Hong Kong
Indonesia
Malaysia
Philippines
Singapore
Thailand
Vietnam

Gender equality report

Job market insights to bridge the gender gap

SEEK Asia signature market research series vol. 8

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Contents

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Executive summary
Regional insights

Gender equality is the cornerstone to the sustainable development of a nation, however with pervasive gender imparity it is forming a barrier to progress, justice and social stability. Advancing women's equality in the countries of Asia Pacific could see a 12 percent increase in their collective annual GDP by 2025, over the current way of doing things.[1]

Gender representation imbalance

This survey shows that most of the countries surveyed tend to have industries that hire according to traditional gender roles. On the regional level, the healthcare industry employees are predominantly female, with 64% largely female representation and the engineering / building / construction industries are mainly male domains with 66% largely male representation. The equal opportunity hirers are in the banking / financial services industries (51% equal male-female representation). Respondents are an even balance of both genders, with slightly more males (52%) and most of the respondents (71%) fall into the age group of GEN Y (18-37 year olds). Almost two thirds of all respondents are bachelor degree holders (58%).

Banking, real estate and retail are gender inclusive

Predominant gender	Industry	Majority representation
Equal male-female	Banking / Financial Services / Securities / Stockbroking	**51%**
	Property / Real estate and Retail / Merchandise	**40%**
Largely female	Medical / Healthcare / Hospital	**64%**
	Education / Library	**59%**
Largely male	Construction / Building / Engineering	**66%**
	Architecture / Building / Construction / Interior design	**58%**

Chart 1. Insights into gender representation in industries
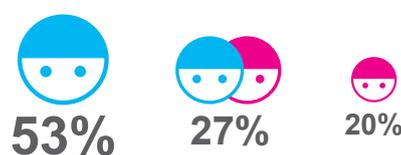
Males dominate in leadership roles in the region

53%   **27%**   **20%**

Chart 2. Gender composition of management in companies
🟦 **Largely male**   🟥 **Largely female**   ▮ **Equal male and female**

Vietnam has the highest gender parity in management, indonesia the most male dominated

	Male	Female	Equal
HK	51%	25%	24%
ID	60%	15%	25%
MY	54%	20%	26%
PH	38%	25%	37%
SG	47%	21%	32%
TH	47%	28%	25%
VN	34%	37%	29%
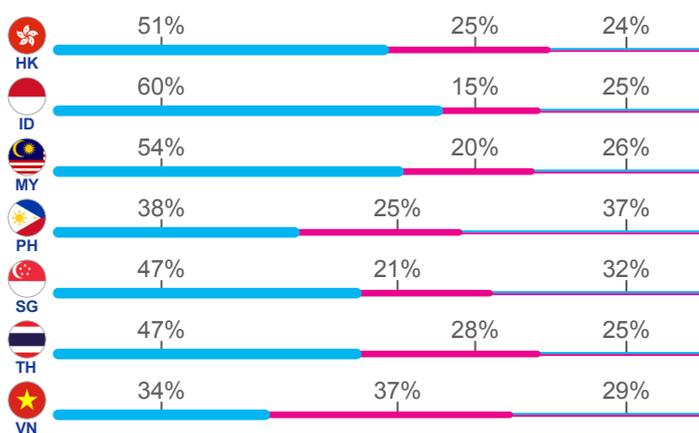
Chart 3. Regional comparison of gender composition of management in companies
🟦 **Male**   🟥 **Female**   ▮ **Equal male and female**

Across the region there is a definite leaning toward male centric leadership with 53% respondents reporting that their company leadership is largely male. Indonesia reports having the highest percentage of largely males in management (60%). Malaysia also has an imbalance of males in management compared to the other Southeast Asian countries surveyed (54% largely male composition of management). Companies in Vietnam stand out as having the most gender balanced management with 34% largely male, 37% largely female and 29% equal male-female management.

