

Online Conference

THE 11TH
PUTRAJAYA INTERNATIONAL CONFERENCE
ON CHILDREN, WOMEN, ELDERLY AND
PERSONS WITH DISABILITIES 2020

PERSONS WITH DISABILITIES 2020

PROTECTION OF CHILDREN, WOMEN, THE ELDERLY AND PERSONS WITH DISABILITIES IN CHALLENGING TIMES



Director, Guidance and Counselling Division Department of Women Development, Ministry of Women, Family and Community Development, Malaysia

22 August 2020

Jointly Organised by















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GENERAL INFORMATION

Welcome

It's our pleasure to welcome you to the 11th Putrajaya International Conference on Children, Women, Elderly and Persons with Disabilities 2020 (PiCCWED11) which will be held on 22 August 2020.

Due to the current issue on Covid-19 and as advised by Ministry of Health, National Security Council and the government of Malaysia, PiCCWED11 edition will be hosted on the online communication platform: Zoom application.

We wish you all the best, stay safe and have a fruitful conference.

Organizer

The conference is jointly organized by Jabatan Pembangunan Wanita (Department of Women Development under the Ministry of Women, Family and Community Development, Malaysia), KRUWARGA (Group of Friends for the Protection and Empowerment of Women, Children, the Elderly People) and ZR Resources (Co. Reg. 002131022-P), in collaboration with invited Academicians from local university in Malaysia and sponsored by Institut Masa Depan Malaysia (MASA)

Conference Theme

"Protection of Children, Women, the Elderly and Persons with Disabilities in Challenging Times"

Program and Abstract Book

Program and Abstract Book will be emailed to Presenter and Participant via "wetransfer" application by 20th August 2020. Please download accordingly

Online URL Link

Link to Online Session for Opening, Keynote and Parallel Session can be obtained in the Schedule.

Conference Proceedings

Conference Proceedings with e-ISSN will be emailed to Presenter and Participant via "wetransfer" application starting 24th August 2020. Please download accordingly

Conference Certificate

Presenter or Participant Certificate will be emailed to your registered email address starting 24th August 2020

Contact Us

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DEPARTMENT OF WOMEN DEVELOPMENT

Department of Women Development was established in 2001 as a machinery to develop and run programs and activities in line with the Ministry of Women, Family and Community Development vision and mission, National Policy on Women and Women Development Action Plan.

Vision:

Achieving gender equality as essential to community development for the information of a developed country.

Mission:

Increase the participation and capacity of women in the various sectors in all levels to contribute and become agents of development.

Objective:

Improve women's ability to contribute to the development of country through efficient and effective capacity building and the provision of support services.

Department of Women Development Main Strategies:

- Socio-economy empowerment to provide entrepreneurial skills to women and increase women's involvement in entrepreneurship, generating and enhancing family income with programmes such as Pusat Aktiviti Cakna Bangun Ekonomi (Community Based Enterprise Activity Center) PACBE dan Womens' Baazar.
- Capacity Building Providing women's capacity building skills in a variety of incomegenerating areas and ensuring women to have high leadership qualities and quality.

Enhancing Quality of Life – Helping women through counseling and psychological approaches to improving the quality of life and leading women to manage emotions, and to face challenges positively with programmes such as Lay Kaunselor, Legal Clinic, DeStress Clinic dan Elimination Violence Against Womens (EVAW) Campaigns









KEYNOTE SPEAKER



Dr. Razaana DensonSenior Lecturer
Private Law Department
Nelson Mandela University
South Africa

Razaana Denson is a senior lecturer in the Private Law Department, Faculty of Law at Nelson Mandela University. Although she chose the career path of academia, she is also an admitted Advocate of the High Court of South Africa and an accredited mediator for court annexed mediations at the Magistrate's Court in Port Elizabeth.

She completed her BA Law degree (undergraduate) at Rhodes University in Grahamstown, Eastern Cape and then proceeded to complete the LLB degree (postgraduate) at Vista University, Port Elizabeth. To enhance her lecturing, she also completed postgraduate diploma in Higher Education at Vista University. She holds a Masters' degree (LLM) from the University of Port Elizabeth and doctoral degree (LLD) from Nelson Mandela University. For her Master's degree, she focusses on the effect of the Constitution of South Africa, 1996 on Family Law. Her doctoral study focusses on the recognition and regulation of Muslim marriages in South Africa which to date has still not been granted legal recognition. It is important to highlight that the recommendations made in her doctoral thesis is very much in line with current developments in a discussion paper by the South African Minister of Justice.









CONFERENCE AT A GLANCE

Saturday, August 22, 2020

Time	Even	t		
8:50 - 9:00	Room 1: Registration for Opening & Keynote Session			
	Opening Session			
	Welcoming F	Remarks		
9.00 – 9.30	Opening S	peech		
	Photography	Session		
	Poster Vie	ewing		
9:30 – 10:00	Keynote Speaker			
10:00 - 10:30	Registration for Pa	rallel Session		
	PARALLEL SE	PARALLEL SESSION 1		
	ELDERLY & WOMEN CHILDREN			
10:30 – 12.30	Room 1: Presenter 1-8	Room 2: Presenter 1-6		
13.00 – 14:00	Networking Break			
	PARALLEL SESSION 2			
	WOMEN	PERSONS WITH DISABILITIES		
14:00 – 16.30	Room 1: Presenter 9-15	Room 2: Presenter 7-11		
16:30 - 16:45	Closing Se	ssion		

URL LINK FOR EVENT

Room	Event	URL Link
1.	Opening Session	https://us02web.zoom.us/j/86003100473?pwd=VFpidzFCOWt
	Keynote Session	QbUltcmNIWjNCSnVDQT09
	Elderly & Women	
	Closing Session	Meeting ID: 860 0310 0473
		Passcode: 306185
2.	Children	https://us02web.zoom.us/j/82683544582?pwd=aWdFTFc4Rjk
	Persons With Disabilities	5bmxnUDRpVjhTS3ptdz09
		Meeting ID: 826 8354 4582
		Passcode: 638038









