



Women in Malaysia, especially those of working age, are directly affected by challenges in employment. Affected groups include women in low-income sectors, and those aspiring to lead in male-dominated fields.

### *Key issues prevailing in the labor market in Malaysia*



**Gender pay gap, under-representation of women in leadership and STEM fields, and difficulties in maintaining work-life balance.**

### *Gender Inequality in Workforce Participation*

Gender inequality in the workforce has been a long-standing issue and has become more pronounced with the increased focus on labor force participation in the 21st century. **The labor force participation rate among women is 51.6% and among men is 78% for 2023.**

### *Challenges Do Women Face in Malaysia's Workforce*

Women's labor challenges can be seen throughout Malaysia, especially in **male-dominated sectors**. Rural areas may face more significant issues due to cultural norms, while urban areas struggle with **gender-based pay gaps** and **career advancement** barriers for women



### *Barriers to Women's Workforce Participation*



These issues are largely due to ingrained cultural norms and **traditional roles of women**, as well as a **lack of policies** that fully support women in the workplace. Barriers include **gender bias** in limited access to flexible work arrangements and wage discrimination.

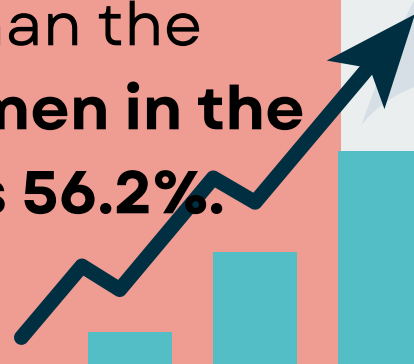
### *Advancing Gender Equality in the Workplace*



Workable solutions include implementing **gender-friendly policies** such as flexible work arrangements (FWA), enforcing equal pay for equal work, increasing women's representation in leadership and STEM fields, and a societal shift towards a more progressive view of women's role in employment.

### **LABOR FORCE PARTICIPATION RATE IN MALAYSIA 2023, BY GENDER**

In 2023, the labor force participation rate of men in Malaysia was **82.3%**. This was significantly higher than the participation rate of women in the workforce, which was **56.2%**.



### **REFERENCES:**

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