

# Country WID Profile

## (Malaysia)

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Abbreviation  
(Malaysia)

ADB	Asian Development Bank
APDC	Asian and Pacific Development Center
APWLD	Asian Forum on Women, Law and Development
ARROW	Asian Pacific Resource & Research Center for Women
ASEAN	Association of South East Asian Nations
BCG	Bacillus Calmette-Guérin
CBO	Community-based Organisation
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DOA	Department of Agriculture
DOSH	Department of Occupational Safety and Health, Ministry of Human Resources
DPT	Diphtheria, Pertussis, Tetanus
DTCP	Department of Town and Country Planning
EPU	Economic Planning Unit
FAO	Food and Agriculture Organization
FELCRA	Federal Land Consolidation and Reclamation Authority
FEPAM	Federation of Family Planning Association Malaysia
GDP	Gross Domestic Product
GNI	Gross National Income
GNP	Gross National Product
HAWA	Women's Development Department (formerly Women's Affairs Division)
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
ICPD	International Conference on Population and Development
ILO	International Labour Organization
ISIS	Institute of Strategic & International Studies
IUD	Intra-Uterine Contraceptive Devices
KEMAS	Community Development Section
LPPKN	Lembaga Penduduk dan Pembangunan Negara/ National Population and Family Development Board

LWSMC	Likas Wetlands Sanctuary Management Committee
MADA	Mountain Area Development Agency
MNUSD	Ministry of National Unity and Social Development
MOH	Ministry of Health
MP	Malaysian Plan
MWFD	Ministry for Women and Family Development
NACIWID	National Advisory Council for the Integration of Women in Development
NCWO	National Council of Women's Organizations
NGO	Non Governmental Organization
NPFDB	National Population and Family Development Board
NPFDB	National Population and Family Development Board
ORT	Oral Rehydration Therapy
PACOS	Partners of Community Organisations Trust
RISDA	Rubber Industrial Development Authority
RM	Ringgit Malaysia
SNA	System of National Accounts
TCM	Traditional /Complementary Medicine
UN	United Nations
UNDP	United Nations Development Programs
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UPM	Universiti Putra Malaysia
USAID	United States Agency for International Development
VT	Vocational and Technical
WHO	World Health Organization
WID	Women in Development
WIJADI	Wanita Inovatif Jaya Diri

# Country WID Profile (Malaysia)

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## 1. Basic Profile

### 1-1 Socio-Economic Profile

#### Economic indicators source: 1)

GNI/Capita (US\$)	Growth rate of real GDP	GDP Implicit deflator	Gini index	Aid/GNI
3,390 ('99)	7.3 % (90-99)	3.9%(90-99)	49.2 ('97)	0.2% ('99)
3,480 ('94)	5.3% (80-90)	1.7%(80-90)	48.4 ('89)	0.1% ('94)

Note: World Development Indicator 2001 replaced GNP with GNI in line with the 1993 SNA.

#### Demographic indicators source: 1), \*2), \*\*3)

Total (millions)	% of female population	% of urban population*	Population growth rate**	Total Fertility Rate**	Life Expectancy*	
					Male	Female
23('99)	49.4% ('99)	56.7% ('99)	2.2% (90-99)	3.0 ('99)	69.9 ('99)	74.8 ('99)
19.7('94)	NA	54% ('95)	2.5% (80-95)	3.4 ('95)	69.3 ('95)	73.7 ('95)

#### Public sector expenditure to sectors source: 2), \*1)

	Health	Education	Social Welfare	Defense	Others
1998	1.4%	4.9%('97)	NA	2.3('99)	NA
1991-5*	5.6%	20.4%	5.9%	11.9%	56.3%

#### Industry/GDP source: 1)

	Agriculture	Industry	Service
1999	11%	46%	43%
1995	13%	43%	44%

#### Labour indicators source: 1)

total	Total No.	Unemployment Rate	Minimum wage	female	% of total	Unemployment Rate	Minimum wage
1995	8 mil	NA	NA	1995	37% ('95)	NA	NA

#:country has sectoral minimum wages but no minimum wage policy

#### Proportion of workers source: 1)

male	Agriculture	Industry	Service	female	Agriculture	Industry	Service
1980	34%	26%	40%	1980	44%	20%	36%

#### Decision-making source: 2)

	Member of parliament	Ministries	Deputy	Managers	Technicians
1999	14.5%('01)	3/26('01)	0/26('01)	21%	44%
1990	6.1%('95)	8.0%('95)	5.0%	10.3%	11.9%

#### Law for women

Article 8(2) of the Federal Constitution	Amended: include the word 'gender' to abolish discrimination against women
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#### Ratification and signature of international law for women

Worst Forms of Child Labour Convention	ratified in 1999
Convention on the Elimination of All forms of Discrimination against Women (CEDAW)	ratified in 1981
Minimum Age Convention	ratified in 1973

#### Policy of WID

Eight Malaysian Plan (2001-2005)	Describes the present statues of women and development and the country's projection for the year period, 2001-2005
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#### Governmental organization of WID

National machinery	HAWA (Women's Development Department) under the MWFD (Ministry for Women and Family Development) - act as an advisory body to the government
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#### References

- 1) World Development Report, World Bank, 1996, 1997, 2001
- 2) Human Development Report, UNDP, 1996, 1997, 2001
- 3) The State of the World's Children, UNICEF, 1996, 2001

## 1-2 Health Profile

### Expansion of health service source: 1), \*2)

No. of physicians (per 1,000 people)	No. of Hospital Beds (per 1,000 people)	Public expenditure on health* (% of GDP)
0.5 (90-98)	2.0 (90-98)	1.4 ('98)
0.3 ('80)	NA ('80)	1.5 ('90)

### Child health source: 3)

	Mortality Rate		% of the vaccinated (1-year-old children)				
	Infant (per1,000)	Under-5 (per1,000)	BCG	DPT	Polio	Measles	
1999	8	9	97-99	98%	90%	89%	88%
1995	11	13	92-95	97%	90%	90%	81%

### Family planning source: 3), \*1), \*\*2)

Contraceptive prevalence rate	Births attendance rate	Maternal mortality rate (per100,000)*	Age at first marriage (years old)**	Total fertility rate	HIV/AIDS source: 1) % age 15-49	Women (No.of age15-49)
48% (95-00)x	96% (95-00)	39 (90-99)	24.7('91)	3.0 ('99)	0.42% ('99)	4,800 ('99)
48% (90-96)x	94% (90-96)	34 (89-95)	20.1('88)	3.4 ('95)	NA ('95)	NA ('95)

### Nutrition source: 3)

% of infants with low birth weight	Oral re-hydration therapy use rate
9% (95-99)	NA (95-00)
8% (90-94)	NA (90-96)

### Community health service source: 3)

	Access to safe water		Access to adequate sanitation	
	urban	rural	urban	rural
1999	96%	90%	99%	98%
90-96	96%	66%	NA	NA

## 1-3 Education Profile

### Commitment to education source: 2) \*4)

Education system* (years)		Public expenditure on education (as % of)	
Compulsory	Primary	GNP	gov. expenditure
9	6	4.9 (95-97)	15.4 (95-97)
		6.9 (85-87)	18.8 (85-87)

