facing crisis, irrespective of race, religion, or social background. Provides immediate assistance for women needing crisis intervention, as well as to undertake programmes to promote gender equality in our society.</p> | <ul style="list-style-type: none"> ▪ Gives free counselling and legal advice, provides temporary shelter for women and children ▪ Organises and conducts talks, workshop, training and seminars on child sexual abuse, violence against women, women's right and issues relating to teenage relationships ▪ Lobbying for advocacy work for women and children | <p>Ms. Loh Cheng Kooi (Executive Director) 24-D, Jalan Jones 10250 Penang Tel: +604-228 0342 Fax: +604-228 5784 Email: wcc@wccpenang.org</p> |
| <p>Federation of Reproductive Health Associations, Malaysia (FRHAM) (formerly known as Federation of Family Planning Associations, Malaysia (FFPAM)) www.frham.org.my</p> | <p>Established with the aim of educating, promoting and supporting Malaysians in family planning, sexual and reproductive health and responsible parenthood.</p> | <p>Developed related services and educational activities to promote optimal health of women, men, and young people</p> | <p>No. 81-B Jalan SS15/5A, 47500 Subang Jaya, Selangor Darul Ehsan, Malaysia Tel: 603 5633 7514 / 603 5633 7516 / 603 5633 7528 Fax: 603 5634 6638 E-mail: frham@frham.org.my</p> |
| <p>Family Health Development Association Penang (formerly Family Planning Association Penang, FPA) www.fhdapenang.org</p> | <p>Leads non-government organisation in the field of sexual and reproductive health for healthy family development.</p> | <ul style="list-style-type: none"> ▪ Community service, clinical service for women in reproductive health ▪ Conducts training and talks to promote family life ▪ Service and supporting HIV/AIDS patients (MayCare) | <p>Ms Engie Ng (Manager) 333, Jalan Perak 11600 Penang Tel: +604-2825191 Fax: +604-2819380 Email: fpapa@streamyx.com</p> |
| <p>Pan-Pacific and South-East Asian Women's Association (PPSEAWA) www.ppseawa.org</p> | <p>International women's organization devoted to families, peace and understanding in the Pacific and Southeast Asia.</p> | <ul style="list-style-type: none"> ▪ Strengthen the bonds of peace by fostering a friendship and better understanding among women in all areas of the Pacific and Southeast Asia ▪ Promote cooperation among women of these regions for the study and improvement of social, economic, and cultural conditions | <p>Rahmah Abdul Hamid Email: yteow@rahmadin.com</p> |
| <p>Asian-Pacific Resources and Research for Women (ARROW) www.arrow.org.my</p> | <p>A regional non-profit and non-governmental organisation concerned with ensuring that development policies and plans influencing women's health status included women's and gender perspectives</p> | <p>Promoting and protecting women's health rights and needs, particularly in the area of women's sexuality and reproductive health</p> | <p>Ms Saira Shameem (Executive Director) 1 and 2, Jalan Scott, Brickfields, 50470 Kuala Lumpur Tel: +603-22739913/14/15 Fax: +603-2273 9916 Email: arrow@arrow.po.my</p> |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|--|---|---|---|
| <p>Persatuan Kesedaran Komuniti Selangor (EMPOWER) www.empowermalaysia.org/e10</p> | <p>Promotes the political participation of Malaysian women to be part of a supportive political network to negotiate the world of male-dominated political processes</p> | <ul style="list-style-type: none"> ▪ Education and Training ▪ Democratic Governance ▪ Women's Rights, Democracy and Leadership ▪ Community Capacity Building ▪ Advocacy and Lobbying ▪ Women's political participation and decision making ▪ Legal reforms on laws that discriminate women ▪ Advocate women and human rights at international platforms ▪ Research ▪ Democratic Governance ▪ Advocacy paper: Bring back Local Government Elections ▪ Gender and Education ▪ Women and Human Rights | <p>13, Lorong 4/48e, 46050 Petaling Jaya, Selangor, Malaysia Tel: 603-77844977/ 8784 Fax: 603-77844978 Email: empower05@gmail.com</p> |
