



Sec. ALFREDO E. "Fred" PASCUAL

**"MAPping the Future"** Column in *INQUIRER*

**"Mapping the investment ecosystem: Mining the sweet spots"**

*(2nd of 2 Parts)*

May 8, 2023



Mr. PETER L. WALLACE

**"MAP Insights"** Column in *BUSINESSWORLD*

**"It's been five administrations"**

May 9, 2023

**Contents**

	<b>Page</b>
Featured Articles _____	2-5
Shared Articles _____	6-8
MAP Participation Highlights _____	9
SCALE Program Launch Party _____	10
Forthcoming MAP Events _____	11-17
MAP Talks on YouTube _____	18-19
May Birthday Celebrants _____	20-21

## “Mapping the investment ecosystem: Mining the sweet spots” *(from page 1)*



Sec. ALFREDO E. “Fred” PASCUAL

*(Conclusion)*

**T**here are four industry clusters in which the Philippines has already developed some of the requisite competencies.

Within the industrial, manufacturing and transport cluster, we are eager to attract investments in aerospace, automotive, semiconductors and electronics. For example, our country is home to Collins Aerospace, the world’s leading aircraft interiors company, and Lufthansa Technik, a top aircraft maintenance, repair, and overhaul provider doing the maintenance, repair and overhaul at various aircrafts in the Philippines. In August last year, we witnessed Lufthansa Technik’s further expansion in its facilities in Metro Manila.

Our country is eager to join the global electric vehicle value chain as the global shift toward green products, such as electric vehicles (EVs), gains momentum due to climate change concerns. We welcome foreign investments introducing relevant EV technologies and capitalizing on our abundant green metals, such as nickel, copper and cobalt. We can be a critical partner for these essential minerals, not as an exporter of raw ores, but mainly as processor

and producer of semifinished and finished products, such as batteries. We’re moving in this direction. In the semiconductor and electronics sectors, we seek foreign investments that promote higher value addition, including skills enhancement in research and development, to improve business prospects for firms in the outsourced semiconductor assembly and test operation. We’d like to go up the value chain, up to probably integrated circuit design and others.

### **Digital economy**

Within the technology, media and telecommunications (TMT) cluster, we aim to engage investors in developing our digital economy, information technology-business process management, hyperscale data centers, and products utilizing artificial intelligence, robotics, 5G, and the internet of things. We encourage investors to leverage the majority (82 percent) of our business process outsourcing firms and shared services centers that already cater to global markets.

For investors in our creative industries, in new films, new laws have been passed for the creative industries. The implementation of the law has again been placed at the hands of Department of Trade and Industry. The investors in the creative industry who are also part of the TMT cluster can anticipate the implementation of this law, the Philippine Creative Industries Development Act. This law recognizes creativity as a cornerstone of our national identity. In line with this, we will establish the Creative Venture Fund, which will finance creative enterprises and individuals as they expand their pursuits, fostering a vibrant and innovative creative sector. I think this has a lot of potential to work to achieve that potential. In the health and life science sector, we are committed to fostering a strategic security role and creating opportunities for our country. We invite investments in pharmaceutical products, medical devices and health management systems. I’m thinking, for example, of getting Japanese pharmaceutical companies—they’re running out of working-age people—to bring their manufacturing facility here. We’ll provide the raw materials, we’ll do the products here and export back to Japan. That’s happening in Dubai; what they do is import all the raw materials from what they call ecozones. They import materials from Europe and do the assembly, finished products



and manufacturing in Dubai to export back to Europe.

### **Resilient economy**

To achieve the fourth cluster, the modern basic needs of a resilient economy, we must meet the modern ways of a resilient economy. This cluster addresses the essential needs of Filipino consumers, such as food, goods and energy. Food is very important. We're working hard to get a supply chain for food organized, so we won't again suffer from the P800 per kilo price of onion, when the farmgate price is less than P50 per kilo. Moreover, we recognize the critical importance of food security in achieving sustainable and inclusive economic growth. Consequently, we welcome investments in agribusiness, agriculture technology, food processing and packaging and aquaculture. We are moving toward industrialized farming and the challenges of how we consolidate the lands. Hopefully, there is a new law that will focus on land reform that will allow the leasing of land to those who will operate the farm on a big-scale basis.

The Philippines is also dedicated to transitioning to renewable energy (RE) as outlined in the Philippine Energy Plan for 2020 to 2040. Our National RE Program aims for 50 percent RE generation by 2040. With recent reforms allowing foreigners to own up to 100 percent of RE projects in the country, we are working to increase the share of renewables in our national power generation.

We firmly believe that dependable infrastructure is essential for businesses investing in the Philippines. Following the President's directives, we are committed to building better and more extensive infrastructure in transport and logistics; energy, information, communication and technology; and food logistics. Connecting our ecozones, trade centers and manufacturing and logistics hubs will facilitate vibrant trade and balanced growth among regions. This strategy will address transport and logistics constraints, energy shortages and costs, as well as connectivity issues hindering economic activities, particularly investments.

For instance, we are making significant progress on the 147-kilometer commuter rail connecting our technology industrial sites in

Calabarzon (Cavite-Laguna-Rizal, Batangas and Quezon), south of Manila, to Clark Airport, north of Manila. Other noteworthy projects are in other parts of the country in transport infrastructure.

### **Future of work**

Another attractive aspect of investing in the Philippines is our commitment to develop a skilled workforce. Preparing our workforce for the future is crucial, as we encourage employers to upskill workers while also recognizing the importance of aligning our learning systems with learning institutions. With close to 800,000 Filipino graduates annually, companies should find recruiting our intelligent, young, tech-savvy and productive workforce promising. Note that our country has a large and young population, which is a significant attraction to many foreign investors. We have the youngest population in our region. The developed countries have an average age of 40s and high 30s, while we have less than 24 years old in median age.

For example, we support the Advanced Manufacturing Workforce Development Alliance (AmDev) launched recently by the United States Agency for International Development, which I attended. This five-year, P622-million partnership with Unilab Foundation aims to train Filipino workers to meet the evolving demands of the manufacturing sector. We also support AmDev's goal of improving the capacity of our education system to develop human capital in line with Industry 4.0 requirements.

Investors, especially foreign investors, are crucial in accelerating the Philippine economic development. We aim for them to recognize the potential of our country and support in making our country grow, in our investment landscape. We encourage them to invest in our priority clusters for industrialization, and we pledge to support them as they capitalize on our reforms. Our continuing message and invitation to investors remain steadfast: make it happen in the Philippines.

*(This was lifted from the keynote speech delivered at the Department of Trade and Industry (DTI)-Board of Investments (BOI)-Management Association of the Philippines (MAP) Forum on April 19. The author is Trade Secretary and a past president of MAP.*

*(Feedback at [map@map.org.ph](mailto:map@map.org.ph))*

## “It’s been five administrations” *(from page 1)*



Mr. PETER L. WALLACE

**I**t’s a very difficult decision: Do we, or don’t we? Change the Constitution.

I don’t think anyone disputes that the 1987 Constitution has many flaws that need correction. Too much of it goes down to the details that should be in law. Details that can change as circumstances change.

The economic sections are a prime example of this.

