

# Eliminating discriminatory workplace practices

Gender-based discrimination is still present at all levels in the workplace, and it results in lost opportunities for women and losses in wealth globally. From recruitment to employment, women still face many challenges

because of gender-based discrimination. While some steps have been taken toward eliminating discriminatory workplace practices, there's still much room for improvement.

Investing in Women works with governments and advocacy partners to eliminate discrimination in the workplace and remove the structural and social barriers that prevent women from reaching their full potential.

Discrimination against women can be seen as early as the recruitment process and can take many forms.

70% of job postings that specify gender preference request that the jobs be filled by men.<sup>1</sup>



**Men** are preferred for **technical and highly skilled jobs** and **jobs that require outdoor activities**, such as architects, drivers, engineers, and IT professionals.<sup>2</sup>

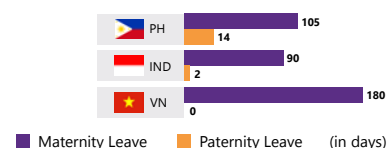
**Women** are preferred for **office-based jobs** and **support work**, such as receptionists, secretaries and assistants, accountants, human resources and general affairs.<sup>3</sup>

Some companies still consider a woman's plans of starting a family as a factor in their hiring decisions.



1 in 6 of female survey respondents in the Philippines said YES when asked if their desire to have children was questioned during the interview process.<sup>4</sup>

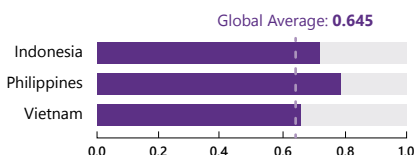
The disparity between the length of maternity and paternity leave reflects the disproportionate burden of care.



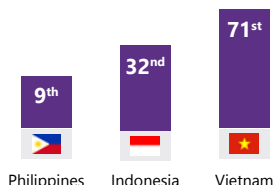
In Indonesia, the Philippines, and Vietnam, **maternity leave is significantly longer than paternity leave**, suggesting that working mothers are expected to spend more time on domestic duties.<sup>5</sup>

Wage equality is still an issue for South East Asian women.

"On a scale of 0-1 (where 0 means 'not at all' and 1 means 'fully equal'), to what extent are women's wages equal to those of men in your country?"



Wage equality country rankings, based on survey results.<sup>7</sup>



World Economic Forum's annual Executive Opinion Survey in 2018 showed that business leaders in the Philippines, Vietnam and Indonesia **do not believe that wages are equal for men and women** doing similar work in their countries.<sup>6</sup>

Women still experience performance evaluation bias.

**Men** are promoted based on their **potential**, while **women** are promoted based on **performance**.

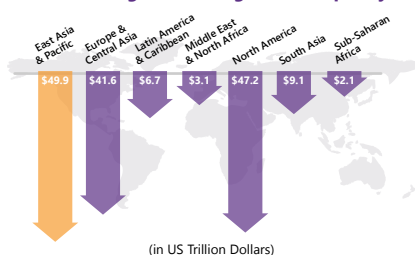
As a result, young male professionals who simply have potential often move up the career ladder faster than their seasoned female peers.<sup>8</sup>



As women lose opportunities, the world loses wealth

Gender inequality in earnings could lead to significant losses in wealth globally. This loss is **highest in East Asia and the Pacific**.<sup>9</sup>

Losses in human capital in East Asia and the Pacific region due to gender inequality



Eliminating discriminatory practices at all levels in the workplace

Legal steps have been taken to make gender-based discrimination in the workplace illegal, but there is still much room for improvement, especially in implementation.<sup>10</sup>

	ID	PH	VN
Gender-based discrimination in employment is illegal	✓	✓	✓
Equal wages for work of equal value is mandated by law	✗	✓	✓
Women are able to work in the same industries as men	✓	✓	✗

## Sources:

- <sup>1,2,3</sup> Navigos Search and International Labour Organization (2015). *Gender Equality In Recruitment And Promotion Practices In Viet Nam*.
- <sup>4</sup> HR in Asia (2017). *#SheMakesItWork*.
- <sup>5,6,7,8</sup> World Economic Forum (2018). *The Global Gender Gap Report 2018*.

- <sup>9</sup> Wodon, Q. and De La Briere, B (2018). *The Cost Of Gender Inequality Unrealized Potential: The High Cost Of Gender Inequality In Earnings*.
- <sup>10</sup> World Bank Group (2018). *Women, Business and the Law 2018*.