

# 6<sup>th</sup> Regional Integrity Week – Alliance for Integrity

## IS BUSINESS INTEGRITY WITHOUT TALKING ABOUT GENDER AND HUMAN RIGHTS, REALLY INTEGRITY?

#IntegridadyODS #SDGs #AllianceforIntegrity

Tuesday 26 October 2021, 12h00 GMT -5/14h00 GMT -3

### Summary

In this side event of the Sixth Regional Integrity Week in Latin America, the topic of human rights and gender in business integrity was discussed in depth. Topics such as behavioural compliance, gender, the Sustainable Development Goals Agenda and the role of public policy were discussed. The moderators and speakers were able to address key issues for the improvement of business strategies around these fundamental issues in today's world. Through the exchange of ideas and experiences, the implementation of business integrity programmes from a human rights perspective was put on the table, with an emphasis on how to put into practice solutions that allow these issues to be integrated into the organisational structures of companies.

### Main challenges

- Within feminist concepts, a formal equality before the law is now accepted, which was previously lacking, a gender differentiation was established in their situation as subjects of law.
- Women have not been included in the labour market, as they do not participate in the same way as men. Therefore, women cannot be considered equal in rights when they do not have access to the same economic resources.
- There is an economic impact due to gender differentiation, when looking at the market itself, it is observed that there is no equal participation between women and men, making the gender gap visible.
- There is a lack of perspective within the norm, as this generally does not include the cultural context. There are unconscious barriers that are obstacles that all human beings possess and are not aware of their existence.
- Any programme that attempts to structure without considering the behavioural perspective must be considered incomplete.
- Human beings are generally guided by their intuitive system, which leads them to act quickly on the principle of survival. This leads to biases and prejudices that affect the creation of integrity programmes and policies.

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### Best practices shared

- In order to generate a better culture of integrity, the behavioural approach must be worked on from the grassroots of the companies in order to reduce the biases and obstacles generated by the use of a single system.
- Behavioural Compliance contributes to generate greater integrity, reduce gender differences and promote respect for human rights as it is a key and transversal approach. It is a whole that happens both within the internal context and in the external context.
- Gender policies are a fundamental issue to include in the workplace, especially when developing systems within companies.

### Future recommendations

- The potential for economic improvement that the elimination of economic gender gaps can bring includes GDP growth, by enabling better economic situations to be generated that allow for the inclusion of people without gender discrimination.
- Understanding personal biases and obstacles is the first step towards a culture of integrity.
- The materialisation of the fulfilment of Human Rights is the Agenda of the Sustainable Development Goals, as Human Rights are made feasible through the creation of public policy and the SDGs are put into practice through their targets when they are included in the design of public policy.
- The 2030 Agenda includes linking the Public Sector, the Private Sector and the State as agents of change that generate synergies around the achievement of the SDGs.
- Continue to maintain and promote a culture of Speak Up, prevention, detection and constant response, while working on the development of gender policies.