



Gender Equality

Achieve gender equality and empower all women and girls.



Universiti Malaya's Commitment to Gender Equality

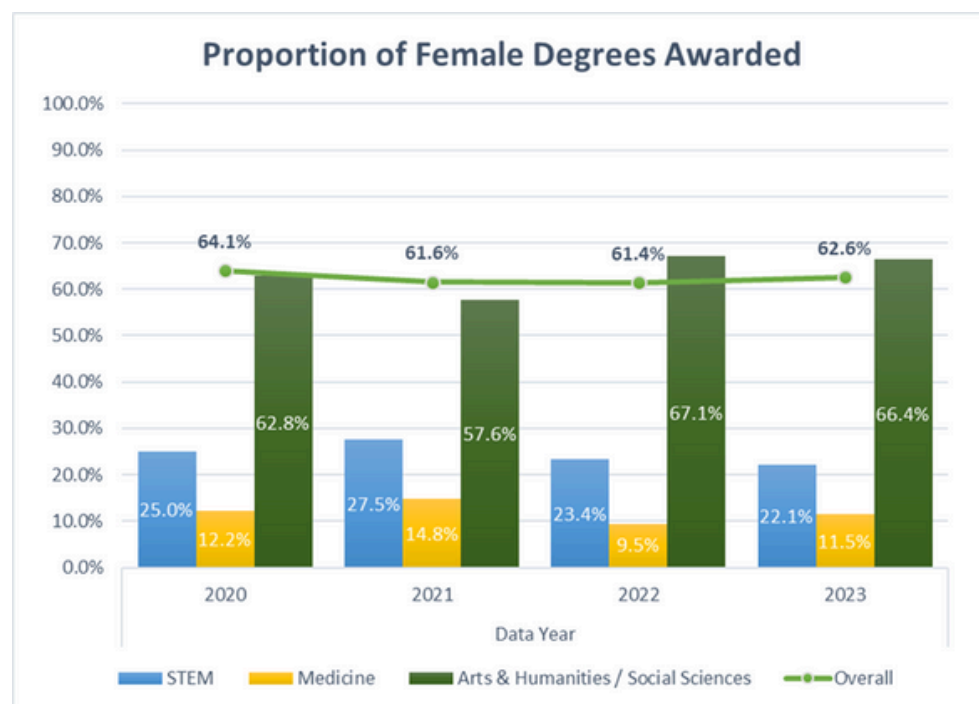
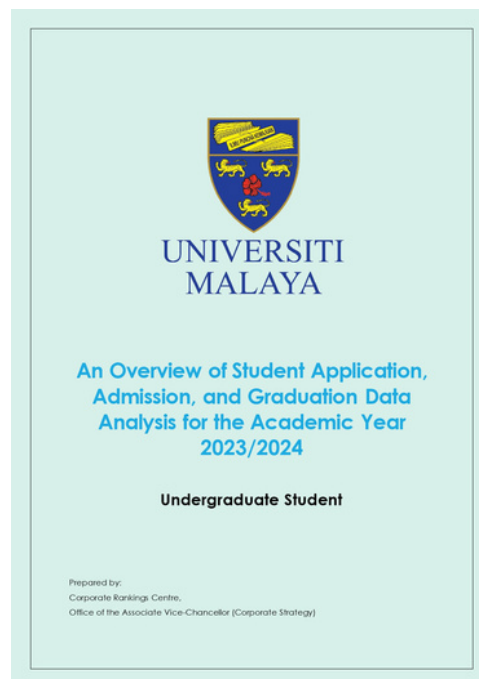
Universiti Malaya (UM) has long been at the forefront of advancing gender equality, aligning with Sustainable Development Goal 5 (SDG 5): Achieve gender equality and empower all women and girls. In 2023, UM strengthened its commitment to this goal through comprehensive policies, targeted initiatives, and a deep-seated dedication to fostering an inclusive and equitable environment. These efforts are not just surface-level; they are deeply integrated into the university's strategic vision, as articulated in the UM Transformation Plan 2030 and UM Master Plan 2050. These plans aim to create a campus where all individuals, regardless of gender, can thrive and reach their full potential.

UM's initiatives include promoting women's leadership in academia, ensuring equal access to resources, and providing support programs tailored to the unique challenges faced by women and marginalised groups. The university actively encourages participation in workshops, seminars, and outreach programs designed to raise awareness about gender issues and promote diversity. Through these multifaceted strategies, UM is not only working towards compliance with global gender equality standards but also creating a nurturing atmosphere where everyone can contribute to and benefit from a richer, more equitable educational experience.

Monitoring Women's Access and Graduation Rates

UM Corporate Ranking Centre (CRC) of the Associate Vice-Chancellor (Corporate Strategy) conducts an annual Tracking and Monitoring Exercise by analysing the application rates, admission, and graduation of women. The purpose of this exercise is to ensure that the top management of Universiti Malaya is utilising data to inform their decision-making processes.

Data for this analysis was sourced from university records, covering various academic sessions up to 2023/2024. The dataset includes information on student applications, admission rates, and graduate distribution. For the full report, go to: [An Overview of Student Application, Admission, and Graduation Data Analysis for the Academic Year 2023/2024](#)



Above: *An Overview of Student Application, Admission, and Graduation Data Analysis for the Academic Year 2023/2024* (Source: Corporate Ranking Centre)

Left: *Proportion of female degrees awarded* (Source: UM Academic Portal)

UM is actively promoting gender equality by supporting and empowering women students, as demonstrated by the high proportion of degrees awarded to female students across disciplines. From 2020 to 2023, women consistently made up over 60% of graduates, with particularly strong representation in the Arts & Humanities/Social Sciences, where female graduates reached 66.4% in 2023.

This aligns with UM's commitment to Sustainable Development Goal 5 (SDG 5) — Gender Equality — by ensuring that women have equitable access to educational opportunities, helping to close gender gaps in higher education and fostering an inclusive academic environment.

Policies Promoting Women's Applications, Non-Discrimination, and Inclusion of Marginalised Groups

Under Pillar 5 Social: Initiative 3 - Promote Gender Equality of Universiti Malaya Sustainability Policy 2021-2023 (Reviewed September 2023), UM is committed to promote gender equality aligned with the efforts in eliminating all forms of discrimination and violence against women and marginalised or underrepresented group including but not limited to transgender in the campus. Universiti Malaya remained committed to improve organisational awareness and implement initiatives to address any identified gaps in gender equality.

Key implementation mechanism:

- To support disadvantaged female students and staff in the University and eliminate all forms of discrimination against women.
- To support female students in academic progression including applications, acceptance, entry, and study completion at the university.
- To encourage women's participation and ensure equal opportunities for leadership at all levels of decision-making.
- To ensure access to the childcare facilities for students and staffs in the university.
- To champion culture, community, and inclusive practices regardless of gender.



Above: Universiti Malaya Sustainability Policy 2021-2023 (Reviewed September 2023)
(Source: UM Sustainable Development Centre)

Below: A female graduate from Universiti Malaya



This is also further supported by Initiative 4 - Reduce and eliminate economic and social inequalities, with the aims to guide the inequalities elimination initiatives in UM aligned with the efforts in tackling inequalities of underrepresented or marginalised groups (which include but not limited to the disabled, the Orang Asli, the indigenous people of Sabah and Sarawak, migrant workers, refugees and transgenders) in the campus from economic and social perspectives.

Universiti Malaya does not discriminate staff and students, in paying them, by at least the minimum living wage equally to all, regardless of their gender, races and religions and UM adhere to the present Government's respective policy and directives.

