

The Diverse Workplace: Finding Gold at the End of the Rainbow

Flexible Work Arrangements Masterclass
30 March 2016



Diversity & Capability
Programmes Team



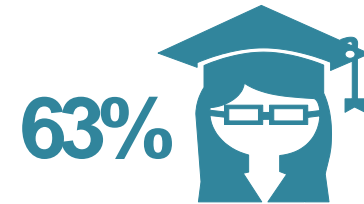
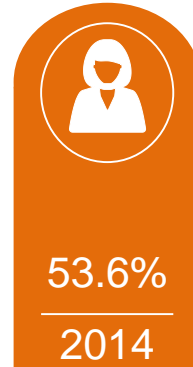
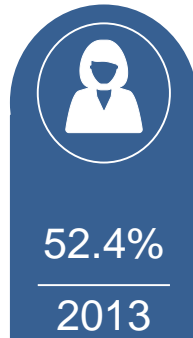
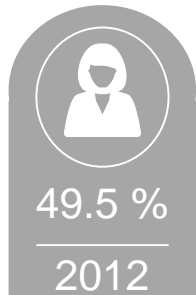
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WORKING WITH YOU TO MEET MALAYSIA'S TALENT NEEDS

Gender Diversity in the Workforce

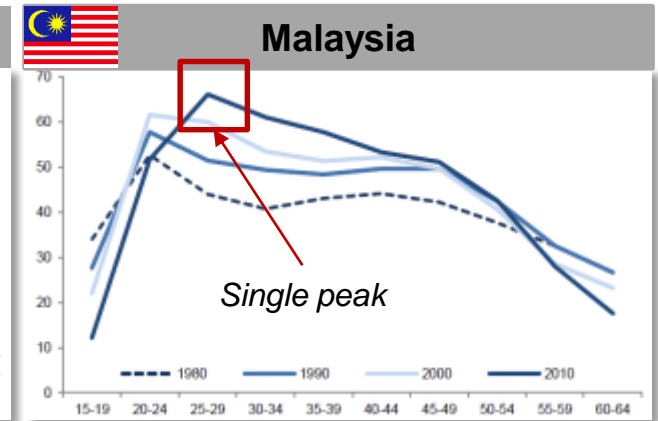
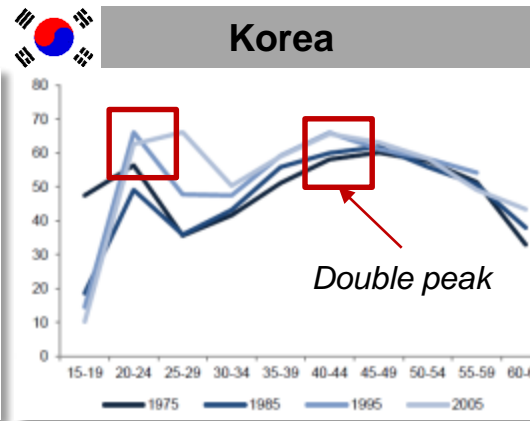
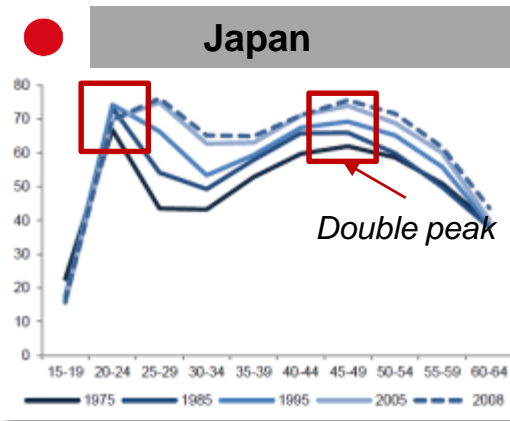
Female labour force participation rate in Malaysia



women graduated from university¹,
only 24% at top management in public
listed companies²

