

WOMEN'S DEVELOPMENT RESEARCH CENTRE



KANITA MATTERS

PUSAT PENYELIDIKAN PEMBANGUNAN WANITA



USM Adopts A Sexual Harassment Policy

The Women's Development Research Centre (KANITA) lauds USM's adoption of the policy on sexual harassment on 27 July 2009 signalling that the University views sexual harassment seriously and is determined to ensure that its campus will continue to be a safe place for work and study. This article is to take the reader through KANITA's role, the process and the involvement of the stakeholders with regard to coming up with sexual harassment policy in the context of Universiti Sains Malaysia.

KANITA believes that eradicating sexual harassment in the university requires more than just punishing individuals through ordinary mechanisms of misconduct but more importantly, there should be an effective anti-harassment programme which incorporates strategies that contain the following objectives:

- To deliver the message that sexual harassment is a violation of human rights and personal dignity
- To establish a working and learning environment that effectively prevents incidents of sexual harassment
- To provide substantive and enforceable remedies to persons affected by the harassment.

Therefore, KANITA proposed that Universiti Sains Malaysia (USM) formally adopts a policy on sexual harassment that is context-specific to the environment of tertiary education.

The process

KANITA volunteered to draft the proposed policy and welcomed input from other schools and departments in USM. To spearhead this project KANITA established a Core Committee on Sexual Harassment to look into specific issues that underpin sexual harassment within a university setting, in general, and within USM, in particular. Two documents were proposed as part of the drafting effort. These included the draft of the University Policy on Sexual Harassment (*Dasar Universiti Tentang Gangguan Seksual*) and the draft of the Protocol to the Resolution Process of Sexual Harassment Cases (*Protokol Proses Penyelesaian Kes Gangguan Seksual*).

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However, the adoption of a sexual harassment policy is only the starting point towards eradicating sexual harassment in the university. Specific mechanisms and procedures outlined by the policy and its accompanying protocol must also be promptly established. This is important to ensure individuals in the university who are affected by sexual harassment can obtain enforceable remedies that are accessible, effective and fair.

The issue

To ensure effective and fair solutions, several issues must be understood and considered. Some of these issues emanated from discussions that have taken place amongst members of the Core and Campus Committees established by KANITA. These include:

- **Sexual harassment is a manifestation of power relations:**

Prevalent sexual harassment incidents are markedly gendered. Victims are disproportionately women and their harassers are mostly men. This may be explained in the context of the power relations issue by postulating that men have traditionally held the positions of power in the workplace. Thus, men may be more inclined to demand sexual gratification from their subordinate female workers as a manifestation of their power over the latter. However it is acknowledged that power can also be manifested in the victimization of men in the workplace. The point is those in the position of power tends to be the harassers.

- **Victims and perpetrators of sexual harassment in a university setting are not confined to those persons in an ordinary workplace setting:**

In the university setting, power relations exist in many forms. As such, victims may be students, academic staff, administrative personnel, university contractors or their staff and also university visitors. The harassers may be lecturers, administrative personnel, fellow students, heads of departments, and co-workers in the same or different departments.

A policy for sexual harassment and grievance mechanisms to deal with it must thus be able to offer remedies to these different forms of relationships between the victims and the harassers.

- **Guarantees of confidentiality must be assured at all stages of the procedures:**

Personnel designated with the roles of intervention must be cognizant in their understanding and practice of confidentiality. The principle of confidentiality is important in empowering a victim to take steps to address her/his problem.

- **Rules and penalties on sexual harassment must be clearly publicised:**

The university governance may choose to publicise the rules and penalties that reflect its abhorrence of the act. Whether the rules and penalties drafted as a separate form of institutional wrongdoing or as a part of an existing list of professional misconducts, the distinct dynamics in an incident of sexual harassment must be reflected.

The stakeholders

KANITA recognises that the active participation of all parties in the university is vital in making this effort a success. At the initial stage, KANITA has invited key partners to be in this project. They include the university's Legal Unit, the Healthy Campus Secretariat, the Corporate Development Centre, the Health Centre, university employees and students' representatives. This committee is designated as the Campus Committee on Sexual Harassment (the Campus Committee). Its main term of reference is to coordinate and organise programmes to help disseminate the message that the campus is a violence-free environment and that sexual harassment is not and cannot be tolerated. Its programmes would aim at: educating students and staff about sexual harassment and how to get help; providing instructional and professional development programmes that include prevention of sexual harassment as a core value; as well as making available support systems for persons affected by sexual harassment. KANITA looks forward to continue assisting the university in making USM's campuses free from sexual harassment.

