

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 cap²

Company type	No. of companies
GLCs	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 cap²

² Bloomberg, October 2013

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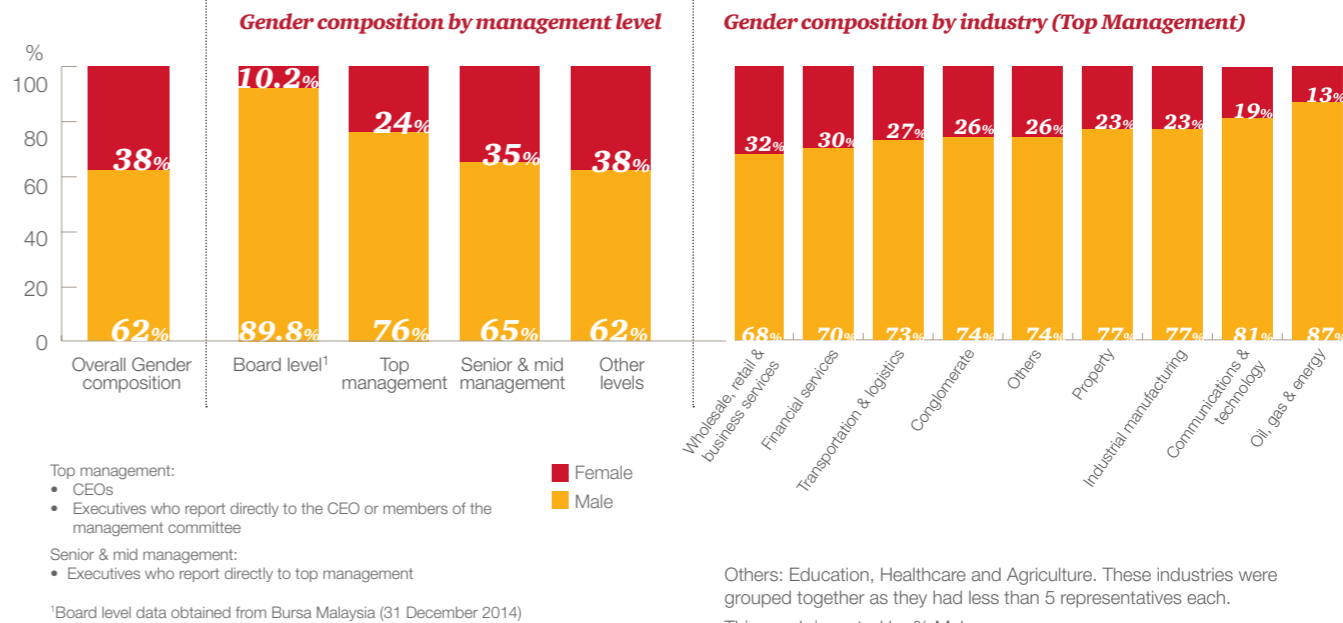
Diversity in the Workplace

