



e-Journal of Media & Society

THE LEVEL OF GENDER BIAS IN WORKPLACE AND HOUSEHOLD

Muhammad Saufi Zulqaram, Hani Suraya Harni Zainal, Nurfatihah Farahin Mahat, Rosilawati Sultan Mohideen, Ilya Yasnoriza Ilyas, Aini Faezah Ramlan, Iqbal Jaapar, S Salahudin Suyurno and Muhammad Firdaus Amairudin.

Universiti Teknologi MARA

Correspondent email: opietg@gmail.com

ABSTRACT

Gender bias occurs when a person prefers one gender over another, resulting in unconscious bias or stereotypes directed against another member of a group, such as at work or at home. The aim of this study is to look at the level of how much gender bias exists in the workplace and household in Malaysia. The theory that has been used as a guideline for this research is Symbolic Interaction Theory by George Herbert Mead. An online questionnaire with 11 items for demographic section and 18 items was designed in order to evaluate the level of gender bias that exists in the workplace and household from all around Malaysia. The study involved 435 respondents consisting of the public with various backgrounds by using Google Form platform. The amount of the survey calculated based on the table, N=435. There are two main elements designed in this research in order to measure the level of gender bias in the workplace and the household in Malaysia. All variables were measured through the scale previously used by another researcher and scale of approval from 1 (Strongly disagree) - 4 (Strongly agree). The result of the research indicate that the level of gender bias exists the most is in workplace (M=3.32) followed by household (M=3.07)

Keywords

Gender bias, workplace and Household

INTRODUCTION

Throughout the modernization of this era, the gender gap is still noticeable worldwide. Gender bias, gender inequality, gender stereotyping and gender discrimination are some of the expression that brings the same context in this issue. According to Reiners (2021), gender bias is the tendency to prefer one gender over another and it is a form of unconscious bias, or implicit bias, which occurs when one individual unconsciously attributes certain attitudes and stereotypes to another person or group of people. These attributed behaviours have an impact on how a person perceives and interacts with others. Gender bias is a term that is frequently used in today's culture to describe the preferential treatment of different gender. Sometimes it can also be referred to as "sexism," and it refers to prejudice directed primarily toward women because of their gender. Gender prejudice is especially noticeable in the professional world.

According to Rothchild (2014), in order to define gender bias completely, we first must make a distinction between the terms of gender and sex. The term of gender means that we socially constructed expectations and roles for women and men or for girls and boys meanwhile for the term of sex, biological differences were assigned to females and males in order to distinguish between these two. Gender bias can be seen happening in various fields such as the academic institutions, science and medical field, workplace, economy sector and many more. Gonzalez, Forcen, and Sanchez (2019) said that there is extensive evidence of gender inequality in research leading to insufficient representation of women in leadership positions.

It is undeniable that this issue happens everywhere whether in the Asean or European countries. In Malaysia, the issue of gender bias is not a strange issue anymore as it happens almost everywhere, especially in the workforce area. This can be seen where in the most recent 2013 statistics, the number of women employed almost tripled to about 5 million with a labour force participation rate of 52.4 percent and unemployment rate of 3.4 percent (Goh, 2015). The rate of women employment turned out to be increased in 2015 however, the latest statistics in 2016 shows that women are still having barriers in gaining management's position and 79.6 percent of men are still dominating the organisations (Mokhtar, 2020).

Previous studies also show that women in Malaysia are still left behind in the workforce

compared to the other countries. This can be supported with a statement mentioning that “The labour force participation rate (LFPR) for Malaysian women was still low at (55.6 per cent) in 2019 as compared to other developed countries such as Australia (72.5 per cent) and Singapore (69.1 per cent) (Dheesagan Bala Krishnan, 2020). In addition, a previous study by the ‘State of households:2018 reported that men dominated more senior-level positions, comprising almost 82 per cent of chief executives, senior officials and legislators, as well as 80.5 percent of hospitality, retail and other services managers (Most Malaysian women are still cleaners, 2018). This shows that this group, which is men, got more benefits in terms of position and promotion in the workforce compared to women.

Other than the workforce participation, gender bias also happens in academic institutions. There is one case before this, involving the textbooks of standards 3 in Malaysia. One of the Twitter users had spoken out about this matter. In the textbook, it shows that sexual assault happen when girls did not pay attention to the 'modesty of her genitals'. From here, it can be seen that the textbook highlighted that women are the one that need to be blamed in this issue. However, if we take a look at this matter there is no one that we can put on blame because we cannot expect the real situation of it. It is because, both of the genders can get involves with sexual assault. On the other hand, in some classroom's girls have been found to have fewer opportunities than boys to engage in discussions, perhaps because teachers and students expect girls to be passive and quiet while boys are expected to be active and talkative (Gender Bias Faced by Girls, n.d.). These had shown that gender bias not only happens to the elders but it also happens among the youngsters.

Gender bias, often known as gender discrimination, is a problem that affects both men and women, and it has been widely debated in society. Following a brief literature review of the research, the next part will focus on the location of the case or circumstance where gender bias is most likely to occur, as well as the level of gender bias in specific locations in Malaysia.

PROBLEM STATEMENT

The goal of this study is to find out how much gender bias exists in the workplace, and households. Malaysians should be aware of this issue because it is a common one that will be reported by the media. When there is a problem with gender bias, the media prefers to cover it as it allows the viewer to learn more about the issue.