Key implementation mechanism:

- To support participation and ensure equal opportunities to underrepresented groups in the university.
- To provide mentoring, counselling or peer support programs for underrepresented groups in the university.
- To eliminate all forms of discrimination which include admission and enrolment against underrepresented groups by promoting appropriate legislation, policies and practices in the university.
- To provide accessible facilities and accommodation for students with disabilities.

Source: UM Sustainability Policy 2021-2030
(Reviewed September 2023)

In alignment with UM's initiative to further promote gender equality, UM is in the process of developing a policy (currently awaiting approval from the University's Board of Directors) for the 'Universiti Malaya Equality, Diversity & Inclusion (EDI) Policy Statement', which will outline a total of seven (7) commitments.

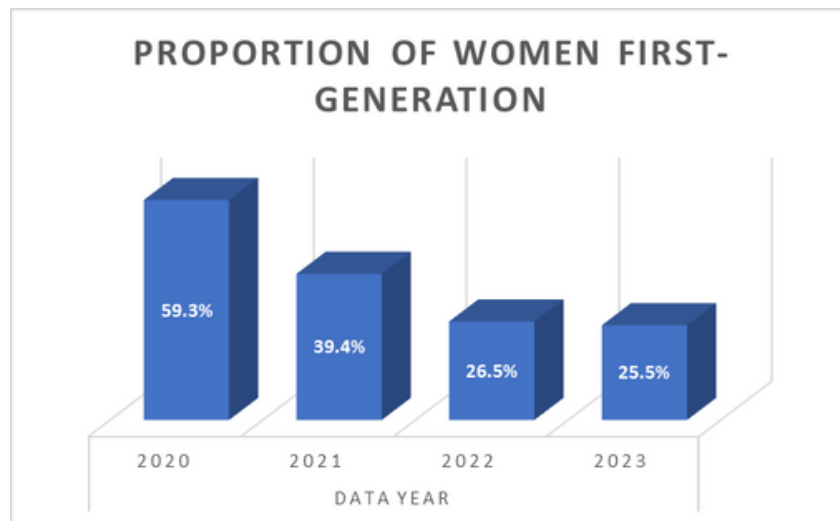
1. Equal Opportunity
2. Inclusive Environment
3. Training and Education
4. Accessibility and Reasonable Accommodations
5. Disability Inclusion
6. Community Engagement
7. Accountability

Below: Female staff from Universiti Malaya receiving the Anugerah Cemerlang Universiti Malaya 2022 award in February 2023.



Universiti Malaya's Support for First-Generation and Female Graduates

Universiti Malaya (UM) is dedicated to supporting disadvantaged women students, as shown by the proportion of first-generation female students, although this percentage decreased from 59.3% in 2020 to 25.5% in 2023. UM continues to promote access to higher education for women who are the first in their families to attend university, aligning with Sustainable Development Goal 5 (SDG 5) — Gender Equality — by empowering women, breaking cycles of inequality, and fostering an inclusive academic environment.



Above: Graph for proportion of women first generation students. (Source: UM Academic Portal)



Universiti Malaya Expands Women's Access with Mentoring, Scholarships, and Support Programs

Universiti Malaya offers wide range of women's access schemes including mentoring, scholarship and other provision.

Mentoring:

Challenging Male Privilege & Toxic

Masculinity: Towards A Gender Just Society

Organiser: Gender Studies Programme, Faculty of Arts and Social Sciences
[22 December 2023]

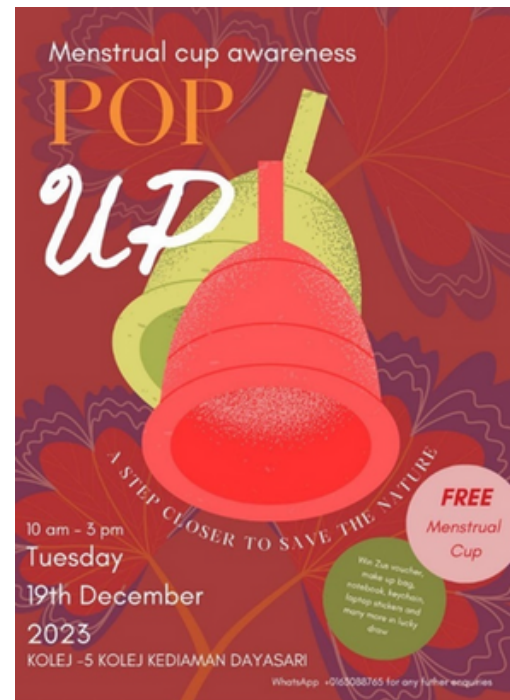
The event, "Challenging Male Privilege & Toxic Masculinity Towards A Gender Just Society," organised by the Gender Studies Programme at the Faculty of Arts and Social Sciences, addresses male privilege and toxic masculinity as barriers to gender equality (SDG 5). Bringing together academics, activists, and community leaders, it aims to challenge norms that perpetuate gender-based discrimination, promote inclusivity, and foster dialogue on redefining masculinity. Emphasising male allyship and transforming social norms, the event aspires to build a more gender-just society rooted in equality and respect for all.

Mentoring & Targeted Provision:

Menstrual Cup Awareness Campaign

Organiser: Universiti Malaya Community Engagement Centre (UMCares) & 5th Residential College, UM
[19 December 2023]

The Menstrual Cup Awareness Campaign, organised by Universiti Malaya Community Engagement Centre (UMCares) with the 5th Residential College, promotes menstrual health as part of gender equality (SDG 5). The campaign educates participants on menstrual cups as sustainable, cost-effective alternatives to traditional products and addresses stigma around menstruation through open discussions. By empowering women and girls with knowledge and resources, the initiative promotes menstrual equity, challenges societal taboos, and advocates for a more inclusive society where menstruation is not a barrier to education or well-being.



Above (left): Poster for "Challenging Male Privilege & Toxic Masculinity: Towards A Gender Just Society" (Source: Faculty of Arts and Social Sciences)

Above (right): Poster for Menstrual Awareness (Source: Kolej Kediaman Dayasari UM)

Mentoring & Targeted Provision:

Menstrual Cup Awareness Campaign: **Discover a Sustainable Approach to** **Feminine Hygiene**

Organiser: Universiti Malaya Community Engagement Centre (UMCares), UNESCO, CHERRY (NGO) & 10th Residential College, UM

[20 December 2023]

The “Menstrual Cup Awareness Campaign: Discover a Sustainable Approach to Feminine Hygiene”, led by Universiti Malaya Community Engagement Centre (UMCares) in collaboration with UNESCO, CHERRY (NGO), and the 10th Residential College, UM, champions menstrual health and sustainability, advancing SDG 5 on gender equality. The campaign educates women and girls about menstrual cups as a sustainable, cost-effective alternative to traditional menstrual products, providing clear guidance on their use, benefits, and maintenance.

By addressing misconceptions and breaking menstrual stigma, the campaign fosters open, inclusive dialogues through workshops and interactive sessions that encourage sustainable practices. It empowers participants with essential knowledge and resources, enabling them to manage their menstruation with dignity and confidence. This initiative aims to dismantle barriers preventing women and girls from fully engaging in education, work, and society, promoting a vision of a gender-equal future where menstrual health is acknowledged as a fundamental right and a key aspect of well-being.