Glossary of Sexual Harassment

Sexual Harassment Malaysia Code of Practice (1999)

Definition of Sexual Harassment:

Any unwanted conduct of a sexual nature having the effect of verbal, non-verbal, visual, psychological or physical harassment:

- a. that might, on the reasonable grounds be perceived by the recipient as placing a condition of a sexual nature on his/her employment; or
- b. that might, on the reasonable grounds, be perceived by the recipient as an offence or humiliation or a threat to her/his well being, but has no direct link to her/his employment.

http://www.wccpenang.org/files/docs/MOHR_CODE_OF_PRACTICE.doc

Two forms of Sexual Harassment:

1) *Quid-Pro-Quo*

It occurs when :

- a. job benefits, including employment, promotion, salary increases, shift or work assignments, performance expectations and other conditions of employment, are made contingent on the provision of sexual favours, usually to an employer, supervisor or agent of the employer who has the authority to make decisions about employment actions, or
- b. the rejection of a sexual advance or request for sexual favours results in a tangible employment detriment, a loss of a job benefit of the kind described above.

This form of harassment is often prohibited as a matter of criminal law (the crime in some cases is labeled "abuse of power"), as a form of sex discrimination or as a violation of labour or tort law

2) *Hostile environments*

A tangible employment action or economic injury, such as a discharge, demotion or a change in terms of employment, need not occur for a victim to make a claim of hostile work environment harassment. Examples of harassing behaviour that can create a hostile or abusive work environment are the display of pornographic pictures or cartoons, touching and grabbing, sexual remarks or jokes and the physical interference with movement.

Sources:

http://www.stopvaw.org/Sexual_Harassment_that_Creates_a_Hostile_Work_Environment.html

Stop Violence Against Women: A Project By The Advocates for Human Rights (UNIFEM)

Highlights

Projek Titian Saksama Rakyat: A Cooperation between Penang Development Corporation (PDC) and Universiti Sains Malaysia (USM)

The state government of Penang through Penang Development Corporation (PDC) is keen to develop innovative strategies towards sustainable development with emphasis in bridging the inequality gap among the households in the state of Penang. Its priority is the under privileged communities at the bottom thirty percent of the income distribution pyramid. To pursue this objective, the state government established the *Projek Titian Saksama Rakyat* (PTSR). Acknowledging USM's capability and experience as a trans-disciplinary research intensive university that can provide the needed expertise the PDC has approached it to run and manage PTSR. Thus, with the common objectives and understanding to reduce poverty, create employment opportunities and improve the quality of life of the bottom billions, PDC and USM forged an understanding and sealed it with a memorandum. USM will coordinate PTSR through KANITA under the leadership of its lecturer, Professor Sukor Kasim, who will be responsible in planning, designing, implementing, monitoring and reporting to the steering committee of PTSR. To enable PTSR to move, it will have RM 3 million to be used as an on-lending fund.

The signing of the memorandum was held on 16th August 2009 at *Bilik Gerakan, Tingkat 28, Kompleks Tun Abdul Razak, Pulau Pinang* and the meeting was chaired by Penang's Chief Minister, YAB Tuan Lim Guan Eng. Also present were Prof. Tan Sri Dato' Dzulkifli Abdul Razak (Vice Chancellor of USM), Prof. Asma Ismail (Deputy Vice Chancellor Of Research and Innovation), Prof. Datin Rashidah Shuib (Director of Kanita), Prof. Sukor Kasim, En. Muhamad Abdullah (Deputy Registrar, Vice Chancellor's Office, USM), Dato' Rosli Jaafar (General Manager of PDC) and Dato' Abdul Rahim Isahak (Deputy General Manager of PDC).



Signing an MOU ceremony between USM & PDC

From left : Dato' Rosli Jaafar, Dato' Abd. Rahim Isahak, YB Tuan Mansor Othman, YAB Tuan Lim Guan Eng, Y. Bhg Tan Sri Dato Dzulkifli Abdul Razak ,Prof Sukor Kasim , Prof Asma Ismail & Prof. Datin Rashidah Shuib

KANITA Writing Workshop

In the academia, the saying "publish or perish" often rings true. But academic writing demands special skills in writing. Realising the importance of such a skill, KANITA organised an academic writing workshop at The Hydro Hotel, Batu Feringhi, Penang on 8th-10th December 2009. Dr. Diana Wong and Dr. Meryl Williams were specially invited as the two main resource persons to share their expertise in this workshop.

