



# **NATIONAL WOMEN'S POLICY**

## **and Women's Development Action Plan**

### **2025-2030**

**Empowering Women  
Strengthening the Nation**

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## Message From The Prime Minister of Malaysia



*Assalamualaikum warahmatullahi  
wabarakatuh*

We are deeply grateful to the divine presence for His grace, mercy, and guidance, for making possible the redevelopment of the National Women's Policy and the Women's Development Action Plan 2025-2030.

The National Women's Policy marks the third comprehensive framework dedicated to empowering the women of Malaysia. It stands as a testament to the MADANI Government's unwavering commitment to safeguarding, uplifting, recognising and strengthening the role of the women in our country,

This is to ensure that their contributions are well-respected, celebrated, and acknowledged across all sectors, including on a global scale. In light of ever-changing societal dynamics and constant challenges that women face, we

must undertake a thorough review and renewal of this policy to maintain its relevance, effectiveness, and impact.

In line with the ongoing evolution of history and the empowerment of women within Malaysia's socio-cultural context, I sincerely hope that the significance of the NWP and the WDAP 2025-2030 will be recognised and embraced by the citizens of our country. To support and ensure the success of the NWP and WDAP 2025-2030, let us gather collective strength from the Government, the private sector, and various social interest groups.

The NWP and WDAP 2025-2030 must remain vital instruments in the nation's efforts to dignify and empower women, aligning with the aspirations of fostering a civilised society under the MADANI Government.

With strong cooperation and unwavering commitment from all parties, the implementation of this policy will not only empower women but also solidify Malaysia's standing position as a nation that is trusted and respected in championing human rights and social justice for all segments of society.

I extend my congratulations to all parties involved, especially the Department of Women's Development, agencies under the Ministry of Women, Family and Community Development, as well as ministries, departments, agencies and non-governmental organisations at both federal and state levels who have injected this policy with new life through their valuable input and views.

Together, let us support this policy to achieve:

**"Empowering Women, Strengthening the Nation!"**

**ANWAR IBRAHIM**  
*Prime Minister of Malaysia*



# Foreword

## The Minister of Women, Family and Community Development

*Bismillahirrahmannirrahim  
Assalamualaikum warahmatullahi wabarakatuh  
and Salam Sejahtera,*

As we look back, the first-ever National Women's Policy (NWP) was introduced in 1989 and revised in 2009 with the launch of the Women's Development Action Plan. Fifteen years later, this policy has now been revitalised as the National Women's Policy 2025-2030, in line with the renewal of the National Social Policy 2030 and the urgent need to address the modern-day challenges and issues faced by women.

The policy rebranding reflects the Government's strong commitment to continue dignifying and recognising the crucial role of women across all aspects.

Centred around the theme of "Empowering Women, Strengthening the Nation," the Government will persist in its efforts to ensure that every woman in Malaysia has access to equal opportunities in education, the economy, leadership and social life. This is not merely an aspiration, but a resolute determination to be fulfilled through progressive policies and robust implementation.

I firmly believe that the implementation of the NWP 2025-2030 will reinforce Malaysia's image as a progressive nation committed to championing women's rights, advancing gender diplomacy, and strengthening women as drivers of our economy. This policy will act as a catalyst in elevating the country's position in international benchmarks such as the Sustainable Development Goals (SDGs), the Global Gender Gap Index (GGGI), and the World Competitiveness Report (WCR). A more women-friendly approach on a national level will reflect Malaysia's commitment to inclusivity and position the country as an attractive destination for investment and international collaboration.

In this regard, the Ministry of Women, Family and Community Development extends its highest appreciation to all parties involved in the effort to update and strengthen this policy. A whole-of-nation approach has been adopted through the involvement of various stakeholders, including government machinery and agencies, state governments, academia, non-governmental organisations (NGOs) and civil society.

I extend my deepest congratulations and heartfelt appreciation to the Department of Women's Development for spearheading the redevelopment of the National Women's Policy and for successfully undertaking the research and drafting process internally.

I am confident that the National Women's Policy 2025-2030 will serve as a solid foundation for advancing the rights and interests of women in Malaysia, now and in the years to come.

**"Empowering Women, Strengthening the Nation."**

**NANCY SHUKRI**  
*Minister of Women, Family, and Community Development*





# Acronyms

Abbreviation	Full Name in English / Malay
AGC	Attorney General Chambers / Jabatan Peguam Negara
AIM	Amanah Ikhtiar Malaysia / Amanah Ikhtiar Malaysia
AKPK	Credit Counselling and Debit Management Agency / Agensi Kaunseling dan Pengurusan Kredit
APM	Malaysia Civil Defence Force / Angkatan Pertahanan Malaysia
APMM	Malaysia Maritime Enforcement Agency / Agensi Penguatkuasaan Maritim Malaysia
BNM	Central Bank of Malaysia / Bank Negara Malaysia
BPKLP	Training and Education Quality Management Division / Bahagian Pengurusan Kualiti Latihan dan Pendidikan
CSO	Civil Society Organisations / Pertubuhan Masyarakat Sipil
DOSM	Department of Statistics Malaysia / Jabatan Perangkaan Malaysia
DOA	Department of Agriculture Malaysia / Jabatan Pertanian Malaysia
DOF	Department of Fisheries Malaysia / Jabatan Perikanan Malaysia
FINAS	National Film Development Corporation Malaysia / Perbadanan Kemajuan Filem Nasional Malaysia
HRD Corp	Human Resource Development Corporation / Pembangunan Sumber Manusia Berhad
ICU	Implementation Coordination Unit / Unit Penyelarasan Pelaksanaan
IDFR	Institute of Diplomacy and Foreign Relations / Institut Diplomasi dan Hubungan Luar Negeri
ILKAP	Judiciary and Legislation Training Institute / Institut Latihan Kehakiman dan Perundangan
INSKEN	National Entrepreneurship Institute / Institut Keusahawanan Negara
INTAN	National Institute of Public Administration / Institut Tadbiran Awam Negara
IPSOM	Institute of Public Security of Malaysia / Institut Keselamatan Awam Malaysia
ISM	Malaysian Social Institute / Institut Sosial Malaysia
JAKIM	Department of Islamic Development of Malaysia / Jabatan Kemajuan Islam Malaysia
JAKOA	Department of Orang Asli Development / Jabatan Kemajuan Orang Asli

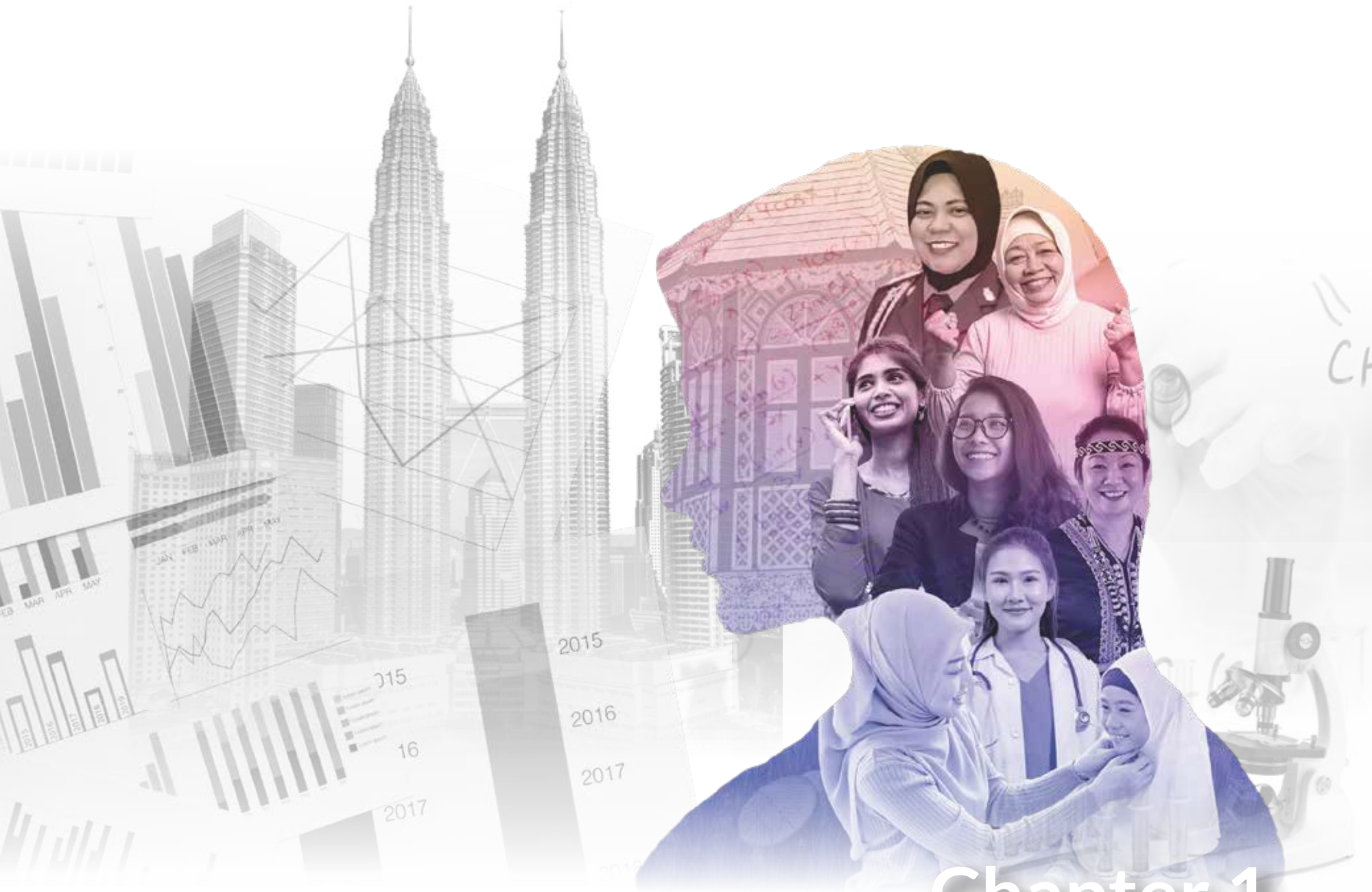
Abbreviation	Full Name in English / Malay
JPA	Public Service Department / Jabatan Perkhidmatan Awam
JPS	Department of Irrigation and Drainage / Jabatan Pengairan dan Saliran
JPJ	Road Transport Department / Jabatan Pengangkutan Jalan
JPN	National Registration Department / Jabatan Pendaftaran Negara
JPNIN	Department of National Unity and National Integration / Jabatan Perpaduan Negara dan Integrasi Nasional
JPP & KK	Polytechnic and Community College Education Department / Jabatan Pengajian Politeknik dan Kolej Komuniti
JBPM	Fire and Rescue Department of Malaysia / Jabatan Bomba dan Penyelamat Malaysia
JPT	Department of Higher Education / Jabatan Pendidikan Tinggi
JTKSM	Department of Labour Peninsular Malaysia / Jabatan Tenaga Kerja Semenanjung Malaysia
KBS	Ministry of Youth and Sports / Kementerian Belia dan Sukan
MOHA	Ministry of Home Affairs / Kementerian Dalam Negeri
KE	Ministry of Economy / Kementerian Ekonomi
KEMAS	Community Development Department / Jabatan Kemajuan Masyarakat
MINDEF	Ministry of Defence Malaysia / Kementerian Pertahanan
KK	Ministry of Communications / Kementerian Komunikasi
KKDW	Ministry of Rural and Regional Development / Kementerian Kemajuan Desa dan Wilayah
MOH	Ministry of Health Malaysia / Kementerian Kesihatan Malaysia
KKR	Ministry of Works / Kementerian Kerja Raya
MOFA	Ministry of Foreign Affairs / Kementerian Luar Negeri
MAFS	Ministry of Agriculture and Food Security of Malaysia / Kementerian Pertanian dan Keterjaminan Makanan
KPKT	Ministry of Housing and Local Government / Kementerian Perumahan dan Kerajaan Tempatan
KPN	Ministry of National Unity / Kementerian Perpaduan Negara



Abbreviation	Full Name in English / Malay
JBG	Legal Aid Department / Jabatan Bantuan Guaman
JHEWA	Sabah Women's Affairs Department / Jabatan Hal Ehwal Wanita Negeri Sabah
JIM	Immigration Department of Malaysia / Jabatan Imigresen Malaysia
DOSH	Department of Occupational Safety and Health / Jabatan Keselamatan dan Kesihatan Pekerjaan
JKT	Local Government Department / Jabatan Kerajaan Tempatan
JKM	Department of Social Welfare / Jabatan Kebajikan Masyarakat
JKSM	Department of Syariah Judiciary Malaysia / Jabatan Kehakiman Syariah Malaysia
LPPKN	National Population and Family Development Board / Lembaga Penduduk dan Pembangunan Keluarga Negara
MARA	The Council of Trust for the People / Majlis Amanah Rakyat
MATRADE	Malaysia External Trade Development Corporation / Perbadanan Pembangunan Perdagangan Luar Malaysia
MCMC	Malaysian Communications and Multimedia Commission / Suruhanjaya Komunikasi dan Multimedia Malaysia
MCBA	Malaysian Check Points and Borders Agency / Agensi Kawalan dan Perlindungan Sempadan Malaysia
MDEC	Malaysia Digital Economy Corporation / Perbadanan Ekonomi Digital Malaysia
MITI	Ministry of Investment, Trade and Industry / Kementerian Pelaburan, Perdagangan dan Industri
MOF	Ministry of Finance / Kementerian Kewangan Malaysia
MOSTI	Ministry of Science, Technology and Innovation / Kementerian Sains, Teknologi dan Inovasi
MOT	Ministry of Transport Malaysia / Kementerian Pengangkutan
MOTAC	Ministry of Tourism, Arts & Culture / Kementerian Pelancongan, Seni dan Budaya
MPC	Malaysia Productivity Corporation / Perbadanan Produktiviti Malaysia
MKN	National Security Council / Majlis Keselamatan Negara
NACSA	National Cyber Security Agency / Agensi Keselamatan Siber Negara
NRES	Ministry of Natural Resources and Environmental Sustainability / Kementerian Sumber Asli dan Kelestarian Alam

Abbreviation	Full Name in English / Malay
NSO MAPO	National Strategic Office to the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants / Pejabat Strategik Nasional, Majlis Antipemerdagangan Orang
MOE	Ministry of Education Malaysia / Kementerian Pendidikan Malaysia
MOHE	Ministry of Higher Education / Kementerian Pengajian Tinggi
MWFCD	Ministry of Women, Family, and Community Development / Kementerian Pembangunan Wanita, Keluarga dan Masyarakat
KPDN	Ministry of Domestic Trade and Cost of Living / Kementerian Perdagangan Dalam Negeri dan Kos Sara Hidup
LPP	Farmers' Organisation Authority / Lembaga Pertubuhan Peladang
NGO	Non-Governmental Organisation / Pertubuhan Bukan Kerajaan
PBT	Local Governments / Pihak Berkuasa Tempatan
PKPMP	Office of the Chief Registrar of the Federal Court of Malaysia / Pejabat Ketua Pendaftar Mahkamah Persekutuan
RELA	Malaysian Volunteer Department / Jabatan Sukarelawan Malaysia
SSM	Companies Commission of Malaysia / Suruhanjaya Syarikat Malaysia
SME CORP	SME Corporation Malaysia / Perbadanan Pembangunan Perusahaan Kecil dan Sederhana Malaysia
SPR	Election Commission of Malaysia / Suruhanjaya Pilihan Raya
TAGS	Tribunal for Anti-Sexual Harassment / Tribunal bagi Antigangguan Seksual
TalentCorp	Talent Corporation Malaysia Berhad
TEKUN	Entrepreneur Group Economic Fund / Tabung Ekonomi Kumpulan Usaha Niaga
TVET	Technical and Vocational Education and Training / Pendidikan dan Latihan Teknikal dan Vokasional
UDA Holdings / YIM	UDA Holdings Berhad Malaysian Foundation for Innovation / Yayasan Inovasi Malaysia
YKN	National Welfare Foundation / Yayasan Kebajikan Negara





## Chapter 1

# Introduction



# History of Women's Empowerment in Malaysia

## Impact of the Women's Movement During the Pre-Independence Era

The women's movement is defined as all efforts and groups working towards the interests of women, whether to protect women, elevate the status of women, or advocate for women's rights. The movement for women's empowerment began during the pre-independence era, marked by the emergence of women's movements and organisations driven by new awareness, a spirit of altruism, and the influence of nationalism.<sup>1</sup>

Since 1929, the Malay Women Teachers Union (MWTU) played an important role in championing the need for education for girls. As a result of their advocacy, the number of schools and female students successfully increased and expanded across the Straits Settlements, the Federated Malay States, and the Unfederated Malay States. Furthermore, the efforts of the MWTU also led to improvements in the curriculum and the establishment of a special college for female students, namely the Malay Women Teachers' College (MWTC) in Malacca in 1943.<sup>2</sup>

The women's empowerment agenda was also supported by Ibu Zain, a prominent educator and literary figure in Malaya, through the publication of *Majalah Bulan Melayu* in 1930. This magazine was published to represent the voices of women in Malaya and to change societal perceptions regarding the importance of women's education.

<sup>1</sup> Nik Safiah Karim and Rokah Talib, (2016). "Pergerakan Wanita dalam Memperjuangkan Hak". UKM Press. Malaysia.

<sup>2</sup> ibid



Ibu Zain

Unlike the feminist movements championed by Western women, the women's empowerment movement in Malaysia focused more on the role of women as agents of change, welfare, and community building.

Culture, tradition, and grassroots movements also played key roles in shaping women's awareness and encouraging their participation in national development. Recognising that discrimination against women could significantly affect the lives of their sisters, female relatives, or friends, many men during the early years of independence also championed women's empowerment issues.

During the Japanese occupation, the growth of the women's movement was restricted due to strict controls imposed by the Japanese authorities over local organisations. At that time, a specific women's organisation was established, known as the Malay Women's Service Corps in 1944.



Subsequently, the women's movement was dominated by nationalist movements such as *Angkatan Wanita Sedar* (AWAS) within the Malay Nationalist Party (MNP), as well as the *Kaum Ibu*, under the United Malays National Organisation (UMNO) for the Malay community; the women's wing within the Malayan Chinese Association (MCA) and the Malayan Indian Congress (MIC) for the Chinese and Indian communities respectively. The movements demonstrate women's involvement in politics and community affairs since the pre-independence era.

*Kaum Ibu* UMNO also played a significant role in achieving independence by raising funds to support the delegation involved in the negotiations.

The efforts to empower women continued actively, culminating in the declaration of Women's Day on 25 August 1962. The date was chosen to symbolise “we celebrate women before we celebrate independence”, as stated by the late Prime Minister of Malaysia, Tunku Abdul Rahman

## Institutionalisation of HAWA

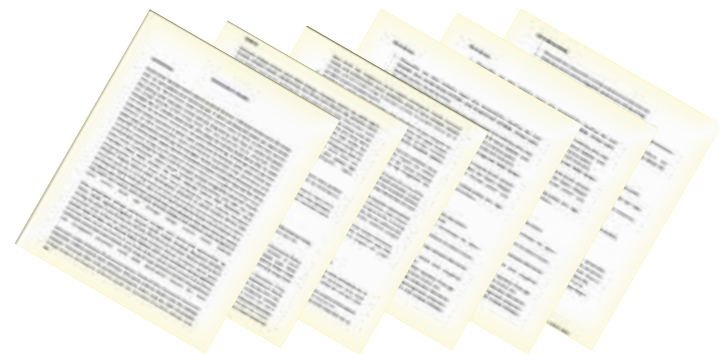
The institutionalisation of women's empowerment efforts at the Federal Government level began in 1976 with the establishment of the National Advisory Council on the Integration of Women in Development (NACIWID) under the Implementation Coordination Unit of the Prime Minister's Department. The functions of NACIWID were later transferred to the Ministry of National Unity and Social Development, whereby members of the NACIWID Council were prominent women and men appointed by the Prime Minister for a term of three years. In addition to serving as an advisory body to the Government, NACIWID represented Malaysia at international conferences, as there was no dedicated department to handle women's affairs at that point in time.<sup>3</sup>

<sup>3</sup> Azizan Zainuddin and Kartini Aboo Talib @ Khalid, (2021). “*Dasar Wanita Negara – Mengarusperdanakan Gender Dalam Sektor Politik & Pekerjaan*”. UKM Press. Malaysia.

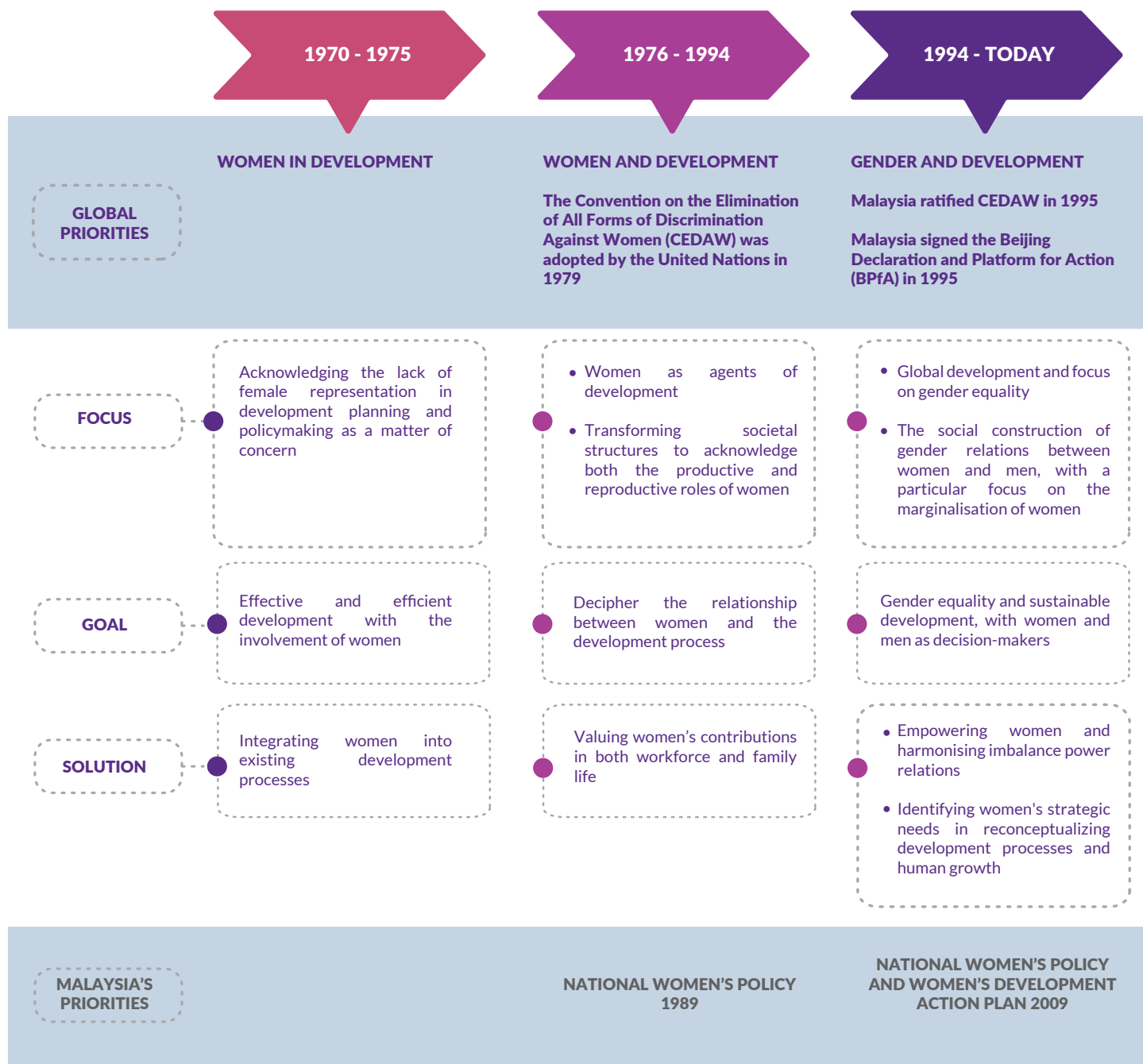
In 1983, the Women's Affairs Secretariat, Prime Minister's Department (HAWA) was established to assist with the management of the NACIWID. On August 26 1985, the Cabinet agreed to further strengthen HAWA's role and rebrand it as the Women's Affairs Division, retaining the same acronym. In the same year, the Government appointed Liaison Officers and established the Women's Consultative Committee on Development to support HAWA in coordinating strategies, initiatives, and programmes related to the empowerment of women across all ministries and agencies. Together with the National Council of Women's Organisations Malaysia (NCWO) and other women's NGOs, HAWA developed the first National Women's Policy (NWP) in 1989. The contents of NWP were influenced by contemporary societal demands and developments in international women's issues, as shown in **Exhibit 1**.

HAWA, along with NACIWID, were transferred from the Prime Minister's Department to the Ministry of National Unity and Social Development on 27 October 1990. In addition to its role as the NACIWID secretariat, HAWA was also responsible for coordinating the preparation of project proposals related to women's empowerment issues under other government agencies, serving as a source of data on women, and organising forums in strategic partnerships with NGOs.

On 29 January 1997, the Cabinet decided to elevate HAWA to a department under the Ministry of National Unity and Community Development, effective 1 July 1997. Following the General Election and Cabinet reshuffle in 1999, the Department of Women's Affairs was placed back under the jurisdiction of the Prime Minister's Department.



National Women's Policy 1989



Source: Inspiration taken from National Women's Policy: Mainstreaming Gender in the Political and Employment Sectors

**Exhibit 1: The Development of Women's Issues on an International Level**



## Establishment of the Ministry of Women, Family and Community Development

The Ministry of Women's Affairs was established on 17 January 2001. After the expansion of its function, the Ministry was renamed as the Ministry of Women, and Family Development (MWFD) on 15 February 2001<sup>4</sup>. The Malaysia Women's and Family Affairs Council (HAWA) was also subsequently restructured and rebranded as the Department of Women's Development (DWD) starting 1 July 2001.

The establishment of MWFD was a manifestation of the nation's commitment during the 4th World Conference on Women in Beijing in 1995, as outlined in the Beijing Declaration and Platform for Action (BPfA) to empower women by the year 2000:

**“The establishment of a full-fledged Ministry reflects the Government's strong commitment to enhancing the status of women in the country”**

On 27 March 2004, the function of the Ministry of National Unity and Community Development was dissolved and transferred to MWFD, in accordance with the Ministerial Functions Act 1969 and the Federal Ministers Order (No. 2) 2004. MWFD was later renamed as the Ministry of Women, Family and Community Development (MWFCDD). The issues of women's empowerment and wellbeing were continuously promoted by MWFCDD through its six key agencies: the Department of Women's Development (DWD), the Department of Social Welfare (JKM), the National Population and Family Development Board (LPPKN), the Malaysian Social Institute (ISM), the National Welfare Foundation (YKN), and the Malaysian Counsellors Board (LKM).

<sup>4</sup> Official portal of the Ministry of Women, Family and Community Development - “Background of the Ministry of Women, Family and Community Development”

The Non-Aligned Movement (NAM) mandated the MWFCDD to establish the NAM Institute for the Empowerment of Women (NIEW) on 1 July 2006. This institute was tasked with implementing empowerment training programmes for women among NAM member countries.

Under the Ministerial Functions Act 1969, the Department of Women's Development (DWD) was also responsible for coordinating, monitoring, and evaluating programmes related to capacity building, counselling, and advisory services for women. Following the publication of the Federal Government Gazette, Federal Government Ministers (No. 2) Order 2013, the functions of DWD were expanded in 2014 to include the implementation of capacity-building programmes, counselling, and support advisory services for women, as well as coordinating, monitoring, and evaluating such programmes. Under the 2019 government rationalisation plan, NIEW was dissolved, and its functions were absorbed under DWD effective 1 October 2019.

In line with current challenges and the expectations of stakeholders, DWD has also been entrusted with the responsibility of drafting the new National Women's Policy (NWP) and the Women's Development Action Plan (WDAP).

17 January 2001	Ministry of Women's Affairs
15 February 2001	Ministry of Women and Family Development
17 March 2004	Ministry of Women, Family and Community Development (MWFCDD)
1 July 2006	MWFCDD established the NAM Institute for the Empowerment of Women (NIEW)
1 October 2019	NIEW was dissolved and absorbed under DWD



## Background of the National Women's Policy

The first National Women's Policy (NWP) was formulated back in 1989. In line with the introduction of this policy, women's issues began to receive specific attention under Malaysia's Five-Year Development Plans, starting with the Sixth Malaysia Plan (6MP) between 1991 to 1995. Under 6MP, a dedicated chapter was introduced for women's issues, titled "Women in Development". The detail of women's issues in each Malaysia Five-Year Plan are presented in **Appendix 1**.

The NWP was later reviewed and fortified in 2009 with the introduction of the Women's Development Action Plan (WDAP). After 15 years of NWP's implementation, various achievements concerning women were recorded. However, several challenges persist and remained difficult to be addressed. These include mismatch between women's participation in the economy and their increasing levels of education, the low involvement of women in decision-making roles, and the ongoing concerns related to sexual and domestic violence.

The review of the NWP and the WDAP was conducted through a structured and evidence-based process involving studies, consultations, and multi-stakeholder engagements from 2018 to 2024. The process began with a 2018 effectiveness study undertaken with the United Nations Development Programme (UNDP), which identified key gaps such as outdated strategies, limited programme impact, unclear institutional roles in gender mainstreaming, inefficiencies in Gender Responsive Budgeting (GRB), and weak monitoring mechanisms. The review was further strengthened through nationwide engagement sessions, including Framework Mapping Workshops and Women's Voices Input initiatives in 2019, followed by national conventions and expert consultations in 2021.

Subsequent studies in 2023 reinforced earlier findings and assessed progress in women's participation in

decision-making, while extensive stakeholder engagements in 2024 ensured inclusive representation from NGOs, academics, ministries, agencies, and women's organisations across all regions. The chronology of the review process is presented in **Appendix 2**.

## The Importance of the National Women's Policy

The National Women's Policy is founded on four main factors, namely demographics, women's participation rate in the labour force, women's contribution to the Gross Domestic Product (GDP), and the target of achieving 30 percent women's participation as decision-makers, particularly in politics.

In terms of demographics, according to the report by the Department of Statistics Malaysia (DOSM) for the year 2024, the sex ratio is 111 males for every 100 females. Out of Malaysia's total population of 34 million, 16.17 million or 47.5 percent, are women. Out of this female population, 4.42 million (27.4 percent) are in the 0-17 age group, 9.73 million (60.2 percent) are in the 18-59 age group, and 2.01 million (12.4 percent) are in the 60 and above age group.

According to data provided by DOSM, the average life expectancy for the women in 2024 is higher at 77.8 years, compared to men at 73 years. During this period, a woman's reproductive age is between 15 to 49 years.

As shown in **Exhibit 2**, the state with the highest female population is Selangor, while the lowest is the Federal Territory of Labuan. Meanwhile, the Federal Territory of Kuala Lumpur has the highest percentage of women in the reproductive age group relative to the total female population in a state. The state of Perak has the highest percentage of elderly women compared to its total female

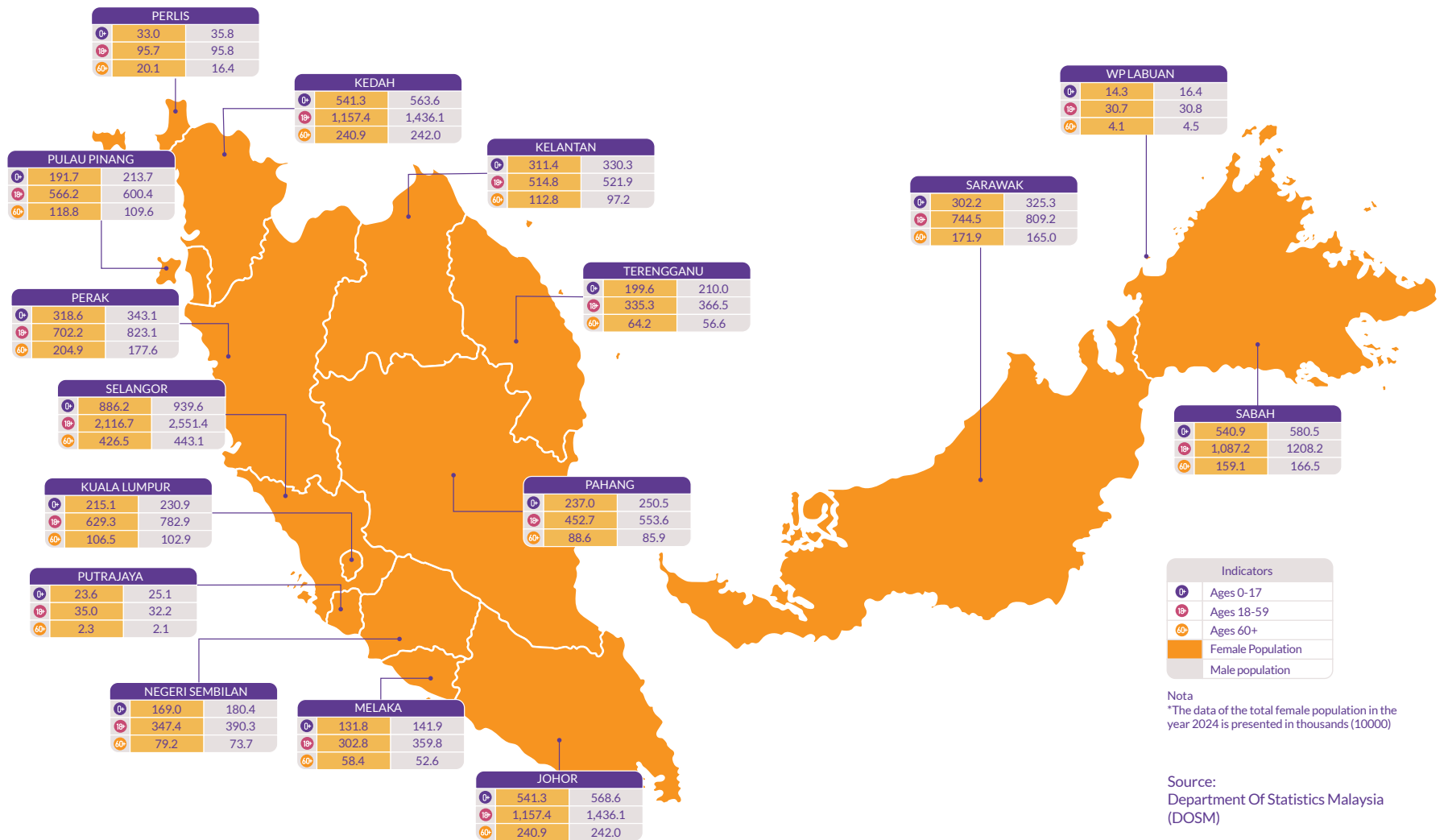


Exhibit 2: Female and Male population according to state and ages, 2024.



