

WOMEN'S MANIFESTO

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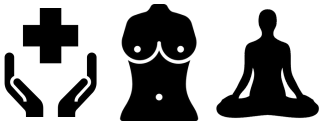
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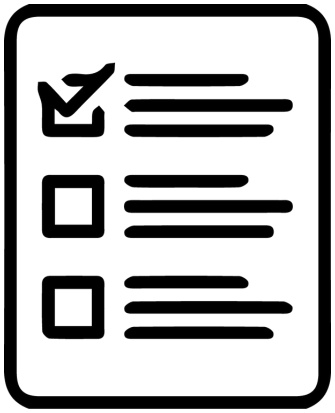


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EXECUTIVE SUMMARY

The Women's Manifesto focuses on ten thematic areas of concern. It is in these thematic areas that the more critical issues have been identified, issues that are both faced by women, and that can better create a more enabling environment for the respect, promotion, protection and fulfilment of human rights on the basis of gender equality. What lies at the core of all of these demands is the need for a people-centred approach to all issues, one that upholds and protects human dignity and the overall well-being of the individual. It is an approach that demands for the mechanisms and processes in developing and implementing policies, laws, programmes and projects be more robust and earnest in being inclusive, consultative, accountable and transparent. Such an approach also means being inclusive, consultative, accountable and transparent on the expected outcomes and resulting impact of such policies, laws, programmes and projects through a gender lens. The core demands under each thematic area of concern are presented below.

Sustainable, inclusive and people-centred development, where the rights, health and overall well-being of workers are always protected, equal to or above the interests of capital owners, and that women are substantially included in decision-making and have equal access to opportunities and control over resources. The desired outcome is to ensure the effective redistribution of income that not only closes the income gap between the top 20 per cent and the bottom 40 per cent income categories, but as much, the gender income gap between men and women. The peoples of Malaysia must come first before profits. At the core of this thematic area of concern is the need to:

1. Develop and enact a federal-level Freedom of Information Act that will help contribute to transparency and accountability of State and non-State actors in all economic, financial and social matters.

2. Make accessible and public all information and assessments, including audits, in relation to national budget allocations, government expenditures and the resulting gender differentials in realised outcomes or impact.

3. Adopt a participatory and inclusive approach to development, and better enable the substantive and equal participation of vulnerable and marginalised women in policy-making, including among others, women workers, Orang Asli women, women with disabilities, transgender women, and poor women-headed households. This includes ensuring that women affected by development projects are part of the decision-making committees for such projects.

4. Ensure "equal pay for equal work" by standardising salary scales based on qualifications and experience; and adopt a living wage approach to determining minimum wage in the country by expanding the scope of the Employment Act and reviewing the mandatory minimum wage.

Good governance and participatory democracy speaks largely to how women's equal political representation must be better enabled and supported. Women currently make up about 50 per cent of the population and 69.5 percent of Malaysian women are in the productive age group of 15 to 64 years old. At the core of this thematic area of concern is the need to:

1. Strengthen women's roles in Parliament by institutionalising the Women's Parliamentary Caucus as a Select Committee on Women and Equalities.

2. Amend the Election Act to address Harassment and Violence against Women (e.g. in the process of campaigning for elections) and subject the implementation of this legal provision to review and tracking by a Women and Equalities Select Committee.

3. Make a provision for Women-only Additional Seats (WOAS), who when elected can better address gender issues, and mandate parties to nominate a minimum of 30% women for State and Federal elections.

4. Bring back local government elections that would better contribute to more effective check and balances in governance, ensuring at least 30% women's participation, and decentralise social services such as education, housing, transport and even community policing, to be managed by such elected local councils.

Sexual and gender-based violence and harassment needs to be more effectively addressed in Malaysia. The proliferation of sexism and misogyny within society only serves as fodder for worrying trends of violent extremism to proliferate, where some form of violence is often the first resort of such extremists. There is therefore an urgent need to:

1. Address sexual and gender-based violence at all levels and in all forms for both citizens and non-citizens by enacting a Gender Equality Act, a Sexual Harassment Act, and stalking laws, drawing from the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the CEDAW Committee's General Recommendations, and identified good and similar laws of other countries.

2. Recognise that the right to privacy is inherent to the liberty of the person under Article 5 of the Federal Constitution. Liberty ensues that women and girls should have full control of their personal data and the ability to live their everyday life without being subjected to surveillance and manipulation of behaviour through moral policing.

3. Address religious bigotry, vilification and denigration tantamount to objectification of people based on gender through public education, training of teachers, including religious teachers, and all public servants. This includes training on countering gender stereotyping of roles and responsibilities that undermine bodily autonomy, independence, and decision-making, and ensuring that these are put into practice in the field.

4. Mandate public servants, especially those who work in critical areas like the police force, to not only undergo gender sensitisation training, but to practise what is learnt from these trainings in the field. This is to ensure that women and minority groups are not discouraged from reporting crimes like rape and sexual assaults to the authorities, and be accorded proper victim-friendly treatment in police care and custody.

Human rights education is located in this manifesto as the necessary foundation for all types of education. The principles and values of human rights must be mainstreamed to not only educate children but the public on why and how human rights are critical for the advancement of the nation. The State must play an active role to ensure cultural change in society so that everyone understands the importance of protecting and upholding the human rights of all. Demands under this thematic area of concerns are:

1. Teach and make the United Nations international human rights standards, including CEDAW, and the principles of gender equality and non-discrimination a compulsory foundational subject in schools.

2. Ensure wider education of the public through public messages on gender equality, women's bodily autonomy and self-determination.

3. Ensure age-appropriate, evidence based, comprehensive rights-based sexuality education is taught throughout the education system to all young people in consultation with sexual rights groups.

Employment and work conditions is a thematic area of concern that raises the issues of working women who are often also mothers and caregivers—single, divorced or married. At the core of this thematic area of concern is the need to:

1. Encourage the creation of jobs and the payment of wages that match women's expertise, qualifications and work experiences.

2. Provide incentives to change the work culture to be more people-centred, inclusive and participatory. These incentives could be directed to improving consultations at workplaces on the needs of parents and employees to concretely address issues, among others, like sufficient and timely breaks for lactating women to express their breast milk during work hours in suitable and private spaces; flexible working hours for employees, not only women and/or parents, but single women who often end up as caregivers in families, in addition to three months paid maternity leave for women.

3. Ensure a one month paid paternity leave for men and facilitate effective public education on how men who take paternity leave can better support their wives and newborns at home.

4. Regulate outsource/informal/contractual-type work, in which disproportionately many women are, to ensure that workers' rights are protected and fulfilled, such as contributions to EPF, SOCSO, health care benefits, and so on.

Health, bodily autonomy and wellbeing are critical issues for women because they are more often than not, exacerbated by gender inequalities, gender power dynamics, and gender discrimination. At the core of this thematic area of concern is the need to:

1. Ensure sexual and reproductive health information and services are, by default, always and readily available for all women and girls at all public and private health care clinics, centres and hospitals, regardless of marital status, age, sexual orientation, gender expression or gender identity. This includes access to contraceptives and prenatal care for women regardless of marital status. Privacy and confidentiality should be assured with such services.