This workshop was designed to improve the participants' writing skills and as such detailed, critical feedback was given to each writer. A total of eleven papers were presented and discussed thoroughly throughout the three days session. The participants found the process very fruitful and expressed the need for more workshops in the future.

In her closing speech, the Director of KANITA, Prof Datin Rashidah Shuib, emphasised that the participants were expected to revise their respective papers for future submission to appropriate journals. The numbers of papers published would be an indicator of success of the workshop.



Participants posing for a picture with Dr. Diana Wong (centre row, second from left) and Dr. Meryl Williams (centre row, three from right)

Special Events

Visits from OIC Countries

On November 13 2009, KANITA had the pleasure of receiving a visit from ten female participants of the Science and Technology Management Training Course for Researchers in the Academy of Sciences from the Organization of the Islamic Conference (OIC) Countries 2009.

They were:

- Dr. Samina Ahmed, Senior Scientific Officer, Bangladesh Council of Scientific and Industrial Research (BCSIR).
- Professor Hind Meri, Head of the Electro-Mechanical Systems Department, Higher Institute for Applied Sciences and Technology (HIAST), Syria.
- Professor Firuza Nasyrova, Principal Investigator from the Institute of Plant Physiology, Tajikistan.
- Professor Amel Hamza Chaffai, Head of Biology Department, Sfax University, Tunisia.
- Ms. Surayyo Fazilova, Head of Senior Research Scientists, Academy of Sciences Uzbekistan.
- Ms. Lenny Suliany Faizura Ahmad Sah, Senior Research Scientist, Brunei Agricultural Research Centre.
- Mrs. Nor Aishah Abdullah and Mrs. Hanifah Ab. Manaf, University of Malaya.



The researchers from OIC countries with KANITA's Director in front of KANITA's building

Professor Datin Rashidah Shuib gave an overview of KANITA followed by a short presentation on “Women in Science and Technology in Malaysia: A Gender Perspective”. A discussion on gender issues on women in science and technology was also held. Some of the issues identified were common in all countries from where the participants came from.

16 Days of Activism against Gender Violence



The banner for the campaign

Every year, for the last ten years, the international community joins forces in the 16-day campaign against gender violence which begins on 25th November and ends on 10 December. The dates are chosen in order to symbolically link violence against women and human rights and to emphasise that such violence is a violation of human rights. The theme for this year is **Commit. Act. Demand: We CAN End Violence Against Women!**



The clothesline of t-shirts bearing anti-violence messages

The Women's Development Research Centre (KANITA), and the research team of the 'Women's Well-being and the Domestic Violence Against Women's Research Project (1001/PKANITA/816019) join the international community to spread the word and create awareness among USM's campus community to be part of the campaign to end violence against women. To show their commitment to end violence, KANITA's staff, graduate students and Research Officers joined efforts in producing a T-shirts banner; the first of its kind on USM's main campus! *“We are all responsible and accountable to make a difference! We must work together to end violence against women”*.

Course Offerings

KANITA offered two courses SGS 501- Gender Theories (8-11 September 2009) and SGS 502- Research Methods and Analysis for Gender Studies (28 September-2 October 2009) during the first semester of the 2008/09 academic year. For this academic year, the courses were conducted intensively for two weeks. There were 20 participants; five were KANITA postgraduate students and the rest were from NGOs (WABA and WCC). One of the reasons these courses were offered to participants from outside KANITA was to strike a balance between academic pursuit and the need to share knowledge for advocacy.

Lecturers from the School of Pharmacy, the School of Social Sciences, the School of Management and the School of Humanities were also invited to lecture. It was suggested that a webpage for the course could be maintained for future reference.

Reflections from KANITA's Post-graduate Students and other participants

Ooi Pei Wen, Master's Student

"The SGS501 and SGS502 courses have given me lots of input and new experiences. Prior to the courses, I felt so nervous and tense about it. However, the concerns shown and the thoughtful teaching and sharing by each lecturer made me feel comfortable. Their thoughts and the spirits inspire me to understand women's issues. I really salute the way they fight for women. I have learned and improved my knowledge especially on gender and feminism theory, the way media influence the society and also the methodologies that are related to women's studies. I would like to grab this opportunity to thank all of the facilitators for sharing their knowledge and for always showing concerns about my progress. Thank you".



