

GENDER EQUALITY: MANAGING HUMAN RESOURCES IN THE MALAYSIAN WORKPLACE

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Abstract

Despite decades of efforts in promoting workforce diversity and inclusiveness of minorities in a workplace globally, gender equality is still the centre of discussion in some countries. According to the March 2021 Global Gender Gap Report (GGGR) published by the World Economic Forum, it may take the next 135.6 years to reach gender parity based on the rate of progress of 156 countries that took part in the study on a scale from 0 (disparity) to 1 (parity) across four thematic dimensions. For example, a study conducted by Women's Aid Organisation (WAO) and research agent Vase.ai in 2020 reported that 56% of the 1010 Malaysian women they surveyed experienced at least one form of gender discrimination in their workplace. This study examined the gender equality issues in the Malaysian workplace and their consequences for practising human resource management (HRM) in the workplace. Conceptual and empirical studies published in major databases between 1997 and 2021 were reviewed. Using content and thematic analysis, emergent themes were discussed. For examples, 1) the nature and importance of gender equality at a workplace, both globally and in Malaysia, 2) the key challenges relevant to managing gender equality in the Malaysian workplace in light of COVID-19, and 3) HR waves and HR roles and their implications for integrating gender equality in HRM practices. Based on the findings, conclusions and recommendations were made for future research and HRM practices.

Keywords: COVID-19, Gender Equality, Human Resource Management, Human Resource Roles, Malaysian Workplace.