2. Review current curriculum to include issues of gender and sexuality in the education and clinical training of mental health professionals based on international standards of mental health care and the prioritisation of attaining the highest standards of well being for the individual.

3. Establish a national health care fund like the EPF, where both employers and employees contribute (and to which the National Sovereignty Fund could contribute as well) to ensure that health care costs for all Malaysians will be met by the government throughout their adult life.

4. Repeal all laws that criminalise children born or conceived out of wedlock and prohibit the criminalisation of their parents. Encourage instead the strengthening of parental ties, and ensure the overall well-being of the child and parents from stigmatisation, discrimination and all forms of criminal prosecution. This includes ensuring that these mothers and their unborn babies or newborn babies are not alienated in any way from the public healthcare system, especially for pre and postnatal care, while waiting for these laws and procedures to be repealed.

The judiciary and equality in the law thematic area of concern underpins issues that have undermined rule of law in the country and have negatively impacted on women and gender non-conforming persons due to patriarchal norms. At the core of this thematic area of concern is the need to:

1. Establish a Law Reform Commission to restore the independence of the judiciary; and resolve the conflict of jurisdiction between civil and Syariah laws.
2. Review existing domestic laws as well as their judicial interpretations and enforcement to identify the gaps in ensuring the full protection of human rights guaranteed under the Federal Constitution, the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child, and the Convention on the Rights of Persons with Disabilities.
3. Review all laws to ensure that freedoms guaranteed under the Federal Constitution are protected at all costs, that these laws do not violate human rights, and that the limits to the limitations are clearly defined.
4. Encourage the promotion and substantive engagement of women judges in both the civil and Syariah legal systems. This includes increasing the number of practicing and qualified women judges, especially in the Syariah legal system and ensure that their powers are not in any way limited in the types of cases they can preside over compared to their male counterparts.

Displacement, migration and foreign spouses is a thematic area of concern that speaks to the intersectionality of the right to livelihood and the right to life and liberty. Laws in Malaysia must equally protect and uphold the dignity of those who seek liberty and livelihood in this country. At the core of this thematic area of concern is the need to:

1. Ensure that women and children who are refugees, migrant workers (documented and undocumented), and trafficked, are treated in a gender-sensitised manner by conducting gender-sensitisation trainings for enforcement officers (immigration, police, etc.), and ensuring that what is imparted during these gender sensitisation trainings are practised in the field.
2. Develop and provide mechanisms of support and adopt regulations that would ensure freedom from gender-based violence and harassment, including arbitrary arrest, detention and extortion of refugees, migrant workers (documented and undocumented), trafficked victims, sex workers and LGBT persons.
3. Implement a policy to allow for an alternative to immigration detention given the vulnerabilities of asylum-seekers and refugee girls and pregnant and lactating women.
4. Adopt a rights-based approach, which includes the right to life, security and livelihood. This means ensuring women refugees, migrant workers and foreign spouses are allowed to work under similar employment terms and conditions as any other Malaysian employee as protected under the Employment Act 1955.

Safe and non-discriminatory educational environment is a thematic area of concern that affects all children, especially gender non-conforming children. Malaysia has a strong potential to model a child-safe country. At the core of this thematic area of concern is the need to:

1. Foster a culture of respect and non-discrimination in all educational institutions, by designing necessary incentives, policies, and public messaging to educate against all forms of discrimination and violence, including gender discrimination and gender-based violence.
2. Equip school counsellors with proper knowledge and training to act as the first line of defence to advise, protect and refer troubled children to the proper assistance in instances of general bullying and importantly to be equipped with the capacity to detect, prevent and provide support for specific gender-related abuse and self-harm.
3. Make public all available data on the educational attainment of girls (and women) who have been married below the age of 18, and on the percentage of teenage girls who continue their education after pregnancy. Such data would support further analysis on the harms of underage marriages and the extent to which the rights of the girl child to education are protected in the country.
4. Foster and encourage critical thinking in children from pre-school to tertiary level.

Culture and religion is a thematic area of concern that reflect on how cultural practices and religious beliefs can be major stumbling blocks for women in the exercise of their bodily autonomy, in expressing their views, and challenging patriarchal norms. At the core of this thematic area of concern is the need to:

1. Ensure that women are not excluded from the study of their religious texts, and include them in the interpretation and codification of these texts and their edicts.
2. Review the formal and informal religious education of clergy and religious educators to ensure that training materials and programmes reflect the spirit of equality and gender justice granted to women, taking into consideration the changing roles and realities of women's lives in the family, community and nation.
3. Uphold women and girls' right to privacy and personal autonomy in conducting activities without being morally policed and/or being subjected to surveillance by communities, private sectors, the state and non-state actors. Legislations, technology, policy and speech that attempt to regulate, surveil, control and restrict women's and girls' expression and behaviour, where the evidence of harmful impact is often absent, should be objected. This includes decriminalising laws that regulate consensual sexual relations between adults, and eliminating all efforts to correct or rehabilitate a person's gender identity, gender expression and sexual orientation.
4. Amend the Islamic Family Law Act and the Law Reform (Marriage & Divorce) Act to raise the minimum age for marriage of girls to eighteen (18) without exceptions.

We ask that election candidates endorse this manifesto and fulfil these demands to bring about the much needed changes to advance women's rights and gender equality in Malaysia, and for the betterment of our society.

WOMEN'S MANIFESTO: A HISTORY

YEAR

1990

The first Women's Manifesto

was produced to articulate civil society's aspirations to improve the status of women in Malaysia

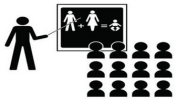
76 Malaysian CSOs

endorsed Women's Agenda For Change (WAC) for 1999 elections

YEAR

1999

Many of the previous demands from WAC and 1990 Women's Manifesto are **still relevant**



Holistic sex education programmes



Sexual harassment



30% women in leadership and decision-making



Malaysia's strong patriarchal culture





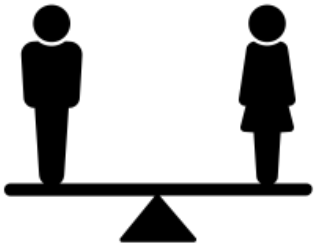
Politicisation of ethnicity and religion





Gender inequality





GENDER EQUALITY

IS INSTRUMENTAL AND NON-NEGOTIABLE FOR MALAYSIANS

SUSTAINABLE AND INCLUSIVE, PEOPLE-CENTRED DEVELOPMENT

- Introduce alternative development strategies that will better empower women
- Mainstream gender-responsive budgeting and abolish GST
- Ensure budgets are developed with substantial participation of the community
- Auditor-General report should detail analysis of government spending, and make it accessible.
- Participatory & inclusive development for:



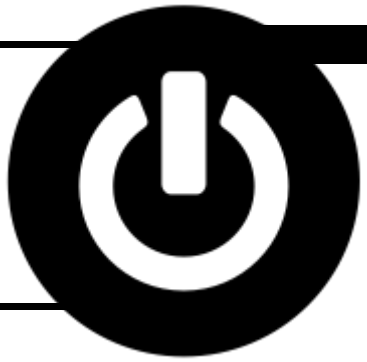
- Enactment of Freedom of Information Act
- Development policies consider the vulnerabilities of women-led households
- Recognise women's work at home and in caregiving as contributions to Malaysia's national income
- Adopt a living wage approach to determine minimum wage
- Temporary special measures to increase % of women in management & decision-making positions
- Offer free education up to undergraduate level
- Create exceptions for foreign spouses of Malaysians from overarching policies and regulations governing foreigners
- Review and revise National Policy on Women and National Action Plan for the Advancement of Women to include the needs and rights of marginalised groups, in consultation with women's rights group

Women consists of

50%

of Malaysia's population

69.5%
of Malaysian women are in the productive age group of 15-64 years old



1 Ensure women's equal political representation

- ☑ Women's only additional seats (WOAS)
- ☑ All parties to nominate minimum 30% women candidates for all elections
- ☑ Voluntary quota list for women's participation in political parties
- ☑ Institutionalise Women's Parliamentary Caucus as a Select Committee
- ☑ Election Act to address harassment and violence against women
- ☑ Mandating political parties to adopt strategies to empower female representatives

2 Bring back local government elections, ensuring at least 30% women's participation from JKKK level

3 Social services to be managed by elected local council, ensuring at least 30% women's participation

4 Establish standing committee on human rights in Parliament, with 50% of committee members from women MPs

5 Repeal Sedition Act and stop laws and harassment against Malaysians who demand transparency

6 All elected representatives and senior civil servants to publicly declare assets and incomes

7 Establish a Women and Equalities Ministry

Encourage efforts to foster healthier respect for diversity and dissent

8

Establish Shadow Cabinet under leadership of the Opposition, to criticise the policies and actions of the government, as well as suggest alternatives

Ensuring media freedom for more effective reporting and investigative journalism



GOOD GOVERNANCE AND PARTICIPATORY DEMOCRACY



SEXUAL AND GENDER-BASED VIOLENCE AND HARASSMENT



Enactment of:

- Gender Equality Act
- Sexual Harassment Act
- Stalking laws

Drawn from the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and CEDAW Committee General Recommendations.
All in consultation with relevant CSOs and target populations

Recognise the right of privacy is central to the protection of women and girls against sexual and gender-based violence and harassment

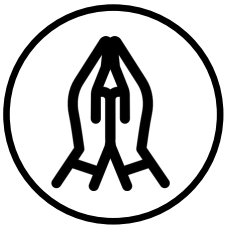




Amend Penal Code Section 375 and all related legislations to recognise marital rape as a crime

Fund public education programmes that discourage sexism and misogyny





Address religious bigotry due to objectification of people based on gender, through education on gender stereotyping

Mandate public servants to not only undergo gender sensitisation training, but also to practice what is learnt in the field





Provide victim support services for victims/ survivors of sexual and gender-based violence, including special measures for witnesses

Ensure trainers who conduct gender-sensitisation and sexual harassment trainings are properly qualified





Ensure government housing programmes are also offered to women-headed households, and single women who are poor and are from marginalised communities



WOMEN'S MANIFESTO





Teach and make human rights a compulsory subject in schools, including the UN human rights standards



Public education and messages on gender equality, women's bodily autonomy and self-determination



Age-appropriate, evidence based, comprehensive rights-based sexuality education to be taught in all levels of education, in consultation with sexual rights groups



EMPLOYMENT AND WORK CONDITIONS

Protect the rights of women workers by:

- Ensure women returning to work after a lapse of some period do not suffer any form of discrimination in terms of position, wage level or benefits
- No discrimination towards women who are pregnant and/or lactating
- Reinstate pension benefits to women who leave the workforce when they bear children, but return to the workforce later

Encourage creation of jobs and the payment of wages that match women's expertise, qualifications and work experiences

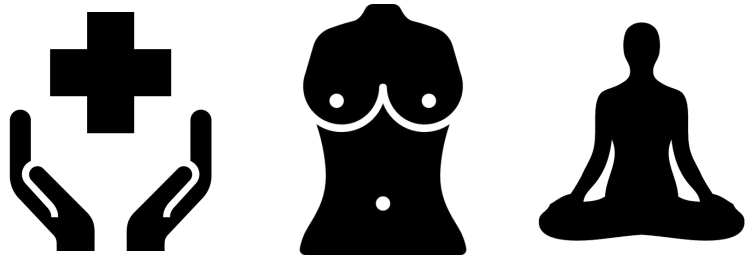
Provide incentives to change the work culture to be more people-centred, inclusive and participatory

One month paid paternity leave for men and facilitate education on being supportive husbands and fathers

Ensure the rights of women in outsourced/ informal/ contractual work are protected and fulfilled

Protect the rights of self-employed workers and ensure temporary workers are not exploited

Recognise mental health issues as valid health issues for all workers at all levels



HEALTH, BODILY AUTONOMY & WELLBEING



Ensure sexual and reproductive health information to be readily available for all women and girls.

Access to contraceptives and prenatal care for women regardless of marital status





Include issues of gender and sexuality in the training of mental health professionals

Establish a national health care fund, where both employers and employees contribute





Comprehensive, rights-based sexuality education as part of school syllabus

Prohibit the practice of all forms of female genital mutilation (FGM)

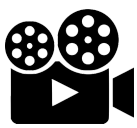




Repeal Penal Code and Syariah laws that perpetuate a view that women are the property of their husbands

Repeal all laws that criminalise and stigmatise children born out of wedlock and prohibit criminalisation of their parents





Encourage self-regulation of media to stop gender-stereotyping and misogyny in the industry



THE JUDICIARY & EQUALITY IN LAW



Establish a Law Reform Commission to restore independence of the judiciary and resolve conflict between civil and syariah laws



Review existing domestic laws, judicial interpretation and enforcement to ensure the full protection of human rights



Review all laws to ensure that freedoms guaranteed under the Federal Constitution are protected at all costs, that these do not violate human rights, and limites to the limitations are clearly defined



Repeal syariah evidence laws equating the testimony of 2 female witnesses to that of 1 male witness



Encourage the promotion and substantive engagement of women judges in both civil and syariah legal systems



Support training for judges of both legal systems to formulate, interpret and implement laws and decisions that are just, equitable and compassionate to women



Make available legal aid assistance to all regardless of nationality and not just limited to capital punishment cases

DISPLACEMENT, MIGRATION AND FOREIGN SPOUSES



Ensure that refugee, migrant and trafficked women and children are treated in a gender-sensitised manner



Mechanism of support and regulation that ensures freedom from gender-based violence and harassment



Alternative immigration detention for refugee girls ad pregnant, lactating women



Adopt rights-based approach. Women refugees, migrant workers and foreign spouses are allowed to work under the same employment terms and conditions as any other Malaysian employee



SAFE & NON-DISCRIMINATORY EDUCATIONAL ENVIRONMENT





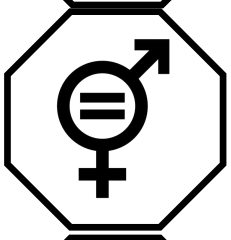
Stop all forms of bullying in educational institutions



Foster a culture of respect and non-discrimination in all educational institutions