Vasumathy Sukumaran, Master's Student

"First of all, I would like to thank the Women's Development Research Centre (KANITA) for the classes. Both classes, Gender Theory (SGS 501) and Research Methods and Analysis (SGS 502) challenged me deeply to engage in debate, research and question about the world around me. Besides that, I appreciate the relaxed atmosphere of the class, which facilitated not only an inclusive learning environment but also provided a space for critical and intelligent discussions."

Por Heong Hong, PhD Candidate

"Overall, the course is helpful to me, though some sessions were a bit too simple. It is a chance for me to catch up with latest development in both courses and pick up the subject in English. It would have been very helpful if more case studies were given to compare the applicability of different theories."



Revathi Ramachandran, Gender, Women & Work Coordinator, WABA



revathi.r@waba.org.my

"The courses encouraged participants to develop a critical appreciation of gender theories, and promoted an ability to use these theories as bases for developing relevant research frameworks for chosen research projects..... As a whole, the course was very useful and helped us to better position our work."

Yeong Joo Kean- currently Legal Advisor with the International Baby Food Action Network

“The opportunity to attend KANITA’s course on *Gender Theories and Research Methods* came at a point when I felt that some new knowledge and perspectives would be useful in my work within civil society. I opted for SGS 502: Research Methods and Analysis for Gender Studies not SGS 501: Gender Theory because my travel schedule precluded me from joining both courses. I had wanted to learn about research methodologies for use in the monitoring of corporate behavior, something I am heavily involved in. As a self-professed feminist, I wanted to know more about the concept of engendering research. With my law background, I am also interested in exploring the role of ethics and intellectual property rights in research.

“Going back to school” was a refreshing change from work. Teaching styles were certainly different from what I knew in the past. I am aware that a week’s peek into one course at KANITA may not be sufficient to make out current pedagogical trends.

In general, from the perspective of a flitting visitor, it was five days well spent. I learnt new words and concepts (for example “epistemology” is about the nature of knowledge). I got to reflect on the things we do in our personal lives which entail various types of sub-conscious research. The theories and jargons are still swirling in my head. I have questions which may never get resolved unless I get round to doing some serious reading. But I now have a compass of sorts as to alternative paths I can take when I carry out my monitoring duties. While what I do may never pass academic scrutiny, I believe I have been enabled to improve on the job. I am reinforced in my belief that information is power, that we can influence policy change through any sort of data collection and analysis which is systematic, replicable and capable of validation. I realise that we are better off with research backing the actions we take. The dearth of research should never be the reason for inaction.

What I appreciated most is the opportunity to listen to so many different lecturers. Their intellectual discourses and reflections are valuable to people who work outside the academe but who otherwise have no access to them. A wealth of expertise and experience was made available to a privileged few from civil society. Whoever thought of opening this course has opened a window to USM and made it less of an ivory tower.”

ACTIVITIES

International

Korea-ASEAN International Forum on Gender and Development, Korean Women’s Development Institute, Seoul.

Date : 28 May 2009

Venue : Seoul, Korea

Theme : Thinking Alternatives, Sustainable Future for Women in Korea-ASEAN

This was an invitation (full board and flight) for Prof Rashidah as the Director & Professor of KANITA to present a paper on “A Relook at Gender and Development in Malaysia”. Associate Professor Intan Osman attended the forum and presented the paper on behalf of Professor Rashidah Shuib who was unable to attend due to work committment In brief, the paper strived to interrogate Malaysia’s development plan against the backdrop of the gender ideology and questions whether Malaysia’s development plan is shaped by a paradigm shift or whether “gender” is being used essentially without challenging the men-women power base. The paper concludes that much is still desired from Malaysia’s development plan if the country is to realize its belief in gender equality. There is a need to move from gender seen as a binary dimension to a more complex inter-sectionality of gender.

Prof Carolyn I, Sobritchea of the Asian Center, University of the Philippines and Prof Kristi Poerwandari of Universitas Indonesia, Indonesia are the two invited speakers who presented their working papers on “Inter-Asia Feminist Knowledge Exchange Experiences and Women and Gender Issues in Disaster and Crisis Management in Indonesia” respectively. From Korea, several papers and discussions were led by academicians and researchers of the Ehwa Women University and Korean Women’s Development Institute on a range of topics such as “The Future Task for Gender Impact Assessment in Korea” and “Women across Borders and Citizenship within Borders”.

Opening remarks was made by President, Korean Women’s Development Institute, welcoming remarks by President, Asian Association of Women Studies and congratulatory remarks by the Chairperson, Gender and Equality Committee, Member of the National Assembly and Deputy Minister, Multilateral and Global Affairs, Ministry of Foreign Affairs and Trade.

