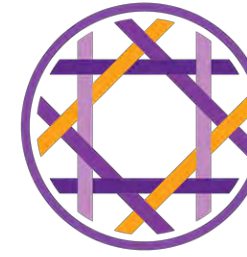




International
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INVESTING IN WOMEN
SMART ECONOMICS
AN INITIATIVE OF THE AUSTRALIAN GOVERNMENT



PBCWE
PHILIPPINE BUSINESS COALITION
FOR WOMEN EMPOWERMENT



**Employers Confederation
of the Philippines**

The Business Case for Change: Action Agenda

23 September 2020



Demonstrating D&I: Leadership-driven Initiatives



GENDER DIVERSITY = GREATER BUSINESS BENEFITS

"D&I is a great way to improve systems and products to cater clients in the fast-paced and ever-changing landscape of the market."

"For those who aspire top leadership roles, our company offers mentoring and sponsorship programs dedicated for women. Currently, 18% of our top leadership positions are occupied by women, and our gender aspirational is to reach 40% in 2-3 years time."

- D&I Manager
a global business process outsourcing company



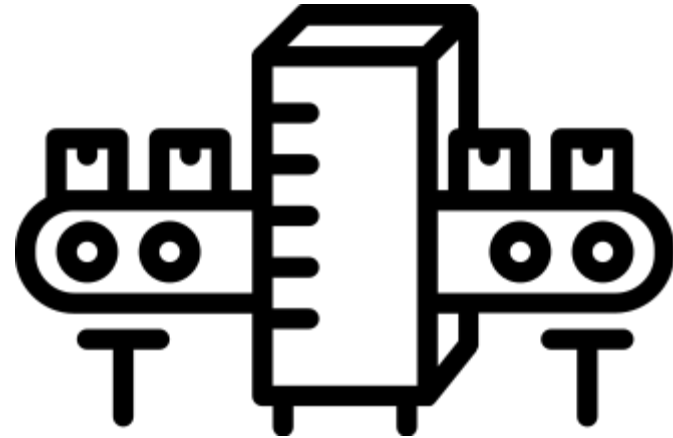
CASCADING FROM GLOBAL TO LOCAL

"It is important that management from the global headquarters are able to cascade locally. Our company has a D&I program - in a form of monthly global meetings and a regular calibration with the global group."

Few of the initiatives that we currently have are the ff: 90-day mentoring for women, internal women's groups that provide sessions on anti-harassment, and a mental health hotline tied up with the HMO provider."

- Project Manager
a multinational banking and financial services corporation

Demonstrating D&I: Leadership-driven Initiatives

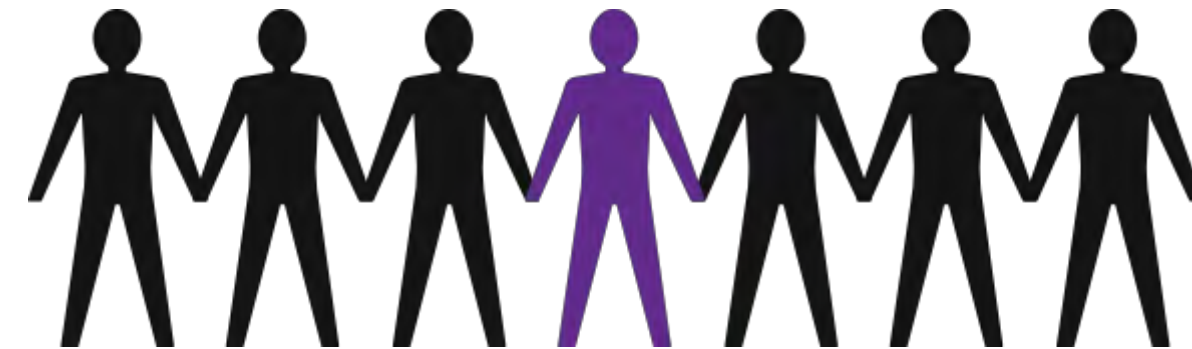


FLEXIBLE WORK IS IMPERATIVE

"We have implemented flexible time schemes for parents, dedicated to those who are part of the manufacturing department. It has been a challenge that department is open all throughout the day."

"During the pandemic, we allowed parental leaves and changes in shifts to support parents, especially mothers to also cope with the duties at home."

