SDG 5 Gender Equality

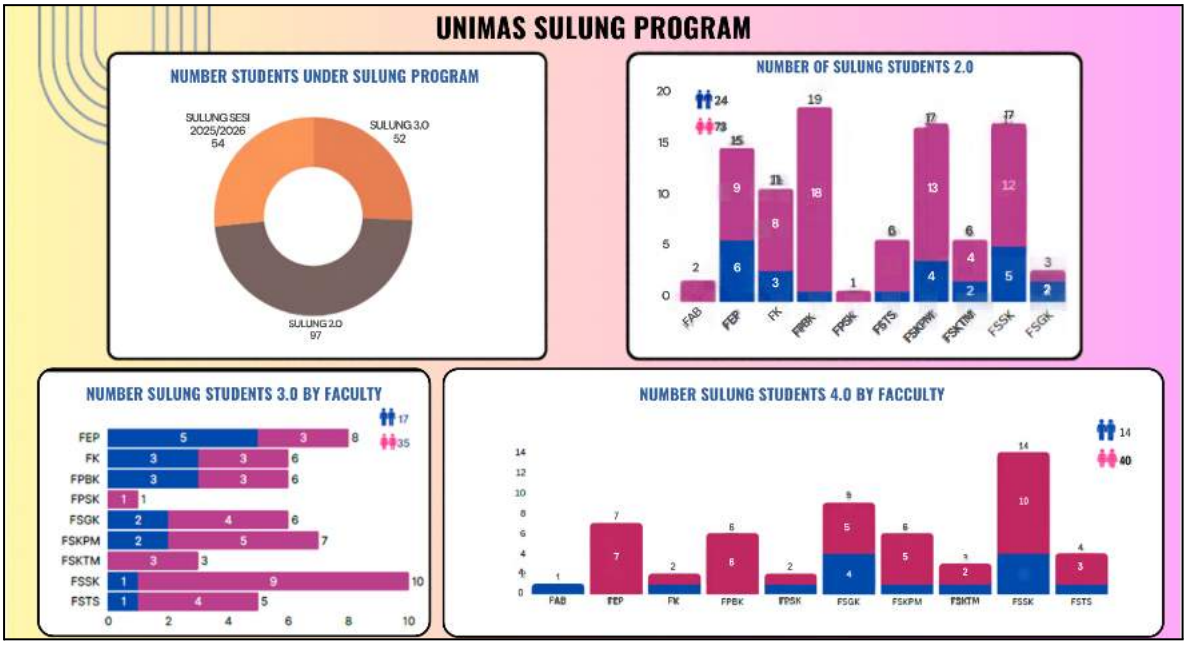
UNIMAS thrives on being an accessible university where everyone regardless of race, religion, disability or gender is welcomed to the university. The numbers of applications are systematically compiled, and this is used to measure the application of women's application, acceptance, and entry rate.

5.2 Proportion of graduates with teaching qualification

5.2.1 Proportion of women first-generation

Universiti Malaysia Sarawak (UNIMAS) promotes gender equality and inclusive access to higher education by providing opportunities for women from first-generation backgrounds to pursue university education. This initiative supports women whose parents or guardians may not have attained higher education, helping to reduce educational barriers and encourage greater participation in tertiary education. Through equitable admission opportunities and an inclusive learning environment, UNIMAS contributes to women's empowerment, social mobility and equal access to quality education.For the 2025/2026 academic session(SULUNG 4.0) , data recorded as much as 54 students enrolled under the SULUNG programme , another 52 students under SULUNG 3.0 and the highest number was at SULUNG 2.0 with 97 students. From this a number, 148 students were women which shows the initiatives that demonstrate UNIMAS's continued commitment to expanding access to higher education.

Keywords: Women Empowerment, Gender Equality, Equal Access to Higher Education, Educational Inclusion, Social Mobility



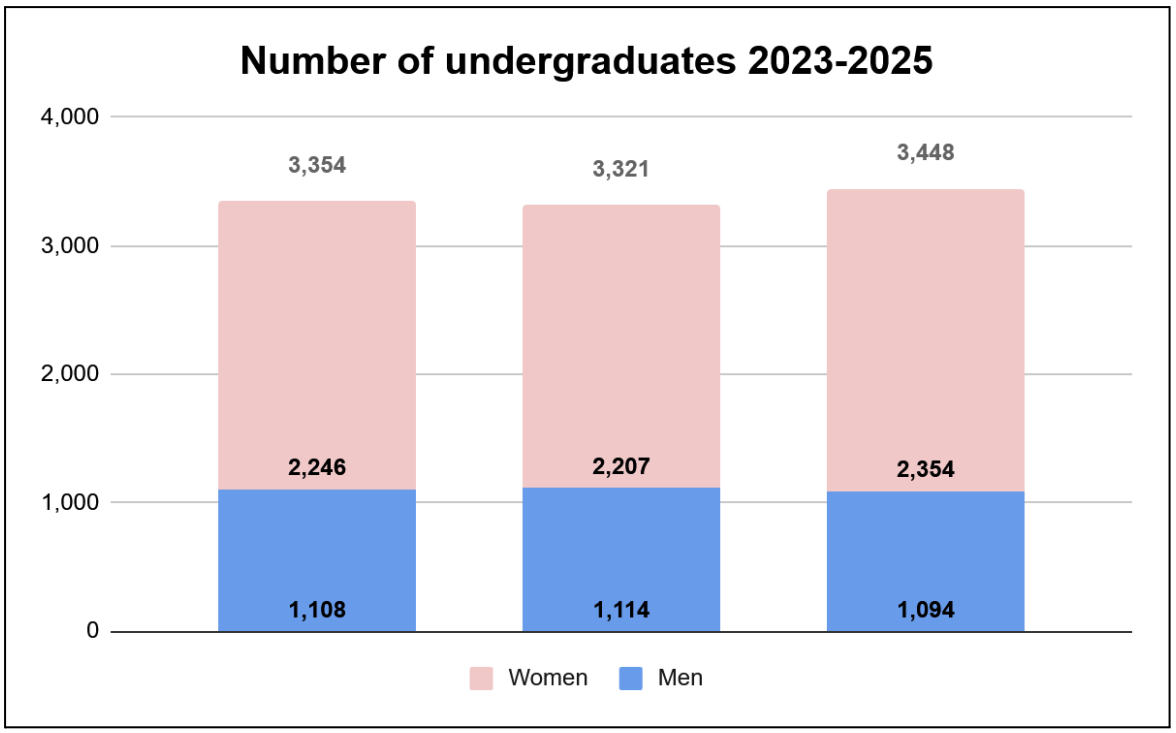
5.3 Student Access Measures

5.3.1 Tracking Access Measure

1. Number of Graduates in 2023-2025

UNIMAS monitors student admissions, enrolment and graduation outcomes according to gender and study level. This data helps the university compare women's and men's graduation rates, identify potential gender gaps and report outcomes to the Ministry of Higher Education. UNIMAS also highlights mentorship and academic counselling as measures to address disparities and promote equal opportunities for students to complete their studies.

UNIMAS recorded 3,448 graduates: 1,094 men (31.7%) and 2,354 women (68.3%). Women represented over two-thirds of graduates, outnumbering men by 1,260. The data showed an increase of intakes from 2023 and 2024 and as depicted from the graph, the number of female intakes has always been 65% higher than men.



5.3.2 Policy for women applications and entry

UNIMAS promotes equal rights, fair treatment, and protection against discrimination for all campus members. It aims to ensure equal educational opportunities, safeguard individual rights and welfare, and foster an inclusive, safe, and harmonious campus environment regardless of gender, race, religion, ethnicity, age, or background.

Keywords: Gender Equality, Equal rights and fair treatment, Gender-inclusive policies, Equal access to university

1. Equality Policy in Enjoying Quality Education at UNIMAS

UNIMAS's *Equality and Protection Policy* promotes equal rights, fair treatment, and protection against discrimination for all campus members. It aims to ensure equal educational opportunities, safeguard individual rights and welfare, and foster an inclusive, safe, and harmonious campus environment regardless of gender, race, religion, ethnicity, age, or background.

Keywords: Equal rights, Fair treatment, Fair education, No discrimination in education

Link: [UNIMAS Equality and Protection Policy]



DASAR KESAMARATAAN MENIKMATI

PENDIDIKAN BERKUALITI DI UNIMAS

1.0 PENDAHULUAN

1.1 Universiti Malaysia Sarawak (UNIMAS) selaras dengan Pelan Pendidikan Malaysia, *Malaysia Education Blueprint* (2013-2025) di dalam Pelan Pembangunan Pendidikan Malaysia (2013-2025) mendukung rangka tindakan Kerajaan dalam menyediakan generasi muda dengan kemahiran untuk bersaing dalam pasaran tenaga kerja dan merupakan pemacu kepada perkembangan dalam ekonomi, di mana Kerajaan meletakkan ukuran untuk Negara di bawah Model Ekonomi Baru, Pelan Transformasi Ekonomi dan Pelan Transformasi Kerajaan.

1.2 Hala tuju UNIMAS adalah bertekad untuk melahirkan dan menyediakan graduan yang benar-benar bersedia bagi memenuhi keperihan masa hadapan dan berkembang maju dalam dunia yang sentiasa berubah. Dalam memenuhi tuntutan dan keperihan tersebut, pemerkasaan sistem dan amalan sedia ada di dalam UNIMAS serta pelaksanaan pelbagai inisiatif baharu telah dijalankan secara holistik untuk memastikan keberkesanan dalam menyediakan akses yang sama rata kepada masyarakat untuk menikmati Pendidikan berkualiti bertaraf antarabangsa, sejajar dengan Anjakan Transformasi 1 dalam Pelan Pembangunan Pendidikan Malaysia.

1.3 Pendidikan yang berkualiti digambarkan dengan Visi UNIMAS, iaitu menjadi sebuah universiti contoh serta diktiraf di peringkat antarabangsa dan sebagai institusi pengajian tinggi yang menjadi pilihan utama golongan pelajar dan akademik melalui pencapaian cemerlang dalam bidang pengajaran, penyelidikan dan kesarjanaan.

1.4 Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemulihan biodiversiti dan alam sekitar, teknologi makhumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

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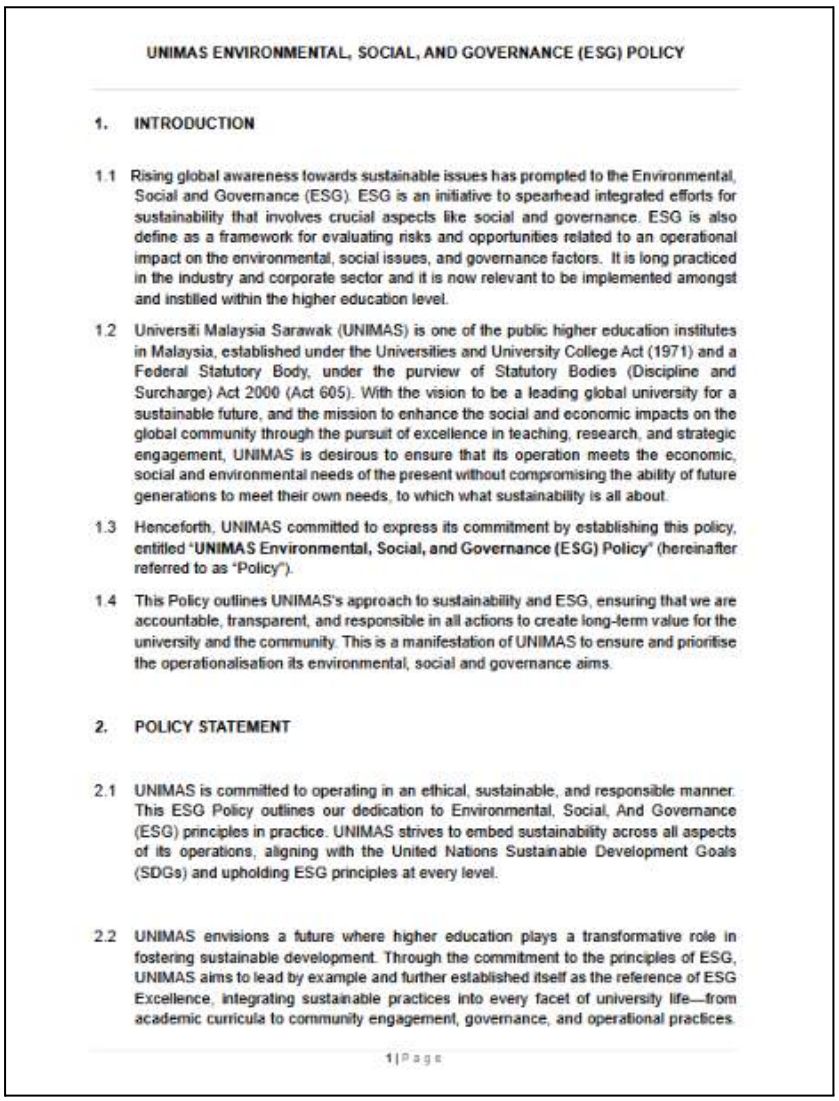
SARAWAK, MALAYSIA

2. UNIMAS Environmental, Social and Governance (ESG) Policy

The UNIMAS *Environmental, Social and Governance (ESG) Policy* establishes a framework for integrating sustainability into university operations, teaching, research, governance and community engagement. It prioritises environmental protection, resource efficiency, biodiversity conservation, social equity, inclusivity, ethical leadership and institutional accountability. Aligned with the United Nations Sustainable Development Goals (SDGs) and UNIMAS's Sustainability Masterplan 2021–2025, the policy promotes digital transformation, community partnerships and sustainable education to strengthen UNIMAS's role as a leader in sustainable development in Sarawak and beyond.

