

**WORKPLACE GENDER EQUALITY IN KEDAH: AN EXPLORATORY  
ANALYSIS**

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ANALYSIS**

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**A dissertation submitted to  
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## ABSTRACT

*This study aims to identify the workplace gender equality or inequality in term of pay, promotion, decision making and training and development based on employees' perceptions in private sector, Kedah. Specifically, this paper identifies the relationships between gender equality/ inequality and perceived pay fairness, perceived promotion fairness, perceived decision making fairness and perceived training and developments fairness in the workplace. Besides, this study investigates either the facilities that regarding to gender equality are provided or not by employers in the workplace and also to examine the importance of those facilities based on their perception. Data collection method encompass on self-administered surveys to 150 workers in selected private sector companies through a systematic cluster and purposive sampling design. Questionnaires were equally distributed in three sectors which are retail/ wholesaler, manufacturing and services sectors. The data obtained were analyzed using descriptive analysis, Probit model and Pearson correlation test. Results from Probit regression indicate that respondents who have higher satisfaction of perceived pay fairness and perceived decision making are more likely to have gender equality in the workplace in the private sector, Kedah. This result shows that gender equality achieve in term of pay and decision making. Conversely, Pearson correlation test shows that there is a significant and strong positive relationship between gender equality and perceived pay fairness, perceived promotion fairness, perceived decision making fairness and perceived training and development fairness.*

**Keywords:** Gender Equality, Pay, Promotion, Decision Making, Training and Developments, Facilities, Probit Model, Pearson Correlation, Private Sector.

## ABSTRAK

*Kajian ini mengkaji kewujudan kesaksamaan jantina di tempat kerja dari segi gaji, kenaikan pangkat, membuat keputusan dan latihan dan pembangunan berdasarkan persepsi pekerja di sektor swasta, Kedah. Lebih spesifik, kertas ini ingin mengenal pasti hubungan antara kesaksamaan jantina dan gaji, promosi, membuat keputusan dan latihan dan perkembangan di tempat kerja. Selain itu, kajian ini juga mengkaji sama ada kemudahan mengenai kesaksamaan jantina diperuntukkan atau tidak oleh majikan di tempat kerja dan mengkaji kepentingan kemudahan tersebut berdasarkan persepsi pekerja. Pengumpulan data dibuat secara bancian menggunakan soal selidik yang direka khusus kepada 150 responden di sektor swasta di negeri Kedah berdasarkan rekabentuk persampelan kelompok dan bertujuan. Borang soal selidik telah diedarkan sama rata dalam tiga sektor iaitu runcit / pemborong, pembuatan dan perkhidmatan. Data yang diperolehi dianalisis menggunakan kaedah deskriptif, model Probit dan ujian korelasi Pearson. Berdasarkan regresi Probit yang dijalankan, dapatan menunjukkan bahawa responden yang mempunyai kepuasan yang lebih tinggi terhadap keadilan gaji dan keadilan membuat keputusan adalah lebih cenderung untuk mempunyai kesaksamaan jantina di tempat kerja dalam sektor swasta, Kedah. Dapatan ini juga menunjukkan bahawa kesaksamaan jantina dicapai dari segi gaji dan membuat keputusan. Walau bagaimanapun, ujian korelasi Pearson menunjukkan bahawa terdapat hubungan yang signifikan dan positif antara kesaksamaan jantina dan gaji, promosi, membuat keputusan dan latihan dan pembangunan.*

**Kata kunci:** Kesaksamaan Jantina, Gaji, Kenaikan Pangkat, Membuat Keputusan, Latihan dan Perkembangan, Kemudahan, Probit Model, Ujian Korelasi Pearson, Sektor Swasta.

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## **LIST OF ABBREVIATION**

ACCA	Association of Chartered Certified Accountants
CC	Child Care Centre
CF	Flexibilities of Career
MB	Maternity Benefits
MDG 3	Third Millennium Development Goal
NPM	National Policy for Woman
PMR	Penilaian Menengah Rendah
SPM	Sijil Pelajaran Malaysia
SPSS	Statistical Package for Social Science
STATA	Statistical Software
STPM	Sijil Tinggi Pelajaran Malaysia
TalentCorp	Talent Corporation Malaysia
UNICEF	United Nations International Children's Emergency Funds
WEF	World Economic Forum
WF	Flexible Workplace Arrangements

# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Introduction**

According to United Nations, gender equality can be defined as female and male should receive same treatment such as opportunities, responsibilities and rights which do not depend on their gender while gender equality doesn't refer that female and male are the same (UN Women, 2010). It is undeniable that gender equality is a human right issues and it is a necessity for economic development to enhance economic growth, reduce poverty and increase productivity. Therefore, every country is implementing the policies or programs to eliminate gender inequality which is a main barrier and challenge for human development that will influence the country developments.

World Economic Forum, the Global Gender Gap Report is created in 2006 to deliver a globally information regarding the gender equality for countries that listed in that report (World Economic Forum, 2014). In this context, the Global Gender Gap Index was introduced as a tool or framework for analysis and compares the progress of gender disparities and equality between and within the countries around the world. The Global Gender Gap Index was measured and compared based on economic participation and opportunity, education attainment, health and survival and political empowerment. From the overall performance, Iceland gets first ranking while Finland, Norway, Sweden and Denmark ranked 2th, 3th, 4th and 5th respectively from 142 countries that listed in

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