

# INTERNATIONAL WOMEN'S DAY

#EMBRACEEQUITY

## INVEST IN WOMEN, REAP THE REWARDS

### MOST WORKPLACES ARE DESIGNED BY MEN FOR MEN.

The result? Women must overcome more hurdles to **achieve the same level of success.**

- Women outnumber men in education and score better. But labour force participation rates remain lower than men
- Covid-19 hit women harder – employment outcomes still lagging men's

Are Malaysian workplaces **not inclusive**?



### WHY SHOULD BOSSES CARE ABOUT GENDER EQUITY?

Follow the money – there's **strong business case for change.**

5 ways gender equity boosts business outcomes:

- Raises financial performance
- Improves employee engagement, facilitates inclusive workplace culture
- Creates inventive decision-making, reduces risks and boosts ethics
- Attracts, retains talent
- Strengthens branding, brings firms closer to customer base



### WHY SHOULD ORGANISATIONS BE LEADERS OF CHANGE IN GENDER EQUITY?

- Malaysia set target of **30% women on boards, senior leadership**
- In 2022, Malaysia **boasted highest percentage of women board members** (26%) in Asia, compared with global average of 19.7%
- More global firms **embracing, publicising diversity and inclusion policies**

Malaysian companies must catch up and make workplaces more inclusive.