The poster features logos for Universiti Malaya, UMCares, UNESCO, and CHERRY at the top. The central title is "Menstrual Cup Awareness Campaign" with the subtitle "Discover a Sustainable Approach to Feminine Hygiene". Below the title are four circular portraits of the speakers: Dr. Chin Kim Ling, Dr. Fong Chng Sau, Ms. Lynn Tan Pei Ring, and Ms. Fazilah Binti Majeed, each with their name and affiliation. A QR code is provided for registration. The event details are listed in a pink box: "20 December, 2023 (Wed)", "11:00 am - 12:30 pm", and "Kolej Kediaman Tun Ahmad Zaidi (KK10 UM)". A list of activities includes discussions with experts, Q&A, photo shooting, videos, quizzes, and the distribution of free menstrual cups. The bottom of the poster features a peach icon and the slogan "EMPOWER YOURSELF WITH KNOWLEDGE FOR A GREENER & HEALTHIER PERIOD EXPERIENCE", along with an email address for inquiries.

Menstrual Cup Awareness Campaign
Discover a Sustainable Approach to Feminine Hygiene

Speakers:

- DR. CHIN KIM LING**
Senior lecturer in Faculty of Medicine & Institute for Advanced Studies
- DR. FONG CHNG SAUN**
Senior lecturer in Institute for Advanced Studies
- MS. LYNN TAN PEI RING**
Partner of Cherry Menstrual Cup Company
- MS. FAZILAH BINTI MAJEED**
Vice president of Pertubuhan Projek Gadis Mekar Malaysia

JOIN US WITH OUR EXPERTS

20 December, 2023 (Wed)
11:00 am - 12:30 pm
Kolej Kediaman Tun Ahmad Zaidi (KK10 UM)

What to look for?

- Insightful discussions with experts
- Q&A with the experts and photo shooting session
- Videos & Quizzes
- Games & distribution of **FREE** menstrual cups

EMPOWER YOURSELF WITH KNOWLEDGE FOR A GREENER & HEALTHIER PERIOD EXPERIENCE

If you have any inquiries, please email Dr. Chin KimLing at kimling@um.edu.my

Left: Poster for “Menstrual Cup Awareness Campaign” (Source: UMCares)

Scholarship:

AUN-Disability and Public Policy Network (AUN-DPPnet) Postgraduate Scholarship 2023-2024

Host: AUN-DPPnet, The Nippon Foundation, Japan and Universiti Malaya [July 2023]

The AUN-Disability and Public Policy Network (AUN-DPPnet), the 12th thematic network of the ASEAN University Network (AUN), is hosted by the Universiti Malaya, Kuala Lumpur, and financially supported by The Nippon Foundation of Japan. The initiative aims to empower disabled individuals from ASEAN countries by providing scholarships for postgraduate education, enabling them to advocate for disability policies within their own nations.

Outstanding disabled applicants from ASEAN member states who have completed their bachelor's degree with strong academic performance are encouraged to apply for this scholarship. The program supports studies (by coursework) at selected institutions within the ASEAN University Network. Applicants must also provide medical certification from a professional practitioner confirming their disability and overall good health. This initiative promotes inclusivity in higher education, advancing SDG 5 on gender equality by fostering accessibility, representation, and leadership opportunities for disabled individuals across the region.



**UNIVERSITI
MALAYA**
KUALA LUMPUR

Supported by
 日本財団
**THE NIPPON
FOUNDATION**



Fully-Funded! AUN-DPPnet Postgraduate Scholarship 2023-24, Kuala Lumpur, Malaysia

Application deadlines: 31 July 2023

www.aseanop.com

Left: Poster for AUN-Disability and Public Policy Network (AUN-DPPnet) Postgraduate Scholarship 2023-2024

Below: Universiti Malaya female graduate with disabilities.



Provision:

Free Women Sanitary Pad for Academy of Malay Studies Students

Host: Welfare and Community Wellbeing Exco & Female Student Welfare Exco in collaboration with UM Students Union (KMUM) Disabled Group of Academy of Malay Studies
[January 2023]

The “Free Women Sanitary Pad” initiative for students of the Academy of Malay Studies, hosted by the Welfare and Community Wellbeing Exco and Female Student Welfare Exco in collaboration with the UM Students Society (KMUM) Disabled Group of the Academy of Malay Studies, aims to enhance menstrual equity and support gender equality, aligning with SDG 5.

This program provides free sanitary pads to students, ensuring that menstrual hygiene products are accessible and that no individual faces barriers to education or participation due to menstruation. The initiative addresses period poverty, which disproportionately affects women and girls, especially those from underprivileged backgrounds. By offering this essential support, the program fosters a supportive and inclusive environment where female students can manage their menstrual health with dignity. The collaboration with the disabled group also ensures that the campaign is inclusive, considering the needs of students with disabilities. This effort ultimately seeks to normalise menstrual health as a critical component of student well-being, contributing to a more gender-equitable campus.



Above: Posters for the free distribution of sanitary pads
(Source: Kesatuan Mahasiswa Universiti Malaya - Akademi Pengajian Melayu)

Mentoring & Targeted Provision:

International Day of the Girls 2023

Host: COP UM, in collaboration with the Clinical Legal Education Programme, Faculty of Law and the Generation Empowerment Generation - Legal Response Network led by Kemban Kolektif, Legal Dignity and Telenisa
 Guests of Honor: YB Fadhlin Sidek - Minister of Education & His Excellency Jacques Werner, Dutch ambassador in Kuala Lumpur, Ambassador from the Kingdom of Netherlands
 [October 2023]

COP Universiti Malaya engages with vulnerable children in the society through interactive teaching and learning methods to educate & inform them about the law. The “International Day of the Girls 2023”, hosted by COP UM in collaboration with the Clinical Legal Education Programme, Faculty of Law, and the Generation Empowerment Generation - Legal Response Network led by Kemban Kolektif, Legal Dignity, and Telenisa, is an initiative dedicated to promoting gender equality and the empowerment of girls.

The event, held in October 2023, featured distinguished guests including YB Fadhlin Sidek, Malaysia’s Minister of Education, and His Excellency Jacques Werner, the Dutch Ambassador in Kuala Lumpur, representing the Kingdom of the Netherlands. The program aimed to raise awareness on the rights of girls and the challenges they face, advocating for legal and social support structures that ensure their protection, education, and empowerment. Through panels, discussions, and interactive sessions, the event encouraged active engagement and dialogue, promoting the importance of legal literacy, education access, and gender equity. By bringing together policymakers, legal experts, and advocates, the event created a platform to strengthen efforts towards building an inclusive society where girls are empowered to achieve their full potential.

Below: 2023 International Day of the Girl Festival held at PAUM Clubhouse on 13 October 2023
 (Source: Community Outreach Programme - UM)



Provision:

End Period Poverty - Free Pads in the Toilet

Host: UM Students' Union (KMUM) of Faculty of Engineering UM with UM Student Union
[March 2023]

The "End Period Poverty" initiative, hosted by the UM Students' Union (KMUM) of the Faculty of Engineering at Universiti Malaya in collaboration with the UM Student Union, aims to combat period poverty by providing free sanitary pads in university restrooms. This initiative addresses the critical issue of menstrual health management, ensuring that all students have access to essential hygiene products without financial burden.

By placing free sanitary pads in accessible locations, the program seeks to eliminate the stigma associated with menstruation and promote a supportive environment for students, particularly those from low-income backgrounds. The initiative not only facilitates menstrual hygiene but also fosters a culture of openness and inclusivity regarding women's health issues. By prioritising access to menstrual products, the campaign contributes to gender equality by empowering individuals to participate fully in their education without interruption. This effort aligns with SDG 5, which advocates for gender equality and the empowerment of all women and girls, reinforcing the importance of addressing menstrual health as a fundamental right and a key aspect of overall well-being.



