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Title of the Study:

GENDER STEREOTYPING AFFECTING CAREER CHOICES

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ABSTRACT

In Malaysia, gender stereotyping in affecting career choices is still an issue where we still have a conservative mindset in choosing career choices with the suitability according to the gender. This issue is unavoidable due to the culture that we build and possess and probably in other countries where female joining male-oriented occupation and male joining female-oriented occupation is a common thing but not in Malaysia. It is believed that in every organization gendered job does exist although there is policy on Equal Opportunity. The selected public agencies of Kota Samarahan area are Klinik Kesihatan Kota Samarahan and Kota Samarahan Police Station. A random sample of 150 staffs was given the questionnaires to identify the factors influencing a particular gender in career choices, the barriers that hinders them in choosing their own career and society's traditional views on women engaging in certain work area and suggestion and recommendation on how to avoid gender stereotyping in career choices.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

At a glance it would seem that women in Malaysia have come a long way. In the past, women does not have an opportunity to further their studies, get employed or worst still are denied entry to apply for any job position in the market. Men, on the other hands, are the most important asset of any organizations, be it private or public company and industries in those days. This is because men can adapt fast to any kind of tasks when given. But now, it is a different situation. Women are now seen as active members in various sectors of employment, education, public life and others. Women can now enjoy better health, access to more facilities and legal protection against violence within and outside their home.

In the Sixth Malaysia Plan (1991 – 1995), women, for the first time, were accepted as important player in achieving and implementing the development agenda of Malaysia. 'Women' as mentioned in the plan are those aged 18 and above, able and willing to work. Thus, it can be said that the government recognize women participation in the workforce mostly dominated by men in those years. The reason is due to the booming manufacturing industries such as food, electrical and electronics, textiles and others which require a lot of workers. In short, it is important to have "women integrated as equal partners in nation building" (Government of Malaysia, 1991: pg 427). However government policy, strategies and development plans over the past years have not been able to really define the true objective of equality for women participation in the Malaysia workforce. This is especially true when we can see that most women still remain working or occupy a job that is low-skilled such as agriculture based industries and semi-skilled such as assembly work in industry sector until today.