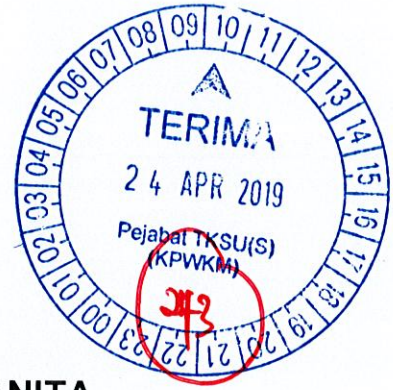




**MEMO  
BAHAGIAN DASAR DAN  
PERANCANGAN STRATEGIK  
KEMENTERIAN PEMBANGUNAN WANITA,  
KELUARGA DAN MASYARAKAT**



Kepada : TKSU(S)  
merangkap Pengarah Projek

Salinan kepada : KSU

Melalui : SUB(D)

Rujukan : KPWKM.600-3/2/2 Jld.4(13) Tarikh 23 April 2019

**LAPORAN KEMAJUAN TAHUNAN 2018 BAGI PROJEK GENDER  
MAINSTREAMING: STRENGTHENING AND ENHANCING THE  
INCLUSIVENESS OF WOMEN TOWARDS AN EQUITABLE SOCIETY  
IN THE 11<sup>TH</sup> MALAYSIA (2016-2020)**

Dengan segala hormatnya saya merujuk kepada perkara di atas.

2. Seperti YBr. Dr. sedia maklum, pelan kerja tahunan 2018 dan bajet projek telah dibentangkan dan dipersetujui oleh Mesyuarat Jawatankuasa Pemandu Kebangsaan pada 16 Januari 2018. Jumlah keseluruhan pelaksanaan aktiviti bagi tahun 2018 adalah sebanyak USD255,000.00 (RM1.03 juta).

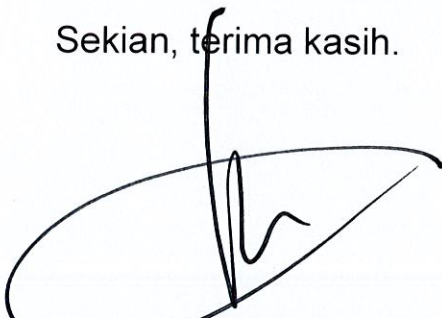
3. Sehubungan itu, bersama-sama ini dikemukakan senarai dokumen bagi pelaksanaan aktiviti tahun 2018 adalah seperti berikut :

- i. Minit Mesyuarat Jawatankuasa Pemandu Kebangsaan
- ii. Minit Mesyuarat Jawatankuasa Teknikal
- iii. Laporan Akhir Output 1: *Review of the Effectiveness of the National Policy on Women and National Action Plan for the Advancement of Women (10<sup>th</sup> Malaysia Plan 2011-2015)*
- iv. Output 2: Laporan bagi Sesi Dialog bersama Pemegang Taruh

- v. Draf Laporan Akhir Output 3: *A Gender Analysis of Statistics on Women, Family and Community Development: Malaysia Gender Gap Index Report 2010-2015 (Part I)*
- vi. Draf Laporan Akhir Output 3: *Special Report of the Malaysian Gender Gap Index Gender Analysis of the 2016 Annual Statistics (Part II)*

4. Justeru dikemukakan dokumen laporan kemajuan tahunan 2018 bagi projek ini untuk ditandatangani oleh YBrs. Dr. jika dipersetujui.

Sekian, terima kasih.



(GHUA CHOON HWA)



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### ANNUAL PROGRESS REPORT 2018

**Strengthening and Enhancing the Inclusiveness of Women Towards an Equitable Society in the 11th Malaysia Plan**

**Award ID: 00093359**

**Project ID: 00085874**

#### PROJECT DESCRIPTION (500 characters max):

Reviewing the various initiatives across government to mainstream gender and develop a framework that will enhance the implementation of gender mainstreaming in the planning, implementation, monitoring, and evaluation in the course of 11<sup>th</sup> Malaysia Plan.

