

IMPACT REPORT 2022

DECENT WORK AND
ECONOMIC GROWTH

8 DECENT WORK AND
ECONOMIC GROWTH



PHOTO SOURCE: CHANCELLERY BUILDING





UNIVERSITI
MALAYA

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FOREWORD BY ASSOCIATE VICE-CHANCELLOR (CORPORATE STRATEGY)



The Sustainable Development Goals (SDGs) has transformed the landscape of the higher education sector on a global scale. These 17 goals have become a primary reference framework in many institutions' planning of education & learning, research & innovation, as well as strategic partnerships strategies.

The publication of the 17 Universiti Malaya Impact Reports 2022 is crucial to monitor our efforts towards SDGs as we are advancing our excellence through the implementation of the UM Strategic Plan 2021-2025, UM Transformation Plan 2021-2030, and UM Sustainability Policy 2021-2030.

For many years, UM has integrated the SDGs into our leadership, university policies, curriculum activities, RDCIE initiatives, values, investments, and strategic partnerships with stakeholders to demonstrate that UM also “walks the talk.” These efforts involve active engagement from our staff, students, and the broader community of stakeholders and alumni.

Congratulations to the team at the Corporate Data Centre for formulating data-driven comprehensive reports that will serve the University in becoming a Global University Impacting The World.

PREFACE BY DIRECTOR OF THE CORPORATE DATA CENTRE



I am delighted to present all 17 Universiti Malaya Impact Reports for 2022, which review the data related to the Sustainable Development Goals (SDGs) and showcase UM's achievements in 2022. The 17 SDGs serve as a guide for addressing the most pressing issues and critical challenges. Each of the 17 SDGs demands strong collaborative efforts from all levels of society to ensure a more resilient and sustainable future for the next generation.

In the Corporate Data Centre, we apply knowledge and data analytics skills to make informed, evidence-based decisions. This not only helps address current challenges but also ensures preparedness for the future.

These 17 Impact Reports for 2022 are flagship reports designed to assist the University in monitoring and examining our contributions to the country's progress in achieving the 17 SDGs.

I would like to seize this opportunity to express my deep appreciation to my team, who have worked tirelessly to collect and analyse data, enabling us to effectively monitor UM's sustainability efforts. I am also sincerely grateful for the support from UM's top management and the hard work of all colleagues across campus, particularly the Sustainable Development Centre, data managers, and controllers, for their cooperation in providing the SDG data for 2022.

OUR IMPACT IN 2022



24 assistance programs empowered **10694** students in their academic journeys.



12 impactful food assistance programs, including free food, food banks, vouchers, and affordable options, eliminated hunger on UM campus.



Over **20** outreach programs delivered essential health services to local communities in need and refugees.



47 enriching courses featured in the 2022 Short-Term/International Training/Study Tour, part of UM Course Buffet to support lifelong learning.



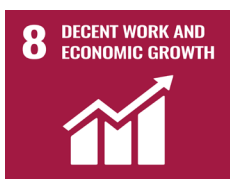
55% Female representation in senior positions



429 participants took on 7 weeks of water conservation challenges during the Kita Jaga Air Challenge 2022.



UM subscribed to the Green Electricity Tariff (GET) program, generating **5.5** million kWh of clean energy



Precision Intervention Program for selected students to produce future-ready graduates enriched with UM DNA.

AIM OF THE GOALS

SDG 1: End poverty in all its forms everywhere

SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

SDG 3: To ensure healthy lives and promote well-being for all at all ages

SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG 5: Achieve gender equality and empower all women and girl

SDG 6: Ensure availability and sustainable management of water and sanitation for all

SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for al

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

SDG 10: Reduce inequality within and among countries

SDG 11: Make cities inclusive, safe, resilient and sustainable

SDG 12: Ensure sustainable consumption and production patterns

SDG 13: Take urgent action to combat climate change and its impacts

SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

The development of the Industrial Relations Strategic Planning Framework - Industry University Hyper Engagement Collaboration Framework (INSIGHT)

The publication of the First E-Magazine for Persons with Disability by The Secretariat AUN-DPPnet.

The establishment of UM Master Plan document to guide the university towards achieving a Carbon-Neutral Campus by 2050.

9 initiatives conducted by the Zero Waste Campaign to establish an integrated solid waste management system

The establishment of UM Carbon Neutrality Acceleration Living Labs to contribute to the university's carbon-neutral performance.

In 2022, Project Pulih joined forces with RHB ISLAMIC to protect Malaysia marine ecosystems.

Rimba Ilmu, or Forest of Knowledge, covers 40 hectares and contains an estimated living collection of around 1,700 species of plants.

UM as the first university in Malaysia to conduct campus elections fully run by students.