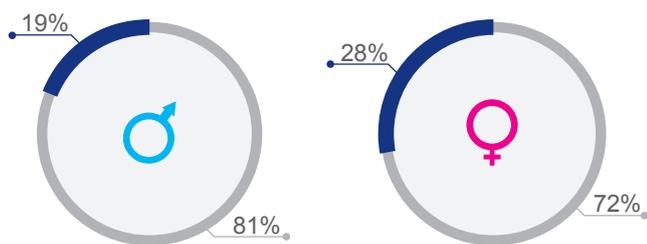## In the region, more females than males complain of gender discrimination

19%
81%

28%
72%

Chart 4. Overall discrimination complaints
■ Yes ■ No | ■ Male ■ Female

Thai employees of both genders face the most discrimination

50%

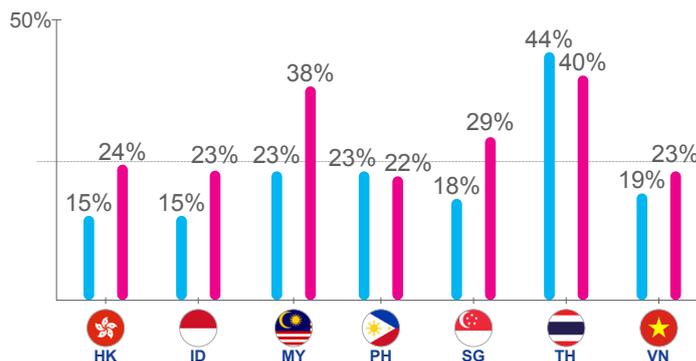| HK	ID	MY	PH	SG	TH	VN
15% / 24%	15% / 23%	23% / 38%	23% / 22%	18% / 29%	44% / 40%	19% / 23%

Chart 5. Regional comparison of gender discrimination complaints by both genders
■ Male ■ Female

Most of the discrimination complaints reported were "slight"
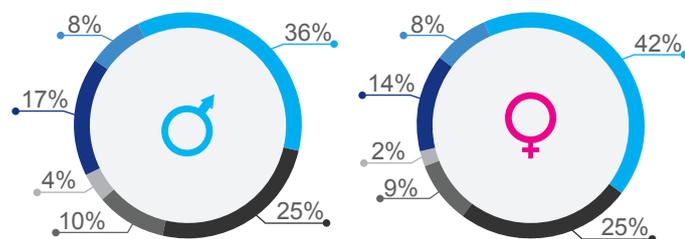
8% 36%
17%
4%
10% 25%

8% 42%
14%
2%
9%
25%

Chart 6. Severity of reported discrimination
■ Neither ■ Very slight ■ Slight ■ Severe ■ Very severe ■ NA

The most discrimination has been reported in the computer / information technology and education / library (26%) and the least discrimination is in the freight forwarding/ shipping / delivery / logistics sector (19%)

Discrimination highlights

• Gender based discrimination is still an issue in the region, with more females complaining of discrimination, 28% compared to 19% males.

• The severity of these complaints falls mainly under the "slight" category, yet a quarter of both genders do complain of severe and very severe discrimination (35% male, 34% female)

• Thai respondents have reported the highest level of discrimination complaints with males (44%) more than females (40%) saying yes, they have faced discrimination in the workplace.

• The Philippines is the most gender balanced in terms of gender discrimination reports.

Both genders (male 80%, female 77%) are mostly satisfied with performance evaluations and slightly more males (75%) than females (73%) receive pay rises
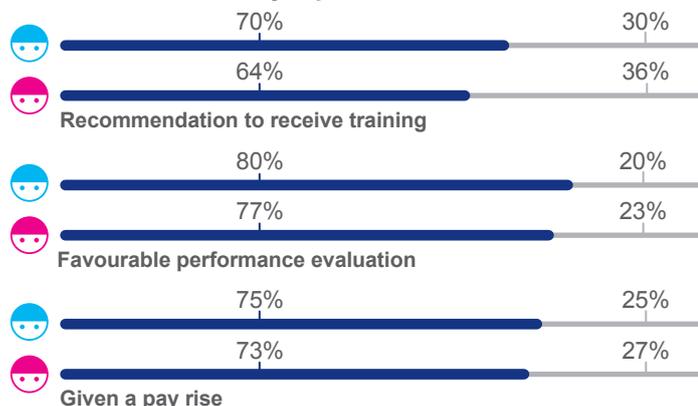
70% | 30%
64% | 36%
Recommendation to receive training

80% | 20%
77% | 23%
Favourable performance evaluation

75% | 25%
73% | 27%
Given a pay rise

Chart 7. Fairness of treatment in the workplace
■ Yes ■ No | ■ Male ■ Female

Key takeaways for hirers

Promote gender diverse policies in order to attract high value talents.