| <p>Asian Women's Resource Centre (AWRC) www.awrc4ct.org</p> | <p>An organisation of women and women's organisations in Asia who are engaged in promoting Asian women's theology.</p> | <ul style="list-style-type: none"> ▪ Women's organisations in Asia who are engaged in promoting Asian women's theology | <p>Ms Yong Ting Jin (Coordinator) 119C-2 Batu 3 1/2 Jalan Kelang Lama 58000 Kuala Lumpur Tel:03-7984 9734 Fax: 03-7984 4227 Email: enquiries@awrc4ct.org</p> |
| <p>International Women's Rights Action Watch-Asia Pacific (IWRAP-AP) www.iwraw-ap.org</p> | <p>Promotes effective flow of information on the CEDAW Convention between the local and the global levels to enable women to monitor and facilitate the implementation of the Convention domestically and utilise it to advance their interests, while contributing to standard-setting at the international level.</p> | <ul style="list-style-type: none"> ▪ Implementation and realisation of women's human rights through the lens of CEDAW and other international human rights treaties | <p>Ms Sunila Executive (Director) 80-B Jalan Bangsar 59200 Kuala Lumpur Tel: 03-2282 2255 Fax:03-2283 2552 Email: iwraw-ap@iwraw-ap.org</p> |
| <p>All Women's Action Society (AWAM) www.awam.org.my</p> | <p>An independent feminist organisation committed to improving the lives of women in Malaysia. We are tax-exempt, non-profit organisation established in 1985.</p> | <p>Counselling, legal advise for domestic violence, rape, sexual harassment, child abuse, workplace concerns, unwed mothers</p> | <p>Ms Sofia Lim Siu Ching, No.85 Jalan 21/1, Sea Park, 46300 Petaling Jaya, Selangor. Tel: 03-7877 4221 Fax: 03-7874 3312 Email: awam@awam.org.my</p> |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|--|---|--|---|
| <p>Malaysian Trade Union Congress (MTUC) Women Committee Wisma MTUC www.mtuc.org.my</p> | <p>The oldest National Centre representing the Malaysian workers. The Unions affiliated to MTUC represent all major industries and sector with approximately 500,000 members.</p> | <ul style="list-style-type: none"> Advocacy, lobbying, legal assistance for workers | <p>Puan Noor Laila Bt Aslah No.10-5 Jalan USJ 9/5T, 47620 Subang Jaya, Selangor Tel: 03-8024 2953 Fax: 03-8024 3225 Email: mtuc@tm.net.my</p> |
| <p><i>Pertubuhan Tindakan Wanita Islam (PERTIWI)</i> (Islamic Women's Act Organisation) www.pertiwi.org</p> | <ul style="list-style-type: none"> Work towards achieving social and economic justice for women. Disseminating knowledge for the advancement of women by way of discussion, writing, translation and publication. Trying to raise the standard of education and education for women and children. Support and collaborate with other women's organizations with the same aim. | <ul style="list-style-type: none"> Welfare and charity work for women, teenager and children based on education | <p>Dato' Dr Nik Safiah No.63, Jalan SS3/53 Kelana Jaya 47300 Petaling Jaya, Selangor. Tel:03-7874 4203 Fax: 03-7875 2935 Email: info@pertiwi.org</p> |
| <p>Sisters in Islam www.sistersinislam.org.my</p> | <p>Promotes the principles of gender equality, justice, freedom and dignity in Islam and empower women to be advocates for change.</p> | <ul style="list-style-type: none"> Counselling, syariah legal advice, research and advocacy. | <p>Ms. Maria Chin Bt Abdullah 7, Jalan 6/10 46000 Petaling Jaya Tel: 03-7785 6121 Fax: 03-7785 8737 Email: sistersinislam@pd.jaring.my</p> |
