



الجامعة الإسلامية العالمية ماليزيا
INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA
يُؤَيِّدُ رَيْسُ الْإِسْلَامِ أَمِيرًا يُحْيِي الْمِلَّةَ

Research, Innovation & Invention Exhibition 2010 (IRIIE 2010)

ENHANCING QUALITY RESEARCH &

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literal reading of the Qur'Ēn. However, feminists face a particular challenge and accusation from traditional Muslim exegetes. The accusation is that feminist scholarship is not loyal to the teachings of Islam and its heritage, but produces liberal Islam and liberal Shar'ĒṢah, influenced by the Western values and imposed upon Islam.

The article focuses on how the method of contextualization is applied to some contentious verses in the Qur'Ēn, which are related to the rights, role and status of women in Islam. These verses represent the arguments at which feminists face a great challenge. Two questions on the basis of those verses will be examined; one is the question of men's authority over women and the other is woman's leadership in modern context. For instances, the contentious verse 4:34 recognizes man's authority and superiority over woman for certain tasks and the verse 9:71 also recognizes the sovereign power of women '*al-WilĒyah al-Mutlaqah*' equally in participating nation-building. We examine how two contemporary feminists Muslim thinkers; Fatima Mernissi, a Moroccan sociologist and Aminah Wadud Muhsin, an African-American professor of Islamic Studies use the hermeneutical method of contextual reading to interpret the texts of the Qur'Ēn. The article evaluates the theoretical and practical challenges faced by them from traditional exegetes and argues that whether such a methodology strengthens their arguments and a fuller discussion of the issues that it raises regarding woman's rights? It is also argued that through the interpretation of the contextualization one may find difference with the previous interpretation of the Qur'Ēn, which is central to feminists exegesis.

**P-345 Accommodating Religion into Culture and vice versa:
The Case of Adat Perpatih**

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Certain circles in the Islamic community consider a culture which does not follow the exact dictates of the Qur'an as unIslamic and must not be followed. This is the case with Adat Perpatih, the origin of which was said to be ancient Hindu-Buddhist culture of the the place presently known as Minangkabau area, West Sumatra, Indonesia. This culture is based on a matrilineal system, where the lineage of a person is traced to the tribe of his/her mother. There are a few examples which seem to cause men hardship especially when this custom is abused. One example is the law of inheritance which designates immovable property to women. Scholars have argued that this is a violation against a specific injunction within the orthodox Islamic tradition which is patriarchal. In contrast to this popular misconception, we find that the people of Adat Perpatih are among the staunchest of Muslims. The Islamic scholars of Adat Perpatih have justifications of the "Islamicity" of their culture based on Islamic sources and how this opinion becomes acceptable. The result is an Islamization of a culture and a compromise between culture and religion which benefit the people. Thus we see a development of the culture which is influenced by Islam and Islam which accommodates a culture. This indicates the flexibility, accommodative nature and dynamism of Islam as a religion as well as to the ingenuity of a people who are considered staunch Muslims yet able to find peaceful balance within religion and culture.

P-347 Legal and Ethical Duties of Corporate Managers

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The Companies Act 1965 (Malaysia) provides certain duties to corporate managers which must be followed and complied with. These duties are imposed by law to ensure excellent performance and high productivity in the corporation. These duties also can ensure outstanding project management in the corporation. Those duties are: i) To be honest and speak the truth about the quality of products, ability to perform work etc. at all times; ii) To use reasonable diligence, skill and care; iii) Not to misuse inside information of the corporation; iv) Acting bona fide in the interest of the company; v) Disclosing personal interest in any transaction with the company; vi) Not to make secret profit by using manager position; vii) Avoiding conflict of interest with the company and so on. It is not the only duty of corporate managers to

maximize profit for the company but they have other important duties such as corporate social responsibility (CSR) and sustainable development (SD). The objective of the paper is to analyze that if legal and ethical duties are implemented properly in corporations, there is a possibility that the concept of good management and good governance will flourish in corporate business and the productivity in corporate sector will increase.

**P-348 The Working Environment and Living Condition of
Migrant Workers in Malaysia**

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Since the number foreign workers keeps on increasing, their presence in Malaysia has been a major concern to the government and society. It is generally believed that Malaysia achieves its economic growth due to the cheap labor supplied by low-skilled foreign workers. However, some people believed that these low-skilled foreign workers were not well treated by the employers compared to the high-skilled foreign workers. They have been exploited and their rights as workers have been ignored, i.e., they have worked in a poor working environment and thus living in a poor condition. This study therefore seeks to reveal the micro data of the current status of migrant workers in Malaysia by examining the working environment and living conditions of foreign workers in a selected geographical area in Gombak. In general, the results indicate that most of the migrant workers feel comfortable working at their workplace and they perceived the living condition is conducive. Among the suggestions to improve further the working environment and living conditions of the migrant workers are by establishing the memorandum of understanding between countries and by adopting a comprehensive legislative approach.

**P-350 Sustainable Development in Malaysia: A Case Study
of Waste Management**

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Many countries in the world are involved in development. They are industrializing the countries to produce goods to be sold in the local and international markets. They are undertaking massive development projects to build latest model of residential and business buildings, to construct specious highways, tourist resorts etc. Development is needed to enhance quality of lives of citizens in a country. Development projects affect environment, ecology etc. Therefore, for the last few decades people are talking about sustainable development. There are three components of sustainable development: economic development, social development and environmental protection. The focus of this paper is on environmental protection. There are many factors that contribute to the degradation of environmental quality. One of the factors that contributes seriously to the degradation of environmental quality is household and industrial waste. It is very important that household waste which emits nitric oxide and methane gas that contribute 20% to the greenhouse effect. Therefore, household waste should be managed in a way which can minimize emission of dangerous gas such as methane which causes global warming and it is 21 times more potent than carbon dioxide. This paper will critically discuss and analyse the Malaysian experience of strategic planning for household and supermarket waste management project called vermicompost. The production of vermicompost can effectively minimize the emission of heat trapping gases and can stop air and water pollution. Vermicompost is environment friendly organic fertilizer that can be used for plantation, nursery and agriculture. Vermicompost can effectively replace chemical fertilizer and can protect healthy environment. It is easy to prepare vermicompost as no machinery is needed.