

Women's Rights in Malaysia

Workplace Discrimination & Sexual Harassment

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In Collaboration With:



WOMEN'S AID ORGANISATION
PERTUBUHAN PERTOLONGAN WANITA



Methodology & Data Quality

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PERTUBUHAN PERTOLONGAN WANITA

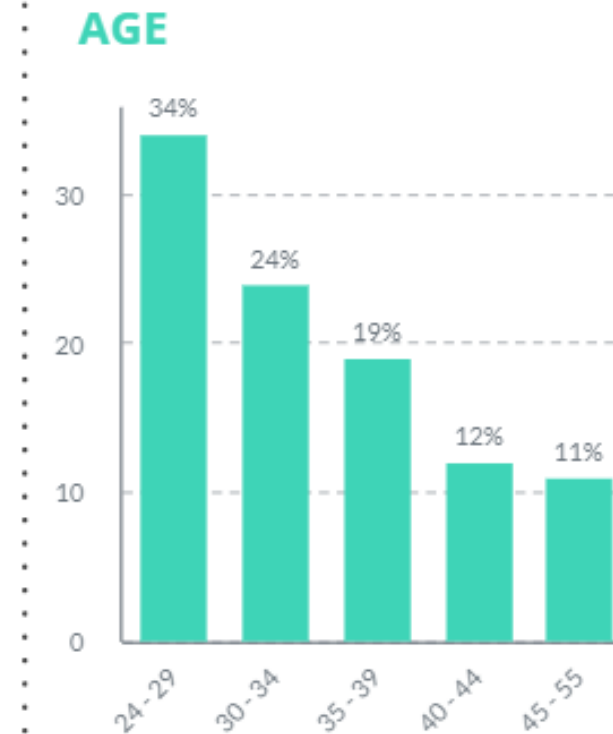
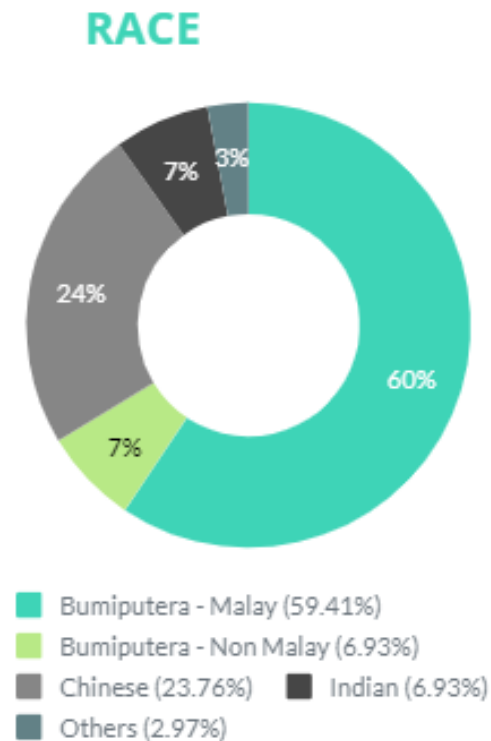
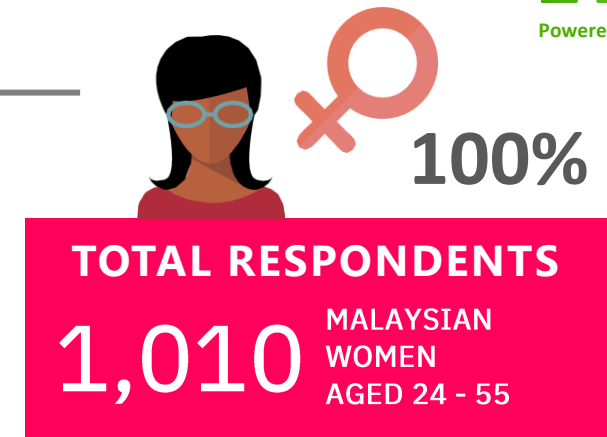
Data Collection Period: 26 - 28 Sep 2020 | Survey Insights Compilation: 29 Sep 2020

- On 26th September 2020, Vase.ai ran an online survey to understand the challenges Malaysian women face in the workplace.
- The survey was directed to women of the age of 24 – 55, currently active in the workforce or who have been active members of the workforce since the last 5 years.
- This research was carried out by Vase.ai in collaboration with Women's Aid Organisation (WAO).
- The panel used for this survey is from Vase.ai's proprietary panellist recruited via Getvase.Com.
- To learn about the Methodology & Limitations of this survey, please refer to Page 26 onwards.



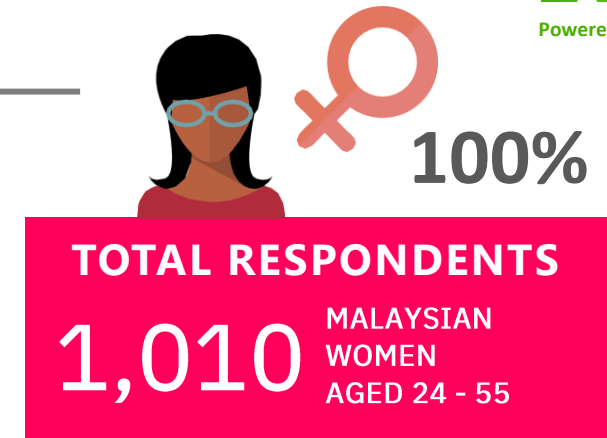
Demographics

This research is produced to understand Malaysian Women’s current reality in the workforce, their challenges and awareness on harassment and discrimination in the workplace. This study is intended to be a reflection of the current environment working women and working mothers face within the workplace, and the challenges they faced during the movement control order period amidst COVID-19 earlier this year.