Fair returns to skills and the availability of deeper talent pools are disrupted by existing gender biases

Institute a balanced gender split in management as a retention tool

Increase awareness of discrimination and employee's rights and avenues to seek reparation.

Hong Kong 香港

Both genders are evenly represented, with slightly more females (56%). More than half (56%) of the respondents fall into the age group of GEN Y (18-37 year olds), 40% are GEN X (38-53 year olds) and about half (52%) are college degree holders.

The banking sector is more gender inclusive

Predominant gender	Industry	Majority representation
Equal male-female	Banking / Financial Services / Securities / Stockbroking	**58%**
	Property / Real estate	**47%**
Largely female	Retail / Merchandise	**70%**
	Education	**65%**
Largely male	Construction / Building / Engineering	**86%**
	Accounting / Audit / Tax services	**31%**

Chart 1. Insights into gender representation in industries

Mainly males in management

51%   **25%**   **24%**

Chart 2. Gender composition of management in companies
■ Largely male ■ Largely female ■ Equal male and female

15% males and 24% females complain of gender discrimination
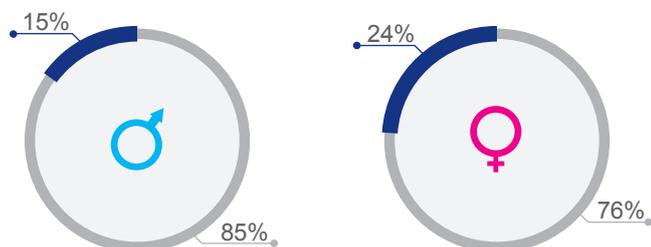
15%   24%
85%   76%

Chart 3. Overall discrimination complaints
■ Yes ■ No | ■ Male ■ Female

50%   2%
8%
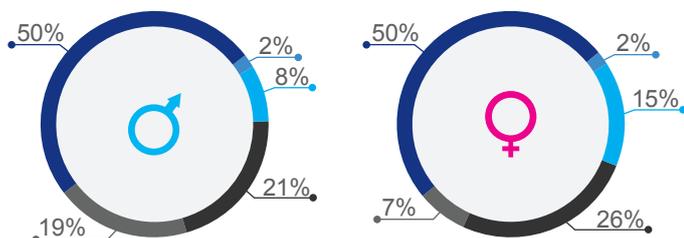19%   21%
50%   2%
15%
7%   26%

Chart 4. Severity of reported discrimination
■ Neither ■ Very slight ■ Slight ■ Severe ■ Very severe ■ NA

Most of the females (50%) and males (50%) who complained reported neither slight nor severe (average) discrimination.
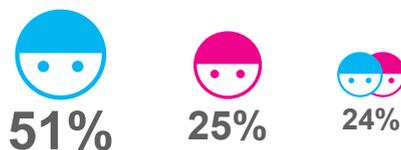
Both genders (69%) are mostly satisfied with performance evaluations and slightly more females (76%) than males (74%) receive pay rises

63%		37%
59%		41%

Recommendation to receive training

69%		31%
69%		31%

Favourable performance evaluation

74%		26%
76%		24%

Given a pay rise

Chart 5. Fairness of treatment in the workplace
■ Yes ■ No | ■ Male ■ Female

> **The most discrimination has been reported in the banking / financial services / securities / stockbroking (29%) and the least discrimination is in the property / real estate sector (6%).**

Indonesia

Majority of the respondents (80%) are GEN Y (18-37 year olds). A large portion of them (57%) have attained college degrees. Respondents are also largely male (62%).

