

# Malaysia's Employment (Amendment) Act 2022 — 98-Day Maternity Leave, Pregnancy-Dismissal Shield and Higher Harassment Penalties

Gender Equality · Good practice · Malaysia

Quality score: 52/100

Evidence strength: Moderate

## Summary

Malaysia raised paid maternity leave from 60 to 98 days, introduced 7 days of paid paternity leave, shifted the burden of proof onto employers in pregnancy dismissals and raised harassment penalties to RM50,000. No outcome evaluation yet.

## Key dimensions

| Dimension                       | Score |
|---------------------------------|-------|
| Transferability / replicability | 2/3   |
| Impact on gender equality       | 0/1   |
| Effectiveness                   | 0/1   |
| Efficiency                      | 0/1   |
| Evaluated outcomes              | 0/1   |
| Sustainability                  | 1/1   |
| Achievement / evidence          | 1/1   |
| Gender-mainstreaming embedding  | 1/1   |
| Curator validation              | 1/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-10-14

[Ministry of Human Resources, Malaysia \(Labour Department\)](#) — accessed 2026-10-14

[Conventus Law summary](#) — accessed 2026-10-14

[Ecovis summary](#) — accessed 2026-10-14

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