Gender bias is not only a fundamental human right, but it is also essential for speeding sustainable development progress. The subject of gender bias has grabbed people's curiosity and sparked debate over the years. The necessity to reduce the gender gap has been a topic of discussion in Malaysia. To add more, ending all forms of discrimination against women and girls is not only a basic human right, but it is also essential for a long-term future and it has been demonstrated that empowering women and girls promotes economic growth and development. This can be seen from the previous report where it mentions that the government is targeting a minuscule increase in women's labour force participation rate (LFPR) this year to 56% from the current 55.8% (Dashveenjit Kaur, 2020). In more concrete terms, it is maintained that because women constitute for half of the population, they should likewise make up the majority of the workforce. Women should be encouraged to enter the workforce and, more crucially, to stay there by creating opportunities for women to advance up the corporate ladder. However, according to UNDP (2021), although there are women than ever in the labour market, there are still inequalities in some regions, with women systematically denied the same work rights as men.

Sexual abuse and exploitation, disproportionate sharing of unpaid care and domestic work, and prejudice in public service continue to be serious barriers on this case. It can be seen that there are gender bias issues happening in this group where 55% of women have experienced at least one form of gender discrimination in a workplace (Sheng, 2020). In addition, 62% of women surveyed said they have experienced one or more forms of sexual harassment in the workplace (Dandavati, 2020). Surprisingly, gender bias does not happen between male and female only but there are also cases where bias happens among females. According to Not just men biased against women (2020), The Gender Social Norms Index released by United Nations Development Programme (UNDP) on Friday found at least 90% of men and women hold some sort of bias against females, highlighting the "shocking" extent of the global backlash toward gender equality. Not only that, there is also another statement stating that despite progress in closing the equality gap, 91% of men and 86% of women hold at least one bias against women in relation to politics, economics, education, violence or reproductive rights (Ford, 2020).

This study will look at people's experiences and understanding on the topic of gender bias. People's experience and expertise play a significant effect in how people see this situation, whether

it is a serious or minor one that does not require immediate attention. Furthermore, it illustrates the degree to which this issue has an influence on the public and supports in determining whether respondents are truly worried about any topic regarding gender bias. The purpose of this study is to determine the present degree of gender bias in the environment around them, as well as the consequences that they must undergo as a result of it.

RESEARCH QUESTIONS

This study addresses two (2) issues:

- 1) What is the level of gender bias in the workplace?
- 2) What is the level of gender bias in the household?

RESEARCH OBJECTIVES

Thus, the study encompasses two (2) objectives:

- 1) To identify the level of gender bias in the workplace.
- 2) To identify the level of gender bias in the household

DEFINITION

In this modernization era, it is undeniable that the issue of gender bias still happens in everyone's life. It is not focusing only on the workforce, but it also happens in academic institutes such as schools and universities and households. Gender bias is one of the issues that we can see happen during the interaction process and it can be related with one of the communication theories such as symbolic theory. According to Carter & Fuller (2015), symbolic interactionism is a theoretical perspective in sociology that addresses the manner in which society is created and maintained through face to face, repeated, meaningful interaction among individuals. Essentially, this theory highlights that symbolic theory is a theory is based on a person's perspective of the person with whom they must communicate or what they visually comprehend from their surroundings. When someone has a different vision or knowledge of particular genders, this is known as gender bias. Some individuals feel that women should stay at home and care for the family, while males should be responsible for working and safeguarding the family. However, some people have opposing viewpoints on this subject, which is why the topic of gender bias arose and attracted the attention of the general public.

Despite the fact that the world is becoming more contemporary, people still have diverse perspectives on gender roles, which leads to issues of gender bias in some places. The propensity to favour one gender over another is known as gender bias. It is a form of unconscious bias, or implicit bias, which occurs when one individual unconsciously attributes certain attitudes and stereotypes to another person or group of people (Reiners, 2021). These ascribed behaviors affect how the individual understands and engages with others. To add more, in the majority of societies the over the world, males have generally been a privileged and favoured gender. Males have had a better social position and more rapid upward advancement in the workplace meanwhile females are often placed in subordinate and subservient roles as well.

Gender bias, on the other hand, is prejudice based on sex or gender, in which one sex or gender is consistently privileged or favoured over the other. In contrast, gender biased is a fundamental human right that has been violated by gender-based discrimination. In addition, gender bias also starts in childhood and right now it limits the lifelong potential of children around the world and unconsciously it could disproportionately affect girls. Gender bias usually happens to girls due to the gender norms in terms of career choice, behaviour and so on. According to Ending stereotypes begins in the classroom (n.d.), although some may consider this trivial, it has very detrimental consequences for girls from a very early age, reducing their aspirations and limiting their career options.

Gender bias has become a prevalent issue in recent years, and there have been several examples and situations in the aforementioned sectors. The majority of the previous studies have published their findings on this problem, and the majority of those who have been harmed by gender bias are women, and this topic is addressed every year in the media and society. This has revealed that people all over the world continue to face inequalities in their rights as a result of gender disparities.

PLACE OF GENDER BIASED ISSUE

1) Workplace

First and foremost, the workplace is the major place of gender bias issue. This is due to the issue of leadership is also often being discussed as one of the gender biased issues. From the readings, more research had been done about women and leadership. According to Warning and Buchanan (2009), in leadership, a female manager may be disadvantaged by role of stereotyping

in which females' subordinates see her as being more dominant, emotional, nervous and lower in self-regard than a male manager.

