



WBS
WANITA BERDAYA SELANGOR SDN. BHD.

SELANGOR WOMEN'S

**POLICY AND PLAN OF ACTION
2024–2026**

"Progressive Women, Prosperous Selangor"





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TABLE OF CONTENTS

Forward from YAB Chief Minister of Selangor	iv
Message from YB State Executive Councillor for Family & Women Development, Welfare and Care Economy.....	v

INTRODUCTION	1
Vision, Mission & Principles	2
Key Focal Points and Goal	3

GOAL 1: PROMOTING A GENDER-SENSITIVE DEVELOPMENT FRAMEWORK	
Context, Challenges, Areas for Improvement	4
Action Plan.....	6

GOAL 2: UPLIFTING THE SOCIO-ECONOMIC STATUS AND AUTONOMY OF DISADVANTAGED WOMEN	
Context, Challenges, Areas for Improvement	11
Action Plan.....	13

GOAL 3: NARROWING THE GENDER GAP ACROSS ALL LEVELS AND ASPECTS OF THE LABOR MARKET	
Context, Challenges, Areas for Improvement	17
Action Plan.....	21

GOAL 4: ACCELERATING WOMEN'S PARTICIPATION, REPRESENTATION, AND DECISION MAKING IN PUBLIC AND POLITICAL LIFE

Context, Challenges, Areas for Improvement	
Action Plan.....	25
	28

GOAL 5: IMPROVING WOMEN'S HEALTH, WELL-BEING, AND MOBILITY	
Context, Challenges, Areas for Improvement	31
Action Plan.....	34

GOAL 6: PROMOTING SAFE ENVIRONMENT FOR WOMEN	
Context, Challenges, Areas for Improvement	39
Action Plan.....	44

GOAL 7: FOSTERING CREATIVE TALENT, DIGITALISATION CULTURE, AND INNOVATION	
Context, Challenges, Areas for Improvement	48
Action Plan.....	51





YAB DATO' SERI AMIRUDIN BIN SHARI
Chief Minister of Selangor

FOREWARD

Issues shrouding women, such as imbalanced women's workload, wage inequality, work-life balance, child-rearing, and domestic violence, are evergreen issues that have long been embedded in society. These issues have persisted for generations, and the pandemic has further exacerbated the situation.

In Selangor, women make up a significant portion of the state's population—3.3 million out of 7.2 million residents. Thus, addressing these challenges require effective responses and mitigation strategies so that the women of Selangor can play an active role and contribute across various spheres, including economic, social, leadership, and political domains.

Selangor had set a vision through the First Selangor Plan (RS-1) to become a Smart, Vibrant, and Liveable (*Pintar, Berdaya Huni dan Makmur*) state by 2025. The Selangor State Government remains committed to empowering women to achieve the gender equality objective. RS-1 includes the strategic theme of "Enhancing Quality of Life and Social Inclusion" (*"Peningkatan Kesejahteraan Hidup dan Keterangkuman Sosial"*) with Women, Family, and the Community recognised as one of the six primary focus sectors.

In line with this, the Selangor Women's Policy, developed in 2017, has now been revitalised to meet the current needs of women and align with the state's direction.

I extend my heartfelt congratulations to YB Puan Anfaal Saari, Chairperson of the Standing Committee on Family and Women Development, and all members of *Wanita Berdaya Selangor* Sdn. Bhd. for prioritising advancing the women's empowerment agenda through this policy.

I hope the Selangor Women's Policy and Action Plan 2024–2026 will serve as a dynamic, guiding document for all stakeholders in implementing programmes and initiatives that promote women's empowerment in the state.

MESSAGE

The pursuit of women's empowerment is an enduring journey that demands continuous renewal and improvement. The Greek philosopher Heraclitus once said, "**The only constant in life is change.**" We have seen remarkable shifts in recent years, including greater workforce participation by women and expanded efforts to address gender inequalities.

Yet, much work remains. As women, we must stay committed to driving forward progress and fostering positive change. Selangor is fortunate, as the leadership of the State Government wholeheartedly supports the pursuit of gender equality and social justice.

As a developed state, First Selangor Plan (RS-1) emphasises more than just physical development. It prioritises balanced, inclusive human development, ensuring that no one is left behind.

Recognising women's evolving challenges and needs today, I see an urgent need to update the Selangor Women's Policy, first introduced in 2017. Thus, the Standing Committee on Women Empowerment and Family Development in Selangor, through *Wanita Berdaya Selangor*, has undertaken a rigorous evaluation study to assess the status and impact of previous actions.

The resulting Selangor Women's Policy and Action Plan 2024-2026 was crafted to keep women's empowerment strategies in Selangor relevant and actionable for all stakeholders. My heartfelt congratulations and appreciation go to everyone who has contributed to this policy, both directly and indirectly.

I sincerely hope that this document will serve as a primary reference, inspiring and guiding all initiatives towards the well-being of women and contributing to the state's continued progress.



YB PUAN ANFAAL BINTI SAARI
Selangor Executive Councillor of Family
& Women Development, Welfare and
Care Economy

INTRODUCTION

The state of Selangor has developed a range of policies serving as guiding documents for steering the direction, planning, and strategies of its initiatives, with the Selangor Women's Policy, standing as a key example. This policy reflects the State Government's strong commitment to and focus on women's empowerment, as emphasised in the First Selangor Plan (RS-1).

Launched on October 4, 2017, the Selangor Women's Policy and Action Plan 2017–2020 outlined five (5) focus areas and seven (7) goals, addressing multiple dimensions of women's development. In 2022, *Wanita Berdaya Selangor* (WBS), the primary agency for implementing women's empowerment initiatives in Selangor, conducted an evaluation of the DWS and its Action Plan from 2017–2020. This study aimed to assess the policy's effectiveness and impact over four years and to propose enhancements for future iterations of the Selangor Women's Policy Action Plan.

The evaluation study was carried out intensively by an appointed consultancy firm, gathering data through public surveys within Selangor, along with interviews and focus group discussions with a wide array of stakeholders, including policymakers, government agencies, private sector representatives, and NGOs. Findings were further validated through document reviews and social media analysis.

The study results showed that 56.25 per cent (47) of the action plans had been successfully implemented, while 35 per cent (28) had yet to be executed, and 8.75 per cent (7) were in the process of organic implementation. Alongside identifying challenges that hindered the implementation of specific objectives, the study also included recommendations from respondents and consultants on improvements to strengthen the policy document.

Thus, the Selangor Women's Policy and Action Plan 2024–2026, prepared by the Standing Committee for Family & Women Development, Welfare and Care Economy through *Wanita Berdaya Selangor* (WBS), is designed to follow the strategic direction set by RS-1, incorporating evaluation study insights and addressing the current needs of women in Selangor.



VISION

To empower women and enhance their contributions towards establishing Selangor as a Smart, Liveable, and Prosperous state.

MISSION

“

To maximise women's potential and expand their capacities, supporting both individual and collective empowerment for social and economic progress

“

Uplifting women's socio-economic well-being, health, and safety

“

Upgrading and accelerating women's leadership and decision-making capacity

PRINCIPLES

The overarching theme of this policy is gender justice, upholding fundamental rights as enshrined in the Federal Constitution of Malaysia. It reaffirms the framework of women's rights and gender equality outlined in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the 1995 Beijing Declaration and Platform for Action, and the 2015-2030 Sustainable Development Goals (SDGs). This policy also aligns with the Twelfth Malaysia Plan, the National Women's Policy 2025-2030, and the First Selangor Plan (RS-1).

FOCAL POINTS AND GOAL

The Selangor Women's Policy and Action Plan 2024–2026 comprises five (5) focal points and seven (7) interrelated goal, each accompanied by specific measures and actions. The focus areas and goal are as follows:

FOCAL POINT 1

GENDER MAINSTREAMING IN DEVELOPMENT

Goal 1:

Promote a gender-sensitive development framework.

FOCAL POINT 2

ECONOMY AND LIVELIHOOD

Goal 2:

Uplifting socio-economic status and autonomy of disadvantaged women.

Goal 3:

Narrowing the gender gap across all levels and aspects of the labour market.

FOCAL POINT 3

REPRESENTATION AND LEADERSHIP

Goal 4:

Accelerating women's participation, representation, and decision-making in public and political life.

FOCAL POINT 4

SAFETY AND WELL-BEING

Goal 5:

Improve women's health, well-being, and mobility.

Goal 6:

Foster safe environment for women.

FOCAL POINT 5

CREATIVITY AND INNOVATION

Goal 7:

Cultivate creative talents, digitalisation culture and innovation.



GOAL 1

PROMOTE A GENDER SENSITIVE DEVELOPMENT FRAMEWORK

CONTEXT

Gender equality remains a core agenda within the Sustainable Development Goals (SDGs) as a pathway to achieving inclusive and sustainable development by 2030. The ultimate aim is to ensure that every woman and girl thoroughly enjoys equality across legal, social, and economic dimensions.

To realise this goal, tailored strategies that incorporate the local context have been developed. In Malaysia, the Strategi Kesaksamaan Gender or Gender Equality Strategy (GES) 2022–2025 was established under the United Nations Development Programme (UNDP), while the Twelfth Malaysia Plan (RMK-12) outlines several initiatives and programme modules to promote social and economic advancement for women. In line with this commitment, the Selangor State Government has crafted a more targeted and comprehensive plan by building on prior achievements in previous policy documents.

Two main strategies have been highlighted to ensure that gender understanding, awareness, and needs are integrated into the development aspect of Selangor:

1. Gender Mainstreaming (GM)

2. Gender Responsive Budgeting (GRB)

GM is a strategy to ensure that policy governance processes—across all planning, implementation, monitoring, and evaluation levels—incorporate gender equality considerations. Meanwhile, GRB ensures that budgets are developed, implemented, and allocated with attention to gender impact and equity. For the 2024–2026 Action Plan, GM and GRB initiatives will be continued at the Selangor state level, extending across institutions, departments, state government agencies, and local authorities or *Pihak Berkuasa Tempatan* (PBT).



The Selangor State Government is committed to establishing gender balance decisions in policy formation and state development. The Gender Mainstreaming (GM) project will be implemented holistically to foster a better living ecosystem.”

– (Chief Minister of Selangor, SelangorTV, 2021)

CHALLENGES

Promoting a gender-sensitive development framework requires sustained efforts and commitment from all parties and stakeholders. According to the Human Development Report 2021/2022, themed "Uncertain Times, Unsettled Lives," the global Gender Inequality Index (GII) has plateaued at 0.465 over the past three years. In 2022, Malaysia ranked 103 out of 146 countries on the GI, with a score of 0.681.

