NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY 2025-2030



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List of **Acronyms** and **Shortforms**

ACRONYMS	DETAILS
6MP	Sixth Malaysia Plan
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ASEAN IPR	ASEAN Institute for Peace and Reconciliation
ATM	Malaysian Armed Forces
BHEUU	Legal Affairs Division
BOMBA	The Fire and Rescue Department of Malaysia
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSOs	Civil Society Organisations
DOSM	Department of Statistics Malaysia
GFP	Gender Focal Point
GFT	Gender Focal Team
HADR	Humanitarian Assistance and Disaster Relief
ISM	Social Institute of Malaysia
JBG	Legal Aid Department
JKDM	Royal Malaysian Customs Department
JKM	Department of Social Welfare
JKSM	Department of Syariah Judiciary Malaysia
JPM	Prime Minister's Department
JPNIN	Department of National Unity and Integration
JS	Joint Statement
KE	Ministry of Economy
KPKT	Ministry of Housing and Local Government
KPN	Ministry of National Unity

List of **Acronyms** and **Shortforms**

ACRONYMS	DETAILS
MAPO	The Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrant
MINDEF	Ministry of Defence
MOF	Ministry of Finance
MOFA	Ministry of Foreign Affairs
MOH	Ministry of Health
MOHA	Ministry of Home Affairs
MSN	National Social Council
MWFCD	Ministry of Women, Family and Community Development
MWKN	The National Council for Women and Family
NACSA	National Cyber Security Agency
NADMA	National Disaster Management Agency
NAP	National Action Plan
NWP	National Women Policy
PDRM	Royal Malaysia Police
PPS	Temporary Evacuation Center
ROS	Registry of Societies
RPA WPS	ASEAN Regional Plan of Action on WWPS
SGBV	Sexual and gender-based violence
SOPs	Standard Operating Procedures
UNSCR	United Nations Security Council Resolution
WAJA	Women's Anti-Crime Squad
WDAP	Women Development Action Plan
WPS	Women, Peace and Security
WPS FPN	Women, Peace and Security Focal Point Network

Foreword

Prime Minister of Malaysia



Assalamualaikum and Salam Malaysia Madani,

The Women, Peace and Security (WPS) agenda, born from United Nations Security Council Resolution 1325, is a powerful global call to action. It recognises that sustainable peace is impossible without the full participation of women in every aspect of decision-making, from mediating disputes to rebuilding communities and fostering resilience. Over the past two decades, this agenda has grown into a robust international framework, placing gender equality at the heart of peace and security efforts.

For Malaysia, WPS is not only about political or military security. It encompasses the broader social and cultural dimensions of human security, from women's leadership in disaster preparedness and climate change adaptation to their role in humanitarian relief, inter-community dialogue, and social cohesion. It is indeed essential to recognise and empower women in these roles if we are to build a resilient and enduring peace.

Our National Action Plan on WPS 2025-2030 (NAP WPS) reflects Malaysia's determination to advance this agenda at home and across the ASEAN region. It complements the National Women Policy 2025–2030 and responds to calls from both regional and international platforms, including the CEDAW Committee, for a dedicated plan to address the specific needs and contributions of women in peace and security. This plan outlines concrete steps to build the capacity of women mediators, community leaders, peacekeepers, and cultural bridge-builders, ensuring their voices are heard and their skills fully utilised in every stage of conflict prevention, response and recovery.

However, this work cannot be accomplished by the government alone. It requires the combined efforts of all stakeholders, and these include businesses, civil society organisations and academic institutions. It is my hope that this NAP inspires concrete action, meaningful collaboration and enduring commitment. Let it be a living document that not only guides our policies but transforms our practices.

ANWAR IBRAHIM
Prime Minister of Malaysia

Preface

Minister of Women, Family and Community Development

Assalamualaikum and Salam Malaysia Madani,

The Women, Peace and Security (WPS) agenda emphasizes a crucial truth: sustainable peace cannot exist without gender equality. Women are not only survivors of conflict; they are vital leaders, mediators, protectors and peacebuilders. Since the adoption of UN Security Council Resolution 1325 in 2000, over a hundred countries have embraced this vision. Now, Malaysia has the chance to respond with commitment.

The WPS agenda is a call to action, showcasing the courage of women who rebuild communities, create safe spaces and mediate disputes without recognition. These women serve as the moral backbone of their communities, highlighting that women's participation is essential for lasting peace.

Today's challenges—climate disasters, humanitarian crises, cyber threats and violent extremism, demand inclusive responses with women leading as first responders and community leaders. The WPS agenda is not just about ending conflict; it is about establishing the frameworks necessary for enduring peace.

This publication calls for a robust and participatory National Action Plan on WPS that reflects Malaysia's values of peace, moderation and respect. We have strong foundations, including the National Women Policy 2025–2030 and the Defence White Paper, but we must fully integrate WPS into our security, humanitarian and climate strategies.

Achieving sustainable peace requires collective effort from the government, private sector, civil society, faith communities and academia. I thank all contributors for their dedication, which has laid the groundwork for meaningful change.

NANCY SHUKRI
Minister of Women, Family and Community Development



Joint **Statement**

Ministry of Women, Family and Community Development
Ministry of Defence
Ministry of Foreign Affairs
Ministry of Home Affairs

The Ministry of Women, Family and Community Development (MWFCD), Ministry of Defence (MINDEF), the Ministry of Foreign Affairs (MOFA) and the Ministry of Home Affairs (MOHA) affirm our collective commitment to advancing the Women, Peace and Security (WPS) Agenda in Malaysia, in line with the principles of United Nations Security Council Resolution (UNSCR) 1325 and related resolutions.

We recognise that inclusive peace and security are fundamental to national resilience, regional stability and global cooperation. The WPS agenda provides a vital framework to ensure that women are meaningfully included in all aspects of peace and security—from policymaking and diplomacy to law enforcement and national defence.

As key ministries entrusted with safeguarding Malaysia's sovereignty, upholding public safety and leading international engagement, we are jointly:

- Affirm the importance of women's full, equal and meaningful participation in peace and security processes, including defence operations, conflict prevention, diplomacy, humanitarian response and post-conflict recovery.

