

MASTER IN **ENVIRONMENTAL MANAGEMENT**

(DEVELOPMENT PLANNING)

by coursework

OCTOBER
Intake

FACULTY OF SOCIAL
SCIENCES AND
HUMANITIES

STUDENTS
HANDBOOK
SESSION
2025/2026

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WELCOME MESSAGE BY THE DEAN

Greetings and Welcome to the Faculty of Social Sciences and Humanities (FSSH)!

I would like to take this opportunity to congratulate all of you on your success in advancing into higher education at Universiti Malaysia Sarawak (UNIMAS), particularly to the SLUSE-M Programme. As a faculty that upholds the values of diversity, inclusivity, and cooperation, we are delighted to welcome you all into our large family.

At FSSH, we believe that education is a powerful tool for driving positive social change. Guided by this spirit, we are committed to being steadfast partners in the efforts to shape a more just, prosperous, and sustainable society, aligning with UNIMAS's vision of becoming a "Community-Driven University for a Sustainable World." Our faculty provides a space for students from various backgrounds to acquire knowledge, share perspectives, and build a deeper understanding of the social sciences and humanities.

To fulfill our goal of being "A Partner for Social Change," we encourage every student to dream big and contribute ideas that foster positive changes in society. We provide a platform for you to hone your academic, leadership, and creative skills, ensuring that you achieve excellence in your chosen fields.

I hope your academic journey here marks the beginning of even greater successes. The Faculty of Social Sciences and Humanities will always support you every step of the way.

Once again, welcome, and best wishes for your success!

Sincerely,
Dr. Kiky Kirina binti Hj Abdillah
Dean, Faculty of Social Sciences and Humanities
Universiti Malaysia Sarawak (UNIMAS)

WELCOME MESSAGE BY THE PROGRAMME COORDINATOR

Congratulations to all my dear students on your great success to embark on the journey for your postgraduate study in Universiti Malaysia Sarawak (UNIMAS).

Welcome to SLUSE (Sustainable Land Use and Natural Resource Management) Master in Environmental Management (Development Planning) programme which has been there for more than 25 years. Welcome to the family In SLUSE where we have a close collaboration with University of Copenhagen, Denmark for the past more than 25 years.

Your decision to invest in human capital development in this master's programme is indeed highly commendable.

I really hope that you are able to enjoy and have a very enriching and fulfilling learning experience in UNIMAS.

We are always here to facilitate and assist you to ensure that your learning experience in UNIMAS is fruitful and rewarding. Do let us know if you need our help.

May God continue to bless you abundantly.

Sincerely,
Associate Professor Dr Wong Swee Kiong
Programme Coordinator
Master in Environmental Management (Development Planning)
Faculty of Social Sciences and Humanities
Universiti Malaysia Sarawak (UNIMAS)

October 2025

FACULTY VISION AND MISSION

Vision

A leading global university for a sustainable future.

Mission

To enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research and strategic engagement.

A Story of Partner for Social Change

In the heart of Sarawak, within Universiti Malaysia Sarawak, the Faculty of Social Sciences and Humanities (FSSH) holds a unique mission: to be "a partner for social change." This vision aligns seamlessly with the university's tagline as a "community-driven university," creating a powerful synergy for positive transformation.

Understanding our role within the university's community-centric mission, we embrace our position as proactive partners, ready to engage and collaborate with the local community to drive social change. Imagine a small, rural village facing significant social and economic challenges, and this is where our journey begins.

Recognizing the urgent need for clean water, the faculty initiates a comprehensive research project. We don't just study the problem from a distance; we immerse ourselves in the village, living alongside the residents, listening to their stories, and understanding their struggles. This approach is more than academic; it is deeply personal and empathetic.

Following our findings, we launch a community outreach programme to install clean water systems. This initiative is not just about providing a basic necessity but about transforming lives. Health improves, children can attend school more regularly, and the overall quality of life soars. This project becomes a shining example of how our mission as a faculty aligns with the university's commitment to addressing the community's needs and aspirations.

Our efforts don't stop there. We continue to showcase our collaborative spirit through various initiatives. We develop programmes addressing educational disparities, partner with local organizations, and conduct research on pressing social issues. Each initiative is a testament to our dedication to social change and our integral role within the community-driven framework of the university.

Our story is one of collaboration, empathy, and unwavering commitment to making a positive impact on the world around us. Together, the Faculty of Social Sciences and Humanities (FSSH) and Universiti Malaysia Sarawak embody what it truly means to be both a partner for social change and a community-driven university. Through our combined efforts, we hope to forge a path of hope, resilience, and transformation for our society.

BACKGROUND OF THE FACULTY OF SOCIAL SCIENCES AND HUMANITIES

The Faculty of Social Sciences and Humanities (FSSH) at Universiti Malaysia Sarawak (UNIMAS) was established on August 5, 1993. It is one of two earliest faculties established in UNIMAS.

Currently, FSSH offers three postgraduate programmes namely, Master in Environmental Management (Development Planning) (by coursework), Master of Social Science (by research), and Doctor of Philosophy (by research). In addition, FSSH also offers six undergraduate programmes: Industrial Relations and Employment, Anthropology and Sociology, International Relations, Politics and Government Studies, Development Planning and Management, and Social Work.

FSSH is dedicated to celebrating diversity and inspiring transformation as "A Partner for Social Change." The faculty is committed to fostering social transformation through innovative teaching, rigorous research, and community engagement, aiming to create a lasting impact.

Our faculty is home to leading experts in social sciences and humanities, with a particular focus on Borneo's unique cultural and social dynamics. Through our research and academic programmes, we have become a knowledge and expertise hub.

You are invited to explore our heritage and join us in making a difference!