In 1935, when the economic provisions were introduced, there was a rudimentary AM radio, negligible commercial air travel, and cars that could reach 100 kph if they struggled hard enough. The only household appliances were a simple refrigerator and a toaster. TV was unheard of. Today, I can turn on the TV and CNN is right there in my living room. It doesn’t need a transmitter here, or even an office, so why not let it have one if it wants? The constitutionally-mandated 100% Filipino ownership of media is meaningless.

Technology has removed borders. Satellite communications, fiber optic cables, and digital technology were all unheard of in 1935 and a rarity in 1987. They are a part of our lives today, so we may as well let the foreigners in as they’re already in.

In 1986, protecting the Filipinos in a country struggling to define itself seemed a desirable thing to do, particularly on the economic side. But the Constitution should have had but one paragraph to state that as national policy. A general statement of national policy suffices. If any restrictions are needed, a law can be passed to suit the times.

No other country in the world has economic restrictions in its Constitution -- so why should we? Remove them entirely, and then, if a restriction is deemed necessary, introduce it in a law. Congress has the power to do so at any time. That achieves the same result, as a law can still decide how to manage investment in a sector, but from a positive point of view. We’re an open society that has occasional restrictions, and not a closed society that has discretionary openness.

We are the most closed economy in the ASEAN region. In the OECD 2019 ranking of 84 countries, only three are more closed than the Philippines: Occupied Palestinian Territory, Algeria, and Libya. Certainly not a group we should want to belong to. We are also the slowest in attracting job-creating foreign investments. There’s a causal link there.

During President Duterte’s time, much of this was cleverly got around by redefining what was a public utility. But the right move is to remove the restrictions entirely. Restrictions have no place in this technological, global world.

On top of this, there are three other economic sections of the Constitution that need to go. One calls for a self-reliant and independent national economy effectively controlled by Filipinos. Another gives preference to qualified Filipinos, something that applies even if a foreigner is more qualified. The third is unnecessary -- it says, “acts which circumvent or negate any of the provisions of this Article shall be considered inimical to the national interest and subject to criminal and civil sanctions, as may be provided by law.”

The problem is that every time change is raised, the concern that it will spill over into self-serving political changes rears its ugly

5 head. And there's good reason to believe this could happen.

Changes were first raised in 1997 under President Fidel Ramos, but it failed. Once more, President Gloria Macapagal-Arroyo thought she'd try but that failed too, although it got awfully close. Even President Duterte tried -- and failed. During President Estrada's presidency, he created the "Philippine Constitutional Commission" to review the 1987 Constitution and propose amendments. It got nowhere. President Noy Aquino also supported amending the economic provisions of the Constitution to allow for greater investments in certain industries. But nada.

President Marcos Jr. doesn't seem too interested but the congressmen are. Which, in itself, brings into strong relief what their real agenda could be. Particularly as they want to recommend the changes through a Constituent Assembly of themselves. The fear is that by doing it this way, the politicians will hijack the review to include political changes beneficial to them and not to the nation. But that fear has been with us through five presidencies; time and time again, constitutional change has been deferred because of this fear. Well, that fear will be with us in the next administration and the next, and the one after that. We have to bite the bullet sometime.

The question is, when is that time? It can't be put off forever. Not if we want a thriving country in a modern world. I believe that the time is now. Without President Marcos' enthusiasm for it, though, it's hard to see how it could succeed.

*This article reflects the personal opinion of the author and does not reflect the official stand of the Management Association of the Philippines or MAP.*

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 **MAP**  
Management Association of the Philippines



## NO FREE LUNCH

# Easing land conversion

By: Cielito F. Habito

@inquirerdotnet Philippine Daily Inquirer  
/ 04:25 AM May 09, 2023

Our total farm area has been declining over the years—true or false? For those alarmed over the conversion of farmlands to commercial or residential uses, the instinctive answer would probably be “true.” Many have long feared such conversions to be a threat to our food security, on the premise that our agricultural areas are dwindling due to it.

At the individual farm level, our farms are indeed shrinking. Average farm size in the country is down to 1.2 hectares, and still falling. It was 3.6 hectares in 1960 and 2.8 hectares in 1980. It shrank even more since then mainly due to the Comprehensive Agrarian Reform Program, which limited land ownership to 5-7 hectares, worsened by generational partitioning. This has led to the loss of productivity from economies of scale, which could be mitigated by farming the lands more intensively (that is, applying more productivity-raising inputs like better seeds, fertilizers, and farm management). But lack of access to finance, and government’s failure to fill this critical need, kept small farmers from doing so. Instead of emancipating small farmers, they became even poorer.

Surprisingly, the fear that we’re losing our farms in the face of land conversions appears to be a myth. World Bank data show that our agricultural area, as a percentage of our fixed total land area, actually kept expanding over time, up to the present. From 25.9 percent in 1961, it grew to 35.6 percent in 1980, 37.7 percent in 2000, 40.6 percent in 2010, and 42.5 percent in 2020. I cross-checked this with the Philippine Statistics Authority’s annual Selected Statistics on Agriculture and Fisheries, which reported total crop area planted at 13.032 million hectares in 2009, 13.229 mha in 2015, and 13.538 mha in 2021.

Are fears of dwindling farm areas from land conversion misplaced, then? It would seem so, with our total recorded farm hectarage actually rising! What appears to be happening is that as farmlands are converted, more of our less suitable lands (including forest uplands) are being tilled. Indeed, World Bank data also show that we now cultivate twice more (36 percent of total land area) than our arable land area (18.2 percent of land area). The comparable numbers are 45 vs. 32.9 percent (1.37 times) for Thailand and 32.7 vs. 20.6 percent (1.59 times) for Vietnam.

What should concern us, however, is how much of

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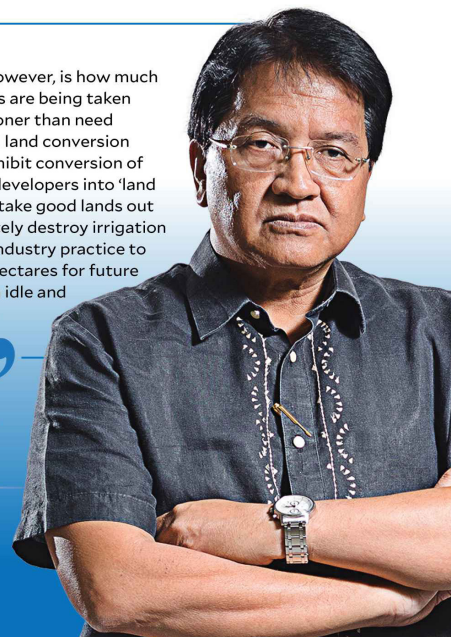
What should concern us, however, is how much of our productive farmlands are being taken out of production much sooner than need be. This is because our rigid land conversion rules, which absolutely prohibit conversion of irrigated lands, induce big developers into ‘land banking,’ where they often take good lands out of production and deliberately destroy irrigation facilities therein. It is now industry practice to accumulate thousands of hectares for future development, holding them idle and unproductive for that long.

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No Free Lunch

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our productive farmlands are being taken out of production much sooner than need be. This is because our rigid land conversion rules, which absolutely prohibit conversion of irrigated lands, induce big developers into “land banking,” where they often take good lands out of production and deliberately destroy irrigation facilities therein. It is now industry practice to accumulate thousands of hectares for future development, holding them idle and unproductive for that long. This is because the land has to be unirrigated and unproductive to be eligible for conversion—usually up to 10-15 years later. A bank branch manager attested to me how he had witnessed developer clients willfully destroy existing irrigation facilities because having them will run counter to what they will want to prove years later.

