



# UNIMAS' EQUALITY POLICY ENSURES QUALITY EDUCATION

## 1.0 INTRODUCTION

- 1.1 According to the Malaysian Education Blueprint (2013-2025), Universiti Malaysia Sarawak (UNIMAS) supports the Government's action plan in providing the young generation with the skills to compete in the labor market and is a driver of economic developments in the country, where the Government puts measures for the country under the New Economic Model, the Economic Transformation Plan, and the Government Transformation Plan.
- 1.2 UNIMAS's mission is to produce and prepare graduates who are fully prepared to meet the needs of the future and prosper in a rapidly changing world. In order to meet those demands and needs, the empowerment of existing UNIMAS systems and practises, as well as the implementation of various new initiatives, has been carried out holistically to ensure effectiveness in providing equal access to the community to enjoy international quality education, in accordance with Transformation Shift 1 in the Malaysian Education Development Plan.
- 1.3 The Vision of UNIMAS, which is to be a model university recognized internationally and a higher education institution of choice for students and professors by great achievements in teaching, research, and scholarship, exemplifies quality education.
- 1.4 UNIMAS' three main areas of emphasis in achieving its Vision and Mission are biodiversity and environmental restoration, information technology, communication and creative technology, and community transformation sustainability.

## 2.0 BACKGROUND: LINES OF NATIONAL EDUCATION

- 2.1 For the sake of the country, leaders and Malaysians recognize the importance of establishing a national education system to replace the vernacular system in the British Education Policy. The National Education System has evolved through three (3) stages, namely;
  - i) **Level 1 (1963-1965)** - The National Education (Education) Policy 1956 was created and enshrined in the Education Ordinance, 1957 through the Razak Statement 1956. It was updated in 1960, resulting in the Rahman Talib Report 1960, and was subsequently codified in the Education Act of 1961. The education goal is focused on unity for race integration and is accomplished through the First Malaysia Plan (RMK 1).



- ii) **Level 2 (1966-1970)** -The Second Malaysia Plan (RMK 2) incorporated the National Education Policy. The goal was to directly address the economic and social issues produced by the May 13, 1969 race riots.
- iii) **Level 3 (1971-1975)** - The Third Malaysia Plan (RMK 3) aims to change the education and training system to satisfy the needs of economic development and skilled workers in the implementation of the New Economic Policy (NEP).

In 1974, a Cabinet Committee was formed to examine the Education Policy with the goal of enhancing its execution in order to achieve the goal of building a cohesive and disciplined society and meeting the demands of people trained for national development. The report of the Committee was published in 1979. The Primary School Integrated Skills Education System (KBSR) and Secondary School Integrated Skills Education System (KBSM) were developed between 1986 and 1991 to increase the quality of national education while also improving national integration amongst races. This is emphasized in the 1988 National Education Philosophy, which establishes an education system based on the five (5) Rukun Negara Principles.

**2.2** The Malaysia Education Blueprint (2013-2025) and Malaysian Education Development Plan (2013-2025) have explicitly stated goals for quality, equity, and access. Careful planning in this time frame involves the transformation of human and financial resource management, as well as the establishment of key initiatives that lead to student success, resource productivity, a delivery system that is more transparent, responsive, and focused on success, and the pursuit of leadership abilities.

### **3.0 A STATEMENT OF POLICY**

**3.1** UNIMAS is one of the twenty (20) Public Higher Education Institutions (IPTA) and a Federal Statutory Body to ensure that a Federal Government policy can be implemented more effectively, particularly to fulfill the National Education Policy and, more specifically, to ensure the success of the National Higher Education Strategic Plan. The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act [Discipline & Surcharge] 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules, the Malaysian Ministry of Education (KPM) and the Public Service Department (JPA).



**3.2** UNIMAS, in addition to supporting government policies, follows the terms of Malaysia's Supreme Law, namely the 1957 Federal Constitution, which states that all citizens have the right or are entitled to equal protection under the law. This includes UNIMAS members who are Malaysian nationals and are bound by the Federal Constitution.

#### **4.0 DEFINITION**

Referring to this Policy, unless the meaning of another context is required;

**"Religion"** means belief in God and the attributes and power of God and acceptance of His teachings and commands and belief in the Almighty;

**"Act"** means an Act or an Act of Parliament used in conjunction with legislation, which means a law made by Parliament.

