



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

... Infinite Women Empowerment ...

20
23

ANNUAL REPORT

www.miweps.org



Malaysian Organization For Development Of Indian Women In Career, Entrepreneurs and Professionals, MiWEPs was formed on 18th February 2016.

Ever since its inception, MiWEPs has embraced and uplifted not only Indian women but also of other races. The activities we organize are solutions for pain points faced by the society. Hence, hundreds of women of various categories have uplifted themselves in one way or another.

It is truly heartwarming to see traces of MiWEPs in various touch points. MiWEPs' aspiration is to continue being relevant adopt new practices and keep up with the volatile environment.

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**THE JOURNEY OF A
THOUSAND MILES
BEGINS
WITH A SINGLE
STEP...**





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

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 and launched on the 15th March 2016 in Matrade.

OUR VISION

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

OUR 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

INSPIRATIONAL CLUBS

We provide members a platform to continuously develop themselves in various areas by participating in any of the following:



PRESIDENT'S MESSAGE

Welcome to MiWEPs' 9th Annual General Meeting for year 2023. MiWEPs has successfully completed 4 terms thus far and am proud for having served three of those terms in the capacity of a President. It is truly my honor to lead this esteemed organization.

Over the years, many will certainly bear witness on the progress that MiWEPs has made. But it is not only the organization that is growing, also its members and various stake holders who come in contact.



DR. M. MARIA RUFINA

MiWEPs had not only been a stepping stone but also launching pad to many women. We have seen those whose voices hardly reach the first row are now speakers, those who were shy and not confident taking up leadership positions, some who were muddling in their career are now successful business woman and many who were "digitally impaired" are now able to use digital technology fluently in their scope of work or business. There are also a few others who have stemmed out from MiWEPs and set up their own NGOs, emulating what we have done.

To all these people – we want to congratulate and thank you for being successful. We are happy that the seed sowed and nurtured by MiWEPs is bearing fruits and many are enjoying the fruits of its labor. We truly aspire that you will continue to be an inspiration to many others and continue to support MiWEPs' endeavors.

One of MiWEPs uniqueness is in its modus operandi - the inspirational clubs, such as Speakers Club, Career Club, Business Club, Grooming Club, C-Suite Club and Mentor Club. The way we operate is through long term engagement and coaching in various aspects that ultimately produces results. In the year 2023, our focus had been mainly on the Mentor and C-Suite Club.

We built our pool of Mentors from merely only the Council Members initially, to now, a pool of 50 multi racial mentors, who are well diversified in terms of industries and skills. All these Mentors have given their utmost support and dedication in our Inspiring Mentorship program in Oct 2023, which was officiated by YB Saraswathy, the Deputy Minister of MECD.

In this term, we also embraced digital transformation through initiatives like the Program E-Usahawan with MDEC, equipping 25 participants with critical digital marketing skills. Our total 25 series of webinars reached audiences nationwide, offering accessible and impactful training on topics ranging from AI Digitalization, Social Media Marketing to financial planning and personal development.

Despite all these initiatives, this year was not without its hurdles. The poor response to our initial fee-based webinars (as a source of fund raising) led us to restructure the format, and offer free sessions to maximize participation. We also faced hurdles in member engagement and council retention, highlighting the need for innovative strategies to foster stronger connections and build sustainable momentum. These experiences have taught us valuable lessons that will shape our future actions.

Our ultimate goal is to position MiWEPS as a national leader in advancing women's economic participation and leadership in various platforms – be it in government or at policy making levels. We envision a future where every member becomes a catalyst for change, amplifying the voices of transformation across communities.

Looking ahead, our vision remains steadfast to elevate Indian women in career, business, and professional spaces. At this juncture, I extend my heartfelt appreciation to the dedicated council members who have been there through thick and thin, passionate mentors, generous sponsors, most importantly our members who continue to believe in MiWEPS' mission.

Last but not least, my heartfelt appreciation to our Advisor Dr. Nawar Mani Ramachandran and our Executive Secretary, Ms Pauline K.Puvan, who have been playing an active role in MiWEPS and giving their greatest dedication and support.

I believe the President and Management Council of the new term, will move MiWEPS forward with renewed commitment to fostering greater growth, visibility and empowerment at all levels. Cheers to a term of possibilities and progress!



DR. MARIA RUFINA MARIASOOSAI
PRESIDENT
2022 - 2024

ADVISOR'S MESSAGE

Congratulations on MiWEPS' 9th Annual General Meeting. As we gather today, let us celebrate the remarkable strength and resilience of women. Together, we form an unbreakable bond, a sisterhood that transcends boundaries and empowers us to reach new heights.

Our unity is our greatest asset. When women come together, we create ripples of change that transform lives. Let us continue to lift each other up, share knowledge, and amplify our impact.

In a world where we wear many hats such as a professional, parent, mentor-we excel at multi-tasking. The God gifted talent. Let's embrace this gift and support one another in our diverse roles. While doing that let us not forget to give back to the community. Our purpose extends beyond personal success. By giving back, whether through mentoring, volunteering, or community projects, we enrich lives and create a legacy of compassion

Women's Role in Nation Building: We are architects of progress. Let's seize every opportunity provided by our government through education, entrepreneurship, leadership-to shape a brighter future for our nation.

"Empowered Women Empower Others."

With the recent MiWEPS' Inspiring Mentorship programme headed by our President Dr. Maria Rufina, we have done a tremendous empowerment to many women out there. Kudos to those who benefitted from this programme. Mentorship is our compass. Let us guide and uplift the next generation of women leaders. Share your wisdom, lend a listening ear, and ignite the spark of possibility in others.

May our collective efforts continue to inspire generations to come.

Empowering Women: Stay United for Greater Heights

With gratitude,



DR. NAWAR MANI RAMACHANDRAN
ADVISOR
2022 - 2024



HONORARY ADVISOR'S MESSAGE



DR. JAYA BUSHANI

Dear Members of the Management Council,

As we conclude this term, I want to congratulate each one of you for your dedication, vision, and unwavering commitment to the mission of MiWEPs.

Your collective efforts over the past two years have strengthened our organization and empowered countless Indian women in their careers, businesses, and professional journeys.

Your leadership and teamwork have been instrumental in driving impactful programs, fostering meaningful collaborations, and inspiring positive changes within our community. The achievements of MiWEPs during this term are a reflection of your hard work, resilience, and shared passion for empowering women.

As we look to the future, I encourage each one of you to continue leading with purpose, innovation, and unity. Together, we can build on the foundation we have created, ensuring MiWEPs remains a beacon of support and inspiration for generations to come.

A handwritten signature in black ink, appearing to read 'Jaya Bushani'.

DR. JAYA BUSHANI PH.D,AMN,PJK
HONORARY ADVISOR
2022 - 2024

MANAGEMENT COUNCIL 2022 – 2024



Dr. Maria Rufina
President



Ms. Yogeswary @ Abbirami
Deputy President



Ms. Juliana James
Vice President



Ms. Vijaya Letchumy
Treasurer



Ms. Shoba Radha
Secretary General



Ms. Indrani Varatharaju
Assistant Secretary General

COUNCIL MEMBERS



Ms. Shanti Velusamy



Ms. Geetha Kumar



Ms. Bavani Raman



Dr. Pushfa Ramasamy



Ms. Rita Damodharan
(Johor)



Ms. Nirvere Kaur
(Kedah)



Ms. Mary Leo
(Melaka)

ADVISORS



Dr. Nawar Mani



Dr. Jaya Bushani

INTERNAL AUDITORS



Ms. Pauline K. Puvan



Ms. Diana Sabrine

DISCIPLINE COMMITTEE



Ms. Bhawaani Visunathan



Ms. Shri Dahinoor John



Ms. Lekha Bhai

NOTICE FOR 9TH ANNUAL GENERAL MEETING



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

... Infinite Women Empowerment ...

The 9th Annual General Meeting for MiWEPS will be held as follows:

Date : 8th February 2025, Saturday

Time : 10.00 am - 2.00 pm

**Venue : International Youth Center
(Yayasan Pusat Belia Antarabangsa)
Jalan Yaacob Latif, Bandar Tun Razak, 56000 Cheras, KL.**

AGENDA

1. Welcome
2. President's Address.
3. Adoption of Minutes of the 8th AGM held on the 09th September 2023.
4. Adoption of Annual Report 2023.
5. Adoption of Audited Accounts for year ended 2023.
6. Consideration of New Resolutions.
7. Appointment of Internal Auditors & Discipline Committee.
8. Transaction of any other business.
9. Nomination and Election of Office Bearers for the term 2024 - 2026

Attached:

- 1) Annual Report 2023, Audited Accounts 2023 & Constitution (in Annual Report)
- 2) Resolution Form (to propose change in constitution)

Please email the resolution form to miweps@gmail.com latest by 31st January 2025.

Election Procedures:

Election procedures shall be conducted in accordance to Clause 8 (3) below, during the AGM.

Nama-nama untuk jawatan-jawatan di atas hendaklah dicadangkan serta disokong dan pemilihan akan dijalankan dengan cara mengundi oleh ahli-ahli di dalam Mesyuarat Agung Tahunan. Semua pegawai boleh dipilih semula Dua Tahun Sekali.

Those who wish to nominate self or others to be in the committee, kindly email name and CV to miweps@gmail.com latest by the 31st January 2025.

Note: Only Members in Benefit will be allowed to vote. Kindly remit your renewals before 31st January 2025.

We look forward to your presence during this AGM.

BY ORDER OF MANAGEMENT COUNCIL

V.INDRANI VARTHARAJU
Assistant Secretary General

8TH ANNUAL GENERAL MEETING MINUTES

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Minutes of the 8th Annual General Meeting

Date : 9th September 2023, Saturday

Time : 10.00am via Zoom

1.0 LIST OF ATTENDEES FOR 8TH ANNUAL GENERAL MEETING

1.1 Executive Committee & Management Council

Dr. Maria Rufina	(President)
Ms. Yogeswary @ Abbirami	(Deputy President)
Ms. Juliana James (<i>Nominated</i>)	(Vice President)
Ms. Vijaya Latchme	(Treasurer)
Ms. Indrani Varatharaju	(Acting Assistant Secretary General)
Ms. Rita Damodharan (Johor)	(Council Member)
Ms. Mary Leo (Malacca)	(Council Member)
Ms. Nirvere Kaur (Kedah)	(Council Member)
Ms. Shanti Velusamy	(Council Member)
Ms. Geetha Kumar	(Council Member)
Dr. Pushfa Ramasamy	(Council Member)
Ms. Bavani Raman	(Council Member)

1.2 MiWEPS Members Attendance

NO	MEMBER'S NAME	STATE
01	Agnes A/P Pernandis	Wilayah Persekutuan
02	Bama V.Menon	Wilayah Persekutuan
03	Bhawaani Visunathan	Wilayah Persekutuan
04	Datin Seri Manimala Sembiah	Selangor
05	Diana Sabrin a/p Dhamodaran	Johor
06	Dr.Cecilliann	Wilayah Persekutuan
07	Dr. Nawar Mani Ramachandran	Selangor
08	Hakshaya Prathaa	Selangor
09	Lekha Bai T.K Vasudevan	Selangor
10	Mina Pushpanathan Bhaurao Inamdar	Selangor

NO	MEMBER'S NAME	STATE
11	Nirmala Devarajoo (Ms N)	Negeri Sembilan
12	Nazihah Binti Abdullah	Selangor
13	Preet Kaur	Wilayah Persekutuan
14	Puvaneswary C Karthigeyan	Selangor
15	Santhi Subramaniam	Selangor
16	Shri Dahinoor John Britto	Selangor
17	Valarmaty Suppiah	Selangor
18	Vijaiyaletchumy A/P Palaniappan	Selangor
19	Dr Jaya Bushani - Advisor	Wilayah Persekutuan

2.0 WELCOME NOTE BY EMCEE

- 2.1 The Emcee, Ms. Indrani Vartharaju, who is also the Council Member, stood in for the Secretary General Ms. Shoba Radha, who was not able to make it for this AGM.
- 2.2 She welcomed everyone, MiWEPS President – Dr Maria Rufina, Honorary Advisors – Dr.Nawar Mani Ramachandran and Dr.Jaya Bushani EXCO members, Council Members, Internal Auditors, and MiWEPS members.
- 2.3 The AGM commenced at 10.35 am with total of 31 present - 30 Members and 1 Honorary Advisor and this fulfilled the required quorum of 28 Members.