| <p>Sabah Women Action Resource Group (SAWO) www.sawo.org.my</p> | <p>A group of women and men who were particularly concerned about the increasing incidence of violence against women and children.</p> | <ul style="list-style-type: none"> Provides counselling, legal assistance, financial aid for women in crisis | <p>Ms. Winnie Yee (President) Lot 23, 3rd Floor Block C, Damai Point 88300 Kota Kinabalu Tel/ Fax: 088-269 291 / 280 200 Email: admin@sawo.org.my / sawo2@tm.net.my</p> |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|--|---|---|---|
| TI-RATANA Welfare Society www.ti-ratana.org.my | A community service society set up to both serve and provide shelter, education and care to the underprivileged members of the community. A voluntary, not-for-profit, non-partisan and non-denominational organisation offering a wide scope of community services. | <ul style="list-style-type: none"> ▪ Children's Homes/Orphanage ▪ Old Folks" Homes ▪ Shelter Home for Women ▪ Free Mobile Medical/Healthcare Service | Lot 16106, Jalan 13 B, Salak South Bahru (Desa Petaling), 57100 Kuala Lumpur, Malaysia Tel: 03-79881818 Fax: 03-79881888 Email: admin@ti-ratana.org.my |
| Federation of Women's Lawyers (North Malaya) | | <ul style="list-style-type: none"> ▪ Gives talks and organises seminars related to women's legal rights | Ms Petra Oon 20, Lebuhraya Gereja, 10200 Penang Tel: 604-226 3911 Fax: 04-261 5903 Email: limlim_oon@yahoo.com |
| <i>Lembaga Kebajikan Perempuan Islam</i> (LKPI) (Islam Women's Welfare) | | <ul style="list-style-type: none"> ▪ Gives religious talks to women and financial assistance | Puan Hj Azidah Hj Md Daud 67, Jalan Gajah, Tanjung Bungah 11200 Penang Tel: 04-899 5281 Fax: 04-899 5281 |
| Malaysian Trade Union Congress (MTUC) Women's Committee | | <ul style="list-style-type: none"> ▪ Advocacy, lobbying, legal assistance for women workers | Puan Rahan Bee 23, Lorong Talang 1 Perai Garden 13600 Perai, Penang Tel: 04-390 1397 Fax: 04-398 1397 Email: ptwu@tm.net.my |
| <i>Persatuan Ibu Tunggal Negeri Pulau Pinang</i> (Single Mother's Association of Penang) | | <ul style="list-style-type: none"> ▪ Assists single mothers with finances, accommodation, job searching etc ▪ Sends single mothers to courses / training. | Puan Latifah Hussainsa 22, Lorong Mahsuri 12, Bandar Bayan Baru, 11950 Penang. Tel: 04-646 1999 Fax: 04-646 2121 |
| <i>Persatuan Jururawat (M) Cawangan Pulau Pinang</i> (Nurses Association (M) Penang Branch) | | <ul style="list-style-type: none"> ▪ Health talks to public & women's organisations ▪ Provide services to the community e.g. home visits | Ms. Matron See Cheng Kim Kuarters Penyelia Jururawat, Hospital Pulau Pinang, 10990 Penang. Tel: 04-222 5333 Fax: 04-228 1737 |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|------------------------|--|--|
| <p><i>Pertubuhan Jamaah Islah Malaysia</i> (Women's section) (JIM) (Malaysia's Jamaah Islam Association)</p> | | <ul style="list-style-type: none"> ▪ Organises kindergarten for children ▪ Conducts religious activities and talks ▪ Conducts camp sessions to youths | <p>Puan Mardiana Bt Abdul Rahim 64, Tingkat 2, Lebuh Bukit Kecil Satu, Taman Sri Nibong, 11900 Sg. Nibong, Penang. Tel/Fax: 04-645 2740</p> |
| <p><i>Pertubuhan Wanita Prihatin</i> (Concerned Women's Association)</p> | | <ul style="list-style-type: none"> ▪ Focuses on the elderly ▪ Celebrates festive season with the elderly | <p>Puan Sharifah Noriati No.342, Kampung Seronok, Bayan Lepas, 11900 Penang. Tel:04-646 0454</p> |
