

FREQUENTLY ASKED QUESTIONS

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What is Target Gender Equality?

Target Gender Equality is a gender equality accelerator programme focused on supporting companies participating in the United Nations Global Compact in setting and meeting ambitious corporate targets to increase women's representation and leadership in business. The programme calls for bold action to advance gender equality at all levels and across all areas of business. The programme will commence in 2020 with a focus on women's representation at the Board and Executive Management levels. Additional dimensions of women's leadership, such as the inclusion of women-led businesses in global supply chains, will be added to the programme in 2021.

Target Gender Equality is focused on country-level action and learning and is run in collaboration with Global Compact Local Networks.

How will Target Gender Equality help my company meet its sustainability objectives and contribute to the achievement of the Sustainable Development Goals (SDGs)?

Through Target Gender Equality, companies participating in the UN Global Compact will be challenged to assess their gender equality performance, set ambitious corporate targets and take action to address barriers to gender equality, both within their organization and their broader sphere of influence. In doing so, participants will:

- Demonstrate commitment to and implementation of the Ten Principles of the UN Global Compact, in particular [Principle 1](#) on human rights and [Principle 6](#) on labour;
- Demonstrate alignment with the UN Guiding Principles on Business and Human Rights.
 - In a [recent report](#) submitted to the Human Rights Council, the Working Group on the issue of human rights and transnational corporations and other business enterprises called for companies to set measurable targets, take measures to ensure equal representation of women in the workforce at all levels, and specifically recommended use of the Women's Empowerment Principles Gender Gap Analysis Tool.
- Operationalize the [Women's Empowerment Principles \(WEPs\)](#);
 - The Women's Empowerment Principles (WEPs) are a joint initiative of the UN Global Compact and UN Women launched providing guidance to business on how to empower women in the workplace, marketplace and community. Among other things, the WEPs call for businesses to "assure sufficient participation of women – 30% or greater – in decision-making and governance at all levels and across all business areas". Over 2,000 global business leaders have signed the CEO Statement of Support for the WEPs.
- Directly support the achievement of Goal 5 of the 2030 Agenda for Sustainable Development
 - Specifically, Goal 5.5 calls for women's full participation and equal opportunities for leadership at all levels of decision-making, including in economic life, by 2030;
- Create positive impact across the SDGs.
 - Research shows that women's leadership and economic empowerment is a catalyst for progress on a range of sustainable development objectives, from education (Goal 4) and health (Goal 3) to poverty alleviation (Goal 1) and climate action (Goal 13);
- Strengthen their ESG performance.
 - According to a [meta analysis](#) commissioned by the International Finance Corporation, there is a positive correlation between women's representation in leadership and ESG performance;

How is Target Gender Equality related to the Women's Empowerment Principles?

The [Women's Empowerment Principles \(WEPs\)](#) were launched by the UN Global Compact and UN Women in 2010. They provide a holistic framework for business on how to empower women in the workplace, marketplace and community. The WEPs CEO Statement of Support provides an opportunity for business



leaders to signal their support for gender equality. Target Gender Equality is a gender equality accelerator programme for companies participating in the UN Global Compact that builds on and supports the objectives of the Women's Empowerment Principles by helping companies set and meet ambitious targets for women's representation and leadership in business – a key component of the WEPs. The Women's Empowerment Principles will inform discussions and help companies navigate potential barriers and opportunities. Among other things, participants will use the WEPs Gender Gap Analysis Tool to get a holistic understanding of their gender equality performance and to assess current policies and practices. The WEPs CEO Statement sign-on process is managed by UN Women. Learn more [here](#).

My company has signed the CEO Statement of Support for the WEPs. Can we join Target Gender Equality?

Target Gender Equality is an accelerator programme for UN Global Compact participants. If your company has not yet joined the UN Global Compact, please learn how to do so [here](#).

What is the WEPs Gender Gap Analysis Tool?

The Women's Empowerment Principles Gender Gap Analysis Tool is a free, user-friendly, and strictly confidential online platform that helps companies to assess current policies and programmes, highlight areas for improvement, and identify opportunities to set future corporate goals and targets. The Tool is managed by the UN Global Compact and was developed in collaboration with UN Women, the Multilateral Investment Fund of the IDB, and IDB invest. The Tool can be accessed [here](#).

What activities does Target Gender Equality include?

The programme consists of:

- Performance Analysis: Tailored facilitation of the WEPs Gender Gap Analysis Tool a free, user-friendly, and confidential online platform that helps companies to assess current policies and programmes, highlight areas for improvement, and identify opportunities to set future corporate goals and targets.
- Capacity Building: In-country workshops with peers and experts to help companies set and meet ambitious targets for women's representation and leadership, specifically at the Board and Executive Management levels. Workshops are designed to recognize and respond to different country contexts and will assist companies in generating unique action plans for consideration by company leadership.
- Multi-Stakeholder Action Dialogues: Organization of high-level dialogues with business, government, investors and other stakeholders focused on identifying concrete actions and generating tangible commitments to remove barriers to gender equality, strengthen drivers and unlock the full potential of women's business leadership to advance the SDGs.
- Advocacy: Participants will be invited to join the UN Global Compact in calling for urgent business action to increase women's representation and leadership in business. A range of communication channels will be leveraged including web, social media and the UN Global Compact's monthly bulletin.
- Events: UN Global Compact high-profile gatherings, including events held during UN General Assembly Week (September), the Women's Empowerment Principles (WEPs) Forum during the Commission on the Status of Women (March), the UN Global Compact Leaders Summit and 20th Anniversary (June, 2020) and regional Making Global Goals Local Business (MGGLB) events held throughout the year around the world, will be leveraged to promote Target Gender Equality messaging and outcomes.