The Labour Force Survey Report 2023 recorded that women's participation rate in the labour force remains low, at 56.2 percent compared to 82.3 percent for men. The percentage of women's labour force participation by state in 2023 is shown in Exhibit 3.

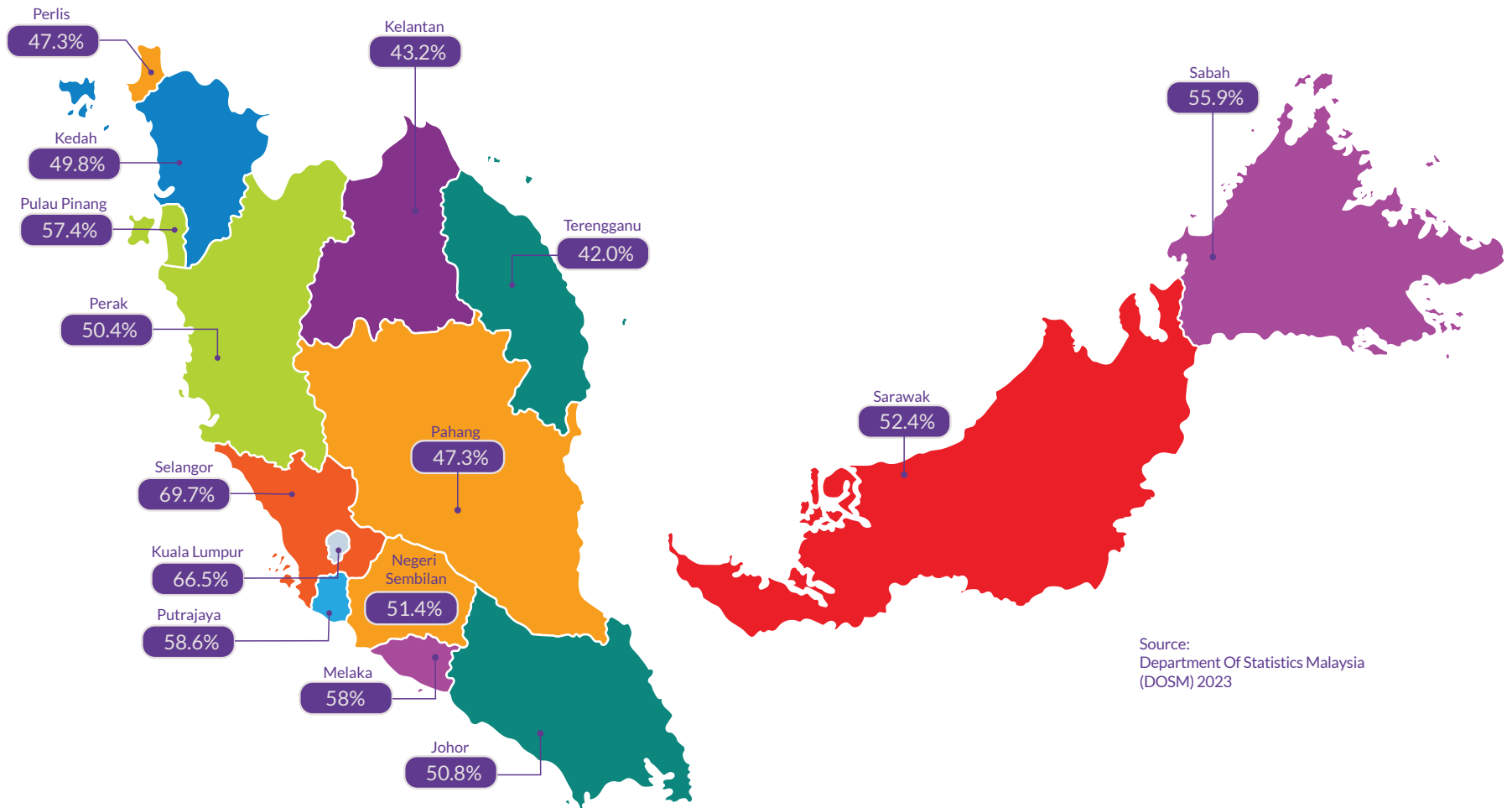


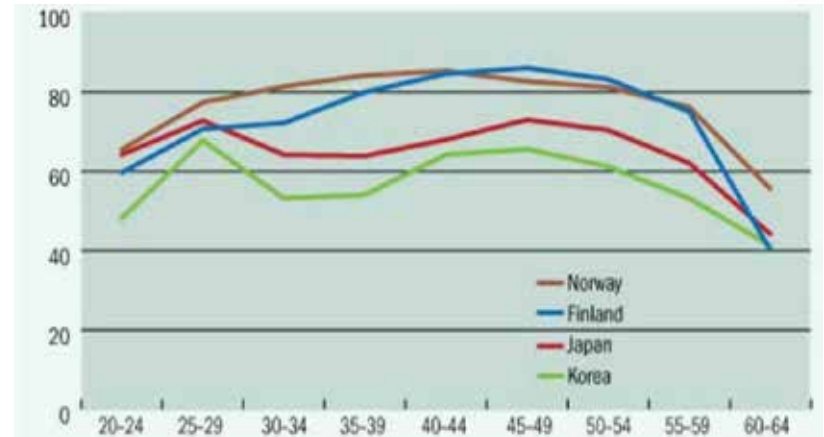
Exhibit 3: Female Labour Force Participation Rate by State



Women play a crucial role in families, communities, the economy, and the nation's political landscape. Without specific policy to safeguard the wellbeing of women, the country risks losing substantial productivity, potential and economic growth, as well as imbalances in representation across various sectors. These negative impacts could delay social reforms and hinder the progress towards more inclusive development.

Although women's educational attainment under the Malaysian Gender Gap Index has achieved gender parity, this achievement has not been translated into a higher participation rate of women in the labour force. According to the Labour Force Survey Report 2023 by the Department of Statistics Malaysia (DOSM), the labour force participation rate for women remains low compared to men. The report also highlighted that the primary reason women are outside the labour force is due to domestic work or family responsibilities.

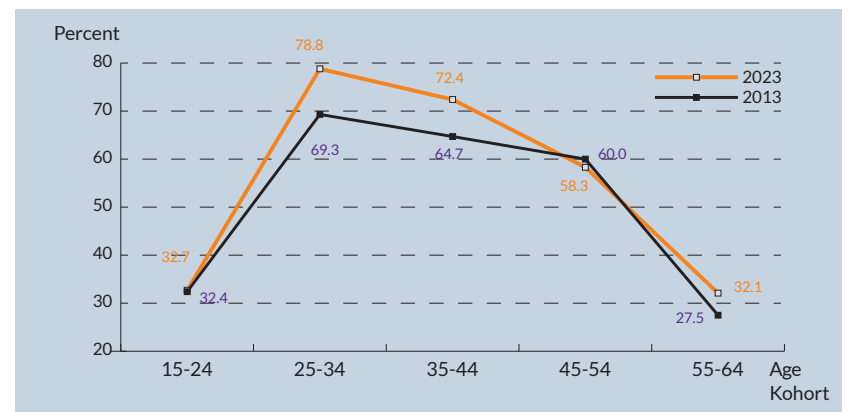
Based on trends of the female labour force participation by age cohort, participation rates begin to decline starting from the 25-year-old cohort onwards. Among the main contributing factors to this decline are childcare and family responsibilities. In countries such as Japan, Finland, Norway, and South Korea, although a similar trend is observed, the labour force participation rate for women rises again around the 30-year-old cohort, once their children reach a certain age or when they feel confident enough to re-enter the workforce. The graph depicting this phenomenon is referred to as the "M-Curve," as shown in **Exhibit 4**.



**Exhibit 4: "M-Curve"**

Source: Yuko Kinoshita and Fang Guo (2015), IMF Survey: Nordic Lessons to Raise Female Labor Participation in Northeast Asia

The female labour force participation trend in Malaysia differs notably, as a significant proportion of women who exit the labour force do not return, resulting in a distinctive "N-Curve" as shown in **Exhibit 5**.



**Exhibit 5: "N-Curve"**

Source : Sharifah Nabilah & Normah Mansor (2022), Malaysian Journal of Social Sciences and Humanities (MJSSH), 7(7), extracted from DOSM



Unemployed women are more vulnerable and at risk in any situation, including domestic violence. According to the Royal Malaysian Police data for 2024, housewives and unemployed women represent the highest number of domestic violence victims. The three main reasons that cause this group of women to be more vulnerable to domestic violence are totally economically dependent on others, a power imbalance within relationships, and limited access to external support.

The empowerment of women in the economic sector will not only have a significant impact on family and community development but will also contribute to the growth of Gross Domestic Product (GDP). According to a World Bank study in 2019, if economic barriers for women, such as high childcare costs, inflexible work environments, and workplace discrimination are removed, Malaysia's per capita income could increase by 26.2 percent, translating to an average annual income increase of RM9,400.

Furthermore, according to the 2021 Prospects and Policy Report by the Central Bank of Malaysia, if the issue of female labour force participation is not addressed strategically, Malaysia is at risk of losing substantial benefits such as significant positive contribution to GDP, higher productivity, and increased overall income.

At the same time, achieving the target of 30 percent women in decision-making roles across various sectors remains a challenge. This 30 percent target is based on the Critical Mass Theory (CMT), which posits that for a group to influence decisions and bring about change, it must constitute 30 percent of women in decision-making role in an organisation. A study by McKinsey & Company (2020) shows that organisations with gender-diverse leadership have a 25 percent higher chance of achieving profits, as women's leadership brings a broader perspective in strategic decision-making, innovation, and risk management. Furthermore, the Harvard Business Review (2016) report also notes that companies with a higher proportion of female leadership are quicker to adapt to global challenges such as economic crises and pandemics.

When women hold leadership positions, it has a positive impact on other female employees within the organisation through the role model effect and career development opportunities. A study by the World Economic Forum (2022) found that the presence of women in leadership positions increases the participation of women in the workforce within organisations, as they feel more represented and inspired. Additionally, a study by Catalyst (2021) also found that organisations with more than 30 percent women in leadership positions are more proactive in addressing issues of sexual harassment, pay inequality, and barriers to promotion. This is because women in leadership positions have a better understanding of the challenges faced by their counterparts and are able to advocate for policy changes that promote fairness.

The presence of at least 30 percent women in organisational leadership not only improves economic performance but also has a positive impact on other women within the organisation. Therefore, efforts must be intensified to ensure gender-balanced leadership across all sectors to contribute significantly towards the socio-economic development of the country.





# Rationale for Policy Review

The review of NWP and WDAP is timely, and in line with the current developments at the national and international levels.

<b>Women's Roles</b>	Transformation from behind-the-scenes supporters to frontline leaders in various strategic positions.
<b>Mega Trends</b>	An ageing nation, a climate change crisis, depletion of resources, pandemics, economic crises including the rising cost of living, rapid technological development, and the increasing demand for big data.
<b>Policy Coordination</b>	To align with the evolving policies and improvements led by other ministries and agencies.
<b>Nation's Image</b>	Strengthening Malaysia's international image, particularly among the Association of Southeast Asian Nations (ASEAN), Asia-Pacific Economic Cooperation (APEC) and United Nations (UN).

Drawing on insights from the review of the current policy and plan, it was discovered that women's issues have not been adequately addressed through the current strategic approaches. In addition, the country's declining performance in international reports such as the Sustainable Development Goals (SDGs) and the World Competitiveness Report serves as a driving factor in this policy reform.

## Global Gender Gap Index

For example, Malaysia's gender gap score in the 2024 Global Gender Gap Index Report was 0.668. Based on this score, Malaysia ranked 114<sup>th</sup> out of 146 countries globally and 9<sup>th</sup> among the 10 ASEAN countries.

## 2024 Sustainable Development Report

In the 2024 Sustainable Development Report, Malaysia ranked 79<sup>th</sup> out of 166 countries assessed. Under the SDGs reporting framework, issues related to women and gender are reported across almost all SDGs except for two goals, namely Goal 7 and Goal 15. According to the ASEAN Gender Outlook 2024 report, a total of 16 indicators under six goals, namely Goals 3, 4, 5, 6, 11, and 13, had issues with data unavailability.

## 2024 World Competitiveness Ranking

The latest 2024 World Competitiveness Ranking by the International Institute for Management Development (IMD) ranked Malaysia at 34<sup>th</sup> position, a drop of seven places compared to 27<sup>th</sup> position in 2023. Among the factors contributing to this decline were the scores of indicators related to women under the subfactors of Management Practices and Labour:



## Subfactor of Management Practices

Women in Management recorded 24.6 percent in 2022, placing Malaysia at the 52<sup>nd</sup> position, compared to 24.05 percent in 2021, with a ranking of 50<sup>th</sup>. Meanwhile, Women on Board registered 31.92 percent in 2023, placing Malaysia at 25<sup>th</sup> position, compared to 31.6 percent in 2022 with a ranking of 21<sup>st</sup>.

## Subfactor of Labour Practices

The percentage of women in the labour force was recorded at 38.96 percent in 2022, placing Malaysia at 57<sup>th</sup> position, compared to 39.05 percent in 2021, with a ranking of 55<sup>th</sup>.

Although Malaysia has a comprehensive collection of data and has addressed most of the issues raised in CEDAW, there are still limitations in data reporting and gender-based analysis, particularly for sectors under the jurisdiction of other ministries or agencies.





## The Impact of NWP's Implementation

The effective implementation of the National Women's Policy is expected to enhance the wellbeing of women in Malaysia by mainstreaming gender equality across sectors such as the economy, health, and education through targeted strategies, programmes, and initiatives. In addition, the NWP plays an important role in raising awareness of gender discrimination and violence against women, thereby encouraging relevant authorities to take more decisive actions to prevent and address these issues.

Globally, the implementation of NWP will enhance Malaysia's image as a progressive nation that champions women's rights, promotes gender diplomacy, and strengthens women's contributions to the economy. This policy will serve as a catalyst for improving the country's standing in international reporting platforms such as the Sustainable Development Goals (SDGs), the Global Gender Gap Index (GGGI), and the World Competitiveness Report (WCR). A women-friendly national approach will help build Malaysia's image as an inclusive nation, thereby helping to attract more investments and international collaborations. Based on the 2023 Malaysia Investment Performance Report by the Malaysian Investment Development Authority (MIDA) and the "Development Study for Enhancing Women's Entrepreneurship in Sabah" report by the Japan International Cooperation Agency (JICA), international investors demonstrate a stronger competency to align with the SDGs, notably those advancing women's empowerment and adopting inclusive economic policies, including the promotion of women's entrepreneurship.

In addition, Malaysia's commitment to gender equality will further strengthen its reputation within organisations such as the United Nations (UN), the Organisation of Islamic Cooperation (OIC), and the Association of Southeast Asian Nations (ASEAN), positioning the country as a respected advocate for sustainable development.

The aspirations of NWP are also aligned with Malaysia's international obligations, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action, Resolutions on Women, Peace and Security, and the Sustainable Development Goals (SDGs). This policy is also consistent with the Strategic Plan of the Ministry of Women, Family and Community Development (MWFCD) and other related policies and action plans under MWFCD, such as the National Social Policy, the National Family Policy, the National Policy and Action Plan on Children, the National Counselling Policy, the National Policy and Action Plan for Older Persons, and the Action Plan for Persons with Disabilities.

The NWP also emphasises the need for a comprehensive, whole-of-nation approach, involving the proactive participation of all government ministries and agencies, state governments, and the private sector, including academia, civil society organisations (CSOs), non-governmental organisations (NGOs), and the community to ensure more efficient implementation. In this regard, MWFCD, particularly the Department of Women's Development (DWD), will serve as the lead agency in coordinating all planning, monitoring, and evaluation efforts for the implementation of the NWP.

# Gender Equality in Malaysia

The term gender equality does not mean equal in all aspects. In principle, it refers to the equal rights, responsibilities, opportunities, and access to resources for both men and women in all aspects of life. This includes equal rights and opportunities to access education, employment, and opportunities for leadership roles in organisations.

Gender equality recognises that both men and women have different needs and challenges. The term also emphasises the concept of gender justice, which takes into account the diversity and differences in needs between men and women, as well as well as individuals within the same gender, as shown in **Exhibit 6**. This concept implies that society provides fair and equitable value to both the similarities and differences between women and men and promotes equitable sharing in both personal and social life. Furthermore, an essential strategy in achieving gender equality is empowering women and girls by ensuring they have equal rights and opportunities, particularly in areas where development lags.

Women's empowerment involves efforts to broaden choices and strengthen the voice of women and girls through transforming power relations so that these women and girls have greater control over their lives and future. Gender differs from sex. Sex refers to the biological and physiological aspects that distinguish males and females, including chromosomal characteristics, sexual organs, and other physiological traits such as hormones and menstrual cycles. In this context, sex is something fixed and unchanging, solely based on an individual's genetic makeup.

Meanwhile, gender is a social construct that refers to the roles, behaviours, and characteristics expected of individuals based on their sex within society. This includes stereotypes and social norms that dictate how men and women should act, interact, and their roles in various contexts. Gender has a broader concept, and it includes gender identity and roles, internalised by individuals based on their culture and society .

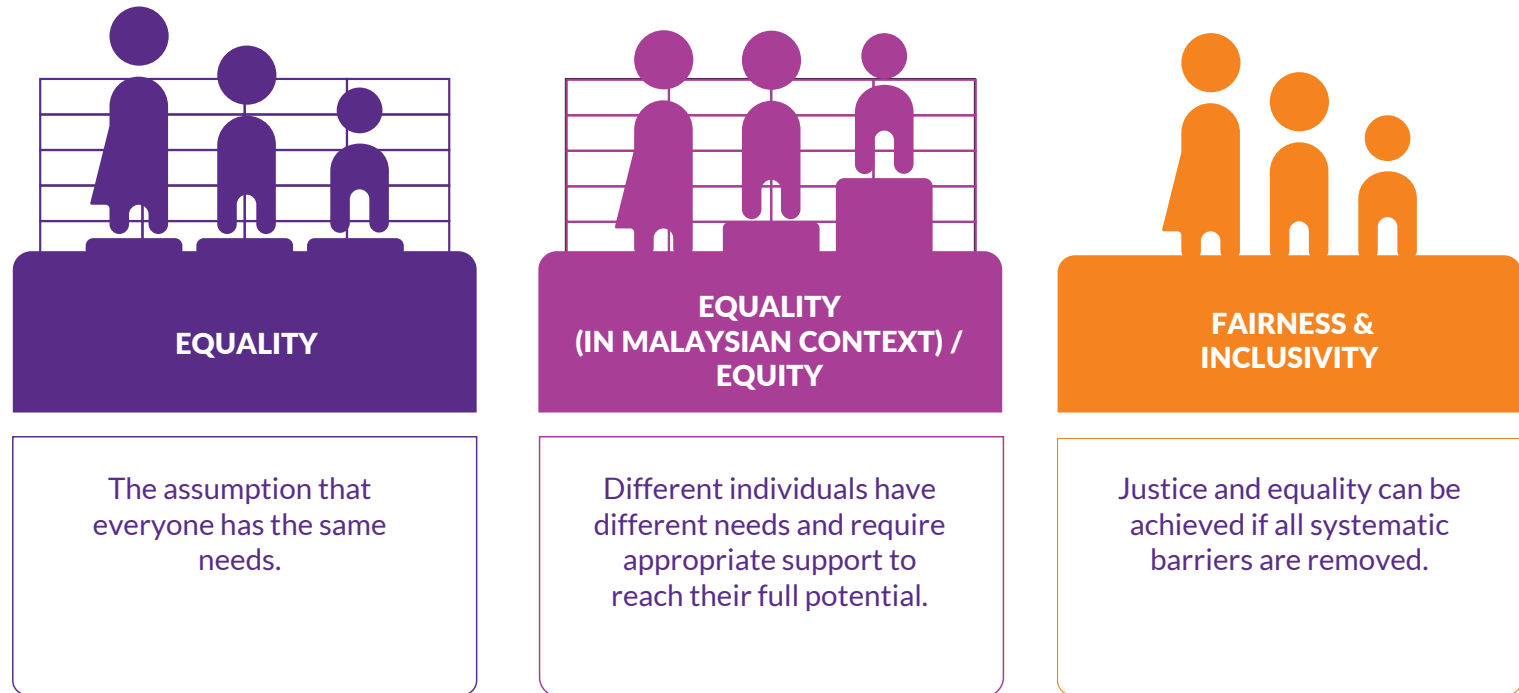


Exhibit 6: Explanation on equality, equality (in Malaysian context) / equity, fairness and inclusivity





## Chapter 2

# National Women's Policy 2025-2030



## Achievements of the National Women's Policy (NWP) 2009

More than a decade after its implementation, the achievements of the National Women's Policy (NWP) 2009 can be measured through women's wellbeing and happiness. For example, the Malaysia Happiness Index (MHI) in 2021 recorded that, by gender, women scored higher on the MHI at 6.49 compared to men at 6.46. Based on nine (9) out of the 13 MHI components, women have higher scores than men namely family (7.25), social participation (6.46), health (6.78), communication facilities (6.14), education (6.35), income (6.07), time use (6.74), spiritual practices (7.26), and culture (6.25) it can be concluded that the Government's efforts to safeguard women's wellbeing have been successful. The MHI scores for women by state are presented in **Exhibit 7**, while the overall MHI scores by state are shown in **Exhibit 8**.

NO.	STATE	FEMALE SCORE	MALE SCORE
1	Federal Territory of Labuan	9.18	9.37
2	Federal Territory of Kuala Lumpur	7.79	7.76
3	Federal Territory of Putrajaya	7.32	7.24
4	Terengganu	7.26	7.15
5	Kelantan	7.03	7.01
6	Perlis	6.99	6.95
7	Pahang	6.76	6.74
8	Sarawak	6.74	6.64
9	Negeri Sembilan	6.70	6.66
10	Johor	6.67	6.70
11	Pulau Pinang	6.62	6.67
12	Kedah	6.57	6.62
13	Perak	6.37	6.34
14	Sabah	6.31	6.26
15	Melaka	5.94	5.77
16	Selangor	5.78	5.70

Exhibit 7: MHI scores for women in Malaysia according to state

Source: Department Of Statistics Malaysia (DOSM)

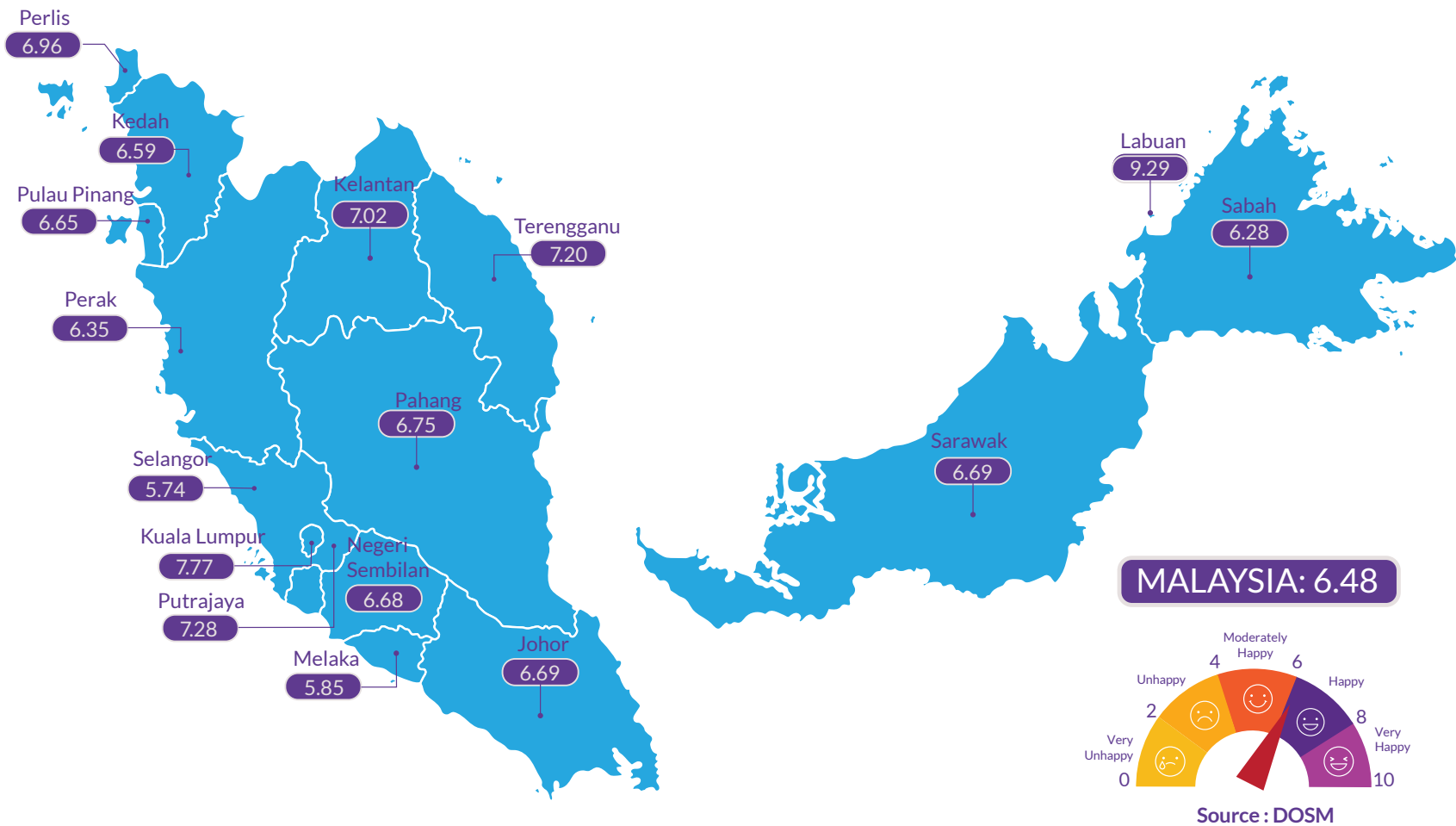


Exhibit 8: The 2021 Malaysian Happiness Index according to state



Achievements of the National Women's Policy (NWP) can also be assessed by the extent to which ministries and other agencies have given attention to women's issues and incorporated gender mainstreaming in the formulation or enhancement of policies. Based on the Ministry's internal analysis, it was found that 17 out of 27 ministries, or 62.9 percent, have integrated gender equality initiatives through the establishment of specific strategies for women under their respective policies and action plans. The list of ministries and agencies, along with the introduced policies, action plans, and policy papers, are detailed in **Appendix 3**.

Malaysia has enacted and improved various legislations and regulations to strengthen women's right and protection. Key statutes that have advanced women's wellbeing include the Employment Act 1955 (Act 265), the Domestic Violence Act 1994 (Act 521), the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 (Act 670), the Self-Employment Social Security Act 2017 (Act 789), the Housewives' Social Security Act 2022 (Act 838), and the Anti-Sexual Harassment Act 2022 (Act 840). In accordance with the Syariah law, the minimum legal age for marriage for women has been standardised at 18 years in the states of Selangor and Kedah.

At the state level, five states, namely Kelantan, Penang, Terengganu, Pahang, and Selangor, have developed state women's policies respectively. Kelantan was the first state to introduce a women's policy, focusing on women's development based on Islamic principles. The Selangor Women's Policy, launched in 2017, was reviewed in 2024 and carries the theme "Progressive Women, Prosperous Selangor."

These achievements were also presented during the Constructive Dialogue of Malaysia's 6th Periodic Report at the 88th Session of the Committee on the Elimination of Discrimination Against Women (CEDAW) in Geneva, Switzerland in 2024. Malaysia received positive feedback from the CEDAW Committee for its ongoing efforts in empowering women. This reflects international recognition of the country's commitment to enhancing women's participation at various levels.



## Issues and Challenges of the National Women's Policy

According to the Statistics on the Empowerment of Women in Selected Domains, the Malaysia Gender Gap Index (MGGI)<sup>5</sup> once again poses a challenge, recording a score of 0.705 in 2023 compared to 0.697 in 2017. Compared to 2022, which recorded an overall score of 0.709, the 2023 score decreased by 0.004 points. Only one sub-index, educational attainment, increased by 0.003 points. The economic participation and health sub-indices experienced a slight decline of 0.005 points each. Meanwhile, the political empowerment sub-index continued to record the lowest with the most stagnant performance. The 2023 Gender Gap Index achievements by state are presented in **Exhibit 9**.

<sup>5</sup> DOSM



POSITION	STATE	GENDER GAPS INDEX	
		2023	2022
2023	MALAYSIA	0.705	0.709
1	Federal Territory of Kuala Lumpur	0.776	0.736
2	Federal Territory of Putrajaya	0.773	0.700
3	Federal Territory of Labuan	0.756	0.721
4	Kelantan	0.737	0.741
5	Negeri Sembilan	0.718	0.720
6	Selangor	0.715	0.757
7	Melaka	0.715	0.729
8	Sabah	0.715	0.729
9	Perak	0.711	0.724
10	Kedah	0.707	0.746
11	Pahang	0.702	0.722
12	Perlis	0.701	0.718
13	Pulau Pinang	0.700	0.727
14	Terengganu	0.693	0.717
15	Sarawak	0.689	0.723
16	Johor	0.686	0.732

**Exhibit 9: The Gender Gap Index for Malaysia in 2023 according to state**

Source: Department Of Statistics Malaysia (DOSM)

The Global Gender Gap Report 2024 marked Malaysia's gender gap score at 0.668. With this score, Malaysia ranked 114<sup>th</sup> out of 148 countries globally, and 9<sup>th</sup> among the 10 ASEAN countries.

In the Sustainable Development Report 2024<sup>6</sup>, Malaysia was ranked 79<sup>th</sup> out of 166 countries. Under the SDG reporting, issues related to women and gender were reported across almost all SDGs except for Goal 7 and Goal 15, as presented in **Exhibit 10**. Goal 5 is the primary goal of women's empowerment and focuses specifically on issues of gender equality. Meanwhile, ASEAN Gender Outlook 2024<sup>7</sup> identifies data gaps for 16 indicators under six goals namely Goal 3, Goal 4, Goal 5, Goal 6, Goal 11, and Goal 13. The details are as in **Appendix 4**.

