

GENDER INTEGRATION IN COOPERATIVES

MALAYSIA



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Gender Integration in Co-operatives

Report of the Country Survey

MALAYSIA

By

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September, 1992 (600)

Edited by W.U.Herath, Advisor-Human Resource Development, Typeset by P. Nair at the ICA Regional Office for Asia & the Pacific and printed at Document Press, H.S.14, Kailash Colony Market, New Delhi-110048.

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Abbreviations

ANGKASA	National Co-operative Organisation of Malaysia
HAWA	Department of Women's Affairs
JPK	Department of Co-Operative Development
KEMAS	Community Development Division
LKIM	Fisheries Development Authorities
LPP	Farmer's Association Authorities
MCA	Malaysian Chinese Association
MIC	Malaysian Indian Congress
NACIWID	National Advisory Council for the Integration of Women Development
NCWO	National Council of Women's Organisation
PAS	Pan Malaysia Islamic Party
PERTIWI	Muslim Women's Action Society
UMNO	United Malay National Organisation
WI	Women's Institute
YWCA	Young Women's Christian Association

PREFACE

The ICA Regional Office for Asia and the Pacific (Earlier called South East Asia) launched a special Women's Programme during the Women's decade (1975-1985). This programme, headed by a Women specialist, had been able to create an awareness and conditions for enhancing women's participation in co-operatives.

The Programme in particular achieved success in the areas of influencing cooperative authorities to provide positive legal environment for women's participation in cooperative leadership and business. Many co-operative movements established women's committees at various levels and also incorporated representatives in their management committees. Many training activities were organised at the national and regional levels by the Women's Section of the ICA ROEC.

However, due to the financial constraints faced by the ICA during the mid-eighties, the Regional Women's Programme as well as many other programmes had to be curtailed. After completion of the restructuring process, we are now in a position to look back and start re-thinking on the gender issues with a new outlook.

The concept of Women in Development (WID) has undergone substantial changes during the eighties. When the feminist movement was subject to re-assessment, many new WID approaches have emerged. Approach of gender planning has become popular at present with a broader concept of gender. This change is also due to the results of evaluation on the women's position in the society after the UN Women's Decade. Many have felt that the approaches introduced during this period have either become obsolete or have not shown results as expected in the process of global socio-economic changes. Therefore, UN agencies as well as many international NGOs have revived their WID programmes, keeping gender issues in mind.

As for the co-operative movements in the Region, the same situation is visible. Many co-operative movements continue to adopt the WID strategies introduced in nineteen seventies. Therefore, it has become vital to assess the current WID situation in co-operatives in terms of concepts, strategies and the cost benefits of the

existing programmes. Any future planning for WID programmes or Gender Planning mechanisms in co-operatives should be based on such an evaluation.

The Human Resource Development Project, established in 1990 by the ICA incorporated gender issues as a priority field. With a view to launch an effective programme in the future, a study has been undertaken covering 14 countries in Asia and the Pacific, which are representative of developed and developing economies. The studies have been carried out by specialists on gender issues on a common format and guidelines provided by the ICA ROAP. These country studies would provide a macro level situation in the respective countries.

The country study will form an important basis for future planning for the ICA ROAP and for respective countries. I am happy that we are able to share the findings of the country studies with those who are concerned with gender issues in cooperatives. The ultimate hope we have is that the gender integration in cooperatives would bring about more productivity and strength to them by utilising human resources to the optimum.

I would like to thank the country researchers, cooperative movements and the staff of the HRD project at the ICA ROAP for undertaking the ground work for future gender programmes in cooperatives.

New Delhi
August 18, 1992

G.K.Sharma
Regional Director

FOREWORD

This publication series of country studies on Gender Integration and Women in Cooperatives covers 14 developed and developing countries in Asia and the Pacific. On the other hand, the studies are representative of open, mixed and centrally planned economies.

The country research had the following objectives :

- to assess as to what extent the gender integration has taken place for economic and social development and the activities of cooperatives of the country given,
- to assess the level of participation of women in decision making and activities in co-operatives,
- to compare the level of socio-economic developments of a given country with gender situation,
- to identify the socio-cultural and economic factors hindering gender integration in development with special emphasis on co-operatives,
- to identify critical areas for future strategies for promoting gender awareness and gender participation, resulting in gender integration in co-operative development,
- to create awareness among the authorities and all concerned in gender issues on the level of development a given country has shown and the gap which exists in co-operatives.

The ICA ROAP engaged the services of competent and independent researchers through the national co-operative unions and some of them through other sources. A format was designed and used in order to ensure the conformity to the set of objectives laid down and to facilitate the data processing process. The methodology consisted of data from primary sources, authoritative documents and interviews by random samples.

We have tried to analyse the data collected through country reports and identify

common features as well as special features in the region in the field of gender integration in co-operatives. We have also attempted to highlight the common and contradictory conclusions made by the researchers. A Regional Overview of gender integration has been published separately embodying these summaries.

Our sincere expectation from the publication of the country studies and the overview is to create an awareness of all co-operative movements and governmental and inter-governmental agencies to assess the present gender strategies in co-operatives and improve upon their planning mechanism for ensuring the equal participation of gender in co-operative development.

I would like to thank all country researchers who undertook the task within a short time and with limited resources and sources of information. National level co-operative organisations and the ILO Co-operative Project in Indonesia supported the project through consultation and their resources. We appreciate their common interest for the cause.

Mr. P. Nair, Desk Top Publisher and Secretary of the HRD Project, did the computer-based DTP work. Mr. S.S. Kukkal, a renowned artist in Delhi prepared the cover page. Document Press made the printing job very attractive. I would like to note our appreciation to them for their devoted work.

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Economic Data

Main features of economy :

Malaysia inherited from the British the economy characteristics of a colony. Then, Malaysia was the world's largest producer of tin, the second largest producer of natural rubber and one of the largest producers of timber and pepper. To end the dangerous reliance on tin and rubber the Government diversified the economy by industrialisation, particularly in the present decade.

a. Agriculture

Malaysia's agriculture is geared towards the production of export commodities. The country is still the world's primary exporter of natural rubber and palm oil followed by timber, cocoa, pepper, pineapple and tobacco. Padi production takes top priority although self-sufficiency is yet to be achieved. The main bulk of the agro-production comes from well-organised estates and non-organised small-holdings. To promote higher productivity the government formulated a National Agricultural Policy. The agriculture sector accounts for 20.3% of the GDP, 30.8% of the labour force and 20.3% of total export earnings. It also supports development in other sectors by providing resources and markets.

b. Timber

More than three quarters of the country is covered by forest and timber has become the third most valuable export, so much so, the rapid expansion of timber production made it necessary for the government to take strong measures to control and reduce logging.

c. Fisheries

The fishing industry supports 90,500 people, although up to 1960 it was a neglected area. The Fisheries Development Authority (LKIM) is now expanding its fleet, establishing new related industries and providing services to fisherman's organisation.

d. Minerals

Tin and petroleum play a major role in the Malaysian economy. Diversification away from tin is planned and exploration and development activities are prominent. The mining sector absorbs 38,000 workers and contributes 10% to the GDP. Petroleum is now the mainstay of the economy and Malaysia's crude oil is of high quality and very much in demand in the world market. In 1989, Malaysia's oil production level was 562,000 barrels per day.

e. Industries

The progress of Malaysian industrialisation has received a new and powerful impetus in the 1980s. The government's commitment to convert the nation into a New Industrialised Country (NIC) was launched off with the establishment of the Heavy Industries Corporation of Malaysia Berhad (HICOM), and the successful launching of the 'Proton Sage', Malaysia's own locally-manufactured car.

