

Headline	LIFE AT WORK AWARD 2014		
Media Title	The Star		
Date	11 Oct 2014	Color	Full Color
Section	Supplement	Circulation	288,916
Page No	6,7	Readership	866,748
Language	English	Article Size	1242 cm ²
Journalist	N/A	Ad Value	RM 62,746
Frequency	Daily	PR Value	RM 188,237



LIFE AT WORK AWARD 2014

CELEBRATING WORK-LIFE PRACTICES



"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

In 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 diversity 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.

This year, the award was enhanced by analysing improving trends of women representation in decision-making roles and women-friendly policies as well as work-life practices.

In addition, the judging criteria gave recognition to the following areas:

- **Best New Initiative**, which is awarded to the company that has the best implemented new initiative
- **Making a Difference**, awarded to the company that has implemented a work-life practice that has significantly impacted its employees

• **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.
- Lean Organisation (less than 500 headcount).
- New Initiative.
- Making a Difference.
- CEO Champion.

ExxonMobil

Malaysia Women's Interest Network 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 allows employees to work from home up to prescribed maximum number of days per week.



Dell's Connected Workplace allows employees 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.



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

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

media prima

Improvement 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.



Little Blue Planet childcare centre in the city equipped with library, learning centre and activity area.

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



Women represent 33% of company's board of directors and 41% of senior and mid-management levels.

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 option to work away from the office, initiated since 2010.



50% of IHS Malaysia's workforce are women, with a retention rate of 90% among women employees.

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

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

Kimberly-Clark

Maternity leave can be extended for an additional 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.



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 those who are entitled under the Flexi-Benefit plans.

Option of additional three months 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.

Training programme developed with the needs of women in mind, encouraging women to speak, learn and encourage each other.



"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.



43% of women on board with 38% women in top management and a woman CEO at the helm.

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.

PANEL OF JUDGES



Tan Sri Sharifah Hapsah
President,
National Council of Women's
Organisations (NCWO)



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



Tengku Azlan Shahrman
Director,
Education and SRI human capital
development, performance
management and delivery unit
(PEMANDU)



Dr Anjali Doshi
Deputy director-general (Policy),
National population and family
development board, Women,
Family and Community
Development Ministry



Johan Mahmood Merican
CEO,
TalentCorp Malaysia

Organised by



TOWERS WATSON



In collaboration with



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