

REPORT ON THE STATE OF WOMEN IN URBAN LOCAL GOVERNMENT MALAYSIA

1. BRIEF DESCRIPTION OF THE COUNTRY

1.1 Socio-economic profile

Malaysia is located in South East Asia. Malaysia is a relatively small country of about 329,758 sq. kilometers consisting of 11 states in Peninsula Malaysia and the states of Sabah and Sarawak on the Borneo island. Kuala Lumpur, located in Peninsula Malaysia, is the capital city of Malaysia.

At the height of its financial crisis the Gross National Product (GNP) contracted by 7.5 per cent in 1998 compared with 7.5 per cent growth in 1997. By 1999 the economy reversed its earlier decline to record an annual growth of 5.4 per cent. The Gross National Product (GNP) per capita made a corresponding increase during the economic boom of 1991-1995. From US\$2,718 in 1991 (World Bank 1995) it went up to US\$4,377 in 1997 (Central Bank Annual Report 1999). In 1998 the GNP per capita declined to US\$3,248 reflecting the economic upheavals faced by the country then. However, the GNP per capita is expected to rebound to US\$3,248 by 1999, boosted by a favourable environment and stronger recovery in domestic demand. With a strong growth in the first 6 months of 2000, the Central Bank now expects Gross Domestic Product to grow by 5.8 per cent in year 2000.

Table 1: Demographics, GNP per capita and level of urbanization.

Year	Level of Urbanization (As % of total population)	Population		GNP PER CAPITA
		Female	Male	
1970	27%	5,316,611 (49.4%)	5,451,464 (50.6%)	N.A.
1980	35	6,547,353 (49.8%)	6,588,756 (50.2%)	N.A.
1991	51	8,686,591 (49.6%)	8,876,829 (50.4%)	RM6,796 US\$2,718
1995	55%	10,125,400	10,563,900	N.A.
1999	N.A.	11,079,400 (48.8%)	11,632,500 (51.2%)	RM12,343 US\$ 3,248

Source: - Population and Housing Census of Malaysia 1991
The State/District Data Bank Malaysia 1999.
The Year book of statistics Malaysia 1989 and 1999.
Bank Negara Annual Report 1999
Seventh Malaysian Plan (1996 – 2000)

The Population Census 1991 puts the population at 17.56 million. It is projected to grow to an estimate of 22.8 million people in the year 2000. Women account for about half of the population of Malaysia. The population distribution tends to correlate to economic growth as reflected in Table 1. Hence urban areas which are centres of industrialization grow at a faster rate than rural areas. Cities with economic development expand rapidly as reflected in the population growth in 5 major cities in Malaysia (Table 2).

Table 2: Population Size of Five (5) Largest Cities

Year	Population Of 5 Largest Cities				
	Kuala Lumpur	Ipoh	Johor Bahru	Klang	Petaling Jaya
1970	648,276	247,969	136,229	113,607	93,447
1980	919,610	293,849	246,395	192,080	207,805
1991	1,145,300	468,800	441,703	368,400	350,995

Source: - Population and Housing Census of Malaysia 1980
Estimates of Population in Malaysia

One significant impact of increased educational opportunities is the overall increase of the country's literacy rates. Therefore, the literacy gap between females and males has narrowed and in 1997 this difference is recorded as 9 per cent compared to 22.5 per cent in 1970 (Table 4 below). Even enrolment differentiation between gender at primary to upper secondary level is small whilst at the upper secondary schools and tertiary level, female intake accounts for above 50 per cent of total enrolment. See Table 3 for the figures.