Sustainable Development in the Context of Climate Change (SDCC)

Date : 24 -25 September 2009

Venue : Asian Institute of Technology (AIT), Bangkok, Thailand

The main purpose of the conference was to bring together thought-leaders, research groups, stakeholders and SDCC experts, to discuss emerging and urgent issues and plan joint research efforts. Dr. Noeleen Heyzer, Executive Secretary, UNES-CAP (United Nations Economic and Social Commission for Asia and the Pacific) inaugurated the conference.

Fourteen presenters shared their knowledge and findings in their respective fields of expertise, under the six thematic areas, namely, Agriculture, Land Use and Forestry, Water Resources and Coastal Adaptation, Urban and Rural Sustainability, Low Carbon Society and Renewable Technology, Vulnerability and Disaster Risk Reduction and Cleaner Production and Waste Refineries. The conference also sought to create stronger linkages with partners and supporters, focusing on research needs and to exchange ideas and approaches on the adaptation and mitigation strategies in dealing with climate change issues.

Lai Wan Teng, an academic staff member of KANITA, attended the conference. Climate change is increasingly gaining attention and fast becoming the most crucial concern in sustainable development given the huge impact of climate change on livelihood, food and human security, especially in the developing countries. However, gender issues have not been considered thoughtfully in climate change discourses and initiatives. KANITA, with one of its thrust areas in Sustainable Development must play a proactive role to address the gender issues and include the gender component for research in light of climate change.

For more information, please visit the website at <http://tinyurl.com/kq75op>

Women and Politics in Asia: A Springboard for Democracy

Date : 30 September- 2 November 2009

Venue : University of Hildesheim, Germany

This conference was a continuation of the series, “Women and Politics in Asia,” started in 2003 in Sweden, at Halmstad University. The objective of the conference was to reflect upon the links between:

- Democracy and the feminisation of the halls of political power
- Gender and (power) politics
- Gender relations and gender ideologies and their impact on specific socio-political systems, modes of interaction / participation and citizenship discourses
- Gendered forms of political participation and agency

There were four themes:

- Political Actors and Institutions
- Public Policy
- Political Theory and Citizenship Discourses
- Feminist Movements

KANITA’s Visiting Professor, Dr. Cecilia Ng presented a paper, co-authored with Abigail De Vries entitled “The ‘Untidy’ New Dawn: Democracy, Women and Politics in Malaysia”. The context was post March 8, 2008 general elections where the Pakatan Rakyat took over five states in Malaysia. The paper took stock of the experiences of the ‘new’, if not ‘young’ women activist politicians who became part of institutionalised politics in the states of Penang and Selangor. The focus was on how they addressed women’s substantive representation in the political arena, in terms of ‘making democratic’ and ‘gender friendly’ the ‘regimes, practices and discourses of public power’, in particular, gendered power relations. It looked at how gender politics are being worked out in this ‘untidy and unfolding’ democratisation process.

Aktiviti Peringkat Negeri

Bengkel Kesaksamaan Gender

Tarikh : 1 Ogos 2009

Tempat : Hotel Seri Malaysia, Kepala Batas

Jawatankuasa Majlis Meyuarat Kerajaan (MMK) Pembangunan Wanita, Keluarga dan Komuniti Pulau Pinang yang diketuai oleh YB Puan Ong Kok Fooi telah menganjurkan *Bengkel Kesaksamaan Gender* yang bertujuan untuk memberi pendedahan tentang kesaksamaan gender kepada pemimpin-pemimpin masyarakat.

Bahasa Malaysia adalah bahasa pengantar bengkel ini dan seramai 80 peserta wanita mengambil bahagian. Aktiviti-aktiviti yang berlangsung termasuklah perbincangan dalam kumpulan dan pembentangan serta lakonan (*role play*).

Dr. Noraida Endut, pensyarah KANITA, membincangkan prinsip-prinsip asas Konvensyen berkaitan Penghapusan segala Bentuk Diskriminasi terhadap Wanita (CEDAW) dan mengenengahkan konsep kesaksamaan gender supaya para peserta dapat mengenal pasti kes-kes diskriminasi gender. Selain itu, dua penceramah dari Persatuan Pergerakan Wanita (AWAM), Pn. Betty Yeoh dan Pn. Haslinah Jacob, turut membincangkan bagaimana stereotaip dan diskriminasi gender boleh menjurus ke arah ketaksamaan gender serta bagaimana pertindihan identiti boleh mempengaruhi kedudukan wanita dan lelaki dalam masyarakat.

