

CANADIAN SCHOLARSHIPS FOR WOMEN MANAGERS

■ Six Singaporean women managers were awarded scholarships to attend management training seminars at the Asian Institute of Management in Manila. They were nominated by the Canada-ASEAN Centre as part of a project funded by the Canadian International Development Agency (CIDA) and administered through the Asian Institute of Management.

They include three entrepreneurs – Cynthia Ong, managing director of OKH Ballet Centre; Clara Chen, director of Brighton Commercial Training Centre; and Li-Lian Lim, managing director of Oilchem Petroleum Pte Ltd. The other three are Charlotte Beck, a deputy director at the Ministry of Education; Bee Wan Ditzig, executive director of the Community Chest of Singapore; and Vivien Chiam, of the Asian regional office of the International Development Research Centre.

The CIDA-sponsored project has assisted women in government and non-governmental organizations and business organizations in ASEAN to receive relevant training designed to meet their needs in such areas as career strategies, decision-making and leadership styles. Training tools developed include case studies based upon leading South-East Asian women corporate managers and business-women. A customized curriculum is being developed to integrate into existing management schools in the ASEAN region.

A reception was held at the Canada-ASEAN Centre to honour the six women managers. From left: Li-Lian Lim, Cynthia Ong, Bee Wan Ditzig, Bernard Gagosz, High Commissioner to Singapore, Dick Gold of the Canada-ASEAN Centre, Vivien Chiam and Clara Chen

MALAYSIA'S NATIONAL POLICY ON WOMEN: The Canadian Contribution

■ To meet the challenges of bringing women more completely into the mainstream of Malaysia's social and corporate life effectively, the Malaysian government organized a two-day workshop analyzing the overall situation of Malaysian women. As a complement to this event, the National Council of Women's Organizations (NCWO) conducted nine state-level workshops to garner grassroots input into the policy planning process. These workshops were funded through a \$17,000 grant from the Canada Fund for Local Initiatives, which also assisted in the printing of a policy paper that presented the findings of the workshop.

The policy paper, the "NCWO Memorandum on the National Policy on Women", was submitted to the Malaysian government. Subsequently, major elements were incorporated into the government's National Policy on Women, a part of the sixth Malaysian five-year plan. The National Policy on Women presents a framework through which government ministries can address women's concerns within their areas of responsibility.

In formulating the policy paper, the NCWO addressed the full participation of women in the country's economic, social and political structures. It also recognized the multi-faceted role of women in community management work, and examined the integration of women into mainstream developmental programs to ensure greater sharing and equality of access to resources, information and opportunity. The objective is to facilitate people-oriented development which allows all members of society, especially women, to achieve their full potential.

Encouraging equal opportunity for women is an important policy fundamental of Canada's Official Development Assistance Program. Canada has pioneered the integration of women in international development programs at both the policy and operational levels. The assistance Canada provides the NCWO is one example of how practical efforts at the grassroots level can help affect policy development.