Above: Posters for the free distribution of sanitary pads in the toilet
(Source: UM Students' Union (KMUM) of Faculty of Engineering)

Strategic Initiatives in Empowering Women's Application in Underrepresented Subjects via Outreach, Collaboration and Mentoring Schemes

Universiti Malaya is committed to encouraging and offering women's application to enrol as students through various strategic campaign approaches which include outreach and mentoring schemes, collaboration with universities, community groups, government and NGOs both at national, regional and international level.

Examples of the programmes include:

School's Out, Kids in Programme: Rahsia di Langit dan Bumi Programme at Pusat Sains Negara

Host: Faculty of Science UM in collaboration with National Science Centre (PSN), Ministry of Science, Technology and Innovation (MOSTI), Mineral and Geoscience Department [May 2023]

Category: Outreach & Collaboration [National]

Public outreach programme by UM undergraduate students aimed at raising awareness about Earth Science and encouraging both male and female schoolchildren to study Geology.



Above: Poster for "Schools' Out, Kids In"
(Source: Pusat Sains Negara)

Below: Schoolchildren examining geological samples up close during the programme



Promoting Sustainable Waste Management in Secondary Schools and the Community

Host: Faculty of Science UM in collaboration with Dialog Esecos Sdn Bhd; ACS Students Chapter, Young Scientists Network-Academy of Sciences Malaysia (YSN-ASM) & Taylor's University

[August 2023]

Category: Outreach & Collaboration [National]

Universiti Malaya (UM) aims to empower secondary school students and the community to become active participants in sustainable waste management. Specifically, UM seeks to increase awareness, promote knowledge, foster skills, and encourage action. By incorporating waste management education into the school's formal or informal culture, implementing school-based initiatives, engaging the community through outreach programs, partnering with local organisations, and launching public awareness campaigns, UM aims to equip students and the public with the tools and motivation to reduce waste, recycle, and compost effectively. This effort will contribute to a more sustainable future for both schools and the broader community.

Source: WasteWise Warriors - "Empowering Communities, Enabling Circularity, Elevating Socioeconomic Prosperity"



Above: Training of trainer programme

Below: Schoolchildren participating in the Sustainable Waste Management Empowerment Programme



Asian Students Environment Platform (ASEP) 2023

Host: AEON Environmental Foundation in collaboration with UM Community Engagement Centre (UMCares)
 Venue: Online (Zoom and Cluster platform) and Gamuda Cove
 [August 2023]
 Category: Outreach, Collaboration & Mentoring [Regional]

Beneficiaries: University students from 10 Asian countries (Universiti Malaya, Royal University of Phnom Penh, Chulalongkorn University, Yangon University of Economics, Waseda University, Korea University, Tsinghua University, Vietnam National University, University of the Philippines, Universitas Indonesia).

Source: ASEP – AEON & UM Community Engagement Centre (UMCares)

Selected university students both male and female from 10 Asian countries gather to discuss and make proposals on global environmental issues beyond national borders while learning about differences in the natural environment and values of each country. In 2023, ASEP is conducted online using Zoom and Cluster platforms, with a physical tour of Gamuda Cove Paya Indah Discovery Wetlands for Malaysian participants.



Above: Participants of Asian Students Environment Platform (ASEP) 2023

Below: Online training provided during ASEP 2023



Training Programme: Malaysia Teacher Ability Enhancement Programme 2023 - Teaching Chinese as a Foreign Language

Host: Kong Zi Institute UM in collaboration with Shanghai Normal University, China & Center for Language Education and Cooperation (CLEC), China

[April to September 2023]

Category: Outreach, Collaboration & Mentoring [Regional]

A four (4) month training program for Chinese language teachers, both male and female, in Malaysia was jointly organised by the Center for Language Education and Cooperation (CLEC), China, Shanghai Normal University, and Kong Zi Institute Universiti Malaysia.

This program aims to facilitate Chinese language teachers in Malaysia to enhance their teaching abilities by offering courses on language elements, language skills, teaching methodologies, and textbooks, conducting case studies, etc. The training was conducted online and featured speakers who are experts in their respective fields from China. This initiative fosters international collaboration and knowledge exchange. Over 190 participants benefited, aligning with the Sustainable Development Goals by enhancing educational partnerships and promoting quality education.



Above: Posters for online training programme: Malaysia Teacher Ability Enhancement Program 2023 - Teaching Chinese as a Foreign Language for Chinese Language Teachers (Source: Kong Zi Institute, Universiti Malaysia)

Below: Aside from the training programme for teachers, the Kong Zi Institute also frequently offers short Chinese courses



INSAN-Young Apprentice Leadership Program (Y.A.L.E.) 2023

Host: Faculty of Science UM in collaboration with Bahagian Genius Insan, Ministry of Education & Kolej Genius Insan, Universiti Sains Islam Malaysia (USIM)
Venue: Kolej Genius Insan, USIM Nilai, Negeri Sembilan
[May 2023]
Category: Outreach, Collaboration & Mentoring [National]

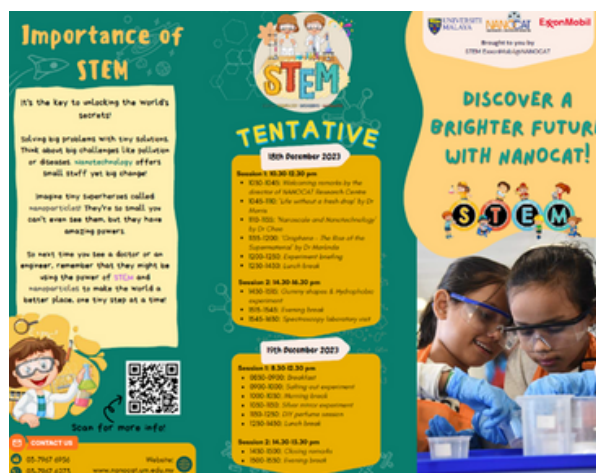
At the heart of the Young Apprentice Leadership Program lies a commitment to the 17 Sustainable Development Goals (SDGs) outlined by the United Nations. These goals serve as a framework for the program's curriculum, guiding participants through the complex web of global challenges, from poverty and inequality to climate change and environmental degradation. By integrating these goals into leadership training, the program equips students with the knowledge and skills necessary to lead with purpose and integrity, ensuring that their future endeavours contribute positively to society.



STEM - Discover A Brighter Future with NANOCAT

Host: Nanotechnology & Catalysis Research Centre (NANOCAT) in collaboration with ExxonMobil & Faculty of Education [December 2023]
Category: Outreach, Collaboration & Mentoring [National]

The “Science, Technology, Engineering & Mathematics (STEM)” program was held on 18 December 2023 at the Nanotechnology and Catalysis Research Centre (NANOCAT). The purpose of this program is to provide exposure to participants (teachers and primary school students from Terengganu) on how researchers at the Universiti Malaya (UM) conduct research and develop STEM projects to solve problems. The program also offers hands-on experience for students and teachers in conducting research and analysis in the STEM field. The focus of the program is to introduce nano materials and technology in daily life applications to the participants.