Keywords: Environmental, Social and Governance (ESG) Policy, Sustainability and Environmental Protection, Social Equity and Inclusivity, Ethical Governance and Accountability

Link: UNIMAS Environmental, Social and Governance (ESG) Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

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1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

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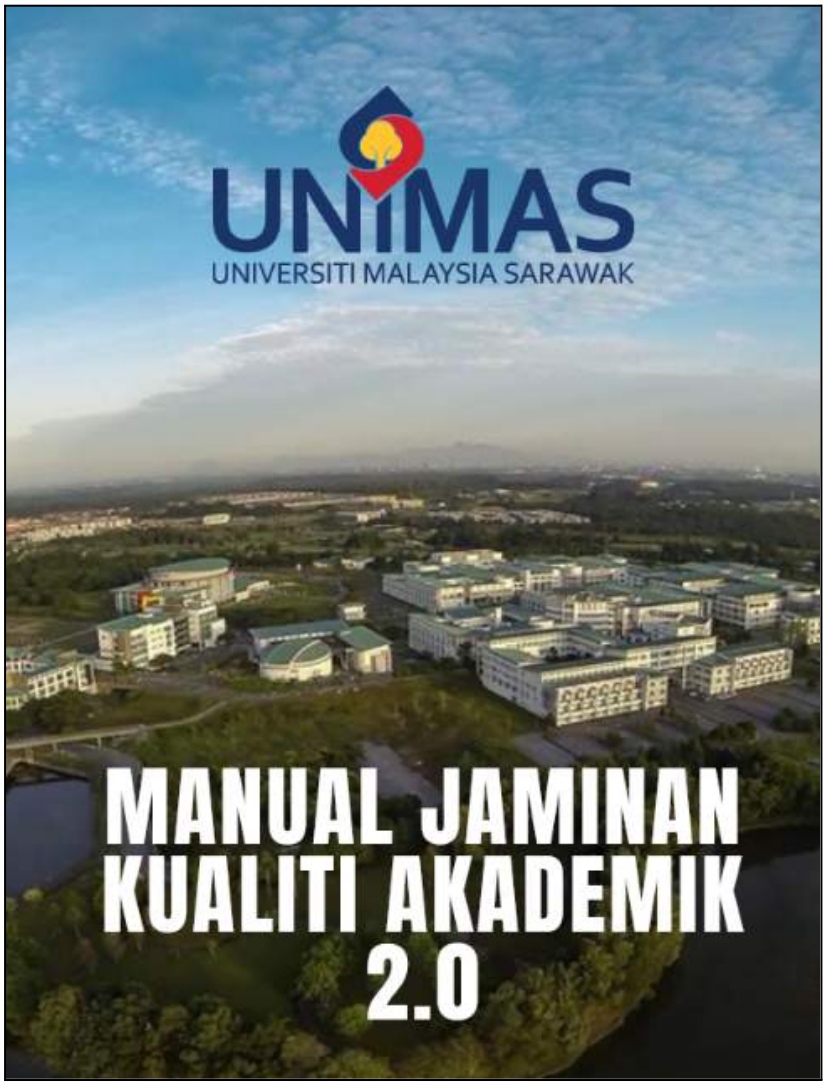
3. UNIMAS Academic Quality Assurance Manual

The UNIMAS Academic Quality Manual outlines procedures for academic programme development, accreditation, curriculum improvement, teaching, research and assessment. It establishes institutional responsibilities and quality assurance processes to maintain academic standards, support continuous improvement and ensure compliance with higher education requirements.

Keywords: Academic Quality Assurance, Curriculum Development and Improvement, Academic Standards and Compliance, High Academic Standards

Link: UNIMAS Academic Quality Manual



5.3.3 Women Access Scheme

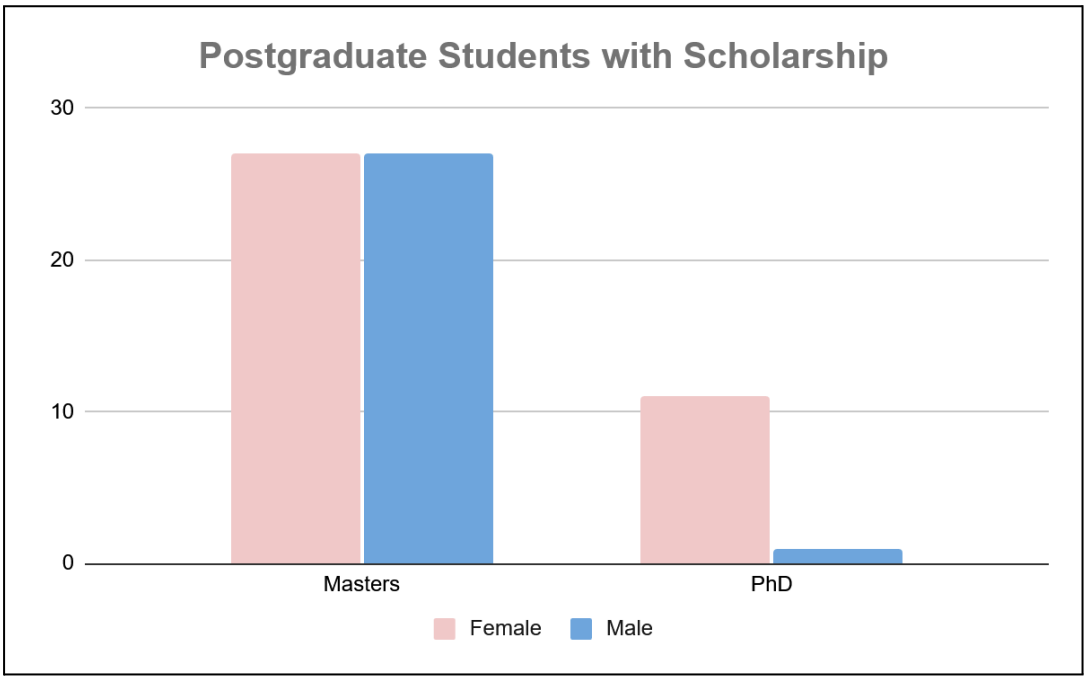
UNIMAS supports providing women's access schemes which include mentoring, scholarships, or other provisions to support their studies throughout the years in university. UNIMAS supports female staff and staff wives through community engagement and empowerment, contributing to women's development, participation and wellbeing within the university community.

Keywords: Women Education, Mentor-Mentee, Scholarship for Women, Women Engagement

1. Number of Postgraduate Students with Scholarship

Gender should not be a hindrance to further expand one's knowledge and enjoy quality education without worrying about tuition fees. From the numbers shown in the graph below it shows that the number of postgraduate students under scholarships who studied and graduated in UNIMAS is very good. The number of students with a Masters degree was similar with both genders but female PhD graduates outnumbered their male counterparts in number.

Keywords: Postgraduate, Higher Education, Women in Education, Equal Opportunities



Women Post-Graduate with Scholarship (Graduated)		
	Female	**Male**
Masters	27	27
PhD	11	1

2. **Lessons in Perseverance: How One Educator Transformed Lives and Fought for Equality**

UNIMAS is committed to educational equality and empowering students, particularly those struggling with English. Through patient guidance, personalised teaching and encouragement, she helps students improve their academic performance and confidence. Inspired by her mother and grandmother, she advocates stronger protection against discrimination and violence, greater female participation in STEM, and improved access to financial literacy, digital skills and career development for underserved women. Her story emphasises perseverance, self-belief, equal opportunities and the importance of supporting women to achieve their full potential.

Keywords: Quality Education, Women Empowerment, English as Second Language, Women in STEM

Link: Lessons in Perseverance



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Keywords: Equal rights, Fair treatment, Fair education, Equal Opportunities

Link: UNIMAS Equality and Protection Policy



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5.3.4 Women's application in underrepresented subjects

Every student in UNIMAS is encouraged to take up subjects that they can thrive at even if it is not the norm. There are many ways the university encourages this, which is through outreach programs with different collaborators such as other universities, community groups, the government or with NGOs in regional or national campaigns.

1. BPSM Personnel Well-being Unit Mentor-Mentee Program

UNIMAS conducts a professional mentoring programme by providing workshops to further women to clarify their roles, responsibilities, expectations, and mentoring processes. The program supports women's professional development, strengthens leadership capabilities, and promotes equal opportunities for career advancement within UNIMAS

Keywords: Mentor program in UNIMAS, Women in Workforce, Leadership, Equal Opportunities

Link: BPSM Personnel Well-being Unit Mentor-Mentee Program



2. UNIMAS Kor SISPA First Responder Course

UNIMAS offers a diverse range of uniformed body programmes that promote gender equality by encouraging women to participate in activities traditionally dominated by men. Programmes such as KOR SUKSIS (Police), Kor SISPA (Civil Defence), and PALAPES (Military Reserve Officers Training) provide female students with opportunities to demonstrate their capabilities, discipline, leadership, and commitment, while challenging gender stereotypes and fostering equal participation in leadership and service-oriented roles.

Keywords: Women in Uniform, Women Empowerment, Gender Stereotype, Women in Leadership Role, Equal Participation

Link: [UNIMAS KOR Sispa First Responder Course]



3. UNIMAS PALAPES Closing Ceremony

UNIMAS celebrates the successful completion of PALAPES training by 146 cadet officers, comprising 86 females and 60 males, supported by 26 trainers. The programme promotes gender equality and inclusive leadership by providing women and men with opportunities to develop discipline, leadership skills, and contribute to national defence.

Keywords: Women in Uniform, Women Empowerment, Gender Stereotype, Women in Leadership Role, Equal Participation

Link: UNIMAS PALAPES Closing Ceremony

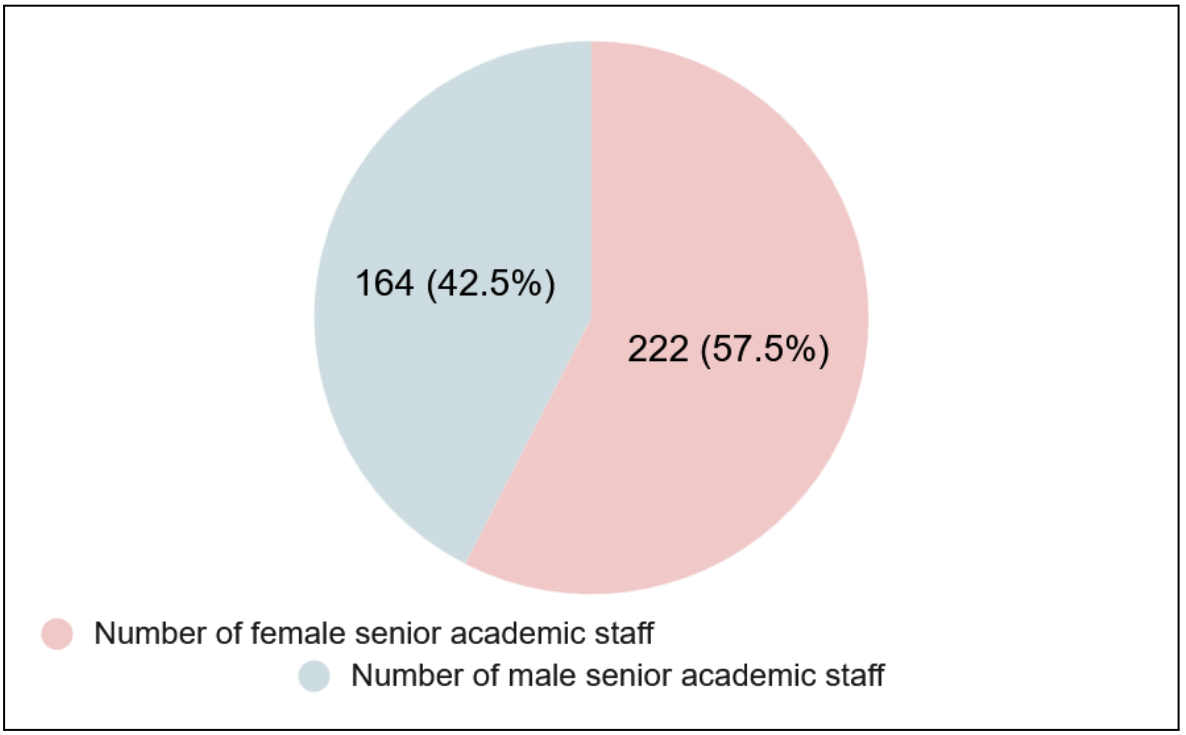


5.4 Proportion of senior female academics

UNIMAS promotes gender equality by monitoring women's representation and encouraging female academics to participate in leadership and decision-making roles to support women's career advancement and greater representation in senior academic positions. UNIMAS shows a higher number of female senior academic staff as compared to male academicians.

Keywords: Gender Equality, Women in Leadership, Women in Workforce, Academic, Women in Senior Roles