Traditional gender roles rule

Predominant gender	Industry	Majority representation
Equal male-female	Biotech / Pharmaceutical / Clinical research	**52%**
	Banking	**48%**
Largely female	Healthcare	**73%**
	Clothing / Garment	**63%**
Largely male	Energy / Power	**87%**
	Oil and gas	**83%**

Chart 1. Insights into gender representation in industries

Males dominate management

60% **25%** **15%**

Chart 2. Gender composition of management in companies
■ **Largely male** ■ **Largely female** ■ **Equal male and female**
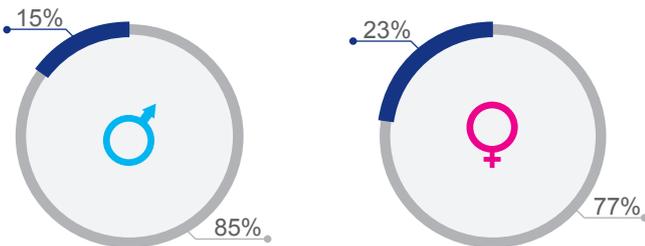
Majority from both genders don't face discrimination
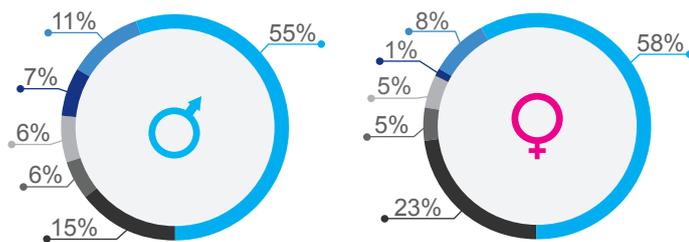
Male: 15% Yes / 85% No
Female: 23% Yes / 77% No

Chart 3. Overall discrimination complaints
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

Male: 55%, 11%, 7%, 6%, 6%, 15%
Female: 58%, 8%, 1%, 5%, 5%, 23%

Chart 4. Severity of reported discrimination
■ **Neither** ■ **Very slight** ■ **Slight** ■ **Severe** ■ **Very severe** ■ **NA**

The majority of both females and males who complained of discrimination reported slight levels (58% and 55% respectively).

Despite fair performance evaluations women are often over-looked for training

Male	73%	27%
Female	66%	34%

Recommendation to receive training

Male	87%	13%
Female	83%	17%

Favourable performance evaluation

Male	78%	22%
Female	72%	28%

Given a pay rise

Chart 5. Fairness of treatment in the workplace
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

The most discrimination has been reported in the telecommunications industry, albeit a modest number of complainants (28%). The energy / power industry reported the least discrimination (6%).

Malaysia

Respondents are largely female (55%). A wide majority of respondents (68%) are GEN Y (18-37 year olds). Also, a large portion (55%) have attained college degrees.

The architecture profession favours diversity

Predominant gender	Industry	Majority representation
Equal male-female	Architecture / Building / Construction / Interior design	**64%**
	Banking / Financial Services / Securities / Stocks	**51%**
Largely female	Medical / Hospital / Healthcare	**65%**
	Education / Library	**56%**
Largely male	Engineering services - mechanical, electrical etc	**63%**
	Automobile / Automotive ancillary / Vehicle	**57%**

Chart 1. Insights into gender representation in industries

Male-majority management

54% **26%** **20%**

Chart 2. Gender composition of management in companies
■ **Largely male** ■ **Largely female** ■ **Equal male and female**

More females reported discrimination compared to males
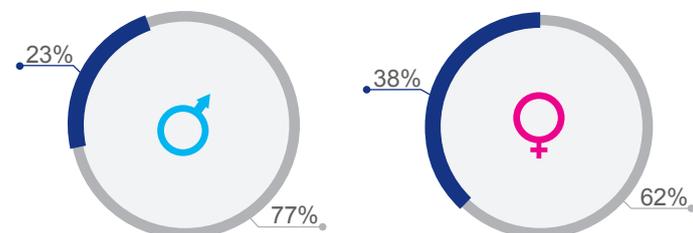
23% 77%
38% 62%

Chart 3. Overall discrimination complaints
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