| <p><i>PUSPANITA Negeri Pulau Pinang</i> <i>Persatuan Suri & Anggota Wanita Perkhidmatan Awam M'sia</i> PUSPANITA Penang State Housewives & Women Public Services Association Malaysia</p> | | <ul style="list-style-type: none"> ▪ Charity work for those in need ▪ Enhances relationships and goodwill amongst wives and women involved in public service | <p>Puan Saadiah Bt Said 122, Jalan York 10450 Penang. Tel:04-650 5200</p> |
| <p>Rainbow Single Parenthood Fellowship Association</p> | | <ul style="list-style-type: none"> ▪ Organises activities for single mothers eg.cooking classes ▪ Sends single mothers to courses/ training | <p>Ms.Judy Vun No.5, Lorong Tambun Indah 13 Taman Tambun Indah 14100 Simpang Ampat. Tel/Fax: 04-587 1480 Email: judyvun2002@yahoo.com</p> |
| <p><i>Wanita Perkim Bahagian Negeri P.Pinang</i> Perkim Women Penang State Branch Women's Institute (WI)</p> | | <ul style="list-style-type: none"> ▪ Religious classes, counselling, financial aid | <p>Dato" Hajjah Wan Johara No.239, Jalan Burma 10250 Penang Tel/Fax: 04-226 2699</p> |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|--|------------------------|--|---|
| Women's Welfare Council | | <ul style="list-style-type: none"> ▪ Provides nursery, shelter for unwed women, ▪ hostel for out-station working women | Dato' Seri Khoo Keat Siew (President) Ms. Jenny Ling (Matron) No.409, Babington Avenue 10450 Penang Tel:04-229 8355 Fax: 04-229 0806 |
| Tenaganita Wisma MLS www.tenaganita.net | | <ul style="list-style-type: none"> ▪ Promoting and protecting migrant rights ▪ Helpline is 24 hours | Dr Irene Fernandez No.31, Jalan Tuanku Abdul Rahman 50100 Kuala Lumpur Tel:03-2697 3671 Fax: 03-2691 3681 Email: dw_actionline@yahoo.com |
| YWCA Kuala Lumpur www.ywcamalaysia.org | | <ul style="list-style-type: none"> ▪ Runs community services, provide hostel, day care and pre-school ▪ Shelter home for women, children and teenagers in crisis; inclusive of victims of domestic violence, single mothers, unwed mothers, rape survivors, abused children & ▪ Run away teens. | No.33 Jalan Changgai, Section 6 Petaling Jaya, Selangor D.E. Tel/ Fax: 03-7956 3959 Email: ywcamsia@streamyx.com |
| Young Women's Christian Association (YWCA) www.ywcamalaysia.org | | <ul style="list-style-type: none"> ▪ Run community services, provide hostel, day care and pre-school | Dr Marina David 8-A, Jalan Masjid Negeri 11600 Penang Tel:04-828 1855 Fax: 04-828 1855 Email: ywcapq@gmail.com |
| Good Shepherd Crisis Centre | | <ul style="list-style-type: none"> ▪ Provides counselling, shelter for women and children in crisis | Sis Helena (Director) No.4, Jalan Canning Estate Taman Kenning 31400 Ipoh Tel:05-546 7031 Fax: 05-548 8749 |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|------------------------|--|--|
| Perak Women for Women | | <ul style="list-style-type: none"> ▪ Counselling for domestic violence cases | Dr Sharifah Halimah (President) Ms Siew Keen (Secretary) No.2, Lebu Perajurit 1 Taman Perak, 31400 Ipoh Tel/Fax: 05-546 9715 |
| Sarawak Women for Women Society (SWWS) | | <ul style="list-style-type: none"> ▪ Provides counselling, drop-in-centre, legal & advocacy, training | P.O. Box 551, 93712 Kuching Sarawak Tel: 082-423 642 / 416 053 Email: sarswws@po.iaring.my |
| <i>Persatuan Isteri-isteri Pegawai Penjara (PERSIAP)</i> (Wives of Prison Officers Association (PERSIAP)) | | <ul style="list-style-type: none"> ▪ To strengthen ties amongst wife of staff, conduct religious classes etc | Pn.Nasimah Jabatan Penjara Jalan Penjara 10460 Penang Tel:04-228 9899 Fax: 04-229 3528 |
