MAINSTREAMING GENDER IN HIGHER EDUCATION IN MALAYSIA

ASSOC. PROF. DR. NORAIDA ENDUT

& ASSOC. PROF. DR. AZMAN AZWAN AZMAWATI

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

²Board Member, (KANITA) & Associate Professor, School of Communication, Universiti Sains Malaysia
Gender mainstreaming

• 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
Relevance of GM in Higher Education

• 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?)
Relevance of GM in Higher 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