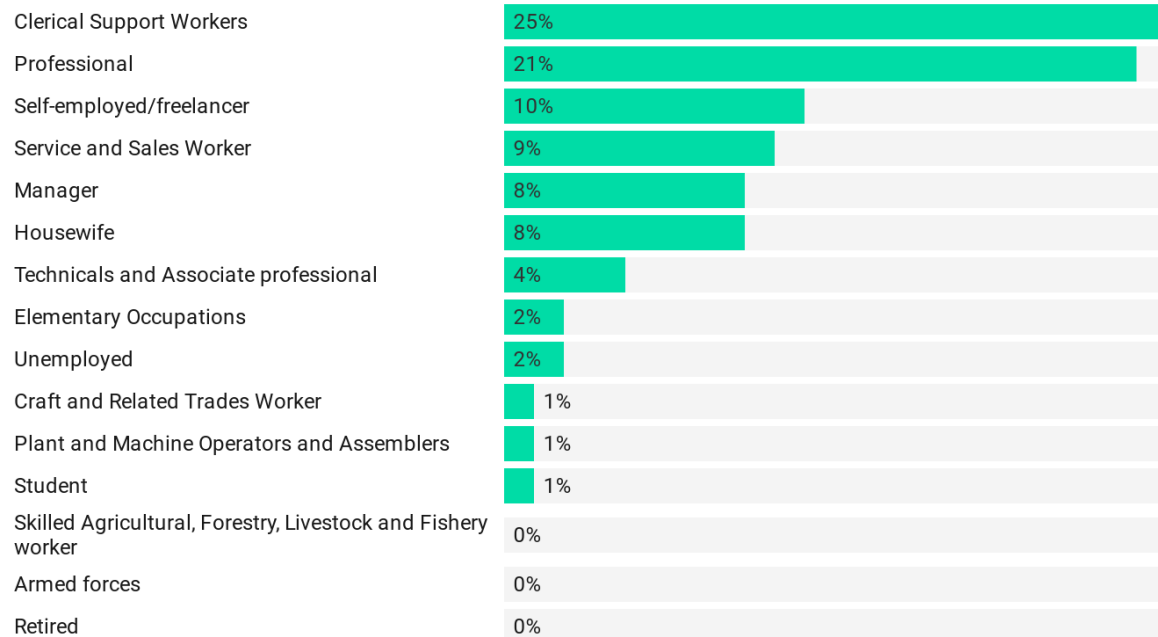


Demographics

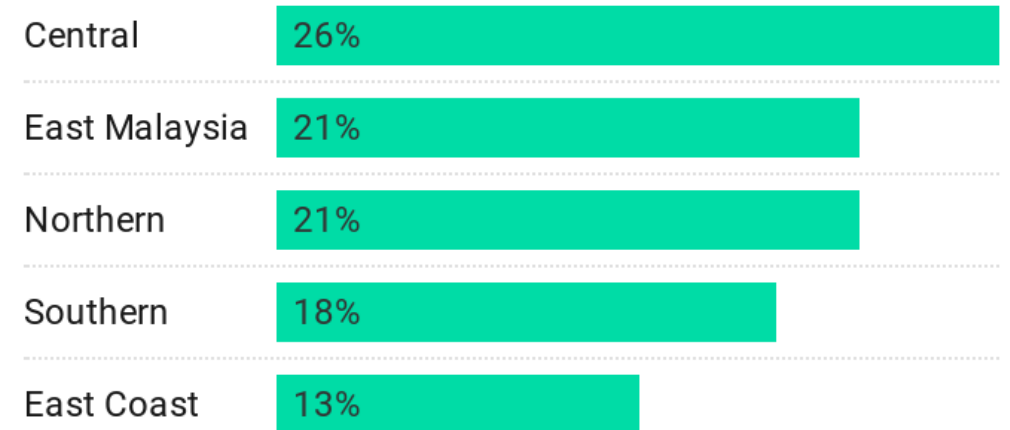
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Occupation



Region





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Understanding Sexual Harassment

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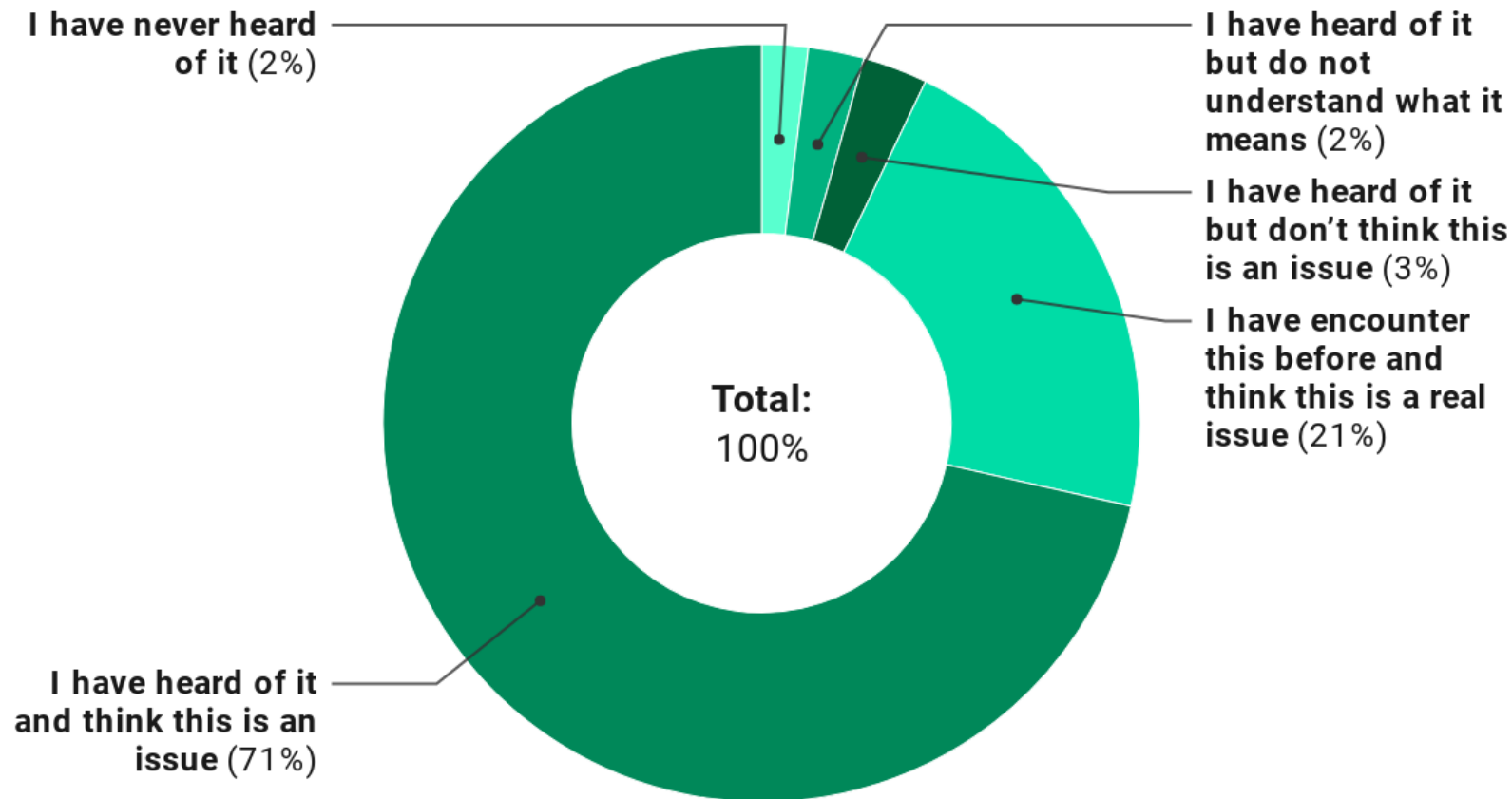
WOMEN'S AID ORGANISATION
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71% women say they have heard about and think sexual harassment is an issue, while 21% say they have encountered a form of sexual harassment before and think it is a real issue.

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TOP 5 BEHAVIORS

Which Women Categorise As **Sexual Harassment**.

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89%

Making sexual advances towards unwilling recipients

87%

Sending or composing sexual emails, bulletins, or photos

86%

Making sexual gestures, body movements, or looks

83%

Directing sexual statements towards unwilling recipients

83%

Unwelcome touching or grabbing



♀ TOP 3 BEHAVIORS

Which Women Categorise As **Unprofessional Behaviour** and **not Sexual Harassment**.

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52%

Suggesting a co-worker make advances towards a client/potential client.