UM as part of **28** Global Network Memberships, has International Partners based in UM, and 96 Academia-Industry Collaborations.





Overall Ranked
in band
101-200 /1591

From band **201-300** in 2022



Ranked
50/876
From **201-300**
in 2022



Ranked in band
101-200/647
From band **201-200**
in 2022



Ranked in band
101-200/1218
From band **201-300**
in 2022



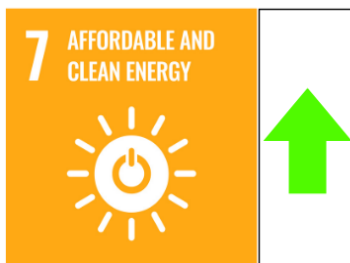
Ranked in band
101-200/1304
From ranked **79**
in 2022



Ranked
3/1081
From ranked **51**
in 2022



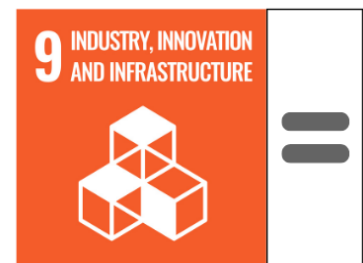
Ranked
60/702
From band **201-300**
in 2022



Ranked
13/812
From **201-300**
in 2022



Ranked in band
401-600/960
From band **401-600**
in 2022



Ranked in band
201-300/873
From band **201-300**
in 2022



Ranked in band
201-300/901
From band **101-200**
in 2022



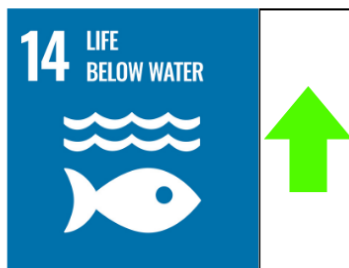
Ranked
72/860
From **101-200**
in 2022



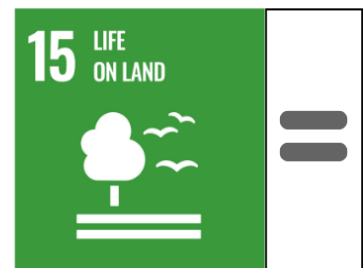
Ranked
73/674
From **201-300**
in 2022



Ranked in band
101-200/735
From band **101-200**
in 2022



Ranked
85/504
From **101-200**
in 2022



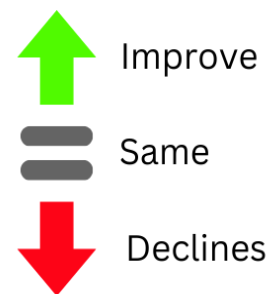
Ranked in band
101-200/586
From band **101-200**
in 2022



Ranked in band
101-200/910
From band **201-300**
in 2022



Ranked
81/1625
From **301-400**
in 2022



Advancing SDG 8: SUSTAINABLE ECONOMIC GROWTH & PRODUCTIVE EMPLOYMENT

Universiti Malaya aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. In essence, UM emphasises the importance of creating job opportunities, ensuring fair and safe working conditions, and fostering economic growth that benefits all warga UM.

EMPLOYMENT PRACTICE LIVING WAGE

Universiti Malaya (UM) implemented a payment system for both non-academic and academic staff, based on the document Pekeliling Perkhidmatan Bilangan 1 Tahun 2016: Rasionalisasi Skim Perkhidmatan Bagi Perkhidmatan Awam Persekutuan Di Bawah Sistem Saraan Malaysia. UM defines payment for an individual, payment for the position, and payment for performance as outlined in the Report of the Special Cabinet Committee on Salaries for the Public Sector 1991. The components involved in the new remuneration structure are as follows:

1) Basic Salary: This is the fixed

sum of money allocated to public sector personnel. It is designed to cover essential needs such as food, clothing, and shelter and is determined based on the concept of a reasonable wage.

2) Fixed Allowances: These include civil service allowances, housing rental subsidies, and entertainment allowances. Payments are made monthly according to established principles and criteria.

3) Variable Component: This encompasses various allowances that are not permanent and are specific to certain services.

This results in a monthly take-home pay for non-academic and academic staff that exceeds the

locally defined minimum wage (RM 1500).

Benefits-for-person components also include medical benefits and the pension fund/KWSP. Position pay components encompass a professional incentive, an honorary allowance, and a managerial allowance.

Overtime incentives, international scientific publication incentives, innovation incentives, and Award and Performance (APC) incentives are all part of the pay-for-performance package.

