



# **MINISTERIAL ROUNDTABLE: PUBLIC/ PRIVATE SECTOR PARTNERSHIPS ADVANCING ECONOMIC OPPORTUNITIES FOR WOMEN AND GIRLS**

**UNLOCKING THE  
FULL POTENTIAL  
OF WORKING WOMEN**



## **CAREER COMEBACK PROGRAMME**

**MINISTRY OF WOMEN, FAMILY AND COMMUNITY  
DEVELOPMENT MALAYSIA**

## Labour force participation rates by gender (Malaysia), 2010 - 2013

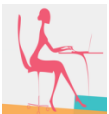


**> 60%**  
**female students enrolment  
in public universities**

**Female labour force  
participation rate**

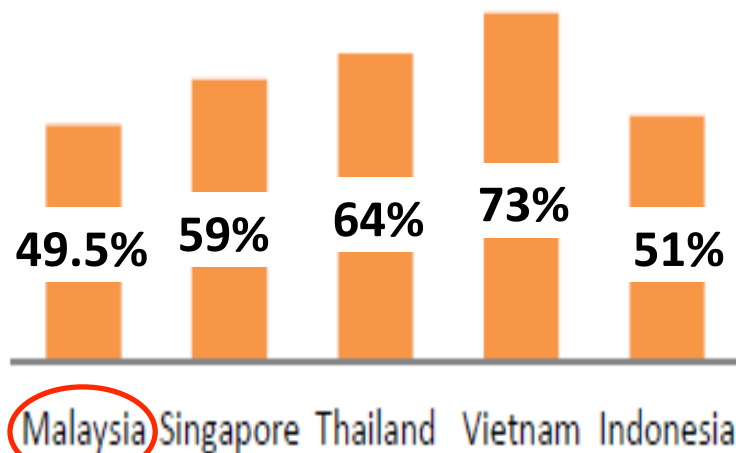


**Target :  
55% by 2015**



# WOMEN IN THE WORKFORCE: WHERE WE ARE?

Women Labour Force  
Participation Rate in 2012

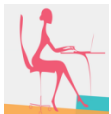


Source: <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

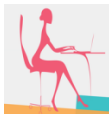
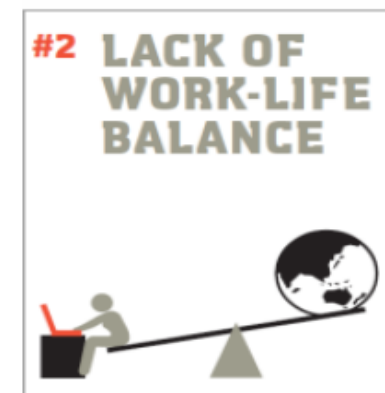
**49.5%** participation in 2012,  
lowest in ASEAN

