



WOMEN IN THE ERA OF GLOBALIZATION

“Proceedings of Asean Women Conference”

8-11 August 2004

KOTA KINABALU, SABAH, MALAYSIA

Editor

Rosnah Ismail



In collaboration with:



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MINISTRY OF WOMEN
FAMILY AND COMMUNITY
DEVELOPMENT



PUSPANTA

WOMEN IN THE ERA OF GLOBALIZATION

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**PROCEEDINGS OF THE ASEAN WOMEN CONFERENCE
8 - 11 AUGUST 2004**

Editor
Rosnah Ismail



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PREFACE

The new millennium heralds challenge and change in basically all spheres of life due to rapid globalization. This has resulted in unprecedented demands for excellence in women competencies to face both national and international challenges. In the era of globalization, life of women has changed radically by many inventions, access to education and the difference in worldviews, entry into professions once exclusively reserved for men and the rapid development surrounding them. Women of ASEAN must rise and work hand in hand with men towards national unity, social cohesion and integration, political stability, stronger system of governance, and quality of life.

Recognizing the involvement of women in various areas such as economy, law, education, health and politics is increasing, this conference entitled, “Women in the Era of Globalization” was organized. The conference was organized by Women Student Association of Universiti Malaysia Sabah (UMS), in collaboration with Ministry of Women, Family and Community Development, Malaysia and PUSPANITA, Sabah. It is most meaningful, as it is organized in conjunction with the 10th Anniversary of the establishment of UMS, hence, reflecting the maturity and confidence of our students in bringing together participants from the ASEAN region, the institutions of higher learning and local women NGOs to discuss issues and challenges facing women in the era of globalization.

This is part of a continuing efforts and challenges to improve the status of women in Malaysia and ASEAN countries. The above contributions were concretized through papers that were presented and discussed by participants from Malaysia, Philippines, Vietnam, Cambodia, and Singapore. It is essential and valuable as part of the development legacy across nations to document the proceedings of this significant event. Therefore, this has led to the production of this book. This proceeding contains the papers of the plenary sessions, resource papers and workshop reports. This book provides an essential platform for ASEAN women to have their voices heard, their experiences shared and their hopes and aspirations acknowledged and in due time, hopefully recognized. It serves as rich resources of experience, wisdom, knowledge and strategies, which will guide women in their quest to become future leaders and innovators.

Rosnah Ismail

**WELCOME ADDRESS BY
ASSOCIATE PROFESSOR DR. ROSNAH ISMAIL**
Organizing Chairperson

YB Dato' G. Palanivel, Deputy Minister of Women, Family and Community Development Malaysia, YBhg Tan Sri Prof. Datuk Seri Panglima Dr. Abu Hassan Othman Vice-Chancellor of Universiti Malaysia Sabah (UMS) and Puan Sri, YB Datuk K. Y. Mustafa, Sabah State Secretary and wife, Datin Jamaiyah Pg. Alli, who is also chairman of PUSPANITA Sabah, Prof. Datuk Dr. Mohd Noh Dalimin, Deputy Vice-Chancellor (Student Affairs) UMS and wife, Siti Zeliha, Director of the Organizing Committee and distinguished guests, participants, ladies, and gentlemen.

On behalf of the organizing committee, I would like to welcome all distinguished guests and participants to this ASEAN Women's Conference. I welcome you all with a warm heart and heartfelt thanks.

I wish to take this opportunity to thank YB Dato' G. Palanivel, Deputy Minister of Women, Family and Community Development Malaysia who is representing the Minister, Datuk Seri Shahrizat Abdul Jalil, for his support and encouragement in the organization of this conference as well as for his willingness to officiate our conference tonight. I would also like to extend my thanks to the paper presenters and workshop leaders, comprising experts from various ASEAN countries—Philippines, Vietnam, Cambodia, Singapore, and Malaysia. This conference is organized by the Women Students' Association of UMS in collaboration with the Ministry of Women, Family and Community Development Malaysia and PUSPANITA Sabah Branch in conjunction with UMS's 10th anniversary celebrations. I am happy to note that about 250 participants from ASEAN countries, including students from Brunei Darussalam, Indonesia, Philippines, and local women's NGOs, lecturers and administrators are attending this three-day conference.

Distinguished guests, ladies and gentlemen,

The theme of this conference "Women in the Era of Globalization," reflects the challenges and changes in the life of women due to rapid globalization. Their lives have been changed radically by the many inventions, access to education, differences in world-views, entry into professions once exclusively reserved for men, and the rapid development surrounding them.

These challenges are worth taking on with the best of our joint abilities in ASEAN countries.

On this auspicious occasion, as the chairman of the organizing committee I would like to convey my deepest gratitude to YB Dato' G. Palanivel for his presence and for officially opening the conference tonight. My heartfelt thanks to the Vice-Chancellor of UMS, Sabah State Government, Datin Jamaiyah, Chairman of PUSPANITA Sabah, Datuk Noni J. Said, Chairman of Sabah Women's Advisory Council, Puan HjH Siti Sapoo, Director of Sabah Women's Affairs Department for their kind support and to everyone who has contributed materially, financially, and morally to the success of the conference. To all our sponsors, we thank you for your contributions.

**WELCOME ADDRESS BY
YBHG TAN SRI PROF. DATUK SERI PANGLIMA
DR. ABU HASSAN OTHMAN
Vice-Chancellor of Universiti Malaysia Sabah**

YB Dato', distinguished guests and participants,

First of all, may I thank YB Dato' G. Palanivel who is representing YB Datuk Seri Shahrizat Abd. Jalil, Minister of Women, Family and Community Development Malaysia, to officiate today's opening and to support this important conference taking place in Kota Kinabalu and I extend a warm welcome to both our local and our foreign leaders and speakers present here at the opening of the ASEAN Women's Conference on "Women in the Era of Globalization", organized by the Women Students' Association of UMS with the Ministry of Women, Family and Community Development, Malaysia and PUSPANITA Sabah. My congratulations go to the organizers, the delegates and the participants, who have made so much effort and spared their valuable time to share experiences and discuss issues and strategies to enhance the quality of life of ASEAN women.