<sup>6</sup> Online source: <https://dashboards.sdgindex.org/rankings> (edit)

<sup>7</sup> United Nation (2024) "ASEAN Gender Outlook (AGO 2.0)". ASEAN



## GAP ANALYSIS OF SELECTED ISSUES AND CHALLENGES

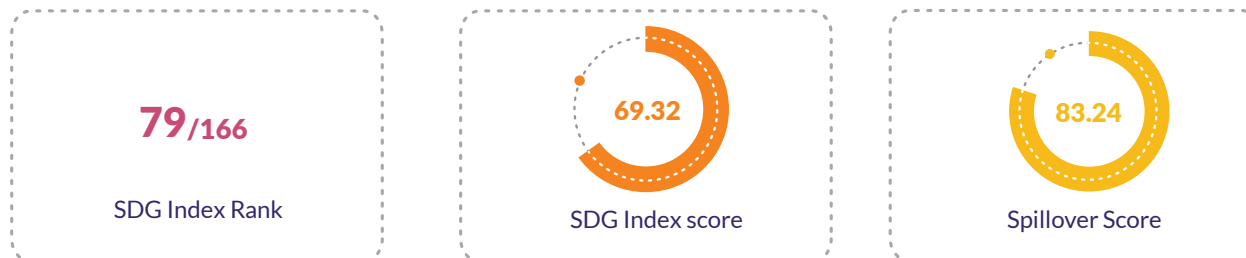
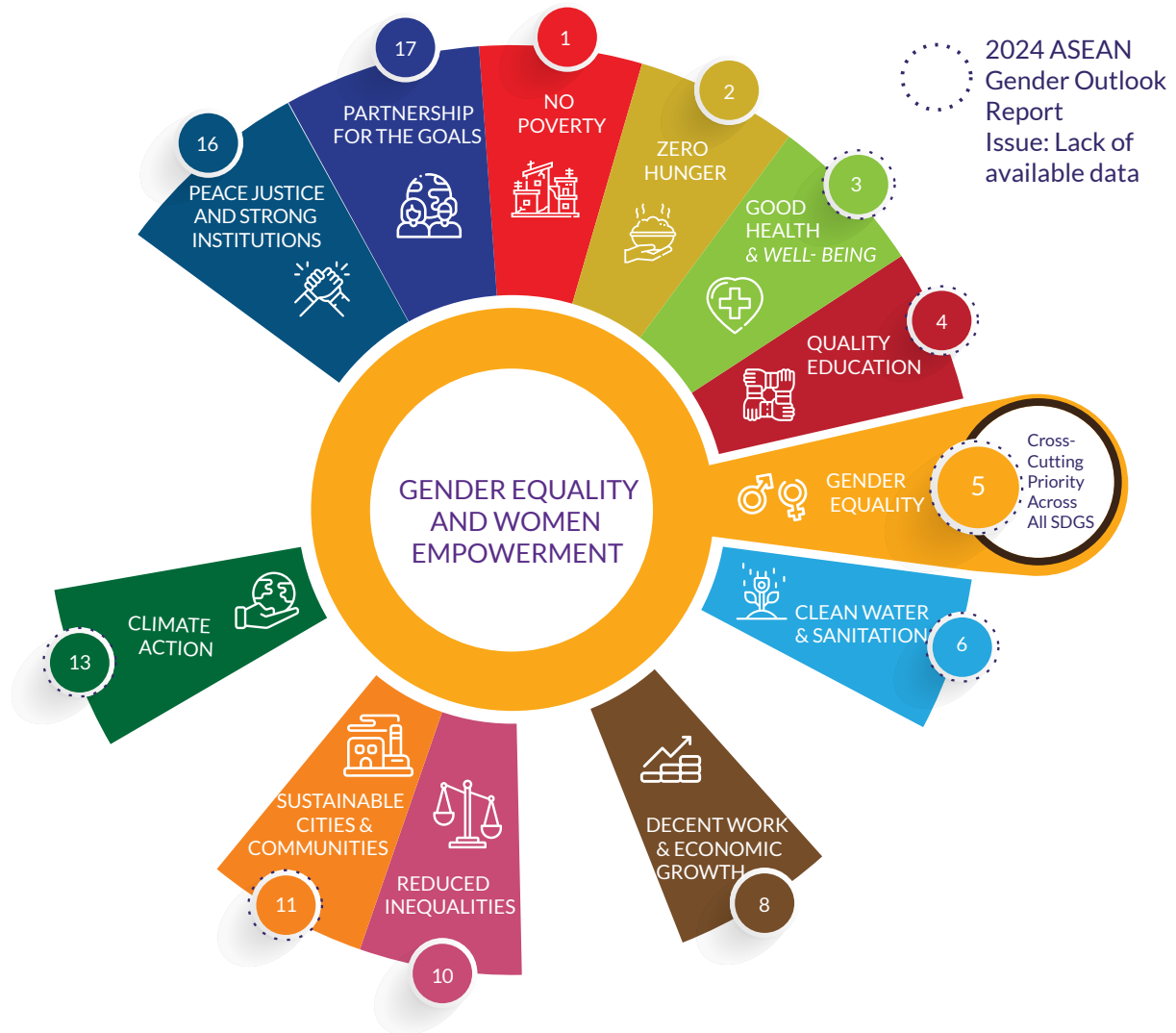
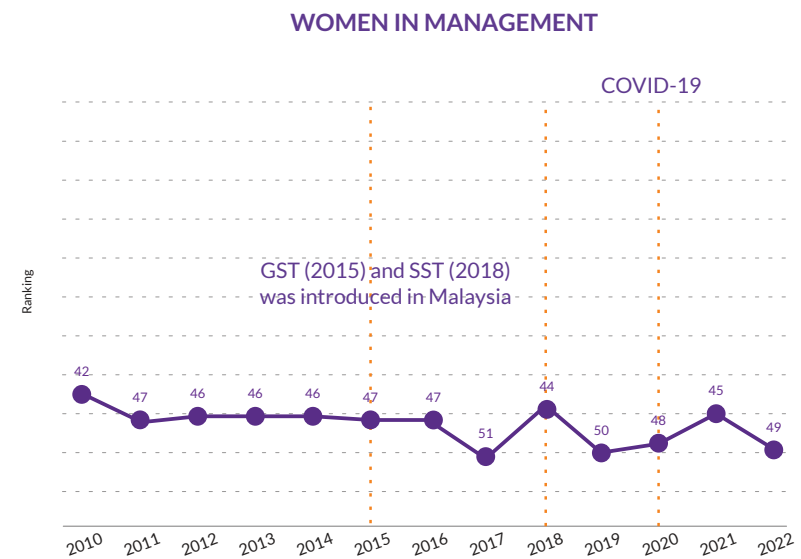
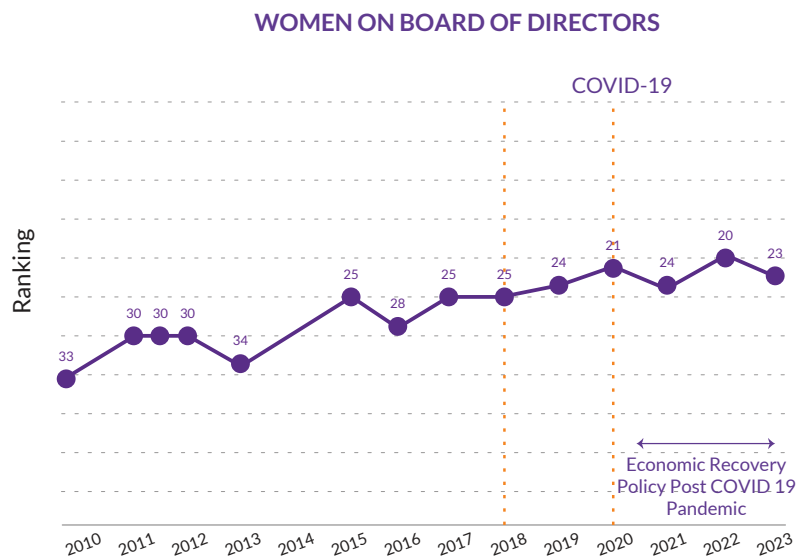


Exhibit 10: Summary of Women's Data Availability across Sustainable Development Goals



**Exhibit 11: Indicators Among Women in Management and Women on Board of Directors under the Management Practices Subfactor in the 2024 World Competitiveness Ranking (WCR) Report**

The current ranking in the 2024 World Competitiveness Ranking (WCR)<sup>8</sup> by the International Institute for Management Development (IMD) places Malaysia at 34<sup>th</sup> position, a drop of seven spots compared to 27<sup>th</sup> in 2023. Among the identified factors are the low achievement in the Women in Management indicator and the stagnant performance in the Women on Board indicator under the Management Practices subfactor.

The imbalance in women's participation in management and board positions is hindering Malaysia from achieving more inclusive and dynamic management practices. Details of the achievements are shown in **Exhibit 11**.

<sup>8</sup> International Institute for Management Development (IMD) (2024) "World Competitiveness Ranking". IMD. Switzerland



## National Women's Policy 2025-2030

Over the past decade since the implementation of the 2009 National Women's Policy (NWP), Malaysian women have made significant progress in areas such as education and employment. Women's achievements, particularly in education, entrepreneurship, and leadership, have greatly contributed to the advancement of society. However, challenges such as wage gaps, workplace discrimination, limited leadership opportunities, and domestic violence continue to persist. In this context, the slogan "Empowering Women, Strengthening the Nation" has been adopted as the theme for the National Women Policy 2025-2030. This theme calls on all stakeholders to take action, highlighting that empowering women not only promotes social justice, but also drives national growth and fosters more comprehensive wellbeing. Women are key catalysts for change, both at home and on a global stage, when given equitable opportunities. The framework for the new National Women's Policy (NWP) is as in **Exhibit 12**.

### Policy Statement

Under this new direction, the Policy Statement of the National Women's Policy (NWP) 2025–2030 is as follows:

"In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development."

### Rationale for a Five-Year Plan

The National Women's Policy (NWP) from 2025 to 2030 is a medium-term plan formulated for a period of five years. The five-year duration is aligned with the cycle of policy implementation processes and the annual budget allocation applications of the Ministry under the Malaysia Plan. Thus, the formulation of NWP 2025–2030 will reflect the rejuvenation of the nation's commitment towards women's wellbeing under the new Malaysia Plan cycle.

### Target Group

The National Women's Policy (NWP) 2025–2030 focuses on women in Malaysia, mainly across these four key areas, namely Economy, Leadership, Safety and Security, and Wellbeing. This policy also marks the beginning of a new direction towards an inclusive and equitable national development agenda.



## NATIONAL WOMEN'S POLICY 2025 - 2030

### "Empowering Women, Strengthening The Nation"

#### STATEMENT

In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development.

#### PRIORITY AREAS

ECONOMY

LEADERSHIP

SAFETY AND SECURITY

WELLBEING

#### OBJECTIVES

Empowering women from all walks of life across all economic sectors as agents of change and strategic partners in the country's socio-economic development

Underlining women's leadership as decision-makers in strategic positions

Mainstreaming gender equality to strengthen the safety and security of women

Strengthening inclusive wellbeing of women within society

#### OUTCOMES

1. Increase the female labour force participation rate to 60 percent
2. Raise the sub-index score for the participation of women in professional and technical occupations to 0.700 under the Malaysia Gender Gap Index (MGGI)
3. Achieve one million registered women entrepreneurs with the Companies Commission of Malaysia by 2030

1. Achieve at least 30 percent representation of women in decision-making roles, particularly in sectors that are currently underrepresented

1. Development of a Public Safety and Security Index, with a dedicated sub-index for women
2. Ensure at least 10 percent participation of women in the defence, security, and public safety sectors
3. Maintain the Family Safety Domain in the Family Wellbeing Index within the "Moderately High" range and above

1. Increase the Malaysia Gender Gap Index (MGGI) score to a range between 0.690 and 1.000
2. Develop a gender-based Malaysian Family Wellbeing Index
3. Maintain Malaysia Happiness Index scores within the "Happy" and "Very Happy" ranges

#### ENABLERS

Gender Disaggregated Data

Gender Responsive Budgeting

Gender Impact Assessment

Gender Audit

Law

Policies

Resources

NGO

Shared Values

Gender Focal Point & Gender Focal Team

Federal Constitution

RMK

National Social Policy

SDGs

CEDAW

Women, Peace and Security






Beijing Declaration

**Exhibit 12: NWP's Policy Framework for 2025-2030**



## Benchmarking of Other Countries' National Policies

The formulation and enhancement of this new National Women's Policy gathers insight from policy development from five countries, namely Australia, the Philippines, New Zealand, Indonesia, and Singapore. In Australia, the national framework for women focuses on two main areas: gender equality and the empowerment of native women. Under the gender equality strategy, the policy targets five priority areas: gender-based violence, paid and unpaid care services, economic security and equality, health, as well as leadership, representation, and decision-making.

 <p>Australia</p>	<ul style="list-style-type: none"><li>• Australia assigns the women's empowerment portfolio to the Department of the Prime Minister and Cabinet.</li><li>• The country's policy framework focuses on two main areas: gender equality and the empowerment of native women.</li><li>• Under the gender equality strategy, the policy targets four priority areas: gender-based violence, paid and unpaid care services, economic and health security and equality, as well as leadership, representation, and decision-making.</li><li>• To strengthen the implementation of gender-responsive budgeting, the Australian Government introduced a policy in 2023 requiring gender analysis and gender impact assessments for project proposals.</li></ul>	 <p>New Zealand</p>	<ul style="list-style-type: none"><li>• The direction of the Ministry for Women (Manatū Wāhine) focuses on the empowerment of women both at the national and international levels.</li><li>• On a national level, four strategies are outlined: the empowerment of native women, economy, leadership, and safety.</li><li>• For the empowerment of women's leadership at the global level, the country targets specific platforms such as APEC, CEDAW, and the International Women's Caucus to highlight women's leadership and enhance the nation's image.</li></ul>
 <p>Filipina</p>	<ul style="list-style-type: none"><li>• The Magna Carta for Women (Republic Act 9710) is a law that advocates for women's rights, emphasising equality and non-discrimination.</li><li>• This legislation mandates the accountability of the government and private sector in promoting gender equality, particularly for marginalised women.</li><li>• The Act also guarantees access to services, resources, and opportunities to empower</li></ul>	 <p>Indonesia</p>	<ul style="list-style-type: none"><li>• Based on the 2020-2024 Strategic Plan of the Deputy for Gender Equality, the Republic of Indonesia started drafting its policy by emphasising the importance of gender equality and analysing the current issues.</li><li>• In the following section, Indonesia highlights the key role of leading agencies, namely the Ministry of Women's Empowerment and Child Protection, and the Deputy for Gender Equality, before outlining the strategies to be implemented by various stakeholders.</li></ul>
		 <p>Singapore</p>	<ul style="list-style-type: none"><li>• Singapore's White Paper on policy focuses on five key sectors: equal opportunities in the workplace, recognition and support for caregiving services, protection of women from violence and injury, other supporting instruments to empower women, and a paradigm shift.</li></ul>

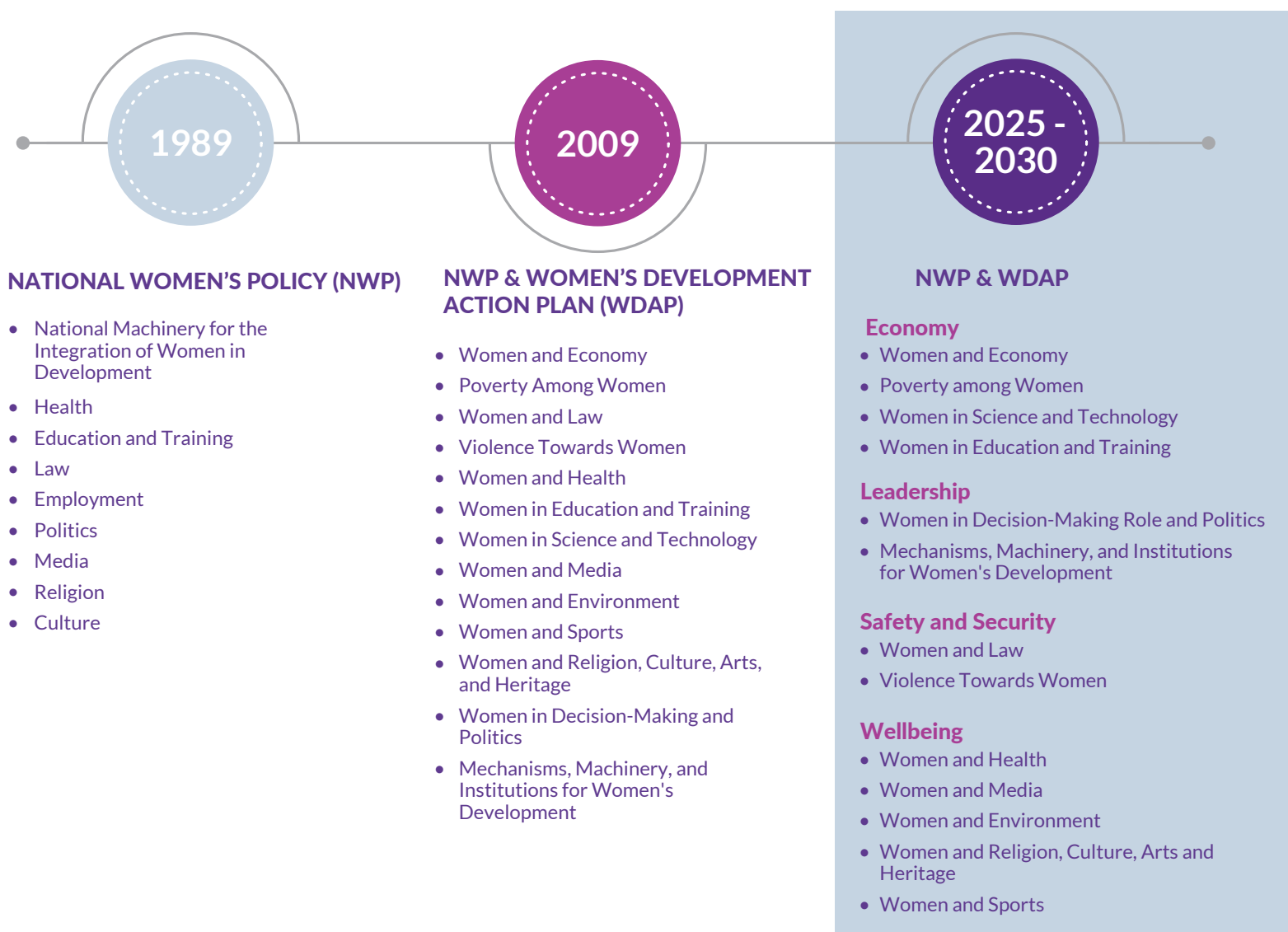
Guided by regional comparative analysis, the NWP has been revised and realigned to reflect best practices, particularly those addressing targeted priority areas.



## A New Focus for NWP 2025-2030

The NWP 2025–2030 will introduce a renewed focus across four areas: economy, leadership, safety and security, and wellbeing. These priority areas are a consolidation of the 13 priority areas under the 2009 NWP as shown in **Exhibit 13**.

The NWP 2025–2030 will serve as the main reference for all stakeholders in efforts to uphold the status of women. Empowerment efforts will be assimilated within the context of local religious beliefs, cultural practices, ethnic diversity, and noble values.



**Exhibit 13: Evolution of the Priority Areas of the National Women Policy**

A white office shelving unit is shown, filled with various items. The top shelf contains several books, a small potted plant, and a stack of black binders. The middle shelf has more books, a large cardboard box, and a small potted plant. The bottom shelf features a white cabinet and a toy truck. A blue banner is overlaid on the bottom left of the image.

Priority Area

# Economy





# Priority Area Economy

## Achievements

Women's achievements in the economic field show moderate performance. The economic opportunity and participation sub-index under MGGI recorded a score of 0.698 in 2023<sup>9</sup>. The female labour force participation (FLFP) rate had a slight increase, reaching 56.2 percent in 2023 compared to 49.5 percent in 2012. The number of women employed in professional and technical fields also rose significantly from 23.8 percent in 2012 to 50.1 percent in 2023<sup>10</sup>. Women's involvement in informal non-agricultural employment increased by 0.7 percent, from 43.7 percent in 2019 to 44.4 percent in 2021<sup>11</sup>. The rise in participation not only boosts household income but also helps address poverty issues. According to the Labour Force Survey Report 2023, the highest FLFP rate for women was in the wholesale and retail trade, financial and insurance activities, and the manufacturing industries.

Various amendments to acts, policies, and new initiatives have been announced in the annual Budget to encourage greater participation of women in contributing to the nation's productivity growth. The latest data of the 2024 Statistics on Women Empowerment recorded that the number of businesses owned by women in the country in 2022 accounted for 20 percent, or 219,015,<sup>12</sup> of the total small and medium enterprises (SMEs) nationwide. This figure reflects a 2.3 percent increase compared to 2015, which recorded 187,265 businesses. The Services sector had the highest number of businesses at 205,012, followed by the Manufacturing sector with 8,469 businesses and the Construction sector with 3,869.<sup>13</sup> These businesses contributed RM69.1 billion to the Gross Domestic Product (GDP) and created approximately 800,000 job opportunities.

The Employment Act 1955 and its amendments (2012 and 2022) were reviewed continuously in light of protecting the rights and wellbeing of female employees. In 2012, the Act introduced paid maternity leave regardless of salary and established a dedicated section to address sexual harassment in the workplace. The latest amendment in 2022 extended paid maternity leave from 60 to 98 days in the private sector to support working mothers, while granting seven days of paid paternity leave for fathers, including an allowance for paternity leave. Additionally, other provisions were amended to ensure a conducive environment for female employees, such as flexible work arrangements, a ban on employment and termination discrimination against pregnant women. The Employment Act also incorporated the dedicated provision to address sexual harassment in workplace with the requirement to display notices of preventing sexual harassment. Furthermore, under the Employees' Social Security Act 1969 (Act 4), women are entitled to protection as victims of workplace violence through the Employment Injury Scheme.

The Self-Employment Social Security Act 2017 was introduced to protect self-employed individuals, including women working in this sector. Initially, the scheme was mandatory for the Passenger Transport Sector, covering taxi drivers, e-hailing service providers, and bus drivers. Effective 1 January 2020, the Self-Employment Social Security Scheme was expanded to include 19 additional self-employed sectors. Self-employed individuals who contribute to this scheme will receive protection starting from the date and time of their contribution being paid and validated through the payment receipt.

Throughout the implementation period of the NWP 2009, various programmes were introduced by government agencies to encourage participation and retain women's involvement in the labour force. TalentCorp introduced various programmes to encourage women's participation in the labour force.

<sup>9</sup> Statistics on Women's Empowerment in Selected Domains, 2024, DOSM

<sup>10</sup> ibid

<sup>11</sup> Formalisation of Informal Entrepreneurs Plan

<sup>12</sup> Economic Census 2023

<sup>13</sup> ibid



Among them are webinar such as the personal branding enhancement and Workplace Harassment, the Women-Industry Network (WIN) Mentoring programme, the Career Comeback Programme for Women Who Want to Return to Work, and the latest initiative, the Wanita MyWIRA programme, all of which focus on targeted initiatives for women's career development. The Career Reconnection Programme, introduced in 2015, has recorded nearly 40 percent of female participants who participated in the returning to the workforce programme. This programme aims to encourage women to re-enter the economic sector after leaving employment, particularly due to family commitments. Under this initiative, TalentCorp has also collaborated with leading employers in Malaysia to implement flexible work arrangements, family-friendly facilities and work-life balance benefits. To increase the participation of persons with disabilities (PWDs), including women with disabilities, the Ministry of Women, Family and Community Development (MWFCD) implements the Job Coach Service Programme in the labour force.

To enhance the economic capacity of women outside the labour force and informal sector, the Government has implemented various programmes to help women generate income, including entrepreneurship. For example, MWFCD has implemented the Single Mothers Skills Incubator (IKIT) programme, Women's Skills Incubator (IKEUNITA), Wanita Bangkit Entrepreneurship, MyKasih Kapital assistance, MamaCare, Career Women Strengthening Seminar, Gig and Business in Technology (Gig@bit) programme, income generation programme for women, OMEGA programme, 2 Years Exit Programme, and the Volvo Iron Women programme. In addition, MWFCD also conducts the Bengkel Daya programme, which is a special skills development programme for PWDs as shown in **Exhibit 14**.

## WOMEN'S ECONOMIC PROGRAMMES

- Kasih Ibu Tunggal Programme Programme for Single Mothers (PROKIT)
- Inkubator Kemahiran Wanita Programme for Skills Development (IKEUNITA)
- Wanita Bangkit Entrepreneurship
- MyKasih Kapital assistance
- MamaCare
- Career Women Strengthening Seminar
- GIG@BIT programme
- Laman Wanita income generation programme
- OMEGA programme
- 2 Years Exit Programme
- Volvo Iron Women Programme
- Bengkel Daya and Job Coach programmes, a special skills development programme for PWDs
- Skills development programme at The Elderly Activity Centre

Exhibit 14: List of programmes under MWFCD



The Ministry of Entrepreneur Development and Cooperatives Development (KUSKOP) has also implemented several financing programmes for women who are newly involved in entrepreneurship, such as the Inclusive SME Ecosystem (I-see), Successful Women Entrepreneurship Engagement Talent (SWEET), and the i-Srikandi Scheme. Additionally, KUSKOP provides a Micro, Small, and Medium Enterprise hub platform (physical) and MyAssist MSME (online) under the supervision of SME Corp. These platforms offer various promotional and advocacy programmes accessible to the public, including women.

Additionally, the Ministry of Human Resources, through the Human Resource Development Corporation (HRD Corp), introduced the Housewives Enhancement and Reactivate Talent Scheme (HEARTS) in 2013. This programme aims to train local housewives to obtain certifications in specialised fields, enabling them to work from home or in flexible work environments. It is estimated that more than 1,000 housewives benefit from the programme each year.

The Social Security Organisation (PERKESO) actively conducts employability programmes, including career carnivals specifically for women. To enhance workforce readiness and expand job opportunities, PERKESO provides the Launch Pad programme for recent graduates of higher education institutions and implements the Career Exploration programme for school students as early exposure to the labour market. PERKESO also offers job matching services through the MYFutureJobs portal, along with Active Labour Market Programmes (ALMPs) that encourage women's participation as skilled workers across various industries. Additionally, PERKESO conducts intensive skills profiling activities. To support efforts in reintegrating women into the labour market, PERKESO provides skills training and competency courses for female insured persons (*Orang Berinsurans/OB*) who have lost their jobs.

The participation of women in international trade has seen promising developments. In 2023, the Ministry of Investment, Trade, and Industry (MITI) launched the Women in Industry and Trade (WITI) initiative in collaboration with the NGO, HAWA. This programme aims to enhance the capacity and capabilities of women entrepreneurs in the industrial and export sectors.

Additionally, MITI, through the Malaysia External Trade Development Corporation (MATRADE), has implemented the Export Acceleration Mission (EAM) to connect local women entrepreneurs with diaspora entrepreneurs abroad. Furthermore, MATRADE collaborates with women's associations such as Peniagawati, supported by MATRADE's overseas offices.

In 2023, the Malaysia Productivity Corporation (MPC) organised the Selangor State Businesswomen Convention 2023 programme, aimed at empowering and recognising the role of women as industry players, to continuously foster innovation and seek new opportunities to enhance productivity and national competitiveness towards sustainable economic development. That same year, 11 member companies of the Malaysian Women Automotive Development Entrepreneurs Association (PUSPAWM) were recognised by the MPC as Productivity Champions in the Leader category for successfully implementing improvements within their companies.

Additionally, the Ministry of Rural and Regional Development (KKDW) implements programmes to develop rural women entrepreneurs, including the Rural Women's Entrepreneurship Seminars, Rural Women's Entrepreneurship Workshop: How to Make Your First Million, Special Business Financing Scheme for Women (DanaNITA), Microentrepreneur Business Development Programme (BizME), Micro Connector Programme, and the Women Netpreneur Programme.

Through the Department of Orang Asli Development (JAKOA), KKDW is also actively empowering indigenous women in entrepreneurship. Among the initiatives organised are the Desa Mall programme, the Rural Entrepreneurship Strengthening Support Programme (SPKLB), and annual entrepreneurship courses for *Orang Asli* women.

Through the Farmers' Organisation Authority (LPP), the Ministry of Agriculture and Food Security (MAFS) organises specialised capacity-building training programmes, including business management training, digital marketing, financial management, and product innovation for women. In addition, women entrepreneurs under LPP also gain access to exhibition and sales platforms for product marketing.



The Department of Fisheries also plays a role in enhancing women's participation in fisheries entrepreneurship through programmes such as My Komuniti Perikanan (MyKP), MyAgropreneur Perikanan (MyAP), and community-based aquaculture, also known as Kebuniti Akuakultur. The department further provides fisheries sector assistance, namely the Delivery and Support Services System (SPeKS), Agricultural Disaster Fund (TBP), and Young Agropreneur Grant (GAM).

As part of its gender-inclusive digital economy agenda, the Ministry of Digital jointly works with the Malaysia Digital Economy Corporation (MDEC) to facilitate women's labour market engagement via programmes including Local E-Commerce Services (PeDAS), eUsahawan, eRezeki and Global Online Workforce (GLOW PENJANA). In 2021, the total number of female participants trained by MDEC reached 220,445, or 54 percent of the total programme participants.<sup>14</sup>

Additionally, under the National Information Dissemination Centre Smart Services (NADI) programme, the Ministry of Communications has successfully produced 3,500 entrepreneurs that consist of 1,000 women. As of 31 July 2024, 952 NADI centres have been actively operating across Malaysia.

The Ministry of Tourism, Arts and Culture (MOTAC) also contributes to women's empowerment in entrepreneurship through the Malaysian Handicraft Development Corporation. In this regard, the craft industry consistently promotes women's participation in entrepreneurship through skills development programmes.

Essentially, the above mentioned collective interagency effort supports Malaysia in retaining talent pool, particularly among women.

## Challenges

### Low labour force participation rates, particularly in strategic sectors

Despite recorded progress, the Labour Force Survey Report 2023 found that the female labour force participation (FLFP) remains low at 56.2 percent, compared to male's participation, at 82.3 percent. Malaysia's FLFP also trails behind other ASEAN nations. The same report noted that 44.4 percent of women outside the labour force had secondary education, while 62.1 percent cited household duties and family responsibilities as primary reasons for not joining the workforce.

Based on the Fifth Malaysian Population and Family Survey (MPFS-5) in 2014, it was found that nearly 18.7 percent of working women faced difficulties in balancing their career and family roles. Some 51.9 percent stated lack of time with family as their main issue, followed by childcare issues at 13.0 percent and insufficient personal time at 11.9 percent. These MPFS-5 findings were further supported by data showing that 32.4 percent of women who had quit their jobs cited childcare issues as the primary reason.

The high cost of childcare and early education, ranging from RM300 to RM2,000 per month according to the Credit Counselling and Debt Management Agency report, also poses a challenge. The Khazanah Research Institute (KRI) 2024 study further found that many urban households had to allocate 15 percent of their income specifically for childcare. A 2024 study by the Institute of Strategic and International Studies (ISIS) Malaysia stated that 30 percent of married women are more likely to leave the workforce when caught between career and household responsibilities. Additionally, the high demand for childcare centres compared to supply has impacted the quality-of-care services, resulting in unsatisfactory standards, insufficient capacity, and high costs.

<sup>14</sup> file: /C:/Users/nurulmunawirah/Downloads/ Inisiatif-MDEC-  
memperkasa-wanita-terlibat-ekonomi-digital\_17-MAR-2021.pdf



The participation rate of female employees in the science, technology, innovation, and economy (STIE) workforce remains low compared to men. This situation does not align with the higher number of new female graduates in science, technology, engineering, and mathematics (STEM) fields compared to new male graduates. According to studies under the National Science, Technology and Innovation Policy, the majority of women leave STI employment sectors due to family factors. Measures to provide workplace support facilities and introduce policies allowing workforce re-entry are expected to encourage female workers to rejoin STI employment sectors. Additionally, the implementation of programmes such as working from home, flexible working hours, or both are anticipated to attract more women to work in this field.

The Statistics Report on Women's Empowerment 2023 recorded that only 2.1 percent of women were involved as skilled workers in agriculture, forestry, livestock, and fisheries. According to KRI research, the gender gap is especially evident among small agri-food farmers in Sabah and Sarawak. Female farmers were found to be lagging behind in machinery or equipment usage, training attendance, and participation in agricultural contracts. The study also reported that small-scale female farmers were more likely to face challenges with irregular sales, potentially due to greater reliance on direct sales to customers. Female farmers were additionally reported to face land ownership challenges, alongside limited access to information for service development, financial assistance, and new technologies. Furthermore, female farmers also faced labour constraints.

### Non-conducive work environment

A conducive working environment is a key factor in encouraging women to remain with an organisation. Among the issues highlighted on less favourable workplace conditions for women are gender-based pay disparities, inadequate work-life balance, and the absence of flexible work arrangements (FWA).

Although the women's labour force participation rate shows a slight increase compared to the previous year, a gender pay gap persists. The 2024 Malaysian Statistics on Women's Empowerment in Selected Domains published by DOSM indicated that for every RM100 in wages earned by men, women receive only RM93.80. The 2023 Malaysia Gender Gap Index further recorded a score of just 0.719 for the Equal Pay for Equal Work indicator under the Economic Participation and Opportunity sub-index.

Work-life balance in Malaysia remains a persistent challenge. The absence of prioritisation regarding standardised working-hour ratios and individual workload limits continues to negatively impact workers' mental and physical health. Malaysia ranks 47<sup>th</sup> out of 60 countries assessed in the 2024 Global Life-Work Balance Index, with a score of 39.09 percent. Additionally, women spend 63.6 percent more time on unpaid care work than men, despite both genders dedicating similar hours to paid employment. This highlights the "double burden" or "second shift" shouldered by women managing household and care responsibilities after completing their "first shift" in the workplace.

Furthermore, FWA serves as a critical alternative for employees managing emergencies, particularly those involving health and family matters. The KRI report indicates that 13.0 percent of individuals who experienced sudden health deterioration no longer worked full-time within one year. Following such abrupt health issues, this group typically shifts to part-time work, temporary unemployment, or complete workforce withdrawal. The study further revealed that women are more likely to exit full-time employment due to unforeseen health crises.



## The untapped potential of care industry

Malaysia continues to develop a dedicated plan in formal recognition of care sector. According to the 2024 KRI study, the current supply of care services remains insufficient to meet actual demand, with persistent imbalances. Childcare facilities are predominantly concentrated in urban areas, while private sector-driven long-term care for the elderly and PWDs remains limited.

## Bridging the development gap among women in rural areas

The lack of macro data regarding women's empowerment programmes in rural areas remains as the main contributing factor to the shortage of specific programmes for women in rural areas, Orang Asli women and natives of Sabah and Sarawak. This situation also makes it difficult to produce average measurements of equality gaps between men and women in rural areas, as well as the implementation of aid distribution to marginalised groups, particularly single mothers and poor women living in remote areas. There are six specific target groups of women in rural areas as identified by KKDW that require special focus: female-headed households in rural areas, Indian community female-headed households, women with low education levels and no employment, divorced, separated and low-wage single mothers, low-income households, Orang Asli women and abandoned divorced women without family care.

## Poverty among female-headed households

The 2024 eKasih data recorded that 32.5 percent of poor household heads are women and 11.5 percent of female poor household heads are from the extreme poverty category. The 2024 UNICEF Study Report identified several main challenges faced by low-income household heads. These include lack of access to social protection and assistance as well as compromised mental wellbeing.

