

Gender Equality and Social Inclusion

Mainstreaming GESI in Thailand companies'
sustainability efforts and organisational performance

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30 January 2023



Agenda

- What is GESI?
- Why include GESI in environmental talks?
- Thailand's GESI context: what are the GESI reporting requirements in Thailand?
- What are some examples of good practice + common challenges experienced in implementing GESI?

What is GESI?

Gender Equality

Women and men, girls and boys have **equal conditions, treatment and opportunities** for realising their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development.

Manifests itself in the form of **values and methods** (equity), leadership, objectives and (access to) resources.



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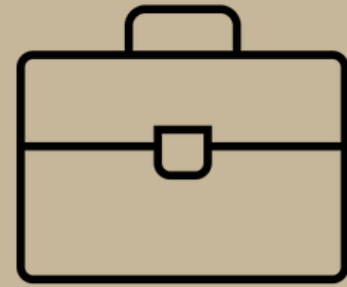
Social Inclusion

The process of **improving the terms and opportunities** for people – who are disadvantaged because their identity – to take part in society.

Those at risk of poverty and social exclusion gain the opportunities and resources to participate fully in economic, social, political and cultural life.

Your organisation: GESI blind → GESI sensitive → GESI transformational?

Why include GESI in environmental talks?



A Recognisable Business Case and Risk

There is pertinent relevance of GESI being a business case, which means it stands as a risk to be accounted for by the organisation and its stakeholders.



Mainstreaming GESI = Better Performance in an Organisation

A 2017 McKinsey & Company worldwide study found that organisations that mainstream GESI are more likely to score highly in their environmental, financial and executive performance.

Thailand's GESI Context

2020 data coverage by UN Women

24%

of all chief executive officers (CEOs) and managing directors are women, and

100+

companies in Thailand pledged to strengthen women's economic empowerment through becoming signatories for the Women's Empowerment Principles (The WEPs).

GESI reporting requirements in Thailand



Securities and Exchange Commission (SEC)'s 20-Year National Strategy (2017- 2036)

Mitigate inequality and create multidimensional justice
Social insurance schemes that are accessible by everyone regardless of gender or age.

Promote social empowerment
by promoting gender equality and women's roles in social development.

GESI reporting requirements in Thailand

Thailand's Corporate Governance (CG) Code on Board Gender Diversity



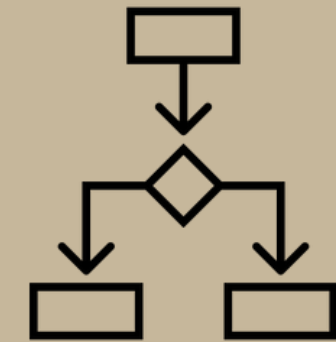
Improved customer insights, mission statement and goodwill in a company.



Less blind spots in decision-making.



Reduced negligence.



Diverse solutions and more innovation.

GESI reporting requirements in Thailand



's 2021 report: the '56-1 One' requires disclosure on:

ESG performance

disclosing progress towards attaining sustainability and maintaining ethical standards in ESG criteria.

Board diversity policy

as well as implementation methods

Gender data

in the director, general employee and board leadership levels.

GESI reporting requirements in Thailand

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

Invitation by SEC to become a WEPs signatory

Treat all Women and Men fairly at
work without discrimination

High Level Corporate Leadership

Community initiative and
advocacy

Employee health, well-being and
safety

Education and training for career
advancement

Exemplary GESI practice in Thailand

Data performance disclosure

Elaborate, coherent and transparent disclosure of organisational performance towards attaining sustainability in annual sustainability and progress reports.

Internal organisational GESI

Auditing, Risk or Diversity, Equity and Inclusion (DEI) committees, independent unions, working groups specifically catered to addressing gender-related and social inclusion issues.

Goal setting

Ambition for more female representation in all bodies, with Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goals to attain gender equal leadership.

Common challenges experienced in GESI practice

The GESI-CSR gap

Need a stronger link between gender equality and existing environmental and Corporate Social Responsibility practices, especially in internal policymaking procedure.

Executive leadership

Boards of Directors to increase female representation, as there are still largely male-dominated executive leadership bodies.

Compliance with standards

Reporting to the WEPs, United Nations Global Compact (UNGC) using the Global Reporting Indices (405, 101, 102, 103). GRI Disclosure on the ratio of basic salary and remuneration of female to male employees in compliance with GRI 405-2.

What is the future of GESI?

Practical policies and resolutions for equity

looking at GESI mainstreaming in terms of resolving pay-gaps, determining who has decision-making power, instead of only looking at ♀:♂ numbers.

GESI \subseteq CSR

GESI will be prioritised among other social risks audited by organisations.

Social benefit

mainstreaming GESI will not be seen as just a corporate benefit, but also as a social benefit.

What is the future of GESI?

The gender binary disappears

discussions of gender diversity (men, women, trans-people, gender-diverse people) will emerge for inclusion.

Access to basic human rights

opportunities and decision-making will be unaffected by gender.



Virtue can only flourish among equals.

Mary Wollstonecraft (1759-1797)

Renowned Women's Rights Activist