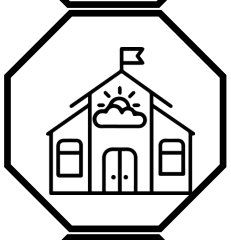
Ensure all educational environments are disability-friendly



Review curricula for religion, moral education, living skills and all other subjects to reflect principles of gender equality and non-dicrimination



Equip school counsellors with the capacity to detect, prevent and provide support for specific gender-related abuse and self-harm



Rights-based approach for the environment of "protectionist" and "rehabilitation" type of schools

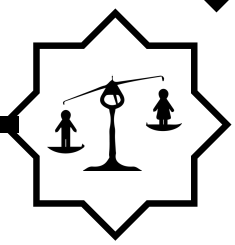


Publicise the data on educational attainment of girls and women who were married when they were <18 years old, and pregnant teenagers

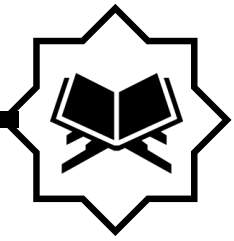


Foster and encourage critical thinking at all levels of education

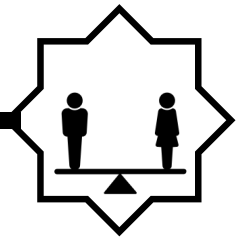
CULTURE AND RELIGION



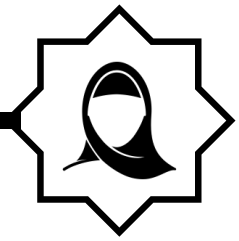
Discouragement of sexism, sexual harassment, intimidation and discrimination at all places



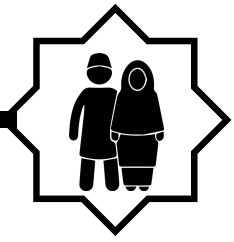
Ensure that women are not excluded from the study of religious texts towards interpretation and law codification



All religious education to reflect the spirit of equality and gender justice granted to women



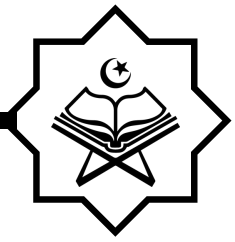
Women and girls' right to privacy and personal autonomy without being morally policed or surveilled



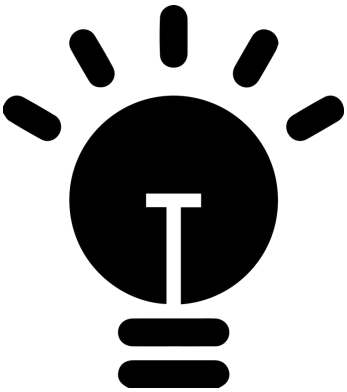
Amend civil and syariah laws to raise the minimum age for marriage of girls to 18 without exception



Document the registration of underage marriage (for non-Muslim marriages) to monitor justification of these marriages



Encourage all Malaysian states and Federal territories to adopt a uniform set of syariah laws



INTRODUCTION

In the lead up to the 1990 general elections, a Women's Manifesto was produced to articulate civil society's aspirations to improve the status of women in various areas of concerns, including the law, violence against women, development, health, corruption and human rights. Nine years later, 76 Malaysian civil society organisations endorsed the Women's Agenda for Change (WAC) for the 1999 general elections.

Many of the demands made in 1990 and 1999 are still relevant today. For example, holistic sex education programmes are yet to be implemented in schools, sexual harassment continues to be a major issue for many women, misogyny appears to be on the rise and not only increasingly tolerated, but encouraged or supported, and the demand of ensuring that women form at least 30 per cent of membership in committees, institutions and councils who formulate and enact laws and policies in the name of religion is very far from being realised. In short, women's rights in Malaysia have seen too few successes, and worse, have experienced many setbacks, especially in the area of women's public and political participation, women's bodily autonomy and self-determination, and freedom of expression.

The reality in Malaysia is a strong patriarchal culture continues to impair women's ability to fully realise their human rights. The impact of patriarchy and sexual and gender based violence (SGBV) is compounded by the politicisation of ethnicity and religion, which imposes very strict notions of women's appearance or behaviour, with repercussions for those who do not conform, or who question imposed norms. In many instances, violence and discrimination against women are justified on the basis of culture or religion.

While the Sexual Offences Against Children Act 2017 is a welcomed effort, and a concrete step towards the right direction, much more needs to be done. Girls continue to bear the brunt of gender inequality and violence against women in Malaysia, from early marriage to notions that it is okay to marry one's rapist. Gender inequality persists, and can increase in severity in the negative impacts of such inequality, especially for women, girls and gender non-conforming people. Globally, research by the United Nations, the World Bank, the Organisation for Economic Co-operation and Development (OECD), and others have shown that gender equality is an essential foundation for sustainable development, and for peace and security to prevail in a country in all aspects—politically, socially, economically and technologically.

There is strong evidence that the gender norms that underpin inequality can drive conflict and violence, particularly when cultural notions of masculinity are associated with domination and control. Such gender unequal power dynamics affect boys and men just as much, when they fall victim to toxic masculinity. It is time that Malaysia exerts stronger political will to send a clear message that gender equality is instrumental and non-negotiable for the nation.

Our demands focus both on issues faced by women and in creating a more enabling environment for the respect, promotion, protection and fulfilment of human rights on the basis of gender equality.



SUSTAINABLE AND INCLUSIVE, PEOPLE-CENTRED DEVELOPMENT



Demand One

Introduce alternative development strategies that will better empower women, such as minimising harmful impacts from trade liberalisation, demystifying the new trade agendas and monitoring trade negotiations and trade-related issues, which negatively impact women's health, the sustainability of women's livelihoods, and their personal safety and security. This includes:

1. Ensuring that all business entities follow the UN Guiding Principles on Business and Human Rights. Monitoring mechanisms and processes as well as evaluation of the implementation of these principles should be done in consultation with SUHAKAM and groups like SUARAM and other rights-based civil society organisations, as well as trade or worker unions and employee federations.

2. Ensuring labour rights are well-protected and that any trade agreements only serve to improve their situation and increase opportunities for employment, including upgrading of skills, without the risk of loss of employment in the face of increased use of automation and robotics. This includes ensuring wealth distribution to workers, for example, a shortened working week and guaranteed basic incomes which are preferably above the living wage ceiling; and that the right to unionise for workers is not compromised, deferred, or denied in any way.

3. Ensuring that the right to statutory benefits like SOCSO, EPF, pension, health benefits, is not compromised, deferred, or denied in any way. This can include the establishment of a National Sovereignty Fund which contributes to the SOCSO, EPF and pension funds of all citizens, guaranteeing a minimum of RM500 a month pension for those who are 70 years old and above.

4. Ensuring that the protection and provisions for patents and Intellectual Property Rights do not in any way compromise or deny the right to quality generic medicines of all forms (including plants, roots, etc.), traditional or otherwise.

5. Ensuring “equal pay for equal work”, like how the State has successfully standardised the salary scale and entry for each level in relation to qualifications and work experience for positions in government.