## Ineffective entrepreneurial support

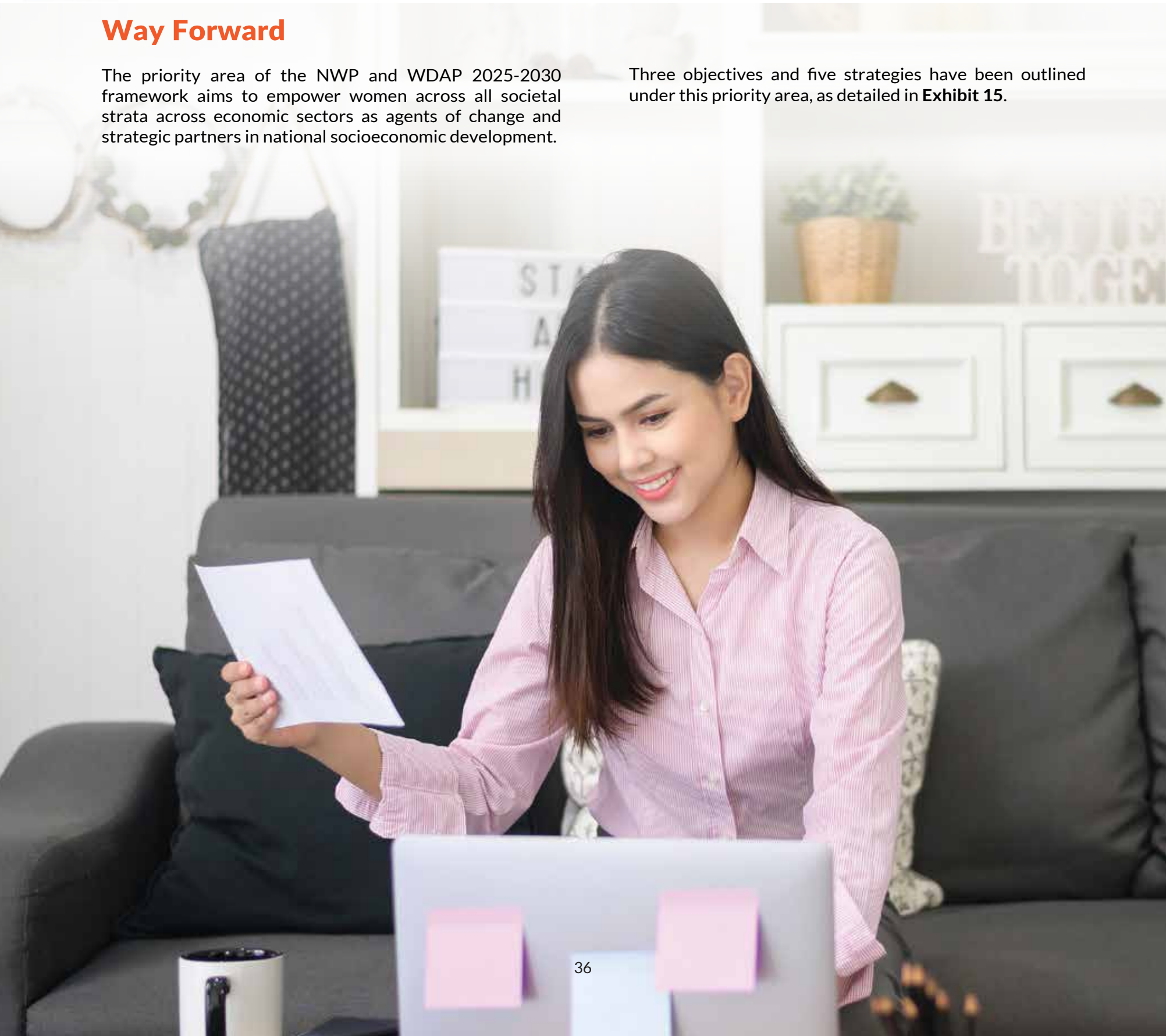
With reference to the 2023 Formalisation of Informal Entrepreneurs Plan, informal entrepreneurship in Malaysia holds significant potential, contributing approximately 2.4 to 5.3 percent to the national GDP and providing employment opportunities to 6.3 percent of the population. However, the informal sector remains male-dominated at 55.6 percent compared to women at 44.4 percent. The 2023 Malaysia Social Entrepreneurship Blueprint reported that existing women entrepreneurs face challenges including market capacity constraints, technology adaptation, and knowledge gaps in scaling existing business models. Women who are new to entrepreneurship struggle with access to financing, business support, and markets. Additionally, women entrepreneurs, particularly those in micro, small, and medium enterprises, face barriers in placing their products in both domestic and international markets.



## Way Forward

The priority area of the NWP and WDAP 2025-2030 framework aims to empower women across all societal strata across economic sectors as agents of change and strategic partners in national socioeconomic development.

Three objectives and five strategies have been outlined under this priority area, as detailed in **Exhibit 15**.





## NATIONAL WOMEN'S POLICY 2025 - 2030 "Empowering Women, Strengthening The Nation"

### STATEMENT

In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development.

### PRIORITY AREAS

#### ECONOMY

#### LEADERSHIP

#### SAFETY AND SECURITY

#### WELLBEING

### OBJECTIVES

Empowering women from all walks of life across all economic sectors as agents of change and strategic partners in the country's socio-economic development

Underlining women's leadership as decision-makers in strategic positions

Mainstreaming gender equality to strengthen the safety and security of women

Strengthening inclusive wellbeing of women within society

### OUTCOMES

1. Increase the female labour force participation rate to 60 percent
2. Raise the sub-index score for the participation of women in professional and technical occupations to 0.700 under the Malaysia Gender Gap Index (MGGI)
3. Achieve one million registered women entrepreneurs with the Companies Commission of Malaysia by 2030

1. Achieve at least 30 percent representation of women in decision-making roles, particularly in sectors that are currently underrepresented

1. Development of a Public Safety and Security Index, with a dedicated sub-index for women
2. Ensure at least 10 percent participation of women in the defence, security, and public safety sectors
3. Maintain the Family Safety Domain in the Family Wellbeing Index within the "Moderately High" range and above

1. Increase the Malaysia Gender Gap Index (MGGI) score to a range between 0.690 and 1.000
2. Develop a gender-based Malaysian Family Wellbeing Index
3. Maintain Malaysia Happiness Index scores within the "Happy" and "Very Happy" ranges

### ENABLERS

Gender Disaggregated Data

Gender Responsive Budgeting

Gender Impact Assessment

Gender Audit

Law

Policies

Resources

NGO

Shared Values

Gender Focal Point & Gender Focal Team

Federal Constitution

RMK

National Social Policy

SDGs

CEDAW

Women, Peace and Security

Beijing Declaration

**Exhibit 15: Target Outcome for the Economic Priority Area**



## **Strategy 1: Increasing women's participation in the workforce**

Strategies to attract greater involvement of women in the labour force will be intensified through job matching programmes. Additionally, women's return-to-work programmes will be enhanced through specific initiatives for women and targeted advocacy for those who moved out of the labour market. The government will continue focusing on increasing women's participation in high-skilled industries such as Technical and Vocational Education and Training (TVET), Science, Technology, Engineering and Mathematics (STEM), as well as new fields like green technology, artificial intelligence (AI), and energy. Strengthening strategic collaborations between the Government and the private sector will be implemented to attract women's talents into the labour force.

## **Strategy 2: Retaining women in the workforce**

The development of competencies and career advancement for women has been identified as a key factor in retaining women in the labour market. In this regard, Ministries, agencies, and private companies are encouraged to intensify training programmes as well as upskilling and reskilling initiatives for female workers. Studies and analyses will be conducted to explore new ideas for women workers' competency development and new directions for future talent development.

## **Strategy 3: Building a conducive employment ecosystem**

The Government will continue to enhance employers' roles in providing conducive work environments. Additionally, the Government will reinforce the provision of support facilities and safe workplaces. These programmes serve as catalysts in ensuring that women return to and remain in the labour market.

## **Strategy 4: Increasing and enhancing women's participation in entrepreneurship and international trade**

Women's involvement in entrepreneurship will remain as the top priority for the Government, particularly in micro, small, and medium industries. The Government will provide greater access in fostering business opportunities and mentoring for women entrepreneurs, including single mothers and women in diaspora communities. Networking among women traders and entrepreneurs within their respective business chains will also be intensified. Additionally, active measures will be taken to enhance women's participation in export industries. Empowerment programmes for poverty eradication in rural and remote areas, especially in Sabah and Sarawak, will continue to be strengthened.

## **Strategy 5: Ensuring gender needs are considered in equitable allocation of government resources**

The Government will reinforce the Gender-Responsive Budgeting (GRB) framework within the annual budget review process to strengthen the implementation of gender-responsive strategies across programmes and projects. The application of gender-responsive budgeting will be expanded to state and local government through the introduction of GRB and participatory modules.





Priority Area

# Leadership





## Priority Area Leadership

### Achievements

The Government supports any form of effort to increase the involvement of women in leadership roles, including as decision-makers. In this regard, a target of at least 30 percent women at the decision-making level was introduced in the public sector on 24 August 2004 to address the lack of female participation at the top management level. This affirmative action was included in the Ninth Malaysia Plan (9MP). Subsequently, the government announced the policy statement of 30 percent women at the decision-making level to be extended to the private sector on 27 June 2011. However, its implementation was not made mandatory. It was only in 2022 that the government mandated public listed companies (PLCs) to have at least one female board member in order to be listed on Bursa Malaysia. A chronology of the introduction of the 30 percent women at the decision-making level policy in Malaysia is shown in **Exhibit 16**.

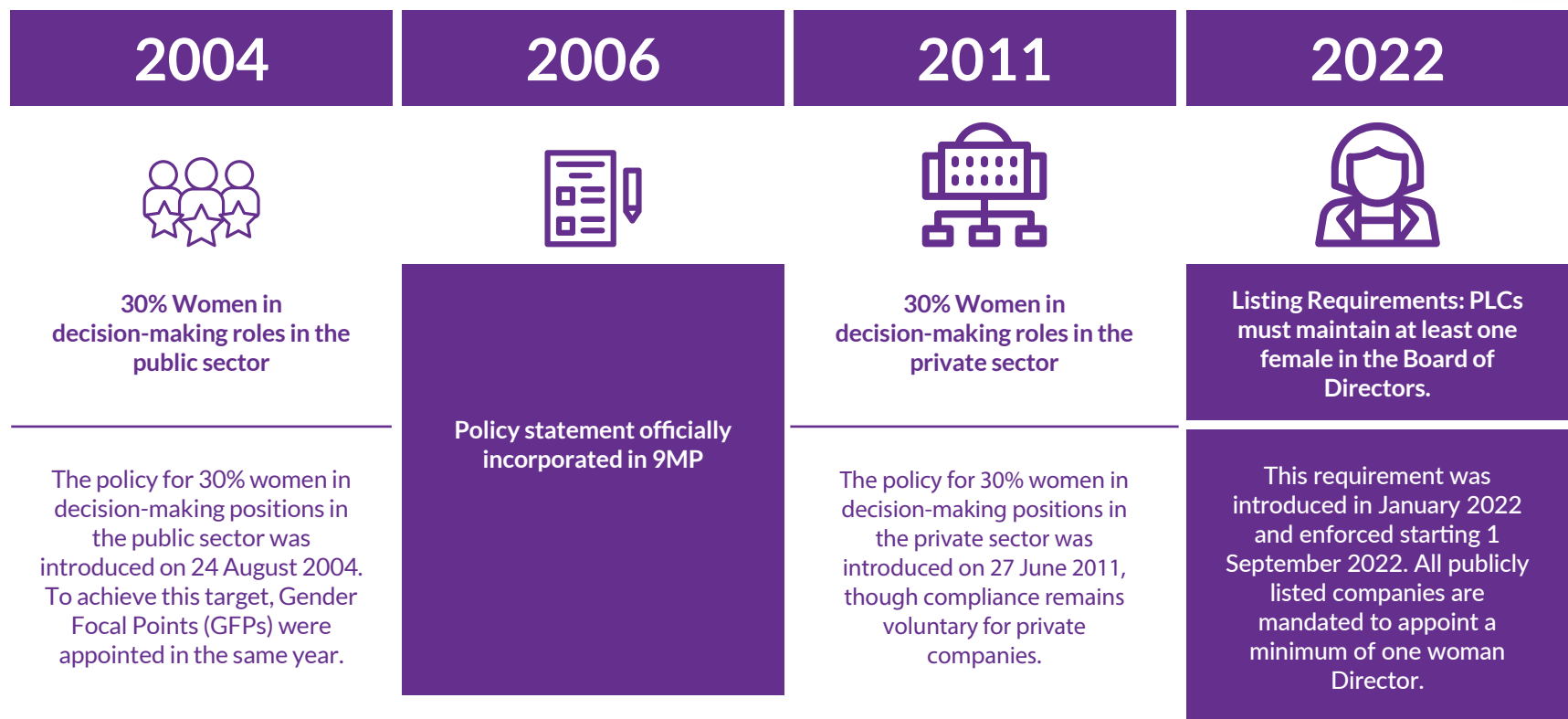


### The Rational for the 30 Percent Target

The 30 percent representation rate for women, as recommended and adopted globally, is based on longstanding discussions regarding Critical Mass Theory by scholars, as compiled in the works of Child and Krook (2009). This theory briefly explains that the 30 percent target refers to a threshold of sufficient representation for a particular subgroup to gain attention and influence within any relevant social construct. In this study, the social construct in question refers to the threshold of women representation as decision-makers across the public and private sectors, politics, NGOs, and community.

Further empirical evidence supporting the justification for this 30 percent target can be observed in the findings of Brahma and Boateng (2021), where the financial performance of companies with more than 30 percent female top executives outperformed those that failed to meet the 30 percent women target. Brahma and Boateng (2021) examined the relationship between gender diversity, female attributes, and financial performance among FTSE Russell 100-listed firms in the UK. Grounded in Critical Mass Theory, which refers to gender diversity (specifically, having 30 percent female representation) on Boards or Directors, the study by Brahma and Boateng (2021) concluded that there is a positive and significant relationship between gender diversity and firm performance.

Source: 30% Women in Decision-Making Positions, Malaysian Social Institute



**Exhibit 16: Chronology on the introduction of 30 percent women in decision-making policy in Malaysia**

Women in Malaysia are gradually attaining leadership roles in sectors traditionally dominated by men. Women have also been holding various positions such as Chief Justice of Malaysia, Governor of The Central Bank of Malaysia, Rear Admiral of the Armed Forces, Auditor General of Malaysia, Chief Commissioner of the Malaysian Anti-Corruption Commission, Director General of Customs, Director General of the Islamic Development Department of Malaysia (JAKIM), Accountant General of Malaysia, Mayor of Kuala Lumpur and others. This situation represents a clear shift towards gender equality across all industrial sectors.

In the public service, 38.9 percent<sup>15</sup> of women now hold top management positions at JUSA C grade and above. In the judiciary, women make up 39.9 percent of judges in the Judicial Body (59 out of 148)<sup>16</sup>. In the Syariah Judiciary, 21.2 percent are female judges (41 out of 193), a significant

increase compared to 2010, when only two women were first appointed as Syariah judges.

The number of female officers in Malaysia's foreign service has shown consistent growth over the years. To date, 45.78 percent or 282 women have served at the Ministry of Foreign Affairs. Some 17.2 percent (15 out of 87) of Malaysia's Diplomatic Mission Heads are women. Additionally, two Malaysian women were selected as Executive Director of UN-Habitat and Co-Chair of Working Group III of the Intergovernmental Panel on Climate Change (IPCC) respectively. Malaysian women's capabilities are recognised at the international level, as demonstrated by Dr. Amani binti Salim, the first Malaysian woman to lead a National Aeronautics and Space Administration (NASA) nanosatellite project.

<sup>15</sup>Public Service Department records up to December 2024

<sup>16</sup>Statistics on Women's Empowerment 2024 by DOSM



In the private sector, there has been a significant increase in women’s participation as board members in the top 100 listed companies on Bursa Malaysia, or Top 100 PLCs, rising from 25.5 percent in 2021 to 32.2 percent as of 10 October 2024. These statistics also include listed Government-Linked Companies (GLCs). Meanwhile, for other companies, the percentage has similarly increased from 16.9 percent in 2021 to 25.4 percent in 2023.

## Impact on ESG Performance Ratings

The term ESG is an acronym for Environment, Social, and Governance. ESG represents a mandatory standard that companies must adhere to as part of their corporate social responsibility, requiring disclosure in annual reports. Compliance with ESG standards enhances the value proposition of listed companies, making them more attractive to investors. ESG criteria also serve as a guiding framework for investment portfolio management among investors who are concerned about social welfare. Currently, Bursa Malaysia maintains a dedicated list of ESG-compliant companies.<sup>17</sup>



<sup>17</sup> 2023 Study on 30% Women in Decision-Making Positions, Malaysian Social Institute

## ESG Ratings for PLCs in the FBM EMAS Index

ESG Rating	ESG Assessments of PLCs in the FBM EMAS Index Rated by FTSE Russell
★★★★	Top 25% by ESG rating
★★★	Top 26% to 50% by ESG rating
★★	Top 51% to 75% by ESG rating
★	Bottom 25% by ESG rating

**Note:** The ESG ratings for PLCs were last updated based on the June 2021 review results from FTSE4Good Bursa Malaysia. Source: Bursa Malaysia, 2022.

**Exhibit 17:** Cross-referenced performance of Public Listed Companies (PLCs) with Environment, Social and Governance (ESG) ratings by FTSE Russell.

Bursa Malaysia obtains ESG Ratings through research conducted by FTSE Russell in 2021, covering 252 PLCs. Companies are categorised according to one to four stars rating, reflecting their performance levels in the environmental, social and governance aspects. FTSE Russell employed 300 assessment indicators to evaluate these PLCs' performance, with the ESG ratings as displayed in **Exhibit 17**.<sup>18</sup>

<sup>18</sup> *ibid*,



FEMALE BOARD DIRECTORS	TOTAL NUMBER OF COMPANIES BY RATING TIER			
	★	★★	★★★	★★★★
>30% women decision-makers	10	13	19	33
<30% women decision-makers	65	46	40	26
<b>Total Companies (252)</b>	<b>75</b>	<b>59</b>	<b>59</b>	<b>59</b>
Percentage of companies with >30% Female Board Directors by rating tier	13%	22%	32%	56%
Percentage of companies with >30% Female Board Directors relative to total companies	4%	5%	8%	13%

**Note:** Ratings are based on FTSE Russell's methodology across 252 public listed companies on Bursa Malaysia.  
**Source:** Bursa Malaysia, 2022

**Exhibit 18: Distribution of PLCs by ESG-FTSE Russell Rating Tier, Bursa Malaysia**

Based on a survey on 30 percent Women on Boards, the findings revealed that among the 252 participating PLCs, 33 out of 59 four-star rated companies (56 percent) exceeded 30 percent female board director representation. In comparison, 100 percent of four-star PLCs in Sweden achieved at least 30 percent female board composition using the same rating methodology<sup>19</sup>. Details are shown in **Exhibit 18**.

During the 15th General Election (GE15), 187 female candidates contested, with 127 competing for Parliamentary seats and 60 for State Legislative Assembly (DUN) seats across Malaysia. GE15 made history by fielding the youngest female candidates, a 23-year-old for Parliament and a 21-year-old for State Legislative Assembly seats.

The GE15 results demonstrated significant progress in women's political representation, as 32 female candidates won Parliamentary seats. Initiatives like Pantau PRU15, a coalition of civil organisations, were established to enhance women's political participation and ensure greater nomination of female candidates by political parties. This development reflects the growing active involvement of young women in the political arena.

Ministerial portfolios, which are traditionally held by men, have been entrusted to women based on individual merit. Among them are the Deputy Prime Minister (2018), Minister of Housing and Local Government (2018), Minister of Energy, Science, Technology, Environment and Climate Change (2018), Minister of Rural Development (2018), Minister of Higher Education (2020), Minister of Plantation Industries and Commodities (2020), Minister of Education (2022), and Minister of Health (2022). For the first time, women have also been appointed as the Deputy President of the Senate (2009) and the Deputy Speaker of the House of Representatives (2020). In 2024, the percentage of women holding Ministerial positions marked at 16.1 percent (5 out of 31), while 27.6 percent (8 out of 29) held Deputy Minister positions.

<sup>19</sup> *ibid*,



Sarawak is the only state with a dedicated ministry, namely the Ministry of Women, Childhood and Community Wellbeing. With the exception of Penang and Sabah, all other State Government levels have specific Committees or Exco portfolios relating to women's welfare. However, women's welfare matters in Penang fall under the portfolio of the Exco Committee for Social Development, Welfare and Non-Islamic Affairs. In Sabah, women's welfare falls under the purview of the Sabah Women's Advisory Council.

At the rural level, the Ministry of Rural and Regional Development (KKDW) actively implements leadership training among *Orang Asli* women in the states of Pahang, Johor, Negeri Sembilan, Perak, Selangor and Kelantan. A total of 175 *Orang Asli* women underwent the 2024 Youth and Women's Leadership Course, while 117 *Orang Asli* women participated actively in the *Majlis Perhimpunan Perdana Batin* and JPKKOA in 2024.

The increased participation of women as Members of Parliament, Ministers, top Government management, and PLC board members reflects the Government's success in advancing the agenda of equal opportunity and rights justice regardless of gender.

## Challenges

### Non-strategic and insufficient participation of high-calibre women

Although women demonstrate better educational achievements compared to men with a score of 1.067, this has not translated into leadership dominance. In 2024, only five women were appointed as Secretary Generals of Ministries and Heads of Service in Malaysia. Therefore, more efforts are needed to ensure gender balance in decision-making positions and politics towards a more satisfactory and comprehensively achieved targets.

Based on statistics from the Public Service Department (PSD), as of 31 December 2022, the highest number of women in Top Management at JUSA C grade and above were in Sarawak and Sabah, with 29 individuals, while the lowest was in Perlis, with only five individuals. The percentage of women in Top Management within the Sarawak State Government administration was the highest at 27.6 percent (eight out of 29 individuals), followed by the Malacca State Government administration at 27.3 percent (three out of 11 individuals). Kedah, Perlis, Kelantan and Terengganu were identified as having no female Top Management representatives.

Overall, only 7.9 percent of local governments (PBT) have female Mayors or Governors (12 out of 151) as shown in **Exhibit 19**.



NUMBER OF MAYORS / GOVERNORS				
STATE	Male	Female	Total	Percentage of Women
Johor	15	1	16	6%
Kedah	11	0	11	0%
Kelantan	12	0	12	0%
Melaka	3	1	4	25%
Negeri Sembilan	7	0	7	0%
Pahang	8	3	11	27%
Perak	14	0	15	0%
Perlis	1	0	1	0%
Pulau Pinang	2	0	2	0%
Sabah	21	2	26	8%
Sarawak	23	3	26	12%
Selangor	10	2	12	17%
Terengganu	7	0	7	0%
Federal Territory of Kuala Lumpur	1	0	1	0%
Total	135	12	151	8%

**Exhibit 19: Distribution of the Number of Mayors / Local Governors by Gender**

Women elected as council members of local authorities across Malaysia remain at only 17.8 percent, comprising only 633 women out of 3,550 local governments council members. The lowest female participation rates were recorded in Terengganu (10.34 percent), Kelantan (12.55 percent) and Sabah (13.89 percent). Nevertheless, Perlis successfully achieved a minimum 30 percent target.<sup>20</sup>

## Deep-rooted stigma on gender-based leadership

Studies have found that lack of understanding and awareness on the need for women's leadership are among the factors that influence the selection of women as organisational leaders. A study by Women's Aid Organisation (WAO) in 2021 reported that 27.2 percent of respondents exhibited overtly dismissive attitudes towards women's decision-making capabilities in workplaces, politics, and communities. The study also found that men were twice as likely as their female counterparts to hold belittling attitudes toward women in public life. This assertion is supported by the Centre for Research on Women & Gender (KANITA)'s 2023 study, which revealed that 62 percent of female respondents disagreed that men make better leaders than women.

## Stagnant levels of women's political participation

Malaysian women's achievements in decision-making positions and politics remain unsatisfactory. Generally, the proportion of women in the Senate (Dewan Negara) and the House of Representatives (Dewan Rakyat) has never reached 30.0 percent in any general election. The highest percentage of women appointed to the Senate was during GE12 at 28.8 percent. As of 25 November 2024, this percentage had declined to 16.7 percent (nine out of 54 Senate members in GE15). The 30 percent Women on Boards study recorded that of the 20 parties contesting in GE15, only two exceeded the minimum 30 percent women candidate target: Malaysian Nation Party (PBM) at 42.9 percent and Sarawak Native People's Party (PBDS) at 33.3 percent. Details are shown in **Appendix 5**. Women's voices in Parliament are crucial in creating a domino effect that ensures women's rights and needs are heard not just at parliamentary level, but across various government, industry, sector, and community levels.

<sup>20</sup> Statistics on Women's Empowerment in Selected Domains 2023 by DOSM



Among the key challenges hindering women's political achievements are Malaysia's organisational culture and political system, which remain influenced by patriarchal structures. This is supported by KANITA's 2023 study, which identified 50 percent of male respondents opposed their wives becoming political leaders. Barriers to increasing women's political representation also stem from candidate selection processes controlled by Political Party Supreme Councils. Additionally, female candidates face more challenging situations, including cases of violence, sexual harassment, cyberbullying, and sexism.

### Misogyny and sexist remarks in Parliament

In the Malaysian context, there have been incidents of misogyny and sexist remarks. In 2021, a debate highlighted the need to address misogyny and the normalisation of sexual harassment disguised as jokes, calling for stricter punitive measures against the Members of Parliament involved. In 2023, one case was resolved with only an apology. This method of resolution risks allowing issues of misogyny and sexist remarks to continue recurring, despite such conduct being prohibited under the Parliamentary Standing Orders.

### Limited understanding and role clarity among GFP and GFT members

Based on the study conducted by KANITA in 2023, the unclear roles of the Gender Focal Point (GFP) and Gender Focal Team (GFT) have limited the overall impact of gender mainstreaming initiatives. Staff rotations, less comprehensive terms of reference, and a lack of relevant leadership training have led to the functions of these teams not being fully optimised at the respective ministerial and agency levels.

## Way Forward

The priority area of the NWP 2025-2030 framework targets to enhance women's leadership in strategic decision-making positions. This priority area consists of one objective and five strategies, as detailed in **Exhibit 20**.



<sup>21</sup><https://www.sinarharian.com.my/article/93723/berita/nasional/kenyataan-berunsur-kesat-seksis-di-parlimen-memalukan>

<sup>22</sup><https://www.bharian.com.my/berita/nasional/2023/10/1169608/tak-mahu-pakai-apa-apa-pun-tak-apa-ayat-seksis-mp-langkawi-cetus>



## NATIONAL WOMEN'S POLICY 2025 - 2030

### "Empowering Women, Strengthening The Nation"

#### STATEMENT

In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development.

#### PRIORITY AREAS

ECONOMY

LEADERSHIP

SAFETY AND SECURITY

WELLBEING

#### OBJECTIVES

Empowering women from all walks of life across all economic sectors as agents of change and strategic partners in the country's socio-economic development

Underlining women's leadership as decision-makers in strategic positions

Mainstreaming gender equality to strengthen the safety and security of women

Strengthening inclusive wellbeing of women within society

#### OUTCOMES

1. Increase the female labour force participation rate to 60 percent
2. Raise the sub-index score for the participation of women in professional and technical occupations to 0.700 under the Malaysia Gender Gap Index (MGGI)
3. Achieve one million registered women entrepreneurs with the Companies Commission of Malaysia by 2030

1. Achieve at least 30 percent representation of women in decision-making roles, particularly in sectors that are currently underrepresented

1. Development of a Public Safety and Security Index, with a dedicated sub-index for women
2. Ensure at least 10 percent participation of women in the defence, security, and public safety sectors
3. Maintain the Family Safety Domain in the Family Wellbeing Index within the "Moderately High" range and above

1. Increase the Malaysia Gender Gap Index (MGGI) score to a range between 0.690 and 1.000
2. Develop a gender-based Malaysian Family Wellbeing Index
3. Maintain Malaysia Happiness Index scores within the "Happy" and "Very Happy" ranges

#### ENABLERS

Gender Disaggregated Data

Gender Responsive Budgeting

Gender Impact Assessment

Gender Audit

Law

Policies

Resources

NGO

Shared Values

Gender Focal Point & Gender Focal Team

Federal Constitution

RMK

National Social Policy

SDGs

CEDAW

Women, Peace and Security

Beijing Declaration

**Exhibit 20: Target Outcomes for Leadership Priority Areas**



## **Strategy 1: Strengthening government mechanisms to empower women's leadership**

Government machinery serves as a critical instrument in ensuring the successful implementation of policies to increase women's participation in leadership roles. Strategic public-private sector collaborations aimed at improving both the quality and number of women leaders will be enhanced. Gender mainstreaming efforts will be intensified to enhance the competency of officers and strengthening existing platforms. Initiatives and programmes to boost women's representation in decision-making positions will also be scaled up continuously.

## **Strategy 2: Developing future leaders across sectors**

Developing future leaders across sectors is a crucial strategy to ensure the implementation of the policy mandating at least 30 percent women in decision-making positions. In this regard, the Government will continue to organise leadership mentoring programmes and strengthen networking platforms for women leaders across sectors. Efforts to highlight women's leadership at the international level will be introduced through capacity-building initiatives.

## **Strategy 3: Enhancing women's leadership skills across sectors**

Efforts to enhance women's leadership skills across sectors are crucial to developing more high-quality female leaders who can drive social change. In this regard, the quality of women's leadership will be strengthened through targeted training and development programmes. Additionally, diversity, equity, and inclusion (DEI) values will be reinforced in both public and private sectors. Women's leadership will also be empowered at all levels, from governance of state to rural areas.

## **Strategy 4: Adopting behavioural insights strategy to support women's political leadership**

The behavioural insights strategy is an approach that considers the habits and lifestyles of target groups before planning paradigm shifts or influencing their thinking patterns. The Government will intensify efforts to promote female leaders' track records and effectiveness as political figures in addressing the prevailing stigma among majority voters. This initiative is crucial in reframing a positive image of women in political leadership while simultaneously increasing public trust in them.



## Strategy 5: Developing policies to improve women's political participation

Increasing women's political participation is crucial to ensure women's voices are being heard in national development. Efforts to empower and increase women's representation in Parliament will be intensified. Understanding of the importance of diversity, equity,

and inclusion (DEI) elements in representation will also be instilled among Members of Parliament and State Assemblypersons. The Government will prioritise efforts in developing more competent young women political leaders as successors through the establishment of a female leadership hub.





Priority Area

# Safety and Security



**KONTINJEN  
GABUNGAN WANITA  
ATM**



## Priority Area: Safety and Security

### Achievements

According to Global Peace Index (GPI) 2024, Malaysia has now risen to 10<sup>th</sup> place as one of the safest countries in the world, compared to its 19<sup>th</sup> position in 2023. This achievement is particularly commendable when compared to other ASEAN nations such as Vietnam (41), Indonesia (48), Laos (49), Cambodia (70), and Thailand (75). In the Asia-Pacific region, Malaysia ranks as the third safest country, with New Zealand in first place and Singapore in second, while Japan and Australia are in the fourth and fifth places respectively.

Additionally, Malaysia's position in the Trafficking in Persons (TIP) Report also shows positive progress, having improved from Tier 3 to Tier 2 in 2024. Under the same report, Malaysia is also listed as one of the top five safest countries in the domain of ongoing conflict and the third-best in the military domain.

The government's ongoing commitment in security is also reflected through the two amendments to the Domestic Violence Act, in 2012 and 2017. Under these amendments, the Act expanded the definition of domestic violence to include emotional harm, as well as mental and psychological abuse. This broader definition allows victims to claim compensation for psychological abuse and emotional injury while also simplifying the process of applying for protection orders. Additionally, the amendments classified domestic violence as an arrestable offence. The second amendment in 2017 further strengthened protections for domestic violence victims through the introduction of the Emergency Protection Order (EPO) and improvements to the Interim Protection Order (IPO), Protection Order (PO), and temporary placement in government-approved safe shelters.

In 2013, the Royal Malaysian Police (RMP) established a special unit, Peace Lady (AMANITA) to optimise the role of women, particularly housewives, in crime prevention efforts. A total of 167 senior female officers were appointed as Peace Ladies nationwide to coordinate this programme.



The Skuad Waja serves as community volunteers and first responders in addressing all forms of violence against women. From its establishment in 2021 through October 2024, the total membership of the Skuad Waja has reached 337,958 individuals, including 75,910 male participants.

The Sexual Harassment Act 2022 [Act 840] was introduced to protect both men and women from sexual harassment. This legislation provides an alternative platform through the establishment of a special tribunal in expediting the sexual harassment case handling process, including the awarding of compensation or damages to victims. In 2024, the tribunal issued its first ruling, ordering the perpetrator to make a formal apology to the victim.

On cybersecurity matters, the Prime Minister's Department, through the National Cyber Security Agency (NACSA), maintains a proactive approach in implementing cybersecurity programmes for all segments of society, including women. Recognising that women face higher risks of cyber threats, NACSA conducts an annual Women in Cyber programme.

As of 2023, women comprised 13.8 percent of the RMP personnel, exceeding the minimum 10 percent target set in the Defence White Paper. According to the 2024 Women's Empowerment Statistics Report, women's participation in the Malaysian Armed Forces ranks at 8.0 percent, with breakdowns of 7.6 percent in the Army, 11.4 percent in the Navy, and 6.5 percent in the Air Force. Malaysia ranks among the top contributors to UN peacekeeping missions, having deployed 859 officers and personnel (including 98 women) across five UN peacekeeping operations in Lebanon, Western Sahara, the Abyei Region, South Sudan, and Congo.

Malaysia's achievements in the security sector stem from the persistent efforts of multiple stakeholders, including the Government, enforcement agencies, and civil society. The nation's strong position in international indices not only reflects domestic stability but also enhances its appeal to foreign investors, thereby contributing to national economic development.

