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**TRAINING INEQUALITY
BASED ON GENDER**

HRDF INDUSTRY TRAINING INTELLIGENCE REPORT



HUMAN RESOURCES DEVELOPMENT FUND
PEMBANGUNAN SUMBER MANUSIA BERHAD

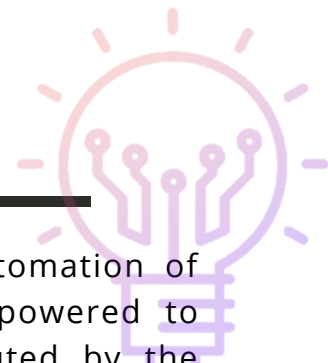
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INTRODUCTION



With technology advancement that has led to increasing automation of physical labour oriented work, women are increasingly empowered to participate in the labour force. This is also partly contributed by the increasing numbers of women with formal education. Nevertheless, Malaysia is still an inherently a patriarchal society where men are perceived to be the breadwinner in a family, whereas women are perceived to be more suitable to take on the role of a homemaker (Sultana and Zulkefli, 2012).

Although efforts are being made to increase labour participation by women, men are still the dominant gender not only in the labour force, but in most leadership positions in many organisations. To even the playing field and further empower women in the labour market, concerted efforts must be made in training more women and encouraging them to join the workforce so that the goal to achieve gender equality where inclusive economic growth can be realised.

With the HRDF data, this report is able to highlight the contrast of labour participation as well as the opportunity given to women workers for training purposes. From there we will be able to see the gap and to what extent we need to reconsider our effort to empower women in the workplace via training.

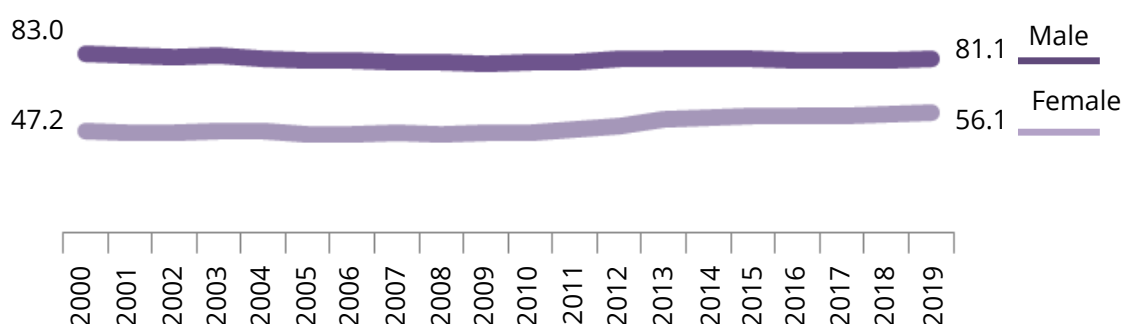


WOMEN ARE HANDICAPPED IN LABOUR PARTICIPATION



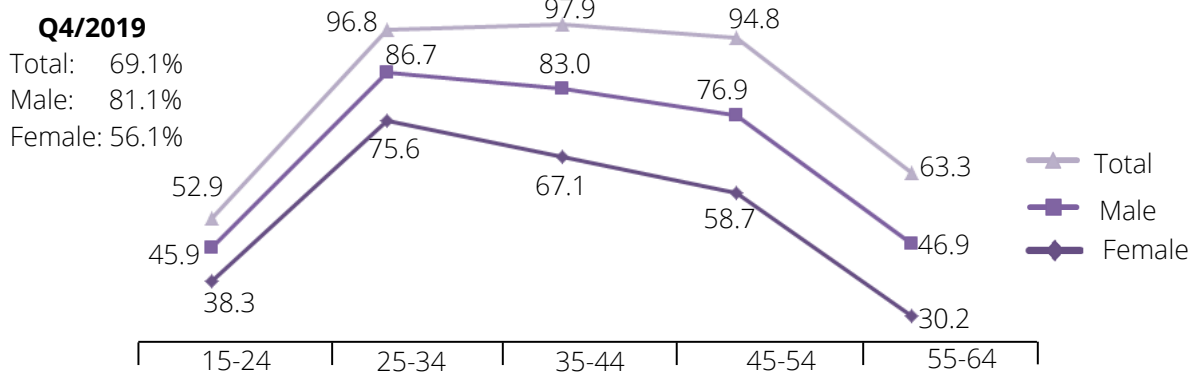
Women in general are historically handicapped when it comes to labour force participation in Malaysia. With the population of relatively similar between the genders (about 17 million men and 16 million women as of 2019), participation of women in the labour force is at least 25% lesser compared to their male counterparts, albeit it has improved over the last 20 years.

