

**MALAYSIA: INFORMATION ON THE IMPLEMENTATION OF THE AGREED CONCLUSIONS:
“WOMEN’S EMPOWERMENT AND THE LINK TO SUSTAINABLE DEVELOPMENT”**

NO.	RECOMMENDATIONS	PROGRESS BY MALAYSIA
Strengthening normative, legal and policy frameworks		
(a)	<p>Consider ratifying or acceding to, as a matter of particular priority, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, and the Optional Protocols thereto, limit the extent of any reservations, formulate any such reservations as precisely and as narrowly as possible to ensure that no reservations are incompatible with the object and purpose of the Conventions, review their reservations regularly with a view to withdrawing them, withdraw reservations that are contrary to the object and purpose of the relevant Convention and implement the Conventions fully by, inter alia, putting in place effective national legislation and policies;</p>	<p>The Government is planning to propose a study on Malaysia's ability and willingness to ratify the Optional Protocol under CEDAW, CRC and CRPD.</p> <p>Malaysia also assures ongoing efforts to further reflect on the reservations in CEDAW, CRC and CRPD by taking the necessary steps to uphold the rights of the women, children, and persons with disabilities under these articles as long as they are in line with the Federal Constitution, domestic laws and policies.</p>

(b)	<p>Accelerate the full and effective implementation of the Beijing Declaration and Platform for Action, the Programme of Action of the International Conference on Population and Development and the outcomes of their review conferences as a foundation for sustainable development, gender equality and the empowerment of all women and girls, and compliance of States Parties with the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child and the Optional Protocols thereto, as well as other relevant conventions and treaties;</p>	<p><u>United Nations Population Fund (UNFPA) Country Programmes Document (CPD) for Malaysia 2021-2025</u></p> <p>The Government of Malaysia in collaboration with the United Nations Population Fund (UNFPA) is currently working on preparing Country Programmes Document (CPD) for 2021 to 2025. The programmes will be implemented within the framework of the United Nations Sustainable Development Cooperation Framework (UNSDCF) and under the overall coordination of the Ministry of Economic Affairs. This CPD will assist the Government of Malaysia in fulfilling its Nairobi Summit commitments by helping to set up a mechanism to monitor and track the progress of ICPD commitments of Malaysia.</p>
(c)	<p>Implement all goals and targets of the 2030 Agenda for Sustainable Development in a comprehensive manner, reflecting its universal, integrated and indivisible nature while respecting each country's policy space and leadership while remaining consistent with relevant international rules and commitments, including by developing cohesive sustainable development strategies to achieve gender equality and the empowerment of women and girls and by mainstreaming a gender perspective in all government policies and programs at all levels;</p>	<p>Malaysia has continuously embraced sustainable development in the national agenda. In this regard, the commitment to the 2030 Agenda for Sustainable Development has been mapped with the 11th Malaysia Plan (11MP) to align strategies and initiatives to support the SDGs. The roadmap takes into account the nation's capacities and capabilities in achieving the identified goals and targets of the 2030 Agenda. Goal 5 of the SDG has been mapped in parallel with Pillar II and Pillar IV of the Mid Term Review of the 11MP.</p>

(d)	<p>Eliminate all forms of discrimination against women and girls through the development, where needed, adoption and accelerated and effective implementation and monitoring of laws and comprehensive policy measures, the removal, where they exist, of discriminatory provisions in legal frameworks, including punitive provisions, and setting up legal, policy, administrative and other comprehensive measures, including temporary special measures as appropriate, to ensure women's and girls' equal and effective access to justice and accountability for violations of the human rights of women and girls;</p>	<p>The principle of gender equality and non-discrimination against women continues to be observed in Malaysia by means of constitutional guarantees as articulated in the Federal Constitution (FC), the supreme law of Malaysia. Article 8(2) of the FC provides the necessary guarantee related to the issue of elimination of discrimination on the ground of gender and it sets the tone for legislative measures and judicial decisions in Malaysia. Progressive implementations and measures to eliminate discrimination are being undertaken and are evident from the legislative, judicial and administrative measures taken by Malaysia to implement the principle of gender equality and non-discrimination against women in Malaysia.</p> <p>Malaysia's Domestic Violence Act (DVA) (Amendment) Act 2017 was passed to improve protection for domestic violence. Sections under the Penal Code (PC) have also been amended to ensure that the rights of women are upheld and they are protected from harm. For the protection of girls, the Sexual Offences Against Children Act 2017 that came into force on 10 July 2017 provides for certain sexual offences against children and their punishment in addition to other sexual offences against children and their punishment in other written laws.</p>
(e)	<p>Enact legislation and undertake reforms to realize the equal rights of women and men, and where applicable girls and boys, to access economic and productive resources, including access to, ownership of, and control over land, property and</p>	<p><u>Gender Equality Bill</u></p> <p>Malaysia has in plan to establish a legal framework on gender equality aimed at ensuring that individuals can enjoy equal rights and opportunities without any gender-based discrimination in</p>

