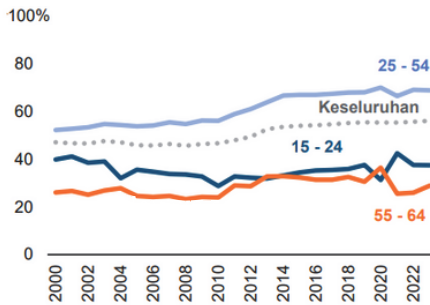


THE CAREER CHOICE DILEMMA AMONG WOMEN: DETERMINANTS OF WORKFORCE PARTICIPATION OR WITHDRAWAL IN MALAYSIA

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Rajah 1: Kadar penyertaan tenaga buruh wanita mengikut kumpulan umur, 2000 – 2023



Sumber: DOSM (2024), kiraan penulis

FACTORS INFLUENCING WOMEN'S PARTICIPATION AND WITHDRAWAL FROM THE WORKFORCE

Social norms that regard women as mothers, wives or workers put pressure on women to either be full-time housewives or join the workforce.

The financial need to strengthen the family economy is the main motivation for women to work, but if the husband's income is sufficient, women usually do not work.



Family responsibilities such as taking care of children or sick or elderly family members cause women to have a dilemma whether they want to continue working or stop working.

Discrimination against women such as salary differences and unfair promotions affect women's decisions whether to continue working or quit.

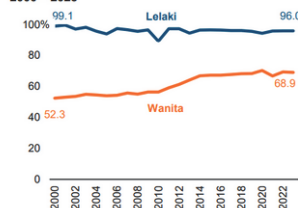
INTRODUCTIONS

The involvement of women in the labor market is strongly encouraged to avoid imbalance in the labor force participation rate (KPTB) of women. Nevertheless, the dilemma faced by women to join the labor market is still a problem and issue in this country. According to the Department of Statistics Malaysia, the female labor force participation rate in 2023 will be 55.5% compared to 80.9% for men.

EFFECT CAREER CHOICE DILEMMA AMONG WOMEN

- The country loses talent and skills which causes productivity and economic development to be affected.
- When women do not work, their dependence on spouses or household members is high and their financial position will be more fragile.
- Women who are faced with a dilemma between career and family will experience psychological stress due to confusion in making decisions.
- Their retirement savings are also still at a low level.

Rajah 2: Kadar penyertaan tenaga buruh pada usia perdana (25 – 54 tahun) mengikut jantina, 2000 – 2023



Sumber: DOSM (2024)

WAYS TO INCREASE WOMEN'S PARTICIPATION IN WORKFORCE

Providing more training in a sector dominated by women

Ensuring flexible working hours for women

Establish more mobile child care sites at workplaces

Increasing community awareness through awareness campaigns regarding household responsibilities and family care.

CONCLUSION

In conclusion, women are often faced with a dilemma when they want to enter the labor market which is influenced by family, cultural and work support factors. This situation has a negative effect on the woman herself. Therefore, effective measures need to be taken to stop the dilemma faced by this group.

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