3.0 AGM VIA ZOOM VALIDATION

- 3.1 Once quorum was established, Dr Maria Rufina the President highlighted some issues raised with regards to the AGM being conducted via Zoom.
- 3.2 In the 6th Council Meeting dated 14th August 2023, it was agreed that the 8th AGM would be held over Zoom and the AGM Notice & Agenda was issued.
- 3.3 Upon receiving the AGM Notice, Ms Amsa, who is well versed in the constitution, highlighted that AGM over Zoom is invalid. She advised to write to ROS to seek approval before going ahead via Zoom.
- 3.4 Ms Pauline our Internal Auditor called the ROS office and spoke to one of the officers Pn Fatimah, to check if AGM over Zoom is acceptable. Pn. Fatimah mentioned that nowhere in our constitution does it say that we cannot have it on Zoom or that we must have it physically. Since it is a grey area in the constitution, we can go ahead via Zoom, but we must have a Google form for attendance and a QR code must be scanned. These records must be kept and most importantly quorum must be fulfilled.

3.5 Nevertheless, upon Ms. Amsa's advice, we wrote to ROS requesting approval, and we are yet to receive any written response from ROS.

3.6 The President then gave the option to the members to decide whether to go ahead with the AGM via Zoom or if they had any objections, to post in the chat box and the AGM can be called off. As there were no objections in the chat box, and all unanimously agreed to go ahead, the President thanked everyone and proceeded with the AGM over Zoom.

4.0 OPENING ADDRESS BY PRESIDENT

4.1 Dr. Maria thanked everyone for attending the 8th AGM. Dr. Maria mentioned that MiWEPS has been going through a lot of challenges nevertheless will continue to build on achievements.

4.2 Dr Maria emphasized that MiWEPS vision is to elevate people in business or those employed, that is to move them a level above. To do this, she said that we need to embark on long-term programs as opposed to ad hoc. An example is Speakers Club, which has instilled confidence in many.

4.3 Similarly, the Inspiring Mentorship will be a launch pad for business and career mentoring. We will be looking for mentors and get them involved in the longer term, by cohort. This will also be the platform where we will identify mentees.

4.4 In the interim period, there are webinars every fortnight. Dr Maria said that all Council members are doing their best in MiWEPS despite their busy schedules. However, the Council members are discouraged because the response from members is very poor. Dr Maria advised members to grab whatever opportunities are offered while they are free. She also appealed to all members to fan out the message to others and to bring in more people.

4.5 Each member plays an important role in building the community and not only the council members. Politically we are diminishing in numbers and we need to come together and bring in more women to be a part of this development process.

4.6 Finally, Dr Maria appealed to everyone that she wants to see greater participation from hereon. She said MiWEPS is not just another NGO. It is the platform to elevate Indian women, so she said everyone is responsible for taking MiWEPS to greater heights.

5.0 ADOPTION OF MINUTES OF THE 7TH AGM HELD ON 4TH MARCH 2023

- 5.1 Ms. Juliana James, the Vice President presented and reviewed the 7th AGM Minutes which was sent earlier to the members. She ran through page by page and asked if there were any questions or amendments.
- 5.2 No amendments were raised by the members, hence the minutes were proposed to be adopted by Ms Yogeswary@Abbirami and seconded by Dr. Pushfa Ramasamy.

6.0 PRESENTATION AND ADOPTION OF ANNUAL REPORT 2021

- 6.1 Ms. Juliana James, the Vice President presented the Annual Report.
- 6.2 She first shared the list of activities for the year and mentioned that there were a total of 14 events for the year 2022, out of which 14 were physical and 4 were virtual. Ms Bama then corrected that since there are total of 14 activities for the year, total physical activities should be 10 (and not 14), as total virtual events are 4.
- 6.3 Ms Juliana then presented and elaborated on each event, where she highlighted:
- who the organizing chair was
 - the number of persons who attended
 - the purpose of the event
 - the VIP or speaker who made it a success.
- 6.4 Events and projects (only) highlighted during the presentation as follows:

NO	DATE	EVENT	VENUE
1	25th Jan 22	Writing Goals Alone isn't Enough! How Do you Keep Them?	Via Zoom
2	26th Feb 22	MiWEPS Potluck Gathering	MiWEPS Office
3	12th -13th Mar 22	Team Building at Melaka	Melaka
4	27th Apr 22	Business Talk on Emotional Intelligence	Via zoom
5	10th May 22	Business Talk on Decoding Emotional Intelligence	Via Zoom
6	28th May 22	MiWEPS Car Booth Sale @ Puchong	Hero Market, Puchong
7	5th Jun 22	Learning English Thru Easy Method	MiWEPS Office
8	29th Jul 22	Malaysian Indian Blueprint (Focus Group Discussion Women Series)	Sofitel Kuala Lumpur
9	25th Aug 22	International Woman Day Celebration	Dewan Perdana KL

- 6.5 Finally, Ms Juliana thanked everyone who has contributed in one way or another to make the year 2022 a success.
- 6.6 There were no further questions or amendments to the above presentation, hence the Annual Report for the year 2022 was proposed to be adopted by Ms Vijaya Latchme and seconded by Ms Rita Damodharam.

7.0 ADOPTION OF AUDITED STATEMENTS OF ACCOUNTS YEAR ENDED 31ST DECEMBER 2022

- 7.1 The Treasurer Ms.Vijaya Latchme presented the accounts for the year ended 31st December 2022.
- 7.2 Ms.Vijaya went through the figures as per the report given in the Annual Report booklet. She explained and elaborated on the following :
- The Statement of Income and Expenditure
 - The Statement of Financial Position
 - Statement of Receipts and Payments
- 7.3 There were no queries on the 2022 accounts, hence it was proposed to be adopted by Ms Juliana James and seconded by Ms Shanty Velusamy.

8.0 APPOINTMENT OF INTERNAL AUDITORS

- 8.1 Both our existing Internal Auditors, namely Ms. Pauline K Puvan (IC: 610115-01-5076) and Ms. Diana Sabrin (IC: 800511-01-5366) have given their consent to be retained for another term. Hence, it was unanimously agreed that they shall serve another term.

9.0 TRANSACTION OF ANY OTHER MATTERS

9.1 Amendments to Constitution

- a) For transparency purposes, the President wanted to highlight to the Members that the Amendments to the Constitution passed in the 7th AGM were not accepted by ROS. This was due to some technical negligence by our Secretary General who was very new to this role. Advice given by ROS was to get Members' consent to file it together with this AGM's annual returns. As such, the President requested everyone's consent and agreement to allow us to key this immediately after this AGM, within 60 days.
- b) Dr Maria asked if there were any objections or questions to this matter. Ms Pauline Puvan mentioned that there were no objections on her part and that we could go ahead and key in after this AGM.

9.2 Resignation of Council Members

- a) Dr Maria said that when a new term commences, everyone is full of zeal. The management council has made a lot of effort to keep the team together, despite that, they have faced several resignations. They are the

Assistant Secretary General, along with four council members (2 of them are state representatives – Terengganu and Penang).

- b) Dr Maria said that these were the challenges faced year in and year out, despite the efforts to keep the team together. All of them who resigned said that they had other priorities and commitments and they were unable to cope with our pace. So we had to let them go. Dr Maria said that in the next AGM, full details of those who have resigned will be tabled.
- c) Ms. Pauline then questioned if those who resigned were anyone from Executive Position or Council members. She also asked if there are plans to replace them or invite members to take up the position or leave it vacant. Dr. Maria answered that the Assistant Secretary General position is an EXCO position. Since the next AGM and election is in February or March 2024, instead of getting someone to replace, she said that MiWEPS can proceed without any replacement, unless anyone thinks otherwise.
- d) Dr Nawar said according to the constitution, the vacant position can be replaced during the AGM. She said if there is anyone interested, they can volunteer to take up these positions. Dr. Maria then asked if anyone was interested in the Assistant Secretary General position. She said the person has to be someone with good writing skills.
- e) Dr Nawar then nominated Ms Bama V.Menon. Ms Bama said that she is in the midst of completing her Ph.D. and thought she would lay low, however, if this position is about assisting, then, she would try her best. Dr Maria seconded it.
- f) Ms. Shanti Subramaniam then said that we need to first check the constitutional requirement for the replacement of resigned committee members, otherwise, these discussions will be null and void.
- g) Ms Pauline emphasized that according to the constitution, replacement for Assistant Secretary General can be done by the AJK. Even at this platform, the Assistant Secretary General can still be elected, from those nominated and accepted.
- h) Ms Shanti Subramaniam then said that we could ask for nominations here, for those who agree. The names shall then be deliberated in the council meeting and selection shall be done by the AJK as stated in the constitution.

Dr Maria agreed to this and asked if there are any objections to this, and there were none.

- i) Ms Juliana then nominated Ms Indrani Vartharaju to be the Assistant Secretary General as she is already on the role temporarily. Ms Indrani said that this can be discussed during the council meeting.
- j) Dr Maria then nominated Ms Shanti Subramaniam to be in the Council. Ms Shanti Subramaniam declined as she is already holding a position in another association and is also a caregiver, hence she does not want to overload or commit. She said she is passionate about MiWEPS mission and she would consider it for the next year.
- k) Dr Maria then asked for more nominees. Ms Vijayalatchme said that we should ask for volunteers, as that will be those who have the heart and passion to serve. Ms Geetha Nair agreed to that. Dr Maria too agreed to Ms Vijayalatchme's comments but said that sometimes they do not know their own potential unless we speak to them to which Ms Vijayalatchme agreed. Dr Maria said there are two ways about it and we try both ways, she then called out for volunteers and no one responded to this call. Hence, the nomination was closed. Dr Maria thanked both the nominees for considering and said this will be deliberated in our next meeting.

9.3 Volunteers from the Members for MiWEPS Projects Dr Maria requested our members to participate in any of MiWEPS projects and contribute their effort according to their areas of expertise. She said that will also give them an opportunity to develop themselves and perhaps stage themselves to move up in MiWEPS as a committee members. She promised that it would be a very enriching experience.

9.4 Questions

- a) Ms Mina Pushpanathan asked about some upcoming events. Dr Maria said that upcoming events are our monthly webinars, Inspiring Mentorship on 28th October, and Program eUsahawan, collaboration with MDEC on 8th October.
- b) Ms Bama asked if members can apply to become speakers in our webinars and whom we should contact. Dr Maria said can and to contact Ms Juliana. Dr. Maria also said that we will announce in the WhatsApp group about this.

9.5 Closing Address

Dr Nawar, our Advisor said it is good to have a wonderful AGM without any AGM fever. It was fun and good to see everyone. Dr. Jaya was not accessible for her comments.

ADJOURNMENT OF THE 8th AGM:

MiWEPs' 8th Annual General Meeting was adjourned at 11.40 am with a vote of thanks to the Chair.



MS. INDRANI VARATHARAJU
Acting Assistant Secretary General
MiWEPs

DR. MARIA RUFINA
President
MiWEPs

MANAGEMENT COUNCIL REPORT 2023

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MEETINGS

Since taking office in March 2023, total 8 meetings were held, out of that, 3 were zoom meetings. Other meetings were held either in MiWEP's office or in Co Labs Workspace.

ATTENDANCE

The average attendance for the meetings was 82%. Dr.Maria Rufina (President), Ms Juliana James (Vice President), Ms Vijaya Latchme (Treasurer), Dr. Pushfa Ramasamy (Council Member), Ms V. Indrani Vartharaju (Acting Assistant Secretary General) and Ms Santhi Velusamy (Council member) are those who had 100% attendance.



DRIVING TEAM COHESIVENESS

To keep the council motivated and to get them to work together, several initiatives were undertaken. One of it was Strategic Workshop, where the new members were onboarded. Their roles and responsibilities were defined and we planned the projects that are to be executed.

EMPOWERING THE COMMITTEE

During every meeting, since there were a number of committee members who are very new to MiWEPs, we started the meetings with a short training session that would equip them with skills. Some of the training among several others were:

- ChatGPT for writing reports and letters
- Project Management to enable them to execute their projects effectively
- Virtual Meeting Moderation to take turns to moderate the webinars
- Designing E-Flyers so that they could design flyers for their projects

The committee found the training very useful. In addition to that, the committee members were also split into small teams so that they could, discuss and help each other when executing projects or activities.