5.4.1 Proportion of senior female academics

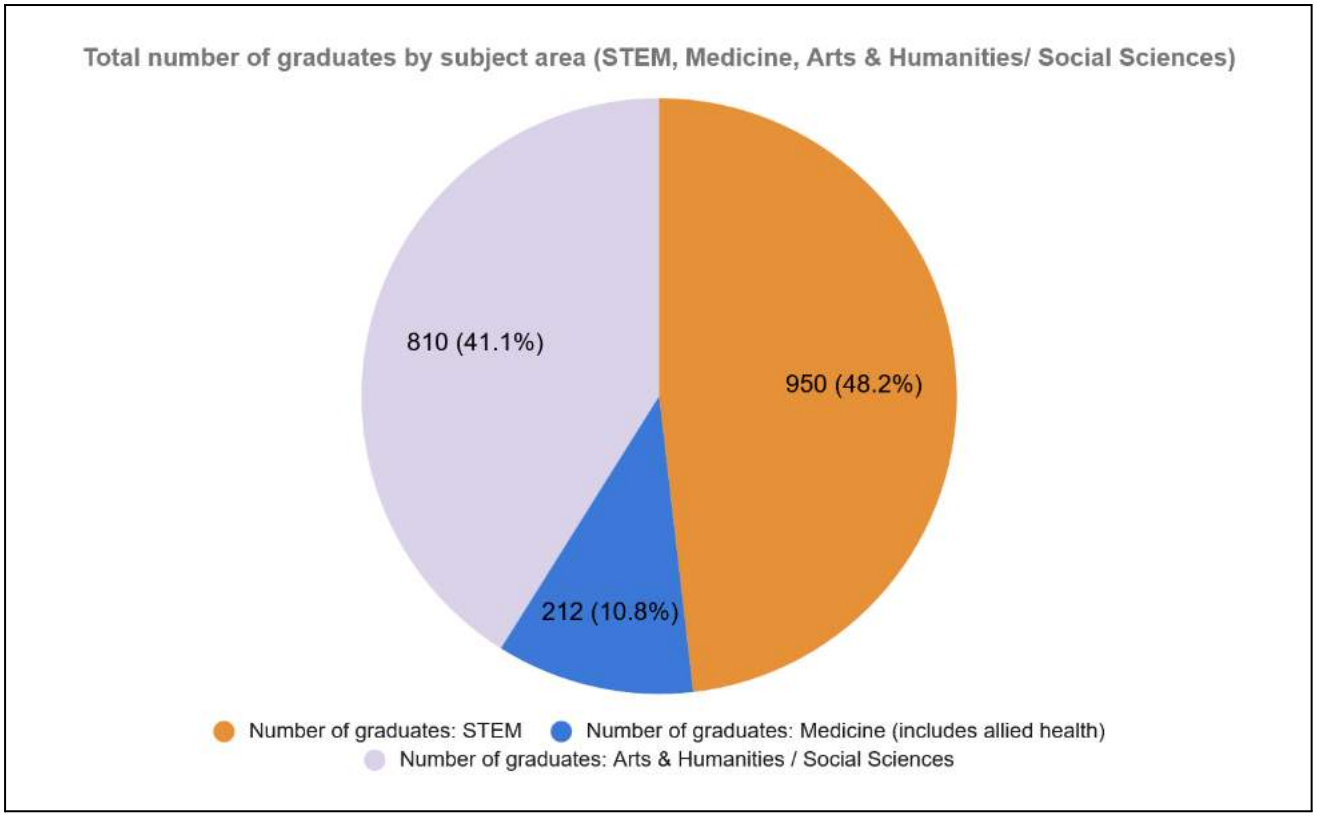


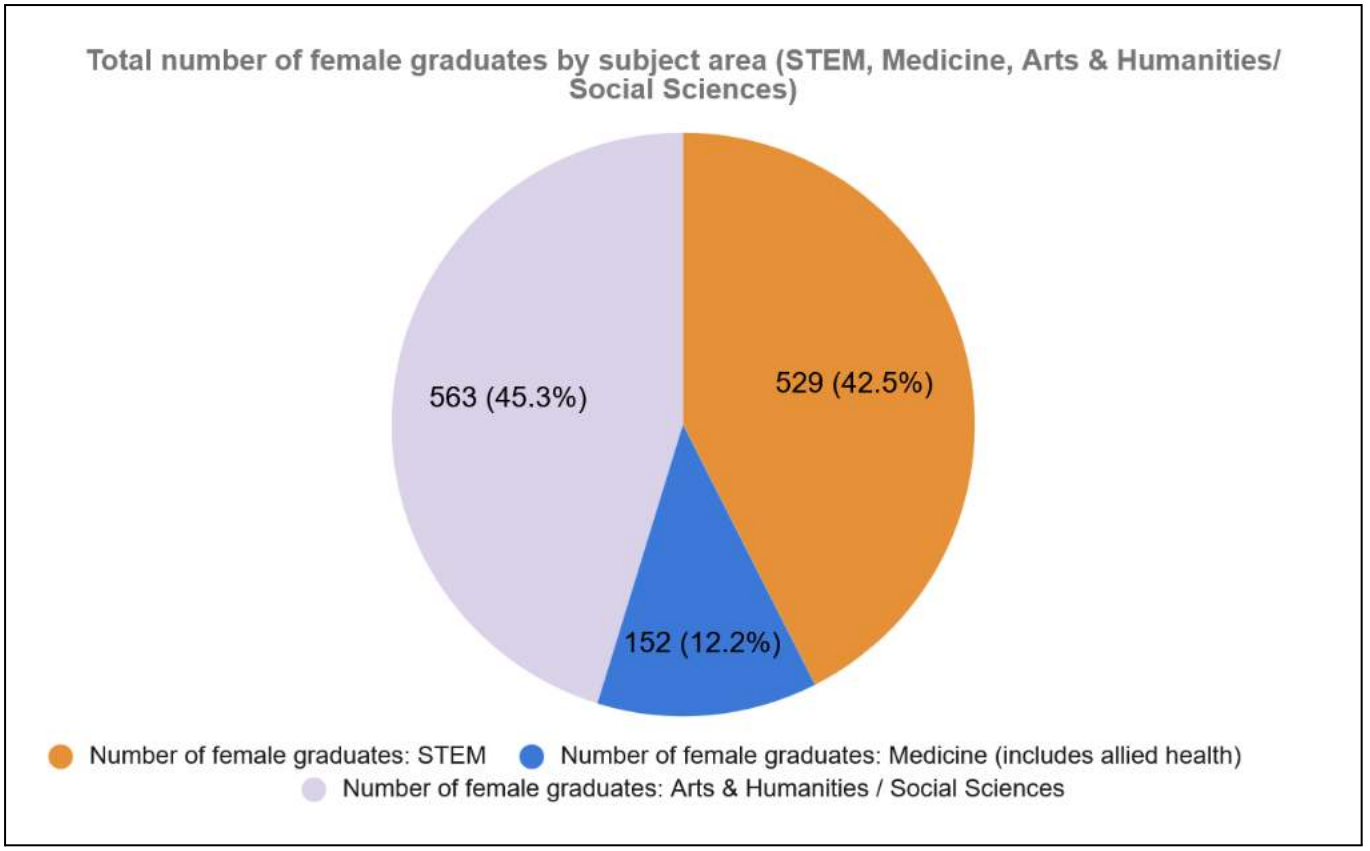
Proportion of senior female academics	
Number of female senior academic staff	222
Number of male senior academic staff	164
Total number of senior academic staff	**386**

5.5 Proportion of women receiving degrees

UNIMAS contributes by tracking the number of female graduates and promoting equal access to higher education. Through inclusive academic opportunities, student support initiatives, and mentoring programs, the university encourages women to achieve academic success and obtain qualifications that strengthen their future career prospects and leadership potential.

Keywords: Women Graduates, Mentoring Programs, Women in Leadership Role





Proportion of female degrees awarded in 2025	
Number of graduates: STEM*	950
Number of graduates: Medicine (includes allied health)	212
Number of graduates: Arts & Humanities / Social Sciences	810
Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	1972
Number of female graduates: STEM	529
Number of female graduates: Medicine (includes allied health)	152
Number of female graduates: Arts & Humanities / Social Sciences	563
Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	1244
Number of graduates: Total	**6613**

** STEM is a collective of students who graduated from the faculties of Engineering, Computer Science and Information Technology and Resource Science and Technology.*

5.6 Women's progress measures

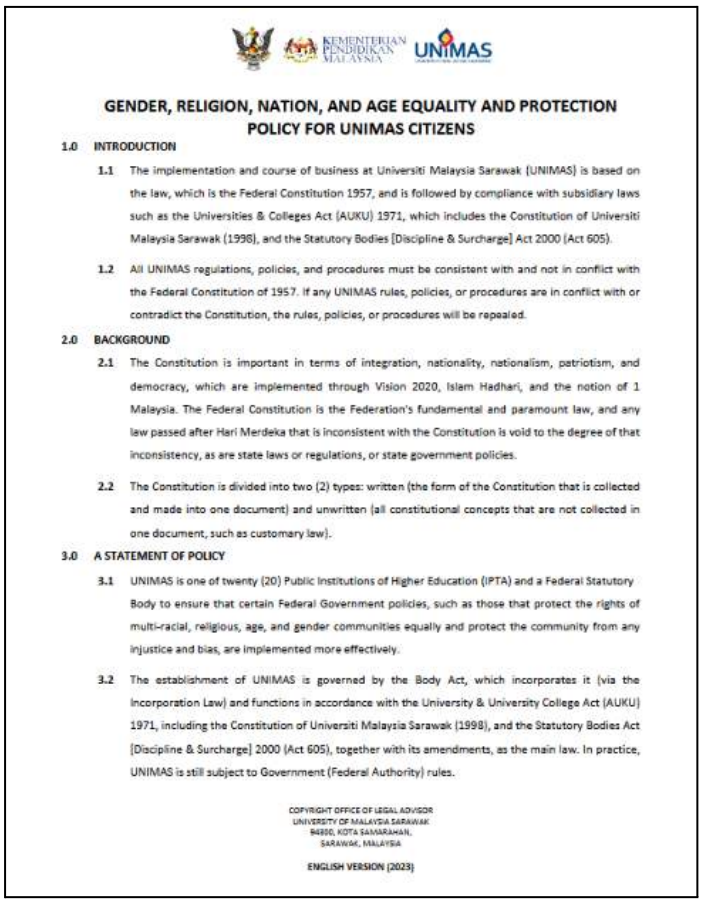
5.6.1 Policy of non-discrimination against women

1. UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy for UNIMAS Citizens.

UNIMAS supports non-discrimination against women through its *Gender, Religion, Race and Age Equality and Protection Policy*. The policy prohibits discrimination based on gender and promotes equal rights, fair treatment, and access to quality education. It also provides a framework for protecting university members from prejudice and ensuring fairness in academic and administrative matters. These measures demonstrate UNIMAS's commitment to fostering an inclusive, equitable, and respectful campus environment.

Keywords: No Gender Discrimination, Fair Treatment, Equal Opportunities, Fair Education, Safe Study Environment

Link: [UNIMAS Gender, Religion, Race and Age Equality and Protection Policy]



GENDER, RELIGION, NATION, AND AGE EQUALITY AND PROTECTION POLICY FOR UNIMAS CITIZENS

1.0 INTRODUCTION

1.1 The implementation and course of business at Universiti Malaysia Sarawak (UNIMAS) is based on the law, which is the Federal Constitution 1957, and is followed by compliance with subsidiary laws such as the Universities & Colleges Act (AUKU) 1971, which includes the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies [Discipline & Surcharge] Act 2000 (Act 605).

1.2 All UNIMAS regulations, policies, and procedures must be consistent with and not in conflict with the Federal Constitution of 1957. If any UNIMAS rules, policies, or procedures are in conflict with or contradict the Constitution, the rules, policies, or procedures will be repealed.

2.0 BACKGROUND

2.1 The Constitution is important in terms of integration, nationality, nationalism, patriotism, and democracy, which are implemented through Vision 2020, Islam Hadhari, and the notion of 1 Malaysia. The Federal Constitution is the Federation's fundamental and paramount law, and any law passed after Hari Merdeka that is inconsistent with the Constitution is void to the degree of that inconsistency, as are state laws or regulations, or state government policies.

2.2 The Constitution is divided into two (2) types: written (the form of the Constitution that is collected and made into one document) and unwritten (all constitutional concepts that are not collected in one document, such as customary law).

3.0 A STATEMENT OF POLICY

3.1 UNIMAS is one of twenty (20) Public Institutions of Higher Education (IPTA) and a Federal Statutory Body to ensure that certain Federal Government policies, such as those that protect the rights of multi-racial, religious, age, and gender communities equally and protect the community from any injustice and bias, are implemented more effectively.

3.2 The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act [Discipline & Surcharge] 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules.

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ENGLISH VERSION (2023)

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Keywords: Environmental, Social and Governance (ESG) Policy, Sustainability and Environmental Protection, Social Equity and Inclusivity, Ethical Governance and Accountability

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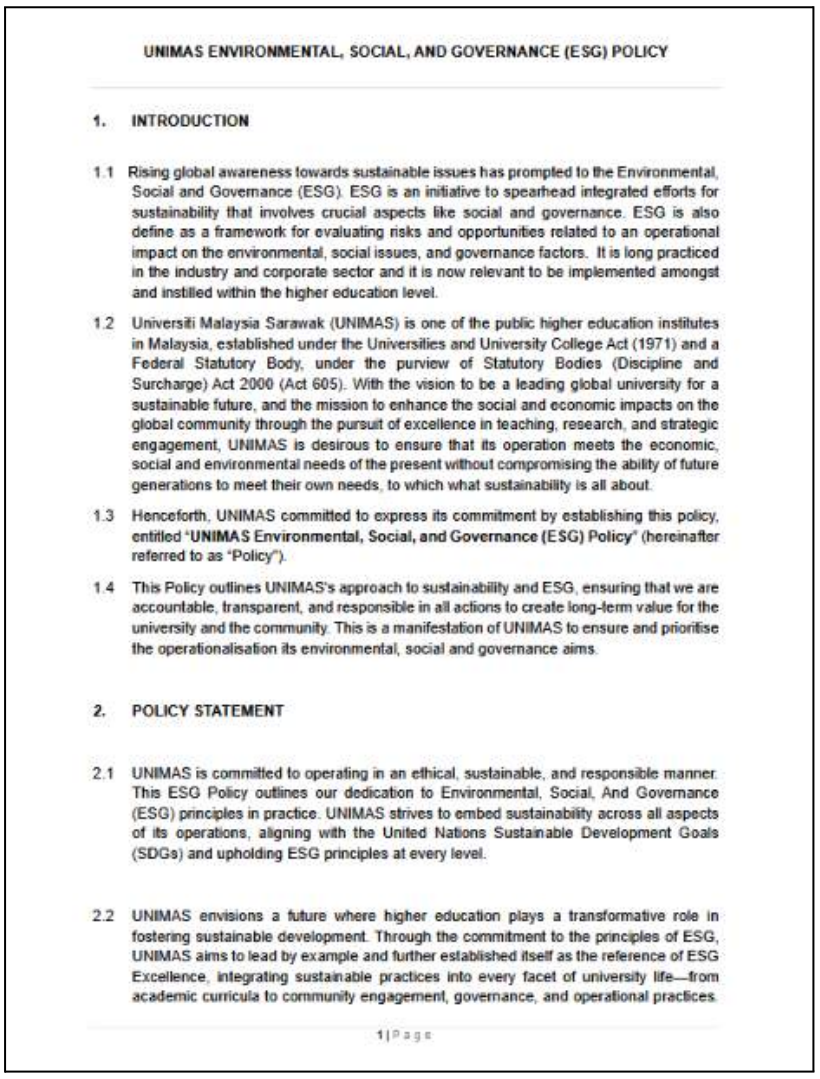

UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

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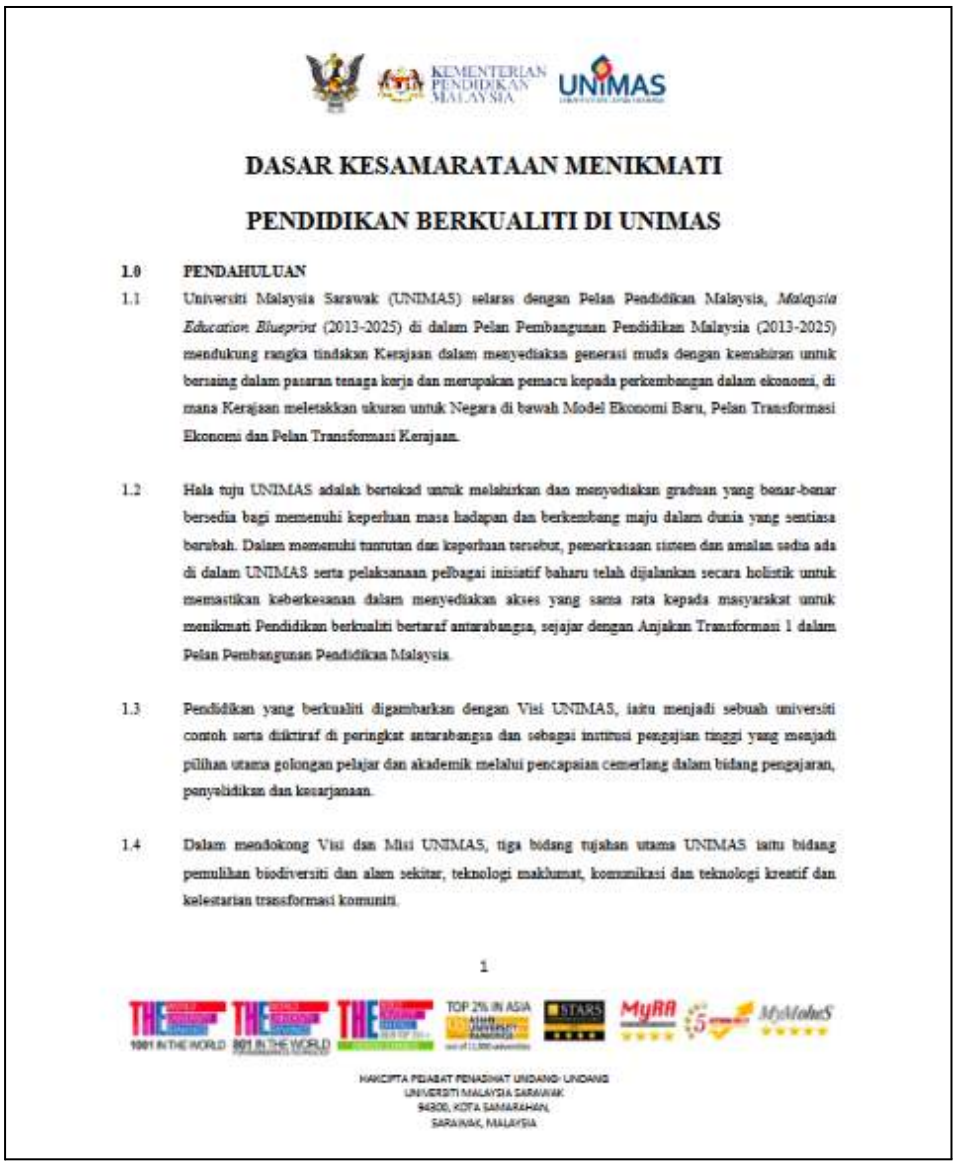
3. Equality Policy in Enjoying Quality Education at UNIMAS

The UNIMAS *Equality and Protection Policy* aims to ensure that all individuals have equal opportunities to access quality higher education, regardless of race, religion, age or gender. Guided by the Federal Constitution and Malaysia's education policies, UNIMAS promotes inclusive educational opportunities without unnecessary barriers or discrimination. The policy supports the development of skilled, future-ready graduates through quality teaching, research and knowledge sharing, while strengthening social unity, community well-being and national economic development.

Keywords: Equal rights, Fair treatment, Fair education, No Discrimination, Equal Opportunities

Link: [UNIMAS Equality and Protection Policy]



KEMENTERIAN PENDIDIKAN MALAYSIA

UNIMAS

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1.4 Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemuliharan biodiversiti dan alam sekitar, teknologi maklumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

1

HAKCIPTA PEJABAT PENASIHAT UNDANG-UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

5.6.2 Non-discrimination policies for transgender

1. Equality Policy in Enjoying Quality Education at UNIMAS

The UNIMAS *Equality and Protection Policy* aims to ensure that all individuals have equal opportunities to access quality higher education, regardless of race, religion, age or gender. Guided by the Federal Constitution and Malaysia's education policies, UNIMAS promotes inclusive educational opportunities without unnecessary barriers or discrimination. The policy supports the development of skilled, future-ready graduates through quality teaching, research and knowledge sharing, while strengthening social unity, community well-being and national economic development.

Keywords: Equal rights, Fair treatment, Fair education, No Discrimination, Equal Opportunities

Link: [UNIMAS Equality and Protection Policy]



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN MENIKMATI

PENDIDIKAN BERKUALITI DI UNIMAS

1.0 PENDAHULUAN

1.1 Universiti Malaysia Sarawak (UNIMAS) selaras dengan Pelan Pendidikan Malaysia, *Malaysia Education Blueprint* (2013-2025) di dalam Pelan Pembangunan Pendidikan Malaysia (2013-2025) mendukung rangka tindakan Kerajaan dalam menyediakan generasi muda dengan kemahiran untuk bersaing dalam pasaran tenaga kerja dan merupakan pemacu kepada perkembangan dalam ekonomi, di mana Kerajaan meletakkan ukuran untuk Negara di bawah Model Ekonomi Baru, Pelan Transformasi Ekonomi dan Pelan Transformasi Kerajaan.

1.2 Hala tuju UNIMAS adalah bertekad untuk melahirkan dan menyediakan graduan yang benar-benar bersedia bagi memenuhi keperluan masa hadapan dan berkembang maju dalam dunia yang sentiasa berubah. Dalam memenuhi tuntutan dan keperluan tersebut, pemerkasaan sistem dan amalan sedia ada di dalam UNIMAS serta pelaksanaan pelbagai inisiatif baharu telah dijalankan secara holistik untuk memastikan keberkesanan dalam menyediakan akses yang sama rata kepada masyarakat untuk menikmati Pendidikan berkualiti bertaraf antarabangsa, sejajar dengan Anjakan Transformasi 1 dalam Pelan Pembangunan Pendidikan Malaysia.

1.3 Pendidikan yang berkualiti digambarkan dengan Visi UNIMAS, iaitu menjadi sebuah universiti contoh serta diiktiraf di peringkat antarabangsa dan sebagai institusi pengajian tinggi yang menjadi pilihan utama golongan pelajar dan akademik melalui pencapaian cemerlang dalam bidang pengajaran, penyelidikan dan kesarjanaan.

1.4 Dalam mendokong Visi dan Misi UNIMAS, tiga bidang tujahan utama UNIMAS iaitu bidang pemuliharan biodiversiti dan alam sekitar, teknologi maklumat, komunikasi dan teknologi kreatif dan kelestarian transformasi komuniti.

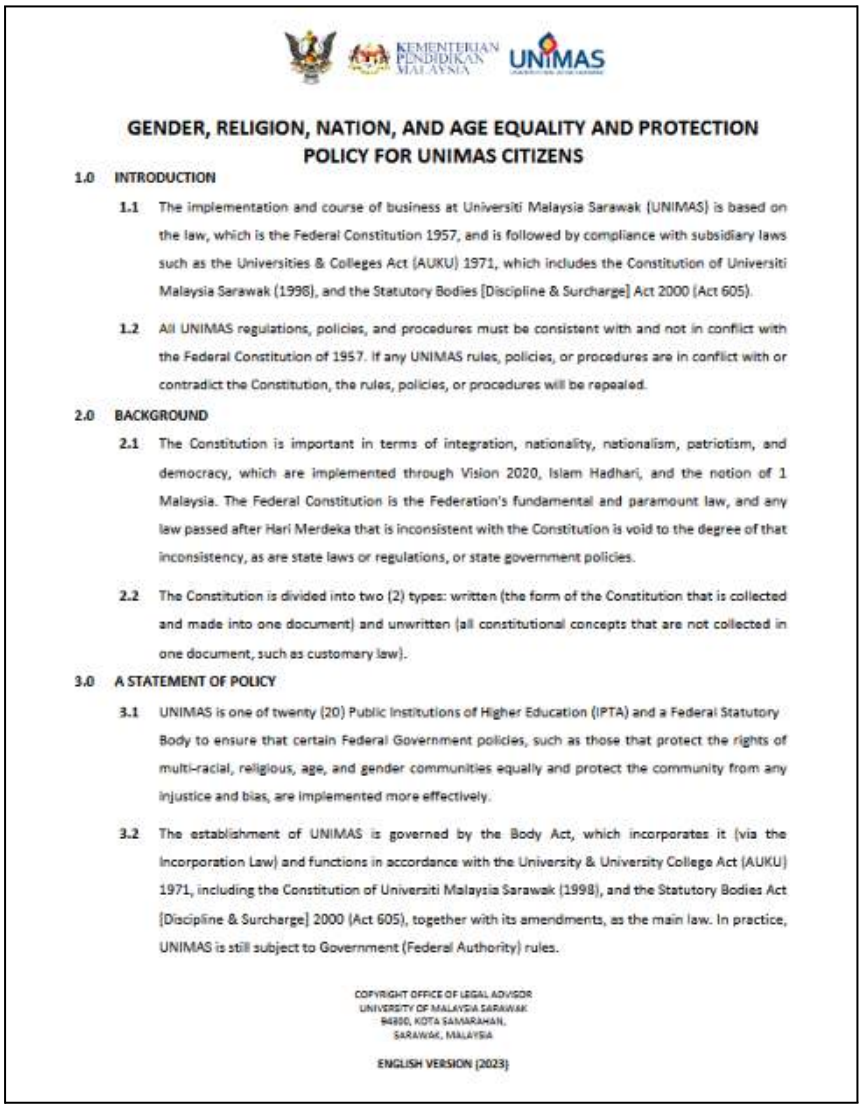
1

2. UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy for UNIMAS Citizens.

UNIMAS upholds its *Gender, Religion, Nation and Age Equality and Protection Policy* as our Equality Policy in Enjoying Quality Education to promote an inclusive, safe, and respectful learning environment for all members of the university community. The university is committed to ensuring that students, regardless of gender, can pursue their education free from discrimination, intimidation, and threats. UNIMAS recognizes education as a fundamental opportunity for personal and intellectual development, empowering individuals to contribute meaningfully to Malaysia's continued progress and transformation.

Keywords: No Gender Discrimination, Fair Treatment, Equal Opportunities, Fair Education, Safe Study Environment

Link: UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

GENDER, RELIGION, NATION, AND AGE EQUALITY AND PROTECTION POLICY FOR UNIMAS CITIZENS

1.0 INTRODUCTION

1.1 The implementation and course of business at Universiti Malaysia Sarawak (UNIMAS) is based on the law, which is the Federal Constitution 1957, and is followed by compliance with subsidiary laws such as the Universities & Colleges Act (AUKU) 1971, which includes the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies [Discipline & Surcharge] Act 2000 (Act 605).

1.2 All UNIMAS regulations, policies, and procedures must be consistent with and not in conflict with the Federal Constitution of 1957. If any UNIMAS rules, policies, or procedures are in conflict with or contradict the Constitution, the rules, policies, or procedures will be repealed.

2.0 BACKGROUND

2.1 The Constitution is important in terms of integration, nationality, nationalism, patriotism, and democracy, which are implemented through Vision 2020, Islam Hadhari, and the notion of 1 Malaysia. The Federal Constitution is the Federation's fundamental and paramount law, and any law passed after Hari Merdeka that is inconsistent with the Constitution is void to the degree of that inconsistency, as are state laws or regulations, or state government policies.

2.2 The Constitution is divided into two (2) types: written (the form of the Constitution that is collected and made into one document) and unwritten (all constitutional concepts that are not collected in one document, such as customary law).

3.0 A STATEMENT OF POLICY

3.1 UNIMAS is one of twenty (20) Public Institutions of Higher Education (IPTA) and a Federal Statutory Body to ensure that certain Federal Government policies, such as those that protect the rights of multi-racial, religious, age, and gender communities equally and protect the community from any injustice and bias, are implemented more effectively.

3.2 The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act [Discipline & Surcharge] 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules.

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SARAWAK, MALAYSIA

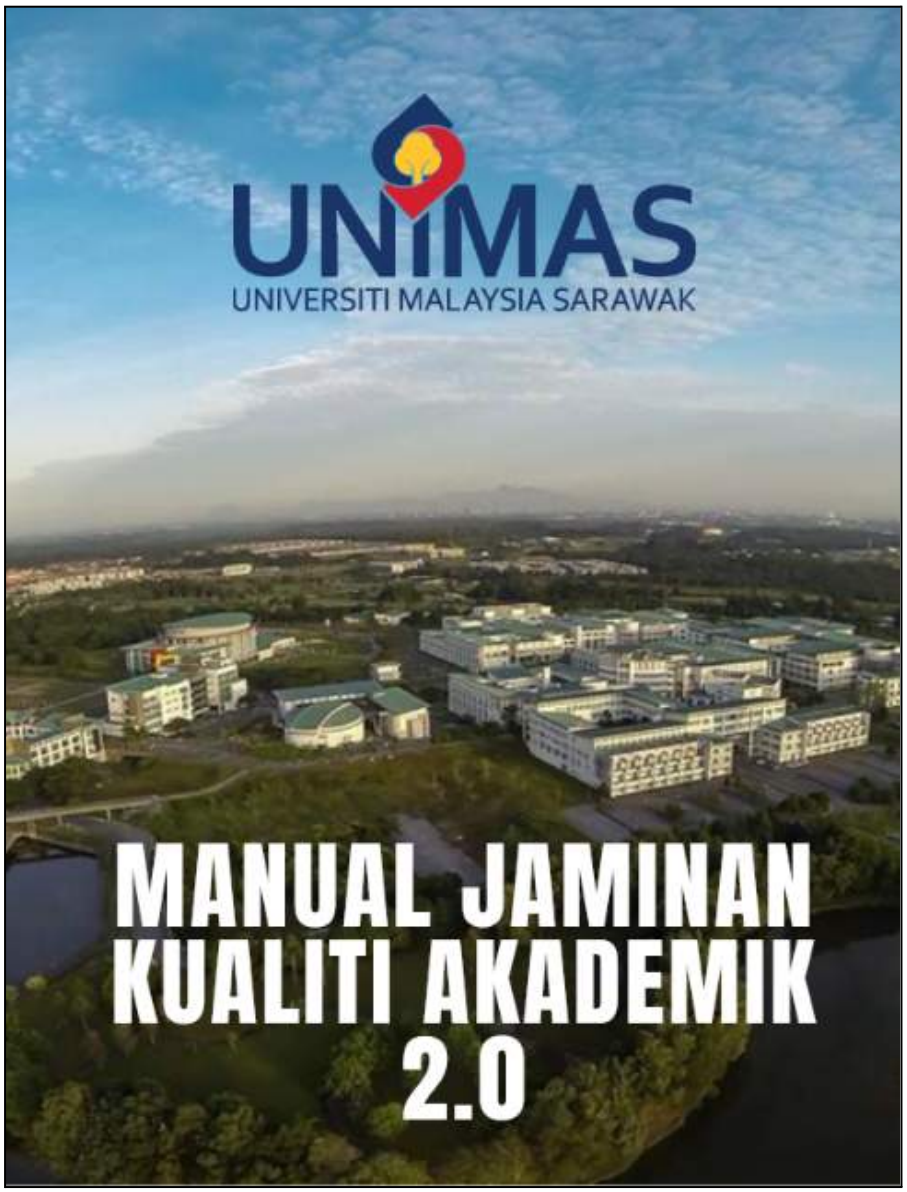
ENGLISH VERSION (2023)

3. UNIMAS Academic Quality Assurance Manual

The UNIMAS Academic Quality Manual outlines procedures for academic programme development, accreditation, curriculum improvement, teaching, research and assessment. It establishes institutional responsibilities and quality assurance processes to maintain academic standards, support continuous improvement and ensure compliance with higher education requirements.