	<p>inheritance rights, natural resources, appropriate new technology and financial services, including microfinance, and equal opportunities for women for full and productive employment and decent work;</p>	<p>Malaysia. This Bill will be drafted following the passing of a Sexual Harassment Bill.</p> <p><u>Land Rights and Tenure Security</u></p> <p>The Land (Group Settlement Areas) Act 1960 (Revised 1994) which was amended in 2002, provides wives of settlers a joint stake in the land awarded to their husbands. Before that, only husbands were recognized as sole owners of the settlement whereby an agreement is established between the Federal Land Development Authority (FELDA) and the settlers and after a certain extent, settlers will receive ownership of the land cultivated. The amendment in 2002 included Section 15 (2a) of the Act where wives of settlers are given joint stake in the land awarded to their husbands.</p>
(f)	<p>Promote women's economic rights and independence, women's right to work and rights at work through gender-responsive policies and programmes that promote decent work for all, ensure equal pay for equal work or work of equal value, protect women against discrimination and abuse in the workplace, invest in and empower women in all sectors in the economy by supporting women-led businesses, including by tailoring a range of approaches and instruments which facilitate access to universal public services, finance, training,</p>	<p><u>Financial Inclusion and Access to Credit</u></p> <p>Access to credit and financing facilities that are made available to women include micro credit financing schemes such as the <i>Amanah Ikhtiar Malaysia</i> (AIM), the Rural Economy Financial Scheme (SPED) and the <i>Tabung Ekonomi Kumpulan Usaha Niaga</i> (TEKUN Nasional).</p> <p>The Government of Malaysia has forged a strategic partnership with AIM, a large microcredit organisation in Malaysia. AIM provides financial assistance to poor households to enable them to undertake viable economic activities and hence increase their</p>

	<p>technology, markets, sustainable and affordable energy and transport and trade;</p>	<p>household income. Training and advisory services are also provided, mainly to assist targeted groups such as women as well as poor and low-income households.</p> <p>In June 2017, a total of 342,887 women entrepreneurs, most of whom are housewives, had received microcredit financing under AIM. This programme has been a success due to the strong commitment of participants, of which 99% of the applicants for the microcredit facilities offered by AIM are women.</p> <p>Meanwhile, TEKUN <i>Nasional</i> has set a policy to allocate at least 50% of its funding for women entrepreneurs. A special programme known as <i>TemaNita</i> was introduced to help female entrepreneurs obtain financing more easily, quickly and efficiently for business purposes.</p> <p><u>Measures to Prevent Sexual Harassment at the Workplace</u></p> <p>Currently, Part XVA of the Employment Act 1995 [Act 265] has specific provisions on sexual harassment including the interpretation and process on making a complaint of sexual harassment that occurs in a workplace. The new amendment of Employment Act 1955 being considered is to strengthen the mechanism for the inquiry process. To create awareness, the Labour Department conducted several awareness programmes through social dialogue with tripartite partners (employers, workers and trade unions).</p>
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(g)	<p>Undertake all appropriate measures to recognize, reduce and redistribute unpaid care work by prioritizing social protection policies, including accessible and affordable quality social services, and care services for children, persons with disabilities, older persons, persons living with HIV and AIDS and all others in need of care, and promote the equal sharing of responsibilities between women and men;</p>	<p>The Government is currently in the early stages of a collaboration with UNDP and UNFPA on a pilot project to find innovative means to reduce time and loss opportunities due to unpaid care in Malaysia. The findings of this project will be used to inform policy recommendation on addressing care work in Malaysia.</p> <p>As of 31 July 2020, the Government has spent around USD2.5 million to revive the care industry which comprises child care centres and training of carers for future openings of care centres.</p>
(h)	<p>Urges governments to provide universal and equitable access for all to safe and affordable drinking water and adequate sanitation and hygiene, in particular in schools, public facilities and buildings, paying special attention to the specific needs of all women and girls, who are disproportionately</p>	<p>Generally, water supply in Malaysia is safe for human consumption including for menstrual hygiene management. In 2017, 95% of households in Malaysia have access to clean piped water, fulfilling WHO's drinking water standard. In addition, Malaysia has an excellent sanitation service that is vital to support the general public health. Modern sewerage system has, to some extent, minimised water-borne diseases especially among the</p>

	<p>affected by inadequate water and sanitation facilities, are at greater risk of violence and harassment when practising open defecation and have specific needs for menstrual hygiene management, and to improve water management and wastewater treatment with the active participation of women;</p>	<p>under-served community. In general, more than 80% of Malaysian households have access to connected sewerage system, while well-functioning and maintained primitive systems such as pour flush, individual septic tank and communal septic tank still do exist in some parts of the country.</p>
(i)	<p>Recognize the critical role of women as agents of change and leaders in addressing climate change, and promote a gender-responsive approach, the integration of a gender perspective and the empowerment of women and girls in environmental, climate change and disaster risk reduction strategies, financing, policies and processes, towards achieving the meaningful and equal participation of women in decision-making at all levels on environmental issues and towards building the resilience of women and girls to the adverse effects of climate change;</p>	<p>The Department of Social Welfare (DSW) plays an important role in coordinating and managing disaster victims. This role, as stated in the National Security Council Directive No. 20: The Policy and Mechanism for National Disaster Management includes:</p> <ul style="list-style-type: none"> • providing and managing relief/evacuation centres and forward-supply bases; • preparing and distributing food, clothing and other essential items to the affected victims; • registering the disaster victims for the purpose of rehabilitation; and • providing guidance and counselling services to the affected victims. <p>The participation of women in evacuation centres is very important as they can better understand the needs of victims, especially women victims during disaster. With this in mind, DSW has implemented various disaster risk reduction initiatives which involve women carrying out duties and responsibilities, among others:</p>

		<ul style="list-style-type: none"> • as supervisor at Disaster Relief Centres; • as member of the Committee established for the management of disaster relief centres; • involvement in various activities at disaster relief centres either as members of voluntary bodies or as volunteers; and • women with expertise and registered as Counsellors are encouraged to become part of in the Psychological Support Team as facilitators during crisis management and disaster.
(j)	<p>Ensure that the rights and specific needs of women and girls affected and displaced by conflicts, trafficking in persons, terrorism, violent extremism, natural disasters, humanitarian emergencies and other emergency situations are addressed in national and international plans, strategies and responses, and also ensure the participation of women and girls at all levels of decision-making in emergency, recovery, reconstruction, conflict resolution and peacebuilding processes, provide education for all, especially girls, to contribute to a smooth transition from relief to development and address sexual and gender-based violence as an integral and prioritized part of every humanitarian response, and in this respect, the Commission encourages the World Humanitarian Summit, to be held in Istanbul,</p>	<p>Malaysia seeks technical assistance from International organizations as follows:</p> <ul style="list-style-type: none"> (i) UNICEF Malaysia through the periodic 5-year Country Programmes Action Plan on all areas of child rights including violence against children; (ii) ILO through the Bridge Project, in particular child labour and trafficking; (iii) United Nations Population Fund (UNFPA) on capacity building of Ministry of Health (MOH) staff on maternal health, module on sexual and reproductive health in collaboration with the National Population and Family Development Board (NPFDB) and work on comprehensive Sexuality Education in collaboration with the Ministry of Education and NPFDB;

