CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

As of today the construction industry with its extreme gender stratification is still conservative in its recruitment of women. The involvement of women in construction industry has grown, women are observed as minority in this field. The increasing demand for qualified engineers will soon reach a critical level. The prevalent common social conditions the employment occupational segregation of the labour market into masculine and feminine employment is like an imperforate today as it was at the beginning of the century, with construction as the prime example. The percent of women working in the construction industry which are perform in an administration, technical and professional work while the intake at the operative level is very low and the data are intimidating to non-exist which is only 1% of the workforce (Clarke et.al 2005). This is an avoidable where it can be concluded that the construction is not only dominated by men, but is does not have of female participation. On the other hand, there have been few studies focusing on factors influencing women entry into construction fields and what their expectation are (Bennett et.al, 1999).

Besides that, this study research is focused on the category of women who work in technical fields in part of construction industry in Malaysia. This research is essential which is to identify the extent of the level of women categories of work in the aspects of technical knowledge, skills and work experience to qualify them to occupy a high position in the industry nowadays. Some of the men assume that women are not able to perform in a construction company until they prove themselves to be capable. However, the situation changed todays where the women were found to compete and achieve a
high social status in their lives. In certain field, women are found to be more competent that their male counterparts (Barnabas et al., 2009). Thus, women are encouraged to participate actively in all stages of the construction industry to increase competition for deployment and also increase the needs of participants in the industry. Besides that, increasing the participation of women in this industry is important for the construction industry where it need to have a sustainable growth through a regular supply of labour. However, women still can work as men in construction fields without any hesitate.

The industry of construction needs to encourage women to participate it and grow forward as a leader. These leaders will be an example or roles model who would attract other women for working in construction fields. With more women attracted in construction industry, this sector would be in a better position to deal with the talent crisis that encountered currently. Also, the social image of the industry can be improved from time to time. Madikizela and Haupt (2010) revealed that an organization that seeks to release the potential of women and to take the advantage of the soft part of the leadership necessary to formulate a strategy where they can develop the next generation of women leaders in construction fields or industry. Now, by this modern time and sophisticated women is part of an important resource for achieving the country’s development especially in the glorious 2020. Therefore, there is no doubt where the fact that happen about the contribution of women in construction field. And also women have the right and role in providing services and contributions to family, community and also country.

In Malaysia, women are able to work intelligently by using time efficiently, good workforce management and emphasizes productivity in managing the priority either in career and personal life. Women are now able to develop their potential to the optimum and take all the advantage of every opportunity to develop themselves. An achievement of women in various fields is no longer in doubt, even if women be able to compete with men. However, women is still regarded as weak because of the perception of women cannot be able to a be a leader as well as men and it causes them to received very little opportunity for advancement especially for the higher positions which requires them to lead. Disproportion of women often happen in jurisdiction or chance of women neglected from the employment sector. However, in Malaysia is rarely occur the
discrimination of gender in employment, this is because women can also do the job as
good as a men (Tajul Ariffin, 1992). Unlike men, a women’s career decision does not depend
on them but need to think about responsible to family also.

Currently, especially women in Malaysian dealing with challenges associated
with life, and also their life. When asked whether the woman is ready to held important
positions, the question is not about the entitlement, but focuses on the factors around
them. Because of women is a part of the actuators of national development, women
need environments, the appropriate opportunities and also choices were given so that
they can took over the responsible as a wife, mother and also best worker. Accordingly
by the year 2020, women should be equal partners and significantly to a man, where
powerful and independent and also able to make a choice, does not afraid to speak up,
have their own financial resources and able to contribute to global development.

1.2 BACKGROUND OF THE STUDY

The construction workplace is the challenging nature and its will impact on the
careers of women which has formed on the basis of several studies. The
recommendation will be stated to address the barriers to the improvement of women in
their careers in the construction industry. Dainty et al. (2001) stated that careers in
construction would create comparison between the women and men experience. Haupt
and Smallwood (2004) cited that construction industry is normally dominated by men at
all levels. Enrolment at senior and management levels by construction has been similar,
with a marked tendency for companies to attract, recruit and select men. Dainty et al.
(2001) revealed that it has led to an obvious under-representation of women. Less than
10% of percentage of women those were employed in the construction industry. The
percentage is more less when the women who were registered as professional or act as
model and leaders by managing their own construction firm (Geerstemar, 2005). The
implication of the individual, industry and all the community will be suffer from only
fully utilising one sex if the number of women in construction industry is low.

Thompson (1996) stated that many young men still believe that women are
physically and psychological not suitable at the construction work. A large sector of