AUDIT PREPARATION AND OFFICE GOTONG ROYONG

ACTIVITIES FOR YEAR 2023

22

Chronology of Activities from 1st January 2023 to 31st December 2023 are as follows:

NO	DATE	EVENT	VENUE
MEETINGS			
1	04 Mar 23	7th AGM	BAC, PJ.
2	13 Mar 23	1st Council meeting	Co-labs Shah Alam
3	10 Apr 23	2nd Council meeting	Co-labs Shah Alam
4	08 May 23	3rd Council meeting	Co-labs Shah Alam
5	21 Jun 23	4th Council meeting	Zoom
6	17 Jul 23	5th Council meeting	Zoom
7	14 Aug 23	6th Council meeting	MiWEPS Office, PJ
8	18 Sep 23	7th Council meeting	MiWEPS Office, PJ
9	09 Sep 23	8th AGM	Zoom
10	09 Oct 23	8th Council meeting	Zoom
PROJECTS			
11	28 Mar 23	Strategic Workshop for Management Council	Ipoh
12	20 May 23	MiWEPS Hi-Tea Party	Bespoke,Puchong
13	29 Sep 23	Courtesy Visit: YB Saraswathi	Putrajaya
14	01 Oct 23	MiWEPS Movie night	TGV,Bukit Jalil
15	02 Oct 23	Press Conference: Inspiring Mentorship	Signature Hotel
16	28 Oct 23	Inspiring Mentorship	Signature Hotel
WEBINARS			
17	24 Mar 23	Mastering Yourself with Time Master	Zoom
18	14 Apr 23	Shortcut for Computer Efficiency	Zoom
19	28 Apr 23	Tik Tok Marketing for Beginners	Zoom
20	12 May 23	Manage Different Personalities	Zoom
21	25 May 23	NTW : Effective Parenting Strategies	Zoom
22	26 May 23	NTW : Beware of Financial Traps	Zoom
23	27 May 23	NTW : Strategies to Lead NGOs	Zoom
24	28 May 23	NTW : How To Present And Sell Your Ideas	Zoom
25	28 May 23	NTW : Weight Loss With detox And Intermittent Fasting	Zoom
26	09 Jun 23	Essential Microsoft Excel	Zoom
27	30 Jun 23	Planning An Event or Project	Zoom
28	14 Jul 23	Creating Flyers	Zoom
29	28 July 23	How To Moderate Event Via Zoom	Zoom
30	10 Aug 23	The Power of Property Refinancing	Zoom
31	24 Aug 23	KWSP: Towards Better Future-Keep Your Golden Years Shining	Zoom
32	07 Sep 23	Activating LinkedIn	Zoom
33	23 Nov 23	Insuring The Future: Legacy Planning	Zoom
34	14 Dec 23	Breaking Your Limiting Beliefs Through NLP	Zoom
OTHER EVENTS			
35	08 Mar 23	NCWO Intl Women's Day Celebration	Regent Aud,KL
36	09 Mar 23	Indian High Comm's Intl Women's Day	Sentral ,Brickfields
37	15 Apr 23	Hi-Tea in conjunction of Chitthirai Puthandu celebration by Kementerian Sumber ManusiaActivities for Year 2023	Kuala Lumpur
38	29 Apr 23	Persidangan Perwakilan Dwi Tahunan NCWO 28	LPPKN
39	30 Sep 23	Dialogue : YB Saraswathy & Indian Entrepreneurs Community	Angkasa, PJ
40	16 Nov 23	Women Exchange Network by WEN	Star Boulevard

PROJECTS 2023

MiWEPS STRATEGIC WORKSHOP

28TH – 30TH MARCH 2023 | TOWER REGENCY HOTEL, IPOH

MiWEPS organized a Strategic Workshop at Tower Regency Hotel, Ipoh for all the newly elected Management Council. 13 council members, including the President, along with 2 members from the disciplinary committee and our advisor attended this workshop. The purpose of the strategic workshop was to onboard the newly elected committee and to conduct training on their roles and expectations.

It was led by Dr. Maria Rufina herself. All participants engaged in brainstorming sessions, teambuilding activities and also discussions to derive the roadmap and projects for the term. The workshop provided a platform for collaborative decision-making and skill development, ensuring alignment with MiWEPS' goals and objectives moving forward.



MiWEPS HI-TEA PARTY 20TH MAY 2023 | BESPOKE HOTEL, PUCHONG

The MiWEPS Hi-tea Party held on May 20th, 2023, at Bespoke Hotel Puchong was a resounding success, with 44 participants including existing, new, and returning members. The event commenced at 3pm with a series of engaging activities: Dr. Maria and Ms. Abbirami provided insightful tips on digital name cards and networking, followed by a lively speed networking session facilitated by Ms. Indra, the Organizing Chair.

Dr. Maria offered an enlightening overview of MiWEPS' goals, while club chairs introduced their subcommittees to potential new members. Highlight of the event was the induction of five new members, who received their collar pins and membership kits, and also introduced themselves. Ms. Jamuna led a delightful ice-breaking session, adding a fun and relaxed atmosphere. The event concluded with addresses from advisor Dr. Nawar and Dr. Maria, fostering a sense of community and celebration among attendees. Overall, the Hi-tea party successfully connected members, facilitated meaningful interactions, and celebrated the growth of the MiWEPS community.



COURTESY VISIT TO MINISTRY OF ENTREPRENEUR AND COOPERATIVES DEVELOPMENT (MEDAC)**29TH SEPTEMBER 2023 | KUSKOP, PUTRAJAYA**

On 29th September 23, MiWEPS - MiWEPS paid a courtesy visit to YB Saraswathy, the Deputy Minister of the Ministry of Entrepreneur and Cooperatives Development (MEDAC). The purpose of the visit was to discuss how MiWEPS could work hand in hand with MEDAC in achieving its vision and mission.

The delegation of 6 was led by Dr Maria Rufina, the President. Others who attended were the Deputy President Ms Abbirami, Treasurer Ms Vijayalatchme, Assistant Secretary General Ms Indrani Vartharaju, Council Member Ms Bama V.Menon and Member Ms Amaravathy. During the meeting, Dr Maria shared MiWEPS' achievements thus far in elevating and empowering Indian women in Business, Career and Professionals. MiWEPS also proposed a strategic partnership between MiWEPS and MEDAC to leverage on our industry experts and mentors to support this mission.

YB Saraswathy appreciated the efforts made by MiWEPS and acknowledged the valuable role they could play in supporting the goals of MEDAC. She expressed her openness to exploring a strategic partnership and emphasized that MEDAC offers many facilities for the development of entrepreneurs, which our community is not aware of. These include training programs, knowledge sharing sessions, and mentorship programs for entrepreneurs and cooperatives. YB requested MiWEPS to be a strategic partner with MEDAC in channelling this information to those in need.



PROGRAM E-USAHAWAN MDEC 8TH OCTOBER 2023 | ZOOM PLATFORM

This program was a collaboration between Ms Shalini, LinkedIn Coach and MiWEPS. This program is fully subsidized by MDEC. On October 8th, this FREE Fundamental Digital Marketing Training was successfully conducted by Ms Shalini via Zoom, from 10am to 5pm. The online event aimed to equip Malaysian participants with essential digital marketing skills, covering Search Engine Optimization, Google My Business, Copywriting & creative content, Facebook, Instagram, Whatsapp and Tik Tok Marketing. She also covered strategies for improved online visibility, social media tactics to engage and grow audiences, and effective copywriting techniques to enhance customer conversion rates.



Participants were required to be Malaysian citizens aged 18 and above with existing products or services, and were encouraged to complete the program and onboard on the MDEC Portal to receive a certificate of completion. The initiative also promised ongoing support and advanced classes for committed participants, ensuring a robust learning and growth experience in digital marketing.

A total of 25 of them attended and gained from this program.



INSPIRING MENTORSHIP**28TH OCTOBER 2023 | 9AM – 1PM | SIGNATURE HOTEL @ PUDURAYA**

This is the second time MiWEPS is organizing a Mentorship program. The last one was organized in April 2019 in University Malaya and it was a mega success. This was reinstituted this time, with a slightly different motive. MiWEPS aspires to form a pool of Mentors who are willing to continuously guide and mentor our members or anyone who needs help in career, business or professional. We wanted to add more mentors to the already existing pool and thus, we initiated this Inspiring Mentorship 2023. This Inspiring Mentorship will be the launch pad and will “feed mentors” for other long term programs such as Business Acceleration Program (BAP), Career Fast Track Program (CAFTRACK), Personal Development Program (PDP) and Speakers Club Program (SCP).

On 2nd October 2023, at 3pm, we held a press conference at Signature Hotel Pudu to promote the "Inspiring Mentorship" program which is to be officiated by YB Senator Puan Saraswathy Kandasami, Deputy Minister of the Ministry of Entrepreneurs & Cooperatives Development Malaysia on the 28th October 2023. This press conference was attended by numerous friends of media, including Malaysia Kini, Tamil Nesan, MG Mohan Raji, RTM, Bernama, MKU, EnThamil Online, Frenz Ka Media, SinggaPenn Media, Makkal Osai, Saran Vimegasam Media, and Thazal Media. The press conference effectively showcased the program's goals and garnered significant media coverage, ensuring widespread public awareness and support. We had coverage both on written media and several FB live telecast.

The inspiring Mentorship catered for women who need guidance on how to grow their business, women who are working in any company and want to elevate their career or explore new opportunities, individuals interested in exploring new fields or opportunities, students looking to explore and understand diverse industries, and anyone seeking personal and career development or guidance for their own businesses, organizations or NGOs.

Press Conference On 2nd October 23

Inspiring Mentorship On 28th October 23



About 50 of them were Mentors, who are experts in different fields. They were graciously there to share their knowledge and experience without any expectations.

Mentorship Program is mentee focused. Prior to the event, the list of mentors and their expertise were already made available to them. They were then given the option to choose mentors according to their preference or field and ask as many questions as possible to clear doubts or seek greater understanding or clarification.

To enable them to engage with more than one mentor, there were a few rotations. To enable this, we adopted world cafe approach where the Mentors stay put on their tables and the mentees rotated from time to time. It was indeed a very fruitful event with a total turnout of 180 people. Many of the mentees felt that this session was an eye opener. They discovered new fields and opportunities. This was a one stop centre for information on various fields. The engagement with Mentors does not just stop here. The mentees are encouraged to connect and bond with the Mentors and to be in touch with them from thereon.

At this juncture, the Management Council of MiWEPs extends its sincere gratitude to YB Senator Saraswathy for graciously accepting MiWEPs' invitation to officiate this auspicious event.

29 SIGNATURE PROJECT

MiWEPS also thanks YBhg Datuk Dr.V.Shanmughanathan, for graciously sponsoring the venue for all MiWEPS events. For this mentorship program, the spacious grand Ballroom in Signature Hotel @Puduraya was perfect for event of this nature. Despite it being fully sponsored, the staff of Signature Hotel were very helpful and accommodative to make sure that all arrangement were up to date. Bravo Signature Hotel. Also big thanks to co sponsors Rotary Club of KL West and ACE Biznez Academy.

A big thanks to all Mentors and the Council members. They were the pillar of success of this event. MiWEPS intends to organize similar events in other states in future and form mentors in the various regions. Alternatively, we would activate virtual mentorship program which is borderless.





