



**EMPOWERING MOTHERS**  
**Against**  
**a Malaysian Societal Convention:**  
**An Islamic Perspective.**

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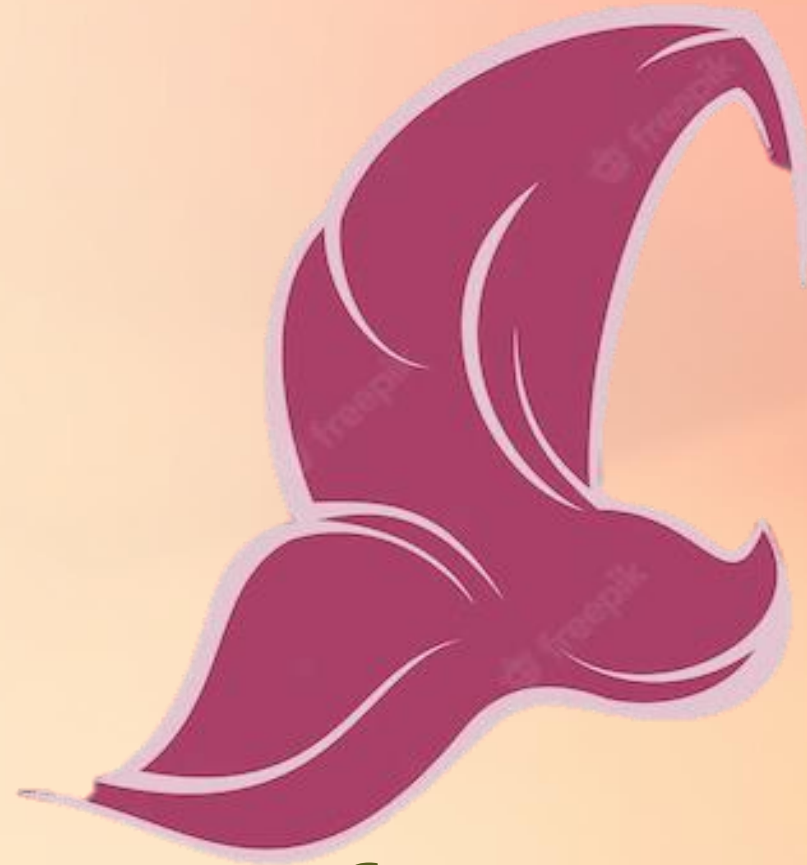
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**INTRODUCTION:**

**WOMEN**

**& the DEVELOPMENT of MALAYSIA**



A significant way-forward in the development of Malaysia is **to increase women's economic opportunities**

- Greater women participations in the workforce potentially enhances the country's prospects for growth.
- Hence, various agencies work towards increasing women's participations in the labour force.

# IMF BLOG

April 2 2018

Education

## Chart of the Week: Malaysia Needs More Women in the Workforce

IMFBlog

April 2, 2018

<https://www.imf.org/en/Blogs/Articles/2018/04/02/chart-of-the-week-malaysia-needs-more-women-in-the-workforce>



THE WORLD BANK  
IBRD • IDA

April 21 2020

RESULTS BRIEFS | APRIL 21, 2020

## Toward Better Economic Opportunities for Women: Lessons from Malaysia

<https://www.worldbank.org/en/results/2020/04/21/toward-better-economic-opportunities-for-women-lessons-from-malaysia>

Macroeconomic simulations have implied that closing gaps between men's and women's economic opportunities **could boost Malaysia's income per capita by 26.2 percent**—an average annual income gain of about US\$2,230 for each Malaysian.

# Participation of women in Malaysia's labour market is still low: PM Datuk Seri Ismail

<https://www.humanresourcesonline.net/participation-of-women-in-the-malaysia-s-labour-market-is-still-low-pm-datuk-seri-ismail>

Written by Arina Sofiah

Category: Talent Management



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Government-linked companies and government-linked investment companies were also **instructed to have at least 30% of women board members before their annual general meeting in 2023**. To date, approximately **210 out of 900 private limited companies have over 30% of women on their board of directors. ...**

*“I hope that the National Council of Women's Organisations will continue to be a strategic partner in the development of the country, and I call on all women to continue working together with the Government to develop this beloved Malaysia.”*

# Women and Labour Force Participation in Malaysia

Sharifah Nabilah Syed Salleh , Norma Mansor

“...notwithstanding Malaysia’s rapid post-independence industrialization process and advancements in the educational sector (Abdullah et al., 2008; Ismail & Sulaiman, 2014; Nor & Said, 2016; Zin, 2014). **Malaysian women’s labour force participation rate was at 55.5% in 2021, compared to 80.9% for men** (Department of Statistics Malaysia, 2022). .....