7% 17% 7% 2% 17% 50%
7% 6% 1% 43% 15% 28%

Chart 4. Severity of reported discrimination
■ **Neither** ■ **Very slight** ■ **Slight** ■ **Severe** ■ **Very severe** ■ **NA**
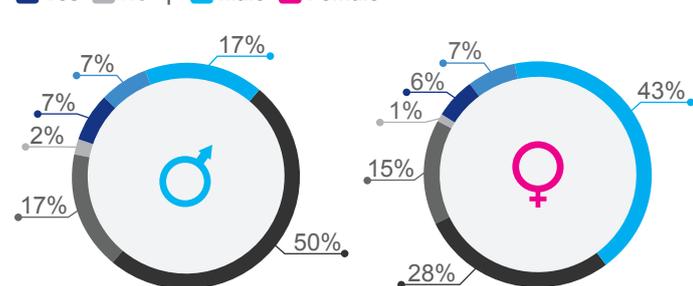
Most females (43%) who complained of discrimination reported slight degrees. On the flip side, most males (50%) who reported discrimination mainly reported severe cases.
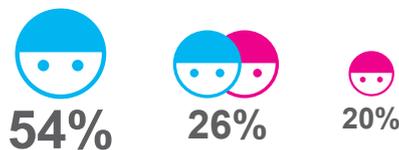
More than two-thirds of both genders report fair practices in the workplace

(male)	65%	35%
(female)	65%	35%

Recommendation to receive training

(male)	69%	31%
(female)	70%	30%

Favourable performance evaluation

(male)	72%	28%
(female)	74%	26%

Given a pay rise

Chart 5. Fairness of treatment in the workplace
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

💡 **The education industry records the highest discrimination (47%) and the property / real estate and construction / building records the least discrimination (22%).**

Philippines Pilipinas

A large majority of respondents (74%) are GEN Y (18-37 year olds). More than three-quarters (77%) of the respondents have attained college degrees. Females represent 55% of those surveyed.

Call centres and banking industries are more gender balanced

Predominant gender	Industry	Majority representation
Equal male-female	Banking / Financial security / Securities	**59%**
	Call centre / IT enbled services / BPO	**55%**
Largely female	Education / Library	**71%**
	Medical / Hospital / Healthcare	**48%**
Largely male	Construction / Building / Engineering	**52%**
	Food and beverage / Catering / Restaurant	**47%**

Chart 1. Insights into gender representation in industries

Females and males are included in management
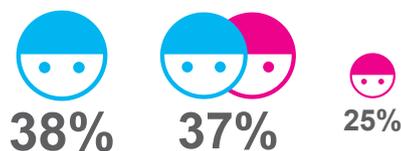
38% **37%** **25%**

Chart 2. Gender composition of management in companies
Largely male Largely female Equal male and female
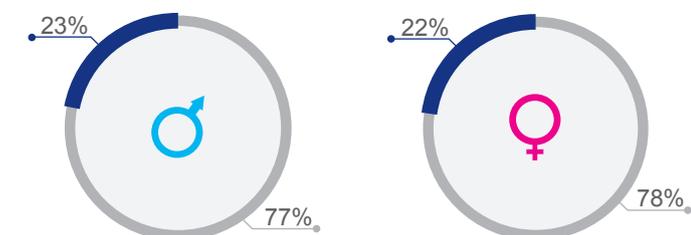
Both genders report very little discrimination

23% / 77%   22% / 78%

Chart 3. Overall discrimination complaints
Yes No | Male Female

Male: 36% 5% 21% 2% 7% 29%
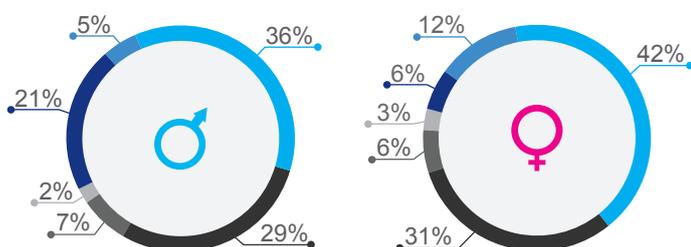Female: 42% 12% 6% 3% 6% 31%

Chart 4. Severity of reported discrimination
Neither Very slight Slight Severe Very severe NA

The majority of both females (42%) and males (36%) who reported discrimination faced it only to a slight degree.