Female labour force participation rate in Malaysia is single-peaked³

Female labour force participation by age group, %

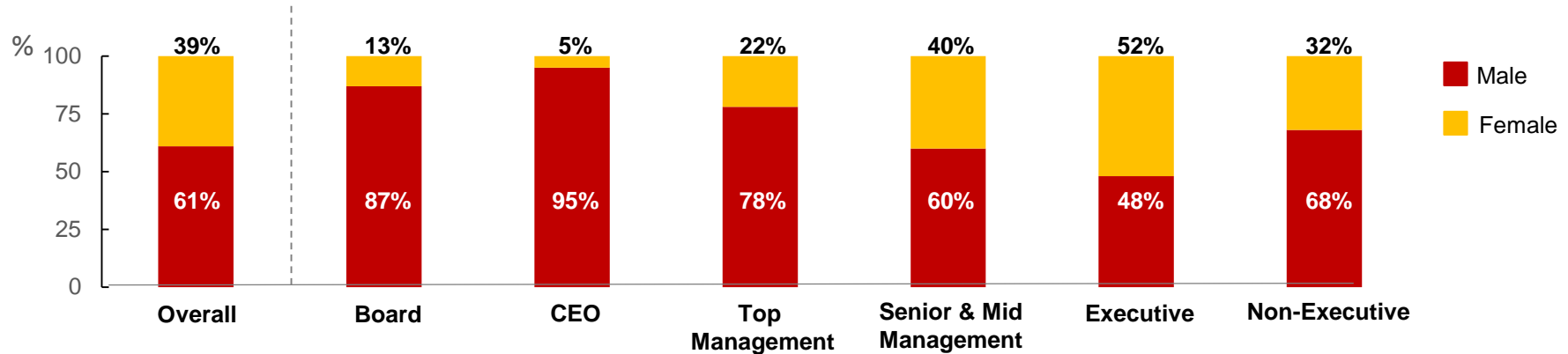


1. Ministry of Higher Education Quick Fact Guide, 2014
2. Diversity in the Workplace 2015, A Survey of Malaysian Public Listed Companies, PwC, 2015
3. Malaysia Economic Monitor Report, Unlocking Women's Potential, November 2012, Page 50

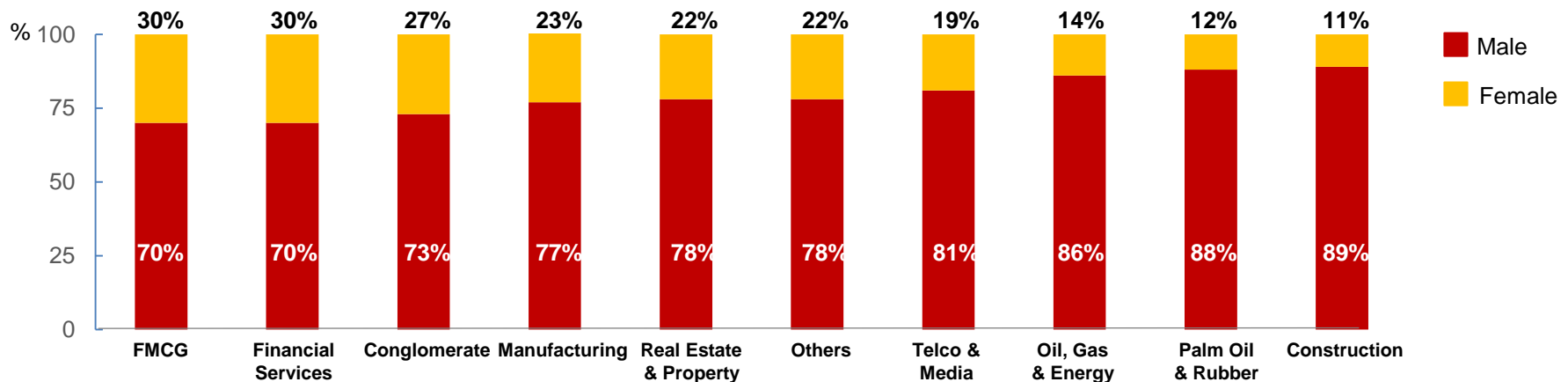
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Gender Diversity Landscape in Malaysia

