

**REPOSITORY OF INNOVATIVE PRODUCTS (RIP)**  
**FOR INSPIRATION IN EDUCATION DESIGN**  
**[CATEGORY: SECONDARY SCHOOL]**  
**THE OCCUPATION CODE NAMES**

**Calvin Anak Mikeng, Muhilarasaan a/l Arumugam, Shalini Chandniran**

**Dr. Nor Farawahidah binti Abdul Rahman & Dr. Mohd Hizwan bin Mohd Hisham**

Faculty of Social Sciences and Humanities  
Universiti Teknologi Malaysia

**Highlights:** One of the goals in the 17 sustainable Developmental goals is to achieve gender equality. In education, this goal continues to be a problem because gender bias still exists in school curriculum. The main aim of our product is to counter gender stereotype found in English Language textbook. This gender bias material is considered a hidden curriculum .According to Mukundan and Nimehchisak (2008), one of the reasons that can promote this hidden curriculum is the gender- biased textbook that these learners may be using throughout the whole school year. This can have a long lasting effect on their cognitive development. The Occupation Code names is a teaching material that is used to counter gender stereotype in textbook. Our toolkit is an e-manual for teachers to use to make a gender-friendly material to be used in their classroom. A survey using Pretest and posttest involving students and teachers found that students have gender-stereotyped views in the initial stage when being asked about which gender suits better in an occupation. The posttest using survey among students show that students' perception on gender role in occupation has changed to gender neutral.

**Key words:** Gender equality; Gender-stereotyped occupation; Teaching materials

**Product Description**

Our innovation derived from the growing need for gender inclusive learning materials to achieve gender equality in education. Our material 'The Occupation Code Names' are as follows:

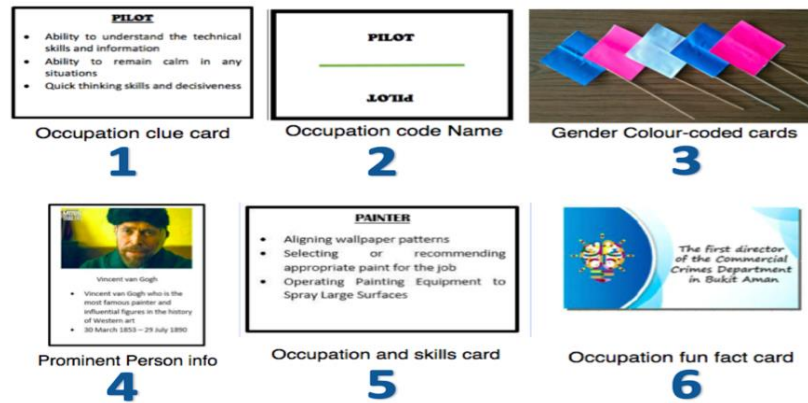
- a) 50 occupation clue cards
- b) 50 occupation code names
- c) 30 pink/blue gender colour - coded cards
- d) 30 white gender colour-coded cards
- e) 100 cards on prominent person information
- f) 50 occupation and skills cards
- g) 50 occupation fun fact cards
- h) The Occupation code names manual, toolkit

In analyzing the problem of gender bias, we look at the content of the current Form 1 English textbook, Pulse 2 . It is found that the topic 'Profession' is taught in Unit .From the analysis, we found that the textbook favour male more than female. In terms of visual and text representation, Women are outnumbered than men in terms of their portrayal in successful careers. For the design of our product, we look into the Predict, Observe and Explain approach (White and Gunstone, 1992). We choose this approach because we want students to reflect on their experiences on an early misconception. In this study, we look at gender stereotype occupation that is found in the textbook. Based on the Pretest, our product design looks into students' prediction of an idea, which is the occupation. After that, when students are using the material in the classroom, they will observe and learn. The final stage of the activity is guiding questions

