Majlis Kebangsaan PertubuhanWanita Malaysia: 50 tahun dalam kenangan

NCWO: 50 Years Remembered

Diterbitkan oleh
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Wanita Malaysia (NCWO)

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Perdana Menteri Malaysia

Prime Minister of Malaysia



TAHNIAH, saya ucapkan atas usaha memperkasakan wanita selama setengah abad. Hari ini, dalam merayakan perjuangan yang telah berjalan selama 50 tahun, Majlis Pertubuhan Wanita Malaysia (NCWO) boleh mengaku bahawa mereka telah mencipta satu simfoni yang lebih menawan dari music klasik Barat di mana pembukaannya, ialah "gaji saksama untuk kerja serupa". Kerja seni ini telah menghasilkan usaha semasa bagi memuatkan Lembaga Pengarah syarikat tersenarai di Bursa Saham dengan sekurang-kurangnya 30 peratus wanita. Dalam masa 50 tahun yang singkat lanskap gender di arena pekerjaan di negara ini telah berubah hingga ianya tidak jauh berbeza dari apa yang dinikmati oleh negara-negara maju.

Di antara kedua-dua pangkal ruanglingkup ekonomi negara terdapat berbagai pencapaian yang telah meletakkan wanita di tengah-tengah khalayak ramai sebagai ibu dan penjaga untuk menghasilkan masyarakat Malaysia dalam wajah yang ditentukan oleh dasar-dasar kerajaan yang sengit diperjuangkan. Tetapi, yang lebih penting dan amat dialu-alukan lagi oleh kerajaan Malaysia sejak tertubuhnya NCWO sebagai pertubuhan induk NGO wanita selama perjuangan yang berdekad-dekad di seluruh negara, adalah usaha mereka memertabatkan wanita sebagai setengah dari penduduk negara.

Saya mesti mengucap tahniah kepada wanita-wanita yang telah membolehkan terbentuknya NCWO sebagai satu pertubuhan yang memperjuangkan pembangunan wanita dalam arusperdana pembangunan dan dengan itu mendokong usaha-usaha kerajaan. Sememangnya pendekatan perjuangan mereka yang bersifat tidak menentang merupakan lambang yang menjadi lampu pembimbing yang tidak menggugat corak masyarakat. Saya mengalu-alukan penyertaan NCWO dalam aktiviti NACIWID, Majlis Penasihat Negara mengenai integrasi Wanita Dalam Pembangunan, yang telah selama ini membimbing dasar-dasar kerajaan supaya bersifat mesra-wanita.

Kementerian Pembangunan Wanita, Masyarakat dan Keluarga, yang pernah saya teraju buat seketika, merupakan kejayaan kemuncak perjuangan NCWO. Kaum wanita diberi bantuan oleh Kementerian, dalam bentuk latihan dan pinjaman, bagi menyumbang kepada pembangunan ekonomi sebenar melalui perusahaan-perusahaan kecil dan sederhana. Wanita dan kebajikan keluarga mereka juga merupakan isu yang dititik-beratkan oleh Kementerian. Pendek kata, bukan sahaja wanita Malaysia merupakan sebahagian penting dari pembagunan arusperdana ekonomi , wanita yang telah memilih untuk menjadi suri rumahtangga, terutamanya ibu tunggal, juga dibantu supaya tiada yang ketinggalan dan anak-anak mereka pula tidak hilang dari penampungan modal insan negara.

Untuk semua pencapaian-pencapaian ini, saya amat bersyukur atas kewujudan NCWO selama berdekad lamanya dan saya menabik wanita-wanita istimewa pertubuhan ini.

1 Malaysia "Rakyat Didahulukan, Pencapaian Diutamakan"

DATO' SRI MOHD NAJIB

PRIME MINISTER
MALAYSIA

FOREWORD

Congratulations on a well-spent half century of empowering the women of Malaysia. Today, celebrating 50 years of activism, the National Council of Women's Organisations (NCWO) can claim to have composed a symphony more beautiful than the greatest Western classical music with an overture that began in the form of "equal pay for equal work". That work of art has now resulted in the current effort to fill the boardrooms of listed companies with at least 30 per cent women directors. In 50 short years the gender landscape of employment in this country is matching that of the most advanced nations.

In between these two ends of the economic spectrum lies the myriad achievements that have put women squarely in the public sphere as mothers and caregivers to reproduce Malaysian society in the image that public policy is striving to achieve. More importantly, however, the efforts to bestow on women the kind of dignity becoming of one half of the nation is much applauded by the Malaysian government since the NCWO came into being as an umbrella organisation for women's non-governmental organisations throughout the years and throughout the nation.

I must congratulate the women who made the NCWO possible, an activist organisation that works hard to ensure that women form part of the development mainstream and are thus supportive of government's efforts. Naturally, the conciliatory approach that is emblematic of the movement, too, is recognised by the government as nothing less than the beacon guiding it to embrace women in a way that is not hurtful to the social fabric. I give credit to the participation of the NCWO in the activities of NACIWID, the National Advisory Council on the Integration of Women in Development, which has carefully steered government policies to be women-friendly.

The Ministry of Women, Community and Family Development, which I headed for a while, symbolises the crowning success of the NCWO struggle. Women are given a leg up by the Ministry, in the form of training and financing, to contribute to the development of the real economy through small and medium enterprises. Women and the welfare of their families are also the concern of the Ministry. In short, not only are Malaysian women an integral part of mainstream economic development, those who have opted to be full-time caregivers, especially single mothers, are also assisted in a way that they are not left behind and their children lost from the national human capital pool.

For all these achievements, I give thanks for the presence of the NCWO over the decades and take my hat off to the incredible women of the organisation.

1Malaysia "People First, Performance Now"



DATO' SRI MOHD NAJIB

YB Datuk Rohani Abdul Karim

Menteri Pembangunan Wanita, Keluarga dan Masyarakat

Minister of Women, Family and Community Development



IZINKAN saya mengucapkan salam hormat kepada Majlis Kebangsaan Pertubuhan Wanita (NCWO) yang sedang merayakan Jubili Emas mereka dengan begitu meriah kerana pencapaian cemerlang mereka disertai berbagai kejayaan.

Melihat di sekeliling kita dan mengingat kembali keadaan pada zaman awal kemerdekaan Malaysia, wanita telah menjelajah jauh dan kebanyakannya adalah hasil usaha yang tidak berbelah bagi oleh wanita NCWO, yang persatuan-persatuan anggotanya meliputi kesemua aspek kehidupan. Jadi tidak hairanlah kalau ruang awam yang kita kenali hari ini menggambarkan kemajuan wanita seperti yang diperjuangkan oleh pengasas-pengasas NCWO yang berwawasan.

Memang terdapat kepercayaan bahawa "*Apabila kita melabur dalam wanita, kita akan memanfaatkan Negara malahan juga dunia*." Sesungguhnya, di mana wanita diberi pendidikan dan diperkasakan, ekonomi menjadi lebih produktif dan kukuh. Tambahan, di mana wanita diwakili sepenuhnya, masyarakat lebih aman dan stabil.

Oleh kerana wanita merupakan lebih dari setengah dari penduduk dunia, mereka telah diiktiraf sebagai pemacu ekonomi dunia serta juga sebagai pembina sebenar ekonomi dunia. Watak wanita dalam pembangunan ekonomi negara adalah sebagai lebih dari pekerja-pekerja – mereka adalah pengguna, pengusaha, pengurus, pelabur dan pembuat keputusan.

Menurut sebuah makalah Ernst &Young 2012 yang berjudul *Pencapai Cemerlang: Mengiktiraf Kuasa Wanita sebagai Perangsang Kepada Pertumbuhan Perniagaan dan Ekonomi*, adalah dianggarkan bahawa pendapatan global wanita akan meningkat dari US$13 trilion kepada US$ 18 trilion dalam 5 tahun kehadapan, peningkatan sebanyak US$5 trilion iaitu dua kali ganda dari anggaran pertumbuhan GDP China dan India jika dikumpulkan. Laporan Ernst & Young meneruskan dengan kenyataan bahawa 2 syarikat terkemuka di *Fortune 500* yang mempunyai rekod menaikkan wanita ke pangkat yang tinggi, adalah antara 18 peratus dan 69 peratus lebih berkeuntungan dari firma *Fortune 500* pertengahan dalam industri mereka. Ini menunjukkan bahawa apabila wanita berada di jawatan pemimpin kerja-kerja organisasi akan bertambah baik .

Sejarah NCWO menunjukkan kepada saya betapa sesuainya pendekatan pertubuhan ini untuk membawa kemajuan kepada wanita. Sebagai Menteri Pembangunan Wanita, Keluarga dan Masyarakat, saya berbesar hati mewarisi di antara tanggungjawab saya dinamisma yang saya amat hargai ini, saya merupakan antara perangkaan kejayaan NCWO. Dengan itu saya amat mengalu-alukan peluang untuk bekerjasama dengan wanita-wanita yang tidak mengenal lelah ini bagi menentukan wanita Malaysia akan terus berada sebagai sebahagian penting dari pembangunan arusperdaa Negara. Sementara saya membawa bersama pengalaman dari Kementerian-kementerian lain, tidak ada antaranya yang dapat menandingi bantuan yang saya harap NCWO akan hulurkan kepada saya.

Sekali lagi, saya ucapkan berbanyak tahniah kepada NCWO atas pencapaian mereka yang pelbagai rupa dan saya mengalu-alukan kerjasama dengan mereka yang akan membawa wanita Malaysia mara jauh lagi dalam perjalanan kita ke dunia moden.

DATUK ROHANI ABDUL KARIM



I WOULD like to extend my best wishes to the National Council of Women's Organisations (NCWO) as it commemorates its Golden Jubilee celebrations on a note of high achievement and much success.

Looking around us and remembering how it was when Malaysia first became an independent nation, women have come a very long way as a result of the unstinting efforts of the women of the NCWO, whose affiliates cover almost every aspect of life. The public space that we have today speaks of the advancement of women as fought for by these visionary ladies.

There is always a belief that "When you invest in a woman, you are going to benefit the nation and even the world." Indeed, where women are educated and empowered, economies are more productive and strong. In addition, where women are fully represented, societies are more peaceful and stable.

With women comprising over half of the world's population, women have been recognised as a driving force, as well as the real builders, of the world economy. Women's roles in the economic development of a nation are more than being workers – they are consumers, entrepreneurs, managers, investors, and decision makers.

According to the Ernst & Young 2012 paper titled *High Achievers: Recognising the Power of Women to Spur Business and Economic Growth*, it is expected that women's global income will grow from US$13 trillion to US$18 trillion in the next 5 years, a US$5 trillion increment that is almost twice the expected GDP growth from China and India combined. The Ernst & Young report further states that the top 25 companies in the *Fortune 500* which had the best record of promoting women to high positions, were between 18 per cent and 69 per cent more profitable than the median *Fortune 500* firms in their industry. This shows that women in leadership positions can enhance organisational performance.

The history of NCWO shows me how well suited the organisation's approach is in bringing advancement to women. As the Minister of Women, Family and Community Development, I am pleased to inherit within my purview such dynamism for which I must be thankful; I am part of the NCWO's success statistics. I look forward to working with this organisation of tireless women to further ensure that Malaysian women will remain an essential part of the country's mainstream development. While I bring with me my experience from other ministries, none of it comes near to equating with the assistance that I hope the NCWO will give me.

Once again, I wish to congratulate NCWO for its myriad achievements and I look forward to working with them to take the women of Malaysia farther along the road of modernity.

DATUK ROHANI ABDUL KARIM

YBhg Prof Tan Sri Dato' Seri Dr Sharifah Hapsah Syed Hasan Shahabudin

Yang Di Pertua Majlis Kebangsaan Pertubuhan Wanita Malaysia (NCWO)

President of National Council of Women's Organisations Malaysia (NCWO)



LIMA puluh tahun lalu, lapan orang wanita, penuh dengan semangat memperjuangkan hak wanita, telah bergabung untuk membentuk jawatankuasa penaja bagi mewujudkan sebuah pertubuhan induk. Bermula dengan lapan pertubuhan yang didokong oleh wanita-wanita ini, bilangannya telah berkembang menjadi 120. Pertubuhan-pertubuhan anggota tersebut menyentuh setiap isu penting yang menarik perhatian semua wanita Malaysia tanpa mengira kaum etnik, agama dan usia. Boleh dikatakan bahawa ini merupakan misalan cemerlang falsafah 1Malaysia kerajaan, iaitu "Rakyat Didahulukan, Pencapaian Diutamakan" dari dahulu sampai sekarang.

Saya berbangga kerana telah mewarisi satu sejarah yang begitu megah. Objektif utama pergerakan ini adalah wanita berarak serentak dengan pembangunan negara sebagai sebahagian dari arusperdananya. Dengan itu, sudah tentu agenda kesaksamaan gendernya adalah mengenai mengubah dunia pekerjaan kepada satu yang mesra wanita. Pendidikan berkualiti dan perkhidmatan perubatan yang lebih baik telah diperjuangkan tanpa henti-henti dalam setengah abad yang telah berlalu. Menolak konfrontasi, NCWO telah memujuk dan berunding untuk institusi-institusi yang hari ini melambangkan kejayaan perjuangan tersebut: Majlis Penasihat Kebangsaan Mengenai Integrasi Wanita Dalam Pembangunan (NACIWID) dan Jabatan Hal Ehwal Wanita (HAWA) yang, pada 2001, berubah menjadi Kementerian Pembangunan Wanita dan Keluarga.

Atas asas yang begitu kukuh, modal insan wanita sudah tentu bersiap siaga untuk bertugas searus dengan Program Transformasi Negara untuk membebaskan Malaysia dari perangkap pendapatan pertengahan. Dengan adanya kemasukan universiti dengan nisbah 60:40 cenderung terhadap wanita tidak dapat dinafikan bahawa wanita sudah bersedia untuk memenuhi kedudukan 30 peratus sebagai kumpulan pembuat keputusan. Sektor awam sudah pun hampir memenuhi sasaran ini, dasar yang telah diumumkan oleh kerajaan pada 2004 dan kerajaan telah menjelaskan kehendaknya untuk sektor swasta mengikuti jejak yang sama.

Memang banyak telah tercapai di berbagai bidang. Namun, kerja-kerja yang dilakukan oleh NCWO terus bermakna. Kadar penyertaan wanita dalam tenaga kerja yang enggan berganjak dari kadar kurang daripada 50 peratus selama beberapa dekad merupakan saksi kepada usaha yang masih diperlukan.

Saya ingin mengucapkan tahniah pada semua dan juga berharap supaya kerja-kerja murni ini diteruskan.

SHARIFAH HAPSAH

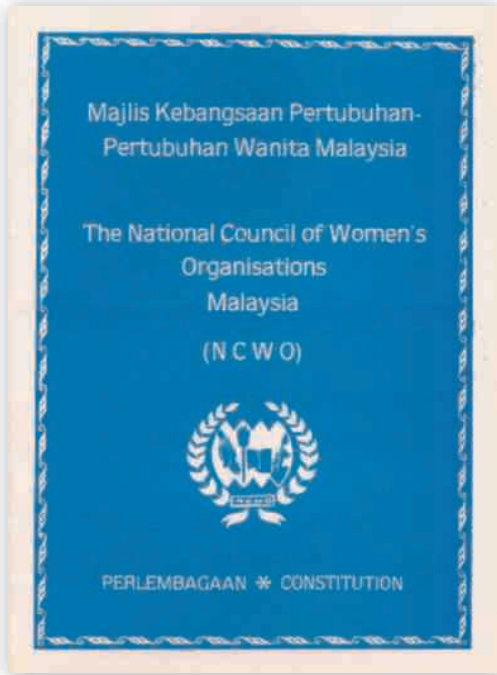
50 years ago eight women, burning with passion for the cause of women's liberation, came together to form the pro-tem committee of an umbrella organisation. Initially eight women's organisations responded to the call of the Committee. That number has since grown to 120. These affiliates cover the whole spectrum of interests that are of concern to Malaysian women irrespective of ethnicity, religion and age. It can be said that it was and still is the shining example of the government's 1Malaysia philosophy of "People First, Performance Now".

As the current President of NCWO, I am proud to have inherited a history of majestic proportions, of women marching in tandem to the rhythm of the country's development as part of its mainstream, a primary objective of the movement. Naturally, therefore, its gender equality agenda was firstly about changing the world of employment making it women-friendly. This became the first of its many goals throughout the half a century of activism. Eschewing confrontation, the NCWO persuaded and negotiated for the institutions that today are emblematic of the success of the struggle: the National Council for the Integration of Women In Development (NACIWID) and the Women's Affairs Department (HAWA) that in 2001 evolved into the Ministry of Women's and Family Development.

On such a solid foundation, there cannot but be the female human capital all ready to work with the country's National Transformation Programme (NTP) to take Malaysia out of the middle income trap. With the current university enrolment skewed 60:40 towards young women there can be no escaping the readiness that would make at least 30 per cent women in decision-making positions a reality. Already the public sector is fast meeting the policy target announced in 2004 and the government has made its wish clear that the private sector follow suit. And, as importantly to note here, a target is not a reason to claim that merit is subsumed. Rather, the need for a target belies organisational obstacles of male ascendancy and intransigent patriarchal structures needing to be properly addressed.

Much has indeed been achieved. All around us women are making informed choices to partake of the myriad opportunities presented by the New Economic Model (NEM). And yet, the work of the NCWO remains vitally relevant. The unyielding nature of the female labour force participation rate (FLFPR) staying put for decades at less than 50 per cent is testimony to that necessity. While congratulations are indeed in order, so too is encouragement to keep up the good work.

SHARIFAH HAPSAH



Buku perlembagaan Majlis Kebangsaan Pertubuhan Wanita Malaysia. Logo di rekacipta oleh Puan Anammah Nadarajah
The NCWO constitution booklet. The logo is designed by Mrs Anammah Nadarajah

VISI

Satu masyarakat yang adil dan bebas daripada diskriminasi di mana wanita di semua peringkat menikmati kesaksamaan melalui penggalakan hak asasi manusia. NCWO terus-menerus menjadi pejuang utama mengadvokasi hak asasi wanita dalam pelestarian dan kemajuan wanita

MISI

NCWO berusaha menyatupadukan persatuan-persatuan wanita dan menjalinkan kerjasama dengan persatuan-persatuan kebangsaan, serantau dan antarabangsa dalam perjuangan untuk:

- Menghormati, melindung dan memenuhi keperluan hak asasi wanita
- Menggalakkan pembangunan dan kemajuan wanita di semua lapisan masyarakat
- Mengadvokasi dan memantau penglibatan penuh serta penyertaan wanita dalam proses membuat keputusan
- Memastikan wanita memperoleh akses yang sama dan menjadi agen serta penikmat pembangunan

NILAI BERSAMA

- Komitment
- Keadilan
- Keamanan
- Bekerjasama
- Perpaduan
- Pemerkasaan
- Kehormatan
- Integriti
- Kebertanggungjawaban
- Ketelusan

VISION

A just society free from discrimination in which women at all levels enjoy equality through the promotion of their human rights. NCWO continues to be the leading advocate of human rights in the sustainable development and advancement of society

MISSION

To unite women's organisations and cooperate with national, regional and international organisations in the commitment to:

- Respect, protect and fulfil women's rights
- Promote the development and advancement of women at all levels
- Advocate and monitor the full participation, inclusion and representation of women in decision making
- Ensure that women have equitable access to and are equal agents and beneficiaries of development

SHARED VALUES

- Commitment
- Unity
- Accountability
- Justice
- Empowerment
- Transparency
- Peace
- Respect
- Collaboration
- Integrity

PENGISYTIHARAN HARI WANITA
WOMEN'S DAY DECLARATION

PADA 25 HARIBULAN OGOS
ON 25 THE DAY OF AUGUST

Dengan nama Allah yang Maha Pemurah lagi Maha Mengasihani,

Kami atas nama seluruh Kaum Wanita Malaysia dengan persetujuan dan rundingan telah sebulatkata mengisytiharkan 25 haribulan Ogos sebagai Hari Wanita Malaysia.

Kami Kaum Wanita Malaysia mengaku taat setia kami yang tidak berbelah bagi kepada Negara Malaysia ini.

Kami Kaum Wanita Malaysia mengaku sepenuh-penuhnya taat setia kami ke bawah Duli-Duli Yang Maha Mulia Seri Paduka Baginda Yang Di Pertuan Agong dan Raja Permaisuri Agong.

Kami Kaum Wanita Malaysia akan berkhidmat bersungguh-sungguh demi kepentingan Negara Malaysia.

Kami Kaum Wanita Malaysia akan berusaha meninggikan didikan rohani dan jasmani Masyrakat seluruhnya.

Kami Kaum Wanita Malaysia akan berusaha kearah persamaan dan keadilan yang penuh dalam lapangan Siazah, Iktisad dan Masyarakat.

Kami Kaum Wanita Malaysia akan membanting tenaga bersama-sama dengan kaum lelaki untuk membina Keamanan, Kemakmuran dan Persefahaman antara segala bangsa.

Kami Kaum Wanita Malaysia akan mempertahankan Piagam Bangsa-Bangsa Bersatu mengenai Hah-Hak Asasi Manusia.

Kami Kaum Wanita Malaysia dengan iktisad yang teguh ke hadhrat Tuhan berazam akan menumpukan segala usaha kami berkhidmat demi kepentingan manusia seluruhnya.

Oleh itu hal-hal yang berkaitan dengan perkara yang tersebut diatas akan diselenggarakan dengan seboleh-boleh demi kepentingan Kaum Wanita seluruh Malaysia. Semoga Allah memberikan pertunjuk kepada jalan yang benar

AMIN

Diubahsuai dari teks asal 1962

In the Name of God the Beneficent and the Most Merciful,

We, on behalf of all women in Malaysia, after discussion and agreement, unanimously declare the 25th day of August as Malaysian Women's Day.

We, the women of Malaysia, pledge our undivided loyalty to our country, Malaysia.

We, the women of Malaysia, pledge our full loyalty to Their Majesties, The Yang di-Pertuan Agong and the Raja Permaisuri Agong.

We, the women of Malaysia, will give our utmost service to our nation, Malaysia.

We, the women of Malaysia, will strive to improve the standards of society as a whole, spiritually, educationally, morally and physically.

We, the women of Malaysia, will work towards the achievement of equality and justice in the Political, Economic and Social Fields.

We, the women of Malaysia, will work in cooperation with the men for Peace, Prosperity and Understanding among all races.

We, the women of Malaysia, will uphold the United Nations Charter of Human Rights.

We, the women of Malaysia, with complete faith in God Almighty, pledge to give our service for the benefit of mankind.

In all these things do we pledge to do our utmost on behalf of the women of Malaysia. May God grant us guidance in all our efforts.

AMEN

Amended from the original text of 1962

DATIN FATIMAH BINTI HAJI HASHIM
(Pengerusi)/(Chairman)

PUAN F.R. BHUPALAN
(Setiausaha Agung)/(Hon. Secretary General)

PERJALANAN NCWO
NCWO – THE JOURNEY



Di perhimpunan Hari Wanita 1972
At a Women's Day gathering in 1972



MAJLIS Kebangsaan Pertubuhan Wanita Malaysia (NCWO) yang menyambut ulang tahun jubli emasnya tahun ini, pada hakikatnya telah menjalankan kegiatan dalam hampir semua aspek kehidupan, dari buaian ke kerjaya, hinggalah ke liang lahad. Ditubuhkan pada 25 Ogos 1963 selepas dua tahun bergerak sebagai jawatankuasa penaja yang dianggotai lapan wanita berdedikasi tinggi, NCWO menarik penyertaan NGO wanita yang mewakili pelbagai bidang, pelbagai kaum, tidak berpihak kepada mana-mana parti politik atau mewakili agama atau masyarakat tertentu.

Sebagai sebuah organisasi yang berpandangan jauh, ia menyedari betapa pentingnya untuk mempunyai keanggotaan dari kalangan ahli politik wanita dan dengan itu meminda keputusan asal yang tidak menerima keanggotaan sayap wanita parti-parti politik. Kurangnya perwakilan wanita di Parlimen dan Dewan-Dewan Undangan Negeri yang masih berterusan hingga kini menggambarkan ketajaman visi jawatankuasa penaja sebagai pejuang kesaksamaan gender.

Pergerakan hak kewanitaan yang dizahirkan menerusi perjuangan NCWO adalah amat holistik. Sejak awal penubuhannya pada 1960, ketika idea untuk mempunyai sebuah organisasi induk di peringkat kebangsaan untuk perkumpulan wanita di negara ini dicetuskan oleh Persatuan Wanita Muda Kristian (YWCA) Malaya, fokus utama adalah untuk menjadikan wanita sebagai rakan kongsi setaraf di dalam arus pembangunan perdana negara. Impian ini tercipta dan kemudian mengukuh sifatnya selaras dengan pertumbuhan dan pembangunan sebuah negara yang baru bertatih dan kemudian dalam tempoh 55 tahun menjadi sebuah ekonomi yang penting di peringkat antarabangsa.

CELEBRATING its golden jubilee this year, the National Council of Women's Organisations (NCWO) can claim to an activism that affects almost every facet of life, from cradle to career and grave. Established on, 25 August, 1963 after a two year gestation in the form of a pro-tem committee consisting of eight dedicated women, the NCWO drew in women NGOs of many hues: multi-racial, non-political, non-religious and non-communal. A forward-looking organisation, it foresaw the benefit of having women politicians and altered its initial decision not to include women's wings of political parties. The persistent under-representation of women in Parliament and State Assemblies is the rallying point of the pro-tem committee's aspiration for gender equality.

Women's activism as manifested in the NCWO's struggle is most holistic. Right from the very beginning in 1960, when the idea of a national umbrella organisation for women's groups in the country was first mooted by the Young Women's Christian Association (YWCA) of Malaya, the main focus was to integrate women into the national mainstream of development as equal partners. And this dream took form and solidified in tandem with the growth and development of a nascent nation that would in some 55 years become an economy of international significance.



DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail bertitah merasmikan Hari Wanita di Stadium Negara pada 1963
Her Majesty Tuanku Tengku Budriah Tengku Ismail speaking at the official opening of Women's Day at Stadium Negara in 1963



Pemeriksaan Pembarsian Hari wanita pertama oleh DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail di Stadium Negara pada 1962, diiringi Datin Fatimah Hashim (Tun)
Her Majesty Tuanku Tengku Budriah Tengku Ismail Inspecting the Guard of Honour on the first Women's Day in 1962, accompanied by Datin Fatimah Hashim (Tun)



Perdana Menteri Tunku Abdul Rahman berucap di majlis Hari Wanita yang dirasmaikan oleh DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail pada 1963 di Stadium Negara
Prime Minister Tunku Abdul Rahman speaking on Women's Day at Stadium Negara which was officiated by Her Majesty Tuanku Tengku Budriah Tengku Ismail in 1963





Ahli-ahli berkumpul selepas mesyuarat. Barisan depan dari kiri: Puan Marks, Cik Daisy Leong, Datin Fatimah Hashim (Tun, Timbalan Yang Di Pertua), Puan F.R. Bhuapalan (Setiausaha Agung), Puan Goh Kwee Teng (bendahari). Barisan belakang dari kiri: Zainab Dato' Yeop (yang pertama), Puan M. Navaratnam (ketiga), Puan Elizabeth Varghese (kelima), Puan Das Gupta (ketujuh) and Foo Yoke Choon (kelapan)
Members gather after a meeting. Front row from left: Mrs Marks, Daisy Leong, Datin Fatimah Hashim (Vice President), Mrs F.R. Bhupalan (Hon Secretary-General), Mrs Goh Kwee Teng (Hon Treasurer). Back row from left: Zainab Dato' Yeop is first, Mrs M. Navaratnam (third), Mrs Elizabeth Varghese (fifth), Mrs Das Gupta (seventh) and Foo Yoke Choon (eighth)



Kira-kira 35 pemimpin wanita menghadiri seminar "Peranan Wanita di Masa Hadapan" di Dewan MCA pada 1963. Presiden NCWO Puan Kamsiah Abdul Majid sedang berucap kepada peserta-peserta
About 35 women leaders attending a seminar "The Role of Women in the Future" at the MCA Hall in 1963. President of NCWO Puan Kamsiah Abdul Majid is speaking to participants

Pada 1960, pergerakan wanita tertua di negara ini, YWCA, meluluskan satu resolusi untuk membentuk sebuah organisasi induk yang bertindak sebagai satu badan perundingan dan penasihat. Jawatankuasa Penaja yang dianggotai lapan ahli iaitu Puan F.R. Bhupalan sebagai Pengerusi, Cik Agnes Chow (Setiausaha Kehormat); Puan P Navaratnam (Bendahari Kehormat); Puan PG Lim (Penasihat Undang-Undang Kehormat); Cik Mary Routh Buchanan (Perunding Kehormat); Puan Ranee Eliezer (Perunding Kehormat); Puan Ruby Lee (ahli jawatankuasa dan Puan Kamsiah Abdul Majid (ahli jawatankuasa) mempelawa pertubuhan-pertubuhan wanita menghantar perwakilan untuk menyertai jawatankuasa ini. Lapan pertubuhan berbuat demikian, iaitu:

- Kesatuan Guru-Guru Wanita, Persekutuan Malaya (WTU)
- Persatuan Wanita Muda Kristian Malaya (YWCA)
- Persatuan Kebangsaan Institut Wanita, Persekutuan Malaya (NAWIM)
- Persatuan Jururawat Terlatih Malaya
- Persatuan Pandu Puteri, Persekutuan Malaya
- Majlis Kebajikan Wanita Islam, Persekutuan Malaya
- Persatuan Wanita Asia Tenggara Pan Pasifik (PPSEAWA)
- Kelab Antarabangsa Wanita

Daripada lapan anggota awal ini, hari ini NCWO mempunyai sebegitu banyak persatuan bersekutu yang mewakili kepelbagaian kepentingan, kerjaya, politik dan agama.

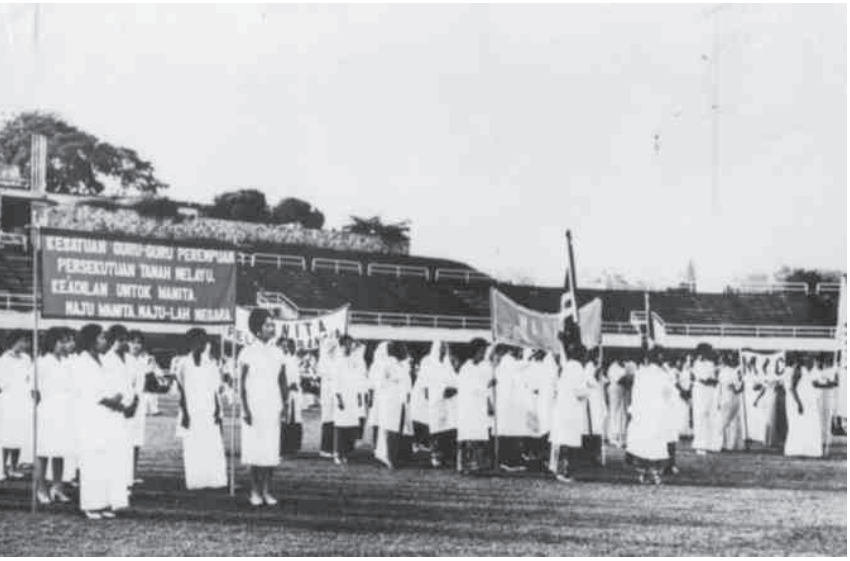
The YWCA, the oldest women's movement in the country, passed a resolution for the formation of an umbrella organisation to serve as a single consultative and advisory body in 1960. The Pro-Tem Committee of eight comprising Mrs F.R. Bhupalan as Chairman, Miss Agnes Chow (Hon. Secretary), Mrs P Navaratnam (Hon. Treasurer), Miss PG Lim (Hon. Legal Advisor), Miss Mary Routh Buchanan (Hon. Consultant), Mrs Ranee Eliezer (Hon Consultant), Mrs Ruby Lee (committee member) and Puan Kamsiah Abdul Majid (committee member) invited women's organisations to send representatives to sit on the Committee. Eight responded and they were:

- Women's Teachers' Union, Federation of Malaya (WTU)
- The Young Women's Christian Association of Malaya (YWCA)
- National Association of Women's Institutes, Federation of Malaya (NAWIM)
- The Malayan Trained Nurses Association
- The Girl Guides Association, Federation of Malaya
- The Muslim Women's Welfare Council, Federation of Malaya
- Pan Pacific South East Asia Women's Association (PPSEAWA)
- Women's International Club

From this initial eight, today the NCWO has as many affiliates as there are interests, professions, politics and religious leanings.



Mesyuarat NCWO yang pertama pada tahun 1963 di Kuala Lumpur
The first NCWO meeting in 1963 in Kuala Lumpur



Di Pembarisan Hari Wanita pada tahun 1962
At the Women's Day parade in 1962



Rakan sejawat NCWO, Kesatuan Guru-Guru Kebangsaan, berhimpun untuk persamaan gaji dan kemudahan lain
NCWO affiliate,the National Union of Teachers, rallies for equal pay and other benefits

RUANG LINGKUP AKTIVITI

Memandangkan aktivitinya yang mencakupi ruang lingkup yang begitu meluas, adalah sukar untuk memperkatakan mengenai isu-isu yang diperjuangkan oleh Majlis secara menyeluruh. Di bawah adalah senarai tidak berpenamat yang diharapkan dapat menggambarkan keghairahan, komitmen dan keprihatinan yang menjadi tunjang kepada pergerakan ini.

Pada 25 Ogos 1962, NCWO untuk kali pertamanya menyambut Hari Wanita dengan menganjurkan Seminar Hari Wanita oleh jawatankuasa penaja dan membentangkan satu kertas kerja "Wanita Dalam Sektor Pekerjaan dan Kerjaya" yang dibacakan oleh Pengerusinya. Kertas ini menandakan bahawa perjuangan untuk kesaksamaan gender akan bermula.

Wanita Dalam Bidang Pekerjaan: Gaji Samarata, Status Tetap dan Berpencen

Ketika masih di peringkat jawatankuasa penaja, NCWO telah pun mengemukakan pandangan bahawa wanita tidak menerima hak samarata di tempat kerja kerana kepercayaan meluas di kalangan masyarakat ketika itu bahawa lelaki adalah sumber utama pendapatan keluarga. Oleh itu, wujud jurang di antara upah yang diterima oleh lelaki dan wanita; sesetengah pekerjaan tidak boleh dipohon oleh wanita dan mereka dianggap sebagai sumber tenaga kerja murah. Keadaan ini tidak jauh bezanya dalam sektor perkhidmatan awam, termasuk profesion perguruan, yang mana Kesatuan Sekerja Guru-Guru Wanita diterajui oleh Puan F.R Bhupalan (Datuk). Peluang kenaikan pangkat sangat tipis, dan sangat mendiskriminasi wanita yang sudah berkahwin. Sudah tentu segala-galanya berpunca daripada ketidakseimbangan gender dalam peluang pendidikan dan latihan. Dalam bidang pendidikan, kanak-kanak lelaki diberi keutamaan berbanding kanak-kanak perempuan dan ini memburukkan lagi keadaan di mana kakitangan wanita terpinggir dalam kenaikan pangkat dan peluang-peluang.

Berhadapan dengan isu-isu ini, NCWO berjaya memperjuangkan status tetap dan berpencen bagi wanita dalam bidang pekerjaan. Hasilnya, Akta Pindaan Pencen dilluluskan pada 1968 memberikan hak saksama dalam aspek ini seperti yang dituntut oleh wanita. Kemudian, pada 1972, kejayaan pertama mendapatkan gaji sama rata dicapai apabila Laporan Suffian Mengenai Skim Gaji Samarata Untuk Kerja Samarata dilaksanakan, berkuatkuasa pada tarikh ke belakang iaitu pada 1 Januari 1970. Ini diikuti dengan syor-syor dalam Laporan Gaji Aziz Untuk Profesion Perguruan, yang melaksanakan prinsip Laporan Gaji Suffian. Ekoran daripada itu, NCWO turut menuntut supaya Perkhidmatan Awam dan Diplomatik dibuka untuk wanita yang berkelayakan dan berkemahiran.



Datin Fatimah Hashim (Tun) berucap di perjumpaan Kesatuan Guru-guru Wanita pada 1962 untuk memberi sokongan kepada tuntutan persamaan gaji bagi guru-guru wanita. Duduk di atas pentas ialah anggota exco Kesatuan Guru-guru Wanita (WTU)
Datin Fatimah Hashim (Tun) speaking at the Women Teacher's Union meeting in 1962 to back the demand for equal pay for women teachers. Seated on stage are members of the executive council of the Women Teachers' Union (WTU)

AREAS OF ACTIVISM

Given the width and breadth of its activism, any overview will be hard pressed to cover all issues pursued by the organisation. Below is an inexhaustive list that hopes to demonstrate the commitment, passion and care that underpinned this activism.

On 25 August 1962 NCWO held the first Women's Day celebration with a Women's Day Seminar by the pro-tem committee through a paper on "Women in Employment and Professions" read by its chairman, Datin Fatimah Hashim (Tun) indicating where the struggle for gender equality was to begin.

Women in Work: Equal Pay, Permanency and Pensionable Status

Even while NCWO was still a pro-tem committee, it was pointed out that the pervasive inequality suffered by women at work was mainly due to the prevailing cultural belief that men were the sole breadwinners. Hence there was a discrepancy in wages favouring men; certain jobs were closed to women and women were viewed as a source of cheap labour. Things were not any better in the public service either, including the teaching profession, the Women Teacher's Union of which was headed by Mrs F.R Bhupalan (Datuk). Promotion prospects were dismal, discriminating most against married women. Of course, it all begins with a gender imbalance in education and training opportunities. In education, boys were given preference over girls and these exacerbated the situation where girls missed out on promotion and opportunities.

Faced with these issues, NCWO successfully campaigned for permanency and pensionable status for women in work. As a result the Pension Amendment Act was passed in 1968 giving working women the equality they sought in this respect. Then, in 1972, although retroactive in effect from 1 January 1970, the first breakthrough for equal pay was realised when the Suffian Report's Equal Pay for Equal Work scheme was first implemented. This was closely followed by the recommendations of the Aziz Commission on the Teaching Profession, which applied the principle of the Suffian Salaries Commission. Subsequently, NCWO also pressed for the opening of the Civil and Diplomatic Service for qualified and competent women.



Di Perhimpunan Hari Wanita pada tahun 1965. Diantara dif-dif kehormat ialah Toh Puan Rahah Mohd Noah (Tun), isteri kepada Timbalan Perdana Menteri, Tun Abdul Razak Hussein, Puan Sharifah Rodziah Syed Barakbah (Tun) dan isteri-isteri ketua-ketua misi diplomat di Malaysia
At a Women's Day rally in 1965. Among the VIPs are Puan Rahah Mohd Noah (Tun) wife of the Deputy Prime Minister, Abdul Razak Hussein, Puan Sharifah Rodziah Syed Barakbah and wives of heads of the diplomatic missions in Malaysia



Timbalan Perdana Menteri Tun Abdul Razak Hussein merasmikan pembukaan seminar Majlis Kebangsaan Pertubuhan-pertubuhan Wanita mengenai Biro Wanita di Maktb Perguruan di Lembah Pantai Kuala Lumpur pada 1963. Bersama diatas pentas ialah pegawai-pegawai NCWO Puan F.R. Bhupalan (Datuk), Datin Fatimah Hashim (Tun), Puan Kamsiah Abdul Majid (Tan Sri), Puan Aishah Ghani (Tan Sri), Datin Uma Sambanthan (Toh Puan)
Deputy Prime Minister Tun Abdul Razak Hussein launches a Women's Bureau Seminar organised by NCWO at the Teacher's College in Lembah Pantai in 1963. On stage are NCWO officials including Mrs F.R. Bhupalan (Datuk), Datin Fatimah Hashim (Tun), Puan Kamsiah Abdul Majid (Tan Sri), Puan Aishah Ghani (Tan Sri) and Datin Uma Smabanthan (Toh Puan)

Wanita Dalam Bidang Pekerjaan: Kesatuan Sekerja
Perjuangan untuk menubuhkan kesatuan sekerja adalah penting kerana dalam industri di mana ramai wanita bekerja, contohnya industri elektronik, gaji yang diterima lebih rendah jika dibandingkan dengan industri yang mempunyai pekerja lelaki. Malangnya, pada ketika itu, kebebasan untuk bergiat dalam kesatuan sekerja adalah terhad, menyebabkan pekerja dalam industri berkenaan tidak bersatu dan lemah. Isu ini, yang berkait rapat dengan kepentingan negara, menuntut kompromi dan hasilnya adalah pewujudan Kod Tatacara Untuk Keharmonian Industri. Dokumen ini ditandatangani oleh Kementerian Buruh (Kementerian Sumber Manusia kini), Persekutuan Majikan dan Kongres Kesatuan Sekerja Malaysia yang diwakili oleh Puan John Gurusamy (Dato' Ramani). Intipati kejayaan NCWO terletak pada pentakrifan semula majikan sebagai warga korporat dan syarikat-syarikat patut berusaha mencari 'keseimbangan kewangan' di antara pengeluaran dan peranan mereka sebagai sebahagian daripada "jentera nasional untuk perubahan, kemajuan dan pembangunan sosio-ekonomi".

Wanita dalam bidang pekerjaan: Cukai Berasingan
Satu lagi aspek pekerjaan ialah percukaian. Wanita yang belum berkahwin, yang bekerja sememangnya diberikan layanan sama seperti pekerja lelaki. Bagaimanapun, bagi wanita yang sudah berkahwin, tertakluk kepada taksiran bersama dengan suami, yang mana ia dimasukkan di bawah nama suaminya, dan ini dianggap oleh NCWO sebagai tidak adil dan tidak menghormati mereka sebagai individu. Pada Disember 1973, surat pertama dihantar kepada Menteri Kewangan ketika itu tetapi jawapannya amat mengecewakan. Bagaimanapun, pada 1975, petanda awal bahawa langkah itu tidak sia-sia mula kelihatan. Akta Cukai Pendapatan (Pindaan) 1975 memperkenalkan pembaharuan penting yang membenarkan wanita berkahwin membuat pilihan untuk taksiran atas namanya. Pindaan 1978, seterusnya, membenarkan wanita berkahwin ditaksirkan atas namanya sendiri. Hanya dalam Bajet 1991 kerajaan menerima prinsip taksiran berasingan bagi isteri tidak kira dari mana sumber pendapatannya dan untuk menikmati pelepasan cukai yang sama. Percukaian berasingan bagi wanita bekerja disokong oleh hujah serampang tiga mata, iaitu ekonomi, sosial dan moral.

Women in Work: Trade Unions

The struggle for trade unions was important because in industries where women predominate, as in the electronic industry, the pay was low when compared to industries where employees were generally men. Unfortunately, freedom to unionise was then restrictive, which left workers in such industries disorganised and weak. This issue, with its strong national interest character, demanded compromise and the final outcome was a Code of Conduct for Industrial Harmony. This document was signed by the government (Ministry of Labour), The Employers Federation and The Malaysian Trade Union Congress which was represented by Mrs John Gurusamy (Dato' Ramani). The thrust of the NCWO's success lay in the redefinition of employers as corporate citizens and that companies should concern themselves with finding a "financial balance" between production and their role as part of the "national machinery for socio-economic change, progress and development".

Women in Work: Separate Taxation

Another facet of employment is taxation. Single working women were, of course, given the same preferences as working men. Married women, however, were subject to joint assessments with their husbands, where they were subsumed, which was viewed by the NCWO as fundamentally unfair and disrespectful of them as individuals. In December 1973, the first letter to the then Finance Minister was sent but the reply was disappointing. Nevertheless, in 1975, the first signs that the action was not futile emerged. The Income Tax (Amendment) Act 1975 introduced a significant reform henceforward allowing a married woman the option to be assessed in her name. The 1978 Amendment later accorded a married woman this opportunity. It was only in the 1991 Budget that the government accepted the principle of separate assessment for a wife irrespective of where her income is derived from and to enjoy similar tax reliefs. The argument for separate taxation was three-pronged, namely economic, social and moral.



