Inspiring Inclusivity
Our Collective Responsibility

Ma. Aurora “Boots” D. Geotina-Garcia

Founding Chairperson and President

Philippine Women’s Economic Network (PhilWEN)

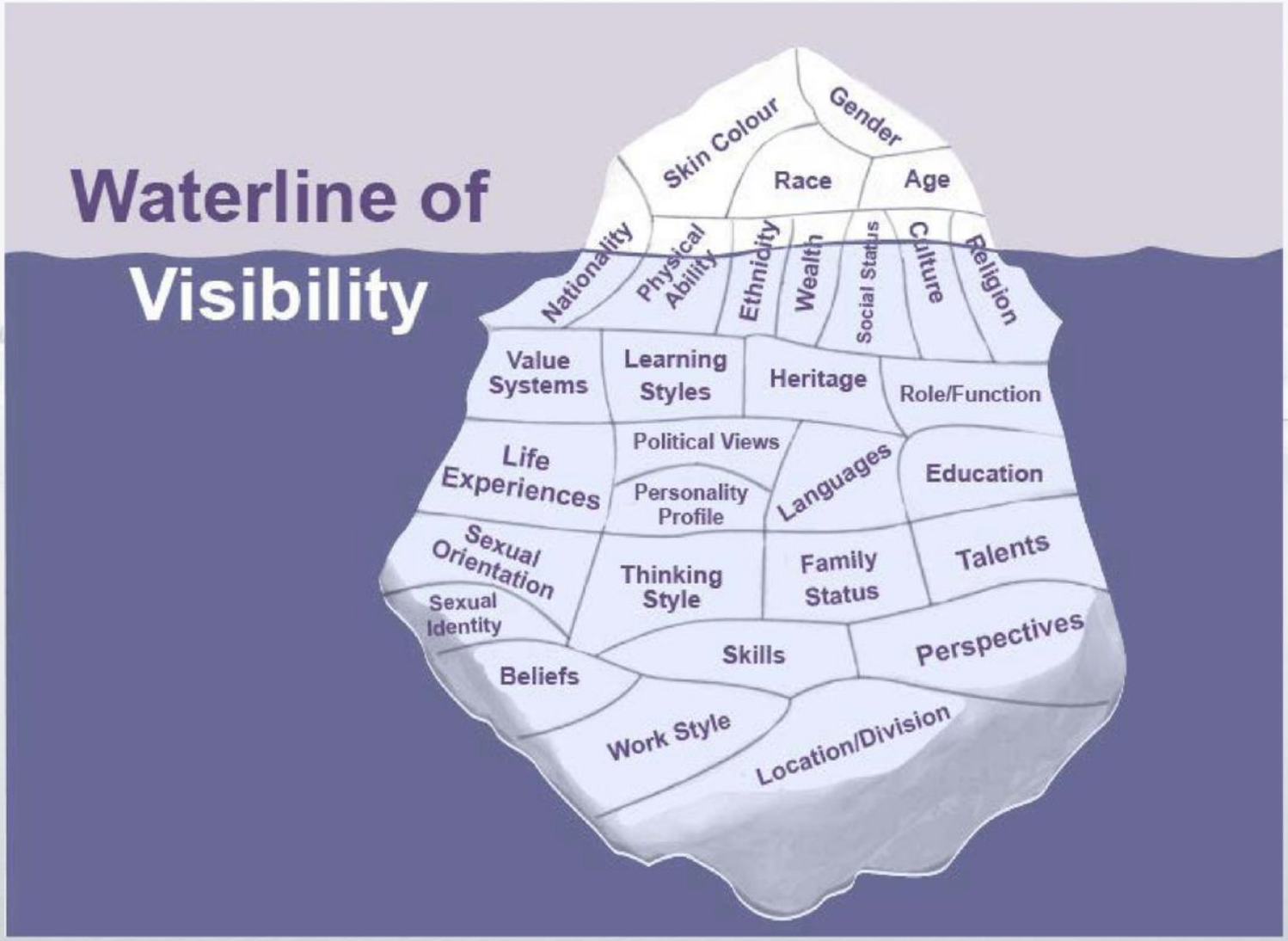
14 March 2024, Thursday, 10:00am to 3:00pm



Does being diverse necessarily mean being inclusive?

