

Determination of female graduates in labour force participation

INTRODUCTION

This study is about the factors and challenges of Malaysian married female graduates withdrawing from the labor force despite pursued tertiary-education. Hence, this study had implemented qualitative approach by interviewed 19 respondents from the year of 2000 to 2012.

OBEJECTIVE

To study the factor influences Malaysian married female graduates with tertiary education who have withdrawn from labour market workforce Malaysia.

According from the study, data show there are four main factors affect the decision on withdraw from labour market which included childbearing decision, type of job, spouse career and child care arrangement. Hence, these factors will vary based on the demographic background.

PROBLEM STATEMENT

RECOMMENDATIONS

From the research claim that there are three main action that can be taken in order to retain married female graduates in labour market. First, by implement guidance information about right and responsibility in taking care children through maternity coaching to manage the transition smoothly. Secondly, provide organization support such as imposing suitable and flexibilities working hours for working mother. Third, the company can provide organization child care facility centre so that mother can bring their child go to work and send their children towards the child care during their working hours.

CONCLUSION

In conclusion, this study show that significant negative affect toward married female employments labour participation due to the childbearing. Despite of increase in female employment rate in Malaysia, the percentage of women with tertiary education lower than men. Thus, there are important to emphasize the policies in the workplace in order to protect and retain female workers on the workforce of Malaysia context. Government should develop a clear strategy toward company register under Malaysia in order to retain married female graduates and foster the economic growth.

Reference

Roslilee AB Halim, Nurul Nadia ABD Aziz, Mawarti Ashik Samsudin. "Malaysian female graduates: Marriage, motherhood and labour force participation." *International Journal of Multidisciplinary Research and Development*, vol. 3, no. 1, 2016, pp. 109-114. <https://nadiaaziz.com/wp-content/uploads/2016/03/3-1-34-1.pdf>.