6. Ensuring public consultations in negotiating trade agreements within a realistic and reasonable time-frame, by enabling access to the terms and conditions in local languages and inviting feedback from rights-based civil society organisations.

7. Providing evidence on how trade agreements will not negatively impact the environment by making public and accessible environmental impact assessments, cost-benefit analyses, etc.

8. Providing evidence of how trade agreements will reduce relative poverty, the gender income gap, and the income gap between the top 20 per cent income category with the bottom 40 per cent income category.

9. Protect the rights of farmers and fisherfolk and create a national food security policy, with a push for food agriculture instead of commercial commodities such as palm oil. This includes paying special attention to land and development policies and programmes, and re-examining gender stereotypical assumptions in how control over information, land, resources and all forms of aid are facilitated and focused only through men.

10. Implement a policy of sustainable farming, moving away from environmentally destructive industrial farming and the use of chemical fertilizers.

11. Promote renewable energy projects that do not destroy forests or the indigenous peoples’ native lands and their livelihoods. This includes imposing strict energy and water conservation measures including incentives for energy efficiency and other forms of demand management.

12. Refuse nuclear power and other toxic industries.

13. Freeze the expansions of private hospitals. Instead build more public hospitals to address issues of overcrowding. There is a need to also encourage and provide incentives to increase the number of qualified nurses in the country to provide the necessary support and care to patients.

14. Regulate the telecommunications industry by breaking up the monopolies and invest in telecommunications infrastructure to bring more connectivity and speed for internet, including in remote areas and for small and isolated populations.

15. Ensure that laws requiring Environmental Impact Assessment (EIA) studies are commissioned by the government and not by the developer.

16. Provide institutional support for the growth of Small and Medium Enterprises (SMEs) where most women-led businesses are, through strong regulations to protect SMEs from unfair dealings with, or malpractice by, large corporations and public bodies.



Demand Two

Mainstream gender-responsive budgeting in all government-related budgeting activities, and abolish the goods and services tax (GST) as it affects women disproportionately. Women comprise most of the poor in the country and the GST is a consumption tax, where 80% of the poor's income goes towards consumption.



Demand Three

Ensure that the national/state/local budgets are developed with the substantial participation of communities, paying attention to the participation of women and children, and that budgets are made accessible in local languages. This includes providing detailed information on previous expenditures versus proposed allocations, and how the budget will be implemented and by which government agencies and non-state actors.



Demand Four

Ensure that the Auditor-General's report is detailed in its analysis of government spending, and made accessible to the public in local languages.



Demand Five

Address issues of illicit financial flows and tax evasion more effectively in order to design and fund more sustainable and people-centred development through a gender lens.



Demand Six

Adopt a participatory and inclusive approach to development, and better enable the substantive and equal participation of vulnerable and marginalised women in policy-making, including among others, women workers, Orang Asli women, women with disabilities, transgender women, and poor women-headed households. This includes ensuring that women affected by development projects are part of the decision-making committees for such projects.



Demand Seven

Develop and enact a federal-level Freedom of Information Act that will help contribute to transparency and accountability of State and non-State actors in all economic, financial and social matters.



Demand Eight

Ensure that development policies consider the vulnerability of single mothers and women-headed households, and include them as beneficiaries in poverty alleviation, and housing, education, skills training and healthcare programmes. For example, work with major government-linked banks to lower interest rates and provide skills-training programmes particularly for low-income and single mothers, to ensure that women can continue borrowing for economic opportunities while managing debt obligations.



Demand Nine

Publicly recognise and quantify women's work at home and in caregiving as contributions to the country's national income.



Demand Ten

Adopt a living wage approach to determining minimum wage in the country by expanding the scope of the Employment Act and reviewing the mandatory minimum wage.



Demand Eleven

Use temporary special measures—including employer incentives such as tax breaks—to **increase not only the percentage of women participating in the labour force, but the percentage of women in management and decision-making positions in the private sector**.



Demand Twelve

.**Offer free education up to undergraduate level at public universities for all**, and encourage girls/young women to not only enter but also support them to remain in male-dominated fields such as engineering, medicine, and so on.



Demand Thirteen

Create exceptions for foreign spouses of Malaysians from overarching policies and regulations governing foreigners, in the interest of their Malaysian families and their social and economic well-being.



Demand Fourteen

Review and revise the National Policy on Women and the National Action Plan for the Advancement of Women to include the needs and rights of marginalised women such as sex workers and transgender women, among others, in consultation with women's rights groups. Also ensure public dissemination of information on the policy and action plan, and equal access to opportunities to participate in programmes. This means putting into place systematic and regular monitoring and evaluation which not only looks at results but means and processes adopted during implementation. Results of the programmes should be publicly announced through various channels, including at public transport terminals.



GOOD GOVERNANCE AND PARTICIPATORY DEMOCRACY

Demand One

Ensure women's equal political representation, as women currently make up about 50 per cent of the population and 69.5 per cent of Malaysian women are in the productive age group of 15 to 64 years old. This can be done by:

1. Making a provision for Women-only Additional Seats (WOAS), who when elected can better address gender issues.
2. Mandating parties to nominate a minimum of 30% women for State and Federal elections.
3. Establishing voluntary quota list for women's participation in political parties.
4. Institutionalising the Women's Parliamentary Caucus as a standing committee in Parliament, which could be called the Women and Equalities Select Committee, as it is in the UK Parliament.
5. Amending the Election Act to address harassment and violence against women (e.g. in the process of campaigning for elections) and subject the implementation of this legal provision to review and tracking by a Women and Equalities Select Committee.
6. Mandating political parties to adopt more effective and supportive strategies in empowering female politicians to represent constituencies by recognizing the uniqueness and different strengths of female politicians and how to further optimise these during capacity-building trainings.



Demand Two

Bring back local government elections that would better contribute to more effective check and balances in governance, including at the JKKK level, ensuring at least 30% women's participation, and present disaggregated data on women's representation from the JKKK level to top levels of decision-making. This includes ensuring all villages and associations hold democratic elections with measures such as rotation of the top posts and asset declarations of the top office bearers instituted.



Demand Three

Decentralise social services such as education, housing, transport and even community policing, to be managed by elected local councils, ensuring women's representation as per above.



Demand Four

Establish a standing committee on human rights in Parliament, with women MPs comprising at least 50 per cent of the committee members, and make this the body to which SUHAKAM is answerable. Ensure regular consultations between such a standing committee on human rights with women's rights groups, as well as other human rights groups.



Demand Five

Require all elected representatives and senior civil servants to publicly declare their assets and incomes, as well as those of their immediate families.



Demand Six

R**epeal the Sedition Act, and stop the use of laws and harassment against Malaysians who demand accountability and transparency** from politicians, and State and non-State actors.



Demand Seven

Establish a Women and Equalities Ministry as the current mandate of the Ministry of Women, Family and Community Development is subject to direct and indirect patriarchal norms that undermine the achievement of gender equality in the country.



Demand Eight

Extend the proposal of "Non-Constituency Seats" to include minority groups and ensure their representation at State Legislatures to improve redress for human rights issues and violations suffered by these groups.