	<p>Turkey, on 23 and 24 May 2016, to give due consideration to integrating a gender perspective into its deliberations;</p>	<ul style="list-style-type: none"> (iv) International Organisation for Migration (IOM) in providing skills training on trafficking in persons to law enforcements, protection officers including healthcare professionals; (v) United Nations High Commissioner for Refugees (UNHCR) conducts all activities related to the protection of refugees namely the reception, registration, documentation and refugee status determination of asylum-seekers and refugees; and (vi) World Health Organization (WHO) through development of modules and training of health care professionals in 2018, particularly regarding immunisation communication, obesity prevention and adaptation of the Integrated Management of Childhood Illness module for the management of ill child under 5 years. Prior to this, WHO had also provided technical assistance in development of programmes for prevention of deafness and research on disabilities. <p>The National Action Plan Against Trafficking in Persons 2010-2015 and the continuation of National Action Plan Against Trafficking in Persons 2016-2020 was developed to clearly determine the direction and focus of efforts towards achieving the national goal to prevent and suppress the problem of trafficking in persons. Malaysia is currently developing the National Action Plan Against Trafficking in Persons for year 2021-2025.</p>
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<p>(k)</p>	<p>Ensure the promotion and protection of the human rights of all women and their sexual and reproductive health, and reproductive rights in accordance with the Programme of Action of the International Conference on Population and Development, the Beijing Platform for Action and the outcome documents of their review conferences, including through the development and enforcement of policies and legal frameworks and the strengthening of health systems that make universally accessible and available quality comprehensive sexual and reproductive health-care services, commodities, information and education, including, inter alia, safe and effective methods of modern contraception, emergency contraception, prevention programmes for adolescent pregnancy, maternal health care such as skilled birth attendance and emergency obstetric care which will reduce obstetric fistula and other complications of pregnancy and delivery, safe abortion where such services are permitted by national law, and prevention and treatment of reproductive tract infections, sexually transmitted infections, HIV, and reproductive cancers, recognizing that human rights include the right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual</p>	<p>In Malaysia, reproductive health services including family planning are provided by the National Population and Family Development Board (NPFDB). From 2014 to 2018, more than 1.2 million family members have received various reproductive health services such as family planning, subfertility services, mammogram screening, breast clinical examination, human papillomavirus (HPV) vaccination and pap smear. These services can be accessed through 49 Nur Sejahtera clinics all over Malaysia as well as 15 family mobile centres (FMC) to reach out to target groups, especially in rural areas.</p> <p>Fertility treatments are among the major elements in reproductive health. NPFDB has provided this service since its inception in 1979 and has become one of the main and best specialist centres for the public sector. The services provided are comprehensive and up to date and able to serve those who need it. Among the fertility treatment techniques provided by NPFDB are intra uterine insemination (IUI), in vitro fertilization (IVF) and intracytoplasmic sperm injection (ICSI). The target group are couples with trouble conceiving and also those experiencing difficulty in getting pregnant again. From 2014 to 31 Mac 2019, a total of 35,150 couples have undergone sub fertility programmes at NPFDB.</p> <p>The Ministry of Health provides universal access to health care services to all including adolescents through its network of 3,223 (figure for 2017) primary health care facilities nationwide regardless of age, sex, race, socio cultural/religious values or</p>
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<p>and reproductive health, free from coercion, discrimination and violence;</p>	<p>political norms. All 1,085 government primary health clinics provide comprehensive adolescent health services which include health promotion, health risk assessment, advice, counselling and referral to other agencies or experts where necessary. The scope of services includes physical health, nutritional health, mental health, sexual reproductive health and risk behaviours. All the 1,796 (2017) community clinics nationwide also provides services for pregnant teenagers.</p> <p>In strengthening the Sexual Reproductive Health (SRH) services for adolescents, the Government developed a National Guideline on Management of Adolescent Sexual Reproductive Health Problems at primary health care facilities. This Guideline takes into consideration the legal and ethical rights, as well as sociocultural and religious perspectives. The areas covered are management of teenage pregnancy and request for abortion, management of abuse, sexually transmitted infections and contraceptive services. The trend of new antenatal cases among adolescents registered at government primary health care facilities have decreased from 18,652 (2011) to 9,617 (2017).</p> <p>Malaysia continues to improve access and quality of care for maternal and child health services by expanding health care facilities in rural and urban areas. In addition to hospitals and static clinics, there are also mobile health services meant for outpatients. These initiatives have made it possible for access to professional care during pregnancy and childbirth as well as access to quality family planning services and information. Efforts</p>
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are also being taken to strengthen pre-pregnancy care services by educating women with chronic diseases to optimise their health before embarking on pregnancy and ensuring more choices of family planning methods are made available.

Sexuality education at schools is provided through the Health, Reproductive and Social Education (PEERS), one of the main components of the Health Education Curriculum introduced from preschool to secondary. PEERS comprises elements of personal and reproductive health to equip school children with knowledge, skills and values so that they can make informed and responsible decisions on matters related to social and sexual relationships. At preschool level, children will be introduced to the anatomy and the different physiology of a boy and a girl. At this age, they will also be taught on what construe as good touch and bad touch. They must be able to differentiate between appropriate and inappropriate touching and how to stay safe. In an effort to enhance knowledge on PEERS, children are given brochures on PEERS for them to share with their parents or guardians at home.

