

Gender Diversity and Inclusion for a Fair Business Environment



AN ASEAN NARRATIVE



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GLOSSARY

This section provides a definition of key concepts in the context of this report:

Business Integrity: a set of principles, rules, practices, and policies to run companies based on transparency, accountability, strong ethical guidelines, and anti-corruption compliance.

Corporate Governance: according to OECD, it “involves a set of relationships between a company’s management, its board, its shareholders and other stakeholders. It provides the structure through which the objectives of the company are set, and the means of attaining those objectives and monitoring performance are determined.”

Gender Equality: the equal rights, autonomy, responsibilities and opportunities of women and men, and that the rights, responsibilities, and opportunities of individuals will not depend on whether they are born male or female. The power dynamics between women and men based on equality.

Gender Diversity: having a fair representation/proportion of all genders in an environment.

Gender Inclusion: all individuals, regardless of whether they are born male or female, have a sense of belonging and empowerment, equal access to opportunities and equal participation in activities, including in the decision-making of an institution or community.

Gender Equality at Workplace: workplace culture and practices that value female and male workers equally with no gender-based discrimination, and that ensure safe and enabling environment for all individuals to perform their functions with equal pay and equal opportunities.

Gender-Responsiveness: strategic intent and outcome that influence and eliminate both symptoms and underlying causes of gender inequality, taking into consideration the existing unequal gender relations and power dynamics.

Gender Social Norms: socially embedded informal rules and beliefs that assign different values to individuals based on their sex, and define how women and men should behave, what women and men should be capable of, and what women and men should be entitled to, etc. in a given group or society.

Gender Equal Leadership: quality of leaders which regards and promotes the value of gender equality as fundamental to an organization or society they lead. Having gender parity in the leadership positions of an organization or society, or having an environment in which women as well as men can excel as leaders without being succumbed to gender bias, is integral to this concept.

FOREWORD

Good corporate governance is the foundation of responsible and sustainable business, and a key feature of it is inclusion. A fair business environment will only be achieved when we succeed in removing the barriers that women and other marginalized groups face to access and thrive in the workplace, to progress in their careers and to reach decision-making levels in their organizations. Business cannot thrive until boards represent the diversity of society in which they work. A recent McKinsey study shows that companies which score higher on gender diversity in executive teams are 25 percent more likely to reach above-average profitability, in an upward trend from 2014 until today¹.

The business sector is a key actor for the realization of the Sustainable Development Goals of the 2030 Agenda. Companies are called to shift from a voluntary corporate social responsibility approach to a model where business integrity is at the core of their value system, in order to help them mitigate risks associated with corruption, discrimination and harassment in the workplace.

Business integrity goes well beyond anti-corruption compliance, and touches upon diversity, inclusion and gender equality. Phenomena like discrimination, gender pay gap, exclusion from business opportunities, bullying, and sexual and other types of harassment are all examples of integrity flaws that not only hamper the internal environment of a company, but also impact the lives of their employees and the communities in which they live. Recognizing and addressing these problems is key for companies that want to lead in both diversity and inclusion and business integrity, ultimately contributing to the achievement of the Sustainable Development Goals.

UNDP and the UK Prosperity Fund attach great importance to our collaboration through the project “Promoting a Fair Business Environment in ASEAN (FairBiz)” which is working to advance this agenda. We hope this advocacy report will trigger further action in ASEAN, building a regional narrative that offers an overview of the catalytic factors fostering gender equality, diversity and inclusion in business: social norms, the enabling environment and organizational policies.

The company insights and good practices presented in this advocacy report cover a wide range of measures to foster gender equality. We hope that they can spur a plethora of ideas for others to emulate, ultimately changing the world into a better place.



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¹ McKinsey, [Diversity wins: How inclusion matters](#), (2020)

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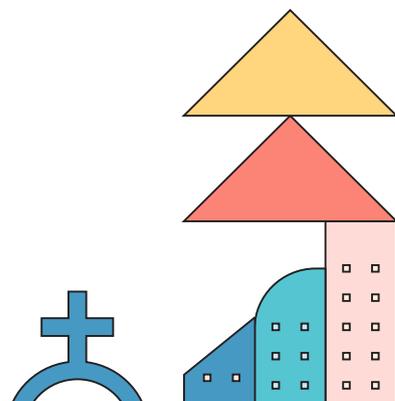
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INTRODUCTION



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