

how equity can
save your talent
pipeline.

randstad malaysia for
MDBC HR forum 2024.



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on linkedin



our global presence in 2023.

Total revenue € 25.4 billion
(2022: €27.6 billion)



north
america



southern europe,
uk & latin america



asia pacific



northern europe



global
businesses



our areas of expertise.

We have a strong track record in recruiting the best talent in the following disciplines.

accounting & finance

banking & financial services

corporate & secretarial support

construction, property &
engineering

human resources

information technology

legal

FMCG & logistics

manufacturing & supply chain

sales, marketing & communications



the gender
equality tightrope:
progress or
overreach?



gender inequality in the workplace can cost you.

1



Cost of gender inequality in lost earnings could be as high as US\$160 trillion globally.

2



Companies that lack diversity in terms of both gender and race are 29% more likely to make less money.

3



52% will not accept a job if the organisation is not proactive in improving diversity & inclusion.



72%

women are more likely
to hide aspects of
themselves at work.



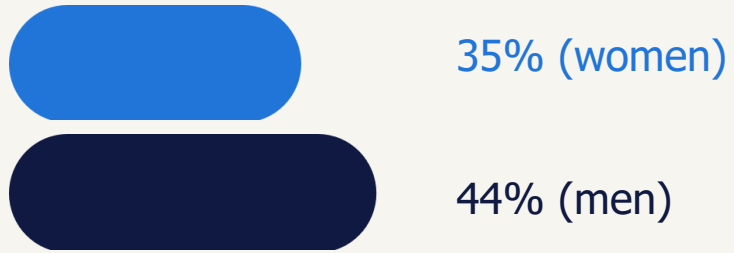


46% of women quit their jobs because it did not fit with their personal life, 10% higher than men.



ambition versus balance.

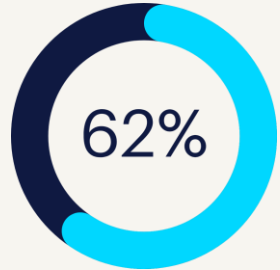
i'm happy where i am now and don't want a job promotion.



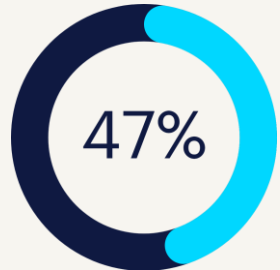
my job provides me with the training opportunity I want.



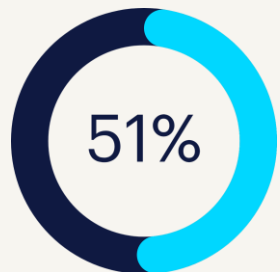
the gender equality tightrope - progress or overreach?



of men feel like they are **expected to do too much** to support equality.



believe that we have gone so far in promoting women's equality that **we are discriminating against men**.



are **scared to speak out** and advocate the equal rights of women, because of what might happen to them.

how to improve
equality to attract
more talent.



ED&I lives throughout your talent management process.





39%

of malaysians consider quitting if their employers asked them to spend more time working in the office.

52%

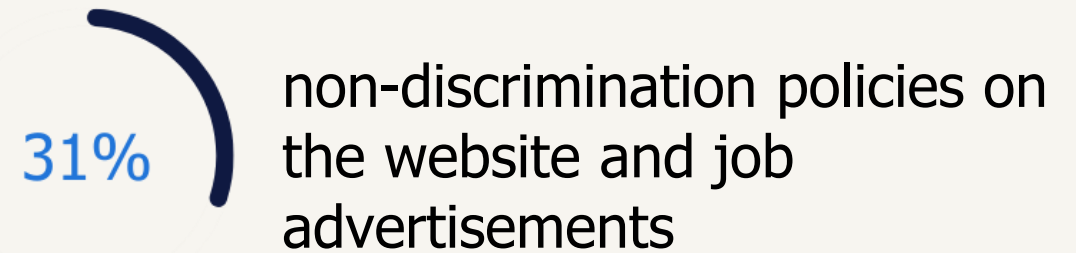
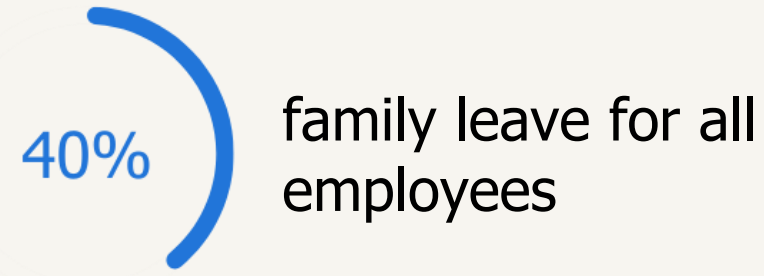
said that their employers expect them to be in the office more,

17%

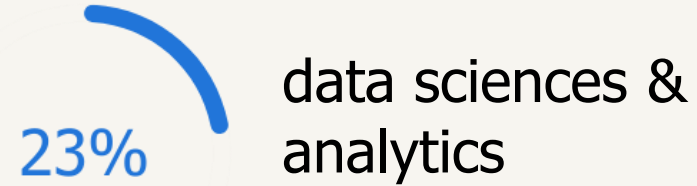
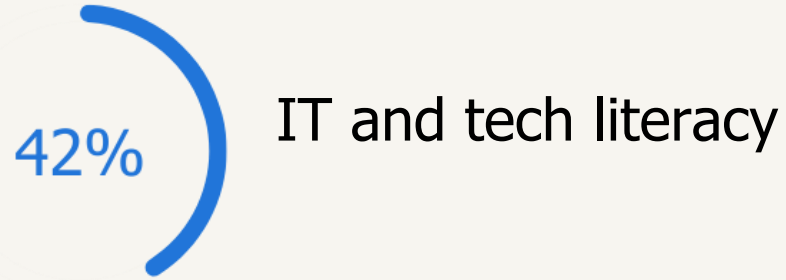
higher than the global average.



ED&I initiatives and policies to develop and promote.



offer equal training opportunities.



more than a checklist: how we should view equity, diversity & inclusion.

equity.

Equity is about taking action to make sure all groups have the same access to opportunities and closing the pay gap.



diversity.

Diversity is about difference. Our global teams not only respect, but also welcome and celebrate the differences among them.



inclusion.

Inclusion is diversity in action. It's about making sure that every person can bring their whole self to work.



partner
for talent.

