

Working Towards a  
Sustainable Future



# WOMEN POWER

Breaking Barriers, Inspiring Change



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## PRESENTATION OUTLINE

01 INTRODUCTION

02 ABOUT STA

03 ACHIEVEMENTS &  
CONTRIBUTIONS

04 POLICIES &  
PROGRAMMES  
IMPLEMENTED  
WITHIN STA

05 CHALLENGES  
FACED

06 BREAKING  
BARRIERS AND  
INSPIRING  
CHANGE



# INTRODUCTION



# What is Women Power?

Recognise the strength and potential of women and empowering women's capabilities in shaping a more progressive and inclusive society.



# Why is recognizing Women's Power Important?

- ✓ Helps to foster economic growth
- ✓ Increases representation in various spheres
- ✓ Enhances social well-being



# ABOUT SARAWAK TIMBER ASSOCIATION

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STA is an association representing the timber industry in the state of Sarawak in Malaysia.

STA is actively involved in advocating sustainable forestry practices, promoting responsible and ethical timber harvesting, and ensuring the conservation of Sarawak's rich forest resources.

STA is adopting sustainable practices goes beyond the forestry practices, extending to the overall management and operations within STA.



# ACHIEVEMENTS & CONTRIBUTIONS



# ✓ LEADERSHIP



Women are occupying key leadership positions within STA.



STA appointed their first female CEO to lead the management in 2019.



Over **70%** of STA's managerial staff are women.

**53%** of its total workforce comprises female employees.



## ✓ MENTORSHIP

Women within STA are actively guiding and supporting junior colleagues navigating their careers and professional development.

## ✓ RESEARCH & DEVELOPMENT

Lead research and development projects in collaboration with universities.

## ✓ DIVERSITY INITIATIVES

Spearhead diversity and inclusion initiatives that values and respects individual differences



# POLICIES & PROGRAMMES IMPLEMENTED WITHIN STA

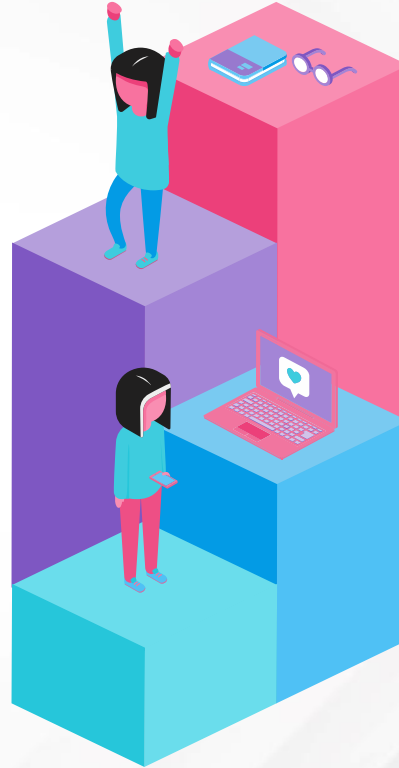
## POLICIES AND PROGRAMS IMPLEMENTED WITHIN STA

### RECRUITMENT

Diverse hiring practices

### LEADERSHIP

Enrol women employees in leadership development programs



### OSH

Practise occupational safety and health policy

### PROMOTION

Transparent and merit-based promotion process



# CHALLENGES FACED

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Balance  
between work  
and family  
responsibilities



Societal  
pressures and  
stereotypes that  
dictate gender-  
specific roles and  
behaviours



Male-  
dominated  
industry that  
comprises  
many labour-  
intensive tasks

# BREAKING BARRIERS AND INSPIRING CHANGE



# BREAKING BARRIERS AND INSPIRING CHANGE



- Flexible work arrangements
- Supportive leave policies and time off to accommodate employees' needs
- Employee assistance programs - childcare support and coaching initiatives
- Partnership collaboration programs with external organizations



# BREAKING BARRIERS AND INSPIRING CHANGE



- Training and skill development initiatives
- Recruitment of women and equal opportunities for career advancement
- Establish support networks, mentorship programs, and resources
- Ensuring a safe and inclusive work environment



# CONCLUSION

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With our **ongoing efforts** and **commitment** to implement these strategies, it is my sincere hope that we can **inspire change** and **create a more inclusive and diverse workforce**, providing **women with greater opportunities** for **meaningful participation and advancement in the timber industry.**



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SCAN TO LEARN MORE ABOUT STA