A survey of Malaysian Public Listed Companies

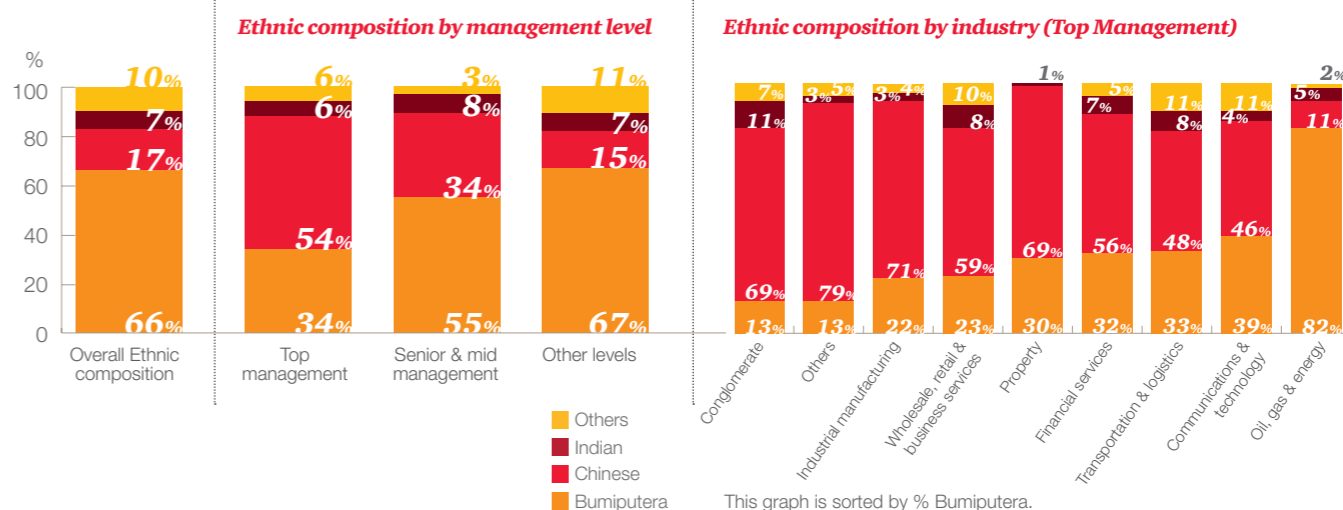


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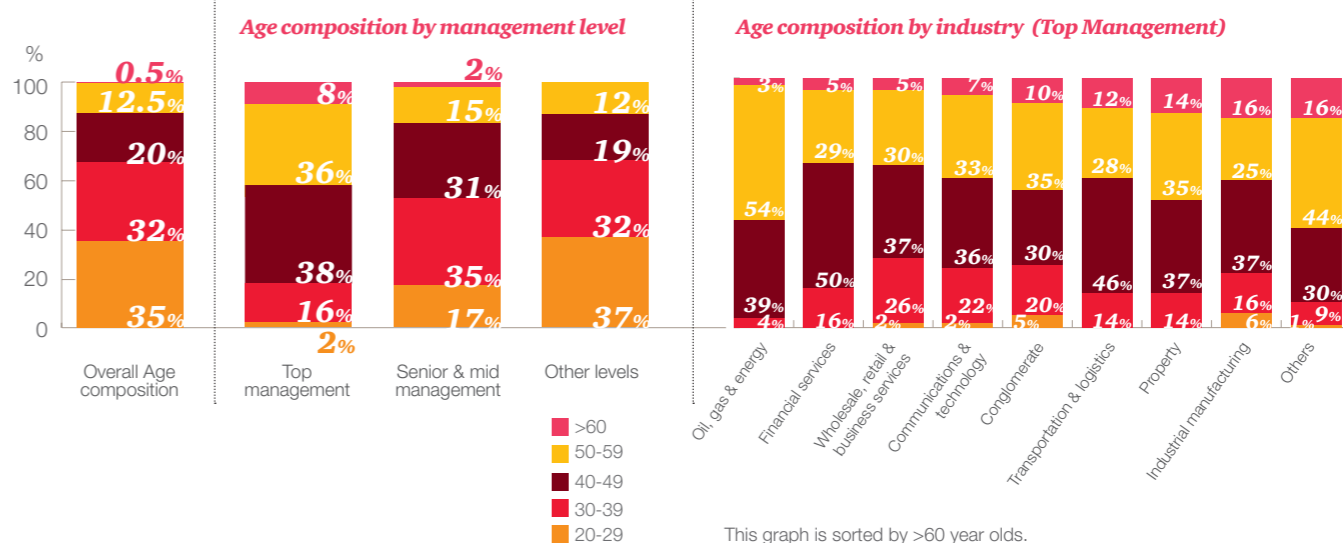
Gender composition



Ethnic composition



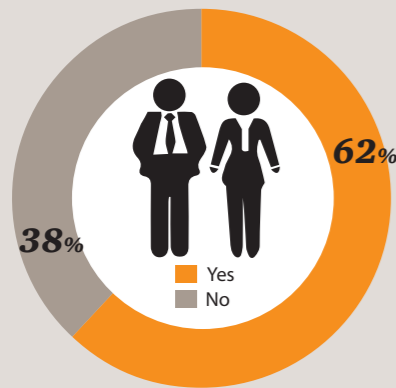
Age composition



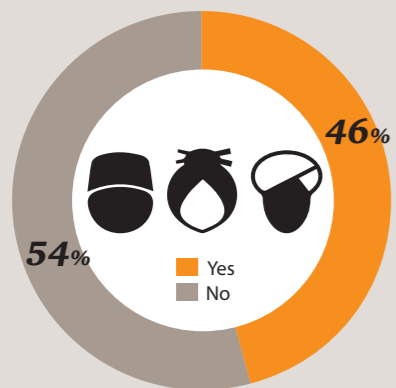
Agreeableness to disclose diversity measures