A study from Sheng (2020), stating that 56% of Malaysian women have experienced at least one form of gender discrimination in the workplace. To add more, the survey of the study is involving the insight of 1,010 Malaysian women, aimed to learn more about the presence of workplace harassment and discrimination, as well as women's experiences with it. The gender discrimination happens in various form such as encountering comments or comments about their marital status or plans to have a family, being passed over for promotions in favour of less qualified colleagues, and being asked to undertake duties that male colleagues are not requested to do, such as making coffee and providing refreshments.

In addition, one of the studies also stated that 47% of women were asked about their marital status during a job interview, while 1 in every 5 women were questioned on their ability to perform certain tasks as a woman (Sheng, 2020). This shows that in looking for the workforce, there are certain companies that take marital status as one of their priority instead of focusing on the related questions that suit the work interview such as experiences and ability to do the job scope. Next, The World Bank (2019) also states that in 2018, 80.4% of working-age men were in the labor market but for women, only 55.2% were involved. This situation happens because of the experience of favoritism and provocation that happened to women and leads to the low participation of this group in the workforce and at the same time it affects their courage in seeking for employment.

Pay disparities are one example of gender bias that happen in the workplace. It happens when the workers do not get a fair pair according to their work due to the gender disparities. Workers should have a fair pay equal with the work done in the organization. Next, an interviewquestion. Sometimes, when it comes to the interview session, some of the interviewers tend to ask about the interviewee's marital status, family situation or plans on women candidates because they have a belief that a family-oriented woman will have a problem later in completely committing to the work. This will make them have less confidence in the interview as they are afraid that they will get rejected by the company. There is one more study that can support this matter where it mentioned that American women are reluctant to talk about their own accomplishments because cultural norms promote modesty and society disapproves of women

who are perceived to be bragging about themselves (Schmidt, 2014). Sexual harassment is another common example that tend to happen at the workplace. However, the company policies and reactions on this matter can lead to prejudice in a workplace. Lastly is lessened duties. This matter is excluding women from certain occupations, such as those involving heavy physical labour even though it was mentioned in the job description. This situation may be used as an excuse in implying that women are incapable of fulfilling the job's required requirements.

2) Household

Gender bias occurred in the household, believe it or not. It is due to the fact that some families use gendered division as one of the reasons for the family to do household work. For example, boys are frequently in charge of mowing the lawn or painting, whereas girls are in charge of domestic housework such as cooking and cleaning. This situation will make everyone in the house have a perception of having different roles based on their gender and it makes them think that a certain work or task is only responsible for a particular gender. In addition, the treatment that a mother received from a father also will influence the way their child makes their life choices. One of the examples is, if the father takes an active and positive role in helping his wife it will show that the adult male needs to be responsible for housework too and it is not only for women.

Understanding the work-home interface requires an understanding of gender roles. They are shared beliefs that apply to individuals based on their socially identified sex, and they serve as the foundation for the division of labour in most societies (Wood and Eagly, 2010). In Western societies, the home sphere, and household chores as a subset of this sphere, are assumed to be in charge of women, which could lead to inequality.

Gender ideology, defined as beliefs and values held about what is right for men and women. According to Gerstel and Sarkisian (2006), it determines the patterns by which a specific society judges or evaluates the proper conduct of a man or a woman. This gender ideology is also reflected in social discourse, as the couple frequently recreates the dominant social discourse in which the essential characteristics that men and women differ are referred to, ignoring the sociopolitical context. The differences between men and women in terms of home and work, according to this discourse, are the result of personal choice; men and women have different innate abilities for household chores and work outside the home, and these differences guide the choice for certain jobs; and women's preference for home over work is a free choice (Martnez and Paterna, 2009; Kuo et al., 2018). According to Martnez and Paterna (2009), gender ideology appears to determine

the percentage of traditionally feminine tasks performed by members of the couple, such as washing, ironing, shopping, cooking, or cleaning. It also creates a difference in meaning for men and women when it comes to household chores. Furthermore, recent studies have revealed that housework is still divided by gender, based on gender role nuclei: instrumentality within and outside the home for males; expressiveness and instrumentality inside the home for women (Fernández et al., 2016).

According to Plan International Canada (2021), parents with limited financial sources tend to favour boys because for them boys are perceived as being more “valuable” and worthy of investing in. For example, there are some parents who prefer to send their boys to a preferred school compared to girls because of their belief that girls will get married off and spend their lives taking care of her future family and husband.

It is undeniable that parents aren't entirely responsible for how their children distinguish every gender. Others group also played impact on how children should behave according to their sex such as the peers, teachers, caretakes and the media. However, if parents have a consciousness of prevailing gender norms within their family, there is an opportunity to break the challenges of gender roles, stereotypes and at the same time educate their children about this matter.

FACTORS OF GENDER BIASED

1) Societal Mindsets

Gender bias can occur with various factors. However, the mindset of a society plays an important factor in gender bias. Societal mindset or stereotypes in gender bias influences how the society values men and women's character in every area such as in the employment system. Moving into a technological era does not stop people believing and thinking on gender stereotypes like how men and women should act. People need to stop having societal mindsets in order to curb gender bias from happening. This can be supported by Farhat (2017), stating that an important part of the answer lies in the crippling power of outdated norms and gender stereotypes that get in the way of expanding the limits of what women can achieve.

