



RESEARCH PACKET
SOCIAL POLICY COUNCIL :
GENDER EQUALITY OR
EQUITY?

CHAIRS



Hello, I am Abbernaa but people often call me Abby! It is a true honour and privilege to be one of the Chairs for the Social Policy council - alongside Yaash. KY Kaigi was a fantastic event last year and we hope that this year, the Council with our topic - gender inequality - will also generate wonderful responses.

There has never been and there never will be an end to our collective discussion of gender issues. There are countless points of debate and discussion - and we hope the Social Policy Council will address most, if not all points, during our session. It will definitely be an exciting council to be in, if I can say so!

Do not worry at all about experience because we are all relatively new to academic conferences and MUN-based councils. In fact, this Council will be unique in terms of format and style! We would

absolutely love to hear all kinds of views in regards to the topic of our Council, so we would love to have you!

This research packet was created to give all delegates a focal point from which to structure their arguments – with strong emphasis on our key discussion topic: gender equality in education and in the workforce and heavy focus on our three main questions in this Council. However, the material here is only to provide a start to your research as there are no limits to what can be discussed in line with our points of focus.

We will also be sharing a Google Drive folder containing about 30 research papers from various sources with all delegates to aid with further research beyond this research packet. And who knows what incredible material you delegates will discover and argue with as well! Needless to say, we are greatly looking forward to this Council.

As for me, I love the performing arts, literature and journalism. These three fields intersect at my love for people and the community around me. I genuinely hope I get to know all of you in the next year to come and may we have a truly wonderful KY experience together!

Email : abbernaadhevikukananthan@gmail.com



Hey, I'm Yaashiene and everyone usually calls me Yaash, so feel free to do so. I'm absolutely delighted to be your chair for this year's conference. I'm relatively new to MUN having only participated in last year's KAIGI. So, do not worry if you have not attended any MUN conferences. We are all here to have lots of fun, build new friendships and partake in fruitful discussions. Unlike debating, MUN conferences involve discussing different views and coming up with the best solution to a problem. Again, if you have no experience in debating, it is absolutely fine – if not better.

On the other hand, I love reading and my favourite subject is Physics. Fixing things and taking them apart thrills me. I'm also an animal lover, an avid photographer and a nature enthusiast. Do come up and strike a conversation if you see me around. I may look a little intimidating from the outside but I'm actually pretty loud and extremely crazy when you get to know me. Looking forward to meeting you all in person. If you ever need help with anything, do feel free to buzz me!

Email : yaashiene21@gmail.com

Introduction

According to the Malaysia Gender Gap Index (MGGI), published by the Women, Family and Community Development Ministry in partnership with the United Nations Development Programme in 2007, there are four main indicators used a basis for the exploration of gender issues - both male and female.

These indicators are the health dimension, education dimension, economic activity dimension and empowerment of women dimension.

Health Dimension	<ul style="list-style-type: none">• Life Expectancy at Birth• Under-5 Mortality Rate (U5MR)
Education Dimension	<ul style="list-style-type: none">• Adult Literacy Rate• Combined Gross Enrolment Rate (Primary, Secondary, Tertiary)
Economic Activity Dimension	<ul style="list-style-type: none">• Labour Force Participation Rate (LFPR)• Proportion of Persons Engaged in Non-Agricultural Employment
Empowerment of Women Dimension	<ul style="list-style-type: none">• Political Representation<ul style="list-style-type: none">*Percentage share of elected parliamentarians*Percentage share of appointed senators• Percentage share of legislators, senior officials, managers, professionals, technicians, and associate professionals

In our Council, we will be answering three pertinent questions:

- **Does gender discrimination exist in Malaysia?**
- **Is this due to legislation or cultural norms?**
- **Moving forward, are we searching for equality or equity?**

Thus, in our discussions and debates to come, explore the topic of gender inequality using these indicators, in line with our added focus on education and the workforce. Directions for focused research have been given at the beginning of each sub-topic in this research packet. But, do explore concepts and ideas beyond this research packet. Argue for your point of view and we shall see how Malaysia will progress!

A) Workforce

In understanding the issue of gender inequality in the Malaysian workforce, delegates should focus on the development of equality in Malaysia over the years, with an eye on our status as a developing country. Focus should also be placed on the factors affecting the lack of participation of each gender in the workforce. Comparisons and distinguishments between our Malaysian workforce and the workforce in other nations must be made. Explore the earnings differential between men and women. Coverage of social discrimination against men in specific professions must also be made.

An example of research material useful in structuring arguments is included below.