Gender diversity by organisation levels



Gender diversity by industry (Top Management level)



TalentCorp Diversity Initiatives



Flexible Work Arrangements



Career Comeback Programme



flexWorkLife.my Portal



Events



Women Development Programmes



GROWTH THROUGH DIVERSITY
30% Club (Malaysia)

Three-Prong Approach:

- Retain
- Return
- Rise to the Top



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WOMEN

EMPLOYERS

STORIES

EVENTS

RESOURCES

ABOUT



Women@Intel Network (WIN)

Published on July 2, 2013



Intel Malaysia is the first Intel offshore facility outside the US. Established in 1972, the company is regarded today as the most complex facility with about 9000 talented employees spread over three campuses – Penang, Kulim and Kuala Lumpur – delivering multi-functional operations including assembly and test manufacturing, design and development and global shared services.

"In order to really drive an inclusive and diverse workforce, all employees have to see themselves as being a part of our core of our strategy moving of our employees, and lead our industry's promotion of all of our our employees to know always recognised in representation, not just middle pipeline but in retention, and so we're and promote and prog employees."

- Rosalind Huxwell, Intel Inclusion

OVERVIEW

Intel understands the value of a diverse workforce and a Choice for Women. To do so, Intel has established the WIN is a network of Intel's female and male employees activities with the aim of enhancing efforts to attract, retain female talents in the workforce. The group has 33 one in Malaysia.

The Malaysia chapter was launched on June 18, 2008 with female, and a sponsor, a senior male local leader, spear initial membership was low and predominantly female, number of members has grown into 300 active female a

OBJECTIVE

With about 50% women employees, Intel Malaysia knew initiatives to attract, recruit, integrate, develop and retain support of Intel Values, Code of Conduct and business's all Intel employees, male and female, who support the V

INITIATIVES

Given that WIN is a global initiative, the Malaysia chapter policies in place at other chapters. Overall, there are three

Career Development

Policy Implementation Guidelines: Flexi Hours



Keysight Technologies: Flexible Work Arrangements



Keysight Technologies Inc. (NYSE: KEYS) is the world's key company, transforming today's measurement experience into modular, and software solutions. With its HP and Agilent legacy in wireless communications, aerospace and defense and semiconductors, software and consistent measurement solutions employees serve customers in more than 100 countries.

The name Keysight conveys the ability to see what others can't insight to understand and unlock the changing technology landscape.

Keysight Technologies began operations in Penang, Malaysia, occupies a 42-acre site in Bayan Lepas, in a 1.2 million sq ft facility with 2,600 employees, with majorities being professionals. It is Keysight worldwide, with operations spanning business-to-business marketing, manufacturing, R&D and supply chain. Keysight's Petaling Jaya serve customers with a broad range of products

OVERVIEW

Keysight is proud of its heritage of providing flexible work hours. Keysight's Flexible Time Off program enables employees to take recreation, vacation, personal business, personal illness or

Policy Implementation Guidelines: Telecommuting

Career Comeback Programme

Launched on 2 March 2015, the Career Comeback Grant is designed to encourage employers to **recruit and retain women on career breaks for more than six (6) months**. Two types of grants are made available, amounting up to a maximum of **RM200,000 per company**.

Woman returnee criteria:

- 1** **Malaysian** citizen
- 2** Has been out of the workforce for at least **6 months**
- 3** **Minimum 2 years** working experience
- 4** **Currently unemployed or under-employed** during the career break



Resourcing Grant

Implement or enhance a programme or campaign to recruit women returnees. The grant **offers co-funding of 75% of the cost incurred** to run the programme up to a **maximum of RM100,000**.



