

## Template for the IAP (2017)

### Economy: Malaysia

Ratio of women's representation in leadership\* in both the public and private sectors ( \* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

#### **The Policy of At Least 30 Percent Women in Decision Making Positions in the Public Sector**

In addressing the issue of under-representation of women in decision making level, the Policy of at Least 30 Percent Women in Decision Making Positions in the Public Sector was adopted by the Government of Malaysia in August 2004. This policy was announced during the time when women holding decision making positions in the public sector was only at 18.8 percent. As a result of this policy, the percentage of women holding decision making positions in the public sector have increased to **35.1 percent in 2015**.

#### **The Policy of At Least 30 Percent Women in Decision Making Positions in the Corporate Sector**

Encouraged by the success of the Policy of at Least 30 Percent Women in Decision Making Positions in the Public Sector, the same target was set for women at decision making positions in the corporate sector in 2011. The policy aims among others to increase the number of women holding executive director and non-executive director positions (excluding alternate director positions) in companies listed in the Malaysia Stock Exchange so that by the end of 2016, women will comprise at least 30 percent of those holding board positions in these companies. Following the announcement of the policy, women representation in the Boards of Directors of Minister of Finance Incorporated companies has increased to **18.6 percent in**

**December 2015** compared to 17.0 percent in December 2014.

**STATISTIC**

**Women’s Director Programme**

**i. Number of Women Trained**

In 2012, the Ministry of Women, Family and Community Development through its agency NAM Institute for the Empowerment of Women (NIEW), introduced the Women Director’s Programme (WDP) to support this policy. This programme is fully funded by the Government (excluding transportation and accommodation costs, if any). The programme aims to develop more women to enter into the board room in Public Listed Companies (PLCs) in Bursa Malaysia (Malaysia Stock Exchange). For **2012 – 2015**, a total of **1,051** women have been trained under the Women Director’s Programme exceeding the target of 1,050 as set by the Government.

<b>Year</b>	<b>Target</b>	<b>Achievement</b>
<b>2012</b>	200	220
<b>2013</b>	500	501
<b>2014</b>	250	253
<b>2015</b>	100	77
<b>TOTAL</b>	<b>1,050</b>	<b>1,051</b>

**ii. Number of Placement of Women on Board of Directors in Public Listed Companies**

	<p style="text-align: center;"><b>(PLCs) in Malaysia Stock Exchange:</b></p> <p>For <b>2013 – 2016</b>, there were <b>54 new placements</b> of women as board of directors of Public Listed Companies in Malaysia Stock Exchange that were trained under the Women Director’s Programme.</p>
<p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>Empowering women was part of the National Malaysia Plan since the early 80’s. The women programme was first mentioned in 4<sup>th</sup> Malaysia Plan (1981-1985) under Chapter 24: Culture, Community Development, Security and General Administration. Under the Sixth Malaysia Plan (1991-1995), a full chapter was dedicated to policies and programmes to promote women in development. This focus is timely with the strategy to transform Malaysia as a high income nation by 2020 under the Economic Transformation Programme.</p> <p>In addressing the issue of under-representation of women at the decision-making level, the policy of at least <b>30 percent participation of women in decision-making positions at all levels</b> was adopted by the Government on <b>4 August 2004</b>. This policy is an effort to reduce the gender imbalance at the decision making-level and served as a starting point for the recognition of women’s significant contribution to the public sector.</p> <p>Echoing to this, the Government then approved the Policy of at Least <b>30% Women in Decision Making Positions at All Levels in the Corporate Sector</b> on <b>24<sup>th</sup> June 2011</b>. This policy is imposed on government-linked companies, public-listed</p>

	<p>companies, statutory bodies and financial institutions. It is implemented through the Malaysian Code of Corporate Governance.</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>Malaysia has long recognised the importance of tapping into women’s talent and ability to give itself a competitive edge in the global economy.</p> <p><b>Women Directors’ Programme and Registry</b></p> <p>To ensure the success of the policy of at Least 30 Percent Women in Decision-Making Positions, the Women Directors Programme was introduced. This programme is a structured training curriculum that includes online board readiness assessment, assessment report review, technical skills, essential boardroom soft skills and group coaching.</p> <p>In <b>2015</b>, the Ministry of Women, Family and Community Development through its agency NAM Institute for the Empowerment of Women (NIEW), introduced the <b>Advanced Women Director’s Training Programme (AWDTP)</b> to enhance the knowledge and skills of women leaders who have been prepared for board positions through the Women Director’s Programme (WDP) between 2012 and 2014.</p> <p>The 3-days programme provide participants to topics, strategies and skills required for the next generation of board directors. The AWDTP also gives the women participants the opportunity to become more familiar with the current board challenges and expectations, learn and test new ideas collaboratively and receive all-important, constructive feedback from faculty and peers. The</p>

	<p>AWDTP focuses on key areas such as Leadership, Principles and Ethics as well as New Risks and Strategy.</p> <p>In 2016, the training under the Women Director's Programme (WDP) was further reviewed in order to enhance the marketability and visibility of the Women Director's Programme (WDP) alumni to further improve the placement of competent women as board of directors in Public Listed Companies in Malaysia Stock Exchange.</p> <p>Further efforts have been done on the placement of Women on Board through advocacy and media promotion activities and engagement sessions with business leaders in the corporate sector in Malaysia.</p> <p><b>30 Percent Club</b></p> <p>Apart from that, Malaysia has also launched the <b>30 Percent Club</b> on <b>8<sup>th</sup> May 2015</b>, which was officiated by the Honorable Prime Minister. The 30 Percent Club is a group of business leaders who are committed to bring more capable and competent women on board of companies because it is good for business. The 30 Percent Club also aims among others, <b>to improve the placement as well as the number of competent women holding top decision making positions in the Malaysian corporate sector</b>. The founding chairs seeks to grow the 30 Per Cent Club in Malaysia with strong affiliations with its original club established in United Kingdom in 2010 and its affiliates in United States of America, Hong Kong, South Africa, Australia and Ireland.</p>
--	--

✓ *The voluntary goals will be reviewed by each economy in the process of*

*developing Interim report.*