About this survey

In September 2013, TalentCorp commissioned PwC to conduct a Diversity in the Workplace survey to gain a better understanding of the current diversity levels in the Malaysian workforce, with the support of Bursa Malaysia.

We had 122 respondents to this survey, representing 11 different industries.

Company type	Coverage	No. of companies
KLCI	Top 30	19
Other PLCs	31 and above	103
Total		**122**

63% of KLCI companies participated (19 out of 30), representing ~47% of Bursa's total market cap[2]

Company type	No. of companies
GLC	21
Other PLCs	101
Total	**122**

- GLCs are Government Linked Companies
- Other PLCs constitute PLCs that are not GLCs, including MNCs

The 21 GLCs which responded represent ~33% of Bursa's total market cap[2]
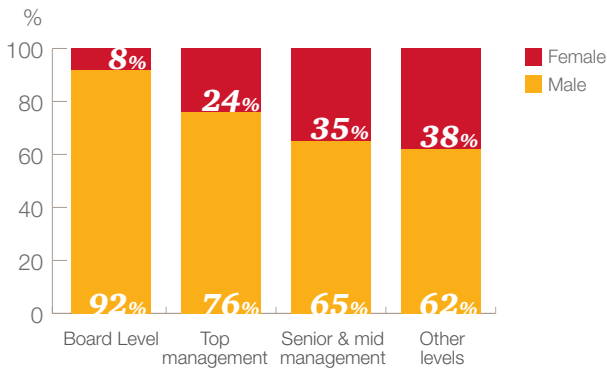
[2] Bloomberg, October 2013

Diversity in the Workplace

A survey of Malaysian Public Listed Companies

Gender composition

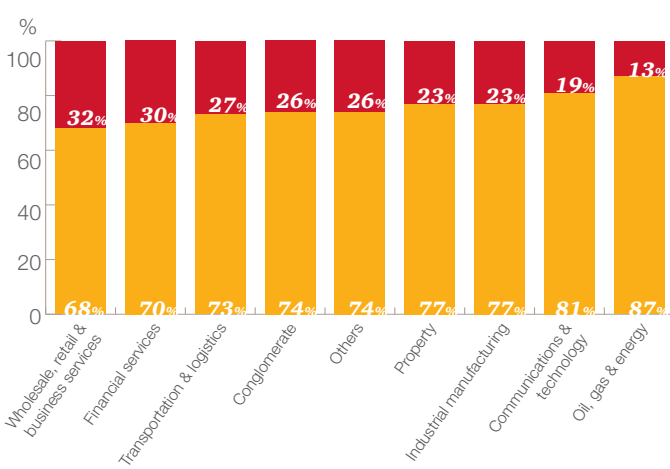### Gender composition by management level

Top management:
- CEOs
- Executives who report directly to the CEO or members of the management committee

Senior & mid management:
- Executives who report directly to top management

[1]Board level data was obtained from the PEMANDU-NIEW Women on Boards Baseline Study (2013), which covered 930 PLCs
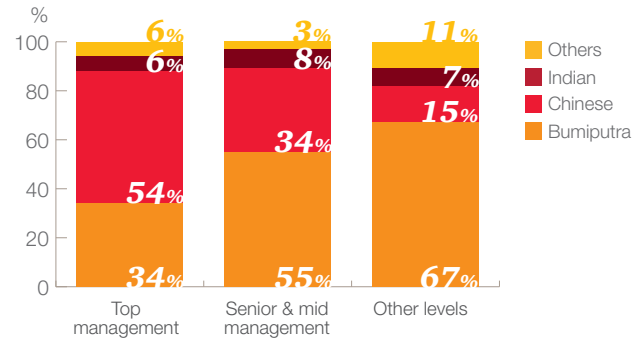
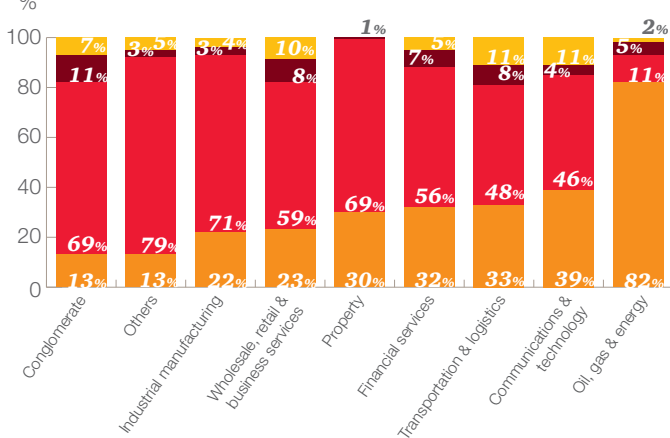### Gender composition by industry (Top Management)

Others: Education, Healthcare and Agriculture. These industries were grouped together as they had less than 5 representatives each.

