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GENDER DIVERSITY AT THE WORKPLACE: A CASE STUDY OF THE UNIVERSITY OF MALAYA



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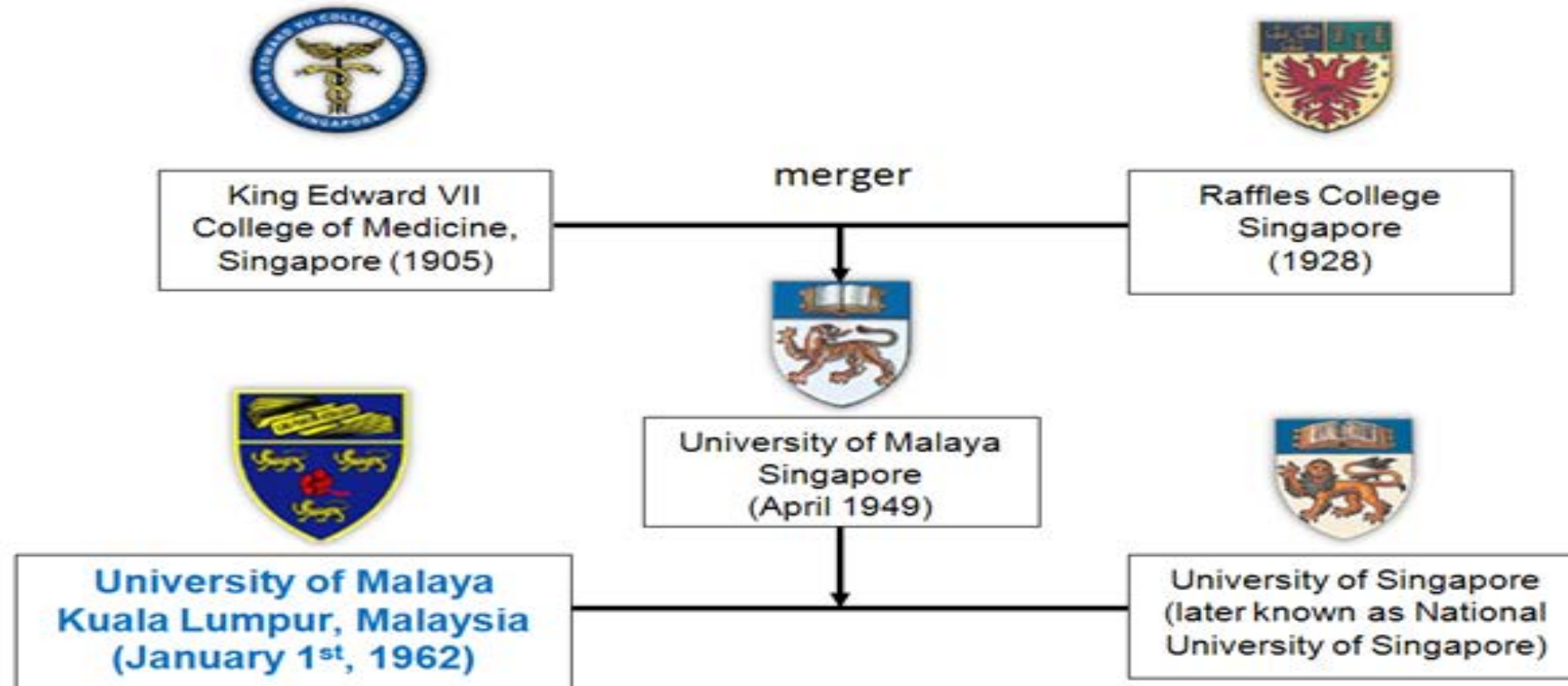
1905



1959



Tracing UM Roots



Facts About University of Malaya

- Academic staff : 1,800
- Non- Academic staff : 2,973
- International staff : 710
- Students (Local) : 9,223 postgraduate, 11,539 undergraduate
- Students (International) : 2,862 postgraduate, 432 undergraduate
- 105 undergraduate degree programmes
- 133 postgraduate Master and PhD programmes and 15 Dual PhD Programs
- Responsibility Centers :
 - 2 Academies, 12 Faculties, 5 Institutes, 3 Academic Centers, 6 Research Clusters,
56 Research Centers & 1 Teaching Hospital

Towards Achieving At Least 30 Per Cent Participation of Women at Decision Making Levels in Malaysia

What is this project about?

In 2004, the Government of Malaysia announced its policy to have at least 30 per cent participation of women at decision making positions in the public sector. In the Ninth Malaysia Plan (2006-2010) (9MP), the Government reiterated this commitment. This project is conducted in partnership with the Ministry of Women, Family and Community Development (MWFCDD) to analyze the current representation of women at decision making levels in both the public and private sectors and develop a plan of action to improve women's participation in line with the 9MP goal.

This project aims to analyze the current status of women as decision makers in both the public and private sectors in Malaysia in order to arrive at a Plan of Action to achieve at least 30 percent participation of women in decision-making structures and processes.

- 2014, Malaysia announced its policy to have at least 30% participation of women at senior management level in the Ninth Malaysia Plan (2006-2010) (9MP).
- This project aims to analyze the current status of women as decision makers in both public and private sectors in Malaysia.

'HAVE MORE WOMEN AS DECISION-MAKERS' LEVELS'

by Karen Bong, reporters@theborneopost.com. Posted on July 12, 2013.

More needs to be done to promote gender equality to strengthen women's representation and allow women equal access to decision-making positions at all levels of society.

Highlighting this yesterday, Minister of Women, Family and Community Development Datuk Fatimah Abdullah said women still face significant barriers to full and equal participation in the structures and institutions governing their lives.

"As such, several crucial measures must be taken to provide an enabling environment that allows women to engage in decision-making processes in an effective way," she said.

"This is also to ensure Malaysia can achieve the target of women comprising at least 30 percent of those in decision-making positions in the corporate sector by 2016," added Fatimah.

"Among them are changing stereotypes and perceptions," she suggested at the certificate presentation ceremony for Women Directors' Training Programmed held at Hilton Hotel here.

"The inequality between men and women perpetuates itself because it is internalized through social perception," she added.

- Women still face significant barriers to full and equal participation in the structures and institutions governing their lives.
- Several crucial measures must be taken to provide an enabling environment that allows women to engage in decision-making processes in an effective way.
- This is to ensure Malaysia can achieve the target of women comprising at least 30% of those in decision-making positions in the corporate sector by 2016 and also changing stereotypes and perception towards women.

- In 2013, women occupied 33.7% of all top management positions in the public sector, which reflected an increase of 3.2% in a span of 5 years.

Activities

- Focus group discussions and workshops with representatives from the private and public sectors, members of Parliament, representatives from political parties, NGOs, the judiciary (civil and Syariah), statutory bodies and private universities to determine the status of women's participation at decision-making levels, understand the barriers that hinder their participation and identify possible opportunities for increasing women's participation.
- Best practices seminar with international speakers in order to learn about the various policies and programmes implemented in countries that have achieved the necessary 'critical mass' whilst ensuring success and sustainability

Expected Outputs

- A greater understanding of the status, barriers and opportunities for improving women's participation at decision-making level.
- Plan of Action to ensure at least 30 percent participation of women at decision-making levels in Malaysia.

What have we accomplished so far?

- In 2009, the Plan of Action (PoA) was drafted and ready for submission to the Malaysian Cabinet. The PoA was handed over to the Government of Malaysia for consideration at the close of project activities.
- In 2013, women occupied 33.7% of all top management positions in the public sector, which reflected an increase of 3.2% in a span of 5 years.

- Malaysia has demonstrated its mettle by topping the APAC region in supporting diversity in gender at the senior level.
- With more than a quarter of female senior managers reported in the local workforce (28%), Malaysia compares favourably to Hong Kong at 23%, Singapore at 21.5%, and China at 21%.
- The increasing participation of women in the workplace could potentially increase Malaysia's GDP between RM6 billion to RM9 billion.

