

# GENDER INEQUALITY IN MALAYSIA'S EDUCATIONAL ATTAINMENT AND LABOUR MARKET DYNAMICS



CHONG WEI SHENG BB20110094

SUPERVISED BY: DR BEATRICE LIM

## WHAT IS HAPPENING?

Increased access to educational opportunities has transformed the Malaysian labour force, especially females. (Nagaraj, Goh, Cheong, & Jani, 2014) Nevertheless, several issues temper the beneficial outcomes.

- Young people without higher education risk unemployment and exclusion from the labour force at the hands of degree holders, many of whom are women.
- Female graduates are likely to be unemployed or working in low-paying positions.



## CONCERNS

### FEMALE

Female workers' ability to work in remote locations or under pressure from their families will impact the labour market. Moreover, her family structure and experience may influence it.

### MALE

Males make up most of the workforce and have lower levels of education than females. (Nagaraj, Goh, Cheong, & Jani, 2014)

## FINDINGS

### LACK OF KNOWLEDGE OF GENDER INEQUALITY

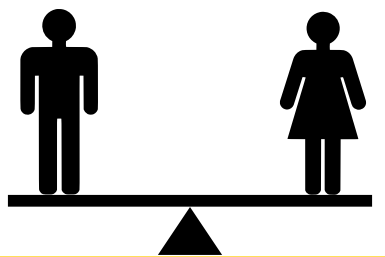
- Women are less likely to work in places far from their families and be bound by marital and family obligations. (Mak, 1998)
- The need for policies must be sufficient to let females reach their full potential personally.

### REFORMING EDUCATION

- It has had less success retaining kids in education, particularly boys.
- A public education system does not consider the requirements of each child it is intended to educate.
- The young people already employed who lack an adequate education should have the educational requirements met. (Nagaraj, Goh, Cheong, & Jani, 2014)

## WHY IS THERE A LACK OF FEMALES IN THE WORKFORCE?

Women face prejudice in the workplace, most demonstrated by their lower average income. Female university graduates are more likely to be unemployed or work unstable temporarily, and females are underrepresented in positions of power. (SIDA, 2017)



## HOW TO OVERCOME



- Increased enforcement of the rules already in place against sexual harassment and gender-based job discrimination.
- Increase mentoring and other initiatives to increase the proportion of women in traditionally masculine occupations and leadership positions in politics.
- Addressing the opportunity cost of education for the underprivileged. (Preeti Parashar, 2022)

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