- Commit to strengthening institutional capacities and coordination to mainstream gender perspectives across our policies, programmes and operations.

- Support the implementation of the National Action Plan (NAP) on WPS, which will provide a strategic and inclusive roadmap to localise the WPS agenda in Malaysia, guided by national priorities and global commitments.

- Recognise the cross-cutting nature of WPS and the need for inter-ministerial collaboration, civil society engagement and multilateral partnerships to ensure its effective implementation.

Together, we envision a Malaysia where peace and security are not only protected, but also inclusive, participatory and just—for women, for men and for future generations.

Executive Summary

Executive Summary

The first NAP WPS 2025–2030 marks Malaysia's first comprehensive policy framework dedicated to advancing the WPS agenda in alignment with United Nations Security Council Resolution 1325 and subsequent resolutions. Developed through extensive multi-stakeholder consultations, the Plan provides ministries, agencies and relevant stakeholders with clear guidance to protect and empower women and girls, ensuring their meaningful participation in peace and security processes.

Purpose and Context

The NAP WPS recognises that sustainable peace requires gender equality and inclusive decision-making. While Malaysia remains largely peaceful, threats such as climate change, pandemics, cyber insecurity, trafficking in persons, violent extremism and sexual and gender-based violence (SGBV) pose significant risks to national stability. This NAP WPS addresses both traditional and non-traditional security challenges, positioning women as agents of prevention, protection and recovery.

Strategic Framework

The first NAP WPS is built on four interlinked pillars:

1. **Perspective** – Mainstreaming gender in all peace and security policies and institutions, strengthening data collection and enhancing awareness across security agencies.

2. **Prevention** – Strengthening laws, policies, and community engagement to prevent SGBV, reduce disaster risks and protect women in high-risk settings.

3. **Participation** – Increasing women's leadership and representation in security forces, peace processes and decision-making bodies.

4. **Protection** – Safeguarding women's rights through improved access to justice, gender-responsive humanitarian action and inclusive cybersecurity frameworks.

The successful implementation of this NAP WPS is a collective responsibility that reflects Malaysia's determination to act through a whole-of-government and whole-of-society approach. With this framework, all ministries and agencies have a duty to mainstream gender perspectives in their operations, with coordination ensured through inter-ministerial platforms and regular monitoring.

This NAP ensures Civil Society Organizations (CSOs), academia and community groups are vital partners, bringing essential grassroots knowledge and innovative practices to collaborate and enhance the government's action. Together, with the whole of government and whole of society, the NAP WPS is to be a framework of shared responsibilities and pooled resources, ensuring effective implementation of the four pillars to strengthen Malaysia's peace, security and resilience.

Chapter 1

WPS Agenda at International Level



Introduction of Women, Peace and Security (WPS) Agenda

United Nations Security Council Resolution (UNSCR) 1325, adopted in 2000, marked a significant shift in recognising the importance of women's full and meaningful engagement in societal development for peace and security. It also urges UN Member States to integrate gender considerations into all peace and security institutions and activities, ensuring that they address the distinct needs of women and men while considering the gendered impact of their interventions and programmes.

The WPS agenda is relevant not only to traditional security challenges such as armed conflict but also to non-traditional and emerging threats to health and well-being such as COVID-19 and other health crises, climate change, trafficking in persons and many more. "Addressing the WPS agenda is not a favour to women. It is a matter of rights, justice and pragmatism. Standing with women is good for the world".[1]

Following the adoption of UN Security Council Resolution (UNSCR) 1325 in 2000, the WPS agenda was strengthened through a series of subsequent resolutions that expanded its scope and deepened its implementation. UNSCR 1820 (2008) was the first to recognise sexual violence as a tactic of war and a threat to international peace and security, calling for accountability and prosecution.

This was followed by UNSCR 1888 (2009), which established the role of a Special Representative on Sexual Violence in Conflict and UNSCR 1889 (2009), which emphasised women's participation in post-conflict recovery and called for measurable indicators to monitor progress. UNSCR 1960 (2010) introduced a monitoring and reporting mechanism for sexual violence and enabled the naming of perpetrators.

[1] UN Secretary-General António Guterres' remarks to the Security Council annual open debate on women, peace and security, in New York on 25th October 2023. https://press.un.org/en/2023/sgsm22005.doc.htm

Later resolutions such as UNSCR 2106 (2013) and UNSCR 2122 (2013) provided further operational guidance and reaffirmed the importance of integrating gender perspectives in all peace and security efforts. UNSCR 2242 (2015) broadened the agenda further by linking WPS with countering violent extremism and the impact of climate change on security and also called for the establishment of the WPS Focal Points Network (WPS-FPN). Collectively, these resolutions form a comprehensive international framework that moves the WPS agenda from political recognition to concrete action, monitoring and accountability.

Malaysia has actively engaged and participated in international discussions related to the Women, Peace and Security (WPS) agenda, including the series of United Nations Security Council Resolutions (UNSCRs) that form the foundation of the WPS framework. Since 2016, Malaysia has been a member of the Women, Peace and Security Focal Points Network (WPS-FPN), a global platform that brings together national focal points from governments and regional organisations to share experiences, coordinate efforts and promote the effective implementation of the WPS agenda.



Picture 1 : Thematic Meeting of the Women, Peace and Security Focal Points Network, Oslo, Norway, 13 - 14 May 2025.