26/02/2015 Thu 12:54 in All markets by Aditi Sharma Kalra

Malaysia takes top spot for gender diversity in APAC

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When it comes to diversity, Malaysia has demonstrated its mettle by topping the APAC region in supporting diversity in gender at the senior levels, beating out Hong Kong, Singapore and China.

With more than a quarter of female senior managers reported in the local workforce (28%), Malaysia compares favourably to Hong Kong at 23%, Singapore at 21.5%, and China at 21%.

India and Japan were pegged low at 9% and 8% respectively, in Kelly Services' new report.

"The findings that Malaysia is the regional leader in gender diversity at senior levels compared to other leading APAC economies are highly significant as there is clear evidence that gender diversity delivers measurable, positive performance outcomes for businesses," said Natalia Shuman, Kelly Services' senior VP and general manager for EMEA and APAC regions.

ALSO READ: [85% of CEOs say diversity has improved bottom line performance](#)

The report pointed to a McKinsey finding, that highlighted how the increasing participation of women in the workforce could potentially increase Malaysia's GDP between RM6 billion to RM9 billion.

In Malaysia, which is experiencing strong growth alongside a limited talent pool, this is a clear area of opportunity for hiring managers.

"Where there are significant gender inequities in workforces, productivity and innovation lag and a company's bottom-line is negatively impacted. With gender equity, workforce, productivity and innovation thrives," noted Kelly Services (Malaysia)'s MD, Melissa Norman.

- Employment of women in senior management roles in Malaysia has increased to 34% in 2015.
- China remains as the region's diversity leader across Asia with 36% of management roles held by women.
- China was followed by Malaysia, Hong Kong (31%), Singapore (27%) and Japan (19%)

More women in senior management

NEW STRAITS TIMES - 2 MARCH 2015

KUALA LUMPUR: Employment of women in senior management roles in the country has increased from 29 per cent last year to 34 per cent this year, the 2015 Hays Asia Salary Guide revealed.

Recruiting experts Hays said Malaysia has overtaken Hong Kong and was now only slightly behind China when it comes to the number of women in senior management roles.

"Malaysia has taken a big step forward when it comes to gender diversity in the workplace. China remains the region's diversity leader across Asia, with 36 per cent of management roles held by women. This figure is unchanged year-on-year and compares favourably with the Asian average of 29 per cent," Hays said in a statement.

Hays said China was followed by Malaysia, Hong Kong (31 per cent, down from 33 per cent last year), and Singapore (27 per cent, unchanged year-on-year).

Japan, it said, was still falling behind in the diversity stakes, with women in the country filling just 19 per cent of management positions, but this was up from 15 per cent one year earlier.

ENABLING POLICY IN MALAYSIA THAT ASSIST WOMEN IN WORKPLACE

Maternity Leave

GOVERNMENT POLICY	MATERNITY LEAVE (DAYS)
Employment Act 1955 (Act 265)	42 days
Employment Act 1955 (Act 265) (Amendment 2000)	60 days (maximum entitlement of 300 days of maternity leave throughout the tenure of service)
Service Circular, No 14 Year 2010	60 – 90 days (maximum entitlement of 300 days of maternity leave throughout the tenure of service)

UNPAID LEAVE (FOR CHILD CARE)

- Leave to take care of a child immediately after the completion of the 60 days maternity leave.
- This leave can be taken fully or partially up to a maximum duration of 1,825 days (5 years).

ENABLING POLICY IN MALAYSIA THAT ASSIST WOMEN IN WORKPLACE

Workplace Childcare Centers

- Ministry of Welfare, Women and Community Development, Malaysia is promoting the setting up of childcare at the workplace.

Current statistics :

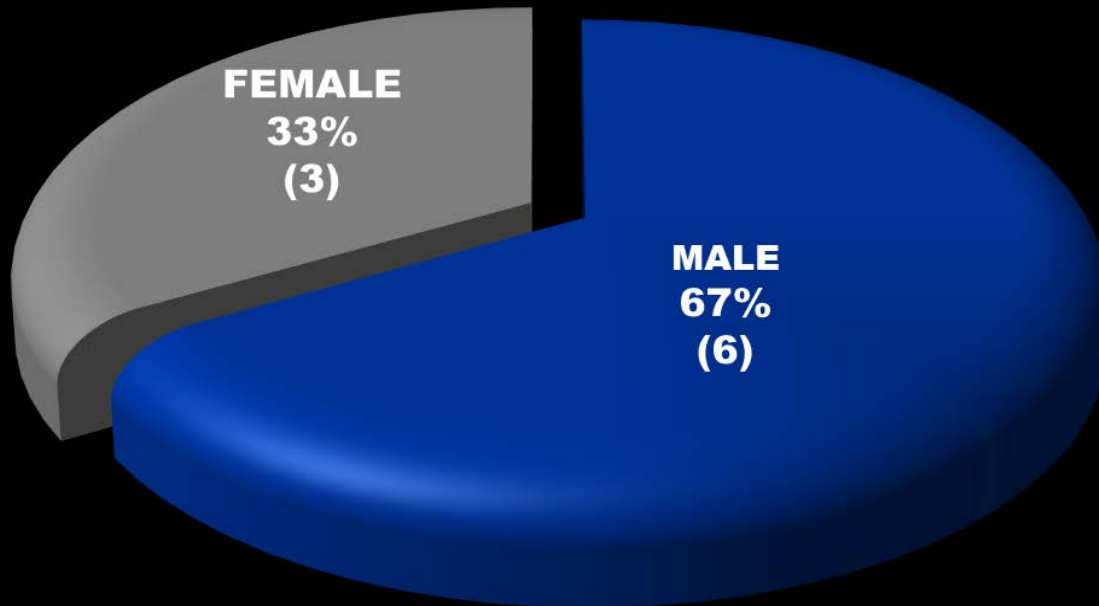
- 112 childcare centers set up by employers in workplace,
- 26 of them in private sectors,
- 86 by federal government and state government.
- Incentives from government : RM80,000 grant for renovation and furnishing childcare center.
- A subsidy of RM180 per month would be given to government servants with monthly income less than RM2000 (Early Childhood Care and Education Policy Implementation Review 2007).
- RM250 a month for nursery fees to parents with monthly income below RM900 (Budget 2014, Malaysia)

TOP MANAGEMENT OF UNIVERSITY OF MALAYA

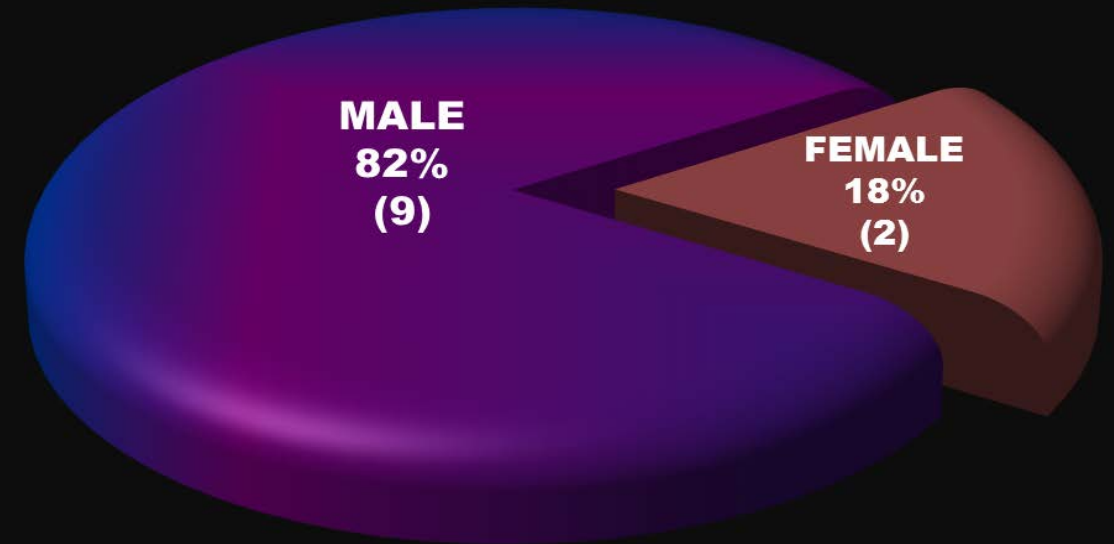
POSITION	MALE	FEMALE	TOTAL
BOARD OF DIRECTORS	9	2	11

NO	POSITION	MALE	FEMALE	TOTAL
1.	VICE-CHANCELLOR	1	0	1
2.	DEPUTY VICE-CHANCELLOR	2	1	3
3.	REGISTRAR/CHIEF OPERATING OFFICER	1	0	1
4.	BURSAR/ FINANCIAL CONTROLLER	0	1	1
5.	CHIEF LIBERARIAN	0	1	1
6.	DIRECTOR OF UNIVERSITY MALAYA MEDICAL CENTRE (UMMC)	1	0	1
7.	HEAD OF LEGAL	0	1	1
	TOTAL	6	3	9