CONFERENCE SCHEDULE

Saturday, August 22, 2020

Time	Event	Online URL Link
8.50am – 9.00am	Registration & Log in Session	Room 1
0.000 0.200 0.	On oning Cassian	Doors 1
9.00am – 9.30am	Opening Session	Room 1
	Welcoming Remarks	
	Opening Speech	
	Photography Session	
	Poster Viewing	
9.30am – 10.00am	Keynote Speaker	Room 1
	"The Best Interests of the Child Vs the Interests	
	of the Family: A South African Perspective"	
	Dr. Razaana Denson	
	Senior Lecturer	
	Private Law Department	
	Nelson Mandela University	
	South Africa	
10.00am – 10.30am	Networking Break & Registration	
10.20am 12.20am	Parallel Session 1	Room 1 & 2
10.30am – 12.30pm	Parallel Session 1	ROOM 1 & 2
12.30pm – 2.00pm	Networking Break	
2.00pm – 4.30pm	Parallel Session 2	Room 1 & 2
4.30pm – 4.45pm	Closing Session	Room 1

Note: Online URL Link refer to URL Link for Event









PRESENTATION SCHEDULE

Saturday, August 22, 2020

11.00am -	11.00am – 1.00pm Parallel Session 1			
Paper Id	Presenter	Paper Title		
Session Cl	hair: Dr. Nor Hazila Mohd Zain	Online URL Link: Room 1		
	ELD	PERLY & WOMEN		
002-002	Noraziah ChePa <i>Universiti Utara Malaysia</i>	DESIGNING A MOBILE PSYCHOTHERAPY GAME FOR ELDERLY WITH MEMORY DISORDER ISSUES		
021-017	Chang Foo Chung Tunku Abdul Rahman University College	THE REPERCUSSIONS OF COVID-19 PANDEMIC ON THE WELLBEING OF OLDER PEOPLE IN MALAYSIA: A LITERATURE REVIEW		
007-007	Rizki Dito Subekti Universiti Kebangsaan Malaysia	WOMAN OF INDONESIA: AN EVIDENCE OF EMANCIPATION AGAINST GLOBAL PANDEMIC OUTBREAK		
008-008	Mohamed Buhary Fowzul International Islamic University Malaysia	WOMENS ADVOCACY FOR IMPOSING STRINGENT STIPULATIONS ON POLYGAMY IN MUSLIM MARRIAGE AND DIVORCE ACT OF SRI LANKA: A JURISTIC ANALYSIS		
010-010	Nur Aina Atiqah Binti Mohd Arif Universiti Utara Malaysia	THE CONCEPT OF GENDER EQUALITY: AN OVERVIEW FROM MALAYSIAN LEGAL PERSPECTIVE AND PHILOSOPHY		
011-011	Ainur Rofiq Sofa Islamic university of Zainul Hasan Genggong, Indonesia	UNDERSTANDING THE RELIGION; A PHILOSOPHICAL APPROACH		
014-014	Adam Fikry Bin Bakru Rozi Universiti Sains Islam Malaysia	THE IMPLICATION OF COVID-19 PANDEMIC ON THE RIGHTS OF MIGRANT WORKERS IN MALAYSIA		
Session Cl	hair: Dr. Dina Imam Supaat	Online URL Link: Room 2		
	•	ERSONS WITH DISABILITIES		
012-012	Dr. Mohd Salim Mohamed University of Malaya	CHALLENGES IN MANAGING THE ISSUE OF INTERSEX INFANTS AND TODDLERS IN MALAYSIA: LACK OF A COLLABORATIVE APPROACH BETWEEN INSTITUTIONS?		
016-016	Siti Nur Fathanah Abd Hamid Universiti Teknologi MARA	DEVELOPMENT AND VALIDATION OF INSTRUMENT TO EXPLORE PARENTING PRACTICES AND PARENTING STYLES THAT INFLUENCE PARENTS UNDERSTANDING OF CHILD PROTECTION AND PRIVACY TO PREVENT PAEDOPHILIA		









023-019	Dr. Che Ann Abdul Ghani Universiti Putra Malaysia	PERCEPTION OF PARENTS TOWARDS SERVICES AND CARING FOR ADULT CHILDREN WITH AUTISM
026-024	Le Thi Nhung University of Labour & Social Affairs Campus 2, Vietnam	ROLES OF INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS IN DEVELOPING SOCIAL WORK SERVICES FOR CHILDREN AND PERSONS WITH DISABILITIES IN VIETNAM
029-027	Ibrahim Dahiru Idriss Federal College Of Education (Technical), Nigeria	CHILD POVERTY IN NIGERIA: CAUSES AND CONSEQUENCES
005-005	Saisuda Pantrakool Suan Dusit University, Thailand	THE COMPARISON OF EMOTIONAL INTELLIGENCE OF DEAF STUDENTS LEVEL GRADUATE IN SUAN DUSIT UNIVERSITY, THAILAND
1.00pm – 2	2.00pm Networ	king Break
2.00pm – 4	4.30pm Parallel	Session 2
Paper Id	Presenter	Paper Title
Session Ch	air: Nor Hazila Mohd Zain	Online URL Link: Room 1
		VA/OR AENI
		WOMEN
031-031	Vaffa Chau Ju Ling Talent Corporation Malaysia Berhad	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE
031-031	Talent Corporation Malaysia	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE
	Talent Corporation Malaysia Berhad Vaffa Chau Ju Ling Talent Corporation Malaysia	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE
031-031	Talent Corporation Malaysia Berhad Vaffa Chau Ju Ling Talent Corporation Malaysia Berhad Mohamad Kamal Sodiqin Bin Abdull Manaf	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE (Continue) ANALYSIS OF CASE LAWS UNDER THE ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS ACT
031-031 015-015	Talent Corporation Malaysia Berhad Vaffa Chau Ju Ling Talent Corporation Malaysia Berhad Mohamad Kamal Sodiqin Bin Abdull Manaf Universiti Sains Islam Malaysia	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE (Continue) ANALYSIS OF CASE LAWS UNDER THE ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS ACT 2007 THE ROLE OF SOCIAL MEDIA RUMORS IN SOCIAL
031-031 015-015 017-020	Talent Corporation Malaysia Berhad Vaffa Chau Ju Ling Talent Corporation Malaysia Berhad Mohamad Kamal Sodiqin Bin Abdull Manaf Universiti Sains Islam Malaysia Israt Jahan University of Dhaka, Bangladesh Ashour Ajji Qalmah Yousuf	WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE WOMEN IN SHARED PROSPERITY - WHEN SHE RISES, WE ALL RISE (Continue) ANALYSIS OF CASE LAWS UNDER THE ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS ACT 2007 THE ROLE OF SOCIAL MEDIA RUMORS IN SOCIAL UNREST OF BANGLADESH THE STATE OF LIBYAN REFUGEE AND ASYLUM SEEKERS