The components of PEERS are being taught in progression at different levels of schooling. The component comprises 75% of the Health Education Curriculum followed by healthy eating (15%) and first aid (10%). PEERS emphasizes a holistic approach to equip children and young people with the knowledge, skills, attitudes and values needed. PEERS is scientifically accurate, culturally and age-appropriate, gender-sensitive and life skills based. This is to ensure that all children and young

		<p>people are informed about comprehensive sexuality education and provided with life skills-based health education, learning opportunities and efficacy to make informed decisions about their sexuality and lifestyle to reduce their vulnerability and enable them to avoid risky behaviour.</p> <p>NPFDB has been actively involved in reproductive health and social education for young people since 2004, in line with the National Policy on Reproductive Health and Social Education 2009. The sexuality education is given through the in-house Kafe@TEEN Adolescent Centres, schools, colleges, institutions and at community level. SRH modules used were developed periodically to cater for the new technology savvy era of adolescents.</p> <p>Currently, there are 17 Kafe@TEEN Adolescent Centres managed by the NPFDB providing free reproductive health and social services to young people aged 13 – 24 years of age. Since 2014 to April 2019, a total of 412,388 young people have participated in the Kafe@TEEN education and skill building programmes whilst 2,282 young people have utilized the reproductive health and counselling services.</p>
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<p>(l)</p>	<p>Promote and respect women’s and girls’ right to education throughout their life cycle at all levels, especially for those who are the most left behind, by providing universal access to quality education, ensuring inclusive, equal and non-discriminatory quality education, promoting learning opportunities for all, ensuring completion of primary and secondary education and eliminating gender disparities in access to all areas of secondary and tertiary education, promoting financial literacy, ensuring that women and girls have equal access to career development, training, scholarships and fellowships, and adopting positive action to build women’s and girls’ leadership skills and influence, and adopt measures that promote, respect and guarantee the safety of women and girls in the school environment and that support women and girls with disabilities at all levels of education and training;</p>	<p>Every child in Malaysia, regardless of wealth, ethnicity or background, deserves equal access to quality education that will enable the student to achieve his or her potential. Building upon the principle of Education for All which is further reiterated in the Education Blueprint, Malaysia aspires to ensure universal access to education and full enrolment of all children from preschool through to the upper secondary level (Form Five). As of 2016, the Gross Enrolment Rate (GER) stands at 97.24% for primary level and 90% for secondary level. Data shows that Malaysia had already surpassed the Millennium Development Goals (MDG) Goal 2 in providing universal primary education for boys and girls even before the MDGs in 2000. In 2016, the completion rate at primary level increased to 98.37% while the completion rates at secondary level stood at 88.29%. Transition rate from primary to secondary education was also promising with 96.05% success rate. Gender parity had been achieved for participation and completion of education as well as transitioning between primary and secondary education levels. In fact, Malaysia has reached gender parity with a slight advantage to girls in secondary and tertiary education participation. As of 2017, the ratio of girls to boys is at 1.01 at secondary and 1.06 at tertiary level.</p> <p>Currently, the statistics on enrolment in Higher Learning Institutions (HLIs) indicates that there is no gender disparity in higher education. Based on the five-year trend of HLIs students, female students are more dominant compared to male students as the enrolment ratio of male to female students are 39:61 (2018), 38:62 (2017 and 2016), 45:55 (2015) and 43:57 (2014).</p>
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However, for graduate employment, male graduates are more likely to be employed than female graduates as the five-year trend shows on average 56% male will be employed within six months after graduation compared to 53% female graduates. The Ministry of Education will regularly review students' outcome data on performance gaps and is committed to ensure a balanced enrolment rate and completion rate of students of different gender.

On academic performance, girls consistently outperform boys at every level. The gap in performance is already evident at primary school level and increases over a student's lifetime up to university level, where females comprise approximately 70% of the cohort.

Malaysia provides three (3) schooling options to accommodate the needs of children with disabilities as below:

- (i) Special Education Schools for students with disabilities (the students may have the same disability or different disabilities);
- (ii) Special Education Integration Programmes in mainstream schools with specific classes dedicated to students with learning, hearing and vision disabilities; and
- (iii) Inclusive Education Programmes for students with special educational needs in mainstream government or non-government-aided schools.

As of 2018, a total of 34 special schools (28 pre-schools/primary and 6 secondary schools whereby 4 are vocational schools) had been established throughout the country. In addition, accommodation facilities such as hostels are also provided in 25 of these schools. For Special Education Integration Programmes, 9,674 classes have been set up in 2,343 (1,521 primary and 822 secondary) mainstream schools throughout Malaysia as at October 2018.

The introduction of the Zero Reject Policy in special education is to ensure that no special needs child is turned away from national schools. Under the policy, the students are able to receive education corresponding to their individual abilities. Targeted strategies are in place to drive the Zero Reject Policy into a higher level, namely equipping the schools with more accessible facilities, increasing the number of inclusive schools and placing more special education teachers in schools.

On 5 September 2019, the Ministry of Education had announced guideline for the Disabled Inclusion in Higher Education Institutions Policy. Under the guidelines, all 20 public universities in the country are required to be disabled-friendly by 2025 so that students with disabilities are accorded equal education rights as others.

