

# THE GENDER WAGE GAP IN MALAYSIA

NAME: ELORINA JISON MATRIC NO: BB20110513  
SUPERVISED BY: BEATRICE LIM



## INTRODUCTION

In Malaysia, both gender have equal opportunity to access education. However, based on past studies, it is found that when entering the labour market, women often facing discrimination such as the gender wage gap. According to OECD, gender wage gap is the difference between median earnings of men and women relative to median earnings of men. In short, men usually receive higher wages than women in the labour market.

## FACTORS

1. Education stream. Those who are in the science and technical stream have higher earnings.
2. Women workers concentrated at the lower job rank. Lower job rank usually offer low wages.
3. Marital status. Married women with children receive lower wage due to motherhood penalty.
4. Male dominated occupations. If women work in male dominated occupations, it is more likely they will receive lower pay.

## CONCLUSION

To conclude, the gender wage gap does exist in Malaysian labour market. There are several factors contributing to the gender wage gap in Malaysia. Thus, government as well as the employer should take actions to narrow the gender wage gap and to achieve gender equality.

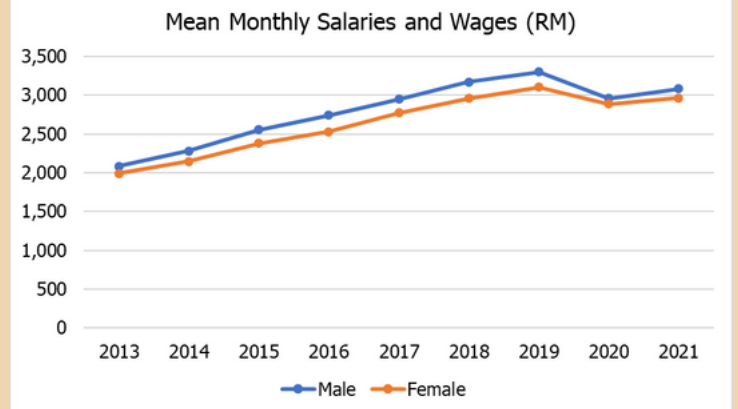
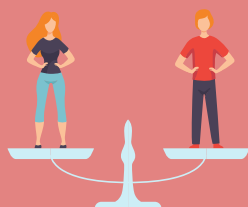


Figure 1: The Mean Salaries and Wages for Female and Male in Malaysia

Source: Department of Statistics Malaysia

From the figure above, it can be seen that male receives higher salaries and wages than female from 2013 to 2021.

## WAYS TO CLOSE GENDER WAGE GAP

1. Implement and enforce existing laws to achieve gender equality.
2. Through education in university levels about the gender discrimination in terms of wage.
3. Create more opportunity for women to participate in the labour force.
4. Encourage men to take parental leave.

## REFERENCES

1. Rahmah Ismail, Chung-Khain Wye and Nur Sabrina Mohd Palel. (2017). Analysis of Glass Ceiling and Sticky Floor Effects for Gender Wage Gap in Malaysian Labour Market. *Jurnal Ekonomi Malaysia*, 51(2). 131-142.
2. Rahmah Ismail and Idris Jajri. (2012). Gender Wage Differentials and Discrimination in Malaysian Labour Market. *World Applied Sciences Journal*, 19(5). 719-728.
3. Nurfatin Irdina Muhammad Najib and Noriza Majid. (2021). Analysis of Gender Income Gap in Malaysia. *Journal of Quality Measurement and Analysis*, 17(1). 49-59.
4. Zaiton Othman and Nooraini Othman. (2015). A Literatural Review on Work Discrimination among Women Employees. *Asian Social Science*, 11(4). 26-31.