INTRODUCTION TO SLUSE-M

The Faculty of Social Sciences and Humanities (FSSH) and the Faculty of Resource Science and Technology (FRST) jointly offer a capacity building academic programme for the promotion of sustainable land use and natural resource management in Malaysia (SLUSE-M). This programme confers either a Master in Environmental Management (Development Planning) or Master in Environmental Science (Land Use and Water Resource Management). Master in Environmental Management (Development Planning) or MEMD is offered by FSSH while FRST offers Master in Environmental Science (Land Use and Water Resource Management) or MELW. The programme is modeled on and implemented in parallel to a similar programme initiated by a Danish consortium of universities (SLUSE-D). SLUSE-M applies natural and social scientific theories and methodologies in developing interdisciplinary approaches to understand the problems and finding solutions related to sustainable use of natural resources. This capacity building initiative is realized through the improvement and integration of education, training and research involving students and academic staff of UNIMAS, in collaboration with other local and foreign universities and agencies.

SLUSE-M programme offers three main components as follows: 1) Joint SLUSE module; 2) Joint Experiential module; and 3) Core module which would stream students into two possible majors of either MEMD or MELW (Refer to Figure 1).

The following links are to introduce SLUSE-M master's programme offered in UNIMAS in brief.

<https://youtu.be/X4G5INVkW5w>

<https://fb.watch/eLKTaBewZ/>

In addition, joint field course is considered one of the highlights of the SLUSE programme where students are given the opportunity to apply their interdisciplinary knowledge in research methodologies in the context of real-life issues while allowing for intercultural exposure and academic discourse between international and Malaysian students. For the past 25 years, SLUSE-M has a close collaboration with Danish counterpart to conduct joint field course together in Borneo.

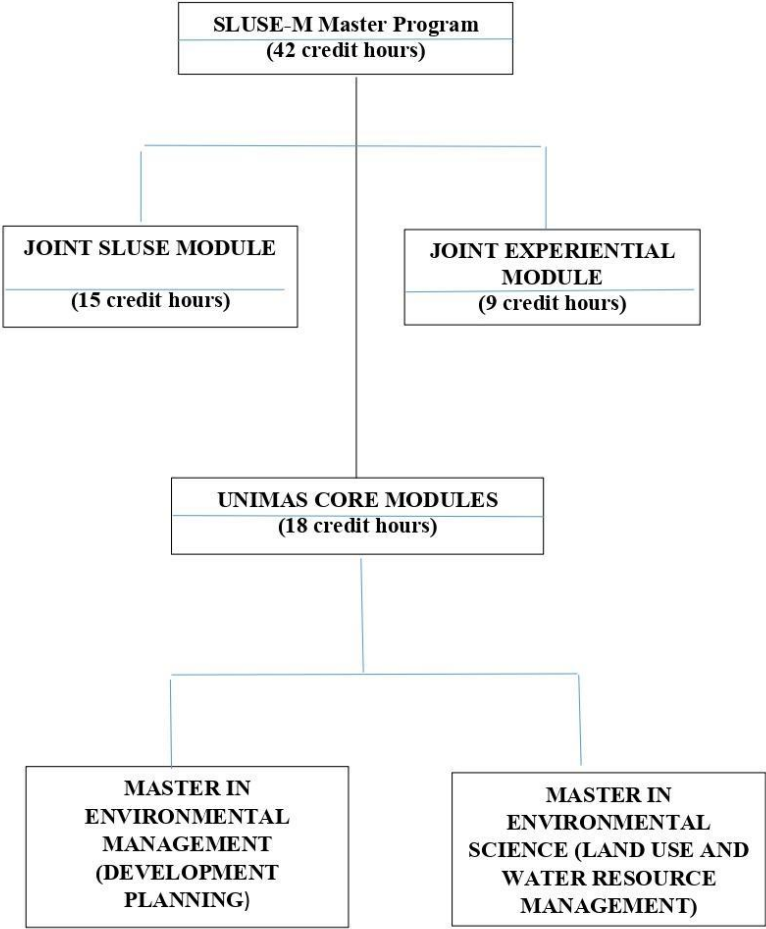
Below are the links for some of the preview or documentation about joint SLUSE field course conducted in the past.

<https://www.youtube.com/watch?v=LFpYKPlyzVM>

<https://www.youtube.com/watch?v=D3in9BBUFyQ>

<https://www.youtube.com/watch?v=zWDILgR4ImE>

Figure 1: SLUSE-M (Sustainable Land Use and Natural Resource Management in Malaysia) Structure which comprises of Joint SLUSE Module, Joint Experiential Module and Core Modules for the two specialization programmes under SLUSE-M.



SLUSE-M MANAGEMENT

Figure 2 shows the Joint SLUSE committee in UNIMAS which is headed by the Deputy Vice Chancellor (Academic & Internationalization). The members of Joint SLUSE committee comprises of members from the both faculties, Faculty of Social Sciences and Humanities (FSSH) and Faculty of Resource Science and Technology (FRST) besides Director of Centre for Graduate Studies in UNIMAS and CEO of UNIMAS Business School (UBS)

Figure 2: Joint SLUSE Committee in UNIMAS



SLUSE-M PERSONNEL

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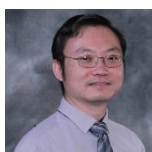
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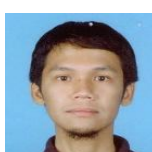
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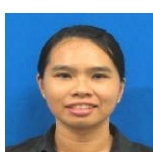
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PROGRAMME STRUCTURE

The Master in Environmental Management (Development Planning) or (MEMD) or the Master in Environmental Science (Land Use & Water Resource Management) (MELW) programme has one intake every year in October. Application is open throughout the year and can be done online via: oas.ia.unimas.my. The Master in Environmental Management (Development Planning) (MEMD) or Master in Environmental Science (Land Use and Water Resource Management) (MELW) which covers three modules respectively can be completed in a period of 18-24 calendar months.

Entry Requirements

A Bachelor degree with a minimum CGPA of 2.50 or equivalent, as accepted by the Senate; A Bachelor's degree or equivalent but CGPA less than 2.50 may be admitted subject to a minimum of five years working experience in the relevant field or other equivalent qualifications as approved by the Senate. For international students, a minimum IELTS score of 5.0 or its equivalent (e.g TOEFL-525; TOEFL Computer Test-196; TOEFL Internet Test 69-70 or MUET Band 3) is required.

UNIMAS offers APEL.A as an alternative admission pathway for individuals with work or informal learning experience who may not meet the standard academic entry requirements.