Gross Revenue from Sectors/Industries* (MYR Million)

Sector/Industry	1989 Revenue	GDP by Industrial Origin
Rubber/Oil Palm/Logging	2,737	20.2 %
Mining **	369	10.2 %
Manufacturing/logging	27,772	25.59 %
Construction	697	3.2 %
Trading & Hotel	13,254	10.5 %
Banks/Ins./Finan. & others	7,674	0.9 %
Transport/Business Services	4,561	6.6 %

* Based on the survey of 220 large companies by the Department of Statics

** Excluding petroleum & Gas

[Source: Ministry of Finance Economic Report 1989/1990]

f. Exports and Imports

Malaysia's trade conforms to the traditional pattern of dependence on a limited range of industrialised countries despite efforts to diversify export markets abroad. Since 1986, the manufacturing sector is the largest export earner, outstripping agriculture and mining. There is a slow but steady increase in the share of Malaysia's

exports taken by new trading partners. The spectacular development of oil and natural gas has revolutionised the nation's economic prospects and has served to compensate for the decline in other fields.

g. Economic Policy of the Government

The Government had mapped out policies in a series of five-year plans since 1971 guided by the philosophy of the New Economic Policy (NEP). The NEP was launched with an avowed two-prong strategy to reduce and eventually eradicate poverty, by raising income levels and increasing employment opportunities and by accelerating the process of restructuring Malaysian society, to correct economic imbalance, so as to reduce and eventually eliminate the identification of race with economic functions. The original target date for the achievement of these goals was scheduled for 1991, but it is an accepted fact that the concept behind the NEP will continue to be applied in economic planning and developing after that date. At this point of time (June 1991) a new NEP is being tabled in Parliament and is termed as New Development plan called "Vision 2020" by the Prime Minister.

[Source: Berita Publishing Year Book 1991 Department of Statistic Malaysia]

h. Economic Growth

After registering significant growth in the last three years, the economy was expected to strengthen further in 1990. Real Gross Domestic Products (GDP) was expected to expand by 9.4%, with the growth emanating largely from domestic sources amidst moderate external demand. The nominal Gross National Product (GNP) or National Income was expected to increase by 10.6% and Nominal Per Capita Income by 10.6 % from \$5,558 in 1989 to \$6,147 in 1990. For 1990, domestic demand was expected to rise by 25.1% to provide the major stimulus to growth, private investment to increase 31% while public investment to rise by 15%. A significant share of private investment was increased by 66% reflecting the continued confidence of foreign investors in the economy. External demand was moderate, although still strong, with merchandise exports in current prices growing at 16.6%, including the competitiveness of Malaysian export. Manufacturers accounted for about 59% of total merchandise exports, thus further broadening the export base. With the buoyant economy, the unemployment rate is expected to decline to 6.3% of the labour force. Inflation is expected to remain moderate as increases in domestic petrol prices are marginal due to the existing subsidy provided by the government

- | | | |
|----------------------------|---|----------------------|
| <i>i. Percapita Income</i> | : | \$5,558.00 per annum |
| <i>j. GDP growth rate</i> | : | (72,134) 8.8% |

<i>k.</i>	<i>Foreign trade as % of GDP:</i>	:	(67,825) 94.02%
<i>l.</i>	<i>Foreign reserves</i>	:	MYR 22,179,9 millions
<i>m.</i>	<i>Total foreign debt</i>	:	MYR 25,272,0 millions
<i>n.</i>	<i>Overall deficit</i>	:	MYR 5,260 millions
<i>o.</i>	<i>Agriculture as % of GDP</i>	:	(14,736) 20.43%
<i>p.</i>	<i>Industries as % of GDP</i>	:	(25,474) 35.31%
<i>q.</i>	<i>Consumer price index growth</i>	:	2.8% growth
<i>r.</i>	<i>Money growth</i>	:	14.7% growth

[Source: Malaysian Economic Report 1990]

Population

A) Population of Malaysia 1989

Age	Male	%	Female	%	Total	%
0-04	1,266.5	14.46	1,193.6	13.85	2,460.1	14.16
5-14	2,052.6	23.46	1,946.2	22.59	3,998.8	23.01
15-24	1,770.0	20.22	1,706.77	19.81	3,476.6	20.0
25-44	2,326.2	26.56	2,382.0	27.65	4,709.3	27.11
45-59	861.9	9.84	855.8	9.89	1,717.5	9.88
59-75	469.4	5.46	535.3	6.21	1,014.6	5.84
Total	8,757.4	50.4	8,619.5	49.6	17,376.9	100

Percentage of the Total Population:

Males : 50.4%

Females : 49.6%

[Source: Department of Statistic Malaysia]

B) Population growth rate %:

Male : 2.5%

Female : 2.5%

[Source: Annual growth Rate (%) 1989 published by the National Population and Family Development Board Malaysia, 1989]

C) Population by age group and residence

Age Group	Urban		Rural		Both Sex
	Male	Female	Male	Female	
10-14	2,796	873	3,773	1,503	8,945
15-24	54,415	23,107	88,444	20,562	186,528
25-44	388,011	60,209	702,295	92,356	1,242,871
45-59	163,982	45,397	366,608	90,679	666,217
60 & above	82,982	34,435	207,077	74,919	399,413
Total	691,737	164,021	1368197	280,019	2,503,974

D) Population by Marital Status

Age Group	Male	Female	Both Sex
10-14	151	283	434
15-19	1,579	16,414	17,993
20-44	488,755	577,884	1,066,639
45-59	43,054	32,649	75,703
60 & over	55,358	26,239	81,597
Total	755,414	787,055	1,542,469

[Source: Department of Statistic Malaysia]

E) Mean age at marriages by sex:

Male : 26.9
 Female : 23.8

[Source: Population Census 1980]

F) Population by Religion and stratum Malaysia: 1980

Religion	Urban	Rural	Total
Islam	1,171,066	5,201,241	6,918,307
Christian	255,644	587,346	342,990
Buddha	1,313,535	951,921	2,265,456
Hindu	338,858	531,535	920,393
Others	827,981	1,295,245	2,123,226
Total	4,453,084	8,617,288	130,070,372

G) Death & Crude Death Rate for 1989 : 4.6%

H) Birth & Crude Rate for 1989 : 29.3%

[Source: Department of Statistics Malaysia]

Health

a. Life expectancy:	Male	: 68.8 years
	Female	: 73.3 years
b. Infant and child mortality:	Male	: 13.5%
	Female	: 13.5%
c. Mortality - child bearing years (14-45)		: 0.2%
d. Persons per hospital bed		: 661.5
e. Persons per Doctor		: 2769.7
f. Family Planning		
1. Percentage of use of contraceptives among women under 50 years of age		: 35.5%
2. Percentage of users of non-clinical family planning		: 27%
3. Sterilisation		
a) Vasectomy	}	10.6%
b) Tubectomy	}	
g. Malnutrition in children %:	Male	: N/A
	Female	: N/A
h. Average per capita intake of calories	Male	: N/A
	Female	: N/A

[Source: Malaysian Fertility and Family Survey, 1974 Department of Statistic Malaysia 1989.]

Literacy & Education

A) Adult Literacy Rate (%) 1980

Age	Male	Female
10 - 19 years	88.0	86.5
20 - 29 years	89.2	80.5
30 - 39 years	84.1	61.6
40 years and over	61.0	23.6
10 years and over	80.4	64.1

B) Educational Indicators (Percentage of population)

Age	who had no schooling		Having Diploma		Having Degree	
	Male	Female	Male	Female	Male	Female
10 - 19 years	4.3	6.5	-	-	-	-
20 - 29 years	7.7	14.7	1.1	0.6	1.5	0.7
30 - 39 years	12.8	13.7	0.9	0.4	2.7	0.8
40 years and over	37.2	72.4	0.4	0.1	0.8	0.1
10 years and over	15.4	30.3	0.8	0.3	1.5	0.4

C) Educational Indicators (Percentage of Population)

Age & Level	Attended School		Drop Out	
	Male	Female	Male	Female
Primary (7-12 years)	91.9	90.8	2.1	2.4
Lower Secondary (13-15 years) 14.7	78.6	74.4	17.8	20.1
Upper Secondary (16-17 years) 13.7	51.1	47.2	44.4	45.2

[Source: Published by The National Population and Family Development Board Malaysia 1989]

D) Education as % of government (national) budget : 17.44%

[Source: National budget report]

E) Brief information on adult literacy programmes:

Like most of the developing countries in Asia and the Pacific, the literacy and community/continuing education in Malaysia is a substitute or alternative to formal education for some people who have missed formal schooling due to socio-economic, cultural and other reasons. The literacy and community/continuing education includes literacy education for both the illiterate and semi-illiterate. Other skills which are essential in everyday life in a fast changing world are also included. These skills are in the areas of health and nutrition, mother and child care, family life and vocational skills. Functional literacy programmes for adults still exist in East Malaysia. Peninsula Malaysia on the other hand had successfully combated illiteracy and the need for continuing education emerged. The continuing education would consist of highly specialised training, short courses for personal development, recreation, the acquisition of artistic sense and development of reading habits. The functional literacy program for adults started in 1973 as a continuing program of a mass literacy campaign launched in 1961. It is organised by the Community Development Division (KEMAS), Ministry of National and Rural Development. The continuing education on the other hand is being carried out by various ministries, agencies and private institutions. Several activities are carried out to provide professional courses and skills to out of school youth and women. These activities range from vocational skill to leadership training.