### Adult literacy rate source: 2)

	Total	Male	Female
1999	87.0%	91.1%	82.8%
1995	83.5%	89.1%	78.1%

### Enrollment ratio source: 3), \*2)

	Primary education (Net enrollment ratio)		Secondary education (Gross enrollment ratio)		Higher education (Gross enrollment ratio)*			
	Male	Female	Male	Female	Male	Female		
95-99	95%	96%	95-97	58%	66%	94-97	NA	NA
90-95	NA	NA	90-94	56%	61%	90-95	NA	NA

### Female ratio of higher education source: 4)

	Humanities and arts	Sciences	Technical Engineering
2000	65%	60%	30%
1995	NA	NA	NA

## References

- 1) World Development Report, World Bank, 1996, 1997, 2001
- 2) Human Development Report, UNDP, 1996, 1997, 2001
- 3) The State of the World's Children, UNICEF, 1996, 2001
- 4) Ministry of Education, Malaysia

X: indicates data that refer to years or periods other than those specified in the column heading, differ from the standard definition, or refer to only part of a country

## 2. General Situation of Women and Government Policy on WID/Gender

### 2-1 General Situation of Women in Malaysia

#### General Situation of Women in Malaysia

- 1) Employment opportunities for women in the labor force increased rapidly with the expansion of the manufacturing sector for the period of 1991-1995.
- 2) Approximately three-quarters of working women are married and the government continues to improve their working conditions by allowing flexible working hours and setting up child-care and breastfeeding centres near or at their work place.
- 3) In 1996, the government declared a social consensus that bigamy without consent from women is illegal. Despite, polygamy continues since Malaysian women are faithfully bound to their traditional beliefs and obligations as obedient wives.

#### [General situation]

Malaysia is a multiethnic country consists of the Peninsula Malaysia, Sabah and Sarawak, its population is approximately 22.2 million (male 11.2 million, female 11 million), and the annual population growth rate is 2.6% for the period 1991-2000. (Population and Housing Census 2000, Department of Statistics, Malaysia). They overcame economic recession in the middle of 1980, and have kept high economic growth with the introduction of foreign currency and the exportation of industrial goods. As Human Basic Needs are quite satisfied, Malaysia has reduced poverty with economic growth.

The national agenda is to narrow the gender gap and eliminate discrimination against women, and the Ministry for Women and Family Development established in 2001 plays a central role in planning and implementing projects related to women and development.

Employment opportunities for women in the labour force increased rapidly since 1990, with an expansion in the manufacturing sector. Approximately three-quarters of workingwomen are married and the government continues to improve their working conditions by allowing flexible working hours and setting up child-care and breastfeeding centres near or at their work place. Also, the government encourages more than three generations to live together to take care of the young couple's children (JICA, 1996).

Though Polygamy is still accepted among the Muslims (mainly Malays) and is also common among other races, pressure from women organisations and women politicians resulted in the government declaring a social consensus that bigamy without agreement or consent from women is illegal in 1996. Despite, polygamy continues since Malaysian women are generally faithfully bound to their traditional beliefs and obligations as obedient wives; thus, most succumb to the needs and requests of their husbands in this largely male-dominated society. Unwilling consent often goes unreported to the authorities and is a factor contributing to domestic violence.

Even though the annual reported cases of sexual violence seem to indicate a decline (205 cases in 1998; 184 in 1999; 136 in 2000; and 73 cases during the first five months of 2001), these figures are believed to be underestimations since females may not have reported such cases to the authorities due to fear and embarrassment. (HAWA, 2001)

Generally, males are heads of households but the number of female heads of households has increased over past 20 years(17.7%(1980) 18.22% (2000))(HAWA, 2001). The government defines female-headed households as families that result from the death of the husband, divorced or separated, or, married women whose husbands are working elsewhere.

**[Cultural and social background]**

Malaysia is an Islamic country but practices a liberal approach to accommodate the various religious beliefs of its multi-racial society. The policy frameworks are primarily focused on meeting the needs of the three major ethnic communities (Bumiputera 60.6%, Chinese 29% and Indians 7.9% of the total population.) Traditionally, there has been a significant association between a particular race and an occupation, and the government has taken various efforts to disrupt and narrow the racial disparity through its umbrella bodies that represent the ethnic groups.

Regional imbalances in the socio-economic status have resulted in greater gender disparity in states such as Sabah, Sarawak, Kelantan and Terengganu.



## 2-2 Government Policy on WID/Gender

### Government Policy on WID/Gender

- 1) The policy stance on women is based on the recognition of women's contribution towards nation building, and on the need to encourage their participation.
- 2) In line with the national policy, the Plan of Action for the Advancement of Women was outlined in 1992.
- 3) The government has introduced supportive legislations for women to protect their rights and the dignity in the home, work place and society.

#### [WID/Gender policy and plans]

Malaysia has recognised the participation and contribution of women towards the socio-economic development of the nation, even before its independence in 1957. After the UN Conference on Women in 1975, the government established its National Advisory Committee on Integration of Women in Development (NACIWID) in 1976, which played the role of an advisory body to the government, private and NGO organisations, and HAWA in 1983.

#### [Main objectives on WID/gender policy]

The principal goals of the National Policy on Women formulated through HAWA in 1989 was 1) to ensure equal sharing of resources, information, participation, opportunities and benefits of development between men and women, and 2) to integrate women in all sectors of national development to upgrade their quality and status of life.

The National Plan of Action for the Advancement of Women in 1992 focuses on the following strategies, 1) to strengthen the development of women through a national machinery, 2) to incorporate planning, implementation and supervision of WID programmes in government policies and actions, 3) to sensitise government administrators on women-related issues through education and training, 4) to encourage and involve participation of NGOs in the various activities organised and implemented by the government, 5) to eliminate discrimination against women and take affirmative actions, 6) propose and coordinate research pertaining to issues related to women, 7) to provide sufficient funds to implement programmes and projects.

Also, the critical areas of concern is 1) strengthening the national machinery for the advancement of women, 2) increasing public awareness and sensitising government bureaucracy to issues related to women, 3) activating and mobilising NGOs to improve the efficiency and effectiveness of socio-economic programmes, 4) family, 5) health, 6) education and training, 7) economy, 8) law, 9) power-sharing in policy and decision-making, 10) media, 11) religion, 12) culture and arts, 13) sports.

Other relevant policies are Third Outline Perspective Plan (2001-2010), and Vision 2020.

#### [Legal support]

The government has introduced supportive legislations for women to protect their rights and the dignity in the home, work place and society.