Keywords: Academic Quality Assurance, Curriculum Development and Improvement, Academic Standards and Compliance, High Academic Standards

Link: UNIMAS Academic Quality Manual



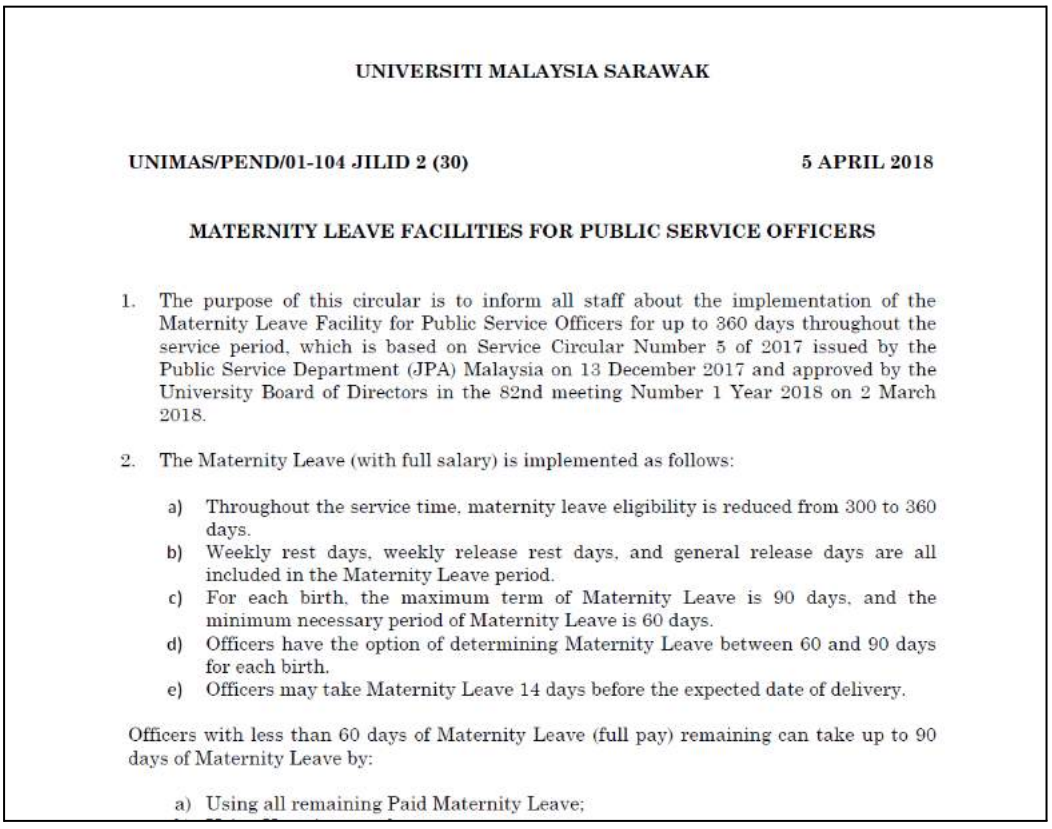
5.6.3 Maternity policies

1. UNIMAS Maternity Leave for Public Officer Policy

The UNIMAS maternity leave policy entitlements for eligible public service officers, following Malaysia's Public Service Department Circular No. 5 of 2017. It provides up to 360 days of fully paid maternity leave throughout an officer's service, with 60–90 days available for each birth. Officers may begin maternity leave 14 days before the expected delivery date. The circular also explains arrangements when paid leave entitlements are insufficient or exhausted, eligibility following childbirth after 22 weeks of pregnancy, and restrictions on substituting sick leave for maternity leave. These provisions support maternal recovery and employee welfare.

Keywords: Maternity leave policy, Employee welfare, Work-life balance, Human resource policy, Childbirth protection

Link: UNIMAS Maternity Leave



UNIVERSITI MALAYSIA SARAWAK

UNIMAS/PEND/01-104 JILID 2 (30) **5 APRIL 2018**

MATERNITY LEAVE FACILITIES FOR PUBLIC SERVICE OFFICERS

1. The purpose of this circular is to inform all staff about the implementation of the Maternity Leave Facility for Public Service Officers for up to 360 days throughout the service period, which is based on Service Circular Number 5 of 2017 issued by the Public Service Department (JPA) Malaysia on 13 December 2017 and approved by the University Board of Directors in the 82nd meeting Number 1 Year 2018 on 2 March 2018.

2. The Maternity Leave (with full salary) is implemented as follows:

   a) Throughout the service time, maternity leave eligibility is reduced from 300 to 360 days.
   b) Weekly rest days, weekly release rest days, and general release days are all included in the Maternity Leave period.
   c) For each birth, the maximum term of Maternity Leave is 90 days, and the minimum necessary period of Maternity Leave is 60 days.
   d) Officers have the option of determining Maternity Leave between 60 and 90 days for each birth.
   e) Officers may take Maternity Leave 14 days before the expected date of delivery.

Officers with less than 60 days of Maternity Leave (full pay) remaining can take up to 90 days of Maternity Leave by:

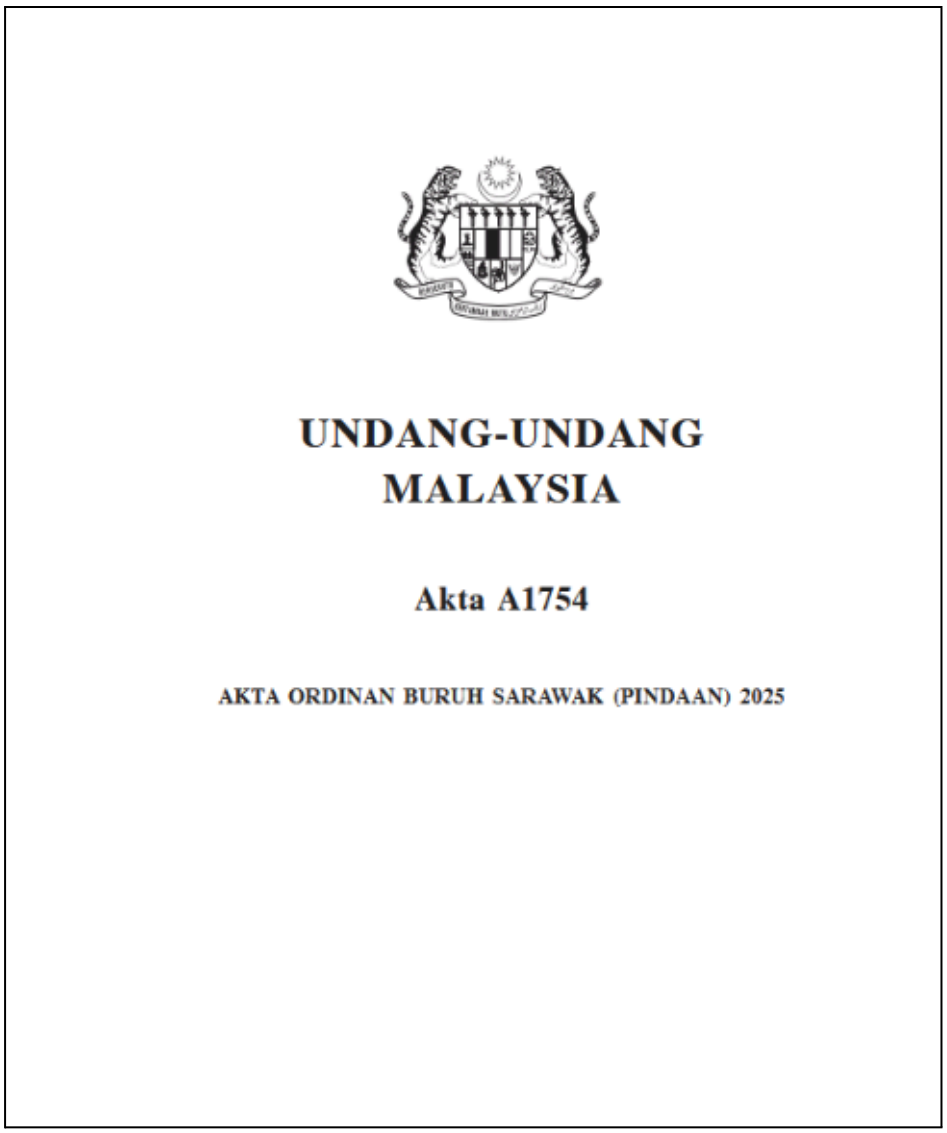
   a) Using all remaining Paid Maternity Leave;

2. Sarawak Labour (Amendment) Ordinance 2025 (Pindaan Bab XIB)

Maternity Policies in UNIMAS is supported by providing maternity leave for eligible female staff in accordance with the national public service regulations. The Sarawak Labour (Amendment) Ordinance 2025 allows up to 98 days (about 3 months) of fully paid maternity leave per birth including rest days and holidays. These provisions support maternal health, family wellbeing, and women's continued participation in the workforce.

Keywords: Maternity Leave Entitlements , Women's Workplace Rights, Maternal Health and Wellbeing, Gender Equality and Workforce Participation

Link: Sarawak Labour (Amendment) Ordinance



UNDANG-UNDANG
MALAYSIA

Akta A1754

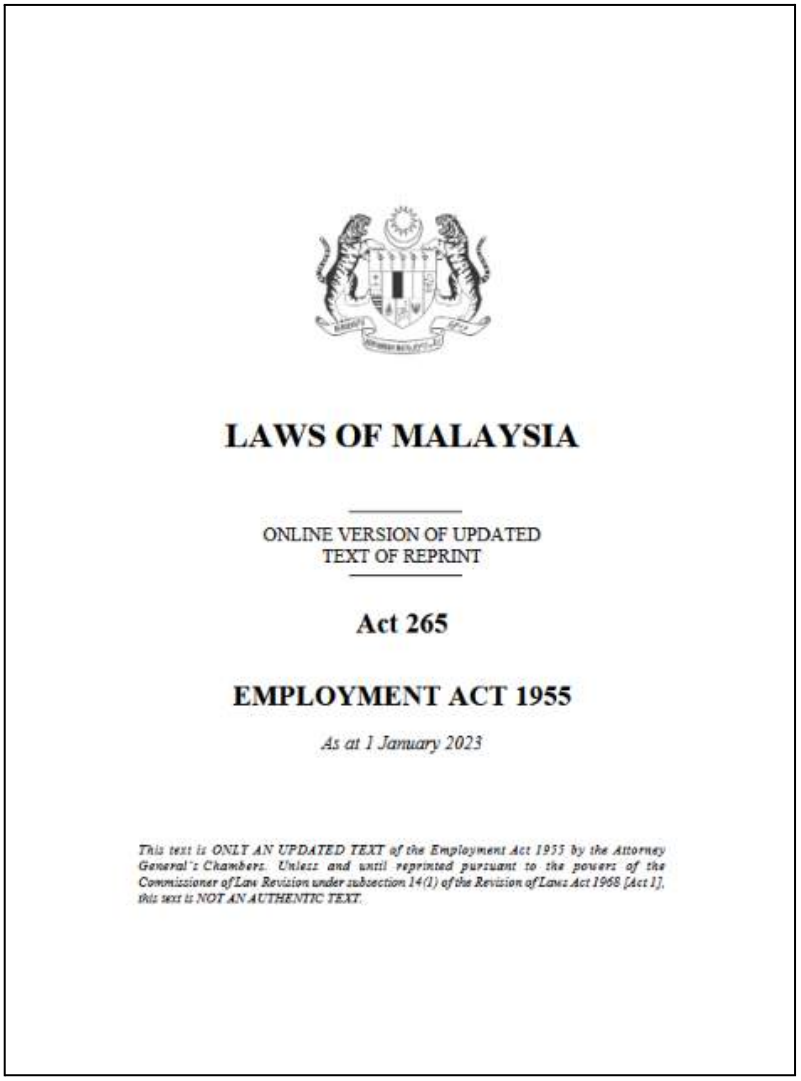
AKTA ORDINAN BURUH SARAWAK (PINDAAN) 2025

3. Malaysia Employment Act 1955 (Amendment) 2022 (Part IX)

The Employment Act 1955 (Act 265) establishes the legal framework governing employment relationships in Peninsular Malaysia and the Federal Territory of Labuan. It outlines the rights and responsibilities of employers and employees, covering employment contracts, wage payments, working hours, rest days, public holidays, annual and sick leave, maternity and paternity leave, and protection against workplace discrimination and sexual harassment. The Act also provides mechanisms for handling labour complaints, conducting inspections and enforcing compliance, promoting fair employment practices and safeguarding workers' welfare.

Keywords: Employment Rights and Protection , Labour Law Compliance, Maternity and Paternity Leave, Workplace Equality and Non-Discrimination, Employee Welfare and Fair Employment Practices

Link: Malaysia Employment Act 1955 (Amendment) 2022



LAWS 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.

