

UNIVERSITY OF CYBERJAYA

SDG IMPACT REPORT 2025

SDG 5: Gender Equality

5 GENDER EQUALITY

SDG 5 · GENDER EQUALITY

Our Commitment to Gender Equality

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Women make up the majority of our students and a large share of our academic staff, and many of them are the first women in their families to go to university. At the University of Cyberjaya, we want every woman who studies or works here to have the same opportunities to succeed, lead and be heard.

Our commitment to SDG 5 runs through our policies and our people. We track how women apply, enrol, graduate and progress, and we act when the numbers show a gap. We protect women from discrimination and harassment, support staff and students who are parents, and mentor women into leadership. And through our research and community work, we make women's health and women's needs visible, from endometriosis to the mothers who care for children with special needs.

This report sets out our goals, the progress we made against them in 2025, and the people and projects behind it.

Our goals

01 RESEARCH THAT MAKES WOMEN VISIBLE
Lead and publish research on women's health and gender equality, with women as authors and leaders. 5.1

02 OPEN THE DOOR TO FIRST-GENERATION WOMEN
Welcome women who are the first in their family to go to university. 5.2.1

03 TRACK AND WIDEN WOMEN'S ACCESS
Monitor applications and entry by gender, and run access schemes for women and girls. 5.3.1 – 5.3.4

04 WOMEN IN SENIOR ROLES
Increase the number of women among our professors and senior academics. 5.4.1

05 SEE WOMEN THROUGH TO GRADUATION
Track women's completion rates and support every woman to finish her degree. 5.5.1 · 5.6.7

06 PROTECT WOMEN FROM DISCRIMINATION
Enforce non-discrimination and anti-harassment policies, and protect anyone who reports. 5.6.1 · 5.6.2 · 5.6.8

07 SUPPORT WORKING PARENTS
Provide maternity and paternity leave and childcare support for staff and students. 5.6.3 – 5.6.5 · 5.6.9

08 MENTOR WOMEN INTO LEADERSHIP
Pair women students and staff with mentors who help them grow and lead. 5.6.6

KEY FACTS · 2025

2025 at a Glance

Women earn most of our degrees and hold a growing share of senior posts. These are the numbers behind our work on gender equality in 2025.

64.2%
of degrees in 2025 were awarded to women

41.5%
of our professors and associate professors are women

31.7%
of new female students are the first in their family at university

62%
of our 2025 research papers have a female author

120
female students in our Women's Mentoring Scheme

91.8%
of women completed their studies on time

Indicator by indicator

REF	WHAT THE ASKS	OUR 2025 POSITION
5.1	Research on gender equality	62% of 2025 papers have a female author; women's health research, including an endometriosis help-seeking study
5.2.1	First-generation women	31.7% of new female students are the first in their family at university
5.3.1, 5.3.2	Tracking access; policy on women's entry	Applications, offers and enrolment tracked by gender each intake under the Equal Opportunity Admissions Policy
5.3.3	Women's access schemes	Girls in Health Sciences open day and mentoring for girls from children's homes and B40 schools
5.3.4	Women in underrepresented subjects	Women in STEM Bursary of 10% fee waiver for women in biomedical engineering and computing
5.4.1	Senior female academics	41.5% of professors and associate professors are women
5.5.1	Degrees awarded to women	1,060 of 1,652 degrees (64.2%) awarded to women in 2025
5.6.1, 5.6.2	Non-discrimination policies	Equal Opportunity and Anti-Discrimination Policy prohibits discrimination on the grounds of sex and gender
5.6.3, 5.6.9	Maternity and paternity	98 days' paid maternity leave and 7 days' paid paternity leave, with flexible return to work
5.6.4, 5.6.5	Childcare for students and staff	Childcare subsidy for staff and students with young children; nursing rooms in main buildings
5.6.6	Women's mentoring schemes	Women's Mentoring Scheme pairs 120 female students with senior women academics
5.6.7	Women's graduation rate	Completion tracked by gender; 91.8% of women completed on time in 2025
5.6.8	Protection for those who report	Anti-Harassment and Whistleblowing Policies protect complainants from victimisation, with a confidential reporting channel

SECTION 01

01

Women's Health and Dignity

Bringing women's health out of the shadows, from endometriosis to menstrual dignity in disaster relief.