F) Information on any illiteracy programmes specially meant for women:

To date there are no special literacy programmes specially for women, but by and large women play a great role in the success of the programmes mentioned above. 90% of the participants are women and so are the facilitators and trainers.

[Source:-Community Development Division (KEMAS) Ministry of National and Rural Development Malaysia. 1990.]

Employment

Distribution of Employment to Population

Economic Category (10 years and over)	Group in Workforce		% of Total Population	
	Male	Female	Male	Female
Employed	2,650.4	1,372.6	46.25	24.1
Unemployed	129.5	107.2	2.26	1.88
Total Workforce	2,779.9	1,479.8	48.51	25.98
Total not in workforce	473.3	1,823.7	8.26	32.02

[Source: Figure computed from various Labour Department Survey Statistic 1975-1980 compiled by the Secretariat for Women's affairs 1990.]

Distribution by Sex and Occupation

Occupation	Male Employment	Female Employment
Professional Technical	6.0	7.6
Administrative, Mgmt	1.3	0.3
Clerical workers/Sec.	6.3	9.9
Sales workers	9.6	6.4
Agri/Fishery/Forestry	33.2	41.3
Service workers	8.3	8.0
Production/Manufacturer	27.9	15.7
Not defined	7.4	11.07
Total	100% is 2779.9	100% is 1479.8

Unemployment by Age Group and Sex 1980

Age Group	Male	Female
15 - 24	11.7	15.2
25 - 29	2.7	5.4
30 and over	3.0	6.4
Total	4.9	8.7

[Source: Published by The National Population and Family Development Board, Malaysia 1989.]

Unemployment by level of Education and Sex Peninsula Malaysia 1979

Level of Education	Urban		Rural	
	Male	Female	Male	Female
Total	5.4	7.1	4.5	7.5

Level of Education	Male	Female
No Education	3.7	4.2
Primary Education	3.1	4.9
Secondary Education	7.3	14.6
University Graduates	2.4	2.0
Others	0.0	11.2

[Source: Labor Force Survey Report 1979, Department of Statistics]

Percentage distribution of wage earners by sex 1987

Salary group in Civil Service	Male	Female
Group A2 (USD 1000 average)	5.5	2.7
Group B2 (USD 560 average)	4.0	2.1
Group C2 (USD 360 average)	19.7	14.9
Group D2 (USD 152 average)	40.2	10.9

[Source: Central Staff Records, Public Services Department 1989]

**Average daily minimum wage rates for
men and women (in US \$) 1985**

Occupation	Average Daily Wages	
	Men	Women
	Skilled/Unskilled	Skilled/Unskilled
Rubber Tappers	130	119
Field workers (unskilled)/Weeders	101	81
Factory Workers	114	95
Tin Ore Washers	207	180
Bus Conductor	206	151

[Source: Published by The National Population and Family Development Board, Malaysia 1989.]

Gender Participation in Services

Employment by Sexes

	No. of Males	No. of Females
* Civil Administration (31.12.1987)	281,556 (78.6%)	76,563 (21.4%)
** Armed Forces (1988)	96%	4%
*** Police	68,500 (95.5%)	3,500 (4.5%)

[Source: * *Central Staff Records, Public Services Department*
** *Interview*
*** *Interview*]

Political Participation

a) Political Participation at the latest election

	Male	Female
As voters in parliamentary elections	7,958,640	
As candidates in parliamentary elections	397	13
-- Won parliamentary seats	172	8
As candidates in State seats	737	20
-- Won State seats	311	15
-- Membership in political parties (Male and female membership)	54%	46%
	3,902,511	
-- Membership of trade unions (1989)	408,773	178,233
-- Office bearers in trade unions (1987)	1,155	72

[Source: Malaysian Election Commission, Registrar of Societies, Registrar of Trade Union]

b) Generally, how active are women in political affairs?

In the past the majority of women were not involved in matters beyond the home, but in the early '40s the women united to join the men in their fight against British rule. The '50s saw an even greater participation by women. They were appointed to public offices, they campaign in the elections, they sought, stood and won seats in local, State and Government bodies. In the ruling party the female wing forms the party's main component. At the end of 1989, women formed 48% of the total membership, and, the women standing in the Malaysian Cabinet are:

Ministers	: 2	Deputy Ministers	: 3
Members of Senate	: 11	Members of Parliament	: 9

[Source: Papers written by Noraini Abdullah of New Straits Times Press.]

Legal Environment for Gender Issues

a) **Special constitutional arrangements for men and women**

In Malaysia there is no special constitutional arrangement for men and women. Women have had political and administrative rights since the country's independence in 1957.

b) **Discrimination of sex in civil and criminal laws**

Yes. There is discrimination of sex, to a certain extent.

1. *Rights to citizenship and permanent residence.*

Malaysian women with foreign husbands should be given the choice of staying on in the country and their husbands allowed to stay with them, if not as citizens then at least a willingness to permit them to reside permanently with their husbands. Conversely, foreign wives of Malaysian men do not encounter this problem as they are given citizenship on request.

c) **Labour laws having special reference to men and women**

Women's participation in the workforce is regulated by laws that apply equally to both sexes although there are some provisions that are designed to protect women, which at times, have had adverse effects.

1. Under Part viii, Section 34, which says that "any female employee employed in shift work in any approved undertaking which operates at least two shifts per day may work at such times within the hours of 10 o'clock in the evening and 5 o'clock in the morning as the minister may approve" made it possible for female employees working on night-shifts to have become the general rule rather than the exception.
2. Section 35 prohibits the employment of women in underground work. Section 36 however states, "Notwithstanding the provisions of this part the Minister may order prohibit or permit the employment of female employees in such

circumstances or under such conditions as may be described in such order.” One interpretation of this section is that the Minister may even permit a woman to work underground. This power to permit is so wide that it makes the proviso to section 35 redundant.

3. *Special arrangements made for working women*

- a) **Maternity leave:** A period of 60 days is guaranteed by the Employment Act which also provides that the employees to be paid. Although this principle is accepted in the private sector, there is evidence that the principle is not always practised. Even in government and statutory bodies the maternity leave entitlement is only 42 days.
- b) **Financial aspects of employment:** The Income Tax Act 1978 (Amendment) allow women to be assessed in her name, but with more women venturing into the business world, it is about time for another amendment, this time to allow women to be assessed separately in all circumstances. The following are some of the aspects that should be looked into.
 - (i) When a husband maintains his wife, he is entitled to a deduction of \$2,000 as wife’s relief, but if the wife is the one who supports the husband, she is not entitled to any relief.
 - (ii) The child relief is deducted from the total income of the husband and no child relief is allowed to a wife who elects for separate assessment even though she may have payments for child’s maintenance.
 - (iii) Where the parents are divorced, the child relief due may be apportioned between the parties in proportion to their contribution or the whole of the child relief if the wife is the sole supporter of the child/children.
- c) **Pensions:** Section 14 of the Pension Act 1980 (Act 227) provides that where a pensionable officer dies in service a derivative pension or derivative retiring allowance may be granted to:
 - (i) the widow, the child or the widow and the child where the deceased officer is a man; or
 - (ii) the child, where the deceased officer is a woman and also to the dependent widower who is permanently incapacitated whether mentally or physically and incapable of supporting himself at the time of death of the woman officer.

The rationale for the existing rule is that a man has a legal obligation to support his wife but a woman need not support her husband. In reality, however, a woman may have been supporting her husband even though he may not be incapable of supporting himself.

4. *Employees' Social Security Act*

The same situation arises as for the pensions. If women employees are to be treated equally, they should be able to confer the same benefits on their survivors as their male counterparts do.

d) **Special provisions in co-operative legislation and subsidiary legislation governing women's issues**

No. The trend in the co-operative movement is towards equal rights and responsibilities.

[Source: 'Teaching Materials on Women's Studies At The University Level'

[Prepared by Ms. Siti Rohani & Others. Coordinated by Secretariat for Women's Affairs, Malaysia]

Socio-Cultural Environment and Gender Issues

a) Religion - gender roles in religious activities in the country.