Table 3: Education Enrolment Levels by sex

Year	Levels Of Education Enrolment Levels									
	Non. Formal Education		Primary		Lower Secondary		Upper Secondary		Tertiary	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1990	N.A.	N.A.	1,190,411 (48.6%)	1,256,795 (51.4%)	468,802 (49.7%)	473,999 (50.3%)	184,931 (51.7%)	176,480 (48.83%)	24,125 (47.4%)	26,797 (52.6%)
1994	N.A.	N.A.	1,345,175 (48.7%)	1,416,991 (51.3%)	534,998 (49.8%)	538,573 (50.2%)	227,448 (52.3%)	184,931 (51.17%)	32,140	31,377
1998	N.A.	N.A.	1,396,397 (48.6%)	1,475,313 (51.4%)	349,903 (53.6%)	302,410 (46.4%)	349,903 (53.6%)	302,410 (46.4%)	N.A.	N.A.

Source: Education Planning and Research Division, Ministry Of Education, Malaysia.
Social Statistics Bulletin Malaysia 1996 and 1998
Statistics from Women's Affairs Division, Prime Minister's Department

Table 4: Percentage of Literacy Rates

Literacy Rates (Percentage of Total Population)	Year			
	1970	1980	1993	1997
Female	49.6	64	80	81
Male	72.1	80	90	90

Source : Women's Affairs Division, Prime Minister's Department
UN Human Development Report 1999

Women's participation in the workforce generally is much to be desired compared to men's participation as reflected in Table 5. However, in recent years they have made significant advances into higher paying occupations. The professional and technical as well as the administrative and managerial categories have increased significantly from 9.4 per cent and 0.6 per cent in 1990 to 13.5 per cent and 1.9 per cent respectively in 1995. Although no data are available to indicate the share of women income in the labour force, it can be inferred that the income earned by women too has improved substantially with the increase in higher paying occupations.

Table 5: Labour Force Participation and Share of Income of Women

	Labour Force	% Of Women In Labour Force	Share Of Income Of Women
1995	12,602,400.00	44.7	N.A
1997	13,388,500.00	45.6	N.A
1998	13,802,600.00	44.4	N.A

Source: Statistics Department

- Efforts made in health, family planning programmes and government policy on migration of non-citizens resulted in declines in fertility and mortality and an increase in life spans. See Table 6 for the fertility and mortality rate.

Table 6: Maternal, Infant and Fertility Rate In Malaysia 1975 – 1995

Year	Infant Mortality	Under 5 Mortality	Maternal Mortality	No of Children per Women (Total Fertility rate)
1975	33.2	N.A	0.83	N.A
1985	16.8	N.A	0.34	4.0
1995	9.0	N.A	0.20	3.3

Source: 2nd Cedaw Draft Report.
UN Human Development Report.
1975 rate is for Peninsula Malaysia only.
N.A. – Not available

1.2 Politics and governance

Malaysia is a constitutional monarchy. It upholds the principles of parliamentary democracy. Parliament is bicameral; it consists of the *Dewan Rakyat* (the House of Representatives) and the *Dewan Negara* (the Senate). The supreme head of the Federation is the *Yang Di Pertua Agong* who serves a five year term and is appointed by the Conference of Rulers from the rulers of nine states in the Peninsula. Melaka, Penang, Sarawak and Sabah do not have rulers but governors appointed every four years by the King. The monarch performs ceremonial duties and has limited discretionary powers. The Cabinet or Executive council appointed by the King and headed by the Prime Minister advises the King in the exercise of his functions.

At the state level, the Ruler or the Sultan is supreme. He acts on the advise of the State Executive Council (EXCO) that is chaired by the *Menteri Besar* or Chief Minister. In the states where there is no hereditary ruler, a governor is appointed by the *Agung (King)* to be the state's ceremonial head as in the case of Penang, Melaka, Sarawak and Sabah. In distinct contrast to the arrangement in the federal government, all the states have unicameral legislatures. These are elected at least every five years.

The next layer in the government hierarchy is the district administration, which is the prominent administrative machinery for both the state and the federal government. Another dominant local public entity at the local level is the local government, which falls under the jurisdiction of the state government. Following an amendment to the Federal Constitution (the government enacted) under Article 95A, the National Council for Local Government was formed to advise and coordinate the local authorities in matters pertaining to legal and major policy issues.