| <i>Pusat Perkhidmatan Wanita (PPW) Seberang Perai</i> (Seberang Perai Women Services Association (PPW)) | | <ul style="list-style-type: none"> ▪ Handles cases related to domestic violence, marital problems, sexual violence ▪ Provides face to face, telephone, e-mail counselling and temporary shelter ▪ Gives legal advice on domestic violence, marriage and divorce, rape, and issues on violence against women | Ms.Lau Swee Li 67A, Tingkat 1, Jalan Perai Jaya 4, Bandar Perai Jaya, 13600 Perai. Tel:04-398 8340 Fax: 04-398 8341 Email: ppwsp@streamyx.com |
| <i>Persatuan Kesedaran Hak Wanita (WRAA) Bukit Mertajam</i> (Women's Rights Awareness Association (WRAA) Bukit Mertajam) | | <ul style="list-style-type: none"> ▪ Provides free counselling and legal advice to ▪ Women in crisis e.g. domestic violence, marital problems, poverty, single parenthood etc | Ms.Cheah No.12, Lorong Perda Selatan 1, Bdr Perda, 14000 Bkt Mertajam, Penang Tel: 012-415 0188 |
| <i>Pusat Kesedaran Wanita Kedah</i> (Kedah Women Awareness Centre) | | <ul style="list-style-type: none"> ▪ Helps women & children in crisis, assists in counselling, job searching, place to stay | Datin Badriyah 2821J, Lorong Menteri 2, 05250 Alor Setar, Kedah Tel: 012-457 7623 |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|------------------------|----------|---|
| Women In Action Melaka (WIM) | | | Ms Rachel Samuel (President) No.53-2, Jalan Melaka Raya 29 Taman Melaka Raya, 75000 Melaka Tel:06-281 0230 Fax: 06-317 7767 |
| <i>Pertubuhan Jemaah Islah Malaysia – Bahagian Wanita (Wanita JIM)</i> (Jemaah Islah Malaysia Association- Women Department (JIM Women)) | | | Lot 300.3, Lrg Selangor, Pusat Bandar Melawati 53100 Kuala Lumpur Tel : 03-4107 3379 Fax: 03-4107 1754 |
| <i>Persatuan Sahabat Wanita Selangor</i> (Selangor Women Friendship Association) www.iim.org.my | | | No. 70 Jln 7 Taman Maju ,43000 Kajang Selangor Tel: 03-87378380 Fax : 03-87378380 Email: psws@po.jaring.my |
| Selangor Chinese Assembly Hall (Women's Section) | | | No.1 Jalan Maharajalela , 50150 Kuala Lumpur Tel: 03-2274 6645; Fax: 03-2272 4089 Email: info@scah.org.my |
| Single Mothers Association of FT & Selangor | | | No. 2, Jalan SS1/43B, Kampong Tunku, 47300 Petaling Jaya Tel : 03-7874 1416 |
| BIRTHRIGHT | | | Grace Community Service, 81E, 4th floor, Sri Bunus, Medan Bunus, Off Jalan Masjid India, 50100, KL Tel : 03-2694 2423 |
| <i>Pusat Kebajikan Good Shepard</i> (Good Shepard Charity Centre) | | | 8.8 km Jalan Hulu Kelang, 68000 Ampang Tel:03-4256 852/ 3941 |

| Name of Organisation | Area of Specialisation | Activity | Contact |
|---|------------------------|----------|---|
| Shelter for Women and Children Seremban | | | 340/1833 Taman Bukit Kaya, Jalan Sungei Ujong, 70200 Seremban, N. Sembilan Tel: 06-763 1771 Fax: 06-762 2593 Email: shelter@po.jaring.my |
| Women & Health Association KL (WAKE KL) | | | 7th Floor, Wisma Kraftangan, Jalan Tun Perak Tel 03-26926861 Email: wakekl@tm.net.my |
| Women Shelter Home | | | Lot 16106, Jalan 13B, Salak Selatan Baru (Lebuhraya KL-Seremban), 57100 Kuala Lumpur Tel: 03-79881818 |

ANNEX 2: DONORS WHO HAD SUPPORTED PROGRAMMES AND PROJECTS SPECIFIC TO WOMEN AND GENDER IN MALAYSIA

Donors who had supported programmes and projects specific to women and gender at one time or other are listed as follows:-

- Asian Development Bank (ADB), based in Manila, Philippines
- Australian Agency for International Development (AUSAID)
- Australian High Commission
- Bernard Van Leer Foundation, The Netherlands
- Bread For the World, Germany
- Canadian High Commission
- Canadian International Development Authority (CIDA)
- Commission of the European Communities (EC)
- Danish International Development Authority (DANIDA)
- Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), Germany