50%

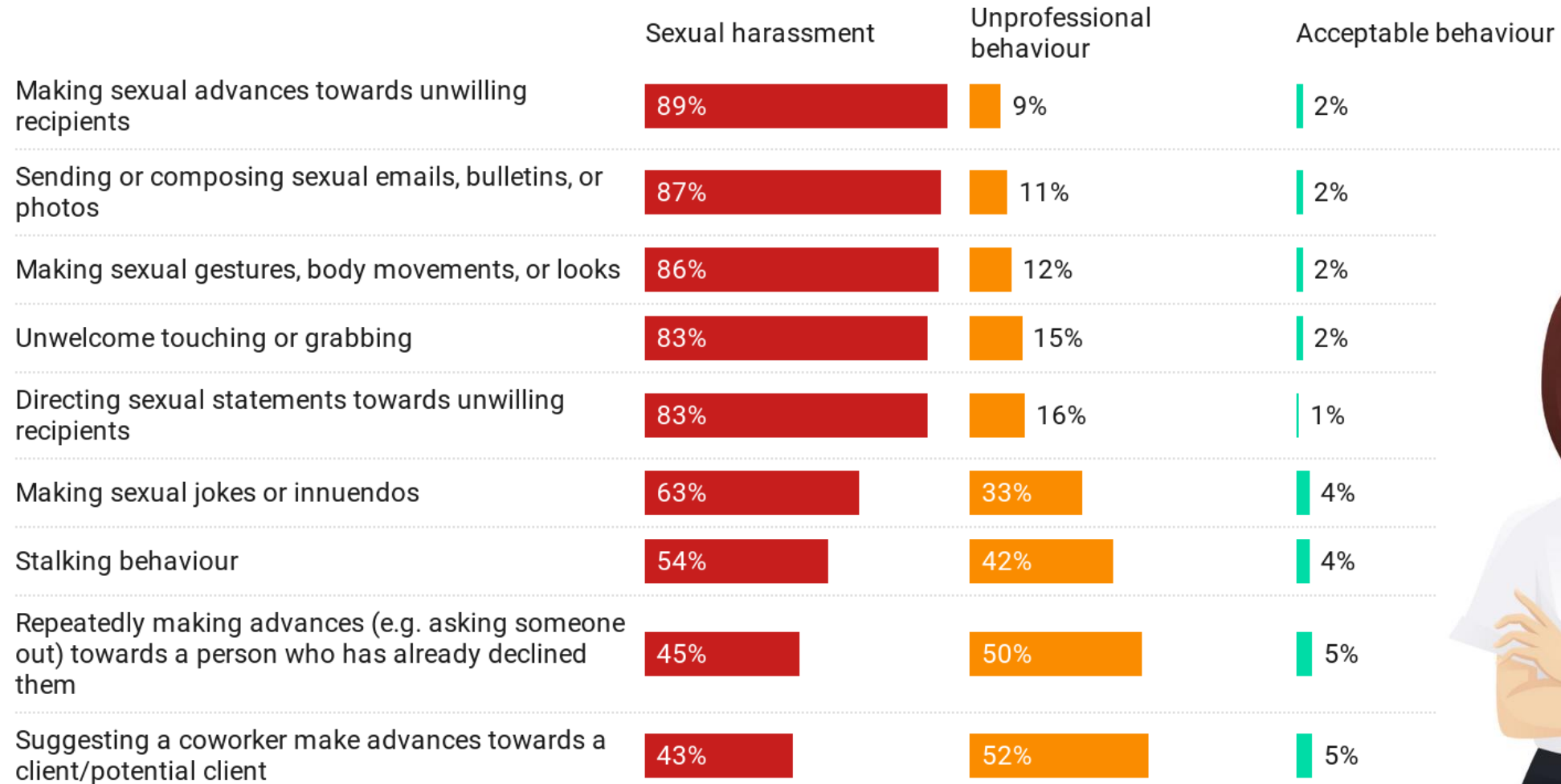
Repeatedly making advances (e.g. asking someone out) towards a person who has already declined them.

42%

Stalking behaviour.



The statements below show the actions women categorise as **sexual harassment**, **unprofessional** or **acceptable** behaviours.





Women's Rights in Malaysia

Harassment & Discrimination in the Workplace

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An overall of **62%** of women say they have experienced one or more forms of harassment as below, during their employment.

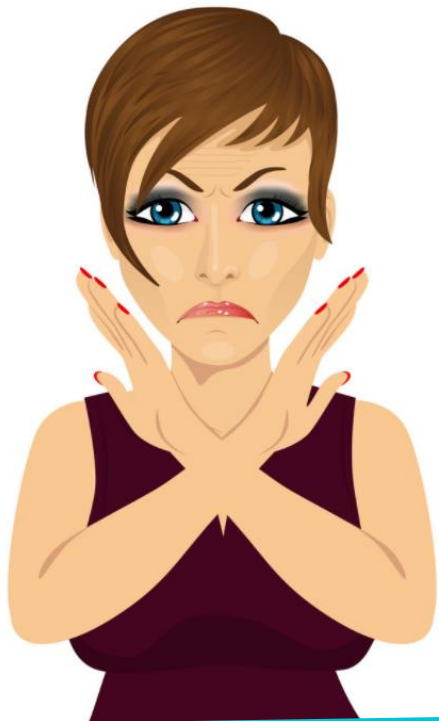


Offensive sexual jokes or innuendos		39%
Unwelcome touching or grabbing		24%
Sexual gestures, body movements, or looks		22%
Stalking behavior		18%
Verbal sexual abuse or berating		16%
Offensive sexual emails, bulletins, or photos		11%
Unwanted sexual advances		10%

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47% of women say they were asked about their **marital status** during a job interview, while 22% were asked about their **ability to perform certain tasks as a woman**.



15% women were asked about their **plans to have children**, while 13% were asked if they would **require a long maternity leave** if they got pregnant.



An overall of **56%** women say they have experienced one or more of the below forms of **discrimination** during their employment.

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30%

“I received comments/questions about my marital status and/or plans to start a family”.

21%

“I have been passed up for promotion(s) even though I was more qualified than others who were up for the job”.

15%

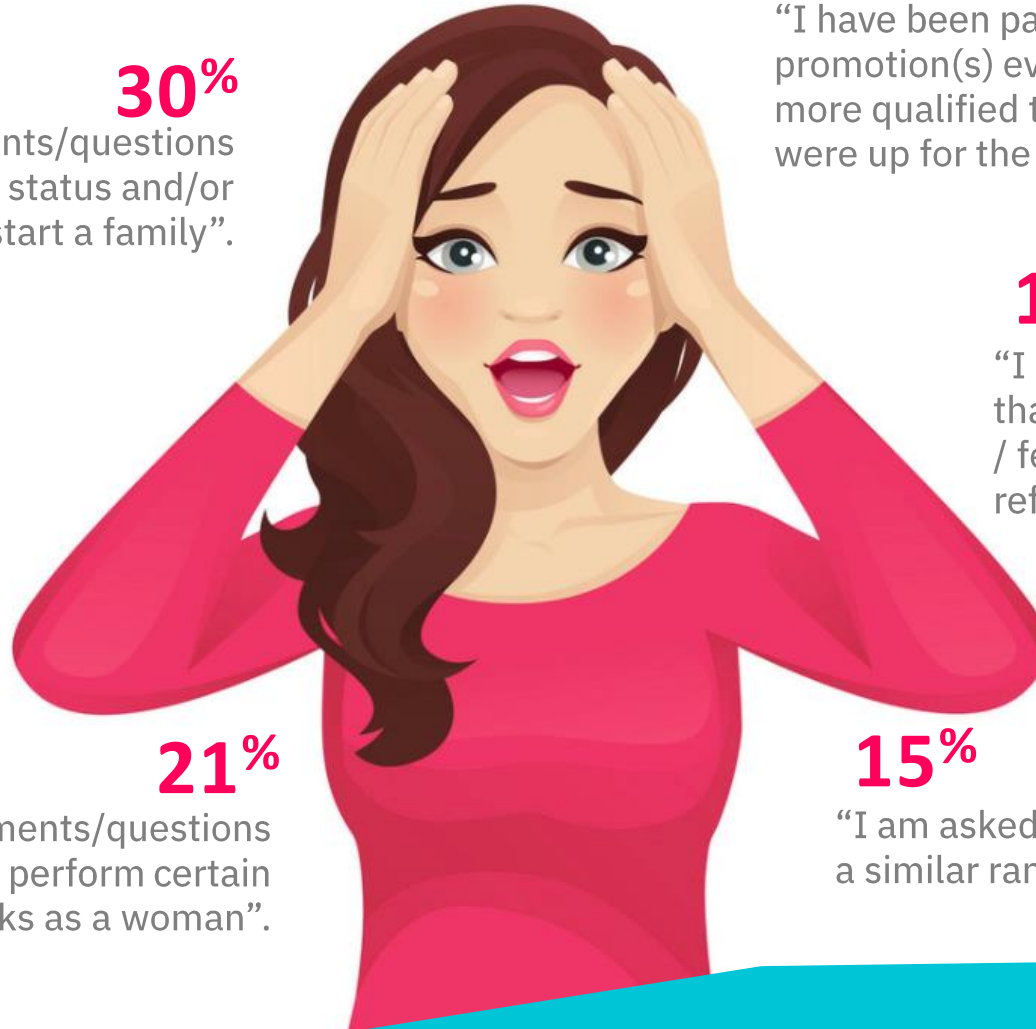
“I am asked to perform certain tasks that are not asked of men like making / fetching coffee, preparing/arranging refreshments, etc.”

