

Research Overview

Title:

Workplace and Societal Inclusion: Challenges, Strategies, and Cross-Cultural Insights

Research Representative:

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This project investigates the strategies and challenges of fostering workplace inclusion and promoting inclusive business and societies. It has two main objectives: (1) To explore experiences of workplace inclusion and exclusion in Japan, and (2) To examine the role and practices of local and multinational enterprises in advancing inclusive growth and reducing socioeconomic inequalities in the Philippines, particularly in relation to the social SDGs.

The first paper extends my ongoing research on the inclusion and exclusion experiences of self-initiated expatriates in Japan by interviewing managers and executives. This will provide insights into leadership perspectives on workplace inclusion, as well as similarities and differences between domestic and foreign leaders in Japan. The second paper adopts a multi-stakeholder approach to investigate how businesses are perceived to contribute or fail to contribute to the creation of inclusive societies in developing countries. Together, these studies offer a multi-stakeholder and cross-cultural perspective on inclusion and sustainability. The findings will highlight the drivers and barriers to inclusion at both corporate and societal levels.