While women's achievements in the education subindex are impressive, nearly matching men's (with a score of 0.995), political empowerment remains critically low at 0.102 (United Nations Development Programme, 2023). This disparity indicates that women still lag significantly behind men, especially in the political spheres.

There remains a pronounced gap in participation in law-making and policy-making, leading to policies and budgets that often do not fully integrate a gender lens, particularly overlooking women as key stakeholders.

AREAS FOR IMPROVEMENT

Based on the context above, gender inequality persists, and addressing it requires robust policy frameworks, effective legislation, and equitable budget allocations that reflect gender-specific needs. The assurance of a fair budget allocation from social, economic, and political perspectives is essential to prevent exclusions across all societal layers.

There is also a need for mechanisms that can benchmark government progress in achieving gender equality and in meeting women's needs during crises, such as gender-sensitive frameworks for policies issued during the COVID-19 pandemic. Indicators like the Gender Equality/Development Index are critical in guiding improvements towards achieving gender equality by 2030, aligning with the fifth SDG—SDG 5: Gender Equality.



ACTION PLAN

MEASURE 1: DEVELOP AND IMPLEMENT A COMPREHENSIVE AND EFFECTIVE GENDER MAINSTREAMING (GM) STRATEGY AT THE STATE AND LOCAL GOVERNMENT POLICY AND PLANNING LEVELS

ACTION	DELIVERABLES	INDICATORS
1.1 Continue developing a gender mainstreaming strategy that includes a GM scorecard at the agency and state government department levels	<ul style="list-style-type: none"> a. Plan of action for gender mainstreaming across all state and local government agencies b. Agencies and departments that have received training can provide support by sharing experiences and solutions for effective gender mainstreaming 	All state and local government agencies and departments adopt and integrate a gender perspective into their strategic planning, implementation, and evaluation
1.2 Monitoring and evaluation by the gender mainstreaming coordination body across agencies	Conduct regular meetings to monitor and evaluate the gender mainstreaming plan for each agency and department	<ul style="list-style-type: none"> a. Establish a coordinating body with clearly defined terms of reference b. Hold regular meetings to assess the gender mainstreaming plan for each agency and department
1.3 Developing a Comprehensive Sex Disaggregated Data (SDD) System	Implement a system for collecting gender disaggregated data across all state government departments and agencies	Ensure smooth coordination between local and state governments in the collection and analysis of gender-disaggregated data

ACTION	DELIVERABLES	INDICATORS
1.4 Generating and disseminating information for state and local government planning and evaluation	Collect and analyse gender disaggregated data	Publish regular reports on gender statistics and indicators
1.5 Conducting regular, multi-level gender mainstreaming and policy training for all government staff	a. Workshops b. Develop training curriculum and modules focused on gender mainstreaming and analysis, especially for the senior management	Male and female officers (state and local levels) gain skills in gender mainstreaming and policy analysis
1.6 Developing a Gender Equality/Development Index (GEI/GDI)	Indicators and formulas are defined	a. Workable GEI/GDI at the state government level b. Produce the Selangor GDI Selangor.
1.7 Study visits to countries with effective gender mainstreaming practices	Identify potential countries for visits (e.g., Australia, Norway, Sweden, Austria, New Zealand).	a. Selected male and female officers b. Provide post-visit reports and recommendations
1.8 Ensuring all policy and programme development benefits women and promotes gender-sensitive reporting	a. Conduct impact assessments (monitoring and evaluation) on selected programmes b. Provide training for preparing gender-sensitive annual reports	a. Beneficiaries by gender and identity b. Respondent/beneficiary perceptions

MEASURE 2: INSTITUTIONALISING GENDER-RESPONSIVE AND PARTICIPATORY BUDGETING (GRPB)

ACTION	DELIVERABLES	INDICATORS
2.1 Developing a roadmap to integrate GRPB into state budget management	A GRPB Project Document for a three-year plan	a. Roadmap approved by the State Government b. Formation of the GRPB Committee
2.2 Developing a roadmap to integrate GRPB into local government budget management	A GRPB Project Document for a three-year plan	a. Roadmap approved by the State Government b. Formation of the GRPB Committee
2.3 Implementing GRPB pilot project in selected government departments	Selection of departments for the pilot project	Launch of the pilot project at the state level
2.4 Implementing GRPB pilot project in selected local authorities (PBT)	Selection of departments for the pilot project	Launch of the pilot project at the local authority level
2.5 Training of staff	a. Training manual on core issues b. Training manual on GRPB tools and methodologies c. Networking with GRB experts from UN Women and countries with best practices	a. GRPB workshops conducted b. Officers skilled in GRPB tools and methodologies c. Visits from UN GRB experts d. Participation in GRB seminars and conferences (including paper presentations)
2.6 Disseminating GRPB information	a. Create GRPB infographics b. Publish articles online and on social media c. Feature articles in Selangorkini and other newspapers	a. Agencies and the public receive GRPB information from various sources b. Increase downloads and inquiries c. Media coverage
2.7 Visits to countries with exemplary GRPB practices	Identified countries for visits	a. Number of participants b. Report and recommendations for improvements after the visit

MEASURE 3: STRENGTHENING THE ROLE OF WOMEN AT LOCAL AND STATE GOVERNMENT AGENCIES

ACTION	DELIVERABLES	INDICATORS
3.1 Enhancing, coordinating, advocating, reporting, and monitoring the role of women's workforce	<ul style="list-style-type: none"> a. Appointment of Gender Focal Points (GFP) in state and local government bodies. b. Submit annual reports to the inter-agency gender mainstreaming committee 	<ul style="list-style-type: none"> a. Gender Focal Points (GFP) established in related state agencies. b. Gender committees formed at the local government level c. Regular consultations among GFPs d. Key gender performance indicators developed e. Written feedback from the inter-agency GM committee for the Women's Exco
3.2 Building expertise among staff (GFP, WBS Staff, Women's Exco Office)	<ul style="list-style-type: none"> a. Provide scholarships for diploma and/or postgraduate studies in gender studies and development studies b. Conduct gender sensitivity training for government officials c. Enhance leadership, evaluation, management, and communication skills d. Establish networks with relevant bodies at regional and international levels 	<ul style="list-style-type: none"> a. Number of graduates from gender and development programmes b. Staff equipped with awareness and knowledge of gender issues c. Staff with monitoring and evaluation skills management capabilities, and soft skills d. Participation in international conferences on GM and GRPB (presenting papers)
3.3 Conducting research/studies and collecting statistics on the status and position of women in Selangor	<ul style="list-style-type: none"> a. Conduct comprehensive studies in Selangor, focusing on specific issues related to women b. Implement research studies 	<ul style="list-style-type: none"> a. Provide feedback from the studies to respondents b. Upload findings to the official website c. Organise seminars/town hall meetings to share findings and discuss policy recommendations

ACTION	DELIVERABLES	INDICATORS
3.4 Reviewing the progress on women's status	Conduct a gender gap analysis and identify best practices	Prepare Gender Policy Briefs
3.5 Organising seminars and conferences on SDGs focused on gender equality and women's empowerment	a. Identify cross-cutting gender issues b. Monitor progress towards the SDGs, specifically regarding gender equality and women's empowerment	a. Number of participants b. Seminar evaluations c. Quality of proposals and solutions



GOAL 2

**UPLIFTING THE SOCIO ECONOMIC
STATUS AND AUTONOMY OF
DISADVANTAGED WOMEN**

CONTEXT

In an era marked by uncertainty and global conflicts, the protection of the rights of vulnerable groups, particularly women and children, is of utmost importance. The world has witnessed how the COVID-19 pandemic and its aftermath have impeded women and exacerbated the gender gap across various aspects.

Despite a 1.4% growth in Malaysia's labour force in 2022, **the unemployment rate for women residing in rural areas stood at 6.6%, compared to 3.8% for men, particularly among women with secondary and tertiary education.** In Selangor, the percentage of women in the labour force is at 69.9% compared to 83.5% for men. The lack of job opportunities and family responsibilities are among the primary reasons why women work less than 30 hours, categorising them as "out of the labour force" (Department of Statistics Malaysia, 2022).

This situation has contributed to wage inequality and a significant pay gap between men and women. Moreover, the types of jobs available in rural areas are mostly related to agriculture, fisheries, forestry, services, and sales. The average salary for men in Selangor in 2021 was RM 3,816, compared to RM 3,169 for women, resulting in a wage gap of RM 647 (Department of Statistics Malaysia, 2022).

Selangor continues to have the highest rate of marriage dissolution in the country. The "Analysis of Marriage and Divorce in Selangor 2011-2016," published by the Selangor State Islamic Religious Department (JAIS) in 2019, indicates that irresponsible partners are the primary cause of marriage dissolution. In this context, irresponsibility refers to weak socioeconomic conditions such as career problems, communication issues, and moral breakdowns.

This includes the failure to provide alimony for ex-partners to raise children. The significant burden is disproportionately shouldered by ex-partners, particularly widowed women, resulting in a lower purchasing power. Consequently, women also have less asset ownership (Abdul Wahid, 2019).



CHALLENGES

Implementing long-term programs to enhance the socio-economic status and autonomy of marginalised women requires a timeline of more than five years, as evidenced by the ongoing empowerment of women in ASEAN since 1988. The Declaration on the Advancement of Women in the ASEAN Region, established in 1988, continues to underpin efforts towards the 2017 Declaration on Gender Responsive Implementation for the ASEAN Community Vision 2025 and the Sustainable Development Goals (SDGs).

Therefore, a follow-up action plan to enhance their socio-economic status and autonomy must be continuously developed to achieve positive and sustained development for marginalised women in Selangor.

This follow-up is also timely, as the COVID-19 pandemic has further exacerbated the challenges women face in Malaysia. According to the SUHAKAM 2020 Annual Report, many women seeking divorce struggle to obtain child support from their former partners. The Movement Control Order (MCO) disrupted legal proceedings in such cases, as the courts were not classified as essential services during the MCO period.

The Department of Statistics Malaysia (DOSM) reported positive household income and absolute poverty figures. However, the ongoing rise in inflation poses a continuous burden, especially for women who head households, particularly in rural areas.

AREAS FOR IMPROVEMENT

Long-term, targeted policy improvements or initiatives are critically needed to effectively uplift the status of marginalised women without relying solely on short-term assistance schemes. This approach encourages women to become more self-reliant while receiving support, thereby helping to reduce the persistently high gender gap. Strengthening financial aspects and ongoing legal reforms will be essential to achieving gender equality.

In Selangor, women make significant contributions to the formal and informal economic sectors, with a labour force participation rate of 69.9%. However, attention must be given to the substantial gap in decision-making positions between men and women, with a ratio of 0.326 (Department of Statistics Malaysia, 2023).