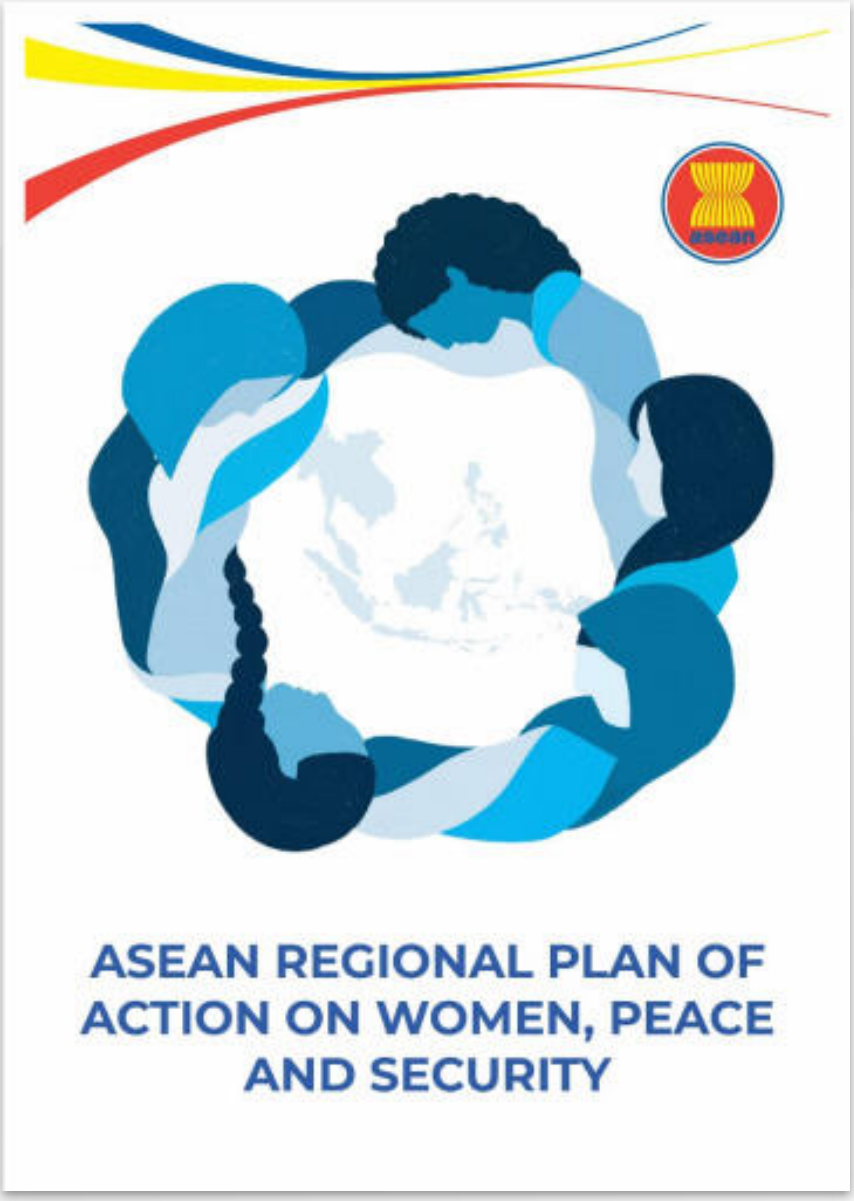
Women, Peace and Security (WPS) Agenda in Association of Southeast Asian Nations (ASEAN)

A major advancement in integrating the WPS agenda occurred in 2017 with the 31st ASEAN Summit. The Joint Statement on Promoting Women, Peace, and Security in ASEAN (JS) was developed under the leadership of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), in collaboration with the ASEAN Committee on Women (ACW) and the ASEAN Institute for Peace and Reconciliation (ASEAN-IPR).

The next important step occurred in 2022 when ASEAN officially launched The ASEAN Regional Plan of Action on WPS (ASEAN RPA WPS). The ASEAN RPA WPS provides a critical framework for realising a more inclusive and sustainable peace in the region and a starting point to mainstream WPS into peace and security decision-making in the region, including peacekeeping operations and increasing non-traditional security threats that risk undermining peace and security in the South-East Asia region.



Picture 2 : The launching ceremony of the ASEAN Regional Plan of Action on Women, Peace and Security, Phnom Penh, Cambodia, 5 December 2022.



SCAN ME

The ASEAN RPA WPS outlines strategic actions under the four pillars of the agenda: participation, protection, prevention, and relief and recovery, with an emphasis on promoting women's leadership, strengthening gender-responsive institutions and addressing emerging challenges such as climate change and violent extremism.

At the same time, ASEAN has also established the Advisory Group on Women, Peace and Security (WPS) to support the effective implementation of the ASEAN RPA WPS. This advisory group acts as a technical and strategic advisory body, composed of experts and representatives from ASEAN Member States, ASEAN sectoral bodies and relevant partners, including civil society and academia. Its primary role is to provide guidance, oversight and coordination support to ensure that the ASEAN RPA WPS is implemented effectively and remains aligned with ASEAN's broader goals for peace, security, and gender equality.

The Advisory Group also serves as a platform for sharing knowledge, good practices and monitoring progress and helps strengthen linkages between national-level efforts—such as the development of National Action Plans—and regional initiatives. The

creation of the Advisory Group reflects ASEAN's commitment to a multi-stakeholder and inclusive approach, ensuring that the WPS agenda is informed by diverse perspectives, including those of women peacebuilders, policymakers and technical experts across the region.



Picture 3 : The Seventh Meeting of the ASEAN Advisory Group on WPS, Phnom Penh, Cambodia, 20 March 2025.

Chapter 2

The History of Malaysia's Women in Peace and Security



The Role of Malaysian Women in Peace and Security: A Historical and Evolving Perspective

The role of Malaysian women in peace and security has deep roots in the country's socio-political history, extending from the colonial era to modern times. Although often underrepresented in formal peace and security narratives, women have long contributed to conflict prevention, nation-building, and community resilience, both in official capacities and grassroots roles.

The official participation of women in the military began in November 1964, when a group of 150 female volunteer soldiers was trained at Majidee Camp in Johor Bahru. Today, women represent approximately 8% of military personnel and are increasingly deployed in United Nations (UN) peacekeeping missions, such as in Lebanon and Western Sahara. Malaysia has been a consistent contributor to UN Peacekeeping since 1960, and the inclusion of female officers has been critical in enhancing engagement with local communities and ensuring gender-sensitive approaches in mission areas.

