

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.

Company type	Coverage	No. of companies
KLCI	Top 30	26
Other PLCs	31 to 100	41
	101 and above	63
Total		130

67 of Top 100 listed companies participated, representing 70% of Bursa's total market capitalisation¹

¹ Bloomberg, March 2015

Company type	Percentage (%) of Companies
Construction	5
Conglomerate	8
Fast Moving Consumer Goods	6
Financial Services	16
Manufacturing	12
Oil, Gas & Energy (including Utilities)	11
Palm Oil & Rubber (including Plantations/ Agriculture)	8
Real Estate & Property	15
Telecommunications & Media	10
Others ²	9

² Others: Healthcare, Transportation & Logistics, Leisure and Automotive Trading

PwC:

[facebook.com/pwcmalaysia](https://www.facebook.com/pwcmalaysia)

<http://www.linkedin.com/company/pwc-malaysia>

twitter.com/PwC_Malaysia

[youtube.com/pwcmalaysia](https://www.youtube.com/pwcmalaysia)

TalentCorp:

[facebook.com/TalentCorpMsia](https://www.facebook.com/TalentCorpMsia)

<http://www.linkedin.com/company/talent-corporation-malaysia-berhad>

twitter.com/TalentCorpMsia

[youtube.com/TalentCorpMsia](https://www.youtube.com/TalentCorpMsia)

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Diversity in the Workplace 2015

A survey of Malaysian Public Listed Companies

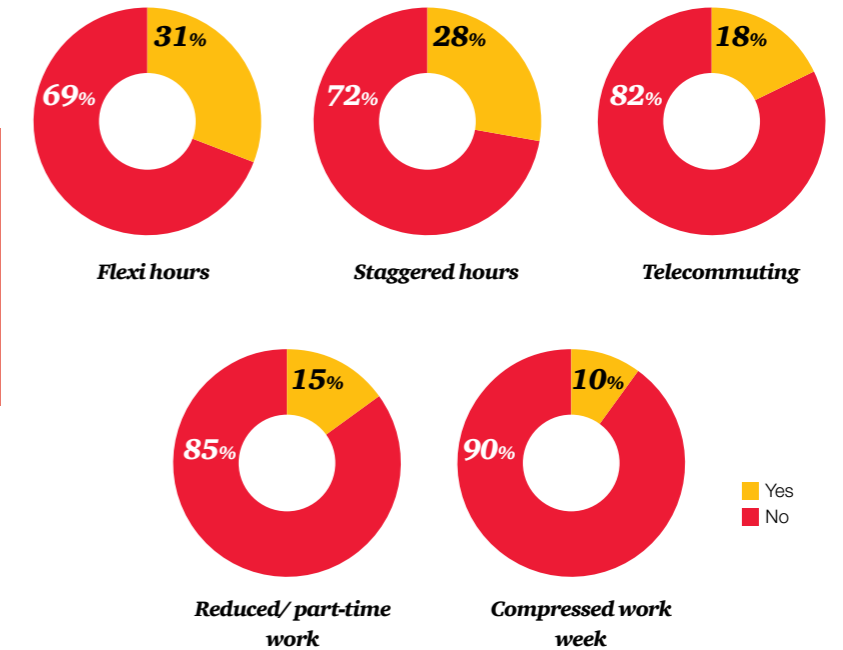


Work-life practices

Percentage of companies that offer flexible work arrangements (FWA)

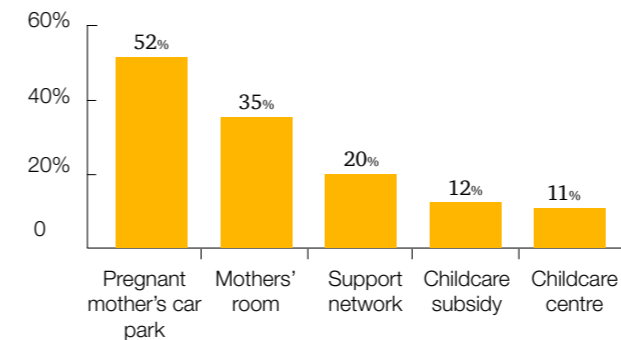
Minority of companies surveyed have forms of FWA commonly practised internationally

For details on the different forms of FWA and case studies of how Malaysian employers have implemented them, visit: flexworklife.my



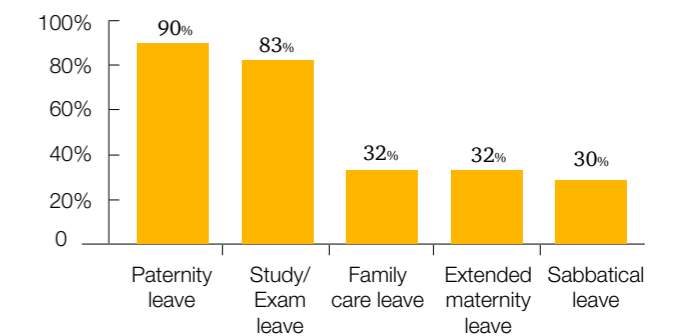
Percentage of companies that offer family-friendly facilities or benefits