**"Statutory Body"** means a body, by whatever name called, incorporated by federal law for the purposes of the Federal Government, but excluding local authorities;

**"Policy"** means the basis, core, guide, regulation or a form of action plan to achieve objectives for the benefit of the country, agency, unit, specific party or society;

**"Discrimination"** means the act of discriminating against something (because of race, skin color and others:

**"F/I/B/P"** means Center of Responsibility such as Faculty, Institute, Division or Centre;

**"Right"** means ownership, ownership - power over something or to do something (determined by religious laws, customs, etc.)

**"Higher Education Institution"** means an educational institution that provides higher education leading to the award of a diploma, degree or equivalent.

**"Gender"** means sex (whether male or female);



**"Campus"** means the UNIMAS campus which includes all institutions, buildings and university dormitories;

**"Race"** means a group of people as part of a large nation or tribe;

**"Equality"** means the nature or state of being equal or equal (to each other): you question rights and responsibilities, justice;

**"Officer"** means a person employed on a permanent, temporary or contractual basis by a statutory body, and paid an emolument by that statutory body, and includes a person seconded to any subsidiary corporation or company of that statutory body or any statutory body which other or any Ministry, department or agency of the Federal Government or any department or agency of the Government of any State or any company in which the Federal Government or the Government of any State has an interest;

**"Lesson"** means anything learned or taught;

**"Quality Education"** means an education system that is based on a balanced education curriculum between morals (ethics and moral values) and knowledge (knowledge and skills); to produce a young generation that has the skills to compete in the labor market and become a driver for the development of the country's economy;

**"Higher Education"** means education provided by a higher education institution;

**"Federal Constitution"** means the main law of the Federation and any law passed after Independence Day which is inconsistent with this Constitution, is invalid to the extent of such inconsistency or state laws or regulations, state government policy;

**"University Constitution"** means the Constitution of the University of Malaysia Sarawak;

**"Incorporation Law"** means the federal law by which a statutory body is incorporated.



## 5.0 PURPOSE

- 5.1** This policy serves as a foundation, core, guide, rule, or action plan to ensure that all persons or those entitled to protection, regardless of race, religion, age, or gender, have equal access to quality education.
- 5.2** In the context of UNIMAS, in order to achieve this purpose, UNIMAS has created and intends to execute this Policy in order to guarantee and assure that the quality Education given by UNIMAS can be attained and enjoyed by all levels of society, without any restrictions or hurdles. In keeping with this objective, UNIMAS is committed to strategically and innovatively developing, disseminating, and using knowledge to improve the quality of the nation's culture and the prosperity of its society.

## 6.0 EQUALITY IN ENJOYING QUALITY EDUCATION

- 6.1** UNIMAS provides the community with equality to obtain quality education as provided for in the 1957 Federal Constitution, recommendations in the Malaysia Education Blueprint (2013-2025), and the Malaysian Education Development Plan (2013-2025) to ensure that everyone, regardless of age, gender, religion, or race, is given space and opportunity to obtain quality education.
- 6.2** Among the approaches used by UNIMAS to provide high-quality education are:

### 6.2.1 Equality in Education Provided

The right to a quality education at UNIMAS free of prejudice and bias is guaranteed by the articles of the Federal Constitution of 1957, which guarantees the right to access and enjoy education. This right is referred to in Article 12 (1)(a) of the relevant Constitution, as follows:

*12. (1) Without prejudice to the generality of Article 8, no citizen shall be discriminated against solely on the basis of religion, race, descent, or place of birth—(a) in the administration of any educational institution maintained by a public authority, including admission of pupils or students or payment of fees;*

### 6.2.2 Defending Rights and Providing Security

Quality education is available to people from all areas of life. UNIMAS provides rights and protection guarantees so that all levels of society who seek to get quality education possibilities at UNIMAS will not be refused any chance and will be granted equal rights as provided for in the Law, which is also applied in Government Policies.



UNIMAS is subject to Malaysian government rules that restrict admission to some programmes to Malaysian students only.

### **6.2.3 Integrating Unity and Promoting Socioeconomic Development**

UNIMAS employs the concept of openness in the admission and recruitment of students to pursue the education offered at UNIMAS to students of all races, regardless of religion, age, or gender, in order to produce a skilled young generation that is competitive in the labour market and a driver of economic development.