2) Job Segregation

Another factor that caused gender bias to happen is job segregation. Job segregation is a division of jobs that happen among the different gender of employee. Most of the societies believe

that men are good and better in handling certain jobs and most of the jobs lead to lucrative payouts. This can be seen as a discrimination on women where it gives a negative impact for women income such as getting lower payments. This can be seen from a finding on a study stating that according to the most recent data, as of 2015, women's hourly wages are 82.7 percent of men's hourly wages at the median, with the median woman paid an hourly wage of \$15.67, compared with \$ 18.94 for men (Gould, Schieder & Geier, 2016).

3) Racism

Racism can also be considered as the main factor for gender bias. Racism can affect women and students of colour get their payment, socializing and how they are viewed by the organization and the academy institution. According to Frye (2019), black women work in a variety of jobs and industries at all different levels yet many black women still confront the same misperceptions about their work that have formed at the intersection of racial and gender biases for decades. This shows that it is true that gender bias is still present in this group (black people).

Next, a statement from Sally Kitch , a professor and author, European settlers in Virginia decided what work could be taxed based on the race of the woman performing the work. African women's work was "labor," so it was taxable, while work performed by English women was "domestic" and not taxable (Human Career Rights, n.d.). This statement is another example that shows racism leads to gender bias as black women are not getting the same treatment as the english women.

4) Discrimination

Discrimination among the gender is one of the factors that lead to gender bias. It happens when male and female abilities are differentiated according to gender. According to Roper (2019), in academia women faculty carry more of less-respected academic service responsibilities (sometimes referred to as the institutional housework). Other than that, women professionals may not be discriminated against overtly but are instead exposed to frequent smaller insults that cumulatively cause damage (Mayock, 2016).

IMPACT OF GENDER BIASED TOWARDS VICTIMS

Gender bias persists despite global development. Years of hard-won progress have been threatened by the COVID-19 epidemic. Gender bias in education, child marriage and pregnancy, sexual abuse, and unacknowledged domestic labour continue to affect far too many girls,

particularly those from the poorest families (Save the children organisation, 2021).

Many people are unaware of the consequences of gender bias and how damaging it may be. Gender bias is defined as "a generalised view or preconception about attributes, or characteristics that are or should be possessed by women and men, or roles that are or should be performed by men and women," according to a 2016 UN Women publication titled "Gender Stereotypes: In Laws and Court Decisions in Southeast Asia."(Save the children organisation, 2021).

Women continue to face discrimination in the workplace, politics, and at home in many countries, particularly in conservative countries like most ASEAN member states. The reason for this, according to the UN Women document, is that society's structure and organisation is based on gender stereotypes.

“This means that gender stereotypes do not only operate as cultural ascriptions and prescriptions for men and women; gender stereotypes make men and women different and unequal, and this difference and inequality becomes the organising principles of society,” according to the UN Women.

1) More harm to women

While gender bias affect both men and women, women are frequently the ones who suffer the most. Some repercussions of gender bias can be found in 'male dominated' areas such as information and communication technology (ICT) and gender-based violence, according to the Office of the United Nations High Commissioner for Human Rights (OHCHR).

Intimately intertwined are violence, privilege, injustice, and impunity. Violent behaviour is widely accepted as a natural aspect of masculine behaviour and a necessary part of being a man. In reality, violence is culturally 'masculinized.' Gender-based violence is linked to power structures and feelings — women's oppression and the oppression of certain groups of males. Gender bias contributes to the perpetuation of a violent culture. Men are less hesitant to use and degrade women for their personal gratification when they are considered as something less, as beings subordinate to male power, because their satisfaction is deemed to be of more importance. Unfortunately, culturally dominant masculine standards that encourage males to use violence restrict not only

men's choices, but also women's and girls' safety and behaviour.

2) Salary

Due to the rapid development of industry in Malaysia in reaching developed countries status, it is influenced by the performance of an organization within employers, employees and the government. The issue of discrimination in the world of work is becoming more worst and the issues of discrimination against women become the main attraction in Malaysia. According to *frontiers in Psychology* (2015), gender inequality takes many different forms, depending on the economic structure and social organization or in a particular society. Speaking about gender bias, women are the one who always get affected by this issue. Women often receive a lower pay for the same job scope and they also have a least chance for advancement in their organization. A thinking that genders produce differences in gender can lead to discrimination among women happen because of they have low skills level and cannot do heavy work just like men.

3) Sexual Harassment in The Workplace

Sexual harassment can be defined as an unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment (What is Sexual Harassment, n.d.). On the other hand, it can be seen that women are the ones who always need to face sexual harassment regardless of where they are but this usually will happens at the workplace. This can be supported with findings from Hersch (n.d.). stating that women face a higher risk of sexual harassment than men.

According to Keplinger, Johnson, Kirk & et. al. (2019), sexual harassment has largely been conceptualized as a women's issue; that is not to say men are not harassed, but we know that men are harassed at a lower frequency and experience fewer negative psychological outcomes of sexual harassment compared to women. However, this issue did not really get attention and was not reported as a problem as there is only some of people view this as a serious matter and view the act of sexual harassment as a negative act.

