



GENDER-INCLUSIVE CAREER ADVANCEMENT AND ENTREPRENEURSHIP IN THE FOOD SERVICES INDUSTRY



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INTRODUCTION

In promoting productive employment and decent work for youth in the food industry, a career map progression is significant to give a guideline and promote the sector's popularity to a broader community, especially for young women's participation. The initiative to promote access for young women into the food services sector aligns with the UNESCO vision of equality between women and men. Therefore, this project is proposed for youth and young women in the context of the food services industry in Malaysia.

OBJECTIVE

- To develop a pathway for gender-inclusive career advancement in the food services industry
- To support young women towards entrepreneurship in the food services industry



INDUSTRY PARTNER



METHODOLOGY

Four main stages as in Figure 1.

In the first stage, document analysis was conducted to explore issues and seek a comprehensive review from reliable and credible sources to develop based information on the sector.

In the second stage, a Focus Group Discussion (FGD) was deployed to collect accurate information from several sources (food services, industries, government bodies, educational institutions, and associations). In the third stage, expert's engagement was performed to refine and review the draft involving several internal workshops and engagement with selected experts, before final validation workshop (stage 4).

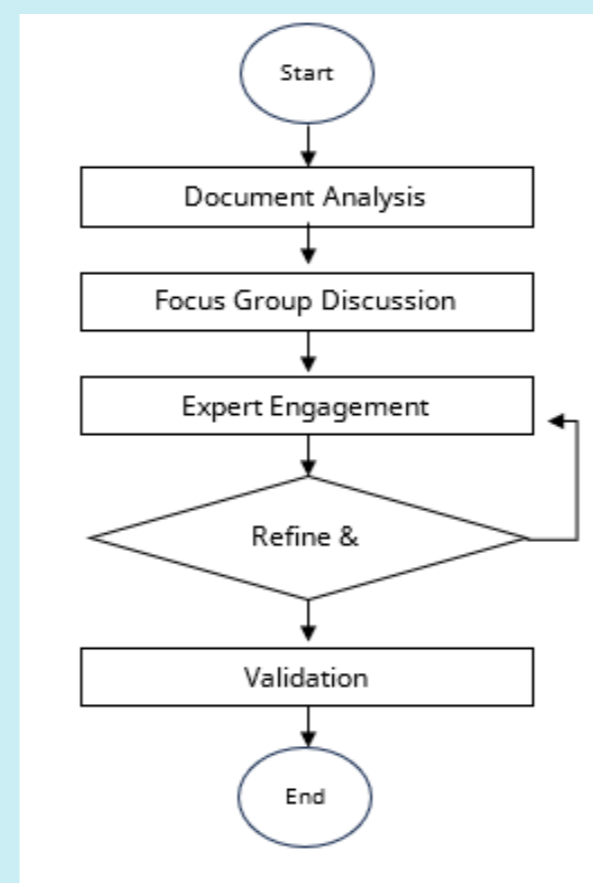


Figure 1

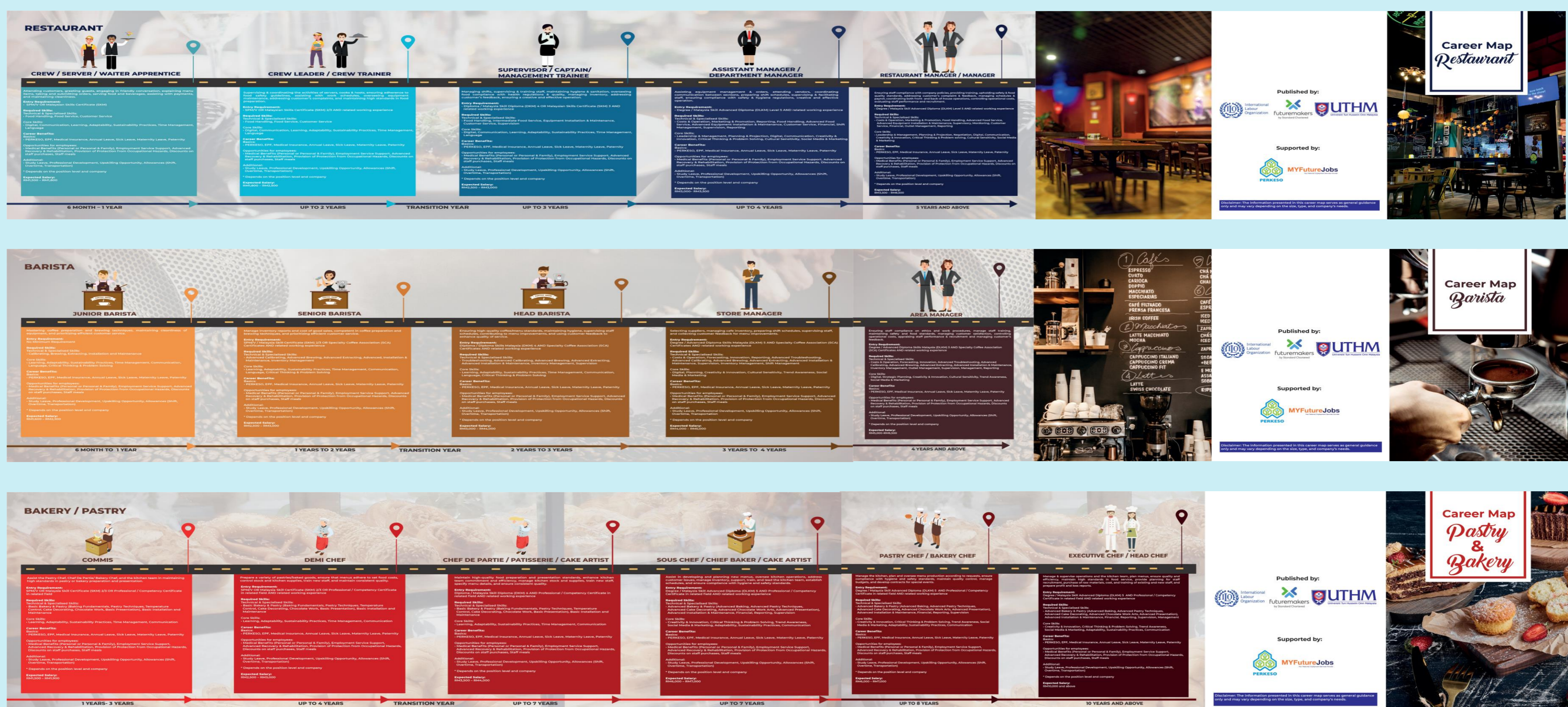
FINDINGS

Gender Discrimination: Gender-based discrimination remains prevalent within the food industry. Women often encounter disparities in pay, limited access to leadership positions, and a dearth of opportunities for career advancement.

Lack of Mentorship and Networking: Women may have fewer opportunities for mentorship and networking, which are crucial for career advancement.

Work-Life Balance: Young women often perceive the food industry as less attractive and challenging due to the need to balance demanding work schedules, which often involve long hours, with family responsibilities.

CAREER MAP



Contact Us

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Video Montage



Career Map