

**MINUTES OF MEETING
NATIONAL STEERING COMMITTEE NO.1/2019
STRENGTHENING AND ENHANCING THE INCLUSIVENESS OF WOMEN
TOWARDS AN EQUITABLE SOCIETY IN THE 11TH MALAYSIA PLAN
(2016-2020)**

Date : 1 March 2019 (Friday)
Time : 9.00 am – 12.00 pm
Venue : Main Meeting Room Level 36
Ministry of Women, Family and
Community Development (MWFCD)

LIST OF ATTENDANCE:

1. YBhg. Datuk Dr. Rose Lena Lazemi - Chairperson
Secretary General, MWFCD
2. YBrs. Dr. Hishamuddin Mohd Hashim
Deputy Secretary General (Strategic), MWFCD
3. Ms. Zarena Shuib
Under Secretary
Strategic Collaboration Division, MWFCD
4. Ms. Fadzilah Fadzil
Under Secretary
International Relations Division, MWFCD
5. Ms. Dg Shalbia Abdul Ghani
Deputy Under Secretary
Policy and Strategic Planning Division, MWFCD
6. Ms. Nur Ayuni Zolkifli
Principal Assistant Secretary
Policy and Strategic Planning Division, MWFCD
7. YBhg. Datuk Saidatu Akhma Hassan
Director General, JPW
8. Mr. Hairil Fadzly Md Akir
Deputy Director General (Policy), LPPKN
9. Ms. Rosmahwati Ishak
Deputy Director General (Strategic), JKM

10. Ms. Noraida Ibrahim
Chief Assistant Director
Planning and Development Division, JKM
11. Ms. Rafidah Datu Derin
Director, NIEW
12. Ms. Nurulhuda Ismail
Head of Cluster
Cluster of Capacity and Gender Development, ISM
13. Mr. Huzaini Ramli
Deputy Director National Budget
Social Sector, MOF
14. Ms. Nurain Zahidah Saadon
Assistant Director National Budget
Women, Family & Community Development and BSH Secretariat, MOF
15. YBrs. Dr. Zakiah Mohd Said
Chief Senior Assistant Director
Family Health Development Division, MOH
16. Ms. Nazlinda Zamani
Principal Assistant Secretary
Strategic Planning Division, KPLB
17. Ms. Nazaria Baharudin
Deputy Chief Statistician (Technical Development & Social), DOSM
18. Ms. Ang Li Ling
Senior Principal Assistant Director
Planning and Policy Coordination Division, MOE
19. Ms. Norasiah Bahar Mazidin
Assistant Director
Educational Planning and Research Division, MOE
20. Mr. Muhammad Harzi Shah Pahrudin
Assistant Secretary
Human Resources Policy Branch, MOHR
21. Mr. Asfaazam Kasbani
Assistant Resident Representative
UNDP
22. Ms. Jun Faredda A Jabar
Programme Manager
UNDP

23. Ms. Laura W.Y. Lee
Programme Associate
UNDP
 24. Ms. Mae Tan Siew Mann
UNDP Project Manager for Gender Mainstreaming
 25. YBrs. Dr. Prema Devaraj
Consultant of Output 1 and Output 2
 26. YBrs. Dr. Tan Beng Hui
Co consultant of Output 1 and Output 2
 27. YBhg. Tan Sri Datuk Dr. Kamal Salih
Co consultant of Output 3
 28. Ms. Tashia Peterson
Consultant of Output 4
 29. Ms. Saidah Sakinah Sho Khaimin
Assistant Secretary, Women and Gender Unit
Policy and Strategic Planning Division
- Secretariat

