

**UNIVERSITI TEKNOLOGI MARA**

**THE IMPLEMENTATION OF “AT  
LEAST 30% OF WOMEN IN DECISION  
MAKING POLICY” IN MALAYSIA  
PUBLIC SECTOR: WOMEN  
EMPOWERMENT AND QUALITY OF  
LIFE ANALYSIS.**

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Thesis submitted in fulfillment  
of requirements for the degree of  
**Master of Administrative Science**


**Faculty of Administrative Science and Policy Studies**

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## AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the result of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi Mara (UiTM), regulating the conduct of my study and research.

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## ABSTRACT

Women in Malaysia have gone through many phases of development and the participation of women in labor force is vital for the economic development. There are many policies, institutions and international commitment such as National Policy of Women (1989)(2009); Ministry of Women, Family and Community Development (2001) are introduced in order to ensure women's advancement and empowerment. However, although there are many opportunities given, women in Malaysia are facing many challenges due to the work life balance issues, cultural and religious expectation that believe women are not eligible to hold high positions. Hence, the objectives of this study are; to determine the relationship between women empowerment and quality of life (subjective wellbeing) and to analyse whether the 'at least 30% of women in decision making' policy is empowering women decision makers and improves their quality of life after 8 years of its introduction in 2004. Furthermore, this study will adopt Sara Longwe's women empowerment framework that comprises five dimensions which are welfare, access, conscientisation, participation, and control as indicators for women empowerment. Consequently, the scope of this study is women respondents in the six selected ministries which are Ministry of Health, Ministry of Finance, Ministry of Higher Learning Education, Ministry of Education, Ministry of Rural and Regional Development and Prime Minister Department. The methodology employed for this research is cross-sectional with convenience sampling technique for the identification of the units of analysis – women in the middle decision making positions. Through a list provided by Human Resource Department of Public Service Department Malaysia, this research targeting five hundred women that holding grade 41-54 positions were sent questionnaires for data collection. Prior to the actual data collection, a pilot study was undertaken to ensure the reliability and validity of the instrument. Subsequently, the study found that the welfare ( $r=0.147$ ,  $p<0.05$ ), access ( $r=0.379$ ,  $p<0.05$ ), conscientisation ( $r=0.251$ ,  $p<0.005$ ), participation ( $r=0.357$ ,  $p<0.05$ ) and control ( $r=0.226$ ,  $p<0.05$ ) were significantly correlated with the quality of life (subjective wellbeing) and access was the most influential factor towards the quality of life (subjective wellbeing) which indicates ( $\beta=0.256$ ,  $p<0.05$ ). In addition, the findings also showed that the 30% policy moderates the relationship between women empowerment and quality of life (subjective wellbeing) when the value of R square increased from .252 to .283. This finding indicates the 30% policy does facilitate women empowerment process towards achieving quality of life (subjective wellbeing).

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## TABLE OF CONTENTS

<b>AUTHOR'S DECLARATION</b>	ii
<b>ACKNOWLEDGEMENT</b>	iii
<b>ABSTRACT</b>	iv
<b>TABLE OF CONTENTS</b>	v
<b>LIST OF TABLES</b>	viii
<b>LIST OF FIGURES</b>	ix
<b>LIST OF ABBREVIATIONS</b>	x
<b>CHAPTER ONE: INTRODUCTION OF THE RESEARCH</b>	1
1.1 Introduction	1
1.2 Background of Study	1
1.3 Statement of Problem	4
1.4 Research Questions	5
1.5 Research Objectives	5
1.6 Scope of Study	7
1.7 Significance of Study	7
1.6.1 Theoretical Standpoint	7
1.6.2 Empirical Standpoint	7
1.6.3 Policy Significance	7
1.7 Definition of Terms	8
1.8 Organization of Chapters	10
<b>CHAPTER TWO: REVIEW OF LITERATURE</b>	12
2.1 Introduction	12
2.2 Women in Decision Making and the Related Policy	12
2.3 Women Empowerment	24
2.4 Quality of Life	30
2.5 The Relationship between Women Empowerment and Quality of life	35
2.6 Conceptual Framework and Hypotheses	38
2.6.1 Women Empowerment (Independent Variables)	40
2.6.2 The Policy (Moderating Variable)	44