Demand Nine

Encourage the sharing of knowledge, ideas and the promotion of discourse and debate to foster healthier respect for diversity and dissent. This includes:

1. Establishing the Shadow Cabinet under the leadership of the Leader of the Opposition(s), to form an alternative cabinet to that of the government, and whose members shadow or mirror the positions of each individual member of the Cabinet. It is the Shadow Cabinet's responsibility to criticise the policies and actions of the government, as well as to suggest alternatives.

2. Ensuring media freedom so that journalists can do more effective reporting and investigative journalism.



SEXUAL AND GENDER-BASED VIOLENCE AND HARASSMENT

Demand One

Address sexual and gender-based violence at all levels and in all forms for both citizens and non-citizens by enacting a Gender Equality Act, a Sexual Harassment Act, and stalking laws drawing from the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the CEDAW Committee's General Recommendations, and identified good and similar laws of other countries. Strengthen and/or put in place mechanisms to effectively implement laws and policies that prohibit sexual and gender-based violence, in consultation with relevant civil society groups and target populations, including communities who continue to remain in the margins of society. This includes:

1. Incorporating the definition of discrimination under Article 1 of CEDAW in the body of the Federal Constitution.

2. Incorporating the right to privacy in the Federal Constitution. This also means having a clear definition of privacy and the recognition of individual and bodily autonomy, and control over personal data.

3. Repealing Syariah laws that criminalise persons based on gender identity and gender expression as these laws contravene the right to freedom of speech and expression under Article 10(1)(a) of the Federal Constitution. Article 7 prohibits repeated trials and arrests for the same offence. In the absence of clear evidence of harm and/or a clear victim, Article 7 in these particular instances of criminalising "male posing as a woman" and "female posing as a man" would apply. Furthermore, laws that criminalise persons in the absence of clear evidence of harm and/or a victim fail to uphold Article 8(1) which ensures that all persons are equal before the law.

4. Determining and committing to a short to medium-term in developing, enacting and enforcing these laws.



Demand Two

Recognise that the right to privacy is central to the protection of women and girls from sexual and gender-based violence and harassment, especially in the age of social media, Internet of Things (IoT), digital identities and platform economies. This can be done by:

1. Recognising that the right to privacy is inherent to the liberty of the person under Article 5 of the Federal Constitution. Liberty ensues that women and girls should have full control of their personal data and the ability to live their everyday life without being subjected to surveillance and manipulation of behaviour through moral policing
2. Reviewing and examining the effectiveness and gender-responsiveness of the Personal Data Protection Act, and any relevant laws that regulate information and personal data.
3. Recognising the right to anonymity and importance of data encryption. Anonymity is core to freedom of expression and public participation, particularly when it comes to telling difficult stories that break the taboos around gender, sex and sexuality. Anonymity accords safety to women and girls who are affected by discrimination and enables one to live the fullest human experience, where it is not possible offline. Any prohibition to anonymity in the name of crime and national security must be proportionate to the crime and absolutely necessary.



Demand Three

Fund public education programmes that discourage sexism and misogyny. This means that public service announcements, nationwide campaigns and other forms of public education programmes must not only look at inter and intra ethnic issues, and inter and intra religious issues, but gender inequality issues as well.



Demand Four

Amend Section 375 of the Penal Code and all other related legislations to recognise marital rape as a crime. This includes all forms of coercive sexual relations between married partners and unmarried intimate partners. This would mean expanding the Domestic Violence Act to include violence perpetrated in unmarried intimate partnerships.



Demand Five

Address religious bigotry, vilification and denigration tantamount to objectification of people based on gender through public education, training of teachers, including religious teachers, and all public servants. This includes training on countering gender stereotyping of roles and responsibilities that undermine bodily autonomy, independence, and decision-making, and ensuring that these are put into practice in the field.



Demand Six

Mandate public servants, especially those who work in critical areas like the police force, to not only undergo gender sensitisation training, but to practise what is learnt from these trainings in the field. This is to ensure that women and minority groups are not discouraged from reporting crimes like rape and sexual assault to the authorities, and be accorded proper victim-friendly treatment in police care and custody.



Demand Seven

Provide victim support services for victims/survivors of sexual and gender-based violence, including the provision of special measures for witnesses.



Demand Eight

Ensure trainers who conduct gender sensitisation and sexual harassment trainings with civil servants and others in the public and private sectors are properly qualified in terms of content, delivery, design and the rights-based approach, in consultation with women's rights organisations. Such training curricula should be subjected to review and the training sessions subjected to official observation by representatives from women's rights organisations.



Demand Nine

Ensure government housing programmes are also offered to women-headed households, and single women who are poor and from vulnerable and marginalised communities. Single women are often made vulnerable if they can only access types of accommodation that do not offer much security and privacy.



HUMAN RIGHTS EDUCATION

Demand One

Teach and make the United Nations international human rights standards, including CEDAW, and the principles of gender equality and non-discrimination **a compulsory foundational subject in schools.**

Demand Two

Ensure wider education of the public through **public messages on gender equality, women's bodily autonomy and self-determination.**

Demand Three

Ensure age-appropriate, evidence based, comprehensive rights-based sexuality education is taught throughout the education system to all young people in consultation with sexual rights groups.



EMPLOYMENT AND WORK CONDITIONS

Demand One

Protect the rights of women workers by ensuring the following:

1. Women returning to work after a lapse of some period should be allowed to return to their previous positions or any other employment without discrimination of pay, leave and other benefits.
2. Women who are pregnant and/or lactating are not discriminated against during job interviews or in the terms and conditions of their employment.
3. Reinstate pension benefits to women who leave the workforce when they bear children but return to the workforce at a later stage in life, to incentivise mothers to rejoin the labour force.
4. Women workers should be allowed to retire at the same age as men.

Demand Two

Encourage the **creation of jobs and the payment of wages that match women's expertise, qualifications and work experiences**.



Demand Three

Provide incentives to change the work culture to be more people-centred, inclusive and participatory. These incentives could be directed to improving consultations at workplaces on the needs of parents and employees to concretely address issues, among others, like sufficient and timely breaks for lactating women to express their breast milk during work hours in suitable and private spaces and to store the milk in appropriate and hygienic facilities; providing affordable or free child care services for workers with children at locations that are near or at the workplace; flexible working hours for employees, not only women and/or parents, but single women who often end up as caregivers in families, in addition to three months paid maternity leave for women.



Demand Four

Ensure a one month paid paternity leave for men and facilitate effective public education on how men who take paternity leave can better support their wives and newborns at home.



Demand Five

Regulate outsource/informal/contractual-type work, in which disproportionately many women are, to ensure that workers' rights are protected and fulfilled, such as contributions to EPF, SOCSO, health care benefits, and so on. This includes permitting workers to manage their pension funds through their trade unions if such funds are directly managed by corporations/enterprises.



Demand Six

Protect the rights of self-employed workers and introduce regulations to ensure freelancing workers in temporary job are not exploited.



Demand Seven

Recognise mental health issues as valid health issues for all workers at all levels. This includes ensuring that coping mechanisms and treatment are accessible and that access is facilitated for workers in need, without risk of loss of employment.