The new guidelines also require each university to establish a disabled services unit, beginning with the 2019/2020 student intake session. Among the public and private universities that

		<p>already have their own disabled inclusive policies are Universiti Islam Antarabangsa (UIA), Universiti Malaya (UM), Universiti Sains Malaysia (USM) and University of Nottingham Malaysia.</p> <p>The Disabled Inclusion Policy aims to do away with the segregation of disabled students from other students, as well as ensuring proper facilities and a continuous education support system for them. All public higher education institutions (IPTAs) must become completely disabled-friendly within the next decade.</p> <p>Financial assistance is also provided for students with disabilities at local higher learning institutions on a full time or part time basis, including long distance programmes. The students receive up to RM5,000 per year or RM20,000 for the whole duration of studies. In addition, the Department of Social Welfare also provides assistive devices to children with disabilities through the Financial Assistance for Artificial Aids and Assistive Devices scheme whereby PWDs can apply for assistance amounting to the actual price of assistive devices that are recommended by the doctor or specialist.</p>
(m)	<p>Mainstream a gender perspective into education and training programmes, including science and technology, eradicate female illiteracy and support school-to-work transition through skills development to enable women's and girls' active participation in</p>	<p>The Manpower Department conducts TVET promotions to school leavers on a frequent basis. The promotional activities are aimed to increase intake of TVET students regardless of gender.</p> <p>Culture and Learning is a compulsory course to be taken by all second year students of the Bachelor of Education Programme.</p>

	economic, social and cultural development, governance and decision-making, and create conditions that facilitate women's full participation and integration in the formal economy;	This course discusses the concept of culture; aspects, effects and implications of socio-cultural diversity in Malaysia; cultural-friendly classroom management; national integration; communication skills; and teachers as agents of culture. Gender issues and gender equality are also emphasized in this course.
(n)	Adopt, review and ensure the accelerated and effective implementation of laws that criminalize violence against women and girls, as well as comprehensive, multidisciplinary and gender-sensitive preventive, protective and prosecutorial measures and services to eliminate and prevent all forms of violence against all women and girls, in public and private spaces, as well as harmful practices;	The drafting of a sexual harassment bill is currently underway with plans for it to be tabled in Parliament by early 2021. Malaysia also has in place a Domestic Violence Act to protect and recognise the rights of women in these dire situations. The recent rise in domestic violence cases are being addressed through not only the Ministries' efforts but also that of NGOs. This can be seen in the form of dedicated hotlines and shelters, whereby complaints are acted upon with urgency in accordance with the Act. Awareness is also spread through multiple channels and psychosocial support is made available for victims as well as the general public.
(o)	Fully engage men and boys, including community leaders, as strategic partners and allies in achieving gender equality and the empowerment of women and girls and the elimination of all forms of discrimination and violence against women and girls in both the public and private spheres, design and implement national policies and programmes that address the role and responsibility of men and boys and aim to ensure the equal sharing of responsibilities	In working with boys, the National Population and Family Development Board (NPFDB) has recently started comprehensive sexuality education (CSE) for boys using the SRH Module for Boys 16 to 24 years old. This module includes gender equality and violence against girls. From 2016 to 2018, 745 boys have undergone this module from 26 programmes.

	<p>between women and men in caregiving and domestic work, transform with the aim to eliminate those social norms that condone violence against women and girls and attitudes and social norms by which women and girls are regarded as subordinate to men and boys, including by understanding and addressing the root causes of gender inequality, such as unequal power relations, social norms, practices and stereotypes that perpetuate discrimination against women and girls, and engage them in efforts to promote and achieve gender equality and the empowerment of women and girls for the benefit of both women and men, girls and boys;</p>	
(p)	<p>Recognize the important role and contribution of rural women and girls, as well as local communities, to food security, poverty eradication, environmental sustainability and sustainable development and commit to supporting their empowerment, and ensure rural women's full, equal and effective participation in society, the economy and political decision-making;</p>	<p>Taking cognizance that rural women continue to be socially and economically disadvantaged due to their limited access to economic resources and opportunities, the Government has introduced income-generating programmes for the advancement of women especially in challenging circumstances. These women are given education, training and entrepreneurship skills to enhance their capacity and capability in order to raise living standards of low-income households.</p> <p>The Ministry of Rural Development (MRD) launched the Rural Development Plan (2018 – 2023) which consist of six thrusts. One of the thrusts is to empower rural women, which consists of three strategies and nine programmes. One of the three strategies</p>

		<p>focuses on optimizing the capacity and employment rate for rural women. In terms of implementation, MRD has introduced several programmes to eradicate poverty and increase household income of rural population, including women such as:</p> <ul style="list-style-type: none">(a) Income Enhancement Programmes - To provide assistance to B40 individuals, especially the poor and hard core poor in the rural areas. Priority is given to single mothers. Under this programmes, MRD provides assistance up to RM10,000 in grant to help the target group to participate in economic activities such as setting up small businesses, delivering services, agriculture, fishery and farming as well as setting up agro-based activities. Assistance is provided in the form of tools, seedlings, premises, raw materials and trainings.(b) Skills Training and Career Programmes - To provide training grant to B40 individuals ages 15 and above, especially the poor and hard core poor, in the rural area. The training grants enable the targeted individuals to undergo skills training to increase their potential and employability. The grant includes tuition fees and subsistence allowance.(c) Quick Wins Course - This course is targeted for B40 individuals, especially housewives, single mothers and rural youth. MRD provides skills training such as sewing, culinary, computer literacy, handicraft and grooming, as
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		<p>well as toolkit worth up to RM2,000 for the recipients to start their own business.</p> <p>One of the strategies under Thrust 5 of the Rural Development Plan 2018-2023 is to increase participation of rural women in the decision-making process at the community level. This is implemented by setting 30% quota of women representatives in the Village Community Management Council (MPKK). As of March 2019, 24% of the representatives in MPKK are women.</p>
(q)	<p>Formulate and implement, in collaboration with indigenous peoples, in particular indigenous women and their organizations, policies and programmes designed to promote capacity-building and strengthen their leadership while recognizing the distinct and important role of indigenous women and girls in sustainable development, and prevent and eliminate discrimination and violence against indigenous women and girls, which has a negative impact on their human rights and fundamental freedoms, to which they are disproportionately vulnerable and which constitutes a major impediment to indigenous women's full, equal and effective participation in society, the economy, and political decision-making;</p>	<p>Many initiatives have been introduced by the Department of Orang Asli [<i>indigenous peoples</i>] Development (JAKOA) to improve the quality of life for Orang Asli women, especially in promoting their participation in public life and decision making. The following are the initiatives introduced by JAKOA to encourage participation of Orang Asli women:</p> <p><u>Reading Encouragement Programmes (3P)</u></p> <p>A total of 45 volunteers among Orang Asli women have been appointed to teach children from the age of 2 to 4 years old in their community to read. The programmes has been expanded to 13 centres around Peninsular Malaysia.</p> <p><u>Appointment of Teacher's Assistant at KEMAS/JAKOA Preschool</u></p> <p>A total of 281 preschool Teacher's Assistants have been appointed among Orang Asli women to help teachers monitor the</p>