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Cultural, Racial and Gender Comparison of the Workforce in Malaysia and the United States of America

An extract from Global Journal of Management and Business Research (A) Volume XV Issue IV Version I Year 2015 © 2015 Global Journals Inc. (US)

By Khalid Mohamed Aboud & Dr. Rashad Yazdanifard
Help College of Arts and Technology, Malaysia

VIII. Gender in the Workforce

Gender contrasts in the workplace regularly come from social variables, which impact the practices of men and ladies (McCormick, 2007). A few associations welcome gender assorted qualities and empower the incorporation of both sexes when settling on organization choices and offering limited time opportunities. Different associations incapacitate gender incorporation and advance inclination in the workplace (Scott, 2012). With most organizations, gender contrasts add esteem and changing viewpoints to an association (Angeline, 2010).

Gender contrasts include both physical and enthusiastic components (Scott, 2012). They are basically the qualities that impact male and female conduct in the workplace. These impacts may come from mental components, for example, childhood, or physical variables, for example, a representative's ability to perform work obligations (Scott, 2012).

Contrasts might likewise originate from gender generalizations identified with men and ladies (McCormick, 2007). Case in point, a stereotypical evaluation is that ladies have a place in the house while men work and give help. Generalizations regularly prompt sex discrimination in the workplace (Scott, 2012). As per the International Labor Organization (ILO), gender pay gap still exists, with ladies' wages being all things considered 70% to 90% of men's. The "glass ceiling" – imperceptible hindrances that keep ladies from climbing the positions of male-ruled administration – still endures. Inappropriate behavior is still a significant issue in workplaces with youthful, fiscally indigent, single or separated ladies being the most powerless. As for mothers, discrimination identified with pregnancy and maternity is still common (Yilin, 2013).

IX. Gender in the Malaysian Workforce

The Grant Thornton International Business Report (IBR) has uncovered that Malaysia has the most elevated number of ladies in the workforce, of up to 40%, contrasted and other Asian nations. In an announcement, Grant Thornton said the information additionally demonstrated that Malaysia was the third lowest internationally to have ladies on the leading body of organizations as director, CEO, CFO, official and nonofficial chiefs (Kossek, Lobel & Brown, 2009).

In any case, the nation had the lowest senior parts possessed by ladies, at just 26 %. "The positions held most by ladies in the senior administration are human asset chief (37%), CFO (36%) and deals executive (23%)," it include(The Star, 2013).

The general unemployment rate for 2008 was 3.3%; unemployment of ladies was somewhat higher at 3.7% contrasted and 3.2% for men. Presently, around 90% of ladies specialists are in the assembling and administrations area. In assembling, they structure the greater part of generation administrators in the gadgets and material and article of clothing commercial enterprises – occupations that are by and large labor-intensive and seen as low-skilled (Ng, 2012).

X. Gender in America's Workforce

Women are still underrepresented in higher paying positions, particularly in the common and physical sciences, arithmetic, and engineering. Women right now represent about one-half of the aggregate U.S. work compel yet one and only fourth of the science and engineering work power.

Women make up more than a large portion of all social researchers, yet the female shares of data and innovation laborers and architects is much lower(Lee & Mather, 2008). In 2012, employed Asian and White ladies were more probable than other ladies to work in administration, proficient, and related occupations—47 percent of Asian ladies and 43 percent of White ladies.

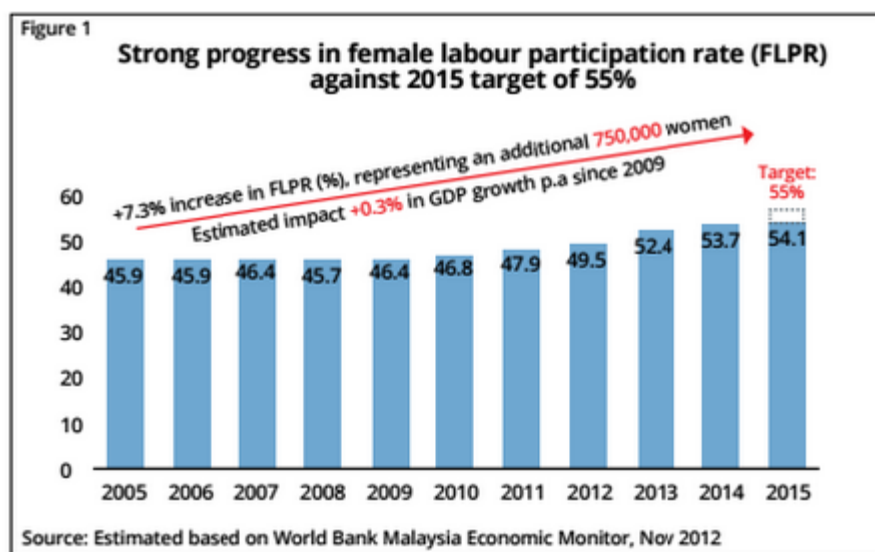
By differentiation, 34 percent of employed Black ladies and 26 percent of employed Hispanic ladies worked in this occupational group. Among employed ladies, 63 percent of Hispanics worked in two occupation gatherings administration occupations and sales and office occupations—contrasted with around 58 percent of Blacks, 51 percent of Whites, and 47 percent of Asians (U.S Bureau of Labor Statistics, 2013).