The Civil Service at the Federal and the State level is an open system and its members are appointed by the respective Public Service Commissions. However, the support services at the local government level is a closed service and the workforce is not transferable.

The Federal Constitution guarantees Malaysians of all race and gender, the freedom to choose representatives of the people, freedom of movement, freedom of speech, assembly and association which includes the freedom to form and join associations or trade unions including political parties; freedom of religion and rights in respect of education. While freedom of speech and freedom of the media is technically protected, that freedom is not liberal or absolute. It comes with checks and balances. In the words of the Prime Minister of Malaysia. "The press is free but the freedom may not be abused. Similarly the freedom of speech should not bring about chaotic disruption, loss of lives and property". * This is a highly controversial issue with many quarters disagreeing to impositions of such restrictions.

The 14 party ruling National Front coalition, which originally comprises of 3 political parties in Peninsula Malaysia, has held power since independence in 1957. The Front is made up of ethnic-based political parties of the Alliance coalition in Peninsula Malaysia

which consists of The United Malays National Organization (UMNO), the Malaysian Chinese Association (MCA), and the Malaysian Indian Congress (MIC). Some of the other component parties of the Front have their headquarters in the East Malaysian states of Sabah and Sarawak such as the Sarawak United Peoples' Party (SUPP), Sabah Progressive Party (SAPP). Dominant opposition parties include the Pan Malayan Islands Party (PMIP), better known as PAS, is an Islamic-based party. Some of the other better known opposition parties include the Democratic Action Party whose support comes mainly from the non-Malays especially the Chinese, the Barisan Alternatif or the Alternative Front which only came into existence in the 1999 election.

Malaysian Parliament is modeled after the Westminster system with the Lower House of elected representative and the upper house of an Appointed Senator. The Federal and State governments however are elected by popular vote at regularly held polls for a term of not exceeding 5 years. Elections to local authorities have been suspended since the 1960's. However with the introduction of The Local Government Act (1976), the system of elected representatives was replaced by one of the appointed local councilors for a term of office not exceeding 3 years. The appointments to the local councils are political appointments chosen from supporters of the Front. Suffrage for citizens of the Federation, is at 21 years of age. The Malaysian women received the right to vote in 1957 and are not prohibited from standing for elections at any level of office.

1.3 Participation and representation of women in politics

In 1994, women made up 49 per cent of the total registered voters of 8,652,252. Table 6 shows the number of registered voters in 1999. The 1999 election list indicates there has been a slight increase in women voters. Both the National Parliament and State Legislatures, share the common electorate list. As mentioned earlier representatives for the Urban Councils are nominated members and women form less than 10 per cent of the total nominated members

Table 7: Number of Registered Votes at Federal/State Elections by sex-1999

Number Of Votes At Federal Parliament/State Legislatures	
Female	Male
4,737,395 (49.82%)	4,771,937 (50.18%)

Source : The Election Commission

In the political arena, the increase in the number of women standing for elections, both in the Federal and State, has been slow although women make up almost half of the population. It took 40 years for women's representation at the Federal Legislative Assembly (the Lower House of Parliament) to increase from about 2.9 per cent (only 3 women) in 1957 to 10.9 per cent in the 1999 election. The appointment of women as ministers remained almost constant at 2 over the last 3 elections in the 1990s. Table 7

below shows the election and appointment of Malaysian women in various offices at the federal, state and local levels.