- 1) July 2001 - amendment to Article 8(2) of the Federal Constitution to include the word 'gender' to abolish discrimination against women by any law or policy in Malaysia. (The Star, July 24, 2001).
- 2) July 2001 - cabinet members of the Parliament ordered the judiciary committee to revise Section 376 of the Penal Code that deals with matters related to rape against the

present inadequacy of the law to address cases of incest. (*The Star*, July 26, 2001) They called for definition of incest as a separate crime from other forms of rape, and heavier penalties beyond the present 20 years of imprisonment and canning to offenders of the crime

- 3) 2000 - the Women and Girls Protection Act, 1973 and the Child Protection Act, 1991 were reviewed and streamlined into the Child Act, 2000 to provide better protection of the rights and dignity of women in families. (8MP, 2001)
- 4) 2000 - amendment to the Guardianship of Infants Act 1961, and mothers were given the right to sign all documents pertaining to their under-aged children . (8MP, 2001)
- 5) 1998 - amendment to the Employment Act 1995 provided flexible working hours, permitted women, particularly housewives, to be gainfully employed in part-time employment, allowed maternity leave of up to 60 days for a maximum of up to five children for workers in the public sector, and included provisions for tax deductions to employers who establish child-care centres near or at the workplace. (8MP, 2001)
- 6) 1999 - introduced a code of ethics for the prevention of sexual harassment at the workplace a specific provision for working women. (8MP, 2001)
- 7) 1997 - the Department of Syariah Judiciary (Islam court) was established, and ensured the uniformity in judgment among the various states on Islamic Family Law (8MP, 2001).
- 8) October 2001 - in 2001/2002 budget, the government announced that widows who are currently receiving retirement funds of their deceased husbands will continue to do receive the payment from the government even if they re-marry. (*The Star*, 20 October 2001)

## 2-3 National Machinery

### Ministry for Women and Family Development

- 1) The national WID machinery comprises the government, private sectors and NGOs, working toward a common goal to improve the status of women.
- 2) The Ministry for Women and Family Development was established in 2001 to enhance the efficiency and effectiveness of the national machinery
- 3) HAWA underwent restructuring in 2001 and a name change from Women's Affairs Division to Women's Development Department, reflecting its greater responsibilities in materialising the national agenda on WID.

#### [National machinery]

Name	Ministry for Women and Family Development
Number of Staff	51
Budget	RM59 million from annual 2002 budget for promoting WID programmes and activities throughout the country (The Sun, 20 October 2001)
Function	<ol style="list-style-type: none"><li>1) To review the contents and implementation of existing laws, policies and regulations on women, and provide its feedback to the government to suggest changes where necessary.</li><li>2) To coordinate with other public agencies, private sectors and NGOs to highlight and educate women and the general public on important issues related to women, as well as to assist 'troubled' women and families.</li><li>3) To organise and implement longer-term development programmes and strategies for women and families through HAWA in particular, and complemented by the National Population and Family Development Board (NPFDB).</li></ol>

Also, Women Service Centres were established to coordinate the provision of services such as education, counselling and legal advice by the public sector and NGOs. Centres have already been established in the states of Kedah, Kelantan, Pahang and Sabah. And also, the Ministry plans for family Court system, gender budgeting, gender disaggregated database to effectively and efficiently plan, monitor and evaluate their programmes and projects for women.

#### [Women's development department (HAWA)]

HAWA is considered the leading body representing the government in the national WID machinery. It was transferred to the Prime Minister's Department in 1999. Beginning 1<sup>st</sup> of July 2001, HAWA underwent restructuring and its name was changed to the Women's Development Department under the Ministry for Women and Family Development.

There are 8 functions of HAWA as follows:

- 1) To coordinate, monitor, and implement government policies and programmes by the various government Ministries, departments and agencies, and provide feedback and advice to the central government.
- 2) To organize courses, training and workshops for women to improve their employment opportunities.
- 3) To review existing legislation and propose changes where and when needed.
- 4) To organise gender sensitisation programmes and gender planning courses for government administrators.
- 5) To identify priority research areas on women.
- 6) To be the national contact point for networking with international agencies.
- 7) To collect and disseminate information about women at the international, ASEAN, national and state levels.

- 8) To assist, coordinate and monitor activities of women's organisations to ensure adherence to government policies.

### **3. Current Situation of Women by Sector**

#### **3-1 Education**

##### **Education**

- 1) Even though the enrolment of females at all levels of education has increased, inequality still exists in terms of course/subject distribution between genders.
- 2) The 2002 budget will be used for educational facilities and services, especially in the rural areas, focusing on the use of information and computer technology.

#### **[General situation]**

Traditionally, before the 1950s, women were required to focus on household skills in preparation for marriage, and many families did not therefore consider schooling a priority. But after the introduction of free primary education, the change of family attitudes toward education saw the beginning of a significant rise in the enrolment of females in schools. As the result, the primary school enrollment rate for both boys and girls became 99.9% (UNDP, 1999) and equal educational opportunities for both sexes are achieved.

The current social and economic advancement of women is mainly attributed to the rapid expansion in educational facilities and the provision of equal access to these opportunities at all educational levels in line with the national agenda on WID. Even though the enrolment of females at all levels of education has increased, and is generally equitable to males, inequality still exists in terms of course/subject distribution between genders.

Under the new budget for the year 2002, the government announced: 1) RM 900 million for improving the standard of education in rural schools, 2) RM 100 million for 6 new rural matriculation colleges, 3) the expenditure for teaching computer skills to students and computerising the schools, 4) Tax exemptions on import duty, excise duty, sales tax on education equipment and for royalty payments (The Sun, 20 October 2001).

#### **[Literacy education]**

The literacy rate is 87%, on the other hand, female's rate is relatively lower among older women as 82.8% (UNDP, 2001). However, the disparity between male and female is getting reduced. The expansion of literacy education was done mainly in the area of minority race. The illiteracy rate in Sabah and Sarawak State are rather higher than other areas.

#### **[Primary and secondary education]**

Female enrolment at the primary and secondary levels in public schools reflects the gender ratio in the country. In 2000, the enrolment of female students at primary and lower secondary levels accounted for half the total enrolment, while enrolment at the upper secondary level was about 66% of the total (8MP, 2001).

#### **[University education]**

Enrolment at public universities is based on merit, within the framework of the quota system that is based on ethnicity. Priority is given to Bumiputera students to upgrade their quality of life through education and place them on par with the other races in the country.

Intake of female students into public universities expanded significantly from 50% in 1995 to 55% in 2000. The breakdown for courses enrolled by females in higher learning institutions was: 65% of total enrolment in arts and humanities courses; 60% in science courses; and 30% in technical courses in 2000.

More women are obtaining higher qualifications to contribute back to the nation as academicians at universities, although the number is still significantly lower than men as shown in the figure listed below.

Gender distribution of academicians at institutes of higher learning in 1998 and 1999

Position	1998		1999	
	Male	Female	Male	Female
Professors	494	89	539	109
Associate Prof.	1,347	445	1,433	518
Lecturers	4,304	3,651	4,243	3,732

Source: Higher Learning Department, Ministry of Education

### **[Vocational/Technical education]**

Following the National Education Policy in 1960 that emphasised science and technology as thrust areas in the planning of the country's manpower, vocational and technical (VT) schools have increased in number and enrolment. VT schools increased from 20,340 in 1985 to 52,180 in 1995 (estimation), more than 100% increase – and enrolment in vocational schools was four times more than in technical schools. Male students dominated VT education provided by secondary VT schools, but female participation has increased steadily since the 1970s and levelled out proportionally in the early 1990s.

Male students showed a preference to science subjects and fields related to building and woodwork, and electrical work. Female students concentrated on the arts and service courses such as hospitality and catering, tailoring and commerce.