21%

“I received comments/questions about my ability to perform certain tasks as a woman”.

15%

“I am asked to do more work than men of a similar rank or job description”.



8% of women from this research had a permanent disability. From this group, 47% experienced a form of **discrimination** when seeking employment.



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No, I have never experienced any of these

53%

My interviewer/recruiter told me that I should consider freelancing instead as my disability was an issue

20%

My interviewer/recruiter told me they were not many business premise that are disability-friendly and I should not have high expectations

19%

My interviewer/recruiter told me that it would be hard for me to find a job due to my disability alone

14%

My interviewer/recruiter told me they were not willing to make the business premises disability-friendly

10%



During their employment, 52% of women with a permanent disability experienced one or more of the below forms of **discrimination** based on their disability status.



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19%

“My superiors would not consider me for a promotion due to my disability”.

16%

“My superior/colleagues do not take my ideas seriously nor pay attention to my work much due to my disability”.

15%

“My superior / colleagues will not let me handle larger projects due to my disability”.

15%

“My superiors/colleagues often question my ability to perform tasks”.

5%

“My superiors / colleagues will not allow me to face customers / clients due to my disability”.

9%

“My superior demoted / terminated me as customers / clients were uncomfortable with my presence”.





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Maternity & Paternity Leaves

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76% of women were given 2-3 months paid maternity leave while for 39% of women, their child's father was given less than one week paid paternity leave.

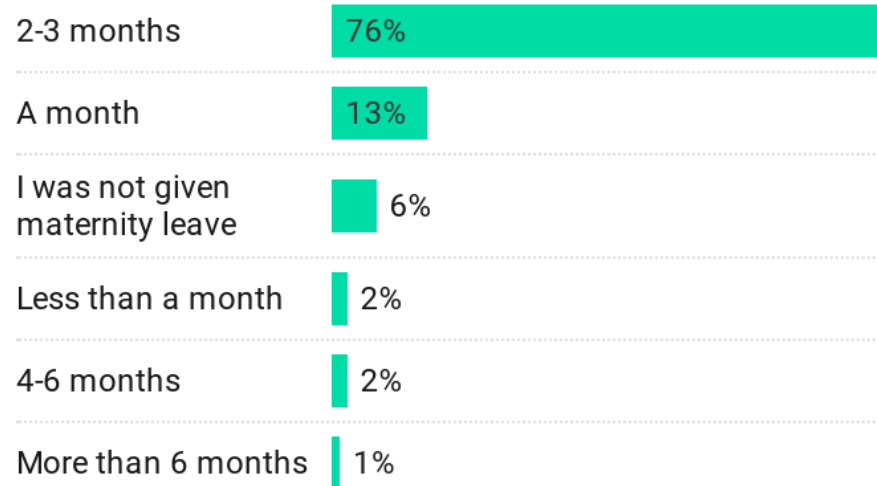


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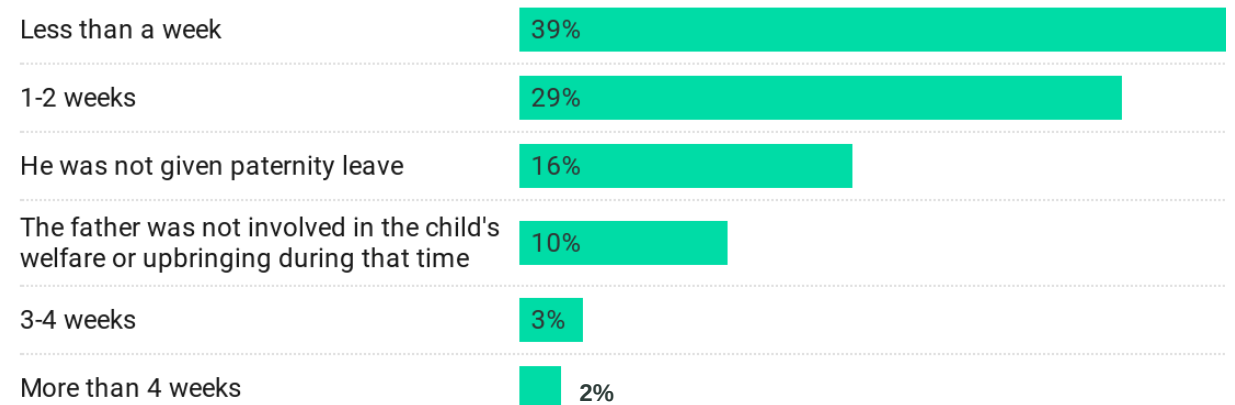
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How much paid **maternity** leave were you given when you gave birth / adopted a child previously?



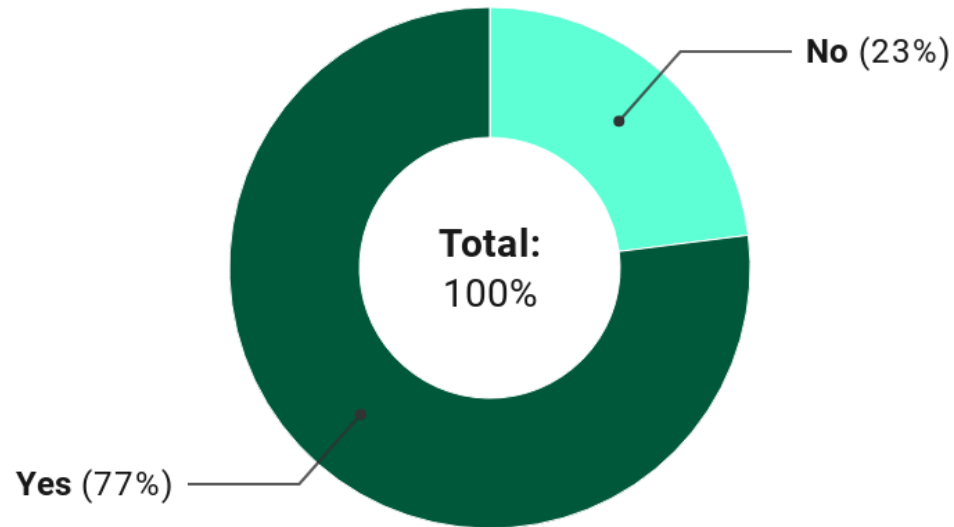
How much paid **paternity** leave was the **child's father** given when you had a child/adopted?



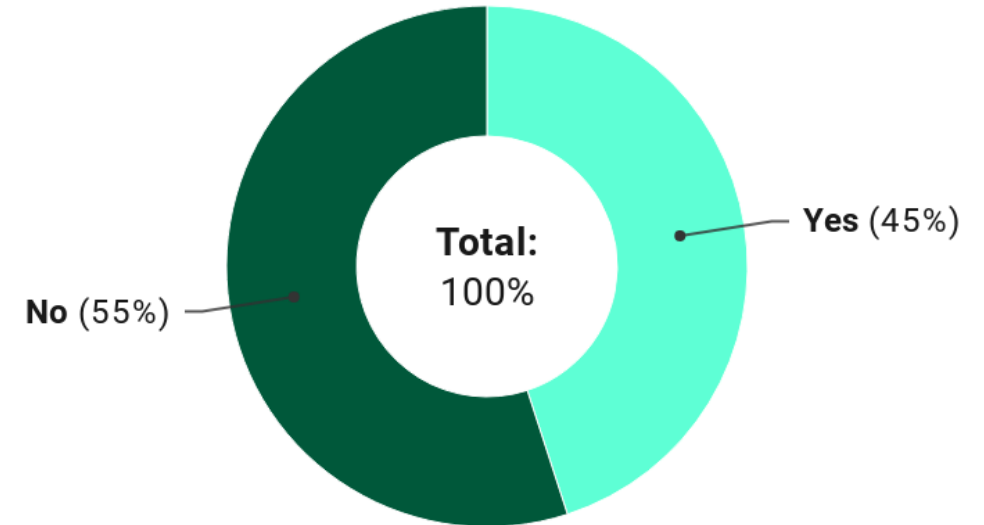
77% of women felt they were given adequate paid maternity leave, while 55% felt their child's father's paid paternity leave was insufficient.



