

ANNUAL REPORT

LAPORAN TAHUNAN

2016

**Malaysian Organization for
Development of Indian Women
in Career, Entrepreneurs
and Professionals**



MiWEPS

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MiWEPs

MiWEPs is a non profit organization for Malaysian Indian working women and entrepreneurs of three main categories namely women who are in employment, be it blue collar, white collar or professional; or self employed or entrepreneurs. It was formed on 18th February 2016. As MiWEPs is a national organization and launched on the 15th of March 2016 by the Chairman of Matrade, Y bhg Datuk Noraini Ahmad. The launch was held in conjunction with the pax. Currently MiWEPs boasts of several partnerships with various organizations.

MiWEPs was initiated by the Women Entrepreneurs Development Committee (WEDC) of KL & Selangor Indian Chamber of Commerce & Industry (KLSICCI) for several reasons:

- 1) To reach out and benefit Indian women entrepreneurs beyond KL & Selangor.
- 2) To make room for women to operate autonomously and independently in order to tap on abundant opportunities available for women.
- 3) Apart from benefiting the Indian women entrepreneurs, MiWEPs was also formed to include those who are employed, professionals or in senior positions in organizations and business.

The idea was proposed by Dr Maria Rufina (WEDC's Chairperson), during a strategic workshop with the new committee members of WEDC and it became one of WEDC's vision. This idea would not have come to reality if not for three persons who are the pillars, and are now the Advisors of MiWEPs. They are Mr Madhu Sudhan Nair, the then President of KLSICCI, Dr Jaya Bushani, the Founder and Honorary Advisor of WEDC and Dato Seri Dr Prushotman, a renowned businessman and philanthropist. The successful formation of MiWEPs is not only attributable to those above, but also the cohesive, cooperative and dynamic committee members of WEDC namely Mrs Nawarmani, Pn Fauziah Bibi, Dr Sivajothy, Mrs Chitra, Mrs Jamuna, Pn Fawzia Begum and Ms Dahinoor John, who then became part of the EXCO of MiWEPs.

Vision

To increase Indian Women C-Suite Officers, Board of Directors, Managers and Entrepreneurs, both in business and corporate entities.

Mission

- To assist members to move up the corporate ladder
- To guide and mentor members to indulge in business
- To assist existing business women to expand & export
- To provide training and development to improve business and management acumen

Short Term Goals – Dec 2018

- To fast track 50 pax on their upward career move
- To train 25 women on the Women Directors' Programme and qualify them to sit on Board
- To hand hold 30 women to develop their businesses to the next level
- To create 30 Small Business Women.
- To have 500 members

Modus Operandi

We have created clear pathway for the development of the three categories of women. Our approach in serving the members is via inspirational clubs, which the members become a part of. They then continuously develop themselves in any specific area. They are as follows:

INSPIRATIONAL CLUBS



A club to coach women to speak well in public, to present confidently and with impact.



Assistance and professional advice over the phone on various matters such as legal, career development or business.



To train Professional and eligible Indian Women to sit in Boards of public listed companies by getting them to be trained by Lead Women.



Sessions dedicated to coach the members on any area of interest in their business and career development. Also sharing of best practices.



ONE STOP CENTER for Experts & Specialized services for women in business or corporate



To provide paper qualification for those who do not have any, despite working for very long working experience



A club that focuses on enhancing, preparing and exposing women to the Senior Level and C-Suite Officers in multinationals agencies, embassies or high commissions.



To assist, guide and bridge gaps for those in corporate organizations to move upward in their career path and enhance their economic status.

HONORARY ADVISORS



Mr Madhu Sudhan Nair



Dr Jaya Bushani



Dato' Seri Dr Prushotman

EXECUTIVE COMMITTEE



Dr. Maria Rufina
PRESIDENT



Mrs Priscilla Priya Alfred
DEPUTY PRESIDENT



Dr Bawani Nesamany
SECRETARY GENERAL



Ms Jamuna Karmehen
ASST SEC. GEN.



Ms Nawarmani
TREASURER



Dr Sivajothy
ASST TREASURER

COUNCIL MEMBERS



Ms Logeswary@Rhaany
ENTREPRENEURS



Ms Amsa Naidu
PROFESSIONALS



Ms Suguna Arjunan
CORPORATE



Pn Fawia Begum
WOMEN LIAISON



Ms Jaya Chitra
PERAK



Pn Fauziah Bibi
MEMBERSHIP

TASK FORCE LEAD (VOLUNTEER)

Ms R.Maahesh



SPONSORS



OUR ASSOCIATION MEMBERS



Persatuan Keamanan Sejagat
Malaysia





MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

NOTICE

for
2nd Annual General Meeting

The 2nd Annual General Meeting for Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals will be held as follows:

Date : 10th June 2017, Saturday

Time : 9.00am – 1.00pm

Venue : Signature Hotel, Pudu

AGENDA

1. Welcome by the Hon Sec Gen
2. President's Address
3. Adoption of Minutes of the 1st AGM held on the 26th March 2016
3. Presentation & Adoption of Annual Report from inception till April 2017
4. Presentation & Adoption of Audited Accounts for year ended 31st December 2016
5. Consideration of Resolutions
6. Appointment of Auditors
7. Appointment of Secretary General & other key office bearers

BY ORDER OF MANAGEMENT COUNCIL

.....
Ms JAMUNA KARMEHEN

Assistant Honorary Secretary General

Date : 15th May 2017

PERTUBUHAN PEMBANGUNAN WANITA BEKERJAYA, PROFESIONAL DAN USAHAWATI MALAYSIA MINUTES OF THE 1ST ANNUAL GENERAL MEETING

Date : 26th March 2016 , Saturday,

Time : 6.30pm - 10.00pm

Venue : Sri Impian Condo, 38, Jalan Ang Seng,
Brickfields Kuala Lumpur

LIST OF ATTENDEES AT THE ANNUAL GENERAL MEETING

SPONSOR COMMITTEE

1. Dr Maria Rufina	QPAC Business Consultant Sdn Bhd	President
2. Priscilla Alfred	Syabas	Vice President
3. Dr Bawani Nesamany	KDU UC	Secretary General
4. Shuba Mohana	QPAC Business Consultant Sdn Bhd	Asst Sec Gen
5. Nawar Mani	Awan Sensory Marketing	Treasurer
6. Dr Jaya Bushani	Jey's Kolors Sdn Bhd	Hon Advisor

