



INTERNATIONAL SOCIAL WELLBEING CONFERENCE 2021
'THE NEW TURNING THE TIDE ON INEQUALITY

EDUCATION AND SOCIAL INEQUALITIES

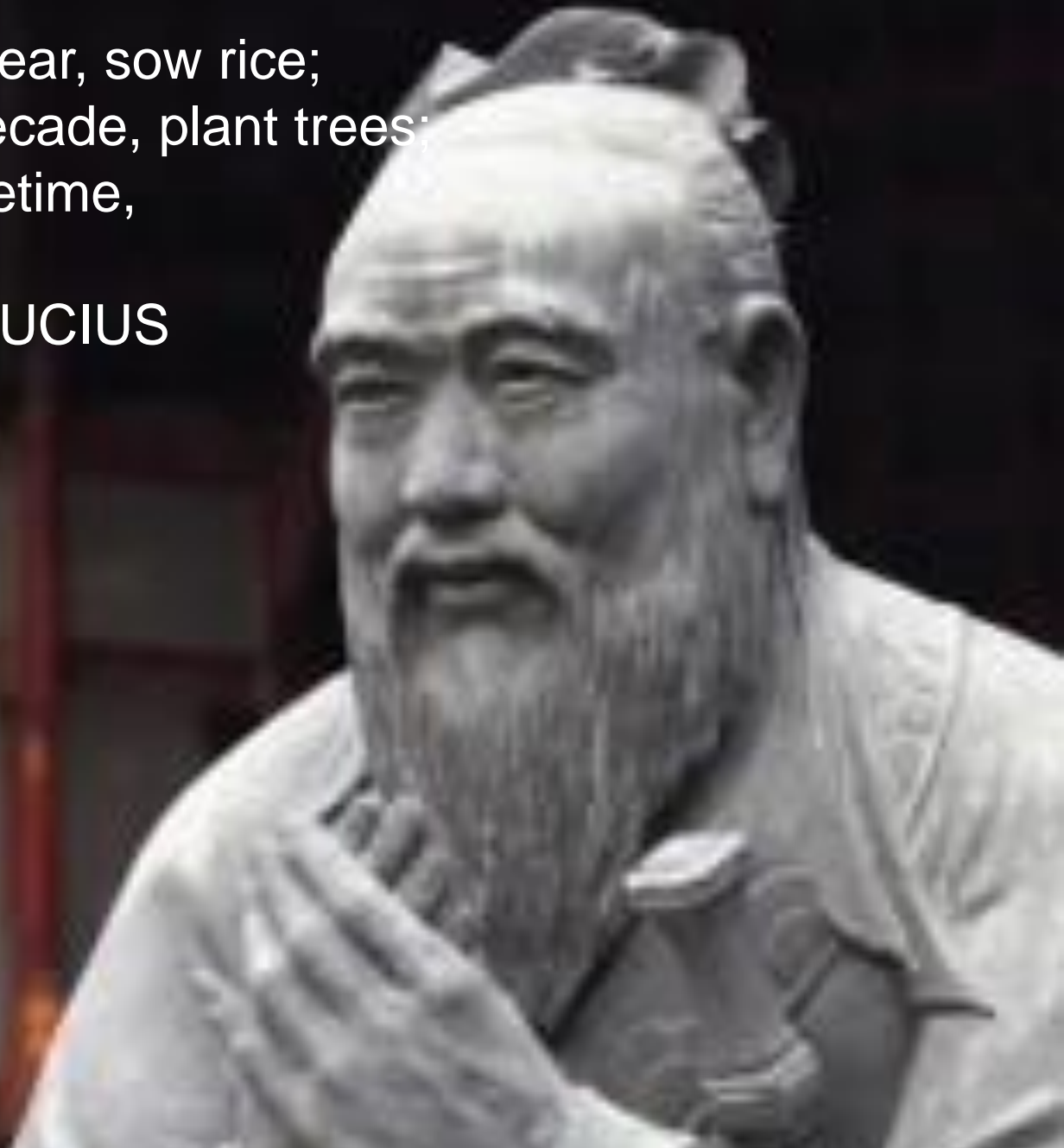
Where are we? Where do we want to be? What is to be done?

**WE DID WELL ...
BUT WE NEED TO DO
A LOT MORE 😊**



"If you are planning for a year, sow rice;
if you are planning for a decade, plant trees;
if you are planning for a lifetime,
EDUCATE people."