In the entrepreneurial sector, the active involvement of women in cooperatives or associations can serve as a robust support system, providing a stepping stone to enhance the economic status of women through broader marketing of products and services.

ACTION PLAN

MEASURE 1: CONDUCTING RESEARCH ON GENDER-RELATED WAGE/REMUNERATION AND ASSET OWNERSHIP DISPARITY AND DEVELOPING FAIR ECONOMIC RESOURCE DISTRIBUTION METHODS BETWEEN MEN AND WOMEN

ACTION	DELIVERABLES	INDICATORS
1.1 Formulating research proposals on themes of gender pay gaps, purchasing power, disposable income, access to credit, and ownership of movable and immovable assets such as land, along with genderbased transnational movements	<ul style="list-style-type: none"> a. Data, findings, and research analyses b. Accessible publications and papers for public and policymakers 	<ul style="list-style-type: none"> a. Relevance and applicability of research for policy formulation b. Online access to references, citations, and publications
1.2 Identifying characteristics, locations, and needs of six targeted groups of women	<ul style="list-style-type: none"> a. Findings from primary and secondary research b. Published studies and resource materials c. Database establishment 	<ul style="list-style-type: none"> a. Policy relevance and applicability of research findings b. Benefits in terms of downloads, citations, and dissemination c. Data validity

MEASURE 2: ESTABLISHING AN INCOME – GENERATING ECOSYSTEM FOR TARGETED GROUP

ACTION	DELIVERABLES	INDICATORS
2.1. Establish a One-Stop Advisory Centre for Small Enterprises/Businesses for Women at the Local Level (Village, Local Council)	a. Establish advisory service centres and/or communication access points b. Enhance and expand the role of the PWB for women's outreach programmes	a. Number of clients served and quality of advice provided. b. Customer satisfaction survey results
2.2. Develop neighbourhood- or community-based women's support network for economic collaboration	a. Initiatives led by the PWB b. Networks that increase women's involvement in cooperatives and small enterprises	a. Number and effectiveness of networks established b. Direct and indirect benefits from the networks

MEASURE 3: IMPROVING SOCIAL WELFARE AND EXISTING DIRECT TRANSFER SCHEMES FOR WOMEN IN LOW-INCOME HOUSEHOLDS

ACTION	DELIVERABLES	INDICATORS
3.1. Enhancing information dissemination of existing initiatives for women	Increase outreach and access to information for residents, ensuring they are informed about existing programmes tailored for women	a. Number of recipients for each scheme b. Social impact surveys evaluating the effectiveness of the schemes
3.2. Ensuring marginalised women in the community have access and mobility to benefit from existing initiatives	Delivering services through mobile clinics to reach more rural and remote areas	Number of visits, outreach activities conducted, number of recipients and participants engaged with the initiatives

MEASURE 4: ESTABLISHING INTER-AGENCY COOPERATION TO MONITOR THE ENFORCEMENT OF MAINTENANCE ORDERS BY CIVIL AND SHARIAH COURTS

ACTION	DELIVERABLES	INDICATORS
4.1 Establishing a task force to review maintenance (<i>nafkah</i>) claims and propose effective enforcement measures for maintenance (<i>nafkah</i>) orders	<ul style="list-style-type: none"> a. Develop a comprehensive report with recommendations for establishing an Maintenance Support Body in line with the Family Support Assistance by Selangor Shariah Judicial Department (JAKESS) b. Facilitate workshops and discussion forums 	<ul style="list-style-type: none"> a. Quality and usefulness of the recommendations provided in the reports b. Follow-up actions from meetings and dialogue sessions to ensure accountability and progress
4.2. Establishing a collaborative network among agencies to monitor the enforcement of maintenance orders (<i>nafkah</i>) by civil and Shariah courts	Establish official cooperation agreements with key agencies such as courts, BSK division at JAKESS, Legal Aid Bureau, and Women Lawyers Association	Resolution of maintenance claims through inter-agency actions and interventions
4.3 Collaborating with the family support assistance at JAKESS to provide follow-up support for Muslim women in rebuilding their social and economic lives after divorce	Establish a database specifically for Muslim women undergoing divorce, focusing on their social and economic welfare status	Develop and disseminate strategic information and resources aimed at helping women and children cope with the challenges arising from marital breakdowns

ACTION	DELIVERABLES	INDICATORS
4.4. Establishing an organisation for non-Muslim single mothers in alignment with the family support assistance (BSK)	Create a comprehensive database for non-Muslim women experiencing divorce, focusing on their social and economic welfare status	Develop and provide strategic information and resources to assist women and children in navigating the difficulties stemming from the dissolution of marriages
<p>4.5 Study and proposals for reforming marriage laws for Muslims and non-Muslims</p> <ul style="list-style-type: none"> a. Conduct a thorough examination of the Marriage and Divorce Act 1976 and the Selangor Family Law Enactment to identify areas require reform b. Formulate proposals for amendments to the identified laws 	<ul style="list-style-type: none"> a. Research papers and proposals b. Seminars and public forums on the above matters c. Roundtable discussions and consultation sessions with experts d. Draft Bill 	<ul style="list-style-type: none"> a. Media coverage and dissemination to stakeholder groups b. Number and profile of participants c. Presentation of the bill in the State Assembly and/or Parliament



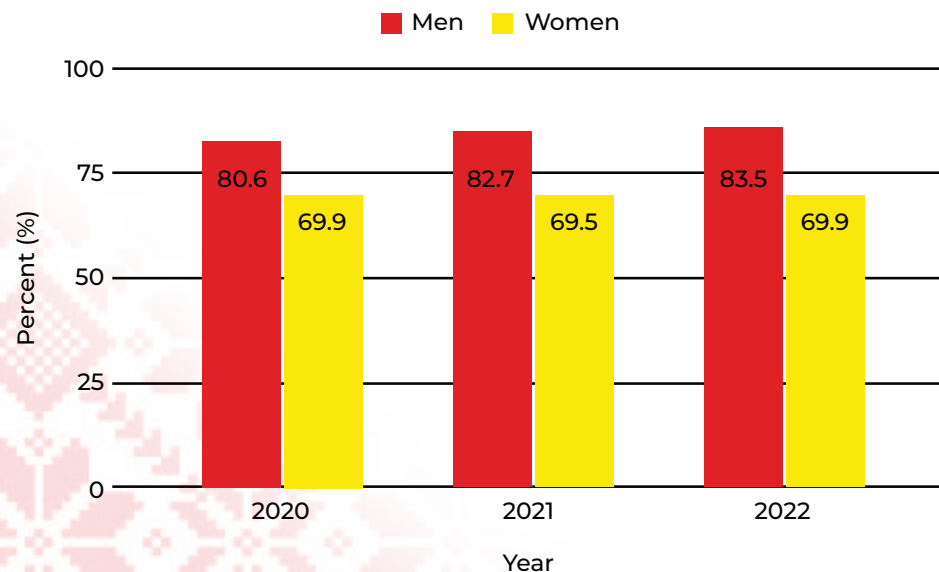
GOAL 3

**NARROWING THE GENDER GAP AT
ALL LEVELS AND ASPECTS OF THE
LABOUR MARKET**

CONTEXT

According to the 2023 Gender Social Norms Index, Malaysia's gender equality efforts lag behind other Southeast Asian countries, achieving a rate of 51.2% compared to Thailand (59%) and Singapore (59.4%). In Selangor, women's labour force participation increased slowly by 4.4% over six years, from 65.4% in 2017 to 69.9% in 2022 (Department of Statistics Malaysia, 2022). However, this rate has plateaued over the last three years, remaining at 69.9% in 2020 and 2022, with a slight dip to 69.5% in 2021 (See Graph 1). Meanwhile, men's labour force participation rose gradually from 80.6% to 83.5% between 2020 and 2022, reflecting a nearly 3% increase over three years.

Graph 1: Male and Female Labour Force Participation Rates from 2020 to 2022



According to the 2023 Women Empowerment Statistics by the Department of Statistics Malaysia, in terms of wages, women in Malaysia earn only RM66.67 for every RM100 earned by men. This marks a significant 33% wage disparity. In Selangor, wage equality for comparable roles is rated at 0.740, with women earning an estimated annual income of RM50,100 compared to RM68,400 for men.

The percentage of women in professional and technical roles is also lower than men, at just 40.7%, while a significant 62.8% of unpaid family workers in 2022 were women (Department of Statistics Malaysia, 2023). This highlights that while women's participation in formal employment in Selangor is relatively low, their involvement in informal work, such as unpaid care work, remains substantial.



CHALLENGES

The rising cost of childcare and lack of family-friendly supportive work environments have led many women to leave the workforce. This is often to reduce childcare expenses and manage mental health stress due to balancing work and family duties. A TalentCorp study, **‘Retaining Women in the Workforce’**, identifies three main reasons women leave employment: raising children, lack of flexible work options, and caregiving for family members. Consequently, many women end up engaged in unrecognised and unpaid labour.

Flexible Working Arrangements (FWA) emerged as crucial between 2019 and 2021, especially during Malaysia's Movement Control Order (MCO) to curb the COVID-19 transmission. However, FWA became less common post-pandemic, as most companies resumed full-time office operations by 2022 and 2023 (ETX Daily Up, 2023).

In 2022, the Malaysian Government amended the Employment Act 1955 (Act 266), granting employees the right to request FWA.



Research by the International Workplace Group (IWG) indicates that 75% of women achieve better work-life balance through FWA, with 44% citing positive impacts on mental health.

Additionally, 72% of women stated they would seek new employment if FWA were revoked by their current employer. Despite the well-documented benefits of FWA for sustainable family development and work-life balance, particularly for child-rearing and household management, challenges remain in its implementation across both public and private sectors. Notably, certain job types, such as those in manufacturing and construction, require physical presence at the workplace, thereby limiting the feasibility of FWA.

AREAS FOR IMPROVEMENT

The Federal Government, through the 2024 budget, has extended tax exemptions for women returning to work until December 31, 2027. Additionally, it raised the income tax exemption limit on childcare allowances from RM2,400 to RM3,000. In October 2023, **the Selangor State Government provided a one-time cash incentive of RM1,000 to 5,000 working mothers through the MamaKerja programme**, aiming to alleviate childcare costs, particularly for childcare centres or nurseries. Despite various efforts to support women's participation in the workforce, around 30% of women in Selangor still refrain from rejoining the workforce or are engaged in unpaid care work (Department of Statistics Malaysia, 2023).



