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

Flexible Work Arrangements Masterclass
30 March 2016
WORKING WITH YOU TO MEET MALAYSIA’S TALENT NEEDS
Gender Diversity in the Workforce

Female labour force participation rate in Malaysia

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>49.5%</td>
</tr>
<tr>
<td>2013</td>
<td>52.4%</td>
</tr>
<tr>
<td>2014</td>
<td>53.6%</td>
</tr>
</tbody>
</table>

Women graduated from university\(^1\), only 24% at top management in public listed companies\(^2\)

Female labour force participation rate in Malaysia is single-peaked\(^3\)

Female labour force participation by age group, %

<table>
<thead>
<tr>
<th>Country</th>
<th>Graph</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td><img src="Image" alt="Graph" /></td>
<td>Double peak</td>
</tr>
<tr>
<td>Korea</td>
<td><img src="Image" alt="Graph" /></td>
<td>Double peak</td>
</tr>
<tr>
<td>Malaysia</td>
<td><img src="Image" alt="Graph" /></td>
<td>Single peak</td>
</tr>
</tbody>
</table>

Diversity in the Workplace Survey 2015

About this survey
Between July and August 2015, TalentCorp and PwC conducted a Diversity in the Workplace Survey to better understand the current diversity landscape in public listed companies, with the support of Bursa Malaysia.

The survey obtained responses from 130 listed companies, encompassing 1,094 members of the board and 464,092 employees in Malaysian public listed companies.

<table>
<thead>
<tr>
<th>Company type</th>
<th>Coverage</th>
<th>No. of companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>KLEx</td>
<td>Top 30</td>
<td>26</td>
</tr>
<tr>
<td>Other PlCs</td>
<td>31 to 100</td>
<td>41</td>
</tr>
<tr>
<td>101% and above</td>
<td>65</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>130</td>
</tr>
</tbody>
</table>

79% of Top 100 listed companies participated, representing 70% of Bursa’s total market capitalisation. *Bloomberg, March 2015

Diversity in the Workplace 2015
A survey of Malaysian Public Listed Companies

Work-life practices

- Percentage of companies that offer flexible work arrangements (FWA)
  - Flex hours: 60%
  - Staggered hours: 73%
  - Telecommuting: 28%

- Minority of companies surveyed have forms of FWA commonly practised internationally

- Percentage of companies that offer family-friendly facilities or benefits
  - More than half of the companies surveyed offer family-friendly facilities/benefits

- Percentage of companies that offer work-life related leave
  - Majority of PLCs offer paternity leave and study/leave to their employees as part of their work-life practice

- Percentage of companies with future plans to enhance or implement work-life practices
  - Only 20% of companies surveyed plan to enhance or implement work-life practices within a year

Source: http://talentcorpbucket.s3-like-ap-southeast-1.amazonaws.com/assets/multimediamd/media/Talentcorp_2015_v9B.pdf
Gender Diversity Landscape in Malaysia

Gender diversity by organisation levels

Gender diversity by industry (Top Management level)

Source: Diversity in the Workplace 2015, A Survey of Malaysian Public Listed Companies, PwC, 2015

FMCG: Fast Moving Consumer Goods
Telco & Media: Telecommunication & Media
Others: Healthcare, Transportation & Logistics, Leisure and Automotive Trading
TalentCorp Diversity Initiatives

Flexible Work Arrangements
Career Comeback Programme
flexWorkLife.my Portal
Events
Women Development Programmes
30% Club (Malaysia)

Three-Prong Approach:
• Retain
• Return
• Rise to the Top
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 multifunctional 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 strategy moving or our employees, and lead our industry promotion of all of our employees to know always recognized in their representation, not just middle pipeline but retention, and so we’re promoting and ads employees.

-Roynold Hashwell, Intel Malaysia

OVERVIEW

Intel understands the value of a diverse workforce and recognizes the role of women in technology. Intel Malaysia is a major player in the local and global IT scene, and it is committed to creating an environment where women can thrive. In this respect, the Women’s Network (WNN) has been instrumental in promoting gender diversity within the company.

The WNN is a network of female employees who work together to advance women’s careers and create a supportive work environment. This network has a leadership team comprised of women from all levels of the organization. The WNN organizes events and workshops that focus on leadership development, networking opportunities, and strategies for achieving work-life balance.

OBJECTIVE

The primary objective of the WNN is to promote gender diversity and inclusion within Intel Malaysia. The network seeks to create a culture where women are encouraged to reach their full potential and have equal opportunities for advancement. By doing so, the company can benefit from a diverse and talented workforce that drives innovation and competitiveness.

POLICY IMPLEMENTATION GUIDELINES: FLEXI HOURS

Intel Malaysia has implemented flexible working arrangements to support work-life balance. The company provides employees with the flexibility to choose their working hours within certain guidelines. This approach is designed to accommodate the needs of employees and help them manage their personal and professional commitments.

OVERVIEW

Keysight Technologies began operations in Penang, Malaysia, in 2000. It occupies a 40-acre site in Bayan Lepas. It has 2,000 employees, with a majority being professionals. It is Keysight worldwide, with operations spanning business-to-business, marketing, manufacturing, R&D and supply chain. Keysight’s Petajaya site serves customers with a wide range of products.
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.
Career Comeback Success Stories

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

Retention Grant

Resourcing Grant

Career Fair

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.
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

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

2015: 40% of fathers used paternity leave

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

Josephine Teo, Singapore’s Senior Minister of State

Source:
THANK YOU