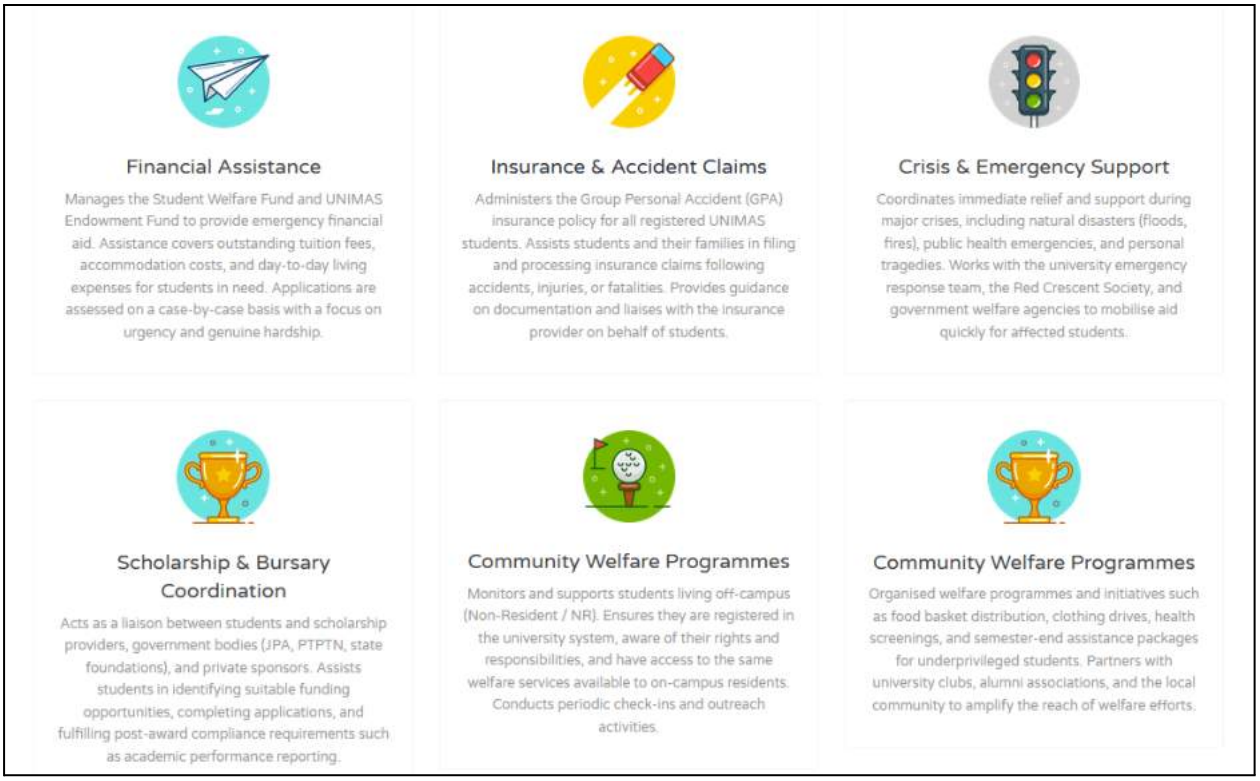
5.6.4 Childcare facilities for students

1. Student Welfare Unit

UNIMAS provides many channels on mentoring, counselling, or peer support programmes to support students, staff, and faculty from underrepresented groups. The student Welfare department ensures that each student's needs are being represented and are properly addressed by the university whereas the SQRC promotes and keeps employees and staff updated on latest regulations. The student welfare offers financial assistance, assist with insurance and accident claims, giving support during crisis and support, assist for scholarship and bursary coordination and conduct community welfare programmes.

Keywords: Student Welfare, Student Community, University Assistance

Link: [Student Welfare Unit]

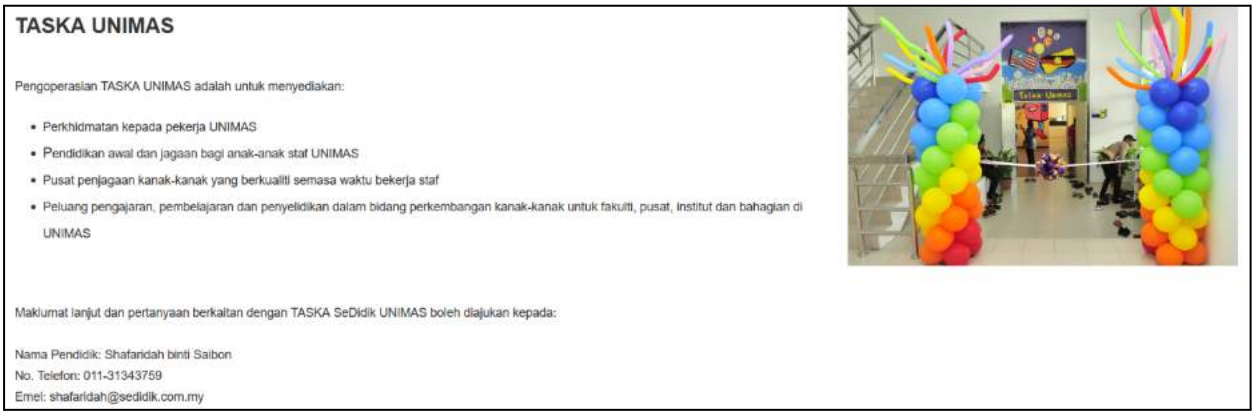


2. Taska SeDIDIK UNIMAS

UNIMAS on the other hand also has a childcare facility that serves to take care of children of the working staff. A post-graduate or mature student can discuss with the facility for any arrangements if necessary.

Keywords: Studying Mothers, Mothers and Further Education, Childcare Facilities, University Assistance for Mothers

Link: [Taska SeDIDIK UNIMAS]



TASKA UNIMAS

Pengoperasian TASKA UNIMAS adalah untuk menyediakan:

- Perkhidmatan kepada pekerja UNIMAS
- Pendidikan awal dan jagaan bagi anak-anak staf UNIMAS
- Pusat penjagaan kanak-kanak yang berkualiti semasa waktu bekerja staf
- Peluang pengajaran, pembelajaran dan penyelidikan dalam bidang perkembangan kanak-kanak untuk fakulti, pusat, institut dan bahagian di UNIMAS

Maklumat lanjut dan pertanyaan berkaitan dengan TASKA SeDidik UNIMAS boleh dilajukan kepada:

Nama Pendidik: Shafaridah binti Saibon
No. Telefon: 011-31343759
Emel: shafaridah@sedidik.com.my

3. UNIMAS Women Health and Infertility Clinic

The clinic has operated since September 2016 under the care of Obstetrics and Gynaecology (O&G) Department, Faculty of Medicine and Health Sciences, UNIMAS. The clinic offers services and procedures like antenatal check-up and consultations, gynaecological consultation, colposcopy clinic, pap smear and Visual Inspection of Acetic acid (VIA) as well as infertility check ups. This shows that the campus is committed to maintaining the welfare of its campus community.

Keywords: University clinic, Women Health, Community Welfare, University Health, Health check ups

Link: [UNIMAS Women Health and Infertility Clinic]



5.6.5 Childcare facilities for staff and faculty

1. CALW UNIMAS and OSEIC Sarawak Explore Strategic Collaboration in Early Intervention

UNIMAS's Child and Adolescent Learning and Wellbeing Centre (CALW) visited OSEIC Sarawak to explore collaboration in early diagnosis, intervention services, and inclusive education. The engagement included facility tours and discussions on best practices, collaborative research, and public awareness. Both organisations aim to improve developmental support, strengthen community services, and enhance children's wellbeing across Sarawak.

Keywords: Working Mothers, Mothers in Workforce, Childcare Facilities, Early Child Diagnosis, Public Awareness, University Collaboration

Link: CALW UNIMAS and OSEIC Sarawak

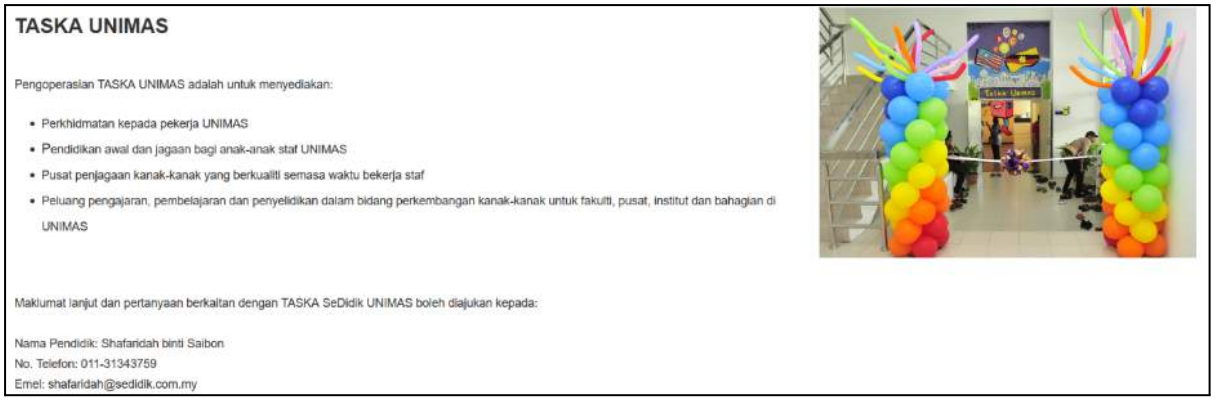


2. Taska SeDIDIK UNIMAS

UNIMAS Taska SeDIDIK promotes inclusive access to quality early learning through play-based activities, dedicated educators, and holistic development. They also provide essential childcare support for university staff and working parents.

Keywords: Working Mothers, Mothers in Workforce, Childcare Facilities

Link: [Taska SeDIDIK UNIMAS]



TASKA UNIMAS

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Nama Pendidik: Shafaridah binti Saibon
No. Telefon: 011-31343759
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Keywords: University clinic, Women Health, Community Welfare, University Health, Health check ups

Link: [UNIMAS Women Health and Infertility Clinic]



5.6.6 Women's mentoring schemes

1. UNIMADANI Empowering Women Project

UNIMAS supports women's mentoring schemes where the university aims to provide academic guidance, study strategies, personal development support and peer interaction. The university also promotes women's participation in STEM through mentorship and networking initiatives, helping female students build confidence, develop professional skills and pursue leadership opportunities.

The Kampung Baru Women's Empowerment Project, a collaboration between GIATMARA Petra Jaya and UNIMAS, trained 24 women in haircutting, formal makeup and body massage. The initiative promotes women's skills development, confidence and potential entrepreneurship. It aligns with SDG 5.6.6 when supported by ongoing mentorship, career guidance or business coaching.

Keywords: Mentor-Mentee Programs, Academic Guidance, Women in Leadership Role, Women Participation, Business Coaching

Link: UNIMADANI Empowering Women Project



2. BPSM Personnel Well-being Unit Mentor-Mentee Program

UNIMAS conducts professional mentoring programmes by providing workshops to further women to clarify their roles, responsibilities, expectations, and mentoring processes. The program supports women's professional development, strengthens leadership capabilities, and promotes equal opportunities for career advancement within UNIMAS

Keywords: Mentor-Mentee Programs, Women in Leadership Role, Equal Work Opportunities, Career Advancement

Link: BPSM Personnel Well-being Unit Mentor-Mentee Program



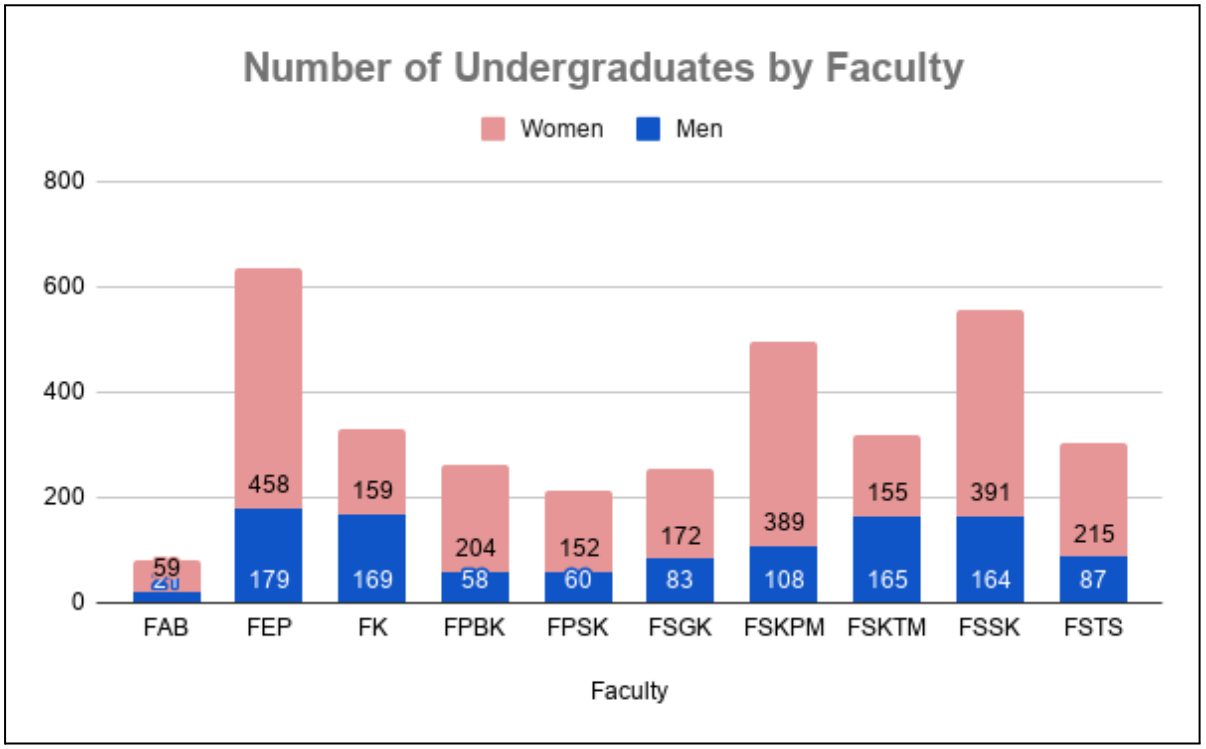
5.6.7 Track women's graduation rate

1. Number of Graduates by Faculty in 2025

UNIMAS monitors student admissions, enrolment and graduation outcomes according to gender and study level. This data helps the university compare women's and men's graduation rates, identify potential gender gaps and report outcomes to the Ministry of Higher Education. UNIMAS also highlights mentorship and academic counselling as measures to address disparities and promote equal opportunities for students to complete their studies.

UNIMAS recorded 3,448 graduates: 1,094 men (31.7%) and 2,354 women (68.3%). Women represented over two-thirds of graduates, outnumbering men by 1,260. The data showed an increase of intakes from 2023 and 2024 and as depicted from the graph, the number of female intakes has always been 65% higher than men.

