



Executive Summary

NATIONAL WOMEN'S POLICY

and Women's Development Action Plan

2025-2030

Empowering Women
Strengthening the Nation

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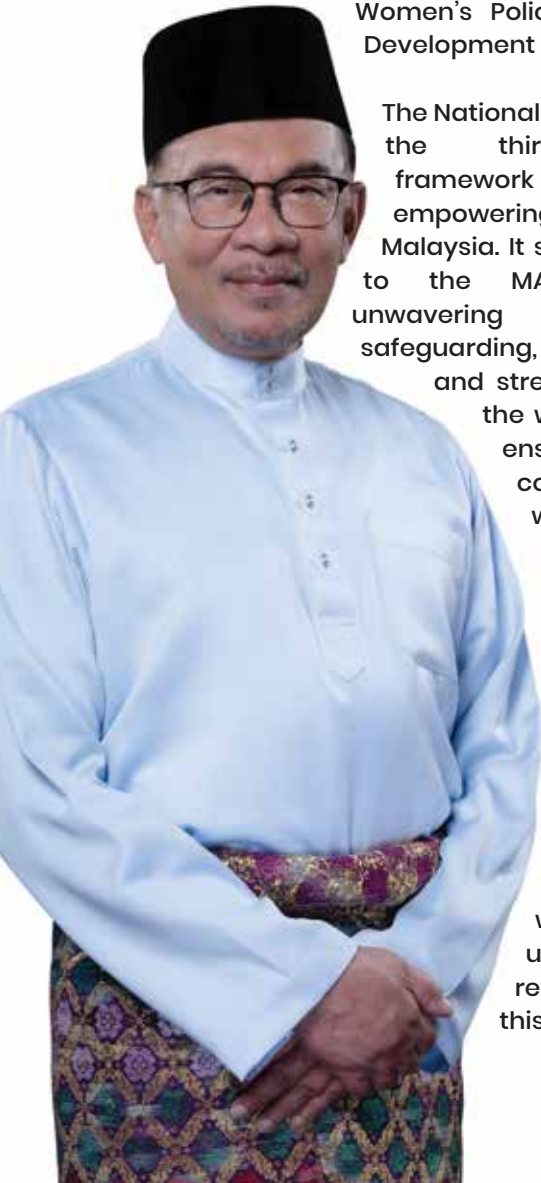
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Message from The Prime Minister of Malaysia

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, ensuring 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 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 alignment with the renewal of the National Social Policy 2030 and the urgent need to address the modern-day challenges and issues women face. The rebranding of this policy comes with the Government's commitment to continue recognising and valuing the crucial role of women across all spheres of society.

Centred around the idea 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 empowering women as drivers of our economy. This policy will act as a catalyst in elevating the country's standing in international benchmarks such as the Sustainable Development Goals, the Global Gender Gap Index, and the World Competitiveness Report.

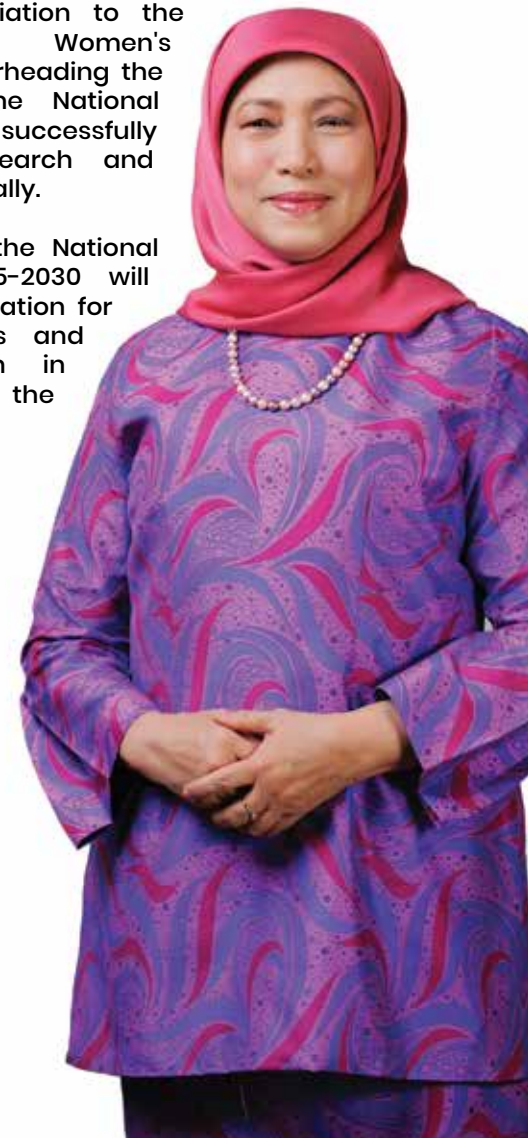
A more women-friendly approach on a national level will reflect Malaysia's commitment to inclusivity and position the country as an attractive destination for investment and international collaboration. In this regard, the Ministry of Women, Family and Community Development extends its highest appreciation 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, 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