..... *This situation creates concern about why the gender gap is still widening in developing countries, despite the global economic boom and the tremendous progress in women’s educational attainment (International Labour Organization, 2018).”*

- Naturally, Malaysian society has also grown to expect that women ‘work’ to contribute economically to the family, and to the nation
  - the belief that **has somewhat become a convention.**
- What more, the female tertiary education enrolment rate
  - “...48 per cent compared with 38 per cent for men...” in 2018. <https://www.malaymail.com/news/malaysia/2019/11/07/malaysia-ranks-high-in-womens-educational-attainment-says-dr-wan-azizah/1807845>
  - “...was 49.9 per cent compared with 40.7 per cent for men in 2021” <https://www.nst.com.my/opinion/columnists/2022/04/787562/womens-issues-require-national-attention>
- However, it is observed that the pursuit to get women to ‘roll-up her sleeves’, **is not without worrying downside trends**, even at the current rate of only 55.5% of Malaysian women in the labour force.



**CURRENT SITUATION:**

**The Plight of MOTHERS  
(of young children)  
& the DEVELOPMENT of MALAYSIA**





# Working parents' dilemma



By [Syida Lizta Amirul Ihsan](#) - July 6, 2018 @ 11:40am



- EVERY day before we go to work, my husband and I drop our six-month-old son at the babysitter, .... Tens of thousands of working mothers share our arrangement, [sending their babies and children to these women, mostly housewives, who look after babies](#) to supplement their household income....
- [Not all office buildings are equipped with daycare centres. Not all offices have lactation rooms](#), despite the Health Ministry's recommendation of exclusive breastfeeding for the first six months of a baby's life.
- And let's not even talk about [flexible working hours \[??\]](#) because, .... even in this digital age .... employers still expect workers to **clock in and clock out physically** ....

## Women dilemmas – careers and/or motherhood?

Friday, March 31st, 2017 at [News](#) | [Talent A Human Capital](#)

- Most mothers will have to [cope with the guilt](#) of having to leave their newborn child at home, as they return to work, says Jasmin. For many women, the choice of not working to raise a family is a **financial luxury** that not many can afford, and they end up doing [double duty as wage-earner and mother](#).
- According to surveys, [many women dream of becoming full-time mothers and leaving the workforce](#) even though they have valuable skills to contribute.

[\[How about Working From Home \(WFH\)?\]](#)

# Women's issues require national attention

By **Amanda Yeo** April 10, 2022



- ... **work-from-home** (WFH) arrangements during the Covid-19 pandemic increased the burden of childcare, housework, cooking and other domestic chores among working parents.... **disproportionately affects working women** ... in a WFH environment.
- The ongoing stress from family responsibilities and the high-pressure environment of confinement has contributed to a **rise in domestic violence** during the pandemic. Working parents became riled or frustrated with each other easily.
- Women, Family and Community Development Minister Datuk Seri Rina Harun revealed in September 2021 that 9,015 police reports came under domestic violence since the lockdown measures for the Covid-19 pandemic started in March 2020. **Out of 1,708 suicides between January 2019 and May 2021, 83.5 per cent (1,427) involved women.**

# Negligence, abuse: Is parenthood in crisis?

By Dr Md. Mahmudul Hasan - Dec. 5, 2022



- The [...] voiceless human being in the family was the toddler who could not say that she needed to be cared for primarily by her parents and family members, not by an outsider.
- There seems to be a race between certain fathers and mothers in spending time outside the house and leaving their children with domestic helps. They appear to treat their children as objects to be kept somewhere with someone and to be collected at their convenience.
- Is it the new world we have entered or is it a consequence of feminist interventions in domestic life? What about parental love and care for children?
- In an interview with the Guardian book club in the UK during the 2000s, among many questions the late Doris Lessing (1919-2013) discussed with her readers was: ***"What about the effects on children of the changing relationships between the sexes?"***

## ISSUES:

- Children lacking attention, safe care.
- Children's early upbringing & inculcation of values.
- No real support from spouses / employers.
- Mothers as sandwich caretakers
- The future of the nation / *Ummah*?
- Mothers as the 1<sup>st</sup> *madrasah*?