Both genders report similar experiences with workplace fairness

Male 68% / 32%
Female 65% / 35%
Recommendation to receive training

Male 76% / 24%
Female 76% / 24%
Favourable performance evaluation

Male 69% / 31%
Female 66% / 34%
Given a pay rise

Chart 5. Fairness of treatment in the workplace
Yes No | Male Female

The most discrimination has been reported in the education / library industry (37%) and the least discrimination is faced in the food and beverage / catering / restaurant sector (12%).
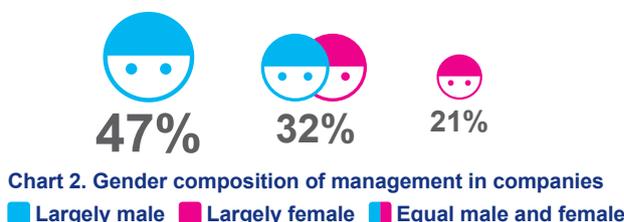
Singapore

Half of the respondents fall into the GEN X age group (38-53 years old). More than one-third (38%) of them are non-degree / vocational / diploma holders, whereas another third (35%) are degree holders. Males make up 53% of the respondent count.

The banking and engineering industries are gender balanced

Predominant gender	Industry	Majority representation
Equal male-female	Banking / Financial security / Securities	**76%**
	Engineering services - mechanical, electrical etc	**73%**
Largely female	Medical / Hospital / Healthcare	**71%**
	Education / Library	**46%**
Largely male	Construction / Building / Engineering	**41%**
	Manufacturing / Production	**34%**

Chart 1. Insights into gender representation in industries

Males dominate leadership positions
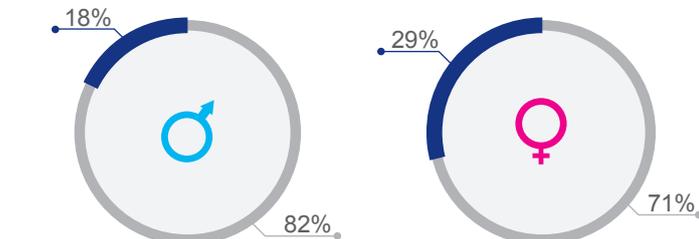
47%   **32%**   **21%**

Chart 2. Gender composition of management in companies
■ Largely male ■ Largely female ■ Equal male and female

More females complain of discrimination

18%   29%

82%   71%

Chart 3. Overall discrimination complaints
■ Yes ■ No | ■ Male ■ Female

2%   36%   6%   46%
6%   8%
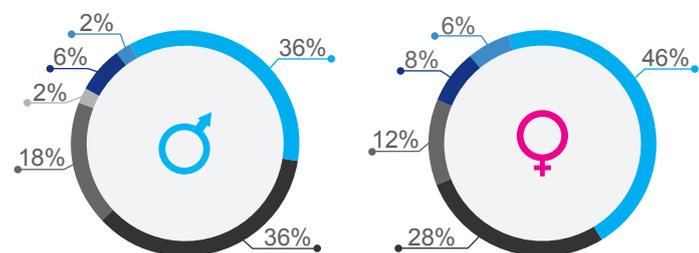2%   12%
18%   36%   28%

Chart 4. Severity of reported discrimination
■ Neither ■ Very slight ■ Slight ■ Severe ■ Very severe ■ NA

Most of the females (46%) who complained of discrimination reported only slight discrimination. The majority of males who reported discrimination experienced both slight (36%) as well as severe (36%) incidences.

More females report getting a pay rise over males, yet more males receive training

♂	65%	35%
♀	61%	39%

Recommendation to receive training

♂	69%	31%
♀	69%	31%

Favourable performance evaluation

♂	66%	34%
♀	70%	30%

Given a pay rise

Chart 5. Fairness of treatment in the workplace
■ Yes ■ No | ■ Male ■ Female

> 💡 **The most discrimination has been reported in the manufacturing / production sector (44%) and the least discrimination is faced in the medical / healthcare / hospital sector (17%).**

Thailand ประเทศไทย

Respondents are largely females (52%) and most (77%) of the respondents fall into the age group of GEN Y (18-37 year olds) and about two thirds are bachelor degree holders (67%).