Malaysians are free to practice and propagate their own religion. 53% of the population are Muslims and the rest are Hindus, Buddhists, Christians and others. The religious activities are basically missionary and propagatory in nature and men as well as women are equally involved. They also engage themselves in community and social work. The men are leaders and decision makers, with the women blending in all basic activities that are required by the various religions. The Muslim men for example have to go to mosques on Fridays whereas the women have the option to pray at home. Muslim men too are seen in bigger numbers than women in public religious gatherings such as the Prophet's birthday celebrations. On the other hand, women play a very large role in nurturing religious concepts and beliefs in their offspring. They actively participate at weddings, attending to the needy, organising classes and meetings and even death rituals. In Malaysia the gender roles are clear-cut. Visually men are the leaders and the women seemingly passive are in actual fact, the pillars of the system itself.

[Source: Interviews and readings.]

b) Gender Roles in Family - Analysing the gender roles in the family

In the Malaysian society, men are generally the head of the family. However, they are not necessarily the sole decision makers in the family. Women has a great influence on all decision making made, especially when it concerns children and their upbringing, religious activities and communal activities.

Men and women have equal rights to own and dispose of properties. In marriages, the dowry system is largely non-existent.

Housekeeping and rearing children are normally seen as the duties of women. However, as the economic scene changes, the gender roles also undergo a change. Today, Malaysian women go out to work and cultivate their own careers outside of the home and therefore face changes in the traditional roles. Housework is now largely shared or done by paid employees.

c) Marriage

Proportion (%) Ever married in Malaysia 1980

Details	Age	Male'	Female
Teen Marriage	15 - 19	1.0	10.0
Widowed	15 & over	0.7	2.1
Widowed	45 & over	7.3	32.4
Divorced/separated	15 & over	0.7	2.1
Divorced/separated	45 & over	1.7	5.0

[Source:Published by The National Population and Family Development Board Malaysia 1989]

d) Financial decision making in a family

Below is tabled the pattern on decision making data in Malaysian society. The same pattern applies to both the rural as well as the urban society.

Husband/wife Involvement in Household Chores

Types of Household Chores	Persons Involved			
	Husband	Wife	Both	Total
Setting & Maintaining family rule/regulations	239 (31.9)	130 (17.3)	380 (50.7)	749 (100)
Marketing	220 (29.8)	189 (25.6)	329 (44.6)	738 (100)
Payment of bills	519 (71.5)	135 (18.6)	72 (9.9)	716 (100)
Shopping	28 (3.7)	191 (22.6)	536 (71.0)	755 (100)
Preparation of Food	6 (0.8)	694 (93.5)	42 (5.7)	742 (100)
Leave if child sick	23 (3.4)	494 (73.2)	158 (23.4)	675 (100)
Management of home	8 (0.1)	580 (77.3)	162 (21.6)	750 (100)
Discipline children	122 (31.9)	121 (18.0)	430 (63.9)	673 (100)
Guiding children's Educ.	60 (17.3)	101 (29.1)	430 (63.9)	347 (100)

e) Employment status of females

This can be classified into employees, employers, own account workers and unpaid family workers. Over the last two decades wage employment in Malaysia has risen and the proportion of unpaid family workers and own account workers has declined. According to the 1980 Population and Housing Census, of the total workforce, 59% were employees, 28% were own account workers, 7% were unpaid family workers and 4% were employers. For the females, 54% were employees, 24% were own account workers, 18% unpaid family workers and 3% employers. From the data, women formed 33% of the total workforce, and the rest unpaid family workers. These unpaid family workers are more prevalent in the rural areas than in the urban areas. However, with the process of urbanisation and industrialisation, this pattern has moved towards wage employment, that is, a shift of an increasing proportion of unpaid family workers and own account workers to work as paid workers.

[Source: 'Teaching materials on women's studies at the university level'. Coordinated by Secretariat for Women's Affairs Malaysia.]

Institution Dealing with Gender Issues (with special reference to Women)

a) Name the institutions dealing with gender issues and/or issues concerning women:

1. Government

- a) National Advisory Council for the Integration of Women in Development (NACIWID)
- b) Women's Affairs Division - Ministry of National Unity and Social Development, Malaysia (HAWA)

2. Cooperatives

- a) Women's Functional Committee of National Co-operative Organisation of Malaysia (ANGKASA)

isa-

3. Non-Government

- a) Political Women's Wings.
 - i) Wanita UMNO
 - ii) Wanita MCA
 - iii) Wanita MIC
 - iv) Wanita Gerakan
 - v) Dewan Muslimat PAS
- b) Welfare Organisations and Clubs
 - i) National Council of Women's Organisation (NCWO)
 - ii) National Association of Women's Institutes (WI)
 - iii) Muslim Women Action Society (PERTIWI)
 - iv) Young Women's Christian Association (YWCA)

b) Provide details of history, constitution, structure, policies plans and activities of such organisations, if possible

1. Naciwid

NACIWID was established by the Government on 16th July 1976 in response to United Nation's call to increase efforts to integrate women into development. The committee of 23 members meet every three months.

a) Objectives

- i) act as coordinator and advisory body between Government and Non-Government Organisations.
- ii) promote and enhance the participation of women in the national development.
- iii) ensure that national development plans take into consideration the integration of women.
- iv) encourage women to develop their capabilities to the maximum.
- v) promote and to educate women of their rights.
- vi) play an active role in the pursuance of peace and understanding in Malaysia and at international level.

b) Duties and Responsibilities

- i) advise and help the Government in formulation of laws, rules and regulations in services and others pertaining to women.
- ii) act as machinery to channel women's problems to various authorities.
- iii) do research and gather information regarding government plans and policies for women, activities of women's organisations and women's labour problems and to act on the findings to the appropriate authorities.
- iv) publish coloured bulletins and distribute among all women groups.
- v) communicate with national and international women's organisations, to promote peace and understanding.
- vi) liase with international agencies.

2. Hawa

HAWA was established in January 1983 and placed under the Administration and Finance Division, of the Prime Minister's Department. Following the Cabinet reshuffle in October 1990, the Women's Affairs Division is now under the Ministry of Unity and Social Development.

a) Objectives

- i) promote the participation of women in the development process.
- ii) To ensure that national development plans take into consideration the integration of women through the provision of equal opportunities and adequate facilities.

b) Duties and Responsibilities

- i) Monitoring the implementation of policies and projects for women.
- ii) Organising courses and seminars for women.
- iii) Research
- iv) Monitoring the development of Non-Government Women's Organisations.
- v) Liaison with international agencies
- vi) Collection and dissemination of information on women.
- vii) Secretariat for NACIWID.

3. *Women's Functional Committee of ANGKASA*

The Women's Functional Committee of ANGKASA has 42 women's cooperatives as its members

a) Objectives

- i) Unite Women's cooperative in Malaysia.
- ii) Represent Women in the Cooperative Movement in Malaysia and abroad.
- iii) give advice, guidance and assistance to member societies in the running, management, accounting, auditing, liquidation and in legal matters.
- iv) promote, educate, train women cooperators in cooperative principles, business management and others.

4. *Women's Political Wings*

In Malaysia, women in UMNO, the MCA, the MIC and Gerakan represent the status quo for the women in politics and women in Dewan Muslimat of PAS maintained a very low profile. Throughout modern history in the beginning of the mid-forties, Malay women have been consistently notable in their political activities. During the anti-Malayan Union struggle and in the 1950s, they participated in campaigns and made public speeches. But overall their public activities and orienta-

tions remained tied to values of femininity and their political role defined by the male leadership. The Women's sections are merely wings and they are governed by the party's constitution, as in the Wanita UMNO, all their actions and activities have to be referred to the main committee. To a certain extent they are free to plan, but in line with the party's policies and strategies.

a) Objective

Their main function in politics has been to maintain support and to develop new supports to ensure that the party's strength and influence are safeguarded. They do so by organising social activities, religious activities, economic activities and other activities. In any election they form the most effective of the party's machineries.

