



# Integrity and Gender: Virtual Dialogue Series

## Role of Compliance within the Gender Strategy of the Company

### Key Takeaways

#Compliance #Integrity #Gender #Regional #Exchange

29 October 2020 | Latin America

Understanding the complex relation between gender and corruption is an essential step towards promoting women's rights and establishing a level playing field. This third event in the series focused on the Role of Compliance within the Gender Strategy of the Company, highlighting the challenges that compliance professionals face when working with processes related to gender and how their work is a fundamental part of the gender strategy in the company. The following experts from Latin America were invited to share their perspective with us:

1. **Maria Agustina Carbon** – Head of Business Conduct and Regulations, Grupo Gire
2. **Maria Barbara Marcen** – Chief Compliance Officer, Baker Mckenzie
3. **Ricardo Jungmann** – Director of the Master in Business Law, LLM of the Catholic University of Chile

With the moderation of:

- **Enrique Prini Estebecorena** – Of Counser Compliance & Energy

### Challenges

- The link between gender and compliance is often not clear for companies, which makes it hard to address both issues efficiently.
- Managers need to be made aware of prevalent gender issues in the business environment in order to achieve a commitment from top management.
- Deep changes that increase gender equality require a cultural change and a change in values, which is often a long and difficult process, but not an impossible one.
- We need to raise awareness and engage our leaders so that the cultural changes we achieve, permeate and translate into greater gender equality, diversity and integrity.
- All personnel in public and private companies must receive continuous training on integrity and gender issues. This is not an easy task, but it is essential if we really want to generate cultural changes and work on gender issues.



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#### Best practices

- Ministers, personnel or areas specifically in charge of gender issues are appointed to carry out gender equality and non-discrimination policies in the company.
- Senior administration and top management are the first to express their commitment to gender equality. If there is no commitment from top management, then there is no compliance or gender measures that can work in the company.
- The codes of ethics and conduct are adapted to the cultural diversity of the countries and regions where they work. Codes of conduct are not only translated but are also adapted to the context of the country and the industry in which they operate.
- Managers ensure they receive proper training and have the capacity to resolve gender issues. They are prepared to intervene and solve problems when needed.
- Proper training on gender and compliance is also given to all members of the company.

#### Recommendations

- The regulations and codes approved in the company must not only be directed to the workers but also to the top management, to the directive government.
- We must not only sanction, but also recognise the right to equality and incentivise its promotion and compliance with the codes of ethics.
- To achieve pay equity, it is recommended to monitor the payment process, be transparent and publish payments by position and gender.
- If there are already codes of conduct and ethics, it is recommended to review their message, tone, clarity and simplicity. These codes must be understood by all members of the company. They should not have technicalities and should include a gender perspective.
- Specific and oriented training on these issues is recommended for all those in charge of receiving complaints or handling gender cases.
- We must strengthen the codes with as many perspectives and visions as possible since all members of the business must understand and comply with the code. The integrity and ethics programme is multi-dimensional and it therefore needs a multi-dimensional vision.