

**Project Summary for IAL Website**

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<b>Project Title:</b>	Socio-cultural factors shaping Singaporean Malay-Muslim workers' decisions regarding employment and training
<b>Project Number:</b>	WF20-02
<b>Year of Approval:</b>	2021
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	<ol style="list-style-type: none"> <li>1. To identify and examine specific socio-cultural factors that serve to frame the decision-making processes of working-age adults from the Malay community with regards to enhancing their individual career and work life.</li> <li>2. To recommend solutions to address the challenges posed by these factors.</li> </ol>
<b>Project Team</b>	
<b>Principal Investigator:</b>	Dr Mohamad Shamsuri Juhari
<b>Summary of Project (up to 300 words)</b>	
<p>This project focuses on the socio-cultural dynamics which serve to motivate or inhibit workers from the Singaporean Malay-Muslim Community (MMC) from actively seeking pathways to enhance their career and work life. With funding received from the Workforce Development Applied Research Fund (WDARF), the study is based on the hypothesis that individuals face different sets of challenges at various stages of their lives. Attention will be placed in analysing MM workers' personal aspirations and strategies; present or lack of; that go towards achieving their career objectives. For instance, the research will look into the kind of personal considerations before choice is made by individuals on participating in training programmes or activities that serve to add professional value for themselves.</p> <p>This research project will utilise a mixed-model methodology in terms of data collection. The first two approaches will involve the gathering of qualitative data by way of focus group discussions and life history interviews. The purpose of these two approaches is to identify specific socio-cultural norms which play a part in a MM individual's choices affecting his or her work life. Results from these two data collection exercises will enable the design of a survey questionnaire based on the identified socio-cultural factors that is in play. The survey - the third and final approach to data collection - will target a sampling size of 1000 MM working-age respondents. This exercise is</p>	

intended to measure the extent and frequency in which these indicators impact groups of MM workers based on specific criteria such as age, gender and socio-economic background.

It is hoped that the findings from this research project will enable stakeholder organisations to put in place policies and intervention programmes to enhance the potential for workers from the MM community to contribute optimally to the nation especially in the aftermath of the Covid-19 pandemic.