5. *Other Non Government Women's Organisation (NGO)*

NGO are run by the women and they themselves are decision makers.

a) NCWO

It was formed in 1963, it was meant to be non-communal, non-political and non-sectorial in religious matters. Its main aim is to bring together women's organisations so that they could work for a common purpose, especially to promote the welfare and advancement of women and children. The NCWO acts as an umbrella organisation and its affiliated members range from welfare, political, professional and labour organisations. Together they strive towards raising the status of women and children as well as serve as a consultative and advisory body. Amongst its most outstanding achievements are, the 1969 Equal Pay for Equal Work Act, separate assessment of income tax for married women, pensionable status for married women, entry of women into Civil, Diplomatic and Legal services and others.

b) WI

From their annual reports it is noted that their activities are many and varied. They organise seminars and courses, give awards for scholarships/ financial aid to many students, tuition and classes for school children, padi planting as a gotong-royong activity, poultry, rearing as a cooperative effort, tailoring shops, catering services and renting out of equipment, sales of handicrafts cultural and sports activities, reading to the blind and morning coffee sessions. All WI's branches are involved in fund-raising and general activities of the state, such as celebrating National Day, Sultan's birthday, Women's Day as well as attending courses organised by other associations. Throughout the years WI has been the mill that churned out women

leaders. Many women leaders especially at the grass-root level originated from WI. WI is affiliated to the Country Women of the World Association.

c) PERTIWI

Its annual report, besides the usual fund-raising activities, displayed the following programmes:

- i) Scholarship and tuition fees for school children, tuition classes, adoption schemes
- ii) financing educational expenses of school children
- iii) Adopted village scheme, children's libraries, talks and discussions, publications and other religious and social programmes.

d) YWCA

This organisation addressed itself to issues of unemployment among youths and the plight of young women particularly from the rural areas. Among its efforts are

- i) the setting up of training courses for would-be waiters and waitresses
- ii) the establishment of hostels for girls.

c) **Discuss as to how far these institutions work on the area of gender participation and integration for balanced development**

1) NACIWID

As stated earlier NACIWID formed by Government is a multi-sectorial Council comprising government and non-government representatives and it serves as a coordinating and advisory body on the participation of women in development. In fact it acts as a custodian of women's integration in development. NACIWID, since its birth 16 years ago, had shouldered its duties well and made its presence felt. They have focused their activities on:

- a) Organising conferences, seminars, courses, brainstorming sessions and workshops on various subjects in line with national development and covering various sectors of the female population.
- b) Collecting data to help plan policies for women in development.
- c) Organising projects/activities for women.
- d) Communicating and disseminating of information to Women's organisations/bodies in Malaysia and abroad. NACIWID had organised conferences etc. covering subjects like
 - i) Women in Development

- ii) Development of Women as Entrepreneur
- iii) Women and Leadership
- iv) Women as Workers
- v) Women abuse/Child abuse & Women today
- vi) Women and drug addiction

involving almost all women's organisations in the country and thousands of women from all walks of life from factory workers to housewives in Sarawak.

In the Data Collection NACIWID had managed to come up with a 10-year Action for the Integration of Women in Development. With the help of the Higher School of Learning and UNESCO, they have done research in women's activities and their effectiveness, access for women to science education, training and associated career women's development activities and income generating skills for women.

In 1986 NACIWID came up with 'DASAR WANITA NEGARA' (National Plan for Women). Its recommendations and suggestions were accepted and passed in Parliament as a guide and a formula on development for women in Malaysia. Thus NACIWID has opened up new horizons for women in Malaysia and new challenges to be met. So much so in its RM6, the Government stressed on women's participation in development which has not been mentioned in earlier five year-plans.

2. ANGKASA

The WOMEN'S FUNCTIONAL COMMITTEE in ANGKASA since its existence in 1971 has been contributive towards women's participation in the cooperative movement. It has conducted seminars, courses and meetings at national and international levels to create an awareness of the importance of women's roles and has succeeded to a certain extent. Today the Committee's main concentration is to go into the field to promote and get target groups to generate further activities.

The Functional Committee is a volunteer body and acts in an advisory capacity to its cooperative members. It sits on the board of NCWO and not on NACIWID. In the late seventies and early eighties, the Committee tried to promote the active participation of women in mixed cooperatives but the process was slow. The cooperatives under the Land Development Schemes and Agro-based scheme have these 'Women's Unit' and are in some ways

successful. The slow acceptance with other cooperatives is due to lack of motivation and of short human resources. In the last few years, the Women's Functional Committee has stressed on the formation of cooperatives in factories. The outlook is encouraging but a lot has yet to be done.

3. Non Government Organisation

Their involvement in the society is greatly felt at all levels in spite of being loosely managed and activities are organised on an ad hoc basis. They have, as in the case of WI become the training ground for women leaders, especially at the important grass-root levels. They have also played a great role in educating the women in healthy living, good life practices as effective housewives. Their goals are generally short term and are always met.

NCWO too has done a very good job in raising the status of women, so much so that they have managed to amend some acts and regulations in women's favour. Thanks to NCWO, today, Malaysia has a woman heading a statutory body named "Urban Development Authority" and another woman having the executive power heading the Ministry of Education.

[Source:- Interviews, newspapers and other documents available]

Women in Co-operatives

a) Brief history of the co-operative movement in Malaysia

In Malaysia, the co-operative movement was introduced in 1922 as a means of tackling the then widespread indebtedness of the farmers and the workers including government servants. Therefore the growth had been encouraged and promoted by the government. The Department of Co-operative Development (JPJ) was responsible for developing and expanding the movement through the Cooperative Act No 33 of 1948 and the rules made thereafter.

In 1973, the Farmer's Organisation Authority (LPP) was formed to look into the affairs of agro-based and rural cooperatives and in 1974 The Fisheries Development Authority (LKIM) was formed to do likewise to fishery-based cooperatives in the coastal areas. In Sabah and Sarawak, JPK is still responsible for all types of co-operatives.

Today, co-operatives under JPK are diversifying into almost all fields of business. Besides the credit-giving activity, co-operatives now venture into housing, transport, land development, industrial production, banking and insurance. They tend to be strong and efficient with multi-purpose objectives and think big in terms of membership, share capital as well as dividends. Some had strayed away from their original objectives and JPK is now strictly monitoring the activities of the co-operatives.

School Cooperatives, with the backing of the Ministry of Education, has developed tremendously. At present, there are 757 School Co-operatives in the country with 576,146 members, 50% of whom are women. Its aim is to inculcate thrift and to foster unity and self-help.

Co-operatives in Government Land Schemes started in 1960 and operate retail stores and mini-markets, petrol kiosks and service stations, transport services and offer other services to the settlers and their communities. The Women's Unit of these co-operatives are well organised and play a meaningful role in the socio-economic activities of the Land Schemes.

The New Co-operative Era (ERA Baru Koperasi) was declared in January 1982 with a view to activating, streamlining and preparing the co-operatives for more dynamic and effective roles in the economic and development programs of the nation.

Steps are being taken to:

1. ensure that all co-operatives maintain their accounts up-to-date.
2. ensure that co-operatives convene their Annual General Meetings at stipulated intervals.
3. expedite the winding up process of de-registered co-operative societies.
4. introduce 5 new type of co-operatives to promote activities for targeted groups and sectors:

a) District Development co-operative (KPD)

The KPD are geared to foster unity and co-operative spirit amongst people in a district, encouraging them to participate in government development projects, thus benefiting them in the form of profits and dividends as well as job opportunities.

b) Cottage Industry Co-operatives (KIK)

KIK's are integrated projects between JPK, JPM (Prime Minister's Department) and other related agencies in the Ministry of National and Rural Development, promoting village handicraft, making them viable as income generating projects for the village people.

c) Workers' Investment Co-operatives (KPP)

d) Village Development Co-operatives (KPK)

e) National Development Co-operatives (KPN)

KPN is an Apex Organisation for KPD's but membership is open to all registered co-operatives. It coordinates the activities of KPD's and also participates in the larger development projects. Its aims are to unite the co-operatives for bigger projects and investments at national and international levels.

Soon there will be another amendment to the Co-operative Act and it is visualised that the Movement will be standardised throughout Malaysia and that there will be a slight change in the role of JPK and the co-operative societies themselves.

[Source: Malaysia Yearbook 1990-91]

- b) If there is a parallel development of special women's co-operatives, then, details to be given.**

When the Co-operative Movement started in Malaysia in 1922, men as well as women registered themselves as members in various Co-operative Societies. Women members are mostly found in co-operatives with mixed membership and their involvement are generally passive. However, women cooperators are found to be very active in exclusive women's co-operatives. They have shown outstanding capabilities in running the societies successfully.

ANGKASA, the Co-operative Apex body, then deemed it necessary to set up a 'Women's Functional Committee'. When launched in 1971, they set to work and Women's Co-operatives participate in seminars within the country and abroad.

From 1975 to 1982, women's seminars were being organised at national and international levels, jointly with ICA. Among some of the seminars conducted were:

1. Role of Women in the Co-operative Movement
2. Role of Women in Farmers' Co-operatives
3. Leadership Training for Women in Socio-Economic Development
4. Activities to Better Living
5. Involvement of Women in Co-operative

The suggestions and conclusions had one clear similarity, that Co-operatives all over the world would benefit if women could be better organised and were fully involved in the Movement.