SENIOR MANAGEMENT OF THE UNIVERSITY OF MALAYA



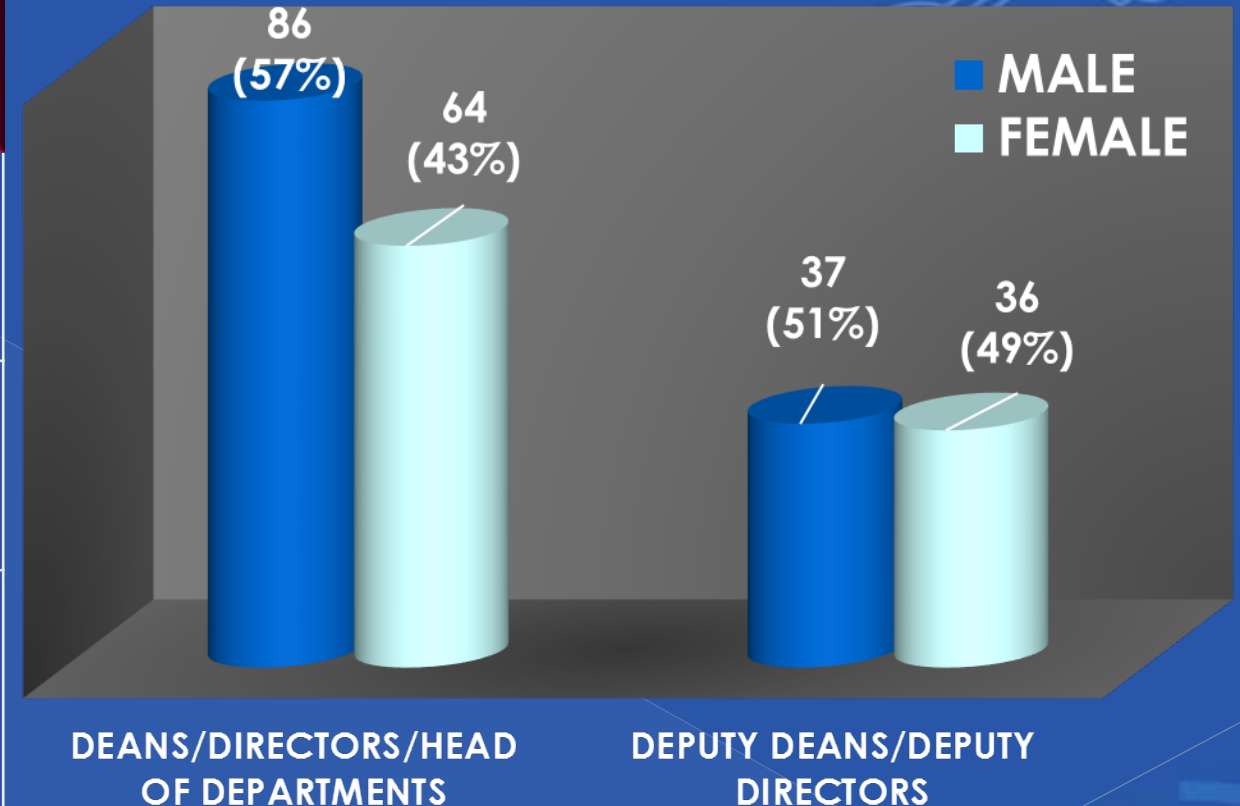
**TOP MANAGEMENT OF
UNIVERSITY OF MALAYA**



**BOARD OF DIRECTORS OF
UNIVERSITY OF MALAYA**

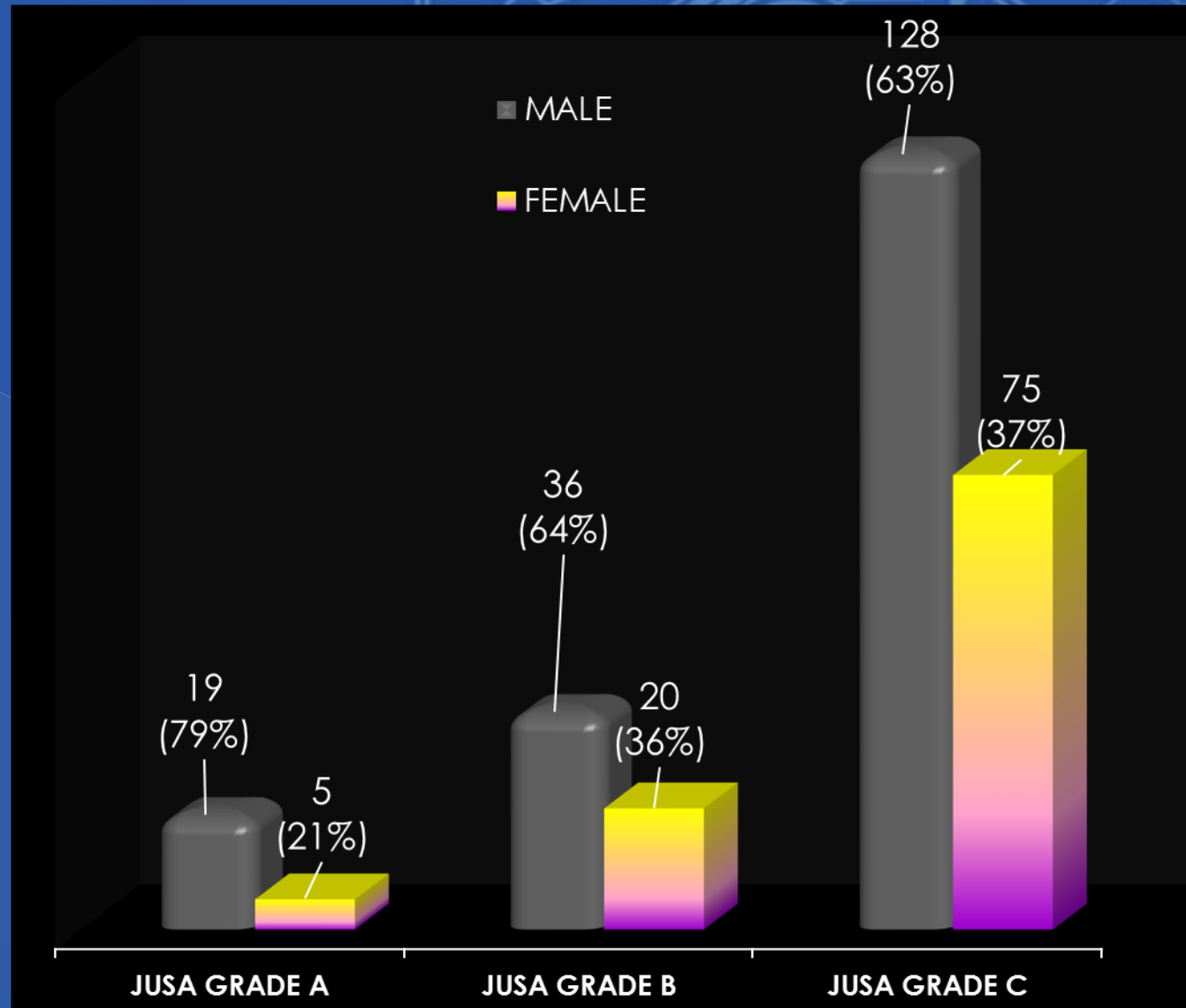
ACADEMIC STAFF (with Administrative Position)