Through the tagline ‘Selangor Cares: Empowering Caregivers, Protecting the Cared For,’ the MamaKerja incentive serves as a catalyst for establishing a care economy framework, which will offer long-term, holistic solutions specifically for caregivers, children, the elderly, and persons with disabilities (PWD).”

– YB Anfaal Saari, Sinar Harian, 2024

Flexible work arrangements can boost productivity and ease the double burden of unpaid care work.

The extension of maternity leave under the Employment Act 1955 (Act 266) from 60 to 98 days positively impacts women.

However, paternity leave has only slightly increased, from three to seven days. Thus, the push for equal rights for fathers to participate in childcare activities should continue. Employers providing allowances and child care facilities at subsidised or minimal costs could enhance women's labour participation, improving productivity and retaining skilled talent in the labour market. Legislation that effectively promotes women's labour force participation will help reduce the labour market gap between men and women.

Transforming fiscal policies to fund care activities can create jobs in the care economy, a sector populated mainly by women. Recognising social work as a professional field could improve women's economic status and decrease the proportion of unpaid care work. Formal recognition of family caregiving work will significantly boost women's labour force participation at both state and national levels in the future.

“

Selangor is set to establish an enactment relating to child, elderly, and PWD care sectors. This measure supports women's empowerment and involvement in the state's development, creating a policy for existing care centres to align for safety.”

– Chief Minister of Selangor, Selangor Kini, 2024

ACTION PLAN

MEASURE 1: ENCOURAGING WOMEN'S PARTICIPATION, RETENTION, AND ADVANCEMENT IN THE WORKFORCE BY PROMOTING FLEXIBLE WORK ARRANGEMENTS AT THE WORKPLACE

ACTION	DELIVERABLES	INDICATORS
1.1. Engaging the public and private sectors to adopt flexible work policies and practices	Conduct dialogues, seminars, workshops, and training courses on FWAs	<ul style="list-style-type: none"> a. Number and quality of sessions conducted b. Surveys and feedback from employers and employees on the feasibility of implementing FWAs
1.2. Pilot project for implementing FWAs in selected government agencies under the Selangor state jurisdiction	Implement FWAs within targeted organisations	<ul style="list-style-type: none"> a. Organizational improvements b. Workforce benefits c. Employee productivity d. Retention of female employees e. Work-life balance and overall well-being for both employers and employees

MEASURE 2: ENCOURAGING WOMEN'S PARTICIPATION AND RETENTION IN THE WORKFORCE THROUGH THE ESTABLISHMENT OF MORE QUALITY CHILDCARE CENTERS AT OR NEAR WORKPLACES

ACTION	DELIVERABLES	INDICATORS
2.1. Increasing the number of quality childcare services in the state by providing subsidies, especially to low income families	<ul style="list-style-type: none"> a. Identified childcare services (located at workplaces or in accessible locations for working women) b. Quality c. Compliance with set criteria 	Number and quality of childcare centres across the state
2.2. Improving and enhancing the quality of existing and new childcare centres by providing necessary funding and fiscal incentives for providers	Establish standards and certification quality for childcare centres	Develop high-quality childcare centres with trained staff, certified hygiene and health standards, and safety features, such as closed circuit cameras, to prevent child abuse

MEASURE 3: ENCOURAGING WOMEN WITH PROFESSIONAL OR HIGHER EDUCATIONAL QUALIFICATIONS TO RE-ENTER THE LABOR FORCE AFTER A CAREER BREAK DUE TO FAMILY CARE COMMITMENTS OR ALTERNATIVES PERSONAL CHOICES

ACTION	DELIVERABLES	INDICATORS
3.1. Identifying, evaluating, and certifying women friendly companies open to re-employing women who have left the workforce	<ul style="list-style-type: none"> a. Compile a list and directory of suitable companies b. Match companies with women seeking to return to work 	<ul style="list-style-type: none"> a. Public and private companies and institutions involved b. Data on the number of women rejoining the workforce c. Types and nature of available jobs
3.2 Providing cash incentives or grants to companies participating in this career re-entry programme	Identify eligible companies for grants and incentives	Involved public and private companies and institutions
3.3. Establishing internship programs for homemakers or individuals looking to re enter the workforce	Identify program participants through companies and organisations	<ul style="list-style-type: none"> a. Involved public and private companies and institutions b. Track the number and nature of internships c. Monitor the number of individuals who have been re-employed

MEASURE 4: ADVOCATING FOR NEW LAWS OR GENDER-FRIENDLY AMENDMENTS SUCH AS INCREASING PAID PATERNITY LEAVE AND PARENTAL LEAVE INCLUDING PAID LEAVE FOR ELDER CARE

ACTION	DELIVERABLES	INDICATORS
4.1. Establish a task force to study effective actions and policies and propose potential state enactments or national laws to enhance provisions for parental leave	<ul style="list-style-type: none"> a. Produce discussion papers and proposals. b. Conduct study visits to observe best practices in legislation and effective implementation c. Hold meetings, workshops, and seminars on drafting and implementing laws that align with the country's context 	<ul style="list-style-type: none"> a. Collect feedback from stakeholders on the feasibility of proposed improvements for follow-up actions b. Evaluate the quality and impact of study visits c. Draft the legislative proposal
4.2. Develop the proposed legislation	<ul style="list-style-type: none"> a. Conduct dialogues, meetings, and discussions with women NGOs, civil society, trade unions, employers, and stakeholders b. Lobby Members of Parliament (MPs) regarding the proposed legislation 	<ul style="list-style-type: none"> a. Define the scope of the legislation b. Monitor progress and the process of presenting the legislation

A large crowd of women, many wearing hijabs, are gathered at what appears to be a public event or conference. The image is overlaid with a red tint. In the foreground, a woman is holding up a smartphone to take a selfie. Other women in the crowd are smiling and looking towards the camera. The background shows more people and the structure of the event space.

GOAL 4

ACCELERATING WOMEN'S PARTICIPATION, REPRESENTATION, AND DECISION-MAKING IN PUBLIC AND POLITICAL LIFE

CONTEXT

At both the international and national levels, it is essential that the voices of women, who represent half of the population, are heard and represented across all layers of society. To achieve this goal, women must be given the opportunity and space to determine issues and make choices in public and political life. Achieving gender equality in public and political spheres is not merely about equal representation of women and men in leadership roles; it also involves ensuring that women have equal access to power structures and decisionmaking processes within government bodies and public administration entities.

Creating an inclusive work environment that facilitates access to leadership roles, eliminates socio-economic barriers, and provides financial support for political participation can significantly enhance women's involvement as active decision-makers in shaping meaningful policies and initiatives.

The 2021/2022 Human Development Report indicates that Malaysia's Gender Social Norms Index (GSNI) is high in the political dimension 91.77, compared to education (36.10) and economy (59.79), indicating significant bias against women in the political landscape.

The first National Women's Policy, introduced in 1989, declared the goal of eliminating "all forms of gender discrimination in every aspect of decision-making." Then in 2004, Malaysia further reinforced this commitment by adopting a policy targeting 30% representation of women in decision-making positions within the public sector, as outlined in the Ninth Malaysia Plan (2006-2010). This commitment has remained steadfast to the present day. Most recently, the government has taken an active role in the Sustainable Development Goals (SDGs) 2016-2030, precisely Goal 5, which calls for **"full and effective participation and equal opportunities for women in leadership at all levels of decision-making in political, economic, and public life."**

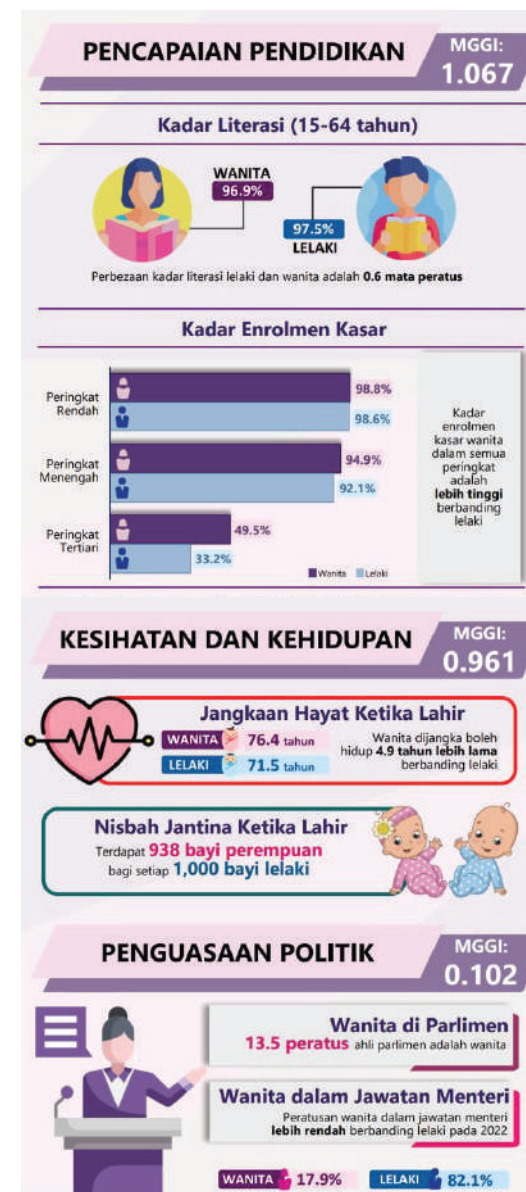


CHALLENGES

According to the 2023 Statistics on Women's Empowerment in Selected Domains, women's participation in Cabinet Minister and Deputy Minister positions increased from 15.6% and 10.5% in 2021 to 17.9% and 29.6% in 2022, respectively. However, the percentage of women serving as Members of Parliament remains low at 13.5% (30 out of 222 seats). The representation of women as Senators in the *Dewan Negara* (Senate) and as Members of the Dewan Rakyat (House of Representatives) also saw a **decline, from 18.2% and 14.9% in 2021 to 14.8% and 13.5% in 2022, respectively.**

The percentage of judges in the judiciary is 37.3%, while the percentage of judges in the Shariah Judiciary is significantly lower at 17.2%. Overall, only 87 out of 340 judges appointed to the Civil and Shariah Courts are women. In terms of positions such as Chief Secretary (KSU), Deputy Chief Secretary (TKSU), and Director-General (KP), only 16.7% are women, amounting to 45 out of 269. For government officials at the Jusa C grade and above, the figure is 38.8% in 2022, showing a slight increase compared to 2020 (38.2%) and 2021 (38.7%).

