

5 GENDER
EQUALITY

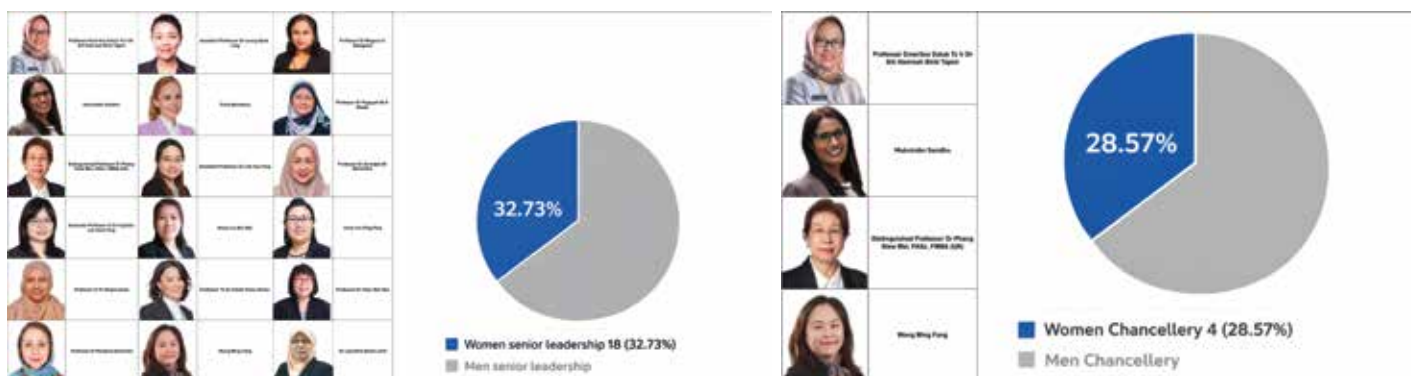
GENDER EQUALITY

GOVERNANCE AND OPERATIONS

UCSI University demonstrates a strong institutional commitment to Sustainable Development Goal 5 (Gender Equality) through policies that promote diversity, equity and inclusion across all levels of the institution. The University implements a formal Policy on Diversity, Equity and Inclusion, which ensures equal opportunity and fair treatment regardless of gender, supporting an inclusive academic and working environment. The policy promotes equitable access to recruitment, career progression, remuneration and professional development for all staff.

Aligned with national labour standards and international best practices, UCSI University upholds the principle of equal pay for equal work, ensuring that remuneration and career advancement are determined by merit, qualifications and performance rather than gender. These commitments are embedded within the University's human resource governance framework.

Gender representation in leadership further reflects UCSI's commitment to inclusive governance. Women currently constitute 32.73% of senior leadership positions and 28.57% of the chancellery, demonstrating meaningful female participation in executive management and institutional decision-making. Through these policies and governance practices, UCSI University promotes equitable participation and inclusive leadership in alignment with SDG 5.



TEACHING AND LEARNING

1. WOMEN IN ENERGY 2.0: WHERE CONVERSATIONS SPARK GROWTH

Women in Energy 2.0: Where Conversations Spark Growth was a university-organised forum by the Society of Petroleum Engineers UCSI Student Chapter at UCSI University, addressing women's underrepresentation in the energy and STEM sectors. The forum engaged students and aspiring professionals, providing an empowering platform to discuss career progression, mentorship and strategies to navigate male-dominated environments, supporting SDG 5.



Industry professionals Aina Jais, Rajaletchmy Thiagarajan and Zahrah Khir shared their experiences and guidance in a talk moderated by Dr Kalaimani Markandan. The event increased awareness of gender equality, strengthened professional confidence and fostered student–industry connections. By promoting inclusive dialogue and collaboration between academia, students and industry partners, the initiative contributes to SDG 4 and SDG 5.



2. UCSI UNIVERSITY INTERNATIONAL WOMEN’S DAY 2025

International Women’s Day 2025 was celebrated by UCSI University on 8 March 2025, engaging students, staff and external stakeholders to advance dialogue on SDG 5. The event aimed to raise awareness on gender disparities and mobilise collective action across education, industry and government to promote inclusive participation in leadership, education and the workforce.

Key participants included local parliament elect Teresa Kok and UCSI vice-chancellor Prof Emerita Datuk Dr Siti Hamisah Tapsir, alongside students and staff. The programme enhanced participants’ awareness, advocacy skills and confidence while fostering engagement with gender equality issues. By connecting academia, students and external partners, the initiative supports SDG 4, SDG 5, SDG 10 and promotes multi-stakeholder collaboration aligned with SDG 17.



2. WINGS OF FREEDOM: EMPOWERING WOMEN REFUGEES THROUGH ART

Wings of Freedom was organised by the Institute of Creative Arts and Design in collaboration with Greater Action, led by Dr Elnaz Rostami Gharagozloo. The initiative supported refugee women by providing art education, skill development and social inclusion, empowering participants to express their experiences and reclaim their voices, contributing to SDG 5.



Through workshops and exhibitions, refugee participants gained artistic skills, confidence and recognition, while engaging UCSI students, faculty and visitors in intercultural dialogue. The programme fostered inclusive learning and social and economic empowerment, also advancing SDG 4 and SDG 10.



