

MAINSTREAMING GENDER IN HIGHER EDUCATION IN MALAYSIA

ASSOC. PROF. DR. NORIDA ENDUT¹
& ASSOC. PROF. DR. AZMAN AZWAN AZMAWATI²

¹Director, Centre for Research on Women and Gender (KANITA), Universiti Sains
Malaysia

¹Board Member, (KANITA) & Associate Professor, School of Communication,
Universiti Sains Malaysia

- a strategy, an approach, a means to achieve the goal of gender equality by ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects. (UN Women)

- Governance structure
 - 30% in decision making position (based on RMK10 and 11)
 - Highest decision making (Vice Chancellor, Deputy Vice Chancellor, Board of Governors)
 - Administrative decision-making (Registrar, Bursar, Heads of Departments)
 - Senate membership
 - Academic promotion: Professor, Associate Professor

- Access to higher education
 - Although women make up nearly 70% of students enrolled in undergraduate programmes, remaining gender questions include:
 - Why are there still gender gap in a few courses in university (Architecture, certain types of Engineering, certain types of Medicine eg O&G)
 - Why do numbers dramatically go down for women in postgraduate studies (less than 40% of women in PG studies)
 - Why are labour force participation of women slow to rise? (about 54%) (labour force should commensurate with achievement in education?)

- Gender equality/sensitive policy on campus
 - Gender equality policy?
 - To ensure substantive equality in different aspects of university life
 - Policy on sexual harassment?
 - USM and UM have policies
 - A few other universities have discussed establishing policies
 - Policy on work-life balance/ family-friendly policy
 - Maternity protection (during pregnancy and postnatal)
 - Flexible work arrangements to balance work-family
 - Parental leave

Terima kasih