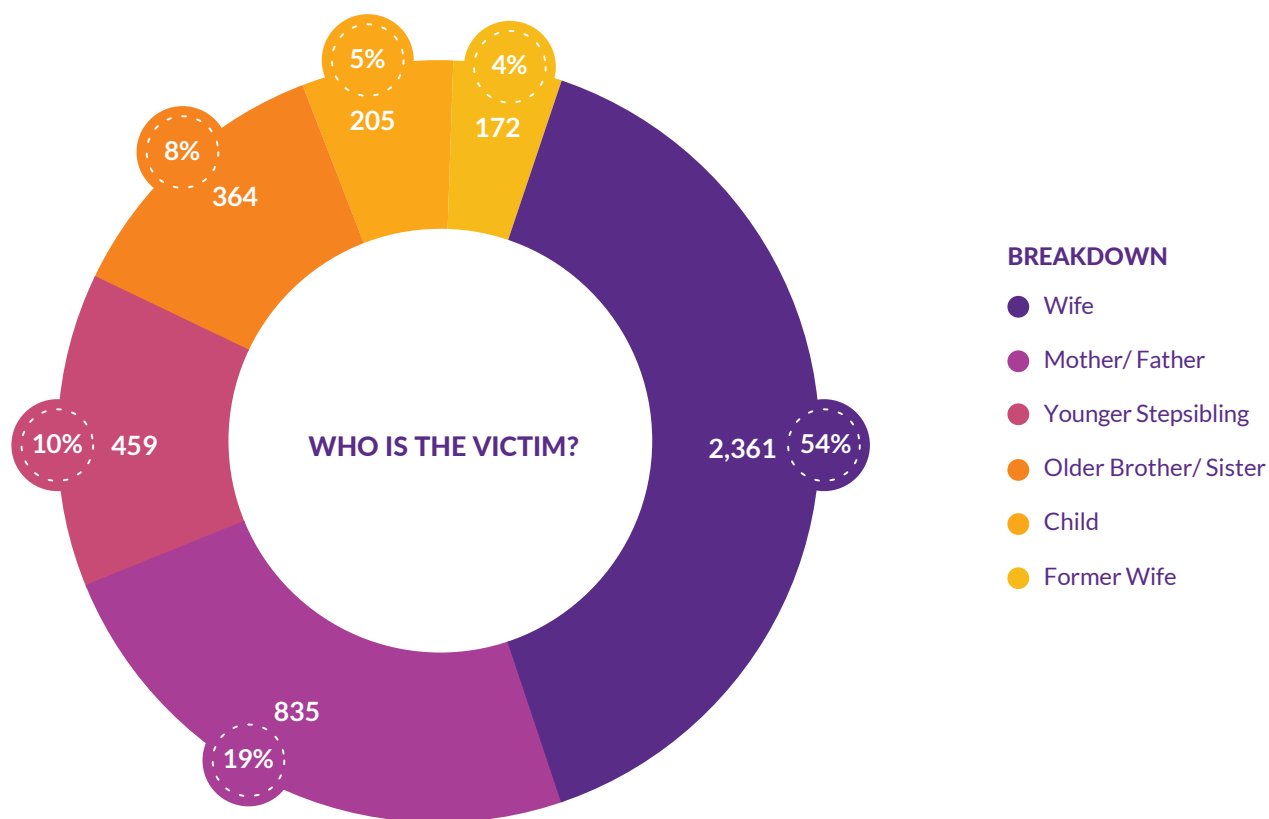
## Challenges

### Increase in Index Crime

Index Crime, encompassing both violent and property crimes rose to 52,444 cases in 2023, an increase of 3.2 percent, compared to 50,813 cases in 2022. Violent crimes and property crimes recorded increases of 1.0 percent and 3.8 percent respectively, reaching 10,453 cases and 41,991 cases in 2023.

### Rise in cases of violence and threats against women

According to official statistics from RMP, 4,663 domestic violence cases were reported in 2023. However, the 2022 National Health and Morbidity Survey (NHMS) on Maternal and Child Health conducted by Malaysia's Ministry of Health (MOH) indicates that approximately 500,000 women in Malaysia experienced intimate partner violence. This significant disparity in reporting figures suggests that many victims may still feel unsafe or unwilling to report incidents to the relevant authorities. RMP's 2024 data reveals that housewives and unemployed women represent the highest proportion of domestic violence victims, as detailed in **Exhibit 21**.



FEMALE VICTIMS	NO. OF CASES
Domestic duties/ family responsibilities	2,448
Unemployed	859
Private Sector Executive	345
Private Sector Employee	320
Professional	189
Student	96
Civil Servant	58
Street Vendor	49
Retiree	45
Gardener / Fisherman / Farmer	22
Police Officer	13
Labourer	12
Senior Police Officer	2
Military Personnel	2

MALE VICTIMS	NO. OF CASES
Domestic duties/ family responsibilities	165
Unemployed	148
Student	105
Labourer	99
Private Sector Employee	98
Retiree	96
Gardener / Fisherman / Farmer	78
Professional	72
Private Sector Executive	59
Civil Servant	35
Street Vendor	28
Police Officer	6
Senior Police Officer	2
Military Personnel	2

**Exhibit 21: Statistics on Domestic Violence Victims by Gender and Category**



Based on records from the Department of Social Welfare in 2024, Selangor, the Federal Territory of Kuala Lumpur, and Pahang were the three states with the highest reported cases of domestic violence. Out of the 512 cases recorded, 62.1 percent involved the Malay ethnic group, followed by 15.8 percent Indian and 9.4 percent Chinese. Women accounted for 93.9 percent of the victims. The three main factors identified as triggers for domestic violence were misunderstandings, short-tempered perpetrators, and perpetrators who were drug addicts.<sup>23</sup>

According to Crime Statistics, Malaysia, 2023, the number of sexual crime cases at the national level increased by 2.9 percent in 2022, with 3,303 cases compared to 3,209 cases in 2021. Rape cases recorded the highest percentage increase in 2022, at 9.6 percent. A study titled "Understanding and Experiences of Sexual Harassment Among Malaysian Society", conducted by MWFCD, found that 44.4 percent of sexual harassment incidents occurred in public places, such as public transport and schools.

The Malaysian Communications and Multimedia Commission (MCMC) recorded that nearly 10,000 cyberbullying complaints were received since 2022. In 2024 alone, approximately 4,000 cases were reported within just seven months. Among these, Facebook was identified as the platform with the highest number of cyberbullying incidents, followed by WhatsApp and Instagram. Women were found to be the most frequent victims of cyberbullying crimes. Selangor recorded the highest number of cases, followed by Kuala Lumpur and Johor.

## Misconception among male regarding violence against women

In tackling the issue of violence against women, male awareness and support are essential in creating a healthy and harmonious community environment. However, concerning findings from a 2022 IPSOS Malaysia study reveal that 50 percent of male respondents and 48 percent of female respondents believe that violence against women is often provoked by the victims themselves. This misconception may create significant barriers for victims in coming forward to report abuse.

These findings underscore the urgent need for more strategic and intensified civic education initiatives from all sectors of society to address these misconceptions and promote greater understanding.

## Insufficient focus on women's participation in defence, security, and public safety sectors

The lack of comprehensive, gender-specific data regarding women's involvement in emergency services, security, and public safety sectors remains a significant challenge. Academic research indicates that the number of female personnel in Special Malaysia Disaster Assistance and Rescue Team (SMART) remains disproportionately low. Hence, the number of personnel needs to be increased in ensuring aid to the vulnerable groups, including pregnant women and other female survivors during disasters. Moreover, the absence of a dedicated strategic plan to analyse gender gaps, manage participation rates, and monitor the welfare of women in these sectors hindered effective coordination and implementation of Women, Peace and Security (WPS) initiatives.

<sup>23</sup> Source: Department of Social Welfare records, 2024



## Way Forward

The priority area for security in the NWP 2025-2030 aims to institutionalise gender equality as a means of enhancing women's security and public safety. This framework outlines three objectives and five strategies, as detailed in Exhibit 22.





## NATIONAL WOMEN'S POLICY 2025 - 2030

### "Empowering Women, Strengthening The Nation"

#### STATEMENT

In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development.

#### PRIORITY AREAS

ECONOMY	LEADERSHIP	SAFETY AND SECURITY	WELLBEING
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#### OBJECTIVES

Empowering women from all walks of life across all economic sectors as agents of change and strategic partners in the country's socio-economic development	Underlining women's leadership as decision-makers in strategic positions	Mainstreaming gender equality to strengthen the safety and security of women	Strengthening inclusive wellbeing of women within society
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#### OUTCOMES

<ol style="list-style-type: none"> <li>1. Increase the female labour force participation rate to 60 percent</li> <li>2. Raise the sub-index score for the participation of women in professional and technical occupations to 0.700 under the Malaysia Gender Gap Index (MGGI)</li> <li>3. Achieve one million registered women entrepreneurs with the Companies Commission of Malaysia by 2030</li> </ol>	<ol style="list-style-type: none"> <li>1. Achieve at least 30 percent representation of women in decision-making roles, particularly in sectors that are currently underrepresented</li> </ol>	<ol style="list-style-type: none"> <li>1. Development of a Public Safety and Security Index, with a dedicated sub-index for women</li> <li>2. Ensure at least 10 percent participation of women in the defence, security, and public safety sectors</li> <li>3. Maintain the Family Safety Domain in the Family Wellbeing Index within the "Moderately High" range and above</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase the Malaysia Gender Gap Index (MGGI) score to a range between 0.690 and 1.000</li> <li>2. Develop a gender-based Malaysian Family Wellbeing Index</li> <li>3. Maintain Malaysia Happiness Index scores within the "Happy" and "Very Happy" ranges</li> </ol>
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#### ENABLERS

Gender Disaggregated Data		Gender Responsive Budgeting		Gender Impact Assessment		Gender Audit	
Law	Policies	Resources	NGO	Shared Values	Gender Focal Point & Gender Focal Team		
Federal Constitution	RMK	National Social Policy	SDGs	CEDAW	Women, Peace and Security	Beijing Declaration	

**Exhibit 22: Target Outcome for Safety and Security Priority Areas**



## **Strategy 1: Strengthening policy implementation related to violence against women**

The Public Safety and Security Index will be enhanced through the introduction of a sub-index related to women's safety. In addition, legislation concerning women's safety will be reviewed and amended as required. Social protections for women will be expanded to include victims of domestic violence. The delivery of services related to violence against women, involving officers, communities of practice, and other support assistance, will be enhanced. Advocacy for the elimination of violence against women will be intensified throughout the implementation of this policy.

## **Strategy 2: Enhancing public safety and security to protect women**

The role of various parties, particularly the MCMC and NGOs will be strengthened to address public safety and security issues. Additionally, an integrated information system for tracking sexual offenders and perpetrators of violence against women will be developed to improve monitoring and service delivery. Public awareness campaigns will be intensified to widely disseminate information on services provided by the local governments and RMP.

## **Strategy 3: Fostering a safe and respectful culture for women in society**

Cultivating respect for women across all settings is paramount, particularly in fostering gender-sensitive community development. Furthermore, initiatives to nurture a culture of safety and respect towards women in society will be strengthened across all age groups and institutions, including the Parliament. Women's safety will be better safeguarded and consistently assured through these efforts.

## **Strategy 4: Increasing women's participation in defence, security and public safety sectors**

The Government recognises the importance of women's participation in strengthening the defence, security, and public safety sectors. Therefore, the Government will intensify efforts to increase women's involvement across all three sectors. This strategy will be implemented continuously until the targeted objectives are achieved.



## Strategy 5: Monitoring strategic initiatives under the Women, Peace and Security (WPS) Agenda

Women's peace and security remain a key focus for the Government. In this regard, the Government will develop a dedicated national action plan, aligned with United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, as outlined in **Exhibit 23**.

### FOUR PILLARS OF UNSCR 1325 ON WPS



#### PROTECTION

The protection of women and girls from sexual and gender-based violence, including in emergency and humanitarian situations such as refugee camps.



#### PARTICIPATION

Increasing women's participation at all levels of decision-making related to peace and security, including in national, regional and international institutions; conflict prevention, management and resolution mechanisms; peace negotiations; peacekeeping operations as military personnel, police officers and civilians; and as Special Representatives of the UN Secretary-General.



#### PREVENTION

Enhancing strategies to prevent violence against women, including prosecuting those responsible for violations of international law, strengthening women's rights under national legislation, and supporting local women's peace initiatives and conflict resolution processes.



#### RELIEF AND RECOVERY

Advancing relief and recovery measures to address international crises through a gender perspective. This includes respecting the universal and humanitarian rights of refugee camps, while incorporating the specific needs of women and girls in the design and layout of such camps and settlements.

Source: UN Security Council Resolution 1325

Exhibit 23: United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS)



Priority Area

# Wellbeing





## Priority Area: Wellbeing

### Achievements

The Malaysia Happiness Index (MHI) 2021 shows that women are happier than men. There are nine out of 13 components where women scored higher than men, namely family (7.25), social participation (6.46), health (6.78), communication facilities (6.14), education (6.35), income (6.07), time use (6.74), spiritual practices (7.26), and culture (6.25). The remaining three components, work environment (6.31), public safety (6.28), and emotional wellbeing (6.16) show that men scored higher than women. Meanwhile, the housing and environment component (6.39) recorded the same score for both genders.

Malaysians, in particular, derive greater satisfaction from family relationships compared to other countries. 42 percent of Malaysians are satisfied with the social and political situation in the country, compared to the global average of 39 percent, while 50 percent of Malaysians are satisfied with the nation's economic conditions, higher than the global average of 40 percent.

A Special Select Committee on Women, Children, and Community Development, comprising nine Members of Parliament was established under the 15th Parliament. This committee scrutinises bills, as well as investigates and reports on matters pertaining to women's affairs, children, youth, persons with disabilities, Orang Asli, and community development under the purview of the Ministry of Women, Family, and Community Development, the Ministry of Youth and Sports, the Ministry of National Unity, and the Ministry of Rural and Regional Development, along with their respective agencies.

The Ministry of National Unity implements various programmes to enhance awareness on gender equality. Among the programmes implemented are the Bicara Harmoni Podcast Series, involving community leaders and religious NGO leaders of both genders, the Unity Discussion: Chit Chat Belia Madani programme, Kem Anak Malaysia, Jelajah Belia Rukun Negara and Eksplorasi Rukun Negara. Furthermore, to encourage participation and gender quality, the Department of National Unity and Integration has enforced a mandatory 30 percent quota for women as committee members of the Neighbourhood Watch (Rukun Tetangga) through the Guidelines on the Procedures for Selection and Appointment of Neighbourhood Watch Committee Members.

The government has introduced the Housewives' Social Security Scheme (SKSSR) under the Housewives' Social Security Act 2022. This scheme aims to provide social security protection to housewives against domestic accidents, injuries sustained while managing household affairs, and domestic violence, with contributions as low as RM120. Contributions can be made by husbands, housewives themselves, family members, or any third party on behalf of the housewife.

To assist low-income women registered in the National Poverty Data Bank (eKasih), the Government has introduced the voluntary contribution programme i-Suri. The participants will receive a special incentive of 50 percent for every RM1 contributed, up to a maximum special incentive of RM300 in the current year. The Government has also introduced the i-Sayang programme, which stipulates a contribution transfer rate of two percent from the EPF member's contribution for those who choose to transfer their contributions to their wives.

PLANMalaysia has prepared the Islamic Places of Worship Planning Guidelines (GPP) in 2023. These guidelines aim to emphasise the requirement for segregation of facility components such as prayer spaces, ablution areas, toilets and changing rooms between men and women.

The Subang Jaya City Council has become Malaysia's first local authority to introduce the "Women-Friendly City" concept.



The scope of this urban concept includes providing safe and high-quality municipal services for women, encompassing healthcare, leadership opportunities, and political participation.

In addition to ensuring a conducive physical environment, the Government also prioritises awareness on cyber security among women. For this purpose, the Ministry of Digital, through CyberSecurity Malaysia, implements various awareness programmes related to women's cyber security, such as CyberSAFE™ and Pep Talk, targeting segments of society including communities from the Hardcore Poor Housing Project (PPRT).

To strengthen family institutions, the Malaysian Islamic Development Department (JAKIM) has integrated topics relating to domestic violence into Islamic premarital courses under Module 8: Stress and Conflict Management. Additionally, topics concerning the obligation of spousal maintenance have also been included.

To enhance awareness on marital rights among women, the Legal Aid Department (JBG) actively produces various informational pamphlets concerning women's rights and legal matters. These publications cover topics including divorce procedures for both Muslims and non-Muslims, spousal and child maintenance, matrimonial assets, mutaah (post-divorce compensation), polygamy, child custody, breach of promise compensation, wedding debts, and explanations of the Domestic Violence Act. Additionally, JBG actively implements legal literacy programmes related to women's rights through its eKlinik 6G legal aid system and mobile legal clinics under the Justice on Wheels (JoW) initiative. Currently, there are three JoW units operating in Malaysia; one in Peninsular Malaysia and two in the states of Sabah and Sarawak respectively.

In addressing matters related to Syariah jurisdiction, the Government has set forth several significant advancements. In 2021, the Government has enhanced the enforcement of maintenance orders through the amendment of the Financial Services Act 2013 (Act 758) to implement hiwalah. Hiwalah is the process of freezing the bank accounts of fathers, husbands, or ex-husbands who refuse to pay maintenance as ordered by the Syariah Court. This is one of the innovations in Syariah Law that strengthens women's rights. The number of court orders (maintenance cases) filed by wives and children from 2018 to 2023 was 13,166 with 7,112 cases resolved.

To address conflicts between Civil Law and Syariah Law, the Syariah Community was established by the Attorney General's Chambers (AGC). This community comprises experts in both Syariah and Civil Law, who have proposed solutions to various issues, including the harmonisation of Syariah and Civil Law.

AGC established the Marriage Tribunal in 2020 to provide counselling and reconciliation services for non-Muslim couples before formal divorce proceedings begin. This tribunal also serves as a preliminary step in the divorce process, where couples must obtain a Tribunal Certificate before applying for divorce in court. The Office of the Chief Registrar of the Federal Court of Malaysia set up a Mediation and Conciliation Division in 2016 to reduce the backlog of court cases and expedite the resolution process.



In addition, the Family Support Division Transit Programme (BSK) was introduced on 2 October 2010 by the Department of Syariah Judiciary (DSJM). The purpose of the programme is to facilitate the progress of case proceedings in the Syariah Courts, reduce the backlog of cases caused by the absence of relevant parties, provide accommodation facilities, ensure the safety of the involved parties particularly single mothers, and expedite the trial process.

Women have also been actively involved in discussions concerning climate change and environmental management issues. According to Malaysia's First Biennial Transparency Report (BTR 1), 53.7 percent of women were involved in consultation sessions and stakeholder engagements with the Ministry of Natural Resources and Environmental Sustainability. The Ministry of Agriculture and Food Security (MAFS), through the Department of Fisheries, has developed a Climate Change Plan for the Fisheries Sector, which includes initiatives to enhance women's participation in skills-based programmes such as fisheries technology and Internet of Things (IoT) applications, production of quality broodstock and fingerlings, as well as training in hygienic live feed production. Additionally, the National Disaster Management Agency (NADMA) is currently developing a framework to integrate the issues on empowering vulnerable groups, including women, into the National Disaster Risk Reduction Policy 2030. Data on female volunteers involved in flood disaster relief efforts has been profiled under the volunteer database maintained by the Social Welfare Department (JKM).

MWFCD through JKM has leveraged the Activity Centre For The Older Persons (PAWE) as hubs for skills empowerment and social engagement to ensure elderly women remain productive and well-supported. MWFCD has also been actively enhancing policies and legislation in preparation for the ageing nation.

## Challenges

### Low level of understanding of gender sensitivity concepts

The majority of government agencies' programme and project planning still fails to incorporate gender considerations. For instance, many data reports continue to lack gender-disaggregated details and analysis. This issue has resulted in less effective resource allocation for target groups.

Gender stereotypes remain prevalent in society, particularly within the arts and cultural industries. The objectification of women persists in much of media storytelling, where they are frequently portrayed as passive housewives or victims of violence. Such framing has reinforced negative stigmas against women. Based on a 2022 study by IPSOS Malaysia on Gender Inequality, 42 percent of male respondents believed traditional masculinity is under threat. This perception has slowed progress in gender mainstreaming.

### Decentralised support services information for women

Despite the fact that the Government provides various services for women, ranging from entrepreneurship programmes to post-marriage support under the purview of multiple agencies, the accessibility to these services remains an issue. Geographical and internet accessibility barriers as well as the haphazard dissemination of service information across multiple official websites further complicates women's ability to obtain necessary details promptly.



## Women's health standards still require attention

According to the Health Indicators Report published by MOH, the maternal mortality ratio has increased from 25.6 per 100,000 live births in 2012 to 68.2 per 100,000 live births in 2022. The maternal mortality ratio refers to deaths caused by complications during pregnancy, childbirth, or within 42 days after delivery per 100,000 live births.

Among the contributing factors identified is the unhealthy lifestyle of women. The 2022 National Health and Morbidity Survey (NHMS) report found that one in ten women suffers from specific health conditions such as hypertension, diabetes, heart disease, and thyroid disorders. Statistics for all these conditions have shown an increase compared to six years ago.

According to the 2019 NHMS Report, the prevalence of depression among women was 2.6 percent compared to 2.0 percent among men. Households in the B40 income group recorded the highest rates of depression at 2.7 percent.

Over the past six decades, Malaysia's Total Fertility Rate (TFR) has declined significantly by 75 percent between 1957 and 2021. From a peak of 6.8 children per woman in 1957, the rate decreased to 4.9 children in 1970, 3.0 children in 2000, and further declined to 2.1 children in 2010. The TFR reached its lowest point in 2022 at 1.6 children before experiencing a slight recovery to 1.7 children in 2023. State-level analysis reveals Terengganu has the highest fertility rate at 2.9 children per woman, while Penang and the Federal Territory of Kuala Lumpur record the lowest rates at 1.3 children.

In general, the decline in fertility rates can be attributed to several factors, including delayed marriages, increased female participation in higher education and the labour market as well as rising living costs. The Fifth Malaysian Population and Family Survey in 2014 further identified three main reasons for delayed marriages among single individuals: financial constraints, difficulty finding compatible partners, and career advancement.

Fertility decline is also influenced by infertility issues. According to research conducted by the Malaysian National Population and Family Development Board (LPPKN), the percentage of married women without children in the country increased by nearly 2 percent over a 10-year period, rising from 6.8 percent in 2004 to 8.6 percent in 2014. Additionally, a 2017 LPPKN study found that 37 percent of female respondents reported experiencing difficulties in conceiving.



## Absence of support systems for women in the informal care sector

The 2019 NHMS Report recorded that 5.7 percent of Malaysia's total population was engaged in informal care services. Meanwhile, 7 percent of women were providers of informal care services. Widows or divorcees were more likely to provide informal care<sup>24</sup> compared with married or single women. While most informal caregivers received assistance from other family members, 31.7 percent of caregivers did not receive any support.

The majority of caregivers spent less than ten hours per week providing informal care, though a significant minority devoted over 50 weekly hours to such responsibilities. The long-term demands of caregiving can adversely affect health and disrupt daily activities. The NHMS findings further revealed that caregiving responsibilities negatively impacted providers' emotional, financial, social, and physical wellbeing. The burdens of social isolation and inadequate support among informal caregivers may lead to stress, mental health challenges, and overall health deterioration. Notably, most caregivers received no formal training, with only a small proportion having received instruction from healthcare service providers.

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<sup>24</sup> Informal care services encompass the provision of personal care, health-related assistance, and other support to individuals unable to care for themselves, delivered on an unpaid and unofficial basis. These services exclude care provided by professional caregivers or formal volunteer organisations.

## Absence of centralised data on women's involvement in climate change issues

The role of women in climate change adaptation is closely associated with advocacy at household and community levels. However, women's frequent involvement in initiatives such as recycling campaigns, energy conservation, and smart agriculture goes often unrecorded. Furthermore, lack of research on disaster management, particularly towards women's health, livelihoods, and wellbeing, as well as on female-headed households, remains a challenge.

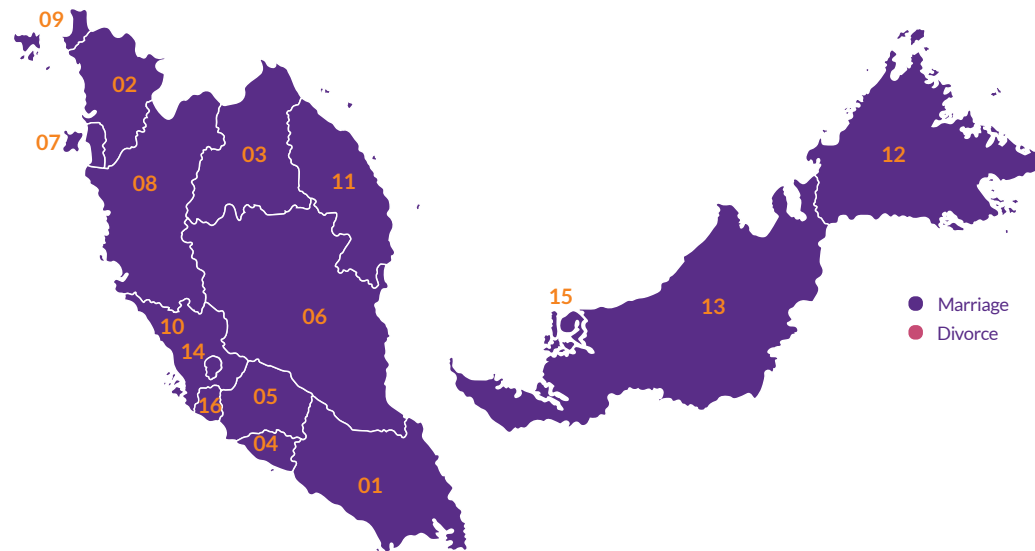
## Inadequate implementation of family law and anti-discrimination legislation

Media reports continue to highlight inefficiency in Syariah law enforcement with regards to maintenance claim. Malaysia's current divorce statistics with 45,420 recorded cases among Muslims in 2021 raise great concern. As of 2023, only Terengganu state has implemented imprisonment penalties for fathers failing to pay maintenance under state enactments. Similar enforcement challenges persist in civil divorce proceedings, thus greater attention is required in post-divorce management to safeguard women's and children's welfare.

The Malaysian Marriage and Divorce Statistics 2024 report issued by DOSM recorded 57,835 divorces in 2023, with state-level marriage and divorce statistics detailed in **Exhibit 24**.



## MARRIAGE AND DIVORCE STATISTICS BY STATE, 2023



Johor - 01			Kedah - 02			Kelantan - 03					
	24,142	7,392		13,112	4,390		16,925	3,185			
Johor Bahru:	10,437	3,237	Kuala Muda:	3,009	1,024	Kota Bharu:	4,965	1,016			
Batu Pahat:	2,885	789	Kota Setar:	2,190	805	Pasir Mas:	2,223	420			
Kluang:	2,013	744	Kulim:	1,724	536	Tumpat:	1,668	331			
Melaka - 04			Negeri Sembilan - 05			Pahang - 06					
	6,119	1,945		7,737	2,829		9,202	3,384			
Melaka Tengah :	3,659	1,185	Seremban:	4,006	1,525	Kuantan:	3,153	1,240			
Alor Gajah :	1,379	434	Port Dickson:	947	318	Temerloh:	1,114	396			
Jasin :	1,081	326	Jempol:	864	293	Pekan:	759	285			
Pulau Pinang - 07			Perak - 08			Selangor - 10					
	8,281	2,531		14,547	4,072		37,595	12,440			
Timur Laut:	2,091	659	Kinta:	4,418	1,340	Petaling:	10,693	3,814			
SP Tengah:	2,070	610	Larut & Matang:	1,761	602	Ulu Langat:	7,282	2,588			
SP Utara:	1,820	598	Manjung:	1,634	328	Klang:	6,179	1,849			
Terengganu - 11			Sabah - 12			Sarawak - 13					
	7,969	2,798		13,393	3,625		16,028	4,308			
K. Terengganu :	1,786	547	Kota Kinabalu :	2,035	723	Kuching:	3,844	1,196			
Kemaman :	1,354	457	Sandakan :	1,522	394	Miri:	1,871	378			
Dungun :	1,015	415	Tawau :	1,347	385	Sibu:	1,411	368			
Perlis - 09			F.T Kuala Lumpur - 14			F.T Labuan - 15			F.T Putrajaya - 16		
	1,783	707		10,217	3,760		555	181		495	288

### Note:

SP:Seberang Perai K: Kuala F.T. : Federal Territory

- Marriage and divorce statistics referring to records registered in the year 2023.
- Divorce statistics cannot be directly compared to current-year marriage statistics.
- Divorce statistics are based on the date of case completion with a ruling by the Shariah or Civil Courts.

Exhibit 24 : Marriage and Divorce Statistics in Malaysia, 2023



## Way Forward

The priority area for wellbeing in the NWP 2025-2030 aims to strengthen the inclusivity of women's welfare within society. Under this priority area, three objectives and eleven strategies have been outlined, as detailed in **Exhibit 25**.





## NATIONAL WOMEN'S POLICY 2025 - 2030 "Empowering Women, Strengthening The Nation"

### STATEMENT

In pursuit of genuine gender equality, the National Women's Policy (NWP) aspires to empower women to actively participate and realise their full potential through inclusive planning and development.

### PRIORITY AREAS

ECONOMY	LEADERSHIP	SAFETY AND SECURITY	WELLBEING
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### OBJECTIVES

Empowering women from all walks of life across all economic sectors as agents of change and strategic partners in the country's socio-economic development	Underlining women's leadership as decision-makers in strategic positions	Mainstreaming gender equality to strengthen the safety and security of women	Strengthening inclusive wellbeing of women within society
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### OUTCOMES

<ol style="list-style-type: none"> <li>1. Increase the female labour force participation rate to 60 percent</li> <li>2. Raise the sub-index score for the participation of women in professional and technical occupations to 0.700 under the Malaysia Gender Gap Index (MGGI)</li> <li>3. Achieve one million registered women entrepreneurs with the Companies Commission of Malaysia by 2030</li> </ol>	<ol style="list-style-type: none"> <li>1. Achieve at least 30 percent representation of women in decision-making roles, particularly in sectors that are currently underrepresented</li> </ol>	<ol style="list-style-type: none"> <li>1. Development of a Public Safety and Security Index, with a dedicated sub-index for women</li> <li>2. Ensure at least 10 percent participation of women in the defence, security, and public safety sectors</li> <li>3. Maintain the Family Safety Domain in the Family Wellbeing Index within the "Moderately High" range and above</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase the Malaysia Gender Gap Index (MGGI) score to a range between 0.690 and 1.000</li> <li>2. Develop a gender-based Malaysian Family Wellbeing Index</li> <li>3. Maintain Malaysia Happiness Index scores within the "Happy" and "Very Happy" ranges</li> </ol>
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### ENABLERS

Gender Disaggregated Data		Gender Responsive Budgeting		Gender Impact Assessment		Gender Audit	
Law	Policies	Resources	NGO	Shared Values	Gender Focal Point & Gender Focal Team		
Federal Constitution	RMK	National Social Policy	SDGs	CEDAW	Women, Peace and Security	Beijing Declaration	

**Exhibit 25: Target Outcome for Wellbeing Priority Areas**



## **Strategy 1: Enhancing awareness on gender equality**

The Government will intensify the implementation of gender-responsive policy development and data collection to support gender mainstreaming efforts. Additionally, advocacy programmes on gender sensitivity for religious institutions, arts and cultural industries will be continued to garner multi-stakeholder support for gender equality aspirations and women's empowerment. Special briefings on gender equality to Cabinet members, state leadership, and civil service top management, including judges and ambassadors will be conducted to accelerate gender mainstreaming processes at the highest levels of national leadership. These initiatives are crucial to enable men to become allies and supporters for gender equality and women's empowerment, without feeling that their status or position are at risk.

## **Strategy 2: Empowering service delivery for targeted women groups**

The One-Stop Social Support Centres (OSSC) provides psychosocial services to the community through guidance and counselling sessions. The services of OSSC will be strengthened by increasing both the number and capacity of these centres. Additionally, awareness campaigns on the availability of OSSC will be intensified across various platforms.

## **Strategy 3: Fortifying the role of media in women's empowerment**

The Government prioritise the wellbeing and welfare of specific target groups of women, including the elderly, youth, persons with disabilities (PWDs), Orang Asli and native women in Sabah and Sarawak. Hence, advocacy efforts to empower women within these target groups through media channels will be intensified. This strategy

will highlight the significant contributions of the specific target group of women as a source of inspiration to society.

## **Strategy 4: Improving literacy on women's health**

The Government will continue to prioritise efforts to enhance health literacy among women. In light of this, advocacy for physical and mental healthcare for women will be further strengthened. The Government will also intensify social education and reproductive health awareness programmes.

## **Strategy 5: Expanding access to various health services for women in rural and remote areas**

Access to diverse healthcare services for women, particularly those in rural and remote areas, will be improved through increased deployment of mobile clinics and flying doctors. To reinforce these initiatives, the Government will enhance strategic partnerships with state governments, local governments, private sector entities, NGOs, community organisations, and local leaders to amplify service delivery at the grassroots level.

## **Strategy 6: Providing a conducive environment and women-friendly infrastructure**

Gender-sensitive sports and recreational infrastructure is essential to meet the needs of all stakeholders, particularly women. This includes provisions such as women's changing rooms with appropriate location and lighting, as well as female personal trainers for women-only sessions. The existing star-rating system for local governments will be enhanced through the introduction of indicators assessing women-friendly premises, facilities, and amenities.



## Strategy 7: Improving digital literacy among women

Enhancing digital literacy stands as a key strategy to counter cyber threats. In this regard, the Government will intensify efforts to expand broadband coverage in rural and remote areas, including Orang Asli communities, native people in Sabah and Sarawak. Additionally, advocacy and awareness programmes on cybersecurity for women will be intensified to raise awareness on online scams and personal data security.