IN THIS SECTION

— *Ending the Silence on Endometriosis*
— *Dignity in a Box: Sanitary Supplies for Women After Disaster*

WOMEN'S HEALTH AND DIGNITY

Ending the Silence on Endometriosis

KUALA LUMPUR · 15 MAY 2025



For many Malaysian women, severe period pain is treated as something to be endured, and endometriosis can go undiagnosed for years. On 15 May 2025, the University of Cyberjaya joined MyEndosis (Persatuan Endometriosis Selangor dan Kuala Lumpur), the Ministry of Women, Family and Community Development (KPWKM), the National Population and Family Development Board (LPPKN) and the UTAR Tun Tan Cheng Lock Centre to host 'Jalinan Kasih Memenuhi Harapan' at Dewan Tabung Haji, Jalan Tun Razak.

The forum brought together women, families, healthcare professionals, policymakers, academics and community organisations. Forty participants heard how endometriosis affects women's health, work and family life, and why severe menstrual pain should never be dismissed as normal. Prof Dr Rosnah Ismail of the Faculty of Psychology and Social Sciences contributed her expertise to KPWKM and LPPKN on endometriosis and family well-being, supporting national efforts to reduce the health and financial burden the condition places on women and low-income families. A third of the women attending said they had waited more than five years for a diagnosis.

Women and families left with clearer, credible information and stronger links to support. Prof Rosnah's team has since begun a study of endometriosis awareness and help-seeking among young Malaysian women, and the University has introduced a women's health talk series for female students and staff, with menstrual-health guidance included in its staff wellness programme.

Factfile

WHEN 15 May 2025
WHERE Dewan Tabung Haji, Jalan Tun Razak, Kuala Lumpur
WITH MyEndosis; KPWKM; LPPKN; UTAR Tun Tan Cheng Lock Centre
REACH 40 women, families and professionals
LED BY Prof Dr Rosnah Ismail, Faculty of Psychology and Social Sciences
INDICATORS 5 women's health and well-being · 5.1 Research on gender equality · 17.2.2 Cross-sector partnership

WOMEN'S HEALTH AND DIGNITY

Dignity in a Box: Sanitary Supplies for Women After Disaster

CYBERJAYA · 5 DECEMBER 2025



When disaster strikes, women's needs are often the last to be met. On 5 December 2025, ten students from Young Mercy Group 9 packed hygiene kits and school supplies for disaster-affected communities, and made sure women were not forgotten: alongside toothpaste, toothbrushes, soap and notebooks, they included 48 packs of sanitary pads.

The students bought every item with money they had raised themselves, then sorted and packed the kits in room UG05 before handing them to the University's Department of Disaster & Relief Medicine at the Welcome Centre. The department leads the University's relief work for communities hit by disaster. The kits were later distributed to women and girls at flood-relief centres, where staff said sanitary supplies are among the first items to run out.

Menstrual products are a basic need, but they are easily left out of relief packs. The Department of Disaster & Relief Medicine has since made sanitary pads a standard item in every hygiene kit it prepares, and the Young Mercy group plans a dedicated 'Period Dignity' drive in 2026.



Factfile

WHEN 5 December 2025
WHERE University of Cyberjaya; relief centres in Kelantan
WITH Department of Disaster & Relief Medicine
REACH Women and girls at flood-relief centres
LED BY Young Mercy Group 9
INDICATORS 5 menstrual dignity in disaster relief

SECTION 02

02

Research that Counts Women

Community health research that records data by gender, so that services reach women and men alike.

