

Survey Quality of Work Life of Woman Worker in Garment Industry to Support Workplace Improvement

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Abstract— Increasing the role of woman who working in the industrial sector is growing nowadays, beside to helping the family finance also for self-actualization. In addition to increasing the role, there are other challenges for women worker to showing good performance in work and also to keep paying attention to their family in the same time. Research on QWL of women in various professions has been widely made, and shows various results, but there is still a gap, where QWL of worker woman that work in the shop floor (operator) have not been seen. In Indonesia, the garment sector is one of the industries that absorb more women workers and there was also major and minor accident. This paper show the result of the QWL survey to give recommendation for garment industries for their safety program design. Survey for QWL based on the NIOSH-QWL criteria. The result shows that more than 50% worker have good QWL, but still need effort to improve safety in the garment industries especially in ergonomics area.

Keywords- *quality of work life, women operator, and garment SME*

I. INTRODUCTION

The garment sector in Indonesia is among the largest in the world, and its growth rate reaches 8% per year (ILO and IFC, 2012), it is supported by the development of the garment industry at the SME level. This sector is expected to be major contributor to Indonesia's economic growth in the future, given Indonesia's comparative advantage for labor-intensive and large domestic markets with a population of 240 million people.

The garment sector is one of the industries that absorb more women workers than the other sectors. Over the past two decades it is estimated that the number of women employed in the industrial sector as laborers has increased by about 4.3% every year [1]. The increasing occur because industrial sectors such as garment require many female laborers in high demand for accuracy and persistence result, and this is fulfilled from women workers. Another reason that is, industry owners are often looking for female workers because it is believed to be

able to reduce production costs by providing cheaper wages to them than male labor Mather, 1982 in [2].

The involvement of women to work in the industry is of course driven by the increasing needs of the economy and the enhancement of social status. Women's participation in the industry give the consequences of dividing up the role in the household and the demands of its work. Every company would want every employee to work well so that but the problem that often occurs with women workers is related to other roles outside of their work, making the productivity of female workers sometimes in doubt, but when the worker enjoy their jobs and the work environment, the worker's focus on work is expected to continue. One of the things related to this is the quality of work life (quality of work life (QWL).

QWL is defined as an environment, strategy, and operation in the workplace that creates and can maintain employee job satisfaction [3]. One of the efforts used to create a good QWL in the workplace is to provide workplace conditions that can keep workers motivated, some of which include workplace safety, hours of work, leadership commitments, things outside his job [4]. Therefore, these factors need to be seen also in the garment sector, especially for women workers who have a role outside of their work.

Based on the ILO and IFC report in Better Work Indonesia (2012) which conducted survey of compliance of the garment industry in Indonesia to fulfill labor standards and government regulations and international labor organizations (ILO), it was found that in the period from mid 2011 to 2012, Work and work time are being violated. Almost 100% safety aspect and 80% work time obedience aspects are violated by the garment industry. It is therefore necessary to conduct an assessment of the QWL of women workers linked to the above results by considering the demands of the role of female workers outside of their work.

Much QWL research has looked at workers at the managerial or staff level, such as research that done by Salimi and Saedian [5], on judicial and regulatory workers [6], college students [7], QWL on the teacher [8], QWL of nurse [9], QWL

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