

## **MAKING THE INVISIBLE VISIBLE: EXPLORING THE DRIVERS AND OUTCOMES OF HUMAN RIGHTS REPORTING IN LATIN AMERICA**

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## **Introdução**

Human rights disclosure is increasingly recognized as a key component of corporate sustainability. In regions like Latin America, where labor abuses, inequality, and weak enforcement remain critical issues, such reporting plays a vital role in enhancing organizational transparency. It also contributes to stakeholder engagement, risk management, and the promotion of social accountability in corporate behavior.

## **Problema de Pesquisa e Objetivo**

The present article aims to analyze the drivers and the outcomes of human rights reporting in Latin America. This research seeks to understand whether internal factors—such as board gender diversity, board independence, and board skills—encourage firms to engage in human rights reporting, as well as the potential impacts of such reporting on corporate reputation and market value.

## **Fundamentação Teórica**

Guided by Agency Theory and Expectancy Violation Theory, we constructed five research hypotheses. Agency Theory supports the idea that diverse and independent boards reduce information asymmetry and foster transparency. Expectancy Violation Theory explains how stakeholder expectations and perceived legitimacy are shaped by disclosure practices, impacting firm outcomes.

## **Metodologia**

The study examines 416 large Latin American firms using a mixed-method approach. Panel data regression identifies linear effects of governance characteristics on human rights disclosure and its consequences, while fuzzy-set Qualitative Comparative Analysis (fsQCA) uncovers complex causal configurations. By combining quantitative and qualitative methods, the study offers a comprehensive understanding of both the drivers and outcomes of human rights reporting.

## **Análise dos Resultados**

The results show that gender diversity and board independence significantly improve disclosure levels. Human rights disclosure by companies increases their market value and corporate reputation. The findings also reveal ways to improve the quality of human rights reporting in Latin America.

## **Conclusão**

Human rights reporting helps make visible the often-invisible abuses in corporate settings. Board composition plays a critical role in advancing transparency. Disclosure yields both reputational and financial benefits, strengthening the business case for ethical governance in Latin America.

## **Contribuição / Impacto**

To the best of the authors' knowledge, this is the first study to analyze human rights disclosure in Latin America. This study expands theoretical knowledge on transparency in emerging markets. We highlight how human rights disclosure can increase the legitimacy of organizations, and the findings also support policymaking aimed at promoting responsible business conduct.

## **Referências Bibliográficas**

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