Retention Grant

Successful recruitment and **retention of women returnees for more than 6 months**. The grant amount is equivalent to a returnee's one month salary. The grant is up to a **maximum of RM100,000**.



Retention Grant



Lorraine Anne Scully

- Career Break: 6 years
- Financial Security Analyst



- Lorraine quit her corporate job to care for her **special needs child**
- Through the Career Comeback Programme, she secured a job in **Intel**
- Support from her boss through **flexible work arrangements** enable her to bring her son to therapy session(s) or hospital appointments

Resourcing Grant



Set up booths at Queensbay Mall for 3 days. Activities include:

- Company sharing about their work and company benefits
- On-the-spot interviews

Successfully hired **6 women returnees**.



I-Care – IHS Career Relaunch

Platform created to re-engage women who had taken a career break to train and be hired as an Independent Global Sourcing Consultant.

Successfully hired **3 women returnees**.



Sunday, 27 March 2016 |
MYT 11:18 AM

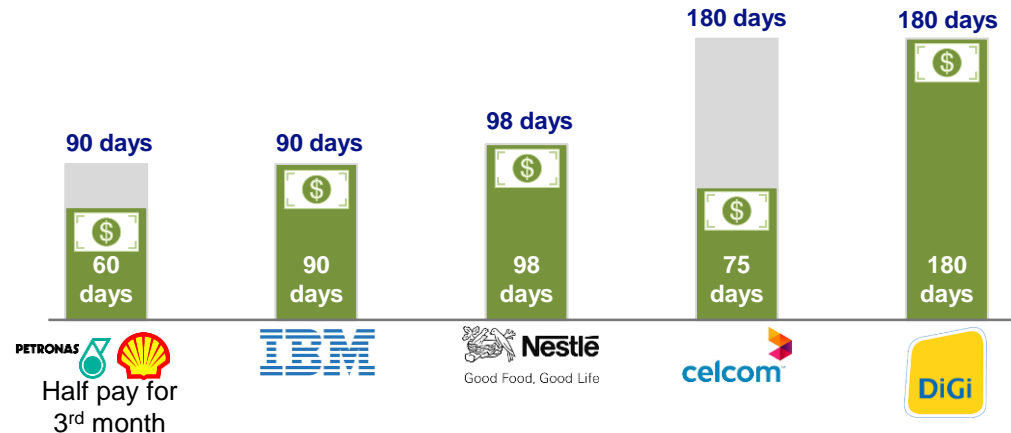


2011: The Malaysian government introduced a longer maternity leave to all civil servants, from 60 days to **90 days**

Companies offering longer maternity leave to attract female workers

“We know that a diverse workforce drives innovation and better performance. We consider it a highly strategic move, both from a societal and a business perspective”.

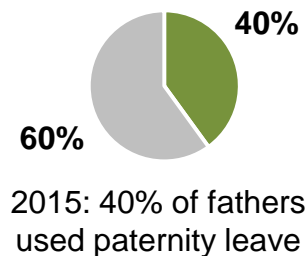
Sigve Brekke, CEO & President,
Telenor Group



THE STRAITS TIMES

Sunday, 20 March 2016 | SGT 5:00 AM

2 weeks of paternity leave to be legislated in Singapore



“The **Government** can do much, such as provide affordable, quality childcare, but community support - especially from **employers** – is key”.

“If we’re able to fulfil this aspiration of employees to achieve work-life balance, to meet their requirement of having more flexible work arrangements, then we stand a better chance of getting more talented employees and that is good for business”.

Josephine Teo, Singapore’s Senior Minister of State

Source:

- <http://www.thestar.com.my/news/nation/2016/03/27/companies-offering-longer-maternity-leave-to-attract-female-workers/>
- <http://www.straitstimes.com/singapore/manpower/2-weeks-of-paternity-leave-to-be-legislated>

THANK YOU