HEALTH, BODILY AUTONOMY AND WELLBEING

Demand One

Ensure sexual and reproductive health information and services are, by default, always and readily available for all women and girls at all public and private health care clinics, centres and hospitals, regardless of marital status, age, sexual orientation, gender expression or gender identity. This includes access to contraceptives and prenatal care for women regardless of marital status. Privacy and confidentiality should also be assured with such services.

Demand Two

Review current curriculum to include issues of gender and sexuality in the education and clinical training of mental health professionals based on international standards of mental health care and the prioritisation of attaining the highest standards of well being for the individual.

Demand Three

Ensure public education on mental health issues in line with international standards, and highlight any gender differences that can impact on access to and affordability of treatment.

Demand Four

Establish a national health care fund like the EPF, where both employers and employees contribute (and to which the National Sovereignty Fund could contribute as well) to ensure that health care costs for all Malaysians will be met by the government throughout their adult life.



Demand Five

Establish comprehensive, rights-based and informed choice sexuality education as part of the school syllabus.



Demand Six

Prohibit the practice of all forms of Female Genital Mutilation (FGM), including Female Circumcision, given that it has no basis in core Islamic law or any of its partial provisions, but carries significant health risks and compromises the bodily autonomy of girls.



Demand Seven

Repeal the Penal Code and state Syariah laws that criminalise "enticing a married woman," perpetuating **a view that women are the property of their husbands**.



Demand Eight

Repeal all laws that criminalise children born or conceived out of wedlock and prohibit the criminalisation of their parents. Encourage instead the strengthening of parental ties, and ensure the overall well-being of the child and parents from stigmatisation, discrimination and all forms of criminal prosecution. This includes ensuring that these mothers and their unborn babies or newborn babies are not alienated in any way from the public healthcare system, especially for pre and postnatal care, while waiting for these laws and procedures to be repealed.



Demand Nine

Encourage self-regulation of media to stop all gender stereotyping and misogyny in media whether through images or words, including by advertisers.



THE JUDICIARY AND EQUALITY IN LAW

Demand One

Establish a Law Reform Commission to restore the independence of the judiciary; and resolve the conflict of jurisdiction between civil and Syariah laws.

Demand Two

Review existing domestic laws as well as their judicial interpretations and enforcement to identify the gaps in ensuring the full protection of human rights guaranteed under the Federal Constitution, the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child, and the Convention on the Rights of Persons with Disabilities.

Demand Three

Review all laws to ensure that freedoms guaranteed under the Federal Constitution are protected at all costs, that these laws do not violate human rights, and that the limits to the limitations are clearly defined. This includes:

1. Reviewing Section 21 of the Minor Offences Act 1955 which currently allows for women and trans people to be charged arbitrarily for indecent behaviour.
2. Repealing the Penal Code that criminalises consensual sex “against the order of nature.”
3. Reviewing the Film Censorship Act to ensure that it does not undermine or prohibit the sharing of knowledge and ideas, the right to dissent, and the promotion of discourse.
4. Repealing all laws that allow arbitrary declaration of emergency, torture, capital punishment, detention-without-trial and incommunicado detention, including the National Security Council Act (NSC), the Security Offences (Special Measures) Act 2012 (SOSMA), the Prevention of Terrorism Act 2015 (POTA), and the Prevention of Crime Act (POCA).



Demand Four

Repeal syariah evidence laws equating the testimony of two female witnesses to that of one male witness.



Demand Five

Encourage the promotion and substantive engagement of women judges in both the civil and syariah legal systems. This includes increasing the number of practicing and qualified women judges, especially in the syariah legal system and ensure that their powers are not in any way limited in the types of cases they can preside over compared to their male counterparts.



Demand Six

Support training for judges of both the civil and syariah legal systems in formulating, interpreting and implementing laws and court decisions that are **just, equitable and compassionate to women**, in keeping with the spirit and principle of the Federal Constitution Article 8(1), that all persons are equal before the law.



Demand Seven

Make available legal aid assistance to all regardless of nationality and not just limited to capital punishment cases. In particular, asylum seeking women, refugee women and stateless women and migrant women should be given effective legal protection throughout the asylum process, including by providing legal aid, legal representation and assistance.



DISPLACEMENT, MIGRATION AND FOREIGN SPOUSES

Demand One

Ensure that women and children who are refugees, migrant workers (documented and undocumented), and trafficked, are treated in a gender-sensitised manner by conducting gender-sensitisation trainings for enforcement officers (immigration, police, etc.), and ensuring that what is imparted during these gender sensitisation trainings are practised in the field.

Demand Two

Develop and provide mechanisms of support and adopt regulations that would ensure freedom from gender-based violence and harassment, including arbitrary arrest, detention and extortion of refugees, migrant workers (documented and undocumented), trafficked victims, sex workers and LGBT persons.

Demand Three

Implement a policy to allow for an **alternative to immigration detention given the vulnerabilities of asylum-seekers and refugee girls and pregnant and lactating women**.

Demand Four

Adopt a rights-based approach, which includes the right to life, security and livelihood. This means ensuring women refugees, migrant workers and foreign spouses are allowed to work under similar employment terms and conditions as any other Malaysian employee as protected under the Employment Act 1955. This includes:

1. Amending the language of Schedule II of the Federal Constitution to allow Malaysian women to confer their citizenship on their children born overseas, similar to Malaysian men.

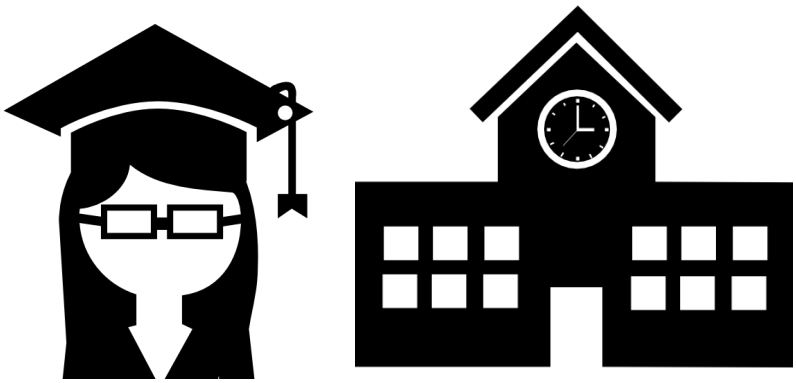
2. Reviewing and streamlining the process of birth registrations/citizenship applications and clear the backlog for children born overseas to Malaysian mothers.

3. Simplifying the Long Term Social Visit Pass process and provide the 5-year visas to spouses that fulfil stipulated conditions, without discriminating on the basis of nationality, ethnicity, gender or income; allow for automatic conversion to Permanent Residence after 5 years.

4. Amend laws and policies to provide foreign spouses the right to work on temporary passes; remove statement of prohibition from employment on the visa and requirement to obtain permission to work from their Malaysian husbands and make employers' contribution to EPF and SOCSO for non-citizen spouses mandatory.

5. Ensuring Malaysia has a specific and comprehensive law to protect domestic workers, both local and foreign as there are currently only guidelines for employers and their rights are excluded from many aspects of the labour laws.

6. Asylum seekers and refugees to be given work permits so that they can work legally and have legal recourse when faced with discrimination or harassment.