General and wholesale trading are more gender inclusive

Predominant gender	Industry	Majority representation
Equal male-female	General and wholesale trading	**55%**
	Consumer products / FMCG	**50%**
Largely female	Insurance and pension funding	**100%**
	Electronics / Electrical equipment	**92%**
Largely male	Construction / Building / Engineering	**67%**
	Computer / Information technology (software)	**45%**

Chart 1. Insights into gender representation in industries

Mainly males in management

47%   **28%**   **25%**

Chart 2. Gender composition of management in companies
🟦 Largely male   🟥 Largely female   🟦🟥 Equal male and female

Close to half the males complain of gender discrimination. The females that complained made up slightly less than half of their gender group.

44% / 56%   40% / 60%

Chart 3. Overall discrimination complaints
■ Yes ■ No | 🟦 Male 🟥 Female

53% / 7% / 12% / 16% / 9% / 3%

49% / 7% / 5% / 25% / 9% / 5%

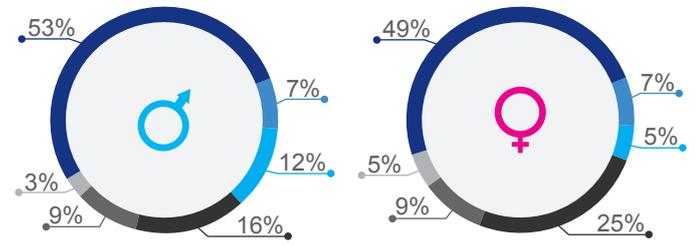**Chart 4. Severity of reported discrimination**
■ Neither ■ Very slight ■ Slight ■ Severe ■ Very severe ■ NA

Most of the females (49%) and males (53%) who complained reported neither slight nor severe (average) discrimination.

More females report getting a pay rise over males, yet more males receive training

🟦 49% | 51%
🟥 45% | 55%

Recommendation to receive training

🟦 48% | 52%
🟥 45% | 55%

Favourable performance evaluation

🟦 47% | 53%
🟥 52% | 48%

Given a pay rise

Chart 5. Fairness of treatment in the workplace
■ Yes ■ No | 🟦 Male 🟥 Female

💡 **The most discrimination has been reported in the clothing / garment / textile / apparel (86%) and the least discrimination is in the general wholesale trading and banking / financial services sector where no discrimination was reported.**
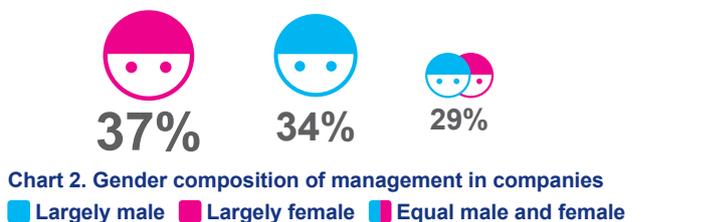
Vietnam Việt Nam

Majority of those surveyed are largely female (76%). Most of the respondents (78%) are from the GEN Y group (18-37 year olds). Almost all of the respondents are bachelor degree holders (90%).

Trading, construction, engineering and consulting are gender balanced

Predominant gender	Industry	Majority representation
Equal male-female	General and wholesale trading	**57%**
	Construction / Building / Engineering & Human resource management / Consulting	**40%**
Largely female	Human resource Management / Consulting	**50%**
	Manufacturing / Production	**44%**
Largely male	Architecture / Building / Construction / Interior design	**87%**
	Computer / Information technology (software)	**86%**