I witnessed the problem firsthand in a depressed Laguna municipality when I led a team in a study on rural poverty a few years ago. Numerous local farmers ended up with no income source after a large property developer bought up hundreds of hectares of their farmlands, rendering them untouchable henceforth. It was a great waste, and a huge lost opportunity to otherwise provide livelihoods to hundreds of farmers and their families, if only they could still lease their former farms and produce food in and earn incomes from them—while the developer also earns lease income.

I’ve never believed it realistic or practical to be overly rigid on land conversion. Why ban conversion of irrigated lands, when we can instead impose a condition that for every hectare of land converted, the developer causes the irrigation of two or more hectares of unirrigated land elsewhere? With a little out-of-the-box thinking, we get not only a win-win outcome but a net gain for all concerned.

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# BOARD TALK

Business Features Editor  
Doris Dumalao-Abadilla

## 3 secrets to master the automation and AI revolution

The world of work is changing rapidly, and automation and artificial intelligence (AI) are at the forefront of this transformation. These technologies are altering the employment landscape. Some experts predict that up to 50 percent of current jobs could be automated in the coming years.

I still remember my early meetings at the Google Headquarters in Silicon Valley in 2009 with the founder of Google Earth and other top Google executives. When I returned there a few weeks later to deliver my keynote in the famous "Google Tech Talk" series, I remember discussing AI with Google executives and its enormous implications for the workplace worldwide. Now this has become a reality.

In my keynotes around the world as a "Silicon Valley expert," as the leading German information technology congress has called me, and in my interactions with tech leaders from Google to SAP, I have always emphasized how important it is to stay ahead of your competition by constantly obsessing about innovation.

In this article, I will explore the impact of automation and AI on the future of work and offer insights into how business owners, CEOs and businesses can navigate this rapidly changing landscape.

**Navigating the future of work**  
The key to navigating the future of work is embracing the opportunities offered by automation and AI while being prepared for the potential impact on jobs. This means developing new skills and embracing lifelong learning so workers can remain competitive in the job market.



### PROFIT PUSH

TOM OLIVER

One area of focus for workers should be the development of so-called "soft skills" such as creativity, problem-solving and emotional intelligence. These are areas where automation and AI are not yet able to match the capabilities of human workers. Developing these skills can help individuals to remain competitive in the job market.

Businesses also have a role to play in navigating the future of work. They can invest in training and development programs to help employees acquire the skills they need to remain competitive in the job market. They can also embrace new technologies and automation to improve efficiency and productivity while being mindful of the potential impact on jobs.

**Impact on different industries**  
Automation and AI are having an impact across a wide range of industries, from health care to retail. In health care, AI improves diagnosis and treatment while reducing costs. In retail, automation is being used to improve the shopping experience for customers with technologies such as self-checkout systems and automated inventory management. However, not all industries

are experiencing the same level of disruption from automation and AI. Some industries, such as finance and insurance, are likely to see a more significant impact from automation than others. In these industries, routine tasks such as data entry and analysis are likely to be automated, leading to a shift in the types of jobs available.

### Preparing for the future

As the impact of automation and AI continues to grow, individuals and businesses need to be prepared for the changes ahead. This means developing new skills, embracing new technologies and being open to new opportunities.

A critical step for individuals is to embrace lifelong learning, and seek out training and development opportunities. This can help individuals to remain competitive in the job market and to adapt to new roles and industries as the employment landscape evolves.

For businesses, it's essential to invest in training and development programs to help their employees acquire the skills they need to remain competitive. They can also embrace new technologies and automation to improve efficiency and productivity while being mindful of the potential impact on jobs.

### 3 Practical steps for top executives, CEOs and business owners

As the employment landscape shifts due to automation and AI, top executives, business owners and CEOs must navigate this rapidly changing landscape. Here are some practical instructions to help you prepare for the future of work:



ILLUSTRATION BY RUTH MACAPAGAL

### 1. Build a culture of learning, innovation and experimentation

To stay ahead in the rapidly changing work landscape, businesses must create a learning and innovation culture. This means encouraging employees to embrace new technologies, take risks, experiment and learn from failures. Encourage employees to work collaboratively with automation and AI. Offer employee input and feedback opportunities to help them feel valued and engaged. It's essential to identify the skills that will be in demand in the future and provide training for employees to acquire them. Businesses can provide internal training programs and offer on-the-job training to upskill and reskill employees.

Google is well-known for its innovative and experimental culture. The company encourages its employees to take risks, try new things and learn from failures. Google offers various learning opportunities for its employees, including Internal training programs, Industry events and innovation labs. By

fostering a culture of learning and innovation, Google has become a tech industry leader and continues attracting top talent.

### 2. Attract top talent: Focus on soft skills and embrace flexibility

Emphasize soft skills such as creativity, critical thinking and emotional intelligence. Provide opportunities for employees to develop these skills, and hire and train employees for these skills. With the rise of automation and AI, the traditional 9 a.m. to 5 p.m. work schedule is becoming less common. Businesses should embrace flexibility in the workplace, allowing employees to work remotely, with flexible hours or on a project basis. This can help companies attract and retain top talent, increase productivity and reduce costs associated with maintaining a physical office.

Social media management platform Buffer, for example, offers flexible hours, allowing employees to work when they are most productive. By embracing flexibility, Buffer has

been able to attract top talent and improve employee satisfaction and productivity.

### 3. Develop a strategy for managing the human-AI interface

As businesses increasingly adopt automation and AI, there will be a growing need to manage the interface between humans and machines. This means developing a strategy for how humans and AI will work together in the workplace. It's crucial to design efficient and effective processes while also ensuring that employees are comfortable and confident in working with new technologies.

We have seen that this is a crucial challenge for most businesses in the region and globally. Most do not know or understand yet how to properly integrate AI into their processes and how to manage human-AI interaction. The businesses that will address this the fastest will have a critical competitive advantage. Here, external experts and consultants can help.

By following these practical instructions, you can prepare your business for the future of work and thrive in a rapidly changing landscape. [ink2.com](http://ink2.com)



Tom Oliver, a "global management guru" (Bloomberg), is the chair of The Tom Oliver Group, the trusted advisor and counselor to many of the world's most influential family businesses, medium-sized enterprises, market leaders and global conglomerates. For more information and inquiries, visit [www.TomOliverGroup.com](http://www.TomOliverGroup.com) or email [Tom.Oliver@inquirer.com.ph](mailto:Tom.Oliver@inquirer.com.ph)

### "Mapping the investment ecosystem: Mining the sweet spots" (2nd of 2 Parts)

by

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## Mapping the investment ecosystem: Mining the sweet spots

(Conclusion)

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## MAP INSIGHTS PETER L. WALLACE

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The problem is that every time change is raised, the concern that it will spill over into self-serving political changes rears its ugly head. And there's good reason to believe this could happen.

Changes were first raised in 1997 under President Fidel Ramos, but it failed. Once more, President

Gloria Macapagal-Arroyo thought she'd try but that failed too, although it got awfully close. Even President Duterte tried — and failed. During President Estrada's presidency, he created the "Philippine Constitutional Commission" to review the 1987 Constitution and propose amendments. It got nowhere. President Noynoy Aquino also supported amending the economic provisions of the Constitution to allow for greater foreign investments in certain industries. But nada.