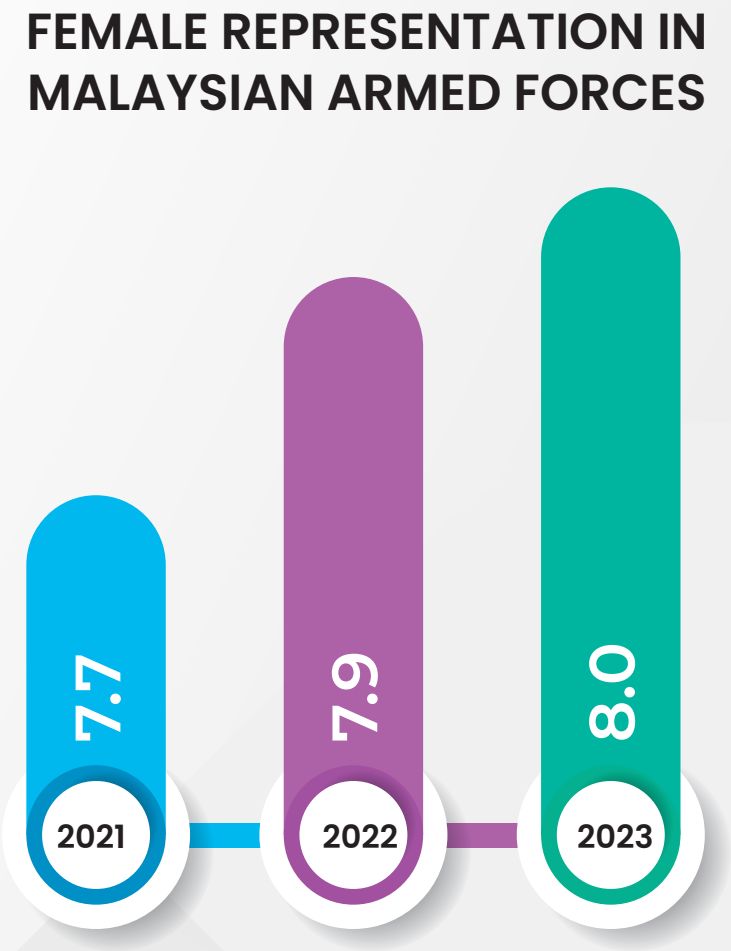


Table 1 : Female personnel percentage in the Malaysian Armed Forces, Statistics on Women's Empowerment in Selected Domains- 2024, Department of Statistics Malaysia.



Picture 4: Female personnel in peacekeeping mission. Malaysia currently records 10.5 percent female participation among its peacekeeping personnel in United Nations Interim Force in Lebanon.



Picture 5 : Brigadier General (R) Dato' Dr. Fadzillah Binti Abdullah, Royal Malaysian Air Force First Female Military Transport Aircraft Pilot.

During the Malayan Emergency (1948–1960), one of the earliest internal security crises in post-war Malaya, women played multiple roles. While men were largely involved in combat, many women served in auxiliary roles such as logistical support, communications, nursing and community surveillance. At the same time, others acted as community leaders, mobilizing food aid, maintaining local stability and preserving social cohesion. In the post-independence period, women's participation in uniformed services grew steadily. The Royal Malaysia Police (PDRM) established its first Women's Police Unit in 1948, primarily to handle cases involving women and children. Following that, the first seven female inspectors were recruited on 15 October 1955.



Picture 6 : The recruitment of PDRM's first seven female inspectors on 15 October 1955 at the Police Training Center, Kuala Lumpur.

FEMALE REPRESENTATION IN PDRM

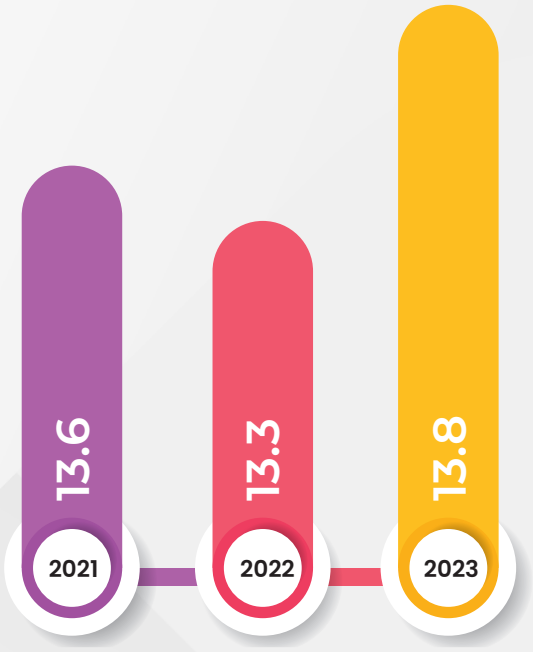


Table 2 : Female personnel percentage in the PDRM, Statistic on Women's Empowerment in Selected Domains- 2024, Department of Statistics Malaysia.

As of 2023, women made up nearly 14% of the police force, including those serving in strategic and leadership positions such as intelligence, cybercrime and counter-terrorism. Women have also been given important roles in the top leadership of the PDRM, with several prominent female police officers entrusted with holding senior portfolios within the organization.



Picture 7 : YDH CP Dato' Hajah Robiah binti Abdul Ghani became the first female officer to be appointed as a one of the PDRM Director, specifically Director of the Management Department.

Women are increasingly being entrusted with top leadership positions in the field of security and safety, in sectors that have long been male-dominated. One of the significant milestones was marked by the appointment of Datuk Anis Rizana Mohd Zainudin @ Mohd Zainuddin in 2023 as the first female Director General of Customs, breaking historical gender barriers within the organisation. This achievement underscores Malaysia's commitment to advancing gender equality in leadership and inclusive participation and representation of women at all levels of decision-making.



Picture 8 : Datuk Anis Rizana Mohd Zainudin @ Mohd Zainuddin, the first female Director General of Customs.

In the area of peacebuilding, conflict prevention and disasters management, Malaysian women have also played key roles in civil society organisations. Government-led initiatives such as the Women's Anti-Crime Squad, Department of Social Welfare (JKM) volunteers, Peace Lady (AMANITA), Rukun Tetangga and many others are examples of how women have played a significant role in society.



Picture 9 : Launching Ceremony of the Women's Anti-Crime Squad Insaniah, 2 November 2023.

As of December 2023, a total of 269 women-based organisations have been registered with the Registrar of Societies (ROS), reflecting the substantial involvement of women in civil society and organisational development in Malaysia.