Projek Mengejar Impian by Medical Society (MEDSOC) UM

Host: Medical Society (MEDSOC) UM in collaboration with U.S. Embassy in KL, Yayasan Chow Kit (NGO) and YES Alumni Malaysia

[August 2023]

Category: Outreach, Collaboration & Mentoring [International]

Projek Mengejar Impian (Pursuing Dreams Project) is a collaboration programme with Yayasan Chow Kit and YES Alumni Malaysia that aims to help underprivileged teenagers especially in the Chow Kit area. To do this, the program focus more on the component of health that includes sexual health, smoking (and vaping) cessation, and character building.

Through engaging discussions, they uncovered strategies for quitting and mastered the art of persuasion to inspire others to embark on a smoke-free journey. This was done in hope that the teenagers believe that they could also achieve their dream to become successful one day. Participants both male and female had an immersive tour around the prestigious Faculty of Medicine Universiti Malaya, igniting curiosity and showcasing the incredible possibilities in the world of healthcare. The program aims in nurturing a generation of change-makers, armed with knowledge and determination to make a positive impact on themselves and their communities.



Above: Participants of Projek Mengejar Impian by Medical Society (MEDSOC) UM

Entrepreneurship Talk Series - Inspiring Women for Entrepreneurship at UM Research Carnival (UMRC)

Host: UM Centre for Innovation and Enterprise (UMCIE) in collaboration with strategic partners: Young Scientists Network – Academy of Sciences Malaysia (YSN-ASM), Scentses + Co, and Dropee, & UM Entrepreneurship Secretariat (UMES) [January 2023]

Category: Collaboration & Mentoring [National]

Women entrepreneurship has long been a transformative force in the economic landscape, characterised by creativity, bold risk-taking, and innovative problem-solving. Women entrepreneurs are not only instrumental in driving job creation but also contribute significantly to economic growth. By inspiring and empowering women in business, we cultivate an environment of trust, collaboration, and understanding that benefits the entire economy.

The “Inspiring Women for Entrepreneurship” sharing session, hosted by the Universiti Malaya Centre of Innovation and Enterprise (UMCIE) and the UM Entrepreneurship Secretariat (UMES) during the UM Research Carnival 2023, aims to highlight the journeys of women leaders and entrepreneurs. This event seeks to inspire aspiring female entrepreneurs by providing insights into their experiences and successes, fostering a supportive network, and promoting gender equality in the entrepreneurial space. By celebrating women’s contributions to entrepreneurship, we encourage a more inclusive and diverse economic future.

FORUM SESSION:
INSPIRING WOMEN FOR ENTREPRENEURSHIP

9TH JANUARY 2023
2:00 PM - 3:00 PM

AUDITORIUM, KPPI BUILDING, UNIVERSITI MALAYA

DR. JEZAMINE LIM
CEO of Cell Biopeutics,
Affiliate Young Scientists
Network-Academy of Sciences
Malaysia (YSN-ASM),
Assoc Research Fellow - Centre Of
Tissue Engineering &
Regenerative Medicine UKM

LENNISE NG
CEO & Co-Founder
Dropee

SADIRA YEONG
Founder, CEO
Scentses + Co

Moderator
SHAWN THAM
Co-founder of UniLah The
Student App,
Vice President II of UMES

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www.umcie.um.edu.my
umcie@um.edu.my

REGISTER NOW

Above: Poster for Entrepreneurship Talk Series - Inspiring Women for Entrepreneurship at UM Research Carnival (UMRC)

Women In Global Health Webinar Series: “Intervention Development Research”

Host: Faculty of Medicine UM in
collaboration with National University of
Singapore (School of Public Health)
[February 2023]
Category: Collaboration & Mentoring
[International]

The Centre for Epidemiology and Evidence-Based Practice (CEBP) at the Department of Social and Preventive Medicine, Faculty of Medicine, Universiti Malaya, in collaboration with the Saw Swee Hock School of Public Health, National University of Singapore, is organizing the "Women in Global Health Webinar Series." This initiative focuses on developing effective interventions to tackle complex social issues such as human trafficking and child labor.

Current evidence indicates that there is a significant gap in the application of robust research to inform the design of complex social interventions, leading to a lack of effective prototypes and evaluations. In comparison to pharmaceutical and medical technology, insufficient resources - both time and funding - are allocated to research and development (R&D) for these social interventions. The webinar will engage participants in a critical discussion on the R&D methods necessary to generate evidence for designing effective interventions tailored to specific populations and contexts. By addressing these challenges, the series aims to contribute to the empowerment of women in global health and advance gender equality.

**WOMEN IN GLOBAL HEALTH
WEBINAR SERIES**

Intervention Development Research

What is it and how to
undertake studies to
develop context-relevant
intervention prototypes?

28 FEBRUARY 2023
12 pm - 1 pm MYT/ SGT
(hybrid event)

SPM Conference Room,
Universiti Malaya

Zoom
<https://bit.ly/WGH23>

Register
<https://bit.ly/WGH23Reg>

**How do we develop interventions to address complex social problems,
such as human trafficking or child labour?**

To date, evidence suggests that few complex social interventions have been built on robust research to inform their designs, before prototypes are proposed and evaluations are commissioned. Compared to pharmaceutical or medical technology, little money and time are invested in research and development (R&D) for complex social interventions. This discussion will address the question: What R&D methods should we be using to generate evidence to design complex interventions for specific populations in particular contexts?



Speaker

**Prof Cathy
Zimmerman**

Professor of migration,
violence and health
Dept of Global Health &
Development, LSHTM

Prof Zimmerman is a behavioural and social scientist and co-founder of the Gender Violence & Health Centre at the London School of Hygiene & Tropical Medicine.

She specialises in research on migration, health and gender-based violence. She produced some of the first findings on health and trafficking in Europe and led the largest study to date on the health of trafficking survivors in the Mekong.

Her current work focuses on intervention development to address child domestic work and studies on labour exploitation and working conditions.



Chair

**Dr Tharani
Loganathan**

Public Health
Medicine Specialist
Dept of Social & Preventive
Medicine, Universiti Malaya

Public Health@UM
Creating the future of Public Health

**CENTRE FOR EPIDEMIOLOGY AND
EVIDENCE-BASED PRACTICE (CEBP)**
University of Malaya

NUS
National University
of Singapore

**Saw Swee Hock
School of Public Health**

Above: Poster for Women In Global Health Webinar Series: “Intervention Development Research”
(Source: Department of Social & Preventive Medicine, Faculty of Medicine)

Gender Seminar Series 1/2023
A Gender Role Analysis in Small Holder Oil Palm Plantation Business: A Case Study of Three Ethnic Groups in Indonesia

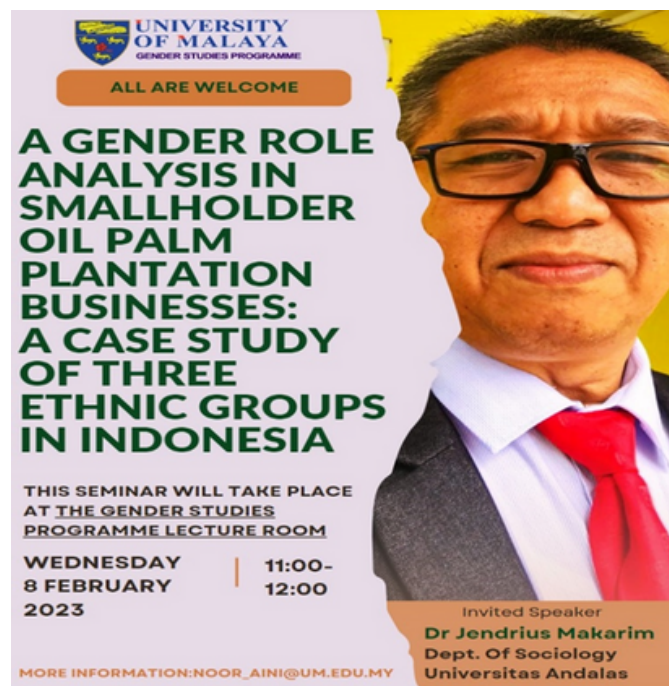
Host: Gender Studies Programme, Faculty of Arts and Social Sciences in collaboration with Universitas Andalas, Indonesia

[February 2023]

Category: Collaboration & Mentoring
 [Regional]

The Gender Seminar Series 1/2023, hosted by the Gender Studies Programme at the Faculty of Arts and Social Sciences in collaboration with Universitas Andalas, Indonesia, focused on “Gender Role Analysis in Smallholder Oil Palm Plantation Business: A Case Study of Three Ethnic Groups in Indonesia”.