In 2012, Hispanics represented 15 percent of aggregate job however were overrepresented by a considerable sum in a few occupation classes, including random rural laborers (49 percent), grounds upkeep specialists (44 percent), and servants and housekeeping cleaners (43 percent). Blacks made up 11 percent of all employed laborers, however represented around one-quarter or a greater amount of those in a few particular occupations, including nursing, psychiatric, and home wellbeing associates (35 percent); security monitors and gaming observation officers (27 percent); and transport drivers (25 percent).

Asians represented 5 percent of all employed laborers yet made up a much bigger offer of specialists in a few occupation classes, including various individual appearance laborers (60 percent), programming designers (29 percent), and doctors and specialists (18 percent). Whites made up 81 percent of all employed individuals, however represented 96 percent of agriculturists, farmers, and other agrarian directors; 92 percent of development supervisors; and 91 percent of woodworkers. For men the income uniqueness over the real race and ethnicity bunches for men holds for almost all major occupational groups (U.S Bureau of Labor Statistics, 2013). Case in point, in 2012, average typical week by week profit of Asian men (\$1,464) and White men (\$1,339) working full time in administration, proficient, and related occupations (the highest paying major occupation group) were well over the income of Black men (\$1,021) and Hispanic men (\$985) in the same occupation bunch. Among those employed in common assets, development, and support occupations, the income degrees of White, Black, and Hispanic men to Asian men were 96 percent, 85 percent, and 72 percent, individually. In deals and office occupations, the income of White men employed full time (\$802) were higher than the profit of Asian, Hispanic, and Black men (\$748, \$620, and \$606, separately) (U.S Bureau of Labor Statistics, 2013).

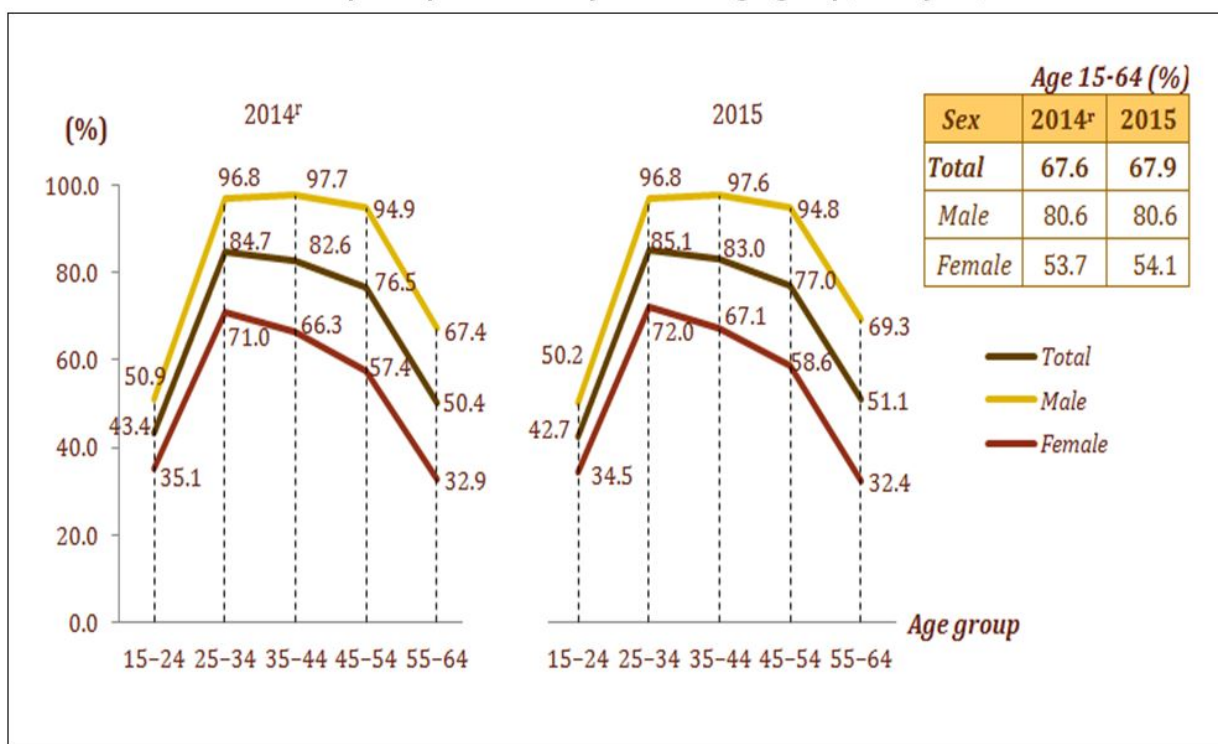
Among the race and ethnicity bunches, the average week after week income for women in some major occupational groups were genuinely closest (U.S Bureau of Labor Statistics, 2013). For instance, in administration occupations, the average ordinary week by week profit of White (\$433) and Black (\$437) women were about the same in 2012; the income of Asian and Hispanic women were \$463 and \$397, separately. By complexity, in administration, proficient and related occupations, the profit of Asian women were higher than women in other race and ethnicity bunches. In 2012, the income of White, Black, and Hispanic women in this word related gathering were 84 percent, 73 percent, and 72 percent, individually, of the profit of Asian women (U.S Bureau of Labor Statistics, 2013).

