



# Integrity and Gender: Virtual Dialogue Series

## How does business corruption affect women?

### Key Takeaways

#Compliance #Integrity #Gender #Regional #Exchange

27 August 2020 | Latin America

Understanding the complex relationship between gender and corruption is an essential step towards promoting women's rights and establishing a level playing field. This first event in the series seeks to introduce the topic by sharing statistics, studies, good practices and existing information on the link between gender and integrity. The dialogue emphasises the impact of corruption on businesswomen.

The following experts from Latin America were invited to share their ideas with us on the selected topics:

1. **What is the relation between gender and business?** | Mónica Cortes, CEO at Equilátera
2. **What is the importance of a gender perspective within businesses?** | Betina Azugna, CSR Manager at Grupo Sancor Seguros
3. **What is the relation between gender and integrity within companies?** | Sabrina Cejas, Site Compliance for Argentina at Newmont Corporation
4. **How does corruption affect women?** | Lisa Witthohn, Legal Advisor at Transparency International Guatemala

### Challenges

- Underemployment and informal employment are higher among women than among men.
- Women, because of their vulnerability in business, are subject to more extortion, often of a sexual nature.
- There are important gaps between men and women in the business, such as access to work, transversal mobility and wages.
- Women occupy a very low percentage of management jobs and a large proportion of the entry-level jobs in the company. This puts women in a vulnerable position in the company, because in times of crisis, they tend to be the first to be fired and the last to be reincorporated to the labour market.
- Some companies don't have the will or the knowledge to step out of their comfort zone and incorporate gender perspectives within their businesses.
- Creating safe spaces inside the companies to share ideas and experiences that women can take advantage of is need it but rarely found.
- We must ensure that companies of all sizes have policies and regulations to manage processes that achieve the objectives of gender equality.



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#### Best practices

- Making visible the actions of women within the company.
- Working on inclusive communication within the company.
- Offering trainings in accordance with discrimination and gender violence, for all members of the company. It is vital that all workers know the policies within the company.
- Creating a committee or dedicating a human resources or compliance section to monitor and promote gender equality in the company.
- Putting it in writing, with a commitment from the management and involving all stakeholders within the company and its supply chain.
- Companies can use international guidelines and best practices, such as the [United Nations Women's Empowerment Principles](#), or the [Gender Equality Model](#) of the International Labor Organization.

#### Recommendations

- Exchanges of experiences between women will be key to understanding more deeply the complex relationship between gender and compliance.
- Companies with greater diversity will receive economic but also reputational benefits, risk management benefits and an improvement in the working environment.
- It is essential that diversity policies are in place throughout the whole company's activity, from recruitment to access to senior management positions.
- Including and empowering women is essential to improve the quality of life of men, women, families and communities, and will be essential to establish more stable societies.
- By publicly committing to gender equality, the CEO paves the way for specific policies from which the business can develop concrete action plans that can bring the aforementioned benefits to the company.
- What do gender and compliance have in common? The culture, the behaviour, the biases, the grey areas. For there to be transparency and gender equality, a cultural transformation within the business is also needed.