NOT ENOUGH! SAY THE WOMEN

Tax relief for working wives 'far below expectations'

KUALA LUMPUR, Thurs. – Far below expectations –that was how women leaders described Tun Tan Siew Sin's Budget announcement on tax relief for working wives.

The 10 per cent relief for married women earning above $5,000 annually, subject to a maximum relief of $1,000, was hardly the solution to a pressing problem, many of them felt.

The National Council of Women's Organisations, the Women's Section of the MTUC and other bodies had been urging the Government to assess the incomes of husbands and wives separately.

NCWO secretary-general Mrs. F.R. Bhupalan said: "We are most disappointed, particularly since we have a very strong case.

Discrimination

"A married woman cannot be treated differently as her income goes to meet contingencies which would not exist if she stayed at home.

"The Minister's announcement does not amount to much as far as woman are concerned. In

'But this can be seen as the first step...'

Budget reaction: By Unny Krishnan and Tengku Mohamed

30 per cent tax on poultry, Tan Sri Fatimah agreed with the Government since it would protect the local poultry industry.

University of Malaya lecturer, Puan Rafidah Aziz felt that nothing less than equal relief for husband and wife would be satisfactory. Anything short of that was discrimination.

"Irrespective of whether a woman is married or not, she should be assessed as any other tax-payer. Marital status should be of no consequence," she said

Deputy Wanita Umno leader and practising lawyer Cik Marina Yusoff said the additional relief would be helpful to those in the lower-income bracket but not for



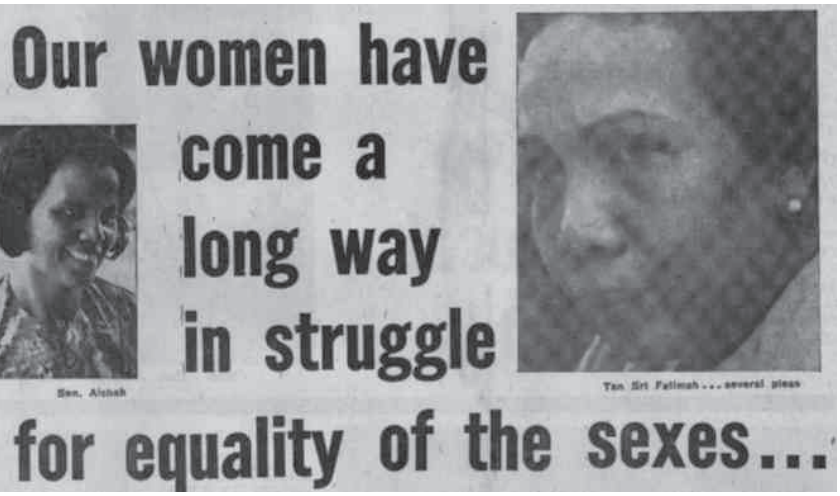
IT'S SHOCKING

So say women to the Government's policy of not encouraging wives to work

By JACOB PAUL

KUALA LUMPUR, Fri. — Leaders of women's organisations expressed shock and disbelief today at the Government's policy of not encouraging women to continue working after marriage.

They added that such a policy was "backward" and would have long-term adverse effects on the country.



Our women have come a long way in struggle for equality of the sexes...

Sen. Aishah

Tan Sri Fatimah ... several pleas



Profesor Emeritus Puan Sri Dato' Dr Fatimah Hamid Don

Wanita dan Pendidikan

Pendidikan sememangnya menjadi teras kepada keprihatinan NCWO sejak dari 1960-an. Dalam tempoh itu, NCWO menganjurkan pelbagai seminar dan bengkel yang mana resolusi dan syor-syornya dikemukakan kepada kerajaan dan Kementerian Kewangan dalam bentuk memorandum. Sebahagian daripada isu menumpukan kepada kenaikan pangkat secara automatik, kelas-kelas Bahasa Malaysia, sekolah dua sesi, keciciran pelajar, beban tugas guru, penambahbaikan latihan perguruan dan banyak lagi isu berkaitan, bagi memastikan anak-anak kita mempunyai persekitaran belajar yang baik. Dalam konteks ini, petikan kata-kata mantan Naib Presiden NCWO, Profesor Emeritus Puan Sri Dato' Dr Fatimah Hamid Don, amat sesuai sekali: "Sebenarnya pendidikan lebih condong untuk memberi manfaat kepada sistem dan bukannya kepada individu".

Wanita dan Kesihatan

NCWO mengakui hakikat bahawa system penjagaan kesihatan Malaysia dianggap sangat berjaya. Perkhidmatan kesihatan di luar bandar dan di bandar mendapat pujian meluas. Satu daripada keprihatinan NCWO ialah perlunya ada data berasingan gender bagi membolehkan kita memahami bagaimana penyakit memberi kesan kepada lelaki dan wanita. NCWO juga, menerusi sesi dialog bajet kerajaan, turut menyuarakan kebimbangan mengenai penswastaan sektor kesihatan dan peningkatan kos penjagaan kesihatan yang memberi masalah kepada golongan miskin. Pada 1975, NCWO menyeru agar diwujudkan sebuah hospital wanita untuk mengendalikan penyelidikan dan rawatan pelbagai jenis penyakit berkaitan wanita.

Sebuah lagi jawatankuasa diwujudkan pada 1967 iaitu Jawatankuasa Kesihatan, sekali lagi selepas kerjasama NCWO dengan *International Committee on Women* (ICW). Jawatankuasa Kesihatan berfungsi dengan berkesan dalam menarik perhatian kerajaan terhadap beberapa keprihatinan utama, terutama dalam isu AIDS dan penagihan dadah. Ia bermula pada 1977 dengan Persidangan Mengenai Penyalahgunaan Dadah, yang mana hasilnya adalah kesedaran bahawa isu ini memerlukan usaha bersepadu dari semua sektor dalam kerajaan.

Women and Education

Education had always been the thrust of NCWO's concern from the 1960s. The NCWO conducted seminars and workshops over the years where resolutions and recommendations in the form of memoranda were submitted to the government and the Ministry of Education. Some of the issues focused on were automatic promotion, Bahasa Malaysia classes, improvement of the teaching of English as a second language, size of classes, double-session schools, school dropouts, teachers' workload, upgrading of teacher training and many other related issues, to ensure that our children have a good learning environment. In this context, it is appropriate to quote the then NCWO Vice President, Professor Emeritus Puan Sri Dato' Dr Fatimah Hamid Don who said, "In fact education tends to serve the system rather than the individuals."

Women and Health

The NCWO acknowledges the fact that Malaysian healthcare system is considered one of the success stories in the country. The health service in both rural and urban areas is widely praised. One of the concerns of NCWO is the need for gender disaggregated data in order to understand how diseases affect men and women. The NCWO through the government budget dialogue sessions also expressed concern for the privatisation of the health sector and the rising costs of healthcare which poses problems to the poor. In 1975 NCWO called for the setting up of a women's hospital to deal with research and treatment of various diseases affecting women.

Another committee set up in 1967 was the Health Committee, again after the NCWO's affiliation with the International Committee on Women (ICW). The Committee on Health was effective in bringing to the government's attention several important concerns, especially issues of AIDS and drug addiction. The latter began in 1977 with the Conference on Drug Abuse, the outcome of which was the realisation that here was an issue that required a concerted effort from all sectors of the government.



Berdiri untuk lagu Hari Wanita yang dinyanyikan pada Hari Wanita pada tahun 1972. Di barisan hadapan ialah ketua-ketua wanita termasuk Toh Puan Rahah (Tun, ketiga dari kiri), Datin Fatimah Hashim (Tun, ketiga dari kanan), Tengku Puan Sri Azizah Mohamed, (pertama dari kanan) dan Puan F.R. Bhupalan (Datuk, pertama dari kiri)
Standing up for the Hari Wanita song being sung on Women's Day in 1972. In the front row are women leaders including Toh Puan Rahah (Tun, third from left), Datin Fatimah Hashim (Tun, third from right), Tengku Puan Sri Azizah Mohamed, (first from right) and Mrs F.R. Bhupalan (Datuk, first from left)



Professor Emeritus Fatimah Hamid Don (Puan Sri Dato') di mesyuarat UNESCO di New Delhi, India pada tahun 1965
Professor Emeritus Fatimah Hamid Don (Puan Sri Dato') at a UNESCO meeting in New Delhi, India in 1965



Had umur kahwin: Badan2 wanita alu2 langkah

KUALA LUMPUR, Isnin. — Pertubuhan-pertubuhan wanita hari ini menyokong langkah Jawatankuasa Fatwa Majlis Hal Ehwal Ugama Islam Malaysia menghadkan umur bagi teruna dan dara yang hendak berkahwin.

Yang Dipertua Majlis Kebangsaan Pertubuhan-pertubuhan Wanita Malaysia, Tan Sri Fatimah Hashim berkata:

"Kami, kaum wanita memang telah lama memperjuangkan supaya umur bagi seseorang yang hendak berkahwin dihadkan kerana banyak perceraian berlaku."

Katanya: "Perjuangan kami mengenai undang-undang nikah cerai bukanlah hendak menahan syarat-syarat yang ditetapkan dalam Islam tetapi sesuatu langkah yang di buat hendaklah sesuai dengan hukum Shara'."

Lebih dari satu

"Kaum wanita ingin melihat perceraian tidak berlaku walaupun hukum Syara' Islam mengharuskan kaum lelaki beristeri lebih dari satu," katanya lagi.

Yang Dipertua Persatuan Wartawan Wanita Malaysia, Puan Aziah Aris juga menyokong langkah menghadkan umur berkahwin.

Katanya: "Langkah tersebut patut dilakukan dulu lagi kerana banyak gadis berkahwin semasa usia yang begitu rendah."

"Kebanyakan mereka belum tahu tanggungjawab rumahtangga dan perkara seperti ini menyebabkan keruntuhan rumahtangga."

Masalah besar

Sementara itu, Setiausaha Agung Angkatan Belia Islam (ABIM) yang juga Presiden Majlis Belia Malaysia, Encik Anwar Ibrahim menyatakan soal menghadkan umur bagi mereka yang hendak berkahwin bukanlah masalah besar kerana lanya soal moral masyarakat.

Katanya: "Kita janganlah mengambil berat tentang perkahwinan tetapi mestilah juga memikirangkan mengenai keruntuhan akhlak belia-belia Islam.

"Apa yang penting dalam perkahwinan ialah persefahaman tentang tanggungjawab keluarga mengikut ajaran Islam."

Encik Anwar menyatakan setiap cadangan mengenai perubahan dalam nikah cerai Islam mestilah sesuai dengan ajaran ugama Islam.



Wanita seru undang2 baru nikah-cerai dilaksanakan dengan segera

KUALA LUMPUR, Khamis

WANITA-WANITA di sini menyokong langkah Kerajaan memperketat lagi undang-undang nikah cerai orang Islam.

Mereka menyifatkannya sebagai kena pada tempatnya dan patut dilaksanakan seberapa cepat.

Presiden Majlis Kebangsaan Pertubuhan Wanita, Tan Sri Fatimah Haji Hashim, berkata beliau menyokong penuh langkah itu.

Beliau menyatakan, tuntutan wanita dalam hak nikah cerai itu telah lama dibuat oleh Pergerakan Wanita UMNO, ketika beliau masih menjadi Yang Dipertuanya dan Menteri Kebajikan Am dahulu.

"Memang sudah kena pada tempat dan masanya Kerajaan memberi

TAN SRI FATIMAH

Pada hari AIDS Sedunia dalam tahun 1990, Jawatankuasa ini memfokuskan perhatiannya kepada kesan HIV/AIDS terhadap wanita. Ia menyeru kerajaan untuk mendidik masyarakat mengenai isu ini menerusi suatu program yang sistematik yang dapat mencegah merebaknya penyakit ini secara berleluasa. Pendidikan yang terancang dan meluas, menjadi teras utama strategi menentang AIDS yang dicadangkan kepada kerajaan oleh NCWO. Ekoran daripada itu, ia menganjurkan bengkel kebangsaan, "Kesedaran AIDS Di Kalangan Wanita", pada Julai 1991 dengan bantuan Pertubuhan Kesihatan Sedunia. Ini membawa kepada penubuhan Majlis AIDS Malaysia (MAC) pada Mei 1993. Pada Mei 1993, Malam Mengenang AIDS Antarabangsa diadakan di Dataran Merdeka, Kuala Lumpur.

NCWO juga memperjuangkan isu-isu kesihatan awam lain seperti kesihatan kanak-kanak, penjagaan kesihatan luar bandar dan bandar, kadar kematian dan penyakit, pusat rawatan pakar dan penswastaan perkhidmatan kesihatan. Pendirian NCWO berhubung isu penswastaan ialah bahawa kesihatan bukan satu komoditi yang boleh dijual beli, tetapi ia adalah hak asasi manusia.

Hak Wanita

Beberapa isu hak membentuk teras perjuangan NCWO untuk wanita. Berteraskan keprihatinannya untuk memartabatkan institusi keluarga dengan perhubungan yang berasaskan kesaksamaan dan kepercayaan, NCWO berjuang untuk menambahbaik undang-undang perkahwinan bagi bukan Islam. Ini mencetuskan penubuhan Suruhanjaya Diraja bagi Perkahwinan dan Perceraian bagi Bukan Islam pada Februari 1970. Bagi pihak Majlis, sebuah jawatankuasa kecil disusun bagi meneliti undang-undang berkaitan agar satu memorandum dapat dikemukakan kepada Suruhanjaya Diraja ini. Memorandum ini menegaskan pendiriannya mengenai monogami.

Satu lagi isu penting bagi NCWO ialah kesengsaraan isteri dan anak-anak yang ditinggalkan oleh suami mereka tanpa membayar nafkah. Dengan mengisytiharkannya sebagai satu hak, NCWO meyakinkan kerajaan untuk memastikan hak ini tidak diragut daripada wanita dan kanak-kanak. Ia juga memperjuangkan isu diskriminasi gender dalam undang-undang hak penjagaan yang menetapkan bahawa seorang ayah sebagai penjaga tunggal bagi seorang anak. NCWO mencadangkan satu pindaan kepada Akta Hak Penjagaan Bayi 1961. Ia memperjuangkan hak penjagaan bersama bagi membolehkan anak yang dipelihara oleh salah seorang daripada ibu bapa yang bermasalah, boleh mendapat perlindungan daripada yang seorang lagi.

On World AIDS Day in 1990, the Committee focused its attention on the effect of HIV/AIDS on women. It called on the government to educate the public on the issue through a systematic programme that would prevent the rapid spread of the disease. Education, well-coordinated with a long reach then, was the thrust of the strategy against AIDS proposed to the government by the NCWO. Following this, it organised a national workshop, "AIDS Awareness for Women", in July 1991 assisted by the World Health Organisation. This led to the formation of the Malaysian Aids Council (MAC). In May 1993, the International AIDS Memorial Night was held at the Dataran Merdeka, Kuala Lumpur.

The NCWO also pursued other general health matters such as children's health, rural and urban health, mortality rates and diseases, centres for specialised treatment and the privatisation of healthcare. The NCWO's stand on the latter is that health is not a commodity to be bought and sold, but rather a human right.

Women's Rights

Several rights issues formed part of the NCWO's struggle for women. Revolving around its concern to maintain the integrity of the family with a relationship of equality and trust, the NCWO fought vigorously to reform the marriage laws for non-Muslims. This resulted in the setting up of the Royal Commission for Marriage and Divorce for non-Muslims in February 1970. On the part of the Council, a sub-committee was organised to scrutinise the relevant laws so that a memorandum can be submitted to the Royal Commission. The memorandum made a strong case for monogamy.

Another matter of great concern to the NCWO was the plight of wives and children of errant men who shirked paying maintenance. Declaring this to be a right, it convinced the government to ensure that this right was not robbed from the women and children. It also took up the matter of gender discrimination in the guardianship law which made the father the sole guardian of a child. It proposed an amendment to the Guardianship of Infants Act 1961. The NCWO advocated for shared guardianship so that a child with one difficult parent can have the protection of the other.



Datin Seri Dr Siti Hasmah Mohd Ali (Tun)



Isteri Perdana Menteri Datin Seri Dr Siti Hasmah Mohd Ali (Tun) di pelancaran kempen kesedaran AIDS
The Prime Minister's wife, Datin Seri Dr Siti Hasmah Mohd Ali (Tun) at the launch of the AIDS awareness campaign



CHANGES SOUGHT IN RAPE LAWS

"The present law of evidence has invariably resulted in the rape victim being put on trial and her character and reputation being torn to shreds"

— DPP Gooi Soon Seng.

By MUHARYANI OTHMAN

As it is now clear that stiffer sentences on convicted rapists have not proved deterrent, there is a clamour from all quarters — women's organisations, political bodies and the public — to review the existing laws.

The latest call was made at Universiti Kebangsaan Malaysia's seminar on Law and Society recently, which discussed why changes should [illegible] tion, ironically from the very process which she has turned to for redress.

It says that whilst one appreciates the dangers of an innocent man falling victim to false charges of rape, it has to be borne in mind that such false charges can equally be made of any other offences under the Penal Code or other criminal statutes. Yet the requirement under section 155 (d) has not been ex-

□ A group of people demonstrating against rape in Jalan Ipoh in May following the murder-cum-rape of nine-year-old schoolgirl Ang May Hong.



Women against rape, domestic violence

By MUHARYANI OTHMAN

IT is almost three years since the National Council of Women's Organisations (NCWO) submitted a memorandum to the Government calling for reforms to the rape laws and for the enactment of a Domestic Violence Act. Nothing has been done so far.

Hence, the present Joint Action Group is stepping up its campaign against rape and domestic violence to create greater public awareness and ensure support for the reforms.

The JAG comprises All Women's Action Society, Association of Women Lawyers, Women's Aid Organisation, Shelter — Home for the Homeless, Universiti Hospital's Intervention of Sexual Assault and Molestation (Insaan) unit and concerned individuals.

From this Saturday to next Wednesday, the JAG is holding a public exhibition on rape and domestic violence with the theme Reder-

Ms Ivy Josiah ... one of the campaign co-ordinators.

and children throughout the country.

"They can write to the newspapers, talk to their Members of Parliament and ask for their support, and also talk to their friends and colleagues."

morandum to the Minister of Justice. Among others, the memorandum calls for amendments to the provisions in the Evidence Act so that the past sexual history of the woman in a rape case other than that with the accused will be made inadmissible as evidence "of a generally immoral character".

It seeks for the age for statutory rape be increased from 14 to 16, rape trials be held in camera, a minimum penalty of five years' jail and five strokes of the rotan be imposed for rape cases, and the definition of rape to include penetration of the anus and also the penetration of objects into the vagina without consent.

The NCWO's memorandum's proposal to enact a Domestic Violence Act is that at present there is no such Act or laws that will help protect battered spouses and children.

The proposed Act will empower the courts to issue a protection order which in-[illegible]



Naib Yang di Pertua (zon Utara) Datin Elizabeth Devraj menyampaikan ceramah celik undang-undang dalam kempen Akta Keganasan Rumah Tangga in Pulau Pinang
Vice president (North Zone) Datin Elizabeth Devraj addressing a legal literacy campaign on the Domestic Violence Act in Penang

Aspek kewarganegara juga diperjuangkan oleh NCWO kerana seorang wanita asing yang mengahwini lelaki Malaysia boleh menjadi warga negara suaminya, tetapi tidak bagi lelaki asing yang mengahwini wanita tempatan. Dia terpaksa kembali ke negara asalnya, menyebabkan wanita Malaysia yang mengahwininya berpindah negara.

Masalah yang dihadapi wanita Islam adalah satu lagi isu, yang walaupun sensitif, tetapi tidak boleh diketepikan. Dengan kerjasama Hal Ehwal Wanita (HAWA), NCWO mendesak diwujudkan Mahkamah Keluarga Islam dan pembaharuan undang-undang perkahwinan Islam. Hanya selepas usaha bersepadu selama beberapa tahun, barulah Akta Undang-Undang Keluarga Islam (Wilayah Persekutuan) diperbadankan dan meliputi isu-isu poligami, perceraian, nafkah dan pembahagian harta selepas perceraian.

Dalam usaha memertabatkan hak wanita, NCWO berharap untuk mengekalkan kemurnian institusi keluarga supaya negara boleh terus berkembang maju dan rakyatnya teguh.

Keganasan Terhadap Wanita: Rogol dan Keganasan Rumahtangga

Penderaan, layanan kejam dan menghina yang ditanggung oleh sesetengah wanita bukan sahaja dianggap sebagai pelanggaran hak asasi tetapi sebagai isu yang tergolong dalam ruang lingkup peribadi serta tidak layak dijadikan polisi dan tanggungjawab kerajaan. Menyedari akan keadaan ini, NCWO dan perkumpulan wanita lain berasa terpanggil untuk menarik perhatian umum. NCWO, sebagai persediaan ke arah Persidangan Wanita Sedunia Ketiga Bangsa Bersatu yang akan diadakan di Nairobi pada Julai 1985, menganjurkan bengkel dua hari untuk mengenal pasti undang-undang yang mendiskriminasi terhadap wanita. Sejumlah 45 organisasi wanita menyertai bengkel ini yang mengenal pasti lapan perundangan yang memerlukan pembaharuan. Paling utama ialah rogol dan perlunya Akta Keganasan Rumah Tangga (DVA).

Satu memorandum dirangka bagi mengemukakan ruang lopong di dalam undang-undang, termasuklah mengadakan draf Akta Keganasan Rumah Tangga. Memorandum ini dikemukakan kepada kerajaan pada 1985. Harus disebut bahawa NCWO memainkan peranan yang sangat strategik dalam meningkatkan kesedaran mengenai rogol dan kempen tegarnya selama empat tahun akhirnya mendapat sokongan Majlis Peguam. Pada 1989, rangsangan yang diwujudkan oleh pembaharuan yang dilaksanakan pada 80-an dan 90-an yang mana NCWO berperanan penting, menyaksikan perubahan-perubahan berkaitan jenayah rogol, diluluskan di Parlimen.

Citizenship was also championed by the NCWO because a woman married to a Malaysian male can acquire the nationality of her husband, but not so the foreign husband. He will be forced to return to his country, which ends up with the Malaysian wife having to follow her husband.

The plight of Muslim women was another matter that, though sensitive, cannot be ignored. Working with HAWA, the NCWO pressed for the formation of a Family Court for Muslims and a reform of marriage laws for Muslims. It was after years of concerted effort that the Islamic Family Law (Federal Territory) Act 1984 was legislated for and covered issues on polygamy, divorce, maintenance and division of assets upon divorce.

In seeking to uphold the rights of women, the NCWO hoped to keep the family institution intact so that the country can be progressive and the nation strong.

Violence against Women: Rape and Domestic Violence

Abuse, cruel and degrading treatment suffered by women were not only perceived as violations of human rights but as issues belonging to the private sphere and not worthy of state policy and obligation. Having cognizance of this, NCWO and other women's groups felt compelled to draw public attention to this. NCWO, as preparation for the UN Third World Conference on Women to be held in Nairobi in July 1985, organised a two-day workshop to identify laws that discriminate against women. A total of 45 women's organisations participated in the workshop which identified eight pieces of legislation needing reform. Uppermost were rape and the need for a Domestic Violence Act (DVA).

A memorandum was drafted highlighting the gaps in the law, including a draft law on Domestic Violence Act. The Memorandum was presented to the government in 1985. It must be said that NCWO played a very strategic role in promoting awareness on rape and its four-year intense campaign was finally supported by the Bar Council. In 1989, the impetus provided by reforms in the 80s and 90s in which NCWO played a pivotal role saw changes adopted in Parliament with regard to rape. Since these reforms the women's groups in Malaysia have carried on the campaign to monitor the implementation of the laws pertaining to violence against women holding the government and all its agencies accountable.

MENGINSTITUSIKAN KESAKSAMAAN GENDER

Secara strateginya, tidak sukar untuk mengesan paradigma NCWO dalam perjuangan pergerakan wanita: ia menegaskan pendiriannya dalam setiap bidang dan setiap peringkat pembikinan keputusan yang memberi kesan negatif kepada wanita, secara kerjasama dengan pelbagai pihak. Pada satu peringkat, ia bertindak sebagai jambatan di antara NGO wanita dan kerajaan. Pada peringkat yang lain pula, ia menyaluarkan maklumat dan data yang diperlukan oleh pembuat keputusan menerusi pembabitan peringkat tertinggi menerusi perwakilan dalam jawatankuasa-jawatankuasa yang akan menentukan bagaimana wanita boleh menjadi sebahagian penting dalam arus perdana Malaysia.

Menerusi pendekatan serampang dua mata ini, NCWO, di peringkat yang lebih luas, merundingkan penubuhan institusi-institusi wanita: Biro Wanita, jabatan kerajaan yang khusus mengenai hal-ehwal wanita; majlis perundingan kebangsaan yang bertujuan memandu polisi kerajaan berhubung pembabitan wanita dalam pembangunan; dan sebuah kementerian khusus untuk memperdanakan aliran wanita ke dalam pembangunan negara serta menjamin kebajikan mereka terpelihara.

Majlis Penasihat Wanita – NACIWID

Idea yang mula dicetuskan pada 1966 ini menjadi realiti 10 tahun kemudian, setahun selepas sambutan Tahun Wanita Antarabangsa PBB. Dinamakan Majlis Penasihat Kebangsaan mengenai Integrasi Wanita Dalam Pembangunan (NACIWID), ia bertanggungjawab secara langsung kepada Perdana Menteri. Pada awalnya ia dirancang untuk menjadi sumber informasi mengenai wanita yang akan memaklumkan mengenai semua polisi awam. Ia mengambil masa yang lama sebelum Majlis ini mempunyai struktur sokongan yang rasmi bagi membolehkannya berfungsi secara berkesan.

NACIWID dianggotai perwakilan dari semua kementerian dan organisasi yang prihatin terhadap peluang pekerjaan untuk wanita serta semua persoalan berhubung status wanita. Ia berperanan memberi nasihat dan membuat syor-syor konkrit kepada kerajaan berhubung semua perkara yang memberi kesan terhadap wanita. Selain menjadi badan penyelaras dan penasihat mengenai penyertaan wanita dalam pembangunan, ia juga bertindak sebagai pelindung kepada proses integrasi wanita dalam pembangunan. Dalam hal ini, pertamanya ia berusaha untuk memaksimumkan penyertaan wanita dalam pembangunan, dan kedua, membangunkan kesedaran mengenai potensi wanita sebagai suatu sumber dalam pembangunan dan perkembangannya.



Mesyuarat Majlis Penasihat Kebangsaan Mengenai Integrasi Wanita Dalam Pembangunan (NACIWID) pertama pada 1976
The first meeting of the National Advisory Council for the Integration of Women in Development (NACIWID) in 1976







Dato' Dr Siti Zaharah Sulaiman, Menteri Perpaduan Negara dan Pembangunan Masyarakat berjumpa dengan Datin Fatimah Hashim (Tun). Bersama mereka adalah ahli-ahli NCWO termasuk Puan Ramani Gurusamy (Dato') dan disebelah kanannya Datin Fauziah Ramly
Dato' Dr Siti Zaharah Sulaiman, Minister of National Unity and Community Development meets Datin Fatimah Hashim (Tun). With them are NCWO members including Mrs Ramani Gurusamy (Dato') and Datin Fauziah Ramly

INSTITUTIONALISING GENDER EQUALITY

Strategically it is possible to discern a kind of NCWO paradigm for feminist activism: it would have its say in every area and level of decision-making that affects women adversely through cooperation. At one level it acts as a conduit between women's NGOs and the government. At another level it feeds the information and data needs of decision-makers through its highest level participation with representatives sitting on committees that would determine how women is to be made an essential part of mainstream Malaysia.

In a two-pronged approach, the NCWO, at a more macro level, negotiated for the formation of feminist institutions: a Women's Bureau, a government department dedicated to women's affairs; a national advisory council intended to guide government policies vis-a-vis women in development; and, a ministry dedicated to mainstreaming women into the development of the country and to guarantee their welfare.

The Women's Advisory Council – NACIWID

First broached in 1966 it became a reality 10 years later, a year after the UN International Women's Year. Named the National Advisory Council on the Integration of Women in Development (NACIWID) it was made directly responsible to the Prime Minister himself. It was to be the font of information on women that will inform all public policies. It was not until much later that the Council had a formal support structure that would give it greater effectiveness.

NACIWID comprised representatives of all Ministries and organisations concerned with the employment of women as well as questions affecting the status of women. It was to advice and make concrete recommendations to the Government on all matters which had a bearing on women. On the one hand, it is a coordinating and advisory body on the participation of women in development. On the other, it acts as a custodian of women's integration in development. In this respect, firstly, it is to strive to maximise participation of women in development and, secondly, to develop the awareness of women's potential as a resource in development and its utilisation.



Di majlis yang dianjur oleh NCWO untuk Menteri Perpaduan Negara dan Pembangunan Masyarakat yang baru, Dato' Napsiah Omar (Tan Sri) pada tahun 1990
At a reception organised by NCWO for the new Minister of National Unity and Community Development, Dato' Napsiah Omar (Tan Sri) in 1990



Tan Sri Zaleha Ismail (kanan) yang juga Yang Di Pertua NCWO sedang berbual dengan ketua-ketua tertinggi wanita, Tan Sri Siti Norma Yaacob (mantan hakim Mahkamah Persekutuan, kedua dari kiri), Dato' Mohaiyani Shamsudin (ahli korporat, ketiga dari kiri) dan Dato' Prof Sharifah Hapsah Syed Hasan Shahabudin (Naib Canselor UKM, kiri)
Tan Sri Zaleha ismail (right) who is also NCWO President chats with top women leaders Tan Sri Siti Norma Yaacob (former Federal Court judge, second from left), Dato' Mohayani Shamsudin (corporate leader, third from left) and Dato' Prof. Sharifah Hapsah Syed Hasan Shahbuddin (Vice-Chancellor UKM, extreme left)

Biro Wanita

Satu entiti yang penting kepada perjuangan wanita dalam jentera kerajaan ialah Biro Wanita. Walaupun idea penubuhannya dikemukakan lebih awal daripada Majlis Penasihat, iaitu pada 1964, ia hanya menjadi kenyataan pada 1993 apabila Sekretariat Hal-Ehwal Wanita, HAWA, diwujudkan. HAWA diletakkan di bawah Bahagian Pentadbiran dan Kewangan di Jabatan Perdana Menteri dan ketika itu diterajui Timbalan Menteri, Dato' Dr Siti Zaharah Sulaiman.

Ia bekerjasama erat dengan NCWO untuk memenuhi tanggungjawabnya bagi mencapai dua matlamat. Pertama, menggalakkan penyertaan wanita dalam proses pembangunan dan, kedua, memastikan wanita diintegrasikan ke dalam pelan pembangunan nasional menerusi penyediaan peluang-peluang sama rata dan kemudahan yang mencukupi. Ia juga bertindak sebagai Sekretariat untuk NACIWID serta rangkaian bironya yang meliputi semua aspek kehidupan, antaranya Keluarga dan Kesihatan, Media, Politik dan Undang-Undang.

Dasar Kebangsaan Mengenai Wanita

Pada Disember 1989, kerajaan menerimapakai cadangan Dasar Kebangsaan Mengenai Wanita. Ia dikemukakan bersama Memorandum NCWO mengenai Dasar Kebangsaan Mengenai Wanita, yang mana beberapa perkara penting yang dibangkitkan turut dimasukkan ke dalam polisi berkenaan. Antara yang utama ialah seruan NCWO supaya HAWA dinaiktaraf menjadi sebuah kementerian. Tidak kurang pentingnya juga ialah ruang lingkup aspek-aspek yang digariskan dalam memorandum itu mencerminkan skop tugas ahli-ahli gabungannya. Dokumen itu meliputi jentera nasional; kesihatan; pendidikan dan latihan; perundangan; ekonomi dan pekerjaan; politik dan kepemimpinan; media; agama; kebudayaan; keganasan terhadap wanita; dan perpaduan nasional. Kesemuanya, kecuali dua yang terakhir; telah terkandung di dalam dokumen NACIWID. Ini adalah petunjuk yang jelas mengenai betapa relevannya tugas NCWO terhadap kemajuan wanita Malaysia.

The Women's Bureau

Of immense importance to the women's cause is the Women's Bureau within the government machinery. Though the idea was put forward earlier than the advisory council, in 1964 to be exact, it was not achieved until 1983 with the setting up of HAWA, the Secretariat for Women's Affairs. HAWA was placed under the Administrative and Finance Division of the Prime Minister's Department and was headed by Deputy Minister Dato' Dr Siti Zaharah Sulaiman.

It worked closely with NCWO to meet its obligations in the shape of a two-fold objective. Firstly, it is to promote the participation of women in the development process and, secondly, to ensure that women are integrated into the national development plans through the provision of equal opportunities and adequate facilities. It acted, too, as the Secretariat for NACIWID and its extensive bureaux covered all aspects of life such as Family and Health, Media, Politics and Law to name but some.

National Policy on Women

In December 1989, the government adopted a proposed National Policy on Women. To it, was appended the NCWO's memorandum on the National Policy on Women, some salient points of which were included in the Policy itself. The most prominent was the NCWO call for HAWA to be upgraded to ministerial level. No less important is the breadth of areas covered by the memorandum reflecting the scope of work of its affiliates. The document covered national machinery; health; education and training; the law; economy and employment; politics and leadership; media; religion; culture; violence against women; and national unity. All, bar the last two, were contained in the NACIWID document. This is a clear indication of the relevance of NCWO's work to the advancement of Malaysian women.



Menteri Wanita dan Pembangunan Keluarga Dato' Sri Shahrizat Jalil berdiri bergambar dengan ketua NCWO. Dari kiri, Dato' Prof. Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri), Puan Faridah Khalid (Dato'), Puan Ramani Gurusamy (Dato') dan Datin Paduka Zaleha Ismail (Tan Sri)
Minister of Women and Family Development Dato' Sri Shahrizat Jalil poses with NCWO leaders. From left: Dato' Prof. Sharifah Hapsah Syed Hasan Shahbuddin (Tan Sri), Puan Faridah Khalid (Dato'), Mrs Ramani Gurusamy (Dato') and Datin Paduka Zaleha Ismail (Tan Sri)



Menteri Wanita dan Pembangunan Keluarga, Dato Sri Shahrizat Jalil menemui peserta-peserta wanita. Puan Rasamani Kandiah berpakaian hitam
Minister of Women and Family Development Dato' Sri Shahrizat Jalil meets with women participants. Ms Rasamani Kandiah is in black

Kementerian Wanita

Mahkota idaman bagi pergerakan wanita peringkat kebangsaan sudah pastinya adalah penubuhan sebuah kementerian yang khusus menjaga hal-ehwal wanita. NCWO menekankan perlunya ada sebuah Kementerian Wanita yang bekerjasama erat dengan kementerian-kementerian lain untuk menerapkan perspektif wanita ke dalam setiap isu, agar semua polisi awam mengambil kira kepentingan wanita. Pada 2001, di bawah kepemimpinan Tun Dr Mahathir Mohamad, impian ini akhirnya terlaksana apabila Kementerian Pembangunan Wanita dan Keluarga ditubuhkan dengan Dato' Sri Shahrizat Abdul Jalil menjadi menterinya yang pertama.

Hari ini, 50 tahun telah berlalu, NCWO kekal sebagai pemacu yang terus relevan kepada kemajuan wanita di seluruh Negara. Hakikatnya, masyarakat bandar kontemporari Malaysia tiada bezanya dengan masyarakat di kebanyakan negara maju. Wanita menjadi "boss" bukan lagi sesuatu yang pelik, dengan hampir satu pertiga pengurusan di sector swasta diterajui wanita. Sejak 2004, sasaran untuk mempunyai 30 peratus wanita di peringkat pembuat keputusan turut menjadi polisi kerajaan. Kini, sasaran di sektor swasta ialah untuk mempunyai kadar yang sama dalam senarai lembaga pengarah, dan ia mungkin dicapai tidak lama lagi. Semua ini adalah hasil perjuangan sebuah organisasi yang lahir untuk menuntut gaji saksama, 50 tahun lalu.

Ia kini sebuah pertubuhan induk yang mana isu yang diperjuangkannya amat meluas dan begitu banyak, sepertimana banyaknya badan gabungannya; meliputi bidang yang berbeza-beza seperti HIV/AIDS, pornografi hinggalah ke kemudahan kredit dan keusahawanan. Dari percukaian dan pelaburan asing hinggalah ke hak asasi manusia dan perundangan; wanita bandar dan luar bandar hinggalah ke kanak-kanak, hak penjagaan, rogol dan keganasan rumah tangga.

Berasaskan visinya yang jelas iaitu memastikan wanita berada dalam arus perdana menerusi polisi pembangunan nasional, NCWO sentiasa menyokong inisiatif kerajaan dengan tujuan menerapkan agenda wanita ke dalam semua polisi awam. Paling mutakhir ialah memastikan pembabitan wanita di dalam Dasar Transformasi Nasional (NTP), yang mengandungi Program Transformasi Ekonomi (ETP) dan Program Transformasi Kerajaan (GTP). NCWO berpandangan bahawa wanita adalah ejen kepada semua bentuk transformasi ini. Lebih daripada itu, memandangkan pentingnya Model Ekonomi Baru (NEM) kepada kejayaan NTP, Majlis menganggap wanita sudah bersedia dan mampu menangani cabaran serta menyumbang kepada kemajuan negara dalam rangka NEM dengan untuk mencipta ekonomi baru.

The Women's Ministry

The jewel in the crown of the national feminist activism was, of course, a ministry for women's affairs. The NCWO stressed the need for a Women's Ministry that would work closely with other ministries to inject the women's perspective into every issue, liaising intimately to feminise all public policies. This last building block came into being in 2001 under the premiership of Tun Dr Mahathir Mohamad. Datuk Sri Shahrizat Jalil was to become Malaysia's first Women's Minister.

Today, 50 years on, the NCWO remains a relevant force in the advancement of women throughout the country. Indeed, contemporary urban Malaysia is no different from the most advanced societies. Women bosses have long lost its novelty, with the private sector management already a third feminised. Having 30 per cent women decision-makers in the public sector has been a government policy since 2004. Now it is also a private sector objective for its Board Rooms, to arrive at its target sooner rather than later. This is but a natural outcome for an organisation that came into existence on the struggle for equal pay.

That it is an umbrella organisation determined the breadth of issues embraced by the Council making it as wide ranging and as numerous as its affiliates: covering such disparate areas as HIV/AIDS, pornography at one end through to credit facilities and entrepreneurship at the other; from taxation and foreign investments through to human rights and laws; rural and urban women through to children, guardianship, rape and domestic violence.

Always true to its vision of mainstreaming women into national development policies, the NCWO without fail supports the government's initiatives so as to integrate the women's agenda within all public policy shifts. The latest is to ensure women's involvement in the National Transformation Policy (NTP), which comprises the Economic Transformation Programme (ETP) and the Government Transformation Programme (GTP). The NCWO views women as agents of this transformation. And, too, given the importance of the New Economic Model (NEM) to the success of the NTP, the Council regards women as ready and able to meet the challenges faced and to contribute to the country's progress within the NEM by availing themselves of the opportunity to create new economies.



Datin Paduka Seri Rosmah Mansor, isteri Perdana Menteri, diiringi ke Dewan untuk Jamuan Makan Malam Hari Wanita oleh Dato' Sri Shahrizat Jalil dan Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin
Datin Paduka Seri Rosmah Mansor, wife of the Prime Minister being accompanied to the hall for a Women's Day dinner by Dato' Sri Shahrizat Jalil and Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin



Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin bersama Dato' Dr Noorul Ainur Mohd Nur (Ketua Setiausaha Kementerian Wanita, Keluarga dan Masyarakat) dan Tan Sri Rafiah Salim (Ketua NIEW)
Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin with Dato' Dr Noorul Ainur Mohd Nur (Secretaty General of the Ministry of Women, Family and Community Development) and Tan Sri Rafiah Salim (Head of NIEW)



Timbalan Ketua Setiausaha Kementerian Wanita, Keluarga dan Masyarakat, Dato' Harjeet Singh dan isterinya Datin Amreeta Kaur disambut oleh Dato' Faridah Khalid apabila mereka tiba di majlis NCWO
The Deputy Secretary General of the Ministry of Women, Family and Community Development Dato' Harjeet Singh and his wife Datin Amreeta Kaur being greeted by Dato' Faridah Khalid on arrival at a NCWO function

IBU-IBU PENGASAS
FOUNDING MOTHERS



Ibu-ibu pengasas NCWO bersama Timbalan Perdana Menteri Tun Abdul Razak Hussein. Dari kiri: Puan Ruby Lee (Datin Paduka), Puan Rasamah Bhupalan (Datuk) dan Puan Kamsiah Abdul Majid (Tan Sri Datin)
NCWO Founding Mothers with Deputy Prime Minister Tun Abdul Razak Hussein. From left: Mrs Ruby Lee (Datin Paduka), Mrs Rasamah Bhupalan (Datuk) and Puan Kamsiah Abdul Majid (Tan Sri Datin)

Tan Sri Datin Hajah Kamsiah Abdul Majid



APABILA memperkatakan mengenai isu-isu wanita dan pembangunan, nama Tan Sri Datin Hajah Kamsiah Abdul Majid sentiasa menjadi sebutan kerana kecekalan, semangat membara dan dedikasinya terhadap kerja kesukarelawanan.

Sebagai seorang daripada perintis aktivis wanita, Kasmiah yang juga dikenali sabagai Kamsiah Ibrahim (nama suaminya) menghabiskan 60 tahun dari usianya menyokong pembangunan wanita, bermula sebagai satu daripada tiga wanita yang gigih meraih sokongan pada tahun-tahun awal penubuhan Umno. Pengalaman dan kemahirannya sebagai perintis dalam politik dan sebagai presiden pertama Institut Wanita banyak membantu dalam proses mewujudkan Majlis Kebangsaan Pertubuhan Wanita (NCWO).

Bersama-sama tujuh lagi srikandi perintis, termasuk Puan F.R. Bhupalan (Datuk) kepemimpinan Kamsiah mendorong kemasukan lebih banyak pertubuhan wanita, dan mula merangka laluan yang bakal menjadikannya organisasi pergerakan wanita yang terbesar dan paling berpengaruh di Negara ini hingga ke hari ini.

Apabila Majlis Penasihat Kebangsaan Mengenai Integrasi Wanita Dalam Pembangunan (NACIWID) diwujudkan pada 1976 selepas Persidangan Dunia PBB mengenai Wanita yang pertama diadakan, Kamsiah dilantik sebagai pengerusinya.

Nasihatnya yang berguna kepada wanita, terutama wanita muda, ialah supaya sentiasa bekerja keras, yakin diri dan terus mencari pengalaman. Bagi Kamsiah, pengurusan masa yang baik adalah kunci asas sebelum seseorang boleh menumpukan perhatian berkhidmat kepada masyarakat menerusi kegiatan kesukarelawanan dan berjasa kepada bangsa.

MANY speak of Tan Sri Datin Hajah Kamsiah Abdul Majid's tenacity and enduring spirit particularly in her dedication to volunteer work in women's issues and development.

As one of the country's pioneer women's activists, Kasmiah who was also known as Kamsiah Ibrahim (her husband's name) spent 60 years of her life in support of women's development, beginning as one of only three women canvassing for women's support during the founding years of UMNO. Her experience and skills garnered as a pioneer in politics and as founding president of Women's Institute served well for the subsequent creation of the National Council of Women's Organisations (NCWO).

Together with a team of seven founding members, including Mrs F.R. Bhupalan (Datuk) the president of YWCA, NCWO under the leadership of Kamsiah prompted the inclusion of many other women organisations, and began to chart a course that would make it the largest and most influential women's movement organisation in the country to this day.