#### UNDP MALAYSIA CPAP OUTCOME:

- Inclusive Growth & Development  
 Sustainable & Resilient Development

#### 11<sup>th</sup> MALAYSIA PLAN STRATEGIC

**THRUST:**  
Enhancing inclusiveness towards an equitable society

#### GENDER MARKER RATING:

GEN3

#### PROJECT PROFILE

##### PROJECT PERIOD:

Sep 2016 – Dec 2020

##### REVISED PERIOD (if any):

**PROJECT BUDGET:**  
USD 673,153 (inclusive of in-kind contribution)  
USD 108,500 (in-kind)

**USD564,653** (not inclusive of in-kind amount)

**REVISED BUDGET (if any):**  
-

**2018 BUDGET (AWP):**  
**USD 255,000**

**Revised 2018 budget amount:**  
**USD125,283**

##### IMPLEMENTING PARTNER:

Ministry of Women, Family, and Community Development (MWFCDC)

##### NATIONAL PROJECT DIRECTOR:

Dr. Hishamuddin bin Mohd Hashim  
Deputy Secretary-General (Strategic), MWFCDC

##### NATIONAL STEERING COMMITTEE CHAIR:

Datuk Dr. Rose Lena bt Lazemi  
Secretary -General, MWFCDC

#### PROJECT IMPLEMENTATION

##### 2018 UTILIZATION (AS OF 10 Dec 2018):

**USD103, 947**

##### RATIO OF 2018 BUDGET (%):

**83%**

##### PROJECT UTILIZATION TO-DATE:

**USD329,269**

##### RATIO OF TOTAL BUDGET (%):

**58%**

#### PROJECT STATUS

	Project scheduled for Year 1 implementation in 2018	<b>National/Project Steering Committee Meetings:</b> <b>1. National Steering Committee Meeting,</b>
✓	Project scheduled for Year 2 and above implementation in 2019	
	Project scheduled for completion in 2018, but extended to 2019	
	Project completed in 2018	



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### Project Outcome Snapshot

Outcome Description	2017	2018
<b>Outcome: Gender perspectives are systematically and adequately integrated across all development policies, programmes, and activities, and interventions are guided by sound strategic planning; with faster progress in reducing gender inequality and promoting women's empowerment</b>		
Output 1: Review of the effectiveness of the <i>National Policy on Women and National Action Plan for the Advancement of Women</i> (10 <sup>th</sup> Malaysia Plan)	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved
Output 2: Gender Mainstreaming Framework and Policy Recommendations for the Implementation of the 11 <sup>th</sup> Malaysia Plan	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved
Output 3: Gender Gap Index report (2010-2015)	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved
Output 4: Institutional Capacity Building: Gender Mainstreaming and Monitoring	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved
<b>Outcome: Project Management</b>		
Output 5: Project Management	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved	<input checked="" type="checkbox"/> On Track <input type="checkbox"/> Off Track <input type="checkbox"/> Achieved <input type="checkbox"/> Not Achieved

### Scheduled evaluation & assurance activity

Activity	Yes/No	Year	Ratings/Results
HACT Assurance Activity: [spotcheck/audit]	Yes	2018	Financial management checklist- Low Risk
Evaluation: [MTR/TE/Others: ]			
Project Implementation Review			
Others:			

### ANNEX

Please list additional documentation included in this report (including NSC meeting minutes; PIR report summary; additional project reporting including list of activities)

1. Minutes of National Steering Committee Meeting, 16 January 2018.
2. Minutes of Technical Committee Meeting, 26 July 2018.
3. Final Report Output 1.
4. Output 2: Stakeholder Dialogues: Summary Report
5. Draft Final Report Output 3: Part 1 (2010 – 2015)
6. Draft Final Report Output 3: Part 2 (2016)



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### SECTION 1: 2018 PROGRESS REPORT NARRATIVE

Describe the project's progress of outcomes and/or outputs in outlined in the Annual Work Plan since the MYPR.

Describe the issues and challenges faced, and the project management response.