Source:

1) <https://docs.jpa.gov.my/docs/pp/2016/pp012016.pdf>



2) <https://www.jpa.gov.my/en/salary>

3) <https://ebook.um.edu.my/cco/acum2022/#p=6>

4) <https://www.jpa.gov.my/en/coporate-info/programme-division/89-faq/allowances-and-incentives/salary>

EMPLOYMENT PRACTICE UNIONS

UM recognises the Management and Professional Staff Association (PEKERTI UM), the UM General Staff Union (KKAUM), and the Persatuan Kakitangan Akademik UM (PKAUM) as the exclusive bargaining agents for the University. These unions represent specific service and support employees for discussions regarding general working conditions, employee benefits and services, training opportunities, and grievances with the University Administration.

All these associations receive support from the University's senior management, as outlined in the Universiti Malaya Constitution, Section 27. Furthermore, women and international staff members are well-represented in these unions. They play a crucial role in informing, consulting, and negotiating on behalf of their members and collaborate on issues that affect all staff. These issues include changes to University policy, terms and conditions of employment, working practices, and proposals for organisational change.

Source:

1) <https://hep.um.edu.my/URUSAN%20TATATERTIB/Perlembagaan%20UM.pdf>

2) <https://www.facebook.com/akademikum/>

3) <https://umgsu.org.my/kkaum/>

4) <https://tradeunion.org.my/kkaum/>

EMPLOYMENT POLICY MODERN SLAVERY

UM is dedicated to ensuring the absence of modern slavery and human trafficking in any aspect of our business, as mandated in Article 6 of the Federal Constitution, which unequivocally prohibits slavery and all forms of forced labor in Malaysia.

UM Sustainability Policy 2021-2030, under Pillar 5: "Social - Promoting a peaceful, inclusive, and just society and institution through partnerships," reaffirms this commitment.

We consistently operate and review workplace policies and procedures to gauge their effectiveness in detecting and addressing modern slavery issues. This is in accordance with the obligation to report on the measures taken to guarantee that all facets of our business remain free from slavery.

Our workplace policies and procedures reflect our dedication to ethical and integrity-driven conduct in all our business relationships. We are equally committed to establishing and enforcing robust systems and controls to prevent slavery and human trafficking within our organisation.

Furthermore, UM has a specific policy against forced labor, modern slavery, human trafficking,

and child labor, as articulated in the "Code Of Freedom From Sexual Exploitation, Abuse, And Harassment at Universiti Malaya (UM)."

Source:

1) <https://drive.google.com/drive/u/0/folders/1vV7jH-II1mGvyZhuc-VOCKcO0KL4sNFi>

2) <https://www.refworld.org/docid/3ae6b5e40.html>

EMPLOYMENT PRACTICE EQUIVALENT RIGHTS OUTSOURCING

At UM, we adhere to the directives of the Government as outlined in Circular Letter Number 1 of 2014: Determination of Initial Salaries Following the Improvement of the Service Scheme in 2013 and the Enhancement of Minimum-Maximum Salary Schedules under the Malaysian Salary System.

Furthermore, we also comply with the document on the Policy and Procedure for Temporary, Exchange, and Permanent Appointments.

Consequently, we have developed the document titled "Guidelines for the Involvement of Non-Academic Staff in Universiti Malaya," which establishes equal rights. This document outlines our objectives related to ethical considerations, including the prevention of modern slavery and human trafficking when procuring all goods, services, and works.

Our standard contractual terms and conditions, used in the procurement of goods, services,



and works, incorporate provisions that align with the requirements of the Modern Slavery Act. This empowers the University to request information from our suppliers regarding the nature of their supply chains when necessary. These terms also make it explicit that third-party suppliers are expected to adhere to the principles of responsible procurement.

Consequently, all suppliers are required to enter into an integrity pact. This pact enables UM to ensure the equal rights of workers when deemed necessary.

Regular reviews of our suppliers help identify and manage risks associated with workers' equal rights, modern slavery, and human trafficking.

Source:

1) <https://docs.jpa.gov.my/docs/spp/2014/spp012014.pdf>

2) <https://docs.jpa.gov.my/docs/pp/2008/12/pp122008.pdf>

3) <https://drive.google.com/drive/u/0/folders/1vV7jH-JI1mGvyZhuc-VOCKc00KL4sNFi>

EMPLOYMENT POLICY PAY SCALE EQUITY

The University ensures that faculty staff are not subject to differential treatment based on their gender or sexual orientation in various aspects, including recruitment, screening, employment, assignment, allocation, remuneration, evaluation, and promotion.

As a public university, UM adheres to the guidelines set forth in Circular Letter Number 1 of 2016: Rationalisation of the Service Scheme for Federal Public Services under the Malaysian Salary System. The University fully complies with the principles of Gender Equality in Employment.

