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## AT WORK WORK

## **CELEBRATING WORK-LIFE PRACTICES**

N the war for talent, more and more organisations are recognising the need to retain their employees by addressing their needs at different stages of their career and life cycle.

With its inaugural launch in 2013, the Life at Work Award recognises and celebrates organisations with leading workplace strategies which enable employees to achieve better success at work and in their personal lives by promoting divestiy and inclusion (D&I), work-life integration and work-life practices. This will undoubtedly lead to higher employee engagement, a more diverse workforce and ultimately resulting in better productivity and business performance.

ultimately resulting in better productivity and business performance. This year, the award was enhanced by analysing improving trends of women repre-sentation in decision-making roles and wome friendly policies as well as work-life practices. In addition, the judging criteria gave recogn tion to the following areas: • Best New Initiative, which is awarded to the company that has the best implemented new initiative • Making a Different production of the production of the • Making a Different production of the production of the • Making a Different production of the p

new initiative

Making a Difference, awarded to the company that has implemented a work-life practice that has significantly impacted its employees



Dell's Connected Workplace allows iployees to choose where and when to work, which allows them to be most productive.

Dell Malaysia has an Executive Sponsor for Diversity and Inclusion.

WISE (Women in Search of Excellence) champions interest of Dell women and represents women leadership voice.

CEO Champion, which recognises the CEO's leadership and commitment to the organisation's D&I initiatives
 With the enhanced judging criteria, six organisations which participated in the Life At Work Award 2014 emerged winners in the following categories:
 Malaysian Organisation.
 International Organisation.
 Itera Organisation
 (less than 500 headcount).
 New Initiative.
 Making a Difference.

## **E**XonMobil

provides support to women employees through education and networking.

"Modified Work Week" programme provides flexibility to work on a modified schedule in the office, maintaining total normal hours of work.

"Adaptable Workplace" programme ws employees to work from home up rescribed maximum number of days per week.



EY "5 at 5" encourages employees to leave work earlier on the last Friday of the month fo better work-life balance.



"THE LIFE AT WORK AWARD HIGHLIGHTS BEST PRACTICES TO **ENCOURAGE MORE EMPLOYERS TO PROMOTE WORK-LIFE** INTEGRATION AND PARENT-FRIENDLY WORKING ENVIRONMENT. THIS IS WITH THE AIM TO INCREASE THE PARTICIPATION OF WOMEN IN THE WORKFORCE AND TO PROMOTE A DIVERSE AND INCLUSIVE WORKING ENVIRONMENT. I HOPE THEIR BEST PRACTICES WILL **ENABLE YOU TO MAKE GREAT RECOMMENDATIONS TO YOUR OWN** ORGANISATIONS ON STRIKING WORK-LIFE BALANCE."

> - Datuk Seri Rohani Abdul Karim Women, Family and Community Development Minister



Employees are given an **option of additional 30 days** of paid maternity leave as well as up to seven days of paid paternity leave.

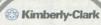
"Teleworking" allows employees the optio to work away from the office, initiated since 2010.



50% of IHS Malaysia's workforce are

Women's Mentoring Circle is a development ogramme for women at senior manager level to rise and advance in their career.

Flexible working arrangements such a lexi hours and telecommuting focusing on results rather than how, when or where the work gets done.



Maternity leave can be extended for an iditional month by working from home to allow new mothers to ease into work.

72% of top management positions are held by women.

Option for flexi hours, staggered hours and telecommuting for all employees.



ent in gender ratio for board level

Allows for part-time work for translator, newsreader, radio announcer.

Conducted "City Survival Skills" training, attended by 160 women.



Nestle

Diversity and inclusion measures are tracked, including new hires at managerial level, promotions, succession planning and leadership development programme.

Daycare claims of up to RM2,400 per year for hose who are entitled under the Flexi-Benefit

Option of additional three mont unpaid maternity leave after 90 days of paid maternity leave.

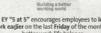


GE imagination at work

GE Malaysia is a pilot location for internship programme for Women in Aviation sector.

Employee assistance programme available to help women grow, with access to support on wellness and career, funded by company.





EY Flexitime allows fluctuating start and end times to cater for lifestyle and commuting needs.



Little Blue Planet childcare centre in the city area.

Women employees can be granted up to two years of sabbatical leave to look after critical family matters.



"Bring Your Difference" Talent Brand embeds the importance of diversity, beyond just gender and nationalities.

"Women in Leadership" programme is a key diversity pillar, focusing on accelerating performance, unlocking full career potential and enhancing leadership behaviour.



Child Development Centre in PLUS compound with 10 Early Childhood Environment (ECE) qualified teachers and 76 children, with classroom environment assessed using ECE rating scale.





Tan Sri Sharifah Hapsah



Clare Muhiudeen Managing director, Talent and Rewards, Asia-Pacific, Towers Watson





Dr Anjli Doshi development board, Wo Family and Community















For more information on the Life at Work Award, please visit www.flexWorkLife.my