INSPIRING MENTORSHIP



THANK YOU MENTORS FOR YOUR INVALUABLE SUPPORT



DATO ANUSHA
Founder
Akshaya Innovations



DATUK DR. V. SHANMUGANATHAN
Director
SG Group of Companies



DR. NAWAR MANI
CEO
Awan Group of Companies



AGNES MANUNMANI
Director
Aplus Ultimate Marketing



JACLYN LEONG
Founder
Wisteria Bakehouse



MAZNAH ARIFFIN
Managing Director
Enrich Focus Sdn Bhd



SIMON BENJAMIN
President
MIHRM



SITI SUBAIDAH
Past District Governor
Rotary



CHRISTINA ABILASHA
Senior Content Writer / CRM
Prodigious



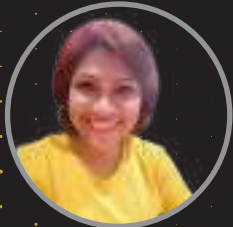
RAJA YASMIN RAJA YUSOF
Content Manager
Sunway University



BHAWAANI VISUNATHAN
CEO
Adastanetwork Sdn Bhd



JOAN TAN POH LIAN
Insurance Agent
AIA



SHADANA SEKARAN
Director
Le Langgri Foods Sdn Bhd



S. SUBATARA
Senior Manager L&D,
PTT Synergy Groud Bhd



FAUZIAH ABU BAKAR
Managing Director,
Fab Training & Consultancy Sdn Bhd



KUMAR NAGALINGAM
Trainer
Skills Academy



SITI AISHAH BINTI SABTU
Workstream Trainer
MDEC



SHANTI SUBRAMANIAM
Professional Coach &
Facilitator



RANUKKA SINGHAM
Certified Image Consultant
Image Revamp



PRAME KUMAR NAIR
Trainer
Occupational Safety & Health



RANI WEMEL
Co-Founder & COO
TT Gloval Communication SB



SUGUNA DEVI
CEO
Asian Institute of Tech. SB

THANK YOU MENTORS FOR YOUR INVALUABLE SUPPORT



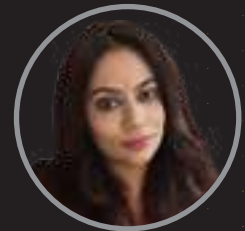
SELVARAJ ASIRAVATHAM
Director
Raj Management Serv. SB



DATIN SERI KANAGAM
President
Community Builders Foundation



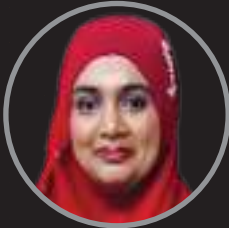
AMSA DAMODARAN NAIDU
Partner
Mutalib Wan & Co



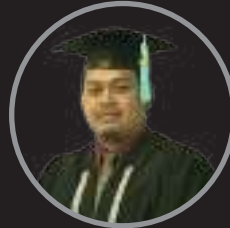
MOGANA CHINNATHAMBY
Managing Director
Eventza Event Master



SYLVIA ADELE TOMAS
Certified
Professional Trainer



FAWZIA BEGUM
Director
Anar Paper Co Sdn Bhd



MOHD ZAIDI ISMAIL
Director
Gomogi Consulting



PUGUNESWARI ARUNASALAM
Trainer
Sai Rani Tailor



RAIYO
Managing Director
Serendipity Ventures



MARY LOURDES
Career Coach and Trainer
GLM Hosp. Tourism Academy



IREIN
Director
Apijoy Enterprise



K. SELVAMARIEY
Film Producer
MSK Film Production SB



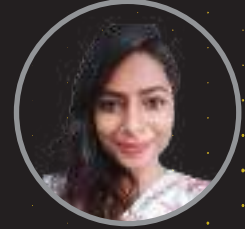
KAVILAN GUKACUMARAN
Operations Director
Next Chapter Consultancy



NUR SYAMIMI BT AMIRUDDIN
Clinical Psychologist
Next Chapter Consultancy



PEGGY TIEW
Founder
Bibik Emas Heritage



PRIYA VARSHENI VASU
Clinical Psychologist
Next Chapter Consultancy



ANUSHIA SUBRAMANIAM
Head of Business Development
Next Chapter Consultancy



RAM RAJ
CEO
Spore Edu. Serv. Hub Pte. Ltd.



RATHIGA K RUKUMANGADAN
REN
IQI Realty Sdn Bhd



SURABHI NAMBIAR
Family Constellation Therapist
Next Chapter Consultancy



SATHIAWATHY SUBRAMANIAM
Business Owner
4 Ever Beauty World



DHURGABHAI
Trainer
SRL KASS Resources

NATIONAL TRAINING WEEK 26TH - 30TH MAY 2023

National Training Week (NTW) is an initiative launched by the HRD Corp to enhance the skills and competencies of the Malaysian workforce. It was held from 26th May – 30th May 2023. During this period, anyone individual or organization can offer training for anybody all over Malaysia.

The training could be in any form – virtual or in person; and any duration. It could be workshops, seminars, training sessions or coaching. The primary goal of National Training Week is to promote lifelong learning, encourage continuous professional development, and support the country's broader economic and social development goals.

MiWEPS participated as a partner in this initiative. We offered 5 topics as follows. The participants were from all over Malaysia and multiracial.

DATE	TOPIC	SPEAKER	NO PAX
25 May 23	Effective Parenting Strategies	Dr Nawarmani	71
26 May 23	Beware of Financial Traps	Ms Joane Tan	86
27 May 23	Strategies to Lead NGOs	Dr Maria	39
28 May 23	How To Present And Sell Your Ideas	Ms Jamuna	75
28 May 23	Weight Loss With detox And Intermittent Fasting	Ms Bama Menon	194



WEIGHT LOSS WITH DETOX AND INTERMITTENT FASTING 28TH MAY 2023

This year MiWEPS initiated webinars. This was the simplest way to train and develop women from all over Malaysia, without having to worry about geographical location, transport, or even physical venue for the training.

The webinars are for 1 ½ hours from 8pm – 9.30pm. Initially the webinars were scheduled fortnightly and we charged a fee of RM 20 for non members.

We saw that the number of attendees was dwindling and hence, we scheduled it once every month and offered the webinars for free. Here are the webinars conducted throughout this year.



MASTERING YOURSELF WITH TIME MASTER 24TH MARCH 2023 | BY DR.MARIA RUFINA | ACE BIZNEZ ACADEMY

Effective ways for daily planning, prioritization and systematic note-taking methods to boost productivity. Attendees gained insights into enhancing organizational skills and achieving better control over their tasks. The webinar emphasized practical techniques applicable for personal and team productivity monitoring, promising enhanced efficiency and effectiveness in work management. 22 of them attended this webinar.



SHORTCUT FOR COMPUTER EFFICIENCY 14TH APRIL 2023 | BY DR.MARIA RUFINA | ACE BIZNEZ ACADEMY

This is about use of keyboard shortcuts and other streamlined processes to enhance productivity and efficiency when using a computer. Mastering shortcuts for computer efficiency save time, reduce the strain of repetitive tasks, and minimize disruptions in workflow. For professionals, efficient use of shortcuts can significantly enhance productivity, allowing more focus on complex tasks rather than on routine operations.

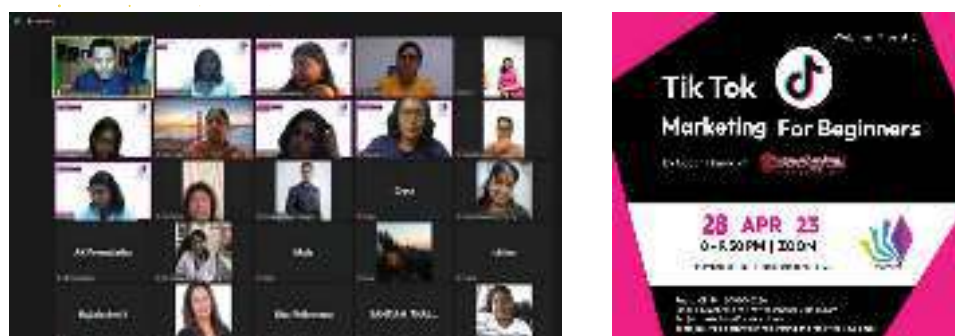


TIK TOK MARKETING FOR BEGINNERS 28TH APRIL 2023 | BY COACH NANDHA | GO DIGITAL

The session, led by Coach Nanda, attracted 24 registered participants. Attendees gained foundational knowledge on utilizing TikTok for effective marketing strategies. Key topics included content creation techniques, audience engagement tactics, and leveraging trends to enhance brand visibility.

The webinar aimed to empower newcomers with practical insights to navigate and leverage TikTok's platform for business growth and marketing success.

Participants left equipped with essential skills to initiate and optimize their marketing efforts on TikTok.



MANAGE DIFFERENT PERSONALITIES**12TH MAY 2023 | BY MS SHRI DAHINOOR | MASLOW TRAINING & CONSULTANCY**

This session provided valuable insights into understanding and effectively managing diverse personalities in professional settings. Attendees learned practical strategies for fostering positive interactions, resolving conflicts, and promoting teamwork. The webinar aimed to enhance participants' interpersonal skills and leadership capabilities, equipping them with tools to navigate interpersonal dynamics successfully. Participants left with a deeper understanding of managing diverse personalities to foster a harmonious and productive work environment.

**ESSENTIAL MICROSOFT EXCEL****09TH JUNE 2023 | BY MS AGALYAPERUMAL | HRDF CERTIFIED TRAINER**

MiWEPS webinar on Microsoft Excel Basics, conducted by Ms. Agalya Perumal, was successfully held on June 9th, 2023, from 8:00pm to 9:00pm. The session attracted 10 registered participants eager to enhance their Excel proficiency. Ms. Agalya Perumal expertly guided attendees through fundamental Excel functionalities, covering essential tips and techniques. The webinar provided valuable insights and practical knowledge beneficial for both personal and professional use of Excel.

Overall, the event effectively fulfilled its objective of educating MiWEPS members on foundational Excel skills in an engaging and informative manner.



These three webinars were intended mainly for Council members so that they will be able to use these skills in their projects.

PLANNING AN EVENT OR PROJECT

23RD JUNE 2023 14TH APRIL 2023

BY DR.MARIA RUFINA | ACE BIZNEZ ACADEMY

This webinar is all about how to plan and execute any projects or event. It covered crucial points of a project including creating a roadmap, budgeting, assembling the right team, and managing timelines.

CREATING FLYERS 14TH JULY 2023

BY DR.MARIA RUFINA | ACE BIZNEZ ACADEMY

This session aimed to teach participants how to design visually appealing and effective flyers in a short timeframe of 15 to 30 minutes. A total of 14 participants joined the webinar, eager to enhance their graphic design skills and create impactful promotional materials. Dr. Maria guided attendees through practical techniques and tools for flyer creation, empowering them to produce eye-catching designs efficiently.

HOW TO MODERATE EVENT VIA ZOOM 28TH JULY 2023

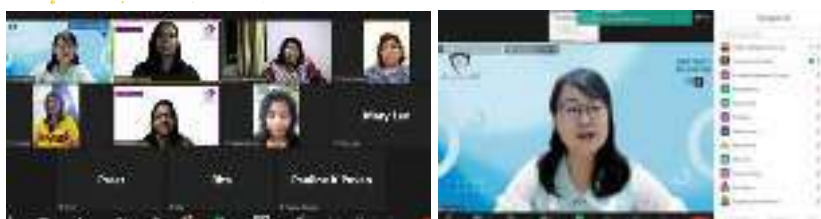
BY DR.MARIA RUFINA | ACE BIZNEZ ACADEMY

As MiWEPS is embarking on series of webinars, this topic aimed at preparing the council members to become moderators of these virtual events. Valuable insights on effective moderation techniques, how to start a session before handing it over to the speaker and how to manage technical aspects seamlessly, are some of the points addressed.

THE POWER OF PROPERTY REFINANCING

10TH AUGUST 2023 | BY JOANNE TAN POH LIAN

On 10th August, 2023, from 8:00 PM to 9:30 PM, Ms. Joanne conducted an engaging webinar titled "The Power of Property Refinancing," attended by 16 participants via Zoom. The session covered crucial topics such as assessing financial situations, understanding debt consolidation, exploring refinancing options, creating personalized debt repayment plans, and tips for long-term financial success. Attendees learned how to identify their debts and monthly commitments, the benefits of consolidating debts, and effective strategies for refinancing. The webinar provided practical guidance for achieving financial stability and maintaining a healthy financial outlook, receiving positive feedback for its valuable insights and actionable advice.



**KWSP: TOWARDS A BETTER FUTURE – KEEP YOUR GOLDEN YEARS SHINING
24TH AUGUST 2023 | BY MS MOGANA MURUGAN | KWSP**

On 24th August 2023, from 8:00 PM to 9:30 PM, MiWEPS hosted an enlightening webinar titled "Towards A Better Future: Keep Your Golden Years Shining," conducted by Ms. Mogana, a KWSP Advisor. The session attracted 23 participants and covered essential topics, including basic financial planning, the importance of planning for retirement with EPF, and an overview of the EPF scheme and its benefits. Attendees gained valuable insights into effective financial planning strategies and the significance of securing their future through EPF. The webinar was highly informative and well-received, providing participants with practical knowledge to enhance their financial well-being and retirement planning.



**ACTIVATING LINKEDIN
07TH SEPTEMBER 2023 | BY MS JAMUNA KARMEHEN | JAMZ ACADEMY**

On 7th September 2023, from 8:00 PM to 9:30 PM, MiWEPS conducted a webinar titled "Activating LinkedIn," led by Ms. Jamuna and attended by 16 participants. The session emphasized the importance of having an active LinkedIn profile for professional visibility and networking. Participants were guided through the process of creating and optimizing their LinkedIn profiles, learning best practices for engagement and leveraging the platform to enhance their professional presence. The webinar was interactive and well-received, equipping attendees with the skills and knowledge to effectively utilize LinkedIn for their career advancement.