Introduction

The National Women's Policy (NWP) was first formulated in 1989 and subsequently revised in 2009 with the introduction of the Women's Development Action Plan (WDAP). The NWP and WDAP 2025-2030 represent the third iteration of the policy, serving as a comprehensive guide for the implementation of strategies, programmes, and initiatives by all relevant stakeholders.

In contrast with the 2009 NWP, the narrative for NWP and WDAP 2025-2030 will begin by outlining the significance of the women's policy and its impact, the history of women's empowerment, and the rationale for revision, aimed at fostering public understanding of the nuances surrounding women empowerment. The NWP and WDAP 2025-2030 will be implemented over a five-year period, in alignment with the Malaysia Plan cycle, and will include clearly defined outcome targets to enhance the monitoring and evaluation process.

The overarching goal of the NWP and WDAP 2025-2030 is to empower women to participate meaningfully and achieve their full potential through inclusive development, with the ultimate aim of advancing gender equality. Anchored by the theme "Empowering Women, Strengthening the Nation," the policy focuses on four key priority areas: Economy, Leadership, Safety and Security, and Wellbeing.

To support its effective implementation, the NWP will introduce game changers alongside four strategic enablers as catalysts for success. These enablers include gender-disaggregated data, gender responsive budgeting, gender impact assessments, and gender audits.

The implementation of the NWP is anticipated to elevate Malaysia's standing in international reports, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goals, the Global Gender Gap Index, and the World Competitiveness Report.

Guided by the aspirations of Malaysia's MADANI Government, the NWP and WDAP 2025-2030 are not merely government policies, but a holistic initiative that calls for the collective involvement of all sectors in achieving a just, inclusive, and competitive ecosystem. The nation's progress hinges on continuous efforts to uphold the dignity of women and safeguard their wellbeing.

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



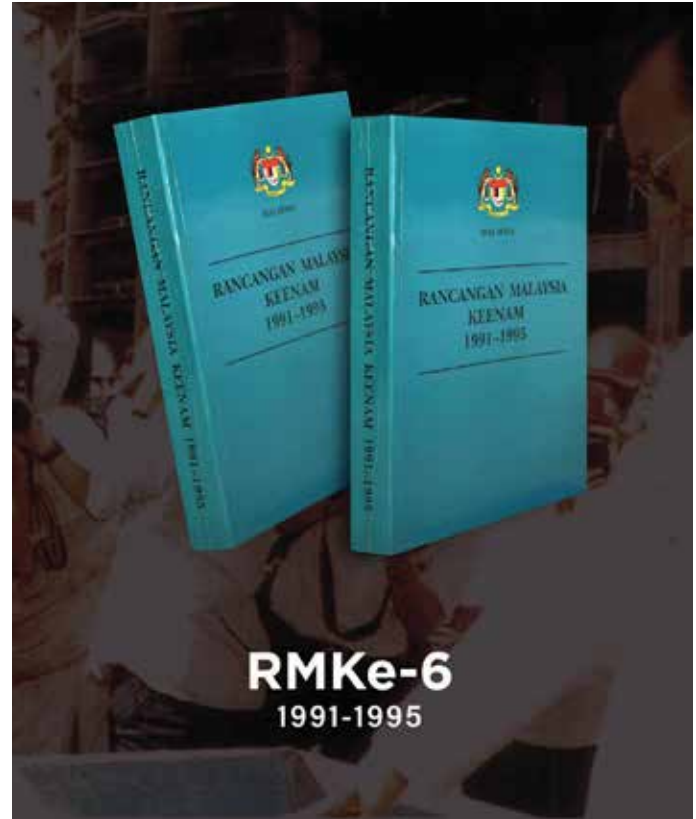
The Development of the National Women's Policy

In line with the introduction of this policy, women's issues began receiving specific attention in 1989 under the Malaysia's Five-Year Development Plans, starting with the Sixth Malaysia Plan (6MP) from 1991 to 1995. Under 6MP, a special chapter was created specifically for women's issues, titled "Women in Development."