In Selangor, there are 73 women among the 202 members of the Local Authority Council in 2021. However, only 9 out of 56 State Assembly (DUN) members are women, despite 71 female candidates contesting for the DUN seats. Currently, in the Selangor State Executive Council for the 15th term (2023-2028), there are only two (2) women out of 11 members (18.1%). This indicates a stagnant number since the last State Election (PRN). Overall, women's political representation in Selangor **remains low, with a score of 0.127 (where a score of 1.0 indicates achieved gender equality).**





AREAS FOR IMPROVEMENT

The low political representation, with a score of 0.127, indicates that significant transformation is still needed, particularly in cultural and social aspects as well as in the formulation of relevant policies. Implementing a minimum quota of 30% women in decision making positions, for instance, can ensure that any changes made at the state or national level positively impact women across various sectors, especially regarding social and economic issues such as safe environments, childcare, reproductive health, and the gender pay gap.

The involvement of women at the highest levels of decision-making means that the interests and needs of women, who constitute half of the country's population, must receive appropriate attention and consideration before the approval of any policy. For example, the Sexual Harassment Bill, drafted in 2011, was finally approved 11 years later. The enactment of such laws can be more effectively implemented when the legislative process involves more women as decision-makers at both national and state levels.

It is important to emphasise that while a minimum quota of 30% is necessary, it is a figure that generates change in the form of substantive representation. Their presence in political and public positions can positively influence public perceptions of women's capabilities and strengths.

Therefore, in line with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action, and the SDG Goal 5, efforts to achieve at least a minimum of 30% women in decision-making positions should be actively promoted through the Selangor Women Policy and the 2024-2026 Action Plan.

ACTION PLAN

MEASURE 1: STRENGTHENING THE IMPLEMENTATION OF GENDER QUOTAS TOWARDS INCREASING WOMEN'S REPRESENTATION IN POLITICS

ACTION	DELIVERABLES	INDICATORS
1.1. Study the existing state constitutional laws to allow for increased female representation by introducing Non Constituency Seats (NCS) to fulfil gender quotas	<ul style="list-style-type: none"> a. Report of study b. Working paper for the Executive Council (EXCO) to amend the constitution c. Proposed amendments presented during the State Assembly session 	Women and minority representatives appointed as representatives/Assembly Members (ADUN)

MEASURE 2: FACILITATING INCREASED REPRESENTATION OF WOMEN IN LOCAL COUNCILS, STATE LEVEL AGENCIES/BOARDS, STATE AND GOVERNMENT-LINKED COMPANIES (GLCs)

ACTION	DELIVERABLES	INDICATORS
2.1. Establish an executive order for a minimum of 30 percent representation of women in local councils	Draft a comprehensive executive paper	Women Councillors
2.2. Establish an executive order for a minimum of 30 percent representation of women in state agencies and boards	Draft a comprehensive executive paper	Women Department Heads and Board Directors
2.3. Establish an executive order for a minimum of 30 percent representation of women in governmentlinked companies (GLCs)	Draft an executive paper	Women in managerial/Chief Executive Officer positions in GLCs

ACTION	DELIVERABLES	INDICATORS
2.4. Mentorship for women leaders, including the implementation of male-ally mentorship	a. Establish a network of women leaders b. Create a network of scholars and politicians	a. Increase the number of women leaders, especially young women b. Develop a pipeline of emerging leaders c. Facilitate discussions on politics, policy, and gender equality discourse
2.5. Assess/review existing recruitment and promotion procedures and mechanisms to ensure gender sensitivity and parity	Develop gender-sensitive guidelines	Ensure gender balance in interview committees

MEASURE 3: ENHANCING AND UPGRADING WOMEN'S TRAINING PROGRAMMES TOWARDS TRANSFORMATIVE WOMEN'S LEADERSHIP, ESPECIALLY FOR YOUNG WOMEN

ACTION	DELIVERABLES	INDICATORS
3.1. Enhancing continuous hands-on capacity building and training for potential women leaders, especially young women	Training curriculum and courses to be developed, covering: <ul style="list-style-type: none"> • Women's rights, transformative and authentic leadership • Gender, politics, and democracy • Voter education and rights • Gender and Development • Leadership and Management Skills • Public Speaking • Campaign Strategies 	a. Leadership training and development sessions b. Seminars and workshops c. Engagement of young women

ACTION	DELIVERABLES	INDICATORS
3.2. Strengthen and expand leadership training programs for young women	Implement a structured mentorship program	Develop female successors within political parties and WBS
3.3. Provide funding to women's NGOs for leadership and political empowerment programs for future female leaders, especially young women	a. Execute leadership training programs in collaboration with women's NGOs b. Develop a comprehensive, gender sensitive curriculum	Allocation of funding

MEASURE 4: ENCOURAGE AND SUPPORT WOMEN'S VOICES IN CIVIL SOCIETY

ACTION	DELIVERABLES	INDICATORS
4.1. Collaborate and engage with women's groups on related issues	Establish committees and networks	a. NGO Representatives from the State Women's Council b. NGO representation in relevant state committees c. Joint programme initiatives
4.2. Provide platforms and allocate funding resources for women's groups	Proposal submitted and presented to the Exco for Women	a. Decision-making and fund monitoring by a designated committee b. Funds allocated to support women's initiatives

A large group of people, mostly women wearing hijabs and orange t-shirts, are posing for a group photo. They are holding up orange signs that say "UNITE!" with a hand icon. They are standing in front of a large, orange inflatable archway that has "JINGGA SELANGOR FUN RUN 2022" written on it. The background shows a paved area and some trees. The entire image has a red tint.

GOAL 5

IMPROVING WOMEN'S HEALTH, WELL-BEING, AND MOBILITY

CONTEXT

According to the World Health Organization (WHO), prioritising women's health can have a multi-generational impact on public health, early childhood development, and societal and economic growth. Research by the World Economic Forum (WEF) has also shown that improving women's health and mobility has the potential to boost the global economy by at least USD 1 trillion per year by 2040. Therefore, developing policies and practices with dedicated budgets for women's health and mobility can lead to significant economic and social progress at both the national and state levels.

In Malaysia's 2024 Budget, the Ministry of Health (MOH) received a substantial increase, totalling RM 41.2 billion compared to RM 36.3 billion last year. However, the specific budget for women's health is only RM 26 million, allocated as follows:

Cervical Cancer Screening Subsidy – Funds allocated for HPV screenings for women aged 35–45 to encourage early screening (RM 10 million)

Free Tetanus-Diphtheria-Pertussis (TDAP) Vaccine Program – Aimed at pregnant women to reduce pertussis infections (RM 10 million)

Mammogram Screening Subsidy Program – Continued subsidies for breast cancer screenings to promote early detection (RM 6 million)

Under **the Selangor State Government's 2024 budget, RM 59.3 million of the total RM 2.35 billion has been allocated to public health.** This includes continuing the *Program Iltizam Selangor Sihat* (ISS) with an annual budget of RM 35 million, benefiting 100,000 primary policyholders and approximately 150,000 registered family members. Additionally, the *Bantuan Sihat Selangor* (BSS) programme receives RM 5 million, and the Selangor Screening Program (*Program Selangor Saring dan Saringan Kanser*), which includes breast and cervical cancer screenings, is allocated RM 3.2 million. These initiatives mainly target women, especially those marginalised and from the B40 income group.



CHALLENGES

The five leading causes of death among women in 2023 were pneumonia (14.3%), ischemic heart disease (12.9%), cerebrovascular stroke (7.9%), COVID-19 infection (4.5%), and breast cancer (3.8%). Women also have significantly higher obesity rates, with 31.7% in the 25–44 age group and 27.1% in the 45–64 age group, compared to men at 16.1% and 11.2%, respectively (Department of Statistics Malaysia, 2023). This alarming disparity of 15% is a major health concern for women. The study on barriers to women's Participation in urban and rural sports activities found that many women face challenges in sports due to the "double burden" they experience after starting families, along with limited access to family- and female-friendly sports facilities. Inadequate investment in sports facilities, high cost of women's sports equipment, and an unsafe environment further contribute to low sports participation among women, especially those with young children (Farzaneh et al., 2021).

A study on the impact of the Movement Control Order (MCO) on women's mental health in Selangor found that the mental health status of many women, particularly younger women with monthly household incomes below RM6,000, was categorised as moderate to severe. The Selangor Mental Health Program (SEHAT) also found that financial factors significantly impacted mental health, with low-income women being at high risk of mental health issues.

According to UNICEF, globally, 1.8 billion women experience menstruation each month. A survey conducted by WASH United, the World Association of Girl Guides and Girl Scouts (WAGGS), and UNICEF found that one in four women aged 13 to 35 struggles to manage menstruation, and 47% of women faced difficulties accessing sanitary pads during the COVID19 pandemic. To address menstrual poverty, Selangor became the first state to allocate RM200,000 to provide free sanitary pads and raise awareness about the issue through the Mekar Project. However, this project is still in a trial phase for six months, starting from August 2023, targeting only 1,000 students in five schools in Selangor.

AREAS FOR IMPROVEMENT

To reduce mortality rates due to a lack of knowledge in accessing proper health facilities among pregnant women and marginalised women, health education programmes should be implemented to ensure that these women's basic health knowledge is secured. For example, disseminating information through cost-benefit analysis can help them make informed decisions regarding their health needs.

Providing free healthcare to address issues of menstrual poverty, mental health, and the prevention of serious diseases among women should also be implemented to ensure that the health and well-being needs of women are met. Improving sports facilities that are friendly to women and children will also encourage positive health development among women of all ages.

According to the 2023 Statistics on Women's Empowerment in Selected Domains, women's life expectancy at birth is 76.4 years compared to 71.5 years for men. This means women are expected to live 4.9 years longer than men. Overall, there are 1.2 million or 7.8% of females aged 65 and above in Malaysia.

Therefore, high-quality and affordable support services, along with financial assistance for the health needs of the elderly, are very much needed especially as **Malaysia is becoming an ageing nation by 2030, with an estimated 15% of its population being 65 years and older (Amri, 2023).** Establishing a comprehensive care economy framework in Selangor is essential to ensure the care of the elderly is secured while alleviating the burdens faced by working parents and caregivers. This framework is also crucial to recognising the caregiving work predominantly done by women as professional and paid jobs, thus promoting gender equality by allowing women to participate more actively in the workforce.



