

WOMEN IN MEDIA PROFESSIONS IN MALAYSIA:
A STUDY OF SEX BIAS IN EMPLOYMENT AND WORK ROLES

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SYNOPSIS

This academic exercise hopes to study whether there is any marked sex bias in the employment and work roles of women in media professions in Malaysia. It studies sex discrimination in three main areas - namely in employment/recruitment, training, and promotion. A major portion of the paper is on the situation of women at work in the media, in terms of numbers, positions within organisational structures, and problems faced by the women.

Four hypotheses relevant to the topic were formulated. This study was done using these hypotheses as guidelines. The analysis of the results obtained from the survey was done according to these hypotheses.

These hypotheses include:

- 1) More men than females hold executive positions in the journalism and broadcasting professions.
- 2) Women in the executive positions and other higher ranks in the journalism and broadcasting professions have a higher education than their male counterparts.
- 3) Training opportunities are usually given to the males rather than the females in the Journalism and Broadcasting professions.
- 4) Jobs with greater responsibility are usually given to the males than the females in the journalism and broadcasting professions.

The hypotheses were discussed under three areas of Sex Discrimination: Sex Discrimination in Employment/Recruitment; Training; and Promotion. Emphasis was placed on sex discrimination of women in the higher ranks.

From the results of the survey it was found that the first, second and fourth hypotheses seemed relevant in showing sex bias at the higher ranks in media professions. But, sex bias could not be