- Frauen An Stiftung (FAS), Germany
- FES (German acronym)
- Finland International Development Authority (FINIDA)
- Ford Foundation
- The Global Fund for Women, USA
- HIVOS (Dutch acronym)
- Netherlands Organisation for International Development Cooperation (NOVIB)
- Norwegian Agency for Development Cooperation (NORAD)
- Swedish International Development Authority (SIDA)
- United Nations Children's Fund (UNICEF)
- United Nations Development for Women (UNIFEM)
- United Nations Development Programme (UNDP)
- United Nations Educational, Scientific and Cultural Organisation (UNESCO)
- United Nations Fund for Population Activities (UNFPA)
- United Nations University/Institute for New Technology (UNU/INTECH)
- World Bank

ANNEX 3: LIST OF REPORTS AND REFERENCES RELATED TO GENDER

- UNDP. 2010). Asia Pacific HDR on Gender (2010):
<http://hdr.undp.org/en/reports/regional/asiathepacific/RHDR-2010-AsiaPacific.pdf> -
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- Government of Malaysia. 2010. *Tenth Malaysia Plan 2011-2015*. Kuala Lumpur: National Government Printers.
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- Penang Women, Family and Community Development . Conference on Good Governance and Gender Equality Society, Penang. 31 July – 1 August 2010. Gender Mainstreaming: Justice for All. Malaysia.
- Malaysia: The Millennium Development Goals at 2010. 2011. Malaysia: United Nations Country Team.
- Ministry of Health. March 2010. *Malaysia: 2010 UNGASS Country Progress Report*.
- Ministry of Human Resources. 1999. *Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace*.
- Ministry of Women, Family and Community Development. 2005. *Gender Budgeting in Malaysia*. Kuala Lumpur: Ministry of Women, Family and Community Development.
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DEFINITIONS

| Terms | Definition | Source |
|------------------------------|--|--|
| Domestic Violence (DV) | Abuse of power in an intimate relationship when one partner (usually male) attempts to control and dominate the other. It is not only physical but sexual, economic and almost always psychological leaving the woman disempowered and living in fear. | http://www.wao.org.my/ |
| Gender Budgetting | Refers to the process of conceiving, planning, approving, executing, monitoring, analyzing and auditing budgets in a gender-sensitive way. Involves analysis of actual expenditure and revenue (usually of the Government) on women and girls as compared to on men and boys Helps Governments to decide how policies need to be made, adjusted and reprioritized Is a tool for effective policy implementation where one can check if the allocations are in line with policy commitments and are having the desired impact | UNIFEM |
| Gender Mainstreaming | “Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.” | United Nations Economic and Social Council (ECOSOC) |
| Sexual Harassment | Any unwanted conduct of a sexual nature having the effect of verbal, non-verbal, visual, psychological or physical harassment that might, on reasonable grounds, be perceived by the recipient as placing a condition of a sexual nature on her/his employment; or that might, on reasonable grounds, be perceived by the recipient as an offence or humiliation, or a threat to his/her well-being, but has no direct link to her/his employment. | Malaysian Ministry of Human Resources: Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace, August 1999 |
| Violence Against Women (VAW) | Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. | Declaration on the Elimination of Violence against Women, General Assembly resolution 48/104 of 20 December 1993 (Article 1) |