MEMBERS

7. Chitra Devi	Suasana Edaran Travel Sdn Bhd
8. Fawzia Begum	Anar Paper Co/B
9. Dr. Sivajothi	AASJ Corporate Consultants Sdn Bhd
10. Fauziah Bibi	Successful Management Consultant
11. Jamuna Karmehen	Knowledge Adventure
12. Amsa Naidu	Mutalib Wan & Co

ABSENTEES (WITH APOLOGIES) AT THE ANNUAL GENERAL MEETING

13. Dahinoor John	QPAC Business Consultant Sdn Bhd
14. J. Jaya Chitra	Excel Tech Resources
15. Sukumari Vasu	Sharveesa Enterprise
16. Santhamaria Ragee	Peak Success Resources
17. Nalini Arumugam	Universiti Sultan Zainal Abidin
18. Amutha Permasivam	Legasi Keris Sdn Bhd

WELCOME ADDRESS AND REVIEW BY THE PRESIDENT

The Hon. Secretary General, Dr Bawani welcomed the members and read out the notice of the 1st Annual General Meeting (AGM). Stating that the required quorum was present. The meeting was called to order at 6.30pm with Dr.Maria Rufina as the Chair.

President in her address welcomed and thanked the Sponsor Committee, and members present.

BRIEFING ON MEETING WITH ENCIK MOHD ZAFFWAN BIN AB GHAFAR, DIRECTOR of ROS . A meeting was initiated by Dr Sivajothi with the Director of ROS.

It was held as follows:

Date : 9th March 2016, Wednesday
Time : 9.30am – 11.00 am
Venue : ROS, Jalan Duta, KDN Building, KL
Attendees : Dr Sivajothi, Dr Bawani

Outcome of the meeting with En Mohd Zaffwan:

- i) The Director has agreed to allow us to use the word "INDIA" in the name of organization.
- ii) He advised us to initiate the change of name through Annual General Meeting.
- iii) He advised us to define the English abbreviation and full name.
- iv) He also advised us to change membership to "Indian Women Only".

NAME, LOGO & TAGLINE OF ORGANIZATION

The name of organization was finalized as PERTUBUHAN PEMBANGUNAN WANITA INDIA BEKERJAYA, PROFESIONAL DAN USHAWATI MALAYSIA".

Proposed by : Dr.Maria Rufina and Seconded by : Dr Jaya Bushani.

The English version name of the organization was finalized as MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS".

Proposed by : Dr.Maria Rufina and Seconded by : Dr Bawani.

The abbreviation for the name was finalized as:

1st preference : MiWEPS

Proposed by Dr Maria, Seconded by Ms Priscilla

2nd preference : MOiWEPS

Proposed by Ms Chitra, Seconded by Ms Amsa

The following logo was proposed by



Ms Priscilla and seconded by Dr Maria Rufina.

The meaning of the logo :

Three EXTENDED SHAPES represent the three Categories of Women

The COMPLETE ROMBUS indicates Synergistic effort.

The change of shades from light to dark indicates maturing of individuals, their career or business.

4.5 The tagline was finalized as :
 BOUNDLESS EMPOWERMENT
 Proposed by : Santhamaria Seconded by : Dr Sivajothi

5.0 **AMENDMENTS TO CONSTITUTION**

	5.1	FASAL	Description	Amendment
		1.1 NAMA	1. Amend the name with English version	PERTUBUHAN PEMBANGUNAN WANITA <u>INDIA</u> BEKERJAYA, PROFESIONAL DAN USAHAWATI MALAYSIA (Malaysian Organization For Development Of Indian Women In Career, Entrepreneurs And Professionals)
			2. Takrif Nama	MiWEPS
		3 MATLAMAT	To add wanita "India" in every sentence	
			Additional "Objectives" to be included	<p>7. Bagi memohon memajak, memperolehi atau memiliki tanah dan lain-lain harta atau hartanah untuk tujuan pertubuhan dengan persetujuan mesyuarat agung dan tertakluk kepada kebenaran dari pihak-pihak berkuasa tertentu diperolehi terlebih dahulu.</p> <p>8. Bagi mengadakan aktiviti-aktiviti untuk mengutip yuran/derma/ dana yang ditetapkan oleh jawatankuasa bagi tujuan menaikkan taraf kewangan pertubuhan mengikut undang-undang negara.</p> <p>9. Bagi menerima bantuan/derma/amanah daripada mana-mana dana, premis dan kerajaan dengan syarat-syarat tertentu sebagaimana dipersetujui oleh Jawatankuasa menurut matlamat dan misi pertubuhan.v</p> <p>10. Bagi mencetak menyebarkan dan mengedarkan penerbitan tertentu di dalam semua format termasuk digital dan elektronik media yang ditetapkan oleh jawatankuasa selaras dengan tujuan dan matlamat pertubuhan dengan kelulusan terlebih dahulu dari Jabatan yang berkenaan.</p> <p>11. Bagi menubuhkan perhubungan kerjasama dan talian mesra dengan pertubuhan-pertubuhan lain di Malaysia dan seluruh dunia yang mempunyai tujuan sama dengan pertubuhan iaitu dalam mewujudkan.</p>