In 2009, this policy was further enhanced with the introduction of the Women's Development Action Plan to meet stakeholders' expectations in strengthening the role and importance of women. The contents outlined in the NWP align with current societal issues and evolving concerns at the international level.

After 15 years since the implementation of NWP, various achievements related to women have been recorded. However, several challenges remain difficult to address.

As a result, three studies were carried out by the Ministry of Women, Family and Community Development to ensure a more comprehensive analysis of the NWP's issues and challenges in accordance with current needs. During the reviewing process of the NWP and WDAP, the Ministry conducted six engagement sessions with stakeholders, including non-governmental organisations, and carried out public surveys both online and on the ground.





1989

National Women's Policy (NWP)

- National Machinery for the Integration of Women in Development
- Health
- Education and Training
- Law
- Employment
- Politics
- Media
- Religion
- Culture

2009

NWP & Women's Development Action Plan (WDAP)

- Women and Economy
- Poverty Among Women
- Women and Law
- Violence Towards Women
- Women and Health
- Women in Education and Training
- Women in Science and Technology
- Women and Media
- Women and Environment
- Women and Sports
- Women and Religion, Culture, Arts, and Heritage
- Women in Decision-Making and Politics
- Mechanisms, Machinery, and Institutions for
- Women's Development

2025 -
2030

NWP & WDAP

Economy

- Women and Economy
- Poverty Among Women
- Women in Science and Technology
- Women in Education and Training

Leadership

- Women in Decision-Making Roles and Politics
- Mechanisms, Machinery and Institutions for Women's Development

Safety and Security

- Women and Law
- Violence Towards Women

Wellbeing

- Women and Health
- Women and Media
- Women and Environment
- Women and Religion, Culture, Arts, and Heritage
- Women and Sports



The Importance of National Women's Policy

Three key factors underpinning the development of the National Women's Policy are demographics, female labour force participation rate, and the target of achieving 30 percent representation of women in decision-making roles, particularly in the political sphere.

Demographics

From a demographic perspective, data from the Department of Statistics Malaysia (DOSM) for the year 2024 indicates a current sex ratio of 111 males for every 100 females. Out of Malaysia's total population of 34 million, 16.17 million are women, which translates to 47.5 percent. Without a dedicated policy to safeguard the wellbeing of this group, the nation risks losing potential for productivity and economic growth, as well as facing imbalances in representation across sectors.

Labour Force

Although women in Malaysia score highly in educational attainment, as indicated by Malaysia Gender Gap Index score of 1.071, the female labour force participation rate in 2023 stood at only 56.2 percent, compared to 82.3 percent for men. The trend of female labour force participation by age cohort forms an "N-shaped" curve, indicating that many women who exit the workforce do not re enter it.

Decision-Making Roles

The presence of at least 30 percent of women in leadership positions not only enhances economic performance but also generates a positive ripple effect for other women within the organisation. A study by the World Economic Forum (2022) found that women's representation in leadership increases female workforce participation, as it fosters a sense of representation and inspiration. Additionally, a research by the Catalyst (2021) revealed that organisations with over 30 percent women in leadership are more proactive in addressing issues of sexual harassment, pay inequality, and barriers to promotions.



1970 – 1975

1976 – 1994

1994 – TODAY

WOMEN IN DEVELOPMENT

WOMEN IN DEVELOPMENT

GENDER AND DEVELOPMENT

GLOBAL PRIORITIES

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations in 1979

Malaysia ratified CEDAW in 1995

Malaysia signed the Beijing Declaration and Platform for Action (BPfA) in 1995

FOCUS

Acknowledging the lack of female representation in development planning and policymaking as a matter of concern

- Women as agents of development
- Transforming societal structures to acknowledge both the productive and reproductive roles of women

- Global development and focus on gender equality
- The social construction of gender relations between women and men, with a particular focus on the marginalisation of women

GOAL

Effective and efficient development with the involvement of women

Decipher the relationship between women and the development process

Gender equality and sustainable development, where women and men as decision-makers.