ACTION PLAN

MEASURE 1: MAPPING A THREE (3) YEAR STRATEGY FOR THE HEALTH AND WELL-BEING OF WOMEN IN SELANGOR

ACTION	DELIVERABLES	INDICATORS
1.1 Conducting a comprehensive study on the health status of women in Selangor	<ul style="list-style-type: none"> a. Study the effectiveness of existing health schemes in ensuring access for women in Selangor b. Conduct a study on the health status of women in Selangor, including recommendations—profiling women including the elderly, persons with disabilities, indigenous people, mental health issues, cancer, etc 	<ul style="list-style-type: none"> a. The number and types of issues included in the study b. The scope of social groups is included
1.2 Developing intervention strategies for women's health issues in Selangor	<ul style="list-style-type: none"> a. Consultations with stakeholders b. Develop women's health strategies and disseminate them widely c. Proposals for improvements in the strategy included as policies or programmes 	<ul style="list-style-type: none"> a. The number and types of stakeholders invited for the consultation sessions b. Evaluation of the accessibility of women's health strategies

MEASURE 2: MATCH SERVICES AND FACILITIES WITH THE HEALTH AND WELL-BEING NEEDS OF WOMEN

ACTION	DELIVERABLES	INDICATORS
2.1. Improve access for the most vulnerable groups of women (elderly, disabled, Indigenous people, mental health issues) to healthcare services	<ul style="list-style-type: none"> a. Provide mobile health clinics and offer services to women, targeting impoverished urban and rural locations b. Improve public transportation facilities across the state 	<ul style="list-style-type: none"> a. The number of women from each group using healthcare services b. Assessment of the difficulties faced by women in accessing these services
2.2. Ensure that existing free healthcare services are more accessible to all women, including addressing period poverty issues	<ul style="list-style-type: none"> a. Increase the number of hospitals offering mammograms b. Provide travel assistance to ensure women can access established services c. Improve public transportation facilities across the state 	<ul style="list-style-type: none"> a. The number of women aware of health-related initiatives for women in Selangor b. The number of women benefiting from healthrelated initiatives for women in Selangor c. User assessment of healthrelated initiatives for women in Selangor
2.3. Provide free Pap Smear tests for all groups of women	<ul style="list-style-type: none"> a. Access to free Pap Smear tests is provided to all groups of women b. Raise awareness about gender sensitivity through ongoing training programmes c. Personal details of all women undergoing this test are kept confidential 	<ul style="list-style-type: none"> a. The number and types of women aware of this service b. The number of unmarried women and young women using this service c. The number of women from other groups using this service
2.4. Ensure that public transport routes in Selangor cover healthcare facilities such as hospitals and public clinics	Improved public transport facilities throughout the state	The number of public transport services provided

MEASURE 3: ALLOCATING CARE RESOURCES TO SUPPORT THE WELL-BEING OF THE ELDERLY, ESPECIALLY WOMEN TOWARDS AN AGEING POPULATION

ACTION	DELIVERABLES	INDICATORS
<p>3.1 Increasing financial assistance for the health needs of elderly women –including personal care costs, caregiver support, and equipment</p>	<ul style="list-style-type: none"> a. The scope of the Peduli Sehat Scheme is expanded to include the specific needs of elderly women b. New benefits are widely publicized throughout the state to reach all groups, focusing on elderly women c. Elderly women from the most marginalised communities apply for and receive the new benefits 	<ul style="list-style-type: none"> a. The number of elderly women accessing the new benefits b. The types of elderly women accessing the new benefits c. Assessment of the newly introduced benefit's effectiveness
<p>3.2 Offering incentives to establish and operate high quality and affordable support services for the elderly</p>	<ul style="list-style-type: none"> a. Conduct a comprehensive study identifying the primary needs for the wellbeing of elderly women b. Invitations are extended to the private sector and qualified industry players with high-quality standards to act as service providers c. Agreed service conditions are launched and widely publicised d. The new services are utilized by elderly women from the most marginalised communities e. Monitoring and evaluation of the new support services are conducted 	<ul style="list-style-type: none"> a. The number and types of new services introduced b. The number and demographics of women using these services c. Evaluation of the new services by the women utilising them

MEASURE 4: IMPROVING DISSEMINATION OF HEALTH INFORMATION AND THE AVAILABILITY OF HEALTHCARE SERVICES AND INITIATIVES IN SELANGOR

ACTION	DELIVERABLES	INDICATORS
<p>4.1 Conducting health education programmes for the most marginalised women (elderly women, Indigenous people, persons with disabilities, mental health issues) — this includes knowledge of what and where related facilities are provided</p>	<ul style="list-style-type: none"> a. Content of the health education programme. b. Programs organised for target groups will be conducted by trained staff c. Dissemination through social media and campaigns in state government premises 	<ul style="list-style-type: none"> a. Number of women with improved knowledge and understanding of health issues. b. Number of women who know how and where to access the necessary healthcare services.

MEASURE 5: INCREASING EFFORTS TO INVOLVE WOMEN AND GIRLS IN SPORTS AND PHYSICAL ACTIVITIES

ACTION	DELIVERABLES	INDICATORS
5.1 Extensive publicity on the benefits of sports and physical activities targeting women and girls in urban and rural poverty areas	Publicity campaigns will be conducted using government media and all relevant bodies	a. Number of women who are well-informed about the benefits of exercising b. Number of women who are committed to regularly engaging in sports or physical activities
5.2 Offer sports and recreational programmes for women with disabilities and elderly women	Programmes that take into account the needs of women with disabilities are introduced and conducted at appropriate times.	Number of women and girls with disabilities participating in these programmes
5.3 Organise an annual major sports event for urban and rural poor women and girls in each State Assembly (DUN) – followed by ongoing programs through the Pusat Wanita Berdaya (PWB)	a. One major sports event (based on community needs) is held annually in each State Assembly area b. Smaller but regular sports and recreational programs are offered to women in the community	a. Number of urban/rural poor women and girls participating b. Number of urban/rural poor women and girls returning for follow-up programmes
5.4 Ensure that women and girls can access public spaces for sports and recreational facilities	a. Designated time slots for women and girls to access these facilities b. Set time slots for the duration that women and girls can use them c. Childcare facilities are provided nearby at subsidised rates d. Fixed time slots are widely advertised and publicised	a. Number and groups of women using sports and recreational facilities – broken down by reserved and unreserved time slots b. Number of women using childcare facilities



GOAL 6

PROMOTING SAFE ENVIRONMENT FOR WOMEN

KOC WANITA SAHAJA
WOMEN ONLY Coach



KOC WANITA
WOMEN

CONTEXT

Gender-based violence (GBV) is one of the most significant violations of women's human rights and a primary cause of gender inequality. GBV refers to acts rooted in gender norms or stereotypes, involving threats of violence and coercion, either face-to-face or online, which can result in physical, sexual, emotional, or psychological harm in personal and public life. While GBV can affect both men and women, evidence worldwide shows that women are the most impacted by GBV. According to the World Health Organization (WHO), at least 1 in 3 women globally has experienced gender-based violence.

In Malaysia, Gender-Based Violence (GBV) remains at a concerning level, with 5,050 cases recorded from January to August 2023 (Hisham, 2023). Based on the Malaysian Crime Statistics 2023, cases of domestic violence (DV) nationwide recorded a total of 19,268 cases from 2020 to 2022. Meanwhile, statistical records for the year reflect 8,146 cases of rape, sexual assault, and sexual harassment at the national level. Selangor continues to be the state with the highest number of DV, rape, sexual assault, and sexual harassment cases, totalling 7,589 cases. This makes **Selangor the largest contributor, accounting for 27.6% of all DV, rape, sexual assault, and sexual harassment cases in Malaysia.**

Table 1: Comparison of Domestic Violence, Rape, Sexual Assault, and Sexual Harassment Cases for Malaysia and Selangor (2020 - 2022)

Country/State	Year	Domestic Violence (DV)	Rape	Sexual Assault	Sexual Harassment
Malaysia	2020-2022	19,268	4,199	2,586	1,361
Selangor	2020-2022	3,941	936	772	398

(Malaysian Crime Statistics 2023, Department of Statistics Malaysia)

According to the Domestic Violence Analysis in Malaysia for the years 2019 and 2020 published by the Ministry of Health Malaysia (KKM), approximately 90% of reported domestic violence cases involved women, while only 10% involved men. This indicates that implementing the Movement Control Order (MCO) from 2019 to 2020 to address the COVID-19 pandemic had a detrimental effect on at least 10,981 women. This figure does not include cases that were not reported to KKM or PDRM.

Table 2: Comparison of Domestic Violence Cases in 2019 and 2020 by Type of Abuse and Gender

Types of Cases	2019			2020		
	Men	Women	Total	Men	Women	Total
Physical Abuse ¹	558	5258	5816	612	4766	5378
Rape	0	363	363	0	313	313
Sexual Assault	2	120	122	11	103	114
Sodomy	17	12	29	27	25	52
Psychological Abuse	1	11	12	0	10	10

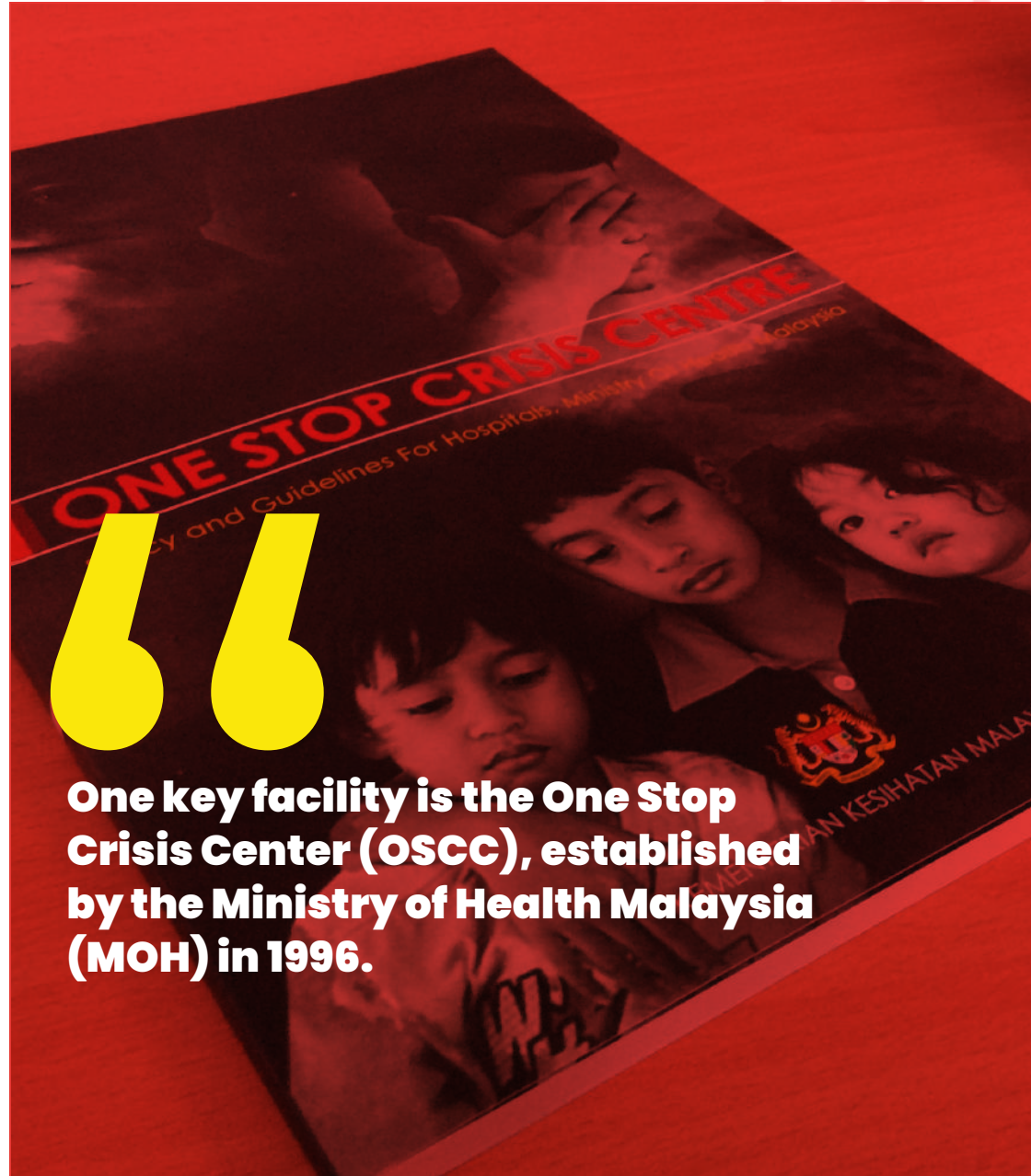
(Analysis of Domestic Violence in Malaysia for the Year 2020, Ministry of Health Malaysia, 2021)

