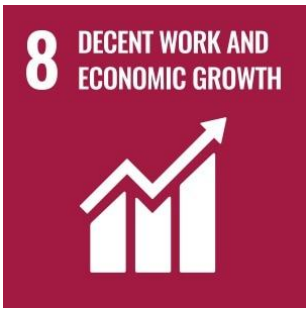


UNIVERSITY OF CYBERJAYA

SDG IMPACT REPORT 2025

SDG 8: Decent Work and Economic Growth



SDG 8 · DECENT WORK AND ECONOMIC GROWTH

Our Commitment to Decent Work and Economic Growth

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

A degree should lead to a good job, and a university should be a good place to work. At the University of Cyberjaya, we prepare our students for meaningful careers, and we treat the people who work for us, directly or through our contractors, fairly and with respect.

Our commitment to SDG 8 has two sides. For our students, we build work placements into our programmes, bring employers to campus and track where our graduates go, so that we can keep improving their chances of decent work. For our staff, we pay a living wage, offer secure contracts, protect workers' rights and check our pay for fairness, and we expect the companies we work with to do the same.

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 ON DECENT WORK
Study employability, workplace health and safety, and inclusive enterprise. **8.1**

02 PAY EVERYONE A LIVING WAGE
Pay all staff, including outsourced workers, at least a living wage. **8.2.1 · 8.2.5**

03 RESPECT WORKERS' RIGHTS
Recognise staff representation, protect labour rights and offer a fair appeals process. **8.2.2 · 8.2.8 · 8.2.9**

04 TREAT EVERYONE FAIRLY
Prevent discrimination and forced labour in our workforce and supply chain. **8.2.3 · 8.2.4**

05 PAY FAIRLY, AND CHECK IT
Use equal pay scales and track pay by gender every year. **8.2.6 · 8.2.7**

06 INVEST IN OUR PEOPLE
Invest in the staff who deliver our teaching, research and services. **8.3.1**

07 PUT EVERY STUDENT IN THE WORKPLACE
Build supervised work placements into our programmes. **8.4.1**

08 OFFER SECURE JOBS
Employ our staff on secure, long-term contracts. **8.5.1**

KEY FACTS · 2025

2025 at a Glance

In 2025 we connected students with employers, tracked our graduates into work, and kept our own employment fair and secure.

87%
of the Class of 2025 in work or further study within six months

46.3%
of students completed a work placement of a month or more

110
internships secured through University career events

93.6%
of our employees are on secure contracts

RM 2,700
minimum monthly pay for every employee, including outsourced staff

58
employers at our virtual career fair

Indicator by indicator

REF	WHAT THE ASKS	OUR 2025 POSITION
8.1	Research on economic growth and employment	Research on employability and occupational health, and safety work for industry with SMRT and Special Flagship
8.2.1	Living wage	No employee paid less than RM 2,700 a month, the Bank Negara living wage estimate for Kuala Lumpur
8.2.2	Recognising unions	Staff are free to join unions; the UoC Staff Welfare Association represents staff to management
8.2.3	Policy on discrimination	Equal Opportunity and Anti-Discrimination Policy covers recruitment, pay and promotion
8.2.4	Policy on modern slavery	Supplier Code of Conduct bans forced, bonded and child labour and the holding of workers' passports
8.2.5	Equal rights for outsourced staff	Cleaning, security and catering contracts require the same minimum pay and benefits as direct staff
8.2.6	Pay scale equity policy	Grade-based salary scales apply equally regardless of gender
8.2.7	Tracking pay by gender	Gender pay gap reviewed annually by HR and reported to EXCO; median gap of 3.1% in 2025
8.2.8	Appeals process	Grievance and appeals procedure for staff on pay, promotion and disciplinary matters
8.2.9	Labour rights	HR Policy Manual commits the University to the Employment Act 1955 and ILO core labour standards
8.3.1	Expenditure per employee	RM 296,000 of total expenditure per employee in 2025
8.4.1	Students taking work placements	46.3% of students completed a supervised placement of a month or more; compulsory in clinical, psychology and business programmes
8.5.1	Employees on secure contracts	93.6% of employees on permanent contracts or fixed-term contracts of two years or more

SECTION 01

01

Into Work: Placements and Careers

Internships, career fairs and graduate tracking that take our students from the classroom into good jobs.