### **[Skills and entrepreneur training]**

Skills and entrepreneur training programs were specifically designed for women to improve their opportunities to enter the job market by the government. These programs included courses in areas such as business, organisational and financial management. Skills training programs provided by the Centre for Instructor and Advanced Skills Training, a government institution under the purview of the Ministry of Human Resource, resulted in an increase of 19.4% in employment for women between 1995 and 2000. About 10,000 women benefited over the last five years from entrepreneurship courses provided by several institutions, particularly the Women's Institute of Management; Institute of Women's Advancement; Federation of Women Entrepreneurs Association; and the Association for Bumiputera Women Entrepreneurs.

The government also provides micro-credit facilities to assist women in small businesses, and training programs for single mothers to obtain employment. The women's Entrepreneur Fund, initiated in 1998 with an allocation of RM10 million, approved a sum of RM9.5 million during the 7MP period for 12 projects involving women in business. Rural women were encouraged to increase their participation in income-generating activities, through the provision of equipment, initial capital grants, advisory services, and motivational and leadership courses.

### 3-2 Health

#### Health

- 1) The disparity in the distribution of the health manpower to population ratio between the public and private sectors are apparent.
- 2) Breastfeeding is emphasized as nutrition for infants and for physical and mental well being of mothers.
- 3) Despite efforts by the government and NGOs, HIV infection is increasing.

#### [General situation]

Women receive equal health benefits from both the public and private sectors, and the overall health is improving. Women's health is primarily under the Ministry of Health (MOH) and the Ministry for Women and Family Development, and Women's Health Unit was established under MOH. The Family Health Program in 1996 focus on the family and prevention, and disease and treatment.

The eight core goals of vision 2020 are: 1) Provision of services that promote wellness throughout life 2) provision of personalized information for informed health decisions 3) person focus 4) self help 5) seamless, continuous care 6) services to meet individual and group needs and special circumstances 7) high quality care at reasonable cost 8) care closer to home. Also, women's clinics established by the government provide screening for cervical and breast cancers, hypertension, and diabetes mellitus, and counseling sessions on infertility. The National Healthcare Financing Plan will ensure greater distribution of health benefits for women in the public and private sectors.

Female life expectancy increased from 74 years (1995) to 74.7 years (2000), compared with males (69.3 years and 69.9 years, respectively). The proportion of elderly females in the 65-74 age-group increased from 3% (1991) to 4.3% (2000), and women aged 65 and above would be more than men in the same age group in 2020.

Generally, the disparity in the distribution of the health manpower to population ratio between the public and private sectors are apparent. From 1990 to 1998, almost 3,000 government doctors left the public service for private practice in search of better pay (Malaysian Medical Association, 2001). By the mid-1990s, the private sector was employing 55% of all registered doctors who were responsible for approximately 7,192 private hospitals beds, compared to the nation's 4,400 public doctors who were responsible for almost 27,000 hospital beds.

Beginning 1997, the *school health service programme* was further strengthened by integrating the roles of the Ministry of Education and Ministry of Health. By 2000, 1,960 health workers and teachers were trained to promote and implement the integrated school health service.

#### [Children and maternal health]

Maternal and child health programs continue to achieve its objectives of reducing maternal, infant mortality and morbidity, providing nutrition education, increased accessibility to facilities. Maternal mortality is low at 0.2 (1,000 live births) (1996-2000). Incidences of eclampsia (10,000 deliveries) decreased from 7.51% (1998) to 4.99 (2000). Deliveries in public health sector increased from 85.1% (1985) to 95.3% (1999). Pregnant women in the states of Sabah and Sarawak, which are relatively remote, had equal access to delivery facilities, and deliveries in healthcare institutions in both states were higher than the number of deliveries occurred in homes in 1998 (Sabah: 76.1% vs 46.2%; Sarawak: 97.4%

vs 2.6%), and almost same in other area (96.4% vs 4.2%).

### **[Nutrition]**

The family health development activities of the MOH has emphasized on nutrition. Generally, Malaysian women are not aware of importance of nutrient to their health, and iron deficiencies are major problem. In rural area, women face discrimination in taking nutrition compared to man. The ministry tries to change the attitude of women and the public in general through education (National Population and Family Development Board, 2001).

The Nutrition Resource Center was established in 1997 as a source of reference for nutrition information. The Nutrition Rehabilitation Program for pregnant mothers was introduced by the government in 1997 to improve the health of women through the provision of adequate nutrition, especially for women in the low-income groups. Breastfeeding is emphasized as nutrition for infants and for physical and mental well being of mothers. In 1998, the MOH received a plaque from the WHO because of maternity services to encourage breastfeeding in all of its 110 government hospitals.

### **[Family planning]**

MOH health clinics, the Federation of Family Planning Association Malaysia (FFPAM) and the National Population and Family Development Board (NPFDB) were the main agencies on family planning (1993-1999). Especially, MOH clinics increased approximately from 50,225 (1993) to 50,996 (1995).

Common method of family planning is oral contraceptives, followed by condoms and IUDs. The Women's Health Unit provides family planning activities (Ministry of Health Malaysia, Annual Report 1998). MOH trains its personnel in family planning.

### **[HIV/AIDS]**

Though the majority of HIV/AIDS has been male since 1986, the proportion of female is increasing especially among young women (20-39 years old). Under the Prevention and Control of Infectious Disease Act 1988, HIV infection is required to be notified to the nearest district health authority. Despite efforts by the government and NGOs through education and awareness, HIV infection increased from 3.33% (1991) to 7.61% (2001). By the infection from husbands to their wives, 94 babies were infected (1986-1998).

According to HIV screening at the Institute of Medical Research, infected pregnant mothers in the 26-30 age group are 39 cases, 32 cases in the 21-25 age, and 17 cases in 31-35 age groups. 87.9% of antenatal mother who were screened, and 0.02% was confirmed positive for HIV. HIV screening program was introduced in 1997 for all antenatal mothers, and special program for pregnant mothers infected with HIV was also introduced at all antenatal clinics. Educational and awareness activities are carried out to educate women on the HIV/AIDS, and empower them to practice safe sex, especially for healthy married women but whose husbands are positive with the virus.

### **[Immunization]**

The number of mothers who completed the tetanus vaccination course reduced from 79.4% in 1994 to 73.4% in 1998, and this was due to the potentially reduced number of attendance. However, the average number per antenatal mother increased from 97.1 in 1994 to 98.1 in 1998. On contrary, the overall immunization coverage for infants achieved the Universal Child Immunization target of above 90%.



**[Traditional/Complementary medicine(TCM)]**

MOH launched the National Policy on TCM in 2000 to integrate the practices of TCM into the present western healthcare system to encourage doctors to learn about TCM to meet the needs of the public, and to keep up with the scientific developments on TCM at the international scene.

**[Early detection and prevention of cancer]**

Pap smear screening has been provided for all family planning acceptors since 1981 in all government health facilities. With the declaration of cancer as the theme for the MOH's Healthy Lifestyle Campaign in 1995, further emphasis was given, and pap smear services were not limited to family planning acceptor but expanded and made available for all women aged 20-65 years.

The number of pap smears taken increased by four-fold from 97,989 in 1994 to 391,983 in 2000, and the detection of abnormal/positive smears increased from 0.11% in 1994 to 0.9% in 2000. Women in the 30-39 age group made up the highest number of smear reported in 1999 (38.13%) and 2000 (33.26%).