## Strategy 8: Providing a conducive social support system

The transformation of DWD as a dedicated one-stop centre for women's empowerment will be intensified through the development of an integrated portal and mobile application<sup>25</sup> consolidating diverse services for women. Lifelong learning programmes for women will be invigorated. Concurrently, the Ministry will intensify the effort to ensure the formal care industry provides quality services at affordable costs. Additionally, support systems for informal women caregivers will be strengthened through policy improvements and resource allocation.

<sup>25</sup> This portal and application will serve as a unified platform connecting women to various government services and women-related agencies through a single click, while also functioning as a central coordinator for information and promotional content on women's empowerment programmes organised by diverse stakeholders including private entities and NGOs. The system will facilitate the identification of talented women through voluntary participant registration and will establish itself as a local reference centre for all women-related studies conducted by universities, research consultants and non-governmental organisations.

## Strategy 9: Enhancing legal literacy among women

Efforts will continue to be intensified to ensure all women understand their fundamental rights and legal protections. A good level of legal literacy among women will help reduce cases of gender-based violence and discrimination. Publication of pamphlets regarding laws related to women, the extension of clinic services to rural and remote areas, and the organisation of legal literacy programmes for women by various stakeholders are among the initiatives that will be strengthened and expanded.

## Strategy 10: Strengthening syariah and civil legal processes related to women's rights

The Government will enhance the delivery of services related to marriage and divorce affairs. In this regard, the roles of the Family Support Division, DSJM, and the Marriage Tribunal under NRD will be further strengthened. Standard operating procedures (SOPs) for post-divorce matters will be improved. Additionally, the online case management system for Syariah Courts will be standardised, and the Syariah Community platform will continue to be utilised to enhance legal provisions under both civil and syariah laws. Discussions on harmonising civil and syariah legal provisions will involve strategic collaboration with various stakeholders.



## Strategy 11: Improving women's participation in climate change and environmental issues

Efforts will continue to be strengthened to safeguard women's wellbeing within climate change adaptation. The Government will also enhance the preparedness on disaster management, such as during floods and heatwaves by incorporating gender-specific needs. This strategy ensures women are not left behind in the Government's climate change preparedness initiatives.

## Game Changers

Game changers are high-impact new ideas identified to catalyse mindset shifts and serve as catalysts for women's empowerment and gender mainstreaming. These game changers will ensure Malaysia achieves the goals of National Women's Policy (NWP) 2025-2030: empowering women to participate meaningfully in realising their full potential through inclusive development and planning towards gender equality. The identified game changers are listed in **Exhibit 26**.





# The 12 Game Change



Launching and implementation of the NWP and WDAP 2025-2030.



Introduction of gender impact assessment in the national budgeting system in line with the gender-responsive budgeting approach.



Introduction of gender audit into the evaluation of high-impact projects or programmes.



Empowerment of Gender Focal Points and gender specialists at the MWFC.



Introduction of initiatives that support women in the informal sector.



Introduction of a National Action Plan on Women, Peace and Security in the defence, security, and public safety sectors.



Consolidation of career women's support service to boost birth rates.



Introduction of a Star Rating System for private companies.



Establishment of women's leadership hubs and empowerment of female representation in the Parliament.



Introduction of Social Public-Private Partnerships to address domestic violence issues.



Development of a portal and application for a One Stop Centre (OSC) for services related to women.



Introduction of behavioural insights strategies to support women's political leadership.

Exhibit 26: The Game Changers



## Enablers

Enablers refer to the elements that support and strengthen the implementation of specific policies. In this context, enablers play a crucial role in ensuring the effectiveness and sustainability of formulated policies. These enablers serve to enhance governance within the involved sectors, including planning, development, and policy implementation oversight, thereby ensuring efficiency and effectiveness across public sector operations.

The key enablers identified to ensure successful implementation of NWP 2025- 2030 include:

1. Laws - Regulations established by authorities to govern societal conduct.
2. Policies - A general framework guiding actions to achieve specific objectives. Policies outline programmes and initiatives to attain equality standards.
3. Resources - Assets deployed to fulfil policy objectives.
4. Shared Values - Principles collectively upheld and valued within an organisation or society.
5. Non-Governmental Organisations - NGOs are volunteer-based entities operating outside formal government structures, with common visions and missions.
6. Gender Impact Assessment (GIA) - GIA serves as a tool to evaluate the potential impact of programmes or initiatives prior to their implementation. This assessment may be incorporated as a key component within broader value assessment frameworks.
7. Gender Focal Point and Gender Focal Team - A Gender Focal Point denotes an individual responsible for integrating gender perspectives within an organisation. Gender Focal Teams comprise gender specialists tasked with monitoring the incorporation of gender perspectives in service delivery mechanisms.
8. Gender Responsive Budgeting - This constitutes a budgetary estimation analysis to ensure the incorporation of inclusive gender perspectives in national fiscal planning, allocation, implementation, and monitoring.
9. Gender-Disaggregated Data - The collection and analysis of sex-disaggregated data to identify the differences in experiences, needs, and outcomes between men and women. This methodology is imperative for formulating inclusive and responsive policies that effectively address all stakeholders' requirements, particularly within gender equality contexts.



## Monitoring and Evaluation Mechanisms

Monitoring and evaluation mechanisms in policy formulation constitute a critical step to ensure developed policies achieve their intended objectives according to established targets. The outcomes of these mechanisms will facilitate improved decision-making and enhance future policy planning. In advancing the mainstreaming of the NWP, four key policy enablers have been identified: integrated gender-disaggregated data, gender-responsive budgeting, gender impact assessments and gender audits.

The implementation of the NWP and WDAP will undergo annual monitoring. Achievements and evaluations will be reported periodically in the National Women and Family Council (MWKN) meetings, in addition to serving as input for international reporting such as the Sustainable Development Goals (SDGs), Global Gender Gap Index (GGGI), Women, Peace and Security (WPS), and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as shown in **Exhibit 27**. A mid-term policy review will be conducted two years after policy implementation. Close strategic collaboration among all government agencies including State Governments, the private sector, NGOs and CSOs is crucial to intensify implementation of these policies.

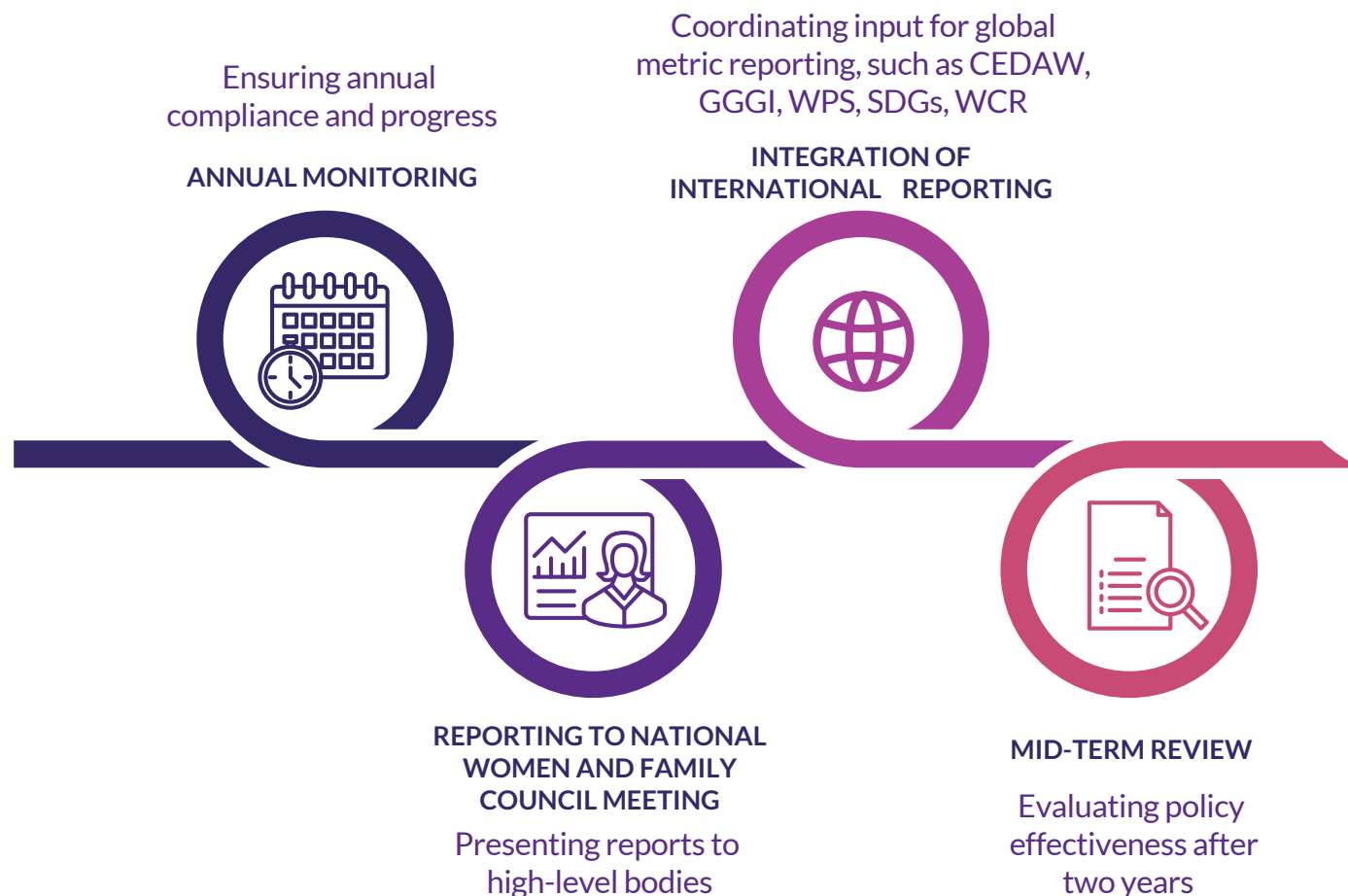


Exhibit 27: Monitoring and evaluation mechanism for National Women's Policy 2025-2030






## Chapter 3

# Women's Development Action Plan

# New Strategies

ECONOMY	LEADERSHIP	SAFETY AND SECURITY	WELLBEING
<ul style="list-style-type: none"> <li>• Increasing women's participation in the workforce</li> <li>• Retaining women in the workforce</li> <li>• Building a conducive employment ecosystem</li> <li>• Increasing and enhancing women's participation in entrepreneurship and international trade</li> <li>• Ensuring gender needs are considered in equitable allocation of government resources</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening government mechanisms to empower women's leadership</li> <li>• Developing future leaders across sectors</li> <li>• Enhancing women's leadership skills across sectors</li> <li>• Adopting behavioural insights strategy to support women's political leadership</li> <li>• Developing policies to improve women's political participation</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening policy implementation related to violence against women</li> <li>• Enhancing public safety and security to protect women</li> <li>• Fostering a safe and respectful culture for women in society</li> <li>• Increasing women's participation in defence, security and public safety sectors</li> <li>• Monitoring strategic initiatives under the Women, Peace and Security (WPS) Agenda</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing awareness on gender equality</li> <li>• Empowering service delivery for targeted women groups</li> <li>• Fortifying the role of media in women's empowerment</li> <li>• Improving literacy on women's health</li> <li>• Expanding access to various health services for women in rural and remote areas</li> <li>• Providing a conducive environment and women-friendly infrastructure</li> <li>• Improving digital literacy among women</li> <li>• Providing a conducive social support system</li> <li>• Enhancing legal literacy among women</li> <li>• Strengthening syariah and civil legal processes related to women's rights</li> <li>• Improving women's participation in climate change and environmental issues</li> </ul>



Priority Area	Strategies	Programmes	Activities
ECONOMY	5	16	53
LEADERSHIP	5	11	27
SAFETY AND SECURITY	5	17	32
WELLBEING	11	31	70
<b>TOTAL</b>	<b>26</b>	<b>75</b>	<b>182</b>



Priority Area

# Economy



## Increasing women's participation in the workforce

- Align women's academic qualifications with industrial needs.
- Increase advocacy and support for women who have exited the labour force.
- Encourage women's involvement in TVET, STEM, AI, green technology, and energy sectors.
- Strengthen strategic collaboration between the government and the private sectors to attract female talent into the workforce.

## Retaining women in the workforce

- Encourage private companies and government agencies to implement career development programmes.
- Conduct analysis and research to determine the direction of future talents.

## Building a conducive employment ecosystem

- Ensure employers provide a conducive work ecosystem.
- Strengthen the provision of support facilities and a safe working environment.

## Increasing and enhancing women's participation in entrepreneurship and international trade

- Expand access to business opportunities and mentoring for women, including single mothers and women in the diaspora.
- Enhance business networks and empower women in export sectors.
- Provide support to women in remote areas of Sabah and Sarawak.

## Ensuring gender needs are considered in equitable allocation of government resources

- Ensure women's needs are taken into account in government resource allocation.
- Expand the implementation of gender responsive budgeting modules across all levels.



## Programmes and Activities: Economy

No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
1. Increasing women's participation in the workforce	1.1. Matching academic qualifications to job requirements	1.1.1 Providing a job-matching programme for graduates from higher education/ training institutions in collaboration with strategic partners, for positions that align with their qualifications	Number of participants	KESUMA, MWFCFCD	MOHE, MWFCFCD (DWD), KESUMA (PERKESO)	2025-2030
		1.1.2 Providing a job-matching programme for SPM school leavers and graduates from accredited centres under the Ministry, in collaboration with strategic partners	Number of participants	KESUMA, MWFCFCD (DWD)	MOE, MAFS (LPP, BPKLP), KESUMA (PERKESO)	2025-2030
		1.1.3 Delivering a tailored job-mentoring programme for women in industry/ professional networks (Women Industry Network)	Number of participants	MWFCFCD KESUMA	KKR, MOSTI, MITI, MAFS, KESUMA (TalentCorp), JPM (MKN, NACSA), Registered NGOs/ associations/ professional bodies such as the Malaysian Institute of Architects and Women in Construction Malaysia	2025-2030
	1.2. Women's return-to-work programme	1.2.1 Introducing a dedicated programme to encourage women to return to the workforce	Number of programmes	KESUMA MWFCFCD	KESUMA (Talent Corp, PERKESO), JPM (MKN,	2025-2030
		1.2.2 Strengthening advocacy efforts for women who have left the labour market and employers	Number of advocacies	MWFCFCD	KESUMA (Talent Corp, PERKESO), CSO, NGO Wanita	2025-2030
		1.2.3 Introducing parallel pathway programme and talent re-empowerment, "temporary exit option for high performance" for expertise development	Number of experienced women returning to the job market	MWFCFCD	KE, MWFCFCD, KESUMA (Talent Corp), MOF (BNM)	2026-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
1. Increasing women's participation in the workforce	1.3. The involvement of women in high-skilled industries including TVET, STEM, and growing fields such as green technology and energy	1.3.1	Conducting employability tracking for students and graduates of TVET and STEM programmes in public higher education institutions	Percentage of graduates employed in TVET/STEM-related fields	MOE, MOHE	12 ministries/agencies related to TVET, MOE, MOHE, KESUMA (Talent Corp)	2025-2030
		1.3.2	Conducting employability tracking for students and graduates of TVET and STEM programmes in private higher education institutions	Percentage of graduates employed in TVET/STEM-related fields	MOHE	12 ministries/agencies related to TVET, KESUMA (TalentCorp)	2025-2030
		1.3.3	Providing a job-matching Programme for STEM and TVET graduates in collaboration with strategic industry partners	Percentage of graduates employed	KKDW (National TVET Council), KESUMA	12 ministries/agencies related to TVET, KESUMA (PERKESO, Talent Corp), MOHE (JPT, JPP&KK)	2025-2030
		1.3.4	Establishing incentives for companies/ industries that hire women in high-skilled technical fields	Implementation of incentive policies	MOF	MOF	2027-2030
		1.3.5	Delivering advocacy on study field selection and career pathways	Number of programmes	KKDW (National TVET Council), KESUMA	12 ministries/agencies related to TVET, MOHE, MOSTI, KESUMA (PERKESO & Talent Corp)	2025-2030
		1.3.6	To research and coordinate gap analyses and factors contributing to women's involvement in strategic sectors	Number of studies	MWFCD	All ministries/ Universities	2025-2030
		1.3.7	To enhance female workforce participation as skilled professionals in science, technology and innovation (STI) sectors	Percentage of women Researchers, Scientists, Engineers & Technologists (RSET) in the labour force	MOSTI	KESUMA (Talent Corp) MWFCD KE (DOSM)	2025-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
				Number of programmes encouraging skills development for women to enter the STI	MOSTI	KESUMA (Talent Corp) MWFC KE (DOSM)	
				Monitoring and strategic planning for related statistical provision	MWFC	KE (DOSM)	2025-2030
		<b>1.4. Strengthening strategic collaboration with private companies</b>	1.4.1 Increasing programmes that connect employers with women outside the labour market	Number of programmes	MWFC	All ministries	2025-2030
2.	Retaining women in the workforce	2.1. Development of competencies and career advancement for female employees	2.1.1 Implementation of skilling, upskilling, and reskilling programmes for career development purposes	Number of competency development programmes	MWFC	KESUMA (TalentCorp, PERKESO, HRD Corp), MITI (MPC), JPM (MKN, NACSA)	2025-2030
				Number of women participants			2025-2030
			2.1.2 Coordinating analysis of new ideas for women's competency development	Number of studies	MWFC	All ministries, universities	2025-2030
			2.1.3 Ensuring women's labour force issues are given priority in planning and development of future talent	Integration of women's participation in the National Talent Master Plan	MWFC, KESUMA (Talent Corp)	All ministries	2026-2030
3.	Building a conducive employment ecosystem	3.1. Strengthening the provision of a conducive employment ecosystem	3.1.1 Continuing tax relief incentives for companies offering childcare and parental care support, flexible working options, and related benefits	New tax incentives	MOF	MWFC	2026-2030
			3.1.2 Exploring tax relief incentives for parental care	New tax incentives	MOF		



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
3. Building a conducive employment ecosystem	3.1. Strengthening the provision of a conducive employment ecosystem	3.1.3	Intensifying tax relief incentives on fees paid for childcare of children aged up to six years old in registered nurseries or kindergartens	New tax incentives	MOF	MWFCD (JKM), MOE	2026-2030
		3.2. Provision of support facilities	3.1.4	Ensuring high-quality participation of women in the tourism industry, such as in spa services, wellness, and golf caddying is increased. This is aligned with local culture and carried out safely through regulation, monitoring, and enforcement	Introduction of policies/ regulations/ guidelines	MOTAC	KPKT, State Government, PBT
	Number of women involved				MOTAC	KPKT, State Government, PBT	2026-2030
	3.1.5		Improving policies related to the hiring of domestic helpers to ensure recruitment costs are controlled and kept low	Introduction of policies	KDN, KESUMA	MWFCD	2028
	3.2.1	Increasing the number of childcare centres at workplaces, institutions, homes, and within communities	Number of childcare centres	MWFCD	KKDW (KEMAS), KPKT, KPN	2027-2030	
	3.2.2	Increasing the number of childcare transit centres	Number of childcare transit centres	MWFCD	KKDW (KEMAS), KPKT, KPN, MOE	2027-2030	
	3.2.3	Increasing the number of daycare centres for the elderly and persons with disabilities (PWDs) at affordable rates,	Number of care centres	MWFCD	KPDN	2027-2030	
	3.2.4	including in rural areas Introducing mobile care services at affordable costs	Number of NGOs involved	MWFCD	NGO, CSO	2026-2030	



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
3. Building a conducive employment ecosystem	3.3. Safe workplace	3.3.1	Monitoring the protection of pregnant and breastfeeding female employees in the workplace from exposure to harmful chemicals that could affect their health	Percentage of enforcement of reports received by the OHG (Occupational Health Doctor)	KESUMA (DOSH)	All registered companies/ organisations	2026-2030
		3.3.2	Monitoring and implementing follow-up actions on cases of sexual harassment and violence against women in the workplace	Percentage and actions taken based on the number of complaints received	KESUMA (JTKSM), KDN, MWFCF	All registered companies/ organisations	2026-2030
		3.3.3	Increasing awareness programmes on the human rights of female employees	Number of programmes	MWFCF, KESUMA	All ministries/ agencies	2026-2030
		3.3.4	Revitalising flexible work arrangements that align with productivity	Impact assessment of the Pilot Project	MWFCF	All ministries	2026-2030
	3.4. Empowerment of robotic technology, automation, and artificial intelligence	3.4.1	Enhancing women's participation in high-skilled economic activities such as construction and agriculture through the empowerment of robotic technology, automation, and artificial intelligence	Number of sectoral policies supporting initiatives  Increased number of women participation in agricultural sector	MOSTI	All ministries	2025-2030
	3.5. Recognition of corporate social responsibility (CSR) initiatives by private companies	3.5.1	Enhancing promotion and recognition programmes for private companies that have implemented initiatives supporting women to return to work and/or facilitate women in work life balance	Number of programmes	MWFCF	MITI (MPC)	2025-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
4. Increasing and enhancing women's participation in entrepreneurship and international trade	4.1. Expansion of business opportunities access for female entrepreneurs	4.1.1	Establishing a dedicated window for female small traders to access business opportunities	Dedicated window for female small traders to access opportunities	KUSKOP	MOF (BNM), KKDW (JAKOA), KD (MDEC), KE, MITI (MATRADE), MOTAC, MAFS (LPP), KPKT (PEKB)	2026-2030
		4.1.2	Implementing and coordinating the Business Entrepreneurship Development Programme for women	Number of women entrepreneurs receiving benefits	KUSKOP	MWFCD	2027-2030
		4.1.3	Providing centralised information related to entrepreneurship at rural community centres	Number of rural community centres	KKDW		2027-2030
		4.1.4	Increasing allocations for micro, small, and medium enterprises (MSMEs), and providing special allocation quotas for women entrepreneurs, including at the international level	Number of women entrepreneurs receiving benefits	KUSKOP/ MITI	MOF (BNM), KKDW (JAKOA) KD (MDEC), KE, MITI (MATRADE), MOTAC, MAFS (DOF), KPKT (PEKB)	2026-2030
		4.1.5	Maximising the use of Innovation Hubs by enabling women's access to STI resources for learning, skills development, and technical support (Innopreneur)	Number of women participants	MOSTI (YIM)		2027-2030
		4.1.6	Developing a database of Malaysian women diaspora abroad involved in the fields of entrepreneurship, including tourism	Database	MITI (MATRADE)	MOFA, KUSKOP, MWFCD, MOTAC	2025
		4.1.7	Establishing an international trade network connecting local women entrepreneurs with women diaspora entrepreneurs across countries	Collaborative network platform	MWFCD, MITI (MATRADE)	MWFCD (DWD), MOFA, KUSKOP, MOTAC	2025-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
4.	Increasing and enhancing women's participation in entrepreneurship and international trade	4.2. Women entrepreneurs' mentorship programmes including single mothers	4.2.1 Intensifying the mentor-mentee programmes for women entering the fields of entrepreneurship	Number of participants	KUSKOP	KUSKOP (AIM, INSKEN, SME CORP, Perbadanan Nasional Berhad (PERNAS), TEKUN, UDA Holdings, KD (MDEC), MWFCO (DWD, JKM, LPPKN), MOTAC, KKDW (JAKOA, MARA)	2025-2030
			4.2.2 Strengthening business development programmes for women entrepreneurs	Number of programmes Number of participants	KUSKOP	KD (MDEC), MOTAC, KKDW (JAKOA), KUSKOP (INSKEN, SME CORP, PERNAS, TEKUN, MARA, AIM, UDA Holdings Berhad), BNM (AKPK), MWFCO	2025-2030
			4.2.3 Implementing financial literacy training	Number of trainings	KUSKOP (INSKEN)	KUSKOP (INSKEN)	2025-2030
		4.3. Networking for women traders and entrepreneurs within international business and trade supply chains	4.3.1 Establishing a women entrepreneurs' networking platform	Number of women entrepreneurs involved	MWFCO	KUSKOP, MOTAC	2026-2030
			4.3.2 Tracking trends in the number of women entrepreneurs	Periodic statistical report on women entrepreneurs registering businesses with SSM	KPDN	KPDN (SSM)	2025-2030
			4.3.3 Increasing women's participation in the export sector through the Women Entrepreneur Development Programme (WEDP)	Number of women-owned company participation	MITI MITI (MPC)	MITI (MATRADE, MPC) KUSKOP, MWFCO	2025-2030
			4.3.4 Increasing stakeholder engagement sessions for women in industry to boost productivity	Number of programmes		MWFCO, KUSKOP, KKR, MAFS, MOTAC	2025-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	
4. Increasing and enhancing women's participation in entrepreneurship and international trade		4.3.5 Identifying international best practices for benchmarking	Number of studies	MITI (MPC)	MWFCD, MITI (MPC, MATRADE), KUSKOP, MOFA	2026-2030
	4.4. Empowering poverty eradication programmes in rural and remote areas, particularly in Sabah and Sarawak	4.4.1 Implementing entrepreneurial outreach programmes and financial management literacy initiatives	Number of programmes	KKDW	KKDW (JAKOA), KUSKOP, MWFCD, BNM (AKPK), MOTAC	2026-2030
5. Ensuring gender needs are considered in equitable allocation of government resources	5.1. Strengthening the implementation of Gender-Responsive Budget in the annual budget review process	5.1.1 Introducing gender impact assessment elements into Operating Expenditure (OE) and Development Expenditure (DE) budget proposals to strengthen Gender-Responsive Budgeting implementation through adapted features in the procurement system and programme / project monitoring	Amendment of related budget scrutiny guidelines	MOF, KE	MWFCD	2025
			Percentage of women receiving benefits	KE, MOF, JPM (ICU)	MWFCD	2025-2030
		5.1.2 Improving the weightage of gender equality measurement in outcome assessment reports	Amendment of the guidelines for Outcome Assessment Committee	JPM (ICU)	MWFCD	2025
	5.1.3 Introducing Gender Audit mechanisms	Number of audits	MWFCD	MWFCD (DWD)	2026	
	5.2. Expanding the application of the Gender-Responsive Budget module at local and state government levels	5.2.1 Intensifying advocacy for Gender-Responsive Budgeting adoption across all government tiers	Number of local councils and state governments adopting the Gender-Responsive Budget module	MWFCD	KPKT (JKT), State Governments, PBT	2026



Priority Area

# Leadership



## Strengthening government mechanisms to empower women's leadership

- Reinforce mechanisms to strengthen government machinery in increasing women's participation in leadership.
- Enhance collaboration between public and private sectors to improve both the quality and quantity of women leaders.
- Intensify efforts to mainstream gender through the strengthening of existing officers and platforms.
- Implement more programmes to boost women's participation at decision-making levels.

## Developing future leaders across sectors

- Ensure policy continuity of at least 30 percent women representation in decision-making positions.
- Organise leadership mentoring programmes to nurture competent female leaders.
- Empower networking among female leaders in both public and private sectors.
- Introduce capacity-building programmes to heighten women's leadership visibility at an international level.

## Enhancing women's leadership skills across sectors

- Provide relevant training and programmes to improve the quality of leadership among women.
- Embed the values of diversity, equity, and inclusion (DEI) within the public and private sectors
- Empower female leadership at all levels, from state to village.

## Adopting behavioural insights strategy to support women's political leadership

- Utilise behavioural insights to understand societal stigma and perceptions towards female leaders.
- Promote female role models to increase public confidence in female leadership.
- Strengthen the image of women in political leadership to enhance their visibility in the political arena.

## Developing policies to improve women's political participation

- Empower and increase women's representation in the Parliament.
- Raise awareness among Members of Parliament and State Assemblypersons (ADUN) on the importance of diversity, equity, and inclusion (DEI).
- Emphasise the development of young women in political leadership as future successors.
- Establish a female leadership hub to support talent development among women in politics.



# Programmes and Activities: Leadership

No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
1. Strengthening government mechanisms to empower women's leadership	1.1. Increasing the capacity of women to effectively articulate gender perspectives in the formulation of policies, legislations, and programmes	1.1.1 Intensifying the process of building gender expertise among MWFCDC officers as subject matter experts	Increasing the level of understanding among officers	MWFCDC	MWFCDC	2026-2030
			Number of working paper presentation/publications/advocacy activities conducted by each trained officer	MWFCDC	MWFCDC	2026-2030
		1.1.2 Strengthening the role of Gender Focal Point (GFP) and Gender Focal Team (GFT)	Refinement of terms of reference	MWFCDC	All ministries	2026-2030
			Improving the level of understanding among GFPs	MWFCDC	All ministries	2026-2030
			Number of initiatives implemented by each GFP and GFT	MWFCDC	All ministries	2026-2030
		1.1.3 Developing a gender mainstreaming communication plan including an accountability system for all stakeholders to ensure meaningful participation of women across diverse categories in various sectors/issues	Communication plan	MWFCDC	All ministries/agencies, state governments, universities	2026
		1.1.4 Establishing a Gender Audit team	Terms of reference for the Gender Audit team	MWFCDC	MWFCDC	2026-2030
		1.1.5 Introduce a star rating system of diversity, equity, and inclusion (DEI) for private companies guided by the narrative of the UN Women's Empowerment Principles (WEPs)	Number of companies receiving high ratings	MWFCDC	KESUMA, KUSKOP, MITI	2026-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
1. Strengthening government mechanisms to empower women's leadership	1.2. Empowering initiatives to promote the impact of women's leadership	1.2.1	Strengthening the role of media in advocacies related to women's leadership	Number of programmes related to women's leadership	KK, MWFCF	All ministries	2026-2030
		1.2.2	Enhancing advocacy programmes to promote greater participation of women in decision-making roles	Number of advocacy programmes	KK, MWFCF	All ministries	2026-2030
		1.2.3	Intensifying programmes to mainstream the National Women's Policy	Number of participants receiving benefits	MWFCF	All ministries/agencies	2026-2030
		1.2.4	Establishing a sharing platform related to women's involvement / contribution to leadership under the respective Ministries/ Agencies	Number of programmes	MWFCF	All ministries/agencies	2027-2030
		1.2.5	Implementing a values enrichment programme incorporating Diversity, Equity, and Inclusion (DEI) elements	Number of programmes <ul style="list-style-type: none"> <li>• courses</li> <li>• symposiums</li> </ul>	MWFCF	All ministries/agencies of KESUMA (TalentCorp)	2027
	1.3. Strengthening activities to increase women's participation at decision-making levels	1.3.1	Increasing the appointment of women at decision-making levels	Number of women officials appointed to decision-making roles affecting policymaking	JPM (JPA)	All ministries	2027
				Number of women completing specialised leadership programmes within one year	JPA	JPM (INTAN)	2025-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement		
		1.3.2	Establishing and implementing a specialised leadership development programme for women officials	Number of female councillors in local councils	KPKT (JKT)	State Governments, Local Councils, Ministry of Federal Territories	2026-2030	
		1.3.3	Implementing awareness programmes on the importance of women's leadership among local male leaders	Number of programmes	MWFC, KKDW	All State Governments	2027	
2.	Developing future leaders across sectors	2.1. Women's leadership mentoring programme	2.1.1	Intensifying mentor-mentee programmes for women entering leadership fields	Number of participants	MWFC, MOF (SC), MOHE	All ministries	2025-2030
			2.1.2	Establishing a women's leadership hub to provide leadership training and cultivate future leaders across sectors, including politics	Database of emerging women leaders Number of women receiving benefits	MWFC MWFC	All ministries/agencies/state governments, universities, private sector organisations, CSOs, NGOs, and political parties	2025-2030
		2.2. Women leaders' network	2.2.1	Establishing a network platform for women leaders	Number of platforms	MWFC	All ministries	2026-2030
		2.3. Developing women's capacity at the international level	2.3.1	Providing a platform to train selected women leaders	Number of platforms	MWFC	MOFA (IDFR)	2025-2030
	2.3.2		Building collaborative networks with international organisations	Number of networks	MWFC	MOFA (IDFR)	2025-2030	
	3.	Enhancing women's leadership skills across sectors	3.1. Enhancing the leadership quality of women leaders	3.1.1	Implementing leadership training for women leaders, including membership for board of directors	Number of courses Number of participants	MWFC	All ministries/agencies, MOF (SC)
3.1.2				Training women leaders at community level, including rural community and Orang Asli (JKKK, JKCOA, NGO)	Number of participants	MWFC	KKDW, KPN, KPKT, State Governments	2026
3.1.3				Identifying and training women leaders at higher education level	Number of participants	MOHE		2026-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
4.	Adopting behavioural insights strategy to support women's political leadership	4.1. Empowering the image of women in political leadership	4.1.1	Intensifying the promotion and effectiveness of women political leaders	Number of promotions	MWFCD, KK	NGO, CSO, political parties	2026
			4.1.2	Advocating the importance of women's political representation among voters and candidates	Number of programmes	MWFCD	MWFCD, MOHE	2025-2030
5.	Developing policies to improve women's political participation	5.1. Increasing women's participation in the Parliament	5.1.1	Intensifying efforts to empower and increase women's representation in the Parliament	Number of members of Parliament	MWFCD	MWFCD	2026-2030
			5.1.2	Conducting a feasibility study on the mandatory 30- percent gender quota for women as: a) representatives in the highest leadership tiers of political parties registered under the Societies Act 1966 [Act 832]; and b) election candidates	Study	MWFCD	MOHA, JPM (SPR)	2026-2030
		5.2. Strengthening elements of Diversity, Equity, and Inclusion (DEI) among members of Parliament and State Legislative Assembly representative (ADUN)	5.2.1	Conducting advocacy on DEI elements	Number of programmes	MWFCD		2027
		5.3. Developing political leadership among young women	5.3.1	Introducing a women's political leadership empowerment programme	Number of women candidates in GE16	MWFCD	MWFCD, State Governments	2026-2030



Priority Area

# Safety and Security



### Strengthening policy implementation related to violence against women

- Introduce a Women's Safety Sub-Index under the Public Safety and Security Index.
- Review and revise relevant legislation on women's safety based current needs.
- Expand social protection coverage for survivors of domestic violence.
- Enhance service delivery through trained personnel, communities of practice and support mechanisms.
- Increase advocacy for the elimination of violence against women.