Course Registration

Registration for all courses should be done at the required time and duration that is determined by the Centre for Graduate Studies in UNIMAS.

APEL.C is designed for individuals who have gained substantial knowledge, skills, and competencies through work experience, training, or self-learning and wish to have them recognised as part of their academic studies. More information can be obtained from <https://apel.unimas.my/apel-c>

Prerequisite Courses

Some courses are subjected to certain prerequisites as determined by the respective departments. Students are required to fulfill these prerequisites prior to taking their respective courses.

Duration of Programme

The Master in Environmental Management (Development Planning) (MEMD) or Master in Environmental Science (Land Use and Water Resource Management) (MELW) which covers three modules respectively can be completed in a period of 18-24 calendar months.

PROGRAMME EDUCATION OBJECTIVES (PEO) AND PROGRAMME LEARNING OUTCOME (PLO) OF MASTER IN ENVIRONMENTAL MANAGEMENT (DEVELOPMENT PLANNING)

Programme Education Objectives (PEO)

The programme shall produce graduates who are:

- PEO 1 Able to integrate knowledge and technical skills by using interdisciplinary approach in sustainable land use and natural resource management.
- PEO 2 Competent leaders and team players in dealing with natural resources and environmental issues.
- PEO 3 Professionals who are able to demonstrate ethical values in employing analytical environmental management tools creatively and innovatively to ensure effective land use and natural resource management.
- PEO 4 Able to demonstrate entrepreneurship skills and recognise the need of lifelong learning, as well as using a broad range of information, media and technology applications for sustainable environmental management.

Programme Learning Outcome (PLO)

Upon graduating from this programme, the students are able to:

- PLO1 Demonstrate mastery of knowledge in environmental management in development planning.
- PLO2 Evaluate critically and logically by applying integrative knowledge and appropriate skills to solve natural resource, environmental and societal issues and problem.
- PLO3 Display the technical skills by using interdisciplinary approach in sustainable land use and natural resource management in development planning.
- PLO4 Possess practical skills of using new environmental tools and instruments, and demonstrate ability to present information to the public and professionals effectively in the field of environmental management in development planning.
- PLO5 Communicate ideas effectively both in written and oral by using appropriate forms of presentation confidently, accurately and coherently in a well-structured manner to a diverse audience.
- PLO6 Acquire skills of using a broad range of information, media and technology applications to support environmental studies and/or works.
- PLO7 Integrate numerical and graphical/visual data for environmental studies and/or works.
- PLO8 Display good leadership skills, forbearance, creative and credible qualities and necessary skills to work as a team within a society in dealing with planning and execution of environmental management issues.

- PLO9 Exhibit ability of integrating complex information related to natural resource and the environment and possess an inquisitorial stance towards lifelong learning.
- PLO10 Demonstrate entrepreneurial competency by initiating projects at local/national level by taking into account environmental and socioeconomic values.
- PLO11 Exhibit responsibility in conducting a given task and possess high discipline, ethic, moral and professionalism values in environmental management in development planning.

Courses

Table 1 below shows all the courses offered under Master in Environmental Management (Development Planning) Programme.

Table 1: All Courses Offered under Master in Environmental Management (Development Planning)

Year/ Semester	Course Code	Course Name
Joint SLUSE Module		
1/1	JSM6012	Ecological System: Concept and Issues
1/1	JSM6022	Land Use and Natural Resource Management
1/1	JSM6072	Community Livelihood Strategies and Agricultural Systems
1/1	JSM6042	Applied Environmental and Resource Economics
1/2	JSM6053	Monitoring Using Earth Observation (EO) and GIS
1/3	JSM6064	Environmental Management Instruments and Systems
Joint Experiential Module		
1/2	JEM6014	Interdisciplinary Methodology
1/2	JEM6025	Interdisciplinary Field Work and Report/ Project Paper
Core Module		
1/3	CMD6013	Development and Society
2/1	CMD6023	Development Economics
2/1	CMD6033	Regional Development Planning
2/1	CMD6043	Project Planning and Evaluation
2/2	CMD6056	Research Project

Courses Synopsis

JSM6012 ECOLOGICAL SYSTEM: CONCEPT AND ISSUES

The course introduces the basic environmental issues facing the modern world. Recalling past international commitments to address environmental problems, the "unfinished" agenda is also addressed. The course also discusses the basic principles in ecology, ecological systems and functions with the emphasis of human intervention. Natural ecosystem is discussed in relation to "disturbed" ecosystem both in its contents and functions. The artificial ecosystem, mainly agro-ecosystems, is discussed at length to ensure sufficient understanding of its functions, capabilities and limitations in performing its role in maintaining the expected functions.

JSM6022 LAND USE AND NATURAL RESOURCE MANAGEMENT

This course introduces various types of land uses and the current land use practices. The critical concepts of sustainability in land use and natural resource management are also discussed. In addition, the implications or consequences of unsustainable land use and natural resource exploitation that leads to environmental degradation and the idea of carrying capacity are narrated. The concepts of sustainable land use planning and urban development are discussed through various case studies.

JSM6072 COMMUNITY LIVELIHOOD STRATEGIES AND AGRICULTURAL SYSTEMS

This course discusses the impact of environmental change on community livelihood strategies. The focus is particularly on the rural communities whose economic lives are dependent on agriculture. For this reason, embedded in the learning units are four categories of capital, namely social, financial, human and physical, used to frame the sustainability of the communities' livelihood strategies. The course also examines the livelihood strategies adopted by the local communities amidst social and economic transformation in their community. It examines the income diversification processes such as the changing types of income-generating activities within the community, the changing gender roles in the face of diversification processes, and the overall changing community structure in adapting to this diversification. It also discusses the transformation of economic production in the rural areas such as the issues relating to shifting cultivation, big-scale agriculture schemes, application of poverty alleviation policies and practices, and community-based natural resource management. As such, the course analyzes the relationship between community and exogenous groups in adapting to the different livelihood strategies and its ramifications in altering the natural environment.