Outcome: Gender perspectives are systematically and adequately integrated across all development policies, programmes, and activities, and interventions are guided by sound strategic planning; with faster progress in reducing gender inequality and promoting women's empowerment	Progress Status
<p>Output 1: Review of the effectiveness of the National Policy on Women and National Action Plan for the Advancement of Women (10th Malaysia Plan)</p> <ol style="list-style-type: none"> <li>1. The draft Report of Output 1 was finalized in August 2018 after acceptance by Technical Working Committee that convened on 26 July 2018. Report was circulated to all members 2 weeks before the Meeting. Prior to that, the Consultant has presented the Output 1 report's findings and recommendations to UNDP and MWFC Higher Management and all agencies.</li> <li>2. The finding and recommendations of 'The Effectiveness of the National Policy on Women and the National Action Plan for the Advancement of Women during the 10<sup>th</sup> Malaysia Plan (2011-2015)' were also disseminated and discussed at the series of eight Output 2 Stakeholders Dialogues (see below).</li> <li>3. The Final Report also included an Annex on "Data, Gender Analysis and Policy-Making" (output target 2) that deliberates on data design, data collection, analyzing data, monitoring and evaluation, sharing data, data and gender responsive budgeting; and data, gender and the SDGs.</li> <li>4. Output 1 Report contained a series of recommendations pertaining to gender mainstreaming, which were incorporated into Output 2 framework. These were presented under the following three areas:               <ol style="list-style-type: none"> <li>a. Buy-in (commitment) and Understanding</li> <li>b. Institutionalizing Gender Mainstreaming</li> <li>c. Mainstreaming Inclusivity.</li> </ol> </li> </ol> <p><i>Indicate output target(s) that was not implemented or amended, and mitigating/adaptive actions taken by project:</i> N/a</p>	<p><input checked="" type="checkbox"/> Achieved  <input type="checkbox"/> On track  <input type="checkbox"/> Off track  <input type="checkbox"/> Not Achieved</p> <p>Output Target:            1. Report on The Effectiveness of the National Policy on Women and the National Action Plan for the Advancement of Women during the 10<sup>th</sup> Malaysia Plan (2011-2015).            2. A report/chapter on 'Recommendations on Sex-Disaggregated Data for the Implementation of 11<sup>th</sup> Malaysia Plan'.</p>
<p>Output 2: Gender Mainstreaming Framework and Policy Recommendations for the Implementation of the 11th Malaysia Plan</p> <ol style="list-style-type: none"> <li>1. As part of the process of the two Outputs, a series of eight dialogues (from July to November 2018, including in Sabah and Sarawak) with representatives from selected Government and non-Government agencies were held to share the Report of Output 1 and build an understanding of, and support for, the</li> </ol>	<p><input type="checkbox"/> Achieved  <input checked="" type="checkbox"/> On track  <input type="checkbox"/> Off track  <input type="checkbox"/> Not Achieved</p> <p>Output Target:            B40 Action Plan submitted and presented to National</p>



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

<p>proposed Gender Mainstreaming Framework which will be the outcome of Output 2. Stakeholder Dialogues: Summary Report was also produced at the conclusion of all the dialogue sessions.</p> <ol style="list-style-type: none"> <li>2. The completed Output 2 Proposed Gender Mainstreaming Framework is due for submission to UNDP and MWFCDC by the end of December 2018. The Consultant has informed will abide by timely submission.</li> <li>3. Additionally, after consultation with MWFCDC and UNDP, it was proposed that the Project will carry on to implement some of the recommendations in 2019. These include 2 workshops on:             <ol style="list-style-type: none"> <li>a. Dissemination of Gender Mainstreaming Framework.</li> <li>b. Workshop on Gender Responsive Budgeting.</li> </ol> </li> </ol> <p><i>Indicate output target(s) that was not implemented or amended, and mitigating/adaptive actions taken by project:</i> N/a</p>	<p>Development Planning Committee/Cabinet Meeting for approval</p>
<p>Output 3: Gender Gap Index report (2010-2015)</p> <ol style="list-style-type: none"> <li>1. The draft reports of Output 3 were submitted to MWFCDC and UNDP on 18 November 2018 in two parts:             <ol style="list-style-type: none"> <li>a. A Gender Analysis of Statistics on Women, Family and Community development: Malaysia Gender Gap Index Report 2010 – 2015.</li> <li>b. Special Report of the Malaysian Gender Gap Index, Gender Analysis of the 2016 Annual Statistics.</li> </ol> </li> <li>2. The report contained the analyses of trends, where the data permits, and gender gaps, reflecting achievements and challenges on gender equality and women’s development agenda in Malaysia across selected thematic sectors throughout the duration of the 10<sup>th</sup> Malaysia Plan. The main aim is to lay the ground for future gender analyses to be done internally by the Ministry as input into policy formulation, monitoring and evaluation purposes as a regular internal exercise.</li> <li>3. Project Technical Working Committee (TWC) convened a meeting on 13 December 2018 to review Output 3 reports.</li> <li>4. The Stakeholder Review or peer review Meeting will be carried out in the first Quarter of 2019.</li> </ol> <p><i>Indicate output target(s) that was not implemented or amended, and mitigating/adaptive actions taken by project:</i></p> <ol style="list-style-type: none"> <li>1. The Stakeholder Review Meeting did not take place prior to completing the draft report as the Consultant favors to call for consultations to review the report after the draft is completed. Hence, after presentation to TWC, a stakeholder/peer review meeting will be organized in early 2019 to gather further inputs and to address TWC’s comments.</li> </ol>	<p> <input type="checkbox"/> Achieved  <input checked="" type="checkbox"/> On track  <input type="checkbox"/> Off track  <input type="checkbox"/> Not Achieved         </p> <p>Output Target:          1. Gender Gap Index Report 2010 – 2015 and a report on 2016.          2. Stakeholder Review Meeting</p>



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### Output 4: Institutional Capacity Building: Gender Mainstreaming and Monitoring

1. This component commenced on 1 April 2018 taking upon recommendations of framework from Output 2, mainly involving preparatory work for the 2 policy dialogues and 2 trainings planned in 2019. The preparatory work includes discussions with MWFC, relevant training institutions and academia to institutionalize trainings for gender mainstreaming within Government structure, developing a training curriculum and developing training materials for gender mainstreaming.