When the National Advisory Council on the Integration of Women in Development (NACIWID) was formed in 1976 after the First UN World Conference on Women, Kamsiah was made its first chairperson.

Her practical advice to women, especially young women, was always to work hard, be self-confident and to continually build experience. For Kamsiah, good time management was always key before one could dedicate oneself to serving society via volunteer activities and being in service to the nation.

Datuk Datin Paduka Ruby Lee



DATUK Datin Paduka Ruby Lee menyerahkan hampir keseluruhan hidupnya kepada aktiviti kemanusiaan. Beliau bermula sebagai sukarelawan kerja sosial di Pertubuhan Palang Merah/Bulan Sabit Merah Malaysia pada 1965 hinggalah menjadi setiausaha agung perkhidmatan kemanusiaan paling lama berkhidmat iaitu selama 32 tahun.

Sebelum itu, pada 1953, beliau membantu mengasaskan Institut Wanita Ampang dan Pesatuan Kebangsaan Institut Wanita. Beliau juga membantu Encik Sardon Jubir (Tun) dalam menubuhkan Majlis Belia Malaysia dan membantu Syed Adam Al-Jafri di Persatuan Pengguna Selangor. Kemudiannya beliau membantu Joseph Siow dan BH Tan untuk membentuk Majlis Kebajikan Sosial Malaya (yang kemudiannya menjadi Majlis Kebangsaan Kebajikan Sosial).

Akan tetapi beliau lebih dikenali kerana peranannya di dalam MRCS di mana Lee membantu memperluaskan peranan badan itu daripada sekadar memberikan bantuan asas, untuk meliputi bantuan kecemasan, perkhidmatan kesihatan komuniti dan sosial. Beliau juga berperanan penting dalam memberikan sokongan dan bantuan ketika insiden 13 Mei 1969, serta sewaktu banjir besar pada 1967 dan 1971. Beliau turut bertanggungjawab menyelamatkan nyawa pendatang Vietnam yang melarikan diri dari Negara mereka pada 1975 ke Malaysia, dengan menguruskan makanan dan tempat perlindungan, pendidikan dan latihan sehinggalah mereka ditempatkan dengan selamat di rumah keluarga angkat dan di negara yang menerima mereka.

Di sepanjang kerjayanya, Lee juga sangat aktif falam pertubuhan kebajikan sosial lain dari remaja hingga wanita, Orang Kurang Upaya dan lain-lain.

Sebagai sebahagian daripada jawatankuasa pengasas NCWO, Lee adalah antara jurucakap NCWO yang dikenali umum, mengembara ke serata dunia bersama srikandi perintis yang lain, Puan F.R. Bhupalan (Datuk) dan Puan Kamsiah Majid (Tan Sri), berkongsi pengalaman serta mempelajari bagaimana menangani pelbagai isu dalam memperjuangkan hak wanita.

Selepas meninggalkan kedua-dua MRCS dan NCWO, beliau menubuhkan organisasi khidmat komuniti termasuk satu rangkaian sokongan perpaduan. Lee diserang angin ahmar pada 2002 dan kanser pada 2004, tetapi ini tidak menghalangnya daripada menjadi Naib Presiden Persatuan Untuk Orang Kurang Upaya Akal (Selangor dan Wilayah Persekutuan)

DATUK Datin Paduka Ruby Lee dedicated her life to humanitarian causes. She began her volunteer social work with the Malaysian Red Cross/Crescent Society (MRCS) in 1965 to become the longest-serving secretary-general in humanitarian services for 32 years.

Prior to that she helped found the Ampang Women's Institute in 1953 and the National Association of Women's Institute. She also assisted Encik Sardon Jubir (Tun) in the formation of the Malayan Youth Council and Syed Adam Al-Jafri with the Selangor Consumers' Association. Subsequently she helped Joseph Siow and BH Tan to form the Malayan Social Welfare Council (later to become the National Council of Social Welfare).

But Lee is best known for her involvement in MRCS where she helped expand its role from providing mere first aid to include emergency relief, community health and social services. She also played a key part in providing support and relief during the May 13 (1969) incident, as well as the big floods of 1967 and 1971. She was responsible for caring for the Vietnamese who fled their country in 1975 to land in Malaysia, from organising food and shelter to education and training until they were safely placed within foster homes and other countries.

As NCWO's founding committee member, Lee travelled the world with Mrs F.R. Bhupalan (Datuk) and Puan Kamsiah Majid (Tan Sri), sharing and learning about fighting the women's cause.

When she left both MRCS and NCWO she set up a community service organisation including a unity support network. She also became Vice-President of the Society for the Severely Mentally Handicapped (Selangor and Federal Territories).

Puan Mahalakshmi Navaratnam A.M.N



PUAN Mahalakshmi Navaratnam nee Viswalingam amat dikenali kerana dedikasinya terhadap pergerakan Pandu Puteri. Beliau adalah Ketua Pesuruhjaya Persatuan Pandu Puteri Malaya yang pertama pada 1958 dan kekal sehingga 1973.

Dilahirkan di Kuala Kangsar, Perak, beliau mula bergiat dalam Pandu Puteri pada 1940 dan pada penghujung Perang Dunia Kedua, menjadi Pembantu Peribadi kepada Ketua Pesuruhjaya Persatuan Pandu Puteri Neger-Negeri Melayu Bersekutu dan Singapura.

Beliau berkahwin dengan Encik P. Navaratnam, Pengetua Kolej Teknik (kini UPM) dan kemudian mengikuti suaminya ke England di mana beliau belajar dalam bidang Sosiologi dan Kerja Sosial di London School of Economics. Di sana, beliau turut berkhidmat di Ibu Pejabat Persatuan Pandu Puteri Komanwel dan apabila kembali semula ke tanahair, dipilih sebagai Presiden Cawangan Selangor pada 1951. Pada 1955 beliau diberikan kerja sepenuh masa dan bertanggungjawab bagi keahlian Jawatankuasa Kewangan dan Eksekutif Kebangsaan persatuan itu. Beliau juga berkhidmat dalam Persatuan Kebangsaan Institut Wanita pada 1953.

Pada 1957, beliau dipilih sebagai Timbalan Ketua Pesuruhjaya Persatuan Pandu Puteri Malaya. Pada 1969, beliau dilantik sebagai anggota Persatuan Pandu Puteri dan Pengakap Perempuan Dunia, rakyat Malaysia pertama memperolehi penghargaan berada di dalam badan antarabangsa itu.

Tanpa syak lagi, kepemimpinan dan kemampuannya mengatur organisasi menyebabkan beliau menyertai beberapa lagi NGO. Ini membawanya kepada keanggotaan dalam Jawatankuasa Penaja NCWO pada 1960 yang menyaksikan penubuhannya pada 25 Ogos 1963.

MRS Mahalakshmi Navaratnam nee Viswalingam was known for her devotion to the Girl Guides movement. She became the first Malayan Chief Commissioner of the Girl Guides Association of Malaya in 1958 and served in that capacity until 1973.

Born in Kuala Kangsar, Perak, she first got involved in the Girl Guides in 1940 and at the end of the Second World War, became Personal Assistant to the Chief Commissioner of the Girl Guides Association of the Federated Malay States and Singapore.

She married Mr P. Navaratnam, the Principal of Technical College (now UPM) and went to England with him where she studied sociology and social work at the London School of Economics. There she was also attached to the Commonwealth Headquarters of the Girl Guides Association and upon her return, was elected President of the Selangor State Branch in 1951. In 1955 she was given a full-time job where she was responsible for membership of the National Executive and Finance Committee of the Association. She also served on the National Association of the Women's Institute in 1953.

In 1957 she was elected as Deputy Chief Commissioner of the Girl Guides Association of Malaya. In 1969 she was elected a member of the World Association of Girl Guides and Girl Scouts, the first Malaysian to have achieved the honour of being on an International body.

Needless to say, her leadership and organisational abilities found herself being roped into a few other NGOs. So it was that she became a member of the Pro-Team Committee of the NCWO in 1960 which finally witnessed its establishment on the 25th August 1963.

Tan Sri Dato' Lim Phaik Gan (P. G. Lim)



TAN Sri Lim Phaik Gan atau lebih dikenali sebagai PG Lim adalah tokoh wanita terkenal yang memperjuangkan hak-hak wanita di sepanjang kerjayanya yang gemilang. Terpilih sebagai duta wanita yang pertama Malaysia, Lim memberi sumbangan bermakna sebagai wakil PBB, diplomat, peguam yang berjaya, pejuang pelbagai kesatuan sekerja dan hak wanita serta sebagai isteri dan ibu.

Pada 1948, beliau mempertahankan tentera gerila Lee Meng yang didakwa terbabit dengan aktiviti komunis, membela 11 remaja yang dihukum mati kerana bekerjasama dengan pihak Indonesia ketika Konfrantasi pada 1968, dan menjadi seorang daripada dua wanita yang dilantik menganggotai Majlis Perundingan Kebangsaan yang dibentuk selepas rusuhan pada 1969. Lim juga menasihat dan mewakili Kesatuan Sekerja Pekerja Keretapi Malaya, Kesatuan Sekerja Kebangsaan Pekerja Ladang, Kesatuan Sekerja Pengangkutan dan Kesatuan Sekerja Kastam Malaya.

Lim juga memperjuangkan dan berjaya menamatkan perbezaan gaji di antara guru lelaki dan wanita, serta amat komited memperjuangkan pelbagai agenda NCWO termasuk keselamatan sosial, pendidikan dan latihan, hak asasi dan kesihatan wanita.

Apabila beliau dilantik oleh Tun Razak sebagai timbalan wakil tetap ke Pertubuhan Bangsa-Bangsa Bersatu pada 1971, NCWO mengadakan majlis keraian sebagai tanda terima kasih kerana membuka laluan untuk perjuangan NCWO seterusnya. NCWO kemudiannya menghargai sumbangan Lim dengan menghadiahkannya Anugerah Pencapaian Emas Tun Fatimah. Pada 1986, Lim juga berkhidmat sebagai Presiden Pertubuhan Bantuan Wanita (WAO).

Pada 2009, Lim menerima Anugerah Merdeka Bagi Sumbangan Cemerlang Kepada Pemerkasaan Wanita di Malaysia dan bagi Melindungi, Mendapatkan Hak dan Peluang Ekonomi untuk Wanita Menerusi Pembelaan (Advokasi), bersama-sama bekas Yang di Pertua NCWO, Fatimah Hashim (Tun).

TAN Sri Lim Phaik Gan or PG Lim was a renowned feminist icon who championed the rights of women throughout her illustrious career. Chosen as Malaysia's first woman ambassador, Lim made high profile contributions as a UN representative, diplomat, successful lawyer, champion of trade and other unions, feminist, wife and mother.

In 1948 she defended a guerilla fighter Lee Meng who was accused of communist activities, defended 11 youths who were sentenced to death for collaborating with Indonesians during The Confrontation in 1968, and was one of two women appointed to the National Consultative Council which was formed after the riots of 1969. Lim also advised and represented Railwaymen's Union of Malaya, the National Union of Plantation Workers, the Transport Worker's Union and the Custom's Union of Malaya.

Lim successfully fought for and closed the gap in salaries between male and female teachers, and also committed herself wholeheartedly to championing the various agendas of NCWO including social security, education and training, civil rights and women's health.

When appointed by Tun Razak as deputy permanent representative to the United Nations in 1971, NCWO threw a celebration to give thanks for paving the way for much of NCWO's continued advocacy. NCWO would later honour her with the Tun Fatimah Golden Achievement Award. In 1986, Lim would also serve as president of Women's Aid Organisation.

In 2009, together with past NCWO president Fatimah Hashim Tun), Lim was the co-recipient of the Merdeka Award for Outstanding Contribution to the Empowerment of Women in Malaysia and for Protecting and Securing Rights and Economic Opportunities for Women through Advocacy.

Puan Ranee Eliezer



PUAN Ranee Eliezer nee Handy, dilahirkan di Ipoh dan membesar di Singapura. Sewaktu Perang Dunia Kedua, beliau berpindah ke Colombo, Sri Lanka, di mana beliau mengajar di St John's College di Jaffna. Sekian lama beliau berjuang demi untuk kemajuan dan pembangunan dalam aspek hak wanita, pendidikan, hal-ehwal awam, budaya majmuk dan isu sosial.

Pada 1944, beliau mengahwini Profesor Christie Eliezer, yang menuntut di Universiti Cambridge. Beliau kemudiannya menjadi ilmuan ulung di Universiti Malaya dan Ranee turut kembali ke Malaya apabila suaminya dilantik sebagai Profesor Matematik.

Dedikasi Ranee dalam masyarakat pelbagai kaum dan budaya serta sumbangannya dalam kerja-kerja sosial diiktiraf dan dihargai. Beliau adalah pengasas Persatuan Isteri-Isteri di Universiti Malaya. Beliau dengan sukareka bersetuju menyertai Jawatankuasa Penaja Majlis Kebangsaan Pertubuhan Wanita (NCWO) pada 1960 kerana beliau berpendirian teguh bahawa wanita mesti diiktiraf sebagai warga yang mempunyai hak sama rata dan sebagai ibunda pertiwi.

Keiltizamanannya yang utuh menjadi pemacu yang diperlukan ke arah pembentukan secara muktamad NCWO pada 1963. Antara keprihatinan utama Ranee adalah memupuk dan menggalakkan generasi muda untuk mengambil bahagian dalam pembangunan negara yang baru mencapai kemerdekaan.

Selepas beliau berhijrah ke Melbourne, Australia, Ranee terus memberikan sumbangan meluas kepada pelbagai pergerakan dan organisasi. Pada 2001, apabila Anugerah Senarai Wanita Kehormat Victoria diperkenalkan, Ranee adalah seorang daripada yang paling awal tersenarai. Senarai Kehormat ini, yang ditadbir oleh Jabatan Sumber Manusia, mengiktiraf dan meraikan wanita yang memberi sumbangan luar biasa kepada wilayah Victoria, Australia.

MRS Ranee Eliezer nee Handy, was born in Ipoh, Malaya and grew up in Singapore. She moved to Colombo, Sri Lanka during World War II, where she taught at St John's College in Jaffna. She spent many years advocating for progress and development in the areas of women's rights, education, public affairs, multiculturalism and social issues.

In 1944, she married Professor Christie Eliezer, who read at Cambridge University. He was to become an eminent scholar at the University of Malaya and so Ranee found herself back in Malaya when her husband was appointed Professor of Mathematics.

Ranee was known and appreciated for her dedication in multi-faceted community and social work. She was founder president of the University of Malaya Wives' Association.

She willingly agreed to serve on the Pro-Tem committee of the National Council of Women's Organisations (NCWO) in 1960 as she felt that women should be duly recognised as equal citizens and mothers of the nation.

Her keen determination provided the strong commitment urgently needed for the final establishment of the NCWO in 1963. One of Ranee's primary concerns was to foster and encourage younger adults to participate in the development of our newly independent nation.

When she migrated to Melbourne, Australia, Ranee continued her widespread contribution to numerous and diverse movements and organisations. In 2001, when the Victorian Honour Roll of Women was established, Ranee was one of its first inductees. The Honour Roll, administered by the Department of Human Services, recognises and celebrates women who have made extraordinary contributions to the state of Victoria.

Cik Agnes Chow

BUKTI dedikasi wanita muda bernama Agnes Chow terserlah apabila sebaik mendengar pengumuman awal mengenai kemungkinan penubuhan sebuah badan induk pertubuhan wanita, beliau terus menawarkan perkhidmatannya.

Apabila Jawatankuasa Penaja Majlis Kebangsaan Pertubuhan Wanita dibentuk, beliau dengan sebulat suara dipilih ke jawatan Setiausaha Kehormat. Dengan perwatakannya yang periang dan kecekapan tanpa mengenal jemu, Agnes telah memberi sumbangan besar kepada jawatankuasa itu.

Sentiasa bersedia untuk melaksanakan sebarang tugas berat, beliau mesra dan ceria walau di mana sahaja berada dan pada bila-bila masa. Jika tugas yang tidak sempat disiapkan oleh anggota lain, Agnes sendiri akan memastikan ia disempurnakan sebaik mungkin. Beliau sentiasa dikenang kerana kesediaannya melaksanakan lebih daripada tugasnya sendiri sebagai Setiausaha Kehormat.

AGNES Chow was a dedicated young woman who, from the initial announcement of a possible inauguration of an umbrella women's organisation, came to offer her services.

When the Pro-Tem committee of the National Council of Women's Organisations was formed, she was unanimously elected to the post of Honorary Secretary. With her effervescent character and her untiring efficiency, Agnes made a major contribution to the committee.

Ever ready to undertake demanding responsibilities, she was always amiable, regardless of time or place. If there were tasks that other members could not complete because of various pressing matters, Agnes herself would ensure they were finished to the highest standards. She is dearly remembered for regularly and cheerfully going beyond the normal duties of an Honorary Secretary.

Puan Mary Routh Buchanan

PADA tahun-tahun awal selepas kemerdekaan dalam 1960-an, Mary Routh Buchanan berkhidmat sebagai Timbalan Pengarah Perkhidmatan Maklumat Amerika Syarikat di Kedutaan AS di Kuala Lumpur. Ini adalah waktu di mana banyak perkumpulan dan individu yang begitu komited untuk mencapai masa depan yang mereka impikan untuk tanah air mereka.

Antaranya adalah wanita yang membentuk Jawatankuasa Penaja Majlis Kebangsaan Pertubuhan Wanita (NCWO). Mary Routh adalah rakan kepada organisasi ini yang sama-sama berpegang dan percaya kepada aspirasi untuk memajukan wanita.

Beliau menyedari bahawa wanita mempunyai kekuatan dan keyakinan kukuh untuk berjaya dalam usaha ini. Perwatakannya yang pendiam dan tenang membolehkannya menyertai jawatankuasa ini tanpa dianggap campur tangan dalam perbincangan hangat jawatankuasa. Interaksinya menunjukkan keprihatinan dan kefahaman, yang disedari dan dihargai oleh anggota jawatankuasa.

Hubungannya dengan pemimpin pertubuhan wanita dan institusi pendidikan di negara asalnya membawa kepada tiga anggota Jawatankuasa Penaja dijemput ke Amerika Syarikat atas undangan geran kepemimpinan Jabatan Negara AS. Mereka ialah Puan Ruby Lee, Datin Kamsiah Abdul Majid dan Puan F.R. Bhupalan, yang pergi bagi tempoh-tempoh yang berasingan dari 1961 hingga 1963.

Ditaja sepenuhnya oleh Kerajaan AS, pemimpin wanita ini menjelajah ke seluruh Negara itu selama 60 hari, melawat pelbagai jenis pertubuhan dan universiti serta menyampaikan kertas kerja. Kunjungan ini memberi inspirasi dan pengaruh besar, memperkaya pengalaman mereka dan memperkukuh iltizam mereka untuk terus bergerak ke hadapan demi bangsa dan negara.

MISS Mary Routh Buchanan was the Deputy Director of the United States Information Service at the US Embassy in Kuala Lumpur in the early post-Independence days of 1960s. It was a time when many groups and individuals were committed to carving the future they had envisioned for the nation.

Among them were the women who formed the Pro-Tem committee of the National Council of Women's Organisations (NCWO) Mary Routh was a friend of the council who deeply and positively espoused similar aspirations to the progress of women.

She acknowledged that women had the strength and conviction to succeed in this task. It was her quiet, composed manner that made it possible for the committee to enter into animated discussions without her being regarded as an intruder. Her interactions showed her concern and understanding, which the other members noted and appreciated.

Her links to leaders in women's organisations and educational institutions in her home country led to three women from the NCWO Pro-Tem committee being invited to the US on a leadership grant awarded by the state departments. The three were Mrs Ruby Lee, Datin Kamsiah Kamsiah Abdul Majid and Mrs F. R. Bhupalan, who each went at different times between 1961 and 1963.

Fully sponsored by the US government, the women travelled across the US for 60 days, visiting a wide variety of organisations and universities and sometimes even delivering papers. Their visits made an indelible and inspiring impact, enriching their lives and reinforcing their decision to move forward for country and nation.

Datuk F.R. Bhupalan



PADA 1960, Malaya yang pada ketika itu baharu sahaja menikmati kemerdekaan, bergetar dengan penuh semangat dan wawasan yang penuh harapan. Baru tiga tahun sebelumnya, pengasas-pengasas negara kita - dengan secara penuh tertib dan beradab - membebaskan negara dari lebih 200 tahun pemerintahan British.

Negara diterajui tokoh-tokoh ulung, yang mendedikasikan hidup mereka ke arah merealisasikan kehidupan yang lebih baik untuk semua rakyat Malaysia.

Di tengah-tengah masyarakat, seiring dengan srikandi sepertinya, Rasammah Nakmi Navaredнan atau lebih dikenali sebagai Puan F. R. Bhupalan, memacu beberapa pergerakan untuk tujuan sama.

Banyak yang harus dilakukan untk sebuah negara yang baru lahir ini, dan untuk benar-benar mencapai kemajuan, kesaksamaan di antara jantina amat penting. Bagi Bhupalan, adalah jelas bahawa langkah pertama untuk mencapai hasrat ini, wanita mesti bersuara dengan satu suara, satu suara yang penuh bertenaga, saling memahami dan saling merasai dalam wadah penyatuan.Pada 1960, YWCA, yang mana Bhupalan adalah anggota aktif, mencadangkan idea untuk menyatukan persatuan-persatuan wanita ke dalam satu organisasi secara berstruktur. Sehubungan itu, pada 1963, Majlis Kebangsaan Persatuan Wanita ditubuhkan secara rasmi. Bhupalan berkhidmat sebagai Pengerusi Jawatankuasa Penaja dan kemudian sebagaj Setiausaha Agung Kehormat selama 40 tahun.

Beliau adalah seorang daripada lapan srikandi perintis pertubuhan induk ini yang pada dekad-dekad mendatang – menyediakan wadah yang amat diperlukan bagi menyatupadukan wanita.

Ini adalah satu perkembangan penting, mendapat tempat sewajarnya dalam sejarah dunia. Ia berlaku ketika gerakan hak asasi di Amerika Syarikat disuntik dengan suara Dr Martin Luther King Jr. Di seluruh dunia, kesaksamaan hak terus menjadi sekadar impian.

Di sebalik semua ini, Bhupalan mempunyai tahap kesedaran yang tinggi mengenai kemerdekaan dan kebebasan. “Saya memang pejuang sejak muda lagi,” katanya.

Pada usia 86 tahun, semangat perjuangan itu masih ketara, kualiti yang mendorongnya untuk memulakan satu daripada gerakan yang penting dalam sejarah Negara kita – iaitu gaji sama rata bagi guru wanita. Baginya, ini adalah “perjuangan pertama yang sebenar bagi wanita di Malaya”.

Bhupalan, yang ketika itu menjadi guru di sekolah menengah, merajui perbincangan di kalangan sekumpulan kecil guru wanita. Tidak lama kemudian, Kesatuan Sekerja Guru Wanita (WTU) ditubuhkan pada Mac, 1960.

Ini adalah kesatuan sekerja wanita yang pertama.

Dengan penubuhan WTU, Gaji Sama Rata mendapat perhatian umum walaupun mendapat tentangan hebat. Isu ini terus diperjuangkan dengan penuh iltizam, tindakan strategik dan penggunaan media secara bijak.

Pada 1962, Perdana Menteri, Tunku Abdul Rahman Putra Al-Haj sendiri mengutuskan satu perutusan mengumumkan penubuhan sebuah jawatankuasa untuk "meneliti persoalan gaji sama rata bagi guru-guru wanita…"

"Tunku adalah seorang tokoh yang berjiwa besar dan berpandangan jauh – benar-benar seorang pemimpin," kata Bhupalan, yang jelas bangga dan mengagumi Perdana Menteri Malaya yang pertama itu.

Gaji Sama Rata akhirnya menjadi isu utama Majlis sehinggalah, pada 1972, guru wanita menerima gaji yang sama dengan guru lelaki sejawatan mereka.

Bhupalan hanya berusia 30 tahun ketika beliau mula membincangkan mengenai gaji sama rata dengan rakan-rakannya.

Hak sama rata, kemerdekaan dan hak untuk bersuara adalah antara nilai yang disemai ketika dia dan lima adik-beradiknya membesar. Ibu bapa mereka percaya bahawa hak-hak asasi ini mesti dihormati tidak kira umur, jantina, kaum atau kepercayaan agama.

Ketika penjajahan, Bhupalan tidak mahu menghadiri sekolah Jepun. Kebijaksanaan akalnya menyebabkan dia banyak membaca dan ini membawanya untuk mempelajari mengenai Tragedi Amritsar, di mana tentera British menembak peserta perhimpunan aman, menyebabkan beribu-ribu kematian.

"Ini memberi kesan besar kepada hidup saya. Jadi ketika Netaji (Subhas Chandra Bose) datang ke Malaya dan berucap, oh… kami terpana." Bersama-sama kakaknya, Ponnamah, beliau menyertai pergerakan Regimen Wanita (Rani of Jhansi Regiment) Tentera Nasional India bagi Membebaskan India. Regimen ini adalah regimen wanita sepenuhnya yang pertama di dunia.

Dalam hal ini juga, perjuangan Bhupalan demi keadilan terserlah. Dalam satu keadaan, sikapnya dipersoalkan oleh Adjutan regimen. Marah dengan tuduhan tidak berasas itu, beliau bertegas mempertahankan haknya.

Akibatnya, beliau diturunkan pangkat dari corporal kepada lans corporal. Dia bertindak menanggalkan kedua-dua garis pangkatnya dan terus memakai uniform sebagai seorang prebet.

Tidak lama kemudian, Regimen Rani of Jhansi bergerak ke Burma menerusi Thailand, mengikuti laluan Kereta Api Maut sebelum tiba ke Yangon. Ketika di Burma, beliau dijangkiti radang paru-paru dan malaria.

"Ketika saya di hospital. Netaji datang bermesyuarat di kem Rani of Jhansi. Semua pegawai dan anggota hadir," katanya.

Menurutnya, Netaji meneliti penurunan pangkatnya dan selepas mendapatkan maklum balas, menaikkan pangkatnya kepada sarjan. Dalam tentera revolusi, tetap ada keadilan, katanya.

Peristiwa ini berlaku pada 1944. Beliau kekal bersama tentera sehingga 1945 apabila beliau kembali ke Malaya sebagai orang awam dan seorang pelajar.

Pada 28 April 1946, muncul satu lagi detik penting dalam hidupnya. Beliau menghadiri satu majlis dengan kakaknya dan diiringi abangnya. Ketika dia menari bersama abangnya, seorang daripada kawan kepada abangnya, meminta izin untuk menari dengannya.

Lelaki itu adalah Franklin Rajendram Bhupalan, bakal suami Rassamah, yang disifatkannya sebagai 'tugu kekuatannya', kekasih awal dan akhir serta teman sejiwanya.

"Suatu hari ketika duduk bersamanya, saya memberitahunya: "Sayang, saya mampu menjadi seorang yang tidak gentar, kuat dan tegas kerana saya mempunyai suami yang sungguh luar biasa yang sentiasa ada di sisi setiap masa. Mereka boleh ambil pekerjaan saya, tetapi mereka tidak boleh mengambilmu dari saya atau saya dari kamu."

"Saya ucapkan kata-kata tersebut kepadanya agak lewat, kira-kira dua tahun sebelum dia meninggal dunia. Dan ia sesungguhnya amat benar."

Dr F. R. Bhupalan meninggal dunia pada Mei 2011. Di sepanjang perkahwinan mereka, dia menyokong isterinya dalam semua kegiatannya termasuk isu yang rumit dan pelbagai seperti keganasan rumahtangga, dadah, HIV/AIDS dan CEDAW.

Di satu seminar, beliau terdengar komen dari beberapa lelaki yang mengatakan nadanya akan kurang menyengat sebaik menerima anugerah Datuk.

Walaupun beberapa kali ditawarkan gelaran itu, beliau menolak, memberikan mesej yang jelas bahawa perjuangan sentiasa diutamakan dan menentang ketidakadilan bukanlah satu cara mendapat kegemilangan peribadi.

Beliau akhirnya menerima anugerah Persekutuan beberapa tahun lalu tetapi tetap popular dengan panggilan Puan Bhupalan.

Pada pertengahan 2013, beliau menerima anugerah dari Sidang Kemuncak Wanita, suatu rangkaian wanita dalam sektor swasta, awam dan bukan keuntungan yang berjuang ke arah memperkasa wanita menerusi peningkatan peluang ekonomi.

Mesyuarat tahunan Sidang ini diadakan di Kuala Lumpur buat kali pertama tahun ini dan beliau dipilih sebagai penerima tunggal anugerah Kepemimpinan Wanita.

Pencapaian dan kisahnya tidak pernah berakhir. Dan begitulah sepatutnya. Hidupnya diabdikan untuk berkhidmat: untuk yang tiada suara, tidak bernama dan tidak kelihatan – mereka yang menjalani kehidupan yang kita mungkin tidak terfikirkan, kecuali dalam mimpi yang ngeri.

Beliau hanya seorang wanita. Namun, kita bersyukur kerana dialah lambang setiap wanita.

IN 1960, Malaya, a freshly independent country, was brimming with vitality and hopeful vision. Only three years before, our founding fathers had — through courtly and genteel means — freed the land from over 200 years of British rule.

The nation was being led by men of greatness, whose lives were dedicated to realising betterment for all citizens of Malaya.

On the ground, arm-in-arm with her activist sisters, Rasammah Naomi Navarednam or Mrs F. R. Bhupalan as she was laterknown, propelled several movements for the same.

There was much to do in the new nation and to truly progress, parity between the genders was crucial. It was clear to Bhupalan that the first step in achieving this was for women to speak with one voice, a voice that was energetic, empathetic and emphatic in its unity.

In 1960, the YCWA, of which Bhupalan was an active member, proposed the idea of bringing women's organisations together in a structured manner. Thus it was that in 1963, the National Council of Women's Organisations was formally established. Bhupalan served as Chairman of the Pro-Tem Committee and then as Honorary Secretary-General for 40 years.

She is one of eight founding mothers of this umbrella body which would — for decades to come — provide a much-needed platform for solidarity amongst women.

This was a major development, one that deserves a prominent place in world history. It was a time when the civil rights movement in the US was alive with the voice of Dr Martin Luther King Jr. Across the globe, equality remained elusive for many.

Despite this Bhupalan had an acute awareness of independence and liberty. "I was a fighter from young," she says.

At 86, she still has that fighting spirit, a quality that led her to initiate one of the most crucial movements in our country's history — that of equal pay for women teachers. This was, in her own words, "the first real struggle for women in Malaya".

Bhupalan, who by then was teaching in secondary school, led a discussion amongst a small group of women teachers. Several steps later, Women Teachers Union (WTU) was founded in March, 1960. It was the first all-women union.

"Ours was also the first to achieve such diversity in terms of ethnicity, culture, language, religion and qualification. Our members came with different types of

training and from different schools, but we were one."

With the establishment of the WTU, equal pay gained profile and heft despite some formidable opposition. The issue was kept alive with unflickering focus, strategic action and savvy use of the media.

It paid off in 1962, Prime Minister Tunku Abdul Rahman Putra Al-Haj himself issued a communique announcing the setting up of a committee to "examine the question of equal pay for women teachers…".

"Tunku was a man of great breadth and great vision — a real son of God," says Bhupalan, her warm voice rich with pride and admiration for Malaya's first prime minister.

Equal pay eventually became a central Council issue until, finally, in 1972, women teachers were paid the same amount as their male counterparts.

Bhupalan was only 30 years old when she first started talking about equal pay with her colleagues. This comes as no surprise.

Egalitarianism, independence and the right to speak up were values that she and her five older siblings were brought up with. It was their parents' firm belief that these were human rights to be honoured regardless of age, gender, race or religious belief.

During the Occupation, Bhupalan did not want to attend Japanese school. Her restless intellect led her to read widely and so she learnt of the Amritsar Massacre, when the British army opened fire on a peaceful gathering, resulting in thousands of casualties.

"That made a major change in my life. So when Netaji (Subhas Chandra Bose) came to Malaya and spoke, oh…we were mesmerised." Together with her older sister, Ponnammah, she joined the Rani of Jhansi Regiment of the Indian National Army of the Azad Hind (Free India) movement. The Rani of Jhansi was the first all-women regiment in the world.

Even here, Bhupalan's fight against injustice prevailed. In one instance, her behaviour was called into question by the Adjutant of the company. Outraged by the baseless accusations, she held her ground firmly.

As a result, she was demoted from corporal to lance corporal. Instead of removing just one stripe, however, she removed both, effectively wearing the uniform of a private.

Soon after, the Rani of Jhansi Regiment journeyed through Burma, making their way to Thailand, following the Death Railway route before reaching Rangoon.

While in Burma, she fell very ill with pneumonia and a dangerous strain of malaria.

"When I was in hospital, Netaji came for a meeting at the Rani of Jhansi camp. All the officers and sub-officers were in full attendance."

She recalls that he noted her demotion, made enquires and after getting glowing reviews of her conduct, promoted her to sergeant! In a revolutionary army, there was justice, she says.

This was in 1944. She remained with her fellow soldiers until 1945, when she returned to Malaya and resumed civilian life — as a schoolgirl.

On 28th April, 1946 came another pivotal point in her life. She attended a party with her sister, chaperoned by her brother, as was the rule.

Later, when she was dancing with her brother, one of his friends tapped him on the shoulder and asked to dance with her.

That was Franklin Rajendram Bhupalan, Rasammah's future husband, her "tower of strength", her lifelong love and her soulmate.

"I was able to be fearless, forceful and affirmative because I had the most wonderful husband who was there for me at all times, she says."

"I said this to him very late, maybe two years before he passed away. And it's the truth."

Dr F R Bhupalan died in May, 2011. Throughout the marriage, he supported her in everything that she did. Over the years, she would tackle and propel complex and varied issues such as domestic violence, drugs and HIV/AIDS and CEDAW.

Once at a seminar, she overheard a comment from some men that she would be far less assertive in her tone "once she received a Datukship".

Though she was offered one several times, she refused, sending a strong signal that the cause was always paramount and fighting injustice was not a means to personal glory,

She finally accepted a Federal title just a few years ago but is still popularly and affectionately known as 'Mrs Bhupalan'.

In mid-2013, she received an award from the Global Summit of Women, a network of women in the private, public and non-profit sectors who work towards empowering women through increased economic opportunity.

The Summit's yearly conference was held in Kuala Lumpur for the first time that year.and she was chosen as sole recipient of the Leadership of Women award.

The accomplishments and the stories are without end.

And that is as it should be. Hers is a life lived in service: to the voiceless, the nameless, the invisible — the ones we would otherwise never dream of, except perhaps in our worst and most private nightmares.

She is one woman. And yet – thankfully for us – she is every woman.



YANG DI PERTUA NCWO

THE PRESIDENTS

Tan Sri Datin Hajah Kamsiah Ibrahim (1963-1965)

TAN Sri Datin Hajah Kamsiah bt Abdul Majid telah dipilih sebagai Presiden pertama apabila Majlis Kebangsaan Pertubuhan Wanita (National Council Of Womens Organisation, NCWO) ditubuhkan pada tahun 1963.

Pemilihan ini ekoran pembabitan awal beliau dalam memperjuangkan isu-isu wanita. Ini diperkuatkan dengan kedudukan beliau sebagai Presiden Women's Institute (WI) yang telah digerakkan oleh Lady Templer dalam tahun 1958.

Ketika itu, Kamsiah adalah sebahagian daripada ahli sukarelawan, satu sistem sokongan utama bagi wanita bandar dan desa. Penglibatan beliau yang aktif telah menjadikan beliau calon sesuai untuk diangkat ke peringkat global sebagai Timbalan Presiden (1965-1971). Kemudian dilantik sebagai Presiden (1971-1977) Organisasi Antarabangsa Bagi Wanita Negara-Negara Membangun atau ACWW (Associated Country Women Of The World).

Kamsiah menerima pendidikannya di Kuala Lumpur. Bagaimanapun, setelah mendirikan rumahtangga beliau berpindah ke Perak pada tahun 1947. Beliau kemudiannya melibatkan diri sepenuh masa dalam kerja-kerja sukarelawan. Bermula dengan Perkhidmatan Liga Wanita, kemudian Anson Ladies Club, Persatuan Pendidikan Dewasa dan juga sebagai penasihat Mahkamah Juvana. Ketika Duchess of Kent berada di Kuala Lumpur, Kamsiah antara wanita bertuah mewakili wanita Hilir Perak untuk menemui Duchess of Kent.

Pembabitan beliau dalam kerja-kerja sukarelawan terutamanya berkaitan wanita telah menjadi satu wadah penting baginya untuk melahirkan NCWO. Komitmen Kamsiah terhadap penubuhannya terus mengangkat beliau sebagai sebagai Yang di Pertua pertama NCWO. Walaupun menduduki kerusi Presiden untuk tempoh yang singkat, namun, dengan segala usaha awalnya yang gigih, banyak kejayaan telah dicipta. Antaranya, beliau telah menyediakan pentas bagi NCWO untuk terus mempromosikan isu-isu gender, meningkatkan kualiti kehidupan, dan berjuang untuk keadilan bagi wanita, khususnya dalam menentang pelbagai undang-undang dan peraturan diskriminasi terhadap wanita.

Kesetiaannya kemudian mendorong Kamsiah untuk terus menyumbang kepada Majlis Penasihat Kebangsaan mengenai Integrasi Wanita Dalam Pembangunan (NACIWID) sebagai pengerusi penubuhannya.

Setelah menyumbang lebih daripada 60 tahun hidupnya menyokong pembangunan wanita, Kamsiah telah menerima Anugerah Kebangsaan Sri Kandi Tun Fatimah NCWO pada tahun 1981. Anugerah ini mengiktiraf komitmen serta kesungguhan beliau dalam memperjuangkan hak-hak wanita.



WHEN NCWO was formally established in 1963, Tan Sri Datin Hajah Kamsiah bt Abdul Majid was chosen to be its first president.

This was a natural progression, given her early involvement in championing women's issues through her position in 1958 as president of Women's Institute (WI) which was initiated by Lady Templer. At WI, Kasmiah was part of the main volunteer support system for village women and women of the Malaysian interior. This would serve her later when she raised her involvement onto the global stage as deputy president (1965-1971) and then president (1971-77) of the international organisation for women in developing countries, the Associated Country Women of the World (ACWW).

Kamsiah spent her school days in Kuala Lumpur, but it was when she moved to Perak in 1947 after marriage that she immersed herself in volunteer work. This began with the Women's Service League, Anson Ladies Club, Adult Education Association, the Juvenile Courts in the role of advisor. Kasmiah was also the key representative of the women of Hilir Perak chosen to meet with HRH the Duchess of Kent in Kuala Lumpur.

Her deep involvement in volunteer work particularly with women thus became a strategic platform for the formation of an umbrella organisation, the National Council of Women's Organisations (NCWO). Kamsiah's focused commitment and drive led her to be chosen as NCWO's first president. Although in office only briefly, with her early efforts Kamsiah set the stage for NCWO to continually promote gender issues, improve the quality of life, and fight for justice for women, specifically in opposing the various discriminatory laws and regulations against women.

Kamsiah's continuous devotion later spurred her to further contribute to the National Advisory Council on the Integration of Women in Development (NACIWID) as its founding chairperson.

Having spent more than 60 years of her life in support of women's development, Kamsiah was awarded the NCWO Tun Fatimah National Sri Kandi award in 1981 for her unrelenting commitment and support in fighting for women's causes.

Tun (Dr) Fatimah Hashim (1965-1989)



TUN Tan Sri Dr Fatimah Haji Hashim, di mata ramai, mungkin hanya seorang ahli politik. Tetapi sebenarnya beliau juga seorang aktivis hak2 wanita. Dalam menggerakkan dua peranan itu, beliau banyak memperjuangkan isu-isu dan agenda wanita. Usaha beliau terlalu banyak hingga terbuka pelbagai peluang bagi pejuang hak asasi wanita bergerak berterusan samada menerusi politik, kerajaan atau NGO.

Mengharumi negara sebagai Menteri Kabinet wanita pertama Malaysia, Fatimah adalah seorang pemimpin yang aktif dalam kerja sosial sejak beliau remaja. Beliau mengetuai banyak persatuan di peringkat sekolah. Pelbagai bentuk aktiviti dilakukan bersama rakan-rakannya, yang membawa mereka terbabit dalam usaha pertanian hingga ke aktiviti fizikal antara sekolah.

Pembabitan awalnya dalam politik bermula apabila beliau menyertai Kaum Ibu UMNO pada tahun 1947 di usia 21 tahun. Beliau bermula sebagai Bendahari Cawangan Johor dan pada tahun 1956, beliau berpindah ke Perak untuk mengikuti suaminya Tan Sri Abdul Kadir Yusof, yang bertugas sebagai Timbalan Pendakwa Raya. Minatnya dalam politik tidak terkubur, dan beliau menjadi ketua Kaum Ibu Ipoh dan cawangan-cawangan lain di negeri Perak. Pada tahun yang sama, beliau mengambil alih tempat Khadijah Sidek sebagai presiden Pergerakan Kaum Ibu. Secara beransur-ansur, ini membawa kepada pemilihan beliau sebagai Naib Presiden UMNO, justru mendapat tempat di dalam Majlis Tertinggi UMNO.

Pada tahun 1959, selepas Kaum Ibu dapat meyakinkan pucuk pimpinan untuk mengenegahkan wanita sebagai calon, Fatimah bertanding dan memenangi kerusi Jitra-Padang Terap. Beliau berjaya menyandang dan mengekalkan kerusi itu selama 15 tahun! Sepuluh tahun kemudian iaitu pada tahun 1969, Fatimah dipilih oleh Perdana Menteri ketika itu, Tunku Abdul Rahman untuk menjadi Menteri Kabinet wanita pertama Malaysia dengan portfolio Menteri Kebajikan Masyarakat sehingga tahun 1973.

Jiwa yang sentiasa berkobar-kobar untuk memperjuangkan dan mempertingkatkan taraf hidup wanita serta untuk memastikan isu-isu mereka diambil secara serius, Fatimah bergabung dengan pemimpin NGO untuk memberi sokongan menubuhkan Majlis Kebangsaan Pertubuhan Wanita (NCWO) pada tahun 1960. NCWO telah dilancarkan secara rasmi pada tahun 1963 dengan beliau menjadi presiden kedua. Fatimah berjuang bersama NCWO selama 24 tahun sehingga persaraannya pada tahun 1989.

Sebagai ahli politik, Menteri Kabinet dan Presiden NCWO, Fatimah berjaya mendapatkan pindaan kepada undang-undang dan perlembagaan yang berkaitan hak-hak wanita. Bersama-sama dengan pemimpin-pemimpin wanita NGO, beliau kemudiannya berjuang untuk mendapatkan taraf gaji sama dengan kaum lelaki sekali gus dapat menukar status wanita sebagai kakitangan tetap di tempat kerja mereka. Kehadiran Fatimah dalam Kabinet dan sebagai Menteri Kebajikan selama empat tahun, telah membuka peluang kepada wanita lain untuk terus memperjuangkan hak-hak wanita.

Walaupun kadangkala masanya agak terbatas dengan kerja-kerja rasmi sebagai Menteri, Fatimah masih 'mencuri' masa untuk bergiat aktif bersama kumpulan-kumpulan lain serta persatuan sosial. Antaranya, menjadi ahli majlis Universiti Malaya, Hospital Assunta, Maktab Latihan Perguruan Wanita Ipoh serta menjadi Naib Presiden Bulan Sabit Merah Malaysia (PBSM).

TUN Tan Sri Dr Fatimah Haji Hashim was both an activist and politician, and within her two roles she successfully managed to put forward women's issues and agendas. Her active involvement opened doors and achieved milestones that cemented the foundation for today's women's rights advocates, whether via politics, the government or NGOs.

Well known as Malaysia's first woman cabinet minister, Fatimah was an active leader in social work since her early youth. She headed many associations at the school level, leading her peers in various efforts from vegetable farming to inter-school physical activities.