NO	POSITION	MALE	FEMALE	TOTAL
1.	DEANS/DIRECTORS/ HEAD OF DEPARTMENT	86 (57%)	64 (43%)	150
2.	DEPUTY DEANS/ DEPUTY DIRECTORS	37 (51%)	36 (49%)	73
	TOTAL	123 (55%)	100 (45%)	223



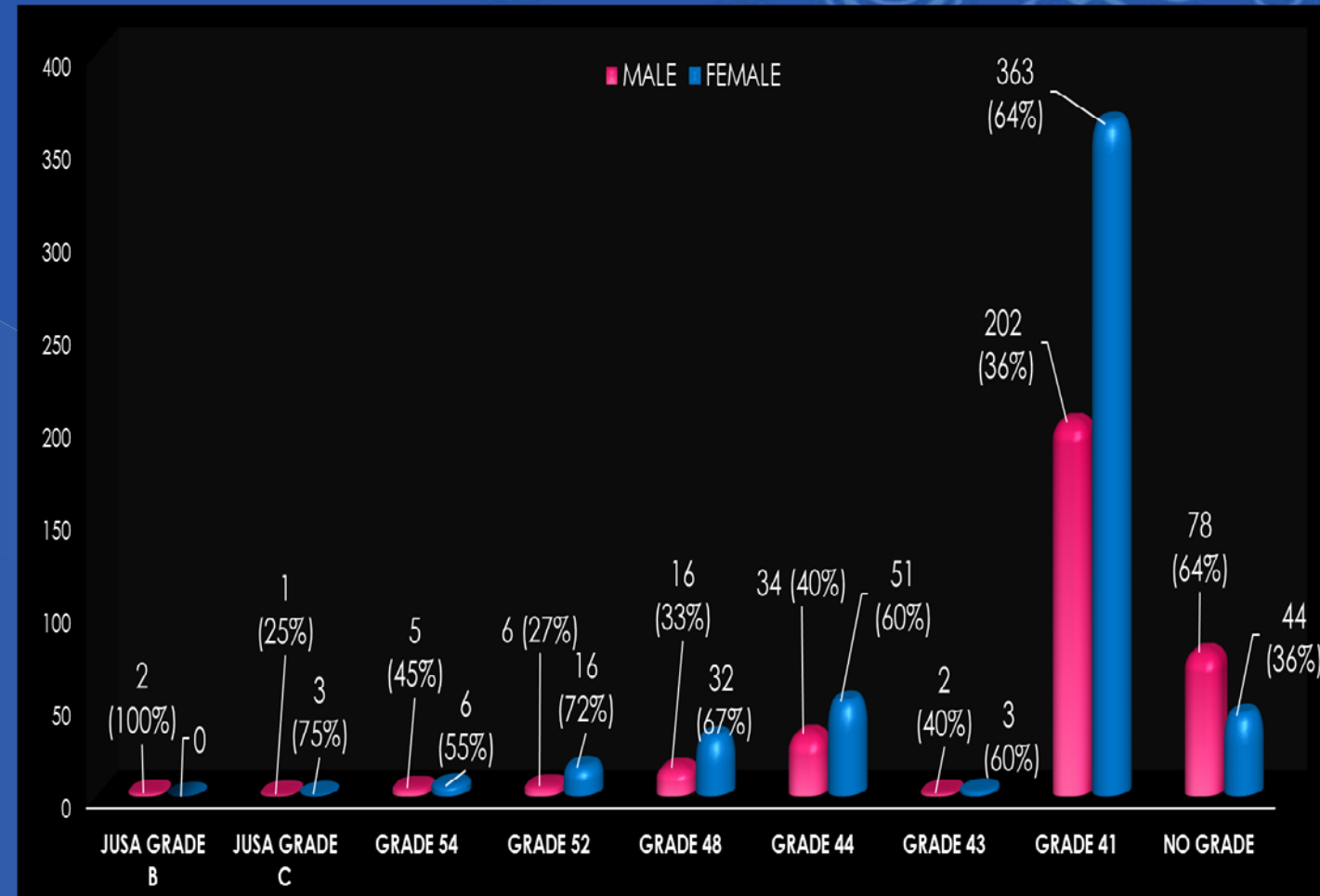
PROFESSIONAL AND MANAGEMENT (Academic)

GRADE	MALE	FEMALE	TOTAL
Prof. GRADE A	19 (79%)	5 (21%)	24
Prof. GRADE B	36 (64%)	20 (36%)	56
Prof. GRADE C	128 (63%)	75 (37%)	203
TOTAL	183 (65%)	100 (35%)	283 (100%)



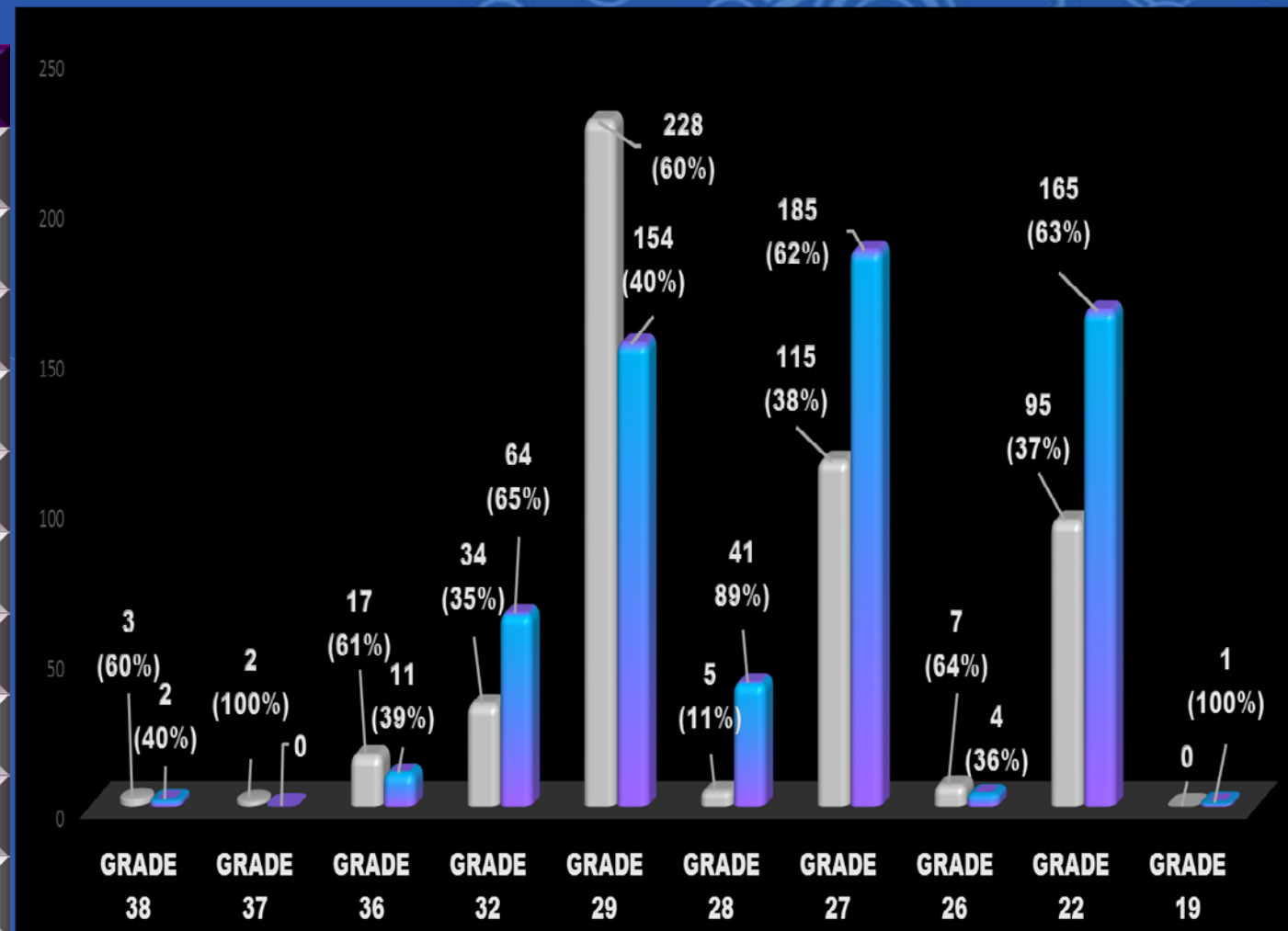
PROFESSIONAL AND MANAGEMENT (Non-Academic)