LABOUR FORCE PARTICIPATION IN MALAYSIA: GENDER PERSPECTIVE **(Statistical Evaluation)**



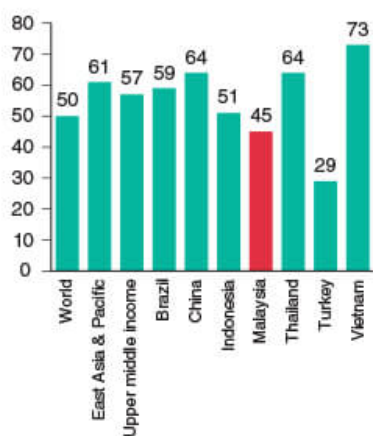
- Leaderonomics.com

Chart 1: Labour force participation rate by sex and age group, Malaysia, 2014^r dan 2015



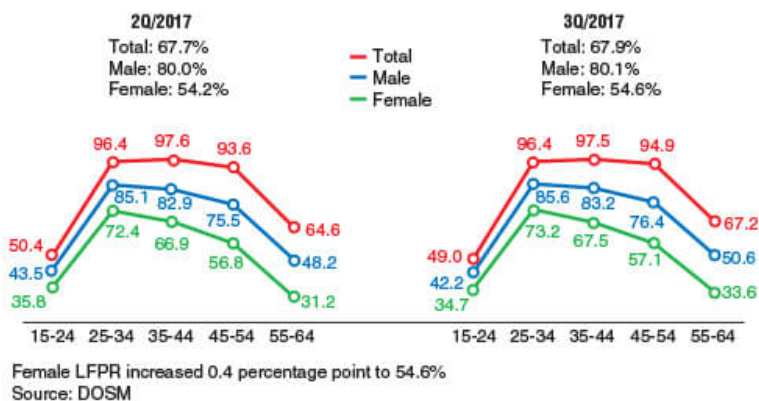
- Department of Statistics, Malaysia

Female labour force participation rate, percentage of female age 15+, country comparison, 2015



Source: UNICEF Malaysia Working Paper Series - Malaysia 2050: Economically Productive and Socially Inclusive

Labour force participation rate by sex and age group, Malaysia, second quarter (2Q) and third quarter (3Q) of 2017



- TheEdgeMarkets

B) Education

When generating arguments and views on equality in Malaysian education, delegates should focus on the trends in gender differences in participation in education while analysing the perception of male and female students towards higher education - technical and vocational fields included. Understanding of the factors affecting gender disparity in education must be shown and comparisons between the demographics of students in Malaysia and in other countries must be made.

Below, a research paper covering the factors influencing the gender gap in Malaysian higher education is attached.

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Factors influencing gender gap in higher education of Malaysia: A University of Malaya Sample

By Latifah Ismail
Faculty of Education, University of Malaya, 50603 Kuala Lumpur
latifahismail@yahoo.co.uk
latifah@um.edu.my

Introduction

In Malaysia, female students are currently over-represented in most public universities and more frequently females outperformed better than male students in the examination at school level which then qualify them for university entrance. As expected, the imbalance ratio between male and female students enrolled at the universities becoming a serious phenomenon from year to year as there is no indication showed that precaution had been taken. According to Department of Statistics Malaysia (2010) the ratio of female enrolled in public universities was 64.8% or 26,229 out of 46,506 places offered, compared to male students with only 35.2 %.