Fatimah's first foray into politics began when she joined Kaum Ibu UMNO in 1947 at the tender age of 21, beginning as treasurer of the Johor Branch. In 1956, she moved to Perak to join her husband Tan Sri Abdul Kadir Yusof, the then Deputy Public Prosecutor and became head of the Kaum Ibu Ipoh and Perak state branches. In that very same year, she took the place of Khadijah Sidek as the president of the entire Kaum Ibu movement. This would gradually lead to her selection as an UMNO Vice President and her placement within the UMNO Supreme Council.

In 1959, after Kaum Ibu had convinced the leadership to field women candidates, Fatimah was nominated and won the Jitra-Padang Terap seat, retaining it for the next 15 years. As a result, 10 years later in 1969, Fatimah would be selected by Prime Minister Tunku Abdul Rahman to become the first woman cabinet minister with the portfolio of Minister of Welfare Services from 1969 to 1973.

Always keen to enhance the lives of women and to ensure that women's issues were taken seriously, Fatimah and NGO leaders collaborated to set up the National Council of Women's Organisations (NCWO) in 1960. NCWO was inaugurated in 1963 and Fatimah became its second president, serving for the next 24 years until her retirement in 1989.

As politician, cabinet minister and president of NCWO, Fatimah achieved legislative and constitutional amendments pertaining to the rights of women. Along with other women NGO leaders, she fought for women to receive equal salaries and changed the status of working women to become permanent staff at the workplace. Fatimah's presence in the Cabinet, where she was Welfare Services Minister for four years certainly opened doors for other women to continue to champion women's causes.

Yet, not one to be limited by her official roles, Fatimah also found time to be part of other groups and social associations, and was a council member at University Malaya, Assunta Hospital, Women Teacher's Training College Ipoh, and was for a time the vice-president of the Malaysian Red Crescent Soceity (MRCS).

Tan Sri Datin Paduka Sri Hajah Zaleha Ismail (1989-2003)



TAN Sri Datin Paduka Sri Hajah Zaleha Ismail mungkin paling diingati kerana kelantangan beliau mengkritik pasukan polis berikutan sikap acuh tak acuh mereka terhadap aduan keganasan rumah tangga, ketika beliau memegang jawatan sebagai Yang di Pertua ketiga Majlis Kebangsaan Pertubuhan Wanita (NCWO).

Jalan kearah menyelesaikan masalah jenayah keganasan rumah tangga, tidak semudah yang disangka, kata Zaleha.

"Saya masih ingat lagi bagaimana ia (isu keganasan rumah tangga) dibincangkan di Parlimen sehingga tengah malam sebelum Akta Keganasan Rumahtangga diluluskan. Beberapa Ahli Parlimen lelaki berkeras tidak mahu menyokong, "kata Zaleha, yang ketika itu Menteri Pembangunan Sosial dan Perpaduan Negara selama empat tahun dari 1995.

Akta Keganasan Rumah Tangga akhirnya diluluskan Parlimen pada 1994, tujuh tahun selepas NCWO menyerahkan draf memorandum undang-undang tersebut. Bagaimanapun, ia telah mengambil masa dua tahun lagi sebelum dikuatkuasa sepenuhnya. Dalam pada itu, NCWO terpaksa bergelut dengan pelbagai masalah diperingkat awal, termasuk terpaksa berurusan dengan polis yang tidak menunjukkan simpati dan serius ketika mengambil laporan keganasan rumah tangga.

"Ada kes yang tidak dilayan dengan sepatutnya dan telah dilaporkan kepada kami (NCWO)," kata Zaleha.

Beliau memetik kes di mana seorang wanita telah dipukul oleh suaminya, seorang anggota polis. "Apabila wanita itu membuat laporan di balai polis, tiada siapa yang mahu melayannya kerana anggota-anggota polis di situ rakan-rakan suaminya," kata pembela hak asasi wanita dan ahli politik berpengalaman luas, berusia 77 tahun ini.

Kedudukan beliau sebagai Menteri Kabinet, tambahnya, berjaya mengatasi sebilangan besar masalah. Sebagai Menteri yang menjaga hal ehwal wanita, Zaleha telah menggunakan kedudukan beliau untuk mengetengahkan isu-isu mengenai wanita dalam media. "Alhamdullilah kedudukan saya sebagai seorang Menteri membuat segala kerja-kerja itu lebih mudah untuk digerakkan."

Perang mulut antara Zaleha dan Ketua Polis Negara (ketika itu) Tan Sri Rahim Noor adalah contoh terbaik. Beliau lantang menentang Polis DiRaja Malaysia yang kurang memberi kerjasama ke arah mangsa keganasan domestik manakala Rahim kelihatan berdiri teguh membela orang bawahannya.

"Saya tidak tahu bagaimana dia boleh menafikannya. Terdapat 80,000 anggota polis di negara ini, dan mustahli beliau tahu segala-galanya yang berlaku."

Kontroversi itu akhirnya mendapat kesan positif. Dengan media berulangkali memainkan isu itu, pihak polis kemudian mempertingkatkan serta memberi kerjasama yang lebih baik kepada mangsa keganasan rumah tangga.

Bagaimanapun, selama 14 tahun berjuang bersama NCWO, Zaleha berkata, tidak semua pengalaman yang dilaluinya pahit atau penuh dengan kontroversi dan kekecewaan sahaja. Kenangan paling manis apabila ada keakraban dan semangat setiakawan yang jelas dipaparkan di kalangan wakil-wakil ahli gabungan NCWO sepanjang perjuangan beliau bersama mereka.

"Saya amat berasa bangga melihat kejayaan yang NCWO telah kecapi setiap kali menjelang Hari Wanita."

Zaleha, bagaimanapun menambah, tokoh yang sentiasa menyokong usaha beliau dalam kerja-kerja kebajikan dan sosial adalah bapanya. "Bapa saya, seorang Ketua kampong. Beliau membuat saya berminat dengan kerja2 kebajikan dan sosial seawal usia sembilan tahun. Dan saya tidak pernah menjengkuk ke belakang, sejak itu."

TAN Sri Datin Paduka Sri Hajah Zaleha Ismail is perhaps best remembered for her strident criticisms against the police force for its lackadaisical attitude towards complaints of domestic violence, during her tenure as the third president of the National Council of Women's Organisations (NCWO).

The road leading to criminalising domestic violence had been a tough one, said Zaleha.

"I remember having discussed the domestic violence issue until midnight in Parliament before the Domestic Violence Act was passed. Some of the men were totally against it," said Zaleha, who was also the National Unity and Social Development Minister between 1995 and 1999.

The Domestic Violence Act was eventually passed by Parliament in 1994, seven years after NCWO had handed over a memorandum of the draft law, but it took another two years before it was enforced. Even then NCWO had to grapple with teething problems, including having to deal with unsympathetic policemen who didn't take domestic violence reports seriously.

"Cases were not properly treated and they were reported to us (NCWO)," said Zaleha.

She cited a case where a woman had been beaten up by her husband who was a policeman. "When the woman lodged a report at the police station, nobody entertained her as the personnel there were her husband's colleagues," added the 77-year-old women's advocate and seasoned politician.

This was where her ministerial post came in handy. As Minister in charge of women's affairs, Zaleha had used her position to highlight issues concerning women in the media. "I must say the fact that I was a Minister made it a little bit easier to get things moving."

The war of words between Zaleha and then Inspector-General of Police Tan Sri Rahim Noor is a case in point. She had been vocal about the police being uncooperative towards victims of domestic violence while Rahim steadfastly stood by his men.

"How could he have denied it? There were 80,000 policemen in the country; he couldn't have known everything that happened."

Still the controversy had a positive impact. As a result of the media playing up the issue, the police force was reported to have stepped up and given better cooperation towards victims of domestic violence.

The 14 years in NCWO, noted Zaleha, were not all filled with controversies and frustrations. The camaraderie and esprit de corps displayed among representatives of NCWO affiliates were some the highlights of her time there.

"I would feel the proudest during Women's Day celebrations each year. It's simply wonderful to see just how much we've achieved."

Zaleha said she would always be grateful to her father for instilling in her the importance of social work. "My father, who was a headman of his village, got me interested at the age of nine. And I haven't stopped since."

Prof Tan Sri Dato' Seri Dr Sharifah Hapsah Syed Hasan Shahabudin (2000-)



KERJAYA cemerlang Profesor Tan Sri Dr Sharifah Hapsah Syed Hasan Shahabudin dalam perubatan, pendidikan dan pembangunan wanita, didorong dalam mesej daripada Perdana Menteri Pertama Malaysia, Almarhum Tunku Abdul Rahman Putra AlHaj, yang mengingatkanya untuk "menjaga negara ini sebagai seorang ibu, isteri, intelektual dan patriot."

Mesej itu telah menyuntik semangat Sharifah Hapsah untuk mencatatkan kejayaan demi kejayaan dalam bidang perubatan, pendidikan dan pembangunan wanita. Penghargaan harus diberikan kepadanya kerana pembangunan rangka kerja jaminan kualiti bagi semua kelayakan di Malaysia. Sebagai Naib Canselor Universiti Kebangsaan Malaysia (UKM), yang disandangnya sejak 2006, Sharifah Hapsah telah membangunkan program transformasi bagi UKM, khususnya dalam pengkomersialan penyelidikan dan pengenalan program-program inovatif untuk pembangunan modal insan. Sebelum ini, beliau telah memegang jawatan sebagai Pengarah Pusat Pembangunan Akademik UKM, Ketua Jabatan Pengajian Perubatan, UKM dan juga salah seorang daripada lembaga Persatuan Pendidikan Perubatan WHO, Rantau Pasifik Barat.

Beliau juga telah banyak menggabung dan menyumbang secara sukarela, kerjayanya dalam bidang perubatan dan kerja sosial. Ketika bersama NCWO, beliau membantu untuk mengukuhkan projek penglibatan masyarakat di UKM serta menasihati Kerajaan mengenai isu-isu wanita dan gender. Beliau berperanan utama mendapat maklumbalas wanita akar umbi untuk membangunkan Dasar Wanita Negara dan pindaan undang-undang berkaitan rogol.

Semuanya bermula apabila Sharifah Hapsah menjadi salah seorang daripada beberapa wanita dari Fakulti Perubatan Universiti Malaya yang berjaya menamatkan pengajian dan menjadi seorang doktor pada tahun 1973. Baginya, adalah menjadi semulajadi untuk seorang wanita dan juga ibu, yang telah membantu menangani isu-isu berkaitan wanita dan menjadi Presiden Pengasas Kelab Wanita Fakulti Perubatan UKM. Hasil daripada itu, beliau dan teman-teman perjuangan sealiran, membantu membentuk sebuah pusat penjagaan kanak-kanak dan pra-sekolah untuk kemudahan ibu-ibu bekerja, serta nurseri untuk menggalakkan penyusuan di kalangan ibu-ibu. Usaha beliau yang murni ini, adalah ekoran kemampuan beliau mengimbangi tuntutan kerjayanya, keluarga dan kerja-kerja sosial yang dilakukannya.

Selain dedikasi serta kecemerlangan pencapaiannya dalam bidang yang diceburi, Sharifah Hapsah juga seorang penulis dan kolumnis dalam pelbagai media dengan memberi tumpuan kepada isu-isu pendidikan, kesihatan dan gender. Beliau telah menerima banyak pengiktirafan di peringkat Kebangsaan dan Antarabangsa. Antaranya termasuk Fred Kartz Memorial Medal dan COL-ICDE Award Of Excellence. Beliau adalah Naib-Cancelor yang paling banyak menerima anugerah, setelah menerima lima anugerah doktor falsafah kehormat daripada universiti-universiti Asia, Eropah dan Amerika Syarikat.

PROFESSOR Tan Sri Dr Sharifah Hapsah Syed Hasan Shahabudin's lifelong and distinguished career in medicine, education and womens' development, is encapsulated in an early message from the first prime minister of Malaysia, Tunku Abdul Rahman, who reminds of her duty to "take care of this nation as a mother, wife, intellectual and patriot."

With that guiding message, Sharifah Hapsah has more than carved out milestone after milestone of parallel achievements in medicine, education and women's development. She is credited for the development of the quality assurance system and framework for all qualifications in Malaysia. As Vice-Chancellor of Universiti Kebangsaan Malaysia (UKM), a post she has held since 2006, Prof. Sharifah Hapsah developed a transformation programme for UKM, specifically in the commercialisation of research output and the introduction of innovative programmes for human capital development. Prior to this, she had held the post of the director of UKM's Academic Development Centre, head of the Medical Education Department of UKM and part of the board of the Association for Medical Education in WHO, Western Pacific Region.

She has also successfully combined her medical career with volunteer and social activism work. With NCWO, she helped to strengthen community engagement projects at UKM as well as to advise the government on women and gender issues. She was instrumental in getting feedback from grassroot women in developing the NCWO National Policy on Women as well as legal changes pertaining to rape.

It all began when Sharifah Hapsah was one of the few women from the University of Malaya's medical faculty to graduate and become a doctor in 1973. To her, it was only natural being a woman and mother herself and climbing the ladder of success, to deal with issues concerning women and gender issues. This later led to her involvement in the setting up of the women's club in UKM's medical faculty. As a result of this, she and like-minded members helped to form a child-care and pre-school centre to ease the demands of the working mother, as well as a breast-feeding nursery to promote breast-feeding among mothers. It is this insight and empathy that has enabled her to balance the demands of her career, family and social work.

In addition to her wholehearted dedication, and achievement, Sharifah Hapsah is a prolific writer and a columnist in the media focusing on education, health and gender issues. She has received numerous international and national recognitions, including the Fred Kartz Memorial Medal and the COL-ICDE Award of Excellence.

She is also the most decorated Vice-Chancellor, having received five honorary doctorate from Asian, European and American Universities.



AJK Hari Wanita 1962 yang pertama di anggotai oleh ahli Pergerakan Kaum Ibu Umno, Dewan Muslimat PAS, Wanita Rakyat, MCA Bahagian Wanita, MIC Bahagian Wanita, Persatuan Wanita Kristian Malaysia (YWCA), St. John's Ambulance Brigade, Persatuan Wanita Asia & Pacific (PPSEAWA), YWIA dan Persatuan Wanita Antarabangsa (IWA)
The first Women's Day Committee 1962 comprises members of Kaum Ibu Umno movement, Women Section of PAS, Women of Parti Rakyat, MCA Women Section, MIC Women Section, Young Women Christian Association (YWCA), St. John's Ambulance Brigade, Association of Asia and Pacific Women (PPSEAWA), YWIA and International Women's Association (IWA)

PENCAPAIAN
MILESTONES

PADA 29 Januari 2013 Majlis Kebangsaan Pertubuhan–Pertubuhan Wanita Malaysia menyambut 50 tahun pemerkasaan wanita. Sejak penubuhannya pada tahun 1963, majlis ini yang terdiri daripada 120 badan gabungan telah banyak berjasa meningkatkan kedudukan wanita di Malaysia. Di sini dirakamkan antara kejayaan Majlis ini dalam tempoh 50 tahun. Pencapaian ini merupakan landasan yang kukuh bagi penyertaan serta sumbangan wanita dalam Program Transformasi Negara ke arah matlamat negara berpendapatan tinggi dan ekonomi yang terangkum dan mampan pada tahun 2020.

ON the 29th of January 2013 the National Council of Women's Organisations Malaysia (NCWO) celebrated 50 years of Women's Empowerment. Since its historic inception in 1963, the umbrella body comprising 120 women's organisations has achieved much in raising the status of Malaysian women. Here are some of the highlights of NCWO's achievements in the last 50 years. They form the foundation for women's participation in the National Transformation Programme towards becoming a high-income, inclusive and sustainable economy by 2020.

Penubuhan NCWO / The Establishment of NCWO (1960-1963)

1960

Penubuhan Jawatan kuasa Protem NCWO.
Protem committee of NCWO established in 1961.

1961

Jawatankuasa Protem menganjurkan bengkel "Cabaran Masa Depan" bersama dengan lapan NGO.
Protem Committee organised a Workshop on "Challenges Ahead" with eight women NGOs.

1962

• Pengisytiharan Hari Wanita pada 25hb Ogos oleh Perdana Menteri Tunku Abdul Rahman Putra Al Haj.
Declaration of Women's Day on 25th August by Prime Minister Tunku Abdul Rahman Putra Al Haj.

1963

• Pendaftaran NCWO sebagai badan induk pertubuhan wanita berfungsi sebagai perunding dan penasihat.
NCWO was registered to serve as the country's main functioning women NGO as a coordinating, consultative and advisory body.

Pencapaian Awal / Initial Achievements (1965-1969)

1965

Seminar dianjurkan untuk mengkaji pembentukan Biro Wanita yang telah membawa kepada penubuhan Majlis Penasihat Kebangsaan Bagi Pengintegrasian Wanita dalam Pembangunan (NACIWID).
A seminar was held to study the establishment of a women's bureau which led to the formation of the National Advisory Council for the Integration of Women in Development (NACIWID).

1968

• Melalui advokasi NCWO, Parliamen telah meluluskan Akta Perempuan Bersuami dan Kanak-Kanak (Penguatkuasaan Nafkah).
Through NCWO's advocacy, Parliament passed the Married Women and Children (Enforcement of Maintenance) Act.

• Akta Pencen (Pindaan) 1968 dikuat kuasa untuk memberi wanita status tetap dan berpencen.
The Pensions (Amendment) Act 1968 was gazetted giving women Permanency and Pensionable Status.

1969

• Kerajaan melaksanakan Dasar Gaji Sama Bagi Kerja yang Sama Nilai.
The Government implemented "Equal Pay for Work of Equal Value" for women.

• Yang di Pertua NCWO Datin Fatimah Hashim (Tun) dilantik Menteri Wanita pertama.
NCWO President Datin Fatimah Hashim (Tun) was appointed as the first woman Minister.

• Puan Aishah Ghani (Tan Sri) dipilih menganggotai Suruhanjaya Bangsa Bersatu Berkenaan Status Wanita.
Puan Aishah Ghani (Tan Sri) was selected to sit on the UN Commission on the Status of Women.

Puan F.R. Bhupalan (Datuk) menyampaikan ceramah dalam perhimpunan Hari Persamaan Gaji sebagai Presiden Kesatuan Guru-guru Wanita (WTU) Duduk dari kiri: Puan Hannah C. Mei (timbalan presiden WTU), Puan Zainun Sulaiman (Ibu Zain, Tan Sri) dan Datin Fatimah Hashim (Tun)
Mrs F.R. Bhupalan (Datuk) addressing the Equal Pay Day rally as President of the Women Teachers' Union. Seated from left: Mrs Hannah C. Mei (WTU vice-president), Puan Zainun Sulaiman (Ibu Zain, Tan Sri) dan Datin Fatimah Hashim (Tun)





Tun Abdul Razak dan Toh Puan Rahah di Pembarisan Kemaraan Wanita pada 1975. Bersama mereka ialah Datin Fatimah Hashim (Tun), Puan F.R. Bhupalan (Datuk), Puan FS Chen, Profesor Dr Fatimah Hamid Don (Puan Sri), Puan Sukumari Sekhar (Puan Sri) dan Puan Hendon Din (Datuk)
Tun Abdul Razak and Toh Puan Rahah at the Kemaraan Wanita parade in 1975. Accompanying them are Datin Fatimah Hashim (Tun), Mrs F.R. Bhupalan (Datuk), Mrs FS Chen, Professor Dr Fatimah Hamid Don (Puan Sri), Mrs Sukumari Sekhar (Puan Sri) and Puan Hendon Din (Datuk)

Dekad 70-an / The 1970's

1975

• Perbarisan wanita Malaysia di hadapan Perdana Menteri Tun Abdul Razak Hussein bertemakan "Kemaraan Wanita" sempena sambutan Tahun Wanita Antarabangsa Pertubuhan Bangsa-Bangsa Bersatu di Padang Kelab Selangor. Tun Abdul Razak mengumumkan penubuhan NACIWID. Wanita-wanita yang telah berhimpun dan menyertai perarakan tesebut datang dari semua sektor, awam dan swasta.
A women's rally and march past with the theme "Kemaraan Wanita" was held in conjunction with the UN International Women's Year in the presence of Prime Minister Tun Abdul Razak Hussein at the Selangor Club Padang where Tun also announced the formation of NACIWID. The gathering of women who participated in the march past were from all sectors both from the government & private.

• Memorandum melahirkan gagasan peranan wanita di tahap ASEAN diberikan kepada Sekretariat ASEAN di Jakarta. Ini menghasilkan Gabungan Pertubuhan Wanita ASEAN dan Jawatan Kuasa Wanita ASEAN.
A memorandum on the advocacy of women's role at the ASEAN level was sent to the ASEAN secretariat in Jakarta. This led to the establishment of the ASEAN Confederation of Women's Organisations (ACWO) and the ASEAN Sub-Committee on Women (ASW).

• Income Tax (Amendment) Act 1975 membenarkan penilaian berasingan bagi wanita yang berkahwin. Akta ini mengiktiraf status wanita sebagai individu.
Income Tax (Amendment) Act 1975 allowed for separate assessment for married women. This gives full recognition to women as individuals.

• Persidangan Wanita Pertama Sedunia Bangsa-Bangsa Bersatu diadakan di Mexico City bertemakan "Persamaan, Keamanan dan Pembangunan". NCWO diwakili oleh Timbalan Setiausaha Agong Datin Jamilah Adam.
The First UN World Conference in Mexico City was held in Mexico City with the theme "Equality, Peace and Development". NCWO was represented by its Hon. Secretary-General Datin Jamilah Adam.

1976

• Lanjutan kepada Persidangan Wanita Sedunia Pertama Bangsa Bersatu di Mexico City, penubuhan NACIWID dirasmikan oleh Perdana Menteri Dato' Hussein Onn (Tun). Datin Kamsiah Majid (Tan Sri) dilantik sebagai Pengerusi NACIWID. Sebuah Sekretariat Wanita ditubuhkan yang diketuai oleh Sharifah Dora Syed Mohamad Idros.
Following the First UN World Conference on Women in Mexico City, NACIWID was officiated by Prime Minister Dato' Hussein Onn (Tun). Datin Kamsiah Majid (Tan Sri) was elected the Chairperson and a Secretariat for Women was formed and led by Sharifah Dora Syed Mohamad Idros.

• Sebuah Suruhanjaya Diraja telah ditubuhkan melaui desakan NCWO untuk mengkaji pembaharuan-pembaharuan Akta Perkahwinan dan Perceraian 1976 Orang-Orang bukan Islam. Ianya dipengerusikan oleh Ketua Hakim Tan Sri H.T.Ong. Keahliannya pula terdiri dari Cik P.G. Lim (Tan Sri), Janaki Athi Nahappan (Datin), Puan Sri Rosalind Foo dan Encik M Shankar. Pembaharuan-pembaharuan yang dikenalpasti telah beruatkuasa pada 1 Mac 1981 dan memperuntukkan perkahwinan monogami. Selepas 1 Mac 1981 semua perkahwinan menurut adat mesti dijalankan oleh kuil-kuil berdaftar, gereja dan para pegawai sebelum ianya boleh dianggap sah.
A Royal Commission was set up through NCWO's advocacy to study reforms to the Marriage and Divorce Act 1976 for Non-Muslims.This was chaired by Chief Justice Tan Sri H.T. Ong. The members were Miss P. G. Lim (Tan Sri), Janaki Athi Nahappan (Datin), Puan Sri Rosalind Foo and Mr. M Shankar. The reforms came into force on March 1, 1981 which provided for monogamous marriages. All customary marriages after March 1, 1981 must be conducted by registered temples, churches and officials in order to be recognised as legal.

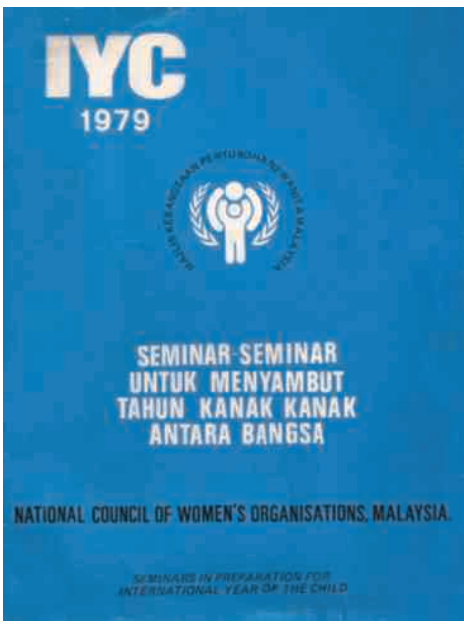
1978

• Pada 1978 Puan Sri Sukumari Sekhar telah menganjurkan tujuh bengkel mengenai berbagai aspek "hak kanak-kanak Malaysia untuk membincangkan topik-topik penting berkaitan kanak-kanak sebagai persediaan untuk Tahun Kanak-Kanak Antarabangsa 1979. Diantara bengkel-bengkel berkenaan terdapat satu yang membincang hak kanak-kanak yang dilahir luar nikah. Bengkel tersebut telah mengesyorkan pemindaan undang-undang sedia ada mengenai status anak luar nikah, dengan syor:
In 1978 Puan Sri Sukumari Sekhar organised seven workshops on the various aspects of the "Rights of the Child" to discuss vital topics related to children in preparation of the International Year of the Child 1979. At one of these workshops, the rights of children born out of wedlock was discussed. The workshop recommended





Puan Sri Sukumari Sekhar



amending existing legislation regarding illegitimacy by:

– Menghapuskan semua bentuk diskriminasi berasaskan kedudukan undang-undang di antara anak-anak dari ibu-bapa yang sama dari segi hak warisan mereka dan nafkah
Abolishing all forms of discrimination based on legitimacy between children of the same parent, in respect of their rights to succession of property and to maintenance

– Memudahkan anak luar nikah menukar status mereka kepada anak yang sah
Proving for easier legitimacy of an otherwise illigitimate child

– Berhenti mengguna ungkapan luar nikah pada semua dokumen
Prohibiting the use of the word “illigitimate” in all documents

– Menjadikan mandatori bagi ibu memasukkan nama bapa anak sewaktu mendaftarkan kelahiran anak
Making it mandatory for every mother to insert the name of the father when registering the birth of a child

– Membolehkan anak-anak lelaki mewarisi harta ibunya sama seperti haknya yang ada untuk mewarisi harta bapanya.
Enabling the child to have the same rights of succession to his mother’s property as he has in respect of his father’s property.

• Syor-syor berkenaan adalah antara yang dimasukkan ke dalam deraf Memorandum yang telah dibentang dan dibincangkan di Persidangan Mengenai Kanak-Kanak yang telah berlangsung dari 2-4 Mac 1979.
The recommendations were among those incorporated into a draft Memorandum which was presented and discussed at a Conference on the Child held from Mar 2 – 4 1979.

• Memorandum terakhir dan Carta Kanak-kanak telah dicadangkan di satu persidangan memperingati Tahun Kanak-kanak Bangsa Bersatu di peringkat negeri dan di persembahkan kepada Perdana Menteri. Pada 2001, Parlimen luluskan Akta Kanak-Kanak untuk menggantikan Akta Perlindungan Kanak-Kanak 1999 yang memberi lebih perlindungan kepada kanak-kanak.
The final memorandum and a Children’s Charter proposed during a national conference in conjunction with the UN Year of the Child in 1979 were presented to the Prime Minister. In 2001, Parliament passed the Child Act to replace the Child Protection Act, 1999 which guarantees more protection for children.

1979
NCWO menganjurkan kempen pencegahan penyalahgunaan dadah dengan kerjasama PEMADAM.
NCWO organised campaigns on the prevention of substance abuse in collaboration with PEMADAM.

Dekad 80-an / The 1980’s

1981
NCWO mula dijemput menyertai sesi Dialog Belanjawan Kementerian Kewangan pada 1981 dan ini telah berterusan pada setiap tahun. Sesi dialog pra-Belanjawan yang diatur oleh Kementerian Kewangan adalah untuk mendapatkan pendapat dari para pengusaha, NGO-NGO dan para pegawai dari Kementerian lain. Kemasukan NCWO sebagai rakan dialog pada sesi-sesi ini menandakan kedua-dua pengiktirafan peranan Majlis dalam pembangunan negara dan nilai suara Pertubuhan ini yang tidak menghadkan dirinya kepada hal-hal bersangkutan wanita sahaja, tetapi perhatiannya berfokus juga kepada isu-isu yang menyentuh kehidupan hampir semua orang dan dari semua bidang kehidupan negara. Misalnya dalam memorandum Belanjawan 2006, NCWO telah menyeru supaya kerajaan:
NCWO was first invited to participate in the Ministry of Finance’s Pre-Budget Dialogue Session in 1981 and has continued to do so every year. The pre-Budget dialogue sessions organised by the Ministry of Finance is to elicit the views of captains of industry, NGO’s and officials from other ministries. The Ministry’s inclusion of the NCWO as a dialogue partner at these sessions is indicative of both of its recognition of the council’s role in national development and the value it places on the Organisation’s voice. The NCWO did not restrict itself to matters pertaining to women but focused on issues touching the lives of almost every sector of society and every area of national life. For example, in the 2006 Budget memorandum, NCWO called for the government to:

– Memerangi rasuah dengan mengisytiharkannya sebagai Musuh Pertama Negara.
Combat corruption by declaring it as Public Enemy Number One.

– Untuk terus memerangi jenayah dengan melibatkan semua ahli masyarakat.
To continue to combat crime by involving everyone in the community.

– Untuk meningkatkan keberkesanan perkhidmatan awam dengan melantik mereka yang paling layak.
To improve the efficiency of the public service by recruiting the best brains for the job.



Datin Paduka Rafidah Aziz (Tan Sri) mengetuai delegasi ke Persidangan Wanita Sedunia di Nairobi. Bersama delegasi ialah Puan Sharifah Dora Syed Mohamed Idros (kedua dari kiri) dan Puan Ramani Gurusamy (Dato', pertama dari kiri)
Datin Paduka Rafidah Aziz (Tan Sri) led the World Conference on Women in Nairobi. Also in the delegation are Puan Sharifah Dora Syed Mohamed Idros (second from left) and Mrs Ramani Gurusamy (Dato', first from left)



Puan Ramani Gurusamy (Dato') mewakili NCWO dan Prof. Emeritus Dr Nik Safiah Karim (Datuk) mewakili NACIWID di Nairobi
Mrs Ramani Gurusamy (Dato') representing NCWO and Prof. Emeritus Dr Nik Safiah Karim (Datuk) representing NACIWID in Nairobi

1983
Unit Hal-Ehwal Wanita ditubuhkan dan dipengerusikan oleh Dato' Dr Siti Zaharah Sulaiman.
A Women's Affairs Unit or HAWA (Hal Ehwal Wanita) was established and headed by Dato' Dr Siti Zaharah Sulaiman.

1985
• NCWO berjaya memperoleh cuti tanpa rekod untuk ahli gabungan NCWO menyertai persidangan dan kegiatan rasmi NCWO di peringkat kebangsaan dan antarabangsa.
NCWO succeeded in obtaining unrecorded leave for NCWO affiliate members to attend all educational and professional conferences and other activities at both national and international levels.

• NCWO menyertai delegasi Kerajaan ke Persidangan Wanita Sedunia Bangsa Bersatu di Nairobi. Berikutan itu NCWO telah mengadakan bengkel dua hari untuk mengenalpasti undang-undang yang mendiskriminasi wanita. Ini telah menghasilkan memorandum kepada kerajaan yang mengandungi tujuh resolusi bernas untuk pembaharuan undang-undang mengenai perundangan penting yang mendiskriminasi wanita. Berikut adalah resolusi-resolusi berkenaan:
NCWO participated and was represented in the government delegation to the UN World Conference on Women in Nairobi. Following that in 1985 NCWO held a two-day workshop to identify legislations that discriminated against women, which resulted in a memorandum to the government containing 7 substantive resolutions for legal reform on major legislation that discriminated against women. Following are the seven resolutions :

Resolusi 1
Resolution 1
Rogol dan Pencabulan / Rape and Molestation
• Polis DiRaja Malaysia menubuhkan unit khas yang terdiri daripada pegawai wanita untuk menyiasat kes rogol dan keganasan pada 1986.
The Royal Malaysian Police set up a special unit of women police officers to investigate cases of rape in 1986.

• Satu kit penyiasatan kes rogol telah dihasilkan oleh Kementerian Kesihatan.
A rape investigation kit was produced by the Ministry of Health.

• Penubuhan satu Pusat Sehenti Krisis Rogol di Hospital Kuala Lumpur. Kini ia diperluaskan kepada semua hospital kerajaan dan meliputi kes keganasan terhadap wanita, sodomi dan lain-lain pada tahun 1994. Kini, pusat itu di namakan PSK.
A One-Stop Rape Crisis Centre was set up in Hospital Kuala Lumpur. This was further extended to other public hospitals to also cover battered women and sodomy cases in 1994. The centre is now known as One Stop Crisis Centre (OSCC).

• Rumah Perlindungan NCWO-YWCA ditubuhkan di Klang.
The NCWO-YWCA Shelter was established in Klang.

• Kanun Keseksaan dipinda pada 1989 untuk mengandungi hukuman lima (5) tahun penjara mandatori.
The Penal Code was amended to include mandatory five (5) year jail sentence.


NEW STRAITS TIMES, SATURDAY, FEBRUARY 1, 1986

timesnational

Police pledge to treat rape victims better

By LEE AH CHAI

KUALA LUMPUR, Fri. — Women police personnel will be selected for special training in dealing with rape victims to ensure they treat them more sympathetically.

Inspector-General of Police Tan Sri Haniff Omar announced this today after his lengthy discussion with a delegation from the National Council of Women's Organisations (NCWO), led by its president, Tan Sri Dr Fatimah Hashim, and a lawyer, Miss Rita Reddy, at the city police headquarters.

Also present were city police chief Datuk Ramon Khan, his deputy Magai Abdul Hamid Abdul Jaafar and the head of the intelligence section at the Federal police headquarters, Asst Commissioner Ahmad Long.

The NCWO is concerned over the "traumatic experience" rape victims have to undergo after seeking police help.

Tan Sri Fatimah handed a memorandum to the IGP on the problems faced by rape victims and suggestions on how the police could help them.

Tan Sri Haniff admitted that rape victims had to undergo gruelling questioning by officers, which might seem unsympathetic.

However, he said there was a standing instruction that only women officers should take down reports from rape victims.

"What we are doing now is re-emphasising it," he added.

The IGP has directed all Chief Police Officers to select suitable women police personnel to undergo a special course which will be conducted by CID officers with the help of a psychiatrist.

Confidential reports

He hoped the names of the participants would be submitted next week so that the course could begin before Feb 28.

On completion of the course, the participants would be posted to every police station to handle rape reports.

Police agreed to a suggestion by the NCWO that officers should show sympathy towards rape victims when questioning them. They should also explain to the victims the necessity of questioning them in order to bring the culprits to justice.

Tan Sri Haniff said it was necessary to question a victim as the police want to gather all the facts and evidence, just in case she has to face gruelling cross-examination in court.

"It is easy to allege rape ... If the police were to believe it without questioning the victim to ascertain

TAN SRI HANIFF

'Export' of missing kids racket

KUALA LUMPUR, Fri. — Police are looking into the possibility of missing children being abducted and "exported" to foreign countries.

Although no missing Malaysian children have been traced in the foreign countries, the police are not discounting the possibility as there is worldwide trafficking in children.

Inspector-General of Police Tan Sri Haniff Omar said Burmese children had been smuggled into Malaysia to beg in the streets. Therefore Malaysian children could similarly be taken to a foreign country.

Computer

The National Council of Women's Organisation (NCWO) is to discuss with Tan Sri Haniff today expressed concern over the international trafficking of children.

Tan Sri Haniff said the problem was a matter of concern as 36,500 children were reported missing in the United States of America with only 5,000 being traced and the fate of the others remained a mystery.

Tan Sri Haniff speaking to the NCWO delegation, led by Tan Sri Dr Fatimah (centre), after the dialogue

Why wife beaters still go free

KUALA LUMPUR, Fri. — Their hands are tied when it comes to the police taking action against wife beaters.

Unless the victim suffers grevious hurt with evidence of permanent injury marks, broken bones or disfigurement, the police cannot take criminal action against the abusers.

Inspector-General of Police Tan Sri Haniff Omar said this was the dilemma facing the police in tackling domestic problems which had escalated into wife beating, and sometimes husband beating.

He said: "The current state of our laws does not allow us to take action against a wife beater unless there is evidence, otherwise, it becomes a civil case.

"We will be changing our approach in tackling domestic quarrels. We will try to help the couples to patch up.

"Our officers will accompany the victim to speak to her husband and try to convince him that beatings do not solve their problems.

"This takes time but we feel that apart from protecting the victim, we must also make an effort to ensure that families do not break up."

Tan Sri Haniff, who was speaking to reporters after a dialogue with officials from the National Council of Women's Associations (NCWO) today, said police had also agreed to the council's suggestion that officers handling domestic quarrels be more sympathetic in their approach.

WARNING TO ERRANT COPS

KUALA LUMPUR, ... that we make it a cri... "If the allegations are

Resolusi 2
Resolution 2
Keganasan Rumah Tangga / Domestic Violence
Akta Keganasan RumahTangga telah berkuat kuasa pada tahun 1996 dan Kod Gangguan Sexual di terima pakai pada tahun 1999.
The Domestic Violence Act 1994 came into force 1996 and the Sexual Harassment Code was adopted in 1999.

Resolusi 3
Resolution 3
Hak Jagaan, Kawalan dan Nafkah / Custody, Guardianship & Maintenance
Akta Hak Jagaan telah dipinda pada tahun 1999 untuk memberi ibu hak penjagaan yang sama dengan bapa.
The Guardianship of Infants Act of 1961 was amended in 1999 to give mothers equal guardianship rights.

Resolusi 4
Resolution 4
Harta Pusaka dan Hak Milik Harta Sepencarian untuk Wanita / Inheritance and Property Rights of Women
Akta Harta Pusaka ini telah diluluskan pada tahun 1997.
The Inheritance Act was passed in 1997.

Resolusi 5
Resolution 5
Undang-undang Buruh / Labour Law
Cuti Bersalin ditambah dari 42 hari ke 60. Pada tahun 2010, ia ditambahkan ke 90 hari.
Maternity leave was extended from 42 days to 60 days. In 2010, it was extended to 90 days.

Resolusi 6
Resolution 6
Undang-undang Cukai / Income Tax Laws
Cukai Berasingan diperkenalkan untuk wanita dan lelaki.
Separate taxation for women and men.

Resolusi 7
Resolution 7
Keselamatan Sosial / Social Security
Cadangan membaiki keselamatan social diketengahkan.
Improvement on Social Securities recommended.



Peserta di Mesyuarat menggubal Dasar Wanita Negara oleh NCWO susulan beberapa rundingan mengenai perbagai sector dan peringkat
Particiapnts at the meeting to amend the National Policy on Women following a series of multi-sectoral and multi-level discussions

1987

Memorandum Draf Rang Undang-Undang Keganasan Rumah Tangga dipersembahkan kepada Kerajaan yang membawa kepada kelulusan Akta Keganasan Rumah Tangga oleh Parlimen pada tahun 1994. Akta ini berkuat kuasa pada tahun 1996.

A memorandum on the draft Domestic Violence Bill was presented to the government culminating in Parliament passing the Domestic Violence Act in 1994, which came into effect in 1996.

1988

• Dasar Wanita Negara telah disedia dan dibentangkan kepada kerajaan sebagai hasil Persidangan PBB mengenai "Selesainya Dekad Wanita: Kesaksamaan, Pembanguanan dan Keamanan" yang telah berlangsung di Nairobi pada 1985. Jawatankuasa penggubal telah mengambil kira laporan yang dibentangkan oleh Ketua delegasi ke Persidangan Nairobi, Datin Paduka Rafidah Aziz (Tan Sri), dan Strategi-Strategi Kemaraan Nairobi. NCWO telah juga mengadakan rundingan pelbagai-sektor dan pelbagai-tahap di seluruh negara untuk mendapatkan maklumbalas dari orang awam. Memorandum NCWO ini telah dibentangkan kepada kedua-dua NACIWID dan HAWA dan kepada Datuk Seri Paduka Dr Siti Zaharah Sulaiman yang merupakan Menteri di Jabatan Perdana Menteri bertanggungjawab untk Hal Ehwal Wanita.

Antara strategi yang disarankan di dalam Dasar Kebangsaan tersebut adalah kenaikkan taraf HAWA kepada sebuah Kementerian Wanita, mendirikan tempat-tempat tumpuan di setiap Kementerian untuk menangani mana-mana insiden diskriminasi yang berlaku melalui tindakan affirmatif dan termasuk juga peruntukan belanjawan cukup bagi menentukan bahawa program dan projek dasar berkenaan dapat dijalankan di setiap jabatan dan agensi kerajaan.

The national policy on women prepared and presented to government was an outcome of the UN Conference on "End of the Decade for Women: Equality, Development and Peace" held in Nairobi 1985. The drafting committee took into consideration the report presented by the head of delegation to the Nairobi Conference, the then Public Enterprises Minister Datin Paduka Rafidah Aziz (Tan Sri) and The Nairobi Foreward Looking Strategies. NCWO also held a series of multi-sectoral and multi-level consultations nationwide to obtain grassroots feedback. The NCWO memorandum was presented to both NACIWID and HAWA and to Datuk Seri Paduka Dr Siti Zaharah Sulaiman, the then Deputy Minister in charge of Women's Affairs in the Prime Minister's Department.

Among the strategies proposed in the National Policy was the upgrading of HAWA to a Ministry of Women, the setting up of focal points in every Ministry to redress discrimination through affirmative action and inclusion of a budget to ensure that there were funds for the programmes and projects necessary for implementation of the policy at every government department and agency.

• Selepas perundingan pelbagai sektor dan peringkat wanita, NCWO menggubal Dasar Wanita Negara.
NCWO proposed a National Policy on Women following a series of multi-sectoral and multi-level consultations nationwide.

1989
Memorandum Dasar Wanita dipersembahkan kepada Kerajaan melalui NACIWID. Kabinet meluluskan Dasar Wanita pada Disember, 1989.
A memorandum on the National Policy on Women was presented to the government through NACIWID. The Cabinet approved the National Policy on Women in December 1989.

Dekad 90-an / The 90s

1990
• Bahagian Hal Ehwal Wanita telah dipindahkan dari Jabatan Perdana Menteri ke Kementerian Perpaduan Negara dan Pembangunan Masyarakat. Dato' Napsiah Omar (Tan Sri) adalah Menteri pertamanya.
The Women's Affairs Division was moved from the Prime Minister's Department to the Ministry of National Unity and Community Development. Dato' Napsiah Omar (Tan Sri) was its first Minister.

• NCWO menganjur siri seminar untuk meningkatkan kesedaran mengenai Wawasan 2020. NCWO sedar bahawa era baru telah bermula dengan NPI, OPP2 dan Wawasan 2020, kesemuanya bertujuan mencapai satu negara yang bersatu di mana semua rakyatnya berbangga bermastautin dan bekerja untuk kemajuan, keamanan, kemakmuran dan kesejahteraan yang berterusan bagi setiap wanita, lelaki, belia dan kanak-kanak. Para peserta seminar telah mengenali dan mendedikasi diri mereka untuk tujuan mencapai kesemua sembilan cabaran bagi memenuhi aspirasi untuk menjadikan Malaysia sebuah negara maju menjelang 2020.
NCWO conducted a series of seminars to raise awareness on Vision 2020. NCWO recognised that a new era had been brought in with NPI, OPP2 and Vision 2020 all of which seek to achieve a truly united nation, a Malaysia in which all Malaysians will be proud to live in and work for the continued progress, peace, prosperity and wellbeing of every single woman, man youth and child. The participants to the seminars recognised and dedicated themselves to meeting the nine challenges to achieve the aim of making Malaysia a fully developed nation by year 2020.