GRED	MALE	FEMALE	TOTAL
GRADE B	2 (100%)	0	2
GRADE C	1 (25%)	3 (75%)	4
GRADE 54	5 (45%)	6 (55%)	11
GRADE 52	6 (27%)	16 (72%)	22
GRADE 48	16 (33%)	32 (67%)	48
GRADE 44	34 (40%)	51 (60%)	85
GRADE 43	2 (40%)	3 (60%)	5
GRADE 41	202 (36%)	363 (64%)	565
NO GRADE	78 (64%)	44 (36%)	122
TOTAL	346 (40%)	518 (60%)	864



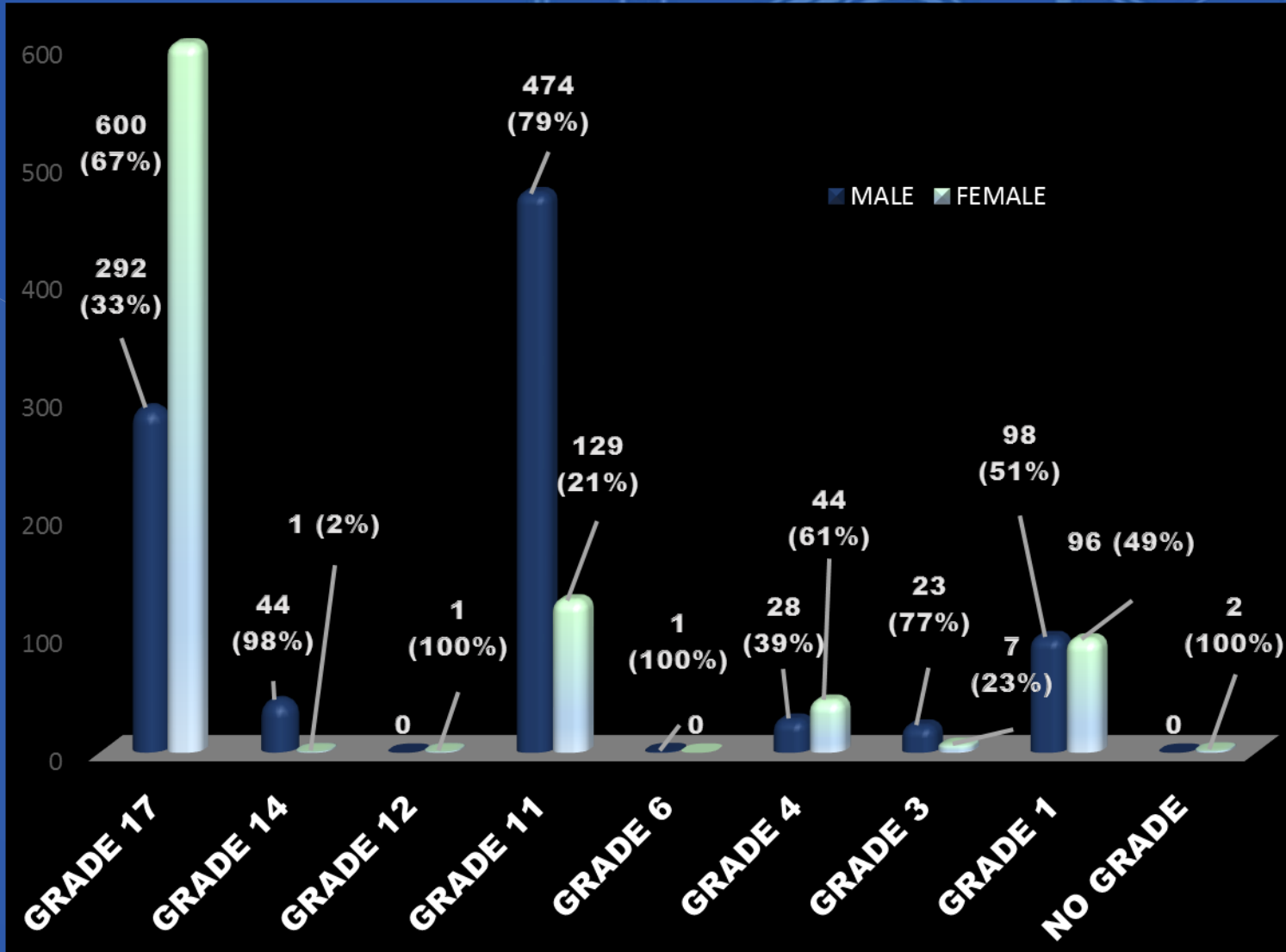
SUPPORT STAFF (Non - Academic)

GRED	MALE	FEMALE	TOTAL
GRADE 38	3 (60%)	2 (40%)	5
GRADE 37	2 (100%)	0	2
GRADE 36	17 (61%)	11 (39%)	28
GRADE 32	34 (35%)	64 (65%)	98
GRADE 29	228 (60%)	154 (40%)	382
GRADE 28	5 (11%)	41 (89%)	46
GRADE 27	115 (38%)	185 (62%)	300
GRADE 26	7 (64%)	4 (36%)	11
GRADE 22	95 (37%)	165 (63%)	260
GRADE 19	0	1 (100%)	1