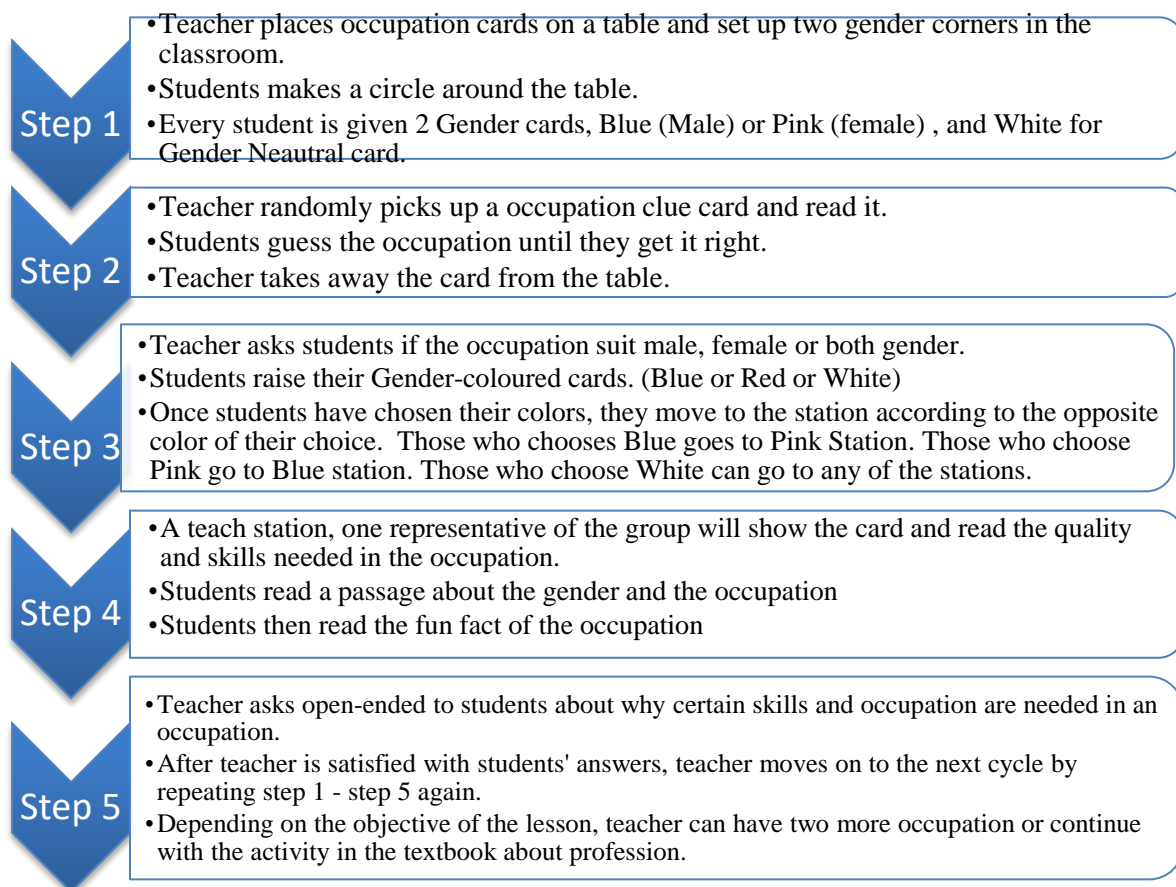
prepared by teacher whereby students have to explain why a job requires certain skills. This toolkit, which was designed specially for the teachers to be used as their learning material are easy to be used in the classroom.



**Figure 1:** Occupation code names card design (Back view)



**Figure 2:** The design of the Occupation code names cards



**Figure 3:** Step-by-step guide of using the product

**Product Benefit**

1. Teacher can promote gender inclusive learning environment for both girls and boys to succeed using this material.
2. This material supplements the textbook and provide ideas for teachers to come up with their own supplementary teaching materials.
3. This product will spark students to think critically about issue surrounding them such as occupation and gender, which are rarely being discussed.
3. This product will raise more awareness about gender bias and gender stereotype.
4. This product will guide teachers to prepare their own gender friendly materials based on the design process of this product that is illustrated in the toolkit manual.
5. This product will counter students' gender stereotype perception about occupation.
6. This produce is environmentally friendly and is cost effective using any recyclable items.
7. The teachers' manual is accessible to every teacher where an online e-manual that can be downloaded for free will be available.

**Copyright**

Reference number : IP/CR/2019/1358