1. OPENING REMARKS

- 1.1 YBhg. Datuk Dr. Chairperson welcomed and thanked the National Steering Committee (NSC) members. The Chair noted that the NSC would like to record vote of thanks to YBhg. Dato' Suriani Dato' Ahmad, former Chair of NSC and Mr. Azman Mohd Yusof, former Chair of Technical Working Committee (TWC) for their involvement; and the NSC welcomes YBrs. Dr. Hishamuddin Mohd Hashim, the current Chairperson of TWC who is also the National Project Director.
- 1.2 The last NSC Meeting was held on 16 January 2018, to inform the Committee about the project's 2018 plans and activities as well as to approve the 2018 Annual Work Plan and Budget (2018 AWP).
- 1.3 The NSC Meeting was informed that the Report of Output 1 has been finalised by TWC and MWFCDD in August 2018. The purpose of this NSC meeting is approve the 2019 AWP as well as to consider the Output 2: A Proposal for A Gender Mainstreaming Framework and Output 3: Gender Analysis of Statistics on Women, Family and Community Development reports.

For Information

2. CONFIRMATION ON MINUTES OF MEETING AND MATTERS ARISING

- 2.1 The minutes of meeting held on 16 January 2018 was endorsed and feedbacks on matters arising is attached in **Appendix 1**.

For Information

3. PRESENTATION ON RESEARCH FINDINGS FROM OUTPUT 2

- 3.1 The Consultant, Dr. Prema Devaraj presented the proposal for Gender Mainstreaming Framework (GMF) as attached in **Appendix 2**. The proposal contained 3 key areas encompassing – Understanding and Buy-In; Institutionalising Gender Mainstreaming; and Gender Mainstreaming and Inclusivity. Talking about approaches to translate the GMF into action points, the Consultant deliberated it at 3 levels including – Legislative Framework, Administrative Framework and Practical Steps for gender mainstreaming. Additionally, the consultants team also highlighted the importance and efficacy of developing 'Gender Action Plan' and conducting 'Gender Audit'.

- 3.2 At the end of the presentation, the Chair congratulated and conveyed thanks to the Consultant and her team for the comprehensive proposal. The Chair stressed that the MWFC and NSC need to start thinking about the follow-up actions that need to be taken. Going forward, the Ministry must start identifying what are the next steps. On behalf of MWFC, the Chair is pleased that the findings and framework has pointed out that Gender Mainstreaming is not the work or responsibility of MWFC alone.
- 3.3 In response to this, Dr Prema highlighted the importance of meeting the capacity of staff, for example through INTAN where all civil servants entering service will be gender-sensitized. We need systematic training. Efforts must be orchestrated within the existing structure and there is no quick fix to improve or integrate gender mainstreaming.
- 3.4 On Gender Audit, the Chair is of the opinion that it is an important exercise to take stock of where we are, how do we do program, what are the progress and the results. Additionally, gender responsive budgeting must be restored to move again, as the learning from Output 1 is that there was no allocated budget to implement the action plan.
- 3.5 Ms. Rafidah from NIEW expressed the need to have clear or formal definition on gender, gender equality and women empowerment as well as clear policy direction to guide the work of this Ministry and its agencies.

MWFC

- 3.6 YBhg. Datuk Saidatu Akhma from JPW expressed her concerns about the GMF, how and where do we start, what is the timeline and plan. The Chair agrees and understand there are limitations, and is also thinking about how to set the GMF into motion. Dr. Prema suggested that the first step is to set up the Gender Focal Team (GFT).

MWFC

- 3.7 YBrs. Dr. Zakiah from MOH shared that MOH has started implementing similar gender mainstreaming framework since 2015 using the WHO (World Health Organisation) gender framework in public health and it was quite easy to do. MOH started with forming a team, getting endorsement from KSU, nominate person-in-charge from different sections, launch trainings by phases that focused on strengthening knowledge, ensuring sex-disaggregated data and identifying gender issues in health sector.
- 3.8 YBrs. Dr. Zakiah continued to share that they have identified three main challenges as money, manpower and commitment (or buy-in).