027-022 Dr. Zilal binti Saari

Universiti Teknologi Malaysia

REVISITING THE MEANING OF HAPPINESS AMONG MODERN WOMEN IN 21ST CENTURY

Session Chair: Dr. Dina Imam Supaat		Online URL Link: Room 2			
	PERSONS WITH DISABILITIES				
	. Samuel Ayodeji OMOLAWAL niversity of Ibadan, Nigeria	SOCIAL SUPPORT AND CAREER OPTIMISM AND ACHIEVEMENT AMONG PEOPLE LIVING WITH DISABILITIES IN IBADAN, NIGERIA			
Ha Int Mo	sist. Prof. Dr. Zuraini Ab. amid ternational Islamic University alaysia Dr. Ikmal Hisham Md. Tah niversiti Teknologi MARA	THE ROLE OF THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD) IN PROTECTING REFUGEES IN MALAYSIA			
010 011 1.	. Zaida Nor Zainudin niversiti Putra Malaysia	THE CHALLENGES AND ADAPTATION IN CAREER FOR THE DWARFS: A LITERATURE REVIEW			
	dr, M. Bashir geria Police Academy	ENSURING THE RIGHTS OF PERSONS WITH DISABILITIES: THE ISLAMIC PERSPECTIVE			
	. Dina Imam Supaat niversiti Sains Islam Malaysia	VULNERABLE PEOPLE AND THEIR RIGHT TO INFORMATION			
4.30pm – 4.45pm Closing Session					

POSTER PRESENTATION

Paper ID	Presenter	Paper Title
013-013	Osifeko, Olalekan Remigious Michael Otedola College of Primary Education, Nigeria	UNDERSTANDING BARRIERS TO SPORTS PARTICIPATION AS A MEANS OF ACHIEVING SUSTAINABLE DEVELOPMENT AFTER COVID-19 AMONG COLLEGES OF EDUCATION IN NIGERIA.
022-018	Dr. Fa'iza Abdullah International Islamic University Malaysia	SOCIAL-COGNITIVE FACTORS ASSOCIATION WITH SEXUAL INTENTION TOWARDS PRE-MARITAL SEX AMONG LATE ADOLESCENTS









CONFERENCE ABSTRACTS

002-002

DESIGNING A MOBILE PSYCHOTHERAPY GAME FOR ELDERLY WITH MEMORY DISORDER ISSUES

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Keywords: elderly, game design guidelines, psychotherapy game, memory disorder

ABSTRACT

Concerns on how to treat elderly suffering with memory disorder diseases like Dementia and Alzheimer have been a growing issue of discussions over a decade. Discussions are focusing on understanding the most efficient way of treating them. Throughout the past years, various researchers and scientists have come up with various ways to help in stimulating the brain and one of them is using games. Though, various games have been created for elderly people, most of the games were not developed specifically for memory disorder patients. Most of the games are not created to suit these audience because there are no known guidelines to help in creating a proper game. This article aims to discover criteria that can help in the development of games to be used in psychotherapy for memory disorder patients. Combination of extensive literature review and interview were conducted in identifying suitable features and criteria needed in a game for psychotherapy treatment. There are total of 20 guidelines have been discovered and are categorized into four main sections; gameplay, device, interface and game features. Based on the criteria obtained, a mobile psychotherapy game is designed and developed in Android environment and called as Neuro-therapy game. This design guideline and the game itself are believed to benefit many parties; the scholars, practitioners, caretakers, and patients. It is hope that it will give directions to developers on developing more games for memory disorder patients towards improving the quality of life among the elderly with memory disorder issues.

003-003

SOCIAL SUPPORT AND CAREER OPTIMISM AND ACHIEVEMENT AMONG PEOPLE LIVING WITH DISABILITIES IN IBADAN, NIGERIA

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ABSTRACT

People living with disabilities (PLWD) like other human beings, have goals and aspirations to achieve in life. But much more, they need social supports to make them achieve their goals and overcome several limitations. However, if these supports are not available, there is less chance for them to achieve their dreams and careers



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in life. This study, therefore, investigated social support and career optimism and achievement among people living with disabilities in Ibadan, Nigeria. The study adopted Social Cognitive Career as theoretical framework and was conducted among PLWD of permanent nature, aged 18 years and above. Qualitative research technique was employed. Primary data were collected using In-Depth-Interviews conducted with 30 persons living with disabilities (6 tertiary institution students, 9 persons in formal employment, 9 self-employed and 6 unemployed PLWD); Focus Group Discussion (conducted with 6 PLWD in Oluyole Chesire Home) and Key Informant Interview (conducted with 2 parents of children living with disabilities). Data collected were content analysed. The study revealed that major sources of social supports included family, friends, teachers and religious bodies while types of support included tangible, emotional, informational, physical presence and prayers, all instrumental to career optimism and achievement among PLWD. Challenges faced in the course of pursuing career ambition included discrimination, finance, mobility, hostile society and no-support from government. The study concludes that social support is crucial to the attainment of career ambition and achievement of PLWD and recommends that Government should provide institutional and societal supports for this category of people.

Key words: People living with Disabilities, Social Support, Career Optimism, Career Achievement

005-005

THE COMPARISON OF EMOTIONAL INTELLIGENCE OF DEAF STUDENTS LEVEL GRADUATE IN SUAN DUSIT UNIVERSITY, THAILAND

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ABSTRACT

The purpose of this study was to study and to compare the emotional intelligence of deaf students in under graduate level at Suan Dusit University, Thailand. There are 33 deaf students of sampling, 21 students from the department of library and information science, 12 students from the department of Home Economics. A questionnaire was used to collect the data and a program was used to analyze the data. The data were studied and compared through means, standard deviation, and t-test independent method. The results showed that the deaf students have emotional intelligence within the norm range for almost every variables, except sympathy, responsibility, relationship, and life satisfaction when compared to Thai individuals with normal hearing. The comparison of the emotional intelligence of deaf students, found that, gender and age are different with significances but the department level was not-different.