Table 8: Women Elected/Appointed At Federal and State Parliament and at Local Government

Year	National Parliament				State Legislatures		Local Government Councils	
	Upper House Representatives		Lower House Representatives		Representatives		Representatives	
	Female	Male	Female	Male	Female	Male	Female	Male
1959	N.A	N.A	3	101	N.A	N.A	N.A	N.A
1990 (Sept)	10	45	9	171	15	428	N.A	N.A
1995 (Dece)	11	57	13	179	24	474	N.A	N.A
1997 (Nove)	15	49	13	179	24	474	244 (8.1%)	2,785
1998 (Nove)	14	48	13	179	24	474	285 (9.8%)	2,921
1999 (Dece)	18	43	21	193	21	373	N.A	N.A

Source : Women's Affairs Division Malaysia
 Malaysian Clearinghouse Information on Women in Development
 Election Commission Malaysia.
 Parliament Records

Table 9: Women in Elected/Appointed Offices by Federal, State and Local Levels

Year	Number and Percentage Of Women In Federal Cabinet		Number and Percentage In State Assembly		Number and Percentage Of Women Mayors	
	Number	Percentage (%)	Number	Percentage (%)	Number	Percentage (%)
1990	2	8%	N.A	N.A	N.A	N.A
1995	2	8%	10	6.3%	0	0%
1999	2	8.3%	N.A	N.A	1	0.7%

Source: Malaysian Clearinghouse Information on Women in Development
 Women's Affairs Division, Prime Minister's Department

With regards to women's representation in the decision-making level of the public service, based on the Public Service Department statistics, the gap between men and women's representation widens as they move into higher grades. The distribution of women is fairer at the Managerial and the Professional Group. Women workers

however constitute a higher percentage in the Support Groups (I and II). See Table 10 below.

Table 10: Women in Malaysian Public Service, 1999

Title Of Post (Top Four Levels)	Number And Percentage Of Women Appointed to Decision – Making Level Position Of The Civil Service (Federal)		Number And Percentage OF Women Appointed To Decision --Making Level Positions of The Civil Service (State Provincial)		Number And Percentage Of Women Appointed To Decision – Making Level Positions Of The Civil Service (Local)	
	Number	Percentage	Number	Percentage	Number	Percentage
Chief Secretary To The Government	0	0%	0	0%	0	0%
Staff Posts (1 to 3 Levels)	1	5.9%	0	0%	0	0%
Superscale Levels (A, B and C)	21	10.9%	0	0%	0	0%
Professional And The Management	30,965	50%	517	15.6%	135	22.7%

Source: The Information Technology Unit, Public Service Department

2. WOMEN'S PARTICIPATION IN URBAN LOCAL GOVERNANCE

2.1 Women's participation in urban local government

The Federal Constitution does not discriminate against a person based upon gender to participate in the electoral process and to hold elected office.

The number of women in local government which averages about 10 per cent of the total representation has to some extent limited women's participation in voicing their concerns about local government policies, programs and projects. A bigger gender

representation would help the women gather more support from among themselves on issues, which are of interest to women. Lack of high and good education is a factor that may limit some women councilors from speaking effectively on public policies or programs. However with more equal opportunities in education more and more women have access to tertiary education and the quality of women representation in local government would improve with time.

NGOs and various women's movements, in particular the National Council of Women's Organisations (NCWO), an affiliation of over 80 organisations, are more focused on law reforms which will not discriminate against women, equality of status of women and equal opportunities for participation of women in development. They do not undertake initiatives aimed at increasing women's participation in local elections or providing information to women voters. However Women's wing make calls to their political leadership to increase women representation at all levels of government as they make up a big part of the membership of the political parties. Women use forums such as closed-door meetings or dialogs or even the Annual National Assembly of their respective political parties to make such calls to the leadership. The national leaders have publicly acknowledged women's contribution to the party and the country's development.

Generally Local Authorities do not have specific programs to encourage women to participate in governance or to voice their concerns on local issues. In local councils where women are appointed to head various committees they have the opportunity to lead and persuade the council to implement programs that are sustainable.