Held in February 2023, this seminar aimed to explore the distinct gender roles and responsibilities within the smallholder oil palm plantation sector, shedding light on how cultural and ethnic backgrounds influence women’s and men’s contributions to the industry. Through in-depth analysis and case studies, the seminar highlighted the challenges and opportunities faced by both genders in this economic activity, emphasising the need for gender-sensitive policies to promote equality and empower women in agriculture. By fostering a critical dialogue on gender dynamics in the oil palm plantation business, the seminar contributed to the broader discourse on gender equality. It aimed to raise awareness of the importance of inclusive practices that recognise and enhance the role of women, ultimately advocating for equitable access to resources, decision-making, and benefits within this vital sector.



Above: Poster for “A Gender Role Analysis in Small Holder Oil Palm Plantation Business: A Case Study of Three Ethnic Groups in Indonesia”
 (Source: Faculty of Arts and Social Sciences)

STEMConnectHer: Mentorship Program

Host: STEMConnectHer, The Asia Foundation, supported by UM STEM Centre
[March 2023]

Category: Collaboration & Mentoring
[Regional]

The “STEMConnectHer: Mentorship Program”, hosted by STEMConnectHer in collaboration with The Asia Foundation and supported by the UM STEM Centre, launched in March 2023 to empower women pursuing careers in science, technology, engineering, and mathematics (STEM). This initiative provides a comprehensive mentorship experience covering essential topics such as preparing for a future in STEM, cross-cultural management, and building professional networks.

Additionally, it features a STEM and Gender Café to facilitate open discussions on the unique challenges women face in these fields, alongside practical sessions on salary negotiations. By connecting aspiring female STEM professionals with experienced mentors, the program aims to cultivate confidence and competence, fostering a supportive community that encourages women to thrive in traditionally male-dominated industries. This initiative aligns with Sustainable Development Goal 5 (SDG5) on gender equality, emphasising the importance of mentorship and networking in promoting women’s empowerment and inclusion in STEM. By equipping participants with the necessary skills and knowledge, STEMConnectHer seeks to break down barriers, enhance career prospects, and ultimately contribute to a more equitable and diverse workforce in the STEM fields.



Above: Poster for “STEMConnectHer: Mentorship Program”
(Source: UM STEM Centre)

Women Program with AKRAB UM in conjunction with International Women's Day 2023

Host: Pembimbing Rakan Sekerja (Colleague Mentoring) - AKRAB UM, Centre for Counselling and Disability Empowerment (CCDE) in collaboration with SLAE Cosmetics [March 2023]

Category: Outreach, Collaboration & Mentoring [University]

The “Women Program with AKRAB UM”, organised in conjunction with International Women's Day 2023, was hosted by AKRAB UM in collaboration with the Centre for Counselling and Disability Empowerment (CCDE) and SLAE. Held in March 2023, the program aimed to celebrate and empower women within the university community through a series of engaging discussions and workshops.

Topics covered included “Women & AKRAB UM”, “Women: Inspiration and Motivation”, “Women and Self-Care”, and “Wakeup Makeup”. These sessions encouraged participants to explore their identities, foster resilience, and prioritise their mental and physical well-being. By providing a platform for dialogue and sharing experiences, the program sought to inspire women to pursue their aspirations and embrace self-care as an essential component of personal and professional growth. This initiative aligns with SDG 5 on gender equality by promoting the empowerment of women and addressing the unique challenges they face. Through collaboration and shared learning, the program contributed to building a supportive community that encourages women's active participation and leadership, reinforcing the importance of celebrating and uplifting women's voices in all spheres of life.



Above: Poster for Women Program with AKRAB UM in conjunction with International Women's Day 2023. (Source: AKRAB UM)

Below: Participants during the programme.



Anti-sexual Harassment Policy at UM: A Panel Discussion

Host: Faculty of Arts and Social Sciences in collaboration with All Women's Action Society, & UM Students' Union [June 2023]

Category: Outreach, Collaboration & Mentoring [University]

The "Anti-Sexual Harassment Policy at UM: A Panel Discussion", hosted by the Faculty of Arts and Social Sciences in collaboration with the All Women's Action Society and the UM Students' Union in June 2023, aimed to address critical issues surrounding sexual harassment on campus. This panel brought together experts, advocates, and students to discuss the newly implemented anti-sexual harassment policy, its significance, and its implications for fostering a safe and inclusive university environment.

The discussion focused on raising awareness about sexual harassment, empowering individuals to speak out, and providing resources for those affected. By facilitating open dialogue, the panel aimed to dismantle the stigma associated with reporting harassment and to promote a culture of accountability and respect. The initiative aligns with SDG 5 on gender equality by highlighting the importance of creating safe spaces for all individuals, regardless of gender, and ensuring that everyone has the right to pursue their education free from harassment and discrimination. This proactive approach not only reinforces the university's commitment to protecting its community but also encourages a collective effort towards a more equitable and respectful academic environment.



Above: Poster for Anti-sexual Harassment Policy at UM: A Panel Discussion
(Source: Faculty of Arts and Social Sciences)

Program Women in Science and Engineering (WISE)

Host: UM STEM Centre in collaboration with Universiti Tun Hussein Onn Malaysia (UTHM), MySTEM Ambassador Club, & Micron Semiconductor Sdn. Bhd.

[June 2023]

Category: Outreach, Collaboration & Mentoring [National]

The Women in Science and Engineering (WISE) program successfully took place on 22 June 2023, at Universiti Tun Hussein Onn Malaysia (UTHM) in Pagoh, in collaboration with the MySTEM Ambassador Club, Micron Semiconductor Sdn. Bhd., and the Universiti Malaya STEM Centre. The event was inaugurated by Associate Professor Dr. Mohamad Zaky Noh, Dean of the Faculty of Applied Sciences and Technology at UTHM and Chair of UTHM STEM.

It attracted 60 female students from various disciplines at UTHM, aiming to inspire and encourage their interest in pursuing careers in STEM fields. The program featured an engaging talk by Madam Crystal Tan, Manager of New Product Management at Micron Semiconductor Sdn. Bhd., and included a variety of exciting activities throughout the day. By providing a platform for young women to explore STEM opportunities and connect with industry professionals, the WISE program contributes to the empowerment of women in STEM. This initiative not only promotes diversity in STEM but also fosters a supportive community that encourages female students to pursue their aspirations and excel in their chosen fields.