Keywords: Emotional Intelligence, Deaf students, Hearing impaired.









INDONESIAN WOMEN: EMANCIPATION EVIDENCE AGAINST GLOBAL PANDEMIC

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ABSTRACT

After the bird flue outbreak (H5N1), now the world is again affected by a pandemic outbreak called COVID-19. The global pandemic outbreak, Covid-19, devastated human immunity, so that most countries in the world were forced to survive through lockdown. Using a collection of data and sources of literature both international and domestic, as well as factual information from books and articles, this research explains the qualitative descriptive method to produce a constructive study. The current motion of human life must be limited, reducing interaction with each other. This effort has an impact on the sustainability of human economic life, not excepting residents in developing countries like Indonesia. Indonesia's economic conditions plummeted due to the government imposing a semi lockdown policy or Large-Scale Social Restrictions (PSBB). All economic sectors are paralyzed, especially the informal sector. The policy generates economic vulnerability, especially groups of women workers. Like the group of women workers in the world, they also continue to make various efforts to get out of vulnerability. Efforts to get out of vulnerability are carried out by increasing emancipation through affirmative approaches to strengthen domestic and public economic resilience. In Indonesia there is a spirit of affirmation and emancipation of women from a religious perspective. The perspective of the sociology of religion provides a strong impetus for the emancipation of women through Islamic law in a text called figh of women. This perspective provides much support for the emancipation of women through religious opinions in the figh of women. This factor is our emphasis. That the involvement of women's emancipation in stemming economic vulnerability in women's groups will be overcome when the government fully supports the interests of women's emancipation under the fatwa of the Ulema.

Keywords: emancipation, COVID-19, economic vulnerability, women worker, figh of women









WOMEN'S ADVOCACY FOR IMPOSING STRINGENT STIPULATIONS ON POLYGAMY IN MUSLIM MARRIAGE AND DIVORCE ACT OF SRI LANKA: A JURISTIC ANALYSIS

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ABSTRACT

During the advent of Islam, the custom of polygamy was prevailing all over the globe as it was a custom in the human history regardless of race, religion and region. However, stipulating stringent conditions, Islam restricted the numbers of wives in a polygamous marriage of a man. Nonetheless, the rise of Muslim feminists and Non-Muslim critics of Islam insist the Muslim scholars and jurists to rethink and re-interpret the Islamic rulings regarding the polygamy.

The women organizations in Sri Lanka also criticize that the polygamous marriages cause unwanted social and fiscal crisis impacting severely on vulnerable women and children. Consequently, they urge the Sri Lankan government to amend the polygamous system imposing stringent conditions such as assurance of fair treatment, declaration of assets, obtaining the consent of first wife and nullification of unregistered marriages. On the contrary, the mainstream Islamic jurists, namely 'All Ceylon Jam-e-athul Ulama (ACJU) oppose the proposal of women organizations that leads to a stalemate between them. Hence, this study explores the lobbies of women in Sri Lanka for cramping the men who intend to practice the subsequent marriages and its consequences on jurisprudential perspective so as to find a mediated solution bridging the gaps.

009-009

THE ROLE OF THE UNITED NATIONS CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD) IN PROTECTING REFUGEES IN MALAYSIA

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Dr Zuraini Ab. Hamid Ahmad Ibrahim Kulliyyah of Laws International Islamic University Malaysia, 53100 Kuala Lumpur, Malaysia Email:zurainihamid@iium.edu.my, Tel: 03-66964353

ABSTRACT

Protecting the refugees is part of humanitarian protection that exists in every nation, especially for the disabled. Refugee with disabilities is subject for being side-lined especially to their impairment due to environment, social and attitudinal barriers. Malaysia is the party to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) since 2010; however, not becoming a party to the Refugee Conventions 1951. This paper will explore whether the CRPD is sufficient in protecting the rights of the refugee









with disabilities despite not being party to the 1951 Convention. The paper adopts doctrinal analysis to who are refugees, what are the issues related to refugee with disabilities and what are issues related to non-ratification of 1951 Convention by Malaysia. This paper took the position that despite the ratification of CRPD, the reservation made on Article 18 CRPD on nationality by Malaysia has restricted the application of CRPD in Malaysia towards refugee with disabilities. The authors believe that the CRPD has its role in protecting the rights of the refugee with disabilities. Even with the non-ratification of the UN Refugee Convention 1951 by Malaysia, the treatment towards refugee with disabilities must be for the sake of an equal basis with others and humanitarian reasons.

Keywords: refugee with disabilities, The UN Convention on the Rights of Persons with Disabilities, The UN Refugee Convention 1951, Malaysia, legal framework.

010-010

THE CONCEPT OF GENDER EQUALITY: AN OVERVIEW FROM MALAYSIAN LEGAL PERSPECTIVE AND PHILOSOPHY

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ABSTRACT

The risen of the issue of gender discrimination has extended numerous discussions, researches and efforts in promoting gender equality. Article 8 of the Federal Constitution recognised the rights of equality and equal protection of all at any circumstances. Yet the extension of the term 'equality' itself is debatable and ambiguous. Since Malaysia has adopted the Sustainable Development Goals (SDGs) in which gender equality is one of them, it is important to provide a clear vision and understanding on its concept. For this reason, this paper, which employs content analysis and library-based study, seeks to analyse the statutory provisions especially the constitutional law and prevailing judiciary interpretation in regards to gender equality as well as philosophical interpretation of equality in order to contemplate the basic elements of its concept. The research is basically driven from the arguments in regards to the image of gender gap as portraying gender inequalities in Malaysia. The key finding is that the conceptualization of gender equality from both legal and philosophical views integrate that equal treatment and equality should not perpetuate the sameness for all at all circumstances. Instead, one should be treated with the same treatment with another who possessed the same quality and *vice versa* proportionate to their differences. Since women and men are naturally born with different characteristics and attitudes, thus, achieving absolute gender equality may be very challenging. **Keywords:** gender equality, constitutional law, philosophy, legal perspective

