

ANALYSIS OF GENDER INCOME GAP IN MALAYSIA (Analisis Jurang Pendapatan antara Jantina di Malaysia)

NURFATIN IRDINA MUHAMMAD NAJIB & NORIZA MAJID*

ABSTRACT

The participation of women in the Malaysian labour market has shown a significant increase over the years. However, compared to the male labour force participation rate, the female labour force participation rate is still at a low level. Various efforts have been made by the government to ensure gender equality in the economic sector, however, there is still discrimination against women in the workplace. One of them is the income gap between male and female workers. This study aims to analyse the gender income gap in Malaysia and identify the factors that contribute to the income gap. This study utilises two models, namely multiple linear regression model and Blinder-Oaxaca income decomposition model. Data were obtained from the Salaries & Wages Survey in 2016. Multiple linear regression model is used to estimate the influence of demographic and human capital factors on employee income levels. The Blinder-Oaxaca income decomposition model is used to analyse gender income differences. The results of the study found that the income of female workers, on average, is lower than that of male workers. The study also shows that education plays an important role in determining the gender income gap. In addition, the income decomposition model suggests that the big gap in the gender income is contributed by unexplained factors, which refer to discrimination.

Keywords: gender discrimination; income decomposition; labour market

ABSTRAK

Penyertaan wanita dalam pasaran tenaga buruh di Malaysia telah menunjukkan peningkatan yang signifikan dari tahun ke tahun. Namun jika dibandingkan dengan kadar penyertaan tenaga buruh lelaki, kadar penyertaan tenaga buruh perempuan masih lagi berada pada tahap yang rendah. Pelbagai usaha telah dilakukan oleh pihak kerajaan untuk memastikan kesaksamaan jantina dalam sektor ekonomi, namun masih wujud diskriminasi terhadap perempuan di tempat kerja. Satu daripadanya adalah jurang pendapatan antara pekerja lelaki dan perempuan. Kajian ini bertujuan untuk menganalisis jurang pendapatan jantina di Malaysia dan mengenal pasti faktor yang menyumbang kepada jurang pendapatan berkenaan. Kajian ini menggunakan dua model, iaitu model regresi linear berganda dan model pengasingan pendapatan Blinder-Oaxaca. Data diperolehi daripada Survei Gaji & Upah pada tahun 2016. Model regresi linear berganda digunakan untuk menganggar pengaruh faktor demografi dan modal insan terhadap aras pendapatan pekerja. Model pengasingan pendapatan Blinder-Oaxaca pula digunakan untuk menganalisis perbezaan pendapatan berdasarkan jantina. Hasil kajian mendapati pendapatan pekerja perempuan, secara purata, adalah lebih rendah berbanding dengan pekerja lelaki. Kajian ini juga menunjukkan bahawa pendidikan memainkan peranan penting dalam menentukan jurang pendapatan berdasarkan jantina. Di samping itu, model pengasingan pendapatan menunjukkan bahawa sebahagian besar jurang pendapatan jantina disumbangkan oleh faktor yang tidak dapat dijelaskan, yang merujuk kepada diskriminasi.

Kata kunci: diskriminasi jantina; penguraian pendapatan; pasaran buruh

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*School of Mathematical Sciences
Faculty of Science and Technology
Universiti Kebangsaan Malaysia
43600 UKM Bangi
Selangor DE, MALAYSIA
E-mail: fatin.irdina31@gmail.com, nm@ukm.edu.my**

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*Corresponding author