**INSURING THE FUTURE:
A DEEP DIVE INTO MODERNIZING BUSINESS SUCCESSION AND LEGACY PLANNING
23TH NOVEMBER 2023 | BY JOANNE TAN POH LIAN**

In this webinar, Ms Poh Lian emphasised on the critical yet often overlooked aspects of securing a business's continuity and legacy. It addressed the fundamentals of legacy planning and business succession, shedding light on the current challenges and limitations of traditional methods.

It emphasized the pressing need for modernization in today's dynamic business landscape, highlighting the strategic role of insurance in ensuring seamless transitions. With a special focus on key person insurance, participants gained insights into safeguarding their businesses and building lasting legacies.



**BREAKING YOUR LIMITING BELIEFS THROUGH NLP
14TH DECEMBER 2023 | BY DR NAWARMANI | AWAN TRAINING & CONSULTANCY**

Our webinar on 14th December 2023, titled "Breaking Your Limiting Beliefs Through NLP: Do You Know Your Inner Power?" was a transformative journey of self-discovery and empowerment. Led by Dr. Nawa, the session delved into the profound impact of Neuro-Linguistic Programming (NLP), helping participants identify and overcome limiting beliefs that hinder personal growth. Fifteen attendees engaged enthusiastically, exploring practical tools and techniques to unleash their untapped potential and set themselves on a path of empowerment for 2024. The webinar fostered a supportive environment for participants to challenge their self-imposed limitations and embark on a journey towards achieving their goals with renewed confidence and clarity.



OTHER EVENTS

MiWEPS MOVIE NITE

On 1st October 2023, we enjoyed a delightful outing to watch "Chandramukhi 2" at TGV Cinema Pavilion 2 in Bukit Jalil. The event started at 5:00 PM and brought together a fantastic group of members who bonded over popcorn and the thrilling movie experience. The evening was filled with laughter, excitement, and a shared love for cinema. It was a wonderful opportunity to connect and enjoy a great film together, leaving everyone looking forward to more such enjoyable gatherings in the future from activities organized by us. MiWEPS also works in collaboration with other organizations by supporting their activities and the same time exposing as many members as possible to other networks and opportunities.



**NCWO INTERNATIONAL
WOMEN'S DAY CELEBRATION
8TH MARCH 2023**



**INDIAN HIGH COMMISSION'S
INTERNATIONAL WOMEN'S DAY CELEBRATION
9TH MARCH 2023**



**HI - TEA BY KEMENTERIAN SUMBER MANUSIA
IN CONJUNCTION WITH CHITTIRAI PUTHANDU ON 15TH APRIL 2023**



**PERSIDANGAN PERWAKILAN DWI TAHUNAN NCWO 28
29TH APRIL 2023 | DEWAN BESAR LPPKN**



**DIALOGUE SESSION WITH YB SARASWATHY & INDIAN ENTREPRENEURS COMMUNITY
30TH SEPTEMBER 2023 | AUDITORIUM ANGKASA**



**WOMEN EXCHANGE NETWORK BY WEN
16TH NOVEMBER 2023 | THE COLONY, START BOULEVARD**



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.

PREPARED ON BEHALF OF THE MANAGEMENT COUNCIL


MS. INDRANI VARTHARAJU
 Assistant Secretary General

AUDITED FINANCIAL REPORT AS AT 31ST DECEMBER 2023



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

**Society No.: PPM-008-14-19022016
(Registered in Malaysia)**

AUDITED FINANCIAL STATEMENTS 31ST DECEMBER 2023

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MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER,
ENTREPRENEURS AND PROFESSIONALS (MiWEPS)
Registration No. PPM-008-14-19022016 (Registered in Malaysia)

STATEMENT BY MEMBERS OF THE MANAGEMENT COUNCIL

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 the following pages are properly drawn up so as to give a true and fair view of the state of affairs of the association at 31st December 2023 and result of its operation and its receipts and payments for the year then ended.

ON BEHALF OF THE MANAGEMENT COUNCIL



DR MARIA RUFINA
PRESIDENT



MS. VIJAYA LACHME MUNUSAMY
TREASURER

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

We have audited the financial statements of Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals (MiWEPS), which comprise the statement of financial position as at 31st December 2023, and the statement of income and expenditure and have obtained all the information and explanation required.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the association as at 31st December 2023, and of its financial performance and its cash flows for the financial year then ended in accordance with the requirements of the Societies Act, 1966.



PUVANESHWARY C KARTHIGEYAN
HONORARY INTERNAL AUDITOR



DIANA SABRIN DHAMODARAN
HONORARY INTERNAL AUDITOR

Dated: 10th January 2024

**MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER,
ENTREPRENEURS AND PROFESSIONALS (MiWEPS)****Registration No. PPM-008-14-19022016 (Registered in Malaysia)****STATEMENT OF INCOME AND EXPENDITURE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023**

	NOTES	2023	2022
INCOME			
Membership Subscriptions & Renewals	1	6,100	3,850
Membership Entrance Fees	1	300	-
Webinars	1	540	-
Car Booth Revenue		-	1,180
Misc Income – T-Shirts	1	<u>150</u>	<u>105</u>
		<u>7,090</u>	<u>5,135</u>
LESS: EXPENDITURE		(22,275)	(5,782)
EXPENDITURE			
AGM Expenses 2022		1,730	-
Bank Charges		259	7
Car booth Expenses		-	970
Food & Beverages for Council Meetings		482	619
Inspiring Mentorship	2	8,115	-
MiWEPS Hi-Tea	3	1,614	-
Office Rental	4	2,400	2,400
Printing & Stationeries		160	706
Strategic Workshop - Ipoh	5	6,940	-
Team Building - Melaka		414	-
Telephone Charges		704	1,080
Website & wix.com	6	<u>4,457</u>	<u>-</u>
		<u>27,275</u>	<u>5,782</u>
TOTAL (DEFICIT) / SURPLUS FOR THE FINANCIAL YEAR		(20,185)	(647)

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

FINANCIAL AUDITED REPORT AS AT 31ST DECEMBER 2023

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

Registration No. PPM-008-14-19022016 (Registered in Malaysia)

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	NOTES	2023 RM	2022 RM
Assets			
Current Assets			
Cash and Bank Balances	7	26,524	48,048
Deposit	8	<u>1,800</u>	<u>1,800</u>
		28,324	49,848
Total Assets		<u>28,324</u>	<u>49,848</u>
Equity and Liability			
Current Liability			
Other payables and accruals, representing total Liability	9	<u>61</u>	<u>1,400</u>
Net Current Assets		<u>28,263</u>	<u>48,448</u>
Net Assets		<u>28,263</u>	<u>48,448</u>
Accumulated Funds			
Balance at beginning Financial year		48,448	49,095
Deficit for the financial year		<u>(20,185)</u>	<u>(647)</u>
Balance at end of financial year		<u>28,263</u>	<u>48,448</u>
Total Funds		<u>28,263</u>	<u>48,448</u>

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

**MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER,
ENTREPRENEURS AND PROFESSIONALS (MiWEPS)**

Registration No. PPM-008-14-19022016 (Registered in Malaysia)

**STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023**

	2023 RM	2022 RM
Cash and Bank Balances as at 1 Jan	<u>47,673</u>	<u>49,695</u>
RECEIPTS:		
Member Subscription	6,100	3,850
Membership Entrance Fees	300	-
Webinar	540	-
Car Booth Revenue	-	1,180
Misc Income	<u>150</u>	<u>105</u>
	<u>7,090</u>	<u>5,135</u>
Less: Payments	<u>27,275</u>	<u>5,582</u>
Cash and Bank Balances as at 31 December	<u>26,524</u>	<u>48,048</u>
Payments:		
AGM Expenses 2022	1,730	-
Bank Charges	259	7
Car Booth Expenses	-	970
Food and beverages for Council Meetings	482	619
Inspiring Mentorship	8,115	-
MiWEPS Hi-Tea	1,614	-
Office Rental	2,400	2,200
Printing and Stationeries	160	706
Strategic Workshop – Ipoh	6,940	-
Team Building – Melaka	414	-
Telephone Charges	704	1,080
Website and wix.com	<u>4,457</u>	<u>-</u>
	<u>27,275</u>	<u>5,582</u>

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

NOTES TO ACCOUNTS

**MALAYSIAN ORGANIZATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER,
ENTREPRENEURS AND PROFESSIONALS (MiWEPS)**

Registration No. PPM-008-14-19022016 (Registered in Malaysia)

1. Income	2023	2022
	RM	RM
Member Subscription & Entrance Fees (17)	6,400	3,850
Clubs and activities contribution – Webinars	540	-
Other miscellaneous income – (T-shirts)	<u>150</u>	<u>1,285</u>
	<u>7,090</u>	<u>5,135</u>
2. Inspiring Mentorship	8,115	-
Food – 150 pax, Souvenirs for 44 Mentors, Press, Miscellaneous expenses		
3. MiWEPS Hi-Tea @ Bespoke Hotel – 20.05.2023	1,614	-
Cost of the Hi-Tea	3,184	
Amount collected	<u>1,550</u>	
4. Rental	2,400	2,400
RM200.00 per month MiWEPS Office Space		
5. Strategic Workshop in Ipoh – 28 till 30.03.2023	6,940	-
Newly elected Management Council – Brainstorming session, Teambuilding activities, aligning with MiWEP's goals		
6. Website & Wix.com	4,457	-
2 years registration fees of MiWEP's website domain ending May 2025. Change of Website provider to revamp MiWEP's website with monthly updates.		
7. Cash & Bank Balances	26,524	48,048
CIMB Acc No. 8008043286	22,462	
CIMB Acc No. 8009143962	3,939	
Petty Cash	<u>123</u>	
8. Deposit	1,800	1,800

MiWEPS Office Space

9. Other payables and accruals 61 1,400

Digi Bill – December, 2023

Financial Instruments

Classification of financial instruments

Financial assets and financial liabilities are measured on an ongoing basis at amortised cost. The principal accounting policies of the Society described how the class of financial instruments are measured, and how income and expenses, including fair value gains and losses are recognised. The following table analysed the financial assets and financial liability in the statement of financial position by the class of financial instrument to which they are assigned, and therefore by the measurement basis.

	2023	2022
	RM	RM
Assets		
Cash and bank balances	26,524	48,048
Deposit	<u>1,800</u>	<u>1,800</u>
Total financial assets at amortised cost	<u>28,324</u>	<u>49,848</u>
Liability		
Other payables and accruals, representing total financial liability at amortised cost	<u>61</u>	<u>1,400</u>

MIWEPS MEMBERS AS AT 31ST DECEMBER 2023

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PRESIDENT & SECRETARY GENERAL

TERMS	YEAR	PRESIDENT	SECRETARY GENERAL
Term 1	2016-2018	Dr. Maria Rufina	Dr. Bawani Nesamany / Ms. Nawarmani Ramachandran
Term 2	2018-2020	Dr. Maria Rufina	Dr. Cecilliann Veronica
Term 3	2020-2022	Dr. Nawarmani Ramachandran	Dr. Sivajothi Suppiah / Ms. Bhawaani Visunathan
Term 4	2022-2024	Dr. Maria Rufina	Ms. Shoba a/p Radha / Ms. Indrani Vartharaju