2.2 Gender sensitizing of local government

The Women's Affairs Department (HAWA) under the Prime Minister's Department plays a significant role in sensitizing women's interests both at the governmental and non-governmental levels. It appoints liaison officers at the state and district levels to monitor the implementation and impact of projects for women. It also undertakes gender analysis training and sensitization for policy-makers at all levels of government and program implementations in public sector, and initiates similar programs for the private sectors. It involves NGOs in programs involving woman's development. It promotes and co-ordinates research on women's issues by collecting sex-disaggregated data by sectors and agencies so women's needs could be identified for accurate policy, program formulation. For example in education, these data are necessarily to plan for future needs of the nation. NGOs and/or women organizations and higher institutions of learning have consistently highlighted women's concerns and needs to all levels of government such as gender analysis and training. HAWA's role and function as the main national machinery for the promotion of women's participation in development would eventually help sensitize local authorities to women's needs and to use sex-disaggregated data for policy formulation in the future.

3. WOMEN'S REPRESENTATION IN LOCAL GOVERNMENT

3.1 Legal and political initiatives

Malaysia has no laws or legislation that mandate a quota for women's representation in local government. The respective state governments have appointed councilors. On the average women councilors account for about 10 per cent of the total number of councilors in Malaysia. Besides there are no records of women councilors forming their own groups to lobby or to network nationally or internationally to promote women's cause.

Similarly, there are no programs designed solely to train women appointed in local government/civil/administrative services. All training programs are meant to train both men and women. They service programs that could be organized as in-house programs or run by the government National Training Institute of Malaysia.

There is no formal policy on affirmative action for recruitment of women at the local government service level and neither is there an official quota or target set for employment based on gender. However the number of women appointed to decision-making levels has improved over time. Women have been appointed to professional and management positions such as engineers, architects, town planners and even to head the municipality council in Malaysia. Currently there is a woman president and a deputy president of local authorities in Malaysia.

3.2 Training and support mechanisms for women in local government

The government, especially the respective local authorities, do carry out briefings at the start of a new term of appointment for all councilors. This is usually a one-day programme. It is an introductory lecture that provides an outline on the roles and functions of the council and the councilors. This one day briefing is usually complemented by the state governments' efforts in conducting seminars related to local government and its machinery. They are given notes and are lectured briefly on the standing orders of the council meetings, i.e. the do's and don'ts of the meeting as well as the laws and by-laws of the councils. These courses and seminars help both men and women councilors to equip them with skills to perform effectively. Even the social activities and programmes organized by the Women's wing at the grass root levels are in fact training experiences for the women. It will help them cultivate the ability to communicate with the public without any shyness.

Women employed in, or appointed to local government or even the civil/administrative service, do not form associations which will assist them in the advancement of their career. Most of them are members of their respective service associations and such

associations represent the interest of both men and women. However, these are male dominated that do not speak up or even fight for women causes. Women employees do join a social club known as the Puspanita (The Women Association) meant for gender only. This club is open to the spouses of male employees too. The activities are limited to social and welfare programs for staff and their respective families. It does not at all help towards advancing women's equality in the office.

4. QUALITATIVE ANALYSIS OF THE EXPERIENCE OF WOMEN IN LOCAL GOVERNMENT.

Entering local government

Of the 20 respondents chosen for this analysis, 9 are Local Authorities employees while 11 are appointed councilors.

All of the respondents are educated with a minimum qualification of a secondary education. 65 per cent percent of these respondents received tertiary education while 35 per cent of these respondents possess secondary education. Women officials make up 40 per cent of those who obtained university degrees. Majority of the respondents are married with children while 20 per cent respondents are unmarried and the number of the unmarried is higher amongst the women who service are government service.

Overall, the respondents agree that the appointment to the Local Government is due to their own qualification and ability. The women officials' entry into local government service is definitely based on academic qualifications and their performance at the selection interview. The minimum qualification is a degree in their respective field of discipline. Later, hard work and determination would be the other reasons to accelerate the path toward success.