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



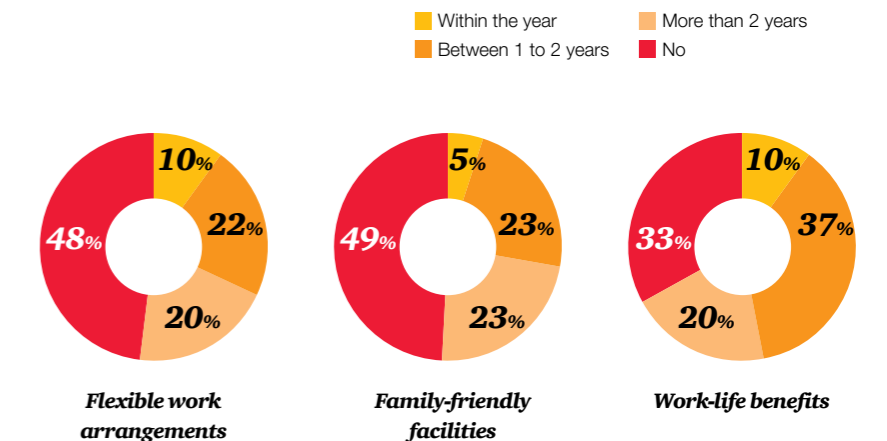
Percentage of companies that offer work-life related leave

Majority of PLCs offer paternity leave and study/exam leave to their employees as part of their work-life practices



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

Only 10% of companies surveyed plan to enhance or implement work-life practices within a year



Diversity disclosure

The annual reports and annual sustainability reports of KLCI companies were examined to ascertain disclosure of diversity policy and data, and the following were the findings:

Diversity Policy

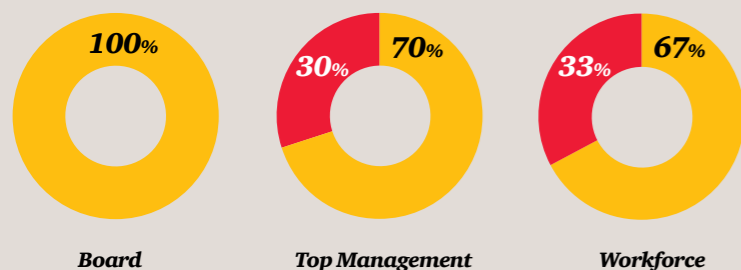
22 out of the 30 KLCI companies have some form of diversity policy encompassing board and workforce stated in their annual reports or annual sustainability reports

Breakdown

Beyond policy, disclosure on diversity by KLCI companies in terms of composition of board, top management and workforce by gender, ethnicity and age is as follows:

Gender disclosure

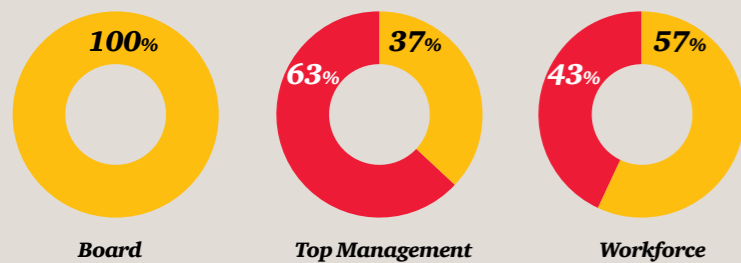
Yes
No



Ethnic disclosure



Age disclosure



Disclosure is defined as written text / charts / graphs / images indicating the gender, ethnicity or age

For best practices on disclosure, please download the 'Diversity and Inclusion Disclosure - A good practice guide' at <http://bit.ly/1fYZQo8>

Top Management:

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

Senior and Mid Management:

Executives who report directly to top management

Executive:

Positions that report directly to mid management

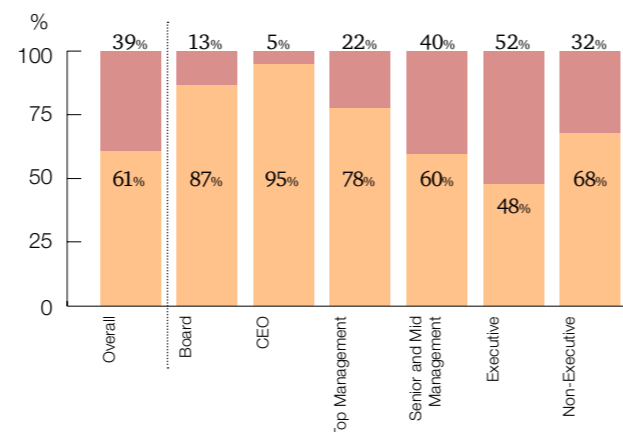
Non-Executive:

Clerical, administrative and operational positions that typically do not require tertiary education

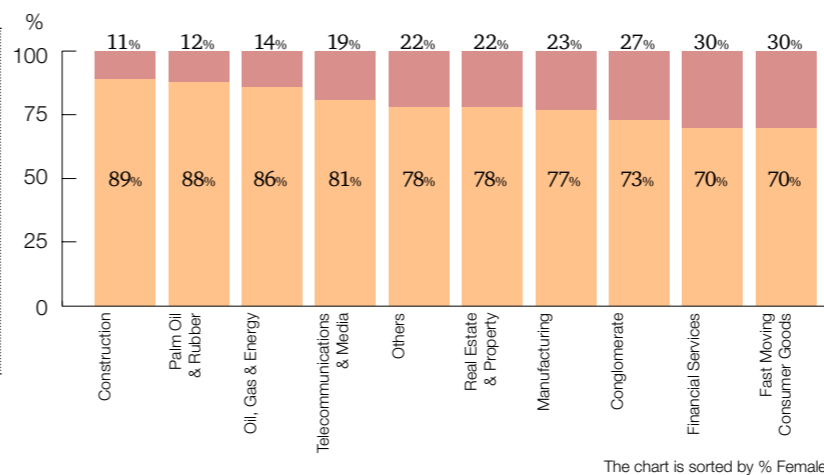
Gender composition

Female
Male

Gender composition by organisation levels



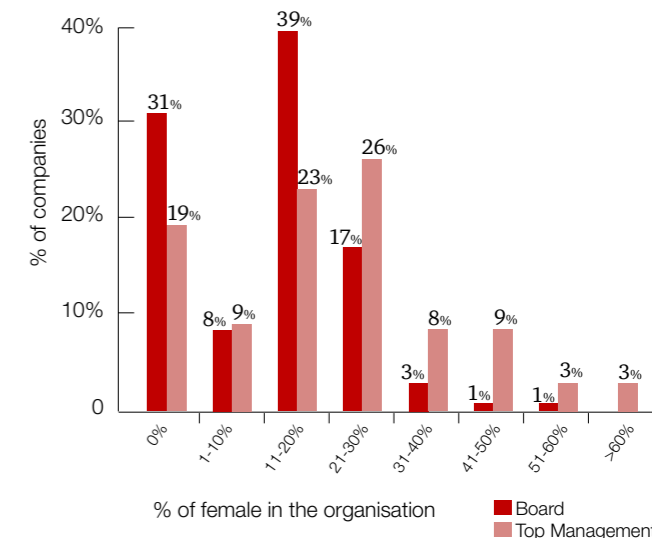
Gender composition by industry (Top Management)



The chart is sorted by % Female

31% of companies surveyed have no women on boards while 19% have no women in Top Management

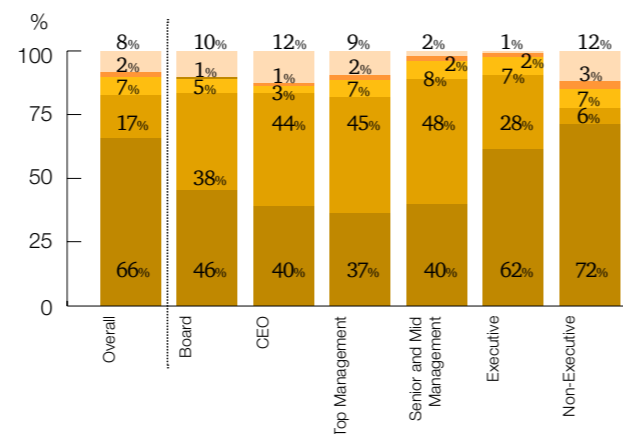
Distribution of companies based on representation of women in Board or Top Management