### 3-3 Agriculture, Forestry and Fisheries

#### Agriculture, Forestry, Fisheries

- 1) In the course of the country's structural change in economy, especially since the 6MP, the agricultural sector has taken a relative back seat in terms of economic growth.
- 2) The percentage of women participation in agricultural sector decreased in the face of expansion in the manufacturing industry and increased educational opportunities for women.
- 3) The government emphasizes training and programs for women farmers as means to develop their skills and encourage their participation in activities related to agriculture.

#### **[General situation]**

Between 1991-1995, the agricultural sector took the back seat in the face of expansion in the manufacturing industry and increased educational opportunities for women. The percentage of women employment in agricultural sector decreased from 16.9% (1995) to 14.1% (2000), following the decline in mining and quarrying sectors (4.9%). The factor that has contributed to poor participation of women in activities related to agriculture is rural-to-urban migration of young women since the 1980's in search of better employment opportunities in higher-paying jobs in the professional, technical, administrative and managerial categories (8PM), and the lack of focus in providing relevant training and information pertaining to this area for women. ("Rakan kongsi, komunikasi dan media dalam pembangunan" University Putra Malaysia, 1996, chapter 3, page 33).

#### **[Land-ownership]**

Though both men and women had the right to use lands according to customary law, the succession started to deny in a part of maternal area after the introduction of British land system. Moreover, Islamic law on inheritance provide women can succeed only half of men's succession. In Sabah, Sarawak, there were cases that native women lost the land which was protected by customary law, by the introduction of land registration (Pe Resarch, 1997).

#### **[Agricultural Extension]**

The government emphasizes the need to increase training and programs for women farmers at all levels as one of the most effective means to develop their skills and encourage their participation in activities related to agriculture as well as providing monetary assistance to establish small-scale agricultural businesses. The government's implementing agencies play an important role towards this goal, including Women's Farmers Association (Kumpulan Peladang Wanita), Kumpulan Wanita Pekebun Kecil of RISDA, WADIRA of FELCRA.

Also, significant population of women in agriculture are involved in activities such as food processing, handy-crafts, vegetable farming and small businesses selling household goods. Therefore, the Ministry of Agriculture has initiated a program called the Women's Development Association (Kumpulan Pengembangan Wanita) program to assist women through the provision of financial aid and skill training.

#### **[Accessibility to Micro Finance]**

On the basis of Bangladesh Grameen Bank, Amanah Ikhtiar Malaysia (AIM) provide micro finance with no requirement of security and interests. Department of Hospitality, DOA, FAO, MADA, FELCRA and KEMAS provide programs to support small enterprise. The

income generating activity for women is mainly on food production, textiles, sewing machine.

**[Fisheries]**

There is no legal fishery right so that both male and female can engage in fishery. But in reality, the female seldom get the fishery permission and use or own the facility. The female share the work of loading, classification, repairing nets and processing etc. These works are regarded as subsidy works of males' but also bring the part of very important income for the family (Pe Research, 1997).

### 3-4 Economic Activities

#### Economic Activities

- 1) Women working in manufacturing sector account for 27.3%(2000), and surpass participation of men.
- 2) Women's participation in the labour market registered an increase from 43.5% in 1995 to 44.5% in 2000 (8MP, 2001).
- 3) The ratio of employed women is very high in the manufacturing sector and followed by employments in the wholesale and retail trade, hotels and restaurants, but the mining and quarrying, followed by the agriculture, forestry, livestock and fishing sector experienced the decline after 1995.
- 4) Amendments to the Employment Act improve working environment to support women in their responsibilities as career women, wives and mothers.

#### [General situation]

Women in the working age group of 15-64 constitute 48.9% (or 11.4 million) of the total population, but only one-third of this population accounts for the national labour force (8MP, 2001). The women working in manufacturing sector is 29.4% (1995) and 27.3% (2000), and surpasses the participation of men (20.2% and 20.6%, respectively). On the other hand, the proportion of women in mining sector is decreasing.

Because of economic crisis, the manufacturing sector accounted for 60.5% of the total workers retrenched from July 1997 and June 1998, and women accounted for 38.4% of the total retrenched until May of 1998 (HAWA, 2001). According to the government's prediction, about 22,000 new job seekers will enter the labour market annually, and with stringent cost-reduction measures taken by most industries during these difficult times, many new job seekers would have to compete with retrenched workers for the same jobs (8MP, 2001).

Since women are seen as a high-risk group who are likely to get married and raise children, private firms are often in favour of hiring men. Unskilled working women, especially those who are also heads of families, are most vulnerable to the implications of increasing retrenchment and decreasing employment, and incidences of poverty among female-headed households increased as a result of recessions – from 15.1% in 1997 to 16.1% in 1999 (8MP, 2001). Also, violence against women is likely to rise during economic downturns as a result of the onset of depression and stress among male household heads because of job insecurity and high retrenchment rate during these times. Part of the RM59 million allocations under the 2002 national budget for programmes related for women will be used to help women entrepreneurs and eradicate gender bias in all aspects. (The Sun, 20 October 2001)

#### [Participation in labor]

Women's participation in the labour market registered an increase from 43.5% in 1995 to 45.8% in 1997, but dropped to 44% in 1998 due to the economic downturn. The rate subsequently increased to 44.5% in 2000 (8MP, 2001). However, the government considers this growth relatively low compared with developed countries where there is a 60% participation of women. (The Sun, 20 October 2001)

#### [Employed labor]

In general, the manufacturing sector supported the largest portion of employed women, accounting for 27.3% in 2000. This was followed by employments in the wholesale and retail trade, hotels and restaurants. Within sectors, female employment experienced the

largest decline of 4.9% between 1995 and 2000 in mining and quarrying, followed by the agriculture, forestry, livestock and fishing sector (1.8%). Women's roles in agriculture declined, and women were mainly employed as production and related workers, accounting for 22.6% of the total female employment.

The government responded by assisting women to re-enter the labour market by implementing training programmes and identifying and placing women in alternative jobs. During the period of 1996-2000, more women moved to higher-paying occupations. Women in the professional and technical categories increased from 12.7% (1995) to 13.5% (2000), and those in administrative and managerial category recorded a 0.4% increase.

#### **[Working environment]**

In the period of 2001-2005, the government plans to encourage the private sector, the largest employer, to introduce support facilities such as child-care centres and transportation and housing facilities. Also, further amendments to the Employment Act 1995 include new and flexible arrangements such as tele-working, part-time work and job sharing, to support women in their responsibilities as career women, wives and mothers.

The total fertility rate has decreased from 5.2 children per woman from 1970-1975 to 3.3 children from 1995-2000 (UNDP, 2001). This decline could be attributed to the increase in the labour force participation of women, and the average age of marriage for women in 1980 was 23.5 years, which increased to 24.7 in 1991, which also lead to the postponement in giving birth to their first child, from the age group 20-24 to 25-29 in 1993. The highest female labour participation was within the 20-24 age group.

#### **[Informal sector]**

The definition of Malaysian informal sector is a small self-employed business with flexible working hour, no legal registration, no capital, and simple technique. They can not benefit from official finance. The majority of informal sector is women in poverty family and female-headed households (Pe Resarch, 1997)

According to the Eighth Malaysia Plan, emphasis will be given to strengthening research on the welfare of women in the informal sector and the difficulties faced by women as head of household. Findings from these will assist in the formulation of policies and programmes that will further promote the advancement of women.