		8 JAWATAN KUASA	1. Add positions	Add position of Penolong Bendahari
			3. Amendment	Nama-nama untuk...mengundi oleh ahli-ahli BIASA di dalam....
				Semua pegawai... semula dua tahun sekali kecuali Pengerusi asas, beliau akan dipilih semula selepas 4 tahun.
		10 KEWANGAN	4.	... tidak diluluskan oleh Jawatankuasa PUSAT dan ...
		24 LAMBANG		Attach LOGO and describe...Three RED flames represent the three Categories of Women The BLUE base represents the Unity and Solidarity The GOLD fillings represent Excellence
6.0 ELECTION OF OFFICE BEARERS				
	CATEGORY	POSITION	NAME	
	EXCO	President	Dr Maria Rufina	
	EXCO	Vice President	Ms Priscilla Alfred Priya	
	EXCO	Secretary General	Dr Bawani Nesamany	
	EXCO	Asst Sec Gen	Ms Shuba Mohana	
	EXCO	Treasurer	Ms Nawarmani	
	EXCO	Asst Treasurer	Dr Sivajothi	
	HQ COMMITTEE MEMBER		Ms Chitra	
			Ms Fawzia Bibi	
			Ms Fawzia Begum	
			Ms Amsa	
			Ms Shri Dahinoor	
			Ms Jamuna	
		Perak	J. Jaya Chitra	
		Negeri Sembilan	Sukumari Vasu	
		Johor	Santhamaria Ragee	
		Terengganu	Nalini Arumugam	
		Pahang	Amutha Permasivam	
		Sabah	Dr Bawani Nesamany	

The meeting was adjourned at 10.00pm

		4 KEAHLIAN	1.A.iii	Remove clause iii.																																										
			1.D. Ahli Seumur Hidup	RM 3000 with minimum 5 years as Ordinary Member																																										
		6 SUMBER KEWANGAN	2.b Yuran seumur Hidup	RM : Change from Tidak Berkenaan" to "RM 3000 with minimum 5 years as Ordinary Member"																																										
			2.d	Ahli yang membiarkan...menjadi ahli "BIASA (originally Pertubuhan)" dan jawatankuasa...																																										
			Refer table below																																											
			<table><tr><th>Membership Type</th><th>Eligibility</th><th>Voting Rights</th><th>Entrance Fee</th><th>Annual Fee</th><th>Total Fee</th></tr><tr><td>ORDINARY</td><td>Malaysian Indian Women who are 18 years and above and in business or working with any organization</td><td>✓</td><td>RM 50</td><td>RM 250</td><td>RM 300</td></tr><tr><td>ASSOCIATE</td><td>Malaysian individuals who do not fulfill the above criteria, but still wish to enjoy all benefits.</td><td>✓</td><td>RM 50</td><td>RM 250</td><td>RM 300</td></tr><tr><td>LIFE</td><td>Those who have served a minimum of 5 years as Ordinary Members.</td><td>✓</td><td>N/A</td><td>N/A</td><td>RM 3000</td></tr><tr><td>HONORARY</td><td>Upon invitation</td><td>✗</td><td>N/A</td><td>N/A</td><td>N/A</td></tr><tr><td>INTERNATIONAL</td><td>Non Malaysian Citizenship owned Women who are above 18 years and in business or working with any organization.</td><td>✗</td><td>USD 10</td><td>USD 50</td><td>USD 60</td></tr><tr><td>AFFILIATE ASSOCIATION</td><td>Any NGOs, Associations or Institutions, either local or international that wish to affiliate with MiWEPS.</td><td>✗</td><td>RM 200 USD 50</td><td>RM300 USD100</td><td>RM 500 USD 150</td></tr></table>		Membership Type	Eligibility	Voting Rights	Entrance Fee	Annual Fee	Total Fee	ORDINARY	Malaysian Indian Women who are 18 years and above and in business or working with any organization	✓	RM 50	RM 250	RM 300	ASSOCIATE	Malaysian individuals who do not fulfill the above criteria, but still wish to enjoy all benefits.	✓	RM 50	RM 250	RM 300	LIFE	Those who have served a minimum of 5 years as Ordinary Members.	✓	N/A	N/A	RM 3000	HONORARY	Upon invitation	✗	N/A	N/A	N/A	INTERNATIONAL	Non Malaysian Citizenship owned Women who are above 18 years and in business or working with any organization.	✗	USD 10	USD 50	USD 60	AFFILIATE ASSOCIATION	Any NGOs, Associations or Institutions, either local or international that wish to affiliate with MiWEPS.	✗	RM 200 USD 50	RM300 USD100	RM 500 USD 150
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PRESIDENT's ADDRESS



Greetings from MiWEPS.

I am indeed pleased to present MiWEPS' Inaugural Annual Report 2016. This year had been a year of good start and satisfactory achievement. Within a month from date of inception, we had a soft but grand launch in Matrade in the presence of 300 multi racial crowd. That indeed was a big boost for us to forge ahead.

In the first half of the year, we focused in establishing the Modus Operandi and getting the infrastructure ready, so that we could serve the members well and achieve our planned goals. Rather than a one off and ad-hoc events, we have introduced inspirational clubs where they could develop and elevate themselves in any particular area. Along with that, we had also secured some good partnerships and MOUs with some organizations.

In the second half of the year, our efforts were geared towards membership drives and activities to serve them well. We have streamlined activities for all the three categories of women namely those in career, entrepreneurs and professionals. Our activities do not only revolve around our own members but a lot of emphasis had also been given in ensuring that our members are exposed to a bigger and "greener pastures". Most of our focus this year had been in the KL and Selangor region. It is our plan to replicate this approach in other regions, especially in the southern region in the year 2017, and expand from thereon.

Despite our achievement, we cannot deny that we had our own share of trial periods, the major one being changes in the committee members due to them being unable to commit to the heavy commitment required of them. The existing committee has really made us proud through their dedication and passion to develop the fellow women. Banking on this commitment and cooperation, I am confident that MiWEPS will achieve its aggressive goals in 2017 & 2018.

At this juncture, I would like to record my heartfelt thanks to the Board of Advisors Dr Jaya Bushani, Mr Madhu Sudhan and Dato Seri Dr Prushotman for their support. A BIG thanks also goes to Dato Dr V. Shanmuganathan, the President of KLSICCI and the owner of Signature Hotel for graciously allowing us to use the Signature Hotel for all our activities and events. We would also like to record a word of thanks to YBhg Dato Noraini, Chairman of Matrade and YBhg Dato Suseela, the Ex-Deputy CEO of Matrade for launching us at Matrade; YBhg Dato Dr AT Kumararajah, CEO of SEED and YBhg Dato Professor Rajendran, CEO of SEDIC for their forward thinking advice and support.