To support victims of Gender-Based Violence (GBV), several facilities and services have been established at both the national and state levels, particularly in Selangor. One key facility is the One Stop Crisis Center (OSCC), established by the Ministry of Health Malaysia (MOH) in 1996. The OSCC services have been continuously enhanced, and currently, they offer dedicated services for victims of domestic violence, child abuse, and sexual assault across 129 MOH hospitals throughout Malaysia. Additionally, the “Talian Kasih” helpline, a toll-free line operating 24/7, was established by the Ministry of Women, Family, and Community Development (KPWKM). The scope of “*Talian Kasih*” includes addressing issues related to abuse, counselling, protection, welfare, child services, child abandonment, reproductive health services, and social problems among youth.

The Selangor State Government, through *Wanita Berdaya Selangor* (WBS), also introduced the SELamat Helpline (Talian SELamat), which has been operated from November 1, 2021, until April 2024. SELamat Helpline provides specific support for complaints of domestic violence occurring within Selangor. From its launch until March 2024, 60.8%, or 79 out of a total of 125 calls received, were related to domestic violence complaints. In addition, gender-based violence advocacy programmes are actively conducted in communities through the Women's Empowerment Centres (PWB).



One key facility is the One Stop Crisis Center (OSCC), established by the Ministry of Health Malaysia (MOH) in 1996.



CHALLENGES



During the implementation of the Movement Control Order (MCO) from 2019 to 2020, there was a fourfold increase in domestic violence calls received by the Women's Aid Organisation (Bernama, 2020). This rise in domestic violence cases was recognised globally, with the UN Secretary-General urging governments to make GBV prevention a priority in pandemic response efforts (Tengku, 2021). However, Malaysia's National Recovery Plan or Pelan Pemulihan Negara (PPN) did not provide clear details on how to address domestic violence issues during the COVID19 pandemic. The PPN merely outlined standard operating procedures (SOPs) for each sector to operate safely during the pandemic. This lack of clear guidance on domestic violence left victims' needs inadequately addressed during national crises or pandemics. Although Malaysia has developed legal instruments for better protection of domestic violence victims, particularly with the Domestic Violence Act (Amendment) 2018, the act still lacks comprehensive provisions to protect victims during pandemics or disasters.

The long-anticipated Sexual Harassment Act 2022 was passed by the House of Representatives in July 2022 and gazetted in October 2022, with phased enforcement starting in March 2023. The Sexual Harassment Tribunal was established to improve the legal system and expedite sexual harassment complaints, offering a streamlined, affordable process (Kawi, 2024). Despite the act's gradual enforcement, it is still too early to assess its effectiveness, as the tribunal itself was only recently set up in January 2024.

AREAS FOR IMPROVEMENT

Support services should be regularly evaluated to ensure they positively and effectively impact GBV and domestic violence survivors. Preventive programmes that raise awareness and provide education must continue, engaging a broader target audience of both women and men across various age groups. Since men constitute 90% of GBV perpetrators, these initiatives are crucial for cultivating awareness and understanding, especially among the younger generation.

In Selangor, 2,106 cases of rape, molestation, and sexual harassment were reported from 2020 to 2022 (Malaysian Crime Statistics, 2023). Ensuring a safe environment for women is vital to provide ongoing protection, whether within or outside the home. Infrastructure such as “women-only” train coaches in the Klang Valley has proven effective in creating a conducive environment for women in public spaces. However, efforts to enhance safer infrastructure should continue, including providing well-lit alternative routes in isolated areas across Selangor to combat all forms of GBV. Consequently, an integrated action plan requiring the collaboration of multiple stakeholders, particularly the Selangor State Government and Local Authorities (PBT), should be implemented to achieve these goals.



ACTION PLAN

MEASURE 1: AMPLIFYING EFFORTS TO RAISE AWARENESS ON GENDER-BASED VIOLENCE (GBV)

ACTION	DELIVERABLES	INDICATORS
1.1. Intensifying nationwide GBV campaigns across various media platforms to spread relevant messages, involving different statelevel agencies to promote anti-GBV messaging	<ul style="list-style-type: none"> a. Engaging public figures (politicians, artists, sports personalities), especially men, to speak out against GBV and pledge a stance on the issue b. Conducting campaigns (media, mobile exhibits, information booths) to reach all population sectors, incorporating public figures' pledges as part of the campaign material c. Displaying materials that depict non-stereotypical gender roles at government agencies 	<ul style="list-style-type: none"> a. Number of campaigns conducted b. Number of pledges taken from public figures c. Number of state government agencies displaying nonstereotypical gender role materials d. Audience groups reached e. Effectiveness of the campaign message
1.2. Conducting workshops across all State Legislative Assembly constituencies to raise awareness among young men and boys (i.e., potential perpetrators) about GBV and their role in addressing the issue	Collaborating with various community bodies (e.g., JKKK) and NGOs alongside the Selangor state government to organise these workshops	<ul style="list-style-type: none"> a. Number of State Legislative Assembly constituencies hosting workshops and total attendance of participants b. Assessment of qualitative changes in understanding and attitudes resulting from the workshops
1.3. Disseminating information on how women can access justice and relevant services if they experience violence	<ul style="list-style-type: none"> a. Posters with relevant information placed in women's restrooms in all government buildings b. Distribution of pamphlets at public places frequented by women (e.g., supermarkets, farmers' markets) c. Sharing the same information electronically (e.g., social media platforms popular with women, state online portals) 	<ul style="list-style-type: none"> a. Number of women's restrooms with these posters b. Number and locations of public areas where pamphlets are distributed c. Self-awareness of women in investigating how to access justice and services for survivors of violence

MEASURE 2: INCREASING TARGET GROUP ENGAGEMENT IN GENDER-BASED VIOLENCE (GBV) PREVENTION INITIATIVES

ACTION	DELIVERABLES	INDICATORS
2.1. Organising dialogues and engagement sessions with communities to discuss the rights of girls and women to live free from violence; reducing tolerance for GBV; and understanding the long-term impact of GBV on victims and families	<ul style="list-style-type: none"> a. Identifying at least one community per state assembly constituency (DUN) for participation, with key stakeholders invited b. Conducting OST workshops to facilitate dialogue and encourage community-driven solutions to address GBV 	<ul style="list-style-type: none"> a. Number of dialogues held b. Number of communityproposed solutions that can be adopted for further action
2.2. Identifying and training grassroots/community leaders to design and implement anti-GBV programmes within their communities – supporting them in executing these programmes	<ul style="list-style-type: none"> a. Form a group of trainers from grassroots leaders. b. Develop and implement local anti-GBV programmes. 	<ul style="list-style-type: none"> a. Number of local prevention programs introduced. b. Number of men, women, boys, and girls reached by these initiatives. c. Program effectiveness.
2.3. Supporting campaigns led by young men who oppose GBV, in collaboration with women's groups, to publicly counter patriarchal views that endorse GBV	<ul style="list-style-type: none"> a. Identify youth groups or individuals capable of leading such campaigns and women's groups with expertise to support them b. Execute campaigns highlighting the link between GBV and patriarchy, led by youth 	<ul style="list-style-type: none"> a. Number of campaigns conducted. b. Number of young men and boys reached by the campaigns. c. Campaign message effectiveness (e.g., what kind of mindset changes occur?).

MEASURE 3: ENHANCING THE EFFECTIVENESS OF SUPPORT SERVICES FOR GENDER-BASED VIOLENCE (GBV) SURVIVORS

ACTION	DELIVERABLES	INDICATORS
3.1. Conducting a study to assess the effectiveness of state-level services for GBV survivors in Selangor and identifying gaps and obstacles that prevent them from accessing justice	<ul style="list-style-type: none"> a. Gather input from all relevant stakeholders to inform the study's findings. b. Conduct the study and compile a set of recommendations for improvement. 	<ul style="list-style-type: none"> a. Number and types of recommendations considered by relevant authorities b. Evaluation of how these recommendations are used to inform next steps
3.2. Expanding gendersensitivity training across various sectors and agencies for all enforcement officers, court officials, and service providers, including NGOs	<ul style="list-style-type: none"> a. Document consultations detailing discussions, identified challenges, and proposed improvements for services offered to GBV survivors b. Utilise the KPWKM's Domestic Violence Case Handling Guidelines for domestic violence training. For other GBV issues, develop relevant training modules and engage qualified trainers 	<ul style="list-style-type: none"> a. Number of service providers with decisionmaking authority involved in consultations. b. Assessment of proposed recommendations. c. Number of trained enforcement officers and service providers. d. Critical review of service quality post-training.
3.3. Consolidating information and data on existing services, including shelters and legal clinics <ul style="list-style-type: none"> a. Create a directory of shelters for GBV survivors across Selangor, including those managed by federal and state governments, NGOs, corporates, and private individuals. b. Collect data and information on shelter occupants and related cases. 	<ul style="list-style-type: none"> a. Adequate funding allocated to support these initiatives. b. Accessible shelters and transit housing made available. c. Mobile legal clinics and counselling services for women operational in every DUN (state constituency) in Selangor. 	<ul style="list-style-type: none"> a. Number of accessible and safe women's shelters and transit housing facilities b. Number of mobile legal clinics and counselling services for women c. Number of individuals benefiting from the expanded range of services

MEASURE 4: PROVIDING SAFER PUBLIC SPACES FOR WOMEN

ACTION	DELIVERABLES	INDICATORS
4.1. Enhancing and improving infrastructure and facilities to create a safe environment for women.	<ul style="list-style-type: none"> a. Identify three locations (pilot) with high rates of rape, sexual harassment, or mugging as pilot areas b. Conduct discussions with local community associations and women's NGOs regarding the installation of additional lighting c. Improve street lighting and lighting in parks within the pilot areas. 	Assess the effectiveness of increased lighting in creating safer public spaces for women in the pilot areas.
4.2. Providing sufficient, safe public transportation services with connectivity so that women can travel safely at all times, especially at night	Introduce improved public transportation services in five pilot locations	<ul style="list-style-type: none"> a. Number of new initiatives that allow women to travel safely at night. b. Assess the improvement in public transportation services.
4.3. Constructing and expanding pedestrian pathways in public spaces	Construct or expand pedestrian pathways in at least five pilot locations	Benefits of improved pedestrian pathways in public spaces.

