

This is not an ADB material. The views expressed in this document are the views of the author/s and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material's contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.



11 March 2021

The Business Case for Gender Equality in the Workplace

Marla Garin-Alvarez
VP for Sustainability
Sustainability Office

We find ways®

#1 in Asia
#16 in the World **99** Years

Economic Participation & Opportunity
Educational Attainment
Health & Survival
Political Empowerment

Global Gender Gap Report
 World Economic Forum 2020

1st Gender Diversity
 in the workforce (Asia)

Highest representation
 in the workforce
 in senior leadership

Lowest (10.2%) in pay gap
 between men/women

Gender Diversity Benchmark Asia 2019

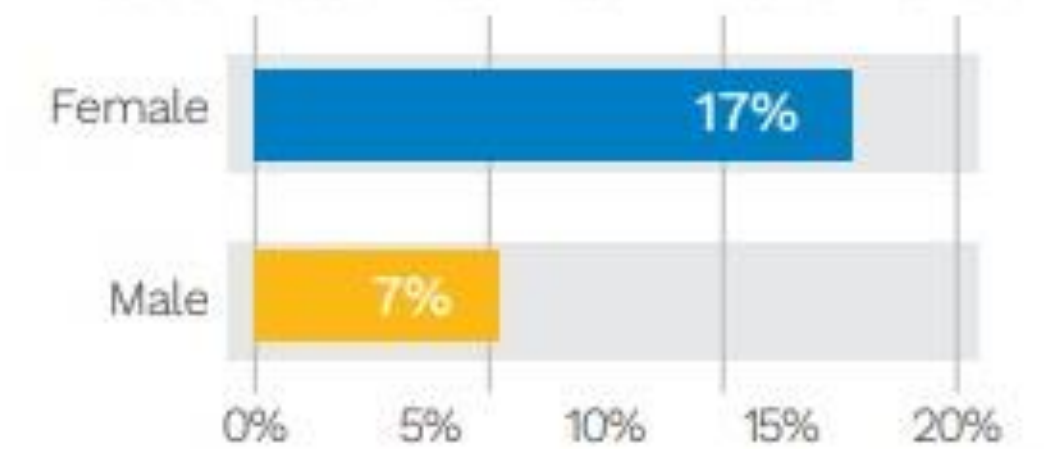
Employee Count



76% Female employees

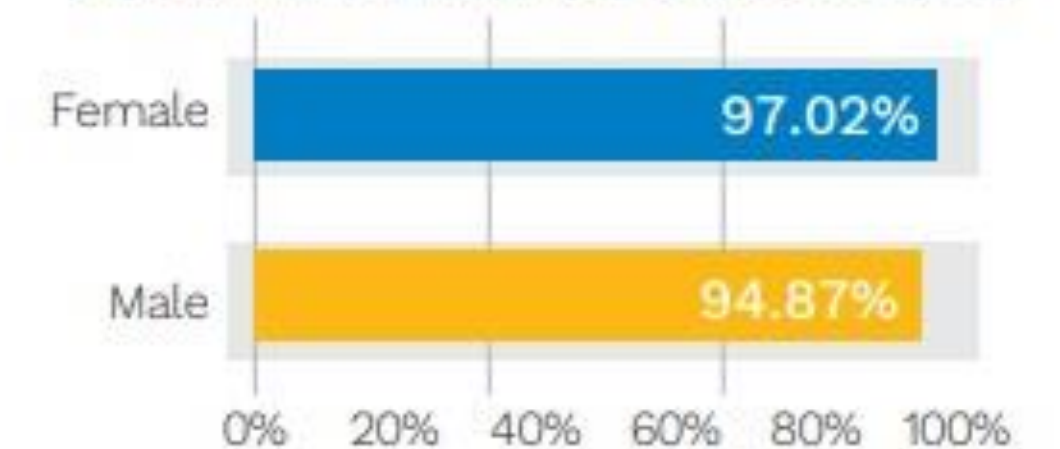
59% Female senior officers

Parental Leaves Availment

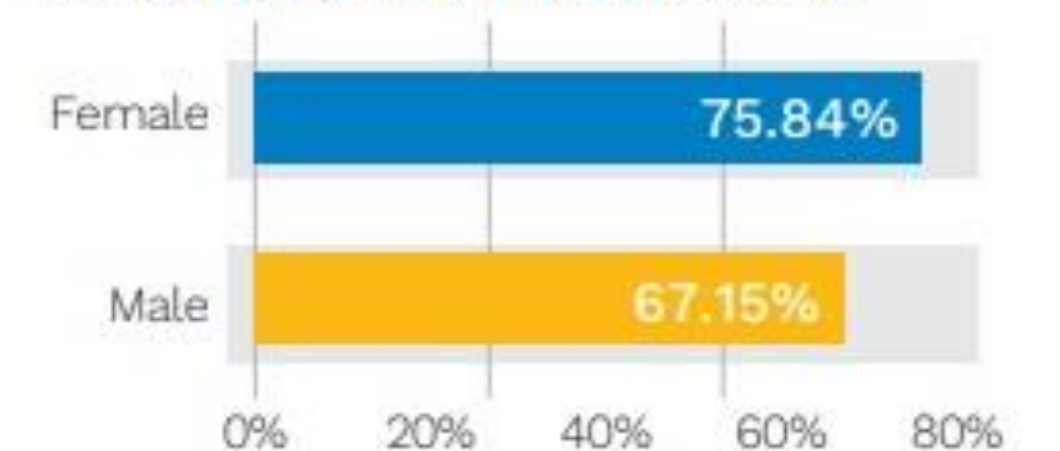


99%
 Return to Work Rate
 (after Parental Leave)