**53.6%** improved in 2014

**Target : 55% by 2015**

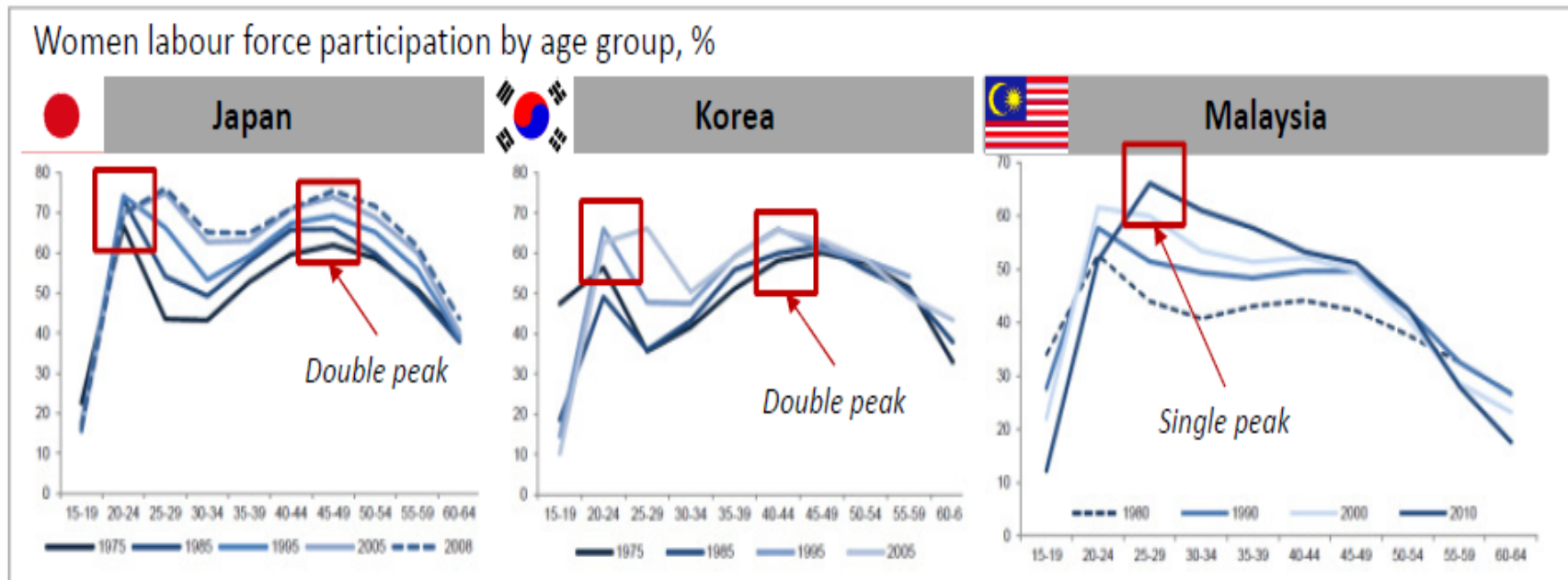


# KEY REASONS FOR WOMEN LEAVING THE WORKFORCE

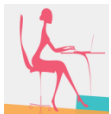




# WOMEN LABOUR FORCE PARTICIPATION RATE IN MALAYSIA IS SINGLE-PEAKED



Source: World Bank Malaysia Economic Monitor (November, 2012)





## RETURNING THEM TO THE WORKFORCE



# CAREER COMEBACK PROGRAMME



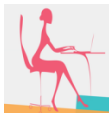
(Public/ Private Sector Partnership)



*Ministry of Women,  
Family and Community Development*

**TalentCorp**  
MALAYSIA

**Career Comeback Programme :**  
**To encourage women to return to the**  
**workforce**



**CAREER COMEBACK  
PROGRAMME**

# CAREER COMEBACK PROGRAMME



**The Government's efforts in increasing women's labour participation to 55% by the year 2015 through attracting and retaining highly qualified women in the workforce**

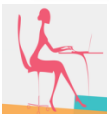
## Career Comeback Programme Initiatives

### Career Comeback Grant

Grants in line with Budget 2015, was launched on 2 March 2015 to encourage companies to embark on a Career Comeback Programme.

### Career Comeback Fair / Networking Event

Networking event to **connect employers** with **women** who are on **career breaks**.



# CAREER COMEBACK GRANT



## 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**.

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Start date of programme must be between  
**1 January 2015 – 31 December 2015**

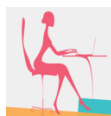


## Retention Grant

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**.

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Women returnee(s) must be hired between  
**1 January 2015 – 31 December 2015**





# CAREER COMEBACK FAIR



## Career Comeback Networking Event

Connect with employers who are keen to meet women who are on career breaks!

## Left the workforce and keen to make a comeback?

Attend our Career Comeback Fair to connect with employers who would like to meet you!

Join our *Up Close and Personal with Women Returnees* panel session and get tips on how to prepare for your own career comeback.

Participating Employers:



CAREER COMEBACK  
PROGRAMME

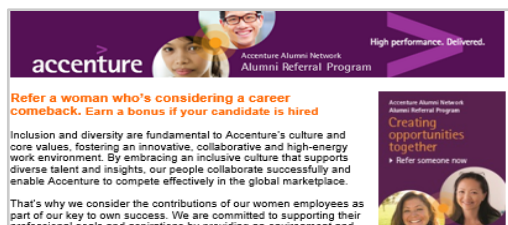
# COMPANIES LEADING THE WAY WITH CAREER COMEBACK PROGRAMME

## Referral Programme

### Women Returnee Referral Program

High performance. Delivered.

