

# What does flexWorkLife.my offer?

## GET THAT FLEXIJOB

FOR EMPLOYERS

- > Advertise jobs with part-time or flexible arrangements (at no cost through myStarjob.com)

FOR JOBSEEKERS

- > Apply for jobs which offer part-time or flexible work arrangements
- > Get to know employers who offer flexibility at work

## CAREER COMEBACK FACILITATION

- > Share job vacancies for women returnees (at no cost)

- > Deposit your resume for your transition back to work
- > Get updated on Career Comeback events and workshops

## CAREER COMEBACK GRANT

FOR EMPLOYERS

- > Apply for the grant:
  - Design and implement a new Career Comeback Programme or enhance on existing programme to hire women returnees
  - Successful recruitment and retention of women returnees for more than six (6) months

## TAX INCENTIVES

- > Apply for tax incentives:
  - Hire and train women who have returned to the workforce
  - Implement or enhance flexible work arrangements
  - Set up a childcare centre in the workplace

## WORK-LIFE PRACTICES

- > Share and learn best-practices on flexible work arrangements, work-life benefits and family-friendly facilities

## GET INVOLVED

- > Join us for upcoming programmes which promote diversity and work-life integration

## LEARN FROM OUR DIVERSITY ADVOCATES

- > Experienced HR practitioners who work together with TalentCorp to address the talent needs of our nation, particularly in areas related to diversity and inclusion. They believe that work-life integration is an effective human capital strategy to attract and retain talent.

# Flexibility in the Workplace

## The Way Forward



### FOR MORE INFORMATION

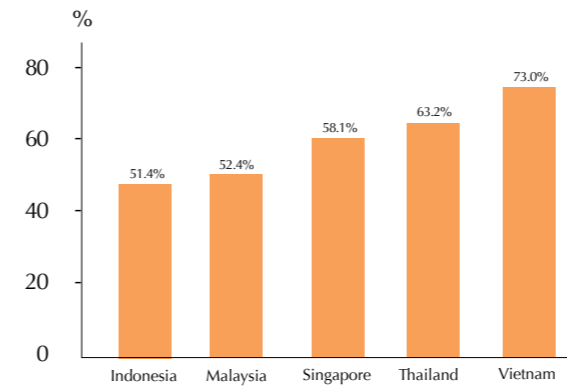
Website: [www.flexWorkLife.my](http://www.flexWorkLife.my)  
Email: [flexworklife@talentcorp.com.my](mailto:flexworklife@talentcorp.com.my)

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**TalentCorp**  
MALAYSIA

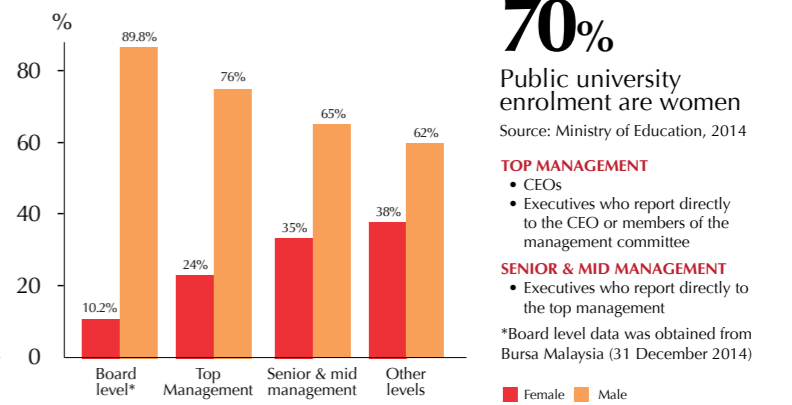
# WOMEN LABOUR FORCE PARTICIPATION IN MALAYSIA

## WOMEN LABOUR FORCE PARTICIPATION RATE



Source: Indonesia & Vietnam – World Bank World Development Indicators, 2013  
Malaysia – Department of Statistics, 2013  
Singapore – Ministry of Manpower, 2013  
Thailand – National Statistics Office, 2013

## GENDER COMPOSITION BY MANAGEMENT LEVELS



Source: Diversity in the Workplace Survey of Malaysian PLCs by TalentCorp & PwC Malaysia, 2013