Did you feel you had adequate paid maternity leave?



Did you feel that your child's father's paid paternity leave was sufficient?



65% women say their child's father's insufficient paternity leave affected their child/family as their partner was unable to help out as much as he/they wanted.



“My partner is unable to help out as much as he/I would like”.

65%

“My partner did not have enough time to get used to caring for our child”.

40%

“My partner had fewer opportunities to bond with our child”.

35%

“It has led to stress and arguments between my and my partner”.

31%

“Our child is not at ease with my partner because he's not around as often as I am”.

20%

An overall of **40%** women say they have experienced one of the below forms of **discrimination** upon returning from maternity leave.

**23%**

“I received negative comments / questions about leaving work on time to get home to my child”.

13%

“I received negative comments / questions about how long I was away”.

13%

“I was overlooked for new projects or opportunities when I was back from maternity leave”.





Women's Rights in Malaysia

Workplace Policies & Facilities

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48% of women who have children share that their current or previous workplace does not / did not have adequate facilities in place. Only 24% of women say they had access to a breastfeeding room.

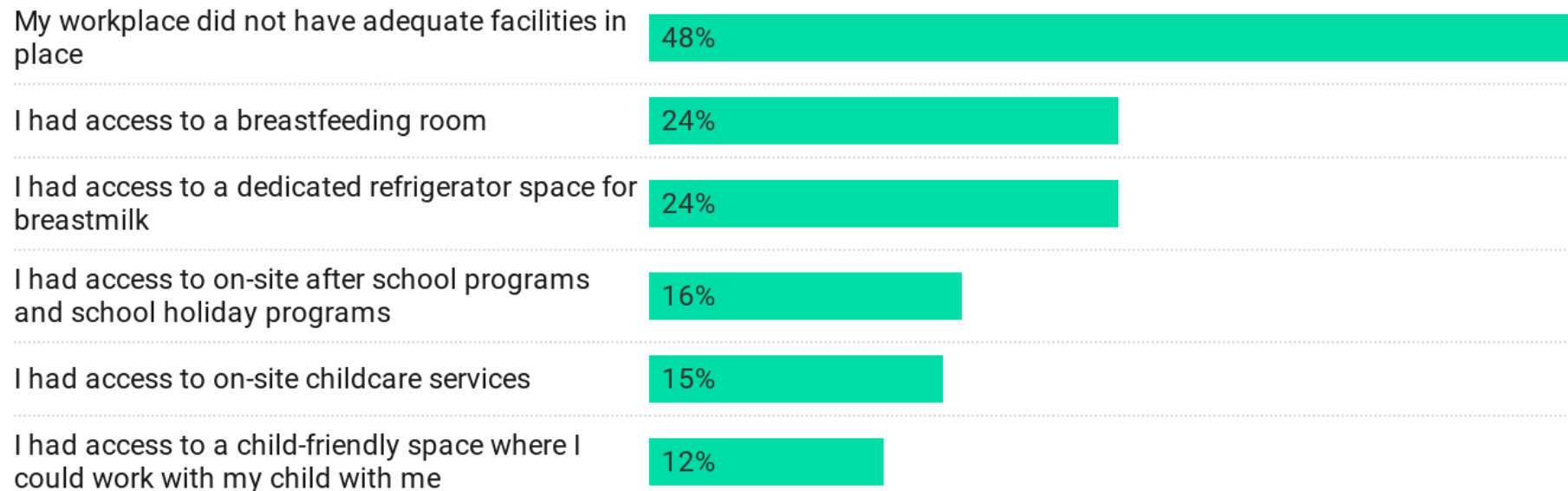


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If you are currently or have previously been employed while having children, how did you feel about the facilities your workplace offered?



66% of women say their child's father's workplace did not have adequate facilities to support them when they had a child, and 38% of these women felt it affected them (the women) in **negative** ways.

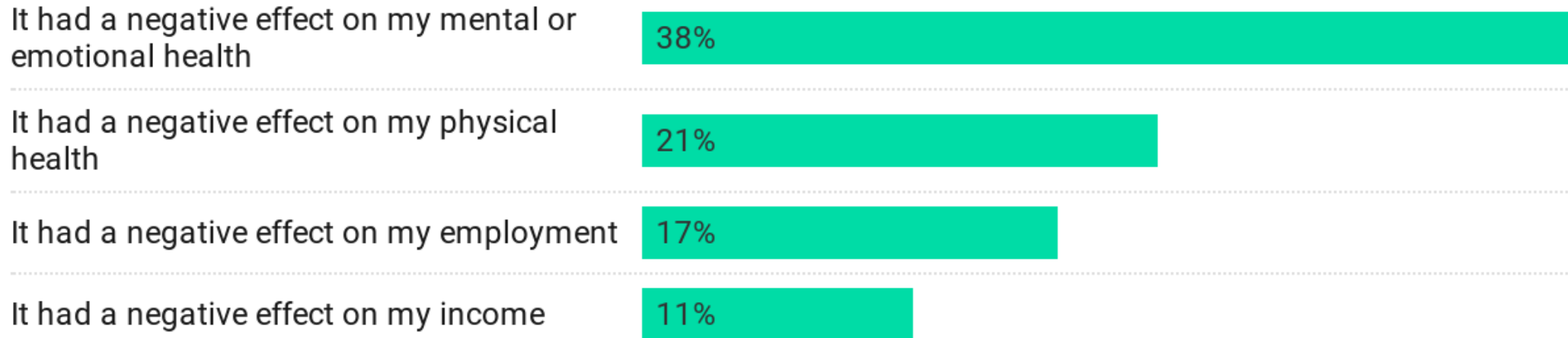
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How did the lack of supportive workplace policies or facilities for your child's father affect you?



Mothers share how they were impacted by their child's father lack of supportive workplace policies.



83% women wish their current or former employer had better policies in place to support them, whether with career advancement, balancing personal and professional responsibilities, etc. Policies they wish were in place are as below:



“a **more open hr system** which protects both genders and anonymity and takes these issues seriously”.

“it would be a huge motivation and stress reliever if there is a **child care centre / nursery designated for employees** at or nearby the work place. this would be so much convenient and reduce time spent commuting back and forth to nurse a newborn baby”.

“balancing personal and professional. **employer should not look down on women who have child**, that cannot do work”.

“majikan perlu beri cuti bersalin bergaji.. dan raikan kemasukan balik staff lepas bersalin.. dan memberi **kelonggaran kepada staff yg anak anak utk cuti emergency**”.

“**more flexibility on working hours or working from home.** as what most middle east countries are doing, woman only requires to work from 8 am till 4 pm daily. to have **additional leave especially for care sick child and not by deducting annual leave.** higher child care subsidy if the company fails to provide child care centre at the office”

1. “have a **dedicated room for breastfeeding /milk** expressing (not use the store room, server room etc)
2. a **dedicated storage /fridge** for expressed breast milk
3. on-site **childcare facility**
4. have the **understanding that new parents are normally more tired** and not be prejudiced based on that fact”.

“i wish that my current employer would have policies in which employees regardless of gender are offered more **job security**, provide a **daycare service** especially for single mothers, ensure that all staff **have the support needed in case of sexual harassment**, ensure that all staff **know what is considered sexual harassment**, etc”.