JSM6042 APPLIED ENVIRONMENTAL AND RESOURCE ECONOMICS

This course is intended to provide students with a sound knowledge of environmental management and resource economics in the Third World. The course will cover three components which are concepts in the environmental management and resource economics, environmental economics and resource management. Topics covered are: market failures, renewable and non-renewable resources; state, market and society; poverty, environment and development; patterns of growth and environmental pressure; and tools in renewal resource management, air and water pollution and valuation, regulatory instruments, forest management and timber rents, and natural resource accounting.

JSM6053 MONITORING USING EARTH OBSERVATION (EO) AND GIS

The course discusses topics on the principles and operations of Earth Observation (EO) and GIS, aerial photography and its applications, remote sensing, understanding and interpretation of satellite image, mapping and survey by using GPS. In addition, students will conduct case studies and practical work in the laboratory on a given topic about EO and GIS application for environmental monitoring.

JSM6064 ENVIRONMENTAL MANAGEMENT INSTRUMENTS AND SYSTEMS

The course is aimed to provide overall understanding on various international or national environmental policies or acts such as the Earth Summit, Kyoto Protocol, National Policy on the Environment, Environmental Quality Act, The Natural Resources and Environmental Ordinance and several other regulations/ orders which are related to environmental policy. In addition, topics on environmental management tools such as Environmental Management System (EMS) and Environmental Impact Assessment (EIA) will be discussed.

JEM6014 INTERDISCIPLINARY METHODOLOGY

This interdisciplinary research methods course incorporates both the natural and social science research approaches. The course emphasizes on three main components: (1) statistical methods, (2) social research, and (3) natural scientific research, which requires students to apply the various concepts and techniques in an interdisciplinary research.

JEM6025 INTERDISCIPLINARY FIELD WORK

This course introduces interdisciplinary field work where the students are given opportunity to apply their interdisciplinary knowledge in research methodologies. The interdisciplinary field work is conducted for a duration of 14 days (2 weeks) and students will be divided in groups and placed at various locations. A specific topic will be assigned to each group and the students are expected to carry out studies which encompass all disciplines. During the field work, the students will be supervised by resource persons of various field of expertise. At the end of the course, the students are expected to present their findings and submit a comprehensive report on their interdisciplinary findings for evaluation.

CMD6013 DEVELOPMENT AND SOCIETY

This course discusses different theories of development, examines concepts of development and underdevelopment from a historical perspective. The political economy of development and the role of the state in development policy formulation and programmes implementation will be examined. The transformative process of development and its impact on various communities, gender relations, resource sustainability and the environment will also be discussed. Community development from a people-centred perspective which addresses issues of poverty and marginalization will be the focus of the course

CMD6023 DEVELOPMENT ECONOMICS

This course is intended to provide students with knowledge of development economics in the Third World countries. The course will cover three components which are economic growth theories, factors for economic growth, and trade and policy issues in development. Topics covered in economic growth are modern growth models, recent neoclassical growth theory and endogenous growth model whereas factors for growth that would be discussed include human capital, non-human capital and technology. In the trade and policy issues in development component, students will be exposed to trade and policies as well as global financial issues. Some sub-topics covered are historical perspective on international trade, role of international trade in development, role of agriculture vs industry in poverty issues, international financial agencies (IMF, ADB) and economic crisis, and fiscal policies in national development.

CMD6033 REGIONAL DEVELOPMENT PLANNING

This course addresses theories and contemporary issues with respect to regional planning and developed a foundation in theory and methods of analysing urban and regional transformation. It draws on political economy, institutional economics and regional science, as well as on politics and sociology. The discussion will encompass labour markets, migration, trade and investment and restructuring shape patterns of local and regional development as well as the institutional cultural dimensions of regional change. Finally, students will evaluate the various approaches to regional development in selected countries.

CMD6043 PROJECT PLANNING AND EVALUATION

This course provides students with comprehensive understanding of project planning and practical programme evaluation covering the broad concepts and theory of successful planning, organization, implementation and evaluation of public and private projects (including non-profit) organizations. It focuses on issues arising from the planning and evaluation of projects and gives special attention to their effects on social welfare as well as inter-generational impacts. It uses investment and financial appraisals and social cost-benefit ratio in its analysis but is inclusive of all intangibles (time, recreation, travel and human life) and all disadvantaged stakeholders.

CMD6056 RESEARCH PROJECT

This course is designed to allow students to conduct an independent research projects within the scope of environmental management. The students will be exposed to the real research practices by applying relevant theories, concepts and research methodologies to carry out a research project. The students will be guided by a supervisor in the relevant discipline. Students are required to present their proposal and final findings. The students are also required to produce a final output of the research project in the form of a report at the end of the research.

LINK TO OTHER REFERENCES

A lot of important information such as announcement about registration, timetable, graduate regulations are available at UNIMAS Centre for Graduate Studies (CGS) website as follows:

<https://www.postgrad.unimas.my/>

As SLUSE master's programme is master by coursework, all students need to refer to the Graduate Studies Regulations which is available at the CGS website at the following link:

https://www.postgrad.unimas.my/images/PDF_File/CGS/NEWGraduate_Studies_Regulation_Coursework_Program-Jan_2025.pdf

Besides that, UNIMAS Business School (UBS) is in charge of collecting tuition fee from the students enrolled into SLUSE master's programme. Thus, you may refer to their webpage at the following link:

<https://www.business.unimas.my/>

References from UNIMAS library (*Perpustakaan Tun Abdul Rahman Ya'kub*) can be accessed via

<https://www.library.unimas.my>

Information on APEL for students with prior learning experience can be obtained from

<https://apel.unimas.my>

ALUMNI TESTIMONY



Aaron Ismanto anak Anggang, Ministry of Education, Malaysia
Master in Environmental Management (Development Planning) (Cohort 20)

As a geography teacher, pursuing a Master's Programme in SLUSE has been an enlightening and enriching journey that has significantly enhanced my professional and personal growth. This programme's unique blend of academic rigor and immersive fieldwork provided me with a comprehensive understanding of how geographic principles can be applied to foster sustainable livelihoods within communities. One of the highlights of the programme was the extensive fieldwork component. Engaging directly with communities, I had the opportunity to apply theoretical knowledge to real-world challenges. We worked alongside local residents to develop sustainable practices that improved their livelihoods while preserving their natural resources. This immersive experience was invaluable, allowing me to witness first-hand the resilience and ingenuity of communities striving for sustainability. The interdisciplinary approach of the programme was another standout feature. This approach not only deepened my understanding of the interconnectedness of these fields but also equipped me with the skills to address complex issues from multiple angles. The collaborative nature of the coursework encouraged innovative thinking and problem-solving, which has been invaluable in my teaching career. In conclusion, the Master's Programme in SLUSE has profoundly impacted my career as a geography teacher. The integration of fieldwork with academic learning provided me with practical experience and a robust theoretical framework that will be essential in my PhD studies. Last but not least, I highly recommend this programme to fellow educators and professionals who are passionate about making a positive impact on communities and the environment.