Labor Force Participation Rate (%) according to Gender



Source: Principal statistics of the labour force by sex, Malaysia/states, 2000 – 2019, Department of Statistics Malaysia

Labour Force Participation Rate by Sex and Age Group, Q4/2019



Source: Principal statistics of the labour force by sex, Department of Statistics Malaysia (DOSM).

It is apparent that the labour force involving the participation of women has experienced a much more significant decline compared to their male counterpart between the ages of 25 to 54. It is more likely that women workers within this age group are compelled to take a hiatus or give up their career commitment due to social expectations for them to take up a full-time role as homemaker. There seems to be a trade off between having to fulfill their expectations in the home versus the loss of contribution that women could contribute were they to participate in the workforce, having completed their years of education in school.

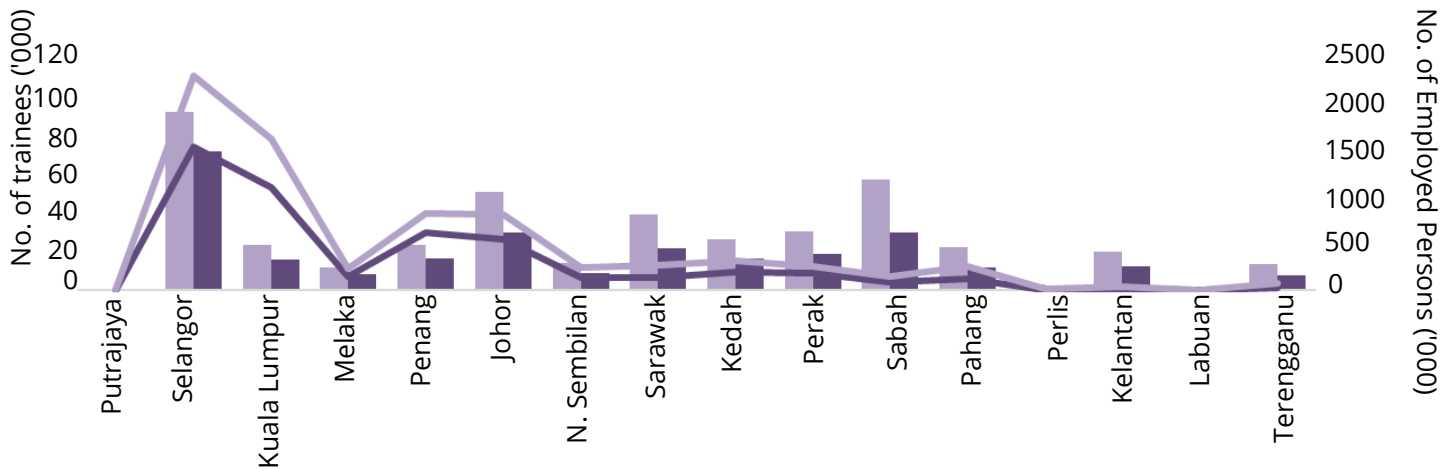
EMPLOYMENTS ACCORDING TO STATES AND GENDER, 2018



The women labour force participation rate (LFPR) is also closely linked to the wealth of the state as well as its close proximity to the federal government, where the variety of jobs are available. While it cannot be concluded that less developed states are more inclined to discourage female workers from working, it is more likely that less developed states tend to offer more manual labour intensive jobs which are more suited to men.