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

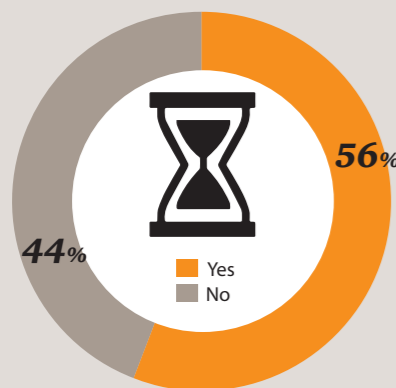
Gender composition



Ethnic composition



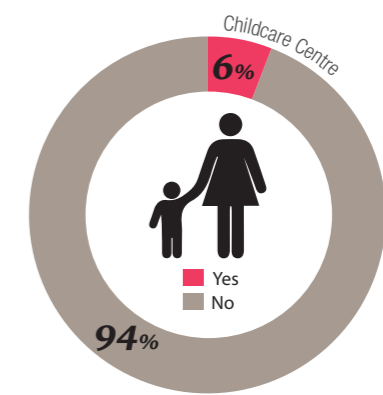
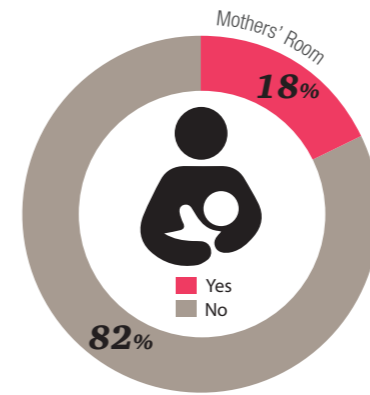
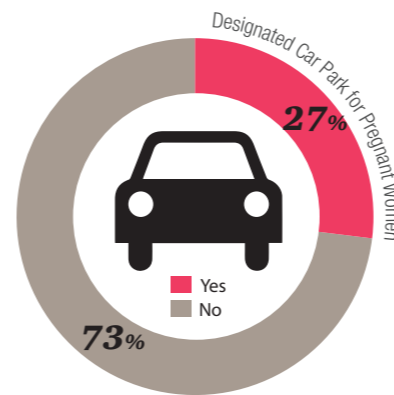
Age composition



Work-life practices

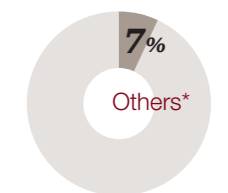
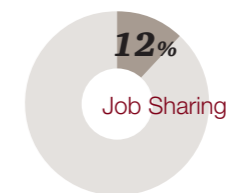
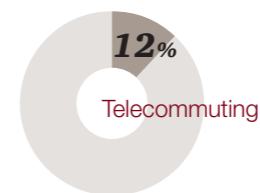
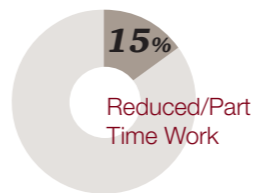
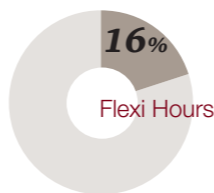
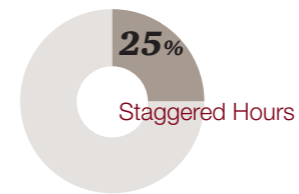
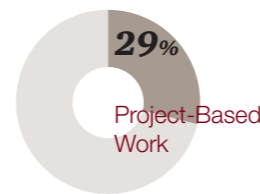
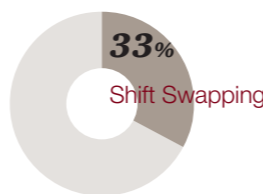
Percentage of companies that offer family friendly facilities

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



Percentage of companies that offer flexible work arrangements (FWA)

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

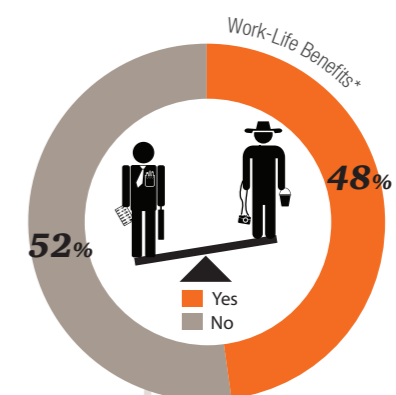
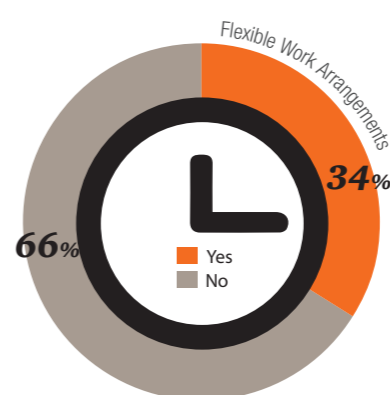
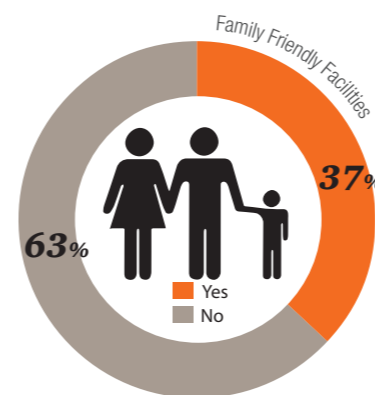


■ Yes ■ No

* Others: Employee choice of days off, compressed work week, weekend work, school holidays work arrangement. For further 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%)



*Work-life benefits include paternity leave, study/exam leave, sabbatical leave, family care leave, extended maternity leave, childcare subsidy and support network. For further details on work-life practices, please visit flexWorkLife.my