

Important Variables That Influence Life Satisfaction Of Workers: Empirical Evidence In Indonesia And Vietnam

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ABSTRACT

Considering workforce diversification in the recent decades, empowerment of minority groups within a company has become a critical managerial and social issue. The aim of this study is to generate a greater understanding of how improvements in working conditions affect the lives of workers, especially women and their families. This study explores the impact of working conditions on life quality, child schooling, work trajectory, gender norms and stereotypes, and social interactions workers have with their families and community members. By using a qualitative approach, we conducted several FGDs with garment workers in Indonesia and Vietnam. The result of this study shows that humane working conditions concerning wages, hours, occupational safety and health, power mindset, gender stereotypes, and perceptions of gender norms have an impact on workers well-being, including child education and health. Power mindset, gender stereotypes and gender norms will affect a female employee's interactions with other family members, advocating on her own behalf for her work trajectory.

Keywords : life satisfaction, garment workers, working conditions, Indonesia, Vietnam