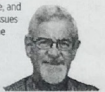
President Marcos Jr. doesn't seem too interested but the congressmen are. Which, in itself, brings into strong relief what their real agenda could be. Particularly as they want to recommend the changes through a Constitutional Assembly of themselves. The fear is that by doing it this way, the politicians will hijack the review to include political changes beneficial to them and not to the nation. But that fear has been with us through five presidencies; time and time again, constitu-

tional change has been deferred because of this fear. Well, that fear will be with us in the next administration and the next, and the one after that. We have to bite the bullet sometime.

The question is, when is that time? It can't be put off forever. Not if we want a thriving country in a modern world. I believe that the time is now. Without President Marcos' enthusiasm for it, though, it's hard to see how it could succeed. ■

This article reflects the personal opinion of the author and does not reflect the official stand of the Management Association of the Philippines or MAP.

PETER L. WALLACE is a member of the MAP Energy Committee, the MAP ICT Committee, and the MAP National Issues Committee. He is the chair of Wallace Business Forum. [map@map.org.ph](mailto:map@map.org.ph) [peterwallace39@gmail.com](mailto:peterwallace39@gmail.com)



**"It's been five administrations"**

by

**Mr. PETER L. WALLACE**  
Member of  
MAP Energy Committee,  
MAP ICT Committee, and  
MAP National Issues Committee  
Chair of  
Wallace Business Forum

**"MAP Insights"**  
Column in **BUSINESSWORLD**  
May 9, 2023

# Declining inflation and the budget deficit

**L**ast week, the Philippine Statistics Authority (PSA) released the inflation rate for April — 6.6% — and it was a significant decline from 8.6% in February and 7.6% in March. Following this trend, this column projects that inflation will be around 5.5% for May this year.

Based on January-April data, the G7 industrialized countries (except Japan) continue to have high inflation rates, led by the United Kingdom (UK), Italy, and Germany. For East Asian economies plus India, the Philippines has the highest average inflation rate this year. During the same months last year, India and Sin-

## MY CUP OF LIBERTY BIENVENIDO S. OPLAS, JR.

gapore had the highest inflation rates (see Table 2).

From the PSA data, we see that the top three sources of high inflation in March and April were alcoholic beverages and tobacco, food and non-alcoholic beverages, and restaurants and accommodation services. This implies that people are going out to eat and drink more, travel and party more, which implies that consumer confidence is

high — and this is good. When someone is spending that means somebody else is earning, and this helps sustain a dynamic domestic economy towards a higher level of spending, income, and GDP.

Inflation from transportation has significantly declined, from 13% in 2022 to 10% in January and February this year, and 4% (average) in March and April. Lower oil prices contributed to higher consumer confidence.

## COR AND THE BUDGET DEFICIT

Also last week, the Bureau of the Treasury (BTr) released the cash operations report (COR) for March 2023. I downloaded the historical monthly COR data and compared it with COR for the first quarter (Q1) of the year.

The good news is that revenues continue to rise so the budget deficit has been controlled to below P300 billion, unlike in 2021 and 2022, and financing or borrowing was also controlled to below P1 trillion, again unlike in 2021 and 2022.

The big problem continues in the spending side. More than P1 trillion in Q1 while revenues are only P0.7 to P0.8 trillion. The three biggest items on the expenditure side are National Government (NG) disbursements, transfers to local government units (LGUs), and interest payments to service the huge public debt (see Table 2).

The way public expenditures expand, even if revenues rise high they will never keep up with expenses because many officials, appointed and hired personnel, pensioners — especially the military and uniformed personnel (MUP) — and subsidy-dependents keep raising their claims to taxpayers' money as if they have entitlement to money they did not earn.

The MUP pension system, in particular, is really unsustain-

TABLE 2

## Philippine government cash operations report, January-March each year, P Billion

Indicators	2018	2019	2020	2021	2022	2023
Revenues	619.79	687.75	763.07	696.46	784.36	818.69
Tax (Income, excise, VAT, ...)	558.66	616.03	620.65	623.72	697.70	719.51
Non-tax (fees, royalties, ...)	22.77	30.84	111.21	72.64	86.60	99.16
Expenditures	771.96	777.99	849.23	1017.93	1100.21	1089.57
NG Disbursements	474.61	503.84	512.50	616.06	649.39	690.38
Allotment to LGUs	148.74	149.50	187.63	206.87	267.36	230.86
Interest Payments	97.16	107.77	119.88	125.86	149.33	141.98
Surplus/(-)Deficit	-152.17	-90.24	-86.16	-321.47	-315.85	-270.88
Financing	144.13	582.05	800.61	1186.95	1070.11	900.78
Change in cash	-61.88	354.96	655.00	602.48	650.21	921.30

SOURCE: BTR, DOF

able and bordering on shameless because the active personnel contribute zero to the fund and when they retire, they get huge benefits — tax-free — and these can be passed on to their spouses when they die. The fund was P160 billion/year in 2021 and 2022, and will rise to P200+ billion/year in 2023-2025. This fund should be zero and non-existent in the annual budget. Personnel in other sectors — like government doctors, nurses, teachers, engineers, etc. — do not have this kind of privilege.

Then there is a need to trim the fat or excess personnel in government via the National Government Rightsizing Program (NGRP). Some redundancies are useful, like in cyber security and internal defense against rebels and organized criminals. But some redundancies are wasteful, like having so many signatures and permits required to do business in the country. This kind of redundancy should be trimmed and controlled, then public

spending and borrowings can also be controlled.

The public should support these moves by the economic team: MUP pension reform, NGRP, and Land Bank of the Philippines — Development Bank of the Philippines merger, with the LANDBANK as the surviving and sole government bank. These reforms will benefit the taxpayers through lower public expenditures, less need to borrow and tax, and lower interest payments.

## LECTURE SERIES

Meanwhile, the Ruperto P. Alonzo (RPA) lecture series for the second quarter of 2023 will be held in the afternoon of June 22 at the UP School of Economics (UPSE) auditorium. The main speakers will be Finance Secretary Ben Diokno and Budget Secretary Ameh Pangandaman. Mr. Diokno is a good friend and was a colleague of Prof. RPA at UPSE for decades, while Ms. Pangandaman was a student under Prof. RPA for two semesters at the Program in De-

velopment Economics (PDE) in the 1990s.