011-011

UNDERSTANDING THE RELIGION; A PHILOSOPHICAL APPROACH

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ABSTRACT

Philosophy is a knowledge of material and a way to investigate the real essence of universe. Whereas religion, according to J.G. Frazer, is a devotion to God who puts in order universal movement. When philosophy and religion are faced one and other, both of them are looked like something incompatible, even in factually they are completing each other. In order to have a better religion, someone needs to have his rationality in the way of understanding religion. And also, to control philosophy which is based on rationality, philosophy needs a religion guidance. Many people perceive that philosophy could not be in harmony with religion, since









philosophy anchored its idea to the rationalistic-empiricism basics and religion based its idea to the transcendentally *dalîl* of *Supra Causa*. Therefore, Emile Durkheim said, religion was a mystical paradigm where rationality could not get into. So did Auguste Comte, he said people need a religion only when he had no ability to develop his rationality. Even contrary, does religion order people to always "think"? and also, if people have a great rationality, people will realize that to achieve the balance of using, his rationality must be restrained and religion is the best restrainer, this was what al-Ghazali stated. So, actually, philosophy can strengthen the religious soul of people, since philosophy can interpret the universality of the *dalîl*, philosophy can systemize and definite religious order, philosophy can solve the new problem which is not stated in the *dalîl*, and of course philosophy also can be a tool to criticize a variety of unlogical religious ideology.

Keywords: Philosophy, Religion

012-012

CHALLENGES IN MANAGING THE ISSUE OF INTERSEX INFANTS AND TODDLERS IN MALAYSIA: LACK OF A COLLABORATIVE APPROACH BETWEEN INSTITUTIONS?

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ABSTRACT

The paper highlights the challenges in managing the issue of intersex or Disorders of Sex Development (DSD) among newborns and toddlers in Malaysia. It also aims to increase awareness on the importance of collaborative approach, which combines medicine, religion and ethics during the deliberation on management and decision for gender determination related to sex assignment surgery. Wrong assignment of gender is held as an ethico-legal risk and the rights of the 'true gender' are denied because roles and responsibilities differ according to gender. It is an interesting fact that gender roles are different among the three races in Malaysia, namely Malays, Chinese and Indians that practice different cultures and religions. Based on the DSD's frequency in Malaysia, the number of cases referred to main Malaysian pediatric hospitals such as Pediatric Institute Kuala Lumpur Hospital, Putrajaya Hospital and Malaysian National University Hospital is significant, in which 1 to 2 cases were recorded every month that makes up to 10 to 13 cases in each year. This figure shows that the issue of DSD is not an isolated case. These cases have shown that it is very important that DSD should be resolved much earlier in life, however, the decision making process must be highly inclusive and seriously considered. The complexity of the management of DSDs requires an interdisciplinary approach that is comprehensive and holistic. Primary data of this study were gathered through series of interviews conducted with related personnels from medical, religious and authorities. This study found that some challenges in the DSD management are lack of comprehensive mechanism in handling DSD cases between the government agencies, lack of financial support by the government on the management of rare disease, lack of advocate group specifically for DSD and misconception on the religious perspective regarding the management of DSD by the medicals personnel and academicians. These findings highlight the importance of multidisciplinary teams during the management of DSD patient and when making decision regarding the future gender of DSD patient, particularly those who displayed strong religious and culture influence in their family or within the community they lived in. Frequent dialogue or inter-discipline discourses should be held between related institutions in order to enhance the management of the affected individuals.

Keywords: Intersex Newborns; Children, Sex Assignment Surgery (SAS); Disorders of Sex Development (DSD); Malaysia; Islam









UNDERSTANDING BARRIERS TO SPORTS PARTICIPATION AS A MEANS OF ACHIEVING SUSTAINABLE DEVELOPMENT AFTER COVID-19 AMONG COLLEGES OF EDUCATION IN NIGERIA.

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ABSTRACT

During these difficult economic times of COVID-19 pandemic globally, nations are looking for ways to improve their finances, preserve the environment as well as the socio-political climate and educational institutions, which are needed to increase their economy and preserve their sustainable development. Sport is one of the ways through which sustainable development can be achieved. The purpose of this study was to examine and understanding barriers to participation in sport for future sustainable development that can be met after COVID-19 pandemic. A total of 1,025 students were purposively selected from five schools (School of Arts and Social Sciences, School of Languages, School of Education, School of Sciences and School of Vocational and Technical Education) in Michael Otedola College of Primary Education (MOCPED). A questionnaire, with a tested reliability coefficient of 0.71, was used for data collection. The collected data were subjected to descriptive survey research design. The findings showed that sports facilities, funding and lecture schedules were significant barriers to sports participation. It was recommended that the Lagos State government should provide sports facilities to colleges, to prepare for economic development to support their institutional funding. Sports activities should be integrated into extra-curricular activities for all colleges in Nigeria.

Keywords: COVID-19 pandemic, MOCPED sports, sustainable development, sports participation.









THE IMPLICATION OF COVID-19 PANDEMIC ON THE RIGHTS OF MIGRANT WORKERS IN MALAYSIA

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ABSTRACT

The advent of Covid-19 to Malaysian soil has compelled the authority to chart drastic measures to curb the spread of the disease. The Movement Control Orders (MCO) have caused economic sectors to be halted for many weeks and thus, directly affected the migrant workers financially, legally and socially. This paper aims to analyse the implication of the government's far-reaching actions on the right of migrant workers using library-based method. Discussion starts with description of the Covid-19 spread in Malaysia and the reason the authority responded in such manner. Then, the situation of migrant workers during the battle against Covid-19 in Malaysia is explained. Founded on international law and domestic law framework, analysis on the effect of the MCO on the rights of migrant workers is made to identify measures enforced. This study finds that government measures heavily affected the migrant workers in terms of their social, economic and legal rights. **Keywords:** Human Rights, Rights of Migrants Workers, Covid-19, Malaysia.