Dato' Napsiah Omar (Tan Sri) Menteri pertama Kementerian Perpaduan Negara dan Pembangunan Masyarakat bersama Datin Paduka Zaleha Ismail (Tan Sri) and Professor Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri)
Dato' Napsiah Omar (Tan Sri), the first Minister of the Ministry of National Unity and Community Development with Datin Paduka Zaleha Ismail (Tan Sri) and Professor Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri)

1991

• NCWO telah mula melibatkan dirinya dengan isu HIV/AIDS pada Hari AIDS Sedunia 1 Disember 1990. NCWO bersama dengan Persatuan Perancang Keluarga Selangor telah mengatur sebuah forum dan pameran yang bertemakan "Wanita dan Wabak AIDS – Satu Cabaran Kemanusiaan". Yang di Pertua NCWO Datin Paduka Zaleha Ismail (Tan Sri), menyeru supaya satu pelan tindakan diadakan yang mana telah menghasilkan penubuhan Majlis AIDS Malaysia. Pada 1991 satu Bengkel Kebangsaan "Kesedaran AIDS Untuk Wanita" telah diadakan dengan bantuan Pertubuhan Kesihatan Sedunia. Dari bengkel berkenaan telah diformulasikan satu "Deklarasi Wanita Mengenai AIDS".


Datuk Paduka Hajah Zaleha Ismail

Ini disusuli oleh Program Kesedaran AIDS Kebangsaan yang telah dilancarkan oleh Datin Seri Dr Siti Hasmah Mohd Ali (Tun) yang diikuti oleh Seminar di Peringkat Negeri. Bagi menentukan kesinambungan kerja-kerja AIDS, NCWO mengadakan Tournamen Golf Amal Tahunan Di Raja bagi membina dana kerana perbelajaan merupakan masalah serius.

NCWO became involved in HIV/AIDS on 1 Dec 1990, World Aids Day. NCWO and Selangor/Wilayah Family Planning Association organised a forum and exibition with the theme "Women and the AIDS Epidemic – A Challenge For Humanity". The President of NCWO Datin Paduka Zaleha Ismail (Tan Sri) called for a plan of action which resulted in the formation of the Malaysian Aids Council. In 1991 a National Workshop, "AIDS AWARENESS FOR WOMEN " with assistance from World Health Organisation was held. The workshop led to the "Declaration of Women On AIDS".

This was followed by A National AIDS Awareness Programme which was launched by Datin Seri Dr Siti Hasmah Mohd. Ali (Tun) followed by seminars at the state level. To ensure continuity of the AIDS work NCWO organised the Annual Royal Charity Golf Tournaments, to raise funds as finances was a serious concern.

• NCWO menghasilkan Deklarasi Wanita mengenai HIV/AIDS NCWO, mengasaskan Majlis AIDS Malaysia dan menerajui kempen kesedaran tentang HIV/AIDS di Malaysia dan peringkat ASEAN. NCWO dijemput menyertai Persidangan HIV/AIDS Bangsa-Bangsa Bersatu.

NCWO formulated the Women's Declaration on HIV/AIDS and was the founding member of the Malaysian Aids Council. It also spearheaded the HIV/AIDS awareness campaign in Malaysia and the ASEAN countries. NCWO was invited to participate in the UN Conference on HIV/AIDS.



Prof. Dr Sharifah Hapsah (Tan Sri) dan Mrs Bhupalan (Datuk) berucap di persidangaan ACWO di Kuala Lumpur anjuran NCWO
Prof. Dr Sharifah Hapsah (Tan Sri) and Mrs Bhupalan (Datuk) on the panel during an ACWO Conference in Kuala Lumpur rganised by NCWO



Peserta Persidangan Wanita Sedunia di Beijing pada 1995. Dari kiri: Datuk Mazidah Zakaria, Professor Emeritus Datuk Dr Nik Safiah Karim dan Puan Ramani Gurusamy (Dato').
Participants of the 1995 World Conference of Women in Beijing. From left: Dato' Mazidah Zakaria, Professor Emeritus Datuk Dr Nik Safiah Karim and Mrs Ramani Gurusamy (Dato').



Wanita dari seluruh dunia berkumpul untuk menyaksikan pembukaan Persidangan Bangsa-Bangsa Bersatu Wanita Sedunia ke-4 di Beijing pada 1995
Women from all over the world gathered for the opening of the Fourth UN World Conference of Women in 1995

1995

• NCWO terlibat dengan persediaan dan Persidangan Keempat Wanita Sedunia Bangsa Bersatu di Beijing pada 4-15 Sept. 1995. NCWO adalah sebahagian daripada delegasi ke persidangan ini.
NCWO was involved in the preparation of, and participation in the 4th UN Conference on Women in Beijing from 4-15 September 1995. NCWO was part of the government delegation to Beijing.

• Antara perkara penting ialah kerajaan menarik balik beberapa pengecualian dalam Konvensyen Antarabangsa Menghapus Sebarang Bentuk Diskriminasi Terhadap Wanita (CEDAW).
Among the more vital points is that the Government withdrew some reservations placed on the Convention on the Elimination of Discrimination on Women (CEDAW) in 1997.

•Buat pertama kali media di masukkan kedalam 10 hal-hal kritikal untuk mencapai objektif stratejik. Adalah dianggap bahawa media tidak memainkan peranan sepenuhnya untuk mempromosikan sumbangan wanita kepada masyarakat. NCWO melalui jawatankuasa media yang di pengerusikan oleh Datin Azizah Mokhzani mengadakan beberapa mesyuarat untuk menyarankan satu badan pemantauan media. Beliau juga mewakili NCWO di bengkel-bengkel media di Huairo, Beijing di persidangan itu.
For the first time media was included in the 10 Critical Areas of Concern towards achieving strategic objectives. It was thought that there was insufficient use of mass media to promote women's positive contributions to society. NCWO, through its Media Committee chairperson Datin Azizah Mokhzani held several meetings to propose a media monitoring body. She also attended the media workshops in Huairo, at the Beijing conference as NCWO representative.

• NCWO mengasas Program Wanita dan Alam Sekitar ke arah Pembangunan Lestari.
NCWO initiated the Women and the Environment towards Sustainable Development programme.



Women want media-monitoring body

By Arfah Abdullah

WOMEN from several media organisations have called for the setting up of a media-monitoring body to ensure that their needs and concerns are adequately addressed.

The prime objective of the body, to be called Media Monitoring Secretariat (MeMoS) is to regulate the multi-faceted media in Malaysia to address gender bias.

The body will also facilitate the carrying out of three main objectives of the media workshop held during the post-Beijing National Conference on Women organised by the National Council for Women's Organisations (NCWO) in Kuala Lumpur in last month.

The move was initiated by the chairman of the media council of the NCWO, Datin Azizah Mokhzani, who also chaired the section on women and media at the conference.

The conference drew up resolutions from workshop discussions by women in various sectors which will be presented to the Government for adoption and implementation of the revised National Plan of Action by Aug 25 this year.

The three main objectives are gender balance, the positive portrayal of women and the equal par-

AZIZAH ... Initiated move to set up media-monitoring body

also be involved.

The Ministries of Human Resource and Information are requested to undertake the task of promoting full and equal participation and access of women in management, program-

arrangements made for the compilation of a directory of women media experts.

These objectives are short-term goals which are given a period of two years to achieve. Others are given five years as long-term

search and updating data.

Immediate concerns about the media include securing support from governmental, non-governmental and private agencies in the form of adequate funding, sponsorship, training or sec-

•HAWA dinaik taraf kepada jabatan.
HAWA is upgraded to a department.

• NCWO memulakan kempen celik undang-undang di seluruh negara mengenai Akta Keganasan Rumahtangga. Kempen-kempen tersebut melibatkan pegawai-pegawai polis wanita dari unit penyiasatan khas Bukit Aman, Dr Abu Hassan dari Pusat Krisis Serbaguna GHKL, Jabatan Kebajikan, Cik Rasamani Kandiah dari Persatuan Peguam-Peguam Wanita, Puan Elizabeth Sinnadurai dari YWCA, Dato' Ramani Gurusamy dari NCWO, Cik Ivy Josiah dari WAO yang telah menyertai beberapa perbincangan di peringkat negeri. Kempen tersebut sangat berjaya menimbulkan kesedaran di antara wanita mengenai hak-hak mereka dari sudut Akta Keganasan Rumahtangga.
NCWO began the nationwide legal literacy campaign, roadshow to raise awareness on the Domestic Violence Act. The roadshow included women police officers from Special Investigation Unit Bukit Aman, the Welfare Department, Dr Abu Hassan from the One Stop Crisis Centre of GHKL, Ms Rasamani Kandiah from the Association Of Women Lawyers, Mrs Elizabeth Sinnadurai from the YWCA, Dato' Ramani Gurusamy from NCWO and Ms. Ivy Josiah from WAO, who participated in a few state discussions. The campaign was a great success as women became aware of their rights in relation to the Domestic Violence Act.

1996
•Memorandum berkaitan Undang-undang Keluarga Islam dibentangkan kepada Perdana Menteri Dato' Seri Dr Mahathir Mohamad (Tun).
A comprehensive Memorandum on the Syariah Family Laws was presented to Prime Minister Dato' Seri Dr Mahathir Mohamad (Tun).

• Satu persidangan kebangsaan penting telah diadakan dengan kerjasama Sisters In Islam mengenai Undang-undang Keluarga Islam yang menyentuh kepentingan wanita Islam. Memorandum lengkap yang menyeru supaya penguatkuasaan Undang-undang Keluarga Syariah dan isu-isu bersangkutannya di peringkat negeri diselaraskan telah dibawa ke perhatian Perdana Menteri Dato' Seri Mahathir Mohamad (Tun) dan pihak-pihak berkuasa bersangkutan yang lain.
An important national conference was held in collaboration with the Sisters In Islam on the Syariah Family Laws which affect Muslim women. A comprehensive memorandum calling for standardisation in the implementation of the Syariah Family Laws at State level and other related issues were presented to Prime Minister Dato' Seri Mahathir Mohamad (Tun) and other relevant authorities.

1997
•Jawatankuasa Antara Kementerian, yang dianggotai oleh NCWO, ditubuhkan untuk memantau pelaksanaan Beijing Platform for Action.
An inter-ministerial committee, including an NCWO representative, was set up to monitor the implementation of the Beijing Platform for Action.

1998
• NCWO dilantik sebagai ahli Majlis Teknologi Maklumat Kebangsaan, dan pengerusi-bersama untuk Pasukan Bertugas e-Komuniti.
NCWO was elected to the National Information Technology Council, and co-chaired the e-community task force.

• Prof. Tan Sri Dato' Sharifah Hapsah telah dipilih sebagai Pengerusi alternatif Pasukan Petugas Majlis Teknologi Maklumat Kebangsaan (MTMK) pada 1996 yang diamanahkan dengan tanggungjawab membentuk cara mentransformasikan masyarakat kepada masyrakat madani yang didorong oleh pengetahuan. Komponen dalam proses transformasi ini adalah manusia, prasarana dan penggunaan. Dengan itu tertubuhlah Projek Penjaringan Wanita yang diselaras oleh Prof Dr Faridah Habib Shah, Pengerusi Suruhanjaya Sains & Teknologi NCWO. Buku "Projek Penjaringan Wanita" telah dilancarkan pada 1996 bagi meningkatkan kadar penyebaran maklumat. Satu siri bengkel juga telah diadakan untuk ahli gabungan NCWO.
Prof. Tan Sri Dato' Sharifah Hapsah was elected alternative Chair of the National Information Technology Council (NITC) Task Force in 1996 and entrusted with the responsibility of devising ways of transforming society to a knowledge – driven civil society.


Lobbying for women's rights

By PANG YIN FONG

ALTHOUGH Noor Farida Ariffin has been working very hard to promote women's rights on the international front, she is disappointed that Malaysia is still keeping a low profile where women's issues are concerned.

She is already half-way through her three-year term as director of the Commonwealth Secretariat's Women and Development Unit.

"Internationally, there's now a lot of discussion and debate on two main topics — the environment and women's issues. However, Malaysia is consistently unrepresented at meetings on women's issues," says Cik Noor Farida.

For example, Malaysia has not sent a representative to the annual meetings of the United Nations Commission on the Status of Women in Vienna, even though it has an embassy in that city and could have easily appointed an officer to sit in as an observer.

By being conspicuously absent at most international meetings on women's issues, the Malaysian Government indicates that it does not take women's issues seriously enough, claims Cik Noor Farida.

She also adds that much lobbying needs to be done by local women's groups to persuade the Malaysian Government to ratify the Convention on the Elimination of All Forms of Discrimination Against Women.

The Convention is the most comprehensive international legal instrument to date that deals with women's rights, spanning a wide range of issues directly related to their role and status.

It was adopted during the United Nations Decade for Women and came into force in 1981.

In ratifying the Convention, a country enters into a legally binding commitment to work for the elimination of discrimination against women.

The country also agrees to submit reports on the progress made in implementing the Convention on a regular basis to an outside body, namely the Committee on the Elimination of Discrimination Against Women (CEDAW).

MOON FARIDA: Disappointed with Government's attitude

Currently, over 30 countries have ratified the Convention. According to Cik Noor Farida, all the Asean countries — except Malaysia, Singapore and Brunei — have shown willingness to work for the improvement of women's status by ratifying the Convention.

In her work at the London-based Commonwealth Secretariat, Cik Noor Farida finds it most frustrating when faced with resistant bureaucrats who merely pay lip-service to women's issues.

Yet this is what makes her work highly chal-

The components in the transformation process include people, infrastructure and applications. Thus was set up the Networking Women Project co-ordinated by Prof. Dr Faridah Habib Shah, Chair Of the NCWO Science & Technology. The book "Networking Women Project " was launched in 1996 to help increase the level of dissemination of information. A series of workshops were held for NCWO affliate organisations.

• Memulakan program kesedaran mengenali Teknologi Penerangan dan Komunikasi untuk wanita.
NCWO began the ICT literacy and awareness campaign for women.



Prof. Tan Sri Dr Sharifah Hapsah Syed Hasan Shahabudin mengiringi Dato' Sri Shahrizat Abdul Jalil ke seminar NeTMaS
Prof. Tan Sri Dr Sharifah Hapsah Syed Hasan Shahabudin accompanying Dato' Sri Shahrizat Abdul Jalil to the NeTMaS seminar

Millenium Baru / The New Millennium

2001

• Penubuhan Kementerian Pembangunan Wanita dan Keluarga. Dato' Sri Shahrizat Abdul Jalil dilantik sebagai Menteri pertama. Pada 2004 ia dinamakan Kementerian Pembangunan Wanita, Keluarga dan Masyarakat.
The Ministry of Women and Family Development was established. Dato' Sri Sharizat Abdul Jalil was appointed as its first Minister. In 2004 it was renamed the Ministry of Women, Family and Community Development.

• NCWO memberi keutamaan kepada latihan kepimpinan Wanita di Malaysia dan negara-negara ASEAN untuk memenuhi sasaran 30 peratus wanita dalam membuat keputusan. Program Kepimpinan Pementoran dijalankan di Singapura, Thailand, Vietnam, Brunei Darussalam dan Myanmar.
NCWO concentrated on Leadership Training Programmes for women in Malaysia and ASEAN countries to fulfill the target of attaining 30 per cent representation in leadership positions. Mentorship Leadership (TOT) Programmes were conducted for women in Singapore, Thailand, Vietnam, Brunei Darussalam and Myanmar.

2002

• NCWO melancarkan portal newwomen.net bersama e-Pasar. NCWO bekerjasama dengan Microsoft Unlimited Potential untuk menubuh pusat teknologi masyarakat di beberapa daerah pada tahun 2006.
NCWO launched the newwomen.net and the e-pasar portals. In 2006, NCWO collaborated with the Microsoft Unlimited Potential Programme to establish community technology centres in a number of districts.

• NCWO melancarkan Program NeTMaS berkaitan pengajaran Matematik dan Sains dalam Bahasa Inggeris. Objektif program tersebut adalah menguasai Bahasa Inggeris dan mempromosi Bahasa Malaysia. Untuk mendapatkan maklumbalas, NGO/ sukarelawan/masyarakat di setiap negeri telah berusaha mengenalpasti kekuatan dan kelemahan pengajaran dan pembelajaran Matematik dan Sains dalam Bahasa Inggeris.
NCWO launched NeTMaS, a programme related to the Teaching of the Mathematics and Science in English. The objective of the programme was to master English and promote Bahasa Malaysia. To get feedback, NGOs/ volunteers/ community in every state worked to identify the strengths and weaknesses in teaching and learning Maths & Science in English.

2004

Perdana Menteri Dato' Seri Abdullah Ahmad Badawi (Tun) mengumumkan dasar 30 peratus Wanita dalam Peringkat Membuat Keputusan Sektor Awam.
Prime Minister Tun Abdullah Ahmad Badawi announced the Policy of 30 per cent Women at Decision-making Level in the Public Sector.





Peserta-peserta program Homestay anjuran NCWO dan UKM
Participants of the NCWO Homestay programme in collaboration with UKM

2006

• NCWO melancarkan Gerakan Rakyat Membanteras Jenayah. Kerana risau akibat laporan media mengenai peningkatan jenayah dan keganasan, individu dan pertubuhan-pertubuhan telah menyahut seruan Perdana Menteri Dato' Seri Abdullah Ahmad Badawi (Tun) untuk bekerjasama dengan beliau bagi menjadikan Malaysia satu negara yang selamat untuk semua rakyat, pelawat dan pelaburnya. NCWO telah menerajui "Gabungan Rakyat Menentang Jenayah" dimana pertubuhan dan individu-individu bersependapat berjanji memberi sokongan mereka untuk tanggungjawab sosial bersama ini.
NCWO launched the Coalition of Citizens Against Crime (CCAC). Concerned about the increasing number of crime reports and violence in the media, individuals and organisations ,responded to the call by Prime Minister Dato' Seri Abdullah Ahmad Badawi (Tun) for all citizens to work with him to make Malaysia a safe haven for all citizens, visitors and investors. NCWO spearheaded a "Coalition Of Citizens Against Crime Watch " project with like-minded organisations and individuals who have pledged their support for this collective social responsibility.

• Dalam Memorandum Bajet NCWO 2006. NCWO menggesa Kerajaan:
In the 2006 Budget memorandum, NCWO called for the government to:

– Membanteras rasuah dengan mengisytiharkannya sebagai "Musuh Negara Nombor 1";
Combat corruption by declaring it as Public Enemy Number 1;



AJK mesyuarat peringkat kebangsaan Gabungan Rakyat Membenteras Jenayah yang diadakan di Kuala Lumpur
Committee members of the national meeting on Coalition of Citizens Against Crime held in Kuala Lumpur

– Terus membenteras jenayah dengan melibatkan semua ahli masyarakat;
Continue to combat crime by involving everyone in the community;

– Meningkatkan kecekapan penyampaian perkhidmatan awam dengan mencari dan melantik minda terbaik untuk jawatan utama.
Improve the efficiency of the public service by recruiting the best brains for the job .



Dato' Sri Shahrizat menyampaikan kit Mencare kepada seorang peserta. Di sebelah kiri ialah Dato' Gurusamy dan ke-2 dari kanan ialah seorang lagi peserta
Dato' Sri Shahrizat handing the Mencare kit to a participant. On the left is Dato' Gurusamy and second from right is another participant

2007

• NCWO bekerjasama dengan Universiti Kebangsaan Malaysia (UKM) melancar program tahunan HOMESTAY untuk memupuk perpaduan nasional di kalangan pelajar. Pengalaman budaya, bertujuan memupuk perpaduan negara telah memberi penuntut-penuntut peluang untuk beramah mesra di hujung minggu dengan keluarga dari kaum yang berlainan. Kira-kira 30 pemimpin penuntut telah ditempatkan di 15 buah rumah yang telah ditentukan oleh NCWO. Keluarga-keluarga tuan rumah berkenaan mewakili segenap lapisan masyarakat Malaysia iaitu profesional, eksekutif, pesara dan suri rumahtangga dari berbagai kumpulan etnik. Naib Canselor UKM Prof Dato' Dr Sharifah Hapsah (Tan Sri), yang juga Presiden NCWO berkata, tujuan program ini adalah untuk membina negara yang berpandangan jauh, harmoni dan bersatu.

To foster national unity among university students, NCWO in collaboration with UKM launched the annual HOMESTAY programme.The culture experience aimed at fostering national unity, gave the students an opportunity to spend a weekend with a family of another race. Some 30 student leaders were placed in the homes of 15 host families identified by NCWO. The host families represented a cross section of Malaysian society ranging from professionals, executives, pensioners and homemakers from all ethnic groups. The Vice Chancellor of UKM. Prof. Dato' Dr Sharifah Hapsah (Tan Sri), who is also the President of NCWO said the goal of this programme was to build a forward-looking, harmonious and united nation.



• Program Kesedaran Kanser Payudara yang dimulakan oleh NCWO pada tahun 2002, diikuti oleh Program Pemeriksaan Payudara Sendiri pada 2003-2004, dilanjutkan untuk merangkumi kaum lelaki di bawah projek Mencare pada tahun 2007. NCWO menerbitkan panduan Mencare yang mengadvokasi sokongan lelaki bagi saringan kanser payudara untuk wanita.

The Breast Cancer Awareness programme that was initiated by NCWO in 2002, followed by the self-breast examination programme in 2003-2004 which was extended to include men under the Mencare project. NCWO published the Mencare guide, advocating male support of breast cancer screening for women.



Peserta bengkel Anti-Pemerdagangan Orang anjuran NCWO dibawah pimpinan Dato' Faridah Khalid (kiri sekali)
Participants of the Anti-trafficking in Persons workshop led by Dato' Faridah Khalid (extreme left)

2008

NCWO dilantik menjadi ahli Majlis Anti-Pemerdagangan Orang. NCWO menganjurkan bengkel latihan untuk NGO wanita dan pelbagai kumpulan sasaran serta menganjurkan kempen kesedaran di setiap negeri yang dijalankan oleh Puan Faridah Khalid (Dato') dan pasukan pegawainya. Malaysia adalah tempat persinggahan dan destinasi yang digemari, dan sungguhpun tidak sebegitu rancak, Malaysia juga adalah negara sumber. Mangsa pemerdagangan kebanyakannya berasal dari rantau ini. Malaysia telah mula menyertai peperangan global menentang pemerdagangn manusia dalam Akta Perdagangan Manusia 2007 yang telah diperkuatkuasakan pada 2008 dan telah dimasukkan ke dalam Pelan Tindakan Kebangsaan pada 2009.

NCWO was appointed to the Anti-Trafficking in Persons Council. Training workshops for women NGOs and other target groups as well as state level awareness campaigns were conducted at every state level by Faridah Khalid (Dato') and her team of officers. Malaysia is now a favourite transit, destination and to lesser extent a source country for trafficked people coming mostly from this region. Malaysia entered the global fight against Trafficking in Persons Act 2007 which was enforced in 2008 and also drafted the National Action Plan in 2009.



Peserta bengkel Anti-Pemerdagangan Orang
Participants of the Anti-trafficking in Persons workshop





Untuk mempromosi "masyarakat sihat" Kementerian Wanita, Keluarga dan Masyarakat menerusi Lembaga Penduduk-penduduk Kemajuan Negara meminta NCWO menganjur beberapa bengkel Sekata untuk anak-anak muda di Selangor, Wilayah Persekutuan, Johor, Pulau Pinang, Pahang dan Melaka. Program ini dikendalikan oleh Sithra Vijayasingam (kanan) di bawah penyeliaan Dato' Ramani Gurusamy
To promote a "healthy community", the Ministry of Women, Family and Community Development through the National Population and Family Development Board (LPPKN) entrusted NCWO with carrying out a series of the Sekata Outreach workshops for young people (above) in Selangor, Wilayah Persekutuan, Johor, Penang, Pahang and Melaka. The programmes were coordinated by Sithra Vijayasingam (right) and supervised by Dato' Ramani Gurusamy

2009

• NCWO menyerahkan Women's Priority Wish List kepada Perdana Menteri Dato' Sri Najib Tun Razak.
NCWO submitted a Women's Priority Wish List to Prime Minister Dato' Sri Najib Tun Razak.

• NCWO bekerjasama dengan Kementerian Pembangunan Wanita, Keluarga dan Masyarakat menganjurkan Bengkel "Pengoptimuman Potensi dan Kapasiti Wanita dalam Model Baru Ekonomi".
In collaboration with the Ministry of Women, Family and Community Development, NCWO organised a workshop on 'Optimisation of Women's Potentials and Capacities in the New Economic Model'.

2010

Kemudahan Cuti bersalin ditambah dari 60 hari kepada 90 hari.
Maternity Leave was lengthened from 60 days to 90 days.

2011

• NCWO bekerjasama dengan Program LPPKN SEKATA menganjurkan 40 bengkel seluruh negara untuk ibu-bapa, belia, guru tadika dan kanak-kanak dan ahli gabungan untuk meningkatkan kesedaran tentang keselamatan keluarga.
NCWO in collaboration with LPPKN's SEKATA programme to promote safety of the family, conducted 40 workshops nationwide for parents, youth, kindergarten teachers, child care providers, children and NCWO affiliates.

• Dasar 30 peratus Peneraju Wanita di Sektor Korporat diumumkan pada Jun 2011 oleh Dato' Sri Mohd Najib Tun Razak.
Dato' Sri Mohd Najib Tun Razak announced the Policy on at least 30 per cent women in corporate boards.



Yang di Pertua NCWO Prof. Tan Sri Sharifah Hapsah berucap di Seminar Tenaga Kerja Wanita Penggerak Transformasi Negara di Dewan Perdana Felda di Kuala Lumpur
NCWO President Prof. Tan Sri Sharifah Hapsah speaking at a seminar on Women and the Transformation Programme at Dewan Felda Perdana in Kuala Lumpur

2012

•NCWO menganjurkan Seminar "Wanita dan Pelan Transformasi Negara". Resolusi meliputi pemerkasaan wanita dan penyediaan ekosistem mesra wanita dalam sektor awam, swasta dan keusahawanan. NCWO sedar akan peranan yang dimainkan oleh wanita dalam Progam Transfomasi Negara.
NCWO organised a Seminar on "Women and the Transformation Programme". Resolutions cover the empowerment of women as well as the provision of women-friendly ecosystems in the public, private and entrepreneurship sectors. NCWO takes cognizance of women's roles in the National Transformation Programme.

2013

Pada perayaan ke 50 tahun NCWO pada 29 Januari 2013, Dato' Seri Mohd Najib Tun Abdul Razak telah melancarkan Seminar Wanita Penggerak Transformasi Negara. Dari 16 Februari hingga 14 April, NCWO telah mengadakan beberapa mesyuarat rundingan dengan wanita di peringkat akar-umbi seluruh Malaysia. NCWO telah pergi ke Kedah, Perlis, Pahang, Sarawak, Melaka, Negeri Sembilan, Kelantan dan Sabah di mana perbincangan meja bulat telah diadakan dengan lebih dari 8000 wanita yang mewakili badan-badan bukan kerajaan di negara ini. Perbincangan-perbincangan telah membolehkan wanita luar bandar dan di kota-kota seluruh negara, menyuarakan kesyukuran dan kebimbangan mereka tentang berbagai isu sosial dan pembangunan dari ekonomi hinggalah ke pendidikan, hak-hak asasi manusia, kesihatan dan perpaduan, termasuk juga penyampaian perkhidmatan kepada rakyat. Semangat wanita untuk menyumbang kepada pembangunan negara adalah ketara. Ini bergema dengan ucapan Perdana Menteri baru-baru ini bila beliau berkata, "Dasar

transformasi negara tidak akan tercapai jika wanita tidak diberi peluang yang sama, tidak diperkasakan dan diarusperdanakan, bukan saja di peringkat tertinggi tetapi juga di akar-umbi."

In conjunction with the celebration of the 50th anniversary of NCWO on January 29, 2013, Dato' Seri Mohd Najib Tun Abdul Razak launched Women and the Transformation Programme. From Feb 16 - April 14, NCWO held several consultative meetings with women at the grassroots level across Malaysia. NCWO travelled to Kedah, Perlis, Pahang, Sarawak, Melaka, Negeri Sembilan, Kelantan and Sabah where roundtable discussions were conducted with more than 8000 women representing NGOs in the country. The National Transformation Programme was highlighted together with the specific initiatives targeted at the rakyat. These discussions enabled rural and urban women across the country to voice their appreciations and concerns about numerous social and developmental issues ranging from the economy to education, human rights, health and unity as well as the delivery of services to the people, among others. The women's enthusiasm in contributing towards national development was evident. This resonates with the Prime Minister's recent address when he said, "The national transformation policy will not be achieved if women are not given equal opportunities, not empowered and included in the mainstream, not only at the highest level but also at the grassroots".



Peserta program Literasi Undang-Undang dan Pencegahan Jenayah: Keselamatan Tanggungjawab Kita (zon tengah) pada Mei 2013
Participants of the Legal Literacy awareness and Crime Prevention: Safety is our Responsibility programme (central zone) in May 2013

PERAYAAN HARI WANITA



Tetamu-tetamu kehormat di majlis makan malam Hari Wanita pada 1963. Dari kiri: Datin CM Yusoff (isteri yang di Pertua Dewan Masyarakat), Datin Rahah Mohd Noah(isteri Timbalan Perdana Menteri), Puan Kamsiah Abdul Majid (Yang di Pertua NCWO), YAM Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin, DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail, Datin Fatimah Hashim (Timbalan Yang di Pertua NCWO),Datin Kalthom Abdul Rahman (isteri yang di Pertua Dewan Negeri), Datin Norashikin Mohd Seth (isteri Menteri Dalam Negeri) dan Puan Khaw Kai Boh
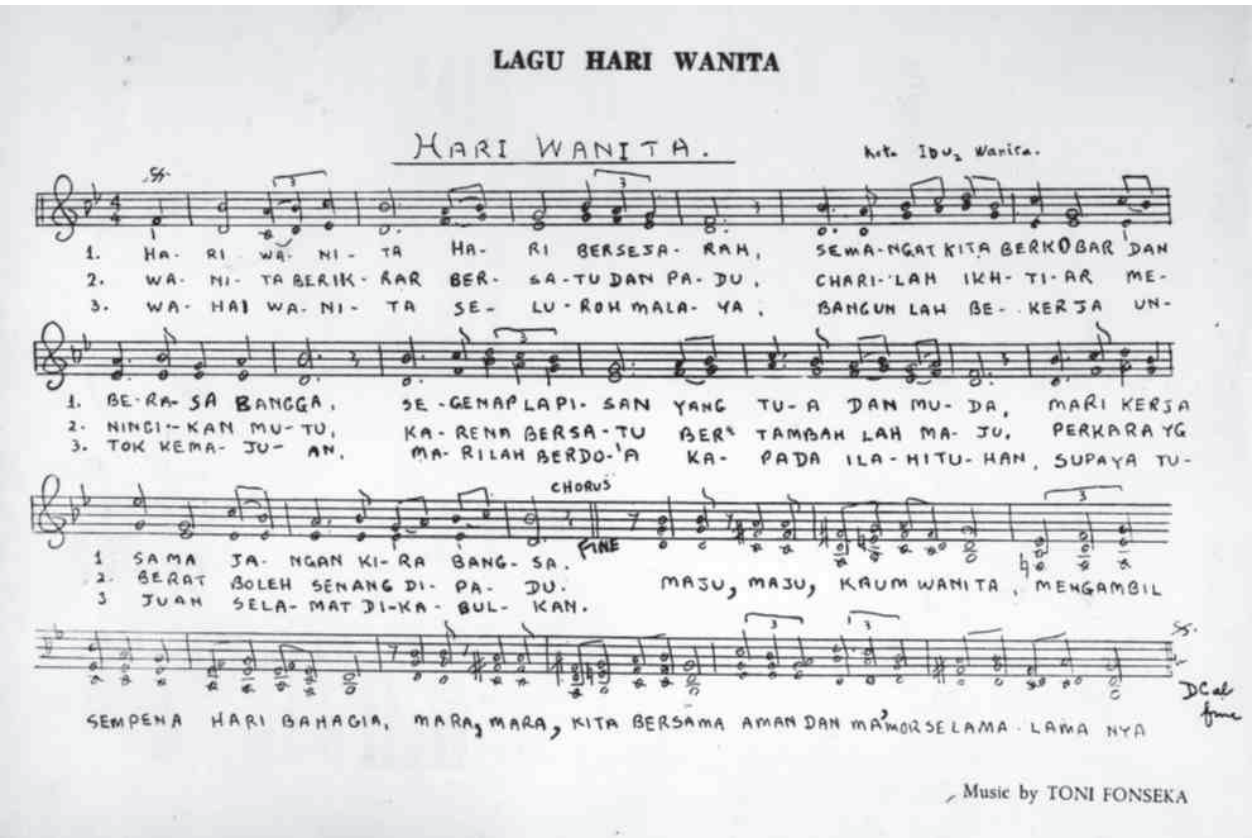
Hari Wanita merupakan hari yang amat penting dalam kalender NCWO kerana Perlembagaannya mengatakan bahawa perhimpunan Hari Wanita harus di adakan setiap tahun pada 25hb Ogos. Perayaan ini telah disambut dengan beraneka cara termasuk majlis makan malam, dimana DYMM Seri Paduka Baginda Raja Permaisuri Agong akan diundang sebagai tetamu kehormat.

WOMEN'S DAY CELEBRATED



VIP guests at the Women's Day dinner in 1963. From left: Datin CM Yusoff (wife of the Speaker of the House of Representatives), Datin Rahah Mohd Noah (wife of the Deputy Prime Minister), Puan Kamsiah Abdul Majid (President of NCWO), HRH Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin Her Majesty Tuanku Tengku Budriah Tengku Ismail, Datin Fatimah Hashim (Deputy President of NCWO), Datin Kalthom Abdul Rahman (wife of the Speaker of the Senate), Datin Norashikin Mohd Seth (wife of the Minister of Home Affairs) and Mrs Khaw Kai Boh

Women's Day is an important date in the NCWO calender, as its Constitution states: To observe and organise Women's Day each year on the 25th Day of August. The celebrations take many forms including a grand dinner with the Queen as Guest-of -Honour.



LAGU HARI WANITA

HARI WANITA.

Lirik: Ibu2 Wanita.

1. HA- RI WA- NI- TA HA- RI BERSEJA- RAH, SEMA-NGAT KITA BERKOBAR DAN
2. WA- NI- TA BERIK- KAR BER- SA-TU DAN PA- DU, CHARI-LAH IKH- TI-AR ME-
3. WA- HAI WA- NI- TA SE- LU-ROH MALA- YA, BANGUN LAH BE- KERJA UN-

1. BE-RA- SA BANGGA, SE-GENAP LAPI- SAN YANG TU-A DAN MU- DA, MARI KERJA
2. NINGI-KAN MU-TU, KA-RENA BERSA-TU BER[x] TAMBAH LAH MA- JU, PERKARA YG
3. TOK KEMA- JU- AN, MA-RILAH BERDO-'A KA- PADA ILA-HITU-HAN, SUPAYA TU-

CHORUS

1 SAMA JA- NGAN KI-RA BANG- SA. FINE
2. BERAT BOLEH SENANG DI- PA- DU. MAJU, MAJU, KAUM WANITA, MENGAMBIL
3 JUAN SELA- MAT DI-KA- BUL- KAN.

SEMPENA HARI BAHAGIA, MARA, MARA, KITA BERSAMA AMAN DAN MA'MOR SELAMA-LAMA NYA

DC al fine

Music by TONI FONSEKA

Lagu Hari Wanita, karya Toni Fonseka
Hari Wanita song composed by Toni Fonseka





Koir Maktab Latihan Perguruan Kuala Lumpur sedang menyani lagu "Hari Wanita"
The Kuala Lumpur Teacher Training College choir singing the Hari Wanita song

1962



Pemeriksaan perbarisan Hari Wanita oleh DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail diiringi Datin Fatimah Hashim (Tun)
Parade inspection by Her Majesty Tuanku Tengku Budriah Tengku Ismail accompanied by Datin Fatimah Hashim (Tun)

1963



DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail sedang berucap merasmikan Hari Wanita di Stadium Negara
Her Majesty Tuanku Tengku Budriah Tengku Ismail speaks at the launch official opening of Women's Day

1964



Perayaan Hari Wanita di Johor Baru dimana DYMM Tunku Shahariah Tuanku Abdul Rahman dan Datin Fatimah Majid memeriksa perbarisan terdiri dari pertubuhan-pertubuhan wanita dan murid-murid sekolah
Parade inspection by HRH Tunku Shahariah Tuanku Abdul Rahman and Datin Fatimah Majid on Women's Day celebration in Johor Baru. Participants are women;s groups and students

DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail tiba di majlis Hari Wanita di sambut oleh Puan KamsiahAbdul Majid (Tan Sri) dan Puan F.R. Bhupalan (Datuk)
Her Majesty Tuanku Tengku Budriah Tengku Ismail arriving at a Women's Day dinner with Puan Kamsiah Abdul Majid (Tan Sri) and Mrs F.R. Bhupalan (Datuk)

1964



DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail (kelima dari kiri)tiba di majlis Hari wanita di Kuala Lumpur. Keempat dari kiri ialah Puan Kamsiah Abdul Majid (Tan Sri), keenam dari kiri Puan Sharifah Rodziah Syed Barakhbah isteri Perdana Menteri dan belakangnya Puan Rahah Mohd Noah (Tun), isteri Timbalan Perdana Menteri

Her Majesty TuankuTengku Budriah Tengku Ismail (fifth from left) arrives at a Women's Day event. Fourth from left is Puan Kamsiah Abdul Majid (Tan Sri), sixth from left is Puan Sharifah Rodziah Syed Barakhbah (wife of Prime Minister) and behind her is Puan Rahah Mohd Noah (Tun) wife of Deputy Prime Minister

1965



Delegasi Sarawak tiba untuk meraikan Hari Wanita di Kuala Lumpur. Dari Kiri Puan S. Tharmarajah, Puan Laila Taib (Datuk), Puan Rugayah Majid (Datuk) and Mrs Wilhemina Sim

The Sarawak delegation arriving at the Women's Day celebrations in Kuala Lumpur. From left Mrs S. Tharmarajah, Puan Laila Taib (Datuk), Puan Rugayah Majid (Datuk) and Mrs Wilhemina Sim

1966



DYMM Tengku Ampuan Rahimah Sultan Abdul Aziz bertitah di perayaan Hari Wanita di Selangor. Duduk atas pentas dari kiri: Datin Fatimah Hashim (Tun), Puan F.R. Bhupalan (Datuk) dan Puan Goh Kwee Teng

Her Majesty Tengku Ampuan Rahimah Sultan Abdul Aziz speaks at a Women's Day rally in Selangor. On stage from left is Datin Fatimah Hashim (Tun), Mrs F.R. Bhupalan (Datuk) and Mrs Goh Kwee Teng

1971



DYMM Raja Permaisuri Agong TuankuTunku Bahiyah Tuanku Abdul Rahman tiba di Dewan Toh Puan Rahah di Brickfields untuk pembukaan Hari Wanita. Di sebelah kanan ialah Tan Sri Fatimah Hashim, Yang di Pertua NCWO dan di sebelah kiri ialah Tengku Puan Sri Azizah Mohamed, pengerusi AJK Hari wanita

Her Majesty Tuanku Tunku Bahiyah Tuanku Abdul Rahman arriving at the Dewan Toh Puan Rahah in Brickfields for the opening of the Women's Day celebrations. On the right is Datin Fatimah Hashim, President of NCWO and on the left is Tengku Puan Sri Azizah Mohamed, chairman of Hari Wanita organising committee

1974



Tetamu-tetamu kehormat di majlis Hari Wanita 1974. Dari kiri: YAM Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin,Datin Fatimah Hashim, Datuk Hussein Onn, Tun Abdul Razak Hussein, Toh Puan Rahah Mohd Noah, Datin Suhailah Mohd Noah dan Ibu Zain

VIPs on Women's Day 1974. From left: HRH Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin, Datin Fatimah Hashim, Datuk Hussein Onn, Tun Abdul Razak Hussein, Toh Puan Rahah Mohd Noah, Datin Suhailah Mohd Noah and Ibu Zain

1981



Timbalan Perdana Menteri Datuk Musa Hitam (Tun) beramah mesra dengan Toh Puan Rahmah Stephens di majlis Hari Wanita di Dewan Bandaraya, Kuala Lumpur. Di belakangnya ialah Puan Sri Sukumari Sekhar dan Datin Fatimah Hashim (Tun)

Deputy Prime Minister Datuk Musa Hitam (Tun) meets with Toh Puan Rahmah Stephens on Women's Day at City Hall in Kuala Lumpur. Behind him are Puan Sri Sukumari Sekhar and Datin Fatimah Hashim (Tun)



1982

Perayaan Hari Wanita ke 20. Dari kiri: Bacaan ikrar oleh Cik Juliana Chua, Puan Ramani Gurusamy (Dato') dan Puan Kamariah Abdul Hamid. Berdiri dari kiri: Toh Puan Janaki Athi Nahappan, Toh Puan Suhailah Mohd Noah (Tun), Tan Sri Fatimah Hashim (Tun), Dato' Seri Dr Mahathir Mohamad (Tun), YAM Tuanku Besar Kurshiah Tunku Besar Burhanuddin, Datin Seri Dr Siti Hasmah Mohd Ali (Tun) dan Datin Kamsiah Abdul Majid (Tan Sri)

The 20th Women's Day celebration. From left: Oath-taking by Ms Juliana Chua, Mrs Ramani Gurusamy (Dato') and Puan Kamariah Abdul Hamid. Standing on stage are Toh Puan Janaki Athi Nahappan, Toh Puan Suhailah Mohd Noah (Tun), Tan Sri Fatimah Hashim (Tun), Dato' Seri Dr Mahathir Mohamad (Tun), HRH Tuanku Besar Kurshiah Tunku Besar Burhanuddin, Datin Seri Dr Siti Hasmah Mohd Ali (Tun) and Datin Kamsiah Abdul Majid (Tan Sri)



1985



Toh Puan Datuk Rahmah Stephens menerima Pingat Tun Fatimah daripada DYMM Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja
Toh Puan Datuk Rahmah Stephens receives the Tun Fatimah Award from Her Majesty Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja



Datin Amar Rugayah Abdul Majid menerima Pingat Tun Fatimah daripada DYMM Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja
Datin Amar Rugayah Abdul Majid receives the Tun Fatimah Award from Her Majesty Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja

1987



DYMM Sultanah Kedah Tuanku Tunku Bahiyah Tuanku Abdul Rahman disambut oleh ketua-ketua NCWO di Dewan Bahasa dan Pustaka
Her Majesty Tuanku Tunku Bahiyah Tuanku Abdul Rahman is received by NCWO leaders at Dewan Bahasa dan Pustaka



DYMM Sultanah Kedah Tuanku Tunku Bahiyah Tuanku Abdul Rahman bersalaman dengan tetamu di Pameran Hari Wanita
Her Majesty Tuanku Tunku Bahiyah Tuanku Abdul Rahman meets guests on Women's Day Exhibition



Pada perayaan Hari Wanita ke 25 pada 1987, Yang di Pertua NCWO Tan Sri Fatimah Hashim mempersembahkan cenderahati kepada mantan Perdana Menteri Tunku Abdul Rahman. Datin Seri Siti Hasmah Mohd Ali senyum melihat
At the 25th Women's Day celebration in 1987, NCWO President Tan Sri Fatimah Hashim presents a token of appreciation to former Prime Minister Tunku Abdul Rahman. Datin Seri Siti Hasmah Mohd Ali smiles as she looks on

1988



DYMM Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja disambut oleh Datin Paduka Zaleha Ismail dan Puan F.R. Bhupalan (Datuk) di perayaan Hari Wanita
Her Majesty Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja is received by Datin Paduka Zaleha Ismail and Puan F.R. Bhupalan (Datuk) on arrival for a Women's Day celebration



Puan Sri Rosalind Foo menerima Pingat Tun Fatimah daripada DYMM Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja
Puan Sri Rosalind Foo receives the Tun Fatimah Award from Her Majesty Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja



Prof. Emeritus Puan Sri Datin Dr Fatimah Hamid Don menerima Pingat Tun Fatimah daripada DYMM Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja
Prof. Emeritus Puan Sri Datin Dr Fatimah Hamid Don receives the Tun Fatimah Award from Raja Permaisuri Agong Tuanku Tunku Zanariah Tengku Ahmad Panglima Raja



Datin Zahara Ismail (tengah) memotong kek sempena Hari Wanita dengan ahli-ahli PEWASA di Kota Kinabalu, Sabah
Datin Zahra Ismail (centre) cutting a cake with members of PEWASA to celebrate Women's Day in Kota Kinabalu, Sabah



Di Majlis pembukaan rasmi Hari Wanita di Kota Kinabalu, Sabah yang di pimpin oleh Datin Zahra Ismail (duduk di tengah berpakaian biru)
At the official opening of Women's Day in Kota Kinabalu, Sabah led by Datin Zahra Ismail (seated in the centre, in blue)

1991



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Bainun Mohd Ali (duduk) di majlis Hari Wanita ke 29 pada 1991
Her Majesty Raja Permaisuri Agong Tuanku Bainun Mohd Ali (seated) was the guest of honour at the 29th Women's Day celebration



Tan Sri Fatimah Hashim (Tun) menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Bainun Mohd Ali
Tan Sri Fatimah Hashim (Tun) receives the Tun Fatimah Award from Her Majesty Tuanku Bainun Mohd Ali



Toh Puan Uma Sambanthan menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Bainun Mohd Ali
Toh Puan Uma Sambanthan receives the Tun Fatimah Award from Her Majesty Tuanku Bainun Mohd Ali

1992



Datuk Zakiah Hanum Hamid sedang berucap di Hari Wanita yang disambut dengan perasmian pameran dan pelancaran buku dan pengkisahan sejarah sempena Hari Wanita 1992 oleh Dato' Napsiah Omar (Tan Sri)
Datuk Zakiah Hanum Hamid speaking at the exhibition and launch of a book as well as a historical recollection to mark Women's Day by Dato' Napsiah Omar (Tan Sri)

1993



Penerima-penerima Pingat Tun Fatimah pada Hari Wanita 1993. Dari kiri: Datuk Zakiah Hanum Hamid, Tan Sri Devaki Krishnan, Datuk Endon Haji Din dan Winnie Swee Wan Ng
Recipients of the Tun Fatimah Award on Women's Day 1993. From left: Datuk Zakiah Hanum Hamid, Tan Sri Devaki Krishnan, Datuk Endon Haji Din and Winnie Swee Wan Ng

1994



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tunku Najihah Tunku Besar Burhanuddin adalah tetamu kehormat di majlis Hari Wanita. Berdiri ditengah ialah Puan Kamariah Hamid dan kanan sekali, Dato' Napsiah Omar (Tan Sri)
HRH Tunku Najihah Tuanku Tunku Besar Burhanuddin was guest of honour at the Women's Day dinner. Standing in the centre is Puan Kamariah Hamid and on the right is Dato' Napsiah Omar (Tan Sri)

1996



Mother Manggalam berbual dengan seorang tetamu di majlis Hari Wanita
Mother Manggalam chats with a guest at a Women's Day dinner



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tunku NajihahTunku Besar Burhanuddin, tetamu kehormat di majlis Hari Wanita, di sambaut oleh Dato' Sri Dr Ng Yen Yen
Her Majesty Tuanku Tunku NajihahTunku Besar Burhanuddin, guest of honour at the Women's Day celebration, is greeted by Dato' Sri Dr Ng Yen Yen

1998



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tunku Najihah Tunku Besar Burhanuddin di meja utama di majlis makan malam Hari Wanita 1998. Tuanku adalah penerima pingat Tun Fatimah
Her Majesty Tuanku Tunku Najihah Tunku Besar Burhanuddin seated at the main table at a Women's Day dinner in 1998. Her Majesty is a recipient of the Tun Fatimah Award

1999



Tan Sri Zeti Akhtar Aziz menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Aishah Abdul Rahman sempena Hari Wanita, disaksi oleh Datin Paduka Zaleha Ismail (Tan Sri) dan Dato' Sri Shahrizat Abdul Jalil
Tan Sri Zeti Akhtar Aziz receives the Tun Fatimah Award from Her Majesty Tuanku Aishah Abdul Rahman on Women's Day while Datin Paduka Zaleha Ismail (Tan Sri) and Dato' Sri Shahrizat Abdul Jalil look on

2000



Datin Seri Endon Mahmood (Tun) disambut oleh Dato' Seri Rafidah Aziz (Tan Sri) di majlis Hari Wanita
Datin Seri Endon Mahmood (Tun) is received by Dato' Seri Rafidah Aziz (Tan Sri) at a Women's Day celebration



Tetamu-tetamu di majlis Hari Wanita. Dari kiri Datuk Seri Rafidah Aziz (Tan Sri), Dato' Sri Dr Ng Yen Yen, Dato' Khamsiyah Yeop, Cik Rasamani Kandiah
Guests at at the Women's Day dinner. From left: Datuk Seri Rafidah Aziz (Tan Sri), Dato' Sri Dr Ng Yen Yen, Dato' Khamsiyah Yeop, Cik Rasamani Kandiah



Tan Sri Devaki Krishnan berbual dengan Mother Manggalam
Tan Sri Devaki Krishnan chats with Mother Manggalam

2002



Tetamu-tetamu kehormat di majlis makan malam Hari Wanita 2002. Dari kiri: YAM Tengku Budriah Tengku Ismail, Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tuanku Tengku Abdul Rashid, Datin Seri Dr Siti Hasmah Mohd Ali (Tun), Dato' Sri Shahrizat Abdul Jalil, Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri), Dato' Yatina Yahaya dan Puan Ramani Gurusamy (Dato')

Honoured guests at the 2002 Women's Day dinner. From left: YAM Tengku Budriah Tengku Ismail, Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid, Datin Seri Dr Siti Hasmah Mohd Ali (Tun), Dato' Sri Shahrizat Abdul Jalil, Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri), Dato' Yatina Yahaya and Puan Ramani Gurusamy (Dato')



Tetamu-tetamu kehormat berkumpul menyambut Hari Wanita ke-40. Dari kiri: Puan F.R. Bhupalan (Datuk), Puan Sri Janaki Athi Nahappan, YAM Tengku Budriah Tengku Ismail, Tan Sri Aishah Ghani, Tengku Puan Sri Azizah Mohamed, Tun Dr Siti Hasmah, Dato' Sri Shahrizat Abdul Jalil dan Dato' Sri Dr Ng Yen Yen

VIP guests gather round for the 40th anniversary of Women's Day. From left: Mrs F.R. Bhupalan (Datuk), Puan Sri Janaki Athi Nahappan, HRH Tengku Budriah Tengku Ismail, Tan Sri Aishah Ghani, Tengku Puan Sri Azizah Mohamed, Tun Dr Siti Hasmah, Dato' Sri Shahrizat Abdul Jalil and Dato' Sri Dr Ng Yen Yen

2003



Datin Paduka Zaleha Ismail (Tan Sri) menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tengku Abdul Rashid sempena Hari Wanita. Berdiri disebelah kanan ialah Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri)
Datin Paduka Zaleha Ismail (Tan Sri) receives the Tun Fatimah Award from Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid on Women's Day. Standing on the right is Prof. Dato Sharifah Hapsah Syed Hasan Shahbudin (Tan Sri)



Puan F.R. Bhupalan (Datuk) menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tengku Abdul Rashid sempena Hari Wanita
Mrs F.R. Bhupalan (Datuk) receives the Tun Fatimah Award from Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid on Women's Day

2004



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tengku Abdul Rashid bersama tetamu-tetamu di majlis Hari Wanita. Dari kiri di barisan belakang: Puan Ramani Gurusamy (Dato'), Puan Sri Janaki Athi Nahappan, Datin Seri Endon Mahmood (Tun), Dato' Sri Ng Yen Yen, Tan Sri Devaki Krishnan, Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri)

Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid with VIP guests at a Women's Day event. Back row from left: Mrs Ramani Gurusamy (Dato'), Mrs Sri Janaki Athi Nahappan, Datin Seri Endon Mahmood (Tun), Dato' Sri Ng Yen Yen, Tan Sri Devaki Krishnan, Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri)

2004



Datin Seri Endon Mahmood (Tun) menerima Pingat Tun Fatimah daripada Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tengku Abdul Rashid sempena Hari Wanita. Berdiri disebelah kanan ialah Dato' Sri Shahrizat Abdul Jalil, Puan Ramani Gurusamy (Dato') dan Datin Paduka Zaleha Ismail (Tan Sri)
Datin Seri Endon Mahmood (Tun) receives the Tun Fatimah Award from Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid on Women's Day. Standing on the right are Dato' Sri Shahrizat Abdul Jalil, Mrs Ramani Gurusamy (Dato') and Datin Paduka Zaleha Ismail (Tan Sri)

2006



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tengku Fauziah Tengku Abdul Rashid dan YAM Tengku Budriah Tengku Ismail diiringi Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) ke sambutan Hari Wanita 2006
Her Majesty Tuanku Tengku Fauziah Tengku Abdul Rashid and YAM Tengku Budriah Tengku Ismail being ushered by Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) to the Women's Day celebration in 2006





Tun Dr Mahathir Mohamad dan Tun Dr Siti Hasmah Mohd Ali mendendangkan sebuah lagu di majlis sambutan Hari Wanita 2006
Tun Dr Mahathir Mohamad and Tun Dr Siti Hasmah Mohd Ali serenading guests at the Women's Day celebration in 2006

2007



Di majlis Hari Wanita ke-45. Duduk dari kiri: Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri), Seri Paduka Baginda Raja Permaisuri Agong Tuanku Nur Zahirah dan Dato' Sri Shahrizat Abdul Jalil. Berdiri dari kiri: Prof. Emeritus Datuk Nik Safiah Karim, Dato' Mohaiyani Shamsudin, Datuk Zahra Ismail, Dato' Rohani Karim, Cik Petra Onn, Dato' Ramani Gurusamy, Datin Nursiah Sulaiman dan Puan Faridah Khalid (Dato')
At the 45th Women's Day celebration. Seated from left: Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri), Her Majesty Tuanku Nur Zahirah and Dato' Sri Shahrizat Abdul Jalil. Standing from left: Prof. Emeritus Datuk Nik Safiah Karim, Dato' Mohaiyani Shamsudin, Datuk Zahra Ismail, Dato' Rohani Karim, Cik Petra Onn, Dato' Ramani Gurusamy, Datin Nursiah Sulaiman and Puan Faridah Khalid (Dato')



Datin Paduka Ruby Lee dicium oleh Datin Paduka Zaleha Ismail (Tan Sri)
Datin Paduka Ruby Lee gets a kiss from Datin Paduka Zaleha Ismail (Tan Sri)

2008



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Nur Zahirah di meja utama bersama Prof. Dato' Sharifah Hapsah Syed Hasan Shahbudin (Tan Sri) pada Hari Wanita
Her Majesty Tuanku Nur Zahirah seated at the main table at the Women's Day dinner with Prof. dato' Sharifah Hapsah Syed Hasan Shahbudin (Tan Sri)



Koir Speakers' Club Kuala Lumpur membuat persembahan di majlis Hari Wanita pada 2008
The Kuala Lumpur Speakers' Club choir presenting a song at the Women's Day dinner in 2008

2009



Datin Paduka Seri Rosmah Mansor menerima Pingat Tun Fatimah daripada Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) disaksi oleh Dato' Sri Najib Tun Razak, Dato' Sri Shahrizat Abdul Jalil dan Puan Mrs Ramani Gurusmy (Dato')
Datin Paduka Seri Rosmah Mansor receives the Tun Fatimah Award from Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) while Dato' Sri Najib Tun Razak, Dato' Sri Shahrizat Abdul Jalil and Mrs Ramani Gurusmy (Dato') look on



Tetamu di majlis Hari Wanita. Dari kiri: Datin Nursiah Sulaiman, Datuk Rohani Karim, Puan Faridah Khalid (Dato') dan Puan Sri Norainee Abdul Rahman
Guests at the Women's Day celebration. From left: Datin Nursiah Sulaiman, Datuk Rohani Karim, Puan Faridah Khalid (Dato') and Puan Sri Norainee Abdul Rahman



Tetamu di majlis Hari Wanita. Dari kiri: Toh Puan Aishah Ong, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahbudin, Dato' Seri Siti Azizah Abod dan Dato' Maznah Mazlan
Guests at the Women's Day celebration. From left: Toh Puan Aishah Ong, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahbudin, Dato' Seri Siti Azizah Abod and Dato' Maznah Mazlan

2011



Datin Paduka Seri Rosmah Mansor sedang berbual dengan ketua-ketua wanita, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Puan Sri Susan Cheah dan Tan Sri Devaki Krishnan
Datin Paduka Seri Rosmah Mansor chats with women leaders, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Puan Sri Susan Cheah and Tan Sri Devaki Krishnan



Datin Azizah Mokhzani (kanan) di majlis Hari Wanita
Datin Azizah Mokhzani (right) at the Women's Day event

2012



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Haminah Hamidun (tengah) bergambar dengan ketua-ketua wanita. Dari kiri: Prof. Emeritus Puan Sri Fatimah Hamid Don, Toh Puan Uma Sambanthan dan Puan Sri Sukumari Sekhar. Barisan belakang, dari kiri: Datuk Maznah Mazlan, Dato' Ramani Gurusamy, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Dato' Noorul Ainur Mohd Nur (terlindung), Datuk F.R. Bhupalandan dan Dato' Faridah Khalid

Her Majesty Tuanku Haminah Hamidun (centre) posing with women leadres. From left: Prof. Emeritus Puan Sri Fatimah Hamid Don, Toh Puan Uma Sambanthan and Puan Sri Sukumari Sekhar. Back row, from left: Datuk Maznah Mazlan, Dato' Ramani Gurusamy, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Dato' Noorul Ainur Mohd Nur (hidden), Datuk F.R. Bhupalandan and Dato' Faridah Khalid



Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin berbual dengan Dato' Noorul Ainur Mohd Nur, Ketua Setiausaha Kementerian Wanita, Keluarga dan Masyarakat
Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin chatting with Dato' Noorul Ainur Mohd Nur, Secretary-General of the Ministry of Women,Family and Community Development

PENYERTAAN ANTARABANGSA

INTERNATIONAL PARTICIPATION





Persidangan Wanita Sedunia 1975
World Congress For International Women's Year 1975



Perhimpunan yang diadakan untuk menghormati Puan Indira Gandhi, Perdana Menteri India di Stadium Merdeka, Kuala Lumpur pada 1963. Di atas pentas dari kiri: Datin Fatimah Hashim (Tun), Puan F.R. Bhupalan (Datuk), Puan Indira Gandhi, Tunku Abdul Rahman and Puan Sharifah Rodziah Syed Barakhbah
A rally held in honour of Mrs Indira Gandhi, the Prime Minister of India at Stadium Merdeka, Kuala Lumpur in 1963. On stage from left: Datin Fatimah Hashim (Tun), Mrs F.R. Bhupalan (Datuk), Mrs Indira Gandhi, Tunku Abdul Rahman and Puan Sharifah Rodziah Syed Barakhbah

DUA tahun selepas penubuhannya pada tahun 1963, NCWO telah mula mempertimbangkan rangkaian di peringkat global. Pada tahun 1965, ia telah meluluskan satu resolusi pada Persidangan Setiap Dua Tahun itu yang mengesyorkan bahawa NCWO mengkaji soal gabungan antarabangsa. Pada tahun berikutnya, ia bergabung secara rasmi dengan Majlis Antarabangsa Wanita (ICW) dengan menjadi ahli yang ke-61 pertubuhan dunia yang ditubuhkan pada tahun 1888.

Pada 1975, iaitu Tahun Antarabangsa, NCWO telah menganjurkan seminar di Kuala Lumpur yang bertajuk "Wanita dalam Era Perubahan" yang dihadiri oleh wakil-wakil pertubuhan- pertubuhan wanita di rantau ASEAN. Ini mengakibatkan penubuhan seksyen Hal Ehwal Wanita di Sekretariat ASEAN. Berikutan itu, satu mesyuarat awal ASEAN berlangsung di Manila, sebagai persediaan untuk Persidangan Tahun Wanita Antarabangsa yang akan diadakan di Mexico pada tahun itu.

Berikutan persidangan Mexico, satu mesyuarat pasca persidangan berlangsung di Jakarta pada Disember1975 untuk membincangkan pelaksanaan Pelan Tindakan. Ini membawa kepada pembentukan *ASEAN Confederation of Women's Organisations (ACWO)*. Ia masih berdiri kukuh hari ini dan mengadakan Perhimpunan Agung dan Persidangan setiap dua tahun secara bergilir di kalangan 10 negara-negara ASEAN. Yang Di Pertua NCWO, Profesor Tan Sri Sharifah Hapsah Syed Hasan Shahabudin adalah Yang Di Pertua ACWO (2012-2014). Ini bermakna bahawa Malaysia bertanggungjawab untuk menganjurkan Perhimpunan Agung dan Persidangan pada tahun 2014 di mana semua negara ASEAN dan tiga buah negara lagi iaitu Jepun, China dan Korea akan dijemput.

Sejak pembentukan ACWO, pemimpin-pemimpin, ahli dan anggota-anggota gabungan daripada NCWO bukan sahaja telah mengambil bahagian secara aktif di rantau ini seperti *ASEAN Women's programme (AWP)* kini dinamakan *ASEAN Committee on Women (ACW)*, ESCAP dan perjumpaan-perjumpaan kumpulan bertugas Asia Pasifik, mereka juga menghadiri seminar mesyuarat antarabangsa, bengkel yang berkaitan dengan isu-isu wanita, hak asasi dan kesaksamaan. Dengan berbuat demikian, penyelarasan dan penerangan maklumat tentang tajuk-tajuk yang melibatkan wanita sedunia diperolehi serta mereka dapat melibatkan diri dalam perbincangan tentang penggubalan perjanjian antarabangsa. Antara perjanjian antarabangsa yang terkemuka adalah WHO, UNESCO, *Konvensyen Penghapusan. Segala Bentuk Diskriminasi Terhadap Wanita (CEDAW)*, Konvensyen Mengenai Hak Kanak-kanak dan Platform Tindakan dari Persidangan Wanita Sedunia Bangsa Bersatu.



Raja Permaisuri Iran, Permaisuri Farah Diba, berjumpa dengan ketua-ketua wanita Malaysia dalam lawatannya ke Kuala Lumpur. Dari kiri: DYMM Raja Permaisuri Agong Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin, Puan Sharifah Rodziah Syed Barakhbah, Puan Rahah Mohd Noah (Tun), Puan Goh Kwee Teng and Puan F.R. Bhupalan (Datuk).
Her Imperial Majesty Empress Farah Diba of Iran meets with Malaysian women leaders on her visit to Kuala Lumpur. From left: Her Majesty Tuanku Puan Besar Kurshiah Tunku Besar Burhanuddin, Puan Sharifah Rodziah Syed Barakhbah, Puan Rahah Mohd Noah (Tun), Mrs Goh Kwee Teng and Mrs F.R. Bhupalan (Datuk).



Puan F.R. Bhupalan (Datuk) di pameran buku di World Confederation of Organisations of the Teaching Profession, (WCOTP) Asian Regional Meeting di Bangkok Thailand,
Mrs F.R. Bhupalan (Datuk) at a book exhibition at the World Confederation of Organisations of the Teaching Profession, (WCOTP) Asian Regional Meeting in Bangkok Thailand

TWO years after its establishment in 1963, NCWO had begun to consider networking on a global level. In 1965, it passed a resolution at its Biennial Conference which recommended that NCWO study the question of international affiliation. The following year it became formally affiliated to the International Council of Women (ICW) by becoming the 61st member of the world organisation that was founded in 1888.

The Women's International Year of 1975 saw NCWO organising a seminar in Kuala Lumpur entitled "Women in the Era of Change" which was attended by representatives of women's organisations in the ASEAN region. This resulted in the establishment of the Women's Affairs section in the ASEAN Secretariat. Following this, an ASEAN preliminary meeting took place in Manila, in preparation for the International Women's Year Conference which was to be held in Mexico that year.

Following the Mexico conference, a post-conference meeting took place in Jakarta in December 1975 to discuss the implementation of the Plan of Action. This led to the formation of the ASEAN Confederation of Women's Organisations (ACWO). It still stands strong today and holds a General Assembly and conference every two years on a rotation basis among the 10 ASEAN countries. The NCWO President, Professor Tan Sri Sharifah Hapsah Syed Hasan Shahabudin is President of ACWO (2012 to 2014). This means that Malaysia will be responsible for organising the General Assembly and Conference in 2014 to which all the ASEAN plus 3 countries namely Japan, China and Korea will be invited.

Since the formation of ACWO, leaders, members and affliliates of NCWO have not only participated actively within the region such as the ASEAN Women's programme (AWP) now renamed ASEAN Committee on Women (ACW), ESCAP and the Asia Pacific working group meetings, they have also attended international meeting seminars, workshops pertaining to women's issues, rights and equality. By doing so, they align themselves and are enlightened with topics affecting women the world over and partake in discussions on the drafting of international treaties. Among the significant ones are WHO, UNESCO, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child and the Platforms for Action from the United Nations World Conferences on Women.

Wanita dalam pelbagai kapasiti mereka sebagai profesional, aktivis atau usahawan telah mendapat banyak penghormatan besar di atas kecemerlangan mereka dan memegang jawatan sebagai ketua di peringkat serantau dan badan-badan antarabangsa. Antara mereka adalah:

Kamsiah Abdul Majid (Tan Sri): wanita Malaysia pertama dipilih sebagai Timbalan Yang Di Pertua (1965- 1971) dan Yang Di Pertua (1971-77) *Associated Country Women of the World (ACWW)*.

Puan F.R. Bhupalan (Datuk): guru wanita yang pertama dari negara Afro-Asia yang dipilih menjadi Jawatankuasa Eksekutif bagi *World Confederation of the Teaching Profession (WTOCP)* dan Bendahari Kehormat Gabungan Pertubuhan Wanita ASEAN (1981).

Aishah Ghani (Tan Sri): Ketua wanita pertama Malaysia berkhidmat di Suruhanjaya Bangsa Bersatu mengenai Status Wanita.

Puan PG Lim (Dato'): Duta Malaysia pada Bangsa Bersatu, Naib Yang Di Pertua pertubuhan ekonomi dan social Bangsa Bersatu (ECOSOC) dan Pengerusi Jawatankuasa Sosial Bangsa Bersatu.

Puan M. Navaratnam: Ahli Jawatankuasa Persatuan Pandu Puteri Sedunia Asia Pasifik.

Datuk Zakiah Hanum Hamid: Wanita Malaysia pertama menerima Anugerah Magsaysay.

Tan Sri Devaki Krishnan: Menerima Anugerah *Serving Sister St John's* daripada Queen Elizabeth 11: Pada tahun 1985 Pertubuhan Wanita Hindu Antarabangsa India menyampaikan anugerah kepada beliau sebagai penghargaan diatas sumbangannya ke atas perjuangan wanita.



Puan Ramani Gurusamy (Dato'), Dato' Siti Dr Zahrah Sulaiman, Datin Fatimah Hashim (Tun) dan rakan-rakan di airport Kota Kinabalu selepas bermesyuarat
Mrs Ramani Gurusamy (Dato'), Dato' Siti Dr Zahrah Sulaiman, Datin Fatimah Hashim and friends at the Kota Kinabalu airport after finishing a meeting



Dato' PG Lim



Yang Di Pertua NCWO Datin Fatimah Hashim (Tun) memberi hadiah kepada Dame Nita Barrow, Yang Di Pertua Majlis Wanita-wanita Antarabangsa
NCWO President Datin Fatimah Hashim (Tun) presents a souvenir toDame Nita Barrow, President of the International Council of Women

The women in their various capacities as professionals, activists or entrepreneurs have gained much respect for their dynamism and have assumed leadership positions in regional and international bodies. Among them are:-

Kamsiah Abdul Majid (Tan Sri): The first Malaysian woman to be elected as Deputy President (1965-1971) and President (1971-77) of the Associated Country Women of the World (ACWW).

Mrs F.R. Bhupalan (Datuk): The first woman teacher leader from Afro-Asian countries to be elected on the Executive Committee of the World Confederation of the Teaching Profession (WTOCP) and Hon Treasurer of the ASEAN Confederation of Women's Organisations (1981).

Aishah Ghani (Tan Sri): The first Malaysian woman leader to serve on the UN Commision on the Status of Women.

Mrs PG Lim (Dato'): The Malaysian Ambassador to the United Nations, Vice President of United Nations Economic and Social body (ECOSOC) and Chairman of the UN Social Committee.

Mrs M. Navaratnam: Committee member of the Asia Pacific Association of World Girl Guides.

Datuk Zakiah Hanum Hamid: First Malaysian woman to receive the Magsaysay Award.

Tan Sri Devaki Krishnan: Received the Serving Sister St.John's Award from Queen Elizabeth 1: In 1985 the International Hindu Women's Organisation of India gave her an award in recognition of her contribution to the women's cause.

Raja Fuziah Raja Tun Uda: Berkihidmat di Pertubuhan Persidangan Islam (OIC) dan *International Commission for the Preservation of Islamic Cultural Heritage Organisation* di Istanbul, Turkey.

Datin Paduka Zaleha Ismail (Tan Sri): dilantik sebagai Yang Di Pertua ASEAN Confederation of Women's Organisations (ACWO) daripada tahun 1988 ke 1990 dan daripada 1998 ke 2000.

Puan Ruby Lee (Datin Paduka): Penyelaras bagi *Red Crescent Relief Action for International Agencies and Foreign Missions.*

Professor Emeritus Puan Sri Dato' Fatimah Hamid Don: Wakil Malaysia di *Commission on the Status of Women (CSW)* di New York dalam tahun 1993 dan 1997; Jurucakap di perjumpaan-perjumpaan UNESCO berkenaan pendidikan secara tidak rasmi dan peranan badan-badan bukan kerajaan.

Mrs Ramani Gurusamy: dilantik sebagai wakil *Asia International Cooperative Alliance Women's Executive Committee* dalam tahun 1976 dan *South East Asian Sub-Regional Focal Point for the NGO Forum* Huairo, aktiviti selari semasa Persidangan Wanita Sedunia Bangsa Bersatu di Beijing pada tahun 1995.

Shanthi Dairiam: Ahli Jawatankuasa Konvensyen Penghapusan Segala Bentuk Diskriminasi Terhadap Wanita (CEDAW) dari Jan 2005-Dis 2008, Ahli delegasi kerajaan Malaysia ke sesi 57 Commission on the Status of Women (CSW) di New York 2013, Ahli Jawatankuasa Advokasi Masyarakat Sivil Asia Pasifik UNWOMEN 2013.

Datuk Ann Majeed: Ketua Wanita Pertama dipilih sebagai Naib Yang Di Pertua Persatuan–Persatuan Wanita Asia Tenggara Pan- Pasifik (1990-1997) dan Timbalan Yang Di Pertua (1997-2000).

Dato' Noor Farida Ariffin: Pengarah Program Pembangunan Wanita, Sekretariat Komanwel di London daripada tahun 1988 sehingga 1993 . Beliau telah disokong ke dalam Sekretariat tersebut daripada perkhidmatan undang- undang dan kehakiman Malaysia.

Cik Pathmavathy Thamby Dorai: Ketua Wanita Malaysia yang pertama dipilih sebagai Pengarah Wanita dan Belia Wilayah Asia Pasifik, Kongres Kesatuan Perdagangan Bebas Antarabangsa.



Datuk Ann Majeed



Raja Fuziah Raja Tun Uda



Prof. Emeritus Puan Sri Fatimah Hamid Don



Dato' Rahmah Abdul Hamid

Ketua-ketua Persatuan Wanita Asia & Pasifik Malaysia (PPSEAWA)
Asia Pacific Women Associaton of Malaysia (PPSEAWA) leaders

1. Datuk Ann Majeed:	Naib Yang Di Pertua/Vice President (1994-1997) Naib Yang Di Pertua Pertama/1st Vice-President (1997-2000)
2. Raja Fuziah Raja Tun Uda:	Setiausaha/Secretary (1997-2000)
3. Puan Sri Prof Fatimah Hamid Don:	Naib Yang Di Pertua/Vice President (2000-2004) Naib Yang Di Pertua Pertama/1st Vice-President (2004-2007)
4. Dato' Rahmah Abdul Hamid:	Naib Yang Di Pertua/Vice President (2010-2013)



Tan Sri Zaleha Ismail



Cik Shanthi Dairiam



Puan Ramani Gurusamy, Setiausaha Agong NCWO bersalaman dengan Presiden Suharto di Istana Presiden Indonesia waktu berada di Asian and the Pacific Ministerial Conference Kedua di jakarta pada 1996
Mrs Ramani Gurusamy, NCWO Secretary-General, meets Indonesia's President Suharto at the Presidential Palace in Jakarta during the Second Asian and the Pacific Ministerial Conference in 1996

Raja Fuziah Raja Tun Uda: Served the Organisation of Islamic Conference and the International Commission for the Preservation of Islamic Cultural Heritage Organisation based in Istanbul, Turkey.

Datin Paduka Zaleha Ismail (Tan Sri): elected President of ASEAN Confederation of Women's Organisations (ACWO) from 1988 to 1990 and from 1998 to 2000.

Mrs Ruby Lee (Datin Paduka): Coordinator, Red Crescent Relief Action for International Agencies and Foreign Missions

Professor Emeritus Puan Sri Dato' Fatimah Hamid Don: Malaysia's representative at the Commission on the Status of Women (CSW) in New York in 1993 and 1997; Speaker at UNESCO meetings on Informal Education and the Role of NGOs.

Mrs Ramani Gurusamy: Elected Asian Representative to the International Cooperative Alliance Women's Executive Committee in 1976, and South East Asian Sub-Regional Focal Point for the NGO Forum in Huairo, a parallel activity during the UN World Conference on Women in Beijing in 1995.

Ms. Shanthi Dairiam: Member of the UN Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) from Jan 2005- Dec 2008 and Rapporteur of the CEDAW Committee 2007-2008. Member of the Malaysian Government delegation to the 57th session of the Commission on the Status of Women in New York 2013 and member of the Cicil Society of the Asia Pacific Advisory Committee UNWOMEN (2013).

Datuk Ann Majeed: First woman leader to be elected Vice President of the Pan Pacific, South East Asian Women's Associations (1990-1997) and Deputy President (1997-2000).

Dato' Noor Farida Ariffin: Director of the Women and Development Programme, Commonwealth Secretariat in London in 1988 till 1993 . She was seconded to the Secretariat from the Malaysian Judicial and Legal service.

Miss Pathmavathy Thamby Dorai: First Malaysian woman leader elected Director of Women, Youth, Asia Pacific Region, International Congress of Free Trade Unions.



Peserta Perhimpunan Agung ASEAN Confederation of Women's Council bergambar dengan Presiden Fidel Ramos di Istana Malacanang, Manila, Philippines, pada 1996
Participants at the ASEAN Confederation of Women's Council General Assembly in Manila posing for a photograph with President Fidel Ramos at Malacanag Palace in Manila, Philippines in 1996

Professor Emeritus Datuk Dr Nik Safiah Karim: Wakil Malaysia dalam Jawatankuasa Bahasa Melayu untuk Brunei, Indonesia and Malaysia.

Professor Dr Rokiah Talib: Yang Di Pertua Pengajian Gender Asia Tenggara (SAMA).

Dato' Seri Dr Ng Yen Yen: Memulakan Persatuan Wanita Cina Sedunia (WCWA), Persatuan Cina Malaysia yang pertama menyediakan platfom rangkaian untuk wanita seluruh dunia.

Cik Betty Yeoh: Ahli Alumni Assunta (gabungan NCWO) dilantik sebagai pelatih dalam *Women's Learning Partnership* (WLP), Maryland, USA .

Armi Zainudddin: Ahli Lembaga International Cooperative Alliance (Global).

Professor Dr Farida Habib Shah: Timbalan Yang Di Pertua, *Organisation of Women in Science for Developing World (OWSD)*, Trieste, Italy, *UNESCO International Basic Science Programme*, Paris, Jawatankuasa Penasihat Teknikal, *Commission on Science and Technology*, Pakistan.

Yasmeen Shariff: Berkhidmat dalam *Committee on the Convention on the Rights of the Child* (CRC) 2013-2017.

Professor Datuk Bibi Florina Abdullah: *Fellow, John Moores University, Liverpool, UK,Deputy Chairman of ASEAN Joint Committee for Mutual Regional Arrangements in Nursing (2006-2007).*

Tan Sri Dato' Professor Dr Sharifah Hapsah Syed Hasan Shahabudin: Setiausaha Pengasas dan kini sebagai Ahli Jawatankuasa Lembaga Association for *Medical Education, WHO Western Pacific Region (AMEWPR); Elected President of the ASEAN Confederation of Women Organisations (ACWO).*

Professor Emeritus Datuk Dr Nik Safiah Karim: Member for Malaysia on the Malay Language Committee for Brunei, Indonesia and Malaysia.

Professor Dr Rokiah Talib: President of South East Asia Gender Studies Association (SAMA).

Dato' Seri Dr Ng Yen Yen: Initiated World Chinese Association (WCWA), the first Malaysian Chinese Association that provides a networking platform for women around the world.

Ms Betty Yeoh: Member of Assunta Alumni (NCWO affliate) was appointed trainer in the Women's Learning Partnership (WLP), Maryland, USA.

Armi Zainudddin: Board Member of International Cooperative Alliance (Global).

Professor Dr Farida Habib Shah: Vice President, Organisation of Women in Science for Developing World (OWSD), Trieste, Italy, UNESCO International Basic Science Programme, Paris, Technical Advisory Committee, Commission on Science and Technology, Pakistan.

Yasmeen Shariff: Serves on the Committee on the Convention on the Rights of the Child (CRC) 2013-2017.

Professor Datuk Bibi Florina Abdullah: Fellow of John Moores University, Liverpool, UK,Deputy Chairman of ASEAN Joint Committee for Mutual Regional Arrangements in Nursing (2006-2007).

Tan Sri Dato' Professor Dr Sharifah Hapsah Syed Hasan Shahabudin: Founding Secretary and current executive board member of the Association for Medical Education, WHO Western Pacific Region (AMEWPR); Elected President of the ASEAN Confederation of Women Organisations(ACWO).

Antara mesyuarat, seminar, persidangan, bengkel yang dihadiri oleh pemegang jawatan NCWO, ahli badan bergabung

1960-1970

November 1961: Seminar Antarabangsa untuk wanita mengenai "Peranan Wanita dalam Perubahan Masyarakat", di Istanbul, Turki. Dihadiri oleh Pengerusi Puan F.R. Bhupalan (Datuk).

Mei 1966: NCWO secara rasmi bergabung dengan Majlis Antarabangsa Wanita di Iran dan menjadi ahli Komanwel ke-61. Dihadiri oleh Yang Di Pertua Datin Fatimah Hashim (Tun) dan Setiausaha Agung Puan F.R. Bhupalan (Datuk).

Jun 1969: NCWO telah dijemput oleh *Women's International Democratic Federation* untuk menghadiri *World Congress of Women* di Helsinki. Puan F.R. Bhupalan (Datuk) telah dipilih untuk menghadiri kongres dengan lebih daripada 450 wanita dari 96 buah negara. Tema utamanya adalah "Peranan Wanita dalam Dunia Hari ini."

1970-1980

Oktober 1973: Persidangan Majlis Wanita Antarabangsa di Sydney. Tema adalah "Penduduk, Pembangunan dan Peranan Wanita." Dihadiri oleh YB Setiausaha Puan Rahmah Jamaluddin (Dato') dan Puan J. Inthirarajah daripada Persatuan Pandu Puteri.

November 1973: *International Alliance of Women (IAW).* Seminar berkenaan Implikasi Demografi Penyertaan Wanita dalam Masyarakat di New Delhi, India. Dihadiri oleh Puan Rahmah Othman (Dato') dari Pergerakan Wanita Umno.

Jun 1975: Mesyuarat permulaan ASEAN di Manila, Filipina, sebagai persediaan untuk Persidangan Tahun Wanita Antarabangsa di Mexico. Ia telah dihadiri oleh delegasi dari Indonesia, Malaysia, Singapura, Thailand dan Filipina. Malaysia telah diwakili oleh Setiausaha Kehormat NCWO, Datin Jamilah Adam.

Some of the International meetings, seminars, conferences, workshops attended by NCWO office bearers, members and affiliates

1960-1970

November 1961: International Seminar for women on "The Role of Women in a Changing Society", in Istanbul, Turkey. Attended by Chairman Mrs F.R. Bhupalan (Datuk).

May 1966: NCWO was formally affiliated to International Council of Women in Iran and became the 61st ICW member. Attended by President Datin Fatimah Hashim (Tan Sri) and Hon. Secretary-General Mrs F.R. Bhupalan (Datuk).

June 1969: NCWO was invited by the Women's International Democratic Federation to attend the World Congress of Women in Helsinki. Mrs F.R. Bhupalan (Datuk) was selected to attend the congress with more than 450 women from 96 countries. Its main theme was "The Role of Women in the World Today."

1970-1980

October 1973: International Council of Women Conference in Sydney. The theme was "Population, Development and the Role of Women." Attended by Hon Secretary Puan Rahmah Jamaluddin (Dato') and Mrs J. Inthirarajah of the Girl Guides Association.

November 1973: the International Alliance of Women (IAW) seminar on The Demographic Implications of Women's Participation in Society in New Delhi, India. Attended by Puan Rahmah Othman (Dato') of Pergerakan Wanita Umno.

June 1975: ASEAN Preliminary Meeting in Manila, the Philippines, in preparation of the International Women's Year Conference in Mexico. It was attended by Delegations from Indonesia, Malaysia, Singapore, Thailand and The Philippines. Malaysia was represented by Hon. Secretary of NCWO Datin Jamilah Adam.

Disember 1975: Seminar dan perjumpaan peringkat ASEAN berkenaan Integrasi Wanita Dalam Pembangunan telah diadakan di Jakarta. Ia menghasilkan satu mesyuarat Pemimpin Wanita ASEAN dan Tahun Pasca-Persidangan Wanita Antarabangsa pada akhir bulan Disember tahun itu. Lima anggota delegasi Malaysia menyertai kedua-dua seminar dan mesyuarat termasuk Setiausaha Kehormat NCWO, Puan Sri BC Sekhar dan Penolong Setiausaha Kehormat Datin Jamilah Adam – Delegasi tersebut diketuai oleh Puan Sharifah Abdullah, bersama dua orang lagi iaitu Puan Rohana Ahmad dan Puan Halimah Othman.

Julai 1975: Persidangan Wanita Sedunia Bangsa Bersatu telah diadakan di Mexico City dengan tema "Kesaksamaan, Keamanan dan Pembangunan". NCWO diwakili oleh Penolong Bangsa Bersatu Datin Jamilah Adam.

Pada tahun 1975: Persidangan Pertubuhan Sumber Manusia Antarabangsa di Geneva tentang "Kesaksamaan dalam Layanan dan Peluang untuk Wanita". Setiausaha Kehormat NCWO Puan Ramani Gurusamy (Dato') adalah salah seorang penasihat kepada delegasi kerajaan Malaysia.

Jun 1976: Mesyuarat ASEAN mengenai pembentukan Jawatankuasa Kecil Wanita telah diadakan di Makati, Filipina.

1980-1990

Julai 1980: Persidangan Wanita Sedunia Bangsa Bersatu di Copenhagen, Denmark untuk mengkaji semula kemajuan yang dicapai oleh pelbagai negara dalam tempoh lima tahun pertama dalam Dekad Bangsa Bersatu untuk Wanita. NCWO telah diwakili oleh Yang Di Pertua Datin Fatimah Hashim (Tun) dan Setiausaha Kehormat Puan F.R. Bhupalan (Datuk).

Pada tahun 1980: Persidangan Bangsa Bersatu berkenaan wanita Pertengahan Dekad di Jepun. NCWO telah diwakili oleh Datin Ann Majeed, Prof. Emeritus Datuk Dr Nik Safiah Karim dan Puan Ramani Gurusamy (Dato').

Nov 1981: *ASEAN Confederation of Women Organisation (ACWO)* di Jakarta, Indonesia. ACWO terdiri daripada Majlis Kebangsaan Pertubuhan Wanita dari setiap negara anggota ASEAN.

July 1985: Penamat Persidangan dan Forum Dekad Wanita Bangsa Bersatu di Nairobi, Kenya untuk menilai kemajuan yang dicapai dalam tempoh 10 tahun yang lalu. Persidangan telah menerbitkan dokumen yang dinamakan Forward-Looking Strategies (NFL) yang mengandungi cadangan kepada badan bukan kerajaan dan pakar-pakar untuk membuat penilaian bagi merangka pelan tindakan. Malaysia telah diwakili oleh lapan wanita yang diketuai oleh Datin Paduka Rafidah Aziz (Tan Sri), Puan Sharifah Dora Syed Mohamad Idros (Jabatan Perdana Menteri), Puan Hafsah Harun (Menteri Kebudayaan Sarawak), Datin Ann Majeed (Pengerusi NACIWID), Prof. Emeritus Datuk Dr Nik Safiah Karim (ahli NACIWID), Puan Ramani Gurusamy (NCWO) dan Cik Ting Wen Lian (Kaunselor di Kedutaan Malaysia di Paris).

December 1975: ASEAN seminar and meeting on the Integration of Women in Development was held in Jakarta. It resulted in the ASEAN Women Leaders' and International Women's Year Post-Conference meeting at the end of December that year. A five-member Malaysian delegation to both the seminar and meeting included NCWO Hon. Secretary, Puan Sri BC Sekhar and Hon. Assistant Secretary Datin Jamilah Adam, The delegation was led by Puan Sharifah Abdullah, with two others – Puan Rohana Ahmad and Puan Halimah Othman.

July 1975: First UN World Conference on Women was held in Mexico City with the theme "Equality, Peace and Development." The NCWO was represented by Assistant Hon. Secretary-General Datin Jamilah Adam.

In 1975: International Labour Organisation Conference in Geneva on "Equality in Treatment and Opportunity for Women". NCWO Hon Secretary Mrs Ramani Gurusamy (Dato') was one of the advisors to the Malaysian government delegation.

June 1976: ASEAN Meeting on the formation of Sub-Committee on Women was held in Makati, Phillipines.

1980-1990

July 1980: UN world Conference on Women in Copenhagen, Denmark to review progress made by various countries in the first five years of the UN Decade for Women. NCWO was represented by President Datin Fatimah Hashim (Tan Sri) and Hon. Secreatary General Mrs F.R. Bhupalan.

In 1980: The UN Conference on Women Mid-Decade meeting in Japan. NCWO was represented by Datin Ann Majeed, Prof. Emeritus Datuk Dr Nik Safiah Karim and Mrs. Ramani Gurusamy (Dato').

Nov 1981: ASEAN Confederation of Women Organisation (ACWO) in Jakarta, Indonesia. ACWO comprises the National Council of Women's Organisations in each ASEAN member country).

July 1985: End of the UN Decade for Women forum and conference in Nairobi, Kenya to assess the progress made in the past 10 years. The conference came out with the document called Forward-Looking Strategies (NFL) that comprised recommendations for NGOs and experts to look into in order to formulate a plan of action. Malaysia was represented by eight women led by Datin Paduka Rafidah Aziz (Tan Sri), Puan Sharifah Dora Syed Mohamad Idros (PM's Department), Puan Hafsah Harun (Sarawak Minister of Culture), Datin Ann Majeed (NACIWID Chairman), Prof. Emeritus Datuk Dr Nik Safiah Karim (NACIWID member), Mrs Ramani Gurusamy (NCWO) and Ms Ting Wen Lian (Counsellor at the Malaysian Embassy in Paris).