- Head of Employee Relations
a multinational food and beverage conglomerate corporation



WOMEN IN MALE-DOMINATED POSITIONS AND INDUSTRIES

"As a local holdings company, our businesses in real estate and automotive are led by women - our Chair made sure of this."

"Across the conglomerate, 55% of the top management positions are occupied. Inclusion and gender diversity are included in the priorities of our leader."

- Senior HR Manager
a local holdings company

Demonstrating D&I: Progressive Company Policies



THE CARE AND CORE ECONOMY

"One of the structural things that we can put in place is to give equal importance to both mothers and fathers. On improving the current policy on maternity leave, we went ahead and gave 120 days of parental leave."

- Senior Sustainability Manager
a multinational consumer goods company



[VIRTUAL] CHILDCARE FACILITIES

"Our daycare facilities in-office transitioned to a virtual setting. Parents who used to bring their kids to the office can now have a virtual childcare in their homes."

- Head of Employee Relations
a multinational food and beverage conglomerate corporation

Demonstrating D&I: Progressive Company Policies



PROGRESS IS EVERYONE'S BUSINESS

"Progressive HR policies are thriving in our company, even before the crisis - single parents leave, re-entry program for mothers who took prolonged leaves, gender domestic benefits for non-married or same sex partners, and gender affirmation treatment.

Our current CEO in the Philippines is the first local CEO, and she proudly brings D&I in all of her speaking engagements - this resulted to better business outcomes since other companies ask about our existing programs and some of them even become our clients!"

- D&I Leader
a multinational technology company

Demonstrating D&I: Holistic Approach



BIG AND BOLD GOALS SINCE 2010

"As of March 2020, we were able to achieve our sustainability commitments and overall goals of diversifying our management team. Women leaders are concentrated in middle management; and diverse leaders at the top."

- Senior Sustainability Manger
a multinational consumer goods company



D&I IS COMMITMENT - LED FROM THE TOP

"Instilling the growth mindset culture allows leaders and subordinates to become open and aware - this led to D&I becoming one of the top three (3) priorities of our new CEO."

Achieving D&I at all levels is not an overnight success, and usually entails 2-3 years to install in culture and reap the results. For us, the actual measure of business outcome can be seen in increased share value - from \$90 to \$220."

- HR Lead
a multinational technology company

Call to Action: Diversity and Inclusion to Business Leadership



We, in the business community, believe that gender diversity and inclusion must be embedded in our business strategy as it will yield optimum and sustainable benefits to our business.

Call to Action: Diversity and Inclusion to Business Leadership



*We call for inclusive progress that is
**LEADERSHIP-DRIVEN, ENCOMPASSING, MEASURABLE,
DECENT, EQUITABLE, AND ATTAINABLE.***

Call to Action: Diversity and Inclusion to Business Leadership

As business leaders, we recognize that change should be led from the top and be driven from within.



Call to Action:

Diversity and Inclusion to Business Leadership



As individuals and professionals, we put value in the human aspect of work, emphasizing that “soft” skills are equally important as technical skills, and that the workplace extends to other spheres of life.

Call to Action:

Diversity and Inclusion to Business Leadership



As an organization committed to building a diverse and inclusive workforce, we consider diversity as more than a binary concept, which is a commitment and a common understanding across the workplace, home, and broader community.

Call to Action:

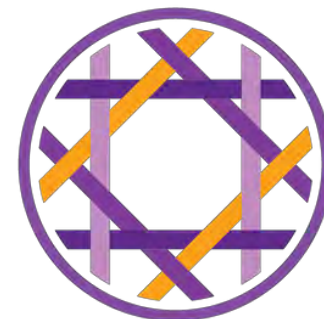
Diversity and Inclusion to Business Leadership



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We all commit to prioritize diversity and inclusion strategies throughout our organizations, beginning with the Boards of Directors, CEOs, management, and employees.

We invite the entire business community to heed this call.

The evidence is clear:

**Gender diversity and inclusion is good for
business, the economy, and the society**

"This advocacy needs to move forward."

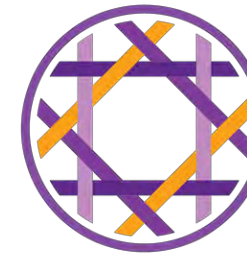




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