CONFUCIUS



READ in the name of your Lord
Quran 96:1

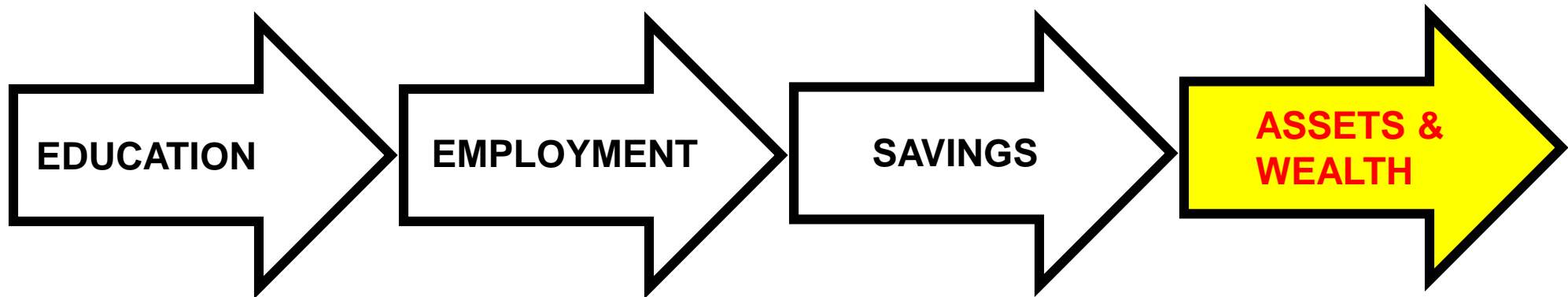
say, "My Lord, increase me in **KNOWLEDGE.**"
Quran 20:114

The return of education is highest
for the poor.

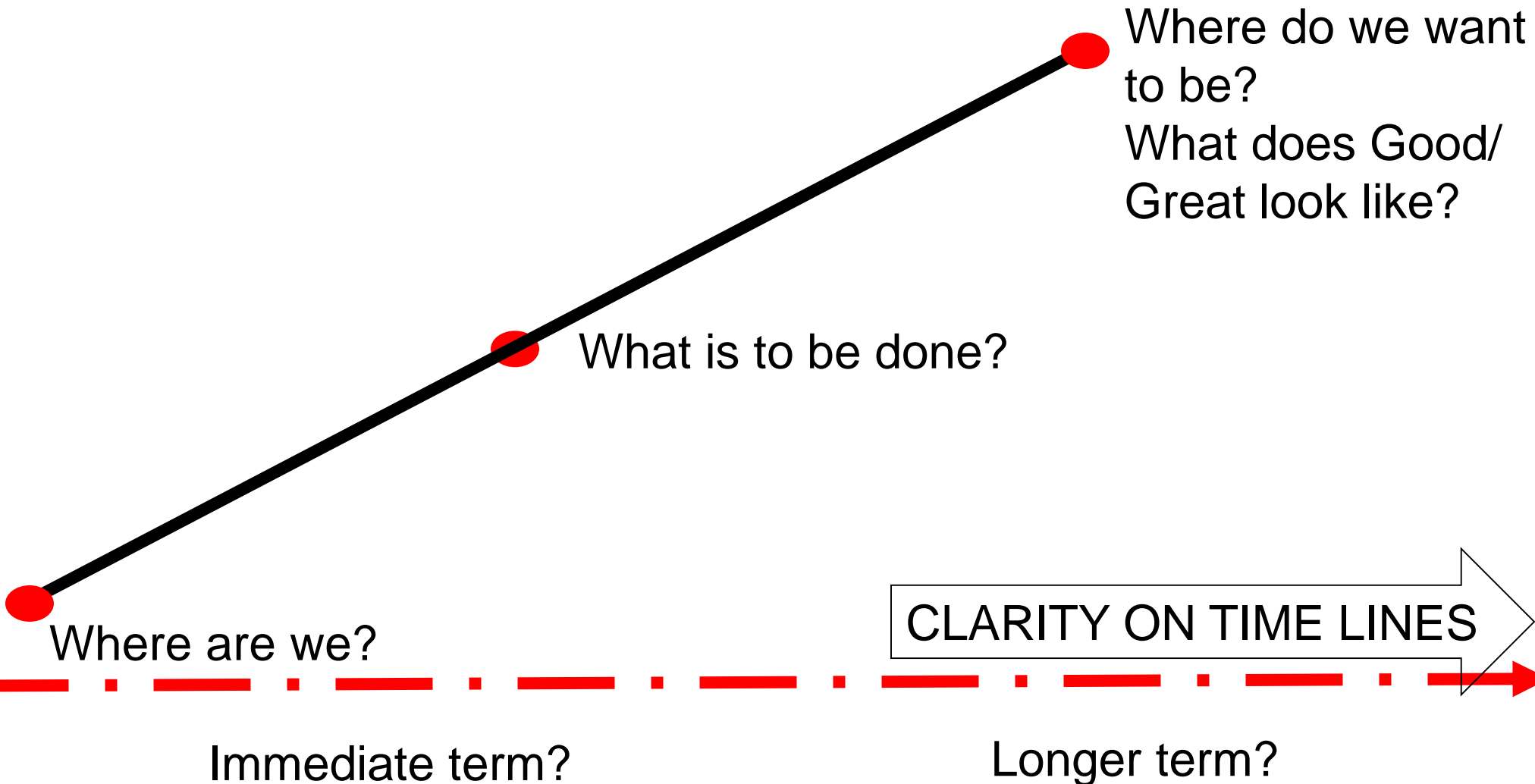
A poor person with just some basic
education would have on average
double the wealth of those who
don't.