Di mesyuarat UN-ESCAP di Jakarta pada 1994. Dari kiri: Puan Ramani Gurusamy (Dato'), Prof. Emeritus Datuk Dr Nik Safiah Karim, Puan Lailatul Badariah Mahmood, Datin Fauziah Ramli, Khoo Siew Mun dan Prof. Emeritus Puan Sri Fatimah Hamid Don
At the UN-ESCAP meet in Jakarta 1994. From left: Mrs Ramani Gurusamy (Dato'), Prof. Emeritus Datuk Dr Nik Safiah Karim, Puan Lailatul Badariah Mahmood, Datin Fauziah Ramli, Khoo Siew Mun and Prof. Emeritus Dr Puan Sri Fatimah Hamid Don



Menteri Wanita, Keluarga dan Pembangunan Masyarakat Dato' Sri Shahrizat Abdul Jalil tengah) telah memimpin delegasi Malaysia yang disertai oleh Prof. Emeritus Datuk Dr Nik Safiah Karim (kiri sekali), Prof. Dr Datin Jamilah Ariffin (kelima dari kiri) dan Dato' Kamsiyah Yeop (kedua dari kanan) ke sesi Commission on the Status of Women (CSW) di New York pada tahun 2000
The Minister of Women, Family and Community Development, Dato' Sri Shahrizat Abdul Jalil (centre) led the Malaysian delegation which includes Prof. Emeritus Datuk Dr Nik Safiah Karim (extreme left), Prof. Dr Datin Jamilah Ariffin (fifth from left) and Dato' Kamsiyah Yeop (second from right) to the session on the Commission on the Status of Women (CSW) in New York in 2000

1990-2000

Pada tahun 1991: Dialog Malaysia-Jerman mengenai Hak Sosial dan Politik. NCWO diwakili Puan Sri Dato' Dr Fatimah Hamid Don, Prof. Emeritus Datuk Dr Nik Safiah Karim, Ramani Gurusamy (Dato'), Dr Oon Hong Geok, Cik Rasamani Kandiah, Puan Silam Hassam, Puan June Yeoh dan Datin Zahara Ismail.

Mac 1993: Sesi ke-37 Commission on the Status of Women di Vienna di hadiri oleh 175 wakil dari 37 negara ahli. Kira-kira 200 orang meakili negara-negara bukan ahli, badan-badan Bangsa Bersatu, badan-badan antara kerajaan, bukan kerajaan dan pertubuhan-pertubuhan lain. Malaysia diwakili oleh Datuk Dr Azizan Ayub Chazali (NACIWID), Puan Sharifah Zarah Syed Ahmad (HAWA), Puan Ramani Gurusamy (NACIWID/NCWO)

Jun 1993: Persidangan Hak Asasi Manusia di Vienna. NCWO telah diwakili oleh Cik Shanthi Dairiam.

November 1993: Persediaan untuk Persidangan Dunia ke-4 di Forum Wanita dan Badan Bukan Kerajaan yang akan diadakan di Beijing pada tahun 1995. NCWO mengambil bahagian dalam Simposium Badan Bukan Kerajaan Serantau bagi Asia Pasifik anjuran ESCAP dan Asia Pasifik yang diadakan di Manila, Filipina. Ia mengkaji semula kemajuan yang dicapai dalam pelaksanaan *Nairobi Forward Looking Strategi (NFL)* dan NCWO adalah antara 70 badan bukan kerajaan yang melobi bagi mendapatkan pandangan dan seterusnya dapat dijelaskan dalam Pelan Tindakan digubal di Beijing.

Januari-Ogos 1994: Mesyuarat Persediaan Antara Kerajaan untuk Persidangan Wanita Sedunia ke-4 yang diadakan di bawah naungan Suruhanjaya Bangsa Bersatu mengenai Status Wanita di New York. Dihadiri oleh Shanthi Dairiam.

1990-2000

In 1991: The Malaysian-German Dialogue on Social and Political Rights. NCWO was represented Puan Sri Dato' Dr Fatimah Hamid Don, Prof. Emeritus Datuk Dr Nik Safiah Karim, Ramani Gurusamy (Dato'), Dr Oon Geok Hong, Ms. Rasamani Kandiah, Puan Silam Hassam, Mrs June Yeoh and Datin Zahara Ismail.

March 1993: The 37th session Commission on the Status of Women in Vienna was attended by 175 representatives from 37 member countries. There were 200 representatives from non-member countries as well as representatives of UN bodies, Inter-Governmental and Non-Governmental and other organisations. Malaysia was represented by Datuk Dr Azizan Ayub Ghazali (NACIWID), Puan Sharifah Zarah Syed Ahmad (HAWA), Mrs Ramani Gurusamy (NACIWID/NCWO).

June 1993: Human Rights Conference in Vienna. NCWO was represented by Ms. Shanthi Dairiam.

November 1993: Preparation for the 4th World Conference on Women and NGO Forum to be held in Beijing in 1995. NCWO participated in the NGO Regional Symposium for Asia Pacific organised by ESCAP and Asia-Pacific held in Manila, the Philippines. It reviewed the progress made in the implementation of the Nairobi Forward Looking Strategies (NFL) and NCWO was among 70 NGOs that lobbied for their views to be reflected in the Plan of Action to be formulated in Beijing.

January- August 1994: Inter-Governmental Preparatory meetings for the Fourth World Conference on Women held under the aegis of the UN Commission on the Status of Women in New York. Shanthi Dairiam attended.



Suasana di Forum NGO di Huairo (gambar-gambar di bawah), semasa Persidangan Wanita Sedunia Bangsa Bersatu ke-4 di Beijing pada 1995. Delegasi Malaysia telah dipimpin oleh Datin Seri Dr Siti Hasmah Mohd Ali (Tun) sementara Gertrude Mongella (berpakaian hitam putih) ialah Setiausaha Agung Persidangan itu

Scenes from the NGO Forum in Huairo (pictures below), during the Fourth UN World Conference on Women in Beijing in 1995. Datin Seri Dr Siti Hasmah Mohd Ali (Tun) led the Malaysian delegation while Getrude Mongella (in black and white coat) was the Secretary-General of the Conference









Jun 1994: NCWO menghadiri Persidangan Menteri-Menteri Asia Pasifik yang ke-2 berkenaan Wanita dalam Pembangunan di mana wakil-wakil dari 58 negara-negara di rantau Asia Pasifik menerima pakai Deklarasi Jakarta untuk Kemajuan Wanita di Asia dan Pasifik dan Pelan Tindakan. Dihadiri oleh Shanthi Dairiam.

September 1994: Mesyuarat kumpulan bertugas badan bukan kerajaan Asia Pasifik. Setiausaha Agung NCWO, Puan Ramani Gurusamy (Dato') telah dijadikan titik fokus bagi Wilayah Asia Tenggara untuk forum tersebut. Kumpulan-kumpulan wanita telah ditubuhkan untuk menyediakan laporan Asia Pasifik untuk Persidangan Beijing.

September 1994: Persidangan Antarabangsa Mengenai Kependudukan dan Pembangunan di Kaherah, Mesir. Dihadiri oleh Shanthi Dairiam.

September 1995: Persidangan Wanita Sedunia ke-4 Bangsa Bersatu telah diadakan di Beijing. Delegasi Malaysia yang diketuai oleh Datin Seri Dr Siti Hasmah Mohd Ali (Tun) terdiri daripada 16 ahli perwakilan daripada Kerajaan dan ahli- ahli NCWO. Sepuluh perkara kritikal berkenaan kepentingan wanita telah disenaraikan. Ahli-ahli NCWO mengambil bahagian dalam aktiviti yang diadakan selari dengan Badan Bukan Kerajaan di Huairo, Beijing. Sebuah kontinjen seramai 200 ahli Badan Bukan Kerajaan Malaysia berada di sana untuk mengadakan atau menghadiri bengkel mengenai pelbagai topik demi meningkatkan kadar kesaksamaan, keamanan dan pembangunan.

June 1994: NCWO attended the 2nd Asia-Pacific Ministerial Conference on Women in Development where representatives from 58 countries in Asia-Pacific region adopted the Jakarta Declaration for the Advancement of Women in Asia and Pacific and a Plan of Action. Shanthi Dairiam attended for Malaysia.

September 1994: Meeting of Asia Pacific NGO working group. NCWO Secretary-General Mrs Ramani Gurusamy (Dato') was made South East Asian Sub-Regional Focal Point for the Forum. Women's groups were formed to prepare the Asia Pacific report for the Beijing Conference.

September 1994: International Conference on Population and Development in Cairo, Egypt. Shanthi Dairiam attended for Malaysia.

September 1995: UN Fourth World Conference on Women was held in Beijing. The Malaysian delegation led by Datin Seri Dr Siti Hasmah Mohd Ali (Tun) comprised 16- member representatives from Government and NCWO members. It listed 10 critical areas of concern for women. Members of NCWO participated in the NGO parallel activity held in Huairo, Beijing. A contingent of 200 members Malaysian NGOs were there to hold or attend workshops on a myriad of topics to raise the call of equality, peace and development.



Pada Mac 2000 10 orang wanita yang mewakili berbagai NGO telah mengiringi Datin Seri Dr Siti Hasmah Mohd Ali (Tun), isteri Perdana Menteri Malaysia ke Baghdad untuk membuat lawatan muhibah, melihat impak sekatan ekonomi atas Iraq. Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (barisan depan, tujuh dari kiri) telah mewakili NCWO

In March 2000 a group of 10 women representing various NGOs, led by the wife of the Prime Minister of Malaysia, Datin Seri Dr Siti Hasmah Mohd Ali (centre), made a working visit to Baghdad to study the impact of the economic sanctions on Iraq. Prof. Dato' Sharifah Hapsah Syed Hasan Shahabudin (front row seventh from left) represented NCWO



Menteri Wanita, Keluarga dan Pembangunan Masyarakat Dato' Sri Shahrizat Abdul Jalil bermesra dengan delegasi dari luar negara di Mesyuarat Menteri-menteri Negara-negara Berkecuali (NAM) di Putrajaya pada 2005

The Minister of Women, Family and Community Development, Dato' Sri Shahrizat Abdul Jalil meets foreign delegates at the Ministerial Meeting of the Non-Aligned Movement (NAM) in Putrajaya in 2005

2000-2010

Mac 2000: Seramai 10 orang ahli mewakili Badan Bukan Kerajaan yang diketuai oleh Datin Seri Dr Siti Hasmah Mohd Ali (Tun) membuat lawatan muhibah ke Iraq dan kemudiannya mencadangkan supaya Kerajaan Malaysia terus menyokong pembatalan sekatan ekonomi Bangsa Bersatu ke atas Iraq. Profesor Dato' Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) mewakili NCWO.

Jun 2000: Sesi Khas Perhimpunan Agung Bangsa Bersatu: Shanthi Dairiam adalah anggota delegasi Malaysia.

Pada tahun 2002: Latihan Mentor-Kepimpinan Wanita muda di Myanmar. Program diusulkan oleh NWCO dan telah dikendalikan oleh Dato' Ramani Gurusamy.

Oct 2002: SagaAsian Women's Forum on Women Create 21st Century Asia, di Saga, Japan. NCWO diwakili oleh Prof. Madya Dr Kiranjit Kaur dan June Yeoh

Mei 2003: Pada Sesi Kesepuluh Persidangan Pertubuhan Negara-negara Islam di Putrajaya, Malaysia, Yang Di Pertua NCWO Profesor Dato' Dr Sharifah Hapsah (Tan Sri) dan Dr Husna Sulaiman mengambil bahagian sebagai orang perseorangan yang mempunyai sumber dan kepakaran kepada kemajuan wanita di negara-negara OIC.

Pada tahun 2003: NCWO memulakan penyediaan laporan bayangan Badan Bukan Kerajaan tentang CEDAW yang mengkaji laporan Kerajaan dan menawarkan maklumat tambahan ke atas wanita dalam negara.

Pada tahun 2004: Satu persidangan kebangsaan mengenai CEDAW diadakan di Kuala Lumpur untuk membentangkan draf laporan bayangan kepada semua komuniti Badan Bukan Kerajaan.

Mei 2005: Mesyuarat Menteri-Menteri Pergerakan Negara-Negara Berkecuali di Putrajaya, Malaysia. Yang Di Pertua NCWO, Profesor Dato Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) dan Dr Husna Sulaiman mengambil bahagian sebagai pakar rujuk dalam merangka Deklarasi Putrajaya tentang Wanita. Institusi untuk memperkasakan wanita di bawah naungan Pergerakan Negara-Negara Berkecuali (NAM).

2000-2010

March 2000: A 10-member NGO team led by Datin Seri Dr Siti Hasmah Mohd Ali (Tun) made a goodwill visit to Iraq and later recommended that the Malaysian Government continue to advocate the lifting of the UN sanctions on Iraq. Professor Dato' Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) represented NCWO.

June 2000: UN General Assembly Special Session: Shanthi Dairiam was a member of the Malaysian delegation.

In 2002: Mentorship-Leadership Training for Young Women in Myanmar. NWCO initiated the programme which was facilitated by Dato' Ramani Gurusamy.

Oct 2002: SagaAsian Women's Forum on Women Create 21st Century Asia, in Saga, Japan. NCWO was represented by Associate Professor Dr Kiranjit Kaur and June Yeoh.

May 2003: At the 10th Session of the Organisation of Islamic Countries Summit in Putrajaya, Malaysia, NCWO President Professor Tan Sri Dato Dr Sharifah Hapsah and Dr Husna Sulaiman participated as experts and resource persons on Women's advancement in OIC countries.

In 2003: The NCWO initiated the preparation of an NGO Shadow report on CEDAW that reviewed the Government report and offered additional information on women in the country.

In 2004: A national conference on CEDAW held in Kuala Lumpur to present the draft shadow report to the larger community of NGOs.

May 2005: Ministerial Meeting of the Non-Aligned Movement in Putrajaya, Malaysia. NCWO President Professor Dato' Dr Sharifah Hapsah Syed Hasan Shahabudin (Tan Sri) and Dr Husna Sulaiman participated as experts and resource persons in drafting the Putrajaya Declaration on Women. The Non- Align Movement (NAM) Institute for the Empowerment of Women was established.

Jun 2006: Semasa Kerajaan Malaysia membentangkan laporan pertama dan kedua pada sesi ke-35 CEDAW di New York, enam orang wakil daripada Badan Bukan Kerajaan Malaysia termasuk ahli NCWO mengambil bahagian dalam proses sokongan. Penglibatan mereka adalah kemuncak siri usaha-usaha dan kerjasama dengan beberapa Badan Bukan Kerajaan Malaysia untuk melobi Jawatankuasa CEDAW mengenai isu-isu yang melibatkan wanita di Malaysia. NCWO telah membentangkan *Shadow Report* kepada Jawatankuasa CEDAW. Mereka yang mewakili NGO Malaysia termasuk Zarizana Abdul Aziz (WCC, Penang), Zaitun Kassim (SIS), Ivy Josiah (WAO) Meera Samanther (WAO), Vizla Kumaresan (WAO) dan Dr Hamidah Karim (NCWO).

Februari 2007: Sesi ke-51 Suruhanjaya mengenai Status Wanita (CSW), New York. Delegasi seramai lima anggota yang diketuai oleh Dr Sharifah Zarah Syed Ahmad, Ketua Pengarah Jabatan Wanita, Kementerian Pembangunan Wanita, Keluarga dan Masyarakat. NCWO telah diwakili oleh Puan Faridah Khalid (Dato').



Dato' Faridah Khalid bersama Somaly Mam di sesi "Commission on the Status of Women" di New York mengenai keganasan terhadap wanita. Somaly Mam adalah seorang penganjur hak asasi manusia pada 2006
Puan Faridah Khalid (Dato') with Somaly Mam at a session on the "Commission on the Status of Women" in New York on Violence Against Women in 2006. Somaly Mam is a human rights advocate



Timbalan Yang Di Pertua NCWO Puan Ramani Gurusamy (barisan depan, tiga dari kanan) di mesyuarat ACWO pada 2006 di Manila, Philippines
An ACWO Meeting in 2006 attended by NCWO Vice Preisent Mrs Ramani Gurusamy (front row third from left) in Manila, Philippines



Datin Paduka Chew Mei Fun (berpakaian warna merah jambu) telah memimpin delegasi Malaysia termasuk pegawai-pegawai kerajaan dan NGO ke mesyuarat di Kampala, Uganda pada 2007
Datin Paduka Chew Mei Fun (in pink) led the Malaysian delegation comprising government officials and NGOs for a meeting in Kampala, Uganda in 2007

June 2006: When the Government of Malaysia presented its first and second report at the 35th session of CEDAW in New York, six Malaysian NGO representatives including NCWO members participated in the advocacy process. Their involvement was the culmination of a series of cooperative and collaborative efforts with several Malaysian NGOs to lobby the CEDAW Committee on issues affecting Malaysian women. The NCWO presented its shadow report to the CEDAW committee. The six representatives were Zarizana Abdul Aziz (WCC, Penang), Zaitun Kassim (SIS), Ivy Josiah (WAO), Meera Samanther (WAO), Vizla Kumaresan (WAO) and Dr Hamidah Karim (NCWO).

February 2007: The 51st Session of the Commission on the Status of Women (CSW), New York. The five-member delegation was led by Dr Sharifah Zarah Syed Ahmad, Director-General of Women's Department of the Ministry of Women, Family and Community Development. NCWO was represented By Puan Faridah Khalid (Dato').



Cik Ivy. N. Josiah, Pengarah Eksekutif , Women's Aid Organisation (WAO)
Ms Ivy N. Josiah, Executive Director of Women's Aid Organisation (WAO)

Pada tahun 2007: Perhimpunan Kesihatan Sedunia di Geneva, Switzerland. NCWO diwakili oleh Profesor Datuk Bibi Florina Abdullah.

Jun 2007: Mesyuarat Menteri-menteri Komanwel mengenai Hal Ehwal Wanita ke- 8 di Monyonyo, Kampala, Uganda. Mesyuarat itu dihadiri oleh 32 buah negara. Delegasi Malaysia telah diketuai oleh Setiausaha Parlimen Kementerian Wanita, Keluarga dan Pembangunan Masyarakat, Datin Paduka Chew Mei Fun. NCWO telah diwakili oleh Puan Faridah Khalid (Dato').

Julai 2007: Dialog Perundingan Negara Antarabangsa dalam Memerangi Pemerdagangan Manusia: Perkongsian Amalan Baik dan Penentuan Strategi Serantau di Phnom Penh, Kemboja. Dianjurkan oleh Yayasan Asia. NCWO telah diwakili oleh Puan Faridah Khalid (Dato').

November 2007: Mesyuarat Jawatankuasa Wanita ASEAN di Chiengmai, Thailand. Delegasi Kerajaan diketuai oleh Datuk Faizah Tahir, Ketua Setiausaha Kementerian Pembangunan Wanita, Keluarga dan Masyarakat. NCWO telah diwakili oleh Puan Faridah Khalid (Dato') dan Datin Nursiah Sulaiman.

Disember 2007: Mesyuarat Kedua Menteri-menteri Asia Timur tentang Kesaksamaan Gender di New Delhi, India yang diketuai oleh Dato 'G. Palanivel, Timbalan Menteri Pembangunan Wanita, Keluarga dan Masyarakat. NCWO telah diwakili oleh Dato' Ramani Gurusamy.

Mac 2008: Sesi yang ke-52 CSW di New York. Delegasi Malaysia telah diketuai oleh Puan Margaret Ho, Kementerian Pembangunan Wanita, Keluarga dan Masyarakat. NCWO telah diwakili oleh Dato 'Ramani Gurusamy.

Pada tahun 2008: Sidang Kemuncak Wanita Global di Hanoi, Vietnam yang diketuai oleh Dato' Sri Dr Ng Yen Yen, Menteri Pembangunan Wanita, Keluarga dan Masyarakat. NCWO telah diwakili oleh Datin Nursiah Sulaiman, seorang ahli daripada NAWEM.

Oktober 2008: Bengkel Serantau ASEAN Perundangan Keganasan domestik di Hanoi, Vietnam. Kementerian Pembangunan Wanita, Keluarga dan Masyarakat sebagai titik fokus bagi jawatankuasa ASEAN Wanita (ACW) menjemput NCWO untuk menyertai kerajaan ke bengkel yang diadakan selama dua hari. Bengkel itu dianjurkan oleh UNIFEM. Puan Faridah Khalid (Dato') mewakili NCWO.

November 2008: Perhimpunan Agung dan Persidangan Serantau ACWO telah diadakan di Manila, Filipina, dengan tema "Womenomics". Delegasi Malaysia menghantar 11 orang merupakan yang terbesar di kalangan negara-negara Asean.

Pada tahun 2009: Bengkel Serantau Mengenai Pemerdagangan Manusia telah diadakan di Lombok, Indonesia. NCWO telah diwakili oleh Puan Faridah Khalid (Dato').

Mac 2009: Mesyuarat Suruhanjaya mengenai Status Wanita (CSW) di New York. Cik Rashila Ramli mewakili NCWO.

Pada tahun 2010: Seminar Perlindungan Wanita dan Kanak-kanak dalam memerangi Perdagangan dan Eksploitasi Seksual telah diadakan di Medan, Indonesia. Puan Faridah Khalid (Dato') mewakili NCWO.

Mac 2010: Sesi ke-55 Suruhanjaya mengenai Status Wanita (CSW), New York. NCWO telah diwakili oleh Shanthi Dairiam dan Omna Sreeni-Ong.



Cik Shanthi Dairiam dan Puan Faridah Khalid (Dato') dengan seorang rakan di sesi Commission on the Status of Women (CSW) Beijing Plus 5 di New York
Ms Shanthi Dairiam and Puan Faridah Khalid (Dato') with a friend at the Commission on the Status of Women (CSW) session on Beijing Plus 5 in New York

In 2007: World Health Assembly in Geneva, Switzerland. NCWO was represented by Professor Datuk Bibi Florina Abdullah.

June 2007: The 8th Commonwealth Ministerial Meeting on Women's Affairs in Monyonyo, Kampala, Uganda. The meeting was attended by 32 countries. The Malaysian delegation was led by Parliamentary-Secretary of the Ministry of Woman, Family and Community Development, Datin Paduka Chew Mei Fun. NCWO was represented by Puan Faridah Khalid (Dato').

July 2007: International Country Consultation Dialogue on Combating Human Trafficking: Sharing Good Practises and Defining Regional Strategies in Phnom Penh, Cambodia. Organised by the Asia Foundation, NCWO was represented by Puan Faridah Khalid (Dato').

November 2007: ASEAN Committee on Women meeting in Chiengmai, Thailand. The Government delegation was headed by Datuk Faizah Tahir, Secretary-general of the Ministry of Women, Family and Community Development. NCWO was represented by Puan Faridah Khalid (Dato') and Datin Nursiah Sulaiman.

December 2007: Second East Asia Gender Equality Ministerial Meeting in New Delhi, India led by Dato' G. Palanivel, Deputy Minister of Women, Family and Community Development, NCWO was represented by Dato' Ramani Gurusamy.

March 2008: The 52nd Session of CSW in New York. The Malaysian delegation was led by Puan Margaret Ho of the Ministry of Women, Family and Community Development. The NCWO was represented by Dato' Ramani Gurusamy.

In 2008: Global Women's Summit in Hanoi, Vietnam led by Dato' Sri Dr Ng Yen Yen, Minister of Women, Family and Community Development. NCWO was represented by Datin Nursiah Sulaiman, a member from NAWEM.

October 2008: ASEAN Regional Workshop on Domestic Violence Legislation in Hanoi, Vietnam. The Ministry of Women, Family and Community Development as the focal point for the ASEAN committee on Women (ACW) invited NCWO to join the government to the two-day workshop organised by UNIFEM. Faridah Khalid (Dato') represented NCWO.

November 2008: The ACWO General Assembly and Regional Conference held in Manila, Philippines, with the theme "Womenomics". Malaysia's delegation of 11 was largest among Asean countries.

In 2009: Regional workshop on Human Trafficking was held in Lombok, Indonesia. NCWO was represented by Puan Faridah Khalid (Dato')

March 2009: Meeting of the Commission on the Status of Women (CSW) in New York. Cik Rashila Ramli represented NCWO.

In 2010: Seminar on Women and Children Protection against Trafficking and Sexual Exploitation was held in Medan, Indonesia. Puan Faridah Khalid (Dato') represented NCWO.

March 2010: At the 55th session of Commision on the Status of Women (CSW), New York. NCWO was represented by Shanthi Dairiam and Omna Sreeni-Ong.

2011-2020

Mei 2011: Forum Ekonomi Islam Sedunia di Kazakhstan. NCWO telah diwakili oleh Datin Nadzley Noordin (NAWEM).

Jun 2011: Penyeludupan oleh Perikatan Global Terhadap Pemerdagangan Wanita (GAATW). Bengkel dianjurkan di Bangkok dengan kerjasama Pertubuhan Bangsa Bersatu untuk Hak Asasi Manusia (OHCHR). Dato' Faridah Khalid mewakili NCWO.

Mac 2011: Sesi ke-56 daripada Suruhanjaya mengenai Status Wanita di New York. Rashila Ramli daripada NCWO hadir sebagai pakar rujuk.

Oktober 2011: Persidangan Mengurangkan Jurang Gender bagi Meningkatkan Pencapaian MDGS Melalui Perundangan Kesaksamaan Gender. Ia telah diadakan di Bogor, Indonesia, dan delegasi kerajaan diketuai oleh Dato' Sri Dr Noorul Ainur Mohd Nur, Ketua Setiausaha Kementerian Pembangunan Wanita, Keluarga dan Pembangunan Masyarakat. NCWO telah diwakili oleh Dato' Faridah Khalid dan Datin Nursiah Sulaiman.

November 2011: Pilihan Raya Pertubuhan Bangsa Bersatu Suruhanjaya Undang-undang Antarabangsa. Dato' Noor Farida Ariffin merupakan calon Malaysia.



Dato' Noor Farida Ariffin (kanan) dan Farina Azmee, Setiausaha Kedua, Misi Malaysia di Bangsa Bersatu di Dewan Perhimpunan Bangsa Bersatu di New York, sebagai calon Malaysia bagi Perlantikan Suruhanjaya Undang-undang Antarabangsa pada 2011
Dato' Noor Farida Ariffin (right) and Farina Azmee, Second Secretary at the Malaysian Mission in the UN at the UN Assembly hall in New York as Malaysia's candidate at the 2011 Elections of the InInternational Law Commission



Sebagai ahli Lembaga Sains, Professor Dr Farida Habib Shah menghadiri mesyuarat UNESCO-IPBS (International Basic Science Programmes) di ibu pejabat UNESCO di Paris pada 2011
As a member of the Scientific Board, Professor Dr Farida Habib Shah at a meeting on UNESCO-IPBS (International Basic Science Programmes) at UNESCO headquarters in Paris in 2011

2011-2020

May 2011: World Islamic Economic Forum in Kazakhstan. NCWO was represented by Datin Nadzley Noordin (NAWEM).

June 2011: Smuggling by Global Alliance Against Traffic in Women (GAATW) worshop in Bangkok in collaboration with UN office of the High Commission for Human Rights (OHCHR) . Dato' Faridah Khalid represented NCWO.

March 2011: The 56th session of the Comission on the Status of Women in New York. Rashila Ramli of NCWO attended as expert and resource person.

October 2011: Conference on Reducing Gender Gaps to Accelerate the Achievement of the MDGS Through Gender Equality Legislation. Held in Bogor, Indonesia, the government delegation was headed by Dato' Sri Dr Noorul Ainur Mohd Nur, the Secretary-General of the Ministry of Women, Family and Community Development. NCWO was represented by Dato' Faridah Khalid and Datin Nursiah Sulaiman.

November 2011: Elections of the UN International Law Commission. Dato' Noor Farida Ariffin was Malaysia's candidate.

Februari 2012: Forum tahunan yang kedua berkisar Kepimpinan Wanita Asia di Kuala Lumpur. NCWO telah diwakili oleh Datin Nadzley Noordin (NAWEM).

February 2012: Dialog ACWC dengan CSO mengenai Keganasan Terhadap Wanita dan Kanak-kanak di Makati City, Filipina. NCWO, Datin Nursiah Sulaiman merupakan salah seorang dalam delegasi yang diketuai oleh Dato' Sri Dr Noorul Ainur Mohd Nur, Ketua Setiausaha Kementerian Pembangunan Wanita, Keluarga dan Masyarakat.

April 2012: Sidang Kemuncak ASEAN ke-20 ASEAN Civil /ASEAN People's Forum di Phnom Penh, Cambodia. Tema: Gender and dan Pembangunan. NCWO diwakili oleh Prof. Madya Dr Kiranjit Kaur.

Jun 2012: Sidang Kemuncak Global Wanita di Athens, Greece. NCWO telah diwakili oleh Datin Nadzley Noordin (NAWEM).

Oktober 2012: Mesyuarat Jawatankuasa ASEAN mengenai Wanita bertajuk "Meningkatkan Perspektif Gender dan Kerjasama Wanita ASEAN dalam Alam Sekitar" telah diadakan di Vientiane, LAO PDR. NCWO telah diwakili oleh Dato' Ramani Gurusamy dan Dato' Faridah Khalid.

Pada tahun 2012: Suruhanjaya Antarabangsa Wanita di Seoul, Korea. NCWO telah diwakili oleh Omna Sreeni-Ong.

Februari – Mac 2012: Sesi ke-56 Suruhanjaya mengenai Status Wanita (CSW) di New York. NCWO telah diwakili oleh Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Prof. Madya Dr Rashila Ramli dan Dr Sharifah Syahirah Syed Sheikh.

Disember 2012: Forum Ekonomi Islam Sedunia di Johor Bahru. NCWO telah diwakili oleh Datin Nadzley Noordin.

Jun 2013: Sidang Kemuncak Global Wanita di Kuala Lumpur. NCWO telah diwakili oleh Datin Nadzley Noordin.

June 2013: Women Deliver: Persidangan Sedunia tentang Pelaburan untuk Perempuan dan Wanita di Kuala Lumpur. NCWO telah diwakili oleh Hatijah Ayob dan Datuk Dr Bibi Florina Abdullah.



Datin Nadzley Noordin (kanan) di Global Summit of Women di Athens, Greece pada 2012
Datin Nadzley Noordin (extreme right) at the Global Summit of Women in Athens , Greece in 2012



Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin telah dilantik Yang Di Pertua ACWO (2012-2014)
Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin is elected President of ACWO (2012-2014)



Di Sesi ke-57 Commission on the Status of Women (CSW) di New York pada 2013. Dari kiri Farah Kareena (KPWKM), Prof. Madya Dr Madeline Berma (UKM), Prof. Madya Dr Rashila Ramli (UKM), Prof. Dr Zawiyah Yahya (UKM) dan Dr Sharifah Syahirah Syed Sheikh (UKM)
At the 57th session of the Commission on the Status of Women (CSW) in New York in 2013. From left Farah Kareena (KPWKM), Associate Prof. Dr Madeline Berma (UKM), Associate Prof. Dr Rashila Ramli (UKM), Prof. Dr Zawiyah Yahya (UKM) and Dr Sharifah Syahirah Syed Sheikh (UKM)

February 2012: Second Annual Women in Leadership Forum Asia in Kuala Lumpur: NCWO was represented by Datin Nadzley Noordin (NAWEM).

February – March 2012: The 56th session of the Commission on the Status of Women (CSW) in New York. NCWO was represented by Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Associate Prof. Dr Rashila Ramli and Dr Sharifah Syahirah Syed Sheikh.

June 2012: Global Summit of Women in Athens, Greece. NCWO was represented by Datin Nadzley Noordin (NAWEM).

February 2012: ACWC's Dialogue with CSOS on Violence against Women and Children in Makati City, Philippines. NCWO's Datin Nursiah Sulaiman was in the delegation headed by Dato' Sri Dr Noorul Ainur Mohd Nur, the Secretary – General of the Ministry of Women, Family and Community Development.

April 2012: The 20th ASEAN Summit For ASEAN Civil /ASEAN People's Forum in Phnom Penh, Cambodia. The theme was Gender and Development. NCWO was represented by Associate Professor Dr Kiranjit Kaur.

In 2012: International Commission on Women in Seoul, Korea. NCWO was represented by Omna Sreeni-Ong.

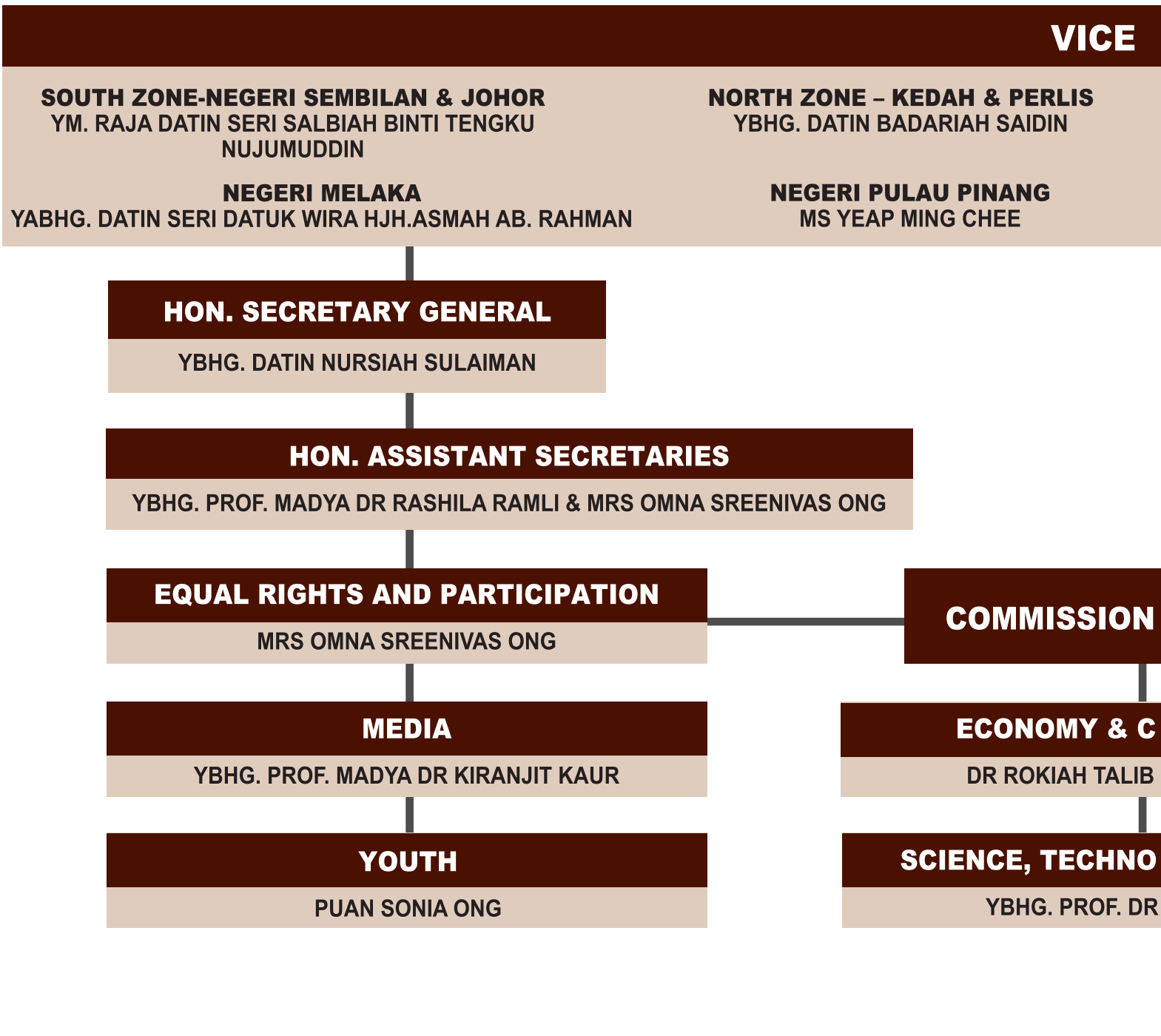
October 2012: Meeting of the ASEAN Committee on Women eentitled "Enhancing Gender Perspective and ASEAN Women's Partnership in Environment" was held in Vientiane, LAO PDR. NCWO was represented by Dato' Ramani Gurusamy and Dato' Faridah Khalid.

December 2012: World Islamic Economic Forum in Johor Baru. NCWO was represented by Datin Nadzley Noordin.

June 2013: Global Summit on Women in Kuala Lumpur. NCWO was represented by Datin Nadzley Noordin.

Women Deliver 2013: Investing in Girls and Women World Conference in Kuala Lumpur. NCWO was represented by Hatijah Ayob and Datuk Dr Bibi Florina Abdullah.

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2012-2014



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PROGRAM DAN AKTIVITI
PROGRAMMES AND ACTIVITIES



DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail tiba ke Dewan Bahasa dan Pustaka untuk Perasmian majlis Hari Wanita pertama pada 1962, diiringi oleh Puan Kamsiah Abdul Majid (kiri) dan Datin Uma Sambanthan (kanan)
Her Majesty the Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail arriving at Dewan Bahasa dan Pustaka for the opening of Women's Day celebration in 1962. She is accompanied by Puan Kamsiah Abdul Majid (left) and Datin Uma Sambanthan (right)

Sebagai badan induk kapada kumpulan-kumpulan wanita, program yang dijalankan oleh NCWO adalah luas dan menyeluruh. Berikut adalah gambar acara-acara kemuncak yang dijalankan.

Being the umbrella body for many women's groups, NCWO's programmes are varied and wide-ranging. Here are some of the highlights in pictures.

DYMM Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail bertitah di majlis Hari Wanita pertama di Dewan Bahasa dan Pustaka pada 1962. Duduk dari kiri: Datin Uma Sambanthan (Toh Puan), Toh Puan Rahah Mohd Noah, Datin Kamsiah Abdul Majid (Tan Sri), Puan Sharifah Rodziah Syed Barakhbah, Datin Fatimah Hashim (Tun), Puan F.R. Bhupalan (Datuk) dan Puan Goh Kwee Teng

Her Majesty Raja Permaisuri Agong Tuanku Tengku Budriah Tengku Ismail addresses the first Women's Day event at Dewan Bahasa dan Pustaka in Kuala Lumpur in 1962. Seated from left: Datin Uma Sambanthan (Toh Puan), Toh Puan Rahah Mohd Noah, Datin Kamsiah Abdul Majid (Tan Sri), Puan Sharifah Rodziah Syed Barakhbah, Datin Fatimah Hashim (Tun), Mrs F.R. Bhupalan (Datuk) and Mrs Goh Kwee Teng



Delegasi MIC di perasmian pejabat NCWO di Jalan Tun Razak oleh Toh Puan Suhailah Mohd Noah (Tun), isteri Tun Hussein Onn

MIC delegates at the opening of the NCWO office at Jalan Tun Razak by Toh Puan Suhailah Mohd Noah (Tun), wife of Tun Hussein Onn



Mesyuarat Exco pada 1965 di pengerusikan oleh Datin Fatimah Hashim (Tun). Di sebelah kanan ialah Puan Ramani Gurusamy (Dato')
An exco meeting chaired by Datin Fatimah Hashim (Tun) in 1965. On extreme right is Mrs Ramani Gurusamy (Dato')



Ketua-ketua NCWO di sebuah persidangan. Dari kiri: Datin Kamsiah Abdul Majid (Tan Sri), Puan Daisy Leong, Puan Aishah Ghani (Tan Sri), Puan Azizah Jaafar, Datin Fatimah Hashim (Tun) dan Puan F.R. Bhupalan (Datuk)
NCWO leaders at a conference. From left: Datin Kamsiah Abdul Majid (Tan Sri), Mrs Daisy Leong, Puan Aishah Ghani (Tan Sri), Puan Azizah Jaafar, Datin Fatimah Hashim(Tun) dan Mrs F.R. Bhupalan (Datuk)



Timbalan Perdana Menteri Tun Dr Ismail Abdul Rahman berjalan masuk ke dewan diringi Datin Fatimah Hashim (Tun), Puan Daisy Leong, Puan F.R. Bhupalan (Datuk), Toh Puan Norashikin Mohd Seth (tengah), Puan Zainon Hussein dan tetamu wanita yang lain
Deputy Prime Minister Tun Dr Ismail Abdul Rahman is accompanied to the hall by Datin Fatimah Hashim (Tun), Mrs Daisy Leong, Mrs F.R. Bhupalan (Datuk), Toh Puan Norashikin Mohd Seth (centre), Puan Zainon Hussein and guests



Tun Dr Ismail Abdul Rahman merasmikan seminar "Rancangan Malaysia yang Kedua, Gerakan, Pembahruan dan Peranan Pertubuhan-pertubuhan Wanita" di Kuala Lumpur anjuran Majlis Kebangsaan Pertubuhan Wanita Malaysia pada tahun 1972. Duduk dari Kanan: Puan Goh Kwee Teng, Puan BC Sekhar, Puan Daisy Leong, Datin Fatimah Hashim (Tun), Toh Puan Norashikin Mohd Seth, Toh Puan Zainon Hussein and Puan F.R. Bhupalan (Datuk)

Tun Dr Ismail launches a seminar on "Second Malaysia Plan: Movement, Transformation and the Role of Women's Organisations" in Kuala Lumpur, organised by NCWO in 1972. Seated from left: Mrs Goh Kwee Teng, Mrs BC Sekhar, Mrs Daisy Leong, Datin Fatimah Hashim (Tun), Toh Puan Norashikin Mohd Seth, Toh Puan Zainon Hussein and Mrs F.R. Bhupalan (Datuk)



Puan Cho Lin, Isteri Timbalan Perdana Menteri Republik China diraikan di majlis makan tengah hari oleh NCWO pada November 1978. Puan Cho juga menerima cenderahati dari Yang di Pertua NCWO Datin Fatimah Hashim (Tun)
Mrs Cho Lin, wife of the Prime Minister of the Republic of China is feted at a luncheon by NCWO in 1978. She also receives a gift from NCWO President Datin Fatimah Hashim (Tun)



DYMM Raja Permaisuri Agong Tuanku Tunku Bahiyah Tuanku Abdul Rahman menyaksikan pameran Hari Wanita pada 1982
Her Majesty Tuanku Tunku Bahiyah Tuanku Abdul Rahman at an exhibition to celebrate Women's Day in 1982

Rumah Perlindungan/Shelter homes

PADA 1996, setelah Akta Keganasan Rumahtangga diluluskan (1994) NCWO dan YWCA telah membina sebuah rumah perlindungan di Kelang untuk wanita yang menjadi mangsa keganasan rumah tangga. Ia dinamakan Rumah Perlindungan Sosial dan diuruskan seperti rumah perlindungan Women's Aid Organisation (WAO) di Lembah Kelang.

IN 1996, following the passing of the Domestic Violence Act (1994), NCWO and YWCA set up a shelter for battered women in Klang. Called Rumah Perlindungan Sosial, it is modeled after the shelter home run by Women's Aid Organisation (WAO).



Peserta dari luar negara yang menghadiri Bengkel 'Post-Beijing' di Kuala Lumpur pada 1996. Di kiri sekali ialah Datin Azizah Mokhzani, Ketua Komisyen Media NCWO
Foreign participants at the Post-Beijing Workshop in Kuala Lumpur in 1996. On the extrema left is Datin Azizah Mokhzani, Head of the Media Commission, NCWO



Aktivis wanita (dari kiri) Zainah Anwar (SIS), Ivy Josiah (WAO) dan Ann Lee (Kualiworks) di Bengkel 'Post-Beijing'
Women activists (from left) Zainah Anwar(SIS), Ivy Josiah(WAO) and (Ann Lee (Kualiworks) at the Post-Beijing workshop

NCWO telah menganjurkan sebuah Bengkel Kebangsaan 'Post-Beijing' pada May 1996 untuk menerangkan kepada ahli badan gabungan perbincangan yang dibuat di persidangan sedunia yang diadakan pada September 1995. Bengkel yang di hadiri ahli-ahli NGO and ketua-ketua wanita mengkaji bahagian Pelan Tindakan yang relevan pada Malaysia. Ia juga merangka strategi untuk di kerjakan dan memberi beberapa resolusi kepada Kerajaan.