IN THIS SECTION

— *Mothers at the Heart of Muar's Digital Parenting Study*
— *Supporting Mothers to Keep Children Safe at Home*
— *Men, Women and Smoking in Taman Mawar*

RESEARCH THAT COUNTS WOMEN

Mothers at the Heart of Muar's Digital Parenting Study

MUAR, JOHOR · 14 JUNE 2025



When Year 3 MBBS students went door to door in Taman Desa Sungai Abong, Muar, to study children's gadget use, they found that most of the parents answering were mothers: 116 of the 202 respondents (57.4%) were women. The study, part of a 366-family project across Muar and Sepang, measured how gadget use affects children's physical, mental and social health, and how much control parents have.

Because the study recorded the gender of both parents and children, the students could look at how gadget use and its effects differ between girls and boys, and how much of the responsibility for managing screen time falls on mothers. The analysis found that girls were more likely to report sleep problems linked to gadget use, while boys spent more hours gaming, and that in two-thirds of households mothers were solely responsible for setting screen-time rules. On 14 June 2025, the findings were shared at 'Gadget vs Kids – A Parental Guide', with a Pejabat Kesihatan Daerah Muar screening station for parents.

The findings were shared with Pejabat Kesihatan Daerah Muar and taken into account in community health planning. The students also set up a WhatsApp support group for mothers, facilitated by female medical students, to share practical screen-time tips after the event.



Factfile

WHEN 14 June 2025

WHERE Taman Desa Sungai Abong, Muar, Johor

WITH Muar District Health Office

REACH About 180 residents; 202 parents surveyed, 116 of them mothers

LED BY MBBS Year 3 Community Medicine students

INDICATORS 5 supporting mothers and gender-informed research · 5.1 Research

RESEARCH THAT COUNTS WOMEN

Supporting Mothers to Keep Children Safe at Home

MUAR AND SEPANG · 16–26 JANUARY 2025



Most of the care of young children at home still falls on women. When Year 3 MBBS students surveyed 249 guardians in Kampung Baru Sepang Jaya and Kampung Parit Bakar, Muar, in January 2025, 80.7% of the respondents were women. The study examined guardians' knowledge, attitudes and practices around home safety, and found that 28.4% of children had been injured, most often in falls.

Building on research into mothers' home-safety practices, the students designed their intervention around the people doing most of the caring. At SK Parit Bakar Tengah on 16 January and Taman Sri Sepang on 26 January, Klinik Kesihatan Parit Bakar gave a child-injury prevention talk, and local emergency medical technicians helped run first-aid, CPR and fire-drill demonstrations. Sessions were timed for weekday mornings and a crèche corner was set up, so that mothers with young children could take part.

The findings were shared with the district health offices in Sepang and Muar and taken into account in planning community health programmes. The students recommended that home-safety education be built into existing maternal and child health clinic visits, and Klinik Kesihatan Parit Bakar has since started doing so.



Factfile

WHEN 16–26 January 2025

WHERE Parit Bakar, Muar and Kampung Sepang Jaya, Sepang

WITH Klinik Kesihatan Parit Bakar; Yakult Malaysia; local emergency medical teams

REACH 249 guardians surveyed, 80.7% of them women

LED BY MBBS Year 3 Community Medicine students

INDICATORS 5 women as caregivers and maternal and child health · 5.1 Research

RESEARCH THAT COUNTS WOMEN

Men, Women and Smoking in Taman Mawar

SEPANG, SELANGOR · 9 AUGUST 2025



Health risks are not shared equally between men and women. When Year 3 MBBS students surveyed households in Taman Mawar, Bandar Baru Salak Tinggi, before their August 2025 anti-smoking event, they analysed the results by gender, ethnicity, education and age, and found that smoking was far more common among men than women.

That finding shaped the programme held at Surau Al-Amin on 9 August 2025 with Pejabat Kesihatan Daerah Sepang and Klinik Kesihatan Salak. The students ran a separate session for men on quitting, while women, many of them non-smokers living with a smoker, attended a talk on protecting themselves and their children from second-hand smoke. More than 60 residents were screened for BMI, blood pressure and blood glucose, with spirometry and individual counselling.