Launched in March 2015, the programme aims to **encourage employees and Accenture alumni to refer women on a career break** by provided **additional rewards** for successful hires.



#### Participate in the Woman Returnee Referral Program

As a member of our alumni community, you know what it takes to be successful at Accenture. Do you know extraordinary women who took a career break and are now keen to rejoin the workforce? Refer them for any role or level in the Accenture Woman Returnee Referral Program and you could earn a referral bonus for every candidate of yours who is hired.

[Submit a referral](#)

We are looking for women professionals for a variety of roles in our four growth platforms—Accenture Strategy, Accenture Digital, Accenture Technology, Accenture Operations, Corporate Functions. These platforms are the innovation engines through which we build world-class skills and capabilities in our employees, and integrated services and solutions for our clients.

To be eligible for the reward, you must submit a woman's resume between 1 March and 31 September 2015. The referred woman returnee candidate must join Accenture by 31 December 2015 for referrer to receive the cash reward.



**CAREER COMEBACK PROGRAMME**

## Recruitment Website

### Women Talent Project

Under the “Women Talent Project”, a dedicated **recruitment webpage for women or women returnee** to submit their resume was developed. The project also focuses on setting up a childcare centre and launching FWA.



## Training Programme

### Back2Work Programme

Aimed at helping **professional women rejoin the workforce** by providing technical training in the form of audit methodology and accounting/tax standards. The programme is applicable to **Qualified accountants / tax professionals**.



**Johanna**  
Senior Manager, Assurance

A mother of a toddler, Johanna is on a flexible working arrangement.

“A number of naysayers have the impression that this arrangement is not realistic for client facing staff. I ensure that my portfolio of clients is able to fit a 3 day week and that the people I work with are aware of my work arrangements. However, given that I'm in client service, there will be times when I'll need to work on my off-days. In such situations, I'm happy to compromise and reschedule my off-days.”

#### Back2Work programme

An initiative under our Work Life Plus Programme aimed at helping professional individuals rejoin the world of work.

For the pilot, we're looking for:

- 1** Qualified accountants/ Tax professionals with 3 years experience or more
- 2** Those who have been away from the profession for not more than 3 years
- 3** Have experience working for a Big 4 accounting firm

#### We help you to get back on track

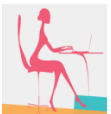
Technical training in the form of audit methodology and updates on accounting/tax standards will be provided. Flexible work arrangements & short-term contracts are also available. See how one of our people have made working at PwC work for her.

#### Next Step:

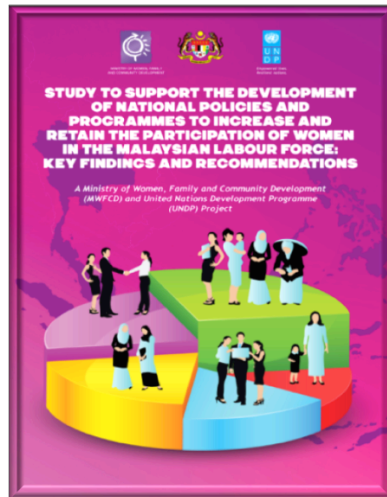
Email us at [career.enquiries@my.pwc.com](mailto:career.enquiries@my.pwc.com)



## Flexible Working arrangements

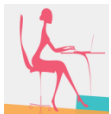


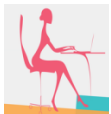




## What are the barriers women face to career progression

| Working women who have barriers to career progression (n=378) |              |                                         |       |                                                                |       |
|---------------------------------------------------------------|--------------|-----------------------------------------|-------|----------------------------------------------------------------|-------|
| Married (n=229)                                               |              | Others (n=31)                           |       | Single (n=118)                                                 |       |
| Time management/<br>Balancing workload                        | 46.3%        | Childcare                               | 38.7% | Time management/<br>Balancing workload                         | 37.7% |
| Desire to focus on child<br>development                       | 43.2%        | Time management/<br>Balancing workload  | 35.5% | Distance to work                                               | 27.1% |
| Childcare                                                     | 41%<br>21.8% | Distance to work                        | 29.0% | Not gaining credibility/<br>respect from peers/<br>supervisors | 20.3% |
| Distance to work                                              |              | Desire to focus on child<br>development | 22.6% | Difficulties in gaining<br>access to higher post               | 20.3% |