After the lectures by the two officials, there will be a PDE grand alumni homecoming. Graduates from batches from the 1960s to 2020s will have a great time looking at how the program has evolved and how Prof. RPA played a key role in it, especially molding young minds to become technically prepared, disciplined, and effective public officials like Secretary Pangandaman, Public-Private Partnership Center Executive Director Cynthia Hernandez, Tariff Commission Chair Louie Mendoza, and Department of Budget and Management Undersecretary Joseilto Basilio. They and many other mid- to high-level government workers were former students of Prof. RPA at PDE. ■

BIENVENIDO S. OPLAS, JR. is the president of Bienvenido S. Oplas, Jr. Research Consultancy Services, and Minimal Government Thinkers. [minimalgovernment@gmail.com](mailto:minimalgovernment@gmail.com)





The MAP's participation in  
**The Launch of the US-PH Economic Impact Study of  
 Ateneo School of Government (ASoG) and  
 US Embassy in the Philippines**

April 18, 2023 | Tuesday  
 (Posted on May 3, 2023)



*Image from Ateneo School of Government*

*(from left - right)*

**Ms. Pauline W. Anderson**  
 Assistant Cultural Affairs Officer

**Dr. Maria Luz C. Vilches**  
 Vice President for the Professional Schools of  
 Ateneo de Manila University

**Fr. Roberto Yap, SJ**  
 President of the Ateneo de Manila University

**Mr. Angelo Benedictos**  
 Director of the Bureau of International Trade  
 Relations at the Department of Trade and Industry

**Dr. Nadia Doytch**  
 Senior Research Fellow at ASoG

**Dr. Philip Arnold Tuaño**  
 Dean of ASoG

**Dr. Danilo Lachica**  
 President of the Semiconductors and  
 Electronics Industries of the Philippines Inc.

**Mr. Jesus Carlos Villaseñor**  
 Chairman of the Trade and Investments  
 Committee of the Management Association of  
 the Philippines (MAP)

**Mr. Calixto Chikiamco**  
 President of the Foundation for Economic Freedom



# The MAP SCALE Program Launch Party

with PwC Philippines, QBO Philippines, DTI Philippines, and  
Foxmont Capital Partners

April 27, 2023 | Thursday

Dr. Wine Manila in Poblacion, Makati City





We encourage you to wear an attire with a touch of Filipiniana.



# MAP-PBEEd ANNUAL JOINT GENERAL MEMBERSHIP MEETING

## Reshaping the Image of TechVoc

*A Project of the MAP Education Committee*

May 10, 2023 | Wednesday  
11:30 AM to 2:00 PM  
Mayuree Ballroom A  
DUSIT THANI HOTEL  
*(Not Shangri-La this time)*

*Speaker:*



**Atty. DANILO P. CRUZ**  
Director-General  
Technical Education and  
Skills Development Authority (TESDA)

*Panelists:*



**Ms. MICHELLE ALARCON**  
President  
Analytics Association of the  
Philippines (AAP)



**Prof. FRANCISCO M. BERNARDO III**  
Chair, JAD Group of  
Companies



**Dr. SERAFIN D. TALISAYON**  
CEO and Director for R&D  
Community and Corporate  
Learning for Innovation, Inc. (CCLI)

### Registration Fees

<b>MAP Member</b> FREE	<b>PBEEd Member</b> FREE <i>(limited slots only)</i>	<b>Guest</b> P2,000
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Please register thru the link below:  
[https://docs.google.com/forms/d/e/1FAIpQLSfoWG-fLKl5Z\\_5368MNbn1mUgsr9vOHZ1sZblDzvp\\_3seAj81w/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfoWG-fLKl5Z_5368MNbn1mUgsr9vOHZ1sZblDzvp_3seAj81w/viewform?usp=sf_link)

# MINI-GMM and ECONOMIC BRIEFING IN CEBU

MAY 12, 2023 | FRIDAY

11:30 AM - 2:30 PM

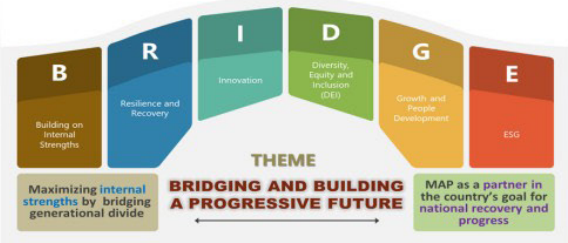
Sampaguita Ballroom  
SEDA AYALA CENTER CEBU



## DR. CIELITO "CIEL" F. HABITO

CHAIR, BRAIN TRUST, INC.

GOVERNOR-IN-CHARGE, MAP CLUSTER ON RESILIENCE AND RECOVERY



REGISTRATION FEES:	
MAP MEMBER	FREE
PROSPECTIVE MEMBER FROM CEBU	FREE
GUEST	P2,000



**REGISTER NOW!**

# NORDIC SUSTAINABILITY AWARDS



SUSTAINABILITY BUSINESS PARTNER OF THE YEAR

SMALL AND MEDIUM-SIZED ENTERPRISE (SMSE) OF THE YEAR

OUTSTANDING EMPLOYER OF THE YEAR

CSR BUSINESS PARTNER OF THE YEAR

SUSTAINABILITY LEADER OF THE YEAR

AWARDS CEREMONY 24 MAY 2023  
MAKATI DIAMOND RESIDENCES, MAKATI CITY

REGISTRATION STARTS AT 4:30 PM  
PROGRAM STARTS AT 5:30 PM  
DINNER WILL BE SERVED AT 7:00 PM  
AWARDING CEREMONY STARTS AT 8:00 PM  
ATTIRE: FORMAL BUSINESS



PRESENTING COMPANIES

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**PANEL OF JUDGES**



**Ambassador Franz-Michael Skjold Mellbin**  
Royal Danish Embassy Manila



**Ambassador Juha Pyykkö**  
Embassy of Finland Manila



**Ambassador Christian Halaas Lyster**  
Royal Norwegian Embassy Manila



**Ambassador Annika Thunborg**  
Embassy of Sweden Manila



**Ambassador Leo M. Herrera-Lim**  
Philippine Embassy  
Kingdom of Denmark



**Ambassador Enrico Trinidad Fos**  
Philippine Embassy  
Kingdom of Norway and Republic of Iceland



**Ambassador Maria Lumen B. Isleta**  
Philippine Embassy  
Kingdom of Sweden with concurrent jurisdiction over the Republic of Finland

**SPEAKERS AND PANELISTS**



**Lotis Ramin**  
Chairperson - Sustainability Committee  
NordCham Philippines



**Gry Larsen**  
Head of Sustainability and Public Affairs  
Grieg Group and Foundation



**Ana Margarita Hortiveros-Malvar**  
First Vice President & Chief Reputation Sustainability Officer  
Aboitiz Equity Ventures



**Ma. Victoria Tan**  
Head of Group Risk Management and Sustainability Unit  
Ayala Corporation



**Yvonne Purisima G. Flores**  
Sustainability Head  
Gokongwei Group



**Jose Maria A. Miñana**  
Chief Sustainability and Public Affairs Officer  
Jollibee Foods Corporation



**Timothy M. Daniels**  
Consultant, Investor Relations & Sustainability  
SM Investments Corporation



**Jesper Svenningsen**  
Executive Director  
NordCham Philippines

**EMCEE AND MODERATOR**



**Katrina F. Francisco**  
Partner - Climate Change and Sustainability Services  
SGV & Co.



present

# STRATEGIC HUMAN RESOURCES SUMMIT

FROM TRANSACTING TO TRANSFORMING  
 FOR CEOs, CHROs and CXOs

Venue: *SHANGRI-LA at the FORT, BGC, TAGUIG CITY*

Registration Fees	MAP Member FREE	Guest P2,000 per session
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JUNE 15, 2023, Thursday, 8:30 AM to 11:30 AM