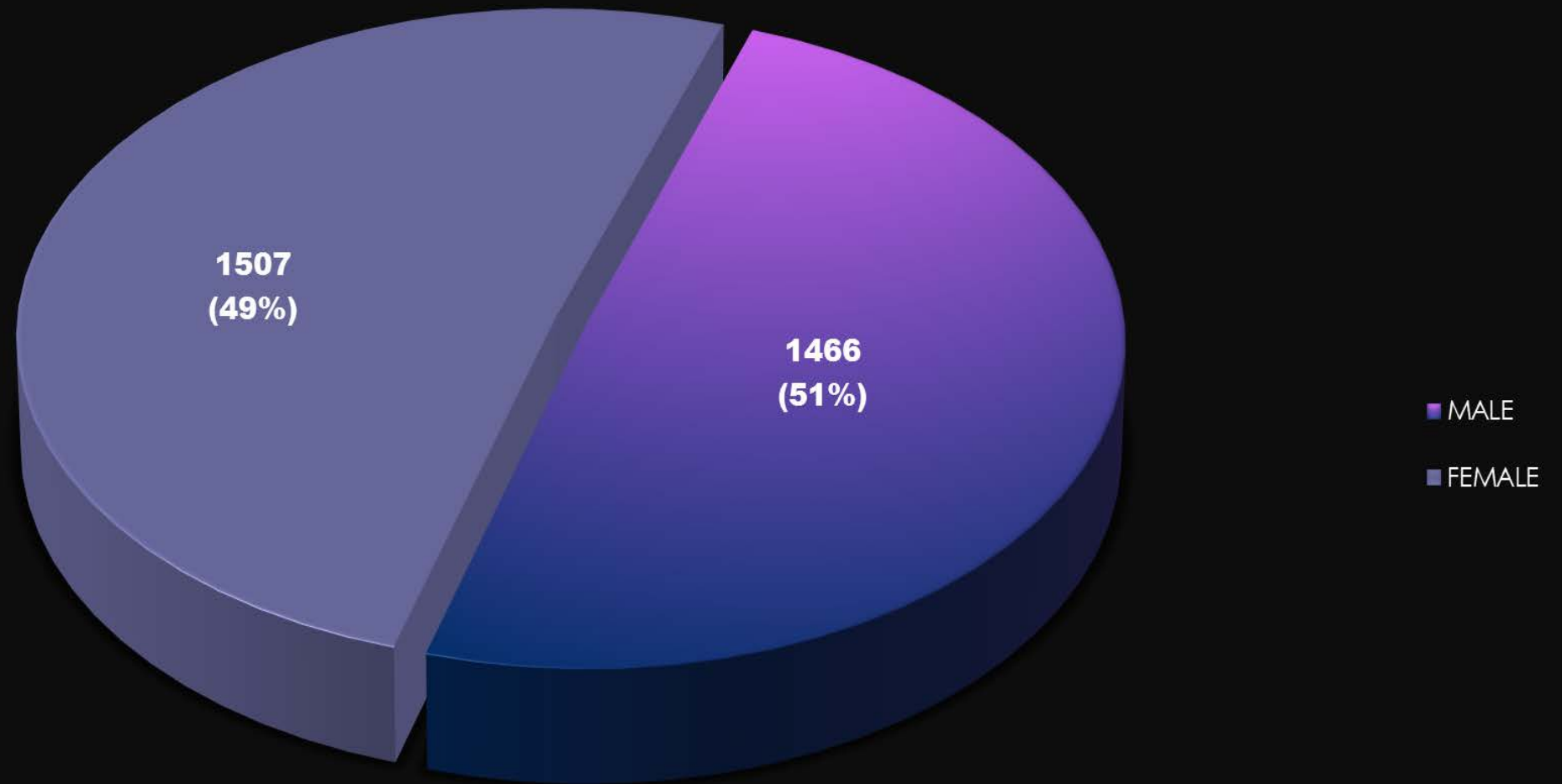


SUPPORT STAFF (Non - Academic)

GRED	MALE	FEMALE	TOTAL
GRADE 17	292 (33%)	600 (67%)	892
GRADE 14	44 (98%)	1 (2%)	45
GRADE 12	0	1 (100%)	1
GRADE 11	474 (79%)	129 (21%)	603
GRADE 6	1 (100%)	0	1
GRADE 4	28 (39%)	44 (61%)	72
GRADE 3	23 (77%)	7 (23%)	30
GRADE 1	98 (51%)	96 (49%)	194
NO GRADE	0	2 (100%)	2
TOTAL	1466 (49%)	1507 (51%)	2973

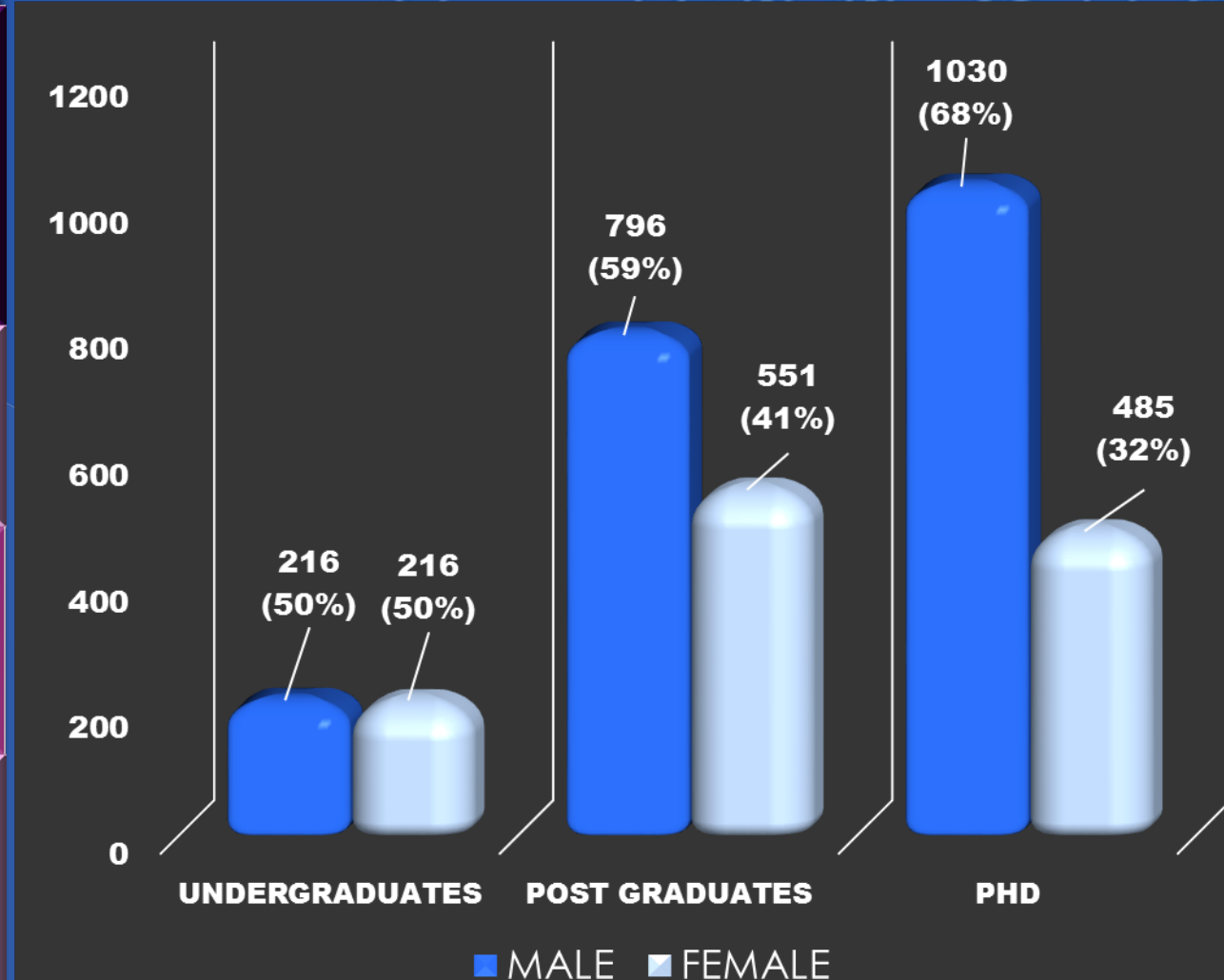


SUPPORT STAFF (Non - Academic)