# OPTIMISING MALAYSIA'S PROFESSIONALS

## ADVANCING WOMEN IN THE WORKFORCE

"I would like to encourage Malaysian employers to adopt some of these best practices so that we can retain more women in the workforce," - Datuk Seri Rohani Abdul Karim, Minister of Women, Family and Community Development



Home News Business Sport Metro Tech Lifestyle Travel Opinion Videos

## Nation Home > News > Nation

Published: Tuesday July 9, 2013 MYT 12:00:00 AM

Updated: Tuesday July 9, 2013 MYT 1:48:23 PM

# Rohani: Flexi-hours key to getting women back to work

KUALA LUMPUR: Companies offering flexible work schedules are the key to luring professional women back into the workforce, said the Women, Family and Community Development Minister Datuk Rohani Abdul Karim.

Flexible work arrangements, she said, was a tried-and-true strategy used by advanced economies and offered a work-life balance that was becoming essential in attracting and retaining employees, especially mothers who wanted more time with their family.

"Employers should look at various arrangements, like job sharing among employees, working from home, and flexitime, under which employees choose when to start and end work," she said.

## Women, Family and Community Ministry to introduce flexible working arrangement



Home News Business Sport Metro Tech Lifestyle

## Nation Home > News > Nation

Published: Tuesday March 3, 2015 MYT 12:00:00 AM

Updated: Tuesday March 3, 2015 MYT 11:06:29 AM

# Flexi-work hours lure

KUALA LUMPUR: The Women, Family and Community Development Ministry is walking the talk to retain women in the workforce by offering flexible hours for its officers beginning this month.

Minister Datuk Seri Rohani Abdul Karim said the ministry hoped to blaze the trail for other ministries to implement similar policies in order to encourage more women to stay in their jobs.

The policy, which was effective on Sunday, is also extended to male officers.

"We are offering our staff three options of flexible work arrangements – working from home, flexible working hours and a modified compressed work week system.

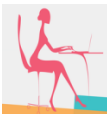
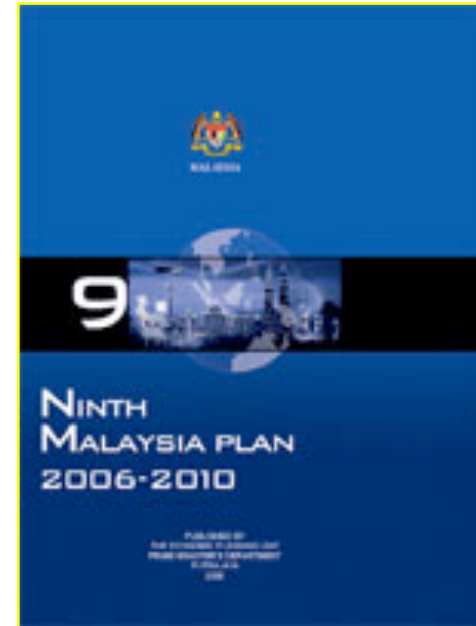
"We are currently taking applications from our officers now. This initial and trial phase will be implemented for three months," she told reporters after launching the Career Comeback Programme and grant by the ministry and TalentCorp here yesterday.

# The 30% agenda

The Prime Minister announced the Policy of at least 30% Women in Decision Making Positions in the Public Sector in 2004.

The policy was emphasized in the Ninth Malaysia Plan.

| Year | Percentage |
|------|------------|
| 2004 | 18.8       |
| 2012 | 31.7       |
| 2013 | 33.7       |



# The 30% agenda

## || PRIVATE SECTOR



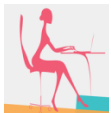
**Target : 30%  
by 2016**

**Announced in 2011**

| Year | Percentage |
|------|------------|
| 2012 | 14         |
| 2014 | 17         |

**Through Malaysian Code of Corporate Governance**

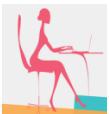
**Target : PLCs and GLCs**



# WOMEN DIRECTORS PROGRAMME



- Introduced in 2012 to ensure women candidates are ready to hold decision-making positions.
- Qualified women candidates are encouraged to register in the Women Directors' Registry System.
- From 2012 to 2014, 828 women have undergone the Women Directors Programme.
- Since 2013 until 2014, 164 placements of women directors on the boards of Public Listed Companies.