In conclusion, we would like to reiterate that our Women can only be as strong as all of our commitment, hence, we invite you to embark on a journey with MiWEPS and extend your support in any possible way you can. Thank you.

Best Regards

Dr. Maria Rufina
President
MiWEPS
Infinite Women Empowerment

MiWEPS

1.0 MANAGEMENT COUNCIL

During this term, there were several changes to the team, resignations and new appointments. Hence, the final working team was as follows:

President:	Dr Maria Rufina	8/8
Asst Secretary General:	Ms Jamuna Karmehen	6/8
Treasurer:	Ms Nawarmani	5/8
Asst Treasurer :	Dr Sivajothy	8/8
Council Members:	Ms Amsa Naidu	7/8
	Ms Suguna Arjunan	3/8
	Ms Logeswary @ Rhaany	6/8
	Pn Fauziah Bibi	6/8
	Pn Fawzia Begum	5/8
	Ms Jayachitra	6/8
	Ms R.Maahesh	3/4
Task Force Leads: (Volunteer)		

2.0 MANAGEMENT COUNCIL MEETINGS

A total of 8 meetings were held. On an average we had 73% of attendance. The meetings were mostly held in Signature Hotel, KL Sentral. Important issues were discussed and deliberated here before making any final decision.

3.0 ACTIVITIES TILL 30th April 2017

a. KPI by DEC2018

To fast track 50 pax on their upward career move	10	In Progress – training and mentoring
To train 25 women on the Women Directors' Programme and qualify them to sit on Board	3	Trained so far, none appointed to the board yet.
To hand hold 30 women to develop their businesses to the next level	0	Focus in the upcoming year
To create 30 Small Business Women.		
To have 500 members	80	Promotional membership fee

b. ACTIVITIES BY CATEGORY

EXCO Meetings	Council Meetings	Task Force Meetings	MiWEPS Events	Others' Events	Courtesy Visits
3	8	3	8	11	3

No	Date	Event	Venue
01	13 Feb	1st committee meeting	Plaza Mont Kiara
02	20 Feb	2nd committee meeting	
03	24 Feb	3rd committee meeting	
04	15 Mar	Launch of Miweps	Matrade
05	18 Mar	4th committee meeting	
06	26 Mar	1st AGM	Sri Impian condo
07	27 Mar	1st Exco meeting	QPAC , Subang
08	11 Jun	2nd Exco meeting	Klsicci
09	24 Jun	KLSICCI high tea	Royal Selangor club
10	25 Jun	1st council meeting	Amcorp mall
11	30 Jun	3rd Exco meeting	Coffee Bean Bsc
12	3 Jul	1st member drive /booth	Civic Centre
13	23 Jul	1st TF meet	
14	29-30 Jul	2nd member drive /booth	Matrade : AYES Event
15	4 Aug	IFWCL convention	Matrade (@Rm 50)
16	6 Aug	2nd council meeting	QPAC, Subang
17	24 Aug	Jom Niaga conference & Dinner	Dewan Perdana , Felda
18	26-28 Aug	3rd council meeting	Temasik hotel Malacca
19	6 Sep	Courtesy visit SEDIC	Putrajaya office
20	6 Sep	Courtesy visit SEED	Putrajaya office
21	7 Sep	4th council meeting	QPAC ,Subang
22	7 Sep	11th street Dialogue	Menara NU , LVL 26
23	14 Sep	2nd TF meet – for connect	Speech Help
24	15 Sep	1st membership gathering	
25	28 Sep	5th council meeting	Berjaya Times Square
26	28-29 Sep	Mim KAS mentoring Program	Berjaya Times Square
27	05 Oct	Courtesy visit to Lead Women	Midvalley
28	26 Nov	6th council meeting	
29	10 Dec	Jom Niaga booth, Melaka	Swiss garden Melaka
30	17 Dec	Power network 1	Signature hotel
31	2 Dec	Members profiling 3RD TF	Signature hotel
32	17 Jan	7th council meeting	Signature Hotel, Sentral
33	1st Feb	8th council meeting	Signature Hotel, Sentral
34	6th Feb	MiWEPs Support	Nil
35	13-15th Feb	Women Director Program 1	Bangsar
36	19th Feb	Meditation Workshop	Kajang
37	24th Feb	Women Power Network by Lead Women	Sunway Resort
38	26 Feb	Power Network 2	Signature Hotel, Sentral
39	11-12th Mar	Mehendi Workshop	KLSICCI
40	15 Mar	Speakers Club 1	Signature Hotel, Sentral
42	18 Mar	Personal Grooming 1	Signature Hotel, Sentral
43	25 Mar	Personal Grooming 2	Signature Hotel, Sentral
44	1st Apr	Personal Grooming 3	Signature Hotel, Sentral
45	7th Apr	Stress Management by Mdm Sathya (India)	MOF, Putrajaya
46	11th Apr	1MET Mentoring Partnership by MOF	Shan & Co Training Room

3.1 LAUNCH OF MIWEPs

15th March 2016 was a historic day for MiWEPs. It was the day when MiWEPs was launched in Matrade, in conjunction with International Women's day by the chairman of Matrade herself, YBhg Datuk Noraini Ahmad. MiWEPs is thankful to Datuk Suseela and Ms Linda of Matrade who had been instrumental in making this happen.