NO	NAME	STATE	NO	NAME	STATE			
ORDINARY MEMBERS								
1	Amaravathi A/P Navaratnam	S	30	Santhi a/p Subramaniam	WP			
2	Ass.Prof Datin Dr. Rohini Devi	S	31	Santhi AP Velusamy	S			
3	Bhaawani Visunathan	WP	32	Shantini Satguna Rajah	S			
4	Bhavani Raman	S	33	Shoba a/p Radha	S			
5	Datin Seri Manimala Sembiah	S	34	Sumathi Thoondi	S			
6	Devi Letchmanan	S	35	V.Indrani a/p Vartharaju	S			
7	Diana Sabrin a/p Dhamodaran	J	36	Vijaya Latchme a/p Munusamy	S			
8	Dr. Cecilliann Veronica	WP	37	Yogeswary Thamichelvam	S			
9	Dr. Maria Rufina	S	38	N D Amsa Devi Damodaran	WP			
10	Dr. Nalini A/P Arumugam	T	39	Nirmaladevi A/P V. Devarajoo	S			
11	Dr. Nawar Mani Ramachandran	S	40	Shri Dahinoor a/p John Britto	S			
12	Dr. Pusfa Ramasamy	S	41	Hemalatha Subramaniam	S			
13	Fauziah Bibi Binti Abdul Aziz	S	42	Fawzia Begum	S			
14	Geetha Kumar a/p C.M.Kumar	S	43	Dr. Sivajothi Suppiah	S			
15	Jamuna Karmehen	S	44	Nazihah Binti Abdullah	S			
16	Juliana A/P James	S	45	Manaha Devi	S			
17	Lekha Bhai	S	46	Bama V.V Menon	N9			
18	Lourdemary A/P Santhanam	M	47	Agnes A/P Pernandis	WP			
19	Mahalakshmi A/P N. Narayanan	S	48	Hakshaya Prathaa	S			
20	Manimala Ponnampalam	S	49	Guneswari A/P Rajah	WP			
21	Meenakshi Kantasamy	WP	50	Valarmaty A/P Suppiah	S			
22	Nagadevi Narayanan	WP	51	Kalaivanie A/P Balakrishnan	M			
23	Nirvere Kaur	K	52	Mary Rosaline a/p J A Alphonse	S			
24	Noormala Atiqah Bt Abdullah	J	53	Vijaiyaletchumy A/P Palaniappan	WP			
25	Preet Kaur	WP	54	Mina Pushpanathan Bhaurao Inamdar	S			
26	Prēmasundari Ramakrishnan	S	55	Shaana Shaahada Binti Abdullah	PRK			
27	Puvaneswary A/P Karthigeyan[Pauline]	S	56	Gauri A/p Maniam	PRK			
28	Rita Dhamodaran	J	57	Sarasijam nair	S			
29	S. Santhy A/P Shanmugam	S	58	S.Subatara A/P Shunmuganathan	WP			
ASSOCIATE MEMBERS								
59	See Thoo Mei Teng	PHG	60	Tan Poh Lian	WP			
State	Symbol	Count	State	Symbol	Count	State	Symbol	Count
Selangor	S	37	Melaka	M	2	Negeri Sembilan	N9	1
Wilayah	W	12	Perak	PRK	2	Pahang	PHG	1
Johor	J	3	Kedah	K	1	Terengganu	T	1



MiWEPS

(PPM-008-14-19022016)

**Malaysian Organization for Development of Indian
Women in Career, Entrepreneurs and Professionals**
*(Pertubuhan Pembangunan Wanita India Bekerjaya, Profesional Dan
Usahawati Malaysia)*

CONSTITUTION

As at 8th AGM – 09 Sep 2023

www.miweps.org

Isi Kandungan

Klausa	Tajuk
Klausa 1	Senarai Pindaan Lepas
Klausa 2	Nama
Klausa 3	Alamat
Klausa 4	Matlamat
Klausa 5	Keahlian
Klausa 6	Pemberhentian dan Pemecatan Ahli
Klausa 7	Sumber Kewangan
Klausa 8	Mesyuarat Agung
Klausa 9	Jawatankuasa
Klausa 10	Kewajipan - kewajipan Pegawai
Klausa 11	Kewangan
Klausa 12	Juruaudit
Klausa 13	Pentadbir Harta
Klausa 14	Tafsiran Perlembagaan Pertubuhan
Klausa 15	Penasihat / Penaung
Klausa 16	Larangan
Klausa 17	Pindaan Perlembagaan
Klausa 18	Pembubaran
Lampiran	Bendera, Lambang dan Lencana

Senarai Pindaan Perlembagaan Yang Lepas Setakat AGM ke-8 pada 9 September 2023

No	Klausa	Tajuk	Jenis	Tujuan
1	Klausa 7 (4)	Mesyuarat Agung	Ubah	Notis melalui elektronik
2	Klausa 8 (1)	Jawatankuasa	Ubah	Bilangan Ahli Jawatankuasa Bar adalah 12
3	Klausa 8 (1)ii	Jawatankuasa	Ubah	Bekas Pengerusi menjadi Penasihat secara automatik
4	Klausa 8 (5)	Jawatankuasa	Ubah	Pembetulan: Mesyuarat sekurang-kurangnya 2 kali setahun
5	Klausa 8 (3)	Jawatankuasa	Ubah	Tambah kriteria untuk ahli Exco
6	Klausa 8 (5)	Jawatankuasa	Baru	Keputusan hal penting
7	Klausa 8 (12)	Jawatankuasa	Ubah	AJK yang letak jawatan tak boleh pegang jawatan untuk 1 penggal
8	Klausa 10 (3)	Kewangan	Baru	Tandatangan Bendahari adalah wajib

PERLEMBAGAAN BAGI PERTUBUHAN INDUK
PERTUBUHAN PEMBANGUNAN WANITA INDIA BEKERJAYA, PROFESIONAL DAN USAHAWATI MALAYSIA
(Malaysian Organization For Development Of Indian Women In Career, Entrepreneurs And Professionals)
(MIWEPS)
(PPM-008-14-19022016)

KLAUSA 1		NAMA
	(1)	Pertubuhan ini dikenali dengan nama Pertubuhan Pembangunan Wanita India Bekerjaya, Profesional Dan Usahawati Malaysia (Malaysian Organization For Development Of Indian Women In Career, Entrepreneurs And Professionals) (MIWEPS). Selepas ini disebut Pertubuhan.
	(2)	Takrif Nama : MiWEPS
	(3)	Bertaraf : Kebangsaan
KLAUSA 2		ALAMAT
	(1)	Alamat berdaftar dan tempat urusan pertubuhan ialah NO. 20, JALAN BUKIT 11/2, SECTION 11, 46200 PETALING JAYA, SELANGOR atau di tempat lain atau tempat-tempat yang akan ditetapkan dari semasa ke semasa oleh Jawatankuasa Pusat; dan alamat untuk surat-menyurat adalah NO. 20, JALAN BUKIT 11/2, SECTION 11, 46200 PETALING JAYA, SELANGOR atau di tempat lain atau tempat-tempat yang akan ditetapkan dari semasa ke semasa oleh Jawatankuasa Pusat;
	(2)	Tempat urusan berdaftar dan alamat surat-menyurat Pertubuhan tidak boleh diubah tanpa kebenaran Pendaftar Pertubuhan terlebih dahulu.
KLAUSA 3		MATLAMAT
		Tujuan Pertubuhan adalah seperti berikut :
	(1)	Sebagai satu landasan untuk menyatukan kesemua wanita india yang bekerjaya, Professional dan usahawati serta sebagai penyumbang idea / kepakaran serta mewujudkan satu kumpulan pakar wanita yang bekerjaya, professional dan usahawati yang berkemampuan menjadi mentor untuk generasi akan datang.
	(2)	Menjadi sebuah pertubuhan yang menggalakkan wanita india yang menggunakan segala bantuan dan fasiliti yang disediakan oleh kerajaan dan berfungsi sebagai sebuah pertubuhan yang mewujudkan jaringan dan persahabatan antara wanita india yang bekerjaya, professional dan usahawati di Malaysia.
	(3)	Menyediakan platform yang berniat untuk mempertingkatkan taraf wanita india di Malaysia secara holistik dan menjadi sumber menggalakkan perkembangan wanita india dalam Inovasi dan teknologi di seluruh malaysia.
	(4)	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 serta untuk mengadakan aktiviti-aktiviti untuk mengutip yuran/derma/ dana yang ditetapkan oleh jawatankuasa bagi tujuan menaikkan taraf kewangan pertubuhan mengikut undang-undang negara.
	(5)	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 dan juga 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.
	(6)	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 dan membangunkan kumpulan pakar wanita India berkerjaya, profesional dan usahawati Malaysia.
KLAUSA 4		KEAHLIAN
	(1)	Keahlian Pertubuhan adalah seperti berikut:
		A. AHLI BIASA (i) Kewarganegaraan: Warganegara Malaysia (ii) Umur Minima: 18 tahun (iii) Tempat Tinggal: Malaysia (iv) Keturunan: India (v) Jantina: Perempuan (vi) Agama: Semua (vii) Kriteria Keahlian Yang Lain: Terbuka kepada wanita [individu-individu] samada berkerjaya, profesional mahupun usahawati yang memiliki perkhidmatan atau perdagangan sendiri ataupun bekerja, dengan atau untuk, syarikat lain.
		B. AHLI BERSEKUTU Terbuka kepada wanita yang tidak memenuhi kriteria ahli biasa. Mereka tiada hak mengundi.
		C. AHLI KEHORMAT Terdiri daripada mereka yang berjasa kepada masyarakat dan boleh memberi sumbangan kepada pertubuhan. Mereka ditentukan oleh Jawatankuasa dan terkecuali dari pembayaran yuran.
		D. AHLI PERTUBUHAN BERGABUNG i. Terbuka kepada Pertubuhan wanita ataupun sayap wanita bagi mana mana pertubuhan. ii. Mana mana wakil akan menikmati segala keistimewaan sebagai ahli MiWEPS tanpa hak mengundi.
	(2)	Tiap-tiap permohonan menjadi ahli hendaklah dicadangkan dan disokong oleh ahli dan dihantar kepada Setiausaha yang dikehendaki mengemukakan permohonan itu dengan secepat mungkin kepada Jawatankuasa untuk dipertimbangkan. Jawatankuasa boleh mengikut budi bicaranya menolak sebarang permohonan tanpa memberi sebab.
	(3)	Tiap-tiap pemohon yang permohonannya telah diluluskan seperti yang tersebut di atas, hendaklah setelah membayar bayaran masuk dan yuran pertama seperti yang ditetapkan hendaklah diterima menjadi ahli Pertubuhan.
KLAUSA 5		PEMBERHENTIAN DAN PEMECATAN AHLI
	(1)	Ahli yang hendak berhenti daripada menjadi ahli Pertubuhan hendaklah memberi kenyataan bertulis 2 minggu terlebih dahulu kepada Setiausaha.
	(2)	Mana-mana ahli yang gagal mematuhi undang-undang Pertubuhan atau bertindak dengan cara yang akan mencemarkan nama baik Pertubuhan boleh dipecat atau digantung keahliannya bagi suatu tempoh sebagaimana yang difikirkan munasabah oleh Jawatankuasa. Sebelum Jawatankuasa memecat atau menggantung keahlian ahli tersebut,

		ahli itu hendaklah diberitahu akan sebab- sebab bagi pemecatan atau penggantungannya secara bertulis. Ahli tersebut juga hendaklah diberi peluang untuk memberi penjelasan dan membela dirinya. Pemecatan atau penggantungan itu hendaklah dilaksanakan melainkan mesyuarat agung menunda atau membatalkan keputusan itu atas rayuan oleh ahli tersebut.
	(3)	Jawatankuasa Disiplin i. Dilantik di dalam Mesyuarat Agung Tahunan melalui proses perlantikan menurut klausa 8(3) Perlembagan. ii. Jawatankuasa Disiplin yang dilantik di dalam Mesyuarat Agung Tahunan hendaklah terdiri tidak kurang daripada tiga (3) orang. iii. Sebarang calon yang memegang jawatan sebagai Pengerusi, Timbalan/ Naib Pengerusi, Setiausaha dan atau Exco atau sebarang ahli jawatankuasa tidak boleh dilantik dalam Jawatankuasa Disiplin. iv. Tempoh memegang jawatan adalah sama dengan tempoh jawatan Jawatankuasa Pusat. v. Jawatankuasa Disiplin hendaklah mengadakan siasatan serta mengemukakan laporan bertulis kepada Jawatankuasa Pusat untuk mengambil tindakan selanjutnya.
	(4)	Disiplin i. Tindakan disiplin boleh diambil ke atas sebarang ahli-ahli Jawatankuasa Pusat/ Negeri termasuk yang memegang sebarang jawatan, yang melanggar tanggungjawab Jawatankuasa Pusat dan/ atau Negeri yang terkandung dalam Perlembagaan ini. ii. Jawatankuasa Pusat menurut laporan bertulis daripada Jawatankuasa Disiplin boleh mengambil tindakan yang sewajarnya seperti yang telah diperuntukkan di dalam Perlembagaan seperti berikut: a) diberi amaran; atau b) digantung hak-haknya di dalam Pertubuhan; atau c) dipecat dan/ atau dibuang keahlian; iii) Seseorang pemegang Jawatankuasa Pusat dan/ atau Negeri yang tidak berpuas hati dengan keputusan Jawatankuasa Disiplin dan/ atau Jawatankuasa Pusat yang telah mengenakan tindakan disiplin oleh jawatankuasa bolehlah merayu kepada Mesyuarat Agung Tahunan.
KLAUSA 6		SUMBER KEWANGAN
		Sumber kewangan Pertubuhan ini adalah daripada:
	(1)	Bayaran Masuk RM50.00 (Ringgit Malaysia LIMA PULUH Sahaja) Wajib dibayar untuk semua keahlian baru.
	(2)	Yuran Tahun Pertama i) Bayaran tertakluk kepada bulan mana seseorang menjadi ahli. Ahli yang berdaftar pada bulan Januari dan Februari dikenakan yuran sebanyak RM100, bulan Mac sebanyak rm90, bulan April sebanyak RM80, bulan Mei sebanyak RM70, bulan Jun sebanyak RM60, bulan Julai sebanyak RM50, bulan Ogos sebanyak RM40, bulan September sebanyak RM30, bulan Oktober sebanyak RM20, bulan November sebanyak RM10 dan bulan Disember sebanyak RM10. ii) Wanita Kategori B40 dikecualikan daripada yuran tahun pertama.
	(3)	Yuran Tahunan i) RM100.00 (Ringgit Malaysia Satu Ratus Sahaja) ii) Yuran tahunan hendaklah dijelaskan kepada Bendahari terlebih dahulu dalam tempoh 60 hari dari awal tiap tiap tahun.
	(4)	Yuran Ahli Pertubuhan Bergabung i) Yuran Masuk : RM50 (Ringgit Malaysia Lima Puluh Sahaja)