The respondents have worked very hard and some of the officials at the management and professional levels have served for not less than 15 years to reach a certain degree of success in their career. One has also indicated that she has served 28 years before she was appointed as the president of the municipal council. Even the appointment of the women as councilors is a recognition of their achievement in their political career. This achievement is attained through hard work as grassroots party worker. The climb to the top is no easy task and by the time they become chiefs of the women's wing of their respective parties at the division (district), state or even the federal level, they are already middle aged. The age analysis shows, women became councilors at an older age and the age group in which they belong is between 40 to 60 years. It also reveals their years of struggle before they are rewarded with the councilors posts. One councilor is above 61 years of age.

The majority of the women come from families with simple background. However almost 40 per cent of these women have relatives in politics and in government service. For instance, one respondent says that her family members hold important state and federal executive posts. One of her brothers-in-law was the former chief minister of state and is now holding the post of a deputy minister at the federal ministry. Another brother-in-law is the director general in the central agency at federal level. The influence of the family members has a great impact on the life of the respondent and her career paths. Other respondents have family members in the government service that have indirectly influenced them to work hard and be achievers. The support given to them by their loved ones have influenced them to be what they are today. Out of the 9 women officials interviewed one is a president, a deputy president and an assistant secretary to the council. The other 5 women belong to the management and professional category. They are architects, town planners and administrators. While it cannot be denied that hard work and perseverance is important in determining success in one's career, the family support factor has equal importance in making one go further in achieving their ultimate success.

Political support has an important weightage on the placement of officials in top leadership posts in local government. Hard work and political weightage are complementary factors, which facilitated her appointment to a prestigious local government post. A number of the councilors also noted that the desire to serve people and the ability to provide services pave the way for their appointment. Through their efforts in improving local government services, the community has come closer to the council.

A Woman's Perspective

Generally, the respondents and officials feel that being a woman does not create any problems in their appointment process. The respondents' appointment is based on qualification, while the women councilors are politically appointed by the virtue of being political leaders of the women's wing in the party. While in office, the majority of the respondents do not face difficulties and discrimination from superiors, colleagues and subordinates. However, one official differs in opinion. She faces discrimination due to gender factor. The male employees are unable to accept orders from a woman superior while the women staffs do not have the confidence in a woman doing a man's job. Changing the mindset of the male and female workforce to accept a woman in a traditional man's domain is not easy. She persevered and as a result of that perseverance, she no longer faces such discrimination as she has proven her ability to do a good job in running the council well. The respondent has brought development to the district council areas. Her ability to complete the development projects on target and her capacity to do even more projects have helped her to secure more federal and state funds for the district council. The social economic and infrastructure has not gone unnoticed by the authorities. She is also responsible for transforming the council areas into a cleaner

and a more beautiful place to live in. The community is proud of this transformation and the district has won cleanliness and beautification campaigns awards on a couple of occasions. The discrimination that she had encountered at the beginning of her service had been replaced by admiration from the workforce and the council of a job well done.

There are many factors that prevent and restrict women from entering the local government. Family responsibilities and the practical difficulties of balancing family commitments require lots of sacrifices. In fact, one respondent has initially faced difficulty in deciding whether to uproot her family when she was transferred to head another municipality. Travelling back to her home during the weekends and juggling with a demanding job on weekdays could have been a hindering factor to her career development. However, it was resolved when the family agreed to be uprooted and followed her to her new post. Another factor is the limited number of seats in the local government reserved for women prevents more women in participating in local government. With fewer women in the council they are not able to form a strong and united voice to speak up on women's issues and concerns. In addition of this limitations the various women's wings do not have proper training programs to equip their women members with leadership skills and knowledge on local government. In Malaysia, politicians especially women aligned to the ruling party generally are not vocal enough about their representation. Calls for equal opportunities are done behind "closed door" meetings and dialogs with their political leaders. On the other hand women organization and non-governmental organization (NGO'S) are more vocal and focused on women issues rather than on gender opportunities in politics.