Sexual harassment can be divided into two categories, namely sexual harassment in the form of threats and sexual harassment in the form of threats to personal peace. Sexual harassment in the form of intimidation can be seen when a superior officer who has the power to determine salary and rank, tries to intimidate his subordinates by giving them sexual treatment. Meanwhile, Sexual harassment is a serious manifestation of sex discrimination and a violation of human rights, which is addressed in the context of the ILO Discrimination (Employment and Occupation) Convention 1958 (No. 111).² Under Convention No. 190, sexual harassment is not defined, but it is clearly included within the definition of gender-based violence and harassment (Art. 1(1)(b)). Section 8 of the Code of Practice, Ministry of Human Resources Malaysia summarizes the types of sexual harassment divided into five types which is verbal interference, non-verbal interference, visual interference, psychological interference, and physical interference.

RESEARCH FRAMEWORK

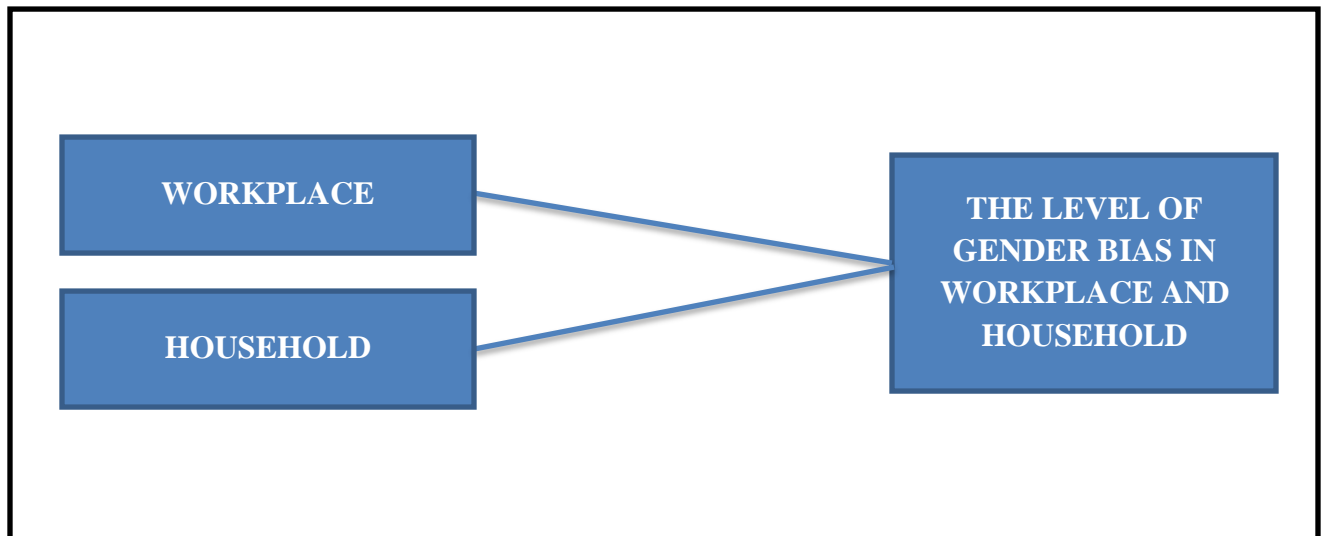


Figure 1.1: The Level of Gender Bias in Workplace and Household.

RESEARCH METHODOLOGY

Research Design

The research is using a quantitative type of research. Online surveys have been used and the link of the online survey was distributed to the public through social media such as WhatsApp, Facebook, Instagram and Twitter. By using all of these platforms, it is easier for the researcher to reach and gain respondents, especially the public as this study is required and focusing on public

response in order to gather the finding and the results of the topic discussed.

Sampling Technique

Convenient sampling technique which is the non-probability sampling is used by the researcher in this study. The study is using a convenient sampling technique which is non-probability sampling. According to McCombes (2021), in a non-probability sample, individuals are selected based on non-random criteria, and not every individual has a chance of being included. This study uses convenience sampling targets as the targeted respondents are among the public in various occupations such as working in the government and private sector, self-employed, students, full time housewife, retiree and unemployed. The total number of the respondents for this survey is 435.

Research Measurement

The questionnaire consists of 29 questions including the demographic section. The questionnaire is related to the research objectives of the research. The questions are using ordinal, nominal and scale to measure the data. The data are key-in in the Statistical Package of Social Science (SPSS). The questions are reliable and valid which make the respondents easy to understand and answer the questions. The scale of agreement 1 (strongly disagree) - 4 (strongly agree) has been used in the research analysis.

Data Analysis

The methods used for data analysis are through Statistical Package of Social Science (SPSS) software version 23. The data analysis procedure includes creating a survey stage, Pilot test and data transferring. The survey or questionnaire are created with the questions that are related to the research objectives of the research. The questionnaire is distributed to the first 50 respondents in order to identify the reliability of the research. The survey is continued to complete the data of 440 responses and the data collected transferred to SPSS software for analysis and finding purposes (Ridzuan, Ridzuan and Ridzuan, 2015). Researchers used descriptive statistics to see frequency, percentage and mean.

FINDINGS: RESULTS AND DISCUSSIONS

- a) The demographic of the sample discussed in the survey is in terms of the sex, age, occupation, household income and 7 general questions that related with gender bias.

