

INSTRUMENT

1. Questionnaire



“A STUDY OF GENDER EXCLUSION IN JOB ADVERTISEMENTS”

Dear respondents,

I am Syaza Normarya binti Omar, a final year student in Master in Linguistics, Faculty of Language and Linguistics, University Malaya, Kuala Lumpur. This survey is conducted in order to complete a research report to fulfill the course requirement. The attached questionnaire is designed to understand the perception of Malaysian job seekers' on the issue of gender exclusionary practice in job advertisement and their opinion on gender and occupation in general.

The outcome of the survey will assist me in analyzing and assessing this issue.

All information provided will be treated strictly private and confidential. Thank you for your cooperation and participation.

Section A: Respondent's Profile

Age:

Gender: Male/Female

Field of Study (e.g. Engineering, Education etc.):

Section B: General opinion on the issue of gender segregation at workplace

1. Do you think gender segregation at workplace still exist?
 - a. Yes
 - b. No
 - c. Not sure
2. Should men and women choose to work in different fields and places that are suitable to their roles in the society?
 - a. Yes
 - b. No
 - c. Not sure
3. If you are a man, will you consider a career in a field that is perceived to be dominated by women? (e.g Nursing, Teaching, etc.) and if you are a woman, will you consider taking up a job in a field that is traditionally dominated by men? (e.g. Engineering, Construction, etc)
 - a. Yes
 - b. No
 - c. Not sure
4. Are you aware that some job advertisements in newspapers listed gender as part of the requirement to apply for the vacancies?
 - a. Yes
 - b. No
 - c. Not sure
5. Do you consider it as discrimination when you see job advertisements listing gender preference as part of the requirement to apply?
 - a. Yes
 - b. No
 - c. Not sure
6. Will you consider applying for a position advertised even if you cannot fulfill the gender requirement listed by the advertiser in a job advertisement that you are interested in?
 - a. Yes
 - b. No
 - c. Not sure

Section C: Exclusionary expressions in job advertisements and its influence to job seekers

a) The following is an excerpt taken from a recruitment advertisement appeared in a national newspaper on February 2, 2010:

- **Preferably with Montessori education**
- **Working with children ages 18 months to 6 years**
- **Female only**

i. Who do you think this position is more suitable to? Male or female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

b) The following is an excerpt taken from a recruitment advertisement appeared in a national newspaper on February 2, 2010:

- **Able to edit pre-school and primary English**
- **Candidates should be of good personality, meticulous, organized and creative**
- **Female only**

i. Who do you think this position is more suitable for? Male or female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

c) The following is an excerpt taken from a recruitment advertisement appeared in a national newspaper on February 6, 2010:

- **Computer literate**
- **Other related administrative and clerical duties**
- **Female**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

d) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on February 6, 2010:

- **Willing to travel extensively and work offshore on flexible working duration**
- **Attend to equipment breakdown and prepare for repair and modification to the equipment**
- **Preferably Male**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

e) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on February 20, 2010:

- **Registered with the Malaysian Nursing Board**
- **Good communication skill**
- **Preferably female**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

f) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on February 20, 2010:

- **Aggressive, energetic and highly motivated with the determination to succeed**
- **Able to prepare technical proposal for bids**
- **Male preferable**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

g) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on February 26, 2010:

- **Ensure excellent service standards in terms of product presentation, display, maintenance and customer service**
- **Recruit, train, motivate and supervise Retail Associates to increase sales and improve efficiency**
- **Male**

i. Who do you think this position is more suitable to? Male or female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

h) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on February 27, 2010:

- **Able to write articles specializing in health and beauty for general public**
- **Possess a flair for writing**
- **Preferably female**

i. Who do you think this position is more suitable to? Male or female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

i) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on August 26, 2010:

- **Male**
- **Dynamic and committed to meet target sales**
- **Willing to travel outstation**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

j) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on September 28, 2010:

- **Possess excellent telephone etiquette and PR skills**
- **With pleasant disposition and good complexion**
- **Female**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

k) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on September 30, 2010:

- **Female educators**
- **Full of initiative, creative**
- **Must enjoy working with children**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?

l) The following is an excerpt from a recruitment advertisement appeared in a national newspaper on September 30, 2010:

- **Computer literate**
- **Preferably female**

i. Who do you think this position is more suitable to? Male of female applicants?

ii. What is the expression(s) in the excerpt that makes you say so? (refer to your answer in the question above)

iii. Will you still apply for this position if you have the suitable academic background, working experience and are physically fit?