Bengkel ini adalah hasil kerjasama KANITA, AWAM dan kerajaan Pulau Pinang dan menggabungkan wanita-wanita daripada pelbagai latar belakang untuk berkenalan dan berbincang sesama mereka.



Dari kiri : YB Chong Eng, Dr. Cecilia Ng, YB Lydia Ong, Dr. Noraida Endut , Pn. Haslinah Jacob & Pn. Betty Yeoh

Aktiviti Dalaman KANITA

Mesyuarat IAP KANITA 2009

Tarikh : 8 Oktober 2009

Tempat : Bilik Mesyuarat Rafidah Aziz



Prof. Datin Rashidah mem-pengerusikan Mesyuarat IAP

Mesyuarat *Industrial Advisory Panel* (IAP) KANITA untuk tahun 2009 telah diadakan secara serentak dengan seluruh Pusat Tanggungjawab (PTJ) di USM pada 7 Oktober yang lalu. Mesyuarat IAP ini dianjurkan dan diuruskan oleh Pejabat Bahagian Jaringan & Industri (BJIM), USM, diikuti dengan aktiviti di PTJ masing-masing keesokan harinya. Di KANITA, mesyuarat IAP bermula pada jam 2.30 petang dan jemputan terdiri daripada semua Ahli Majlis, kakitangan akademik, staf pentadbiran, penyelidikan dan pelajar siswazah. Ahli IAP yang menghadiri mesyuarat ialah Dr. Asma Abdullah, Puan Rashidah Beegum dan Puan Saira Shameen. Ahli keempat, Dr. Hamidah Merican, tidak dapat hadir. Pelbagai

perancangan seperti penambahbaikan bilik sumber, sistem GIKS, pengambilan untuk penambahan pelajar baru KANITA dan strategi untuk mempromosikan KANITA telah dibincangkan untuk meningkatkan taraf KANITA sebagai sebuah Pusat Kecemerlangan dalam konteks Universiti APEX. Antara usaha KANITA adalah penghasilan sistem Gender Information & Knowledge System (GIKS) untuk memantapkan pengurusan KANITA sebagai pusat sumber pengetahuan tentang gender.

Jamuan Hari Raya KANITA 2009

Tarikh : 14 Oktober 2009 (Rabu)

Tempat : Anjung Kamarsila, KANITA

KANITA telah menganjurkan majlis di atas khusus untuk semua staf, Ahli Majlis, Ahli Bersekutu KANITA, pelajar siswazah KANITA, Pegawai Penyelidik KANITA. Beberapa orang pegawai dari Pejabat Penyelidikan & Inovasi turut hadir.



Suasana meriah di majlis jamuan hari raya KANITA

Majlis dimulai dengan ucapan aluan Pengarah, Prof.

Datin Rashidah Shuib dan diikuti dengan penyampaian cenderahati kepada warga KANITA yang menyambut hari lahir mereka, pada bulan Oktober sehingga Disember.

Bengkel KPI & KIP

Tarikh : 23 -25 Oktober 2009

Tempat : Hotel Flamingo by the Beach, Tanjung Bungah, Penang



Pn. Norlela Hashim (barisan hadapan, kanan) bersama warga KANITA

Key Performance Indicators (KPI) dan Key Intangible Performance (KIP) adalah dua petunjuk prestasi yang diguna pakai oleh USM untuk semua Pusat Tanggungjawab (PTJ) dalam usaha mencapai status Universiti APEX.

Selaras dengan keperluan ini, KANITA telah menganjurkan satu bengkel KPI untuk stafnya bertujuan untuk membincangkan pencapaian prestasi KPI & KIP KANITA serta mencari strategi bagi menaikkan markah KPI & KIP PTJ untuk tahun hadapan. KANITA menjemput dua Pegawai dari Bahagian Pembangunan Lestari & Korporat (BPLK), Puan Fa'izah Md. Zin dan Puan Norlela Hashim untuk memberikan taklimat berhubung keperluan KPI & KIP Universiti.

Special Seminar Series: “Rapist and Rape: Who and Why?”