THE NCWO held a two-day Post-Beijing National Conference in May 1996 to explain to affiliate members what the world conference that took place in September 1995 had been about. The workshop attended by NGOs and women leaders examined areas that were relevant to Malaysia in the Platform for Action. It also formulated strategies and actions to be implemented and resolutions to be submitted to the Government.



Sambutan Hari Wanita oleh NCWO Pulau Pinang diketuai oleh Datin E. Devaraj (Pengerusi). Berdiri ditengah ialah Dato' Kee Phaik Cheen, ADUN bagi Hal Ehwal Wanita Pulau Pinang
Hari Wanita celebration in Penang headed by Datin E Devaraj (Chairman). Standing in the centre is Dato' Kee Phaik Cheen, State Exco for Women's Affairs in Penang



Kempen kesihatan "Wanita Cergas dan Gaya Hidup Sihat" pada Hari Wanita 1998 di Pulau Pinang
Health campaign "Wanita Cergas dan Gaya Hidup Sihat" on Women's Day 1998 in Penang



Ahli Exco Belia dan Sukan Pulau Pinang Dato' Jahara di pameran sambutan Hari Wanita 1998
Penang State Exco for Youth and Sports, Dato' Jahara at an exhibition to mark Women's Day 1998



Ahli NACIWID mengadakan mesyuarat di Kangar Perlis pada 1999
Members of NACIWID organised a meeting in Kangar, Perlis in 1999



Ahli NACIWID membuat kunjungan hormat keatas Datin Seri Dr Siti Hasmah Mohd Ali (Tun) di Seri Perdana pada 2000
Members of NACIWID paid a courtesy call on Datin Seri Dr Siti Hasmah Mohd Ali (Tun) at Seri Perdana in 2000



Puan Ramani Gurusamy (Dato') menerima derma bagi pihak NCWO daripada wakil Kedutaan Jepun di pelancaran program kitar semula di Pusat Komuniti NCWO pada 2003. Projek tersebut telah dimulakan oleh Datin Zaharah Alattas (tengah) pada 2002. Gambar di bawah: peserta membawa barang-barang untuk dikitar semula di pusat komuniti NCWO

Mrs Ramani Gurusamy (Dato') receives a donation on behalf of NCWO from a representative of the Japanese Embassy during the launch of the recycle programme at the NCWO Community Centre in 2003. The project was initiated by Datin Zaharah Alattas (centre) in 2002. Picture below: Participants came with items to recyle at the NCWO community Centre



SALAH satu daripada program mengumpul dana NCWO ialah Pertandingan Golf Amal yang dimulakan 10 tahun dulu untuk membiayai projek masyarakat dan kempen kesihatan. Dana yang dikumpulkan kini ditumpukan kepada pembinaan Rumah NCWO. Pertandingan Golf Amal ini dibuka untuk orang ramai dan pertubuhan-pertubuhan yang berminat. NCWO bertuah kerana beberapa orang ternama pernah menyertai pertandingan Golf Amal ini termasuk DYMM Yang diPertuan Agong, Sri Paduka Raja Permaisuri Agong dan mantan Perdana Menteri Tun Abdullah Ahmad Badawi dan Timbalan Perdana Menteri (pada ketika itu) Dato' Sri Najib Tun Razak.

ONE of NCWO's fund-raising programmes is the Charity Golf Tournament that began 10 years ago to fund its community projects and health campaigns. Nowadays, the funds are raised to build the NCWO building. The golf tournaments are opened to the public and interested organisations. NCWO had been priviledged to have dignitaries participating in the Charity Golf events. Among them were the reigning Yang Di Pertuan Agong, Raja Permaisuri Agong, former Prime Minister Tun Abdullah Ahmad Badawi and the then Deputy Prime Minister Dato' Sri Najib Tun Razak.



Makan tengahari di majlis Golf Amal (dari kiri: Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Dato' Sri Najib Tun Razak, Datin Seri Rosmah Mansor dan Tan Sri Tunku Intan Shafinaz Sultan Abdul Halim)
At a Charity Golf lunch (from left: Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin, Dato' Sri Najib Tun Razak, Datin Seri Rosmah Mansor and Tan Sri Tunku Intan Shafinaz Sultan Abdul Halim)



Seri Paduka Baginda Raja Permaisuri Agong Tuanku Bainun Mohd Ali (kedua dari kiri) dan pasukannya di Pertandingan Golf Amal NCWO. Di kiri sekali ialah Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin
Her Majesty Tuanku Bainun Mohd Ali (second from left) and her team at the NCWO Charity Golf Tournament. On the extreme left is Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin



Dato' Seri Najib Tun Razak di Golf Amal NCWO
Dato' Seri Najib Tun Razak at the NCWO Charity Golf

Seri Paduka Baginda Raja Permaisuri Agong Tuanku Tunku Najihah Tunku Besar Burhanuddin (kedua dari kiri) dan pasukannya di Pertandingan Golf Amal NCWO
Her Majesty Tuanku Tunku Najihah Tunku Besar Burhanuddin (second from left) and her team at the NCWO Charity Golf Tournament

Dato' Seri Abdullah Ahmad Badawi (Tun, kedua dari kiri) dan Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin (kiri) di Golf Amal NCWO
Dato' Seri Abdullah Ahmad Badawi (Tun, second from left) and Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin (left) at the NCWO Charity Golf







Peserta program Homestay anjuran NCWO dan UKM
Participants of the NCWO Homestay programme in collaboration with UKM





Potret Seorang Pemimpin: Tun (Dr) Fatimah Hashim, Menteri wanita Malaysia yang pertama
Portrait of a Leader: Tun (Dr) Fatimah Hashim, Malaysia's first woman Minister



Pada 17 Januari 2010, NCWO telah mengadakan majlis memperingati Tun (Dr) Fatimah Hashim yang pulang ke Rahmatullah seminggu sebelumnya. Ahli keluarga dan sahabat handai berkumpul di majlis khas bertema "Potret Seorang Pemimpin". Dari kiri: Tan Sri Rafiah Salim, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin dan Tun Dr Siti Hasmah Mohd Ali. Berdiri: Dato'Faridah Khalid dan Dato' Ramani Gurusamy
On 17th January 2010, NCWO held a special gathering in memory of the late Tun (Dr) Fatimah Hashim who passed away a week earlier. Friends and family members were invited to the event themed "Portrait of a Leader". From left: Tan Sri Rafiah Salim, Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin dan Tun Dr Siti Hasmah Mohd Ali. Standing: Dato'Faridah Khalid dan Dato' Ramani Gurusamy





Hari Wanita ke-48 yang bertema "Wanita 1Malaysia Pemacu Model Ekonomi Baru disambut mesra
The 48th Women's Day celebration themed Women of 1Malaysia Drive the New Economic Model gets a warm response



Pegawai Tertinggi NCWO: Dari kiri: Dato'Faridah Khalid dan Dato' Ramani Gurusamy (Timbalan Yang Di Pertua), Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin (Yang Di Pertua), Dato' Zahra Ismail (Sabah), Dato' Maznah Mazlan (Zon Pantai Timur) dan Datuk Rohani Karim (Sarawak, Naib Yang Di Pertua)
NCWO office bearers: From left: Dato'Faridah Khalid and Dato' Ramani Gurusamy (Deputy Presidents), Prof Tan Sri Sharifah Hapsah Syed Hasan Shahabudin (President), Dato' Zahra Ismail (Sabah), Dato' Maznah Mazlan (Zon Pantai Timur) and Datuk Rohani Karim (Sarawak, are Vice Presidents)

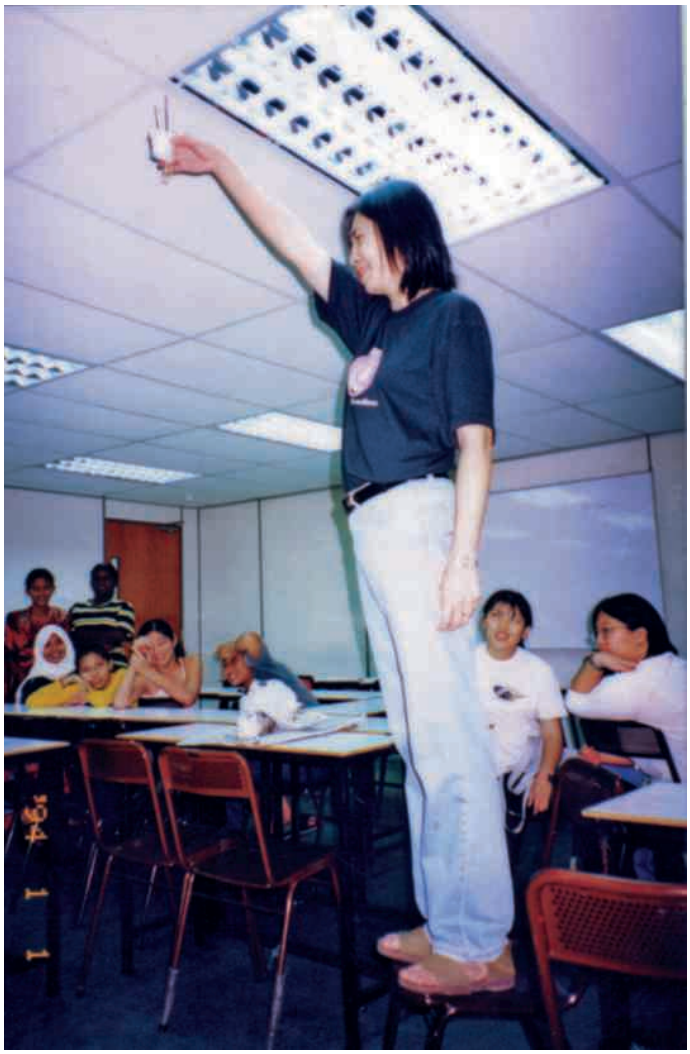




Pada tahun 2010 NCWO telah bekerjasama membuka pusat-pusat IT di beberapa tempat di seluruh negara. Salah sebuah daripadanya ialah di Sri Aman, Sarawak (gambar di atas) yang dilancarkan oleh Datuk Rohani Karim, Menteri Pertanian dan Industri AsasTani (ketika itu) merangkap Naib Yang Di Pertua NCWO Zon Malaysia Timur
The year 2010 saw NCWO collaborating to set up IT centres in various parts of the country. The IT centre in Sri Aman, Sarawak (pictures above) was launched by Datuk Rohani Karim, Deputy Minister of Agriculture and Agro-based Industries (then) who is also Vice President of NCWO for the East Malaysia Zone

SURUHANJAYA Belia NCWO ditubuhkan pada tahun 1996 untuk menangani isu-isu tertentu yang melibatkan wanita. Ia memberi tumpuan kepada sokongan dan kapasiti membimbing belia. Sebagai contoh pada tahun 2002 suruhanjaya belia menggunakan *roadshow* ke beberapa negeri untuk membuat pementasan "*Equal Wings*" iaitu sebuah bengkel yang menjelaskan stereotip gender. Program lain yang telah diadakan termasuk: "*Stand Up for Change (Youth for sustainable development)*"; *Empower* (memperkasa, membina nilai diri dan keyakinan) dan "*Breakfast With Mentors*" (menghubungkan belia dengan mentor mereka). Anjuran bersama komuniti Baha'i, ia bertujuan mengajar anak-anak muda untuk saling berkerjasama.

THE NCWO Youth Commission was set up in 1996 to address specific issues affecting women. It focuses on advocacy and capacity building of youth. For instance, in 2002, the youth commission went on a roadshow to several states to stage Equal Wings, a theatre workshop on gender stereotyping. Other programmes that have been held were: Stand Up for Change (youth for sustainable development); Empower (building self-worth and confidence) and Breakfast With Mentors (connecting youth with their mentors). Jointly organised with the Baha'i community, they are meant to teach young people to work together.



Lakonan acktiviti dalam latihan: Mentorship dan Leadership" di Pulau Pinang pada 2000
Activity play during "Mentorship and Leadership" Training Programme in Penang 2000



Petua daripada mentor Datuk F.R. Bhupalan
Tips from mentor Datuk F.R. Bhupalan 2013



Peserta-peserta muda program "Sarapan dengan Mentor" (Datuk F.R. Bhupalan and Dato' Ramani Gurusamy) yang di kendalikan oleh Puan Omna Sreeni-Ong (duduk di kanan)
Young participants at the" Breakfast with Mentors" (Datuk F.R. Bhupalan and Dato' Ramani Gurusamy) held in 2013 is one of the programmes under the NCWO Youth Commission which was held in 2013

KOS hidup dikota yang tinggi telah memaksa ramai mencari jalan alternatif untuk menambahkan pendapatan isi rumah. Kementerian Wanita, Keluarga dan Masyarakat yang diberi tanggungjawab melalui satu daripada enam Teras Bidang Keberhasilan Utama Negara (NKRA) untuk meningkatkan tahap kesejahteraan rakyat telah mewujudkan initiatif 1AZAM (Akhir Zaman Miskin), iaitu program penjanaan pendapatan isi rumah miskin melalui bidang niaga, perkhidmatan atau tani. Untuk membantu wanita terutama ibu tunggal, NCWO telah bergabung dengan KPWKM dan Pusat Pimpinan Wanita, Universiti Kebangsaan Malaysia untuk melancarkan program Teman 1AZAM. Ia telah berjaya menghasilkan 70 orang peniaga wanita.

THE high cost of living in the city has forced many to look for alternative ways of increasing household income. The Ministry of Women Family and Community Development which was given the responsibility of increasing household income as one of the six National Key Result Areas (NKRA) had introduced 1AZAM (Akhir Zaman Miskin). NCWO participated in the initiative to improve the income of single mothers through entrepreneurship by collaborating with the Women Leadership Centre of University Kebangsaan Malaysia to launch a special Teman 1 AZAM programme. This has successfully produced 70 women entrepreneurs.



Peserta Teman 1AZAM NCWO-UKM bersama Prof. Dr Muhamad Yunus, pemenang Hadiah Nobel (tengah), Prof. Madya Madeline Berma, Ketua program Teman 1AZAM NCWO-UKM (lima dari kanan) serta pelajar dan staf akademik UKM
Participants of Teman 1AZAM NCWO-UKM with Prof. Muhamad Yunus, nobel prize winner (centre), Associate Professor Madeline Berma, Head of the Teman 1AZAM NCWO-UKM programme (fifth from right), students and academic staff of UKM



Sebahgian daripada peserta Teman 1AZAM NCWO-UKM menghadiri "Kursus Asas Keusahawanan" yang dianjur oleh ahli akademik Fakulti Ekonomi dan Pengurusan, UKM
Part of the participants of Teman 1AZAM NCWO-UKM attending the "Basic Entreprenuership Course" organised by the academic members of the Faculty of Economics and Management of UKM



Dato' Faridah Khalid mempengerusikan Seminar Keganasan Terhadap Gadis pada Mac 2013
Dato' Faridah Khalid chairs a seminar on Violence Against Girls in March 2013



Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin mempengerusikan mesyuarat EXCO NCWO
Prof. Tan Sri Sharifah Hapsah Syed Hasan Shahabudin chairing a NCWO exco meeting

DALAM bulan March 2013 NCWO telah membuat "roadshow'' ke beberapa negeri untuk menjalankan seminar "Wanita dan Pelan Transformasi Negara". Ia bermula di Kuala Lumpur pada bulan September 2012 bertempat di Dewan Felda Perdana. Gambar-gambar menunjukan seminar tersebut di Seremban, Negeri Sembilan, Melaka dan Jeli, Kelantan.
IN March 2013 NCWO organised a roadshow to several states in Malaysia for a seminar on Women and the Government Transformation Plan." It began in Kuala Lumpur at Dewan Felda on September 2012. Pictures show the seminars being held in Seremban, Negeri Sembilan, Melaka and Jeli, Kelantan.



Kuala Lumpur



Seremban, Negeri Sembilan



Melaka



Jeli, Kelantan

MELANGKAH KEHADAPAN
LOOKING AHEAD

Oleh Professor Tan Sri Sharifah Hapsah Syed Hasan Shahabudin
Yang Di Pertua Majlis Kebangsaan Pertubuhan Wanita (NCWO)

By Professor Tan Sri Sharifah Hapsah Syed Hasan Shahabudin
President of the National Council of Women's Organisations



PADA bulan March 2010, Kerajaan Malaysia telah mengumumkan rancangan ekonomi yang dinamakan Model Ekonomi Baru atau The New Economic Model (NEM) untuk meningkatkan pendapatan per kapita negara sebanyak dua kali ganda. Pelaburan untuk wanita adalah penting untuk mencapai Model Ekonomi Baru dalam masa tujuh tahun yang tersisa. Kerajaan telah banyak berusaha tetapi banyak lagi usaha masih diperlukan untuk menangani bidang-bidang kritikal. Melalui proses perundingan NCWO telah membina rancangan untuk menangani isu-isu kritikal yang belum ditangani dalam rangkakerja penyertaan dan sumbangan wanita kepada ekonomi pendapatan tinggi yang inklusif dan mampu bertahan. Bekerjasama dengan kerajaan, sektor swasta, badan-badan bukan kerajaan lain dan universiti-universiti, NCWO menggambarkan matlamat akhir iaitu memperbaiki kualiti hidup yang dicapai melalui lima teras strategik yang berkaitan.

Teras 1: Melibatkan lebih ramai wanita dan menjana lebih banyak pekerjaan dalam perusahaan mikro, kecil dan sederhana yang dimiliki wanita dengan memperkuhkan budaya inovasi melalui pembentukan dan aplikasi pengetahuan, sains dan Teknologi.

Hasilannya ialah penambahan gunatenaga wanita dalam tenaga kerja dengan menambahkan jumlah perusahaan milik wanita yang mampu bertahan, mempunyai nilai tinggi dan terus menjana ide-ide baru, produk dan perkhidmatan inovatif. Untuk mencapai hasil ekonomi satu analisis dari sudut permintaan harus dilakukan bagi meningkatkan penyertaan wanita dalam sektor pertumbuhan tinggi dan menentukan sasaran serta garis-garis panduan mengenai IKS wanita untuk disemak secara berterusan. Program latihan seperti yang diatur oleh SME Corp menambah baik kemahiran teknikal dan perniagaan yang bersesuaian dengan keperluan perusahaan moden dan aktiviti ekonomi baru perlu diperluaskan. Program-progam latihan ini sepatutnya melengkapkan wanita dengan kemahiran pembelajaran dan menyelesaikan masalah untuk mendapatkan pengetahuan dan menggunakannya dengan kreatif bagi menambah baik perusahaan masing-masing. Satu misalan model latihan yang telah dimulakan ialah NCWO-UKM-KPWKM modul Teman 1Azam yang telah dicuba ke atas 70 perusahaan mikro wanita. Bantuan kewangan dan peraturan tempat kerja seharusnya dilaksanakan untuk menambah baik penyertaan wanita dalam R&D dan perusahaan inovatif seperti perusahaan baru berasaskan teknologi yang berpotensi bertumbuh menjadi perusahaan nilai tinggi, terutama di bidang-bidang ekonomi utama negara dan bidang-bidang pertumbuhan

IN March 2010, the Malaysian government unveiled an economic plan called The New Economic Model (NEM) to double the nation's per capita income. In keeping with quality growth that is also sought, investment in women is critical to achieving its target within the next seven years. While the government has done much, more needs to be done to address the critical areas.

Through a consultative process, NCWO has developed a plan to address the outstanding critical issues within the framework of women participating and contributing to a high income economy that is inclusive and sustainable. Working with government, the private sector, other NGOs and universities, NCWO envisages that the ultimate goal of improving the quality of life should be achieved through five inter-related strategic thrusts.

Thrust 1: Deploying more women and generating more jobs in women-owned medium, small and micro enterprises by strengthening a culture of innovation through the creation and application of knowledge, science and technology.

The outcomes should be an increased deployment of women in the workforce by increasing the number of sustainable women-owned enterprises that have high value and are continuously generating new ideas and innovative products and services.

To achieve the economic outcomes, a demand side analysis should be performed to effectively increase the participation of women in strong growth sectors and set targets and benchmarks on women SMEs for continual review. Training programmes such as those organised by SMECorp that enhance the technical and business skills that match the needs of modern enterprises and new economic activities should be expanded. These training programmes should equip women with learning and problem-solving skills to access and creatively use knowledge and technology to improve businesses. An example of a training model which can be rolled out is the NCWO-UKM-KPWKM Teman1 Azam module successfully piloted on 70 women owned microenterprises. Financial assistance and workplace rules should be put in place to enhance the participation of women in R&D and innovative ventures such as technology-based start-ups that have the potential to grow into high net worth entities, especially in the national key economic areas and other new growth areas that are knowledge intensive. The funds should also enable women entrepreneurs and enterprises to generate innovation from collaboration with research and consultancy providers. A crucial assistance in the form of funds, ICT and other related support must be made available to women-owned SMEs to access local and

yang intesif pengetahuan. Dana juga sepatutnya membolehkan pengusaha dan perusahaan wanita menjana inovasi melalui kerjasama dengan penyelidik dan perunding. Bantuan penting dari segi dana, ICT dan sokongan berkaitan lainnya mesti diberi kepada perusahaan SME milik wanita untuk membolehkan akses kepada pusat-pusat pengetahuan tempatan dan global, para professional yang boleh menjadi mentor dan jaringan perniagaan berhubung dengan rangkaian pembekal dan saluran-saluran pengedar yang kukuh. Bagi menggalakkan inovasi, insentif khusus wanita dan anugerah motivasi untuk pengusaha cemerlang patut diadakan.

Teras 2: Memperbaiki akses ke Pendidikan dan Latihan di setiap peringkat usia untuk menambah baik pengetahuan, cara pemikiran yang lebih tinggi, daya kreatif dan inovatif, integriti serta kebolehan sosial, teknikal, kekeluargaan, keusahawanan dan kepimpinan.

Hasilnya adalah dimensi kesaksamaan gender kuat berada di dalam undang-undang negara, dasar-dasar strategik dan amalan-amalan yang membawa peningkatan dalam jumlah pemimpin, para-penyelidik dan pakar strategi wanita merentasi semua sektor dan bidang-bidang pertumbuhan kukuh.

Untuk mencapai hasil dari pendidikan, promosi yang lebih gigih mengenai peluang-peluang yang ada harus dilakukan, mempromosi peluang-peluang dan pembiayaan untuk pendidikan sepanjang hayat supaya wanita mampu membuat pilihan yang berkesan dalam menambah baik pengetahuan dan kemahiran mereka supaya lebih mudah untuk mendapat pekerjaan dan memenuhi keperluan industri dalam mata pelajaran yang tidak diminati ramai. Latihan harus bertemankan sokongan yang cukup dan persekitaran yang menggalakkan wanita menyertai program-program dengan aktif. Pusat-pusat Kepimpinan Wanita seperti di UKM dan jaringan pakar gender perlu diperluaskan untuk membolehkan program keusahawanan dan kepemimpinan khusus termasuklah penyelidikan yang meningkatkan kefahaman dan kebolehan intelek bagi menangani isu-isu khusus gender dan wanita. Dana khas mesti diperuntukkan untuk mempromosi penyertaan aktif wanita dalan bidang inovasi, penyelidikan sains dan teknologi. Kami akan mensasarkan supaya kurikulum dan sistem pendidikan peka gender yang lengkap dan disertai bahasa, gambar dan pesanan dalam buku-buku teks dan bahan pembelajaran lain adalah netral gender di semua tahap, misalnya INTAN, institute latihan perguruan, PULAPOL, ILKAP, insititusi pengajian tinggi, latihan tempat kerja awam dan swasta.

global knowledge centres, professionals who can act as mentors and business networks that are linked to strong supply chains and distribution channels. To encourage innovation, women-specific incentives and innovation awards for high performers should be introduced.

Thrust 2: Improving access to education and training at every age level to enhance knowledge, higher order thinking, creativity, innovation, integrity as well as social, technical, familial, entrepreneurial and leadership competences which will enable women to effectively contribute towards human and societal development as well as to lead and compete in a highly challenging local and global socio-economic environment.

The outcomes should be a strong gender equality dimension in national laws, policies strategies and practices reflected in an increase in the number of women leaders, researchers and development strategists across all critical sectors and strong growth areas.

To achieve the educational outcomes there should be greater efforts in promoting available opportunities and funding for life long education so that women can make effective choices in enhancing their knowledge and skills for better employability, and to match the needs of industries in non-traditional disciplines. Training should be accompanied by adequate support and enabling environments to encourage women to participate actively in the programmes. Women's Leadership Centres such as at UKM and gender expert networks should be expanded to provide specific entrepreneurial and leadership programmes as well as research for greater understanding and intellectual capabilities to deal with gender and women-specific issues. Specific funds should be allocated to actively promote women's participation in innovative science and technology research. We will aim for complete gender sensitive education curriculum and system as well as gender neutral language, images and messages in textbooks and other learning materials at all levels e.g. INTAN, teacher training institutes, PULAPOL, ILKAP, institutions of higher learning, public and private workplace training.

Thrust 3: Women have equal rights in the eyes of society, policies and law, and are equipped with and have access to opportunities to participate in and benefit from the entire hierarchy of the socio-economic and political development in all sectors.

The outcomes are zero discrimination in all laws, regulations, policies and practices, gender equality is accepted and is a reality

Teras 3: Wanita mempunyai hak yang sama dari segi kaca mata masyarakat, dasar-dasar dan undang-undang, dan diberi serta dibolehkan akses kepada segala peluang untuk menyertai dan menerima manfaat dari seluruh hirarki sosio-ekonomi dan pembangunan politik di semua sektor.

Untuk mencapai hasil-hasil tersebut MKPW akan menambahkan lagi kerjasama dengan KPWKM dan *Gender Focal Points* bagi menentukan bahawa semua Kementerian dan agensi, awam dan swasta menurut fasal 8(2) Perlembagaan Persekutuan Malaysia yang mengharamkan diskriminasi gender, mencapai sasaran-sasaran yang ditetapkan oleh Dasar Wanita Negara, termasuklah sasaran untuk wanita berada di tahap membuat keputusan tertinggi, serta juga memenuhi kewajiban di bawah Konvensyen Penghapusan semua bentuk Diskriminasi Terhadap Wanita (CEDAW). Mekanisma pengaduan dan cara-cara pembetulan bagi tindakan diskriminatori terhadap wanita termasuklah pekerja-pekerja asing mesti dilaksanakan. Sebagai tambahan INTAN mesti menjalankan modul latihan kepekaan gender yang wajib yang merangkumi kewajiban antarabangsa mengikat Malaysia dari segi undang-undang, seperti CEDAW, CRC dan Konvensyen ILO untuk semua pekerja sektor awam, termasuk pihak berkuasa agama, kehakiman, para pendakwa raya dan penguatkuasa undang-undang. Para pakar gender harus digajikan untuk menjalankan modul-modul yang sama untuk sektor swasta. Program celik undang-undang dan hak-hak wanita harus dijalankan secara berterusan dan diatur untuk semua anggota masyarakat, di kampung dan di kota serta juga kumpulan-kumpulan minoriti. Panel kajian semula mesti meminda semua undang-undang berkenaan dengan menentukan supaya mereka sejajar dengan prinsip-prinsip kesaksamaan gender, sebagai persediaan untuk Akta Kesaksamaan Gender (GEA) yang dicadangkan.

Teras 4: Wanita memainkan peranan lebih besar dalam mempromosi dan membina kefahaman antara budaya ke arah mencapai 1Malaysia yang benar-benar bersatu, aman dan harmoni.

Hasilnya adalah wanita yang mempunyai kefahaman dan komitmen kepada kepelbagaian dan inklusif menjadi ejen-ejen kehidupan berbilang budaya dan giat berkerjasama antara kumpulan yang lebih berkesan di dalam keluarga, di tempat kerja dan masyarakat.

Untuk mencapai hasil seperti perpaduan dan seruan bagi 1Malaysia, Rakyat Didahulukan; Pencapaian Diutamakan, lebih lagi program latihan mengenai kepelbagaian sebagai satu cara hidup

with equality of opportunities and participation in all socio-economic and political spheres.

To achieve the outcomes of inclusion, NCWO will intensify its collaboration with KPWKM and the Gender Focal Points to ensure that all ministries and agencies, public and private comply with article 8(2) of the Federal Constitution of Malaysia which among others prohibits discrimination based on gender, achieve targets set in the implementation of the National Policy On Women, including the targets for women at high decision-making levels, as well as fulfil the obligations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). A complaints mechanism and remedies for discriminatory acts against women including women migrant workers should be established. In addition INTAN should conduct compulsory gender sensitisation training modules encompassing international legally binding obligations undertaken by Malaysia, such as CEDAW, CRC and ILO Conventions for all public sector employees, including religious authorities, judiciary, prosecutors and law enforcers. Gender experts should be recruited to conduct similar modules for the private sector. Legal literacy awareness and programmes of women's rights should be regularly conducted and coordinated for all members of society, in rural and urban areas as well as for minority groups. A review panel should amend all relevant laws to ensure they are in line with gender equality principles, in view of a proposed Gender Equality Act (GEA).

Thrust 4: Women take on a greater role as promoters and nurturers of intercultural understanding towards realising a truly united, peaceful and harmonious 1Malaysia.

The outcomes are women with stronger understanding and commitment to diversity and inclusiveness who become effective agents in the family, workplace and community for multicultural living and active inter-group collaboration.

To achieve the outcomes of unity and the call for 1Malaysia, People First, Performance Now, more training programs on diversity as a way of life and live-in experiences should be conducted to create awareness and inculcate respect for intercultural values and sensitivities among children and youths. At the community level women should be encouraged to organize multicultural community projects using community infrastructure such as community centres, parks, child care and tuition centres together with Residents Association and Local Councils. There should be targets for greater representation of women in local councils and as community mediators. Awards should be

perlu diadakan dan pengalaman hidup sebegini diadakan bagi membawa kesedaran dan menanam perasaan menghormati nilai-nilai intelek dan kepekaan di antara kanak-kanak dan belia. Pada tahap masyarakat, wanita harus digalakkan untuk mengatur projek masyarakat pelbagai budaya dengan menggunakan prasarana masyarakat seperti dewan masyarakat, kebun-kebun bunga, pusat penjagaan kanak-kanak dan tiusyen termasuk Persatuan Penduduk dan Majlis Tempatan. Sasaran sepatutnya ditetapkan untuk perwakilan wanita di majlis tempatan dan sebagai perantara masyarakat. Anugerah untuk guru-guru dan individu-individu yang memperjuangkan kepentingan antara etnik dan mempromosi kefahaman antara budaya dan pengalaman di sekolah, di tempat kerja dan masyarakat patut diadakan. Kampung-kampung, masyarakat, jiran tetangga, penduduk-penduduk dan persatuan-persatuan pelabagai budaya yang berjaya mesti diangkat sebagai contoh kepelbagaian budaya. Caucus NCWO-para ahli Parlimen wanita akan memperjuangkan perpaduan yang tidak mengira parti.

Teras 5: Memperkasakan wanita untuk mencapai potensi mereka bagi menyumbang dengan berkesan dalam usaha pembinaan negara melalui kesejahteraan awam bebas dari keganasan, diskriminasi dan gangguan, dalam suasana yang menyokong, keadaan rumah yang membolehkan, tempat kerja dan awam yang selamat, aman dan mampu dipertahankan untuk generasi akan datang.

Hasilnya adalah peningkatan dalam petunjuk-petunjuk kesihatan emosi, mental, kerohanian dan fizikal, berkurangnya keganasan rumahtangga dan jenayah serta berkembangnya kepenggunaan bertanggungjawab.

Untuk mencapai hasil kehidupan yang bermutu setiap wanita harus boleh terus menikmati kemudahan penjagaan kesihatan yang murah dan bermutu termasuklah perkhidmatan outreach dan bergerak di kedua-dua kawasan perkampungan dan kota disertai juga pusat-pusat perkhidmatan khusus yang menangani keperluan wanita. Perkhidmatan kaunseling keluarga yang berpengkalan di dalam kawasan tetangga, pusat penjagaan kanak-kanak bermutu dan kepolisian masyarakat. Susunan kerja flexi di kedua-dua sektor awam dan swasta untuk wanita dan lelaki mesti diperluaskan. Akta-akta Keganasan Rumahtangga dan Anti-Rasuah mesti dikuatkuasakan dengan lebih berkesan dan Akta Gangguan Seksual digubal. Mempromosi dan melatih wanita untuk mengamalkan cara hidup yang mampu bertahan serta menjadi pengguna yang bertanggungjawab.

introduced for teachers and individuals who champion cross ethnic interests and promote intercultural understanding and experience at school, the workplace and community. Successful multicultural villages, communities, neighbourhoods, residents and other associations should be showcased as models for multiculturalism at work. The NCWO-women Parliamentarian caucus will champion unity across party lines.

Thrust 5: Women are empowered to achieve their potential to contribute effectively in nation building through general well-being free from violence, discrimination and harassment, in a supportive, and enabling domestic, workplace and public environment that is safe, secure and sustainable for future generations.

The outcomes are improved emotional, mental, spiritual and physical health indices, reduced domestic violence and public crimes and responsible consumerism,

To achieve the quality of life outcomes every woman should continue to enjoy access to affordable quality health care including outreach and mobile services in both rural and urban areas as well as specialised services in centres that address women's needs. There should be more neighbourhood-based family counselling services, quality day care centres for children and community policing. Flexi work arrangement in both public and private sectors for both men and women should be expanded. The Domestic Violence and Anti Corruption Acts should be more effectively enforced and a Sexual Harassment Act enacted. Promote and train women to practise sustainable lifestyles and responsible consumerism.



Kesimpulan

NEM dan NTP menawarkan peluang unik kepada wanita untuk menghadapi cabaran globalisasi dan liberalisasi serta juga kemajuan pesat dalam bidang teknologi informasi dan telekomunikasi. Sementara negara berusaha keras untuk mempertahankan kelebihan persaingannya di ekonomi global, wanita juga mesti mengambil kesempatan di pesada dunia. Zaman di mana wanita berkerja dalam pekerjaan-pekerjaan kemahiran rendah dan bergaji kecil telah beredar. Inovasi, keusahawanan dan pendidikan berkualiti menjanjikan kekuatan wanita untuk bertahan melawan kemiskinan dan bergerak naik rantai nilai sebagai pekerja-pekerja pengetahuan. Dengan langkah-langkah untuk menjamin kemasukan dan masa depan yang selamat dan mampu bertahan, wanita harus yakin akan mutu kehidupan seperti yang digambarkan oleh NEM.

Abad ini adalah kepunyaan wanita dan mereka akan menduduki jawatan paling berpengaruh. Wanita akan mendominasi hanya kerana mereka lebih sesuai dengan kepemimpinan dan pengurusan abad ke 21.

JOHN NESBITT, Mega Trends

Dalam setiap hati wanita sejati, terdapat cetusan api syurga, yang terpendam dalam kehidupan serba mewah, tetapi dianya mula terbakar bersinar-sinar dan berapi-api dalam kegelepan waktu kesusahan.

WASHINGTON IRVING, The Sketch Book

Semuanya mungkin untuk wanita, kerana wanita sendiri yang tidak memungkinkan buat dirinya.

CHARLES EDWARD JERNINGHAM, The Maxims of Marmaduke

Conclusion

The NEM and the NTP offer unique opportunities for women to rise to the challenges of globalisation and liberalisation as well as the rapid advances in information and telecommunications technology. As the nation grapples to maintain its competitive edge in the global economy, women too must grab the opportunities on the global stage. Gone are the days when women are employed in low-skilled and low-salaried jobs. Innovation, entrepreneurship and quality education hold promise for women to combat poverty and move up the value chain as knowledge workers. With measures to guarantee inclusion and a safe and sustainable future, women can be assured of a quality of life envisaged in the NEM.

This century belongs to women and that they will come into positions of great influence. Women will come to dominate simply because they are better suited to 21st century leadership and management.

JOHN NESBITT, Mega Trends

There is in every true woman's heart, a spark of heavenly fire, which lies dormant in the broad daylight of prosperity, but which kindles up and beams and blazes in the dark hour of adversity.

WASHINGTON IRVING, The Sketch Book

All is possible to woman, for woman alone may make herself impossible.

CHARLES EDWARD JERNINGHAM, The Maxims of Marmaduke







BADAN-BADAN BERGABUNG NCWO (1963-2013)
NCWO AFFILIATES (1963-2013)

HEADQUARTERS/CENTRAL ZONE

All Malaysia Malayali Association (AMMA)

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Angkasa (Bahagian Wanita)

Bahai Office for the Advancement of Women (BAHAI)

BAHAI Office for the Advancement of Women, Sarawak (BOAW)

Biro Hal-Ehwal Wanita Angkatan Belia Islam Malaysia (ABIM)

Buddist Missionary Society (Ladies Section)

Catholic Women's League Of Malaysia

Dewan Perhimpunan Cina Kuala Lumpur & Selangor

Dewan Perhimpunan dan Perindustrian India KL & Selangor (KLSICCI)

Good Shepherd Sisters (GSS)

Inner Wheel Club Of Kuala Lumpur

Kaum Wanita Gereja Methodist Malaysia (MCM)

Kelab Amal Wanita Sri Sruti (KAWAN)

Kelab Bell Tamil Malaysia

Kelab Inner Wheel Bangsar

Kelab Penceramah Kuala Lumpur

Kelab Wanita Antarabangsa Malaysia (WIC)

Kelab Wanita Perak Wilayah Persekutuan (PLC)

Kelab Veteran MAYC Malaysia

Kelab Zonta Kuala Lumpur

Kesatuan Pegawai-Pegawai Kastam Semenanjung Malaysia

Kesatuan Perkhidmatan Perguruan Kebangsaan Semenanjung Malaysia (NUTP)

Kongres Kesatuan Pekerja-Pekerja Di Dalam Perkhidmatan Awam (CUEPACS)

Kongress Kesatuan Sekerja Malaysia (MTUC)

Koperasi Jaffnese Berhad

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Majlis Belia Hindu Malaysia (HYO)

Majlis Gereja-Gereja Malaysia (CCM)

Majlis Kelab Belia India Malaysia (MIYC)

Majlis Perindustrian & Pembangunan Komuniti India Malaysia (MICCICD)

Malaysian Association of Personal Assistant & Secrectary (MAPSA)

Malaysian Chinese Association (MCA – Ladies Section)

Malaysian Hindu Sangam

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Perkim Cawangan Ulu Kelang

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Persatuan Ehsan Wanita & Kanak-Kanak Kuala Lumpur (PERWANIDA)

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Persatuan Hokkien Klang

Persatuan Ibu Tunggal Mutiara Kuala Lumpur

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Persatuan Wanita Antarabangsa (IWA)

Persatuan Wanita India Malaysia (MIMI)

Persatuan Wanita Kurang Upaya Malaysia (PEWAKUM)

Persatuan Wanita Universiti (UWA)

Persatuan Wartawan Wanita Malaysia (PERTAMA)

Persatuan Jaringan Kesedaran Wanita Sikh Malaysia (SWAN)

Persatuan Jururawat Malaysia (MNA)

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Persatuan Kelab-Kelab Belia Malaysia (MAYC)

Persatuan Pandu Puteri Malaysia (Girl Guide)

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Pertubuhan Kebajikan Islam Malaysia

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Persekutuan PertubuhanWanita Dalam Perniagaan Malaysia (FEM)

Pertubuhan Rahoma Darul Fakir Malaysia (Yayasan Roma)

Pertubuhan Tindakan Wanita Islam (PERTIWI)

Pertubuhan Wanita Malaysia untuk Aktiviti Kawalan Tembakau (MyWatch)

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Southeast Asian Association for Gender Study (SAMA)

Wanita Malaysia India Congres (MIC)

Wanita Parti Gerakan Rakyat (WPGRM)

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NCWO Zon Malaysia Timur – Sarawak

NCWO Zon Selatan – Johor & Negeri Sembilan

NCWO Zon Tengah – Selangor, Wilayah Persekutuan & Perak

NCWO Zon Utara – Pulau Pinang, Perlis & Kedah

NORTH ZONE

Bahai Community

Convent Ex-pupils' Association

Federation of Women Lawyers

International Women's Association

Malaysian Nurses' Association (Penang Branch)

Penang Family Health Development Association

Trinity Methodist Church (Women)

Wanita MIC

Wanita PGRM

Women's Centre for Change

Women's Institute

Women's Welfare Council

Wesley Methodist Church (Women)

YWCA

SOUTH ZONE

Bakat NS

Breast Cancer Support Society

Convent Past Pupils Association

Majlis Belia NS

Maktab Perguruan Perempuan Melayu

Malaysian Ceylonese Association

Malaysian Sikh Union

MIC Wanita

Negeri Sembilan Ceylonese Association

Parisma (Kelab Bomba)

Pekerti Negeri Sembilan

Perkep NS

Perkim NS

Perkumpulan Wanita Negeri Sembilan

Persatuan Bola Jaring NS

Persatuan Hoki Wanita NS

Persatuan Jururawat NS

Persatuan Pandu Puteri NS

Persiap NS

Perwatin NS

Puspanita NS

Puteri Islam NS

Serikandi NS

Usahanita NS

Wanita MCA NS

Wanita UMNO NS

Young Women Christian Association

NEGERI MELAKA

Bistari Melaka

WI Melaka

PPIM Melaka

KBSM Melaka

LKPI Melaka

PERKEP Melaka

Wanita UNMO Melaka

Wanita MCA Melaka

Wanita MIC Melaka

Bakat 3 DTV Melka

Puteri Pos Melaka

PEWAKAS Melaka

PUSPANITA Melaka

USAHANITA Melaka

Pandu Puteri Melaka

Persatuan Jururawat Melaka

MAYC Veteran Melaka

PELITAWANIS Melaka

SURI FELDA Melaka

EAST COAST ZONE

Angkatan Belia Islam Malaysia Negeri Pahang

Biro Hal Ehwal Wanita

Dewanita DPMM Pahang

Gerakwanis 4B Negeri Pahang

GPW Felda Wilayah Kuantan

JKP Hawa Daerah Maran

Kesatuan Perkhidmatan Perguruan Kebangsaan (KPPK)

Kontraktor Melayu Malaysia Cawangan Pahang

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Persatuan Ceylon Pahang

Persatuan Guru-Guru Lepasan Maktab Perguruan Perempuan Melayu Melaka

Persatuan Isteri-Isteri Wakil Rakyat (TERATAI)

Persatuan Kakitangan Polisas Kuantan (PKPK)

Persatuan Mutiara

Persatuan Pandu Puteri Cawangan Pahang

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Persatuan Pengasuh Negeri Pahang

Persatuan Perancangan Keluarga Negeri Pahang

Persatuan Sejahtera Kuantan

Persatuan Wanita Tamil Kuantan

Pertubuhan Jamaah Islah Malaysia

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Puteri Pos Malaysia

Surianita Terengganu

SUSDEN

Tiaranita Pahang

Wanita DIWANIS Felcra (WADIRA)

Wanita Perkim Bahagian Negeri Pahang

Wawasanita Negeri Pahang

YWCA Kuantan

ZONTA International Club of Kuantan

EAST MALAYSIA ZONE (SABAH)

Persatuan Cina Sabah

Persatuan Jururawat Sabah (SANA)

Pertubuhan Wanita Sabah (PEWASA)

Persatuan Usahawan dan Iktisas Wanita Sabah (SWEPA)

Kumpulan Daya Tindakan Wanita Sabah (SAWO)

EAST MALAYSIA ZONE (SARAWAK)

Bahai Women Association

Dayak Bidayuh National Association (DBNA)

PengDohBelaga

Pergerakan Wanita PBB

Persatuan Masakan dan Kuih Muih Sarawak

Persatuan Perkumpulan Wanita Sarawak (PPWS)

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Sarawak Teacher's Union

Sarawak United People's Party Central Women Section (SUPP)

Sarawak Women for Women Society (SWWS)

Sarawak Women In Business Association

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