### **6.2.4 University Direction**

Increasing the global community's social and economic impact becomes the purpose or direction of UNIMAS through excellence in education, research, and strategic involvement.

## **7.0 DIRECT PARTICIPATION OF THE COMMITTEE AND THE RESPONSIBILITY CENTRE**

**7.1** UNIMAS has established several Committees and entities of the Responsibility Centre that are directly involved in realizing, monitoring, and assisting in ensuring and providing enlightenment on a Federal Government policy that can be more effectively implemented, particularly in achieving the essence of the Malaysia Education Blueprint (2013-2025) and Malaysian Education Development Plan (2013-2025).

**7.2** Committees and Centres of Responsibility have been established and entrusted with implementing the Equality Policy for Enjoying Quality Education at UNIMAS, which emphasizes and prioritizes matters of University governance and governance, both academically and administratively.

**7.3** Among the Committees and Responsibility Centers involved are;

#### **a) Committees**

- i. Executive Committee (JKE);
- ii. Senate Academic Development and Management Committee (JTSPPA);
- iii. Council of Deans (MDekan); and
- iv. Committees at the Faculty level that offer teaching and learning services.

#### **b) Centers of Responsibility**

- i. SQRC;
- ii. CALM;



- iii. PPPA
- iv. BJKK
- v. Registrar Office;
- vi. BPPs; and
- vii. CGS

## **8.0 EXCEPTIONS**

- 8.1** This policy is in full effect at UNIMAS, unless the circumstances and suitability need a different meaning based on physical and mental conditions, health level, ability and academic qualifications, and citizenship.
- 8.2** This exception is made on the basis of protecting any person who wishes to receive a quality education at UNIMAS, which is protection in terms of personal safety, preventing bodily harm, measuring and determining competence in terms of skills and expertise, and measures to maintain Malaysian citizens' well-being and harmony.

## **9.0 STATEMENT OF PROHIBITION AND RESTRICTION**

- 9.1** No one may be hampered, prevented, or forbidden from obtaining quality education, save as stipulated in Article 11 above, or because of his own negligence, which renders his right null, disregarded, or denied.
- 9.2** Any violation of this Policy may subject UNIMAS or any person working with it to action for violating the provisions below:
  - i. Article 8: Equality in the 1957 Federal Constitution;
  - ii. Section 5 under the First Schedule, Universities and University Colleges Act 1971 and in Section 8 of the Universiti Malaysia Sarawak Constitution 1998 regarding differences due to race and creed are prohibited; and
  - iii. Disciplinary action for Breach of Order under the Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605); on any Statutory Body staff found guilty and convicted of the said violation, where the violation causes harm and tarnishes the image of UNIMAS.



## **10.0 AMENDMENTS AND REVISIONS**

This UNIMAS Quality Education policy may be amended from time to time to reflect changes in Malaysian law, specifically the Federal Constitution 1957, the Education Act 1996, the Universities and Colleges Act (AUKU) 1971 (Amendments 2009 and 2012), the Constitution of Universiti Malaysia Sarawak 1998 (Amendments 2010 and 2012), or Government Policies extended through circulars, circular letters, or regulations that come into force from time to time.

## **11.0 SOURCES OF LEGAL REFERENCE**

- 10.1** The Federal Constitution of 1957.
- 10.2** Education Act 1996 (Amendment 2012).
- 10.3** Malaysia Education Blueprint 2015-2025 (Higher Education) and National Higher Education Strategic Plan.
- 10.4** The Universities and University Colleges Act (AUKU) of 1971 was amended in 2009 and 2012.
- 10.5** Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605).
- 10.6** Universiti Malaysia Sarawak Constitution 1998 (Amended 2010 and 2012).
- 10.7** UNIMAS Vice Chancellor's Mandate 2019

## **11.0 EFFECTIVE DATE AND APPLICATION**

The Universiti Malaysia Sarawak (UNIMAS) Equality and Protection Policy for UNIMAS Citizens in Terms of Gender, Religion, Race, and Age becomes fully effective on the day it is authorised by the Universiti Malaysia Sarawak (UNIMAS) Board of Directors Meeting 57th Bill.01/2020 on 10 Jan 2020.