Since its formation National Women Co-operative leaders emerged. Dato' Seri Rafidah Aziz, now Minister of Industries and International Trade had represented ANGKASA at International Conferences and there were times she headed the Malaysian delegates itself. Then came Puan Armi and now Datok Siti Rahamah.

Among the notables of the special women's co-operative under JPK is:

1. Koperasi Dermajaya Wanita Berhad (Jayanita) with its 3,833 members. It had a share capital of \$539,161.00, accumulated profit of \$2,240,838.00 and assets valued at \$ 2,601,959. This is run by a board of 12 women, with the help of three full-time and five part-time staff, all of whom are women. It deals with investments, production and sales of handicrafts. The co-operative was initiated by the women's wing of the ruling party - Wanita UMNO.
2. Under LPP, there is the Koperasi Wanita Kubang Pasu Timor, with its 402 members, with a share capital of \$131,999.00 and annual sales of 3 million ringgit, making a net profit of \$52,000.00 a year. They are active in 11 different activities and their most profitable projects is the wholesale agency

for rice and food catering at their two-storied restaurant. An Officer from LPP has been given the responsibilities to guide and assist them full time.

3. For School Co-operatives, One of the exclusive Women's Co-operative at Vocational Secondary Domestic Sains School Rembau, registered in 1972 with 180 members. Their retail outlet's monthly sales is \$5,095.00, canteen catering is \$3,267.00 and tailoring business is \$1,000.00.

The above-mentioned are a few of the outstanding women-only co-operatives. Since the bulk of the women members are in the mixed co-operatives, there are women co-operators who have come forward as leaders in their respective co-operatives.

1. Postal and Telecommunication co-operative has a woman as their chairperson.
2. 60% of the members of KIK are women and out of the seven KIK in the state of Perak, three managers are women.
3. In a recent survey, Malaysian Co-operative Insurance Society noted that most active purchasers and customers are their women members and in their latest annual meeting, a woman was elected as the chairperson of their Internal Audit Committee.

In the Co-operative College, there is an increase in the number of women participation. At the same time, the women staff at the college has been doubled.

An encouraging phenomenon is the development of school co-operatives where women form 50% of the membership. It is visualised that these co-operatives become the training ground for future women leaders in the co-operative movement.

[Source: Interview with Syarikat Kerjasama-sama Serbaguna Kubang Pasu Timor, Kampong Lubok Batu, 61000 Jitra, Kedah. Source: "Pelancar" news bulletin by ANGKASA]

Present Status of Women in the Co-operative Movement

a) Government policies and legislation on co-operatives with special reference to the role of women

No, nothing. there is no special policies and legislations set by the Government with special reference to the role of women in co-operatives.

b) Government control or assistance (if any) in the movement to encourage women participation

No, nothing special.

c) Capital formation of co-operatives and the role played by women

1) There are 30 women only co-operatives with a membership of 10,068 and capital formation of MYR 677,680.00 under JPK. There are 36 Special Women's Co-operatives with 4,360 members under LPP and capital formation unknown.

2) In JPK there are 2,165 co-operatives of which 677,680 of the members are women and if we assume that 20% of the capital belong to women cooperators, then the women's contribution should easily be in the region of MYR 355,000.00.

d) Role of women through co-operatives in the overall national development

Although the overall number of women involved in the co-operatives is fairly large, they are however found to be rather passive. They are mostly involved only as ordinary members with no direct or active participation in the policy making of the societies concerned.

Various programs have been carried out by the Apex body as well as the Government to encourage women to be involved more actively in the Co-operative

Societies. A certain amount of success however, has been achieved in exclusive women's co-operatives.

Thus, the role of women through co-operatives in the overall national development is still in its infant stage. Memberships should be increased, participation as members and decision makers should be enhanced, and the activities, should be further and better organised to lure women to join the co-operative societies for national development.

e) Are there specific targets to be achieved under the national plan for women participants?

No, there is none specified under the co-operative's body. However, on a national basis, a National Women's Plan was accepted by the Government in 1986.

How far do they participate in national development planning?

The information is not available.

f) Organisational structure of the co-operatives movement

Legislation-wise, the Co-operative Movement is under the wing of the Ministry of Land and Co-operative Development. It is being supervised throughout by three distinct government bodies:

1. JPK (Urban Co-Operatives)
2. LPP (Agro-based Co-Operatives)
3. LKIM (Fisherman co-operatives)

ANGKASA, a corporative union of co-operatives in the country, lies at the apex of the whole structure. It is the main advocator and champion of the cause of the co-operative movement in the country. It does not operate any business activity, but stands as an apex institution providing various services as required by its member co-operatives and in line with the interest of the co-operative movement in general, irrespective of whether such services are related to economic or social interest.

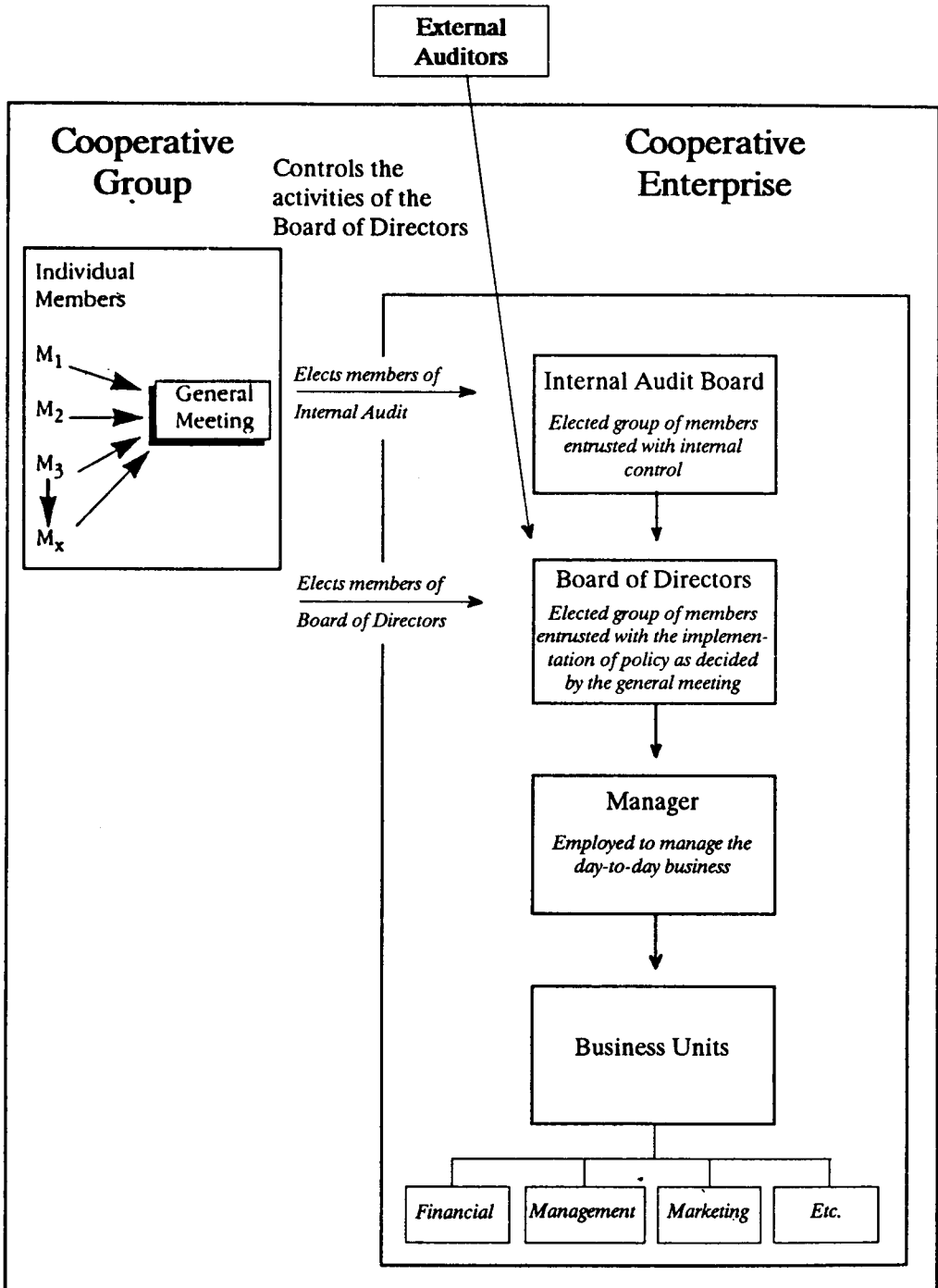
The Government provides the general framework within which the co-operatives and all other business organisations work. In particular, it provides the Co-operative Societies Act and Regulation for its implementation. Government registers co-operative societies and thereby gives them legal recognition, the right to hold properties, to open bank, accounts, to sue and be sued; in short, to be a corporate body.