3.2 COURTESY VISITS

a. Courtesy Visit to SEDIC

On the 6th September 2016, Dr Maria Rufina, Ms Nawarmani, Dr Sivajothy, Ms Jamuna and Ms Suguna visited SEDIC. We were received by YBhg. Datuk Professor Rajendran and Mr Mohan Raj. We introduced MiWEPs to SEDIC and shared our vision and mission. Also submitted a proposal for women development. YBhg. Datuk Prof Rajendran advised us to focus on grass roots and submit proposal once tender is opened.



b. Courtesy Visit to SEED

On the same day, we also paid a courtesy visit to SEED and introduced MiWEPs to YBhg. Datuk Dr A.T.Kumararajah. We requested to allow us slots in the SEED programmes to give short talk on any issues related to women and also to introduce MiWEPs. YBhg. Datuk ATK was very supportive of the idea. He also offered us to share airtime on SEED's radio programme.



c. Courtesy Visit to Lead Women

This delegation was led by Dr Maria Rufina, together with Ms Amsa Naidu, Ms Rhaany and Ms Nawarmani on the 5th October 2016. We met up with Ms Anne Abraham, the CEO of Lead Women and Ms Liza Chong, the manager. We worked on a partnership to recommend more women to the Women Directors' Programme, so that, we could have more Indian women in the board. Ms Anne too expressed that she would be happy to collaborate with us on matters pertaining to C-Suite Officers, as that is their forte and focus.

3.3 MiWEPS EVENTS & ACTIVITIES

a. Strategic Workshop & Council Meeting – 26-28 Aug 16 MiWEPS had two Strategic Workshops. The first one was on the 25th June 2016 in AmCorp Mall. The second one, which was an extended discussion of the earlier one, was held on the 26th -28th August 16 in Temasek Hotel, Malacca. It was attended by 13 Management Council members, including representatives from other states. The purpose of this workshop was to brainstorm and devise plans and activities for the term. The strategic workshop was also a good teambuilding session among the Council members.



b. 1st Members Gathering – 15 Sep 16



The organizing chair of this event was Ms Jaya Chitra. The purpose of this event was to meet with the members and to induct them. 35 pax attended this event. 10 pax registered as members during this event.

c.Power Network 1 & 2 on 17 Dec 16 & 26 Feb 17

Power Network events were open to both members and non members. The purpose of Power Network was to prepare our women to network effectively with confidence and ease. During these sessions, essential points on networking were addressed, such as preparing elevator pitch, the art of conversation, entering and exiting groups gracefully, and appropriate body language. A total of 50 people attended these two events. These events were chaired by Ms Mahesh.



d.Speakers Club 1 – 15 Mar 17

Speaking confidently in public and overcoming stage fright is an area that most of them showed interest in. Hence, "Speakers Club" was formed. It is MiWEPs' version of Toastmasters. The Club has its activity every second Tuesday of the month. During this session, everyone will be given a minute to speak on a given topic and feedback will be given on areas for improvement by our guest judge. In the last session, Madam Kalaiyarasi, an MDRT of Great Eastern Life assurance was invited.



PROFESSIONAL IMAGE & GROOMING

MiWEPs
Infinite Women Empowerment

A PLATFORM TO IMPROVE YOUR PERSONAL BRAND AND IMAGE

OBJECTIVE
Learn to make a Great First Impression.
Learn to create a Lasting Impression.

Day 1: 18th March 2017 (9am – 1pm)

- ★ Professional Mind-set & Attitudes
- ★ Personal Branding
- ★ Communication Skills
- ★ Body Language & Deportment
- ★ Social & Business Etiquette

Day 2: 25th March 2017 (9am – 1pm)

- ★ Personal & Body Analysis
- ★ Corporate Dress Code & Dressing
- ★ Colours that suits you
- ★ Cutting that suits your body
- ★ Fabric and design that you should choose
- ★ Wardrobe & Accessories Makeover

Day 3: 01st April 2017 (9am – 1pm)

- ★ Makeup Techniques
- ★ Hair Styling
- ★ Saree draping
- ★ Walk your way out



f. MiWEPs Support

MiWEPs 'Support'

Monday – Thursday
8 am – 9 am / 1 pm – 2 pm / 5 pm – 6 pm

Ms. Amsa @ 012 – 332 6887

For any guidance concerning areas of...

- Career Guidance for working adults
- Finance, Accounts, Banking & Loan
- Communication, Sales & Marketing
- Human Resources, Admin, Corporate
- Money Management
- Company Set-Up
- Skills Up-grading
- Legal

'INFINITE WOMEN EMPOWERMENT'

Miweps support was created to support and give easy access, guidance and solutions to members who wish to have immediate answer to their queries on various areas on career or business. Ms Amsa had spearheaded this and ever since started, we received total 49 calls as follows:

Legal matters	- 18 calls
Finance, Accounts, Banking and Loan	- 8 calls
Career by working adults	- 7 calls
Company set up	- 5 calls
Communication, Sales and Marketing	- 5 calls
Human Resources and admin	- 5 calls
Skills Upgrading	- 4 calls
Corporate matters	- 2 calls
Money Management	- 2 calls

The team that was instrumental in supporting were Puan Fauziah Bibi , Ms Santha (JB), Dr Siva and Mdm Rhaany. The services rendered were FREE of charge.

3.3 MIWEPs PARTICIPATION in EVENTS BY OTHER ORGANIZATIONS

a. Keladi Kanmani – 3 Jul 16



b. KLSICCI HI – Tea – 24 Jun 16



c. ASEAN YOUNG ENTREPRENEURS CARNIVAL (AYEC) – 29-30 Jul 16



Pn Fauziah Bibi spearhead this event. Dr. Maria secured 20 booths from SEED and the booths were extended to members and non members.

d. International Women's Federation of Commerce & Industry (IWFCI) – 4 Aug 16



e.Jom Niaga Conference & Dinner by NCWO – 24 Aug 16



f.Talk in SEED Events



e.Jom Niaga Conference & Dinner by NCWO – 24 Aug 16

Dr Sivajothy and team had a booth in Melaka. Apart from promoting their own business, the team also promoted MiWEPs in Melaka.



h.Women Directorship Programme (WDP) – 13 – 15 February 2017



Women Directorship Programme (WDP) is an exclusive programme conducted by LEAD WOMEN, a body which strives for 30% women in the Board as Directors. Entry into this programme is by selection, based on seniority in terms of experience and professionalism. This time around on the 13th – 15th Feb 2017, 3 of them from MiWEPs were selected. Others who attended this programme were senior officials from multinational organizations. They were furnished and equipped with good understanding on the roles and responsibility of the board and directorship, public company and securities market,

corporate governance, structure composition and stakeholders, board dynamics and presence. Those who have attended this programme are then promoted to the public listed companies to be appointed to the board. This will be a continuous programme and MiWEPs has another 10 persons in the waiting list to attend the next one public company and securities market, corporate governance, structure composition and stakeholders, board dynamics and presence. Those who have attended this programme are then promoted to the public listed companies to be appointed to the board. This will be a continuous programme and MiWEPs has another 10 persons in the waiting list to attend the next one.

