



## Why does this happen

1. Unequal Employment Opportunities
2. Inequalities in educational attainment between men and women
3. Uneven industry distribution
4. The recruiting unit has a weak concept of employing people
5. Unbalanced supply and demand in the labor market
6. Traditional culture is deeply rooted
7. Weak awareness of rights protection

Apart from gendered social factors, legal barriers such as the pervasive legal gender gap in Malaysian legislation is also one of the key factors preventing women from joining the workforce. It has been argued that existing labor legislation perpetuates discriminatory pay structures and division of labor while disregarding women's reproductive rights and failing to provide adequate legal protections for female employees in the workplace, especially in the private sector.

## What are gender differences in the labor market

The gender gap remains one of the most pressing challenges facing the world of work. Women are significantly less likely than men to join the labor force and once in the job market, they are less likely than men to find a job, and the quality of the jobs they find remains a worrisome issue, a new report from the Malaysian Labor Organization shows. Key issues of concern. The theory of the gender income gap holds that the difference in human capital between men and women is the main reason for the gender income gap. Women actively choose occupations with lower wages because they take care of the family, which objectively forms low-wage occupations dominated by female employees.

## When did this happen

In August 1995, Malaysia ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and since then, the word "sex" has been added to Article 8(2) of the Federal Constitution in an attempt to eliminate discrimination based on gender. Legal discrimination. However, the validity of constitutional protections against sex discrimination, especially against pregnant women, is now being questioned.

The Department of Statistics Malaysia (DOM) recorded a 0.5% increase in labor force participation in the first quarter of 2021, with 38.9% of women actively participating in the labor force. Despite improvements in recent years, the World Bank Organization (WBO) stated in its report, although women outperform men in education, women's labor force participation remains low compared to other countries.

# GENDER DISCRIMINATION AT WORKPLACE IN MALAYSIA

## Where in the workplace is there discrimination based on gender?

Despite the progress made by Malaysian women in the field of educational attainment, gender inequalities persist in the workplace, such as the underrepresentation of women in the workplace, corporate boards, parliament and the cabinet. Malaysian women's labor force is only 55.6%, while men's is 80.7%, so Malaysian women's participation in the labor force is the lowest in Southeast Asia.

## Who is the victim of discrimination

One of the fundamental factors driving women's decision to join the labor market is gender role integration. The social norm of "men as the main breadwinners and women as housewives" deeply affects Malaysia.

These gender ideologies have proven to be detrimental to achieving gender equality in the world of work. A report shows that 56% of Malaysian women face one or more forms of gender discrimination in the workplace, further proving that Malaysian women are still at a disadvantage in terms of fair access to employment opportunities, income, and treatment. Majidah Hashim (Communications Manager) pointed out that the lack of representation of women at the government level has resulted in many women's issues being put aside or not being addressed at all, such as polygamy, sexual harassment and the moral judgment of women's clothing.

## How to deal with this kind of issue

Many people think that the responsibility of women is to bear children and take care of housework. However, according to surveys in recent years, the phenomenon of women's employment has changed, the awareness of self-reliance and self-improvement has improved, and women's willingness to go out for employment has gradually increased.

Occupational gender segregation caused by women's backward employment concepts, serious lack of employment skills, and mismatch between professional quality requirements and their own loose habits are closely related to imperfect social systems and the influence of traditional concepts. Therefore, it is necessary to carry out institutional reforms, strengthen government functions, ensure that men and women receive equal education and equal pay for equal work, and eliminate discriminatory regulations in various units for men and women in the process of promotion. This is an important means to effectively alleviate conflicts and reduce income differences caused by gender.

Kofi Annan said: Gender equality is a prerequisite for reducing poverty, promoting sustainable development and building good government challenges.

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