Generally, Malaysian women's contribution to the country is high and significant, particularly in sector of education, where female formed the majority as teachers with 72.3% compared with males, 27.7%. Statistics shows that about 38.1 % female students pursuing PhD; 52.9 % in Master degree; 61.9 % in undergraduate and 64.8 % at Diploma level (Quick Facts, 2012). According to Article 8 (2) of the Federal Constitution of Malaysia (2001), guarantees gender equality particularly from the perspective of employment in the private sector, pregnancy and gender discrimination. However, the equal opportunity and right given to women in making decision or as policy makers at work place is still low.

Therefore, Malaysian Cabinet approved a policy that set a target of 30% women representation in decision making positions across all Malaysian public list companies by 2016. The importance of improving the gender balance of corporate boards is increasingly recognized across the world. This figure indicates that, number of women at companies as corporate leaders is still low compared to men. Are there more men as leaders at corporate board, organisation or companies? Why they are so many men as leaders, though their number is smaller at tertiary institution? According to Dweck, and Licht (1980), gender characteristics determine how well boys and girls adapt to their academic tasks. They suggest that certain

academic tasks and academic areas in general may possess characteristics that are compatible with girls' achievement orientation and that is likely to facilitate their performance. Similarly, boys' achievement orientation may make them better suited for certain academic pursuits. They found that mathematics is an area that, in general, possesses the characteristics that best fit the male achievement orientation, whilst language-based subjects seem to possess those qualities that best fit the female achievement orientation.

Pickering (1997) and Bleach (1998) claimed that one of the reasons boys in the United Kingdom did less well than girls are that boys considered schooling and the selection of stereotypically female subjects as affirming. As a result, British boys tended to be less motivated to do well in schools. Wong, (2002:827) examined gender differences in educational achievements based on a longitudinal sample of more than 45,000 secondary school students in Hong Kong who took a public examination in 1997. The results coincided with the findings by (Pickering, 1997; Bleach, 1998) that boys did less well than girls in all areas of the school curriculum.

The multilevel analyses of the effects of schooling, after controlling initial ability, indicated that schooling did have effect on gender differences. Girls achieved better results studying in single-sex schools whereas boys achieved better in co-educational schools.

A research study that has analysed and documented these gender inequalities in different countries include Africa, Grace W. Buny I (2003) entitled "The Interventions that Increase Enrolment of Women in African Tertiary Institutions". According to Dweck, and Licht (1980), gender characteristics determine how well boys and girls adapt to their academic tasks. They suggested that certain academic tasks and areas in general may possess characteristics that are compatible with girls' cognitive orientation and that is likely to facilitate their performance. Similarly, boys' achievement orientations may make them better suited for certain academic pursuits. For instance, they found that mathematics is an area that, in general, possesses the characteristics that best fit the male cognition, whilst language-based subjects seem to possess those qualities that best fit the female cognition. Borg E. (2013) examined how working hard in school contributes to explaining gender differences in academic achievement between students in Norwegian (n=8,002) and Pakistani (n=862) descent in secondary schools in Oslo. In Indonesia, it appears that women have been acquiring secondary and tertiary education in relatively larger numbers than men in recent years, perhaps in response to the greater relative returns to female higher education (Deolalikar, 1993). In Australia, gender differences in many areas of participation in school are receding, but the gap favouring males in mathematics study in senior secondary school persists (Lamb, 1997). University of Sussex had investigated the key determinants of degree performance. The modest raw gender differential in first class degree rates favoured women but was found to be attributed to their better endowments, particularly pre-entry qualifications (Barrow, 2009).

C) Discrimination against Men

Contrary to common perception, is discrimination against men still strongly pervasive in our society? Delegates should explore the three core aspects influencing this discussion - the social, economic and political aspects. On a scale, how does this discrimination compare to that against women? What are the case studies and examples in Malaysia?

Study the ways men suffer unequal treatment and explore the Malaysian context of these challenges.

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<https://www.quora.com/Is-discrimination-against-men-real-Can-you-give-any-example-of-discrimination-against-males>

It's more demoralising hearing these mockeries from people who usually take a stance against patriarchal ridicule.

Feminists want equal rights without equal responsibility. The right to be a CEO, but not a soldier. They want women to get paid like their male counterparts, but not to die like them. Feminism will always look out for the safety of women-but not men.

A movement which is by default favoured by politics can NEVER be equal. Society dictates that women are more vulnerable than men. In general we tend to respond to women in trouble than to men. Remember that "What Would You Do?" episode when a woman assaults her man in public and everyone walks by thinking "he probably had it coming"? When the roles were reversed, everyone stepped in to stop the abusive man.