RESEARCH AND DISCOVERY

1. EVALUATING TECHNOSOCIOPRENEURSHIP AS A STRATEGY TO IMPROVE WOMAN AND COMMUNITY PRODUCTIVITY IN MADURA INDONESIA

(Future Cities and Environment, Volume 11, (2025) Prof Ts Dr Nangkula Utaberta)

The productivity of women entrepreneurs in the Madurese community has been relatively low and is expected to improve following the implementation of the empowerment programme. This study adopts a descriptive qualitative approach, with primary data collected through interviews. Accordingly, the research aims to examine and develop a community empowerment model that can be applied to enhance productivity within the Madurese community.

The findings indicate that women entrepreneurs in Madura, particularly those engaged in food, crafts, clothing, batik and related sectors, have generally adopted basic technosociopreneurship strategies. However, these strategies require further development, as the use of technology is currently limited to promotional and ordering activities.

Moving forward, it is essential for these entrepreneurs to expand their use of technology to support broader aspects of business management, including operations, sales systems, and recruitment processes. This may involve engaging community members as dropshippers or franchise partners.

It is hoped that this study will serve as a foundation for more comprehensive development of technosociopreneurship, ultimately contributing to the empowerment of women and the wider community on the island.

2. A MODERATED MEDIATION ANALYSIS OF THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND PROFESSIONAL COMMITMENT AMONG TEACHERS

(Scientific Reports, Volume 15, (2025) Prof Dr Mohd Salehuddin Mohd Zahari)

This research aims to investigate the mediating effect of well-being in the relationship between psychological capital and professional commitment, and the moderating role of gender. This research employed a cluster sampling method to select four private junior high schools as research clusters. A total of 671 teachers participated in the survey, completing validated psychological measures including the Psychological Capital Questionnaire, PERMA-Profil Scale and Professional Commitment Scale. Data analysis was conducted using SPSS 29.0 for descriptive statistics and AMOS 24.0 for confirmatory factor analysis. The findings revealed that teachers' psychological capital had a significant effect on professional commitment, with well-being serving as a mediator between psychological capital and professional commitment. Gender moderated both the impact of psychological capital on well-being and the mediating role of well-being. This study confirms the resource conservation theory that different types of resources can be transformed or influenced by each other, and psychological assets can help individuals maintain a positive emotional state, thereby strengthening their commitment to their careers.

COMMUNITY AND PARTNERSHIP

1. 2025 BORNEO ZONE INTERNATIONAL WOMEN'S DAY CELEBRATION

The 2025 Borneo Zone International Women's Day Celebration was a university-supported event held on 8 March 2025 at UCSI Hotel, Kuching, organised in collaboration with the Ministry of Women, Family and Community Development and Sarawak Energy Berhad. The event engaged approximately 500 women from Sabah and Sarawak, aiming to raise awareness of gender-based challenges, empower women across social, economic, and political spheres, and promote SDG 5.

Key participants included the Minister, Datuk Seri Nancy Shukri and Mukvinder Kaur Sandhu. The programme heightened awareness of gender equality, reinforced commitment to eliminating discrimination and celebrated women's achievements. By connecting government, academia, NGOs and the private sector, the initiative advanced SDG 5, SDG 10 and fostered multi-stakeholder collaboration aligned with SDG 17.



2. UCSI UNIVERSITY'S WOMEN EMPOWERMENT CONFERENCE: SHE SHINES

The Women Empowerment Conference: She Shines – A Celebration of Women's Voices was hosted by UCSI University and officiated by Tunku Zain Al-'Abidin Tuanku Muhriz. The conference addressed persistent gender gaps in Malaysia, including low female political representation and barriers limiting women's participation in leadership. Its objective was to promote gender equality by amplifying women's voices, showcasing role models and fostering dialogue on equitable policies, contributing to SDG 5.



Key participants included Tan Sri Dr Rebecca Fatima Sta Maria, Tengku Dr Naufal Tengku Mansor and Mahuran Saro Sariki. The event empowered participants with knowledge, inspiration and advocacy skills. It also strengthened participants' awareness of women's leadership and informed policy discourse. By connecting students, staff, academics and policymakers, the initiative also advanced SDG 10 and SDG 17.

The event attracted healthcare professionals, educators, corporate leaders and mothers from Malaysia and abroad, providing practical guidance on wellness, resilience and advocacy. Immediate outcomes included increased awareness, motivation to adopt healthier lifestyles and enhanced capacity to overcome barriers to well-being. By promoting gender-inclusive health initiatives and connecting experts, participants and communities, the forum contributes to SDG 3, SDG 5 and SDG 10.



3. THE INTERNATIONAL WOMEN'S DAY FORUM: BEYOND BALANCE

Health and Well-Being in a Changing World was held online on 8 March 2025, organised by UCSI University and led by Asst Prof Dr Vaidehi Ulaganathan. The forum addressed gender inequalities in access to holistic health resources, aiming to empower women across physical, mental and social dimensions, supporting SDG 5.