State	Employed person ('000)		Labour force participation rate % (LFPR)	
	Male	Female	Male	Female
Putrajaya	17.3	21.1	78.3	74.6
Selangor	1,942.2	1,504.5	82.5	69.6
Kuala Lumpur	489.3	335.1	79.3	56.4
Melaka	242.9	173.9	76.7	56.3
Penang	488.6	342.2	79.5	55.9
Johor	1,067.5	625.8	81.8	54.4
N. Sembilan	301.6	187.1	77.4	53.1
Sarawak	819.7	454.7	82.6	51.5
Kedah	557.4	351.8	76.4	50.1
Perak	638.6	396.2	76.0	50.0
Sabah	1,200.4	625.1	85.0	49.7
Pahang	472.0	244.7	81.3	49.5
Perlis	65.3	38.7	78.4	47.1
Kelantan	425.8	257.6	74.2	46.5
Labuan	26.5	14.9	84.3	45.8
Terengganu	286.9	160.9	75.6	44.2

LABOUR FORCE PARTICIPATION IS RELATED TO TRAINING



The number of unique trainees who are sent by employers for training is almost directly related to the number of employed individuals. It shows that employers are actively sending workers for training regardless of gender. Nevertheless, it should be noted that the demographic of workers naturally influence the decision of employers to train, this means that market does not naturally attempt to provide more training for women. Left to its own volition, male workers would maintain an advantage over women workers when it comes to training, this trend will not change without external intervention.



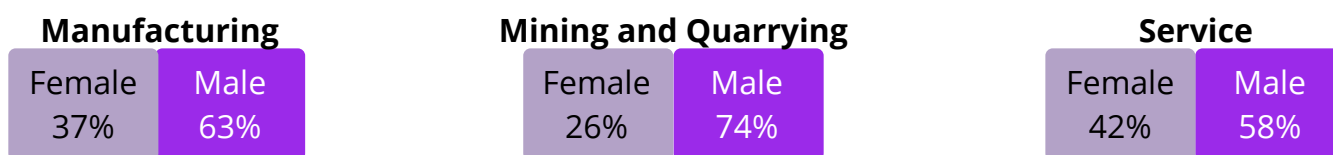
FACTORS THAT INFLUENCE THE TRAINING TREND



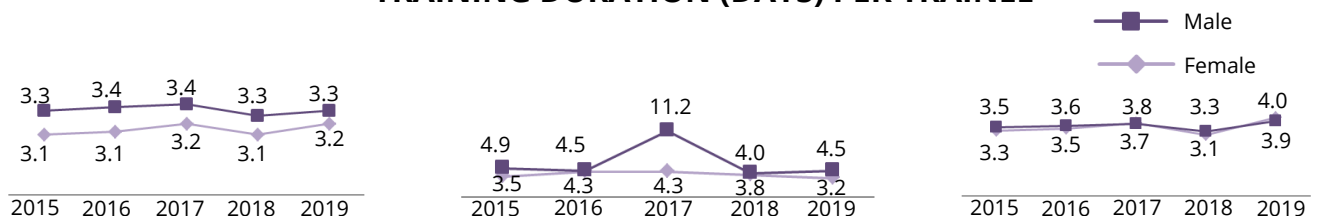
INDUSTRY SECTORS and **PROFESSIONS** as well as **POSITIONS' HELD** are the factors that are always associated with gender participation in labour force. These factors affect gender differently when decisions are made relating training to upskill and reskill themselves.

INDUSTRY SECTORS

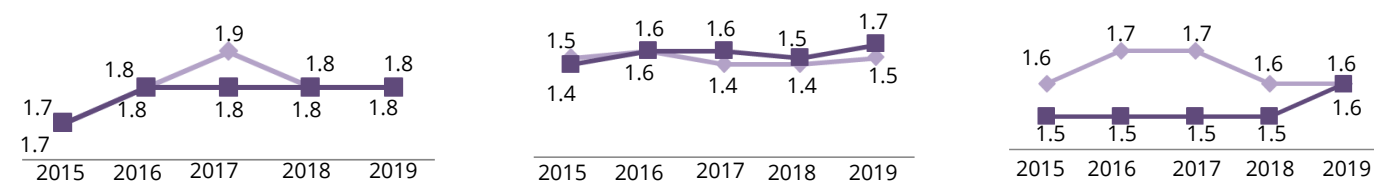
AVERAGE % OF TRAINEES TRAINED ACCORDING TO SECTOR



TRAINING DURATION (DAYS) PER TRAINEE



NO. OF TRAINING GIVEN PER TRAINEE



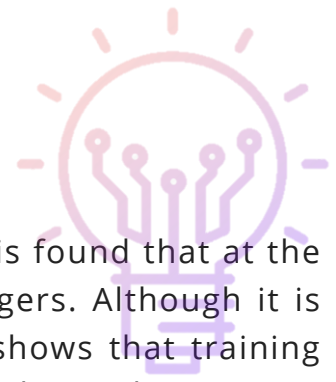
Source: HRDF Internal Data 2015 - 2019

- Manufacturing sector is considered a mature industry, supported by a large labour force which is characterised by full-time employment.
- Employers have invested in training evenly between men and women, but there were longer training duration for men.
- Both men and women have committed the similar training duration compared to other industries.
- However, there is a big gap between men and women in training duration, where the men undergo training relatively longer than women in the same sector, even though the amount of training places reserved by each trainee is almost the same.
- Women are more likely to be trained in the services sector because it hires more women.
- In this sector, the trend of training duration per trainee between men and women were almost similar.
- Employers have invested more training places for women compared to men.