### Enhancing public safety and security to protect women

- Strengthen the roles of the Malaysian Communications and Multimedia Commission (MCMC) and the Government in addressing safety issues faced by women.
- Develop an integrated information system to monitor sexual offenders and cases of violence against women.
- Expand advocacy on services rendered by local authority and Royal Malaysia Police to the community.

### Fostering a safe and respectful culture for women in society

- Instil values of respect for women across society.
- Strengthen efforts to nurture a culture of safety and respect for women across all age groups and institutions, including within the Parliament.
- Ensure women's safety is preserved through societal awareness and education.

### Increasing women's participation in defence, security and public safety sectors

- Encourage women's participation in the defence, security, and public safety sectors.
- Implement continuous strategies to increase women's representation across these three sectors.

### Monitoring strategic initiatives under the Women, Peace and Security (WPS) Agenda

- Develop a dedicated national action plan on women's safety and security.
- Ensure alignment with the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security.



# Programmes and Activities: Safety and Security

No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement		
1.	1.1. Development of Public Safety and Security Index – Women’s sub-index	1.1.1	Establishing strategic collaboration with IPSOM to introduce a new sub-index under the Public Safety and Security Index related to women	Women’s subindex	MWFCD, MOHA	MOHA (IPSOM)	2027	
		1.2. Strengthening the competencies of officers handling cases of violence against women	1.2.1	Increasing the number of trainings for officers handling cases of violence against women	Number of trainings	MWFCD	MOHA (PDRM), MOH, KESUMA (DOSH)	2025-2030
			1.2.2	Increasing the number of suitable female officers to manage cases involving violence against women	Number of new female officers	MOHA (PDRM)	MOHA	2027-2030
	1.3. Advocacy for eliminating violence against women (EVAW)	1.3.1	Assessing the awareness level of participants in the domestic violence and financial support obligations module during pre-marriage courses	Participants’ level of awareness	MWFCD	JPM (JAKIM, JPNIN) State Religious Council	2026	
		1.3.2	Introducing pre-marriage courses for non-Muslim couples	Number of programmes Number of participants	MOHA	MWFCD (LPPKN), MOHA (Marriage Tribunal, JPN) NGO, CSO	2025-2030	
		1.3.3	Expanding and strengthening advocacy for EVAW	Number of programmes Number of participants	MWFCD	MWFCD (DWD), NGO, CSO	2025-2030	



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
1. Strengthening policy implementation related to violence against women	1.4. Strengthening the role of community volunteers in addressing violence against women	1.4.1	Increasing the number of community participation in volunteer programmes focused on women's safety, such as the Waja Squad, AMANITA, and others	Number of participants Number of programmes	MWFCD	All ministries/ agencies 2025-2030
		1.4.2	Providing social security protection schemes for community volunteers	Provision of new protection schemes	KESUMA	KESUMA (PERKESO) 2025-2030
	1.5. Publicity and promotion on the protection for domestic violence victims under the Housewives' Social Security Scheme (SKSSR)	1.5.1	Increasing the number of publicity and promotional programmes on the benefits of SKSSR	Number of programmes Number of contributors	KESUMA	MWFCD, KESUMA (PERKESO) 2026
	1.6. Publicity and promotion on the Employment Injury Scheme for women who are victims of workplace violence	1.6.1	Increasing the number of publicity and promotional programmes on the benefits of the Employment Injury Scheme under the Employees' Social Security Act 1969 (Act 4)	Number of programmes Number of contributors	KESUMA	MWFCD, KESUMA (PERKESO) 2026
	1.7. Assistance and support for victims of domestic violence	1.7.1	Strengthening counselling services for victims and their families by empowering the function of the existing One-Stop Social Support Centres (PSSS)	Number of counselling services	MWFCD	MWFCD (YKN, DWD, JKM) 2026



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
		1.7.2	Facilitating and coordinating support services for female victims of domestic violence, such as temporary shelter and psychosocial assistance	Number of women to be supported	MWFCD	MWFCD (DWD, JKM)	2025-2030
	<b>1.8. Improvements in the implementation of procedures for Emergency Protection Orders (EPOs)</b>	1.8.1	Expanding the definition of domestic violence under Section 2 of the Domestic Violence Act to include “threats of violence” in the EPO	Improvements to the EPO	MWFCD	MWFCD (JKM)	2025-2027
	<b>1.9. Revision of the Anti-Sexual Harassment Act 2022 (Act 840)</b>	1.9.1	Reviewing and amending the existing Act 840	Amendment of Act 840	MWFCD	MWFCD (DWD, TAGS), MOHA, JPM (MKN)	2026-2030
		1.9.2	Strengthening the monitoring of decisions made by the Anti-Sexual Harassment Tribunal	Report on the Enforcement of the Tribunal Decisions	MWFCD	MWFCD (DWD, AGS)	2025-2030
<b>2. Enhancing public safety and security to protect women</b>	<b>2.1. Advocacy for local authority (PBT) initiatives related to women’s well-being</b>	2.1.1	Intensifying advocacies and information sharing on local authority (PBT) to increase the level of safety for women	Number of advocacies	MWFCD	KPKT, State Governments, PBT	2025-2030
		<b>2.2. Integrated information system for tracking offenders of sexual/ violence against women</b>	2.2.1	Developing a Domestic Violence Information System (KRT) to improve the service delivery for victims of domestic violence	System improvements	MOHA	MOHA (PDRM), MWFCD (JKM), MOH, JPM (JKSM)



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
2.	<b>Enhancing public safety and security to protect women</b>		2.2.1 Developing a localised tracking system for offenders of sexual/violence against women (similar to MySejahtera)	Development of a system	MOHA	MOHA (PDRM)	2027	
2.3.		<b>Advocacy programmes on an integrated complaint management system for cases related to violence against women under the Royal Malaysia Police (PDRM)</b>	2.3.1 Strengthening the case management system for complaints related to violence against women	Number of announcements related to services	MOHA	MOHA (PDRM), MWFCF, CSO, NGO	2027-2030	
			2.3.2 Expanding strategic collaborations with various stakeholders in public spaces, such as restroom stickers or Grab advertisements	Number of advocacies	MWFCF		2025-2030	
2.4.		<b>Empowering NGOs as strategic partners to MWFCF</b>	2.4.1 Introducing guidelines for NGOs as strategic partners of MWFCF to support victims of violence	Guidelines	MWFCF	MWFCF (DWD), JPM (JAKIM), KKDW, State Governments	2027-2028	
2.5.		<b>Empowering punitive measures against perpetrators who use digital platforms to harass victims, such as spreading indecent photos'</b>	2.5.1 Introducing policies and guidelines related to punitive measures for cyberbullying and online sexual harassment cases	Policies and guidelines	MOHA, KK	MWFCF, MOHA (PDRM), KK (MCMC)	2027	
3.	<b>Fostering a safe and respectful culture for women in society</b>	3.1.	<b>Instilling values of respecting women</b>	3.1.1 Enhancing the education syllabus at preschool, primary, and secondary levels	Improvement of syllabus	MOE	MOHE, KKDW, KBS, MOH, KPN	2026-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
3. Fostering a safe and respectful culture for women in society	3.1. Instilling values of respecting women	3.1.2	Introducing a "Safe and Respectful Culture Towards Women" as a mandatory module and induction briefing for staff and students at higher education institutions and training institutes	Number of programmes	MOHE, MWFCFCD	MWFCFCD (DWD), MOHE	2026-2030
		3.1.3	Intensifying the implementation of the AAGS programme and promoting respect towards employees in the workplace	Number of programmes	MWFCFCD	KESUMA (JTKSM), MWFCFCD (DWD)	2026-2030
		3.1.4	Conducting advocacy programmes and awareness campaigns on the prevention of violence against women	Number of programmes	MWFCFCD	MWFCFCD (DWD)	2025-2030
		3.1.5	Conducting advocacy programmes and awareness campaigns on the prevention of violence against women to menfolk	Number of programmes	MWFCFCD	MWFCFCD (DWD)	2025-2030
		3.1.6	Amending and strengthening the application of Standing Orders, particularly Standing Order 36(4), to address discriminatory statements against women Members of Parliament	Amendments of regulations including the definition of discrimination	JPM (Parliament of Malaysia)	JPM (Parliament of Malaysia)	2026
		4. Increasing women's participation in defence, security, and public safety sectors	4.1. Women in defence, security, and public safety sectors	4.1.1	Providing a Job Matching Programme for school leavers/ higher education graduates involved in the Cadet Corps co-curricular programmes through the Co-Curriculum Qualification Matching initiative for Uniformed Bodies	Number of programmes Number of participants	MOHE



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
		4.1.2	Increasing the number of promotions to encourage more women to join the security and defence sectors	Number of promotions	MINDEF	KPKT (JPPM), JPM (APM, MKN), MOHA (PDRM, MCBA, JIM, APMM, PENJARA)	2026-2030
<b>5. Monitoring strategic initiatives under the Women, Peace and Security (WPS) Agenda</b>	<b>5.1. Coordination of WPS monitoring</b>	5.1.1	Introducing the Women, Peace and Security (WPS) Agenda	Number of reports	MWFCD	MOFA, MOHA, MINDEF (ATM), MOHA (PDRM, APMM), JPM (MKN, NACSA)	2026-2030



Priority Area

# Wellbeing



### Enhancing awareness on gender equality

- Create gender responsive policies and data to support gender mainstreaming.
- Implement gender sensitivity advocacy programmes in religious, arts, and cultural institutions.
- Provide gender equality briefings to top national leadership.
- Encourage men to become allies in the course of achieving gender equality.

### Empowering service delivery for targeted women groups

- Expand and enhance the capacity of One-Stop Social Support Centres (OSSC).
- Intensify outreach and awareness of OSSC through various platforms.

### Fortifying the role of media in women's empowerment

- Highlight women's contributions across sectors through the media.
- Prioritise the representation of women, particularly senior citizens, youth, persons with disabilities (PWDs), *Orang Asli* and the native people of Sabah and Sarawak.

### Improving literacy on women's health

- Increase advocacy on women's physical and mental healthcare.
- Organise social education and programmes on reproductive health

### Expanding access to various health services for women in rural and remote areas

- Enhance services of mobile clinic and flying doctors.
- Strengthen collaboration with state governments, local authorities, private sectors, NGOs and community leaders.

### Providing a conducive environment and women-friendly infrastructure

- Enhance women-friendly sports and recreational facilities.
- Improve the local government star rating system with women-friendly indicators

### Improving digital literacy among women

- Expand broadband coverage in rural and remote areas, including *Orang Asli* community and the native people of Sabah and Sarawak.
- Intensify cybersecurity advocacy to address online scams and data protection.

### Providing a conducive social support system

- Empowerment of the Department of Women's Development (DWD) as a one-stop centre for women's empowerment.
- Develop a dedicated portal and application for women.
- Ensure that the formal care services industry offers high-quality services at affordable costs.

### Enhancing legal literacy among women

- Increase publications of legal booklets related to women's rights.
- Conduct legal literacy programmes in rural areas.

### Strengthening syariah and civil legal processes related to women's rights

- Improve the service delivery concerning the management of marriage and divorce affairs.
- Empower the Family Support Division (BSK), Department of Syariah Judiciary Malaysia (DSJM) and Marriage Tribunal.
- Streamline the online case management system for Syariah Courts.

### Improving women's participation in climate change and environmental issues

- Incorporate gender considerations in disaster preparedness plans, such as floods and heatwaves.
- Increase women's involvement in the implementation of national climate change policies.



# Programmes and Activities: Wellbeing

No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
1. Enhancing awareness on gender equality	1.1. Development of gender disaggregated data policies	1.1.1	Introducing policy determinations under 13MP	New policy	KE	All ministries/ agencies	2026
		1.1.2	Ensuring sectoral policy improvements or formulation under ministries and agencies, to also include the involvement and participation of women across various categories such as persons with disabilities (PWD), the elderly, Orang Asli, and native women from Sabah and Sarawak	Number of improved or enacted sectoral policies	MWFCD	All ministries/ agencies	2025-Present
	1.2. Gender sensitivity advocacy for religious institutions	1.2.1	Establishing a group of female Muslim experts at national level	Terms of reference for appointment	MWFC	JAKIM, JKSM, State Islamic Council, Universities, field experts, PGSM	2026-2030
				Number of round table sessions			
		1.2.2	Increasing the level of awareness towards gender equality in religious programmes	Number of module programmes	JPM (JAKIM)	State Islamic Council	2025-2030
	1.2.3	Implementing gender equality programmes for religious leaders of worship places	Number of programmes	MWFCD	KPN	2026-2030	
	1.3. Gender advocacy in the creative and cultural industries	1.3.1	Conducting engagement sessions with creative and cultural industry players	Number of engagement sessions	MOTAC	KK	2026
		1.3.2	Enhancing gender equality awareness in the production of creative content	Number of programmes	MOTAC	MWFCD, KK	2026-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
1.	Enhancing awareness on gender equality		1.3.3 Conducting courses on gender equality for industry players in the creative and cultural industry	Number of courses	MWFCD	MOTAC, KK	2026-2030
		1.4. Gender sensitivity advocacy for national and state leadership, including the public service sector	1.4.1 Conducting gender equality briefings specifically for members of the Cabinet, state leadership, and senior management in the public service, which entails judges, ambassadors, and members of Parliament	Number of programmes	MWFCD, JPM (Cabinet, Constitution and Intergovernmental Relations)	State Governments, JPM (INTAN, ILKAP, MKN) MOFA (IDFR)	2026-2030
			1.4.2 Intensifying the promotion and enhancement of policies, programmes, projects, and initiatives related to gender mainstreaming by all ministries and agencies at an international level	Number of promotions	MWFCD	MWFCD (DWD, ISM)	2025-2030
			1.4.3 Increasing awareness on gender equality through the celebration of Women's Day	Number of programmes	MWFCD	All ministries	2025-2030
2.	Empowering service delivery for targeted women groups	2.1. Empowerment of One-Stop Social Support Centres (PSSS)	2.1.1 Increasing the number of PSSS	Number of PSSS	MWFCD	MWFCD (YKN)	2025-2030
			2.1.2 Enhancing awareness on the existence of PSSS through talks, radio, and television, as well as on social media such as Tik Tok	Number of awareness programmes	MWFCD	MWFCD (YKN)	2025-2030
		2.2. Social Public-Private Partnership	2.2.1 Increasing programmes and services related to women's wellbeing	Number of initiatives	MWFCD	All ministries, NGOs, and private sectors	2025-2030
		2.3. Programme Reporting committee for CEDAW-related issues	2.3.1 Establishing a task force or reporting committee for the Post-CEDAW Action Plan	Number of issues solved	MWFCD	All ministries involved with reporting	2025-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
2. Empowering service delivery for targeted women groups	2.4. Increased number of ATIP Temporary Shelters	2.4.1 Increasing the number of shelters in collaboration with relevant stakeholders, including non-governmental organisations	Number of additional shelters	MOHA (NSO MAPO)	MWFCD (DWD, JKM), JPM (MKN), NGO, civil organisations	2025-2030
		2.4.2 Increasing the number of staff at shelters	Number of additional personnel	MWFCD	MOHA (NSO, MAPO) JPM (MKN)	2026-2030
3. Fortifying the role of media in women's empowerment	3.1. Advocacy for women's empowerment, including senior citizens, women with disabilities (PWD), single mothers, Orang Asli women, and young women through media platforms	3.1.1 Encouraging more writing and publication of articles, books, websites, and the production of radio/TV shows and films that address topics aimed at increasing the knowledge towards women's development	Number of programmes/ documents	KK	MWFCD (DWD, JKM), KBS, KKDW (JAKOA), Sarawak State Government (JWKS), Sabah State Government (JHEWA), FINAS	2025-2030
		3.1.2 Discussing issues and promoting the positive image of women across categories	Number of programmes	KK	MWFCD	2025-2030
		3.1.3 Enhancing gender sensitivity advocacy among media practitioners, including those in alternative media	Number of programmes	MWFCD, KK	All ministries	2025-2030
		3.1.4 Providing grants to publishers/ content creators who highlight and elevate women's issues	Number of grant recipients	KK	KK, MWFCD	2025-2030
4. Improving literacy on women's health	4.1. Advocacy for women's physical and mental health	4.1.1 Expanding mental health advocacy for women	Number of programmes	MWFCD	MWFCD (DWD, LPPKN)	2025-2030
		4.1.2 Enhancing screening and early detection processes for cancer	Screening coverage	MOH	MINDEF, MOHE, MWFCD (LPPKN)	2025-2030
		4.1.3 Enhancing screening and early detection for other women-related diseases	Number of programmes	MOH	MWFCD (LPPKN), MINDEF, MOHE	2025-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
		<b>4.2. Advocacy for reproductive health education and social</b>	4.2.1	Expanding sexual health advocacy, from adolescent	Number of programmes	MWFCD (LPPKN)	MOE, MOHE, KKDW	2025-2030
			4.2.2	Strengthening the implementation of sexual and reproductive health modules in pre- marriage courses such as the SmartStart Programme	Improvements to module	MWFCD (LPPKN)	JPM (JAKIM), State Islamic Religious Department	2025-2030
			4.2.3	Establishing a National Subfertility Centre	1 centre	MWFCD	MWFCD (LPPKN)	2025-2030
			4.2.4	Including subfertility treatment in insurance coverage packages and employer-provided medical benefits	Number of couples receiving treatment	MWFCD	MWFCD (LPPKN)	2025-2030
<b>5.</b>	<b>Expanding access to various health services for women in rural and remote areas</b>	<b>5.1. Expanding the reach of healthcare service delivery to remote and rural areas</b>	5.1.1	Increasing the intensity of mobile clinic services and flying doctor	Frequency of visits	MOH		2026-2030
					Number of facilities and infrastructure	MOH	KE	
		<b>5.2. Strengthening strategic partnerships for grassroots-level healthcare service delivery</b>	5.2.1	Strengthening smart partnerships with strategic partners	Number of strategic partnerships	MOH	MWFCD, private sector, NGOs, community, and local leaders	2025-2030
<b>6.</b>	<b>Providing a conducive environment and women-friendly infrastructure</b>	<b>6.1. Establishing more gender-sensitive sports and recreational centres</b>	6.1.1	Improving guidelines for sports and recreation centres to be more gender-responsive	Guidelines	KPKT	State Governments, Local authorities, KBS, KPKT (PlanMalaysia)	2027
		<b>6.2. Improving the star rating indicators for local authorities (PBT)</b>	6.2.1	Provision of women-friendly premises/ facilities/ amenities as indicator for the Star Rating Indicator System for local authorities (PBT)	Star Rating Indicator System for PBT	KPKT	State Governments and PBT, JKT	2026



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
7.	Improving digital literacy among women	7.1. Increasing digital literacy among women, particularly in rural areas and Orang Asli communities	7.1.1	Expanding broadband coverage to remote and rural areas	Beneficiary coverage	KK	KK	2026-2030
					Percentage of digital literacy among women			
		7.2. Advocacy for cybersecurity awareness among women	7.2.1	Increasing advocacy for cybersecurity awareness, including online scams and personal data protection	Number of advocacies	KD	KD (CyberSecurity Malaysia), MWFC (DWD), MOHA (PDRM), KKDW (JAKOA), JPM (MKN, NACSA), KK	2026-2030
8.	Providing a conducive social support system	8.1. Empowerment of the Department of Women's Development (DWD) as a one-stop centre for women's empowerment	8.1.1	Connecting women with various Government services and agencies related to women, including at the State's Department of Women's Development	Number of women beneficiaries	MWFC (DWD)	MWFC (DWD)	2025-2030
			8.1.2	Facilitating women empowerment programmes	Number of women beneficiaries	MWFC (DWD)	MWFC (DWD)	2025-2030
			8.1.3	Strengthening problem-solving mechanisms for various issues related to women's rights	Number of resolved issues	MWFC (DWD)	MWFC (DWD)	2025-2030
			8.1.4	Increasing DWD's capacity and intensifying gender mainstreaming through the recruitment of industrial/ practical training students	Number of student beneficiaries	MWFC (DWD)	MWFC (DWD)	2025-2030



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
8.	Providing a conducive social support system	8.2. Transformation of the National Women and Family Council	8.2.1 Empowering the National Women and Family Council as the leader for women's empowerment	Number of improvements to policies, programmes, and issues solved	MWFCD	All ministries/agencies, State Governments	2026-2030
		8.3. One-stop centre portal and application for various women's services	8.3.1 Leading the coordination of the one-stop centre portal and application to connect women with various Government and related agency services under a single click	Portal and phone application	MWFCD (DWD)	MWFCD (DWD)	2025-2030
		8.4. Lifelong learning for women	8.4.1 Intensifying the role of community centres as lifelong learning hubs	Number of functions/new services	MOHE	All ministries	2026-2030
			8.4.2 Increasing the number of National Information Dissemination Centres (Nadi)	Number of Nadi centres	KK	KK	2027-2030
		8.5. Strengthening the formal care service industry	8.5.1 Introducing incentives to reduce daily care costs for senior citizens and children for working women	Introduction of incentives	MWFCD	MWFCD	2027
		8.6. Support system for women involved as informal unpaid caregivers	8.5.2 Introducing policies related to the care services industry	New policies	MWFCD	MWFCD	2026
			8.6.1 Conducting training and skills courses in caregiving	Number of courses	MWFCD	MWFCD (ISM, JKM)	2026



No.	Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
8.	Providing a conducive social support system		8.6.2 Recognising and empowering the role of housewives through creative advocacy projects as spokespersons in various advocacy programmes on socio-economic development such as unity and climate change adaptation	Number of housewives beneficiaries	MWFCD	MWFCD (DWD)	2026-2030
				Special allocation for projects	MWFCD	MWFCD (DWD)	2026-2030
9.	Enhancing legal literacy among women	9.1. Advocacy related to women's rights in syariah and civil law	8.6.3 Introducing family care incentives	Number of women beneficiaries	MWFCD	MWFCD (DWD)	2026-2030
			9.1.1 Increasing the publication of legal brochures related to women, particularly in remote and rural areas	Number of pamphlet publications	JPM (JKSM)	MWFCD, JPM (JBG),	2025-2030
			9.1.2 Expanding the coverage of mobile legal clinics to rural and remote areas	Number of clinics and frequency of services	JPM (JKSM)	MWFCD, JPM (JBG),	2026-2030
			9.1.3 Increasing legal literacy programmes for women	Number of programmes	MWFCD, JPM (JKSM)	JPM (JBG),	2025-2030
10.	Strengthening syariah and civil legal processes related to women's rights	10.1. Strengthening the Family Support Division (BSK), JPM (JKSM)	10.1.1 Improving service delivery of the Family Support Division (BSK), JPM (JKSM)	Service delivery improvement initiatives	JPM (JKSM)	State Islamic Religious Council, State Islamic Religious Department	2027
			10.1.2 Expanding the provision of mediation services for divorce-related issues	Number of mediation services	JPM (JKSM, JBG)	State Religious Islamic Council, State Islamic Religious Department, PKPMP	2026
		10.2. Empowerment of the Marriage Tribunal	10.2.1 Improving the skills of Marriage Tribunal members in conducting tribunal sessions	Number of tribunal members who have been awarded a basic certificate for family counselling	MOHA	MOHA (JPN)	2026



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement
	<b>10.3. Improvements on marriage-related issues involving citizens and foreign nationals</b>	10.3.1 Developing guidelines on protection and disclosure of risks related to marriage with non-citizens	Number of round tables 1 guideline	JPM (MKN)	MWFCD (Policy, DWD), MOHA, MOFA, KK, JPM (JAKIM, JKSM, JBG), PKPMP, PGSM	2026-2030
	<b>10.4. Improvements on Standard Operating Procedures (SOP) for post-divorce claims on financial support, matrimonial property, child custody, and heirs' responsibilities towards widows and children after the death of the husband</b>	10.4.1 Exploring strategic solutions in collaboration with various stakeholders, including State Governments, to strengthen enforcement of financial support orders to fathers on post-divorce or faraid heirs after the death of the husband	Number of improved procedures	JPM (JKSM), PKPMP	MOHA (IMMIGRATION), MWFCD	2026
		10.4.2 Introducing platforms such as discussions/ forums/ problem-solving mechanisms for issues related to women's rights in marriage and divorce management	Number of programmes	MWFCD, JPM (JKSM)	JPM (JKSM), MWFCD (DWD, LPPKN), State Islamic Religious Council, JPM (JBG), NGO	2026
	<b>10.5. Online case management system for the Syariah Court</b>	10.5.1 Standardising the online case management system of the Syariah Court	A uniformed Syariah Court online case management system	JPM (JKSM)	JPM (JKSM)	2027
	<b>10.6. Harmonisation of civil and syariah laws</b>	10.6.1 Utilising the Syariah Community platform to improve legal provisions under both the civil and syariah law	Number of engagement sessions	JPM (JKSM)	JPM (JAKIM), State Islamic Religious Council, Attorney General Chambers, PKPMP	2028



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
11. Improving women's participation in climate change and environmental issues	11.1. Ensuring women's well-being under climate change adaptation	11.1.1	Promoting the integration of gender-responsive budgeting elements in climate change-related programmes or projects where appropriate	Gender responsive budgeting	MWFCD	NRES	2025
		11.1.2	Strengthening the role of Gender Focal Points in addressing climate change issues in line with the Paris Agreement	Number of training sessions	MWFCD	NRES	2025-2030
		11.1.3	Empowering the involvement of women's NGOs in climate and environmental issues, particularly in Sabah and Sarawak	Number of programmes implemented by NGOs	MWFCD	NRES, Sabah and Sarawak State Governments	2027-2030
		11.1.4	Developing a climate change adaptation action plan	Action plan	NRES	NRES, MWFCD, MAFS, MOH	2025
		11.1.5	Developing specialised training modules for rural women, including Orang Asli women, as agents of climate change	Special training modules	MWFCD	KKDW (JAKOA), KPN, KPKT, NRES	2026-2030
		11.1.6	Increasing women's participation as skilled and semi-skilled workers in the energy, construction, plantation, agriculture, fisheries, forestry, and agri-food sectors	Number of women	NRES, MAFS, (DOF, LPP, DOA)	KKDW (JAKOA), MWFCD, NRES, MAFS	2030
		11.1.7	Strengthening women's safety in disaster management	Women-friendly facilities	NADMA	MWFCD, MKN, KPKT, APM, State Governments	2025-2030
		11.1.8	Providing gender-sensitivity training to agencies involved in disaster management	Number of trainings Number of participants	NADMA	MWFCD, MKN, KPKT, APM, State Governments	2025-2030
		11.1.9	Recording the participation of female volunteers during disasters by upgrading the existing JKM disaster management application	Number of female volunteers	MWFCD	MWFCD	2025-2030



No. Strategy	Programme	Initiative	Indicator	Leading Agency	Implementing Body	Year of Achievement	
		11.1.10	Increasing research on the impact of climate change on women, particularly on physical and mental health	Research related to the impact of climate change on women's health	MOH	MOH (IMR, JKN), MOE, NRES, MWFCDD (DWD, LPPKN)	2026-2030
		11.1.11	Implementing advocacy programmes on mental health education related to climate change issues	Number of programmes	MOH	MOH (IMR, JKN), MOE, NRES, MWFCDD (DWD, LPPKN)	2026-2030
		11.1.12	Increasing women's resilience and psychological wellbeing during disasters	Number of programmes	JPM (NADMA)	MOH, MWFCDD (JKM), MOE	2026-2030





# Appendix



## Appendix 1: Details of women's issues in each Malaysia Five-Year Plan

MALAYSIA FIVE-YEAR PLAN	KEY ISSUES
<p><b>1. 6MP (1991-1995)</b></p>	<ul style="list-style-type: none"> <li>• Upskilling women to be pillars of family development</li> <li>• Expansion of skills training and retraining programmes to improve women's employability in vocational and technical fields</li> <li>• Study on the welfare needs of female-headed households by the Ministry of National Unity and Social Development</li> <li>• Access to credit facilities and business licenses for women entrepreneurs, especially Bumiputera women</li> <li>• Empowerment of NGOs as facilitators for rural women to participate in the economic chain of small and medium industries</li> <li>• Emphasis on the role of NGOs as strategic partners of the Government in providing counselling and support services to victims of domestic violence</li> </ul>
<p><b>2. 7MP (1996-2000)</b></p>	<ul style="list-style-type: none"> <li>• Encouraging greater participation of women in the labour market through flexible work arrangements and support facilities</li> <li>• More education and training opportunities for women to enhance their upward mobility in the labour market, particularly in the fields of engineering, business administration, and science and technology</li> <li>• Improvement of women's health standards, with a focus on prevention of HIV and sexually transmitted diseases, family planning, and identification of risk factors for non-communicable diseases such as cancer and cardiovascular disease</li> <li>• Review of laws and regulations that hinder women's advancement, including the Employment Act 1955, laws related to family, property division, guardianship, and immigration</li> <li>• Strengthening the capacity of national machinery to advance women in line with NWP's objectives</li> <li>• Closer international cooperation through effective participation in international forums and the implementation of commitments towards the advancement of women</li> </ul>



## MALAYSIA FIVE-YEAR PLAN

### KEY ISSUES

#### 3. 8MP (2001-2005)

- Increasing women's participation in the labour market through the amendments of the Employment Act 1955 to include new and flexible work policies such as telecommuting, part-time work, and job sharing
- Greater opportunities for women to participate in the fields of Information and Communication Technology (ICT) and technical areas through wider access to training
- Financial management and ICT training, alongside the continuation of the Female Entrepreneur Fund to boost women's involvement in business
- Review of laws and regulations that hinder women's advancement, including those related to family law and property division for non-Muslims
- Improvement of women's health towards productive ageing through healthy lifestyle and nutrition promotion programmes
- Reduction of poverty rates among female-headed households through the introduction of special programmes
- Strengthening of research activities to increase women's participation in development and enhance their wellbeing, such as women's involvement in science and technology and ICT, welfare in the informal sector, labour force mobility, mental health, and challenges faced by women as heads of households
- Strengthening national machinery and institutional capacity to advance women through the establishment of the Ministry of Women and Family Development



## MALAYSIA FIVE-YEAR PLAN

### KEY ISSUES

#### 4. 9MP (2006-2010)

- Increasing women's participation in the labour force through the introduction of family-friendly workplace policies, strategic retraining programmes, and the provision of community-based childcare centres and nurseries
- Introduction of counselling and career guidance programmes at the primary school level to increase women's participation in science, engineering, and technical fields
- Integration of financial assistance and training programmes, along with the introduction of the work-from-home concept, to boost the number of women entrepreneurs
- Amendments to the Employment Act 1955, Industrial Relations Act 1957, and Occupational Safety and Health Act 1994 to improve workplace safety for women and enhance the syariah legal process
- Improvement of women's health and wellbeing through the promotion of early disease screening and detection, such as cancer, especially among low-income women and those in remote areas. These services will be supported by the introduction of mobile clinics under the Nur Sejahtera Programme
- Targeted poverty reduction among women, such as urban poor women, single mothers, and rural women in Sabah and Sarawak
- Introduction of a quota target for 30 percent women in decision-making positions in the public sector and implementation of gender responsive budgeting and analysis programmes
- Mapping Malaysia at the international stage in women's issues together with the establishment of the NAM Institute for the Empowerment of Women (NIEW) in Malaysia to carry out capacity-building programmes, exchange of ideas and information, as well as research, in collaboration with international organisations and institutions

#### 5. 10MP (2011-2015)

- Improvements in work-life balance provisions to encourage greater participation of women in the labour force, particularly from low-income households by increasing the number of community-based childcare centres and day care centres under the Department of Social Welfare (JKM)
- The establishment of a special committee, chaired by the Minister of Women, Family, and Community Development, to implement gender sensitisation programmes in the public sector related to recruitment, career development, and succession planning, with the aim of increasing women's representation in key decision-making positions in the Parliament, State Legislative Assemblies, the judiciary, and ministries
- Increased allocation for social support for widows, single mothers, and low-income women



MALAYSIA FIVE-YEAR PLAN	KEY ISSUES
<p>6. <b>11MP (2016 - 2020)</b></p>	<ul style="list-style-type: none"> <li>• Increasing women's participation in the labour force through improved access to quality childcare facilities, a conducive work environment, flexible working hours, the option to work from home, and opportunities to return to equivalent employment</li> <li>• Improving access to employment through the 1Malaysia Support for Housewives dan Flexiworklife initiatives</li> </ul>
<p>7. <b>12MP (2021 - 2025)</b></p>	<p><b>CHAPTER 5 of 12MP: Strategy F3 Empowering Women's Roles</b></p> <p><b>Promoting Gender Equality</b></p> <ul style="list-style-type: none"> <li>• Empowering gender equality, increasing participation in the economy, and enhancing the role of women in decision-making processes</li> <li>• Relevant laws will be reviewed to ensure better protection for women</li> <li>• A gender mainstreaming framework will be introduced to incorporate gender perspectives in policymaking</li> <li>• Emphasis on strengthening institutional capacity and evidence-based policymaking processes, particularly in gender-related analysis. Women's participation will be increased across all sectors through various platforms, including the sharing economy and entrepreneurial development</li> </ul> <p><b>Enhancing Legal Protection</b></p> <ul style="list-style-type: none"> <li>• Issues related to women's safety and protection will continue to be addressed by strengthening both civil and syariah laws</li> <li>• Awareness and intervention programmes related to women's rights will be enhanced</li> </ul> <p>Legislation addressing sexual harassment and gender inequality will be strengthened to ensure a safe environment for women, eliminate violence against women and gender discrimination</p>