safety of the children during the learning session. They are also responsible in preparing balanced and nutritious meals for Orang Asli children in preschool.

Committee Member of Village Community Management Council

Orang Asli women have been appointed as committee members of the Village Community Management Council (MPKK) out of the total 2,740 members. The Council was established by JAKOA with the aim of providing exposure and development to the Orang Asli in the area of administration and institutional management in a democratic and structured manner. The Council also acts as a government intermediary to help in assessing the effectiveness of development programmes undertaken by the Government towards ensuring the progress, safety and well-being of the Orang Asli community.

Orang Asli Women Entrepreneurs

During the period of the 11MP (2016-2018), 225 Orang Asli entrepreneurs were produced by JAKOA. Out of the total, 92 entrepreneurs are Orang Asli women. Orang Asli women entrepreneurs have been given entrepreneurship training courses, business equipment, and business premises. They are mostly involved in the basic services sector, retail, manufacturing and agriculture.

<p>(r)</p>	<p>Take all appropriate legislative, administrative, social, educational, employment and other measures to protect and promote the rights of all women and girls with disabilities, ensuring their full and effective participation and inclusion in society, and to address the multiple and intersecting forms of discrimination they face;</p>	<p>The Government's commitment in ensuring that the PWDs in the country are given their due rights is reiterated through:</p> <ul style="list-style-type: none"> (i) adoption of the Asian & Pacific Decade of Disabled Persons (1st decade: 1993 – 2002 & 2nd decade: 2003 – 2012) and Incheon Strategy in November 2012; (ii) signing of the Proclamation on the Full Participation and Equality of People with Disabilities in the Asia and Pacific Region on 16 May 1994. (iii) endorsement of the Biwako Millennium Framework for Action (BMF) Towards an Inclusive, Barrier-Free and Rights Based Society for People with Disabilities (2002) and Biwako Plus Five (2007); and (iv) signing of the Convention on the Rights of the Child (CRC) in 1995 and is therefore fully committed to enforce Article 23 of the said Convention regarding the rights of children with disabilities. <p>The Government of Malaysia firmly believes that PWDs are entitled to have the same rights as all other citizens in the country and equal opportunities to partake in the country's development.</p>
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Malaysia ratified the Convention on the Rights of Persons with Disabilities (the Convention) on the 19th of July 2010. Nevertheless, the commitment and the recognition of the Government in recognizing the rights and effective inclusion of the persons with disabilities in the society began even before the ratification to the Convention. However, with the ratification to the Convention, Malaysia strengthens the commitment towards building a stronger policy framework to empower the PWDs in all aspects of life to ensure active participation in the society.

Registration of PWDs is important to enable the government to recognise and identify the disabilities in order to plan and implement suitable programmes for the development of PWDs. Malaysia has also set up a dedicated department, namely, Department for the Development of Persons with Disabilities, entrusted for the registration, protection, rehabilitation, development and the well-being of persons with disabilities.

Under the Eleventh Malaysian Plan (2016- 2020), an inclusive development agenda is being given continued importance. The Eleventh Malaysian Plan reaffirms the Government's commitment to the people, and the belief that growth cannot be measured by economic success alone. The wellbeing of the citizens, and a commitment to inclusive and sustainable growth, are necessary hallmarks of an advanced nation. During the Plan period, the Ministry of Women, Family and Community Development has conducted two studies namely the Study of the Support System for Carers of PWDs in Malaysia and the Study

		<p>on Job Opportunities for PWDs in Malaysia. Findings and recommendations from the studies serve as reference document in improving existing environment and empowering the PWDs to be self-reliant.</p>
<p>(s)</p>	<p>Recognize the family as a contributor to development, including in the achievement of the internationally agreed development goals for women and girls, that gender equality and women's empowerment improve the well-being of the family, and in this regard stress the need for elaborating and implementing family policies aimed at achieving gender equality and women's empowerment and at enhancing the full participation of women in society.</p>	<p>One of the functions of the National Population and Family Development Board (NPFDB) as stipulated under the Act 352 Population and Family Development Act 1966 (amended 2006) is to provide services based on current and emerging needs due to changes affecting population, family development and human reproduction.</p> <p>On 25 November 2019, the Malaysian Family Declaration (DKM) was launched. The declaration is part of the national agenda to ensure that all parties place the family as a priority in all plans and actions. The DKM outlines six core principles contained in the National Family Policy (DKN), in line with the aspiration of the Shared Prosperity Vision 2030. The core principles are as follows:</p> <ul style="list-style-type: none"> (i) uplifting the family institution consisting of a diversity of generations as the foundation to the formation of a prosperous state; (ii) to strengthen the role of the family in the moulding of noble values as the foundation of community unity, (iii) to empower the involvement of the community in the strengthening of a prosperous family support system; (iv) to emphasise on the importance of protecting the rights and safety of families in all walks of life,