1. **WEALTH** : Women hold 65% of the country's wealth [Fortune Magazine]
2. **CHILD CUSTODY** : Women receive custody of 92% of the children of divorce and legitimacy and men only 4%.[Department of Health & Human Services]
3. **INCOME** : Men constitute 60% of workplace hours, work longer hours, work harder, and are more qualified, rarely file sexual discrimination or harassment lawsuits or take pregnancy leave, yet earn only 42% more than women [Dept. Labour]
4. **SUICIDE** : Men's suicide rate is 4.6 times higher than women's [Dept. Health & Human Services -- 26,710 males vs 5,700 females]
5. **LIFE EXPECTANCY** : Men's life expectancy is seven (7) years shorter than women's [National Centre for Health Statistics -- males 72.3 years vs females 79 years] yet receive only 35% of government expenditures for health care and medical costs.
6. **AFFIRMATIVE ACTION** : Men are discriminated against BY DESIGN through affirmative action.

7. **FEDERAL TAXES** : Even though men pay 115% of federal income taxes women constitute 11% more of the voters.
8. **VOTE** : Because there are 11% more female than male voters, males have little to no influence on how the male tax dollar is spent.
9. **WAR** : Men, not women, fight and die in battle [Dept. Defence -- Vietnam Casualties 47,369 men vs 74 women] while women sue the taxpayer when they have their butt pinched.
10. **WORKPLACE FATALITIES** : Men account for more than 95% of workplace fatalities.
11. **MURDER** : Men are murdered at a rate almost 5 times that of women [Dept. Health & Human Services -- 26,710 men vs 5,700 women]
12. **JURY BIAS** : Women are acquitted of spousal murder at a rate 9 times that of men[Bureau Justice Statistics -- 1.4% of men vs 12.9% of women]
13. **COURT BIAS** : Men are sentenced 2.8 times longer than women for spousal murder [Bureau Justice Statistics -- men at 17 years vs women at 6 years]
14. **JUSTICE SYSTEM BIAS** : Even though the amount of the average "child support payment" due from women is half the amount due from men, and even though women are twice as likely as men to default on those payments, fathers are 97% of "child support" collections prosecutions [Census Bureau]
15. **WELFARE** : Even though men are the recipients of less than 10% of all welfare disbursements, men are required to refund welfare payments made to women.
16. **SECONDARY EDUCATION** : Even though zero percent of American 12th grade girls were able to correctly answer basic math and physics questions, less than one quarter of America's secondary and elementary school teachers are men.
17. **HIGHER EDUCATION** : There are more than 200 all-female colleges for women now not one single all-male college for men. 5.8% fewer men than women are enrolled in 4 year colleges, even though two thirds of those who score higher than 550 in SAT Math are males. In 1993 only 44.5% of college enrolment were men, and that figure has declined since then. Only 45.8% of bachelor's degrees were conferred to men in 1992, even though 98.2% of the top fiftieth percentile of the GRE are men, and ZERO PERCENT of American high school girls correctly answered 28 out of 67 TIMSS advanced math questions. Only 38.4% of

private 4 year college students were men as of 1990, and this figure has declined since then.

18. **LEGAL SYSTEM BIAS** : 96% of physical altercations resulting in injury to a spouse occurs AFTER the date of separation. [Read: spousal abuse laws that pretend that husbands are dangerous discriminate against husbands when we know that only a very small percent of domestic violence is associated with them]. [Chadwick and Heaton, "Statistical Handbook of the American Family"]
19. **DOMESTIC VIOLENCE** : Even though study after study shows that women are the majority of the initiators of domestic violence, and 58% of the above mentioned physical altercations are initiated by the female,
VAWA II Congress passed the obviously anti-male VAWA and which are known would make the problem far worse. [Read: despite the fact we discriminate against husbands in protective orders, women still cause more than half of domestic altercations because they know they can get away with it].
20. **CHILD VIOLENCE** : Even though mothers commit 55% of child murders and biological fathers commit 6%, even though NIS-3 shows that Mother-only households are 3 times more fatal to children than Father-only households, children are systematically removed from the natural fathers who are their most effective protectors and men are imprisoned at rate 20 times that of women.
21. **FAMILY BREAKDOWN** : The US Surgeon General notes that divorce is more harmful to a man's health than smoking tobacco, yet as much as \$1.3 Trillion of federal expenditures accomplish little else than undermine family stability.
22. **WOMEN PILOTS** : Even though women pilots have an accident rate four times that of men pilots, federal laws require that airlines risk the safety of passengers and hire women pilots anyway.
23. **WOMEN DRIVERS** : Even though the crash rate of women drivers is twice that of men drivers, and even though drinking alcohol increases the crash rate of men by only 5%, the majority of those imprisoned under DUI laws are men, and women are almost never imprisoned for their much higher number of non-alcohol-related crashes.
24. **INCARCERATION** : Even though feminists brag that 1.4 million American brides commit adultery, and even though women file more than 90,000 false allegations of rape, every year, only 99,000 of the 1.8 million Americans behind bars are women.