[2] Summary record of the 2073rd meeting, Committee on the Elimination of Discrimination against Women Eighty-eighth session, https://docs.un.org/en/CEDAW/C/SR.2073

Chapter 3

National Women Policy 2025-2030 and Overview of Malaysia's NAP WPS



Introduction of National Women Policy and Women Development Action Plan 2025-2030

The first National Women Policy (NWP) was formulated in 1989. In line with the introduction of this policy, women's issues began to receive dedicated attention under Malaysia's Five-Year Development Plans, starting with the Sixth Malaysia Plan (6MP) for the period of 1991 to 1995. Under the 6MP, a specific chapter titled "Women in Development" was introduced to address challenges faced by women.

The NWP was later reviewed in 2009 and further strengthened with the introduction of the Women Development Action Plan (WDAP). Over more than a decade of implementing the NWP 2009, Malaysian women have made significant progress across various sectors, including education and the workforce. Women's achievements, particularly in education, entrepreneurship and leadership, have contributed greatly to national development.

Recognising the evolving nature of women's roles and global developments, the Government, through the Ministry of Women, Family and Community Development (MWFCD), decided to review the NWP and WDAP. Among the key factors driving this review were the transformation of women's roles from behind-the-scenes supporters to frontliners in various strategic positions, as well as emerging mega-trend challenges such as an ageing population, climate and resource crises, pandemics, economic uncertainty—including rising cost of living, rapid technological advancement and the growing demand for big data.

The newly revised NWP and WDAP 2025–2030 were then officially launched by the Prime Minister of Malaysia on 8 March 2025, in conjunction with the International Women's Day celebration. This launch marked a historic milestone in the nation's commitment to gender equality and inclusive development.

NWP and WDAP 2025–2030 focus on key target groups of women in Malaysia through four priority areas: Economic Empowerment, Leadership, Security and Wellbeing. The commitment to the WPS agenda is explicitly reflected under the Security Pillar, where one of the key strategies underscores the need for Malaysia to develop a dedicated NAP on WPS.

NATIONAL WOMEN POLICY 2025-2030
"EMPOWERING WOMAN, STRENGTHENING THE NATION"

STATEMENT

The National Woman Policy aims to empower woman for a meaningful participation in achieving their full potential through inclusive planning and development towards gender equality

PRIORITY AREAS

	ECONOMY	LEADERSHIP	SECURITY	WELLBEING
GOALS	Empowering women from various segments of society in all economic sectors as agents of change and strategic partners in national socioeconomic development.	Increasing women's leadership as decision-makers in strategic positions.	Cultivate gender equality to strengthen the level of security and peace for women.	Enhancing inclusive wellbeing of women in society.
OUTCOMES	Increase the female labour force participation rate to 60 percent. Raise the sub-index score for the participation of professional and technical women workers to 0.700 under the MGGI (Malaysia Gender Gap Index). Achieve 1 million registered women entrepreneurs with the Companies Commission of Malaysia by the year 2030.	An increase of at least 30 percent of women participation as decision-makers, especially in underrepresented sectors.	Development of the Public Safety and Security Index – Women's Sub-index. Involvement of at least 10 percent of women in the defence, security, and public order sectors. Maintaining the family security domain in the family well-being index within the range of "moderately high" and above.	Gender Gap Index Score in Malaysia to increase between the range of 0.950 and 1.000. Gender-based Malaysian Family Wellbeing Index. Retention of the Malaysian People's Happiness Index scores within the range of "happy" and "very happy."

ENABLERS

Gender Based Data | Gender Responsive Budgeting | Gender Based Impact Assessment | Gender Audit | Law (Federal Constitution) | Policy (Malaysia Plan, National Social Policy) | Resources | NGOs | SDGs | Shared Value | CEDAW | Women, Peace and Security | Beijing Declaration | Gender Focal Point & Gender Focal Team

Table 3 : Framework of Malaysia's National Women Policy 2025-2030.

Malaysia's NAP WPS Framework

This NAP WPS serves as a guide for the ministries, agencies and relevant stakeholders in Malaysia to protect and empower women and girls systematically. The NAP outlines programmes and activities with a five-year review cycle, involving various ministries and agencies as a whole-of-society approach.

The WPS agenda is equally relevant in peaceful nations as it is in conflict situations. Absence of war does not guarantee sustainable peace. Other forms of insecurity threaten women's lives, necessitating WPS implementation to address all conflicts and crises.

The drafting of the NAP was participatory, involving consultations with various stakeholders. The process commenced with a review of NAP from other countries, along with Malaysia's own action plans and related policy documents. A series of engagements with government agencies,CSOs, academia and other relevant actors was conducted to gather feedback and input for the development of this NAP WPS.



Picture 10 : Engagement session for finalising the draft NAP WPS with lead ministries.



Picture 11 : Engagement session for finalising the draft NAP WPS with relevant ministries/agencies.



Picture 12 : Engagement session to gather inputs and feedback from CSOs, academicians and relevant stakeholders.