UMS, which is celebrating its 10th anniversary this year, is offering academic studies which fulfil the aspirations and interests of students as well as building their potential to be more courageous, confident, and competitive to face the challenges in their future careers. In order to achieve academic leadership and competencies, women leaders in higher education should equip themselves with the necessary traits such as:

- Sense of vision and strategy.
- Imagination, inventiveness, innovation and involvement.
- Social commitment based on social values.
- Proper perspective on social and managerial change.
- Self-direction and motivation.
- Strong commitment towards work.
- Communication and learning skills.
- Openness to change.
- Transparency in dealing with colleagues and subordinates.

The theme for this conference, "Women in the Era of Globalization", is relevant for the times and for the ASEAN region. The new millennium heralds challenge and change in basically all spheres of life due to rapid globalization. This has resulted in unprecedented demands for excellence

in leadership competencies to face both national and international challenges. The field of higher education is not spared this challenge and change scenario. In present times, higher education requires courageous leadership competencies because of the massive transformation it has to undergo in facing the challenges of globalization. Therefore, the need for students to be competent in areas of leadership is greater than ever in the light of tremendous challenges facing higher education institutions.

Conferences such as this also raise awareness of the fact that the “ivory tower syndrome” is no longer valid for today’s academics be they male or female; in whatever field they practise, it is the synergy with society which matters. Informed university research and presentation can make a difference to attitudes and decisions in fields as apparently diverse as politics, economy, and art as well as to educational policy itself.

This conference shows that our female students have the capability to organize regional conferences by collaborating with other ASEAN countries to allow a regional participation, yet at the same time have a relevant and distinctively local feel through its invited panel of speakers. They have the stamina to put forward, gently but firmly, positive ideas and suggestions for national progress that come out of a powerful combination of academic analysis and intellectual wisdom plus the feelings of the perceptive and intuitive heart.

Once again, UMS welcomes you to this ASEAN Women’s Conference. We hope the conference will be an enjoyable experience for all participants. Thank you for sharing your time and thoughts with us and we wish you three days of friendly and fruitful interaction.

**OPENING ADDRESS BY
YB DATO' G. PALANIVEL**
Deputy Minister
Ministry of Women, Family and
Community Development Malaysia

YBhg Tan Sri, distinguished guests and participants,

I must first express my pleasure and satisfaction at being here today, in the company of many women leaders and potential leaders and at the honour of being invited to officiate this ASEAN Women's Conference with the theme "Women in the Era of Globalization", organized by Universiti Malaysia Sabah (UMS) in collaboration with my ministry, Sabah Council of Women Advisory and PUSPANITA Sabah.

On behalf of the Government of Malaysia, let me welcome our ASEAN friends, colleagues and neighbours as well as our home-grown women leaders and academics to this very significant conference, which will allow us all not only to profit from the experience of current women leaders in academic fields, but also to take the opportunity to build bridges and make personal contacts between women in higher education across ASEAN countries. I am happy to note that we have a wide spread of participants from ASEAN countries as well as Malaysians.

It is very heartening to see our Malaysian women students, academics, thinkers, and organizers taking a major role to spread awareness of the great potential that women have to guide and lead in higher education. I congratulate the organizers for their commitment and I express the support of the Malaysian Government and people in this effort to strengthen the roles and actions of educated women in the life of the country and in education worldwide.

I think we need to emphasize that higher education is not an 'ivory tower' with a few lovely women either inside or outside. It is intimately linked to the business and high technology sectors in which Malaysia is rapidly advancing, and women have a crucial role to play here and all over the globe. Almost half of our total workforce is female, and we can recognize their value as developers of the nation.

Malaysian women have made a good start. In many states they have been known for centuries as entrepreneurs and businesswomen in their own local markets. They have, in embryo, the dynamic business qualities and organizational skills which Malaysian women leaders can add to their educational prowess to create a generation of female students and academics who will find their way to the very top. Conferences such as this one, with their combination of local and visiting expertise, provide a venue for learning, mingling, and foregrounding women's potential leadership in tertiary education. Together we can identify strengths and resolve weaknesses; as ASEAN women, we can utilize our own distinctive communication styles together with our regional status as emerging technological and economic powers.

Women have the capabilities and the will; they have already proved themselves capable in all three of the three managerial skills formulated in the 1950's and still applicable today-technical skills, human relations skills, and conceptual skills. The fact that neurological research points to greater female brain activity in the areas of speech and creativity is particularly relevant to human relations areas such as communication and interpersonal skills, which are essential for people-friendly management.

The Women Students' Association of UMS must be congratulated for its hard work and capabilities in organizing this conference to enhance the competencies of ASEAN female students to operate effectively as leaders in their institutions as well as the community in facing the local-global competitive challenges of the 21st century.

Finally, let me wish all participants a fruitful and enjoyable conference, with many contacts to be continued in the future across the region and locally. One of our Malaysian poetesses and academics has written. "The language of love grows from a mother's fingers, leads us, and plants the roots of greatness deep into the ground."

It is my earnest hope that this vision of the loving, nature-based and, at the same time, efficient leadership of women students in higher education can be fostered by this conference and by all the knowledge, friendship and skills that are exchanged as the workshop progresses and that cooperation expands further even after it is completed.

It is therefore with great pleasure that I now declare open this ASEAN Women's Conference on "Women in the Era of Globalization".