IN THIS SECTION

— *51 Organisations, One Day: Matching Psychology Students with Internships*
— *Inside a Bank: RHB Shares What It Takes to Build a Career in Finance*
— *58 Employers, 540 Students: UoC's Virtual Career Fair*
— *Career Support and Tracer Week: Helping the Class of 2025 Into Work*

INTO WORK: PLACEMENTS AND CAREERS

51 Organisations, One Day: Matching Psychology Students with Internships

CYBERJAYA · 24 JUNE 2025



Finding the right internship can be one of the hardest steps for psychology students, whose skills are needed in many sectors but whose career paths are less clearly signposted. On 24 June 2025, the University of Cyberjaya partnered with Jobstore and mycareerfair to hold a Psychology Internship Matching Day on campus.

Fifty-eight students registered to meet representatives from 51 organisations, including Prasarana Malaysia Berhad, the Malaysian Red Crescent, the EPF (KWSP) Kepong branch and CareXera Health Sdn Bhd. Dressed formally and armed with their CVs, students spoke directly with employers about their interests and possible internship roles. The range of organisations showed how psychology skills apply across healthcare, community services, corporate and public-sector settings.

By the end of the day, 41 students had been shortlisted by at least one organisation, and 36 were confirmed in internships for the following semester, many in roles that pay a monthly allowance. Internships are a compulsory part of the University's psychology degree, so every student completes a supervised work placement before graduating; the matching day has since become an annual fixture for the Faculty.



Factfile

WHEN 24 June 2025
WHERE University of Cyberjaya
WITH Jobstore; mycareerfair; 51 organisations
REACH 58 students; 36 placed in internships
LED BY Faculty of Psychology and Social Sciences
INDICATORS 8.4.1 Students taking work placements

INTO WORK: PLACEMENTS AND CAREERS

Inside a Bank: RHB Shares What It Takes to Build a Career in Finance

CYBERJAYA · 3 SEPTEMBER 2025



On 3 September 2025, the University of Cyberjaya welcomed Mr Abdul Sani of RHB Bank for an industry talk with students from the Faculty of Business and Technology (FOBT), spanning business, accounting, information technology and related programmes.

The session gave students a direct view of the professional environment of one of Malaysia's major financial institutions. Mr Abdul Sani spoke about professional conduct, communication and commercial awareness, and about how the skills banks look for are changing as the industry adopts new technology, encouraging students to explore different career paths and prepare early for placements and graduate jobs. Around 90 FOBT students attended, and more than 30 stayed after the talk to ask about RHB's internship and graduate programmes.

Following the session, RHB Bank offered eight internship places to FOBT students for the 2026 placement cycle, through the Faculty's industrial training programme, which requires every undergraduate to complete a supervised work placement before graduating. The Faculty and RHB are now discussing an annual industry talk and a mock-interview clinic run by RHB's talent team.



Factfile

WHEN 3 September 2025
WHERE University of Cyberjaya
WITH RHB Bank
REACH About 90 students; 8 internship places
LED BY Faculty of Business and Technology
INDICATORS 8.4.1 Students taking work placements · industry engagement

INTO WORK: PLACEMENTS AND CAREERS

58 Employers, 540 Students: UoC's Virtual Career Fair

ONLINE · 16 OCTOBER 2025



On 16 October 2025, the University of Cyberjaya took its career fair online, giving students and recent graduates a convenient way to meet employers from wherever they were. More than 540 students took part in the UoC Virtual Career Fair, which brought together about 58 employers from technology, digital services, pharmacy and healthcare, including Raddish Technology, Setel Ventures, CARiNG Pharmacy, Watsons Pharmacy and Thomson Hospital.

Employers shared information on internship and graduate opportunities and offered guidance on their recruitment processes: the skills they look for, how to write a strong application and how to present yourself professionally in an online interview. More than 1,100 one-to-one virtual chats took place on the day, and students submitted 860 applications through the platform.

Within two months, 74 students had secured internships and 39 graduates had received job offers from participating employers. The fair reflects the University's commitment to linking academic learning with real career opportunities across sectors.

Factfile

WHEN 16 October 2025
WHERE Online
WITH About 58 employers
REACH 540+ students; 74 internships, 39 job offers
LED BY Career Services
INDICATORS 8.4.1 Work placements · access to decent employment

INTO WORK: PLACEMENTS AND CAREERS

Career Support and Tracer Week: Helping the Class of 2025 Into Work

CYBERJAYA · 24–28 NOVEMBER 2025



From 24 to 28 November 2025, the University of Cyberjaya ran Career Support and Tracer Week for its 2025 graduands, combining practical career help with the University's work to track what happens to its graduates.