Four Pillars of the NAP WPS

Perspective

4 Key Strategies
5 Actions & Mechanisms
8 Actors

Prevention

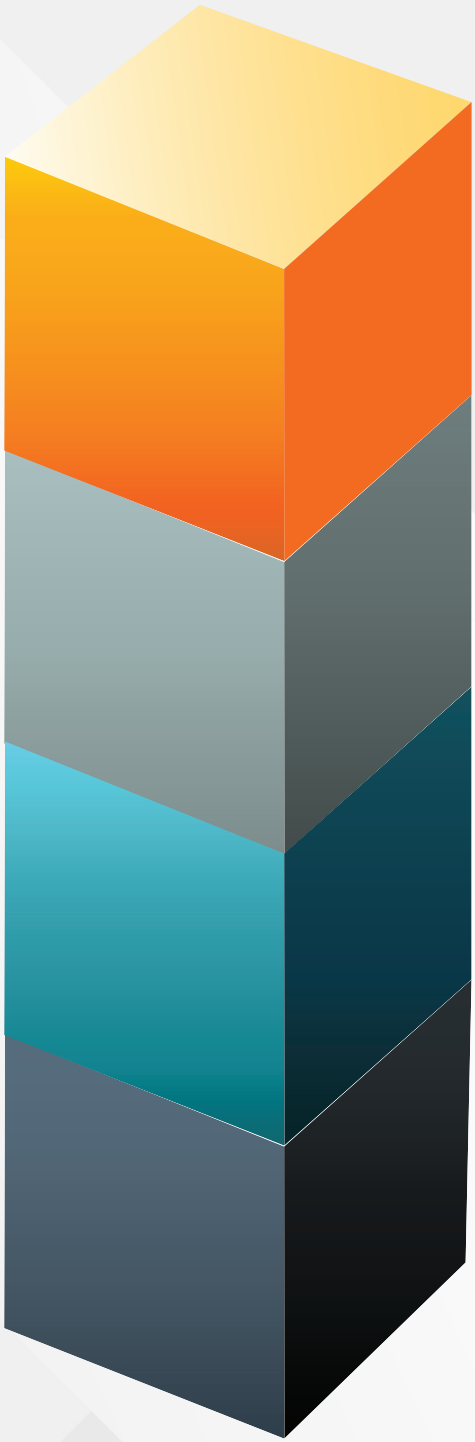
4 Key Strategies
6 Actions & Mechanisms
7 Actors

Participation

5 Key Strategies
6 Actions & Mechanisms
6 Actors

Protection

4 Key Strategies
5 Actions & Mechanisms
7 Actors



MALAYSIA'S NAP WPS FRAMEWORK

United Nations Security Council Resolution 1325

National Women Policy and Women Development Action Plan 2025-2030

OBJECTIVES

- Develop and implement security measures that address the diverse needs of women, adopting a people-centric approach that integrates gender perspectives.
- Foster inclusivity within governmental and community structures by encouraging the integration of individuals from various backgrounds, perspectives, and experience.
- Establish policies, practices, and cultures that value all employees equally, promoting opportunities for advancement and full contribution.
- Address the cultural and structural factors that contribute to sexual and gender-based violence (SGBV) while promoting access to resources, power, and participation for women.

PILLARS

PROTECTION	PARTICIPATION	PREVENTION	PERSPECTIVE
Gender mainstreaming	Enhance legal frameworks	Promoting Gender-sensitive work environments	Improve access to justice, healthcare, psychosocial support
Awareness among security organization	Strengthen institutional capacity	Monitor women participation in peace and security workforce	Public awareness and education
Capacity building programme	Increase participation of both men and women in addressing SGBV issues	Women empowerment	Protecting women in humanitarian and peacekeeping contexts
National Network on WPS	Protect the rights of women in high-risk areas	Strengthen women's meaningful participation in peace processes	Protecting women in cybersecurity
		Participation of human trafficking victims/survivors	

ENABLERS

Laws | Federal Constitution | Policies | RMK | Source | Common Value | CSO | SDGs | Defence White Paper | CEDAW | ASEAN Woman | Peace and Security | Beijing Declaration | Gender Audit | Gender-Based Data | Gender Impact Assessment | Gender Responsive Budgeting | Gender Focal Point & Gender Focal Team

Chapter 4

Framework of the NAP WPS



Framework of the NAP WPS

The NAP WPS is centred on four pillars: perspective, prevention, participation and protection.

Pillar 1: Perspective:

This pillar emphasizes the importance of incorporating an understanding of gender dynamics and the unique experiences, demands and roles of men and women in the context of peace and security. This involves:

a. Gender mainstreaming: This key strategy aims to systematically integrate gender perspectives across all levels of government ministries and agencies. This includes embedding gender considerations in the design, implementation, monitoring, and evaluation of policies and programmes. The approach will be strengthened through regular reviews and updates to ensure responsiveness to evolving gender dynamics. Under this strategy, the collection and analysis of sex-disaggregated data will be prioritised to identify and address gender-based risks, needs, and vulnerabilities.

b. Awareness among Security Organisation: Raising awareness among security personnel on the WPS agenda by conducting campaigns, educational programmes and outreach programmes.

c. Capacity Building Program: This key strategy focuses on the number of GFP/GFT trained in security and enforcement agencies. This activity will be accomplished by training the appointed GFP/GFT.

d. National Network on WPS: A National Network on WPS will be established to strengthen coordination and inclusivity in advancing the WPS agenda. This multi-stakeholder platform, comprising government agencies, academia and CSOs will facilitate dialogue, share best practices and align efforts across sectors through a whole-of-nation, whole-of-society approach.

Pillar 2: Prevention

This pillar focuses on preventing conflicts and all forms of violence and reducing the risks and impacts of disasters. The NAP aims to achieve this through:

a. Enhance Legal and Policy Frameworks: This strategy aims to strengthen reporting mechanisms for SGBV through the establishment of an inter-agency coordination platform to review relevant Acts, policies, guidelines, and Standard Operating Procedures (SOPs). It also seeks to improve existing legal and policy instruments related to SGBV within the Armed Forces by prioritising it as a key element in the Defence White Paper.

b. Strengthen Institutional Capacity: This strategy aims to foster collaboration among government agencies, academia, CSOs and community leaders. Stakeholders will assess the effectiveness of existing violence prevention programmes and provide recommendations for improvement. Training for key personnel involved in SGBV management—including military law enforcement, police, healthcare providers, and social workers—will integrate gender sensitivity to prioritise the safety, dignity and autonomy of victims.

c. Increase participation of both men and women in addressing SGBV issues: This strategy aims to strengthen community engagement in organisations such as Skuad WAJA, Rukun Tetangga and Amanita by monitoring the number of organisations involved in SGBV advocacy efforts.

d. Protect the rights of women in high-risk areas: This strategy focuses on strengthening women's roles in disaster preparedness and response, as well as enhancing temporary disaster shelters to be gender-responsive and inclusive. Women's perspectives must be included at the decision-making level, including their involvement in reviewing the SOPs of Temporary Evacuation Centres (PPS).