Date : 19 November 2009
Venue : Rafidah Aziz’s Room, KANITA
Presenters : Dr. Rohana Ariffin and Dr. Rachel Samuel

Rape incidents in Malaysia are showing an increasing trend. It is reported that an average of four women gets raped everyday. As the rapists are the perpetrators of the crime, an insight into which they are, their feelings, perceptions and attitudes might help to outline better programmes to combat the rise of rape incidents. The speakers conducted a research to study the above objective. A total of 90 convicted rapists from the Seremban, Johor Baru, Kepong and Sg. Buloh prisons were interviewed. The presentation highlighted the socio-economic profile of the rapists and the current trends in the rape incidents. An important dimension which emerged from this research was the power dimension of rape; that rapists raped not because of how the victims were dressed but because they felt they had the power or even the “right” to rape.

University-Community Engagement for Sustainability Conference (UCEC)

Date : 23 -26 November 2009
Venue : Bayview Hotel, Georgetown, Penang

The international conference was organised by the Division of Industry and Community Network (BJIM), Universiti Sains Malaysia, Penang, in collaboration with the Global Alliance on Community Engaged Research (GACER) and UNESCO-APEID (United Nations Educational, Scientific and Cultural Organization-Asia-Pacific Programme of Educational Innovation for Development). This is the first conference on university-community engagement in Malaysia and in Asia.

The objectives of the conference were to discuss the social responsibility and changing roles of universities; to explore methods, experience and strategies of community engagement and to network, share experiences and showcase good practices in university-community partnership.

Prof. Rashidah Shuib chaired the keynote speech and was also the chairperson for the Plenary 1 on Community Engagement and Engaged Scholarship. Dr. Cecilia Ng (Visiting Professor) was the chairperson for the parallel session on Engaging Communities through Technology.

The Honourable Senator Dato’ Sri Shahrizat Abdul Jalil, Minister of Women, Family and Community Development in her opening ceremony speech announced that USM was selected as the first local university in Malaysia to carry out a comprehensive and holistic community programme. Importantly, she pointed out that the ministry is moving to enhance and nurture the long-standing relationship with KANITA. She elaborated “We would like to locate relevant issues, including the challenging gender issues in leadership through cooperation with KANITA.”

The conference marked a success with at least 65 presentations conducted in parallel sessions and other nine presentations in three plenary sessions. The highly intellectual discussion and sharing of the diverse ideas and innovative means of university-community engagement from the presentations continue to inspire and stimulate the scholars to contribute to the society for the betterment of the future.

For more information, please visit the website at <http://www.usm.my/icn/ucec/>

Personality Interview

Presenting a paper at a conference could be a nerve wrecking experience for some. Shariza Kamarudin (SK) KANITA's Research Assistant, attended the Conference on *Religious Activism and Women's Development in Southeast Asia: Highlighting Impediments, Exploring Opportunities*, 20 – 21 November 2009, Holiday Inn Park View, Singapore. She shares her views with KANITA Matters (KM) on the conference and what it meant for her as a novice speaker at an international conference



KM: *What was the conference about?*

SK: The conference discussed issues of gender inequality and its impact on the status and role of women in South-east Asian. We are in the era where rising religious conservatism is happening throughout the world and Malaysia is not an exception. The visibility of women in the public sphere is seen as a threat to patriarchy. For example, the issues of moral policing and the regression of Islamic family laws have impacted on women's lives in general. This conference was to bring about an understanding in confronting problems and challenges encountered by women in society.

The conference brought together scholars, researchers and activists from the Philippines, Thailand, Singapore, Indonesia and Malaysia. It was organised by The Centre for Research on Islamic and Malay affairs (RIMA) and also a subsidiary of the Association of Muslim Professionals (AMP) in collaboration with Kondrad Adenuer Stiftung (KAS) and the Malay Studies Department, National University of Singapore.

Six themes were presented: 1. *Dominant ideas in scholarship on religion and its impact*; 2. *Religious Elite and perceptions on women*; 3. *Women, the family and reproductive health*; 4. *Women and the law*; 5. *Women, education and social change*; and 6. *Women and the politics of social movements*.

KM: *What was your involvement in the conference?*

SK: I presented a paper on *Feminism and women's movement in Malaysia* under the sixth session. It was based on personal experience as part of the women's movement in Malaysia and at the same time as a Research Assistant in KANITA. I must thank Cecilia Ng, Maznah Mohamad and tan beng hui for their book, *Feminism and Women's Movement in Malaysia: An Unsung Revolution* for the information on the history of feminism and women's movement in Malaysia which became my guiding source.