Dedicated support counters and status-update stations gave graduands face-to-face help with career enquiries and a chance to update their post-graduation details, and the University encouraged every graduand to give timely and accurate information about their employment status. Over the five days, 1,240 graduands visited the counters, and the tracer study recorded a response rate of 91%.

The tracer data showed that 87% of the Class of 2025 were employed or in further study within six months of finishing their programmes, with the highest rates among nursing, pharmacy and medical graduates. Graduands still looking for work were referred to Career Services for CV reviews and job-matching, and the results are published in the University's annual graduate employability report.



Factfile

WHEN 24–28 November 2025
WHERE University of Cyberjaya
WITH Graduands of the Class of 2025
REACH 1,240 graduands; 91% tracer response
LED BY Career Services
INDICATORS 8.4.1 Graduate employment and work placements · tracking graduate outcomes

SECTION 02

02

Secure Jobs in Healthcare

Sponsorships that give nursing students financial support now and a guaranteed job after graduation.

IN THIS SECTION

— *From Classroom to Ward: Sunway Medical Meets UoC Nursing Students*
— *IHH Malaysia Opens Sponsored Pathways for Future Nurses*

SECURE JOBS IN HEALTHCARE

From Classroom to Ward: Sunway Medical Meets UoC Nursing Students

CYBERJAYA · 16 MAY 2025



On 16 May 2025, the University of Cyberjaya linked nursing students directly with a prospective employer when Sunway Medical held a nursing sponsorship briefing and interview session for students on campus.

Thirty students attended to learn about Sunway Medical's sponsorship opportunities and what a professional nursing career with the group involves. The session went beyond a talk: students were interviewed on the day, giving them a real recruitment experience before they graduate. Thirteen of the students went on to apply for the sponsorship. All 13 applicants were invited to the next stage of selection.

Sponsored students receive support with their studies in return for a period of employment at Sunway Medical after graduating, giving them a secure job to go to. Their clinical placements, which every UoC nursing student completes as part of the programme, can also be arranged at Sunway Medical hospitals, so students train in the setting where they will later work.



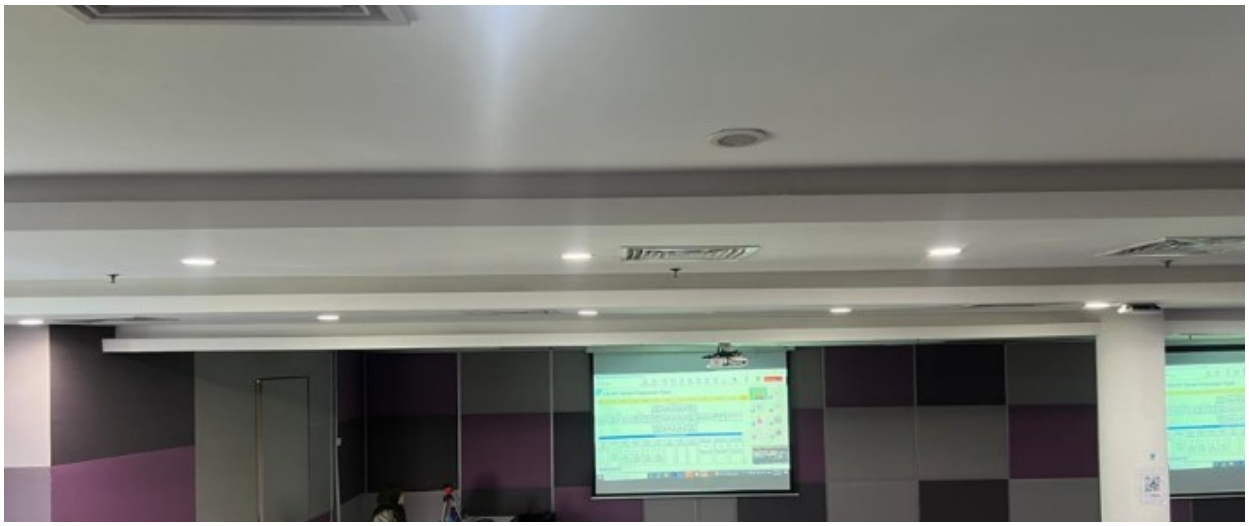
Factfile

WHEN 16 May 2025
WHERE University of Cyberjaya
WITH Sunway Medical
REACH 30 nursing students; 13 applicants
LED BY Career Services
INDICATORS 8.4.1 Work placements · pathways to decent employment

SECURE JOBS IN HEALTHCARE

IHH Malaysia Opens Sponsored Pathways for Future Nurses

CYBERJAYA AND ONLINE · 15 MAY 2025



On 15 May 2025, the University's Career Services team hosted IHH Malaysia, one of the country's largest private healthcare groups, for a nursing sponsorship briefing. The hybrid session reached 50 nursing students: 30 in person and 20 online.

