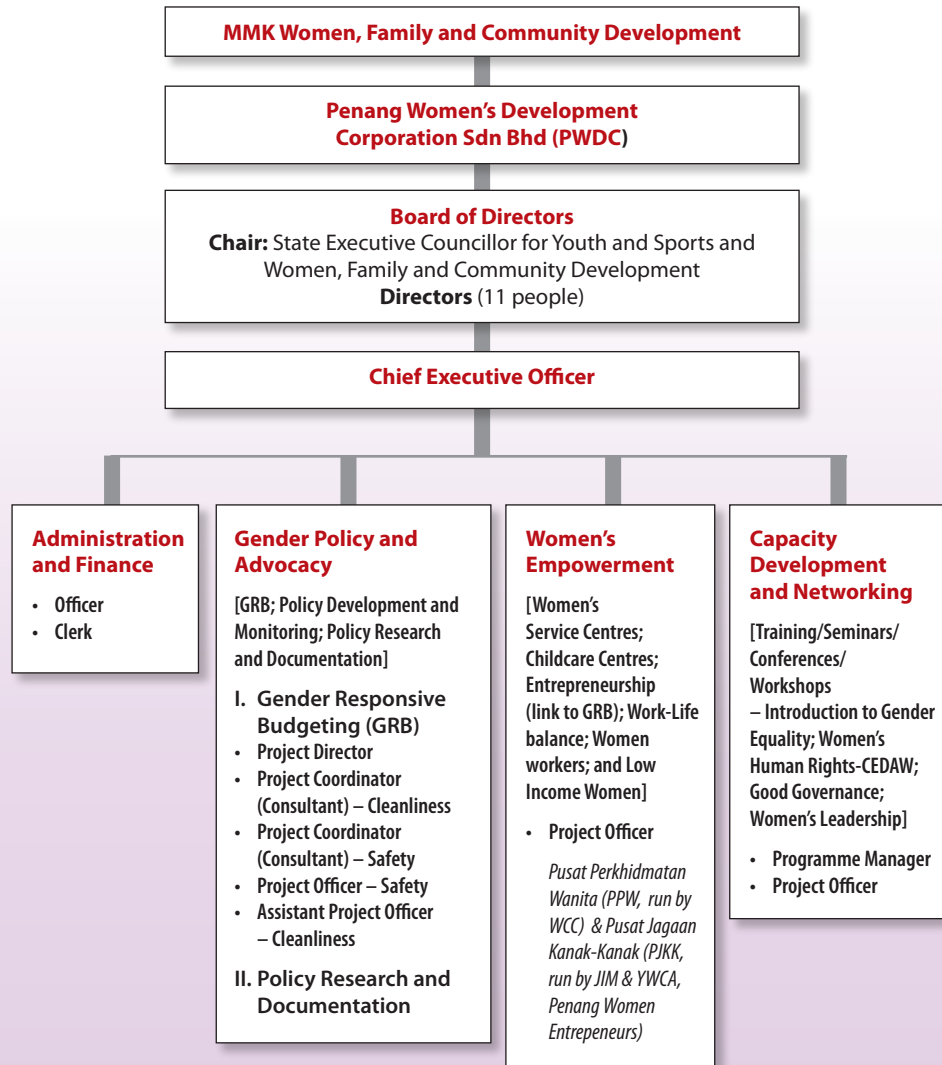


ORGANISATIONAL STRUCTURE

The chair PWDC is the State EXCO for Women, Family and Community Development. A 12-member Board of Director provides advice and guidance on the various policies, programmes and thrusts of the Corporation which is led by a Chief Executive Officer and the respective staff at the programme and administrative level.



***“Women and Men together
for Good Governance”***

Penang Women's Development Corporation (PWDC)

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Penang Women's Development Corporation (PWDC) is a state-run body established to advance the position and status of women and men in Penang. It aims to mainstream gender into the policies and programmes of the public and private sector and to work towards gender and social justice.

OBJECTIVES

1. To develop gender responsive policies and good governance.
2. To promote awareness and understanding of gender and social justice.
3. To enhance women's participation in the socio-economic and political life of society.
4. To strengthen women's leadership and decision making in all sectors of society.
5. To enhance and promote an environment of inclusiveness within the multi-ethnic, multi-cultural and multi-religious context of Penang.

FUNCTION AND PROGRAMMES

PWDC functions to advise the State EXCO for Women, Family and Community Development in formulating policies to realise gender and social equality and undertake advocacy to promote substantive equality and good governance in the state of Penang. It will monitor laws and policies which are gender discriminatory. It will also conduct programmes to empower women in the various sectors in society as well as commit itself to raising the consciousness of women and men in Penang on gender equality/justice, human rights and good governance.

The thematic thrust areas of PWDC include:

■ Gender Policy and Advocacy Programme

- a. Formulating relevant gender-related policies.
- b. Monitoring gender discriminatory policies.
- c. Institutionalising gender responsive budgeting.
- d. Undertaking research to support the above thrusts.

PWDC's flagship programme under its Gender and Policy and Advocacy portfolio is the Gender Responsive Budgeting (GRB) 3-year pilot project at the local government level in partnership with the Municipal Council of Penang Island (MPPP) and the Municipal Council of Seberang Perai (MPSP). GRB is a strategy to mainstream gender into budgetary processes and policies. The immediate objective of the project is to get GRB implemented as an integral component of good governance practices in local authorities in Penang.

■ Women's Empowerment Programme

- a. Promoting work-life balance in work and family arenas (e.g. child care services, women's service centres).
- b. Empowering women, including in marginalised and vulnerable communities, through entrepreneurship and other relevant programmes and projects/activities which promote human-centred values.

■ Capacity Building and Networking Programme

- a. Conducting continuous education and training sessions for both women and men on gender equality, human rights, leadership and good governance at all levels of society.
- b. Networking and collaborating with organisations with similar objectives both nationally and globally.

The above programmes cross-cut each other in implementing the various thrust and thematic areas of the Council.