Keywords: UNIMAS Student Admissions, Ministry of Higher Education, Education Mentorship, Equal Learning Opportunities



Reference Table:

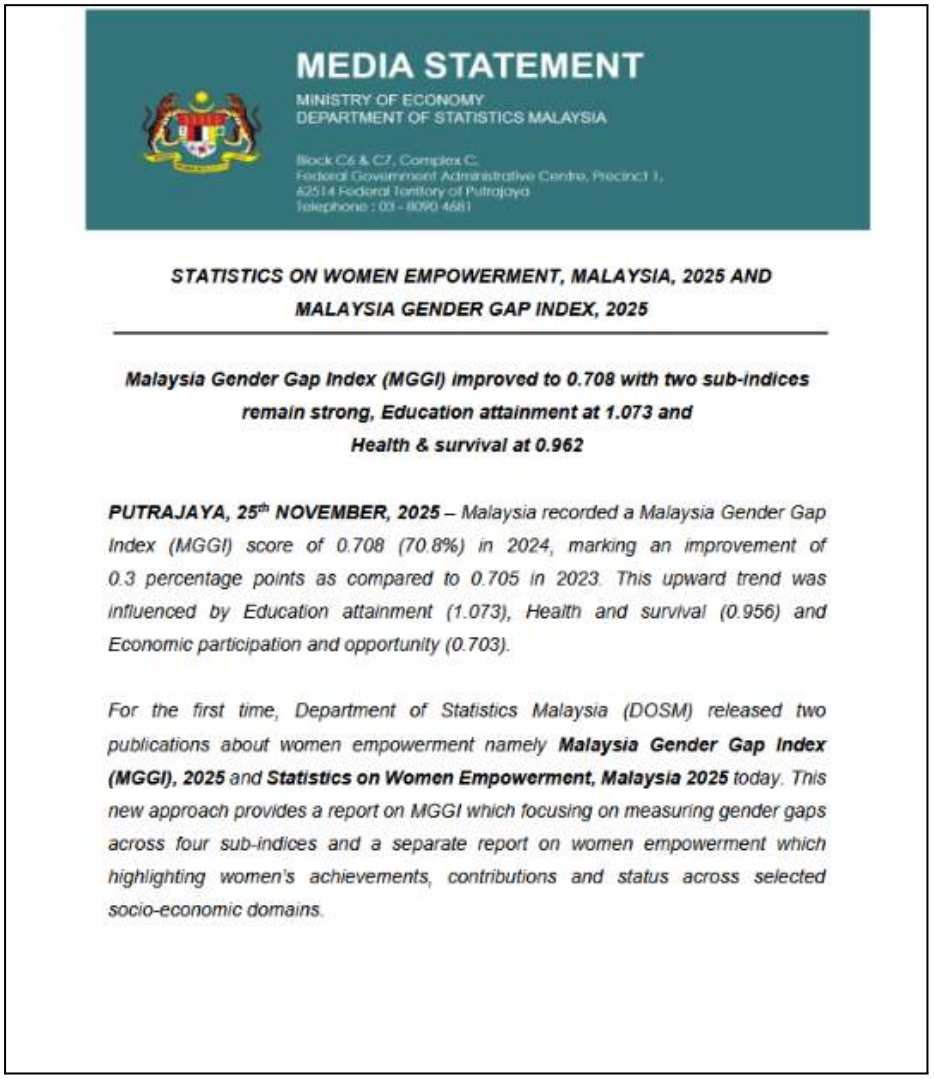
Number of Undergraduates by Faculty in 2025				
Faculty	**Short**	**Men**	**Women**	**Total**
Faculty of Built Environment	FAB	21	59	80
Faculty of Economics and Business	FEP	179	458	637
Faculty of Engineering	FK	169	159	328
Faculty of Language and Communication	FPBK	58	204	262
Faculty of Medicine and Health Sciences	FPSK	60	152	212
Faculty of Applied and Creative Arts	FSGK	83	172	255
Faculty of Cognitive Sciences and Human Development	FSKPM	108	389	497
Faculty of Computer Science and Information Technology	FSKTM	165	155	320
Faculty of Social Sciences and Humanities	FSSK	164	391	555
Faculty of Resource Science and Technology	FSTS	87	215	302
Total Number of graduates	**3448**			

2. Statistics on Women Empowerment, Malaysia 2025 And Malaysia Gender Gap Index

The Department of Statistics Malaysia's Statistics on Women Empowerment, Malaysia 2025 reports that women's tertiary gross enrolment rate reached 56.4% in 2024, compared with 37.0% for men. This gender-disaggregated data supports SDG 5.6.7 by highlighting women's educational participation and the importance of tracking gender-related education outcomes.

Keywords: Women Empowerment, Women at Work, Equality in Education, Workforce Equality, Education Importance

Link: [Malaysia Gender Gap Index]



MEDIA STATEMENT

MINISTRY OF ECONOMY
DEPARTMENT OF STATISTICS MALAYSIA

Block C6 & C7, Complex C,
Federal Government Administrative Centre, Precinct 1,
62514 Federal Territory of Putrajaya
Telephone : 03 - 8090 4681

STATISTICS ON WOMEN EMPOWERMENT, MALAYSIA, 2025 AND MALAYSIA GENDER GAP INDEX, 2025

Malaysia Gender Gap Index (MGGI) improved to 0.708 with two sub-indices remain strong, Education attainment at 1.073 and Health & survival at 0.962

PUTRAJAYA, 25th NOVEMBER, 2025 *– Malaysia recorded a Malaysia Gender Gap Index (MGGI) score of 0.708 (70.8%) in 2024, marking an improvement of 0.3 percentage points as compared to 0.705 in 2023. This upward trend was influenced by Education attainment (1.073), Health and survival (0.956) and Economic participation and opportunity (0.703).*

For the first time, Department of Statistics Malaysia (DOSM) released two publications about women empowerment namely ***Malaysia Gender Gap Index (MGGI), 2025*** *and* ***Statistics on Women Empowerment, Malaysia 2025*** *today. This new approach provides a report on MGGI which focusing on measuring gender gaps across four sub-indices and a separate report on women empowerment which highlighting women's achievements, contributions and status across selected socio-economic domains.*

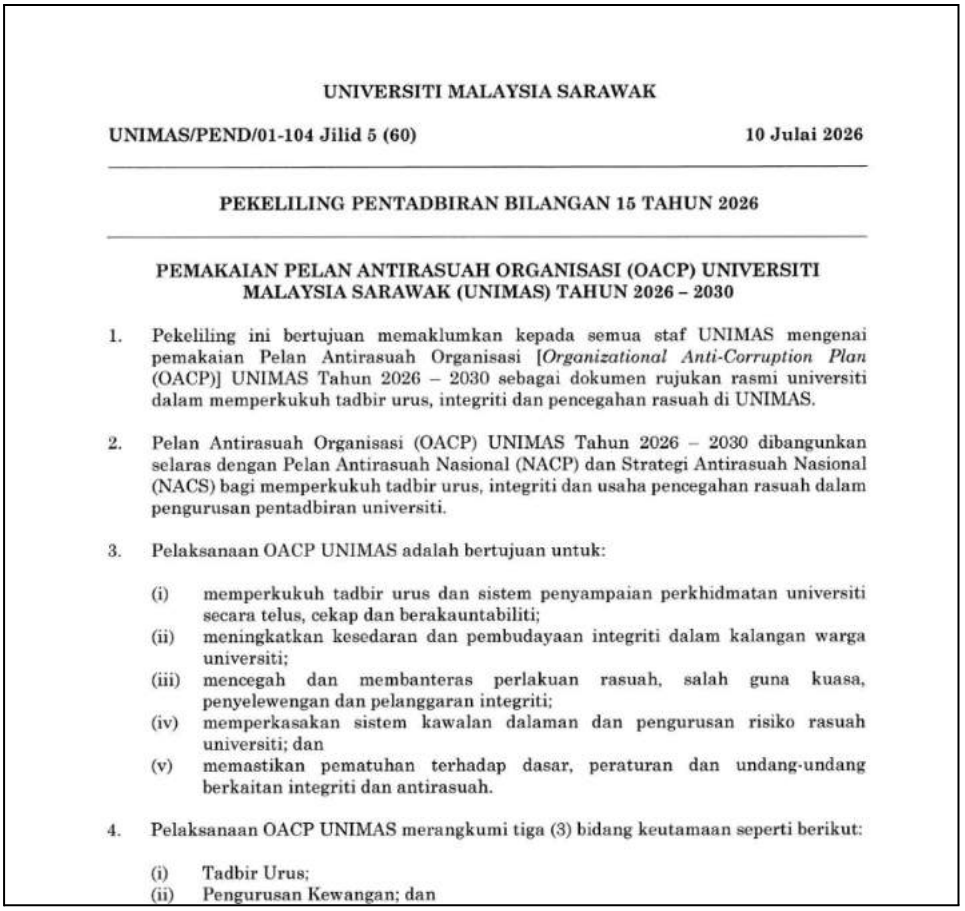
5.6.8 Policies protecting those reporting discrimination

1. UNIMAS Anti-Bribery Policy

The UNIMAS Academic Integrity Policy 2025 promotes honesty, trustworthiness, fairness, respect and accountability in teaching, learning, research and academic publication. It addresses academic misconduct, including plagiarism, assessment fraud and misuse of resources. All relevant UNIMAS staff are expected to comply with the policy and report suspected academic misconduct to their supervisors or Heads of Responsibility Centres. The policy aims to strengthen ethical academic practices, transparent procedures and a culture of academic excellence.

Keywords: Academic integrity, Research integrity, Honesty and accountability, Transparency and fairness, Responsible academic practices

Link: UNIMAS Anti-Bribery Policy



UNIVERSITI MALAYSIA SARAWAK

UNIMAS/PEND/01-104 Jilid 5 (60) 10 Julai 2026

PEKELILING PENTADBIRAN BILANGAN 15 TAHUN 2026

PEMAKAIAN PELAN ANTIRASUAH ORGANISASI (OACP) UNIVERSITI MALAYSIA SARAWAK (UNIMAS) TAHUN 2026 – 2030

1. Pekeliling ini bertujuan memaklumkan kepada semua staf UNIMAS mengenai pemakaian Pelan Antirasuah Organisasi [*Organizational Anti-Corruption Plan* (OACP)] UNIMAS Tahun 2026 – 2030 sebagai dokumen rujukan rasmi universiti dalam memperkukuh tadbir urus, integriti dan pencegahan rasuah di UNIMAS.

2. Pelan Antirasuah Organisasi (OACP) UNIMAS Tahun 2026 – 2030 dibangunkan selaras dengan Pelan Antirasuah Nasional (NACP) dan Strategi Antirasuah Nasional (NACS) bagi memperkukuh tadbir urus, integriti dan usaha pencegahan rasuah dalam pengurusan pentadbiran universiti.

3. Pelaksanaan OACP UNIMAS adalah bertujuan untuk:

   (i) memperkukuh tadbir urus dan sistem penyampaian perkhidmatan universiti secara telus, cekap dan berakauntabiliti;
   (ii) meningkatkan kesedaran dan pembudayaan integriti dalam kalangan warga universiti;
   (iii) mencegah dan membanteras perlakuan rasuah, salah guna kuasa, penyelewengan dan pelanggaran integriti;
   (iv) memperkasakan sistem kawalan dalaman dan pengurusan risiko rasuah universiti; dan
   (v) memastikan pematuhan terhadap dasar, peraturan dan undang-undang berkaitan integriti dan antirasuah.

4. Pelaksanaan OACP UNIMAS merangkumi tiga (3) bidang keutamaan seperti berikut:

   (i) Tadbir Urus;
   (ii) Pengurusan Kewangan; dan

2. UNIMAS Upholds Integrity in Compliance with Malaysian Laws

UNIMAS upholds integrity by aligning its institutional procedures and governance practices with Malaysian laws and regulations. Through its Integrity Division, the university promotes transparency, accountability, ethical conduct and compliance while preventing corruption, abuse of power and misconduct. Key legislation includes the Malaysian Anti-Corruption Commission Act 2009 (Act 694), the Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605), and the Whistleblower Protection Act 2010 (Act 711). These laws support anti-corruption efforts, disciplinary accountability and the reporting of wrongdoing. UNIMAS also manages complaints, verifies allegations and implements appropriate disciplinary procedures to foster an ethical, responsible and trustworthy university environment.

Keywords: Integrity and ethical conduct, Malaysian laws and regulations, Transparency and accountability, Whistleblower protection, Misconduct prevention, Compliance monitoring

Link: [UNIMAS and the Laws of Malaysia]

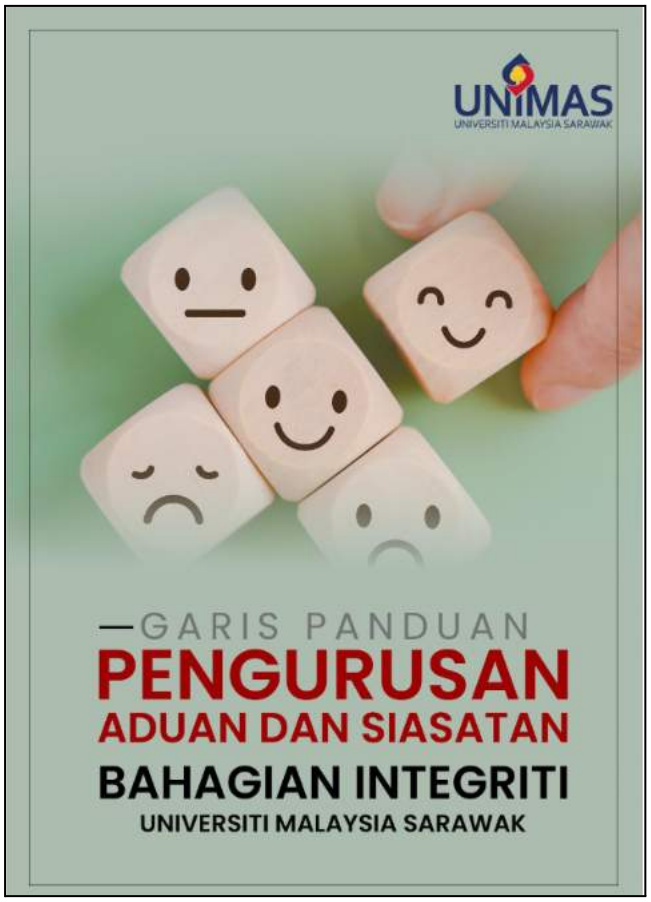


3. UNIMAS Guidelines for Complaint Management and Investigation

The UNIMAS Guidelines for Complaint Management and Investigation establish a systematic framework for handling complaints involving misconduct, corruption, abuse of power, and violations of university rules and ethical standards. The Integrity Division (Bahagian Integriti) receives, registers, evaluates, monitors and investigates complaints while ensuring confidentiality, impartiality, transparency and fairness. Through the Information Evaluation Committee (JMM) and Internal Investigation Committee (JKSD), UNIMAS determines appropriate actions, including disciplinary measures, referrals to enforcement agencies or improvements to governance and procedures. The guidelines align complaint management with Malaysian laws, including the Malaysian Anti-Corruption Commission Act 2009 (Act 694), the Whistleblower Protection Act 2010 (Act 711) and the Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). They also emphasise protecting complainants' identities and ensuring that reported individuals receive fair treatment.