Recording health data by gender helps services reach the right people. Of the residents who signed up for the PKD Sepang quit-smoking clinic, 13 of 14 were men, and the women who attended asked for help talking to their husbands about quitting.



Factfile

WHEN 9 August 2025

WHERE Surau Al-Amin, Taman Mawar, Salak Tinggi, Sepang

WITH Sepang District Health Office (Health Promotion Unit)

REACH More than 60 residents

LED BY MBBS Year 3 Community Medicine students

INDICATORS 5 gender-disaggregated health data · 5.1 Research

SECTION 03

03

Equal Starts, Shared Support

Equal opportunity for girls and practical support for the mothers who do most of the caring.

IN THIS SECTION

— *Girls and Boys, Equal Starts at At-Taqwa*
— *Caring for the Carers: Supporting Mothers of Children with Special Needs*

EQUAL STARTS, SHARED SUPPORT

Girls and Boys, Equal Starts at At-Taqwa

PUCHONG, SELANGOR · 6 DECEMBER 2025



On 6 December 2025, eight Psychology students from MPU 3422 Group 2 delivered 'Back to School' kits to asnaf children at Pertubuhan Kebajikan dan Bimbingan At-Taqwa in Puchong. Working with Yayasan WIBA PRIMA, a zakat agent registered with Lembaga Zakat Selangor, they matched every school bag and uniform to the home's eligibility list, making sure the 29 girls and 25 boys aged 4 to 17 each received the same full set of school essentials, with girls' and boys' uniforms provided in equal measure.

The day also offered role models. Creative-industry speaker Pn Aininа Fauzan showed the children how animation and AI are changing storytelling, and the children designed keychains of their 'future-self hero'. More than half the girls drew themselves in careers such as doctor, engineer, pilot and animator. A step-forward, step-back empathy game and a wellbeing and aspiration survey helped the students understand the children's hopes and challenges.

Following the visit, the University invited the older girls from At-Taqwa to its 'Girls in Health Sciences' open day, where they were paired with female medical and pharmacy students as mentors for the coming school year. Corporate partner De'Xandra donated products for the students to sell, helping fund the day.

Factfile

WHEN 6 December 2025
WHERE Pertubuhan Kebajikan dan Bimbingan At-Taqwa, Puchong
WITH Yayasan WIBA PRIMA (Lembaga Zakat Selangor agent); De'Xandra
REACH 54 asnaf children: 29 girls and 25 boys
LED BY Psychology students, MPU 3422 Group 2
INDICATORS 5 equal access to education for girls · 5.3.3 Women's access schemes · 5.6.6 Mentoring

EQUAL STARTS, SHARED SUPPORT

Caring for the Carers: Supporting Mothers of Children with Special Needs

SELANGOR · 19 SEPTEMBER 2025



Caring for a child with special needs is demanding, and in most families the work falls on mothers. On 19 September 2025, the Faculty of Psychology and Social Sciences ran two workshops for parents, carers and children at Beacon Life Training Centre. Of the 34 caregivers who attended, 29 were mothers.

In 'Love Workbook: Learning to Express Together with Your Child', led by Associate Professor Dr Crendy Tan Yeng Teng, parents and children practised recognising and expressing emotions and affection. In 'Caring for the Caregiver: Managing Stress and Self-Care', Ms Lim Jia Hang led discussions on caregiver stress, emotional well-being and burnout, and taught practical stress-management techniques. Many mothers said it was the first time anyone had asked how they were coping.

After the workshops, the Faculty set up a monthly peer-support circle for mothers at Beacon Life, facilitated by female postgraduate psychology students, so that carers can keep supporting one another. The programme was the Faculty's second with Beacon Life in 2025.



Factfile

WHEN 19 September 2025
WHERE Beacon Life Training Centre
WITH Beacon Life Training Centre
REACH 34 caregivers, 29 of them mothers
LED BY Faculty of Psychology and Social Sciences
INDICATORS 5 supporting women caregivers · 5.6.6 Mentoring and support

University of Cyberjaya

SDG Coordinating Committee

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