What is the duration of the programme?

Company registration will begin in February 2020. Activities will start in April 2020 and conclude in March 2021. Please consult your Global Compact Local Network for a detailed schedule of activities in your country.

What are the benefits of participating for companies?

Companies participating in Target Gender Equality will be equipped with the research, network of partners and experts, and knowledge to confidently set and meet ambitious corporate targets for women's representation and leadership in business. Participants will have the opportunity to demonstrate their commitment to measurable progress on gender equality to their employees, investors and other stakeholders and profile women in their organization who are driving business success, sustainability, and contributions towards the SDGs.

Who from our company should participate in the programme? Are there eligibility criteria that we should be aware of?

All participating companies are asked to nominate two representatives to actively participate in the programme on behalf of the company. This includes attending Target Gender Equality meetings/events and coordinating with colleagues across the organization to advance Target Gender Equality objectives. Participating companies are strongly encouraged to consider diversity of perspective in terms of personal profiles (e.g., male/female), corporate function and level within the organization when nominating Target Gender Equality representatives. In addition to the Target Gender Equality representatives, all participating companies are requested to nominate a top-level "Ambassador" to follow Target Gender Equality developments, provide support to the company representatives as needed, and represent the company at high-level events that are part of or related to Target Gender Equality. The Target Gender Equality Ambassador should have a direct line of communication to the CEO (e.g., Member of the C-Suite or Board). The company's CEO may also decide to take on the role of Target Gender Equality Ambassador.

Is there an extra cost for my company to participate?

A small cost-covering fee may apply. Please contact your Local Network for further information.

Where does the programme take place?

The programme is currently being offered by Global Compact Local Networks in the following countries: Australia, Brazil, Chile, Costa Rica, Croatia, Ecuador, India, Indonesia, Japan, Jordan, Kenya, Lebanon, Mexico, Paraguay, Portugal, Republic of Korea, Russia, Spain, Sri Lanka, Turkey and United Kingdom.

Is any company participating in the UN Global Compact eligible to take part in the programme?

All companies participating in the UN Global Compact are eligible to take part in the programme as long as they are based in a country where the Global Compact Local Network is participating. Please see the current list [here](#).

My company is just getting started on our journey to advance gender equality. Is Target Gender Equality an appropriate programme for us to participate in?



The Target Gender Equality programme starts by helping companies understand their current gender equality performance through facilitated use of the WEPs Gender Gap Analysis Tool, identifying strengths and areas for improvement. Participants will also be introduced to the latest research supporting the business case for women's representation and leadership. A series of three in-country workshops will then help participating companies generate concrete action plans to set and meet corporate targets for women's representation and leadership in business, unique to their company context and performance status. While participating companies are encouraged to be ambitious, the programme emphasizes continuous progress. Participating companies will also expand their network of UN partners, peers and experts that can further assist them in meeting their gender equality goals.

My company does not currently have a corporate target in place to advance women's representation and leadership. Are we required to set a target in order to participate?

No. The purpose of Target Gender Equality is to help companies set and meet ambitious targets for women's representation and leadership in business. Companies need not have targets in place in order to participate. Through Target Gender Equality, we aim to provide participating companies with the research, knowledge and network of partners needed to confidently set and meet corporate targets for women's representation and leadership in business.

My company already has targets in place to advance women's representation and leadership in business. Is Target Gender Equality an appropriate programme for us to participate in?

Yes. Companies that already have targets in place will benefit from engaging with experts and engaging in peer-to-peer learning. In addition to uncovering strategies to fast-track progress toward existing targets, companies may be inspired to raise the ambition of their targets to better align with the Global Goals and stakeholder expectations. Participating in Target Gender Equality also provides a platform for leading companies to share their experiences and showcase progress made. Companies with truly ambitious targets and practices may also be invited to join the Target Gender Equality Global Coalition, a small network of expert partners and leading companies that inform the development of programme materials and support Target Gender Equality activities by sharing expertise.

Can non-business Global Compact participants join Target Gender Equality?

While the programme is designed for business, non-business participants with expertise and knowledge relevant to Target Gender Equality are encouraged to discuss opportunities to support Target Gender Equality with their Global Compact Local Network representative.

My company is not based in a country where there is a participating Global Compact Local Network. How can we take part in the programme?

Unfortunately, as this is a country-level programme, only companies based in countries where the Global Compact Local Network is running the programme can participate.

How do I register to participate?

Companies interested in joining the programme can fill out the [registration form](#) or connect directly with their participating Global Compact Local Network.