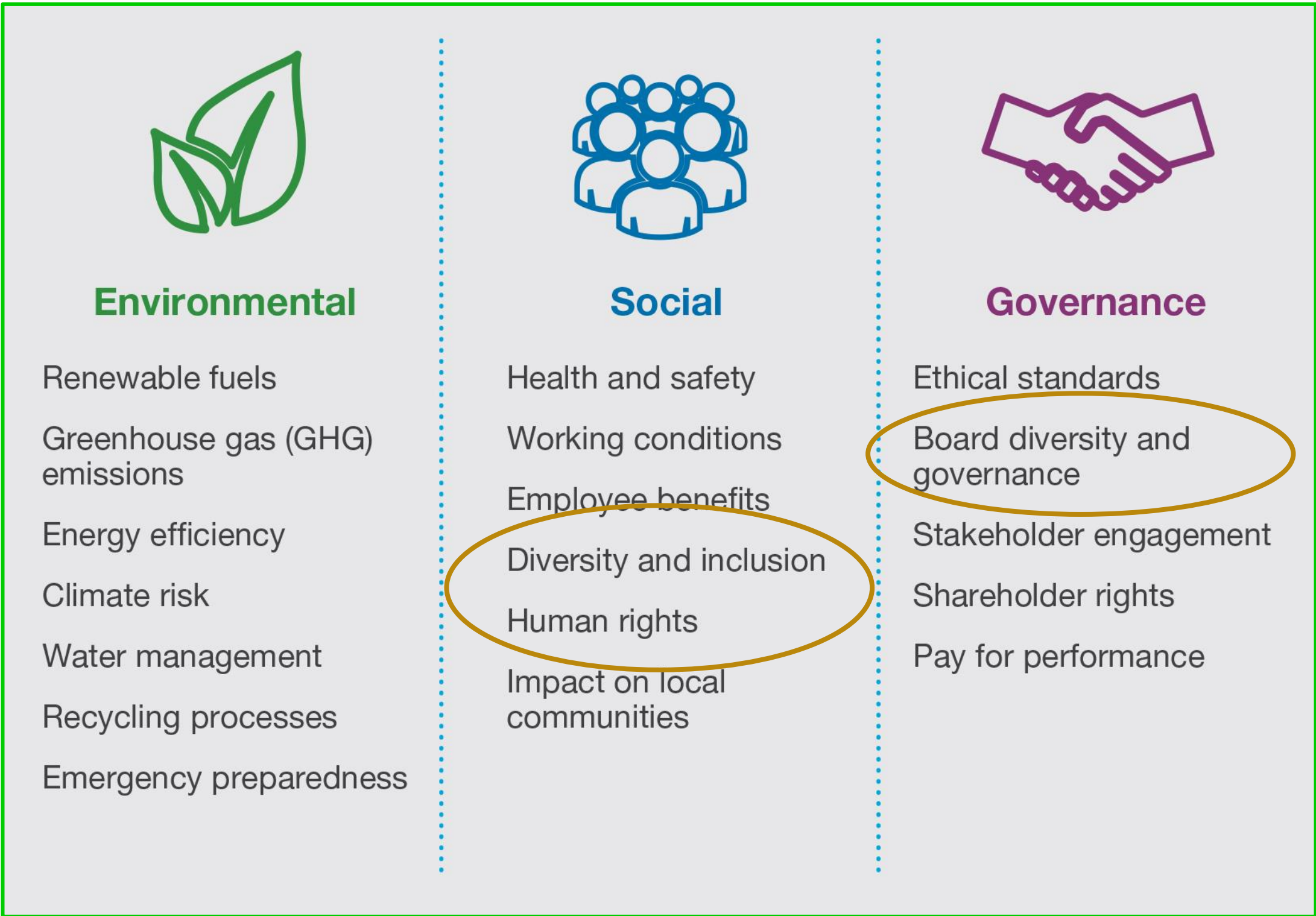
Vacation Leaves Availment



Sick Leaves Availment



Three Pillars of Sustainability



BDO's Human Capital Sustainability Strategy

BDO is committed to promote a work environment that fosters diversity, equity, and inclusion, where everyone receives fair and equal treatment, equal rights, and opportunities regardless of gender, ethnicity, race, age, religion, sexual orientation, and disability, and are valued for their unique contributions to BDO's success.