Education has been one of Malaysia's key platforms to correct social inequalities since Merdeka.

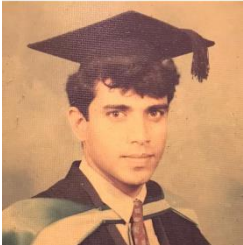


This session seeks to **very briefly** answer 3 important questions: -



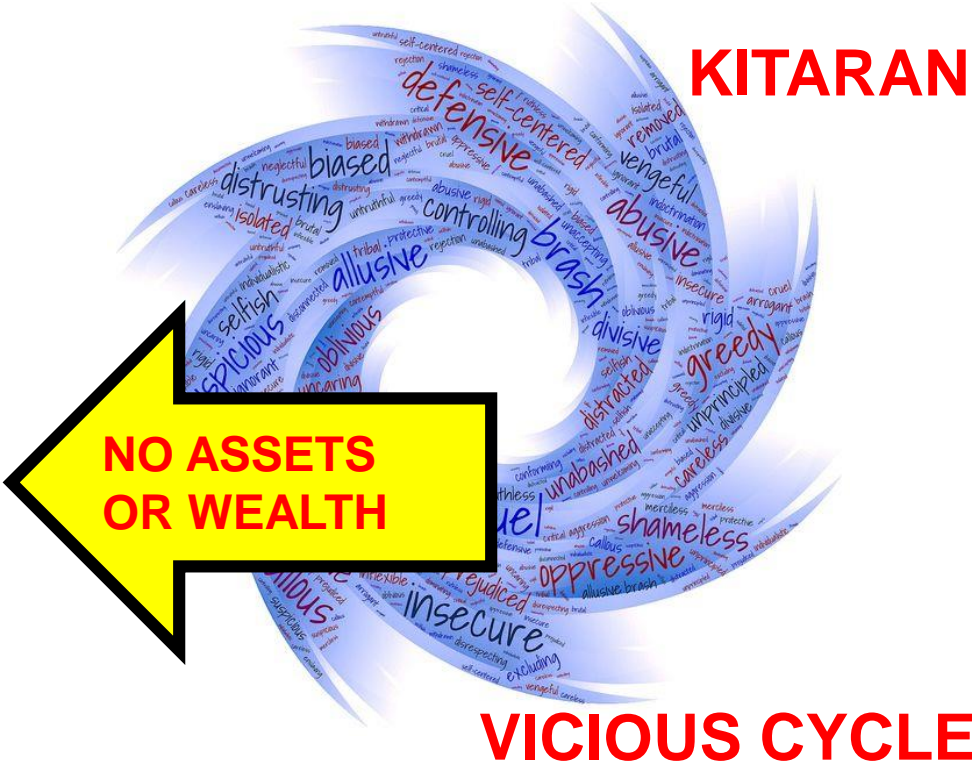
Where are we now?

