

**A STUDY ON WOMEN'S RIGHT: WOMEN'S EMPLOYMENT
AND HOW IT AFFECTS WOMEN'S WAGE RATES IN PRIVATE
SECTOR**

By

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Abstract

In Malaysia, female labour force participation rate is very much lower than that of males, even though they are equally educated. It is commonly observed that women are always less preferable by employers because they are perceived to have less skilled and immobile as compared to men. For women who successfully enter the labour market, they often receive lower wages than their male counterparts do, partly due to discriminatory practices. This paper attempts to examine gender wage gap and legal regulations protecting it in Malaysia for private sector. The analysis of this paper will consist of two parts. The first part will identify the gender wage gap in Malaysia and its relation to employment of women in private sector and secondly, the legal regulations protecting the said issue.

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CHAPTER ONE: INTRODUCTION

1.0 Background

The topic that we chose will give an in-depth study regarding the wages received by Malaysian women who work at the private sector and in comparison to Singapore. It let us explore at the impact thus far on Malaysian women as a result of our open economy, especially since the 1980's.¹

It is interesting for us to study this topic because as we all know Malaysia has no law or statute that protects women around Malaysia who chose to work in private sector in regards of receiving equal pay for the equal work done with the fellow men. Apparently, it comes to our knowledge that women in private sector earn less than men for equal position or works.²

This is contradicting to those women who chose to work in the public sectors, in which they received equal wages for the equal work, same as the men. What is also interesting is that the men are paid much higher on a monthly basis for every type of occupation, even in jobs where women predominate, such as clerical work. It seems that women's work is still considered to be of lower value- even for similar kinds of work.³

There are several lacunae regarding this topic. The lacunae can be troublesome, rather than promoting the betterment of the system itself. It will cause confusion on how to execute the law in real situation. The most obvious lacuna is that in Malaysia, we do not have any specific provision or statute that protects the women's right in term of equal pay for equal work. To compare it with the international perspectives, there

¹ Rahmah Ismail and Idris Jajri, 2012. Gender Wage Differentials and Discrimination in Malaysian Labour Market, World Applied Sciences Journal 19 (5): 719-728

² Supra [1]

³ Supra [2]