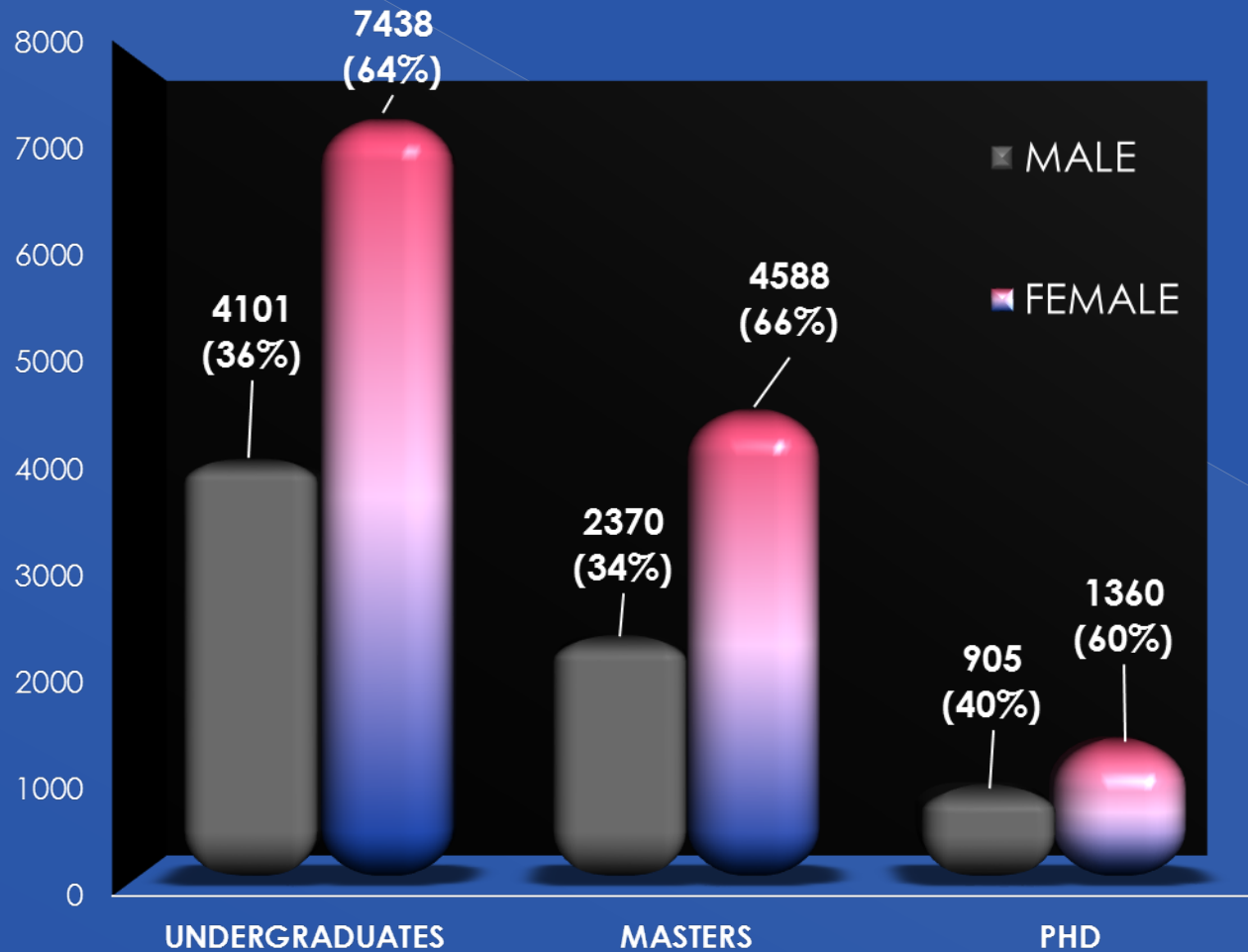


STATISTICS OF TOTAL INTERNATIONAL STUDENTS

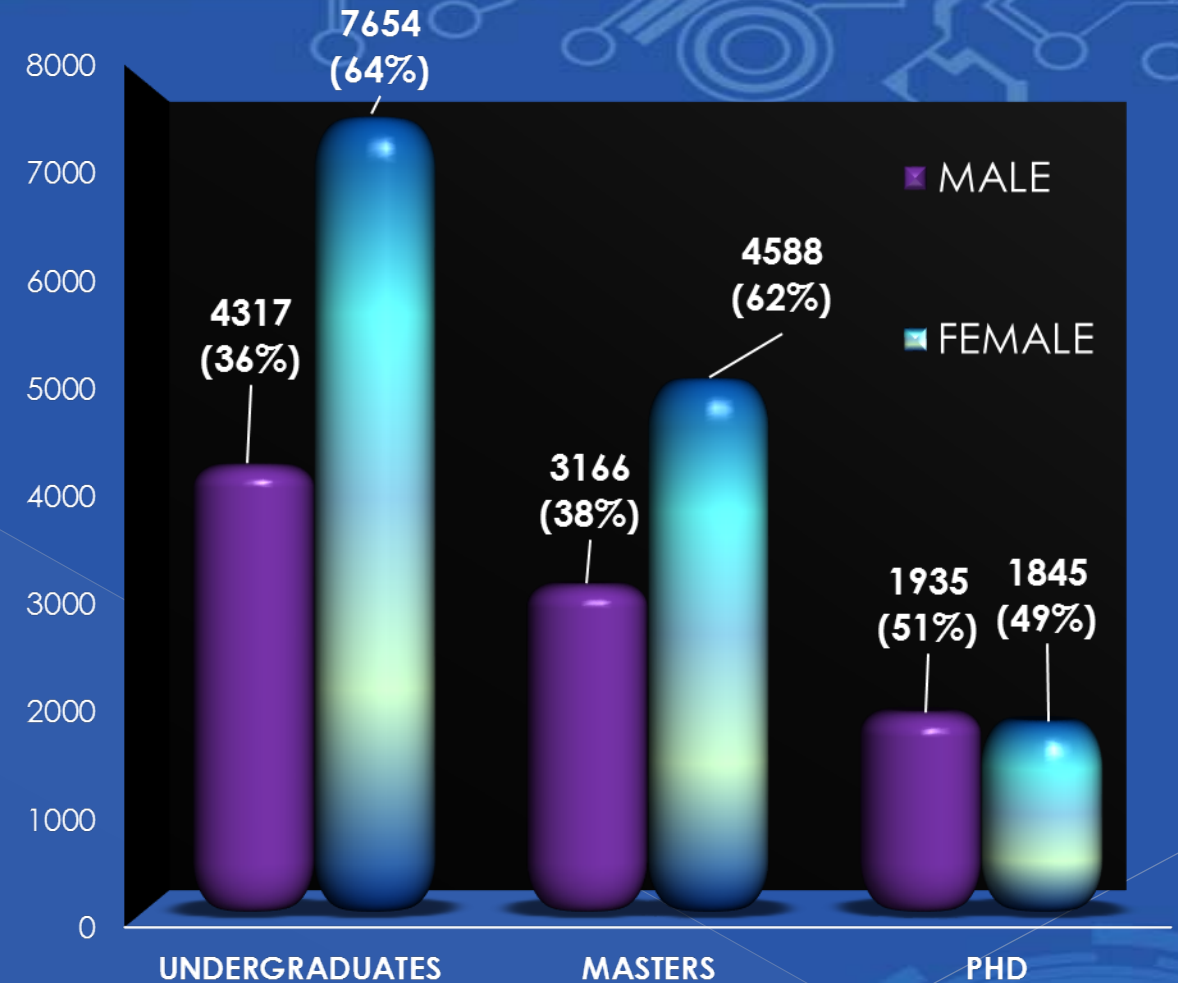
NO	STUDENTS	UNDERGRADUATES		MASTERS		PHD		TOTAL
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
1.	INTERNA-TIONAL	216 (50%)	216 (50%)	796 (59%)	551 (41%)	1030 (68%)	485 (32%)	3294
2.	LOCAL	4101 (36%)	7438 (64%)	2370 (34%)	4588 (66%)	905 (40%)	1360 (60%)	20762
	TOTAL	4317 (36%)	7654 (64%)	3166 (38%)	5139 (62%)	1935 (51%)	1845 (49%)	24056



