

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

2020 UN Women Asia-Pacific WEPs Awards Regional Awardee Profile



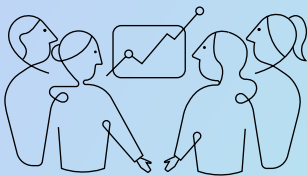
Ang Weina
SEA Diversity, Equity & Inclusion Leader

Deloitte Malaysia

Deloitte

Country: Malaysia
(branches in 150+ countries)
Employees: 1,001-5000
Industry: Professional Services

Website
www.deloitte.com.my



Diversifying Malaysia's Workforce

In the World Economic Forum's 2021 Global Gender Gap report, Malaysia ranked 112 out of 156 countries that were benchmarked based on national gender gaps on economic, education, health and political criteria. In an effort to diversify their workforce and attract and retain the best talent, Deloitte launched "ALL IN: Accelerating gender and inclusion," a global initiative committed to creating an organization where everyone has equal opportunity to grow, develop, and succeed.

Firm in the belief that an inclusive mindset and diverse workforce are two of their greatest competitive strengths, Deloitte Malaysia's ALL IN strategy is to accelerate representation of women in leadership roles. Deloitte Malaysia's employee base has 64% women, and 20 out of 59 partners are women. Despite this number, Deloitte Malaysia remains committed to increasing the number of women in leadership roles, and understands that this strategy requires a long-term investment in the talent pipeline.

New Hiring Practices and Internal Talent Programs

In line with their ALL IN strategy, Deloitte Malaysia has developed and rolled out programs for potential hires and internal talent ranging from sponsorships, mentorship, and workshops. Their programs also include various corporate social responsibility projects that support women empowerment and promotion of women in key management

“ ALL IN matters at all levels of our organisation. We aim to attract, retain and develop diverse talent throughout a career lifecycle. This demonstrates our commitment to create a safe space for everyone to be themselves, regardless of gender and stereotypes. ”

- Ang Weina



positions. Along with these programs, Deloitte Malaysia also crafted their strategy to have the company's leadership demonstrate and show commitment in creating gender parity in the workplace.

Deloitte Malaysia works closely with Deloitte's Southeast Asia Diversity, Equity & Inclusion (DEI) Council, Human Resources and Talent leaders for ongoing communications to ensure the cascade of key messages about the ALL /IN strategy in leadership communications, such as town halls, meetings, and emails.

Deloitte Malaysia also launched programs dedicated to preparing leaders to become role models for inclusive behavior and decision-making. One primary program for leaders is geared towards driving awareness and understanding of how the ALL /IN strategy would impact them through the development and launch of a playbook on gender parity and inclusive culture and a supporting leaders webinar to highlight the firm's position, expectation of leaders, and other resources. The Inclusive Leadership learning journey is designed to drive the development of inclusive leadership capabilities and behaviors aligned with Deloitte's Shared Values at all levels from new hires to partners.

One challenge Deloitte Malaysia faced in increasing the number of women in leadership positions was the pool of women grew limited as they progressed into higher positions. To systematically address this, the company adjusted their promotion standards to ensure that bias was ruled out in the evaluation process for promotion readiness. The promotion standards also set aspirational gender goals by featuring female role models in their internal communications, highlighting the viability of leadership positions as a career option within Deloitte Malaysia.

Some of these role models include Deloitte Malaysia's tax leaders who have been consistently recognized over the years for their expertise, winning international awards such as the Malaysia Tax Firm of the Year or the Asia Transfer Pricing Practice Leader of the Year. These awards are significant especially in Malaysia, where taxation has long been a male-dominated field.

In supporting Gender Balance and ensuring a safe and supportive work environment, Deloitte Malaysia maintains equitable hiring, promotion and succession standards, a work-life balance that empowers the employee the flexibility on when, where and how they work, and measures to address overall health, safety and well-being.



“

As we journey towards being the undisputed leader in the professional services globally, we aim to leave a path the next generation of leaders can be proud of.

- Ang Weina

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Watch the testimonial video to learn more

Clearly communicated reporting mechanisms have been established that allow employees to report.

Using Role Models and Peers to Increase Female Representation

Aspiring women leaders in Deloitte Malaysia are also offered the option to participate in a mentoring program, where they are partnered with senior women partners, who can provide counsel as well as guidance. To further develop leadership readiness at the management level, Deloitte Malaysia has numerous leadership development programs, such as Next Gen Leader: Women’s Leading Edge which is an intensive 12 month-long

mentoring program. In the Emerging Leaders Development Program, talents are identified and supported as they journey towards the partner position.

Since 2019, Deloitte Malaysia has seen a steady increase of women in leadership positions from managers, directors, and partners. In the leadership development training, more than 50% of participants have been women.

Deloitte Malaysia has an active DEI Working Group sponsored by a local DEI Council Member with the aim to foster a diverse, gender inclusive workplace aligned with Deloitte’s mission, values and business practices.

Women’s Empowerment Principles



High-Level Corporate Leadership



Treat all Women and Men Fairly at Work without Discrimination



Employee Health, Well-Being and Safety



Education and Training for Career Advancement



Enterprise Development, Supply Chain and Marketing Practices



Community Initiatives and Advocacy



Measurement and Reporting

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