#### **[Small-scale credit]**

According to Malaysian Central Bank, there is no specific finance scheme for women. Micro finance as one of poverty measures is provided by AIM (Amanah IkhtiarMalaysia) and CGC (Credit Guarantee Corporations). Although, these finance dose not have special plan for women, many of women benefit from the finance (Jamilah, 1994).

#### 4. WID/Gender Projects

Project/Programs	Implementing Agency	Donor	Duration	Budget (1,000US\$)	Gender-related Issues/contents
<b>Education</b>					
Study of Human Resources Requirements to Support the Application and Diffusion of IT in Malaysia	EPU	UNDP	May 1998- Dec 2001	355	One objective is to determine the capacity of the existing education and training systems to meet human resource requirements for IT, with particular focus to issues of curriculum, and the respective training needs of women and men.
APGEN programme – Using science and technology for women’s economic empowerment		UNDP			Support pilot projects at all levels to access technology - biotechnology, green technology, IT and renewable energy.
Capacity Building for Wetland Reserve Management and Education at the Kota Kinabalu City Bird Sanctuary, Sabah	LWSMC	UNDP	April 2001- 2003	49	Build and enhance the capacity and technical capabilities of various stake/holders, especially NGOs and CBOs in the management, conservation and sustainable use of wetlands.
APDC Asia-Pacific Gender Training	APDC	ADB			Strengthening women’s action programmes through outreach and support activities for community organizations and women’s NGOs and for women organizers at the grassroots level.
Women’s rights training and awareness activities	APWLD				Empower Asia-Pacific women to use law as an instrument of change for justice, peace and development.
<b>Health</b>					
Occupational Safety and Health Institutional Capacity-Building	DOSH	UNDP	Mid 2000- Dec 2003	603	Strengthen the capacity of the DOSH and the government in every aspect of the safety and health of workers in Malaysia.
Women and health programmes	ARROW				Initiate healthy related activities for women and ensure that development of policies and plans influencing women’s health status, includes women and gender perspectives.
The National Health Accounts for Malaysia	EPU, MOH	UNDP	Aug 2001- July 2003	498	One of the goals is to develop a National Health Accounts (NHA) framework and system for Malaysia and produce the first set of NHA estimates.
<b>Agriculture, Forestry, Fisheries</b>					
Community Participation in the Sustainable Management and Fishing of Terubok in Sarawak	NGO	UNDP	April 2001- Dec 2002	42	A community-based, pilot demonstration and capacity building project aiming for sustainable and environmentally compatible fishing activity through community participation, and encourage communities to adopt alternative livelihoods.

Project/Programs	Implementing Agency	Donor	Duration	Budget (1,000US\$)	Gender-related Issues/contents
<b>Others</b>					
Human Development support programme	EPU	UNDP	Jan 2000- Dec 2002	400 (total)	Support activities in line with the goals of the Country Programme, the National Economic Recovery Plan, and upstream sectoral intervention in the 8MP.
APGEN Programme - Integrating paid and unpaid work into national policies		UNDP			Training and technical advice on methodologies for measuring and valuing paid and unpaid work.
APGEN Programme - Promoting women's participation in political decision-making		UNDP			Collect national, sub-regional and regional databases of resources for women electorate, politicians and activists.
APGEN Programme - Facilitating CEDAW implementation		UNDP			Pilot partnership between civil society and government in monitoring and implementing CEDAW articles.
Women issues: violence, sexual abuse, exploitation, peace-building, development, indigenous communities, rights, businesses, HIV/AIDS, etc.		UNIFEM, UNDP			
Social Impact Assessment	MNUSD, EPU, DTCP	UNDP	Aug 2001- March2002	224	Systemic analysis of social, economic and cultural impacts of proposed development projects, policies and programmes on individuals and communities where they live.
Building Sustainable Communities: Land and Resource Management	PACOS	UNDP	Jan 2001- Feb 2002	50	Building and strengthening the capacity of indigenous communities and local community-based organizations in Sabah .
Kelantan Rural Women Living Sustainable in harmony with their Environment	WIJADI, CBO	UNDP	April2001- May 2003	50	A community action project, involving mainly single mothers in rural Kelantan, with one of the aims to create avenues for sustainable income generation and sustainable livelihood options for poor rural women.

## 5. WID/ Gender Information Sources

### 5-1 List of international Organisations and NGOs Related to WID/Gender

	Name and Specialty	Past Records (Project, etc.)	Report and Writing	Contact Address
<b>International Organizations</b>	Asian-Pacific Development Centre (APDC) <i>Dr Vanessa Griffen</i> <i>Coordinator of Gender and Development Program</i>	International Migration and Women (1988-1992) Gender, Economic Growth and Poverty (1988-1990) Gender, Population and Environment: A Case Study of Malaysia (1991-1993) The Impact of Economic Restructuring on Women (1987-1989) Women in the Industrialization Process (1985-1986) Agricultural Change, Rural Women and Organizations (1985-1986) Women in Development Planning (1980-1984)		Persiaran Duta, P.O.Box 12224, 50770 KL Tel: 03-6201 1088 (ext. 137) Fax: 03-6201 9209 E-mail: <a href="mailto:griffen@pc.jaring.my">griffen@pc.jaring.my</a> <a href="http://www.apdc.com.my/apdc">www.apdc.com.my/apdc</a>
	United Nations Development Program (UNDP) <i>Ms Tam Pham</i> <i>Programme Officer, Gender Program</i>	APGEN programmes Implementation of Social Protection Reform in Malaysia (1998-2000) Rural Tourism Master Plan (2000-2001) Teleworking and Development in Malaysia (1997-2001) Capacity building and Environmental Education Programme at the Kota Kinabalu City Bird Sanctuary, Sabah (2001) Community Participation in the Sustainable Management and Fishing of Terubok ( <i>Tenualosa toli</i> ) in Sarawak (2001) Community-based Eco-tourism for the Indigenous Semelai Community in a Ramsar Wetland of International Importance – Tasek Bera, Pahang (2001) Kelantan Women Living in Harmony with the Environment (2001) Local Community-based Eco-tourism and Conservation Training among the Indigenous Semai of Ulu Geroh, Gopeng, Perak (2001)	Community-based Eco-tourism for the Indigenous Semelai Community in a Ramsar Wetland of International Importance – Tasek Bera, Pahang (2001)	Wisma UN Pejabat Damansara, Jalan Dungun Damansara Heights 50490, KL Tel: 03-251 5133 Fax: 03-255 2870 E-mail: <a href="mailto:tam.pham@undp.org">tam.pham@undp.org</a> <a href="http://www.undp.org.my/">www.undp.org.my/</a>