		ii) Yuran Tahunan : RM250 (Ringgit Malaysia Dua Ratus Lima Puluh Sahaja)
	(5)	Ahli yang membiarkan hutang yurannya lebih dari satu tahun akan menerima peringatan melalui email/whatsapp oleh wakil setiausaha dan hilanglah hak – hak keistimewaan sebagai ahli sehingga hutangnya dijelaskan.
	(6)	Ahli yang membiarkan hutangnya sebanyak lebih dari jumlah yuran bagi dua tahun berturut-turut dengan sendirinya terhenti daripada menjadi ahli pertubuhan dan Jawatankuasa boleh memerintahkan supaya tindakan sah diambil terhadapnya dengan syarat mereka berpuas hati yang ahli itu telah menerima kenyataan berkennana hutangnya terlebih dahulu.
	(7)	Yuran Khas atau kutipan wang daripada ahli ahli untuk perkara yang tertentu boleh dipungut dengan persetujuan mesyuarat agung ahli ahli.
	(8)	Sumbangan Pertubuhan ini dibenarkan untuk menerima sumbangan dalam bentuk wang dan barangan. Sumbangan berbentuk wang hendaklah diisytiharkan dengan jelas dan tepat dalam Penyata Tahunan Pertubuhan.
	(9)	Kegiatan Ekonomi Pertubuhan ini boleh menjalankan kegiatan ekonomi seperti menjual, membeli, melabur, menyewa, memiliki harta alih dan tak alih serta lain-lain kegiatan ekonomi.
KLAUSA 7		MESYUARAT AGUNG
	(1)	Pengelolaan Pertubuhan ini terserah kepada mesyuarat agung ahli-ahli. Sekurang-kurangnya satu perdua (1/2) daripada jumlah ahli yang berhak mengundi atau dua kali jumlah ahli Jawatankuasa, mengikut mana yang kurang, hendaklah hadir di dalam mesyuarat agung bagi mengesahkan perjalanan mesyuarat dan mencukupi korum untuk mesyuarat.
	(2)	Jika korum tidak cukup selepas setengah jam daripada waktu yang telah ditetapkan untuk mesyuarat, maka mesyuarat itu hendaklah ditangguhkan kepada suatu tarikh tidak lebih daripada 30 hari yang ditetapkan oleh Jawatankuasa; dan jika korum tidak cukup selepas setengah jam daripada waktu yang telah ditetapkan untuk mesyuarat yang ditangguhkan itu, maka berkuasalah ahli-ahli yang hadir menjalankan mesyuarat tetapi tidaklah berkuasa meminda undang-undang Pertubuhan.
	(3)	Mesyuarat Agung Tahunan bagi Pertubuhan hendaklah diadakan dalam tempoh 18 bulan daripada tarikh Mesyuarat Agung tahunan terakhir tetapi tidak lewat daripada 18 bulan pada tarikh, masa dan tempat yang ditetapkan oleh Jawatankuasa. Agenda Mesyuarat Agung Tahunan adalah: a) mempertimbangkan laporan Jawatankuasa berkenaan aktiviti pertubuhan yang lalu b) mempertimbangkan laporan Bendahari dan penyata kewangan yang telah diaudit c) memilih ahli-ahli Jawatankuasa dan melantik Juruaudit (jika berkenaan) d) menguruskan perkara-perkara lain yang dibentangkan di dalam mesyuarat itu
	(4)	Setiausaha hendaklah menghantar kepada tiap-tiap ahli sekurang-kurangnya 14 hari sebelum Mesyuarat Agung Tahunan diadakan satu Notis dan Agenda mesyuarat termasuk salinan minit mesyuarat dan laporan aktiviti tahunan serta penyata kewangan Pertubuhan bagi tahun lalu yang telah diaudit melalui elektronik. Salinan dokumen-dokumen ini juga hendaklah dibekalkan untuk dibaca oleh ahli-ahli di alamat tempat urusan Pertubuhan.
	(5)	Mesyuarat Agung Khas bagi pertubuhan ini boleh diadakan: a) bila difikirkan mustahak oleh Jawatankuasa; atau b) atas permintaan beramai-ramai dengan bertulis oleh tidak kurang dari satu perlima (1/5) dari jumlah ahli yang berhak mengundi dengan menerangkan tujuan dan sebab

		mengadakannya. Permintaan ini hendaklah dihantar kepada Setiausaha Pertubuhan.
	(6)	Mesyuarat Agung Khas yang diminta oleh ahli-ahli hendaklah diadakan pada satu tarikh di dalam tempoh satu bulan dari tarikh penerimaan permintaan mesyuarat itu.
	(7)	Pengumuman dan agenda untuk Mesyuarat Agung Khas itu hendaklah diedarkan oleh Setiausaha kepada semua ahli-ahli sekurang-kurangnya 14 hari sebelum tarikh yang telah ditetapkan untuk bermesyuarat.
	(8)	Fasal 7(1) dan 7(2) di dalam undang-undang ini berkenaan korum dan penangguhan Mesyuarat Agung Tahunan terpakai untuk Mesyuarat Agung Khas, tetapi dengan syarat jika korum tidak mencukupi selepas setengah jam dari waktu yang telah ditetapkan bagi Mesyuarat Agung Khas atas permintaan ahli-ahli itu, maka mesyuarat tersebut hendaklah dibatalkan dan dalam masa 6 bulan dari tarikh ini, Mesyuarat Agung Khas atas permintaan ahli-ahli dengan tujuan yang sama tidaklah boleh diadakan.
	(9)	Setiausaha hendaklah menghantar kepada tiap-tiap ahli satu salinan minit Mesyuarat Agung Tahunan dan Mesyuarat Agung Khas dalam tempoh 3 bulan setelah selesainya mesyuarat itu.
KLAUSA 8		JAWATANKUASA
	(1)	Satu Jawatankuasa seperti berikut yang dinamakan Pegawai Pertubuhan hendaklah dipilih Dua Tahun Sekali di dalam Mesyuarat Agung Tahunan. Seorang Pengerusi Seorang Timbalan Pengerusi Seorang Naib Pengerusi Seorang Setiausaha Seorang Penolong Setiausaha Seorang Bendahari 7 orang Ahli Jawatankuasa Biasa i) Penolong Setiausaha akan dilantik dari AJK yang dipilih didalam mesyuarat agung. ii) Bekas Pengerusi akan menjadi Penasihat secara automatik dengan syarat menyatakan persetujuannya secara bertulis terlebih dahulu.
	(2)	Pemegang-pemegang jawatan pertubuhan ini dan tiap-tiap pegawai yang menjalankan tugas eksekutif dalam Pertubuhan ini hendaklah terdiri daripada Warganegara Malaysia. Bukan warganegara hendaklah mendapatkan kelulusan daripada Pendaftar Pertubuhan terlebih dahulu.
	(3)	Nama-nama untuk jawatan-jawatan di atas hendaklah dicadangkan serta disokong dan pemilihan akan dijalankan dengan cara mengundi oleh ahli-ahli di dalam Mesyuarat Agung Tahunan. Semua pegawai boleh dipilih semula Dua Tahun Sekali. Pengerusi seharusnya berkhidmat secara aktif diperingkat eksekutif sekurang-kurangnya 1 terma (2 tahun). Timbalan Pengerusi dan Naib Pengerusi seharusnya berkhidmat secara aktif diperingkat eksekutif atau diperingkat jawatankuasa sekurang-kurangnya 1 terma (2 tahun). Badan Eksekutif seharusnya berkhidmat secara aktif diperingkat eksekutif atau peringkat Jawatankuasa untuk sekurang-kurangnya 1 terma (2 tahun). Ahli jawatankuasa seharusnya berkhidmat secara sukarela di dalam jawatankuasa sekurang-kurangnya untuk 1 terma (2 tahun). Untuk calon yang tidak memenuhi kriteria diatas, proses temuduga akan diadakan sebelum sesi pencalonan.
	(4)	Fungsi Jawatankuasa ialah mengelola dan mengaturkan kerja-kerja harian Pertubuhan dan membuat keputusan atas perkara-perkara mengenai perjalanan Pertubuhan mengikut dasar am yang telah ditetapkan oleh mesyuarat agung. Jawatankuasa seharusnya tidaklah boleh mengambil tindakan yang bertentangan dengan mesyuarat agung dengan tidak terlebih

		dahulu berhubung dengannya dan Jawatankuasa mestilah sentiasa mematuhi keputusan mesyuarat agung. Jawatankuasa hendaklah mengemukakan laporan berkenaan kegiatannya dalam tahun yang lalu kepada tiap-tiap Mesyuarat Agung.
	(5)	Jawatankuasa hendaklah bermesyuarat sekurang-kurangnya Dua kali dalam setahun. Notis bagi tiap-tiap mesyuarat hendaklah diberikan kepada ahli Jawatankuasa 7 hari terlebih dahulu. Pengerusi dengan bersendirian atau tidak kurang daripada 4 orang ahli Jawatankuasa bersama-sama boleh memanggil supaya diadakan mesyuarat Jawatankuasa pada bila-bila masa. Sekurang-kurangnya setengah (1/2) daripada bilangan ahli Jawatankuasa hendaklah hadir bagi mengesahkan perjalanan dan mencukupkan korum mesyuarat. (b) Semua hal penting mesti dihadapkan di hadapan semua bilangan ahli jawatankuasa untuk keputusannya dan hendaklah diputuskan dengan cara berikut:- Perkara-perkara mengenai dasar rasmi, kewangan dan kebajikan muktamad dan kepentingan Ahli-ahli hendaklah diputuskan oleh suara majoriti daripada bilangan ahli jawatankuasa.
	(6)	Jika timbul perkara mustahal yang berkehendakkan kelulusan Jawatankuasa dan mesyuarat Jawatankuasa tidak dapat diadakan, maka Setiausaha bolehlah mendapatkan kelulusan dari ahli-ahli Jawatankuasa secara pengedaran surat pekeliling. Syarat-syarat mengenainya seperti berikut mestilah disempurnakan sebelum keputusan Jawatankuasa. (a) Masalah yang dibangkitkan itu hendaklah dibutirkan dengan terang di dalam surat pekeliling yang diedarkan kepada tiap-tiap ahli Jawatankuasa. (b) Sekurang-kurangnya setengah daripada bilangan ahli Jawatankuasa mestilah menyatakan persetujuan atau bantahan mereka terhadap itu; dan (c) Keputusan hendaklah dengan undi yang terbanyak. Sebarang keputusan yang didapati melalui surat pekeliling hendaklah dilaporkan oleh Setiausaha kepada mesyuarat Jawatankuasa berikutnya untuk disahkan dan dicatitkan dalam minit.
	(7)	Ahli Jawatankuasa yang mungkir menghadiri mesyuarat Jawatankuasa tiga kali berturut-turut tanpa alasan yang memuaskan akan disifatkan sebagai telah meletakkan jawatan.
	(8)	Jika seorang ahli Jawatankuasa meninggal dunia atau meletakkan jawatan, calon yang kedua mendapat undi terbanyak di dalam pemilihan yang lalu hendaklah dipanggil untuk memenuhi kekosongan itu. Jika calon yang sedemikian tidak ada atau menolak jawatan itu, maka berkuasalah Jawatankuasa melantik ahli yang lain memenuhi kekosongan itu sehingga Mesyuarat Agung Tahunan.
	(9)	Jawatankuasa boleh memberi arahan kepada Setiausaha dan pegawai-pegawai lain untuk menjalankan urusan Pertubuhan, dan melantik pengurus dan kakitangan yang difikirkan mustahak. Ia boleh menggantung atau melucutkan jawatan sebarang pengurus atau kakitangan kerana cuai di dalam pekerjaan, curang, tidak cekap, engkar menjalankan keputusan Jawatankuasa, atau kerana sebab-sebab yang difikirkan boleh merosakkan kepentingan Pertubuhan.
	(10)	Jawatankuasa boleh menubuhkan Jawatankuasa Kecil jika difikirkan mustahak dan memberikan kewajipan khas kepada sebarang ahli Jawatankuasa.
	(11)	Jawatankuasa yang lama hendaklah menyerahkan semua dokumen Pertubuhan seperti sijil pendaftaran, perlembagaan berdaftar, salinan Penyata Tahunan, surat-surat maklumbalas, buku-buku akaun, buku bank, cek dan resit, geran-geran tanah, senarai aset dan sebagainya kepada Jawatankuasa baru.
	(12)	Jawatankuasa yang meletakkan jawatan atau ditamatkan atas sebarang sebab sebelum tamat