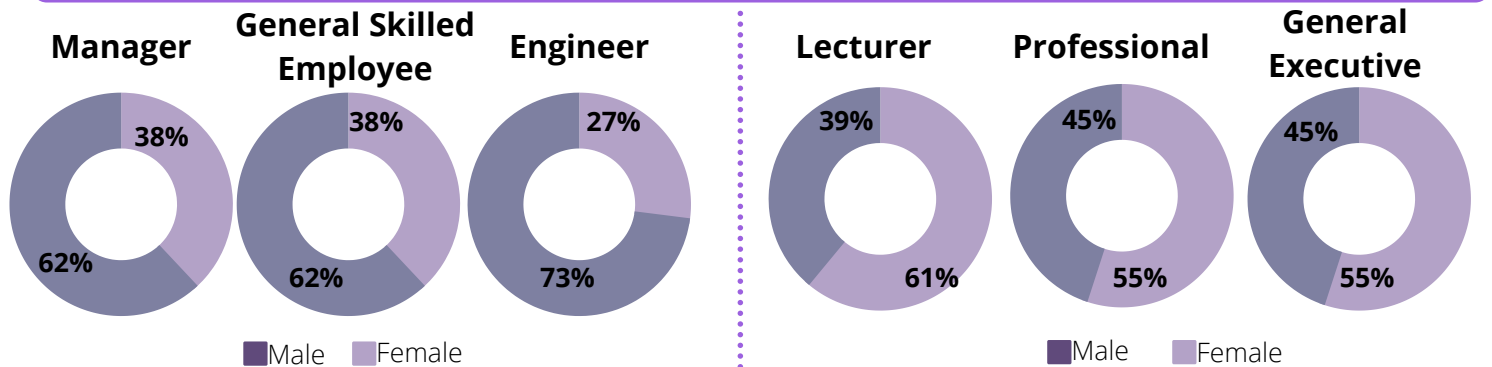
In order to have fairer growth, gender disparity in labour force should be reduced. Nevertheless, employers are in general treating both genders relatively fair as the average duration and number of training places are almost similar across different years.

PROFESSIONS AND POSITIONS HELD

Upon examining HRDF data in terms of job level and profession, it is found that at the management level, most of the training is provided to male managers. Although it is likely to be correlated to the general demographic of workers, it shows that training trend inherently follows the bias of the “gender-profession match” relationship.



AVERAGE % OF TRAINING PLACES ACCORDING TO GENDER AND PROFESSION FROM 2015 TO 2019 (%)



Source: HRDF Internal Data 2015 - 2019

MALE-DOMINATED

Training among managers, general skilled employees and engineers was male dominated. The reason being that men have the opportunity to climb the corporate ladder (managerial) faster than women. Many talented women may have taken a career break for family commitments. They may serve in the industry again after some time, but at that time, they have lost in experience to their male counterparts who have undergone more relevant training. The gap becomes more apparent once when men are more likely to be selected for leadership positions as they spent a longer period of time in the workforce. The longer men stay in their career, more training will be given to them. The same reason applies for skilled employees and engineers.

FEMALE-DOMINATED

Lecturers, professional and general executives are somewhat more dominated by women. One of the requirements of these professions is the attainment of tertiary education. There are a lot of qualified candidates among women which are they generally dominate tertiary education in this fields.

Another possible reason is stereotypes about gender roles. The mindset among employers that women tend to demonstrate more advanced empathy and interpersonal skills causes them to be more preferable to be hired in this profession. As a result, a lot of training in these professions are female-dominated.

