Main challenges

- The impact of corruption being differentiated by gender. Where commonly, women and specific gender groups are more affected. An example of this being sextortion or harassment.

- Gender-related biases.

- Challenges and realities that women face in the business world, such as being used only for their image or exchange of favors.

- Understand and raise awareness on the relationship between gender and integrity, especially in the private sector.

- Raise awareness on the relationship between gender and business integrity, as there is not a lot of information on the topic.
Best practices shared

- Integrity Coffe: A series of events in México, which provided a safe space for women entrepreneurs to share their experiences in the business world.
- Compliance Guide with Gender Perspective: Include in all the compliance efforts a gender perspective.
- Workshop for ethic negotiation for women entrepreneurs: Tools for women to include ethics and a gender perspective during negotiations.
- That business partners and collaborators adopt also ethical behaviors and practices.
- Integrity as the base and pillar to build partnerships and associations.
- Act and lead with the example in terms of the environment, economy, and integrity.
- Multisystem approach in the private sector with compliance policies.
- The importance of the human resource and communication departments in securing the work environment is in line with the values of the business/company.
- Representative groups of minorities within the company.
- Training with a gender perspective and safe reporting channels.

Future recommendations

- Sharing the fact of integrity having a comparative advantage for businesses.
- Ensure a gender perspective in all the different efforts of compliance within the company.
- Raise awareness on the relationship between gender and business integrity.
- The need for anti-corruption efforts to include a gender perspective.
- Incentives for identifying better practices, so a culture of integrity and compliance can be developed.
- Bring up the subject on a daily basis.
- Responsible leadership: open, listening, empathetic and accountable. Appreciation on diversity.
- Call to action, and review for spaces of improvement.
- More women in decision-making positions.