		tempoh jawatan mereka tidak dibenarkan kembali memegang sebarang jawatan dalam jawatankuasa organisasi untuk tempoh 2 tahun berturut-turut atau 1 penggal.
KLAUSA 9		KEWAJIPAN-KEWAJIPAN PEGAWAI
	(1)	Pengerusi dalam tempoh menyandang jawatannya, hendaklah menjadi pengerusi semua mesyuarat agung dan semua mesyuarat jawatankuasa dan bertanggungjawab atas kesempurnaan perjalanan semua mesyuarat. Ia mempunyai undi pemutus dan hendaklah menandatangani minit mesyuarat bila ia diluluskan.
	(2)	Timbalan Pengerusi hendaklah memangku tugas Pengerusi semasa ketiadaannya.
	(3)	Naib Pengerusi hendaklah memangku tugas Pengerusi dan Timbalan Pengerusi semasa ketiadaannya.
	(4)	Setiausaha hendaklah menjalankan kerja pentadbiran Pertubuhan mengikut perlembagaan dan hendaklah ia menjalankan semua perintah mesyuarat agung dan jawatankuasa. Ia bertanggungjawab mengendalikan urusan surat menyurat dan menyimpan semua rekod dan dokumen Pertubuhan, kecuali buku-buku akaun dan dokumen kewangan. Setiausaha hendaklah menyimpan buku daftar ahli yang mengandungi maklumat terperinci ahli mengikut kategori seperti nama, tempat dan tarikh lahir, nombor kad pengenalan, pekerjaan, nama dan alamat majikan dan alamat rumah kediaman tiap-tiap ahli. Ia hendaklah hadir dalam semua mesyuarat dan membuat catatan mesyuarat.
	(5)	Penolong Setiausaha hendaklah menolong Setiausaha menjalankan kerja-kerjanya dan memangku jawatan itu semasa ketiadaan Setiausaha.
	(6)	Bendahari adalah bertanggungjawab berkenaan semua hal kewangan Pertubuhan. Dia hendaklah bertanggungjawab sepenuhnya atas ketepatan penyata kewangan pertubuhan yang terdiri daripada penyata penerimaan dan perbelanjaan serta kunci kira-kira.
	(7)	Ahli Jawatankuasa Biasa hendaklah membantu Jawatankuasa dalam menjalankan tugas yang diarahkan olehnya.
KLAUSA 10		KEWANGAN
	(1)	Tertakluk kepada peruntukan-peruntukan berikut dalam perlembagaan ini wang Pertubuhan ini boleh digunakan untuk perkara-perkara yang berfaedah bagi menjalankan tujuan-tujuan Pertubuhan, termasuklah belanja pentadbiran, bayaran gaji, biayaan dan perbelanjaan pegawai-pegawai dan kakitangan yang bergaji serta upah juruaudit.
	(2)	Bendahari dibenarkan menyimpan wang tunai tidak lebih daripada RM500.00 (Ringgit Malaysia Lima Ratus sahaja) pada sesuatu masa. Wang yang lebih dari jumlah itu mestilah dalam tempoh 7 hari dimasukkan ke dalam akaun bank atas nama Pertubuhan.
	(3)	Segala cek atau kenyataan pengeluaran wang dari akaun Pertubuhan hendaklah ditandatangani oleh sebarang dua dari pegawai berikut iaitu, Pengerusi, Setiausaha dan Bendahari. Walaubagaimanapun, Jawatankuasa berhak melantik sesiapa antara mereka sebagai pengganti untuk menandatangani cek atau pengeluaran wang Pertubuhan semasa ketiadaan mana-mana penandatangan tersebut. Tandatangan Bendahari mestilah wajib.
	(4)	Perbelanjaan yang lebih daripada RM5000.00 (Ringgit Malaysia Lima Ribu sahaja) bagi sesuatu masa tidak boleh dibayar dengan tidak diluluskan terlebih dahulu oleh Jawatankuasa, dan perbelanjaan yang lebih daripada RM50000.00 (Ringgit Malaysia Lima Puluh Ribu sahaja) bagi sesuatu masa tidak boleh dilakukan tanpa mendapat kebenaran mesyuarat agung terlebih dahulu. Perbelanjaan RM5000.00 (Ringgit Malaysia Lima Ribu sahaja) dan ke bawah bagi sesuatu masa boleh diluluskan oleh dua dari pegawai berikut; Pengerusi, Setiausaha dan Bendahari.

	(5)	Penyata kewangan bagi setahun hendaklah disediakan oleh Bendahari dan diperiksa oleh Juruaudit yang dilantik di bawah Fasal 11 perlembagaan ini dengan seberapa segera setelah tamatnya tahun kewangan. Penyata kewangan yang telah diaudit itu hendaklah diedarkan untuk makluman ahli-ahli dan dikemukakan untuk diluluskan oleh Mesyuarat Agung Tahunan yang berikut. Setiap salinan tersebut hendaklah dibekalkan untuk makluman ahli di tempat urusan Pertubuhan.
	(6)	Tahun kewangan Pertubuhan ini hendaklah bagi tempoh 12 bulan iaitu bermula dari 1 Januari.
	(7)	AJK yang menghadiri mesyuarat bulanan dari luar negeri dibenarkan menuntut elaun perjalanan dalam lingkungan RM50 – RM100.
KLAUSA 11		JURUAUDIT
	(1)	Dua orang yang bukannya pegawai Pertubuhan hendaklah dilantik di dalam Mesyuarat Agung Tahunan sebagai Juruaudit. Mereka yang memegang jawatan selama SATU TAHUN boleh dilantik semula.
	(2)	Juruaudit adalah dikehendaki memeriksa penyata kewangan Pertubuhan bagi SATU TAHUN. Juruaudit hendaklah membuat perakuan dan menandatangani penyata kewangan tersebut untuk pertimbangan Mesyuarat Agung Tahunan. Mereka juga dikehendaki pada bila-bila masa oleh Pengerusi mengaudit penyata kewangan Pertubuhan pada bila-bila masa di dalam tempoh perkhidmatan mereka dan membuat laporan kepada Jawatankuasa.
KLAUSA 12		PENTADBIR HARTA
	(1)	Segala harta tidak alih Pertubuhan hendaklah didaftarkan atas nama Pertubuhan dan segala surat cara pelaksanaan berkaitan dengan harta ini dianggap sah dan berkuatkuasa seolah-olah ianya telah dilaksanakan oleh seorang tuan punya berdaftar dengan syarat surat cara itu disempurnakan oleh 3 orang pemegang jawatan pertubuhan pada masa itu yang mana perlantikan mereka disahkan melalui sijil perakuan yang dikeluarkan oleh Pendaftar Pertubuhan dan dimeteri dengan meteri Pertubuhan.
	(2)	Harta tidak alih Pertubuhan tidak boleh dijual, digadai, ditarik balik atau ditukar milik tanpa persetujuan Mesyuarat Agung.
KLAUSA 13		TAFSIRAN PERLEMBAGAAN PERTUBUHAN
	(1)	Dalam tempoh diantara dua Mesyuarat Agung, Jawatankuasa boleh memberikan tafsirannya kepada perlembagaan ini dan Jawatankuasa, jika perlu, boleh memutuskan perkara-perkara yang kurang jelas di dalam perlembagaan ini. Kecuali perkara-perkara yang bertentangan atau tidak selaras dengan dasar yang telah dibuat dalam mesyuarat agung, keputusan Jawatankuasa terhadap ahli-ahli adalah muktamad jika tidak diubah oleh keputusan Mesyuarat Agung.
KLAUSA 14		PENASIHAT/PENAUNG
	(1)	Jawatankuasa boleh, jika difikirkan perlu, melantik orang-orang yang layak menjadi Penasihat/Penaung bagi Pertubuhan ini dengan syarat orang yang dilantik itu menyatakan persetujuannya secara bertulis terlebih dahulu.
KLAUSA 15		LARANGAN
	(1)	Sebarang bentuk perjudian seperti yang ditafsirkan dalam Akta Rumah Judi Terbuka, 1953 adalah dilarang di permis pertubuhan.
	(2)	Pertubuhan atau ahli-ahlinya tidak harus cuba menghalang atau dengan apa cara juga mengganggu perniagaan atau harga barang-barang atau mengambil peranan di dalam

		gerakan kesatuan pekerja seperti definisi di dalam Akta Kesatuan Pekerja 1959.
	(3)	Pertubuhan ini tidak boleh menjalankan loteri sama ada dikhaskan kepada ahli-ahli atau tidak, atas nama Pertubuhan atau pegawai-pegawai atau Jawatankuasa atau ahli, tanpa kelulusan dari pihak berkuasa yang berkenaan.
	(4)	Faedah seperti yang diterangkan di bawah Seksyen 2 Akta Pertubuhan 1966, tidaklah boleh diberikan oleh Pertubuhan kepada mana-mana ahlinya.
	(5)	Semua wang dan keuntungan yang didapati oleh Pertubuhan ini hasil dari penyertaannya dalam kegiatan ekonomi hendaklah disalurkan kembali kepada pertubuhan bagi mencapai matlamat pertubuhan ini dan tidak boleh digunakan untuk membayar faedah, keuntungan atau bonus kepada mana-mana ahli Pertubuhan. Sungguhpun begitu peruntukan ini tidak menghalang sebarang pembayaran gaji atau perbelanjaan pentadbiran atau kedua-duanya kepada mana-mana ahli atau pekerja Pertubuhan.
	(6)	Persatuan penganut tidak dibenarkan mentadbir rumah ibadat.
KLAUSA 16		PINDAAN PERLEMBAGAAN
	(1)	Perlembagaan ini tidak boleh dipinda kecuali dengan keputusan Mesyuarat Agung. Permohonan untuk pindaan perlembagaan hendaklah dikemukakan kepada Pendaftar Pertubuhan dalam masa 60 hari dari tarikh keputusan Mesyuarat Agung yang meluluskan pindaan itu dan hanya boleh dikuatkuasakan mulai daripada tarikh pindaan itu diluluskan oleh Pendaftar Pertubuhan.
KLAUSA 17		PEMBUBARAN
	(1)	Pertubuhan ini boleh dibubarkan secara sukarela melalui persetujuan tidak kurang daripada tiga perlima (3/5) daripada jumlah ahli yang berhak mengundi dalam suatu Mesyuarat Agung yang dipanggil khas kerananya.
	(2)	Sekiranya Pertubuhan hendak dibubarkan secara yang disebutkan di atas, maka segala hutang dan tanggungan Pertubuhan yang sah mengikut undang-undang hendaklah dijelaskan dan baki wang yang tinggal hendaklah diselesaikan mengikut cara yang dipersetujui dalam Mesyuarat Agung yang berkenaan.
	(3)	Permohonan pembubaran ini hendaklah disampaikan kepada Pendaftar Pertubuhan dalam masa 14 hari dari tarikh keputusan pembubaran itu.
KLAUSA 18		BENDERA, LAMBANG DAN LENCANA
		Simbol tiga nyalaan api melambangkan tiga kategori wanita. Warna biru melambangkan perpaduan dan solidariti. Warna keemasan melambangkan kecemerlangan Simbol rombus yang lengkap melambangkan usaha sinergi. Pertukaran warna pada bentuk simbol daripada warna cerah ke gelap melambangkan kematangan pada individu, melalui karier dan bisnes.
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