

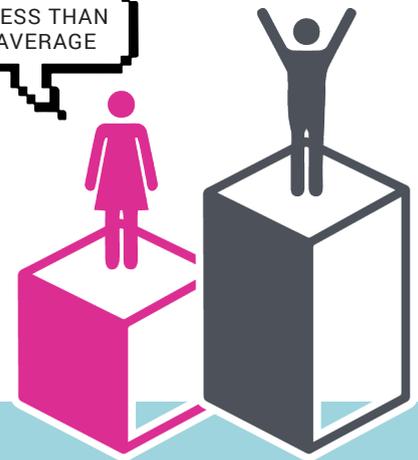
#1

• GENDER SALARY GAP

# SALARY DIFFERENCE

BETWEEN MALE & FEMALE EMPLOYEES  
2015-2016 (RM)

PAID 12% LESS THAN MEN ON AVERAGE



## STPM OR EQUIVALENT



## DIPLOMA



## BACHELOR'S DEGREE



## POSTGRADUATE DEGREE



### ■ BACKGROUND :

Over thousands of employees surveyed and data collected by SarawakJobs.com, 910 of which are Sarawakians who are employed and working in Sarawak.

### ■ FINDINGS & ANALYSIS :

Our results show that women are likely to be paid less than men in Sarawak despite having the same level of education. A huge difference in gender salary is noted especially in women holding STPM qualification or equivalent earn RM270 lesser per every RM1,000 earned by men. On positive note, the disparity in gender salary decreases when education level ascends itself upwards into tertiary education (such as Diploma, Bachelor's Degree & Postgraduate Degree). What's interesting is that we found women holding Postgraduate Degree earn almost the same as men with only 2% pay difference. And contrastingly, the difference in the overall average pay scale shows women are paid 12% less than men. Although there are some degree of inequality between the salary earned by women and men, and gender salary gap persists in nearly every level of education, it is also important to know that education can impact gender salary and the difference in gender salary is at the lowest when education level is at the highest and vice versa. The good news is, the gender salary gap is not a definite myth; you do something to change it.

◀ The graphic illustrates the comparison of salary between Male and Female employees in Sarawak; in reference to their level of education.