

## **The Pearl Initiative and SABIC Join Forces to Provide Female Business Leaders a Unique Gender and Corruption Training in Saudi Arabia and the UAE**

The Pearl Initiative, a business-led non-profit organisation focused on promoting corporate accountability in the Gulf Region, partnered with SABIC to organize a series of four workshops on Gender and Corruption in Saudi Arabia and UAE. SABIC developed the curriculum for the training in collaboration with the B20 integrity and Compliance Task Force. The training provided a forum for women leaders and executives to discuss and identify strategies to combat workplace corruption and other related challenges in the business environment.

Baker Sindi, Senior Manager, Compliance Programs MEA at SABIC and Shatha Awdah Al-Shammari Senior Manager, New Hire Experience at SABIC, led the workshops, which engaged 75 female and male business leaders and executives. The primary objective of the workshops was to equip participants with the skills required to recognize and address gender-specific issues related to corruption. In order to achieve this, the workshops employed a variety of training methods, such as case studies, role-playing, and scenario analysis, to teach female and male business leaders about the impact of corruption on women and how women could be impacted differently than men.

Diversity can be a valuable tool in the fight against corruption, and it can have a significant impact in several ways. For instance, a report by McKinsey & Company, titled "The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion to Global Growth", highlights that matching the rate of improvement of the fastest-improving country in the region could potentially add as much as \$12 trillion, equivalent to 11 percent of the annual 2025 GDP, in a "best in region" scenario. However, in a more ambitious "full potential" scenario, where women play an equal role to men in labour markets, up to \$28 trillion or 26 percent could be added to the global annual GDP by 2025

Shatha Awdah Al-Shammari Senior Manager, New Hire Experience at SABIC, said: "In many countries, women still find it hard to enjoy equal rights and opportunities, with many facing discrimination, cultural or religious bias, harassment and violence. Even within their family roles, women face corruption when accessing public services such as healthcare and education. We can see that the cultural prevalence of these practices often crosses over into the workplace."

According to figures shared by Saudi Human Rights Commission, the participation of Saudi women in the labour market has increased from 21% to 35% over the past 5 years. Therefore, there is a growing need to educate and provide women with a platform to identify and report corruption to benefit companies and their supply chains.

Danah Abboud, Diversity in Business Leadership Programme Manager at the Pearl Initiative, said: "The Saudi economy is booming with an increasing number of women either entering the workplace for the first time or moving up the career ladder into leadership positions. This provides an ideal opportunity for women to become female mentors and thought leaders to inspire, aspire and lead social change, ensuring gender inequality and corruption do not hinder the progression of women in the region."

For partnerships and trainings please reach out to Pearl Initiative at [enquiries@pearlinitiative.org](mailto:enquiries@pearlinitiative.org) - ENDS-

## **Notes to Editors**

### **About the Pearl Initiative**

The Pearl Initiative is the Gulf region's leading independent, non-profit organisation working to promote the business case for a corporate culture of accountability and transparency. The organisation was established in 2010 by regional business leaders in cooperation with the United Nations Office for Partnerships. The Pearl Initiative is the only private, non-profit Gulf business network to receive special consultative status from the United Nations Economic and Social Council.

The Pearl Initiative runs a series of corporate governance-related programmes, including Anti-Corruption Best Practices, Diversity in Business Leadership, Governance in MSMEs, Governance in Family Firms, Governance in Tech, and Governance in Philanthropy. The organisation also conducts locally relevant research, hosts workshops and executive education training sessions, and convenes business leaders, policy makers, students, and non-profit executives to encourage a proactive approach to implementing best practices in the workplace across the Gulf region. With a growing network of over 40 regional and international partners, the Pearl Initiative continues to strive to be the leading business-led action-oriented platform to advance corporate governance as a key driver of competitiveness, job creation, and sustainable economic growth across the Gulf region.

For more information, please visit [www.pearlinitiative.org](http://www.pearlinitiative.org) and check out our Social Media Channels: @PearlInitiative on Facebook, YouTube, and Twitter and @ThePearlInitiative on LinkedIn & Instagram.