# PERCENTAGE OF WOMEN IN MANAGEMENT POSITIONS



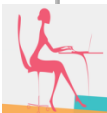
**HAYS** Recruiting experts  
worldwide

## ASIA'S TALENT GAP SALARY AND RECRUITING INSIGHTS TO BRIDGE THE DIVIDE

The 2015 Hays Asia Salary Guide

ACCOUNTANCY & TAX  
ARCHITECTURE  
CONSTRUCTION  
CONTACT CENTRES  
EDUCATION  
ENGINEERING  
FINANCIAL SERVICES  
GENERAL SERVICES  
HUMAN RESOURCES  
INFORMATION TECHNOLOGY  
LEGAL  
MANUFACTURING  
OPERATIONS  
PHARMACEUTICALS  
PUBLIC SERVICES  
RETAIL  
SALES & MARKETING  
TELECOMS  
TRANSPORT  
UTILITY  
VETERINARY  
WATER SUPPLY  
WASTE MANAGEMENT  
WORKER SERVICES  
ZOOLOGICAL

| Year | % women in management positions |
|------|---------------------------------|
| 2014 | 29 %                            |
| 2015 | 34 %                            |

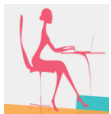


**CAREER COMEBACK  
PROGRAMME**

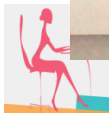
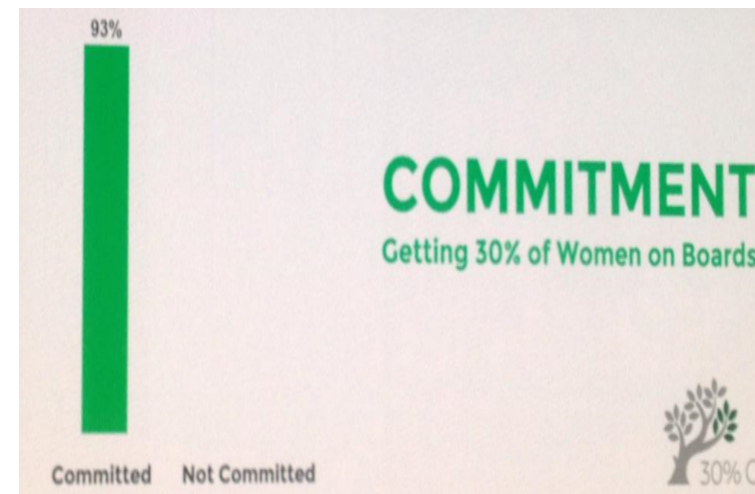
# Lead the Change: Men and women working together for real change



8 May 2015



# 30% CLUB MALAYSIA 30% Club GROWTH THROUGH DIVERSITY



**CAREER COMEBACK  
PROGRAMME**

# 30% CLUB MALAYSIA



## LEAD THE CHANGE: Getting Women On Boards

Dear YAB Prime Minister,

**PLEDGE**

I, \_\_\_\_\_, as a leader/influencer of my organisation, am

- ☐ Committed to achieving 30% women on my Board by December 2016  
☐ Not committed to achieving 30% women on my Board by December 2016

My level of confidence in achieving 30% women on Board by December 2016 is

- ☐ Very confident      ☐ Somewhat confident  
☐ Confident      ☐ Not confident at all

Date:

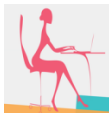
Name of Organisation:

Signature:

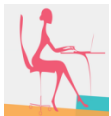
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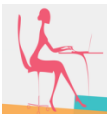
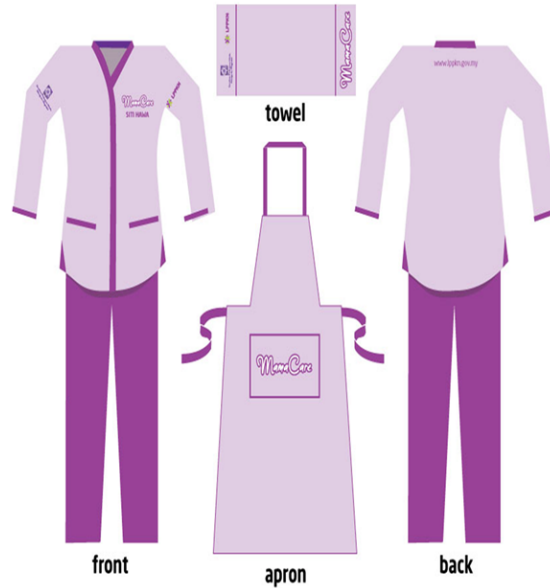
# PRODUCTIVE WELFARE PROGRAMMES AND SOCIAL INNOVATION