However, I was not the only one from KANITA. The Director, Professor Datin Dr. Rashidah Shuib, presented a paper under the theme of *Women, Education and Social Change*. By giving example of the short course organised by Sisters In Islam, that she facilitated recently on *Understanding Islam from a Rights Perspective*, Prof Rashidah highlighted that an alternative educational approach could be offered using gender equality and the human rights framework. She also pointed out that the existence of women's and gender studies programmes in Malaysia are geared to bring about that kind of change". KANITA is definitely an example of such a programme.

KM: *Describe what you have gained from the conference?*

SK: The reason I agreed to be part of the conference was because I see myself as a part of the feminist movement in Malaysia. My inner feelings said I should take this opportunity to share my knowledge with others. This was my first attempt to be in an international conference. It was an inspiring experience to be with the like-minded people who believe in women's advancement in society. I met many new friends and established new network.

Initially, I felt anxious and nervous about my presentation since it was my first time, to be among the experts who are much more senior. I was trembling inside! Before I presented the paper, I went to Prof Rashidah and told her I was freaking out. She said, Sha, speak from the heart! And that's what I did. After my presentation people approached and said that they liked my presentation.

KANITA'S family news . . .

Staff

KANITA welcomes Associate Profesor Dr. Intan Osman on board beginning November 2009. Dr Intan has long been a friend and an associate of KANITA. We look forward to Dr. Intan's wealth of knowledge to strengthening KANITA's role, nationally and globally.

Dr. Noraida Endut has been appointed as a Deputy Director of KANITA effectively starts on 1 January 2010 until 31 December 2012.



Dr. Intan Osman



Dr. Noraida Endut



Dr. Cecilia Ng

It is a great honour to have Visiting Professor Dr. Cecilia Ng for another term until 2010. As one of the gender experts in Malaysia, Dr. Ng's contribution is much needed to further develop KANITA's thrust areas through research, seminars and networking.

KANITA congratulates Pn. Hasniza Mohamad Hassan, our Executive Officer for her achievement in receiving the *Anugerah Perkhidmatan Cemerlang* for 2008



Pn. Hasniza



Ahmad Ariffin & wife, Hafizah



Siti Sharizatil Husna & Nur Hafiya Hana

Our congratulations also go to KANITA's newly wed couple, Ahmad Ariffin Mohamad Kassim, KANITA's Administrative Assistant, and wife, Hafizah Haji Mavi who held their wedding on 1 November 2009.

CONGRATULATIONS to KANITA's System Analyst, Siti Sharizatil Husna Shahrudin and her husband, Mohd Hidzir Shamsul Bahrin on the birth of their daughter, Nur Hafiya Hana on 29 October 2009.

Michael Thomas, Nur Saffiah Hussin, Valerie Ong Liang Gaik, Mohd Azren Kamarudin, Kugeneswari P Kalmutoo: We say "Selamat Datang" to all of these new Research Assistants for KANITA's projects.

Sadly, KANITA bids goodbye to Prof Chan Chee Koon who has decided to join CENPRIS and also to our Research Officers, Nur Nadia Hilal and Mohd Zarizi Mohd Saufi who were with us for nearly a year. We wish them all the best in their future undertakings.

KANITA'S family news . . .

Students

KANITA welcomes two international postgraduate students:

1) Frauke-Katrin Kandale from the University of Humboldt, Germany, who is doing her fieldwork in Malaysia for her PhD, "Becoming Muslim: Chinese Muslim Converts in Malaysia". She joined KANITA in October 2009 and plans to complete her fieldwork by May 2010.



Frauke-Katrin Kandale

2) Clara Ohenewa Benneh from Ghana who joined KANITA in November 2009 as a PhD student. Before this she was a lecturer at the Institute of Continuity and Distance Education, University of Ghana. She had worked as a Coordinator for Gender and Development with a non-governmental organisation in Ghana. Her research interests are in gender and poverty reduction; gender and HIV and AIDS; and gender and violence. Clara is holding a fellowship.



Clara Ohenewa Benneh

GOODBYE 2009

&

WELCOME 2010!

KANITA had a successful year judging by the increased KPI, the number of papers published and presented a successful advocacy, new student intake and a number of consultancies and MOUs. KANITA is not only an academic centre. It is also a centre where all administrative staff, faculty members, research officers, graduate students, KANITA's associates and friends care and work as a family. Thank you to all.

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KANITA: VISION and MISSION

KANITA envisions itself as the Centre of Excellence in conducting and advancing research relevant to women's lives, in particular, using the gender analytical framework. Its mission is to advance gender equality and equity through research and through collaboration with various stakeholders. It aims to have impact on policy and strives to institutionalise gender as a factor of inquiry and approach.

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