

CHAPTER IV: FINDINGS OF THE STUDY

4.1 Exclusionary Expressions in Job Advertisements

The number of job advertisements which appeared during the period starting from February to March 2010 is 1129 and 298 of them contain gender exclusionary expressions whereas those appeared during the period between August and September 2010, were 1274 with 226 of them containing gender exclusionary expressions. Therefore, the total number of job advertisements collected during both the occasions was 2403 of which 524 contain explicit gender exclusionary expressions like “male only/female only”, “ladies”, “male preferred/female preferred” or “preferably male/preferably female”. The number of job advertisements found to contain explicit gender exclusionary expressions brings out the fact that excluding a specific gender for a particular job is commonly practised in Malaysia. It also shows that there are no guidelines that prohibit employers to advertise such biased and discriminating job advertisements in local newspapers that are accessible to everyone.

4.2 Respondents’ Demographic Information

Out of the 96 responses selected to be used in the analysis, 48 responses were from male job seekers and another 48 of them were from female job seekers. Equal distribution of respondents is to ensure that the findings of this survey would not be biased towards either gender.

Respondents selected for data collection consisted of only final year, final semester students as they are considered as immediate job seekers who are ready to start applying for jobs after completing their studies in a few weeks time. Thus, all the respondents’ age come under the age group of 21-29. (For details, see table 4.1)

Table 4.1: Distribution of Respondents by Age

Age	Frequency
21	6
22	15
23	25
24	25
25	11
26	7
27	5
28	2

The respondents are chosen from the faculties of Business, Health Sciences, Engineering and Education as the questionnaire consisted of advertisements for jobs and positions related to those domains. This is important because the respondents would be able to relate their experience in doing the course with that of the job-related questions asked in the questionnaire.

Table 4.2: Distribution of Respondents' Field of Study

Field of Study	Frequency	
	Male	Female
Engineering	12	12
Health Sciences	12	12
Business	12	12
Education	12	12