MALAYSIAN STORIES PART 1 – Success stories - 3 friends YEAR 1964



Where are we now?

MALAYSIAN STORIES PART 2 – A few sad stories



Where are we now?

- Preferential treatment policies like the NEP **did succeed in providing better educational opportunities to the lower income groups especially the Bumiputeras**. For example, Bumiputera registered professionals increased to almost 29% by 1990 and 41% by 2008.
- **Poverty rates drop** from 49.3% in 1970 to 16% in 1990, 3.8% in 2009, 1.7% in 2012. (COVID19 - Spiked to 5.6% in 2019, 8.4% 2020)
- While the affirmative action programs did well, **inequality is still evident** along ethnic (especially inter and but also intra) and class lines, by location – urban vs rural , regions within the Semenanjung (states) and between the Semenanjung and Sabah and Sarawak.

Where are we now?

- **Quantitatively we have done well** in tertiary education attainment at 43.06 % (World average at 35.91%). However there are concerns about quality.
- We have “**Unemployable and Underemployed Graduates**”-The majority of which are from lower income groups – Bumiputeras (and scores of Tamilian Indians). Mostly graduates of our “**less regarded by the job market**” **public tertiary institutions**. They have greater difficulties in getting jobs. Non-Malay Bumiputeras from Sabah and Sarawak experience even higher unemployment rates.
- **Mismatch between graduates skills and employers' requirement** is an added concern. In 2020 only 67.7% were employed in skilled jobs, 28.2% in semi-skilled and 2.1% low-skilled jobs.
- The COVID19 pandemic caused major economic disruption and worsen the problem further.

Where are we now?

- **Overly dependence on the public sector** for executive and managerial positions among the Bumiputeras and the **difficulty in getting such positions within the private sector. The Indians face the same hurdle.** Wages and career advancements are better and wider in the private sectors.
- **Wealth gap is still alarmingly high and skewed.** E.G. Two thirds of Malaysians earn less than RM3000 and 90% of Malaysians have nearly zero savings.
- It is obvious that the majority **do not have the ability to build assets and wealth** that can be passed to the next generation and break the KITARAN – CYCLE. Thus cannot develop the **“initial conditions that matter”**.

Where are we now?

**WE DID WELL ...
BUT WE NEED TO DO
A LOT MORE 😊**



Where do we want to be or what does good/great look like?

1. **NO ONE is left behind.** Not just the Bumiputeras but specific groups like the TAMILIAN poor uprooted from the estates, the Orang Asli displaced from their natural ancestral world - **anyone who is poor.**



2. BUILD LASTING CHANGE

- I. Set Asset-Wealth targets – Use education as the vpolicy instrument.
- II. Set **home environment and culture** that place importance to education.

3. **Money**, best talents and energy are **for Education** of the poor.

4. Develop **PRESENT READY TALENTS** (Immediate term goal) to deal with the **mismatch** and Unemployed Graduates

What is to be done?

- 4 . Develop PRESENT READY TALENTS
 - Mismatch & Unemployed Graduates.

DUPLICATE Khazanah Nasional SLIM-GREEN Program

- The Khazanah Nasional SLIM-Green program between 2015 to 2019 had a cohort of about **12 thousand unemployed graduates.**
- It was a **well lead and organized, strictly monitored and performance-based** collaborative 6 months intervention program between the graduates who are unemployed for over 6 months, the industry, training and development companies (**who are more familiar with the needs of the industries**) and Khazanah Nasional.
- **MANAGED TO ACHIEVE 70% RATE OF SUCCESS!**
- These are very good numbers.

What is to be done?

3. Money, best talents and energy are for Education of the poor.

- Allocate them where it matters
- **MAKE EVERY RINGGIT COUNT!**



What is to be done?



2 . BUILD LASTING CHANGE

I. **Set Asset-Wealth targets – Use education as the policy instrument.**

II. Set home environment and culture that place importance to education.

Where are we now?

MALAYSIAN STORIES PART 1 – Success stories 3 friends YEAR 1964



- **Affirmative actions must continue.** Careful with MERITOCRACY. Meritocracy and ‘equality’ in the loose sense **favor the rich and powerful at the expense of the poor and weak.**
- **Policies and targets** to promote savings and accumulation of assets by the poor must be seriously undertaken.
- Deal with **biasness (planned or unplanned)** in hiring and promotions within the private sector.

