

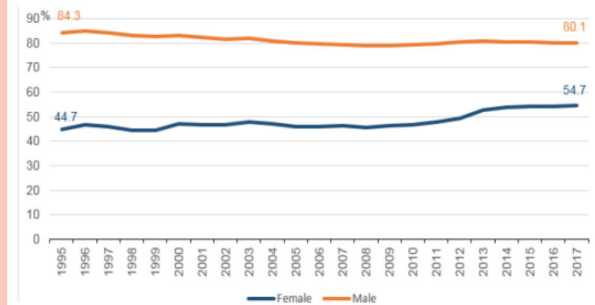
THE CAUSES OF THE GENDER GAP IN THE LABOUR MARKET IN MALAYSIA.

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Introduction

Labor force participation, unemployment, occupational distribution, top management employment involving decision-making, and average monthly salary can all be used to observe gender inequality in the Malaysian labour market. Despite the fact that females outperform their male counterparts in terms of educational achievement, this inequality generally works against them.

Proportion of labour force participation by gender in Malaysia (1995-2017)



- From the data, it was found that the data for men was relatively flat, showing a 0.5% decline from 2.6% in 2005 to 3.1% in 2017.
- However, the female value decreased by 9.3% from 68.8% in 2005 to 59.5% in 2017. While the figure for females may be encouraging given the 9.3% improvement between 2005 and 2017, when compared to male counterparts (59.5% vs. 3.1%) for female and male, respectively, it falls short of the expected improvement.
- The results also suggest that more Malaysian women are choosing paid employment with concomitant flexibility over providing care obligations.

Causes

- Job segregation - The division of labour is one of the causes of gender inequality in the workplace. Most societies have an implicit belief that men are simply better suited to certain jobs. Most of the time, those are the highest-paying jobs. Women's income is reduced as a result of this discrimination.
- Lack of employment equity -- Only six countries in the world provide women with the same legal work rights as men. In fact, most economies grant women only 34% of men's rights. According to studies, if employment became a more level playing field, it would have a positive domino effect on other areas prone to gender inequality.

- Society Mindsets - Whether it's employment, the legal system, or healthcare, how society determines the differences and value of men vs. women plays a starring role in every arena. Gender beliefs remain, and while progress can be made through laws and structural changes, there is often pushback after major change. When there is progress, such as better representation for women in leadership, it is also common for everyone (men and women) to ignore other areas of gender inequality. These attitudes continue to promote gender inequality and public restroom significant change.

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