The Government also protects co-operatives against malpractices by carrying

out annual audits and checking enquires whenever necessary and by settling disputes within co-operatives.

The organisational chart showing the structure from the village level to the national level is provided on the following page.

[Source: Jabatan Pembangunan Koperasi]



e) Do the co-operatives have special forums for women's activities such as social clubs, beauty saloons, health centres, etc? If so give brief descriptions.

Currently, there is no special project designated for women's activities in other types of co-operatives. The only exception is in the area of government land-schemes. In this area, the women's units participate in social clubs, sewing and cooking classes and other economic projects like retail, business, beauty saloons and food processing as supportive income to their families.

Conclusions

In Malaysia, the development of women in general and women in the co-operative movement, is based on equity. As per the information on Item 11, it has been proven that women's participation in all aspect of development is necessary. Malaysian women is not only playing a traditional role as a mother, but also play important roles in the social and community areas. They have been accepted by society as a contributive agent towards political stability. And hence, women's participation in economic activities emerges.

Since industrialisation, women in Malaysia have the opportunity to earn their own income and supplement income for their families.

On the other hand, Malaysian men have always been the primary wage earners and the productive workers of the nation. They have always been the leaders in the family and society, and therefore the decision makers.

With women as partners in economic progress, men are slowly adapting themselves to the sharing of household and child rearing responsibilities. Society has to adapt to these changing gender roles. Also, the responsibility to ensure that socio-economic problems that has emerged in other industrial countries, for example, cultural and social problems in migrating population from the rural to the urban society and neglected children, now rests on the shoulders of both genders.

a) How is your assessment of Malaysia in relation to gender awareness, participation and integration for co-operative development activities?

In Malaysia, based on the research carried out it is noted that there is a great awareness as to the need of gender integration and women participation in all aspects of socio-economic activities. The Government, had seriously been advocating the idea especially after the launching of the Women's Year and Women's Decade by The United Nations in the year 1975 to 1985.

In the latest five-year economic plan, recently launched, the Sixth Malaysian Plan; a clause has been inserted, ruling that women be given appropriate consideration in implementations of all Government policies. In a seminar organised by

ANGKASA in September, 1991, the Deputy Minister of Land and Co-operative Development has stated that, till September 1991 the Ministry had not come up with any special plan to promote and enhance gender integration for co-operative development activities.

For that matter NACIWID had not included women in co-operatives in any of its plans for the Women advancement and development and HAWA too has no information of women co-operators in its Data Files, as per the annual report of 1990.

On the other hand JPK, ANGKASA and the Ministry of Education have been successful in the field of School Co-operative. To date there are altogether 715 school Co-operative with 576,146 thousands members out of which 287,660 are women (49.9%). The future for gender integration in Malaysia is thus very promising.

Headways have been made in the formation of co-operatives in factories. the most notable is INTEL's Employees Co-operatives of Penang. In their annual report for 1990, it is reported that they are 2386 members strong and more than 94% are women. The members share capital is MYR 479,475. And the net profit for 1990 is MYR 185,378. The activities include credit, operating a mini-store, investment holdings and the co-operative also owns a subsidiary company dealing in assembling and testing of audio-visual, and communication products.

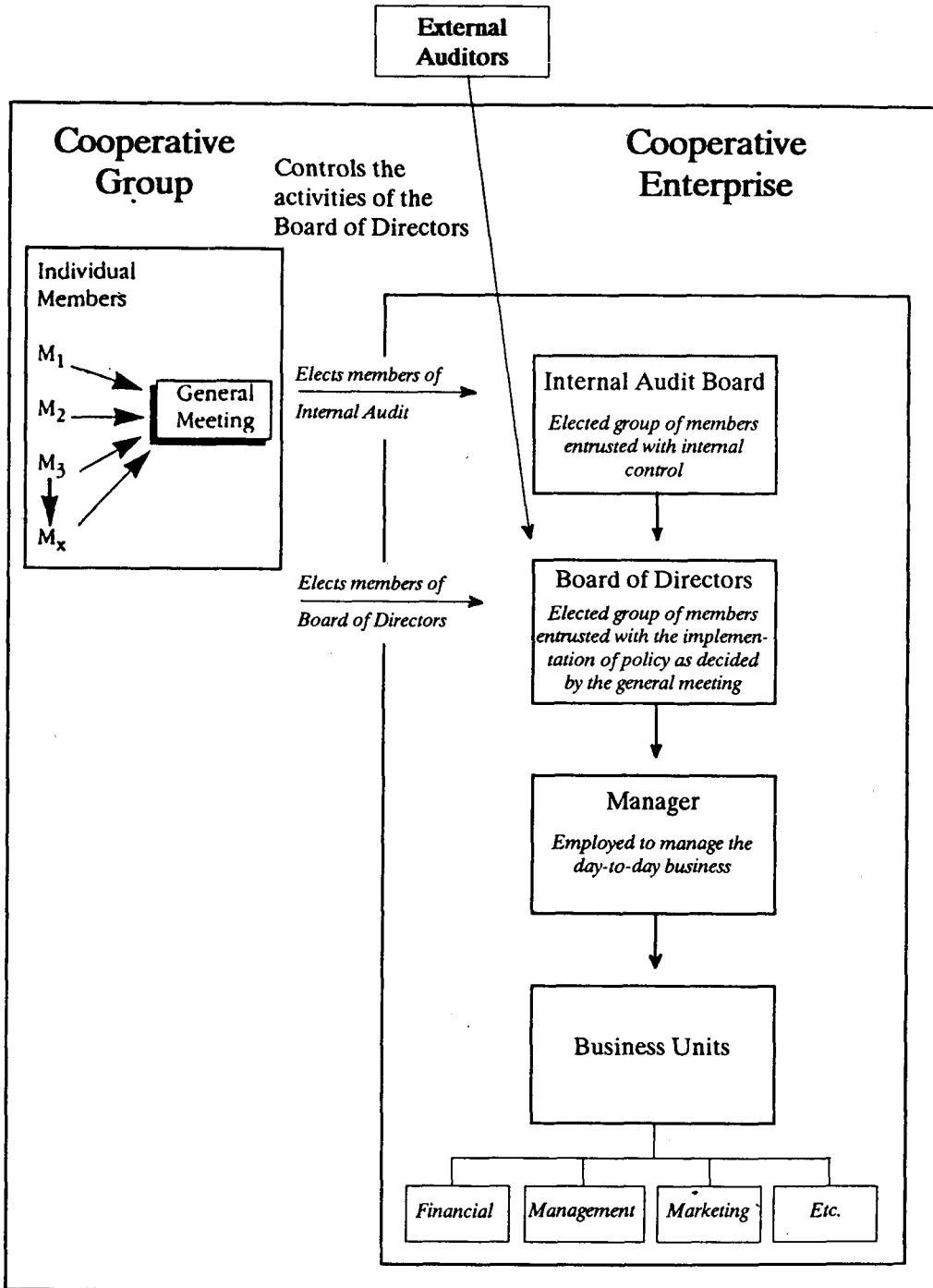
JPK and ANGKASA are both doubling efforts to penetrate this sector for the women employees in factories who are facing a delima due to migration from the rural to the urban area. Co-operatives could contribute to the socio-economic needs if the exercise is successful.

In the political arena, the gender ratio is 46% women : 54% men with the population ratio of 49.6% women : 50.4% men, the ratio for gender integration of 32% women: 68% men in co-operatives may easily be improved to match that of the political ratio.

To date, there are 2.9 million co-operative members. Of these, 700 thousand are women making it 32% of the total, but the majority are however in mixed co-operatives. Their involvement is passive with no direct or active participation especially in the policy-making and decision-making of their co-operatives. Women who excel in mixed co-operative is an encouraging factor to the possibilities of better gender integration in the movement, given the right motivation and exposure.