What is to be done?



2 . BUILD LASTING CHANGE

- I. Set Asset-Wealth targets – Use education as the policy instrument.
- II. Set home environment and culture that place importance to education.**

Where are we now?

MALAYSIAN STORIES PART 2 – Sad Stories



We cannot change a nation without changing the homes



Policies, targets and campaigns to social engineer a more conducive environment for education in homes/communities.



Where are we now?

MALAYSIAN STORIES PART 2 – Sad Stories



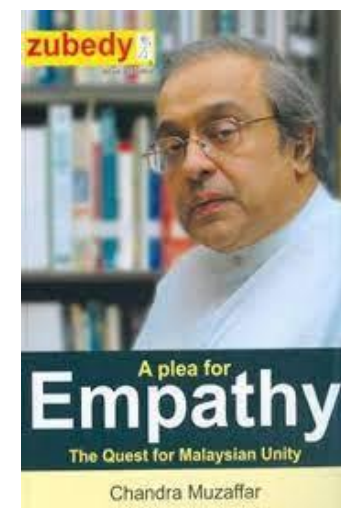
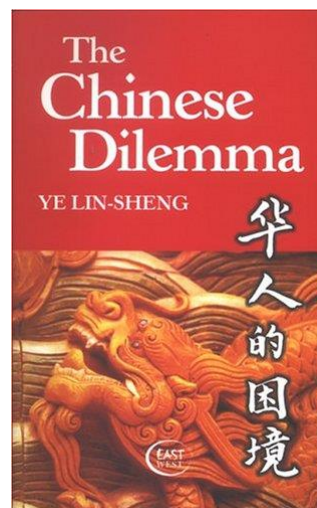
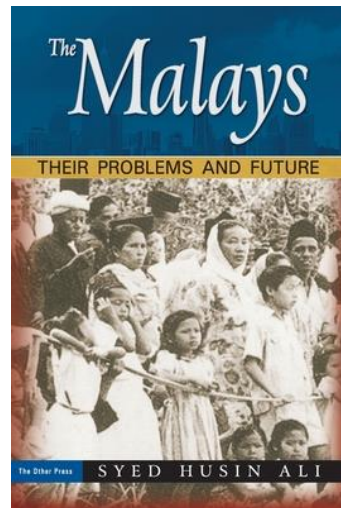
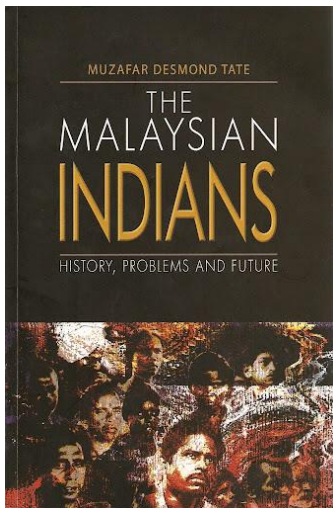
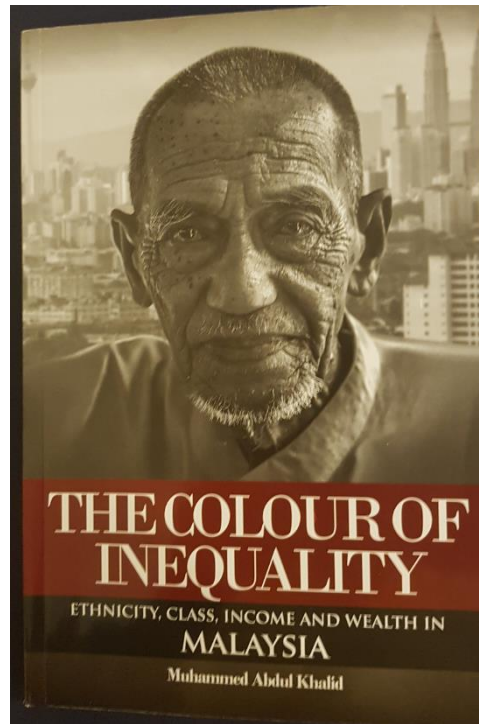
What is to be done?