Pillar 3: Participation

This pillar focuses on increasing women's meaningful participation in peace and security planning processes. This involves:

a. Promote Gender-Sensitive Work Environments: Develop and enforce workplace guidelines that promote gender equality by raising the awareness of gender sensitivity in the safety and security sectors.

b. Monitor women's participation in the peace and security workforce: This key strategy focuses on analysing the recruitment and representation of women in security forces through data collection and the empowerment of women to assume leadership positions.Women Empowerment: This strategy aims to enabling the environment to support women leaders by establishing the leadership training for potential women leaders and formalised mentorships program.

c. Women's Empowerment: This strategy aims to create an enabling environment to support women leaders by establishing leadership training programmes for potential women leaders and formalised mentorship programmes.

d. Strengthen women's meaningful participation in peace processes: This strategy will analyse women's meaningful participation in peacekeeping missions through data collection methods.

e. Inclusive participation of human trafficking victims/survivors: This strategy underscores the importance of engaging victims and survivors of human trafficking in existing mechanisms to ensure their voices are reflected in the development of policies and programmes. Their lived experiences and feedback are critical to shaping more effective, survivor-centred interventions.

Pillar 4: Protection

This pillar aims to safeguard women against all types of violence and discrimination. There are a few key strategies under this pillar:

a. Improve Access to Justice and Psychosocial Support: CSOs play a vital role in facilitating access to justice and psychosocial support for victims. This strategy promotes greater engagement with communities and CSOs which includes the deployment of mobile legal aid units to reach women in remote areas.

b. Public Awareness and Education: Raise awareness of available legal aid and support services, including the availability of shelters for victims. This action will also be conducted by intensifying campaigns to spread the awareness.

c. Protecting Women in Humanitarian and Peacekeeping Contexts: Integrate gender-sensitive elements in existing Humanitarian Assistance and Disaster Relief (HADR) and peacebuilding process training modules. This strategy can be achieved by enhancing the capabilities of security sectors, law enforcement agencies, CSOs and local government.

d. Protecting Women in Cybersecurity: Cybersecurity is an emerging concern within the WPS agenda. This strategy calls for the integration of gender perspectives into existing cybersecurity frameworks by evaluating and strengthening current policies to ensure they are gender-responsive and inclusive of women's digital safety and rights.

Pillar One : Perspective

Integrating the understanding of gender dynamics and the differing experiences, needs, and roles of men and women in the context of peace and security.

Key Strategies	Action(S)	Mechanisms	Indicators	Actor(S)	Timeline
Systematic Integration of Gender mainstreaming in Policy Fomulation	Integrate gender mainstreaming into ministries and agencies, ensuring gender considerations are incorporated into policy designs, implementation, and evaluation.	Reviews and updates of existing policy	Achievable targets on increasing women's participation by each ministry in peace and security sector proposed by relevant ministries	**MWFCD** MOFA, MINDEF, MOHA, MOF (JKDM), KPKT (BOMBA)	2026-2030 2026-2030
	Collect gender disaggregated data to identify and address gender-based risks, needs, and vulnerabilities in policy and program design	Data collection	Number of data reported in accordance to gender - disaggregated data in security and enforcement federal agencies	KE (DOSM) MWFCD, MINDEF, MOHA	2026-2030
Awareness among security organisations	Raise awareness among security force personnel on the WPS agenda	Campaigns, educational programmes and outreach programmes	Statistical outcome of programmes/ training	**MINDEF** MOHA, MOF (JKDM)	2026-2030
Capacity Building program for Gender Focal Point (GFP)/ Gender Focal Team (GFT)	Number of trained GFP/GFT on WPS	Training of appointed GFP/GFT on WPS	Percentage of trained GFP/GFT on WPS	**MWFCD**	2026-2030
Establishment of National Network on WPS	Establishment of the National Network consist of Government agencies, Academician and CSOs Network on WPS	Number of engagements within the network	Annual report from the network	**MWFCD** CSOs	2027-2030

Pillar Two : Prevention

Preventing conflict and all forms of violence and reduce the risks and impacts of disasters

Key Strategies	Action(S)	Mechanisms	Indicators	Actor(S)	Timeline
Enhance Legal Frameworks	Identify and review existing Acts/ policies/guidelines/ standard operating procedures (SOPsP on Sexual Gender Based Violence (SGBV) and violence reporting in each ministry/agency	Inter - agency coordination platform to assess existing Acts/ policies/guidelines /SOPs	Assessment reports Assessment reports	**MWFCD** KKM, MOHA (PDRM), JPM (BHEUU)	2027-2030 2027-2030
	To improve existing Acts/ policies/guidelines/SOPs on SGBV in Armed Forces		Assessment reports	**MINDEF**	2027-2030
Strengthen Institutional Capacity	Foster collaboration among government agencies, CSOs, community leaders.	Evaluation of current/existing programmes on preventing violence by academia/CSOs	Number of evaluation and action to improve the programmes	**MINDEF** MOHA, MOF (JKDM)	2027-2030 2027-2030
		Integrate victim-centric approach through training of key personnel	Number of programmes/ trainings	**MWFCD (ISM)** KKM, MOHA (PDRM), KPKT (BOMBA	2027-2030
Increase participation of both men and women in addressing SGBV issues	Enhancing communities involvement in organisations such as Skuad Waja, Rukun Tetangga, Amanita and Jiranita	Monitor number of organisation which involve in SGBV advocacy	Number of participants (Gender based data)	**MWFCD,** MOHA, KPN (JPNIN), KPKT	2026-2030
Protect the rights of women in high-risk areas	Strengthening Women's Roles in Disaster Preparedness and Response Enhance Temporary Disaster Shelters to Be Gender-Responsive and Inclusive	Appointment of the Department of Women's Development (JPW) as a Member of the National Disaster Management Committee	Appointment by secretariat	**NADMA** MWFCD	2026
	Enhance Temporary Disaster Shelters to Be Gender-Responsive and Inclusive	Review of SOPs and Temporary Evacuation Centre (PPS) Management Documents	Number of SOPs and Documents Reviewed and Improved	**MWFCD (JKM),** NADMA	2026-2030

Pillar Three : Participation

Preventing conflict and all forms of violence and reduce the risks and impacts of disasters