Table 1: Distribution of the respondents by demographic (n=435)

DEMOGRAPHIC	FREQUENCY	PERCENTAGE (%)
Sex:		
● Male	323	25.7%
● Female	112	74.3%
Age:		
● 18-23	347	79.6%
● 24-29	50	11.5%
● 30-35	15	3.4%
● 36-41	5	1.1%
● 42-47	9	2.1%
● 48-53	5	1.1%
● 54 & above	4	0.9%
Occupation:		
● Working in government sector	19	4.4%
● Working in private sector	74	17%
● Self-employed	19	4.4%
● Student	295	67.8%
● Full time housewife	10	2.3%
● Retiree	1	0.2%
● Unemployed	17	3.9%
Household Income:		
● <RM 4,360 (B40)	317	72.9%
● >RM4,360- RM 9,619 (M40)	89	20.5%
● >RM9,619 (T20)	29	6.7%

Table 1 above shows the demographic of respondents from Malaysians. From the findings, most of the respondents who answered this survey are female (74.3%), aged between 18-23 years (79.6%), entitled as students (67.8%) with a major household income of <RM4,360 (B40) (72.9%).

b) Respondent's opinion towards the existence of gender bias.

There are seven questions that were asked in this section. The reason for asking these questions to the respondents is to know about their opinion and experiences (if they have) toward gender bias.

Table 2: Respondent's opinion and experiences (if they have) toward gender bias

Questions	Frequency	Percentage (%)
Where do you think gender bias exist the most?		
• Workplace	169	38.8%
• Household	49	11.2%
• All of the above	188	43.1%
• None	29	6.7%
Do you have any experience on gender bias before this?		
• Yes	239	54.8%
• No	197	45.2%
If 'Yes', where was it usually happened?		
• Workplace	145	33.3%
• Household	117	26.8%
• None	173	39.7%
Usually, from whom people will experience gender bias?		
• Boss	85	19.5%
• Colleague	123	28.2%
• Family	98	22.5%
• Friends	52	11.9%
• Stranger	67	15.4%
• Other	10	

What concerns have people face because of gender bias?		
● Gender discrimination	179	41.1%
● Lower salary	36	8.3%
● Poor workplace treatment	65	14.9%
● Sexual Harassment	114	26.1%
● Lower chances of promotion	34	7.8%
● Other	7	1.8%
What is the most common stereotypes you hear about women?		
● Women are supposed to cook.	61	14%
● Women are supposed to do housework	175	40.1%
● Women are better in raising children	29	6.7%
● Women are not as strong as Men	93	21.3%
● Women are supposed to earn less money than Men	30	6.9%
● Women are never in charge	29	6.7%
● Other	18	11%
11. What is the most common stereotypes you hear about Men?		
● All men cheat	117	26.8%
● Men are in charge of the family	96	22%
● Men cannot do housework	79	18.1%
● Men are not responsible in raising children	25	5.7%
● Men always be on	97	22.2%

the top		
● Other	21	5.2%

Table 2 above shows the respondent's opinion and experience (if they have) towards gender bias. The results of the findings show that gender bias happens the most at the workplace and household (43.1%) and (54.8%) of the respondents have experienced gender bias before. However, the majority of the respondents answer for the option of none (39.7%) for the questions of places that they faced with the issue either the workplace or household. They also show that (28.2%) people tend to have experience of gender bias from their colleagues. Most of the respondents also agree that the main concerns that people face because of gender bias are gender discriminations (41.1%). Meanwhile, the stereotypes that are often heard by the respondent are, women are supposed to do housework (40.1%) and all men cheat (26.8%).

a) THE LEVEL OF GENDER BIAS IN WORKPLACE

Table 3: The level of gender bias in workplace

Time Management	Mean
Men tend to do heavy work more than women.	3.74
Women are being asked to serve refreshments instead of men.	3.58
Men could do more to support women with works.	3.45
I believe that gender bias happen in workplace.	3.41
People do consider gender in delegating job assignment in workplace.	3.33
Men are dominated for higher level of position in workplace	3.14
Women got a better privilege in term of holiday.	2.99
Peers would treat me differently because of my gender.	2.91
Overall	3.32

From Table 3, all the respondents agreed that men tend to do heavy work more than women in the workplace (M=3.74). In today's offices, women work 10% harder than men, according to

Hive. Two other statistics have led to this conclusion. To begin with, both men and women perform roughly 66 percent of their allotted tasks. Women, on the other hand, are given 10% more work than males these days, and the fact that they finish at the same rate indicates that they are more diligent. Why are women being handed more responsibilities? Hive cites studies that suggests it has something to do with the type of work they're given, stating that, "Women are given more non-promotable duties and spend more time on them than men [our emphasis]. Any work that benefits the organisation but does not lead to professional progress qualifies as a non-promotable assignment." So basically, things that males don't want to do are essentially handed to women. (Berman, 2018) Next, they also agreed that women are being asked to serve refreshments instead of men. (M=3.58) These duties were dubbed "office housework" in a Harvard Business Review article published last year. Women volunteer at considerably higher rates than men for work including preparing holiday parties, taking notes at meetings, ordering office supplies, and participating on low-level committees, according to the study. "According to our findings, this hesitant volunteer is more likely to be a woman than a man," says the researcher. "We discovered that women volunteer for these 'non-promotable' duties more than males; that women are more commonly asked to take on such tasks; and that when asked, they are more likely to say yes" in field and laboratory experiments. (Paul, 2019) Overall, the average mean for this level of gender biased in workplace was (M=3.32) which means most of the respondents agreed that gender biased in workplace exists.