Mr Dickens joined SLUSE master's programme when he was working with Land Custody and Development Authority (LCDA). After graduation, he started to explore opportunities to contribute better in the Malaysian economy. He is currently trainer in a certified Malaysian Sustainable Palm Oil and other certifications Auditor and Trainer with over 19 years' experience in oil palm industry. In addition, he has received several awards in his career such as Anugerah Usahawan Bumiputra 2023 and Best Trainer (Sarawak Region) HRDC Award 2023.

Dickens Mambu, Trainer, NESUS Certification Sdn Bhd
Master in Environmental Management (Development Planning)
(Cohort 11)

Pursuing postgraduate studies at UNIMAS was driven by my goal to enhance my public service work to be more policy-driven and impactful. The unique and increasingly important intersection of environmental and social sciences offers critical insights for addressing today's complex challenges. At UNIMAS, I benefited from learning directly about Sarawak-specific issues, guided by experts with in-depth local knowledge. This experience equipped me with a strong foundation in research methodology, which became essential in securing a role that values evidence-based approaches. My postgraduate journey not only broadened my perspective but also continues to shape my career growth in meaningful ways.

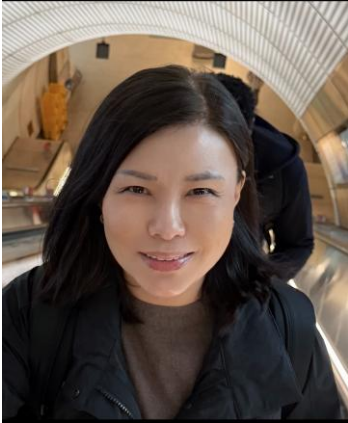
Yong Li Na, Social Policy Officer, UNICEF Malaysia
Master in Environmental Management (Development Planning) (Cohort 21)

I had the privilege of being a part of the SLUSE-M second Cohort in 2001 and discovered that this program offers a wealth of knowledge in both theory and practical application. The program's interdisciplinary approach and focus on the central theme of SUSTAINABILITY are highly practical and beneficial for individuals aiming to excel in leadership roles.

Furthermore, engaging in joint fieldwork with colleagues from diverse backgrounds not only provides exposure to various disciplines but also offers valuable cross-cultural perspectives on shared challenges, aiding in informed decision-making. Thanks to this program, I have enhanced my executive skills and gained a deeper understanding of the importance of maintaining a balance between social, economic, and environmental factors.



Joseph Blandoi, General Manager, Sarawak Land Consolidation and Rehabilitation Authority (SALCRA)
Master in Environmental Management (Development Planning) (Cohort 1)



Nancy Lim, PETRONAS
DAGANGAN BERHAD, Authorised
Dealer
Master in Environmental
Management (Development
Planning) (Cohort 22)

I successfully completed my Master's in Environmental Management (Planning & Development) under SLUSE program, UNIMAS in 2024.

Balancing my studies with professional and personal commitments was both manageable and rewarding. The program provided an excellent combination of academic rigour and practical experience, allowing me to build valuable industry connections and expand my network across multidisciplinary fields.

One of the most enriching aspects of the course was the opportunity to gain unique insights through real-life experiences living and engaging with local communities and the environment. Collaborating with visiting students from abroad further broadened my perspective and deepened my understanding of environmental issues in both local and international contexts.

I highly recommend SLUSE UNIMAS to anyone considering postgraduate studies, especially those interested in coursework-oriented programs that integrate practical learning with academic excellence.

I love this SLUSE Master Programme as it has given me a true meaning and insights of sustainability in all aspects of tangible and intangible things around us. I am blessed for being able to be part of the alumni and I truly treasure the marvelous moment and experiences that I have gone through in SLUSE Master Programme particularly on how to conserve our precious world. The contents and activities in the programme are designed to bring graduates of this programme towards achieving the Sarawak state government's objectives in making the Post Covid Development Strategy (PCDS) a reality.

Eddy anak Nayoi, Bau District Officer
Master in Environmental Management (Development
Planning) (Cohort 21)



SLUSE programme - not only provides academic qualification but opportunity to enhance knowledge and skills gained through joint fieldwork. This also helps to establish the network with both local and international students as well as network with local community.

Jona anak Kerani, Director of Malaysian Investment Development Authority (MIDA), Sarawak
Master in Environmental Management (Development Planning) (Cohort 1)



SLUSE Master Programme has opened my eyes on how I see the world surrounding me and to understand the interaction between humans and the environment. My coursemates have helped me a lot during this programme to expand my ideas and views on the topics discussed in the whole learning journey. The exciting part of SLUSE Master Programme was the interdisciplinary fieldwork in which we were required to conduct the fieldwork by applying natural and social science methodologies learned in the class including soil assessment, water quality analysis, biodiversity assessment and conducting household surveys with the villagers. It was an unforgettable experience that I ever had especially with my coursemates from different backgrounds and expertise. I urge those who are interested in environmental management and want to know more about interdisciplinary approaches (natural and social sciences) to sign up for the programme. Unleash your potential and join SLUSE now!