015-015

ANALYSIS OF CASE LAWS UNDER THE ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS ACT 2007

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ABSTRACT

The trafficking in persons and smuggling of migrants are complex issues involving a wide range of stakeholders and actors across the trafficking chain, with multiple modus operandi. Victims of this organised crime are susceptible to becoming sexual workers and forced labour. As Malaysia is a popular destination amongst migrants for economic reasons or as a transit country, it has enacted the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 (ATIPSOM) to combat the cross-border crime. Currently, the U.S. Department of State's 2020 Trafficking in Persons Report has placed Malaysia at Tier 2 Watch List which signifies failures to fully comply with the minimum standards of Trafficking Victims Protection Act 2000 while making significant efforts to bring the country into compliance with those standards. The purpose of this study is to analyse the extend of Malaysia's efforts to enforce ATIPSOM. It begins with an overview of human trafficking and smuggling of migrants and the promulgation of ATIPSOM. The main focus of this article is the prosecution of alleged offenders under the ATIPSOM. It will walk through and provide analysis on reported case laws for the last 10 years to identify the judicial approach on cases under ATIPSOM. Using qualitative method, primary and secondary sources are examined to provide a clear picture on Malaysia's performance in the enforcement of the ATIPSOM. The preliminary findings from this study suggest that the authority has taken significant measures to combat trafficking in persons and smuggling of migrants but it needs to step up and work harder and smarter together with various agencies to see considerable result particularly a better case management on the prosecution part.

Keywords: human trafficking, Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007, exploitation









DEVELOPMENT AND VALIDATION OF INSTRUMENT TO EXPLORE PARENTING PRACTICES AND PARENTING STYLES THAT INFLUENCE PARENTS' UNDERSTANDING OF CHILD PROTECTION AND PRIVACY TO PREVENT PAEDOPHILIA

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ABSTRACT

This paper presents the development and validation process of instrument to explore parenting practices and parenting styles in influencing the parents' understanding of child protection and privacy in order to prevent paedophilia. In the development process of the instrument, three important dimensions are covered, which are: (1) parenting practices, (2) parenting styles, and (3) parents' understanding of child protection and privacy, to prevent paedophilia. The first two dimensions are closely interrelated with the theories that have been developed by Spera (2005) and Baumrind (1996), respectively. Another dimension of the instrument is developed based on reviewing the Convention on the Rights of the Child which is focused specifically on child protection and privacy with the purpose to prevent paedophilia. On the other hand, the validation process is divided into three phases: (1) content validity, (2) predictive validity, and (3) construct validity. Since this instrument has gone through a thorough development and validation process, it might be useful for future research to be undertaken with different context, situation, sample size, research techniques and others.

Keywords: Development and validation, instrument, parenting practices, parenting styles, parents' understanding, child protection and privacy, paedophilia









THE REPERCUSSIONS OF COVID-19 PANDEMIC ON THE WELLBEING OF OLDER PEOPLE IN MALAYSIA: A LITERATURE REVIEW

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ABSTRACT

The emergence of the pandemic COVID-19 virus worldwide has reinforced the need to understand the impacts of this infectious disease and the population that is most severely affected by it, which is the older people. This paper aims to provide focused research on the repercussions of this pandemic on the older people in Malaysia. COVID-19 is the scientific name coined by the World Health Organization (WHO) in regards to the recent pandemic that critically hit 216 countries in the world along with Malaysia. To date, there are 16.114 million of people infected and 646,641 deaths worldwide and the figures are still increasing at an alarming rate daily. Therefore, a safe and effective vaccine against COVID-19 is highly needed by an individual, a community or a country. Official reports by the WHO has confirmed that people who are most vulnerable to this disease are the older people due to a weaker immune system. COVID-19 hit the world in the least expected way which countries all over the world are still working on public policies that can sustain economically in a stable momentum while providing adequate protection to the people especially the older people. Although Malaysia has been hailed as one of the five pinnacles of countries that have successfully controlled the spread of the virus from infecting more people in the country while providing beneficial welfare support to its citizens, the impacts of the pandemic COVID-19 on older people are still significant. In this paper, an extensive and updated literature review on COVID-19 and its impacts on the wellbeing of older people in Malaysia is presented.

Keywords: Older people, COVID-19, pandemic









ASSOCIATION BETWEEN SOCIAL-COGNITIVE FACTORS AND SEXUAL INTENTION TOWARDS PRE-MARITAL SEX ACTIVITY AMONG SCHOOL-GOING LATE ADOLESCENTS IN KUANTAN, PAHANG

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ABSTRACT

The Theory of Planned-Behavior (TPB) is determined by four main domains of social-cognitive factors; attitudes, social-norms, self-efficacy and sexual intention. Pre-marital sex associated with increased risk of STDs and detrimental social implications. The study aims to explore the association between socio-cognitive factors and sexual intention (of performing sexual activities) towards premarital sex among late adolescents in Kuantan secondary-schools.

Methodology:

This cross-sectional study was conducted in nine government secondary-schools in Kuantan district between February-Jun 2018 using a self-administered validated Youth Sexual-Intention Questionnaire (YSI-Q). A total of 466 data are collected among unmarried students aged 18-19 years old. Statistical analyses were done using IBM SPSS version 22.0.

Results:

Study showed 67.4%, 68.2%, 64.4% are Malays, Females and Muslims. Simple logistic regression on sociocognitive factors showed for every; one unit increase in permissive attitude, social-norms and self-efficacy scores, there were 1.424, 1.303 and 1.215 times increase risk of having sexual intention, with p-value of 0.001 each and 95%CI of odds ratio(OR) 1.268-1.600, 1.191-1.425 and 1.066-1.386, respectively. Multivariate logistic regression showed male, non-Malay and ever-smoker students have higher risk towards having sexual intention with a p=0.001 and OR=0.163(95%CI=0.058-0.462); OR=5.110(95%CI=1.881-13.886); OR=3.288(95%CI=1.218-8.875), respectively. For every unit increase in permissive attitude score, there was 1.236 times increase risk of having sexual intention with p=0.002 and 95% CI of OR=1.084-1.410. Otherwise parental education level, dating status and total household income were not significantly associated.

Conclusion:

The study showed the risk of having sexual intention was higher among males, non-Malay and ever-smoker students; and among those with higher permissive attitude scores. Peer education intervention program in school is essential to improve the permissive attitude in averting risk behavior that may lead to pre-marital sex activity. The study should be expanded to adolescent who are no longer in school or in suburban areas.