Opening Remarks and Introduction:  
**FROM TRANSACTING TO TRANSFORMING**



**BENEDICTA DU-BALADAD**  
 MAP President



**MARIA CAROLINA DOMINGUEZ**  
 President and CEO  
 John Clements  
 Consultants, Inc.



**RAMON SEGISMUNDO**  
 Strategic HR  
 Management  
 Committee Chair, MAP

**REVOLUTIONIZING HR VIA AI**



**MHARICAR CASTILLO-REYES**  
 President and CEO, Asticom



Reactor: **RENATO JIAO**  
 VP-HR, Globe Telecom

**LEVERAGING CEO-CHRO PARTNERSHIP**



**ROSITA CERES LEGASPI-AGUAS**  
 CHRO and Head -  
 People, Learning and  
 Culture, Unilab Inc.



**ALBERT PEREZ TORRES**  
 Regional Director &  
 Country Head  
 Michael Page  
 (Reactor)



**PAULINE FERMIN**  
 President and CEO  
 Acumen Strategy  
 Consultants  
 (Reactor)

16 **JUNE 22, 2023, Thursday, 8:30 AM to 11:30 AM**

### ELEVATING FILIPINO TALENT COMPETITIVENESS



**ROLAND RUIZ**  
Managing Director, Philippines  
DDI



Reactor: **GERARDO PLANA**  
Chief Executive  
Investors in People Philippines

### STRATEGIZING HR COMMUNICATIONS



**KAREN REMO**  
CEO and Managing Director  
New Perspective Media Group



Reactor: **HERMINIO COLOMA**  
Publisher, Manila Bulletin

### TOWARDS A FILIPINO MANAGEMENT ETHOS



**GERARDO CABOCHAN**  
CEO, Pandayan Bookshop



Reactor: **GRACE ZATA**  
President, Kestria Philippines

### Integration and Closing: A STRATEGIC HR PATHWAY FOR CEOs AND CXOs



**JOHN PHILIP ORBETA**  
Chief HR Officer, ACEN



**RAMON SEGISMUNDO**  
Founder and CEO,  
1-HR.X (Singapore) Pte. Ltd.



Globe



Pandayan Bookshop



Michael Page



**Kestria**



**MANILA BULLETIN**

MAP Circular No. 026-2013

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## ON A COHESION COURSE

Leading In the Age of Unlimited Possibilities



2023 MAP International CEO Conference  
TRANSITION SERIES 2  
Tuesday • 12 September 2023  
Shangri-La at the Fort

**Please register thru the following link:**  
<https://forms.gle/xonTxE2ArxfGTWdCA>

### MAP CEO CONFERENCE 2023 REGISTRATION RATES

REGISTRATION FEES			
Payment by	MAP Member	Non-MAP Member	Foreign Delegates
April	P6,000	P8,000	\$150
May	P8,000	P10,000	\$200
June	P10,000	P12,000	\$250
July	P12,000	P14,000	\$300
August	P14,000	P16,000	\$350
September	P16,000	P18,000	\$400

**Get 1 FREE seat for every 5 seats paid.**

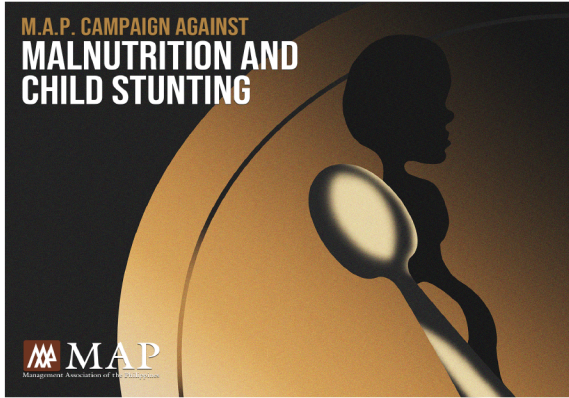
### Special Rate for Full-Time Academic and Government Officials

Payment by	MAP Member	Non-MAP Member
June to September	P4,000	P6,000

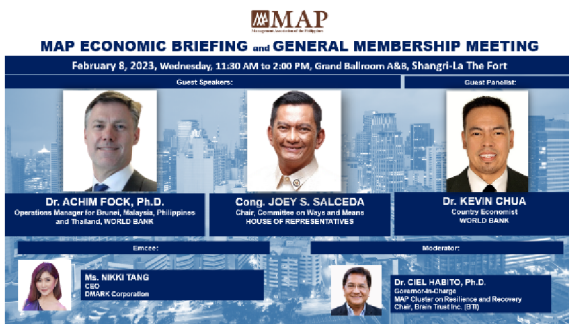
**Please register thru the following link:**  
<https://forms.gle/xonTxE2ArxfGTWdCA>



# MAP Talks on Youtube



**April 12, 2023**  
**MAP Campaign against Malnutrition and Child Stunting**



**February 8, 2023**  
**MAP Economic Briefing and General Membership Meeting (GMM)**



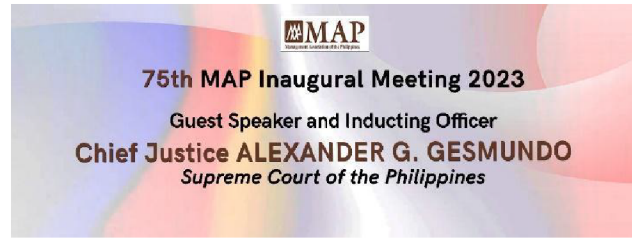
**November 22, 2022**  
**MAP Annual General Membership Meeting and "MAP Management Man of the Year 2022" Awarding Ceremony**



**October 13, 2022**  
**MAP GMM**



**March 8, 2023**  
**MAP General Membership Meeting (GMM) on International Women's Day**



**January 31, 2023**  
**MAP Inaugural Meeting 2023 and Induction of MAP 2023 Board of Governors**



**November 11, 2022**  
**3rd MAP NextGen Conference 2022**



**September 13, 2022**  
**MAP International CEO Hybrid Conference**



**MAP PMAP** Joint General Membership Meeting

# HUMAN CAPITAL: *Be Competitive Or Die!*

Speakers:

**Cong. MARK GO**  
Chairman, House Committee on Higher and Technical Education  
House of Representatives

**Dr. ANICETO C. ORBETA, JR.**  
President  
Philippine Institute of Development Studies (PIDS)

September 8, 2022, Thursday, 11:45 PM to 2:00 PM, Grand Ballroom A&B, Level 3, Shangri-La at The Fort

September 8, 2022  
MAP – PMAP Joint GMM

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## MAP ECONOMIC BRIEFING and GENERAL MEMBERSHIP MEETING

Speakers:

**Sec. ARSENIO "Arsi" M. BALISACAN**  
National Economic and Development Authority (NEDA)

**Gov. FELIPE "Pnipe" M. MEDALLA**  
Bangko Sentral ng Pilipinas (BSP)

August 19, 2022, Friday, 12:00 Noon to 2:00 PM  
Bonifacio Hall, Level 4, Shangri-La at The Fort

August 19, 2022 MAP GMM

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## MAP General Membership Meeting on "DTI'S PRIORITY PROGRAMS"

Speaker:

**Sec. ALFREDO "Fred" E. PASCUAL**  
Department of Trade and Industry (DTI)

July 14, 2022, Thursday, 12:00 Noon to 2:00 PM  
Grand Ballroom A and B, Level 3, Shangri-La at the Fort

July 14, 2022 MAP GMM

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## MAP CEO Academy Panel Discussion A NEW AGE OF CAPITALISM IN THE PHILIPPINES – Part 2