j. Women Power Network by Lead Women – 24th February 2017

Women Power Network- (WPN) was another exclusive Power Networking Programme organized by LEAD Women and coordinated by Ms Amsa. This network is reserved mainly for the participants of the WDP, CEOs, Senior Managers and Professionals from SMEs, Public listed companies and Multinationals. Those who attended had the opportunity to network and engage in strategic conversations and discussions. This was a good opportunity to develop stronger insights into shaping improved strategy in business, marketing, public relations and even in contributing towards charitable organizations and/or causes.

j. 1MET Mentoring Engagement day by Ministry of Finance – 7th April 2017

On this day, MiWEPS was recognised as a Mentoring partner for MOF.



4.0 APPRECIATION

Many have contributed to this successful year and MiWEPS hereby would like to convey its appreciation to all those who have contributed in one way or another, be it the members, council members, the advisors, the sponsors, the donors, the government agencies, ministries, the media and every well wisher who have contributed in one way or another.

ON BEHALF OF THE MANAGEMENT COUNCIL



.....
Ms Jamuna Kamehan
Asst. Secretary General

Declaration of Financial Statement By Management Council

We, the undersigned, representing the Management Council of Malaysian Organization for the **Development of Indian Women in Career, Entrepreneurs and Professionals (MiWEPS)** hereby declare that the financial statement as at 31st December 2016, presented in subsequent pages are true and accurate.

ON BEHALF OF MANAGEMENT COUNCIL



MiWEPS

ON BEHALF OF THE MANAGEMENT COUNCIL



.....
Ms Jamuna Karmehan
Asst. Secretary General


Declaration of Financial Statement By Management Council

We, the undersigned, representing the Management Council of Malaysian Organization for the **Development of Indian Women in Career, Entrepreneurs and Professionals (MiWEPS)** hereby declare that the financial statement as at 31st December 2016, presented in subsequent pages are true and accurate.

ON BEHALF OF MANAGEMENT COUNCIL



.....
DR. MARIA RUFINA
President



.....
Ms NAWARMANI
Treasurer



.....
MS JAMUNA KARMEHAN
Asst. Secretary General

Dated :



MiWEPS



Support us to... “ELEVATE A WOMAN”

As we all know, today, majority of the nation's focus is in helping single mothers and graduates and the group of women that is much neglected are the non executive working women and the “cottage industries” business women. This group people have been almost forgotten, in the pursuit of “entrepreneurship”. Most of them are in a mundane whirlpool despite years of experience, and are unable to move higher due to lack of paper qualification. In some cases, they are exploited due to lack of necessary skills. All they need is a little assistance and we could raise them up to a level where they can increase their salary or elevate their businesses.

MiWEPS aspires to elevate their economic status by either enhancing career or business growth.
We aspire to do this by bridging the gaps that hinder them, be it confidence, qualification, skills, network, business know, funding or even network.

As at todate, we have identified about 200 women of the above category, who need the following assistance :

- Paper Qualification in their field of expertise (RPEL recognized by HRDF)
- Confidence and related core & functional skills training, coaching and mentoring
- Basic Computer Skills (Microsoft word, excel, ppt)
- Business Know How Training (Training, Coaching & Mentoring)
- Business Equipment (Basic ones)
- Working capital (Minimum RM 500 – RM 1000)

These training above are a 5 -6 month Hand Holding workshops and have been designed in a manner to transform them in terms of knowledge, skills and confidence and it will be fully subsidized. The total amount that we need for this is about RM 200, 000 (i.e. RM 1000 a Woman).

We welcome you to be a part of our journey through any of the following means:

- a. Platinum, Gold, Silver or Bronze sponsor
- b. Sponsoring any number of women
- c. Sponsor of venue for meetings, activities & networks
- d. Sponsor of meals for our events
- e. Donation in kind or cash
- f. Grants and funding
- g. Corporate & community partners
- h. Volunteers
- i. Members
- j. Mentors
- k. Volunteers

We really look forward to your kind support and contribution. Let US elevate our women.

Dr.Maria Rufina
President
MiWEPS

MiWEPS

Treasurer's report

I would like to present the MiWEPs accounts for the fiscal period of February 2016 to December 2016.

First, I'd like to begin by thanking all the members who have helped in one way or other in contributing towards the organisation. Big thanks to our President Dr. Maria Rufina who did a few programs without getting paid. Next I would also thank Datuk V. Shanmuganathan the owner of Signature Hotels who gave us the venue without any charges for most of our events.

Since this is our first year most of our expenses were revolved in only some food expenses, venue for our Strategic workshop at Petaling Jaya and the rental for our Virtual office. While our source of Income was mainly the small workshop fees, membership fees and some booth collections.

We need to generate more revenues from inside and outside the organisation by doing more workshops, add more members and also do some fundraising events in the near future.

The interim income statement shows a net income of RM 11,630/= till 31st December 2016. The expenses for the 11 months were RM 5,907/=.

Let's continue to make the MiWEPs a great Indian women organisation. Let's promote it and demonstrate to the whole nation what a great organisation we have. Hopefully we will be able to recruit new members to MiWEPs in the coming years!

In summary, I am pleased to report a successful year with the financial position of the organisation being stronger as we leave the year than when we entered it.



Nawar Mani Ramachandran
Treasurer

Date : 20th May 2017



MiWEPs

Statement By Members Of The Management

We, the undersigned, being members of the Management Council of the Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals (MIWEPS), do hereby state that, in the opinion of the Management Council, the financial statements set out on pages 2 to 5 are properly drawn up so as to give a true and fair view of the state of affairs of the association at 31st December 2016 and result of its operation and its receipts and payments for the period then ended.