Keywords: Integrity and accountability, Misconduct investigation, Transparency and impartiality, Anti-corruption, Whistleblower protection, Complaint management

Drive File: 6. Upload Supporting Evidence (File responses) UNIMAS Guidelines for Complaint Management and Investigation



4. UNIMAS Integrity Pledge 2025

UNIMAS launched its Integrity Pledge in February 2025, reaffirming its commitment to transparency, accountability and a corruption-free academic environment. The initiative promotes ethical conduct and responsible reporting of misconduct.

Keywords: Integrity at Work, Accountability and Honesty, Integrity Pledge, Corruption-Free Work, Ethics

Link: [UNIMAS Integrity Pledge 2025]



UNIMAS upholds its Gender, Religion, Nation and Age Equality and Protection Policy as our Equality Policy in Enjoying Quality Education at UNIMAS to promote an inclusive, safe, and respectful learning environment for all members of the university community.

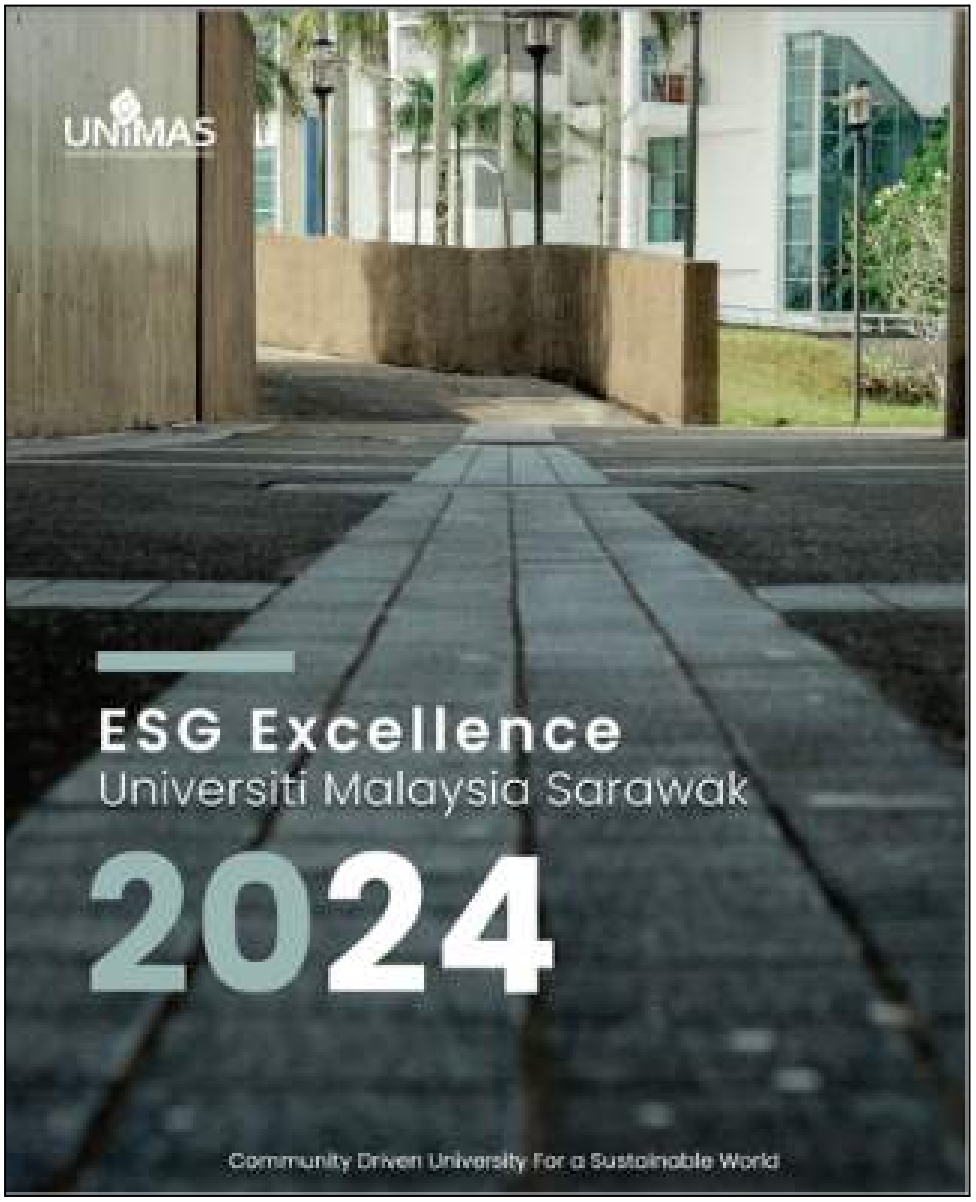
5.6.9 Paternity policies

1. UNIMAS Excellence Report 2024

UNIMAS provides paternity leave for male staff to participate in childcare and support their spouses after childbirth. According to UNIMAS's ESG Excellence Report 2024, 43 staff members took paternity leave in 2023, demonstrating the use of this family-friendly benefit. The policy supports shared parental responsibilities and women's participation in the workforce.

Keywords: Excellence report, Paternity leave, Equal opportunities, Family oriented, Parental policy

Link: [UNIMAS Excellence Report 2024]

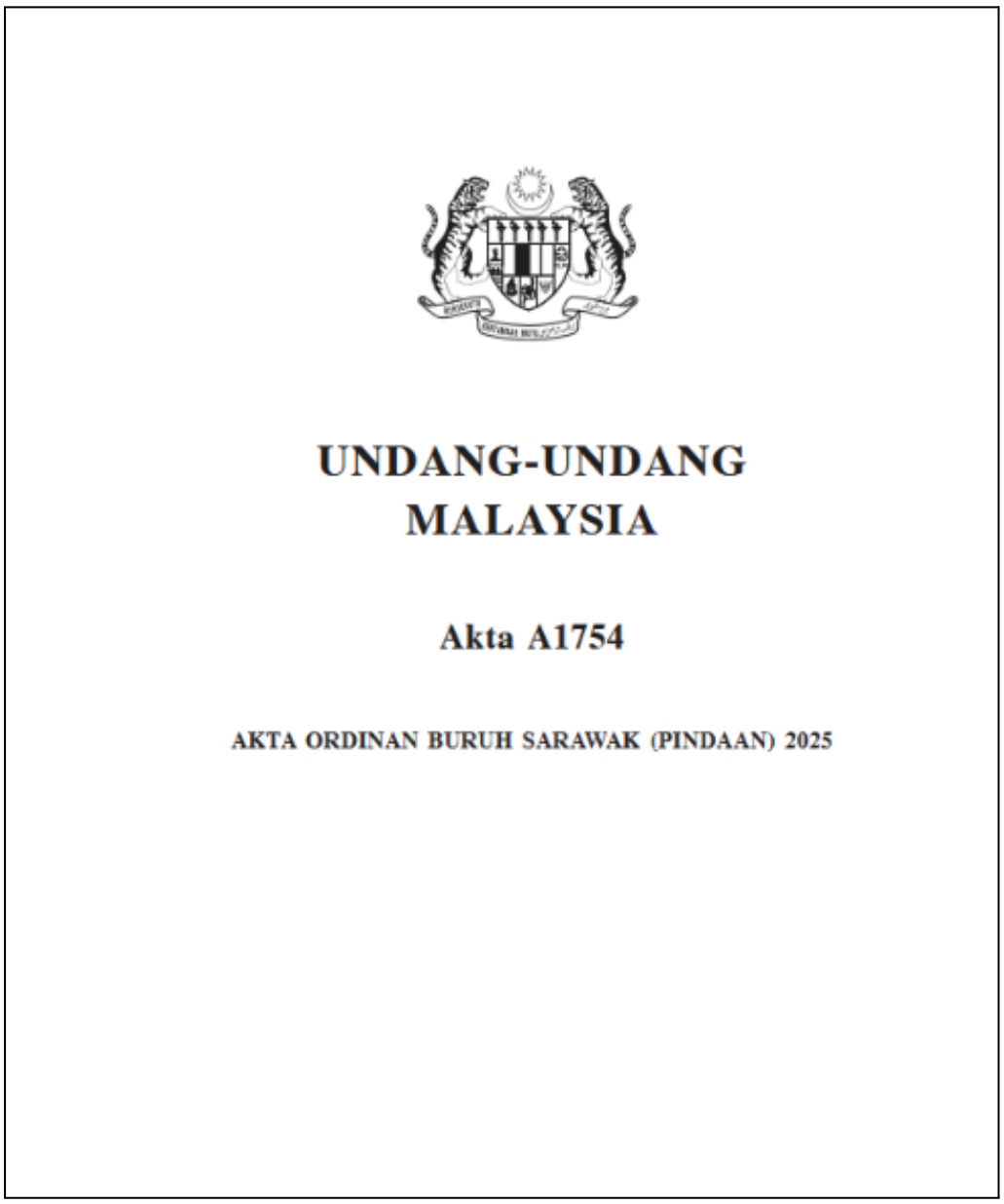


2. Sarawak Labour (Amendment) Ordinance 2025 (Seksyen Baharu 105EA)

UNIMAS also follows the Sarawak Labour (Amendment) Ordinance 2025 in regard to Paternity Leave which starts from 7 days (including rest days and holidays) after the baby is born. The university upholds its support in the well-being of the staff.

Keywords: Labour ordinance Sarawak ordinance, Paternity leave, Equal opportunities, Family oriented, Parental policy

Link: [Sarawak Labour (Amendment) Ordinance 2025]



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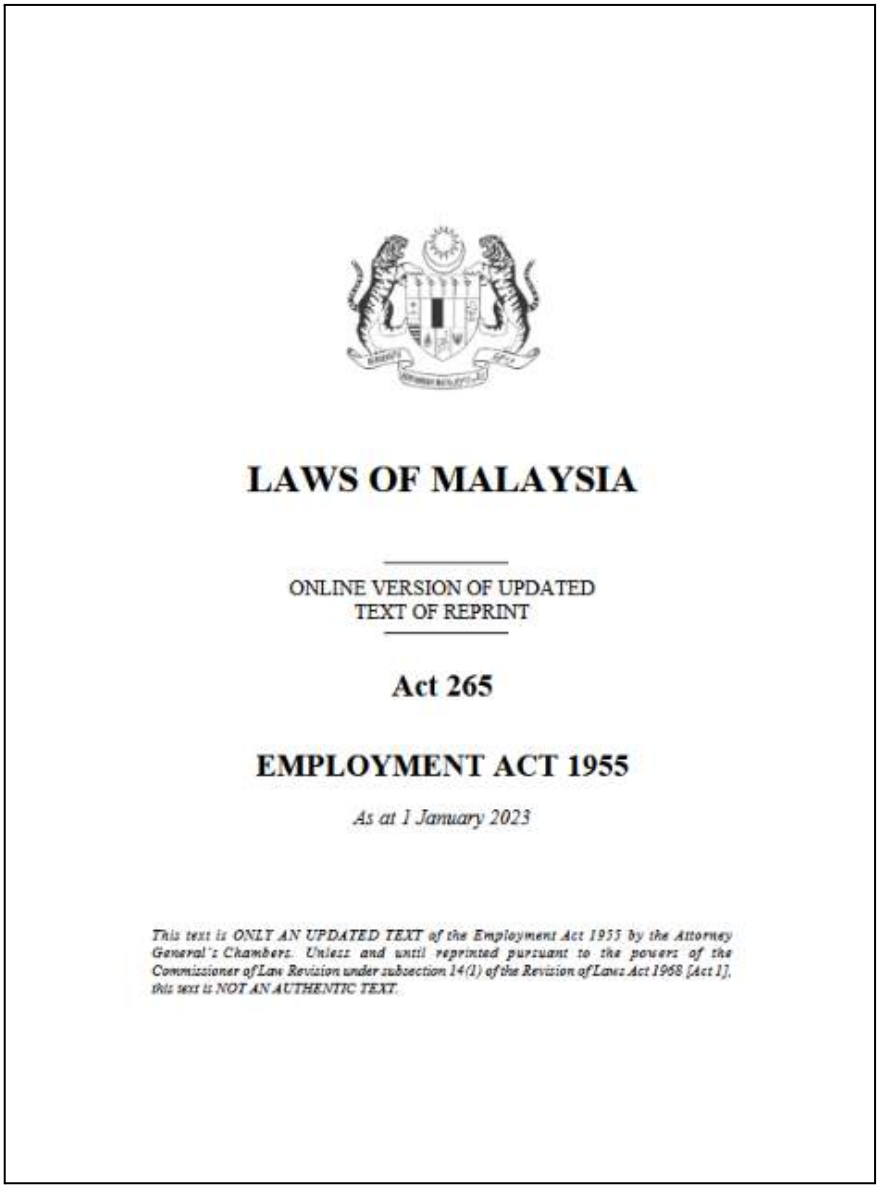
AKTA ORDINAN BURUH SARAWAK (PINDAAN) 2025

4. Malaysia Employment Act 1955 (Amendment) 2022 (sect 60FA)

The Employment Act 1955 (Act 265) establishes the legal framework governing employment relationships in Peninsular Malaysia and the Federal Territory of Labuan. It outlines the rights and responsibilities of employers and employees, covering employment contracts, wage payments, working hours, rest days, public holidays, annual and sick leave, maternity and paternity leave, and protection against workplace discrimination and sexual harassment. The Act also provides mechanisms for handling labour complaints, conducting inspections and enforcing compliance, promoting fair employment practices and safeguarding workers' welfare.

Keywords: Employment Rights and Protection , Labour Law Compliance, Maternity and Paternity Leave, Workplace Equality and Non-Discrimination, Employee Welfare and Fair Employment Practices

Link: [Malaysia Employment Act 1955 (Amendment) 2022]



LAWS OF MALAYSIA

ONLINE VERSION OF UPDATED
TEXT OF REPRINT

Act 265

EMPLOYMENT ACT 1955

As at 1 January 2023

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