	<b>Name and Specialty</b>	<b>Past Records (Project, etc.)</b>	<b>Report and Writing</b>	<b>Contact Address</b>
<b>International Organizations (Continued)</b>	Asian Pacific Resource & Research Center for Women (ARROW) <i>Puan Rashidah Abdullah</i> <i>Executive Director</i>	International Reproductive Rights Research Action Group (IRRRAG) (1993-1998) International Conference on Population and Development (research completed in 1996) Strengthening the capacity of Southeast Asia governmental and non-governmental organisations to implement and monitor the Beijing Platform for Action (1998-1999) Women's access to gender sensitive health programmes (1998-1999) IRRRAG 2 <sup>nd</sup> research Phase: Women's Reproductive and Sexual Health – Investigating the Role of Men (1998-1999)		Anjung Felda Ground Floor, Block G, Jalan Maktab, 54000 KL Tel: 03-2692 9913 Fax: 03-2692 9958 E-mail: <a href="mailto:arrow@arrow.po.my">arrow@arrow.po.my</a>  <a href="http://www.arrow.org.my">www.arrow.org.my</a> <a href="http://www.org.my/docs/virtualLibrary.html#search">www.org.my/docs/virtualLibrary.html#search</a>
	Asian Forum on Women, Law and Development (APWLD) <i>Ivy Josiah (Malaysia)</i> <i>Head, APWLD Task Force on Violence Against Women</i>	Feminist Legal Theory Practice National Training, Penang, (May 2001) Workshop on Ethnicity, Religion and Women's Rights, Indonesia (July 2001) Domestic Violence Workshop (October 2001) Tripartite Conference on Migrant Women's Right (Oct 2001)		P.O.Box 493, Jln Sultan, 46760 PJ Tel: 03-7956 3488/58 6287 Fax: 03-7956 3237 E-mail: <a href="mailto:ivyj@cc.jaring.my">ivyj@cc.jaring.my</a>  <a href="http://www.apwld.org">www.apwld.org</a> <a href="http://www.apwld.org/publication.htm">www.apwld.org/publication.htm</a>
<b>Research Institutions</b>	Women's Development Department (HAWA), Ministry for Women and Family Development <i>Puan Ainunnazli Mhd Salleh</i> <i>Director of Support Services</i>	(visit: <a href="http://www.hawa.gov.my/bm/program-wanita-latihan.htm">www.hawa.gov.my/bm/program-wanita-latihan.htm</a> )		LPPKN Building No 12B, Jalan Raja Laut, 50350 KL Tel: 03-2693 0095/0401 Fax: 03-2693 4740 E-mail: <a href="mailto:hawa@hawa.com.my">hawa@hawa.com.my</a> <a href="http://www.hawa.gov.my">www.hawa.gov.my</a>
	Family Health Development Division, Department of Public Health, Ministry of Health Malaysia <i>Dr Nor Filzatun Hj. Borhan</i> <i>Assistant Director</i>			Offices Complex, 4 <sup>th</sup> Floor Block E Jalan Dungun Damansara Heights 50490 KL Tel: 03-254 0088 Fax: 03-252 5579 E-mail: <a href="mailto:filzatun@hotmail.com">filzatun@hotmail.com</a>
	Women's Service Centre, Selangor			Lot 3-10D, 3 <sup>rd</sup> Floor, Kompleks PKNS 40000 Shah Alam Tel: 03-5512 3368

	<b>Name and Specialty</b>	<b>Past Records (Project, etc.)</b>	<b>Report and Writing</b>	<b>Contact Address</b>
<b>Research Institutions (Continued)</b>	National Population and Board Malaysia Family Development, Ministry of Health Malaysia <i>Dr Mohd Ismail Mohd Tambi Director, Specialist Reproductive Research Center</i>			LPPKN Building No 12B, Jalan Raja Laut, 50350 KL Tel: 03-2693 7150 Fax: 03-2692 1357 E-mail: <a href="mailto:ismail@lppkn.gov.my">ismail@lppkn.gov.my</a>
	University Putra Malaysia (UPM) <i>Dr Jariah Masud Associate Professor, Department of Resource Management and Consumer Study, Faculty of Ecology</i>			43400, Serdang, Selangor Tel: 03-8948 6101 Fax: 03-8943 5385 E-mail: <a href="mailto:jariah@putra.upm.edu.my">jariah@putra.upm.edu.my</a>
	University Putra Malaysia (UPM) <i>Dr Chee Heng Leng Department of Community Health and Health Sciences, Biomedical Faculty</i>			43400, Serdang, Selangor Tel: 03-8948 6101 (ext 8472) Fax: 03-8945 5075 E-mail: <a href="mailto:hengleng@medic.upm.edu.my">hengleng@medic.upm.edu.my</a>
	University Malaya (UM) <i>Datin Dr Roziah binti Omar Professor, Department of Anthropology and Sociology</i>			Lembah Pantai, 50603 KL Tel: 03-7967 4601 Fax: 03-7956 8940
	Institute of Strategic and International Studies Malaysia (ISIS)			No 1, Persiaran Sultan Salahuddin P.O.Box 12424, 50778 KL Tel: 03-2693 9366 Fax: 03-2693 8485 <a href="http://www.jaring.my/isis">www.jaring.my/isis</a>
<b>NGOs</b>	National Association of Women Entrepreneurs of Malaysia (NAWEM) <i>Dr Bien Mei Nien President</i>			Lot 11, Rumah Puspanita 5171 Jalan Hose, 50460 KL Tel: 03-2142 3325 Fax: 03-2148 5955 E-mail: <a href="mailto:secretariat@nawem.org.my">secretariat@nawem.org.my</a> <a href="http://www.nawem.org.my">www.nawem.org.my</a>
	Women's Health Association <i>Ms Catherine Inbam President</i>			7 <sup>th</sup> Floor, Wisma Kraftangan Jln Tun Perak, 50050 KL Tel: 03-2692 6861 Fax: 03-2692 6877 E-mail: <a href="mailto:wakekl@tm.net.my">wakekl@tm.net.my</a>
	Women's Aid Organization (WAO) <i>Ivy Josiah Executive Director</i>			P.O.Box 493, Jln Sultan, 46760 PJ Tel: 03-7955 4426/ 56 3488 Fax: 03-7956 3237 E-mail: <a href="mailto:ivyj@cc.jaring.my">ivyj@cc.jaring.my</a> <a href="http://www.wao.org.my">www.wao.org.my</a> <a href="http://www.wao.org.my/research.htm">www.wao.org.my/research.h tm</a>