Have you asked or wondered why these principles must be combined to be more powerful?

What do these concepts mean for you and for the organization that you represent?



Source: More Than Meets The Eye: a CSU, Chico Diversity Blog)

Diversity is the composition of your workforce or community.

HAVE THE MIX

Source: Investing in Women (2022)

Defining equality and equity




Hai phong
Gulf of Tonkin
HAINAN
Yaxian
Hanoi
Nam Dinh
Thanh Hoa
Vinh
Louang-phrabang
Viangchan
Chiang Rai
Chiang Mai
Nong Khai
Savanna-khet
Pakxe
Hue
Da Nang
Qui Nhon
Nha Trang
Da Lat
Pyin-mana
Toungoo
Pegu
Rangoon
Gulf of Martaban
Mou Imein
Phitsanulok
THAILAND
Nakhon Ratchasima
Ubon Ratchathani
Phra Nakhon Si Ayutthaya
KAMPUCHEA
Krâcheh
Kâmpong Cham
Ho Chi Minh
Saigon
My Tho
Can Tho
Nakhon Sawan
Thon Buri
Krung Thep
Bangkok
Bâtdâmbâng
Phnum Pénh
Kâmpong Saôm
Rach Gia
Ca Mau Point
Tavoy
Mergui
MERGUI ARCHIPELAGO
Gulf of Thailand
Andaman Sea
Surat Thani
Nakhon Si Thammarat
Songkhla
Kota Baharu
Kuala Terengganu
Kuantan
Phuket
Trang
Alor Setar
Ipoh
Kelang
Kuala Lumpur
Strait
MALAYSI
NATUNA ISLAND







Inclusion is a culture that gives everyone a seat at the table.

MAKE IT WORK

Source: Investing in Women (2022)


BELONGING
INCLUSION
DIVERSITY

Diversity is the composition of your workforce or community.

Inclusion is a culture that gives everyone a seat at the table.

HAVE THE MIX

MAKE IT WORK

Source: Investing in Women (2022)

THE BUSINESS CASE FOR DIVERSITY & INCLUSION

DATA AND STUDIES CITED



TOTAL COMPANIES ANALYZED:

10,493

Deloitte's study shows progress toward increasing the number of women on corporate boards, but progress is slow.

The **International Finance Corporation**'s (IFC) findings support the argument that companies with a higher proportion of women on their board are generally associated with greater financial performance.



TOTAL COMPANIES ANALYZED IN 6 ASEAN COUNTRIES + CHINA:

1,000

Source: ICD Women on Boards: A Snapshot

Philippine Women's Economic Network

The Role of PhilWEN

PhilWEN's Member Organisations



Micro, Small and Medium-Sized Enterprises (MSMEs)



Large enterprises and start-ups



Marginalised and rural women



Professional women including middle managers, CEOs and board directors

Philippine Women's Economic Network

BUSINESS AND PROFESSIONAL WOMEN BGC

FILIPINA CEO CIRCLE

NEW Network for Enterprising Women

NOWCD NextGen Organization of Women Corporate Directors

Spark! Samahan ng mga Pilipina para sa Reporma at Kaunlaran

VISION

To be the catalyst that will integrate and harness the strengths of coalition members into an influential force for WEE, GE, and DEI.

MISSION

To empower, uplift and enable Filipino women to be viewed and treated equally.

