

Template for the IAP (2020)

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 18.8%. As a result of this policy, the percentage of women holding decision making positions in the public sector have increased from **36.1% in 2018 to 36.9% in 2019**.

The Policy of at Least 30 Percent Women in Decision Making Positions in the Corporate Sector

The Government of Malaysia and Bursa Malaysia have mandated all public listed companies (PLCs) to be represented by at least 30% women on their corporate boards. It is a policy launched by the Government of Malaysia in 2011 and targeted for achievement by 2016 (for top 100 PLCs only), which later extended to 2020.

Statistics in 2018 showed that 1,010 or 15.7% of women have been appointed from a total of 6,245 board of directorships in all 943 public listed companies (PLCs).

Zooming in to the 100 top most PLCs, there has been a significant increase from **24.4% in 2018 to 26.9% in 2019**. Women's position as leaders in the public sector has achieved more than 30% but efforts must be persevered to increase and encourage more women

	<p>leaders in this sector.</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 <small>(%; 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)</small></p>	<p>Women empowerment has always been part of the Malaysia Plan since the early 1980's. The women programme was first mentioned in the Fourth Malaysia Plan (1981 - 1985) under Chapter 24: Culture, Community Development, Security and General Administration. Under the Eleventh Malaysia Plan (2016 - 2020), which consists of six strategic thrusts; the first strategic thrust referred to inclusivity where Malaysia pledged to ensure no segment of society is side-lined from enjoying the benefits of the its prosperity and growth.</p> <p>The policy of at least 30% participation of women in decision-making positions at all levels adopted by Malaysia on 4 August 2004 is considered as Malaysia's voluntary goal in addressing the issue of under-representation of women at the decision-making level. 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. Related to the first strategic thrust of the Eleventh Malaysia Plan (2016-2020), Malaysia will continue to implement the policy to ensure 30% women participation at the managerial and decision-making</p>

levels in the public and private sectors.

To date, Malaysia has achieved the target of at least 30% of women in decision-making positions in the public sector.

Malaysia has also approved the Policy of at least 30% Women in Decision Making Positions at All Levels in the Corporate Sector on 24 June 2011. This policy is imposed on government-linked companies, public-listed companies, statutory bodies and financial institutions. It is implemented through the Malaysian Code of Corporate Governance and as of 2019, the percentage is at 26.9%.

Moving forward, for the private sector; Malaysia is targeting to achieve 30% women on board of directors, 10% women as chairmen of the board and 0% men-only board of directors by the end of 2020.

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

Malaysia has made a specific objective to achieve a minimum of 30% of women in decision making positions in all sectors since Malaysia has long recognised the importance of tapping into women's talent and ability to give itself a competitive edge in the global economy.

In order to achieve this, two strategies have been identified as below:

- i. develop a specific action plan to implement the policy and
- ii. increase women's capacity in effectively expressing gender perspectives in policy making, legislation and programs.

These two strategies are accompanied by seven activities as below:

- a) Capacity building training especially designed for women;
- b) Policy or legislation amendment which hinder women to achieve a minimum of 30% in decision making positions;
- c) Conduct training to empower women such as in leadership, self-esteem, public speaking, motivation and management;
- d) Establish platform/ spaces for expressing gender issues;
- e) Strengthen gender awareness through campaigns/ training/media on gender equality;
- f) Increase the intake ratio of women at the entry point of the government sector and encourage the private sector to follow suit; and
- g) Lobby and gain support for women representation in all sectors.

For strategy (i), the activities covered were (a) and (b) and for strategy (ii), the activities covered were (c) to (g).

Women Directors Programme (WDP) was introduced by NAM Institute for the Empowerment for Women (NIEW)* under the Ministry of Women, Family and Community Development (KPWKM) as a structured training curriculum that includes online board readiness assessment, assessment report review, technical skills, essential boardroom soft skills and group coaching.

In 2018, NIEW* focused its programmes more on the efforts to increase leadership competencies among women, starting from youth. The leadership programmes are also integrated with a gender perspective which is one of the main elements for advancing women to leadership positions. To date, a total of 1,051 women have participated in WDP, 354 in leadership programme and 932 in programmes covering other areas under NIEW*.

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.

The Government of Malaysia is also working very closely with the 30% Club (The Club) which was launched on 8 May 2015. The 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 Club also aims but not limited to in improving the placement as well as the number of competent women holding top decision-

making positions in Malaysia's corporate/ private sector.

The Club is in partnership with Securities Commission Malaysia and Bursa, Economic Planning Unit (now under the Ministry of Economic Affairs (MEA), TalentCorp, talent sourcing agencies, non-governmental organisations (NGOs), experienced volunteers and of course, KPWKM.

In the immediate term, the Club is focusing on women in decision-making positions' placement efforts on the Bursa Top 100 PLCs as well as all-male boards.

The 30% Club Malaysia initiatives include:

- Working with sourcing and learning agencies for board placements and on capacity building programmes to keep the talent pipeline full;
- A Mentoring Programme in partnership with PricewaterhouseCoopers (PwC);
- Conducting business leaders' roundtables to facilitate a 2-way dialogue with members of the boards, understanding their challenges in meeting the targets, and helping them appreciate the Club's assistance; and
- Providing media visibility to these activities mentioned and to profile current and potential women director.

* As of 1 January 2020, NIEW's roles and functions have been restructured and placed under the Department of Women Development (JPW) under the purview of the Ministry of Women, Family and Community

	Development.
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