Above: Female students during the Women in Science and Engineering (WISE) programme

World Population Day Forum 2023

Host: Faculty of Business and Economics UM and UM Alumni Guest House Club, in collaboration with Ministry of Women, Family and Community Development and Ministry of Economy: Malaysia Development Department

[August 2023]

Category: Outreach, Collaboration & Mentoring [National]

The World Population Day Forum 2023, hosted by the Faculty of Business and Economics at Universiti Malaya and the UM Alumni Guest House Club, in partnership with the Ministry of Women, Family and Community Development and the Ministry of Economy, was held in August 2023.

The theme, “Empowering Gender Equality: Amplifying the Voices of Women and Girls to a World Without Boundaries,” highlighted the need for inclusivity and equal opportunities. The forum featured experts discussing strategies to advance gender equality, economic empowerment, and the role of women in sustainable development. By bringing together policymakers, academics, and community leaders, it aimed to foster collaboration towards a society where women and girls can thrive. This aligns with SDG 5, supporting gender equality and empowering women to fully contribute to economic and social progress.



Towards Women Empowerment through IEEE-WIE Malaysia

Host: Centre for Innovation in Medical Engineering (CIME), Faculty of Engineering in collaboration with IEEE Women in Engineering (WIE)

[October 2023]

Category: Outreach, Collaboration & Mentoring [National]

The “Towards Women Empowerment through IEEE-WIE Malaysia” forum, hosted by the Centre for Innovation in Medical Engineering (CIME) at the Faculty of Engineering, was organised by IEEE Women in Engineering (WIE) Malaysia in partnership with the IEEE Malaysia Section. The event aimed to inspire women professionals in engineering and technology to pursue leadership roles through discussions, networking, and insights from industry leaders. By showcasing role models and sharing strategies to navigate male-dominated fields, the forum sought to enhance women’s representation and influence, aligning with SDG 5 on gender equality. This initiative promotes a more inclusive engineering industry by empowering women to advance in their careers.



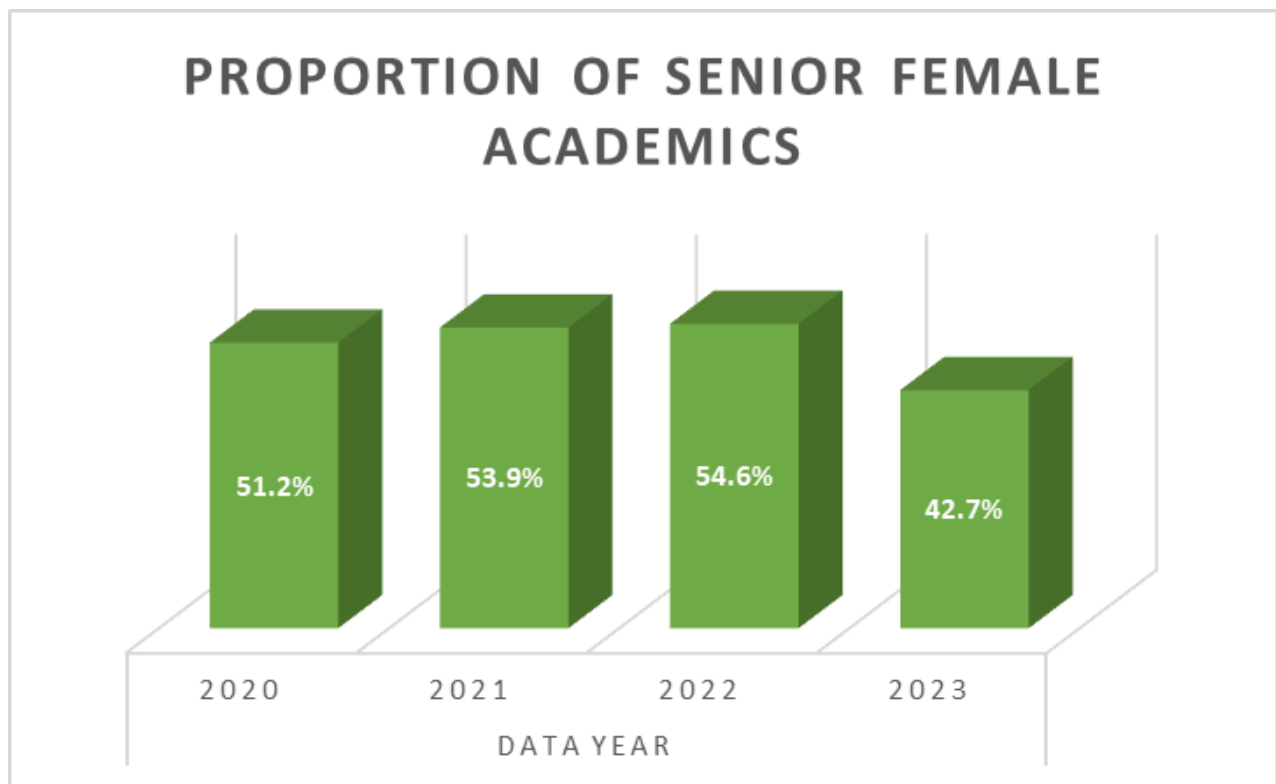
Above: Website for Towards Women Empowerment through IEEE-WIE Malaysia

Left: Poster for World Population Day Forum 2023 (Source: Faculty of Business and Economics UM)

Tracking Progress: Female Representation in Senior Roles at Universiti Malaya (2020-2023)

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The chart below illustrates the proportion of senior female academics at Universiti Malaya (UM) from 2020 to 2023. While there was an increase from 51.2% in 2020 to a peak of 54.6% in 2022, this dropped to 42.7% in 2023. This metric reflects UM's commitment to Sustainable Development Goal 5 (SDG 5) — Gender Equality, as the university actively promotes gender representation in senior roles, such as professorships, deanships, and senior leadership positions. Despite the recent decline, UM's continued efforts to support women in leadership underscore its dedication to fostering gender equality within academia and ensuring women have equal opportunities for advancement in senior roles.



Above: Graph for proportion of senior female academic in UM.

Maternity and Paternity Policies

As a public higher education institution in Malaysia, Universiti Malaya (UM) adhere and subscribe to the regulations and directives by the Public Service Department (JPA) Malaysia.

The Maternity and Paternity leave provisions for public service employees in Malaysia, specifically referencing Government Circular No. 5/2017 (Pekeliling Bil. 5/2017).

Here's a summary of the Circular (Policy) that UM adhered to:

a) **Maternity Leave Eligibility:** Public service employees are entitled to a maximum of 360 days of maternity leave throughout their service.

b) **Leave Duration:**

For those with less than 60 days of maternity leave remaining or who have exhausted their 360-day eligibility, they have options to consider:

- Use any remaining balance of Paid Maternity Leave, if applicable.
- If there is insufficient leave, they can opt for Leave of Absence.
- If still not eligible, they may take Unpaid Maternity Leave.

c) **Maternity Leave Commencement:** Maternity leave starts from the date of delivery or can begin anytime within 14 days before the expected delivery date.

In addition, a pregnant female employee or is suffering from an illness arising out of her pregnancy, UM as employer is prohibited from terminating her employment or giving her a notice of termination of employment except on the grounds of:

- Willful breach of a condition of the contract of service, or
- Misconduct, or
- Closure of the UM's operation.

The message emphasises the importance of health and well-being during pregnancy and urges individuals to take care of themselves and their babies during this period.