		<p>(v) to support all initiatives and uniting all sources to boost the strengthening of the marriage and family institutions; and</p> <p>(vi) to support efforts on the wise and beneficial use of technology to improve the quality of life and family well-being.</p>
Fostering enabling environments for financing gender equality and the empowerment of women and girls		
(a)	Promote gender equality and the empowerment of women by reaffirming the commitments made in the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, pursuing policy coherence and an enabling environment for sustainable development at all levels and by all actors and reinvigorating the global partnership for sustainable development;	
(b)	Reiterate the need for gender mainstreaming, including targeted actions and investments in the formulation and implementation of all financial, economic, environmental and social policies, and adopt and strengthen sound policies and enforceable legislation and transformative actions for the promotion of gender equality and women's and girls' empowerment at all levels;	<p>A gender mainstreaming project has been carried out with the United Nations Development Programmes (UNDP) to ensure gender equality and women's empowerment is substantively included in national development policy-making. It is also to ensure that activities are monitored resulting in stronger outcomes across all socioeconomic dimensions. In order to ensure gender mainstreaming is being included in the national development policy-making, the Ministry has undertaken the following actions:</p> <p>(i) <u>Legislative framework</u></p>

		<p>Bill regarding gender equality is being drafted by the Ministry.</p> <p>(ii) <u>Administrative framework</u> Under this framework, the Ministry has established gender focal team, capacity building (gender mainstreaming modules by public training institutions) and sex-disaggregated data collection, analysis and sharing.</p> <p>(iii) Undertaken practical steps for gender mainstreaming such as gender audit and gender action plan.</p> <p>There are four (4) milestones of the project:</p> <p>(i) Review of the effectiveness of the National Policy on Women and National Action Plan for the Advancement of Women which has been completed in August 2019;</p> <p>(ii) Gender Mainstreaming Framework and Policy Recommendations for the Implementation of the 11th Malaysia Plan has been completed in March 2019;</p> <p>(iii) Gender Gap Index Report completed in September 2019; and</p> <p>(iv) Institutional Capacity Building: Gender Mainstreaming and Monitoring completed by December 2019.</p>
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(c)	<p>Support and institutionalize a gender-responsive approach to public financial management, including gender-responsive budgeting and tracking across all sectors of public expenditure, to address gaps in resourcing for gender equality and the empowerment of women and girls, and ensure that all national and sectoral plans and policies for gender equality and the empowerment of women and girls are fully costed and adequately resourced to ensure their effective implementation;</p>	<p>Expenditure rationalisation was implemented in stages by taking into account various aspects and has been carefully examined to balance the welfare of the people with the need to strengthen the fiscal position of the country. The Government has also prioritised its spending on initiatives such as to increase labour market participation of women, in line with the Government's effort to empower women in Budget 2018.</p>
(d)	<p>Implement macroeconomic, labour and social policies that promote full and productive employment and decent work for all in order to benefit women and promote gender equality and the empowerment of women, as well as to enhance economic efficiency and optimize the contribution of women to economic growth and poverty reduction, promote processes to develop and facilitate the availability of appropriate knowledge and technologies globally, and increase awareness among decision-makers, the private sector and employers of the necessity of women's economic empowerment and their important contribution.</p>	<p>Women's agenda continues to be one of the focus areas particularly in economic development, whereby a target has been set to increase the female labour force participation rate (FLFPR) from 54.3% in 2016 to 56.5% in 2020, as well as to increase the number of women in key decision making positions.</p> <p>Measures have been focused on improving FLFPR through the implementation of flexible working arrangements, as well as expansion of minimum maternity leave and providing better childcare facilities. As the current labour law allows the implementation of flexible working arrangements, this is further encouraged in both the private and public sectors. The Employment Act 1955 is being amended to increase the minimum maternity leave from 60 to 90 days and 3 days of paternity leave for those in the private sector, to further support working mothers and fathers. This is expected to be implemented by 2022.</p>

		<p>Gender-responsive components under welfare assistance such as cash transfers for working mothers, childcare services/subsidies and flexible working arrangement incentives have been implemented to encourage the participation of women and retaining them in the workforce. Besides this, it helps working women cope with the double burden of paid professional responsibilities and unpaid labour. This opens up opportunity for women to participate in economic activities as well as establish a good balance between family and their careers.</p> <p>Initiatives to produce more women leaders in the public sector have shown great progress with women accounting for 36.90% in 2019 as compared to 36.10% in 2018. Malaysia has seen its first woman Deputy Prime Minister, first woman Chief Justice, and women taking over important governance body like the Parliamentary Public Accounts Committee and the Malaysian Anti-Corruption Commission.</p> <p>For the private sector, an increase in women's representation can be seen at the boardrooms of the top 100 public listed companies with the current percentage of 26.9% as compared to 24.4% in 2018. Subsequently, for the year 2020, a target has been set by the 30% Club to achieve at least 30% women in Board of Directors, 10% holding position as Chairman and 0% all-male Board of Directors.</p>
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Strengthening women's leadership and women's full and equal participation in decision-making in all areas of sustainable development