GOAL 7

FOSTERING CREATIVE TALENT, DIGITALISATION CULTURE, AND INNOVATION

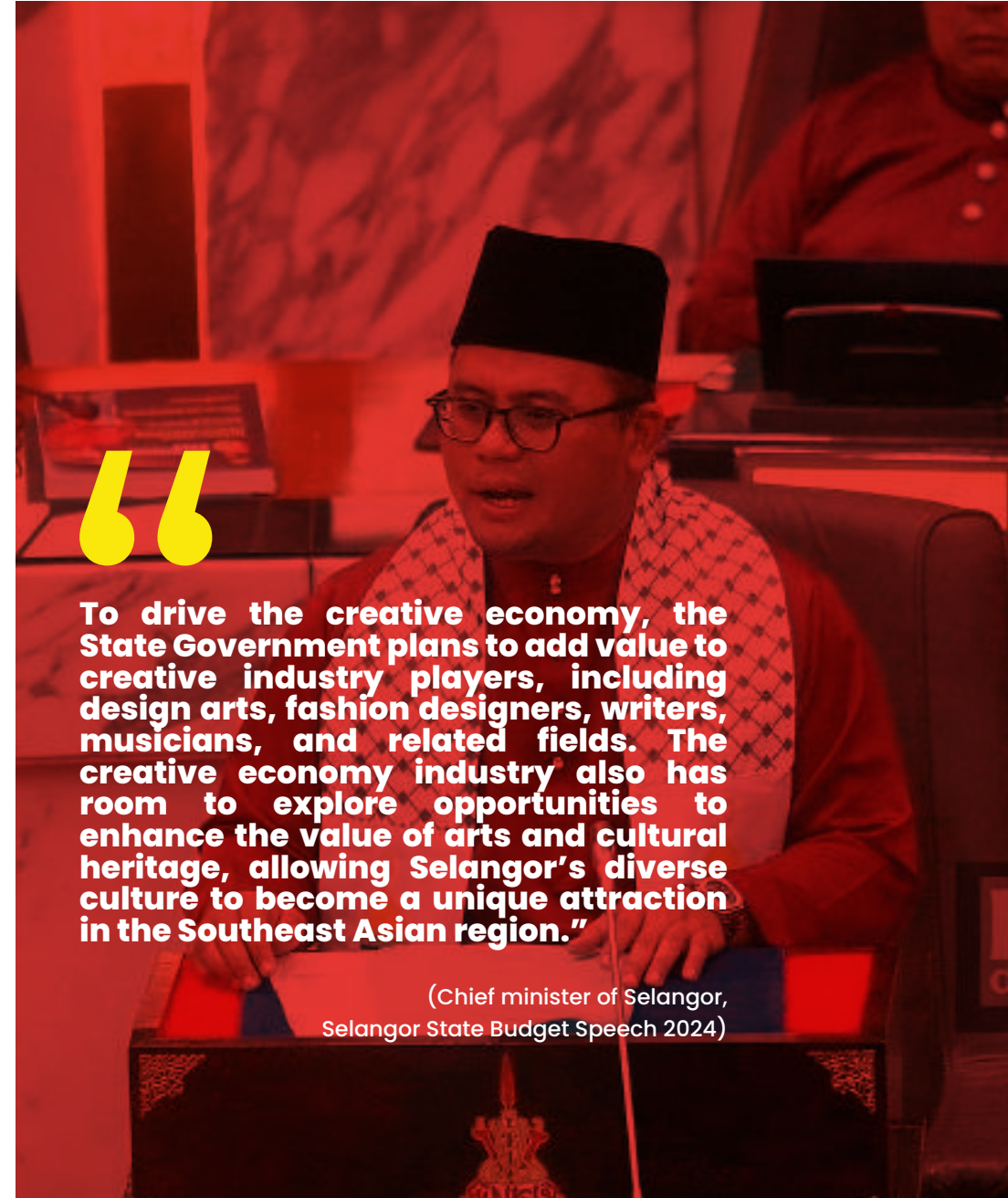


CONTEXT

The digital creative industry in Malaysia recorded RM 1 billion in exports across 120 markets and regions in 2022, with the sector growing at a rate of 8% annually. Malaysia also boasts over 300 studios engaged in animation, gaming, film, and creative technology, with 20 new studios established yearly (Digital Minister Gobind Singh Deo, Star Online, 2024).

At the state level in Selangor, the 2024 budget will enhance the creative economy as an added value for the 8th Selangor International Business Summit (SIBS). SIBS has the potential to generate transactions totalling RM 4.9 billion, and RM 20 million will be allocated for its organisation. Additionally, an allocation of RM 1 million has been earmarked to promote the development of the creative economy, including the involvement of women, with a budget of RM 3.3 million dedicated to fostering female entrepreneurs across various fields, including the creative and digital economy. Furthermore, RM 13.85 million has been allocated for the IKTISASS Programme to produce skilled labour in various IR4.0 industries.

Despite these positive developments and ongoing efforts by the State and Federal Governments in the creative and digital industry, women's participation as a workforce in the digitisation industry remains at only 35% (Bernama, 2024). Recognising the lack of female representation in the digital industry, the theme "DigitALL: Innovation and Technology for Gender Equality" was chosen by the United Nations (UN) for International Women's Day 2023 (UNCTAD, 2023). Additionally, the Association of Southeast Asian Nations (ASEAN) focused on the digital gender gap for the first time in 2020 through a Special Session on Women's Empowerment in the Digital Era during the ASEAN Human Rights Committee 2020 (Ajmone Marsan & Sey, 2021).



To drive the creative economy, the State Government plans to add value to creative industry players, including design arts, fashion designers, writers, musicians, and related fields. The creative economy industry also has room to explore opportunities to enhance the value of arts and cultural heritage, allowing Selangor's diverse culture to become a unique attraction in the Southeast Asian region."

(Chief minister of Selangor,
Selangor State Budget Speech 2024)

CHALLENGES

According to the Progress on the Sustainable Development Goals: The Gender Snapshot 2022 published by the United Nations, the lack of women's participation in the digital world has cost low-income countries a staggering USD 1 trillion in GDP over the past decade. This loss is projected to grow to USD 1.5 trillion by 2025 if no measures are taken to encourage women to venture into the digital industry.

Globally, women remain underrepresented in science, technology, engineering, and mathematics (STEM) education, accounting for only 35% of students in these fields. Alarming, just 3% of women choose to study information and communication technology (ICT), and only 19.9% of professionals in STEM fields are women. Rigid and male-dominated work environments make these industries less appealing to women.

Moving on to Malaysia's creative industries, **while women's involvement in creative media production has been on the rise, a 2022 study titled *Pemeriksaan Wanita Muslim: Kajian Industri Media Kreatif di Malaysia (2022)* (Empowering Muslim Women: A Study of Malaysia's Creative Media Industry) revealed persistent issues such as exploitation, job instability, and negative stigmas against women working in the creative media sector.** Long and irregular working hours, uncertain employment with low wages, and societal stigmas from family, peers, and the community, discourage women from continuing their careers in this field, especially once they start a family.

At the federal and state government levels, there is a lack of clear emphasis or focus on what is needed to enhance women's participation in STEM fields. Furthermore, efforts to create safer digital spaces for women remain undefined. This is despite a UN study across 51 countries which revealed that 38% of women have experienced online violence (UN Women Headquarters, 2022).



AREAS FOR IMPROVEMENT

In alignment with the development of the Fourth Industrial Revolution (IR4.0), it is essential to enhance exposure to STEM-related skills for women, implement encouragement programs for women to enter the digital field, and support initiatives for women entrepreneurs and start-ups in digital technology. These efforts should be vigorously pursued to reduce the gender gap in the digital industry. Collaboration with local technology companies, for example, can provide positive exposure for women in educational settings and the workplace.

Cultural transformation is also critical, encouraging students to participate in creative industries such as writing, filmmaking, animation, and more. The said transformation will ensure that the arts and cultural sectors continue to flourish and be preserved. Additionally, policies aimed at improving the work environment within the creative industry and increasing efforts to market the artworks of women should be expanded. This policy will also enhance the visibility of women in the arts and cultural sectors, which remain predominantly male-dominated.



ACTION PLAN

MEASURE 1: EMPOWERING WOMEN IN DIGITALISATION AND INNOVATION

ACTION	DELIVERABLES	INDICATORS
1.1 Raising awareness among girls in field of STEM through parents attending women & family programmes in Selangor	Organising a mentormentee programme to build skills and networks among girls	Number of women involved in the mentor-mentee program
1.2 Adding components and elements of Artificial Intelligence (AI) to the women & family programme modules	Fund allocation for Young Digital Usahanita (<i>Dana Usahanita Digital Muda</i>)	At least 500 women trained in AI components

MEASURE 2: CELEBRATING THE TALENTS OF WOMEN IN THE ARTS IN SELANGOR

ACTION	DELIVERABLES	INDICATORS
2.1 Ensuring women can participate and benefit from art programmes that include elements of innovation & creation, heritage, and culture	Conducting women's art programmes	Total number of participants involved
2.2 Allocating funds for programmes showcasing women's artistic works	Funding provided for programmes to be held	Total number of beneficiaries of the funds
2.3 Assisting in marketing products of artists and women entrepreneurs through digital platforms and business opportunities	Marketing women's art products	Total number of products



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