ON BEHALF OF MANAGEMENT COUNCIL



.....
DR MARIA RUFINA MARIASOOSAI
PRESIDENT



.....
NAWAR MANI RAMACHANDRAN
HONORARY TREASURER

REPORT OF THE AUDITORS TO THE MEMBERS OF
MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER,
ENTREPRENEURS AND PROFESSIONALS (MIWEPS)

We conducted our audit, with examination of the Balance Sheet and Income and Expenditure of Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals (MIWEPS) and have obtained all the information and explanation required.

In our opinion, the Balance Sheet and the Income and Expenditure Statement give a true and fair view of the state of affairs of the Association as at 31st December 2016 and its results for the period ended on that date.

.....
NIRMALA SUPRAMANIAM
HONORARY AUDITOR

.....
BHAVANI RAMAN
HONORARY AUDITOR

Kuala Lumpur
Date: 20TH MAY 2017



	Note	2016 RM
CURRENT ASSETS		
Cash & bank balances	3	5,723
		<u>5,723</u>
NET CURRENT ASSETS		5,723
		<u>5,723</u>
Financed by:-		
ACCUMULATED FUND		5,723
		<u>5,723</u>

INCOME AND EXPENDITURE ACCOUNT
FOR THE PERIOD FROM THE DATE OF INCORPORATION,
19TH FEBRUARY 2016 TO 31ST DECEMBER 2016

	2016 RM
INCOME	
Sponsorship	750
IWFCI	645
Power network	135
Subscriptions	10,100
	<u>11,630</u>
EXPENDITURE	
Strategic workshop	917
IWFCI	650
Power network	300
General expenses(HQ)	4,040
	<u>5,907</u>
NET SURPLUS FOR THE FINANCIAL PERIOD	<u>5,723</u>

The notes form an integral part of the financial statements.

MiWEPS

STATEMENT OF CHANGES IN ACCUMULATED FUND
FOR THE PERIOD FROM THE DATE OF INCORPORATION,
19TH FEBRUARY 2016 TO 31ST DECEMBER 2016

	ACCUMULATED FUND RM
As date of incorporation	-
Net surplus for the financial period	5,723
At 31 st December, 2016	<u>5,723</u>

CASH FLOW STATEMENT FOR THE PERIOD FROM THE DATE OF
INCORPORATION, 19TH FEBRUARY 2016 TO 31ST DECEMBER 2016

	2016 RM
CASH FLOW FROM OPERATING ACTIVITIES	
Surplus before taxation	5,723
Adjustment for non-cash item:	-
Operating surplus before working capital changes	<u>5,723</u>
Taxation paid	-
Net cash generated from operating activities	<u>5,723</u>
CASH FLOW FROM INVESTING ACTIVITIES	-
CASH FLOW FROM FINANCING ACTIVITIES	-
Net increase in cash and cash equivalent	5,723
Cash and cash equivalent at beginning of period	-
Cash and cash equivalent at end of period	<u>5,723</u>
ANALYSIS OF CASH AND CASH EQUIVALENT	
Cash at bank	5,123
Cash in hand	600
	<u>5,723</u>

The accompanying notes form an integral part of the financial statements.

MiWEPs

1. PRINCIPLE ACTIVITY AND GENERAL INFORMATION

The principal activity of the Society is as a platform to consolidate all career women, professional, entrepreneurs, business women and to promote the development of women in innovation and technology. There has been no significant change in this activity during the financial period.

There was no employee employed by the society at the end of the financial period ended 31st December 2016.

The Society is a society registered with the Registrar of Societies.

The address of the registered office and principal place of business of the Society is as follows:-

Level 9, Unit 3, Wisma Uoa, Damansara II,
No 6, Changkat Semantan,
Damansara Heights,
50490 Wilayah Persekutuan Kuala Lumpur

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Accounting convention

The financial statements have been prepared under the historical cost convention.

The financial statements are presented in Ringgit Malaysia ("RM")

(b) Income recognition

Members' subscriptions fees and any others events done for the members have been recognized on receipts basis.

(c) Cash and cash equivalents

Cash and cash equipment's represent cash and bank balances, short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

MiWEPS

(d) Impairment of Assets

The carrying values of assets are reviewed for impairment when there is an indication that the assets might be impaired. Impairment is measured by comparing the carrying values of the assets with their recoverable amounts. The recoverable amount is the higher of net realizable value and value in use, which is measured by reference to discounted future cash flows. Recoverable amounts are estimated for individual assets or, if it is not possible, for the cash-generating unit.

The impairment loss is charged to the income statement immediately, unless the asset is carried at revalued amount. Any impairment loss of a revalued asset is treated as a revaluation decrease to the extent of previously recognized revaluation surplus for the same asset.

(e) Financial Instruments

Financial instruments are recognized in the balance sheet when the society has become a party to the contractual provisions of the instrument.

Financial instruments are classified as liabilities or equity in accordance with the substance of the contractual arrangement. Interest, dividends, gains and losses relating to a financial instrument are classified as liabilities and are reported as expenses or revenue. Distributions to holders of the financial instruments classified as equity are charged directly to equity. Financial instruments are offset when the society has a legally enforceable right to offset and intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

3. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

	2016
	RM
Bank Balances	5,123
Cash in Hand	600
	5,723

MiWEPS

	Note	4 MONTHS PTD APR 2017 RM	YEAR 2016 RM
CURRENT ASSETS			
Cash & bank balances	3	8,780	5,723
		<u>8,780</u>	<u>5,723</u>
NET CURRENT ASSETS		8,780	5,723
		<u>8,780</u>	<u>5,723</u>
Financed by:-			
ACCUMULATED FUND		8,780	5,723
		<u>8,780</u>	<u>5,723</u>

INCOME AND EXPENDITURE
ACCOUNT FOR THE 4 MONTHS ENDED 30TH APRIL 2017

	4 MONTHS PTD APR 2017 RM	YEAR 2016 RM
INCOME		
Sponsorship	-	750
IWFCI	-	645
WDP(Women director rogramme)	4,770	-
Grooming	2,260	-
Power network	435	135
Speaker club	110	-
Subscriptions	2,800	10,100
	<u>10,375</u>	<u>11,630</u>
EXPENDITURE		
Strategic workshop	-	917
IWFCI	-	650
WDP(Women director programme)	4,240	-
Grooming	2,048	-
Power network	518	300
Speaker club	46	-
General expenses(HQ)	466	4,040
	<u>7,318</u>	<u>5,907</u>
NET SURPLUS FOR THE FINANCIAL YEAR	<u>3,057</u>	<u>5,723</u>

The annexed notes form an integral part of the financial statements.