The University does not endorse gender discrimination in its salary structure. The salary scheme is not segregated by gender, and salaries are determined based on the following criteria:

- 1) Scheme/positions
- 2) Academic qualifications
- 3) Work experience

UM's Sustainability Policy also takes these matters into consideration and is referenced in Pillar 4: Sustainable Economic Growth and Working Environment. In this context, UM is committed to eliminating all forms of discrimination and gender pay gaps. This commitment reflects our dedication to supporting productive activities, fostering the creation of decent jobs, promoting entrepreneurship, creativity, and innovation, and encouraging the formalisation and growth of sustainable enterprises and startups for both staff and students. Simultaneously, we aim to enhance resource efficiency in consumption and production to disconnect social and economic growth from environmental degradation at all levels.

Source:

1) <https://docs.jpa.gov.my/docs/pp/2016/pp012016.pdf>

2) [UM Sustainability Policy 2021-2030](#)

TRACKING PAY SCALE FOR GENDER EQUITY

The University's procedures for evaluating and reviewing remuneration for Academic and Non-Academic staff are conducted openly and transparently in accordance with Circular Letter Number 1 of 2016: Rationalisation of the Service Scheme for Federal Public Services under the Malaysian Salary System.

The University ensures that there is no differential treatment based on gender or sexual orientation, as stipulated in the UM Sustainability Policy 2021-2030, under the pillar of Economy: Sustainable Economic Growth and Working Environment.

For staff appointed under contract service, payment and salary increments are bound by Circular Letter Number 2 of 2016: Enhancement of Facilities for Officers Appointed on Contract Service in the Public Service, which was approved by the UM Board of Directors in 2016.

Meanwhile, the guidelines for promotions of academic staff have been updated and improved in 2023. You may refer to the "Guidelines for Implementing the Standard Academic Performance Targets (Amendment 2023) for the Promotion of Academic Staff" to understand the criteria and the promotion process for each faculty.

There are also other documents still in use as university policies for providing additional payments to university staff according to their respective areas of expertise, such as Circular Letter Number 8 of 2010: Incentive Payments for Medical Lecturers in Public



Higher Education Institutions.

Source:

1) [https://portal.um.edu.my/doc/bsm/Laman%20Baru%20BSM%20/5-KENAIKAN%20PANGKAT/1-Kenaikan%20Pangkat/AKADEMIK/Garis%20Panduan%20SAPT%20\(Pindaan%202023\).pdf](https://portal.um.edu.my/doc/bsm/Laman%20Baru%20BSM%20/5-KENAIKAN%20PANGKAT/1-Kenaikan%20Pangkat/AKADEMIK/Garis%20Panduan%20SAPT%20(Pindaan%202023).pdf)

2) <https://docs.jpa.gov.my/docs/spp/2016/spp022016.pdf>

EMPLOYMENT PRACTICE APPEAL PROCESS

The following provides information on appeal channels and relevant regulations for University faculty members, staff, contract employees, and students, taking into account different roles and protected rights:

1) Appeal for Promotion

An appeal application for promotion will be considered if it is submitted within six months from the date of the official notification.

Source: https://strategy.um.edu.my/files/THEIR_2022/SDG8/8.2.8%201.pdf

2) Performance Appraisal - Roles & Responsibilities

In the case of appeals regarding appraisal reviews, staff members have the right to appeal their appraisal score during a 30-day period in the month of January each year.

Source: https://strategy.um.edu.my/files/THEIR_2022/SDG8/8.2.8%202.pdf

3) Student Discipline

To safeguard the appeal rights of students, the University fully complies with Section 16C of the Universiti Dan Kolej Universiti 1971 Act [Act 30].

Source: [https://hep.um.edu.my/URUSAN%20TATATERTIB/2.%20KAEDAH-KAEDAH%20UNIVERSITI%20MALAYA%20\(TATATERTIB%20PELAJAR-PELAJAR\)%201999.pdf](https://hep.um.edu.my/URUSAN%20TATATERTIB/2.%20KAEDAH-KAEDAH%20UNIVERSITI%20MALAYA%20(TATATERTIB%20PELAJAR-PELAJAR)%201999.pdf)

4) UM Disciplinary Committee

To ensure the fair treatment of all staff members, UM has introduced this committee to oversee the process of providing equal rights to all employees.

Source: https://portal.um.edu.my/doc/canseleri/UI/Keanggotaan%20ahli%20JKTT_as%20at%201.12.2020.pdf

5) Grievances Handling Procedure

This document provide a guidance to any dissatisfaction or complaints from staff that have not been addressed or cannot be resolved through the usual processes.

Source: <https://portal.um.edu.my/doc/bsm/Laman%20Baru%20BSM%20/7-KAUNSELING%20%26%20KEBAJIKAN/Kilanan/PROSEDUR%20KILANAN%20UNTUK%20HEBAHAN%20UMPORTAL.pdf>







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Please email: corporate_data@um.edu.my