TRAINING PARTICIPATION BY GENDER



Referring to the Global Gender Gap Report 2020, World Economic Forum, the number of women serving in emerging roles is lower than men causing challenges in closing the economic gender gap. In Cloud Computing, just 12% of professionals are women. Similarly, in engineering and Data and AI, the numbers are 15% and 26% respectively. While, referring to the HRDF Internal Data 2015 to 2019 below, most training sessions have been attended by men, compared to women.

MALE



- Safety and Health
- Team Building or Motivation
- Quality and Production
- Management or Strategic Management
- Process and Operation
- Marketing and Sales
- Legal and Law
- Creativity and Innovation
- Aviation
- Hotel or Tourism
- Research and Development
- New or High Technology
- Ship or Maritime Handling
- Engineering
- Supervisory
- Manufacturing or Production
- Creative Design
- Biotechnology or Chemistry
- Port Management
- Food and Beverages
- Security or Armed Forces
- Education or Training

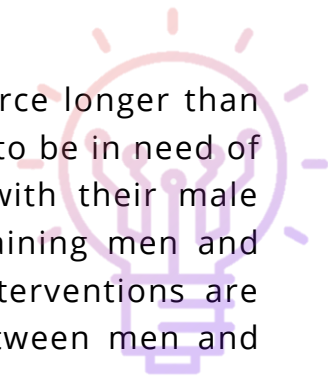
-
- Computer or Information And Technology
 - Public Relations or Customer Service
 - Audit or Tax
 - Human Resources
 - Medical or Healthcare
 - Accounting or Finance
 - Actuarial or Statistics
 - Journalist or Publishing or Communication or Media
 - Retail or Merchandising
 - Purchasing or Logistics or Supply Chain

FEMALE



- Administration or Clerical
- Language

As men in Malaysia are inherently more likely to be in the workforce longer than their male counterparts, it is apparent that women are more likely to be in need of training to close their skill gap in order to compete for jobs with their male counterpart. As the employment is uneven in the first place, training men and women “equally” will keep the existing playing field unequal. Interventions are needed in upskilling and reskilling activities to close the gap between men and women.



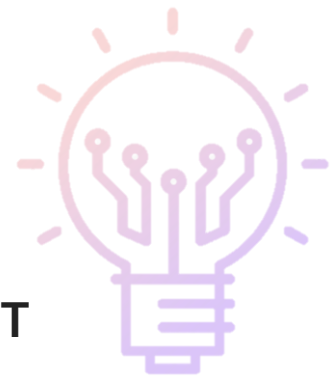
STRATEGIC INITIATIVE BY PSMB

HRDF’s strategic initiative **Housewives Enhancement and Reactive Talent Scheme (HEARTS)** is purposed to empower low-income housewives and single mothers who are not active in the labour force with specialised training to enable them to return to the workforce and contribute significantly to the country's economic growth.

Housewives Enhancement and Reactive Talent Scheme (HEARTS)

Target Group	<ul style="list-style-type: none"> • Housewives and single mothers who have at least a Diploma and above • Not working • Aged from 25 to 60 years old • Citizens of Malaysia
Programs Offered	<p>Among the 15 training courses offered, here are the HEARTS program courses that received the most response:</p> <ul style="list-style-type: none"> • Translation, Editing and Proof Reading • PSMB Train-the-Trainer • Social Media Management • Simplified Internet Marketing • Halal Green Islamic Cleaning
Output	<ul style="list-style-type: none"> • 96% of approved trainees completed training; • 70% of trainees are back in the economy after completing their training; • 75% of trainees are back in the economy within six (6) months after completing training; • 88% of the trainees are in the skilled workers category • 83% of trainees earn RM2,000 and above; and • 91% think HEARTS scheme improves knowledge and skills.
Outcome	<p>More than 1,300 places for housewives and single mothers have been approved for the 10 types of training offered</p>
Impact	<ul style="list-style-type: none"> • Increasing household income • Increasing supply of skilled labor to the industry • Increase the involvement of housewives in economic growth

TESTIMONIES FROM HOUSEWIVES ENHANCEMENT AND REACTIVE TALENT SCHEME (HEARTS) PARTICIPANTS



"I never thought that I would be baking and cooking for money, but times are hard and as a mother, I will do whatever I can to help my family. Although my husband makes a decent living as an electrical engineer, we can always do with a little extra cash", Aida Fauziah, 38.

"It's great being a full-time mum, but it's also very rewarding to be able to contribute to my family. I could never have done this if working from home was not possible", Sajni Dharamdass, 59.