PBCWE

PHILIPPINE BUSINESS COALITION
FOR WOMEN EMPOWERMENT

The Role of PBCWE

PBCWE and its Member Companies



Diagnostic

GEARS Focus Areas

GEARS
GENDER EQUALITY ASSESSMENT RESULTS AND STRATEGIES



FOCUS AREA 1: Strategic alignment of gender equality and business priorities



FOCUS AREA 2: Leadership and accountability



FOCUS AREA 3: Gender pay equity



FOCUS AREA 4: Gender composition of the workforce



FOCUS AREA 5: Mainstreaming flexible work for performance and support



FOCUS AREA 6: Preventing and addressing gender-based harassment and discrimination, sexual harassment, domestic violence



FOCUS AREA 7: Professional development, mentoring, sponsorship



FOCUS AREA 8: Recruitment, selection and promotion



FOCUS AREA 9: Talent management and succession planning



FOCUS AREA 10: Workplace gender equality training



FOCUS AREA 11: Accessibility and reasonable accommodations



FOCUS AREA 12: LGBT+ inclusion in the workplace

Capacity Building Services



Employee Engagement

- Gender 101
- Women's Economic Empowerment (WEE) and Workplace Gender Equality (WGE)
- Managing Unconscious Bias
- Embracing Equity
- Inclusive Culture
- Family Leadership Program
- Financial Literacy Series
- LGBTQI+ Inclusion
- Gender and Parenting
- Disability Awareness (Accessibility and Reasonable Accommodation)



Organisational Effectiveness

- Inclusive Leadership
- Gender Equality for Corporate Communications
- Policy Review and Enhancement with a Gender Lens
- #ItsNotOkay: Safe Spaces, Discrimination, and Bullying
- #LetsTalkAboutFlex: Hybrid Work and Flexible Work Arrangement (FWA)
- Resourcing for the Future

Policy Review and Consultation

POLICY REFORM INITIATIVE
SUSTAINABILITY REPORTING

PBCWE PROPOSAL AND RECOMMENDATIONS*

- Gender Composition at all Job Levels
- Safe and Respectful Workplaces
- Workplace Flexibility
- Employee Training and Development
- Gender Pay Equity

**submitted to the Securities and Exchange Commission Philippines on May 2021 and February 2023*

Workplace Gender Equality Tools

GEARS GENDER EQUALITY ASSESSMENT RESULTS AND STRATEGIES

Women's Empowerment Principles

EDGE CERTIFIED

Bloomberg Gender-Equality Index 2021

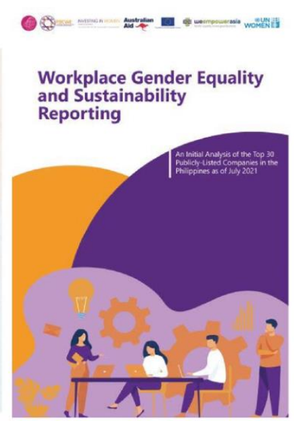
Social GRI 400

The Business Case for Workplace Gender Equality



POLICY REFORM INITIATIVE
SUSTAINABILITY REPORTING





PhilWEN and its Partners

Philippine Focal Point of AWEN (ASEAN Women's Economic Network)

In partnership with DTI and PCW, Leaders of PhilWEN led the private sector during the ASEAN Summit Meetings in 2015 and 2017

Project Leader of the Policy Brief "ASEAN Through A Gender Lens"



PhilWEN and its Partners

Philippine Women's Economic Network

Employers Confederation of the Philippines

Philippine Chamber of Commerce and Industry
The Voice of Business

NCWP 1946

OXFAM

International Labour Organization

UN WOMEN

Global Affairs Canada
Affaires mondiales Canada

PhilWEN and its Partners



Member of the Steering Committee created by the DTI for the conduct of self-assessment using a policy toolkit

Ignite. Give Light.
Spark! PHILIPPINES INC.
Samahan ng mga Pilipina para sa Reporma at Kaunlaran

MSMED COUNCIL

PhilWEN membership with the MSME Development Council through Spark! Philippines



Network Partner of DTI for "ASEAN Access"

Models of Inclusivity and Collaboration



Civil Society Organisations



Corporate Setting



Regional



“Promoting inclusivity and collective responsibility.”



Thank you!