1. NO ONE is left behind.



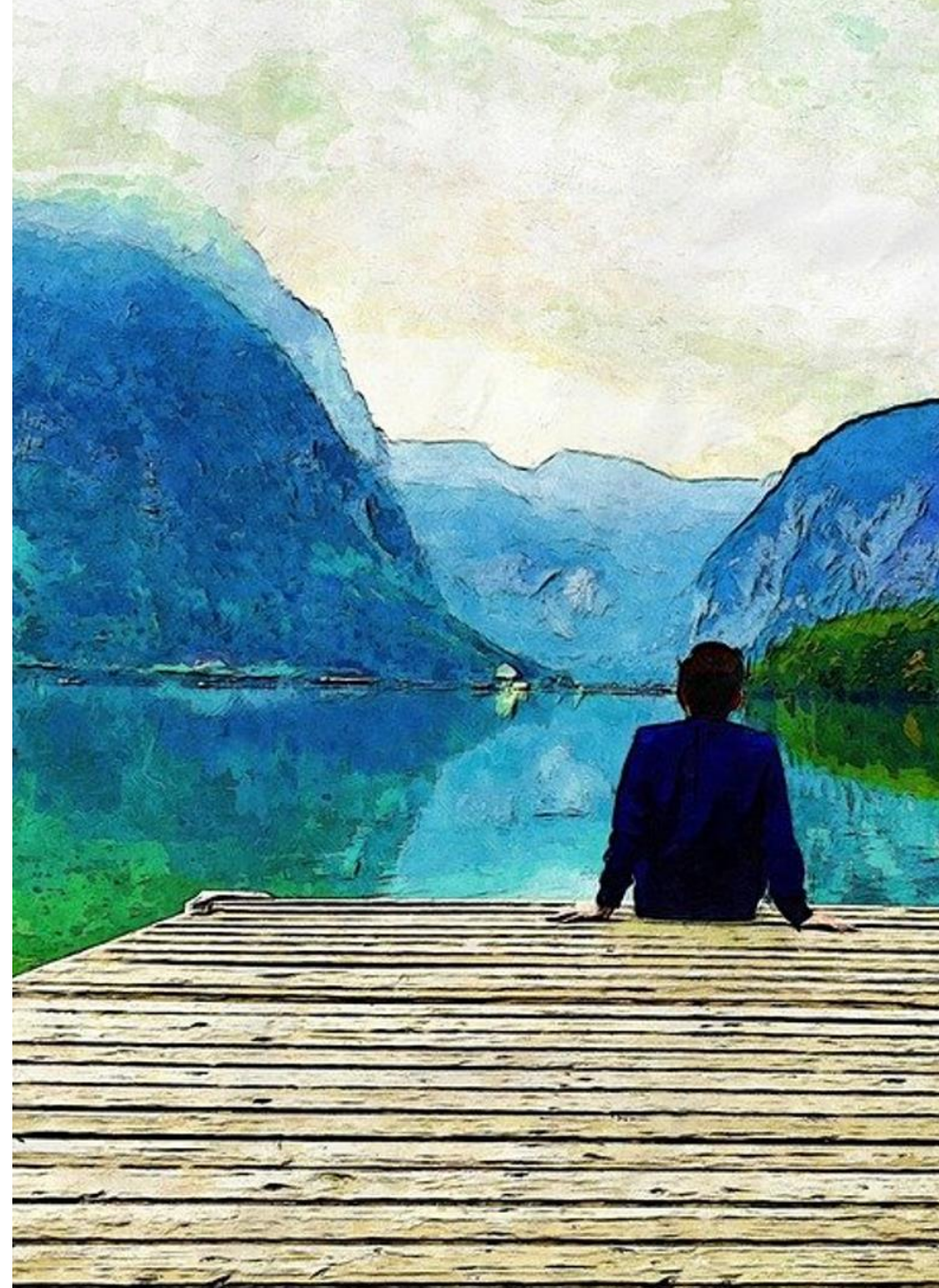
- Targeted and specific affirmative actions for these special communities.
- While affirmative actions for Bumiputeras must continue, there need to be provisions for the whole process from homes to schools to jobs, so that within one generation we can reduce poverty among these poor communities and move them into the middle class via education and support (like the very successful MARA colleges), just like what we did for the Bumiputeras under the NEP.
- All who are poor must not be left behind – regardless of ethnicity, religious background or location.

RECOMMENDED BOOKS



SABAH?
&
SARAWAK?

Reflections



**WE DID WELL ...
BUT WE NEED TO DO
A LOT MORE 😊**

Thank You