## EFFECTS:

- Substituted by care-givers (education background, what upbringing for the kids, safety?)
- What values? Can mothers' duty for early childhood care be substituted well?
- Children's overdependence on peers, gadgets & Social Media
- Mothers suffer from extreme fatigue, distress, depression...
- Instability, conflicts & crises in the family, nation, *Ummah*

**Q.** Should **Economic Considerations**  
**ALONE suffice** in the agenda for  
National Development & Progress?

What about

*The **QUALITY** of the **future generation**?*

*The **FUTURE** of the **Nation & Ummah**?*



## ISSUES TODAY:

- Among whom are usually the ones involved with the following issues?
  - *Rempit*?
  - Substance abuse?
  - Petty crimes?
  - Pre-marital sex?
  - Rape?
  - Baby dumping?
  - LGBTQ?
  - Bribery?
  - Misuse of funds?
  - Corruption?

# ISSUES TODAY:



<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7352070/>

[Journal List](#) > [Data Brief](#) > [v.31; 2020 Aug](#) > [PMC7352070](#)

[Data Brief](#). 2020 Aug; 31: 105958.

PMCID: PMC7352070

Published online 2020 Jul 2. doi: [10.1016/j.dib.2020.105958](https://doi.org/10.1016/j.dib.2020.105958)

PMID: [32676530](https://pubmed.ncbi.nlm.nih.gov/32676530/)

Datasets of demographic profile and perpetrator experience in committing crime among young offenders in Malaysia.

Tharshini NK, Ibrahim F, Zakaria E. Datasets of demographic profile and perpetrator experience in committing crime among young offenders in Malaysia. Data Brief. 2020 Jul 2;31:105958. doi: [10.1016/j.dib.2020.105958](https://doi.org/10.1016/j.dib.2020.105958). PMID: 32676530; PMCID: PMC7352070. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7352070/>, Accessed Dec 12<sup>th</sup> 2022

Table 1

Demographic profile of young offenders

Variable (s)	Frequency	Percentage (%)
<i>Age</i>		
18 years	50	16.3
19 years	83	27.1
20 years	111	36.3
21 years	62	20.3
<i>Ethnic Group</i>		
Malay	277	90.5
Indian	15	4.9
Chinese	14	4.6
<i>Marital Status</i>		
Single	289	94.4
Married	17	5.6
<i>Occupation</i>		
Student	43	14.1
Unemployed	152	49.7

**ISLAMIC PERSPECTIVE:**

**EMPOWERING MOTHERS  
(especially of young children)**

We need to  
equip **WOMEN**,  
especially **MOTHERS** of **YOUNG CHILDREN**  
with the **proper awareness & knowledge**  
to **ENABLE & EMPOWER** them  
to **reset their PRIORITIES** &  
**MAKE THE RIGHT CHOICES.**

It was narrated from Mu'awiyah bin Jahimah As-Sulami,  
that Jahimah came to the Prophet (ﷺ) and said:  
"O Messenger of Allah! I want to go out and fight (in  
Jihad) and I have come to ask your advice."  
He said: "Do you have a mother?" He said: "Yes."  
He said:  
"Then stay with her, for Paradise is beneath her feet."

Grade: Sahih (Darussalam)

Reference : Sunan an-Nasa'i 3104

In-book reference : Book 25, Hadith 20

English translation : Vol. 1, Book 25, Hadith 3106

<https://sunnah.com/nasai:3104>, accessed Dec. 12<sup>th</sup>, 2022.

## Book 32, Number 6181:

Abu Hurairah reported that a person said:  
“Allah's Messenger, who amongst the people is most  
deserving of my good treatment?”

He said: Your mother, again your mother, again your mother, then your father, then your nearest relatives according to the order (of nearness).

Grade: Sahih

Reference : Translation of Sahih Muslim, Book : 32

*Kitab Al-Birr wa al-Salat-i-wa'l-Adab (The Book Of Virtue, Good Manners And Joining Of The Ties Of Relationship)*

Chapter 1 : POLITENESS TOWARDS PARENTS AND THEIR RIGHT TO IT

In-book reference : Book 32, Number 6180

[https://www.iiium.edu.my/deed/hadith/muslim/032\\_smt.html#:~:text=Book%2032%2C%20Number%206181%3A,the%20order%20\(of%20nearness\).](https://www.iiium.edu.my/deed/hadith/muslim/032_smt.html#:~:text=Book%2032%2C%20Number%206181%3A,the%20order%20(of%20nearness).), accessed Dec. 12<sup>th</sup>, 2022.