*Indicate output target(s) that was not implemented or amended, and mitigating/adaptive actions taken by project:*

N/a

- Achieved
- On track
- Off track
- Not Achieved

Output Target:

1. Increased level of understanding of gender mainstreaming.

2. Curriculum for training for mainstreaming gender equality institutionalised within government.



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### SECTION 2: 2018 Project Progress/Contribution to National Development Agenda

- 6.1 Please elaborate project's contribution to the review/revision/formulation of national or sectoral policies, strategies and action plans, in line with the mid-term review of the 11<sup>th</sup> Malaysia Plan and relevant sectoral policies.

2018 has been a year of rapid changes with the change of ruling Government party, therefore efforts were redirected towards attaining Pakatan's Manifesto and the 'Ten promises in the first 100 days'. Besides the new Ministers, MWFCDC also undergone the reshuffling of Secretary General (Ketua Setiausaha) and Deputy Secretary General (Strategic), the National Project Director.

The findings from the review of 'The Effectiveness of the National Policy of Women (NPW) and the National Plan of Action (POA) for the Advancement of Women' (Output 1) were timely to inform and update MWFCDC on challenges faced during the implementation of POA under the 10<sup>th</sup> Malaysia Plan period. The report highlighted some key learnings related to formulation of POA, implementation of the POA, overall assessments of outcomes as well as NPW's Goals and Strategies. The findings and recommendations provided some insights and better clarity on structural and systemic issues faced by MWFCDC.

One of the recommendations specifically talked about the possibilities associated with the promotion of Inclusivity in-line with the ambitions of the 11 MP, commitments to SDGs and the wider government transformation ambitions.

- 6.2 Please indicate activities undertaken by the project to strengthen and enhance capacity and technical knowledge on key development challenges/thematic issues/cross-cutting issues.

For full list of the workshops in 2018, please refer to Annex 1.

- 6.3 What has the project done in 2018 to build/strengthen capacity to implement or sustain systemic changes? (Institutional Capacity Development)

In July 2018, Output 3 Consultant conducted 'An Internal Workshop on Gender Gap Statistics, Analysis and Reporting of the Sex Disaggregated Data in the Annual Statistics on Women, Family and Community' for MWFCDC personnel to develop staff's capacity in doing gender analysis. The workshop offered new knowledge and practical tips; and was emulated in another session for UNDP Malaysia team in September 2018. More Institutional Capacity Development will take place under Output 4 planned in 2019.





## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

- 6.4 What has the project done in 2018 to generate/develop or improve/update datasets, statistics and models? Please indicate their utilization by Implementing Partner to strengthen national evidence-based policymaking.

A chapter on “Data, Gender Analysis and Policy Making’ was written and included in Output 1 Final Report that seeks to alert all stakeholders to the opportunities and challenges with regard to the use of data for gender analysis.

Under Output 3, a master list of indicators of gender inequality index was created; while a review of international measurement of gender inequality and analysis has resulted in a listing of sub index, variables and data source.

- 6.5 Please elaborate on project’s efforts to mainstream gender equality through project outputs and activities in 2018. E.g. having equitable participation; generating sex-disaggregated data; planning gender analysis on outputs or gender sensitization to stakeholders.

One of the key challenges identified by consultants involved in this project is about confusion over gender and gender-related concepts. Hence, for all the workshops and dialogues conducted in 2018, the consultants started off the workshops or dialogues by clarifying the concepts and improving their understanding of concepts, before introducing the ideas of getting them on-board to obtain their buy-in and commitment.

In July 2018, Output 3 Consultant conducted ‘An Internal Workshop on Gender Gap Statistics, Analysis and Reporting of the Sex Disaggregated Data in the Annual Statistics on Women, Family and Community’ for MWFCDC personnel to develop staff’s capacity in doing gender analysis. The workshop offered new knowledge and practical tips; and was emulated in another session for UNDP Malaysia team in September 2018.