SAFE AND NON-DISCRIMINATORY EDUCATIONAL ENVIRONMENT

Demand One

Put a stop to all forms of bullying in educational institutions, both private and public, and for all levels of education.

Demand One

Foster a culture of respect and non-discrimination in all educational institutions, by designing necessary incentives, policies, and public messaging to educate against all forms of discrimination and violence, including gender discrimination and gender-based violence

Demand Two

Ensure that all educational environments are disability-friendly.

Demand Three

Review school curricula, textbooks and teaching materials for religion, moral education, living skills, and all other subjects to eliminate discrimination against women, girls, and gender non-conforming people, and to reflect instead the **principles of gender equality and non-discrimination.**

Demand Four

Equip school counsellors with proper knowledge and training to act as the first line of defence to advise, protect and refer troubled children to the proper assistance in instances of general bullying and importantly to **be equipped with the capacity to detect, prevent and provide support for specific gender-related abuse and self-harm**.



Demand Five

Review the environment of "protectionist" and "rehabilitation" type of shelters and schools such as Rumah Perlindungan and Sekolah Harapan to be **more rights-based in their approach** in managing the various cases. This includes reviewing if the girls who are at these schools are indeed necessary to be there, especially if they are already 18 years old and above.



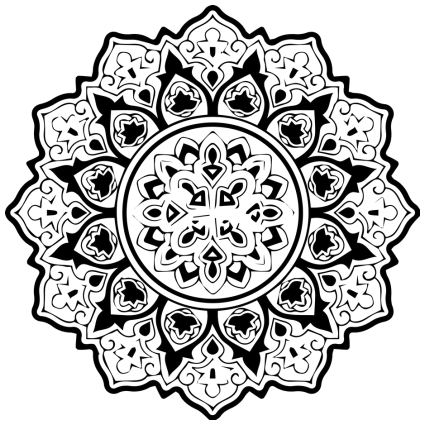
Demand Six

Make public all available data on the educational attainment of girls (and women) who have been married below the age of 18, and on the percentage of teenage girls who continue their education after pregnancy. Such data would support further analysis on the harms of underage marriages and the extent to which the rights of the girl child to education are protected in the country.



Demand Seven

Foster and encourage critical thinking in children from pre-school to tertiary level.



CULTURE AND RELIGION

Demand One

Actively discourage sexism, sexual harassment and other forms of harassment /intimidation/ discrimination on the basis of gender, at the workplace, in public services, and in institutions of learning, including public schools.

Demand Two

Ensure that women are not excluded from the study of their religious texts, and include them in the interpretation and codification of these texts and their edicts.

Demand Three

Review the formal and informal religious education of clergy and religious educators to ensure that training materials and programmes reflect the spirit of equality and gender justice granted to women, taking into consideration the changing roles and realities of women's lives in the family, community and nation.

Demand Four

Uphold women and girls' right to privacy and personal autonomy in conducting activities without being morally policed and/or being subjected to surveillance by communities, private sectors, the State and non-State actors. Legislations, technology, policy and speech that attempt to regulate, surveil, control and restrict women's and girls' expression and behaviour, where the evidence of harmful impact is often absent, should be objected. This includes decriminalising laws that regulate consensual sexual relations between adults, and eliminating all efforts to correct or rehabilitate a person's gender identity, gender expression and sexual orientation.



Demand Five

Amend the Islamic Family Law Act and the Law Reform (Marriage & Divorce) Act to **raise the minimum age for marriage of girls to eighteen (18) without exceptions**.



Demand Six

Set up a register for documentation of underage marriage (for non-Muslim marriages) at the chief minister's office and the Marriage Registration Office (for Muslim marriages) to monitor its prevalence and justification of these marriages.



Demand Seven

Encourage all Malaysian states and federal territories to adopt a uniform set of Syariah laws. The uniform law should also guarantee reciprocity among the Syariah courts in different states, such that court orders in one state would apply to the same person in a different state.

GLOSSARY

Asylum seeker	A person who has left their country of origin and formally applied for asylum in another country but whose application has not yet been concluded.
Digital identities	An online or networked identity adopted or claimed in cyberspace by an individual, organization or electronic device. These users may also project more than one digital identity through multiple communities.
Female Genital Mutilation (FGM)	Also sometimes referred to as female cutting, FGM refers to the removal of some or all of the external parts of the female genitalia. Female circumcision is one form of FGM.
Gender non conforming	Refers to persons whose identities do not adhere to how society assigns gender based only on the biological sex of the person.
Gender sensitisation	Refers to processes and programmes like education, trainings, campaigns, and so on that are designed to modify mindsets and behaviours through awareness-raising in order to address gender equality concerns and to ultimately achieve gender equality.
Gender stereotyping	An oversimplification or generalisation of one's characteristics or attributes on the basis of gender. Such stereotyping often suggests that there are very specific ways that are acceptable by society in how to be a man, woman, boy and girl.
Gender-responsive budgeting	A budget developed to address the needs and interests of all genders to achieve equal results in relation to access to opportunities; access to and quality of healthcare received; access to and quality of education received; access to financial assistance/aid and quality of financial assistance/aid received; and so on. The term includes processes and mechanisms in place to evaluate the impact of such budgeting and how effectively it has fostered gender equality.
Internet of Things	A network of internet-connected objects (other than the typical fare such as computers and smartphones) that are able to collect and exchange data using embedded sensors.

Legal assistance	Legal advice or legal information that is provided to needed client pro bono.
Misogyny	Hatred, dislike or distrust towards women and girls
Moral policing	Act of controlling and enforcing a set of values are adopted and followed by other people that may not be aligned to their beliefs.
Parliamentary Select Committee	A committee of members of a parliament which is set up to investigate and report on a particular matter.
People-centred development	A development approach that promotes community-led effort, prioritizing social justice and active participation of the citizen not only in implementation, but in design and decision-making.
Platform economies	A platform business or an online intermediary through which others connect to generate economic activities, by which independent workers or sellers can sell a discrete service or product to customers. Examples of platform economies: Grab, Amazon, Facebook, Google, Air BnB.
Rights based approach	Rights-based approach is a conceptual framework for the process of human development that is based on international human rights standards of the United Nations, towards promoting and protecting human rights.
Sexism	Unfair or different treatment towards one individual on the basis of the person's gender
Trade liberalisation	The removal and/or reduction of restrictions or barriers on the free exchange of goods between nations. This includes the removal or reduction of tariff obstacles, such as duties and surcharges, and non-tariff obstacles, such as licensing rules, quotas and other requirements.

Women Only Additional Seats (WOAS)	WOAS refers to non-constituency seats reserved to be filled only by women political candidates who are voted in based on political parties' candidates lists. The purpose of having women only additional seats is to help achieve at least 30% women's representation in Parliament. The non-constituency representation will be based on quota for each party according to percentage of total votes obtained by the concerned party).
Women's Agenda for Change	A manifesto about women's rights issues generated by women's right groups that was used to lobby political candidates during elections in the 1990s.
Women's Parliamentary Caucus	A group or meet up session of women politicians in the parliament to discuss common ground issues, often in relation to gender and women's rights issues.



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