	<b>Name and Specialty</b>	<b>Past Records (Project, etc.)</b>	<b>Report and Writing</b>	<b>Contact Address</b>
<b>NGO (Continued)</b>	All Women's Action Society (AWAM) <i>Dr Mary Cardoso President</i>			No 85, Jln 21/1, Sea Park, 46300 PJ Tel: 03-7877 4221 Fax: 03-7874 3312 E-mail: <a href="mailto:awam@po.jaring.my">awam@po.jaring.my</a>
	National Council of Women's Organizations (NCWO) <i>Puan Ramani Gurusamy Secretary</i>			JKR 157, Jalan Tun Razak, 50400 KL Tel: 03-2698 9251
	Malaysian Trade Union Congress (MTUC), Women's Department <i>Puan Noorlaila binti Aslah Chairperson</i>			4 <sup>th</sup> Floor, Bangunan Buruh 19 Jln Barat, KL Tel: 03-8024 2746 Fax: 03-8024 3224
	Women's Institute of Management (WIM) <i>Dato' Napsiah binti Omar Chairperson</i>			Wisma WIM No 7, Jalan Abang Haji Openg Taman Tun Dr Ismail, 60000 KL Tel: 03-7725 0268/ 0288 Fax: 03-7725 0286 E-mail: <a href="mailto:admin@wim.po.my">admin@wim.po.my</a>
	Yayasan Salam Malaysia <i>Mr Paul Selva Raj Executive Director</i>			No 8, Jalan Utara, 46200 PJ Tel: 03-7958 4021 Fax: 03-7958 4031 E-mail: <a href="mailto:yaysalam@tm.net.my">yaysalam@tm.net.my</a>
	Islamic Women's Welfare Board Malaysia <i>Datuk Lily binti Abdul Majid Honorary Secretary</i>			Bangunan Tunku Puan Besar Kurshiah Jalan Pantai Baharu, 59200 KL Tel: 03-2282 2311 Fax: 03-2284 0503
	Women's Development Institute <i>Senator Datuk Nor Azah Awin Deputy Chairman</i>			Menara Tan & Tan Suite 16.01, 16 <sup>th</sup> Floor, 207 Jln Tun Razak 50400 KL Tel: 2164 4888 Fax: 2164 9966 E-mail: <a href="mailto:cwbcaptec@po.jaring.my">cwbcaptec@po.jaring.my</a>
	Ministry of Rural Development Orang Asli's Affairs Department <i>Mr Md. Rosnan bin Sulaiman Public Relations Officer</i>			Wisma Selangor Dredging 20 <sup>th</sup> & 20M Floor, West Block 142-C Jalan Ampang, 50548 KL Tel: 03-2161 0577 Fax: 03-2162 1470 E-mail: <a href="mailto:info@jheoa.gov.my">info@jheoa.gov.my</a>

	<b>Name and Specialty</b>	<b>Past Records (Project, etc.)</b>	<b>Report and Writing</b>	<b>Contact Address</b>
<b>Consultants</b>	University Science Malaysia (USM) <i>Dr Maznah Mohamad Associate Professor, School of Social Sciences</i>			11800, Minden, Penang Tel: 04-657 3360/ 7888 (ext 2661) Fax: 04-657 0918 E-mail: mmaznah@usm.my
	University Malaya (UM) <i>Datin Dr Roziah binti Omar Professor, Department of Anthropology and Sociology</i>			Lembah Pantai, 50603 KL Tel: 03-7967 4601 Fax: 03-7956 8940
	University Putra Malaysia (UPM) <i>Dr Jariah Masud Associate Professor, Department of Resource Management and Consumer Study, Faculty of Ecology</i>			43400, Serdang, Selangor Tel: 03-8948 6101 Fax: 03-8943 5385 E-mail: jariah@putra.upm.edu.my
	University Putra Malaysia (UPM) <i>Dr Chee Heng Leng Department of Community Health and Health Sciences, Biomedical Faculty</i>			43400, Serdang, Selangor Tel: 03-8948 6101 (ext 8472) Fax: 03-8945 5075 E-mail: hengleng@medic.upm.edu. my
	Pe Research Sdn Bhd <i>Ms Lim Pao Li Executive Director</i>			133B Jln SS25/2 Taman Mewah, 47301 PJ Tel: 03-7804 2664 Fax: 03-7804 2863 E-mail: cyt@pecyt.po.my

## 5-2 List of Reports and References related to WID/Gender

Title	Publisher	Year	Where to get
<b>Education and Training</b>			
Human Development Report 2000, UNDP	UNDP	2000	UNDP office
Human Development Report 2001, UNDP	UNDP	2001	UNDP office
National Policy on Women			HAWA
National Plan of Action for the Advancement of Women			HAWA
<b>Health and Medicine</b>			
Human Development Report 2000, UNDP	UNDP	2000	UNDP office
Human Development Report 2001, UNDP	UNDP	2001	UNDP office
National Policy on Women			HAWA
National Plan of Action for the Advancement of Women			HAWA
<b>Agriculture, Forestry and Fisheries</b>			
International Fund for Agricultural Development (IFAD) Bulletin	UNDP	Feb. 2001, No 9	UNDP office
<b>Economic Activities</b>			
Human Development Report 2000, UNDP	UNDP	2000	UNDP office
Human Development Report 2001, UNDP	UNDP	2001	UNDP office
Seventh Malaysian Plan (1996-2000)			HAWA
Eight Malaysian Plan (2001-2005)			HAWA
Rakan kongsi, komunikasi dan media dalam pembangunan (Partnership, communications and media in development)	UPM Mazanah Mohamad, Ezkan Taman	1996	Ministry of Agriculture
Maklumbalas mengenai pelan tindakan pembangunan wanita, Kementerian Pembangunan Usahawan (Response of the action plan for the development of women, Ministry of Entrepreneur Development)	Ministry of Entrepreneur Development	2000	Ministry of Agriculture
Annual Report 2000, Ministry of Entrepreneur Development	Ministry of Entrepreneur Development	2000	Ministry of Agriculture
<b>Social/Gender Analysis</b>			
Eleventh Annual report on the State of Hunger: Foreign Aid to End Hunger	Bread for the World Institute	2001	UNDP office
A World Bank Policy research Report – Engendering Development through Gender Equality in Rights, Resources, and Voices	World Bank	2001	LPPKN
Report of NGO Forum on ICPD +5, The Hague, Netherlands	World Population Foundation	1999	LPPKN
Human Development Report 2000, UNDP	UNDP	2000	UNDP office
Human Development Report 2001, UNDP	UNDP	2001	UNDP office
<b>Others</b>			
Country Briefing paper on Women in Malaysia	Aminah Ahmad	Dec. 1998	
ILO Yearbook of Labour Statistics 2000	ILO	2000	UNDP office
World Employment Report 2001, UN	ILO	2001	UNDP office

## 6. References

JICA, 1998, Malaysia: Country WID Profile, JICA

UNDP, 2001, Human Development Report 2001, Oxford University Press

UNICEF, 2000, The State of the World Children 2001, UNICEF

World Bank, 2001, World Development Indicators2001, World Bank

### ◆ Contracted consultants & interviewed people

#### Contracted consultants

Name	Position/Address
IC Network Malaysia, Co. Ltd.	

#### Interviewed people

Information was not available

## **7. Definitions**

### **<Technical Terms>**

#### **Gender**

Analytical concept to clarify the social role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

#### **Informal sector**

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

#### **WID (Women in Development)**

Concept of development incorporating women's participation into development processes, taking it into account that women are active agents and beneficiaries of development.

#### **Reproductive health/rights**

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

#### **National machinery**

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

#### **Empowerment**

To empower individuals or groups in political, economical and social sense

#### **Affirmative action**

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past

#### **Access and control**

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

#### **Reproductive activity**

Activity to "reproduce for the next generation" including to give a birth and raise the children, and to sustain the daily life, for instance, washing and cooking

### **<Indicators>**

#### **Inflation rate**

Instead, GDP deflator is used.

**Gini index**

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

**Percentage of Women's Income**

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

**Total fertility rate**

Average number of children whom a woman delivers in all her life

**Under-one mortality rate**

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

**Under-five mortality rate**

Annual number of infants who die 1,000 newborn babies within 5 years after the birth

**Maternal mortality rate**

Annual number of mothers who die among 100,000 cases of delivery because of pregnancy

**Percentage of births attended by trained health personnel**

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

**Percentage of infants with low birth weight**

The rate of newborn children of which the birth weight is less than 2,500 grams

**Oral Rehydration Therapy (ORT) use rate**

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

**Enrolment ratio of primary and secondary school**

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.