SOLUTION

Integrating women into existing development processes

Valuing women's contributions in both workforce and family life

- Empowering women and harmonising imbalance power relations
- Identifying women's strategic needs in reconceptualizing development processes and human growth

MALAYSIA'S PRIORITIES

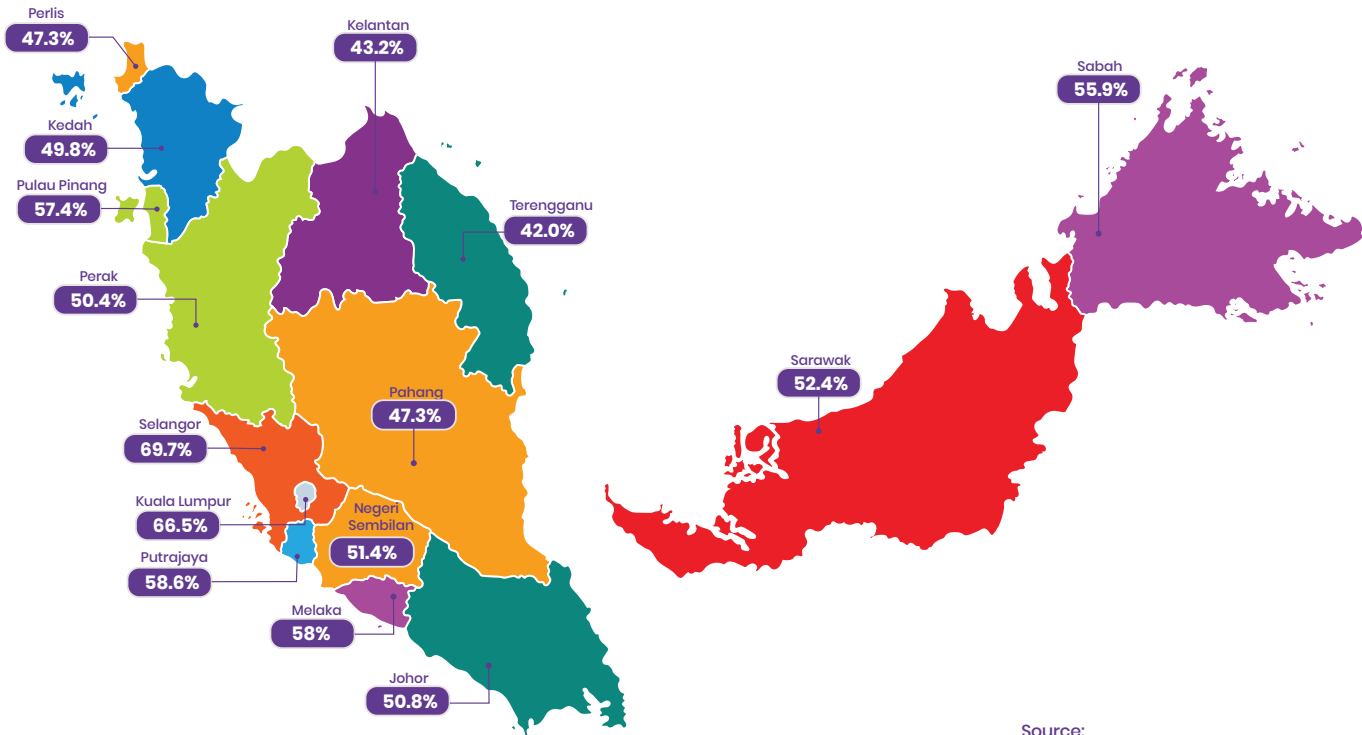
NATIONAL WOMEN'S POLICY 1989

NATIONAL WOMEN'S POLICY AND WOMEN'S DEVELOPMENT ACTION PLAN 2009

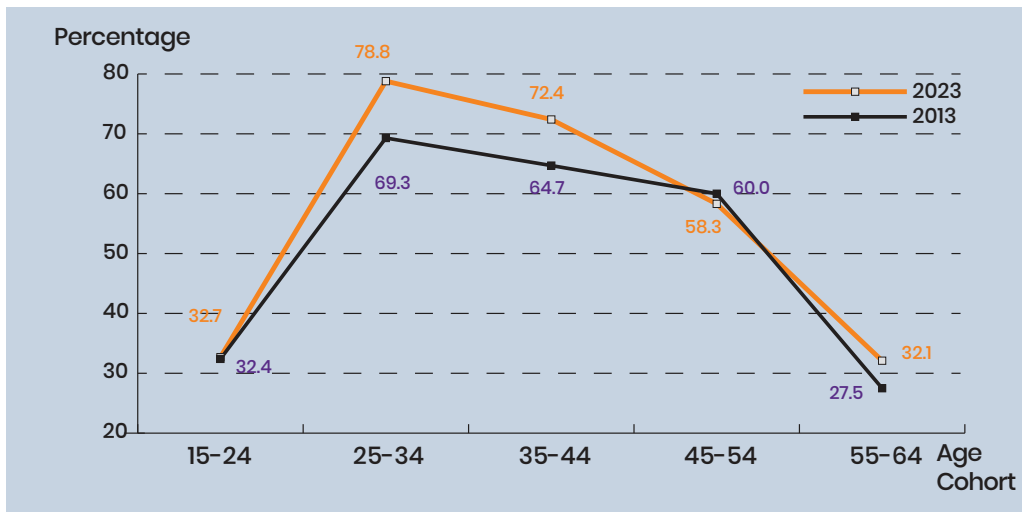
Source: Taken from The National Women's Policy: Mainstreaming Gender in the Political and Employment Sectors



Female Labour Force Participation Rate by State



Source:
Department of Statistics Malaysia (DOSM),
2023



Graph of Female Labour Force Participation by Age Group

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



Achievements

After more than a decade of enforcement, the achievements of the 2009 National Women’s Policy (NWP) can be measured by the level of wellbeing or happiness among women. For example, the 2021 Malaysia Happiness Index (MHI) recorded a higher MHI score for women at 6.49, compared to a score of 6.46 among men. The following table presents the MHI scores for women versus men according to state, as shown in **Table 1**:

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

Table 1

A Ministry internal assessment found that 17 out of 27 ministries, or 62.9 percent, have integrated gender equality initiatives by including specific strategies for women within their respective policies and action plans.



These achievements were also presented during the 2024 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. Malaysia received positive feedback from the CEDAW Committee for its ongoing efforts in women’s empowerment. This reflects international recognition of the country’s commitment to enhancing women’s participation at various levels.

				
Kelantan	Selangor	Pulau Pinang	Terengganu	Pahang
2005	2017	2019	2022	2022

Additionally, five states have developed state-level women’s policies, respectively.



Several laws and policies have been enacted and improved, including:

Employment Act 1955 [Act 265]	<ul style="list-style-type: none">• Paid maternity leave: 60 days → 98 days (2022)• Paternity leave: 7 days of paid leave for fathers• Protection against employment discrimination and dismissal of pregnant women• Flexible working arrangements• Mandatory display of the sexual harassment prevention notice
Domestic Violence Act 1994 [Act 521]	<ul style="list-style-type: none">• The Act was broadened in 2012 to include mental and psychological abuse• Domestic violence became recognised as an arrestable offence• The Emergency Protection Order (EPO) was introduced and the Interim Protection Order (IPO) was further improved
Self-Employment Social Security Act 2017 [Act 789]	<ul style="list-style-type: none">• Protection for self-employed individuals including women• First implemented in the passenger transport sector• Later expanded to include 19 other self-employment sectors
Housewives' Social Security Act 2022 [Act 838]	<ul style="list-style-type: none">• Social protection for housewives• Annual contribution of RM120
Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 [Act 670]	<ul style="list-style-type: none">• Preventing the smuggling of women, girls, and female children from becoming victims of trafficking
Anti-Sexual Harassment Act 2022 [Act 840]	<ul style="list-style-type: none">• Dedicated tribunal for sexual harassment cases• Compensation and apology orders imposed on perpetrators (2024)



Issues and Challenges

Low Gender Gap Index Score

According to statistics, Women Empowerment in Selected Domains remains a challenge, with Malaysia's Gender Gap Index (MGGI) recording a score of only 0.705 in 2023. The breakdown of the 2023 Gender Gap Index by state level is presented in **Table 2**.

In the Global Gender Gap Index (GGGI) 2024 report, Malaysia recorded a score of 0.668. This places Malaysia at 114th out of 148 countries worldwide and 9th among the 10 ASEAN nations.




POSITION	STATE	GENDER GAP 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

Table 2



A Decline in the World Competitiveness Ranking 2024

- Malaysia ranked 34th in 2024, dropping seven places from 27th in 2023.
- The decline is primarily due to low scores in Management and Labour Practices.