Keywords: Social-cognitive factors, sexual intention, premarital sex activity

023-019

PERCEPTION OF PARENTS TOWARDS SERVICES AND CARING FOR ADULT CHILDREN WITH AUTISM

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ABSTRACT

Autism in adulthood is a challenging stage as the caretakers is already in advanced age when their autistic children has reached the age of 30 and above. Most parents of adults with autism are already in their 60s. This









is a qualitative study; and was conducted on 20 parents (n=20) who are caring for their adult autistic children. An online survey *Google Form* was distributed to the samples who reside in Klang Valley. *Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5)* was used as a guide to develop instrument and to explicate findings of this study. The major findings of this study were : all samples expressed high level anxiety on future of their children in terms of living condition; job opportunities; general well-being; and dissatisfaction on present services for adults with autism. This study concludes that changing the physical and social environment for these adults are far more important than changing their behaviours.

017-020

THE ROLE OF SOCIAL MEDIA RUMORS IN SOCIAL UNREST OF BANGLADESH

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ABSTRACT

In recent years, the number of rumor in Bangladesh has been accelerated e.g., rumors on the use of human head on Padma Bridge, sudden salt price hike, Chele Dhora (Baby kidnaper) for numerous purposes using social media like Facebook that has adversely been affecting country's socio-political environment. The overall objective of the study was to know about the role of social media rumors in the occurrence of social unrest in Bangladesh, and people's awareness about the safeguards measures including Information and Communication Act (ICT Act). Students from one University and three colleges were chosen purposively for the study. Mixed-method approach was followed for collection of data from 138 respondents with the combination of male (107) and female (31) from 14 to 26 years of age groups who were considered as the main consumer of social media and most aware of social issues. A semi-structured questionnaire was administered to each of the respondents and in-depth interviews were conducted for collection of quantitative data. Results showed that the most of the respondents (96.6%) considered the social media as a powerful medium of spreading rumors but majority of them (73.9%) were reluctant to take actions against the occurred rumor that easily make them to fall prey to social anarchy and remain in gruesome conditions. The study also indicated that 61.6% of the total respondents did not know about the ICT Act. Majority of male (83.3%) male and relatively fewer female (16.7%) respondents were affected by rumors mostly from the age group: 15 to 25 years. The study recommends that awareness should be raised on ICT law and proper use of social media as youth are mostly affected by rumors. The findings would be an important guideline to the policymakers/government officials, NGO managers, and development practitioners for further study. **Keywords:** Rumor, Social Media, ICT Act, Social Unrest.









THE CHALLENGES AND ADAPTATION IN CAREER FOR THE DWARFS: A LITERATURE REVIEW

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ABSTRACT

The dwarfs are the disabled group that is less discussed in Malaysia. But like other people with disabilities, the dwarfs also face their own challenges whether from the physical condition of themselves, the environment, and society. Therefore, this systematic literature review objectives are to to identify the challenges faced by the dwarfs and to see how the dwarfs adapt with the environment especially in career. A total of 12 articles were used to explain the objectives of this study. The inclusion and exclusion criteria is applied in the search approach. The results show that the dwarfs has issues in social, environmental adjustments and medicine bound. These issues influence their career achievement and career advancement.

Keywords: dwarfs, jobs, challenges

027-022

REVISITING THE MEANING OF HAPPINESS AMONG MODERN WOMEN IN 21ST CENTURY

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ABSTRACT

In this modern world, everyone is rapidly seeking for happiness and all the materials thing that had been discovered so far cannot give life satisfaction to a human being. Woman had become target of capitalism on selling superficial happiness through beauty product, fancy clothes and many more. Despite so many research and alternative had been done in western society to explain and formulate happiness, the theory and solution was not enough to cure the society due to lack of religion and spiritual involvement which one of the important aspects for a human being. Thus, a proper concept should be construct in order to give a better perception of happiness for woman in modern world. The objective of this article is to construct a thematic concept regarding happiness. The study further contributes to the establishment of a better happiness definition for woman in modern era.

Keywords: happiness, wellbeing, mental health, life satisfaction, career women.









CHALLENGES AND SOLUTION FOR WOMAN TO BE IN ACADEMIA WORLD.

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ABSTRACT

Universities in Malaysia, regardless of their status in terms of research, focused or comprehensive universities are expected to focus substantially on 'research, publications, innovation and commercialization' as one of the main agendas of the Malaysian higher institutions. Over the years, more woman started to pursue higher education. However, woman held a lot of responsibility which makes it harder for them to pursue higher education. Thus it is important to tackle the factors that hinder woman to pursue higher education. This concept paper utilizes literature review for data collection to understand and compile the problem faced by woman to compete their studies in postgraduate study and possible solution to the problem.

Keywords: challenges, postgraduate, woman, factor.









ROLES OF INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS IN DEVELOPING SOCIAL WORK SERVICES FOR CHILDREN AND PERSONS WITH DISABILITIES IN VIETNAM

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ABSTRACT

Although social work took a dominant position from the 21st century in the world, it has just been recognized as a profession in Vietnam since 2010. Formation and development of this new practice in Vietnam were indelibly imprinted by international non- governmental organizations (INGOs). Through case studies and reviews of secondary research, the author sought how INGOs have been contributing in developing social work case management with difficult children and persons with disabilities in Vietnam. It reveals their role model in researching, advocating, capacity building of staff and key stakeholders, piloting the best practices and enhancing the delivery system of services in a participatory approach from local to central levels.

Keywords: International non-governmental organizations, social work services, children, persons with disabilities.

020-025

THE STATE OF LIBYAN REFUGEE AND ASYLUM SEEKERS FROM 2011 TO 2020

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ABSTRACT

Presently, there are over fifteen (15) million refugees scattered around the world, most of them in poor Third World countries. Typically, a refugee is identified as any person who flees his/her nation of birth to seek asylum outside the country of his nationality due to fear of persecution. Moreover, one of the most profound aspects of globalization in the early 21st century has been the efforts of individuals and families migrating across borders to seek refuge, safety, and corresponding economic stability. As a result, struggling to survive in new and alien environments continuous to get increasing attention. This research intends to focus on the refugee crisis in Libya from 2011 to 2020. While some of the reasons for the rise in refugees can be attributed to political reasons, fear of unlawful oppression and the search for a better life, there are other reasons that are specific to Libya's case. The researcher will deliberate on the reasons why the Libyan refugees continues to record an increasing trend and outline the durable solutions taken to curb the situation.