b) THE LEVEL OF GENDER BIAS IN HOUSEHOLD

Table 4: The level of gender bias in household

Time Management	Mean
Usually, men is the one who need to lead their family.	3.51
Men are more responsible towards the financial resources of the family.	3.37
In household, there are different gendered division of responsibilities	3.15
Usually, female have restriction to hang out than male.	3.12

In household, there are different gendered division of activities.	3.11
Women are more responsible in taking care of children.	2.97
Basically, men have right to make any decision in the family.	2.94
Women are more responsible with housework.	2.93
Usually, male have no restriction to come home late than female	2.93
Usually, there is a mentality saying that male are encourage to further their study to the higher level than female because they will ended ended up as a housewives.	2.69
Overall	3.07

The data analysis in Table 4 show respondent choices toward gender bias in household. The highest mean was (M=3.51) which is many respondents agreed that only men can lead and make decision in the family. Gender bias also manifests in decision-making; for instance, men show heightened levels of reward drive compared to women (Loxton et al., 2008). Next, the second highest mean was (M=3.37) which is respondents agreed that men are more responsible towards financial resources of the family. According to Parker & Stepler, (2017) Roughly seven-in-ten adults (71%) say it is very important for a man to be able to support a family financially to be a good husband or partner. By comparison, 32% say it's very important for a woman to do the same to be a good wife or partner, according to a new Pew Research Center survey. According to table 4 for overall mean was (M=3.07) represent that all respondents agreed that gender bias existed and happened in household.

CONCLUSION

Table 5: Description of the level of gender bias in workplace and household

Item	N	Mean
The level of gender bias in workplace	435	3.32

The level of gender bias in household	435	3.07
Overall		3.20

Based on the findings, it can be concluded that gender bias is still happening in this age as the findings from the surveys shows the total of mean score is more than (M= 2.5) as the level of gender bias in the workplace score the highest mean (M=3.32) followed by the level of gender bias in household (M=3.07). The overall mean score conducted by the researchers in this survey (M=3.20) is considered as a high mean score. This has been proved that gender bias in the workplace and household do exist especially at the workplace and it is worrying that gender bias is still happen where it can lead workers to have unbalanced treatment due to the gender preference. Malaysia should take a serious note on this matter because if this situation stills happen and shackle the workers, it will cause difficulties for Malaysians in the work industry to get an equal treatment. All in all, gender bias is still happening in this age and the public need to work together in order to stop and spread awareness about the disadvantage of having gender bias in the workplace and household.

REFERENCES

- Berman, R. (2018). *Women are more productive than men, according to new research*. Retrieved from <https://www.weforum.org/agenda/2018/10/women-are-more-productive-than-men-at-work-these-days>
- Carter, M.J., & Fuller, C. (2015). Symbolic Interactionism. *Sociopedia.isa*, 1
18.<http://dx.doi.org/10.1177/205684601561>
- Dandavati, N. (2020). *Women's Experiences and Perceptions of Sexual Harassment Demonstrate the Urgent Need for a Sexual Harassment Act*. Retrieved from <https://wao.org.my/womens-experiences-and-perceptions-of-sexual-harassment-demonstrate-the-urgent-need-for-a-sexual-harassment-act/>
- Dashveenjit Kaur. (2020). *Women workforce to grow 56% this year*. Retrieved from <https://themalaysianreserve.com/2020/02/20/women-workforce-to-grow-56-this-year/>
- Dheesagaan Bala Krishnan. (2020). *Malaysian women still behind in politics, workforce participation*. Retrieved from <https://www.nst.com.my/news/nation/2020/12/645829/malaysian-women-still-behind-politics-workforce-participation>

- Farhat, A.S. (2017). *How changing mindsets is key to achieving Gender Equality*. Retrieved from <https://www.linkedin.com/pulse/how-changing-mindsets-key-achieving-gender-equality-santos-farhat>
- Fernández J., Quiroga M. A., Escorial S., Privado J. (2016). The gendered division of household chores. *Psicothema* 28 130–136.
- Ford, L. (2020 Mar 5). Nine out of 10 people found to be biased against women. *The Guardian*. Retrieved from <https://www.theguardian.com/global-development/2020/mar/05/nine-out-of-10-people-found-to-be-biased-against-women>
- Frontiers in Psychology. (2015). *Gender inequalities in the workplace: the effects of organizational structures, processes, practices and decision makers' sexism*. Retrieved from <https://www.frontiersin.org/articles/10.3389/fpsyg.2015.01400/full>
- Gerstel N., Sarkisian N. (2006). “Sociological perspectives on families and work: the import of gender, class and race,” in *The Work and Family Handbook: Multi-Disciplinary Perspectives and Approaches*, eds Pitt-Catsoupes M., Kossek E. E., Sweet S. (Mahwah, NJ: LEA;), 237–267.
- Goh, W.L. (2015). *Gender inequality and women in Malaysia*. Retrieved from <https://www.malaysiakini.com/letters/291333>
- Gonzalez, J.G., Forcen, P., & Sanchez, M.J. (2019). Men and women differ in their perception of gender bias in research institutions. *PLoS ONE*. 14(12), 1-21. <https://doi.org/10.1371/journal.pone.0225763>
- Gould, E., Schieder, J., & Geier, K. (2016). *What is the gender pay gap and is it real?* Retrieved from <https://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/>
- Hersch, J. (n.d.). Sexual harassment in the workplace. Retrieved from <https://wol.iza.org/articles/sexual-harassment-in-workplace/long>
- Human rights careers. (n.d.). *10 causes of gender inequality*. Retrieved from <https://www.humanrightscareers.com/issues/causes-gender-inequality/>
- Iberdrola. (n.d.). *Ending stereotypes begins in the classroom*. Retrieved from <https://www.iberdrola.com/social-commitment/gender-stereotypes-women>
- International Labour Organization. (n.d.). *C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)*. Retrieved from https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111
- Keplinger K, Johnson SK, Kirk JF, Barnes LY (2019) Women at work: Changes in sexual

harassment between September 2016 and September 2018. *PLoS ONE* 14(7): e0218313.
<https://doi.org/10.1371/journal.pone.0218313>