STATEMENT OF CHANGES IN ACCUMULATED FUND
FOR THE 4 MONTHS ENDED 30TH APRIL 2017

	ACCUMULATED FUND RM
As date of incorporation	-
Net surplus for the financial period	5,723
At 31st December, 2016	5,723
Net surplus for the 4 Months Ended Apr'17	3,057
At 30th April, 2017	8,780

CASH FLOW STATEMENT
FOR THE 4 MONTHS ENDED 30TH APRIL 2017

	4 MONTHS PTD APR 2017 RM	YEAR 2016 RM
CASH FLOW FROM OPERATING ACTIVITIES		
Surplus before taxation	3,057	5,723
Adjustment for non-cash item:		-
Operating surplus before working capital changes	3,057	5,723
Taxation paid	-	-
Net cash generated from operating activities	3,057	5,723
CASH FLOW FROM INVESTING ACTIVITIES	-	-
CASH FLOW FROM FINANCING ACTIVITIES	-	-
Net increase in cash and cash equivalent	3,057	5,723
Cash and cash equivalent at beginning of period	5,723	-
Cash and cash equivalent at end of period	8,780	5,723
ANALYSIS OF CASH AND CASH EQUIVALENT		
Cash at bank	8,104	5,123
Cash in hand	676	600
	8,780	5,723

The accompanying notes form an integral part of the financial statements.

MiWEPS

NOTES TO THE FINANCIAL STATEMENTS FOR THE 4 MONTHS – 30TH APRIL 2017

1. PRINCIPLE ACTIVITY AND GENERAL INFORMATION

The principal activity of the Society is as a platform to consolidate all career women, professional, entrepreneurs, business women and to promote the development of women in innovation and technology. There has been no significant change in this activity during the financial period.

There was no employee employed by the society at the end of the 4 months ended 30th April 2017.

The Society is a society registered with the Registrar of Societies.

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50490 Wilayah Persekutuan Kuala Lumpur

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Accounting convention

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The financial statements are presented in Ringgit Malaysia ("RM")

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Members' subscriptions fees and any others events done for the members have been recognized on receipts basis.

(c) Cash and cash equivalents

Cash and cash equipment's represent cash and bank balances, short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

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NO	NAME	NO	NAME
1	Associate Professor Datin Dr. Rohini Devi	41	Nirmala
2	Bhavani Raman	42	Nirvere Kaur
3	Carol Padman	43	Nitthia a/p Rajamanikam
4	Caroline Santhi Dorairaj	44	Nitya a/p Letchumanan
5	Davi a/p Sohanlal	45	Nur Saliza Bt Y. Sahul Hamees Maricair
6	Dr Sarasijam Nair	46	Parimala a/l Nesamany
7	Dr. Bawani Nesamany	47	Persatuan Keamanan Sejagat Malaysia (Ur Peace Sanctuary Malaysia)
8	Dr. Cecilliann Veronica	48	Pramila Devi a/p K. Kanan
9	Dr. Maria Rufina	49	Priscilla Priya Alfred
10	Dr. Sivajothi Suppiah	50	Rachel Vanuja Suppiah
11	Esther a/p Mariasoosai	51	Rajammal a/p Tharuman
12	Fauziah Bibi Binti Abdul Aziz	52	Rani wemel
13	Fauziah Ismail	53	Reena a/p Shankaraj
14	Fawzia Begum Binti A.A. Mohamed Mohiadeen	54	Rubini a/p Vijayasuriar
15	Firdaus Nisha M. Faizal	55	Santhamaria Ragee
16	Guru Dharma Society	56	Saraswathy a/p Narajah
17	J Jaya Chitra a/p Jayakumar	57	Sarina A. A
18	Jamuna Karmehen	58	Shoba a/p Radha
19	Janagi a/p Krishnan	59	Sinniamah A/P V. Krishnan
20	Jayaletcumy a/p Andy A Tharumalingam	60	Sri Rajeswari Karmehen
21	Jeevamuney a/p Suppiah	61	Srivani a/p Kathiresan
22	Kaladevi a/p Tharumalingam	62	Subashini a/p Moogan
23	Kalaarasiy a/p Raman	63	Suganthi a/p S. Veerasamy
24	Kalaichelvi a/p V. Ponnambalam	64	Suguna Arjunan a/p Arjunan
25	Kamala Bai a/p Muthalia	65	Sulochana a/p Ruthiran
26	Kamalam a/p Maruthamuthu	66	Sumathy a/p Kandasamy
27	Latha a/p Alahu Thevar	67	Supriya Prasannan
28	Lekha Bai a/p T.K. Vasudevan	68	Susila a/p Arivanandan
29	Letchimy a/p Ayakanu	69	Tamil Selvi a/p Ganapathy
30	Letchumy a/p Mahendran	70	Tamilarasi a/p Munusamy
31	Logeswary @ Rhaane	71	V.Indrani a/p Vartharaju
32	Maheswari a/p Ramasamy	72	Vekeneswari a/p Manoharan
33	Mala a/p Rajagopal	73	Vijaya Latchme a/p Munusamy @ Muniandy
34	Manaha Devi	74	Yamuna a/p Marimuthu
35	Manimakalai a/p Palayathan	75	Zarina Bebe Binti Syed Peiaru
36	Ms Geeta		
37	Ms Kristina		
38	N D Amsa Devi Damodaran		
39	Nalini A/P Arumugam		
40	Nawar Mani Ramachandran		

MiWEPs