**70%**  
Public university enrolment are women  
Source: Ministry of Education, 2014

**TOP MANAGEMENT**

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

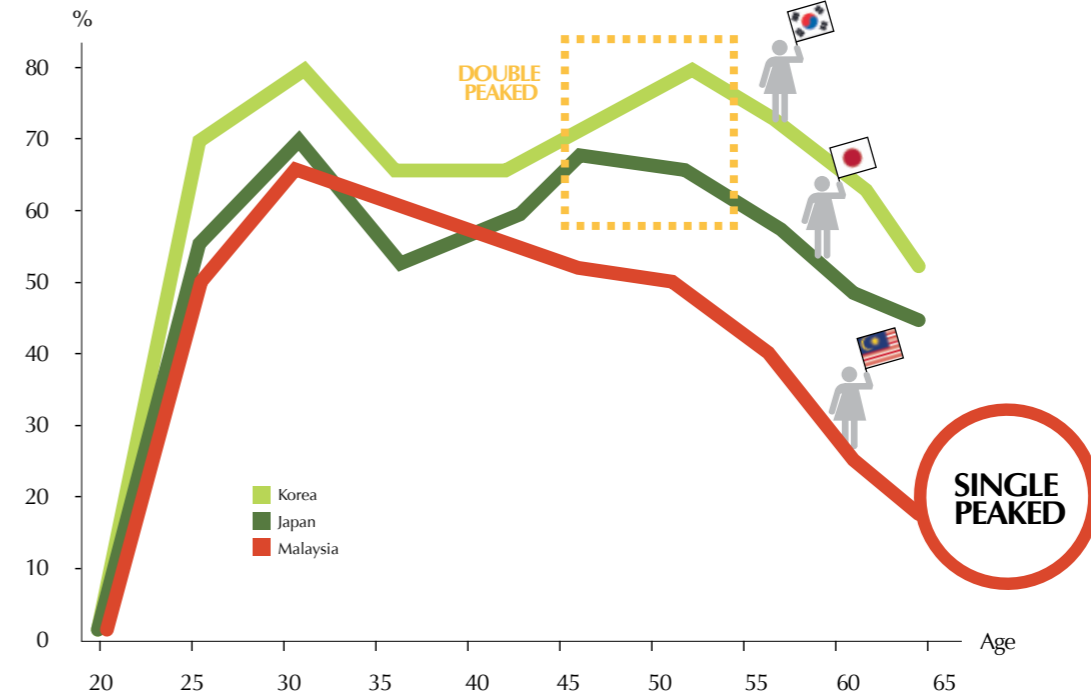
**SENIOR & MID MANAGEMENT**

- Executives who report directly to the top management

\*Board level data was obtained from Bursa Malaysia (31 December 2014)

Female Male

## WOMEN LABOUR FORCE PARTICIPATION RATE IN MALAYSIA IS SINGLE-PEAKED



Source: Malaysia Economic Monitor Unlocking Women's Potential by The World Bank - November 2012

## Top 3 Reasons Women Leave the Workforce

**1 TO RAISE A FAMILY**

**2 LACK OF WORK-LIFE BALANCE**

**3 TO CARE FOR A FAMILY MEMBER**

**67%** want better support for flexible work arrangements to tackle the shortage of women in C-suites and boardrooms.

Source: Retaining Women in the Workplace, ACCA & TalentCorp, 2013

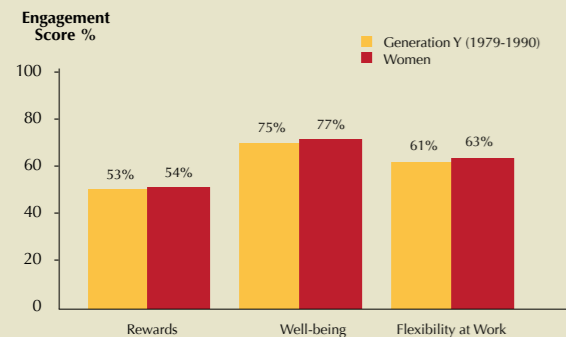
# FLEXIBILITY IN THE WORKPLACE

## The Way Forward

### ENGAGING TALENT THROUGH FLEXIBLE WORKING ENVIRONMENT

#### WOMEN AND GEN Ys VALUE WELL-BEING & FLEXIBILITY IN THE WORKPLACE

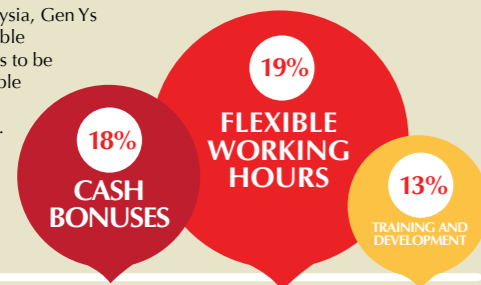
A study by Aon Hewitt shows both Female and Gen Y employees value well-being and flexibility at work over the common perception of rewards as an important factor driving employee decision to join or stay with a company.