Chart 1. Insights into gender representation in industries

Almost equal representation of both genders in management
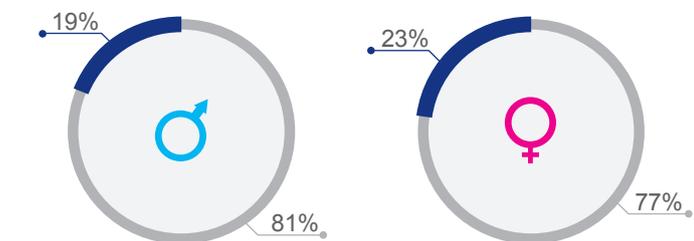
37%   **34%**   **29%**

Chart 2. Gender composition of management in companies
■ **Largely male** ■ **Largely female** ■ **Equal male and female**

More females complain of discrimination

19% — 81% (Male)
23% — 77% (Female)

Chart 3. Overall discrimination complaints
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

(Male) 9% / 64% / 18% / 9%
(Female) 14% / 57% / 17% / 12%
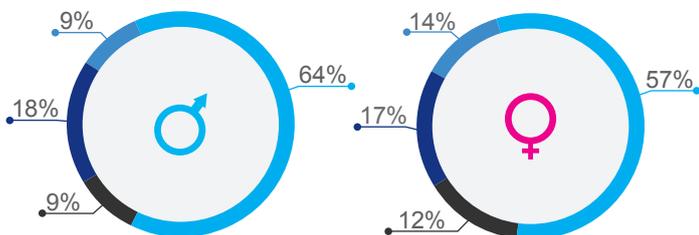
Chart 4. Severity of reported discrimination
■ **Neither** ■ **Very slight** ■ **Slight** ■ **Severe** ■ **Very severe** ■ **NA**

Most of the females (57%) who complained reported only slight discrimination. The majority of males (64%) who reported discrimination also experienced slight incidences.

Despite having similar fair evaluations, more females are given pay rises and more males get sent for training

Recommendation to receive training
Male: 80% / 20%
Female: 64% / 36%

Favourable performance evaluation
Male: 85% / 15%
Female: 86% / 14%

Given a pay rise
Male: 69% / 31%
Female: 80% / 20%

Chart 5. Fairness of treatment in the workplace
■ **Yes** ■ **No** | ■ **Male** ■ **Female**

The most discrimination has been reported in the general and wholesale trading (57%) and the least discrimination is faced in the architecture / building / construction sector (13%).

Methodology
Methods and sampling

The following report is based on a survey of employees in seven countries on the subject of gender equality and fair treatment in the workplace. The countries that the survey was conducted include Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam. The purpose of this report is to:
• gain insight into the gender based discrimination experienced by employees of both genders,
• to be able to initiate awareness in corporations into the need for equality and fair treatment in the workplace
• ultimately to have employers close the gender gap

The areas which this report focuses on are:
• Composition of gender in different industries, revealing which industries are more inclusive
• Gender composition of management
• Discrimination faced by both genders
• Severity of reported discrimination
• Discrimination reported based on industry
• Fairness of workplace treatment highlighting
  » recommendations to receive training
  » fair performance evaluations
  » given a pay rise

This information will provide useful insights to employers to initiate gender-fairness discussions in the workplace to foster better employee relations, to develop equitable and inclusive human resource policies that do not discriminate either gender in recruitment as well as leadership.

More than 6,600 employees answered the survey with a fair mix of gender, from a wide range of industries, including fresh graduates and those in top management positions. Surveys were conducted via online survey forms. The questionnaire was developed with a HR academic research expert. A standardised format was used for regional deployment with localised language utilised as needed per country.

Hong Kong	Philippines
Indonesia	Singapore
Malaysia	Thailand

6,630 employees
• 3,168 females
• 3,462 males

• C-level
• President
• Top Management
• Managers
• Supervisors / specialists
• Junior level (1-4 years' experience)
• Entry level / fresh graduates

65 specialisations
30 industries

• Gender composition trends of industry per country
• Gender composition of leadership per country
• Overall discrimination complaints by both genders
• Severity of reported discrimination
• Fairness of treatment in the workplace

Insight will encourage employers to:-
• Initiate gender-fairness dialogues in the workplace to foster better employee relations
• Develop human resource policies that do not discriminate gender in recruitment as well as leadership
• Close the gender gap with regards to recruitment, leadership and remuneration

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