Women need to take a more active role in the local community in order to bring about an increase in women's participation at the local government. Many respondents are supportive of women's causes in the local government and in the society by giving their personal attention to activities organized by women groups. Some of these activities are related to issues such as health, cleanliness, environment, security and family issues. Through such activities more women have become more conscious of their own worth and ability and it is through their participation that the city or town have become a better place to live in. The environment has also become cleaner and better landscaped.

Breaking Down the Barriers

Women leaders can assist women in entering local government by giving equal opportunities for women to be promoted. This will create a pool of capable management employees who will be ready to take over the leadership post once vacancies occur. In fact, 2 respondents have given fair considerations to capable women staffs in the promotion exercise. The support and training skills that a few respondents have conducted for their community have contributed to improving women status in the community. The training given has resulted in women being successful in their business enterprises. Therefore it can be concluded that women

are good in running profitable businesses. They can be just as good if not better than their male counterparts.

Women in role models as administrators, professionals and grassroots politicians have helped to change women's image in society. We have noticed that in the past, women have never been appointed as chairpersons in the various council committees. This has changed and some of the respondents have in fact been appointed as chairpersons to the committees such as the Beautification, Cleanliness, Traders and Hawkers committees. Together with the council they have successfully upgraded the facilities for hawking, orderly resiting of hawkers' stalls and implemented better hygienic rules for food handling. The women leadership has made the difference in the environment. Even the neighborhood has been better landscaped and cleanliness has been maintained. The trust in women's capability has helped to improve the status on women in local government. Some of the professional administrators have been entrusted with the important task of coming out with structural plans for cities of which they come from. In other words they are entrusted with coming up with an organized plan for future development of the council.

The presence of women in local government not only changes perceptions of women but makes a difference in how the local government is managed. Women who are high achievers are known to take prompt actions in solving problems. They represent the needs of both men and women. They have associated themselves with programs, which are close to woman's heart. They would not belittle women's issues and would seek and discuss intimately with women groups before implementing the programs or projects. They too want to ensure that the community in which they come from does not indulge in vice which will affect children. They are tough when it is necessary to protect children's interest. One respondent carries out raids at entertainment centres, which indulge in illegal gambling even though she receives many threats to her life. They do not neglect man's interest such as development programs. A few of them have successfully and speedily brought economic development to the locality in which they serve. Worthwhile mentioning is the setting up of a business hub in Sandakan. An estimated income of RM150 million has been generated annually through border trade. They try to practice good governance by the public in decision-making in the local government.

5. ANNOTATED LIST OF ORGANIZATIONS AND INDIVIDUALS

5.1 Annotated list of organizations

5.1.1 Association of Women Lawyers, Federal Territory and Selangor
Blk. 102, Tingkat 1, Bangunan Loke Yew
Jalan Mahkamah Persekutuan
50050 Kuala Lumpur
Wilayah Persekutuan, Malaysia.

Tel : 03-2933276
Fax : 03-2931280
Email :

Contact Person : Ms Rasamani Kandiah
Designation : President

Objectives: To convey to women information and knowledge of the law and their rights under the law, to help in the effective integration towards the development process.
To assist women to understand and to ensure their participation in the move to change laws that effect them directly and hamper any progress in the development of women.
To offer assistance to women in need and to raise the status of women.
To work towards an equal, just, humane and harmonious society for both sexes

5.1.2 National Council of Women's Organization Malaysia
157, Jalan Tun Razak,
50400, Kuala Lumpur
Malaysia

Tel : 03- 2928696
Fax : 03-2931280
Email :

Contact Person : Ms Ramani Gurusami
Designation : Secretary General

Objectives The NCWO is the consultative and advisory body of women's organizations affiliated to it. It was formed on 25 The objective of the organization is to

encourage women's organization to move within as broad as possible to the grass roots level so that the major disadvantages and inequalities affecting women would be eliminated.

5.1.3 Women's Institute of Management (WIM)

Address : 7, Jalan Abang Haji Openg
Taman Tun Dr. Ismail
6000 Kuala Lumpur
Wilayah Persekutuan, Malaysia.