## The role of a father is

- to **earn** for the family,
- to **feed & clothe** his wife and children as well as possible,
- to **put a roof of safety & care** for them,
- to **cherish, sustain, provide education & training** for the children up until puberty (and up-to marriage in the case of daughters).
- to **ensure** their **holistic wellbeing**
- His ***Fitrah***

## WHY SUCH PRECEDENCE FOR THE MOTHER?

- However, “the **child’s first madrasah** is on the **LAP of the MOTHER.**”
- Nothing can replace mother’s milk & the **bond created while nursing,**
- No one can replace **the love, care, patience & attention** that the mother has towards her child.
- Her ***Fitrah***

# WHY SUCH PRECEDENCE FOR THE MOTHER?



Age of Montessori has changed its name to aim



## Why Your Child's Brain is like a Sponge

"The absorbent mind is one of the most important ideas in early childhood education. The absorbent mind makes our adult lives possible." - Mary Ellen Maunz

**For the First 6 Years, Your Child Absorbs Everything**

<https://aimmontessoriteachertraining.org/why-your-childs-brain-is-like-a-sponge/>, accessed Dec. 6<sup>th</sup>, 2022.



# WHY SUCH PRECEDENCE FOR THE MOTHER?

GEORGE LUCAS EDUCATIONAL FOUNDATION

edutopia

<https://www.edutopia.org/article/why-ages-2-7-matter-so-much-brain-development/>, accessed Dec. 12<sup>th</sup>, 2022.

## **BRAIN-BASED LEARNING: Why Ages 2-7 Matter So Much for Brain Development**

Rich experiences—from play to the arts and relationships—fundamentally shape a young child’s development.

By Rishi Sriram, June 24, 2020

Children’s brains develop in spurts called critical periods. The first occurs around age 2, with a second one occurring during adolescence. At the start of these periods, the number of connections (synapses) between brain cells (neurons) doubles. **Two-year-olds have twice as many synapses as adults. Because these connections between brain cells are where learning occurs, twice as many synapses enable the brain to learn faster than at any other time of life. Therefore, children’s experiences in this phase have lasting effects on their development.**

**CONCLUSION:**

**EMPOWERING MOTHERS**  
(esp. those of young children)

Statistics show that women are more educated today.

Surely, for the growth of the Nation, their contributions to the economy are needed, together with those of men's.

HOWEVER, not only in terms of the economy  
but **WOMEN's** contributions are **specifically CRUCIAL**  
for the **well-being & wholesomeness** of the

**FAMILY** ,

especially during the early childhood period of their children.

We cannot afford to compromise on this.

# In order to empower women,

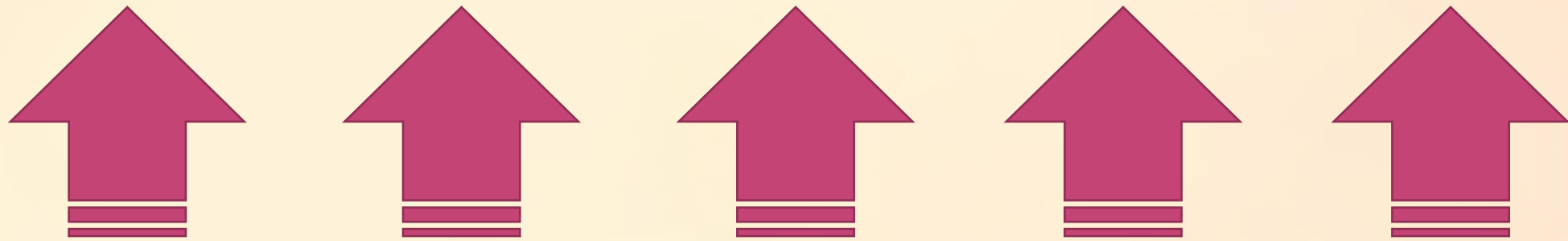
- Men need to realise that the duty of earning for the family **is squarely on their shoulders**
- In the case that this is not possible, then this duty falls onto **the adult Muslim 'aṣabah** (consanguine relatives), **as the walī** (guardian) to undertake the role of the father in cherishing, sustaining, educating and training, including financially taking care of the necessities.
- Parents need to know & act upon **the value of motherhood**, especially for young children & **priorities must be given for it.**
- Pre-Marriage courses **must emphasise** the above.

- Society needs to realise the importance of the mother's influence in raising **spiritually healthy citizens**, which in turn will support the nation's internal stability.
- Government authorities & Society **must facilitate** these mothers in spending undivided time in nurturing their young children.
  - Extended maternity leave
  - Encouragement to be “stay at home mother” for the first 2-4 crucial years of the child
  - Encouragements to welcome them back after an extended period of leave.

We need to **EMPOWER WOMEN** to **PRIORITISE** & to **MAKE**  
the **RIGHT CHOICE**. It is truly **FUTURISTIC!**

Wholesome Well-being, Sound Growth & Integrity of the

# ***UMMAH & Nation***



# **F.A.M.I.L.Y**

Wholesome Well-being, Sound Growth & Integrity of the



**THANK YOU**

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