Gregory James anak Garim, Executive
Master in Environmental Management (Development
Planning) (Cohort 20)

CODE OF ETHICS SEXUAL HARASSMENT

Dasar Menangani Gangguan Seksual Di Universiti Malaysia Sarawak (UNIMAS)

1. *Pengenalan*
 - 1.1 *Dasar Menangani Gangguan Seksual (DMGS) di Universiti Malaysia Sarawak (UNIMAS) memperuntukkan dan menggariskan perkara-perkara berikut:*
 - a) *Maksud gangguan seksual*
 - b) *Bentuk-bentuk gangguan seksual dan kesan*
 - c) *Pernyataan tegahan dan larangan*
 - d) *Peranan dan tanggungjawab warga UNIMAS dalam menangani gangguan seksual*
 - e) *Prosedur pengendalian kes gangguan seksual*
 - f) *Perlindungan ke atas pengadu/saksi*
 - g) *Tatacara Penyelesaian*
 - h) *Tindakan disiplin*
2. *Latar Belakang*
 - 2.1 *Pentadbiran negara Malaysia melihat gangguan seksual sebagai perbuatan serius yang boleh mengganggu hubungan dalam pekerjaan. Pada tahun 1993, kerajaan telah menggariskan larangan gangguan seksual dalam sektor awam melalui Peraturan 4A, Peraturan-Peraturan Awam (Kelakuan dan Tatatertib) 1993. Pada tahun 2005, kerajaan mengedarkan Pekeliling Perkhidmatan Bilangan 22 yang mengandungi dokumen Garis Panduan Mengendalikan Gangguan Seksual di Tempat Kerja Dalam Perkhidmatan Awam. Selain itu, pada tahun 1999, Kementerian Sumber Manusia memperkenalkan Kod Amalan Untuk Mencegah dan Membasmi Gangguan Seksual di Tempat Kerja untuk diguna pakai di sektor swasta.*
3. *Pernyataan Dasar*
 - 3.1 *Universiti Malaysia Sarawak, sebagai sebuah agensi perkhidmatan awam yang merupakan badan berkanun, telah menerima pakai Pekeliling Perkhidmatan Bilangan 25 Ogos 2005. Untuk menunjukkan pihak UNIMAS tidak akan bertoleransi dengan perbuatan gangguan seksual, UNIMAS dengan ini menjadikan gangguan seksual sebagai satu bentuk salah laku yang boleh membawa kepada tindakan disiplin dan hukuman lain jika salah laku dibuktikan.*
4. *Takrifan*
 - 4.1 *Dalam DMGS ini, melainkan jika konteksnya menghendaki makna yang lain—*
“universiti” merujuk kepada Universiti Malaysia Sarawak (UNIMAS);

“pelajar” merujuk kepada seseorang pelajar berdaftar yang mengikuti kursus pengajian secara sepenuh masa atau separuh masa di UNIMAS;

“warga UNIMAS” merujuk kepada kakitangan yang berkhidmat di UNIMAS, yang meliputi akademik dan bukan akademik, juga termasuk pelajar yang mengikuti pengajian secara sepenuh masa dan separuh masa di UNIMAS;

“kampus” merujuk kepada kampus UNIMAS yang meliputi semua institusi, bangunan dan asrama universiti;

“luar universiti” merujuk kepada mana-mana kawasan di luar kampus UNIMAS;

“kakitangan” merujuk kepada mana-mana perkerja yang berkhidmat untuk UNIMAS;

“orang luar” merujuk kepada individu berikut:

- a) Dia seorang yang mempunyai hubungan yang sah dengan UNIMAS untuk tujuan pembelajaran, latihan atau perantisan*
- b) Dia seorang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*
- c) Dia seorang yang bekerja secara sah dengan orang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*
- d) Dia seorang pelawat yang mempunyai urusan yang sah dengan UNIMAS*
- e) Dia seorang pelawat yang berada di premis universiti secara sah dan termasuk orang yang menerima khidmat secara sah daripada mana-mana pusat tanggungjawab UNIMAS*
- f) Dia seorang yang berada di premis universiti secara tidak sah atau secara tanpa kebenaran daripada pihak UNIMAS*

“pengadu” merujuk kepada pelajar atau kakitangan UNIMAS yang mendapati dirinya atau orang yang mempercayai dia mengalami gangguan seksual ataupun diganggu secara seksual dan membuat laporan rasmi berkenaan kejadian tersebut, dengan syarat bahawa orang ini mestilah mempunyai kaitan dengan UNIMAS dalam konteks berikut:

- 1) Dia seorang yang memasuki hubungan pekerjaan dengan UNIMAS secara sah dan boleh dikuatkuasakan oleh undang-undang*
- 2) Dia seorang yang mempunyai hubungan yang sah dengan UNIMAS untuk tujuan pembelajaran, latihan atau perantisan*
- 3) Dia seorang yang dilantik secara sah untuk memegang jawatan awam atau jawatan berasaskan statut di UNIMAS*
- 4) Dia seorang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*
- 5) Dia seorang yang bekerja secara sah dengan orang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*
- 6) Dia seorang pelawat yang mempunyai urusan yang sah dengan UNIMAS*
- 7) Dia seorang pelawat yang berada di premis universiti secara sah dan termasuk orang yang menerima khidmat secara sah daripada mana-mana pusat tanggungjawab UNIMAS;*

“pengganggu” merujuk kepada individu, sama ada kakitangan, pelajar, orang luar, yang dinamakan oleh pengadu sebagai bertanggungjawab dalam melakukan gangguan seksual atau orang yang dikatakan mengganggu pengadu secara seksual dengan syarat bahawa orang ini mestilah mempunyai kaitan dengan UNIMAS dalam konteks berikut:

- a) Dia seorang yang memasuki hubungan pekerjaan dengan UNIMAS secara sah dan boleh dikuatkuasakan oleh undang-undang*
- b) Dia seorang yang mempunyai hubungan yang sah dengan UNIMAS untuk tujuan pembelajaran, latihan atau perantisan*
- c) Dia seorang yang dilantik secara sah untuk memegang jawatan awam atau jawatan berasaskan statut di UNIMAS*
- d) Dia seorang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*

