

Individual Action Plan

Economy: Malaysia

<p>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)</p>	<p>The Policy of At Least 30 Percent Women in Decision Making Positions in the Public Sector</p> <p>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 32.5 percent in 2014.</p> <p>The Policy of At Least 30 Percent Women in Decision Making Positions in the Corporate Sector</p> <p>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 to increase the number of women holding executive 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 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 17.0 percent in December 2014 compared to 15.0 percent in December 2013.</p>
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STATISTIC –**WOMEN DIRECTOR'S PROGRAMME**

- Number of women trained:

YEAR	TARGET	ACHIEVEMENT
2012	200	220
2013	500	501
2014	250	253
2015	125	Training will commence tentatively in April 2015
TOTAL		974

- Number of placement of women on board of directors in Public Listed Companies (PLCs):

YEAR	TARGET	ACHIEVEMENT
2013	20	93
2014 (as of 31 December 2014)	10% of total board members in PLCs	103 placement
TOTAL		196

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)

TBC

The Malaysian Cabinet approved a policy that set a target of 30% women representation in decision-making positions across all Malaysian public listed companies by 2016.

Include a brief plan of action of how your economy plans to achieve your voluntary goals.

Baseline Study - Getting Women on Board

- i) Conducted by:** PricewaterhouseCoopers (engaged by PEMANDU and Ministry of Women, Family & Community Development)
- ii) Duration:** Study conducted in 3 phases throughout 2013
- iii) Objectives:** Identify current Women on Boards (WOB) landscape in Malaysia
 - a. Understand current situation of female representation at Board Level
 - b. Understand if there is correlation between female representation on board and performance of companies
 - c. Identify factors that hinder placement of women on boards
 - d. Review “Mini Lab” recommendations and develop additional recommendations if required
- iv) Analysis framework**
 - a. Surveys and Interviews
 - b. Global Comparative Analysis
 - c. Women on Board Dashboard
 - d. Econometric Modelling
- v) Outcome:** The findings of the study have been used to chart our way forward in the seamlessly achieving success with the Women Directors Programme (WDP). For example:
 - a. Increase the quality and credibility of WOB sources
 - b. Increase profile and presence of WOB sources
 - c. Strengthening talent pool through healthy pipeline

	<p>vi) Initiatives (based on study):</p> <ol style="list-style-type: none"> a. Organising forums and talks with industry captains and Company Secretaries to promote advocacy for having women on boards b. Dialogues/conferences that encourage networking between WDP participants and industry captains and Company Secretaries c. Media promotions – to promote WOB, WD Registry, WDP etc d. Introducing a 30% Club <ul style="list-style-type: none"> • The 30% Club - a group of business leaders committed to achieving better gender balance at all levels of organisations, believed to make businesses and boards more effective. The 30% Club runs a number of very specific and targeted initiatives that look to broaden the pipeline of women at all levels, from 'schoolroom to boardroom'. e. Monitoring the placement of women into the boards with focus on WDP alumni
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*