Source: Aon Hewitt Best Employers 2.0 – Malaysia 2013 Study

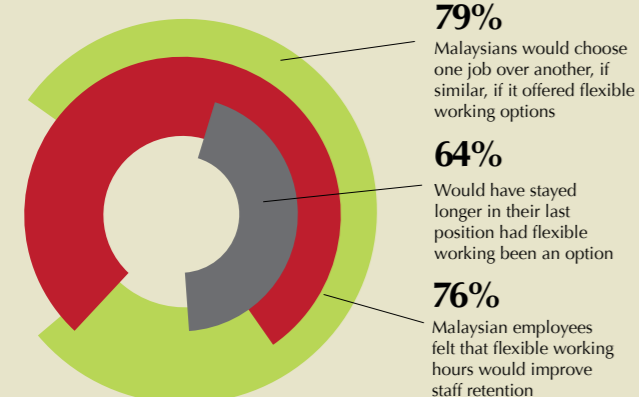
#### WHICH THREE BENEFITS WOULD YOU MOST VALUE FROM AN EMPLOYER?

In a study conducted by PwC Malaysia, Gen Ys consider flexible working hours to be a more valuable benefit than cash bonuses.



Source: Millennials at work, Reshaping the workforce, PwC Malaysia 2011 Base. All employed respondents (443)

#### EMPLOYEE PREFERENCE FOR FLEXIBLE WORK ARRANGEMENTS



Source: 2013 Regus Global Economic Indicator

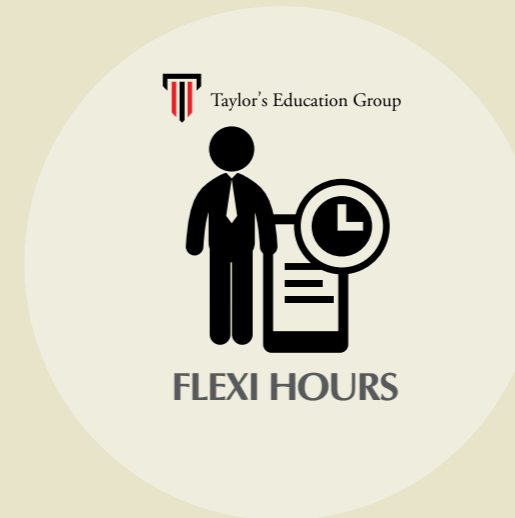
### BEST PRACTICES AMONG MALAYSIAN EMPLOYERS



In 2013, Sunway Group began implementing Flexible Work Arrangements such as Flexi-Hours in order to attract and retain a highly skilled and diverse workforce, and strengthen their brand as 'Employer of Choice'. Sunway is expanding its initiatives to include women in leadership programmes.



Maybank has introduced Flexible Work Arrangements policies on 1 November 2013 to offer employees the needed support to manage personal commitments whilst continuing to produce high quality work. The FWA scope covers a Fixed Flexible Schedule, Flextime, Telecommuting / Flexible Work Location, Reduced Hours / Converting to Part-time Employment. Since its inception, 110 applications have been successful.



In keeping with its core values to create an enjoyable working environment for its people, Taylor's Education Group has introduced Flexi Hours in 2014. The Flexible Work Arrangements aims to provide employees with the ability to manage their time at work whilst fulfilling their standard working hours. Taylor's will continue to explore various flexible working options to cater to the needs of its diverse workforce and to enhance employee engagement in the organisation.



Celcom established the Little Blue Planet in 2013 to enable working parents to manage their personal and work responsibilities more effectively. Within close proximity to the office and at a subsidised rate, the childcare centre provides employees with ease of mind knowing that their children are well taken care of by qualified childcare providers. Celcom believes in empowering, developing and rewarding their employees in order to provide them with the opportunity to reach their potential.

### GRANT AND INCENTIVES FOR EMPLOYERS

The Malaysian Government has launched grant and tax incentives to support organisations in promoting a parent-friendly work environment and to retain women in the workforce.

#### 1 Career Comeback Grant

##### Resourcing Grant

- Implement or enhance a programme or campaign to recruit women returnees

##### Retention Grant

- Successful recruitment and retention of women returnees for more than six months

#### 2 Bringing Women Back To Work

##### Hiring and Training Women on Career Breaks

- Double tax deduction for training costs up to RM40,000 per woman annually
- Criteria:
  - Malaysian citizen
  - At least 3 years' full-time working experience
  - No employment income for at least 2 years
  - Receives a minimum basic salary of RM3,000 per month
  - In a managerial or professional role

#### 3 Retaining Talent Through Flexible Work Arrangements

##### Implementing or Enhancing Flexible Work Arrangements (FWA)

- Double tax deduction for consultancy and training cost up to RM500,000 per annum

#### 4 Supporting Parents at Work

##### Childcare Centre in the Workplace

- Double tax deduction for:
  - Provision and maintenance of childcare centre
  - Childcare allowance (employees given tax exemption up to RM2,400 per year)
- Tax exemption on statutory income for 5 years
- Industrial building allowance at 10% annually

For more information on the above, please visit [flexWorkLife.my](http://flexWorkLife.my)