# PRODUCTIVE WELFARE PROGRAMMES

MamaCare

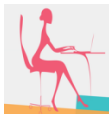


CAREER COME BACK  
PROGRAMME



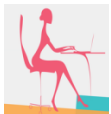
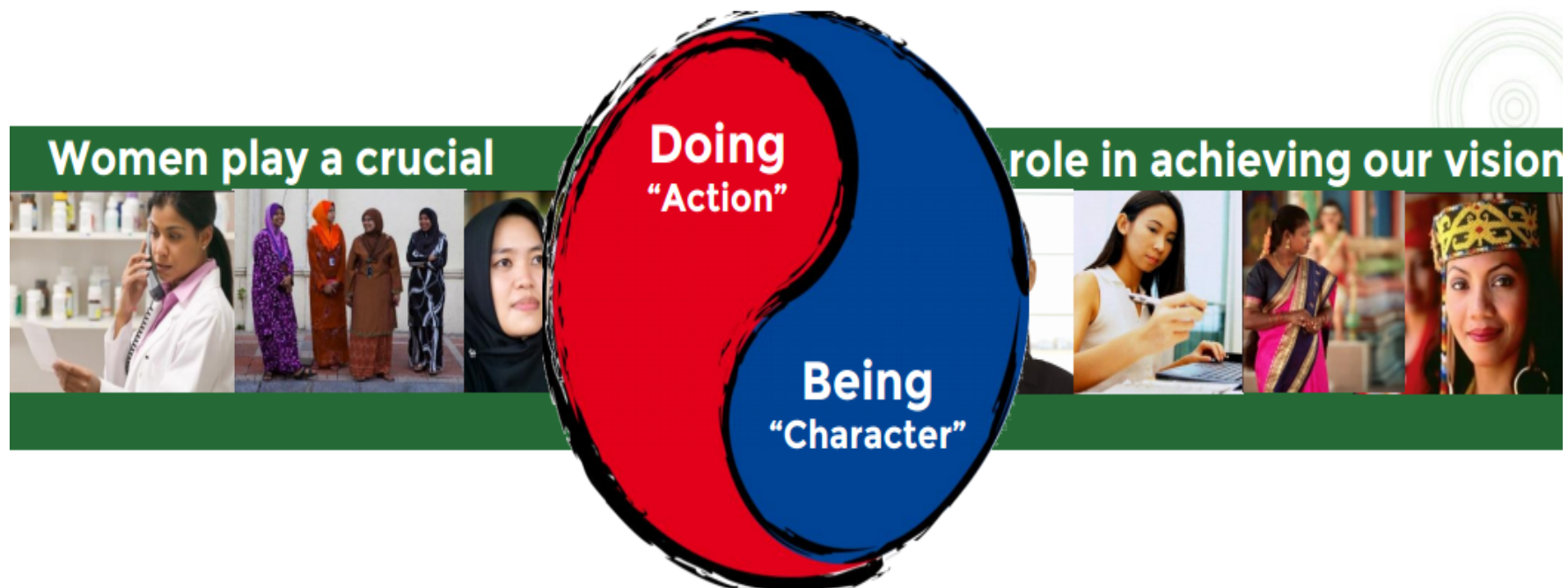
# PRODUCTIVE WELFARE PROGRAMMES

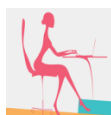
## HOME MANAGERS



CAREER COMEBACK  
PROGRAMME

# CONCLUSION





CAREER COMEBACK  
PROGRAMME

MINISTRY OF WOMEN, FAMILY AND COMMUNITY  
DEVELOPMENT MALAYSIA