As members the women are passive and as decision makers the situation is disappointing. The ratio derived from the State of Perak are, on the Board of Directors 6% Women: 94% men and on the managerial side it is 4% women : 96% women.

This situation has to be corrected for decisions made by women would normally



e) Do the co-operatives have special forums for women's activities such as social clubs, beauty saloons, health centres, etc? If so give brief descriptions.

Currently, there is no special project designated for women's activities in other types of co-operatives. The only exception is in the area of government land-schemes. In this area, the women's units participate in social clubs, sewing and cooking classes and other economic projects like retail, business, beauty saloons and food processing as supportive income to their families.

Conclusions

In Malaysia, the development of women in general and women in the co-operative movement, is based on equity. As per the information on Item 11, it has been proven that women's participation in all aspect of development is necessary. Malaysian women is not only playing a traditional role as a mother, but also play important roles in the social and community areas. They have been accepted by society as a contributive agent towards political stability. And hence, women's participation in economic activities emerges.

Since industrialisation, women in Malaysia have the opportunity to earn their own income and supplement income for their families.

On the other hand, Malaysian men have always been the primary wage earners and the productive workers of the nation. They have always been the leaders in the family and society, and therefore the decision makers.

With women as partners in economic progress, men are slowly adapting themselves to the sharing of household and child rearing responsibilities. Society has to adapt to these changing gender roles. Also, the responsibility to ensure that socio-economic problems that has emerged in other industrial countries, for example, cultural and social problems in migrating population from the rural to the urban society and neglected children, now rests on the shoulders of both genders.

a) How is your assessment of Malaysia in relation to gender awareness, participation and integration for co-operative development activities?

In Malaysia, based on the research carried out it is noted that there is a great awareness as to the need of gender integration and women participation in all aspects of socio-economic activities. The Government, had seriously been advocating the idea especially after the launching of the Women's Year and Women's Decade by The United Nations in the year 1975 to 1985.

In the latest five-year economic plan, recently launched, the Sixth Malaysian Plan; a clause has been inserted, ruling that women be given appropriate consideration in implementations of all Government policies. In a seminar organised by

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attract women members. By-laws may be amended to ascertain that women should be well represented at decision-making levels and leadership positions should be equally distributed between men and women.

All along, the progress of gender awareness has always been on an ad-hoc basis and very much unorganised. There has not been any proper planning done, nor any Action Plan drawn up. Evaluations, reviews and follow-ups have not been done even though resolution after resolution has been passed in various seminars held.

b) What would be the feasible future strategy for ensuring integrated gender participation in the development of co-operatives?

To ensure integrated gender participation in the development of co-operatives in Malaysia JPK and ANGKASA should formulate an Action Plan together so there would not be any duplications and for efficient implementations, evaluations and follow-ups. Each should be allocated goals to meet for a stipulated time at targeted groups identified.

Action plan should be based on enhancing the present state of awareness among women themselves (members and non-members), among men, among employers (Government and private sectors), and leaders from all walks of life. Courses, Seminars and gatherings should be organised and the mass-media should also be utilised to expose the movement further.

For this purpose key personnel have to be trained and sent to the field to initiate, promote, educate and motivate women like the onset of the establishment of the new co-operatives in the early eighties. Then campaigns for increased women membership should be launched, co-operative activities to be promoted, successful co-operative projects to be highlighted and new ground to be covered.

After education comes promotional activities in terms of member information, member relations and public relations, between co-operative organisations of all types, and between them and other organisations at all levels.

Formation of exclusive women co-operatives should be encouraged to overcome women's shyness, social constrain, and deep-rooted customs and traditions. The existing women-only co-operatives should be coordinated and organised to be more organised and committed. The leaders should be trained to enable them to lead and to motivate their members to be productive. To update their technical knowledge, their administrative knowledge so they would be able to run their co-operatives.

In this way it is possible to motivate them and prepare them to take up the role of policy and decision making. In order for women to be well-represented, they should be given opportunities to assume the role of policy and decision-makers.

Since the majority of the women members are in the mixed co-operatives, it is appropriate that they be encouraged to form a women's group within their co-operatives, consisting of the women members themselves, members' wives and members' daughters, relations and friends. This 'Women's Unit' could participate in activities like co-operative education to promote better-living and an improved quality of life, provide side incomes for members, develop leaders and co-operate with local and international agencies.

They should be guided and trained to be well-organised just as the 'Koperasi Serbaguna Wanita Kubang Pasu Timur'. It would be viable if the Japanese 'Han' group concept be introduced. In Malaysia adaptation has to be done for consumerism may not be popular but production and trading could be tried.

The small groups would produce items, they are skilled in and different groups would produce different items. In this way they would supply each other the items they produce and need. They would have a choice of supplying another 'Han' groups, local markets or even act as a supporting producers for established factories.

It would be healthy if the by-laws were amended to allow an appropriate gender representation in the election of leaders.

Malaysian Co-operative College should also play its part by offering special courses specially for women co-operative members, to suit their needs and capabilities.

In promoting and campaigning for new members NGO women's organisations are the sources of potential members and ready leaders. Koperasi Jayanita, formed by Wanita UMNO, is a good example of NGO's success. The same should also be implemented to promote the co-operatives ideas in clubs at Government Departments, Private sectors and even at Union houses in the country.

As seen earlier, the Ministry of Education has been successful in its school co-operatives, likewise, the Ministry of Industries and Trade, could help build up the co-operative movement in the many factories that has mushroomed in this decade. There are 95% women in this sector.

To date, the co-operatives are under three different supervisory government agencies, namely JPK, LPP and LKIM. There should only be one ministry responsible for the affairs of the co-operatives in Malaysia. This Ministry should take the lead in co-ordinating the activities of co-operatives under the various agencies. Duplication and extra costs can be avoided. Effectiveness can be enhanced.

c) Which issues have to be considered for gender planning in co-operatives?

There are a few issues to be considered for gender planning in co-operatives in Malaysia.

1. Education is one of the issue for improved gender integration in Malaysia. Once embedded in the publics' mind as to possibilities of co-operatives as a tool to progress socio-economically then involvement would arise, even to the extent of possible tussle of BOD post. Education also applies the technicalities of running a co-operative society with its by-laws and most of all its legal requirements.

Once educated, they would be confident in the daily running of their co-operatives, which involves book-keeping, accounting and a host of other requirements that involves paperwork which are new to women.

2. The attitude of some Malaysian women has also to be considered for they are usually passive and has no intention to lead. They would rather leave the decision-making and running of their co-operatives to men.

In Malaysia the deep-rooted traditions and customs dictate that a woman may lead only women and seldom women has an interest to lead men. So far, women to voluntarily take up leadership among men is not the practice and if there are isolated instances where women take up the challenge it is then on the basis of acceptance by men. It is only and when it is dictated by constitutions that a woman be able to be well represented by virtue of her leadership among women. Furthermore the majority of attendance at General meetings are men, so women seldom have the support to be elected for the decision-making posts.

The idea of setting up a 'Women's Unit' in mixed co-operatives has to give serious thoughts. The other alternative is to set up more women only co-operatives or the least to give life and reactivate the existing ones.

Co-operatives in schools and factories should be further developed to accommodate the leaders of the future and to cater for the growing women population in the industrial sectors.

Lastly there is lack of publicity and propaganda as to the existence of co-operative movement and the need of gender integration and to promote women's contribution for co-operatives and so the socio-economic development of the country.

d) What kind of special needs women have in Malaysia in terms of fulfilling the above roles?

In Malaysia if women were to fulfil roles for the co-operative development the needs would be to acquire support from the government, ANGKASA and from their own co-operatives.

Women needs to be organised in a systematic way. To start off, the authorities

should have a pilot project with a women-only co-operative and a pilot project of a 'women unit' of a mixed co-operative. Each of this project should be a model for other co-operatives to work on at a later stage.

At the initial stage, full-time government officers are to be responsible to supervise and motivate. The Board of directors, staff and members would be properly trained.

There is a need for women's functional committee of ANGKASA to strengthen their existing strengths and play a more effective role in developing their co-operative members.

Co-operatives themselves should have activities which generate supplement incomes and other social, cultural and educational activities.

In order to acquire equally represented leadership position in co-operative societies the constitution in mixed co-operatives need to be amended. The by-laws should provide that the women members be well represented to motivate gender participation at all levels of the organisations.

As an added advantage the government should give good coverage and promote co-operative activities in the mass-media like Television and Radio. Government agencies to provide information and education through various communication agencies to impart knowledge on co-operative development to members and the public at large.

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