Source: Government Circular No. 5/2017 – Maternity Leaves



Above: Summary of maternity facilities for public service officers in Malaysia

Below: Government Circular No. 5/2017 (Pekeliling Bil. 5/2017)

JPA.SARAAN 223/5/4-3 Jld. 3 (16)

No. Siri :



KERAJAAN MALAYSIA

PEKELILING PERKHIDMATAN BILANGAN 5 TAHUN 2017

KEMUDAHAN CUTI BERSALIN
PEGAWAI PERKHIDMATAN AWAM

TUJUAN

1. Pekeliling Perkhidmatan ini bertujuan untuk melaksanakan keputusan Kerajaan berhubung kemudahan Cuti Bersalin kepada pegawai Perkhidmatan Awam.

LATAR BELAKANG

2. Pekeliling Perkhidmatan Bilangan 14 Tahun 2010 telah menetapkan bahawa seseorang pegawai yang bersalin layak mendapat cuti bersalin bergaji penuh sebanyak 300 hari sepanjang tempoh perkhidmatannya. Pegawai juga diberi fleksibiliti untuk menentukan sendiri tempoh Cuti Bersalin antara 60 hari hingga 90 hari bagi setiap kelahiran.
3. Bagi menjaga kebajikan penjawat awam wanita, Kerajaan telah bersetuju untuk menambah tempoh cuti bersalin bergaji penuh daripada 300 hari kepada 360 hari sepanjang tempoh perkhidmatan.

Meanwhile, as per the Malaysia's Employment Act 1955 (Amendment 2022) also known as Act 265, new fathers are entitled to seven (7) days of paid paternity leave, subject to the following conditions:

- The employee must be legally married to the mother of the newborn.
- The employee must have been employed for the preceding 12 months.
- The expectant father must inform their employer at least 30 days before the expected due date.

Paternity leave is exclusively offered to eligible male employees for the first five births, irrespective of the number of marriages or spouses.

To ensure a smooth and efficient process for maternity leave for pregnant staff, the Human Resource Department UM has developed a procedure in accordance with Government Circular No. 5 of 2017. Included here is the government circular and UM policy, which includes eligibility criteria and a comprehensive application process.

This form can be accessed by all staff members of UM through the UM Portal: [HERE](#)

Source: Employment Act 1955 (Amendment 2022)



LAW OF MALAYSIA

ONLINE VERSION OF UPDATED
TEXT OF REPRINT

Act 265

EMPLOYMENT ACT 1955

As at 1 January 2023

This text is ONLY AN UPDATED TEXT of the Employment Act 1955 by the Attorney General's Chambers. Unless and until reprinted pursuant to the powers of the Commissioner of Law Revision under subsection 14(1) of the Revision of Laws Act 1968 [Act 1], this text is NOT AN AUTHENTIC TEXT.

Above: Malaysia's Employment Act 1955 (Amendment 2022) also known as Act 265.

Below: Application Form for Maternity Leave Facility Under Service Circular No. 5 (Source: [UM Portal](#))

UM BORANG CUTI BERSALIN



BORANG PERMOHONAN BAGI KEMUDAHAN CUTI BERSALIN DI BAWAH PEKELILING PERKHIDMATAN BILANGAN 5 TAHUN 2017

SYARAT KELAYAKAN DAN PROSEDUR PERMOHONAN

1. Kadar kelayakan Cuti Bersalin bergaji penuh ialah sebanyak 360 hari sepanjang tempoh perkhidmatan. Tempoh Cuti Bersalin adalah termasuk hari rehat mingguan, hari cuti tahunan dan hari cuti tahunan.
2. Tempoh maksimum Cuti Bersalin bagi setiap kelahiran adalah 90 hari. Walau bagaimanapun, pegawai diberi fleksibiliti untuk menentukan sendiri tempoh Cuti Bersalin antara 60 hari hingga 90 hari bagi setiap kelahiran.
3. Cuti Bersalin bermula pada tarikh pegawai bersalin. Walau bagaimanapun pegawai boleh memilih untuk menggunakan Cuti Bersalin lebih awal dari tarikh bersalin iaitu pada bila-bila masa dalam tempoh 14 hari dari tarikh dijangka bersalin.
4. Bagi pegawai yang telah melahirkan anak selepas 22 minggu mengandung, samada bayi itu hidup atau pun meninggal dunia adalah layak diberi Cuti Bersalin memandangkan tubuh badan pegawai telah mengalami perubahan fizikal yang memerlukan Cuti Bersalin bagi tujuan pemulihan.
5. Elaan berikut dibenarkan sepanjang cuti bersalin:
 - a) Insentif Akademik Penyaraf Perubatan/Pergigian
 - b) Insentif Perkhidmatan Kritikal
 - c) Insentif Tugas Kewangan/Tugas Pengurusan Stor
 - d) Elaan Pembantu Setiausaha Pejabat/Setiausaha Pejabat
 - e) Elaan-elaan tidak Berpesene (Elaun Pentadbiran dsh.)
6. Staf tidak boleh meminda tempoh Cuti Bersalin yang telah diluluskan.
7. Tarikh keutamaan adalah mulai 1.1.2018



Childcare Facilities for Students, Staff and Faculty

Universiti Malaya offers early childhood education facilities to parents who are either students or staff members of UM. This establishment primarily serves the university's staff and students. Priority in utilising these facilities is granted to the intended beneficiaries, including individuals from the B40 socioeconomic groups.



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3T Programmes: Taska, Tadika and Transit

UM provides early childhood education facilities to parents who are students or staff of UM. Early childhood education is defined as a quality program specially designed for children from birth to the age of eight years.

The establishment is for the benefit of the staff and students, and priority is given to the target group which consists of the B40 and M40 groups. In addition, parents can focus on their daily services and maintain the excellence of UM in Asia and the world through their dedication and commitment to works and academic journey.

3T services offered:

- Taska: Provides care services to infants (0-3 years old) and offers non-formal learning that is personalised according to the child's development daily.
- Tadika: Provide early education to children of age 4-6 years old in preparation for schooling at the primary schools and religion school.
- Transit: Provides transit services (temporary placement by performing routines: Bathing, Eating, Praying, Resting) and transportation before going to school in the evening session for children of age 7-12 years old.



Source: UM Registrar

Policies Protecting Those Reporting Discrimination

Universiti Malaya's Whistleblower Policy aims to provide a safe and confidential platform for employees, students, and other stakeholders to report misconduct, fraud, corruption, and unethical behavior within the institution. The policy ensures that whistleblowers are protected from retaliation, discrimination, or any adverse consequences for reporting concerns in good faith. Reports can be submitted through designated channels, and the university commits to investigating all complaints thoroughly, impartially, and in a timely manner. By implementing this policy, Universiti Malaya seeks to uphold integrity, transparency, and accountability in its operations and foster a culture of ethical behaviour across the university community.

Source: UM Integrity Unit – UM's Whistleblowers Policy



Above: UM's Whistleblowers Policy

Below: Universiti Malaya Sustainability Policy 2021-2030 (Reviewed 2023)

Universiti Malaya Sustainability Policy 2021-2030 (Reviewed 2023), under Pillar 5 Social, Initiative 5: Promote peaceful, inclusive and justice society and institution through partnership, aims to facilitate UM community (staff and students, senior and junior) to work towards a strong institution aligned with the efforts in promoting peace, justice and inclusiveness in the campus through strategic partnership across all levels, which include teaching and learning, research, operations, leadership and networking.

Through this Policy, UM is committed to ensuring the protection of those reporting discrimination: By eliminating all forms of abuse, discrimination, corruption and bribery at all levels at the University by publishing the University's principles and commitments on organised crime, corruption and bribery.

Source: UM Sustainability Policy 2021-2030 (Reviewed 2023)