- 3.9 Ms. Nazlinda from KPLB shared that in rural societies, discussions and awareness around gender issues continue to be challenging. On top of that, human resources are limited.
- 3.10 Dr. Tan Beng Hui explained to the NSC that there are only ministries and agencies in this meeting while another spectrum is the parliamentarians and politicians, especially the Ministers. Evidently, gender was not taken very seriously. Findings from the review shown how far we have not come to after so much resources being put in and invested. The consultant urged the NSC to think about what is it that we want to achieve. There need to be more gender champions within Cabinet. At the highest level, we need to hear the Prime Minister says we are committed to achieve gender equality, following that MWFCDD play the roles to roll-out GMF. A natural conclusion of the work we do is to secure this commitment from Government of Malaysia.

For Information

- 3.11 Ms. Nazaria from DOSM reiterated that it is very important to get buy-in from highest management level and supported with evidences and examples from other countries.
- 3.12 Ms. Rafidah asked the Consultant for relevant samples of gender audit tools and the consultant suggested the International Labour Organisation (ILO) tool that follows participatory audit method.

Consultant Output 2

4. PRESENTATION ON RESEARCH FINDINGS FROM OUTPUT 3

- 4.1 Co-consultant of Output 3, YBhg. Tan Sri Kamal Salih presented the draft report of Output 3 as attached in **Appendix 3**. Dr. Rashidah was currently away on an academic stint in Vancouver, Canada.
- 4.2 YBhg. Tan Sri Kamal began by sharing the UNDP Human Development Report as a good reference that involve design thinking to find suitable mechanism on data management. He highlighted 3 main recommendations including presentation in info-graphic style to improve readability, setting Gold-standard for MWFCDD and DOSM to produce annual Gender Gap Index analysis and the identification of causal-connection that are good statistics, easy to analyse, cross-analyse, correlation, not just about data availability and a framework of analysis to interpret the data. If the Government and Ministries are serious about gender mainstreaming, there need to be designated data persons, women

research centre or think tank to work on data administration, data processing and data analysing.

For Information

- 4.3 The Chair acknowledged the existing gaps in data management as highlighted in Output 3 report.
- 4.4 Ms. Nazaria explained that DOSM is the main supplier of open data in Malaysia and has increased amount of data available over the years based on needs. On gender gap index, DOSM has recently published the 2017 Women Empowerment statistics. On future development, DOSM is working on creating separate databases including for population and economics-specific databases. DOSM is willing to offer further help and assistance to MWFCD to work on recommendations on improving user-friendly data as needed by MWFCD.
- 4.5 There being no further comments on the Report, the National Steering Committee agreed to adopt the Final Report of Output 3.

5. ANNUAL WORK PLAN 2019 AND BUDGET

- 5.1 Ms. Mae Tan presented the Annual Work Plan 2019 as attached in **Appendix 4**. The work plan consists of activities to be undertaken for Output 1 to Output 4 and a sum of USD223,577 has been allocated for 2019.
- 5.2 Mr. Huzaini from MOF confirmed that MOF has no objection to the 2019 Annual work plan and budget. The officer informed that MOF has been involved in gender related work for more than 10 years but progress has been slow. Even though the review findings showed that there was no allocated budget for the women action plan, MOF has never received special request for gender responsive budgeting. MOF welcomes the recommendations from Output 2 to reinstate gender responsive budgeting.
- 5.3 The Annual Work Plan 2019 was endorsed by the meeting.

For Information

6. OTHER MATTERS

- 6.1 Mr. Asfaazam from UNDP informed the meeting that this Project will be evaluated under the Independent Country Programme Evaluation in July 2019 and the evaluation team will visit MWFCD for assessment.

6.2 YBhg. Datuk Dr. Chairperson thanked members of the meeting for their presence and participation and expressed hope that all activities planned, would be successfully implemented.

7. The meeting was adjourned at 12.00 pm.

Prepared by:
Policy and Strategic Planning Division
Ministry of Women, Family and Community Development