This graph is sorted by % Males.

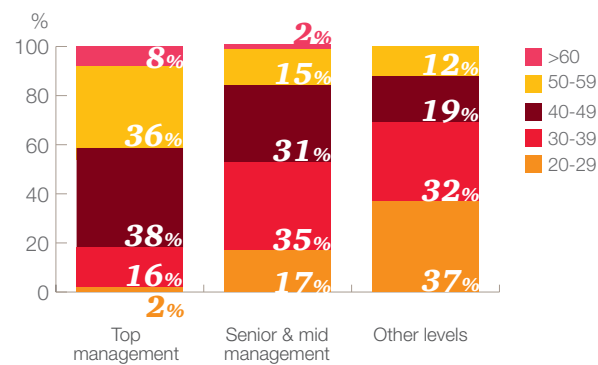## Ethnic composition

Ethnic composition by management level

Ethnic composition by industry (Top Management)
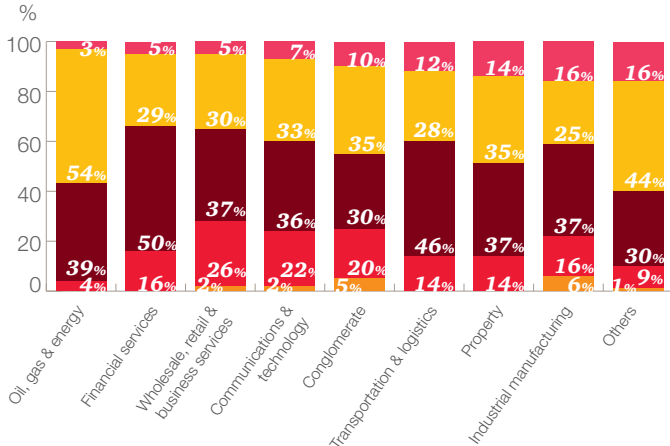

This graph is sorted by % Bumiputra.

Age composition

Age composition by management level

Age composition by industry (Top Management)

This graph is sorted by >60 year olds.
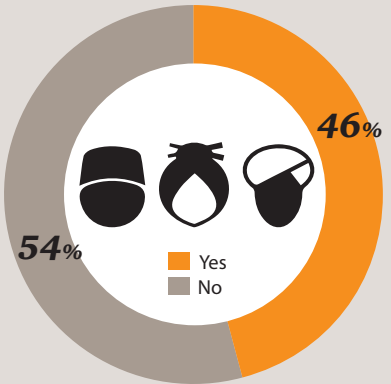
Agreeableness to disclose diversity measures

We asked the participants if they were agreeable to disclose workforce diversity measures in their annual reports, and here's what they said:
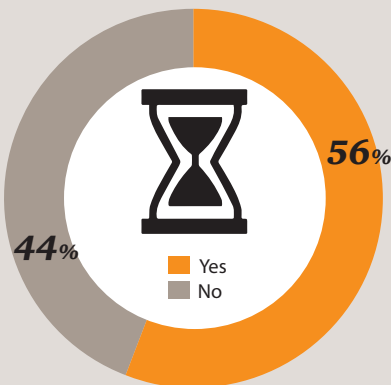
Gender composition

38% No
62% Yes
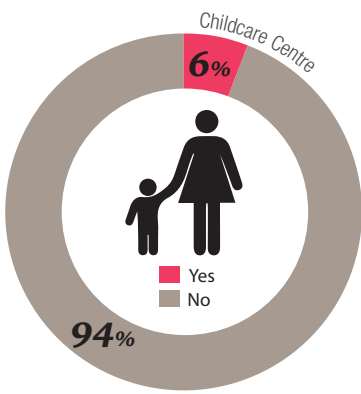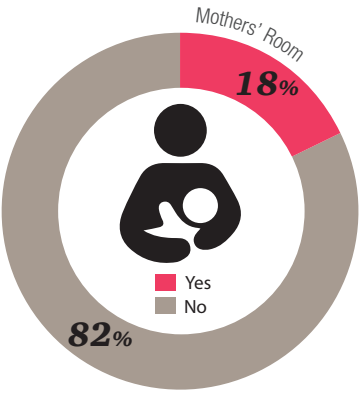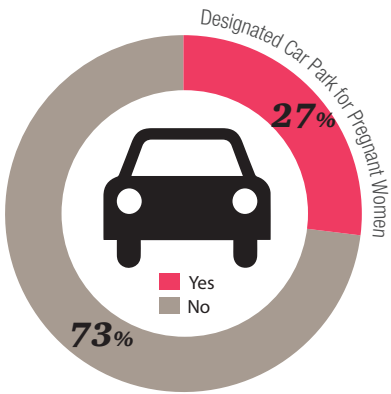
- Yes
- No