- e) *Dia seorang yang bekerja secara sah dengan orang yang memasuki kontrak untuk memberi khidmat (contract for service) dengan UNIMAS*
 - f) *Dia seorang pelawat yang mempunyai urusan yang sah dengan UNIMAS*
 - g) *Dia seorang pelawat yang berada di premis universiti secara sah dan termasuk orang yang menerima khidmat secara sah daripada mana-mana pusat tanggungjawab UNIMAS*
 - h) *Dia seorang yang berada di premis universiti secara tidak sah atau secara tanpa kebenaran daripada pihak UNIMAS*
- “ketua” merujuk kepada pemegang jawatan rasmi yang tertinggi di sesebuah jabatan, fakulti, unit, bahagian, pusat (center), asrama atau kolej di UNIMAS;*

“tindakan disiplin” merujuk kepada prosedur disiplin yang tertakluk dalam protokol gangguan seksual ini;

“tugasan rasmi” merujuk kepada urusan yang berhubung dan berkaitan secara langsung dengan UNIMAS; dan

“gangguan seksual” merujuk kepada salah laku disiplin yang diguna pakai dalam DMGS ini.

5. Definisi Gangguan Seksual

5.1 *Gangguan seksual bermaksud sebarang tingkah laku berunsur seksual yang tidak diingini, tidak disenangi dan memberi kesan sebagai satu gangguan sama ada secara lisan, bukan lisan, visual, psikologi atau fizikal;*

- *Yang atas sebab yang munasabah, yang dianggap oleh pengadu sebagai syarat berbentuk seksual ke atas pekerjaan atau pembelajarannya; atau*
- *Yang atas sebab yang munasabah, boleh dianggap oleh pengadu sebagai satu pencabulan maruah, atau penghinaan atau ancaman terhadap dirinya tetapi tiada hubungan terus ke atas pekerjaan atau pembelajarannya; dan*
- *Gangguan seksual boleh berlaku sekali atau berulang kali.*

5.2 *Gangguan seksual dalam konteks ini diklasifikasikan seperti yang berikut:*

- *Gangguan seksual berbentuk balasan atau quid pro quo*
Merujuk kepada gangguan berbentuk seksual, permintaan memberikan ganjaran seksual (sexual favour), atau perbuatan lisan atau fizikal atau komunikasi bertulis yang berbentuk seksual yang memberi kesan secara langsung kepada status pekerjaan kakitangan dan pembelajaran pelajar.
- *Gangguan seksual yang mengancam ketenteraman peribadi kakitangan dan pelajar UNIMAS*
Merujuk kepada tingkah laku seksual yang dianggap oleh pengadu sebagai ancaman, ugutan dan penghinaan, tetapi tidak mempunyai kaitan secara langsung dengan faedah-faedah pekerjaan atau pembelajaran. Termasuk dalam klasifikasi ini ialah gangguan seksual sesama kakitangan atau sesama pelajar dan antara kakitangan dan pelajar, oleh orang luar yang berurusan dengan universiti terhadap kakitangan atau pelajar UNIMAS.

5.3 *Gangguan seksual di luar kampus universiti yang timbul daripada hubungan dan tanggungjawab yang berkaitan dengan pekerjaan dan pembelajaran di universiti ini. Situasi gangguan seksual seperti ini yang boleh berlaku merangkumi (tetapi tidak terhad kepada):*

- a) *Majlis sosial berhubung dengan tugas rasmi universiti*
 - b) *Semasa kakitangan menjalankan tugas atau pelajar mengikuti tugas rasmi universiti*
 - c) *Sesi persidangan atau latihan berkaitan dengan tujuan pekerjaan dan pembelajaran*
 - d) *Semasa perjalanan berkaitan dengan tugas rasmi universiti*
 - e) *Melalui telefon dan media elektronik*
- 6. *Bentuk – bentuk Gangguan Seksual*
 - 6.1 *Bentuk-bentuk gangguan seksual boleh diklasifikasikan kepada lima jenis, iaitu:*
 - a) *Gangguan secara lisan*
 - b) *Gangguan secara isyarat/ bukan lisan*
 - c) *Gangguan visual*
 - d) *Gangguan psikologi*
 - e) *Gangguan fizikal*
- 7. *Pernyataan Tegahan dan Larangan*
 - 7.1 *Mana-mana perbuatan yang dianggap dan/atau menjurus kepada perlakuan gangguan seksual yang digariskan dalam Perkara 4 dan 5 di atas adalah bertentangan dengan DMGS UNIMAS dan dengan ini ditegah dan dilarang sama sekali. Larangan ini terpakai kepada semua kakitangan UNIMAS sama ada berjawatan tetap, kontrak atau sementara, pelajar dan orang luar semasa berada di kampus.*
- 8. *Peranan dan Tanggungjawab Warga UNIMAS*
 - 8.1 *Gangguan seksual boleh berlaku kepada sesiapa sahaja dalam konteks hubungan dalam kalangan warga UNIMAS. Hubungan antara pengadu dengan pengganggu biasanya merupakan hubungan berbentuk hierarki atau yang disokong oleh hierarki. Untuk menangani kes gangguan seksual, penggunaan kuasa yang betul dan jujur serta menghormati hak masing – masing adalah amat penting.*
 - 8.2 *Warga UNIMAS memainkan peranan penting untuk mempromosi dan mewujudkan persekitaran universiti yang aman dan bebas daripada segala bentuk ancaman, termasuk gangguan seksual. Hal ini boleh ditangani dengan membincangkan secara telus masalah gangguan seksual untuk mencari penyelesaian pada setiap peringkat universiti.*
 - 8.3 *Warga UNIMAS berperanan memberi sokongan kepada seseorang yang datang meminta bantuan kerana mengalami gangguan seksual. Jika kakitangan kampus merupakan seseorang yang berada dalam kedudukan berkuasa dan boleh membantu secara formal dan sah, menjadi tanggungjawabnya untuk berbuat demikian. Kakitangan dalam kumpulan setara juga boleh membantu dengan mendapatkan maklumat berkaitan penyelesaian aduan pengadu.*
- 9. *Tindakan Yang Boleh Diambil Oleh Seseorang Yang Mengalami Gangguan Seksual*
 - 9.1 *Apabila seseorang mempercayai dirinya mengalami gangguan seksual, dia boleh mengambil beberapa bentuk tindakan. Keputusan mengambil tindakan mestilah dibuat oleh pengadu secara sukarela, dan bukan kerana paksaan. Berikut merupakan tindakan yang boleh diambil oleh pengadu:*
 - a) *Memberitahu/ berkongsi masalah dengan seseorang. Pihak-pihak yang boleh dihubungi ialah Ketua di jabatan, unit, fakulti atau bahagian, rakan-rakan dan juga kakitangan universiti seperti pensyarah, penolong pendaftar, pengurus asrama dan kaunselor.*