D) Legislation VERSUS Cultural Norms

What is/are the root cause/causes of these seeming differences in treatment of gender, in all aspects? Are gender differences due to cultural differences wrong? How do we navigate through the depiction of gender equality in a culture, especially in today's assimilating world? And what can be done to overcome legislative discrimination?

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Cultural Constraints on the Emergence of Women Leaders : How Global Leaders Can Promote Women In Different Cultures

By Soo Min Toh, Geoffrey J. Leonardelli

Examples of leader categorization and self-categorization in tight and loose cultures:

Leader Categorization

Culturally tight countries (China, Japan) display high degrees of leadership sex-typing, where women leaders should be seen as feminine, and male leaders should be seen as masculine.

In the U.S., a moderately loose nation, a significant change was observed in the period of 1976—1999 among men and women managers in their views that a good manager is one who is predominantly masculine.

In Germany, a tight culture, study respondents evaluated men and women managers as equally competent, but displayed greater dislike toward women managers relative to men managers.

Men from Australia, a looser culture, were more likely to rate the leadership styles of women leaders as effective compared to men from Malaysia, a tighter culture.

Self-categorization

In culturally tight countries such as Germany, women perceive a greater need to conform to gender roles, making them more likely to confine themselves to their domestic responsibilities and child-rearing.

In the Netherlands, men and women managers tend to exhibit similar leadership styles.

In Malaysia, a country with a tight culture, women in leadership positions report that they have to lead as if they were mothers or teachers to their subordinates so that society and their followers will be more accepting and tolerant of their leadership.

American women are more likely to see a resemblance between women and managers than in tighter societies like Germany, U.K., China, and Japan, with Japanese women seeing almost no resemblance between women and managers.

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Gender, the Status of Women, and Family Structure in Malaysia

Charles Hirschman*
University of Washington, Seattle

The Higher Relative Status of Women in Pre-colonial South-east Asia

The relative high status of women in traditional South-east Asia is often mentioned by area studies scholars (O'Connor, 2003, p. 66) and also in many specialised studies of gender and the position of women (Andaya, 2000; 2006; 2007; Winzeler, 1974; Ong & Peletz, 1995). However, there is often a nuanced assessment which acknowledges that women in South-east Asia have some power in household decision making, but that the broader political and economic context continues to constrain women's advancement to full equality with men (Errington, 1990; Stivens, 1996; Ng, Maznah, & Tan, 2006).

The extraordinary account of pre-colonial South-east Asian women's status and roles by Reid (1988b; 1988a) does not claim that there was a complete absence of patriarchy in South-east Asia, but rather that the status of women in the region was much higher than anywhere else. This conclusion is based on the observations of European, Arab, and Chinese visitors to South-east Asia in the sixteenth and seventeenth centuries. A number of these explorers and travellers wrote books and chronicles to describe the societies and peoples they encountered before the period of high imperialism in the late nineteenth and early twentieth centuries. One of the features of South-east Asia that surprised and fascinated outsiders was the visible roles of women in public life, especially in commerce.

Women were active traders and money changers in markets throughout the region, including Myanmar, Siam, Cambodia, Tonkin, Melaka, and Maluku (Reid, 1988b, p. 164). In an often cited quote, Raffles (1965, I, p. 353) observed that in Java, "It is usual for the husband to entrust his pecuniary affairs entirely to his wife. The women alone attend the markets and conduct all the business of buying and selling. It is proverbial to say the Javanese men are fools in money concerns." Some women even became large scale traders and engaged directly in negotiations with European merchants.

Visitors were also surprised with attitudes toward sexual relations between women and men in pre-Islamic Southeast Asia compared to the prudishness of European societies. Reid (1988b, p. 153) reports that premarital sexual relations in Southeast Asia were regarded indulgently, and virginity at marriage was not expected of either party. If pregnancy resulted, couples were expected to marry, making illegitimacy uncommon. Women also took an active part in courtship and had high expectations of sexual and emotional gratification (Reid, 1988b, p. 147). The fidelity and devotedness of South-east Asian couples were also surprising to many Europeans, whose expectations of marriage were not centred on mutual affection (Stone, 1983). In contrast, the relative ease of divorce in South-east Asia created incentives for husbands and wives to make efforts to keep their marriages harmonious (Cameron, 1865, p. 131).