Loxton, N. J., Nguyen, D., Casey, L., and Dawe, S. (2008). Reward drive, rash impulsivity and punishment sensitivity in problem gamblers. *Pers. Individ. Dif.* 45, 167–173. doi: 10.1016/j.paid.2008.03.017

Martínez M. C., Paterna C. (2009). “Perspectiva de género aplicada a la conciliación (Gender perspective applied to work-family conciliation),” in *Género y Conciliación de la Vida Familiar y Laboral: Un análisis psicosocial*, ed. Martínez M. C. (Murcia: Editum-Ediciones de la Universidad de Murcia;), 17–44.

Mayock, E. (2016). *Gender Shrapnel in the Academic Workplace*. New York: Palgrave Macmillan.

McCombes, S. (2021). *An introduction to sampling methods*. Retrieved from <https://www.scribbr.com/methodology/sampling-methods/>

Mokhtar, A.S. (2020). *Women in senior management in Malaysia: An intersectional analysis*. Retrieved from <https://uwe-repository.worktribe.com/OutputFile/6447886>

Most Malaysian women still cleaners, clerk, teachers, while men rule top management: Study. (2018, October 16). *Today world*. Retrieved from <https://www.todayonline.com/world/most-malaysian-women-still-cleaners-clerks-teachers-while-men-rule-top-management>

Not just men biased against women. (2020 Mar 08). *The Star*. Retrieved from <https://www.thestar.com.my/news/focus/2020/03/08/not-just-men-biased-against-women>

Parker, K & Stepler, R. (2017). *Americans see men as the financial providers, even as women’s contributions grow*. Retrieved from <https://www.pewresearch.org/fact-tank/2017/09/20/americans-see-men-as-the-financial-providers-even-as-womens-contributions-grow/>

Paul, K. (2019). *Already paid less than men, women are still asked to do the ‘office housework’*. Retrieved from <https://www.marketwatch.com/story/already-paid-less-than-men-women-are-still-asked-to-do-the-office-housework-2018-10-08>

Plan International Canada. (2021). *Why Gender Inequality Often Starts at Home*. Retrieved from <https://stories.plancanada.ca/why-gender-inequality-starts-at-home/>

Reiners, B. (2021). *What is gender bias in the workplace?* Retrieved from <https://builtin.com/diversity-inclusion/gender-bias-in-the-workplace>

Rothchild, J. (2014). *Gender Bias*. *The Blackwell Encyclopedia of Sociology*.

<https://doi.org/10.1002/9781405165518.wbeosg011.pub2>

Save the children organisation. (2021). Gender Discrimination: Inequality Starts in Childhood. Retrieved from <https://www.savethechildren.org/us/charity-stories/how-gender-discrimination-impacts-boys-and-girls>

Schmidt, C. (2014). *Bragging rights: MSU study shows that interventions help women's reluctance to discuss accomplishments*. Retrieved from <https://www.montana.edu/news/12368/bragging-rights-msu-study-shows-that-interventions-help-women-s-reluctance-to-discuss-accomplishments>

Sheng, L. (2020). *More Than 50% of Malaysian Women Experienced Gender Discrimination in the Workplace*. Retrieved from <https://wao.org.my/more-than-50-of-malaysian-women-experienced-gender-discrimination-in-the-workplace/>

The World Bank. (2019). *Breaking Barriers: Toward Better Economic Opportunities for Women in Malaysia*. Retrieved from <https://www.worldbank.org/en/country/malaysia/publication/breaking-barriers-toward-better-economic-opportunities-for-women-in-malaysia>

UCLA Center. (n.d.). *Gender Bias Faced By Girls and What We Can Do: One Student's Perspectives and Appended Information from the Center*. Retrieved from <http://smhp.psych.ucla.edu/pdfdocs/genderbias.pdf>

UNDP (Malaysia, Singapore & Brunei Darusalam). (2021). *Goal 5: Gender equality*. Retrieved from <https://www.my.undp.org/content/malaysia/en/home/sustainable-development-goals/goal-5-gender-equality.html>

Warning, R., & Buchanan, F.R. (2009). An exploration of unspoken bias: women who work for women. *Gender in Management*, 79(2), 131-145. <https://doi.org/10.1108/17542410910938817>

What is sexual harassment. (n.d.) Retrieved from <https://www.un.org/womenwatch/osagi/pdf/whatish.pdf>

Wood W., Eagly A. H. (2010). "Gender," in *Handbook of Social Psychology* Vol. 1 5th Edn, eds Fiske S. T., Gilbert D. T., Lindzey G. (Hoboken, NJ: John Wiley & Sons;), 629–667.