Key Strategies	Action(S)	Mechanisms	Indicators	Actor(S)	Timeline
Promote Gender-Sensitive Work Environments in safety and security sectors	Improve workplace guidelines that promote gender equality in safety and security sectors	Empower GFPs and GFTs to ensure the implementation of gender-sensitive work environment	Number of improved policies/ guidelines/ SOPs	**MOHA** MINDEF	2027-2030
Monitor women participation in peace and security workforce	To analyse women recruitment in peace and security workforce. Enable women to take on leadership roles and providing them with necessary support/ resources as well as enabling environment	Evaluation of current/existing programmes on preventing violence by academia/CSOs Integrate victim-centric approach through training of key personnels	Percentage of women recruited annually in security workforce Percentage of women promoted to leadership roles	**KE (DOSM)** MINDEF MOHA MOF (JKDM) KPKT (BOMBA) **KE (DOSM)** MINDEF MOHA MOF (JKDM) KPKT (BOMBA)	2026-2030 2026-2030
Increase participation of both men and women in addressing SGBV issues	Enhancing communities involvement in organisations such as Skuad Waja, Rukun Tetangga, Amanita and Jiranita	Monitor number of organisation which involve in SGBV advocacy	Number of participants (Gender based data)	**MWFCD,** MOHA, KPN (JPNIN), KPKT	2026-2030
Strengthen women's meaningful participation in peace processes	To analyse women's meaningful participation in peacekeeping mission	Data collection	Percentage of female personnel deployed in peacekeeping mission Percentage of women in leadership role in peacekeeping mission	**MINDEF (ATM) MOHA (PDRM)** KE (DOSM) **MINDEF (ATM) MOHA (PDRM)** KE (DOSM)	2026-2030 2026-2030
Inclusive participation of human trafficking victims /survivors	Engagement with human trafficking victims/survivors	Involvement of the human trafficking victims/survivors in the existing mechanism	Number of engagement	**MOHA (MAPO)** MWFCD	2027-2030

Pillar Four : Protection

Protecting women from all forms of violence and discrimination.

Key Strategies	Action(S)	Mechanisms	Indicators	Actor(S)	Timeline
Improve access to justice, and psychosocial support	Expanding the role of CSOs to facilitate access to justice and psychosocial support for victim	Encourage engagement with CSOs	Number of outreach activities and engagements with CSOs	**MWFCD**	2026-2030
	Deploy Mobile Legal Aid Units	Develop and deploy mobile legal aid teams that can travel to remote areas.	Number of women reached in remote areas	**JBG** JKSM MWFCD	2026-2030
Public awareness and education	Raise public awareness about women's rights as well as available legal aid and support services including availability of shelters for victims.	Programmes to spread awareness	Number of Programmes	**MWFCD** JBG, JKSM, MOHA (PDRM) Pejabat Pendaftar Mahkamah Persekutuan	2026-2030
			Number of participants based on gender	**MWFCD (ISM)** JBG, JKSM, MOHA (PDRM) Pejabat Pendaftar Mahkamah Persekutuan	2026-2030
Protecting women in humanitarian and peacekeeping Contexts	Implement and enforce gender-sensitive SOPs in peacekeeping missions	Embed Gender-Sensitive elements in existing Humanitarian Assistance and Disaster Relief (HADR) and peacebuilding process training module	Number of personnel trained	**MINDEF (ATM)** MOHA(PDRM)	2026-2030
Protecting women in cybersecurity	Enhance the gender responsiveness of existing cybersecurity frameworks	Enhance the Women in Cyber Programme	Number of cybersecurity frameworks evaluate	**JPM** (NACSA)	2027-2030

Chapter 5

Monitoring and Evaluation



Monitoring and Evaluation of the NAP WPS

In Malaysia, social-related matters are discussed under the National Social Council (MSN), which is chaired by the Deputy Prime Minister. To ensure effective implementation and reporting of the WPS agenda, the MSN will serve as the highest national platform for monitoring its progress.

The National Council for Women and Family (MWKN) chaired by the Minister of Women, Family and Community Development, has been established to specifically address issues concerning women. In parallel, MSN and MWKN will be leveraged to monitor and review the implementation of the WPS agenda.

To institutionalise gender mainstreaming a cross government ministries, the Government has also appointed a Gender Focal Point (GFP) at the level of Deputy Secretary-General in each ministry. The GFP is responsible for integrating gender perspectives into ministerial policies and programmes. It also monitors the implementation of the NAP WPS and reporting its progress to both MSN and MWKN.

Recognising the importance of inclusive participation in the WPS implementation process, the Ministry of Women, Family and Community Development will also establish a National Network on WPS. This network will bring together government officials, civil society organisations, academia and relevant stakeholders, serving as one of the key strategies under the NAP WPS.

This initiative aligns with Malaysia's Madani vision by adopting a whole-of-society approach to encourage feedback, foster collaboration and strengthen the WPS agenda in Malaysia.

The structure for the monitoring and evaluation is as follows:



The National Social Council

The National Council for Women and Family

National Network on WPS

Gender Focal Points (GFP)

Representative from Ministries/Agencies



Picture 13 : YB Dato' Sri Hajah Nancy Shukri, Minister of Women, Family and Community Development, chaired the meeting of the National Council for Women and Family.

Summary and Conclusion

The formulation of Malaysia's NAP WPS marks a historic milestone in advancing gender equality, peacebuilding and national resilience. Grounded in the principles of United Nations Security Council Resolution 1325 and its related resolutions, this Plan establishes a comprehensive framework to ensure the meaningful participation of women in peace and security processes, the protection of their rights and the integration of gender perspectives across all areas of national and regional security.

This NAP WPS is the result of a collaborative and inclusive process that reflects the shared commitment of multiple stakeholders. It adopts a whole-of-government and whole-of-society approach, aligning Malaysia's priorities with international best practices while addressing the country's unique socio-political context.

This milestone would not have been achieved without the valuable contributions of key ministries including the Ministry of Defence, Ministry of Foreign Affairs and Ministry of Home Affairs. We also acknowledge the support from various government agencies, CSOs, academia and international partners who contributed their insights and expertise during the drafting process.

Moving forward, the success of this Plan depends on our continued collaboration, shared responsibility and collective commitment to ensuring a peaceful and inclusive Malaysia.



Ministry of Women,
Family and Community Development