- 6.6 What has the project done in 2018 to develop or demonstrate/pilot new and/or innovative approaches and solutions? Please indicate how they have contributed to inform decision- and policymaking, and if it has led to actual/planned upscaling or replication.

N/A

- 6.7 Has the project Risk Analysis been reviewed and updated? Please indicate status critical risks in 2018. (please consult with UNDP CO support)

The Risk Analysis was done in 2016, after reviewing the risk, the status is still the same, based on this-The value of US Dollars foreign exchange against the Ringgit may reduce during the project cycle. Probability is Low and having a medium impact on the implementation of the project



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

6.8 Please indicate any additional comments on areas of improvement that should be taken into consideration by EPU and UNDP Malaysia in the implementation of future projects.

One suggestion is, in order to ensure the project bears fruition for Implementing Partner, the project should not conclude with the submissions of reports. It is very important, to help IP to launch or roll-out some of the recommendations or action points to address the current gaps or issues. In other words, it is more beneficial to work alongside with IP to deal with the strategic and operational (capacity) aspects and to overcome them or introduce changes for improvement.

In line with this, the MWFCDC has agreed to the proposed suggestion to organize Gender Responsive Budgeting Workshops (recommendations from Output 2) in 2019, utilizing the remaining project funds.



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### SECTION 3: JUSTIFICATION FOR EXTENSION (for projects scheduled for completion this year)

*Please indicate reasons for the project extension:*

PM to put in the justification, plan to be extended, and discussions are being held to formalize it

*Proposed duration of extension:* [12] months

*Agreement by National Steering Committee:*

*Date of meeting:* (minutes attached in Annex)

Annual Progress Report 2018 approved by:

.....

Name: YBrs. Dr. Hishamuddin bin Mohd Hashim

Designation: Deputy Secretary General (Strategic)

Date: 24/4/19



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

### FOR UNDP USE

#### UNDP Observations and Assessment

*For UNDP Programme Management to comment on the reported contributions and activity progress by IP as Quality Assurance assessment*

#### **Section 1: Overall Implementation of Project Outputs as per Signed Annual Work Plan 2017**

The overall implementation of the Project Outputs was done effectively and are on track. Due to the change in the ruling Government party in May 2018 and the Mid Term Review, the outcomes were redirected towards attaining Pakatan's Manifesto and the 'Ten promises in the first 100 days'. Besides the new Ministers, MWFCDC also undergone the reshuffling of Secretary General (Ketua Setiausaha) and Deputy Secretary General (Strategic), the National Project Director. This did not put on hold the activities of the Outputs, however it was rather challenging to meet with MWFCDC as they are going through the changes internally as well.

#### **Outcome 1:**

This outcome was carried out and achieved according to the indicated timeline.

#### **Outcome 2:**

This outcome was carried out and achieved according to the indicated timeline. The challenge was more on getting the buy-ins from the identified agencies, and most of the roundtable discussions were attended by the junior level officers.

#### **Outcome 3:**

This outcome was carried out and is on track according to the indicated timeline, however the planned Stakeholder Review Meeting did not take place prior to completing the draft report as the Consultant favors to call for consultations to review the report after the draft is completed. Hence, after presentation to TWC, a stakeholder/peer review meeting will be organized in early 2019 to gather further inputs and to address TWC's comments.

#### **Section 2: Project Progress/Contribution towards National Development Agenda in 2018**

2018 has been a year of rapid changes with the change of ruling Government party, therefore efforts were redirected towards attaining Pakatan's Manifesto and the 'Ten promises in the first 100 days'. Besides the new Ministers, MWFCDC also undergone the reshuffling of Secretary General (Ketua Setiausaha) and Deputy Secretary General (Strategic), the National Project Director.



## COUNTRY PROGRAMME ACTION PLAN 2016-2020



Empowered lives.  
Resilient nations.

The findings from the review of 'The Effectiveness of the National Policy of Women (NPW) and the National Plan of Action (POA) for the Advancement of Women' (Output 1) were timely to inform and update MWFCO on challenges faced during the implementation of POA under the 10<sup>th</sup> Malaysia Plan period. The report highlighted some key learnings related to formulation of POA, implementation of the POA, overall assessments of outcomes as well as NPW's Goals and Strategies. The findings and recommendations provided some insights and better clarity on structural and systemic issues faced by MWFCO. One of the recommendations specifically talked about are the possibilities associated with the promotion of Inclusivity in-line with the ambitions of the 11 MP, particularly after the Mid Term Review, the commitments to SDGs and the wider government transformation ambitions.

**Prepared by:**

---

**[Programme Manager]**