July 1, 2022, Friday, 10:00 AM to 12:00 Noon via ZOOM

Speaker:

**Dr. NICK POBLADOR**  
A Management and Economics Thought Leader  
Retired UP Professor of Economics and Management

Co-Moderators:

**Mr. VIC MAGDARAOG**  
Co-Chair for MAP CEO Academy  
MAP HMOCC  
Senior Business Advisor  
Advisory & Insights (AI&I)

**Dr. BEN TEEHANKEE**  
Co-Vice Chair for Social Justice  
MAP ESG Committee  
Professor  
DLSU

Panelists:

**Mr. JOEY BERMUDEZ**  
Chair  
Maybridge Finance and Leasing, Inc.

**Mr. CLIFF EALA**  
President  
Synetby's Limited

Ms. ALMA JIMENEZ, President and CEO, Health Solutions Corporation; Prof. DINDO MANHIT, CEO and Managing Director, Stalbase Group

July 1, 2022  
MAP Webinar

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## MAP General Membership Meeting "ICT LEADERSHIP IN OUR NEW WORLD"

JUNE 23, 2022, THURSDAY, 12:30 PM to 2:30 PM via ZOOM

Speakers:

**Dr. DAVID R. HARDOON**  
Managing Director  
Abolite Data Innovation

**Ms. AILEEN JUDAN JIAO**  
President and Country General Manager  
IBM Philippines, Inc.

**Mr. PAUL WHITEN**  
Cloud Advocate  
Red Hat Asia Pacific

Co-Moderators:

**Mr. PATRICK D. REIDENBACH**  
Chief, MAP ICT Committee  
President, Cloud@RiskSolutions, Inc. (UR Solutions)

**Mr. EDUARDO "Tedd" G. SUMULONG**  
Co-Vice Chair, MAP ICT Committee  
Managing Director and CEO, Land Registration Systems, Inc. (LARS)

June 23, 2022  
MAP GMM

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## MAP General Membership Meeting INTEGRATING ESG IN THE WAY WE DO BUSINESS

MAY 19, 2022, THURSDAY, 12:30 PM to 2:30 PM via ZOOM

Speakers:

**Mr. ANDREW CHAN**  
Asia-Pacific Leader in ESG  
PwC Malaysia

**Mr. VINCENT KNEEFL**  
Climate Economy Director  
Plastic Credit Exchange

**Ms. MA. ANTONIA YULO LOYZAGA**  
President  
National Resilience Council

EMCE:

**Ms. AGNES A. GERVACIO**  
Co-Vice Chair for Environment, MAP ESG Committee  
CEO, AGI Navare

**Atty. ALEXANDER B. CABRERA**  
Governance Chair, MAP ESG Committee  
Chair, Emerald and ESG Leader  
Ina Lopez & Co., PwC Philippines

GLA MODERATOR:

**Ms. RAQUEL B. CAQUIRAN GAN**  
Co-Chair for MAP ESG Committee  
VP for Investments, Asterion Medical Care, Inc.

May 19, 2022 MAP GMM

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## SENTIMENT ANALYSIS AI and Big Data for Reading Collective Minds

MAY 2, 2022, Monday, via ZOOM

Speakers:

**Mr. WILSON I. CHUA**  
Managing Director and Founder  
Future Gen International Pte Ltd. (Singapore)

**Mr. ROGER DO**  
CEO  
AiroPolitic (Singapore)

Moderator:

**Dr. BENITO L. TEEHANKEE**  
Co-Vice Chair for MAP CEO Academy, MAP HMOCC  
Professor and Head of the Business for Human Development Network, DLSU

May 2, 2022 MAP Webinar

**GREEN EDSA MOVEMENT** **MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## PROTECTING THE EARTH. PRESERVING OURSELVES.

Doing what we need to do in celebration of Earth Month

April 29, 2022, Friday, via ZOOM

Speakers:

**Sec. JIM O. SAMPULNA**  
Secretary  
Department of Environment and Natural Resources (DENR)

**Atty. ANGELA CONSUELO S. IBAY**  
Head of Climate Change and Energy Program  
World Wildlife Fund for Nature (WWF)

**Ms. ANA MARGARITA MONTIVEROS**  
IFAC-Philippines and Chair, Reputation & Sustainability Officer  
Rozelle Equity Ventures, Inc.

**Atty. TONY LA VIÑA**  
Dean, Arevalo School of Governance  
Associate Director, Manila Observatory

Moderators:

**Mr. SANTIAGO F. DUMILAO, JR.**  
Co-Chair, DENR  
Secretary-General, Association of Credit Lending Agencies in Asia (ACRAA)

**Ms. RAQUEL B. CAQUIRAN GAN**  
Co-Chair for MAP ESG Committee  
VP for Investments, Asterion Medical Care, Inc.

April 29, 2022 MAP Webinar

**MAP** **PUSH FOR CHANGE**  
TOWARDS A BETTER FUTURE FOR ALL

## PUSHING FOR LIVESTOCK INDUSTRY DEVELOPMENT

April 29, 2022, Friday, 3:00 PM to 5:00 PM via ZOOM

Speakers:

**Dir. RAQUEL B. ECHAGUE**  
Director for Resource-Based Industries Service  
Board of Investments (BOI)

**Mr. DANILO V. FAUSTO**  
President  
DVF Dairy Farms, Inc.

Moderators:

**Mr. OSCAR A. TORRES IIIA**  
Chair, MAP Agribusiness Committee  
Chair and CEO, Tera Holdings Corporation

**Mr. GEMELIE P. YELLASBEN**  
Chair, MAP Trade, Investments & Tourism Committee  
Chair and CEO, PAMA, TradePro and PAMA Shared Services

April 29, 2022 MAP Webinar

# Happy Birthday!

to the following MAP members who are celebrating their birthdays within May 2023

## May 1

**Ms. REZA DADUFALZA GOYENECHE**  
Senior Commercial Officer, Royal Danish Embassy, Manila

## May 2

**Ms. MARIA VICTORIA “Vicky” P. AGORRILLA**  
Chair and President, NCR Corporation (Philippines)

**Dr. PERICLES “Ricky” P. DAKAY**  
President and General Manager, Dakay Construction and Development Corporation

**Ms. CATHERINE “Kate” H. LIPANA-GOMEZ**  
Deals and Corporate Finance, and ESG Partner of Isla Lipana & Co./PwC Philippines

## May 3

**Mr. SUNG CHON HONG**  
Chair, Korean International School Philippines, Inc.

## May 4

**Mr. PETER D. GARRUCHO JR.**  
Vice Chair, Franklin Baker Company of the Philippines

## May 5

**Mr. SERGIO “Jun” R. ORTIZ-LUIS JR.**  
President and CEO, Philippine Exporters Confederation (PhilExport)

## May 6

**Mr. JOSE MIGUEL ALVARO “Miguel” F. CAMUS**  
Managing Director, Aviso Valuation and Advisory Corporation

**Mr. JUAN ANTONIO “Jay” H. INOCENTES**  
VP - Property and Casualty, Gotuaco, del Rosario Insurance Brokers, Inc.

**Atty. MONICO “Nick” V. JACOB**  
President and CEO, STI Education Services Group

**Mr. JOHN PHILIP “JP” S. ORBETA**  
Chief Human Resources Officer, Chief Administrative Officer and Chief Risk Officer, ACEN