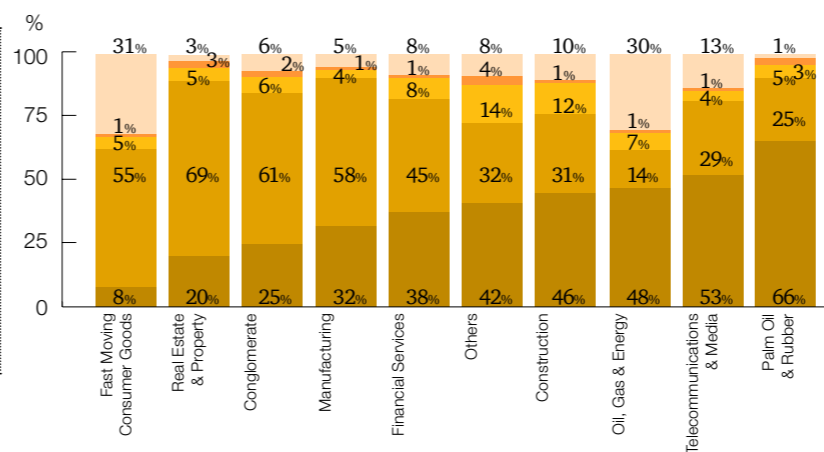
Ethnic composition

Bumiputera
Others
Chinese
Non-Malaysian
Indian

Ethnic composition by organisation levels



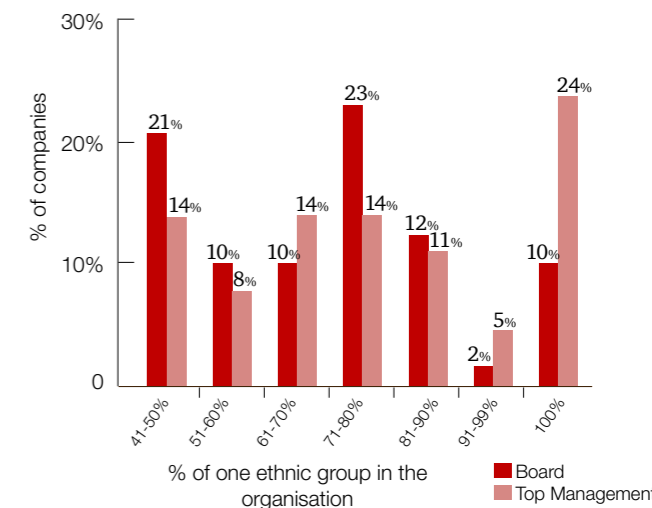
Ethnic composition by industry (Top Management)



The chart is sorted by % Bumiputera

24% of companies surveyed have Top Management consisting of a single race

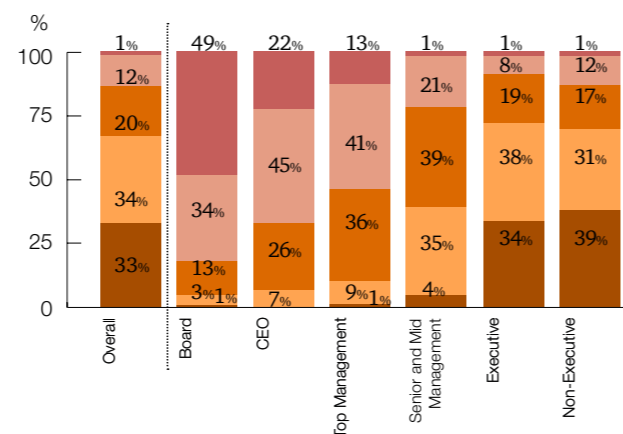
Distribution of companies based on concentration of one ethnic group in Board or Top Management



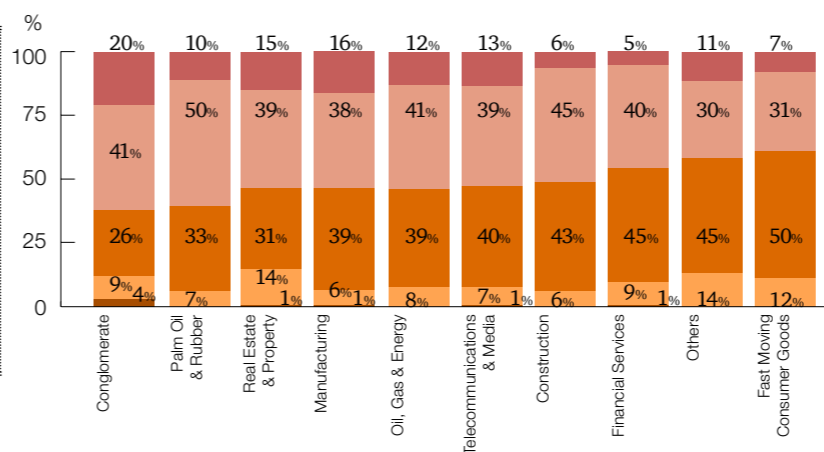
Age composition

20-29
30-39
40-49
50-59
≥60

Age composition by organisation levels



Age composition by industry (Top Management)



The chart is sorted by % under 50 years old

31% of companies surveyed have no board members under 50 years old

Distribution of companies based on representation of under 50 years old in Board or Top Management