Reid's (1988b, p. 146) conclusion was that the independence and high status of women in sixteenth and seventeenth century South-east Asia "probably represented one extreme of human experience in these issues." One sign of the value of women was the custom of 'bride-wealth' or the passing of gold and property from the groom's

family directly to the bride.

Men and women were not considered equal in all respects, and there were separate spheres of men's and women's activities and authority. Men generally retained authority in statecraft and in formal aspects of religion as well as work involving metals and large animals, such as felling trees, ploughing fields, hunting, house building, and metallurgy (Reid, 1988b, p. 163). But the women's sphere extended from the household to include a broad range of productive economic activities, including rice planting and harvesting, gardening, weaving, pottery marketing, and marketing. Women were also active in spiritual matters, ancestor cults, and as spirit mediums. This paper surveys recent research literature to identify how many of these cultural patterns have persisted to the modern era.

E) Additional Links and Research Materials:

Workforce/General:

- 1) <http://datatopics.worldbank.org/gender/country/malaysia>
 - Economic Opportunities
 - Health
 - Education
 - Public Life & Decision Making
 - Agency
- 2) https://www.unicef.org/malaysia/sowc_6068.html
- 3) <https://leaderonomics.com/leadership/facts-fiction-womens-agenda>
- 4) <https://www.wikigender.org/countries/east-asia-and-the-pacific/gender-equality-in-malaysia/>
- 5) http://repo.uum.edu.my/2469/1/Nor%E2%80%99Aznin_Abu_Bakar.pdf
- 6) <http://www.humanresourcesonline.net/gender-inequality-abound-malaysias-legal-profession/>
- 7) http://www.krinstitute.org/What_We_Are_Reading-@-Our_Women_Falling_Behind.aspx
- 8) <https://www.statista.com/statistics/621260/labor-force-participation-rate-in-malaysia/>
- 9) http://www.wao.org.my/news_details.php?nid=13&ntitle=Status+Report
- 10) <https://www.un.org/press/en/2006/wom1562.doc.htm>

Education:

- 1) <http://educationmalaysia.blogspot.com/2008/11/gender-imbalance.html>
- 2) <http://www.learningpartnership.org/malaysia>
- 3) <http://ibe-infocus.org/articles/addressing-gender-inequality-in-stem/>
- 4) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5774688/>
- 5) <https://www.epdc.org/country/malaysia>
- 6) <http://theconversation.com/gender-equity-in-schools-in-muslim-countries-it-can-be-done-32271>

Gender Inequality - Legislation or Cultural Norms?

- 1) <http://www.hotel-domizil.de/UserProfile/UserID/15592.aspx>
- 2) https://www.carnegiecouncil.org/publications/archive/dialogue/1_09/articles/567
- 3) http://www.malaysianbar.org.my/gender_issues/gender_equality_under_article_8_human_rights_islam_and_feminisims_by_salbiah_ahmad.html
- 4) <https://www.thestar.com.my/opinion/columnists/reflecting-on-the-law/2018/01/18/the-quest-for-gender-equality-legal-provisions-are-necessary-but-these-alone-wont-alter-patterns-of/>
- 5) <https://www.thestar.com.my/opinion/columnists/reflecting-on-the-law/2013/10/30/supporting-gender-equality/>
- 6) <https://hakam.org.my/wp/2018/01/18/the-quest-for-gender-equality-shad-saleem-faruqi/>
- 7) <https://www.themalaysianinsight.com/s/39283/>

Gender Inequality - Against Men:

- 1) [https://uk.practicallaw.thomsonreuters.com/1-570-7827?transitionType=Default&contextData=\(sc.Default\)&firstPage=true&comp=pluk&bhcp=1](https://uk.practicallaw.thomsonreuters.com/1-570-7827?transitionType=Default&contextData=(sc.Default)&firstPage=true&comp=pluk&bhcp=1)
- 2) <https://www.quora.com/Is-discrimination-against-men-real-Can-you-give-any-example-of-discrimination-against-males>
- 3) https://www.gla.ac.uk/media/media_249370_en.pdf
- 4) <https://www.thebalancecareers.com/gender-discrimination-against-women-and-men-3515719>
- 5) https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef18046en.pdf
- 6) <https://thoughtcatalog.com/janet-bloomfield/2014/08/5-ways-society-discriminates-against-men/>
- 7) <http://www.batteredmen.com/NISVS.htm>

The Google Drive folder containing the multitude of research papers and reports mentioned at the beginning of the research packet will be shared with all delegates once participation is confirmed