STATISTICS OF TOTAL LOCAL STUDENTS

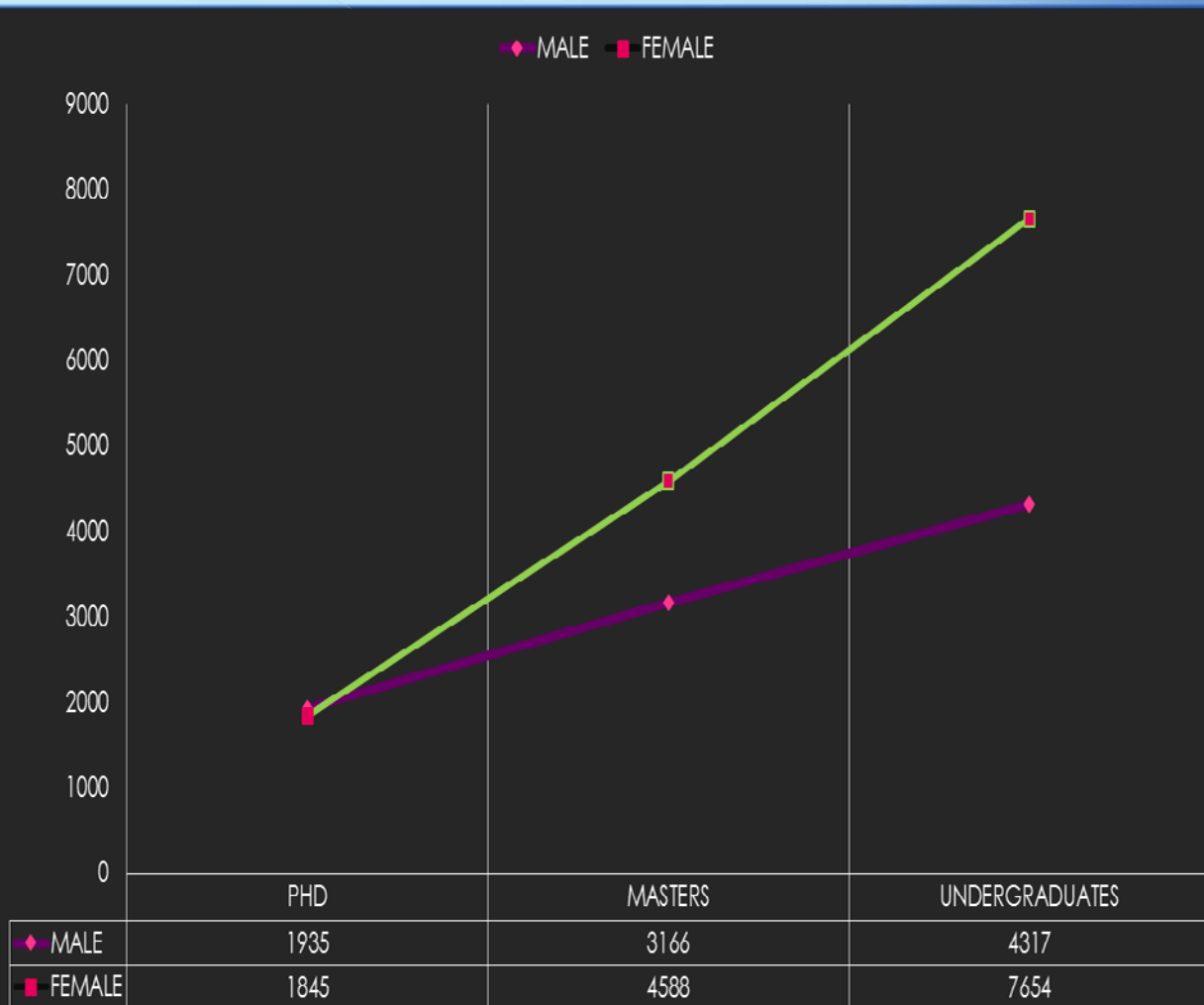


LOCAL STUDENTS

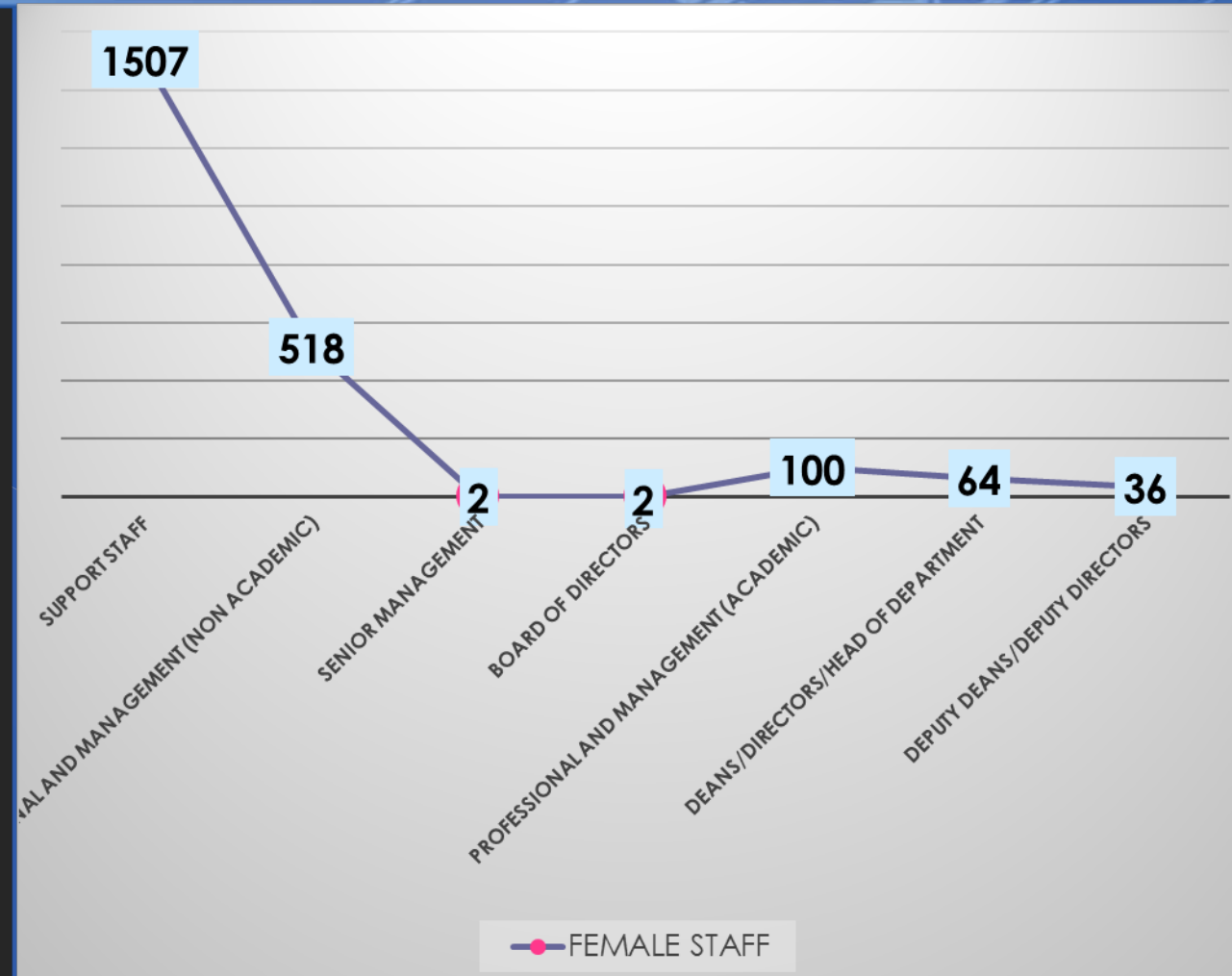


TOTAL STUDENTS

TOTAL FEMALE STUDENTS AND STAFF



FEMALE STUDENTS



FEMALE STAFF

CONCLUSION

- Malaysian government IS COMMITTED in providing opportunities which encourages women in leadership roles.
- For over 2 decades , University of Malaya have been using meritocracy based system in the appointment and promotion of women in leadership roles.
- Numerous effort has been taken by the University to reduce barriers and encouraging participation of women in the workplace including:
 - ❑ Setting subsidized nurseries, kindergartens and transit facilities (for infants, primary/secondary school children) in the University.
 - ❑ Dedicated wellness programs provided by our medical faculty such as free pap smear screening, mammogram.
- Interventionist approach towards appointment and promotions was not practiced.

Thank You