Labour Practices	Management Practices	
		
Women in the Labour Force 2022: 38.96% (57 th place) 2021: 39.05% (55 th place)	Women in Management 2022: 24.6% (52 th place) 2021: 24.05% (50 th place)	Women in Board of Director 2023: 31.92% (25 th place) 2022: 31.6% (21 th place)

Constraints in Gender-Disaggregated Data

While Malaysia has an extensive data collection system and has addressed most sectoral issues raised during the CEDAW session, challenges remain in the reporting and analysis of gender-disaggregated data, particularly in sectors under the jurisdiction of other ministries or agencies.



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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OBJECTIVE

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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ACHIEVEMENTS

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

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	



Success Indicators

Economy

Increase women's participation rate in labour force

60%

0.700

Increase SSM-registered women entrepreneurs by 2030

1 MIL

Increase the sub-index score for women's professional and technical workforce participation under MGGI

Leadership

30%

Increase women's participation as decision-makers, particularly in underperforming sectors

Safety and Security



Introduce a women's sub-index under the Public Safety and Security Index

10%

Female participation in defence, security and public safety sectors



Maintain Family Safety Domain under the Family Wellbeing Index within the level of "Moderately High" range and above

Wellbeing

Malaysia Gender Gap Index target score

Ranging from
0.690
To
1.000

Maintain Malaysian Happiness Index scores within "Happy" and "Very Happy" ranges



Gender-based enhancement of the Malaysian Family Wellbeing Index



The Women's Development Action Plan outlines 26 strategies, 75 programmes, and 182 activities.

In an effort to mainstream the National Women's Policy, four key policy enablers have been introduced :



Gender-Disaggregated Data

The collection and analysis of gender-disaggregated data is essential to understand the differences and needs of both men and women. This approach is crucial to ensuring that policies are inclusive and responsive to the needs of all, particularly in the context of gender equality



Gender Responsive Budgeting

The planning of annual budget allocations based on evidence-based planning that considers the needs and impact on target groups of both genders. This approach is essential to ensure that financial planning is inclusive and incorporates a gender perspective



Gender Impact Assessment

A method to assess the potential impact of a programme or initiative prior to its implementation. This method may be introduced as a component under value assessment and integrated into the annual budget application system



Gender Audit

A systematic evaluation process to assess the impact of policy, programme, and project implementation by an organisation or government on both genders. This includes analysing access, benefits, and the socioeconomic changes experienced by women following the implementation of a particular policy, programme, or project



The 12 Game Changers



Launching and implementation of the National Women's Policy and the Women's Development Action Plan 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 Ministry of Women, Family and Community Development.



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 support service for working women 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 One Stop Centre (OCS) portal and application for services related to women



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



Priority Areas



Priority Area

Economy



Increasing women's participation in the workforce

- Align women's academic qualifications with industry 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.



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.

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 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.

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.



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 sustained 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.



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

- Empower 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.

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

- Improve the service delivery concerning 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.

Enhancing legal literacy among women

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

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.



Outcomes of Implementation



Improvement in Women's Wellbeing

- Strategies, programmes, and initiatives on gender equality
- Improving access to the economy, health, and education
- Raising awareness about discrimination and violence against women



Malaysia's Global Standing

- Solidifying Malaysia's image as a progressive nation
- Improved rankings in SDGs, GGGI & WCR
- Attracting investment and international cooperation



Commitment to Global Standards

- Adhering to standards set by CEDAW, the Beijing Declaration, and SDGs
- Supporting policies under the Ministry of Women, Family, and Community Development such as the National Social Policy and National Family Policy



Whole-of-Nation Approach

- Involvement of the government, private sectors, NGOs, and communities
- The Department of Women's Development to act as the main driver in the implementation of the NWP



Summary

The renewal of the National Women's Policy and the Women's Development Action Plan 2025-2030 is a strategic move to emphasise the importance of empowering the role of women and ensuring inclusive gender equality. This policy will strengthen women's rights and roles across various sectors, enhancing their competitiveness and advancing their progress both at national and international levels. Furthermore, the strong commitment from the Government and all relevant stakeholders will fortify Malaysia's position to be a more holistic, progressive, and women-friendly nation on the global stage.



**MINISTRY OF WOMEN,
FAMILY & COMMUNITY
DEVELOPMENT**



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2025-2030