Keywords: Asylum seekers, persecution, refugee crisis, durable solution, refugees.









HEALTHCARE PROFESSIONALS VIEW ON DIABETES CARE FOR CHILDBEARING WOMEN TOWARDS THE PROVISION PRECONCEPTION CARE.

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ABSTRACT

Diabetes is one of chronic metabolic disorders of multiple etiology characterized by chronic hyperglycemia, from defects in insulin secretion, insulin action, or both. Diabetes is a growing public health concern. National and International recommendation had been that women of reproductive age should offer diabetes preconception care prior conceive. Purpose is to identify any study been carried out on view of healthcare professionals on preconception care for diabetes childbearing women in different countries. The methodology includes a systematic search of databases from PubMed, MEDLINE, Wiley online library, Science direct, Scopus and Pro-quest, discussed research studies that analysed healthcare professionals view on preconception care. Results represent both qualitative and mixed methods published between 2013-2019. Themes generated explained healthcare professionals' view on preconception care. The concept of preconception care is beneficiary and important for diabetes women. Meanwhile, professionals' role ambiguity might hinder the care, but primarily midwives should be responsible for provision. However, some professionals perceived barriers were limited awareness and inadequate knowledge regarding diabetes preconception care as this aspect was not properly taught during professional training. Conclusion effective preconception care is a primary prevention, and has proven to reduce adverse pregnancy outcomes related to diabetes, improve glycemic control, with great improvement on the intake of preconception folic acid supplement in developed countries. However, the reality to proper provision of preconception care into regular consultation required investigation on how achieve proper integration considering in-course professional training, time and incentives for further study.









CHILD POVERTY IN NIGERIA: CAUSES AND CONSEQUENSES

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ABSTRACT

This article centred on issues related to poverty in Nigeria with particular focus to the aspect of child poverty. Poverty is an important societal problem that plays role in Nigeria. It has deprived many children the ability to optimize their full potential. In Nigeria, today, children's lives are more at a disadvantage than an earlier generation. Despite that, there is high economic growth in order to address the issue of child poverty in the country, but, still, there is less consensus on how to define, measure, and understand its causes and consequences. This paper aimed to examine how puberty makes an impact on the live with the children because most of the existing works have not been detailed on the aspect. Secondary data were employed for the data collection in conducting this work study. The findings of this study indicate some ways on how to curtail or reduced child poverty in the country with the conclusion that the country is rich. Little evidence found that gross misappropriation of resources, poor management, sociocultural factors and corruption are responsible for the current situation of child poverty in the country.

Keywords: Child Puberty, Causes, Consequences and Deprivation.









ENSURING THE RIGHTS OF PERSONS WITH DISABILITIES: THE ISLAMIC PERSPECTIVE

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ABSTRACT

This paper has considered a state of being "healthy" as the preferred human condition. Any deviation from the "healthy" is a disease, at times causing a certain degree of dysfunction (temporary or permanent, minor or major). Compared with "proper function", this "dysfunction", should it persist over time, may become an added characteristic of the person who bears it. This is considered as a state of disability. The history of Islam is replete with narrations of how the Holy Prophet of Islam related and treated persons with disabilities. In the Social Education of Islam, there exists no discrimination between persons with Physical disabilities and others without. To examine Arabic terminology, we may often come across labels for bearers of specific disabilities such as the a'ma (blind), the asamm (deaf), the abkam or akhras (dumb, mute), the a'raj (lame), the majnun (insane) and the khuntha (hermaphrodite). There are also feminine forms for the same adjectives, such as 'amya' (blind), 'arja' (lame), majnuna (insane), etc., to indicate that the disabled person is a woman. The paper therefore considered the Rights of persons with disabilities as guaranteed by the Islamic Law.

Keywords: persons with disabilities, rights, prophetic attitudes, sharia.

030-030

VULNERABLE PEOPLE AND THEIR RIGHTS TO INFORMATION

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ABSTRACT

The Covid-19 pandemic has caused significant implication on the people around the world. The disease entails exceptional measures including the Movement Control Order causing closing of various sectors at massive scale that subsequently affected the economy and the people particularly vulnerable group. In facing the challenges of Covid19, the public should be supplied with sufficient information, an important element in the making of informed decisions. The right to information should be respected lest the people are unable to understand the actions and decisions of the authority or make wrong choice and judgments that leads to harm and damage. This article aims to highlight the crucial position of the right to information to the public and the responsibilities of the authorities. Discussion commences with the definition, contents and standards of the right to information under the international legal framework and its locus under the Malaysian law. Thereafter, it continues with the effect and problems arising from lack of information and denial of the rights. Analysis shows that the right to information lies beneath the foundation of effective protection of vulnerable people during and post disaster. Keywords: right to information; protection of vulnerable people; disaster









WOMEN IN SHARED PROSPERITY: WHEN SHE RISES, WE ALL RISE

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ABSTRACT

The Eleventh Malaysia Plan's Mid-Term Review found that the annual growth of female labour force participation rate was progressing slowly towards meeting the 59% target. Lack of flexible working arrangement and childcare services continued to be the main reasons many women opted to stay out of work as it became challenging to balance their work and family responsibilities, with the latter had always been traditionally seen as a 'woman's role'. The Labour Force Survey 2017 showed that there were still 4.8 million women in the working-age category outside of labour force, which equals to a staggering 67.5% of the total working-age population outside of labour force, compared to only 32.5% who are men. This indicates underutilisation of potential human capital. The mean monthly salaries of women are also 23% lower than men across all certification levels, making labour market unattractive to women. Providing equal economic opportunities between men and women is not merely a matter of improving women's social position. It will boost the country's income per capita by 26.2% or an average annual income gain of RM9,400 for each Malaysian. While it is true that more women than ever are entering the economy, they are still held back by hidden forces in the workplace and by society's impossible expectations of women. Women are still receiving lower pay than men, even for the same job, and are forced to choose more flexible work which may not necessarily provide financial security because they are expected to assume the role of the main - if not the sole – care provider for their families. This study This study will provide data and recommendations to address this issue, by introducing intervention policies in the workplace, uplifting women through entrepreneurship, advancing women's potential through participation in Science, Technology, Engineering and Mathematics and leveraging the emerging gig economy.

Keywords: women, gender equity, shared prosperity.









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