

The Position Of Women Workers In The Manufacturing. Industries In Malaysia. Jamilah Ariffin.
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ABSTRAK

Makalah ini mengkaji keadaan penyertaan pekerja wanita dalam industri-industri pembuatan di Malaysia. Perbincangan meliputi tiga isu utama; pertama, komposisi pekerja wanita dalam gunatengah sektor perindustrian; kedua, keadaan-keadaan kerja di industri-industri dimana terdapat kebanyakan pekerja wanita; dan ketiga, implikasi-implikasi sosio-budaya yang timbul dari penyertaan wanita dalam pekerjaan perkilangan.

Penyertaan Wanita Malaysia dalam pekerjaan perkilangan moden adalah terhad kepada pekerjaan sebagai "production-operators" (pengeluar operasi) di dalam industri elektronik, pakaian, kain dan memproses makanan. Mereka mempunyai pekerjaan yang tidak terjamin, menerima gaji yang lebih rendah dari pekerja lelaki dan peluang-peluang naik pangkat mereka juga tersekat.

Kebanyakan pekerja wanita adalah pekerja industri elektronik kepunyaan syarikat-syarikat pelbagai bangsa di mana aktiviti-aktiviti kesatuan sekerja telah diharamkan. Di sini juga terdapat strategi-strategi pengurusan yang maju dan boleh memanipulasikan pelakuan sosial pekerja supaya mereka taat kepada kewibawaan majikan. Dalam beberapa kes, sistem budaya kilang telah berjaya membentuk segolongan pekerja wanita yang menunjukkan sikap dan pelakuan yang bertentangan dengan nilai-nilai masyarakat Malaysia.

ABSTRACT

This article examines the present situation of female labour force participation in the manufacturing industries of Malaysia. The discussion centres around three major issues; first, the composition of women workers in the industrial sectors' labour force; second, the employment conditions of industries where majority of women workers are employed; and third, the socio-cultural implications arising from factory employment for women workers in particular and Malaysia society in general.

Malaysia women's entry into modern factory employment is generally restricted to jobs as production operators in electronics, garments, textiles and food-processing industries. They generally hold insecure jobs, receive lower pay than men workers, and their chances for occupational promotions are limited.

The majority of women workers are employed in the multinationals - owned electronics industry where trade-union activities are prohibited and 'social manipulation' management strategies are well developed. Women workers within the factories are therefore exposed to distinctive socio-culture systems geared towards maintaining their loyalty and subservience to management's authority. In some instances factory cultural systems are churning out women workers with distinctive behaviour and attitudes which are in contradiction to the value-expectations of Malaysian society.