<p>(a)</p>	<p>Take measures to ensure women's full, equal and effective participation in all fields and in leadership at all levels of decision-making in the public and private sectors and in public, social, economic and political life and in all areas of sustainable development;</p>	<p>Malaysia is a parliamentary democracy with a federal constitutional monarchy. In Malaysia, there is no legal discrimination against a person based upon gender with respect to participating in the electoral process and holding elected offices. Malaysian women are conferred with the right to vote since independence. Therefore, women in Malaysia are not prohibited from participating in election at any level of office and are free to participate in political movement.</p> <p>Capable women have been given the opportunity to contest in elections for their constituencies at both federal and state levels. The initiative to increase the percentage of women in the field of politics is an initiative that should be shared among all components of political parties to have more women's voices represented. The country had witnessed a steady increase from 10.81% in both previous GE12 and 13 to 14.86% in GE14.</p>
<p>(b)</p>	<p>Take measures to ensure women's full, equal and effective participation, including through temporary special measures as appropriate, by setting and working to achieve concrete goals, targets and benchmarks, including by providing education and training, and by removing all barriers that directly and indirectly hinder the participation of women, and girls where applicable, in decision-making roles in all</p>	<p><u>Transition from Informal to Formal Work</u></p> <p>A 12-month income tax exemption for women who re-enter the workforce after a break of at least two years is given as an incentive for women to return to work. This incentive is available for women who return to the workforce between the years of assessment 2018 to 2020.</p>

	<p>sectors and at all levels, such as lack of access to quality and inclusive education and training, as well as such barriers as violence, poverty, unequal distribution of unpaid care and domestic work, and gender stereotypes;</p>	<p>In addition to the legislation under the law, the Ministry of Human Resources through Talent Corporation Malaysia Berhad (TalentCorp) established the Career Comeback Programme (CCP) in 2015. The CCP facilitates women to return to the workforce after taking a career break. As of 2019, the CCP has evolved into an upskilling and/or reskilling programme to facilitate women who are on a career break to return to the workforce (professional jobs). TalentCorp facilitates employers in conducting reskilling or upskilling programmes. Between 2015 to April 2019, a total of 1,136 women registered for CCP. Out of these, 820 women were recruited.</p> <p>Besides CCP, Work-Life Practices (WLPs) Advisory Services by TalentCorp is one of the initiatives to promote women to join the labour market. TalentCorp works with organizations to implement WLPs at their workplace by providing advisory services, among others on:</p> <ul style="list-style-type: none">• flexible working arrangements;• benefits such as extended maternity leave and paternity leave; and• facilities such as nursing rooms and childcare centres at the office. <p>Many of these WLPs cater for women talents, especially mothers with young children. Some of the more progressive Malaysian companies now offer up to six months paid maternity leave, or one month paid paternity leave. Nursing rooms are also</p>
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increasingly more common amongst large Malaysian firms. In 2019, TalentCorp is extending the outreach to SMEs.

Recognising Unpaid Care and Work-Family Conciliation

The Malaysian Government has put into place financial incentives to encourage employers to provide on-site childcare facilities for children of employees. For example, in 2018, the Government has allocated RM10 million for setting up of 50 childcare centres, while private sector employers can benefit from a double tax deduction for costs of providing and maintaining childcare centres at the workplace. At the same time, a 10% Industrial Building Allowance is available for buildings used as childcare centres.

To help parents pay for childcare services, tax reduction and subsidies have been introduced. Employees receive a double deduction on childcare allowances, and subsidies are available for low-income families that use public sector workplace childcare centres or private registered childcare centres. In the public sector, monthly childcare fee subsidy of RM180 for each child is provided for households with income below RM5,000.

Strengthening gender-responsive data collection, follow-up and review processes

(a)	<p>Include a gender-responsive approach in the national follow-up to and review of the 2030 Agenda, taking into account, where applicable, the agreed global indicator framework, and strengthen national statistical capacity, including by enhancing technical and financial assistance to developing countries, to systematically design, collect and ensure access to high-quality, reliable and timely data disaggregated by sex, age and income and other characteristics relevant in national contexts;</p>	<p>The Department of Statistics Malaysia (DOSM) is the focal point tasked with the role of compiling and coordinating SDG indicators from relevant agencies in Malaysia. An assessment of SDG Indicators, studies on data readiness and gap analysis, as well as a mapping exercise with Government Plans and Policies have been undertaken to better understand the data needs of the SDGs as well as data readiness at a national level and sub national level.</p> <p>Besides this, Malaysia undertook an extensive assessment initiative to identify data gaps for SDGs indicators relating to gender perspective. Findings from the assessment will help DOSM in identifying areas for targeted capacity building and to support the development of a plan for data collection.</p>
(b)	<p>Develop and enhance standards and methodologies at the national and international levels to improve the collection, analysis and dissemination of gender statistics on, inter alia, poverty, income distribution within households, unpaid care work, women's access to, control and ownership of assets and productive resources, participation at all levels of decision-making and violence against women, to measure progress for women and girls with regard</p>	<p><u>Priorities for Strengthening National Gender Statistics</u></p> <p>DOSM is a premier government agency under the Prime Minister's Office entrusted with the responsibility to collect, interpret and disseminate latest and real time statistics in the monitoring of national economic performance and social development. Periodic Department of Statistics publications, such as the Malaysia Statistics Yearbook provides comprehensive and up-to-date information on social and economic characteristics of Malaysia. The publication presents</p>

	<p>to sustainable development in the context of the 2030 Agenda;</p>	<p>statistics on a wide array of topics which include among others population, employment, education, health, prices, external trade, national accounts, environment as well as data for various sectors of the economy.</p> <p>The Ministry of Women, Family and Community Development (MWFCD) also publishes statistics on Malaysian women including the profiling of female population by age group, labour force participation rate, women and education, women and economy, women and health, as well as women in decision making. Gender statistics are not just relevant for monitoring the status of women, but also for making important decisions in the formulation of policy and programmes for gender equality and the empowerment of women.</p> <p>In strengthening national gender statistics, MWFCD have had several engagements with DOSM to further improve on the collection of gender-disaggregated data. This is necessary in incorporating gender perspectives into Malaysia's development planning and allocation of resources.</p>
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