- b) *Membuat dan menyimpan catatan berkaitan insiden gangguan seksual. Catatan berkenaan haruslah dibuat secara terperinci yang boleh dan mengandungi rekod mengenai masa, tempat, keadaan dan perasaan pengadu semasa mengalami gangguan tersebut. Komunikasi pengadu kepada seseorang berkenaan insiden tersebut mungkin boleh dijadikan bukti. Jika gangguan melibatkan serangan seksual, pengadu dinasihatkan supaya segera mendapatkan rawatan perubatan dan berterus terang kepada pegawai perubatan mengenai punca kecederaan.*
 - c) *Mengakses prosedur penyelesaian gangguan seksual yang sah dan tepat.*
- 10. *Perlindungan ke atas Pengadu dan Saksi*
 - 10.1 *Pengadu dan / atau saksi dalam kes gangguan seksual diberi jaminan untuk dilindungi oleh UNIMAS semasa siasatan dan perbicaraan kes berlaku dan segala maklumat ataupun aduan dianggap sebagai sulit. Langkah perlindungan ini dijalankan bagi memastikan bahawa pengadu dan / atau saksi berada dalam keadaan selamat tanpa ancaman daripada pengganggu. Sebarang pendedahan maklumat sulit yang berkaitan dengan pengadu dan / atau saksi dianggap melanggar DMGS ini dan boleh dikenakan tindakan disiplin.*
- 11. *Tatacara Penyelesaian*
 - 11.1 *Mana-mana kes gangguan seksual yang berlaku di dalam UNIMAS akan diselesaikan terlebih dahulu mengikut Tatacara Penyelesaian Kes Gangguan Seksual UNIMAS sebelum tindakan disiplin di bawah Akta Badan-Badan Berkanun (Tatatertib dan Surcaj) 2000 (Akta 605), ialah satu tatacara yang memperuntukkan garis panduan dan peraturan penyelesaian kes gangguan seksual.*
- 12. *Tindakan Disiplin*
 - 12.1 *Prosedur tindakan disiplin untuk badan berkanun terpakai dan berkuat kuasa bagi mengadili kes gangguan seksual. Jika hasil penyiasatan mendedahkan bukti-bukti sahih yang menyokong aduan dan ia disokong, maka pelaku salah (pengganggu) akan dikenakan tindakan disiplin mengikut Akta Badan-Badan Berkanun (Tatatertib dan Surcaj) 2000 (Akta 605). Tindakan penamatan kontrak, tempoh percubaan serta pemecatan terus boleh dikenakan ke atas kakitangan yang berjawatan kontrak, sementara atau dalam tempoh percubaan serta boleh dikenakan tindakan perundangan bagi kes jenayah di bawah Kanun Keseksaan (Akta 574). Pelajar akan tertakluk kepada tindakan tatatertib di bawah Akta Universiti dan Kolej Universiti 1971 dan Kaedah - Kaedah Universiti Malaysia Sarawak (Tatatertib Pelajar-Pelajar) 1999.*
- 13. *Semakan dan Pindaan*
 - 13.1 *Dasar ini akan disemak dan dipinda dari semasa ke semasa mengikut perubahan dalam undang - undang Malaysia yang berkuat kuasa dan apabila perlu berbuat demikian bagi memastikan keberkesanannya dalam membendung dan menangani masalah gangguan seksual.*
- 14. *Penutup*
 - 14.1 *Dasar Menangani Gangguan Seksual di UNIMAS menunjukkan komitmen universiti bagi menyediakan persekitaran pekerjaan dan pembelajaran yang selamat kepada kakitangan dan pelajar UNIMAS.*
 - 14.2 *Pendekatan yang digunakan dalam DMGS berperanan menyampaikan maklumat yang betul berkenaan masalah gangguan seksual, proses penyelesaian dan mewujudkan rasa tanggungjawab dalam kalangan warga universiti untuk menangani masalah gangguan seksual.*

PROHIBITION AGAINST PLAGIARISM

- 1) Students should not plagiarize other people ideas, writings, date or inventions belonging to another person.
- 2) For this purpose, plagiarism includes:
 - a. The acts of taking other people's ideas, writings, data or inventions of another person and claiming these as their own: or
 - b. Any attempt to make or the act of making or passing off other people's works as their own
- 3) Without compromising the broad definition given in (2) students commit plagiarism when they;
 - a. Publish any abstract or summary, scientific or academic paper, a book or part of a book written by several people as their own;
 - b. Include themselves or allow themselves to be included in any abstract or summary, scientific or academic paper, or a book without contributing anything;
 - c. Force others to include them as joint researcher or author without contributing anything;
 - d. Quote academic data based on research with other people, such as laboratory fieldwork findings, whether published or not, and claim the data as part of their academic research without acknowledging the others or the original source;
 - e. Use research data from joint research without obtaining permission from or acknowledging the other researchers;
 - f. Copy other people's ideas or work in any form, either written, printed or electronic, in slides form, teaching materials or research instruments, and claim those as their own either directly or indirectly;
 - g. Translate whole or part of other people's writing or inventions and present the translated version in any form as their own;
 - h. Quote, paraphrase or change other people's ideas from writings inventions and rearrange the ideas in any form without proper referencing.

Again, a warm welcome to you to **empower your path** in advancing and continuing your learning journey in UNIMAS. UNIMAS equips you with the knowledge and skills **to thrive** and **transform communities**.

Wishing you all the best in your exploration!!