## MALAYSIA FIVE-YEAR PLAN

### KEY ISSUES

#### 8. 12MP (2021--2025)

#### OTHER CHAPTERS of 12MP

- Empowerment of the Aman Wanita (AMANITA) programme to increase public awareness and community participation in reducing crime
- Provision of sports facilities and recreational areas to meet the needs of target groups such as persons with disabilities (PWDs), senior citizens, and women
- Introduction of a national action plan to increase women's participation in sports
- Review of the National Sports Policy, which will include the introduction of a Women in Sports Secretariat to strengthen the governance and management of national sports associations
- Increased involvement of youth and women appointed to Village Development and Security Committee (JPKK) and the Federal Village Development and Security Committee (JPKKP)
- Empowerment of nutrition support activities for women of reproductive age to control and prevent the burden of malnutrition
- Enhancement of women's role in economic development through various awareness and capacity-building programmes, including leadership and entrepreneurship development
- Improvement of legal and health literacy among women to enhance their overall wellbeing



## MALAYSIA FIVE-YEAR PLAN

### KEY ISSUES

#### 9. Mid-Term Review of 12MP (2021-2025)

#### CHAPTER 4 of 12MP: Strengthening Key Enablers Towards High-Income Economy

##### Focus Area A: Labour Market Reform

- Efforts will be undertaken to increase the female labour force participation rate by facilitating the establishment of childcare centres by employers. In this regard, existing tax incentives and guidelines on childcare centres will be streamlined

#### CHAPTER 6 of 12MP: Building an Inclusive and More Resilient Society

##### Focus Area B: Empowering Vulnerable Households

##### Strategy B3: Enhancing the Socioeconomic Status of Low-Income Chinese and Indian Households

- Programmes to empower women and address dysfunctional family roles as well as social issues among youth will be improved

##### Focus Area G: Empowering Specific Target Groups

##### Strategy G3: Female Empowerment

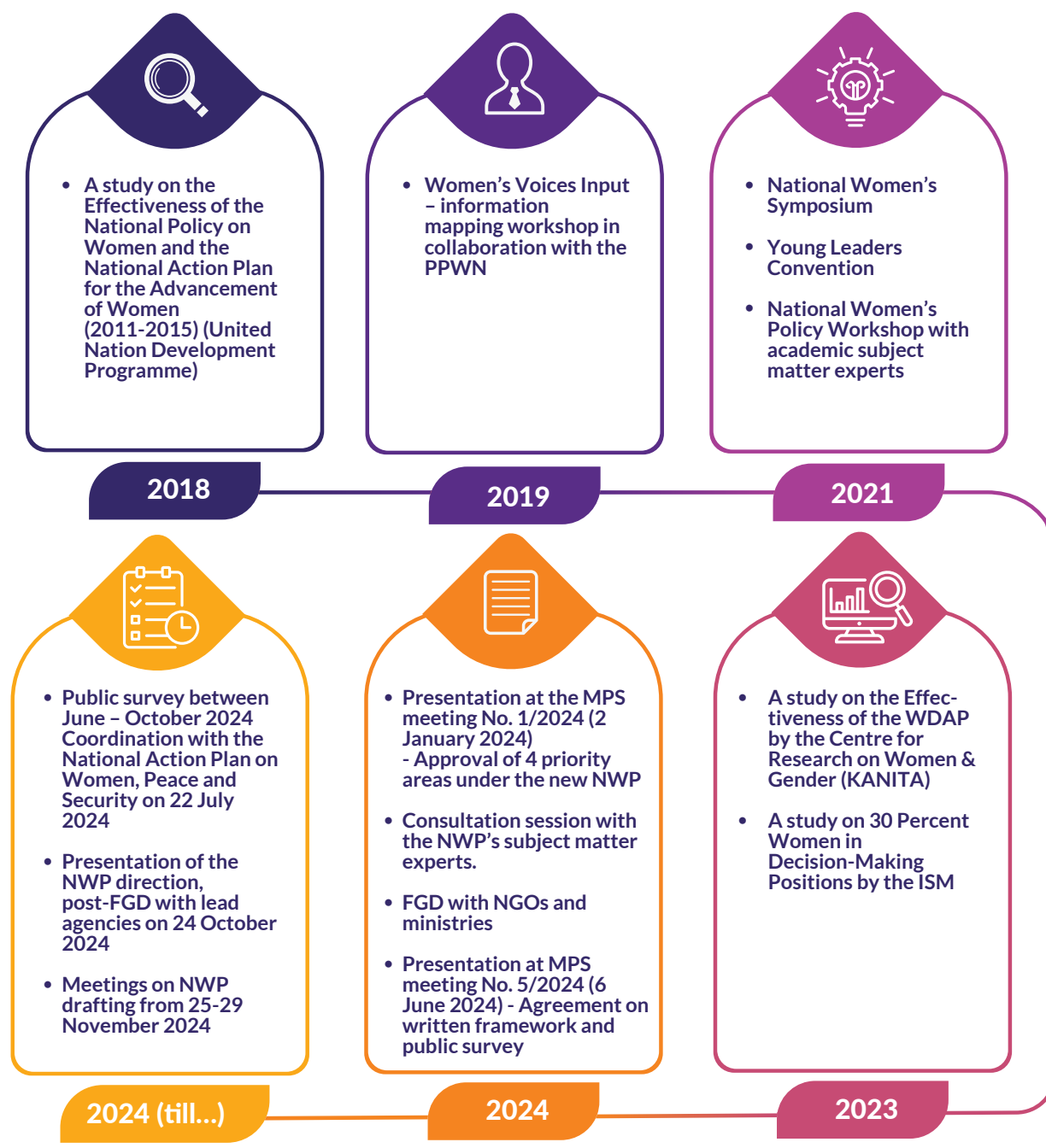
- Governance for women's empowerment will be strengthened through the establishment of Gender Focal Teams, led by Gender Focal Points in all ministries. This initiative aims to mainstream gender in the formulation and implementation of policies

- Advocacy programmes will be intensified, and a tribunal will be established under the Anti-Sexual Harassment Act 2022 (Act 840)

- The potential of the care industry, including childcare, persons with disabilities (OKU), and senior citizens, will be explored to improve the quality of care needed within families. This effort will encourage greater female participation in the labour market, with the goal of achieving a 60-percent participation rate within 10 years



# Appendix 2: Chronology of the Review Process



NWP - National Women's Policy  
 FGD - Focus Group Discussion  
 NGO - Non-Governmental Organisation

WDAP - Women's Development Action Plan  
 MPS - Strategic Planning Meeting



The review process of the National Women's Policy (NWP) and the Women's Development Action Plan (WDAP) began as early as 2018 through a study titled "Review of the Effectiveness of the National Policy on Women and National Action Plan for the Advancement of Women (10th Malaysia Plan: 2011–2015)", conducted in collaboration with the United Nations Development Programme (UNDP). Key findings from the study include:

- the majority of strategies, programmes, and activities under the existing policy were found to be outdated, had minimal impact on target groups, and lacked clear performance measurements;
- other stakeholders, particularly ministries and agencies, had limited clarity on their roles in supporting gender mainstreaming efforts;
- the implementation of the Gender Responsive Budget (GRB) was inefficient; and
- a lack of compliance and monitoring in the execution of initiatives or strategies.

The compilation of input justifying the revision of NWP was further strengthened through a Framework Mapping Workshop and Women's Voices Input series, held at 13 State Department for Women's Development Offices (PPWN) between August and October 2019. Subsequently, three large-scale programmes were held in 2021, namely the Young Leaders Convention, the National Women's Symposium, and a workshop on the National Women's Policy with academic experts.

A report on the study of "Effectiveness of the Women's Development Action Plan" was produced in 2023 by the Malaysian Social Institute, MWFCF in collaboration with the Centre for Research on Women & Gender (KANITA), Universiti Sains Malaysia. This report reinforced the findings of the 2018 UNDP study and provided some analysis on respondents' behavioural insights regarding gender equality issues. In the same year, MWFCF also published a study on "30 Percent Women in Decision-Making Positions", aimed at assessing achievements and gaps in women's leadership across sectors and levels, while also gathering proposed solutions.

In 2024, five series of engagement sessions were held with key stakeholders, including women-related non-governmental organisations (NGOs), academics, subject matter experts, and selected ministries and agencies. A special engagement session was also conducted online with women's NGOs in Sabah and Sarawak to ensure that women's voices were comprehensively represented and no stakeholders were left out in the policymaking process.



## INTENSIFIED POLICYMAKING PROCESS THROUGH FOCUS GROUP DISCUSSIONS (FGD) AND PUBLIC SURVEYS CONDUCTED BOTH ONLINE AND ON THE GROUND IN 2024

**100 +**  
Participants  
among agencies  
and NGOs



FGD with NGOs



FGD with Ministries  
and Agencies

**50 +**  
NGOs



FGD with NGOs from Sabah  
and Sarawak



On-Ground Public Survey

**3200 +**  
Respondents  
from on-ground  
public surveys



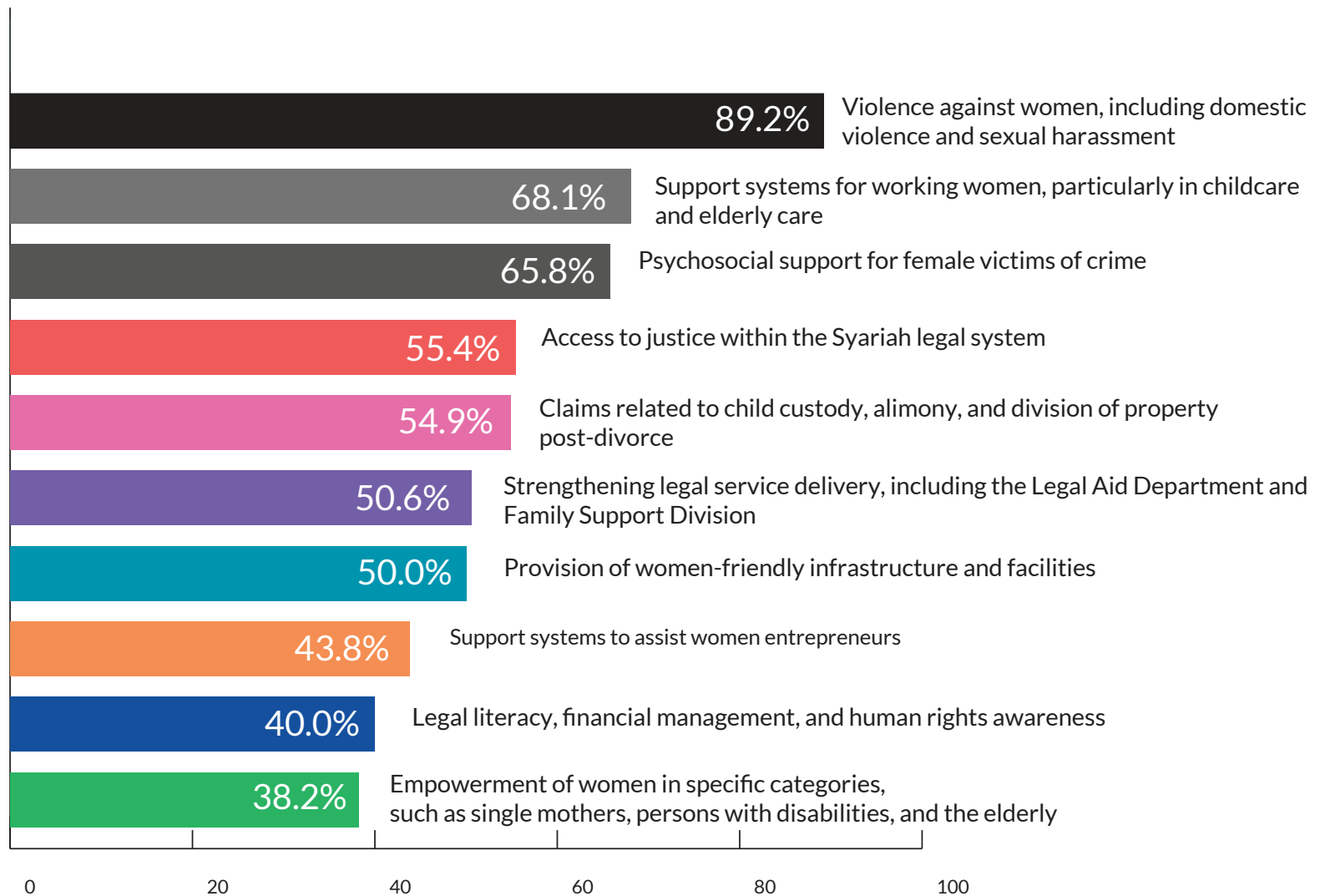
Discussions with Experts



Interview with Respondents



In addition, the Department of Women’s Development also conducted a public survey both online and in person from June to October 2024 to gather public views on the priorities that should be addressed under the new National Women’s Policy. Based on feedback received from 3,200 respondents, the 10 key priority areas identified are as follows:



### 10 Key Priority Areas under the National Women’s Policy based on a Public Survey conducted from June to October 2024



## Appendix 3: List of ministries and agencies along with the policies, action plans, and policy papers introduced

Name of Ministry	Integration of Women/ Gender Issues	Policy/Plan/White Paper Title
Ministry of Finance	✓	Treasury Circular of Malaysia: Guidelines for the Preparation of the Federal Expenditure Budget Proposal for 2025; Economic Outlook 2024
Ministry of Rural and Regional Development	✓	Rural Development Policy
Ministry of Energy Transition and Water Transformation	X	
Ministry of Transport	✓	National Transport Policy 2019-2030
Ministry of Agriculture and Food Security	✓	National Agrofood Policy 2.0; National Food Security Policy (KBSMN) And The National Food Security Policy Action Plan
Ministry of Economy	✓	Five Year Malaysia Plan; Progressive Wage Policy Proposal White Paper; Malaysia Digital Economy Blueprint
Ministry of Housing and Local Government	✓	National Community Policy
Ministry of Foreign Affairs	X	
Ministry of Works	X	
Ministry of Home Affairs	✓	Film Censorship Guidelines 2024
Ministry of Investment, Trade and Industry	X	
Ministry of Defence	✓	Defence White Paper
Ministry of Science, Technology and Innovation	✓	National Science, Technology and Innovation Policy 2021-2030; National Robotics Roadmap 2021-2030
Prime Minister's Department (Law and Institutional Reform)	✓	National Human Rights Action Plan (NHRAP)
Ministry of Natural Resources and Environmental Sustainability	✓	National Biodiversity Policy (NBDP) 2022-2030; Malaysia's Fourth National Communication (NC4) Report under the United Nations Framework Convention on Climate Change (UNFCCC)
Ministry of Entrepreneur and Cooperatives Development	✓	National Entrepreneurship Policy 2030
Ministry of Higher Education	✓	Malaysian Higher Education Action Plan 2022-2025
Ministry of Tourism, Arts, and Culture	X	
Ministry of Communications	X	



Name of Ministry	Integration of Women/ Gender Issues	Policy/Plan/White Paper Title
Ministry of Finance	X	
Ministry of National Unity	√	National Unity Policy; National Unity Action Plan 2021-2030; Rukun Tetangga Leadership Empowerment Plan 2021-2030
Prime Minister's Department (Religious Affairs)	√	Islamic Social Action Plan 2019-2025
Ministry of Youth and Sports	√	Women in Sports Action Plan 2021-2025
Prime Minister's Department (Federal Territory)	X	
Ministry of Domestic Trade and Cost of Living	X	
Ministry of Plantation and X Commodities	X	
Ministry of Digital	√	Malaysia Cyber Security Strategy 2020-2024
Ministry of Health	√	National Strategic Plan for Mental Health 2020-2025; Action Plan Towards the Elimination of Cervical Cancer in Malaysia 2021-2030
Ministry of Human Resources	√	Talent Roadmap 2020



## Appendix 4: An analysis of the data absence for SDGs Reporting as highlighted in the 2024 Asean Gender Outlook Report

GOAL	DATA	AVAILABILITY	ISSUE
<b>1 End Poverty</b>	Gendered analysis of the impact of climate change on poverty, productivity and food insecurity	YES	The ASEAN region continues to successfully reduce extreme poverty, but gains may be lost in the face of climate change. Many women shift from paid employment to unpaid child-care work during these years. Data showed women in Malaysia is doing better than other ASEAN countries except Singapore, Thailand, Brunei.
<b>2 Zero Hunger</b>	Food security analysis based on gender	YES	Key drivers of these gender gaps may include differences in income between women and men, unpaid work burdens that prevent women from engaging in paid employment, differences in household composition (with single mothers being more likely to care for children), and social norms that influence household behaviours such as women giving away the most nutritious food to their family members during times of shortage. Data showed women in Malaysia is doing better than other ASEAN countries except Singapore.
<b>2 Zero Hunger</b>	Maternal mortality	YES	The links between food insecurity and maternal mortality are well established. This makes pregnant women particularly vulnerable. Intake of key nutrients is insufficient, this can cause anaemia, pre-eclampsia, haemorrhage and death in mothers; and it can lead to stillbirth, low birthweight, wasting and developmental delays for unborn children, highlighting that increased efforts are needed to target this particular population group.
<b>3 Good health and wellbeing</b>	Data on - Need permission to go for treatment - Need money for treatment - Distance to health facility - Any of the specified problems - Not wanting to go alone - Concern there may not be a female provider - Having to take transport	NO	Despite some progress, costs, safety concerns and long distances deter women from accessing health care. Lack of access to health care is one of the leading causes of maternal mortality, and 134 per 100,000 women died at delivery in 2020 in the ASEAN region
<b>4 Quality Education</b>	Data On % Education Investment From GDP	YES	An urban-rural divide persists regarding school completion rates, with women in urban areas attaining the highest levels of education. Girls are overall more likely than boys to successfully complete schooling at all levels, and the gender gaps widen at higher levels as boys, especially those in rural areas, are more likely to drop out. The opportunity cost of attending school instead of working to earn an income or helping with farming and other household chores, is a key challenge and prevents many children from completing upper secondary education 21.3 per cent of South-East Asian young women ages 15 to 24 were not engaged in education nor employment or training, compared to 14.0 per cent of young men.



GOAL	DATA	AVAILABILITY	ISSUE
<b>4 Quality Education</b>	Disparity On Minimum Requirement For Upper Secondary Education Teachers Across Region. % Of Teachers With Qualification	NO	Discrepancies also exist between urban and rural areas in some countries, with less skilled rural teachers overall.
<b>4 Quality Education</b>	Upper secondary school completion rates by sex and location, latest available year Lower secondary school completion rates by sex and location, latest available year (percentage) Primary school completion rates by sex, location, latest available year (percentage)	NO	
<b>5 Gender Equality</b>	Proportion of seats held by women in national parliament and in deliberative bodies of local government (percentage)	NO	With 38 per cent of seats occupied by women, Timor-Leste has the highest women's participation rate in South-East Asia, a success partly driven by the establishment of quotas for women in government. It is important to dismantle cultural norms and traditions that relegate women in politics to certain pigeonholed roles, such as Ministries of Women and other social issues. Globally, at present, women serve as 84 per cent of Ministers for Women, 68 per cent of Ministers for Family and Children Affairs, and 49 per cent of Ministers for Social Inclusion and Development. In turn, only 8 per cent of Ministers for Transport and 11 per cent of Ministers for Energy, Natural Resources, Fuels and Mining are women.
<b>5 Gender Equality</b>	Proportion of married women age 15–49 who make their own decisions regarding sexual and reproductive health and rights, by type of decision, latest available year (percentage)	NO	This is a key challenge as many parents in poorer households marry off their daughters to cope with poverty, but this may further worsen women's chances of leading healthy, safe and prosperous lives. Rural women in all countries are less likely than urban women to make their own decisions. This is likely related to their lower educational attainment, but it may also reflect social norms that are more predominant in rural areas. Partnered women age 15–19 had the lowest decision-making power regarding having sexual relations, using contraceptives and seeing a health-care provider
<b>5 Gender Equality</b>	Proportion of married women age 15–49 who make their own decisions regarding having sexual relations, contraceptive use and seeking health care, by age, education, location and wealth, latest available year	NO	
<b>5 Gender Equality</b>	Proportion of ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months, 2018 (percentage) – NHMS	NO	



GOAL	DATA	AVAILABILITY	ISSUE
<b>5 Gender Equality</b>	Proportion of women age 15–49 who ever experienced physical or sexual violence from an intimate partner and never sought help	NO	Educational attainment correlates with the likelihood of victims seeking help (figure 16). Women who had no education or only completed primary school are less likely to seek help when they experience intimate partner violence. Literacy and basic knowledge of existing public institutions and justice systems, which are typically learned through formal education, are key factors enabling women to seek help when they need it
<b>5 Gender Equality</b>	Proportion of women age 15–49 years who ever experienced physical or sexual violence from an intimate partner and never sought help, by education level, latest available year	NO	Educational attainment correlates with the likelihood of victims seeking help (figure 16). Women who had no education or only completed primary school are less likely to seek help when they experience intimate partner violence. Literacy and basic knowledge of existing public institutions and justice systems, which are typically learned through formal education, are key factors enabling women to seek help when they need it
<b>5 Gender Equality</b>	Average number of hours spent on unpaid domestic and care work per day, by sex (latest available year)	YES	In Malaysia, for instance, women spend an average of five hours a day performing unpaid care and domestic tasks, while men spend merely an hour. Caring involves providing services such as feeding, cleaning, educating, supervising, doing administrative tasks and many other activities. These services are necessary for the physical and emotional wellbeing not only of children, elders and ill people, but also of healthy, working-age adults. Immense amounts of unpaid care and domestic work, which also includes cooking, shopping for family members, making repairs, and many other tasks, are carried out daily in most households. This unpaid work enables family members to engage in paid employment and thus contributes to supporting the productivity of the labour force
<b>5 Gender Equality</b>	Proportion of time spent on unpaid domestic and care work, by sex, latest available year, (percentage)	YES	Throughout most of their lifecycle, women living in rural areas rather than urban areas are more likely to spend more time on unpaid care and domestic work. The lower availability of electricity, public health care, public transportation and other public services in rural areas may contribute to the heightened burdens. The gender gaps decrease substantially for older age groups, once children grow up and leave the households, and after retirement age, when men take up unpaid work activities at home
<b>5 Gender Equality</b>	Gender gap in ownership of mobile telephone and access to the Internet, latest available year (percentage point difference)	YES	This may limit women's access to information, including early warning information in times of crisis, knowledge of employment opportunities, and overall agency, as owning a mobile phone can enable regular access to the Internet and other information sources. However, not all phones facilitate Internet access, and people in low-income groups, especially women, are less likely to rely on smartphones. This contributes to larger gender gaps in Internet access than in mobile phone ownership in most countries
<b>5 Gender Equality</b>	Proportion of people who own a mobile telephone and have access to the Internet and ICT skills, by sex, latest available year (percentage)	YES	



GOAL	DATA	AVAILABILITY	ISSUE
<b>5 Gender Equality</b>	Proportion of women age 15–49 who own a mobile telephone, by type of telephone and wealth, 2022	NO	Poorest Poorer Middle Richer Richest
<b>6 Clean Water and Sanitation</b>	Proportion of population utilizing surface water as a drinking water source (percentage)	YES	Universal access to clean drinking water, with the proportion of people having access to clean water at home or within a 30-minute walk
<b>6 Clean Water and Sanitation</b>	Proportion of women age 15–49 with access to improved water sources, by location and wealth, latest available year (percentage)	NO	
<b>6 Clean Water and Sanitation</b>	Proportion of deaths associated with unsafe water sources as a risk factor, by sex, 2019 (percentage)	YES	
<b>6 Clean Water and Sanitation</b>	Proportion of women who have a private place to wash and change during their menstruation, by location, latest available year (percentage)	NO	
<b>7 Affordable and Clean Energy</b>	Age-standardized mortality rate attributed to household and ambient air pollution (deaths per 100,000 population) and annual mean levels of fine particulate matter (population-weighted) (micrograms per cubic meter), 2019	YES	
<b>7 Affordable and Clean Energy</b>	Proportion of population with access to electricity, by location (percentage)	YES	
<b>7 Affordable and Clean Energy</b>	Proportion of population with primary reliance on clean fuels and (percentage)	YES	
<b>7 Affordable and Clean Energy</b>	Proportion of women age 15–49 years, who rely on unclean cooking fuels in Cambodia and the Philippines, by location of cooking area, latest available year (percentage)	NO	
<b>7 Affordable and Clean Energy</b>	Proportion of final energy consumption that is derived from renewable resources, latest available year (percentage)	YES	
<b>7 Affordable and Clean Energy</b>	International financial flows in support of clean energy, related research and development and renewable energy production, including in hybrid systems (millions of constant 2020 United States dollars)	YES	



GOAL	DATA	AVAILABILITY	ISSUE
<b>8 Decent Work And Economy Growth</b>	Proportion of population in informal employment, by sex and sector, latest available year (percentage)	NO	The ASEAN region has remarkably low levels of unemployment. Only 2.5 per cent of people are currently looking for jobs but failing to find them, compared to 5 per cent globally. At the same time, there is an overreliance on informal jobs, which makes for a flexible job market but renders workers highly vulnerable to shocks. An estimated 70 per cent of workers in the region are engaged in informal employment. <sup>41</sup> In some sectors, such as food services, accommodation and agriculture, the rate is even higher
<b>9 Industry, Innovation And</b>	Completion rate for primary, lower secondary, upper secondary education, by sex (percentage)	NO	
<b>9 Industry, Innovation And Infrastructure</b>	Proportion of educational facilities (primary, secondary and tertiary education) with adequate infrastructure, by type, 2023 (percentage)	NO	
<b>9 Industry, Innovation And Infrastructure</b>	Geographical distribution of clusters with high adolescent birth rates (top 10 per cent), level of global human footprint, and education facilities	NO	
<b>10 Reduce Inequality</b>	Share of female migrants in the international migrant stock at mid-year, 2020 (percentage)	NO	The economic integration of ASEAN member States, encompassing the exchange of goods and the movement of people across borders, has led to increased migration. In 2020, many women and men moved across borders within the region, seeking employment opportunities or for other reasons. Overall, the percentage of female migrants, including refugees, residing in the ASEAN region was lower than that of male migrant
<b>10 Reduce Inequality</b>	Labour force participation rate, by sex and citizenship, latest available data point, 2022 (percentage)	NO	
<b>10 Reduce Inequality</b>	Share of reports of violence in the workplace, by sex and type of abuse (sexual, physical or psychological), 2021 (percentage)	NO	
<b>11 Sustainable Cities And Communities</b>	Proportion of women age 15–49 who changed their residence in the past 5 years, by location of origin and destination, latest available year (percentage)	NO	More than half of the world's population lives in cities, and migration to cities is expected to increase substantially by 2050. In the ASEAN region, the urban population in most countries will more than double (figure 41). This shift from rural to urban areas has continued year on year in almost all ASEAN countries, except during the COVID-19 pandemic, when many people lost jobs in urban areas and returned to their villages (infographic 3). In light of the rapid urbanization, it is critical to ensure that cities are well placed to provide not only economic opportunities but also safe and healthy spaces for people to live and thrive
<b>11 Sustainable Cities And Communities</b>	Total number of people living in urban areas, 2015 and 2050 projections (millions)	NO	



GOAL	DATA	AVAILABILITY	ISSUE
<b>11 Sustainable Cities And Communities</b>	Proportion of women age 15–49 who have migrated from rural to urban areas in the past 5 years, by reason (percentage)	NO	
<b>11 Sustainable Cities And Communities</b>	Proportion of ever partnered women age 15–49 who experienced intimate partner violence in the past 12 months, by type of violence and type of dwelling, latest available year (percentage)	NO	
<b>11 Sustainable Cities And Communities</b>	Proportion of women age 15 and over who experienced physical violence by any perpetrator, by type of dwelling, latest available year (percentage)	NO	
<b>12 Responsible Consumption And Production</b>	Proportion of women who are food insecure (percentage), and household food waste per capita (kg/year), 2021	YES	The region's rapid economic development over the past decades has translated into increased GDP per capita and overall reductions in poverty rates (see Goal 1). Yet, large inequalities remain between the wealthiest and poorest population groups. In Malaysia and the Philippines, the Gini coefficients are larger than 40, indicating substantial inequalities
<b>12 Responsible Consumption And Production</b>	Proportion of women who are malnourished, by type of malnutrition (percentage)	YES	
<b>12 Responsible Consumption And Production</b>	Proportion of women who are underweight or overweight, by wealth and location, latest available year	NO	
<b>13 Climate Action</b>	Proportion of women age 18–49 who were married before age 18, by frequency of drought episodes, latest available year (percentage)	NO	The effects of climate change are different for women and men. After disasters, for instance, many men die during rescue operations, while women bear heavy burdens to care for those sick or injured, or to collect and treat water if sources are compromised. As climate change affects human livelihoods, particularly those of people relying on natural resources for an income, related food insecurity affects women disproportionately.
<b>13 Climate Action</b>	Prioritization of gender equality goals in nationally determined contributions (NDCs), latest available year	YES	
<b>13 Climate Action</b>	Change in the number of gender equality goals between the first and second NDCs, latest available year	NO	
<b>14 Life Below Water</b>	Share of fishing and aquaculture jobs held by women (percentage)	NO	
<b>14 Life Below Water</b>	Proportion of women in small-scale fisheries who contribute to decision-making regarding the use of income generated from fishery related activities, 2022 (percentage)	NO	
<b>14 Life Below Water</b>	Total land area used for cropland, grazing and built-up areas (millions of hectares)	YES	Forest area is decreasing over time, which is affecting women's health and caring responsibilities



GOAL	DATA	AVAILABILITY	ISSUE
<b>15 Life On Land</b>	Proportion of children born in the five years preceding the survey with fever in the two weeks preceding the survey for whom advice or treatment was sought, latest available year (percentage)	NO	
<b>16 Peace, Justice And Strong Institution</b>	Proportion of people feeling less safe than 5 years ago, by sex and wealth (percentage)	YES	
<b>16 Peace, Justice And Strong Institution</b>	Great source of risk to safety in daily life identified by women (percentage)	YES	
<b>16 Peace, Justice And Strong Institution</b>	Proportion of women military experts and staff officers contributed by ASEAN Member States to peacekeeping missions (percentage)	YES	
<b>16 Peace, Justice And Strong Institution</b>	Proportion of women troops contributed by ASEAN Member States to peacekeeping missions (percentage)	YES	
<b>17 Partnership For The Goals</b>	Proportion of gender-focused ODA as a share of total ODA, 2022 (percentage)	YES	Gender-related aid flows to ASEAN countries are increasing, but allocations mainly targeting gender equality have dwindled in the past decade
<b>17 Partnership For The Goals</b>	Amount of ODA allocated to women's rights organizations, movements and government institutions, 2022 (millions of United States dollars)	YES	
<b>17 Partnership For The Goals</b>	Amount of ODA allocated to end violence against women and girls, 2022 (millions of United States dollars)	YES	

A cross-check with <https://dashboards.sdindex.org/profiles/malaysia> found that the indicator for the ASEAN Gender Outlook Report does not exist in the list of indicators and Goals related to women/gender that need to be reported under the original Sustainable Development Goals reporting.



## Appendix 5: Female candidates by party during the 15th General Election

NAME OF PARTY	ABBREVIATION	NUMBER OF GE15 CANDIDATES ACCORDING TO GENDER				NUMBER OF HOUSE OF REPRESENTATIVES FOR GE15 ACCORDING TO GENDER			
		Male	Female	Total	Female Percentage	Male	Female	Total	Female Percentage
Pakatan Harapan	PH	166	40	206	19.4%	67	15	82	18.3%
Barisan Nasional	BN	154	22	176	12.5%	26	3	29	10.3%
Perikatan Nasional	PN	155	16	171	9.4%	68	6	74	8.1%
Parti Pejuang Tanahair	PEJUANG	105	16	121	13.2%	0	0	0	0%
Parti Warisan Sabah	WARISAN	46	6	52	11.5%	2	1	3	33.3%
Gabungan Parti Sarawak	GPS	26	5	31	16.1%	18	5	23	21.7%
Parti Rakyat Malaysia	PRM	27	1	28	3.6%	0	0	0	0%
Parti Gabungan Rakyat Sabah	GRS	12	1	13	7.7%	6	0	6	0%
Parti Sarawak Bersatu	PSB	8	2	10	20.0%	0	0	0	0%
Parti Kesejahteraan Demokratik Masyarakat	KDM	7	0	7	0%	1	0	1	0%
Ikatan Demokratik Malaysia	MUDA	5	1	6	16.7%	1	0	1	0%
Parti Bangsa Malaysia	PBM	3	4	7	42.9%	1	0	1	0%
Parti Bangsa Dayak Sarawak	PBDS	2	1	3	33.3%	0	0	0	0%
Parti Utama Rakyat	PUR	1	0	1	0%	0	0	0	0%
Parti Sosialis Malaysia	PSM	1	0	1	0%	0	0	0	0%
Parti Bersatu Rakyat Sabah	PBRS	1	0	1	0%	0	0	0	0%
Parti Perpaduan Rakyat Sabah	PPRS	1	0	1	0%	0	0	0	0%
Parti Bumi Kenyalang	PBK	1	0	1	0%	0	0	0	0%
Parti Sedar Rakyat Sarawak	SEDAR	1	0	1	0%	0	0	0	0%
BEBAS	BEBAS	95	13	108	18%	2	0	2	0%
Total Number		818	127	945		192	30	222	
Percentages (%)		86.6	13.4	100		86.5	13.5	100	



## Glossary

Term	Meaning in the Context of a Standard Document
Equity	detailed, fair, balanced treatment
Traditional Masculinity	a trait, behaviour, and traditional role associated with men
Mainstreaming	ongoing cultural and lifestyle developments
Socio-economic	related to social and economic factors
Systematic	operates according to a system
Evolution	progressive development
Gender	the roles, behaviours, activities, and traits that are socially constructed and considered appropriate for men and women by society. It reflects society's views on how a man or a woman should act and think and is determined by culture
Pre-independence	the period before Malaysia gained independence
Altruism	the nature or principle of prioritising the welfare or happiness of others over oneself



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