“to **hire us no matter if we have plan to be married or have kids.** we should not feel hesitated to tell to our managers about starting a family. jobs or task should not be given according to gender. **both gender should be given equal task and promotions and positions**”

“to **treat equally** doesn't matter if it is a female or male. to rank the person based on their working performances not based on whose/anyone's recommendations. to provide the benefits as what a staff deserves. **to respect all**”.

“its not the equality of men and women that i seek for. but id like the higher management to do a **thorough determination before making a decision that involves gender inequality**”.





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Domestic Care & Government Support

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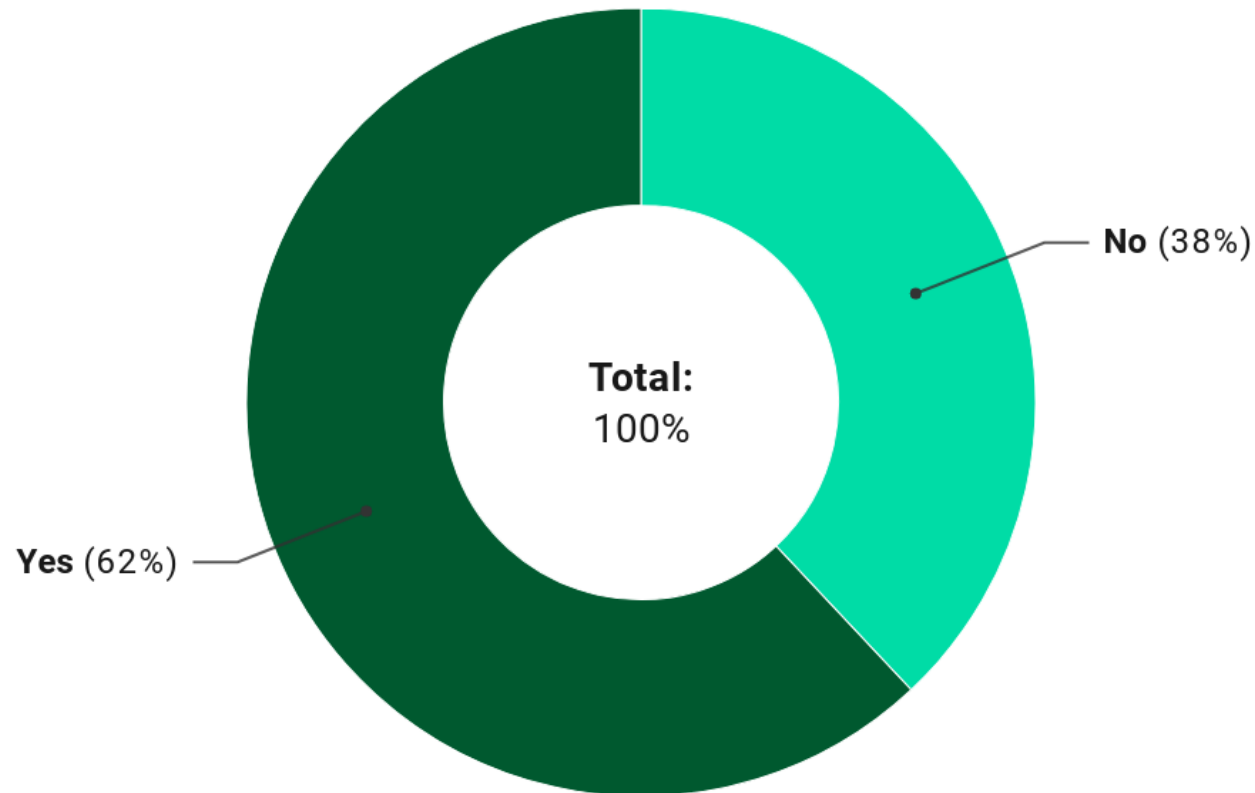


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62% of women are currently caring for or have previously cared for an elderly family member.



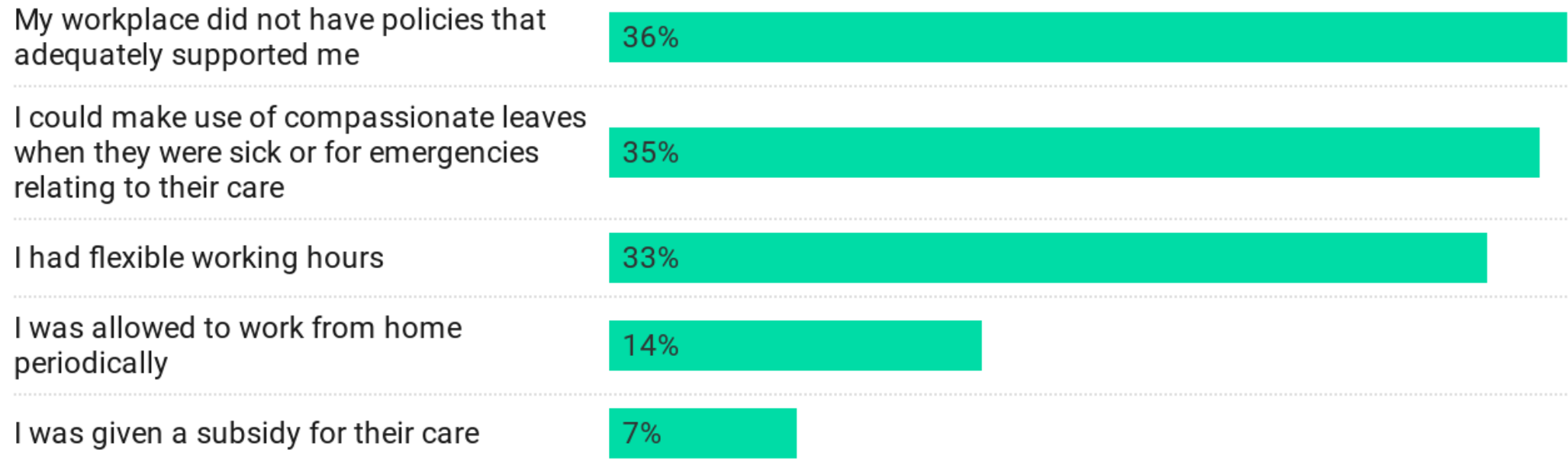
Are you currently caring for or have previously cared for an elderly family member?



When caring for an elderly family member, 33% women say their workplace policies allowed them to have flexible working hours, while 36% say their workplace did not have policies that adequately supported them.



If you are currently or have previously been employed while caring for an elderly family member, how did you feel about the policies your workplace had in place?



Additional government policies women say they would like to see introduced to further support them in their career and in their ability to participate or advance in the workforce.



“have a policy or law to **protect woman at workplace from sexual harassment both physical and mental**. - draw up a policy or law for people who are caring for elders of family like special incentive to care for old parents”.

“**di naikkan lagi gaji pokok rm1500** atau lebih bg pdptan yg rendah bgi bantuan utk golongan bujang jugak segi apa jua bantuan yg blh d salurkan krn golongan bujang pun msh tdk mcukupi dr semua espek ttumanya bg yg ada penyakit”.

“please ask the employer to **set up a day care at office** so that we can work while less worry of our children because they are just in front of us”.

menyediakan lebih banyak **pekerjaan untuk penduduk luar bandar**.. telus dalam pengambilan pekerja.. tidak mengamalkan pengambilan pekerja secara menggunakan "cable"..

provide more job opportunity and business to improve the economy. provide more **tax reduction** to minimize the burden of the people. provide subsidy.

“every company can allow **work from home policy and flexible working hours**. impose **salary review and adjustment for existing employees** and not only impose new higher salary based. this does not help existing employees who started with lower salary many years back. as inflation is affecting everyone, not only new graduates”.

more **jobs offers to elderly group** who wants to work to support themselves like myself.

khusus training mengenai IT and software yang boleh mempercepatkan kapalsiti kerja

“give **more training**, put **child care** in workplace. have counselling office where can share problems”.





