

Women and the World of Work in Malaysia



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

There are gender data gaps in informal employment in Malaysia

With a **global gender gap index** of

67%

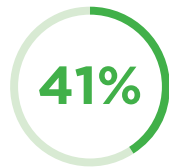
Malaysia ranked

114th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2019, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2020



Source: ILOSTAT.

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2022, women had **25%** of **managerial** positions

Source: SDG Global Database.



Ownership of productive resources

83% Women **84%** Men owned a **debit card** in 2021

Source: World Bank Gender Data Portal.



8% Women **7%** Men owned a **credit card** in 2021

Source: World Bank Gender Data Portal.

89% men **88%** women owned an **account** at a financial institution or with a mobile money service provider in 2021

Source: World Bank Gender Data Portal.

83% men **76%** women made or received a **digital payment** in 2021

Source: World Bank Gender Data Portal.

16% men **13%** women **saved**

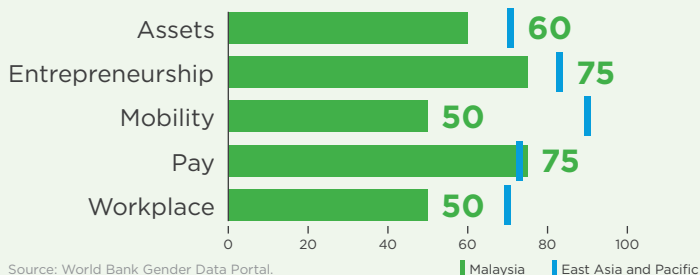
to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

6% men **4%** women **borrowed**

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



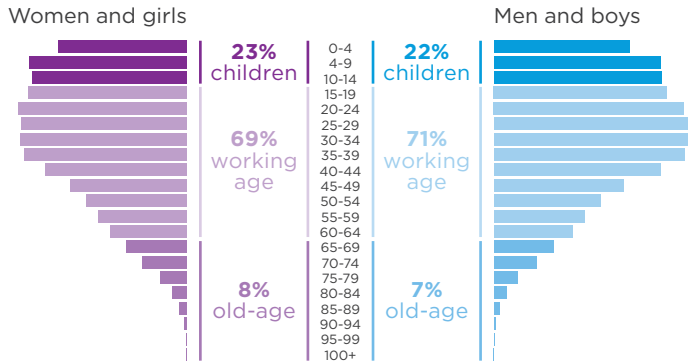
As of 2023, **NO** law prohibited **discrimination in employment** based on gender

Source: World Bank Gender Data Portal.

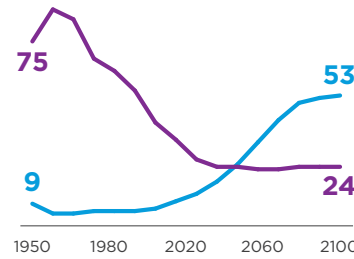
Transforming Care Systems in Malaysia



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



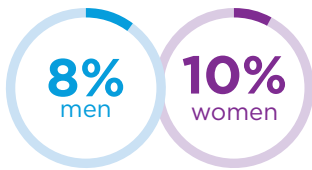
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2022, more women than men were in **labour underutilization**



Source: ILOSTAT, Modelled estimates database.

12% Women worked **part-time** in 2022

8% Men worked **part-time** in 2022

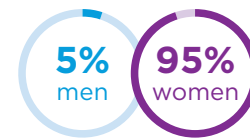
Source: UN DESA Gender Data Hub.

11% Women aged 15 to 24 were **not in education, employment or training** in 2022

10% Men aged 15 to 24 were **not in education, employment or training** in 2022

Source: SDG Global Database.

Expand care services and create decent care jobs



were nursing personnel in 2017

Source: SDG Global Database.

There are gender data gaps in informal care employment in Malaysia

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

6 every 1000 girls aged 15 to 19 gave birth in 2022

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2003, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



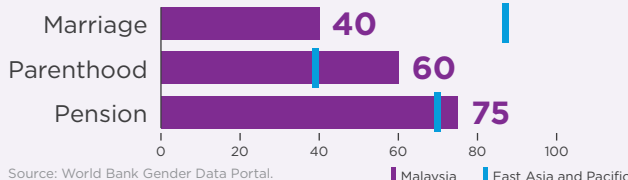
Women and girls



Men and boys

Gender-blind systems

Women, Business and the Law Index scores, in 2023



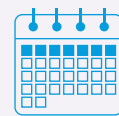
Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



98 days of **maternity** leave

Source: World Bank Gender Data Portal.



7 days of **paternity** leave

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.