IHH Malaysia introduced its scholarship programme, which offers financial support and employment pathways at participating IHH hospitals. Students heard how the application process works, what eligibility requirements apply, and the career pathways open to nurses across the IHH network. Ten students applied for the scholarship programme after the briefing. Seven of the ten applicants have since been offered sponsorship, each with a guaranteed staff-nurse post at an IHH hospital on graduation.

The scholarships cover tuition fees and a monthly allowance, easing the financial pressure on students and giving them a secure job to go to. Together with the Sunway Medical session held the following day, the briefing is part of the University's work to connect nursing students with employers well before graduation.

Factfile

WHEN 15 May 2025
WHERE University of Cyberjaya and online
WITH IHH Malaysia
REACH 50 nursing students; 10 applicants
LED BY Career Services
INDICATORS 8.4.1 Work placements · pathways to decent employment

SECTION 03

03

Good Work and Fair Enterprise

Safer workplaces and businesses that do good, built on our expertise in health, safety and enterprise.

IN THIS SECTION

— *Safer Workplaces: Occupational Health Expertise for Industry*
— *Doing Good and Doing Business: The Sustainable Business Enterprise Workshop*

GOOD WORK AND FAIR ENTERPRISE

Safer Workplaces: Occupational Health Expertise for Industry

CYBERJAYA · 2025

Return to Work

a policy framework that helps injured and ill employees come back safely

Decent work means work that does not harm the people doing it. The University's Occupational Safety and Health (OSH) programme puts its expertise to work for employers who want to protect their staff, through consultancy and training delivered from its OSH laboratory in Cyberjaya.

In 2025, the programme carried out a comprehensive industrial hygiene and noise-mapping audit for Special Flagship, measuring the noise and workplace exposures that can damage workers' health over time and showing where controls are needed. For SMRT, the team completed an ergonomic risk assessment and developed a Return-to-Work policy framework, setting out how employees recovering from injury or illness can come back to work safely and productively. SMRT also used the OSH laboratory to run ergonomics training for third parties.

Noise maps, hygiene audits and return-to-work frameworks give employers the evidence and the procedures they need to keep their workforce healthy. The projects also give OSH students direct experience of the industry they will join, as part of the University's wider effort to link teaching with the workplace.

Factfile

WHEN 2025
WHERE Occupational Safety and Health laboratory, University of Cyberjaya
WITH Special Flagship; SMRT
REACH Workforces of two industry clients
LED BY Occupational Safety and Health programme
INDICATORS 8 Safe and secure working environments · 8.1 Research · 9 Industry collaboration

GOOD WORK AND FAIR ENTERPRISE

Doing Good and Doing Business: The Sustainable Business Enterprise Workshop

CYBERJAYA · 8 DECEMBER 2025



Can a business be profitable and still do good? On 8 December 2025, the first day of SDG Week 2025, the University of Cyberjaya hosted a Sustainable Business Enterprise Workshop at Level UG, where participants explored how enterprises can meet social and environmental needs while staying financially viable.

Through facilitated learning and group work, participants looked at responsible business models, stakeholder value, ethical decision-making and sustainability, and connected these ideas to products, services or initiatives of their own. The workshop was led by a lecturer from the Faculty of Business and Technology together with the founder of a Klang Valley social enterprise that employs B40 women, and drew 64 participants. Student enterprises also displayed their products, including upcycled bags and locally sourced snacks.

Three teams went on to develop their ideas into proposals for the University's student enterprise programme, including one that plans to employ single mothers from the local community at a fair wage. The workshop encouraged an entrepreneurial mindset that looks beyond short-term profit to inclusive, sustainable growth.



Factfile

WHEN 8 December 2025

WHERE University of Cyberjaya

WITH A Klang Valley social enterprise

REACH 64 participants

LED BY Faculty of Business and Technology; SDG Week Committee

INDICATORS 8 Inclusive economic growth · 4.3.3 Vocational training · 12 Responsible business

University of Cyberjaya

SDG Coordinating Committee

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