## May 8

**Ms. MIGUELITA “Milit” S. BARON**  
President, Manila Catering Corporation

**Mr. RAKESH “Rex” N. DARYANANI**  
President and CEO, Funtastic International Inc.

**Mr. PAUL RAYMOND “Paul” FAVILA**  
CEO, Citibank

**Ms. MA. CYNTHIA C. HERNANDEZ**  
Executive Director, Public-Private Partnership (PPP Center)

**Ms. DONNA MAY “Donna” LINA**  
President, UBE Media, Inc.

**Ms. PATRICIA MAY “May” T. SIY**  
President and CEO, Philippine Bank of Communications (PBCom)

**Atty. CESAR L. VILLANUEVA**  
Founding Partner, Villanueva Gabionza & Dy Law Offices

## May 9

**Mr. VICTOR “Junvee” L. VITAL**  
President and CEO, The Manor Group, Inc.

## May 11

**Dr. RAUL V. DESTURA**  
Founder and CEO, Manila HealthTek, Inc.

**Ms. LOTIS C. RAMIN**  
Country President, AstraZeneca Pharmaceutical Philippines

## May 12

**Mr. ROBERTO “Bob” P. ALINGOG**  
President and CEO, Ropali Corporation

**Ms. RACQUEL “Rac” REYES CAGURANGAN**  
General Manager, Operations International SOS

**Ms. MA. VIRGINIA “Gina” Q. CAMPOS**  
General Manager, Interpacific Transit, Inc.

**Mr. HERMAN T. GAMBOA**  
Chair and CEO, Data Center Design Corporation

**Mr. STEPHEN THOMAS “Tep” S. MISA**  
Country Head, President and Chair, Amazon Web Services Philippines Inc.

## May 13

**Dr. PATRICIA “Tatti” B. LICUANAN**

## May 14

**Mr. LUIS GERARDO “Luis” A. LIMLINGAN**  
Managing Director, Regina Capital Development Corporation

**Mr. EDUARDO LUIS “Ed” T. LUY**  
President and COO, MacroAsia Corporation

**Mr. ERNESTO “Ernie” C. SANTIAGO**  
Director, St. Peter Group

## May 15

**Mr. ERRAMON “Montxu” I. ABOITIZ**  
Director, Aboitiz Equity Ventures, Inc.

**Atty. RAOUL “Reggie” R. ANGANGCO**  
Senior Partner and ExCom Member, Villaraza & Angangco (V&A Law)

**Mr. GUILLERMO “Gerry” C. CHOA**  
Chair, Property Company of Friends, Inc.

**Dr. ARTHUR “Art” A. DE GUIA**  
Senior Consultant, First Philippine Holdings Corporation

**Mr. ISIDRO “Sid” G. GARCIA**  
Chair, Trinity Insurance Brokers, Inc.

**Mr. JOSEFINO “Bong” M. PALOMA**  
EVP- Technology, Sales and Marketing, Accent Micro Technologies, Inc. (AMTI)

**Mr. RAMAMURTHY “Venkat” VENKATESH**  
Managing Director, Moog Controls Corporation (Phil. Branch)



# Happy Birthday!

to the following MAP members who are  
celebrating their birthdays within May 2023

## May 16

**Mr. ANTHONY THOMAS “Tommy” C. ROXAS JR.**  
Finance Executive Director / CFO, Quantity Solutions Inc.

## May 17

**Sec. RAFAEL “Raffy” M. ALUNAN III**  
Independent Director, Pepsi-Cola Products Philippines, Inc. (PCPPI)  
**Mr. BENSON J. HARI-ONG**  
EVP and Head of Commercial Lending Group, Sterling Bank of Asia  
**Usec. CRISTINO “Tito” L. PANLILIO**  
President, Balibago Waterworks System

## May 18

**Mr. ALEXANDER “Alex” GRENZ**  
President and CEO, Allianz PNB Life Insurance, Inc.  
**Atty. JULITO “Sarge” R. SARMIENTO**  
President, Makilala Mining Company, Inc.  
**Atty. J. ANTON “Anton” YAP**  
President, St. Mutien College

## May 19

**Mr. RENATO “Bing” T. DE GUZMAN**

## May 20

**Mr. JESUS CARLOS “Charlie” P. VILLASEÑOR**  
Chair and CEO, PASIA, TransProcure and PASIA Shared Services

## May 21

**Ms. LOFREDA “Dada” MASIGAN DEL CARMEN**  
President and CEO, Forecasting and Planning Technologies, Inc. (FPPT)

## May 23

**Usec. MARIA CATALINA “Cathy” ESTAMO CABRAL**  
Undersecretary, Department of Public Works and Highways (DPWH)  
**Mr. JOHN CLIFFORD “Cliff” M. EALA**  
President, Synerbyte Limited  
**Mr. HASSAN FARD**  
Chair and CEO, Trends & Technologies, Inc.  
**Mr. ENRIQUE “Rick” M. ZALAMEA JR.**  
President and Actuary, E. M. Zalamea Actuarial Services, Inc.

## May 25

**Mr. RAPHAEL “Pete” B. FELIX**  
President and CEO, PHINMA Property Holdings Corporation  
**Mr. ERIC S. LUSTRE**  
Head of Trust, UnionBank of the Philippines  
**Ms. MELANIE “Sandee” C. NG**  
EVP, Ng Khai Development Corporation

## May 26

**Sec. VICENTE “Vince/Vincent” S. PEREZ JR.**  
Chair, Alternergy Holdings Corporation (AHC)

## May 27

**Dr. MICHAEL “Mike” M. ALBA**  
President, Far Eastern University (FEU)

## May 28

**Mr. RICHARD GLENN “Richard” B. ARBOLEDA**  
Communications and Government Affairs Head, GSK PH

## May 29

**Mr. MICHAEL GERARD “Mike” DY ENRIQUEZ**  
President and Chief Investment Officer, Sun Life of Canada Philippines, Inc.  
**Mr. CHRISTOPHE PHILIPPE MARIE MNU “Christophe” LEJEUNE**  
General Manager, Sika Philippines, Inc.  
**Ms. MARIE GRACE “Grace” TEE VERA CRUZ**  
Country Head, MYTAXI.PH, INC. (GRAB Philippines)

## May 30

**Ms. CAROLYN “Chestnut” VASQUEZ ANDAYA**  
President, Automated Technologies, Inc.  
**Mr. BIENVENIDO “Benny” M. ARAW II**  
Senior Consultant, EGF Advisory Services, Inc.  
**Atty. EMMANUEL “Noel” P. BONOAN**  
Vice Chair and COO, KPMG R. G. Manabat & Co.  
**Ms. CAROLINA “Chiqui” E. GO**  
CEO, Mansmith and Fielders, Inc.  
**Capt. STANLEY “Stan” KUA NG**  
President and COO, Philippine Airlines (PAL)  
**Mr. SIMOUN S. UNG**  
President and CEO, OmniPay, Inc.  
**Ms. ANNABELLA “Annabel” S. WISNIEWSKI**  
President, Raintree Partners

## May 31

**Mr. PAUL RODERICK “Ricky” B. LOPEZ**  
VP for Sales, Ardent Networks, Inc.



**FOR UPDATES ON MAP'S  
FORTHCOMING EVENTS**

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