Ethnic composition

54% No
46% Yes

- Yes
- No

Age composition

44% No
56% Yes

- Yes
- No

Work-life practices

Percentage of companies that offer family friendly facilities

Less than one third of the companies surveyed offered *family friendly facilities*

Designated Car Park for Pregnant Women
27% Yes
73% No
- Yes
- No

Mothers' Room
18% Yes
82% No
- Yes
- No

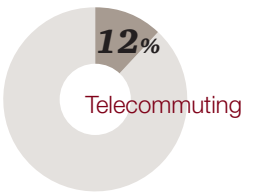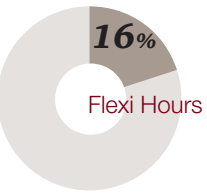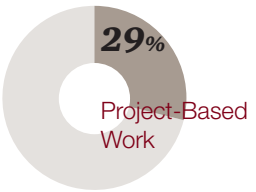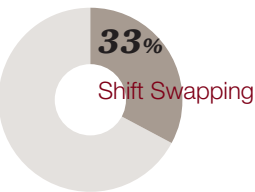### Childcare Centre
6% Yes
94% No
- Yes
- No

Percentage of companies that offer flexible work arrangements (FWA)

Less than 35% *of companies implement some sort of flexible work arrangements*

- 33% Shift Swapping
- 29% Project-Based Work
- 25% Staggered Hours
- 25% Seasonal Work
- 20% Leaving Early From Work
- 16% Flexi Hours
- 15% Reduced/Part Time Work
- 12% Telecommuting
- 12% Job Sharing
- 7% Others*

- Yes
- No
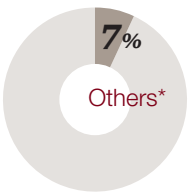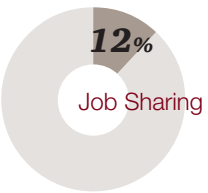
*Others: Employee choice of days off, compressed work week, weekend work, school holidays work arrangement. For futher details on work-life practices, please visit flexWorkLife.my

Percentage of companies with future plans to enhance/implement work-life practices

Approximately half of *the respondents have plans to enhance their work-life benefits (48%) and approximately* **one third** *have plans to introduce family friendly facilities (37%) and flexible work arrangements (34%)*

Family Friendly Facilities
37% Yes
63% No
- Yes
- No

Flexible Work Arrangements
34% Yes
66% No
- Yes
- No

Work-Life Benefits*
48% Yes
52% No
- Yes
- No
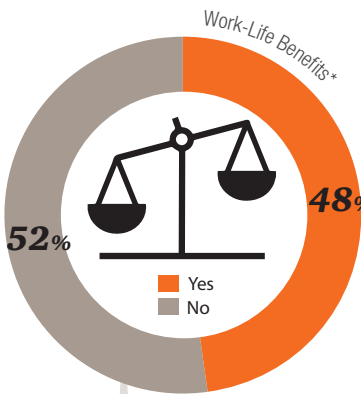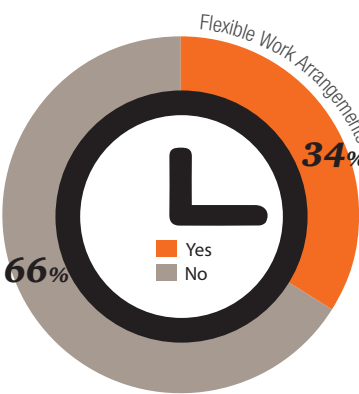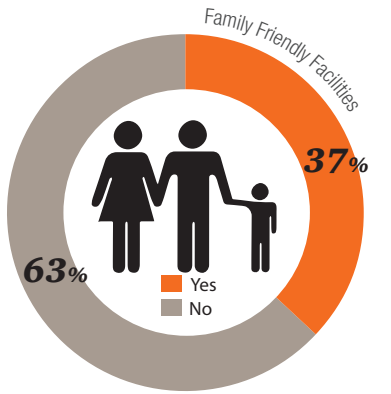
*Work-life benefits include paternity leave, study/ exam leave, sabbatical leave, family care leave, extended maternity leave, childcare subsidy and support network. For futher details on work-life practices, please visit flexWorkLife.my