Women's Rights in Malaysia

Research Methodology & Limitations

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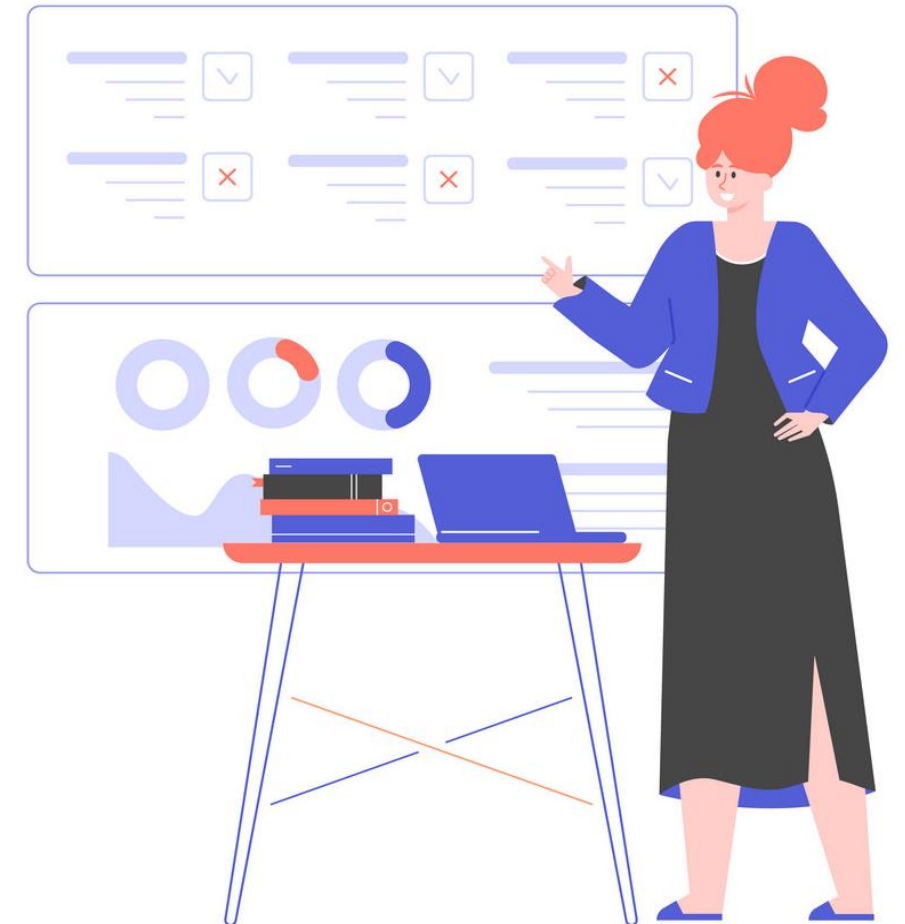
Methodology & Limitations

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- Survey questions were jointly developed by Vase.ai, and Women's Aid Organisation (WAO).
- The survey was administered from 26th – 28th September, 2020.
- Respondents were able to answer the survey in English and Bahasa Melayu.
- 1,010 responses were included in the final sample.





Methodology & Limitations

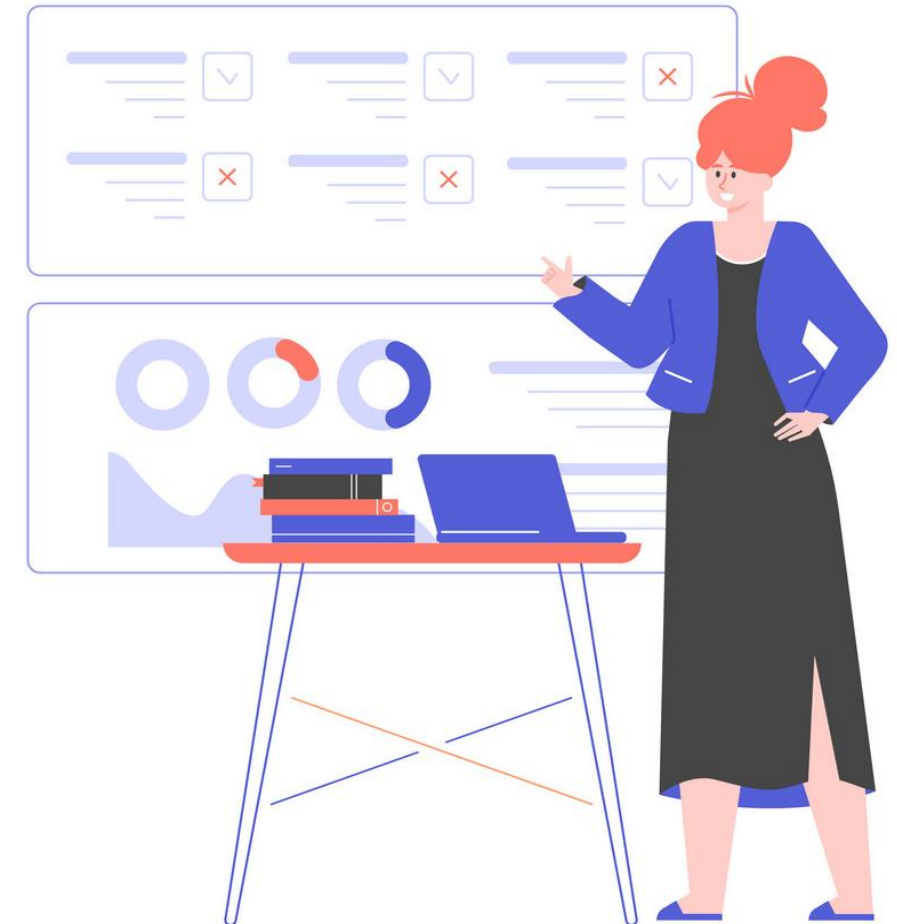
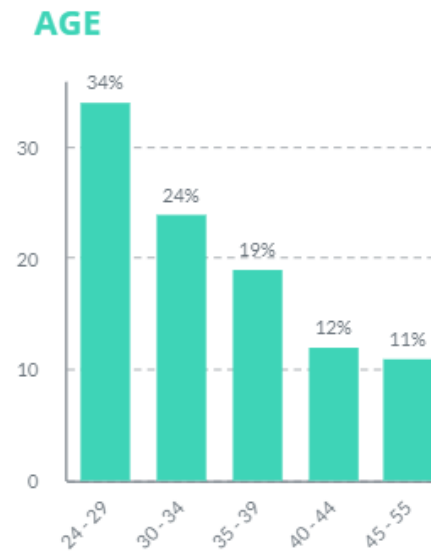
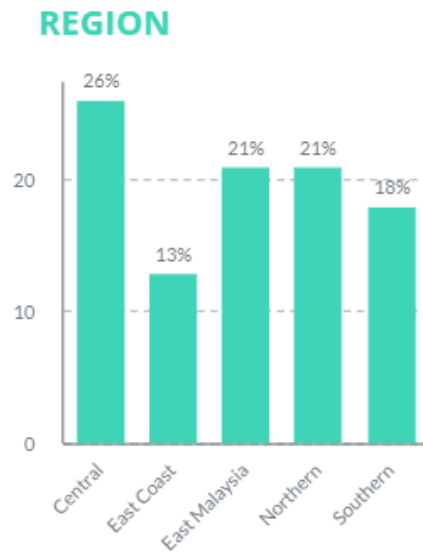
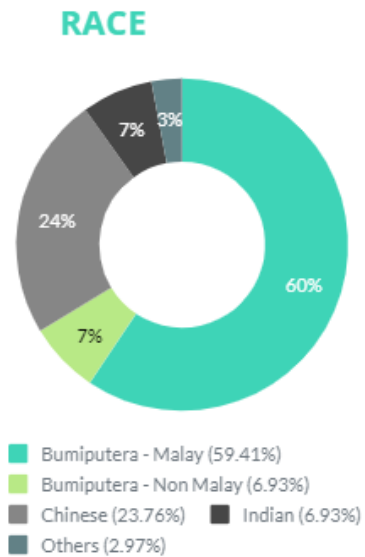
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Limitations on Demographics for Age Groups

- Individuals aged 45 - 55 are underrepresented, likely due to lower rates of women active in the workforce since the last 5 years.





