



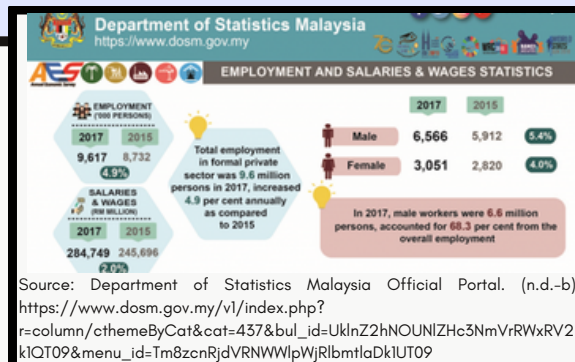
CHALLENGES OF FEMALE WORKERS IN A PRIVATE SECTOR IN MALAYSIA

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Introduction

Females' participation in the labour force has increased over time. According to the Department of Statistics Malaysia, the total employment in the formal private sector in Malaysia was 9.6 million people in 2017. It shows an increase of 4.9 percent every year compared to 2015. The involvement of female workers in the sector in Malaysia also showed an increase, with 2820 female workers in 2015 and 3051 in 2017. However, there are still many challenges faced by female workers, especially in the private sector in Malaysia.



Challenges of Female Workers In a Private Sector In Malaysia

Gender discrimination or inequality between male and female:

- Can be observed and acknowledged in all decisions made about compensation, dismissals, promotions, recruiting, leave, and incentives.
- Gender wage inequality occurs when women receive salaries and benefits that differ from those received by males for the same position, quality, and quantity of work.
- For example, Men are more likely than women to be promoted, even when they don't deserve it.



Victim of sexual harassment at work

- However, no complaints have been filed against the male employees, primarily because doing so would be embarrassing. Some are even afraid to speak up for fear of losing their jobs or becoming victims after work hours because the management does not guarantee their safety.

Unbalanced work and life

- Especially among married women.
- Women frequently confuse personal and professional priorities. As a result, women are reluctant to accept any kind of responsibility, and the majority of the time, this has been used as an explanation for not giving women leadership roles at work.

Discrimination in hiring procedures

- In particular, for technical and engineering occupations, firms tend to favor recruiting men over women. In addition, some companies have policies against hiring pregnant women.

Recommendation

- Applying distributive fairness to the administration of rewards and compensation can abolish wage inequity.
- Performance evaluations should become the basis for promotions.
- Auditing the workplace to find internal practices that result in this inequity behavior in the workplace.
- Internal Training: training aid in raising understanding of gender issues and how they affect interactions amongst co-workers.
- Employers should implement and highlight a zero-tolerance policy against violence and sexual harassment at work in order to decrease the number of sexual harassment incidents.
- Regardless of gender, applying standard performance management to evaluate all of their workers.

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