Tel : 03- 77250268
Fax : 03-77250286
Email : indranim@tmnet.my

Contact Person : Dr. Indrani Manuel
Designation : Executive Director

Objective To promote the advancement of women in all sectors forging the pursuit for professionalism and excellence through ongoing training Brainstorming and dialogue. WIM reinforces its determination to promote Partnership between men and women for development of the total community at local, National and global levels.

5.1.4 All Women's Action Society (AWAM)

11, Jalan Bukit Menteri Selatan
46050 Petaling Jaya, Selangor,
Malaysia.

Tel: 03-7570221
Fax: 03-7573312

Contact Person: Ms. Maria Chin Abdullah

Designation: President

Objectives: To encourage understanding and friendship among
Women

To build support and create opportunities for women
to voice their rights.

To strength human rights for men and women.

To bring to an end all kinds of discrimination based on sex, ethnicity and religious beliefs

5.2 LIST OF INDIVIDUALS

- 5.2.1 Name : Datuk Dayang Adeline Leong @ Pung Shuk Ken
 Position : President, Sandakan Municipal Council
- Address : Majlis Perbandaran Sandakan
 Peti surat 221
 90702 Sandakan
 Sabah
 MALAYSIA
- Tel : 089- 273753
 Fax no : 089- 272112
 Email : presiden.mps@sabah.gov.my
- 5.2.2 Name : Ms Wan Norizan binti Hj Wan Badaruzzaman
 Position : Assistant Secretary
 Lipis District Council Pahang
- Address : Majlis Daerah Lipis
 Aras 4, Bangunan Lipis Centrepont
 27200 Kuala Lipis
 PAHANG, DARUL MAKMUR
- Tel : 09- 3121253/ 09- 3121433
 Fax no : 09- 3123953
 Email : -
- 5.2.3 Name : Ms Arpah binti Abdul Razak
 Position : Deputy President
 Subang Jaya Municipal Council
- Address : Majlis Perbandaran Subang Jaya
 Persiaran Perpaduan
 USJ 5,
 47610 Subang Jaya
- Tel : 03- 7376576
 Fax no : 03- 7376569
 03- 7376585
 Email : Ahmad Faud b. Ismail/MPSJ@MPSJ

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5.2.11 Name : Ms Khoo Lee Kheng
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5.2.12 Name : Ms Mdm Hapsah Hj Rahmat
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5.2.13 Name : Mdm Siti Rokiah binti Mohd Zabidin
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6. RECOMMENDATIONS FOR FUTURE ACTIONS

One of the measures, which can be undertaken to make urban local government into a truly gender-balanced agency, is to encourage more women to be employed in local government.

Women can still play a bigger role in urban government despite the limitations. Appointment of councillors based on qualification could probably help increase not only the number but also the quality of women leadership in the council.

Another measure that will greatly increase women's participation is through the implementation of Local Agenda 21 to all the urban Local government. The Federal government has just started a joint pilot program with United Nations to introduce the concept of good governance in four local authority areas. Under the Local Agenda 21 the public has been invited to take part in decision-making process at the local government. Women's groups are represented in the committees. Qualified women can be encouraged to play active and participatory roles in urban governance. Local Agenda 21 could enhance capacity building amongst the women at local levels and prepare them for greater roles in society

Women employed in or appointed to local government could be encouraged forming Associations of Women to look after their advancement in local government. The women association at the third level could network with one another at the state and national level that will enhance the quality of work life and to see to the needs of women members are met. They could collaborate with HAWA and the National Council of Women's Organization, which could help them make headway in representing and voicing women's views in local government.

Special training programs and courses could be drawn up by NGOs or even by HAWA to equip women to be effective workers in local government. Career training opportunities for women at different stages of their career lives could be offered to enable women to make advancement in their career. These training programs would help build up a pool of capable women ready to work together with their male colleagues for a balanced development of the local government.

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