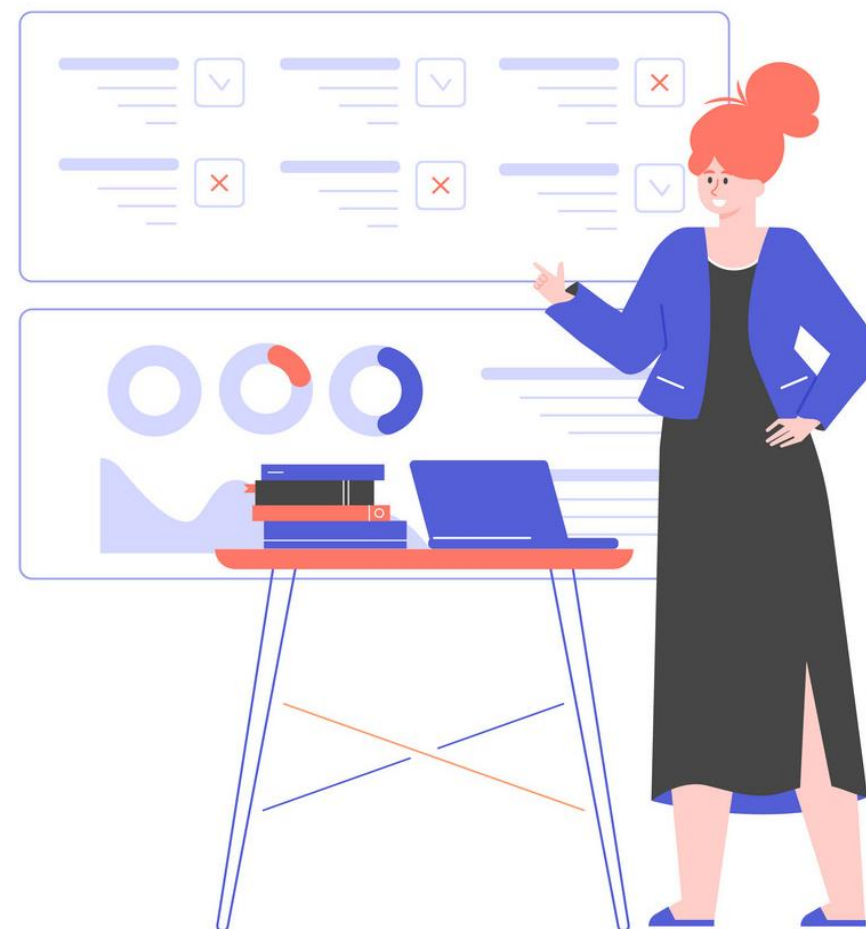
Sampling

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- The survey was administered to Vase.ai's online panel using an active quota sampling-method, where only people contacted are allowed to participate.
- Respondents aged between 24 - 55 years old were quota sampled according to census statistics on Race and Region By Gender.
- Respondents had to also be active in the workforce since the last 5 years to participate in this survey. This exclusion was included to administer the opinions of women who are active in the workforce most recently, and in efforts to identify the current workplace conditions where women may be subjected to certain environments or conditions that may equate to a form of harassment or discrimination.
- Vase.ai's online panel ensures duplicate entries are prevented by the use of unique survey links and the limitation of one entry per link. Identifying demographic information was cross-validated with Vase.ai's existing information on the survey respondent. Speed and straight line checking were also performed to exclude low quality responses.



A man with a beard and mustache, wearing a brown patterned shirt, is looking upwards. On his head is a large, detailed model of a skyscraper, resembling the Petronas Towers. The background is a hazy cityscape.

True to our mission to make human insights accessible instantly to everyone, the Vase.ai Data-Trust initiative is to open up our internal researches' proprietary datasets to the public and allow you to analyse, find insights, and publish results.

We want to help Non-Government Organisations, Non-Profit Organisations, and other organisations who wish to conduct surveys on various topics / causes, have easy access to appropriate Malaysian audience of various demographics, and consistently be in a position of understanding of what Malaysians want, and how we can better our offerings for the people and consumers. This being inclusive of policies, or products and services.

With this mission in mind we created Every, a consumer innovation platform that enables organisations to innovate together with consumers in real-time.

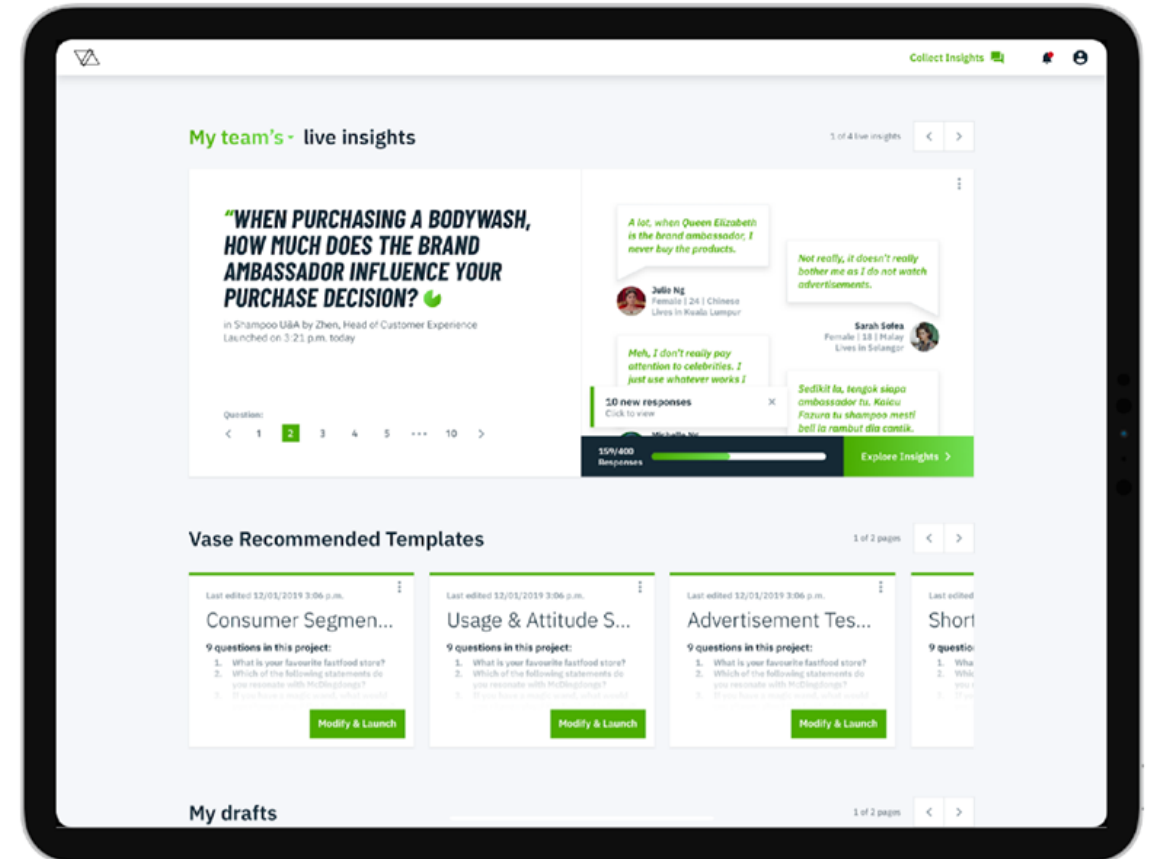
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Innovate Together With Consumers

Every by Vase.ai is a consumer innovation platform that enables organisations to innovate together with consumers in real-time.

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