



TARGET GENDER EQUALITY



Setting and meeting ambitious corporate targets for women’s representation and leadership

A global programme focused on local collaboration, driving bold business action to advance gender balance in business and accelerating progress to achieve the Sustainable Development Goals.

PROGRAMME OVERVIEW

Target Gender Equality is an accelerator programme for companies participating in the United Nations Global Compact to deepen their implementation of the Women’s Empowerment Principles and to strengthen their contribution to Sustainable Development Goal (SDG) 5.5 which calls for women’s full participation and equal opportunities for leadership by 2030.

Through performance analysis, capacity building workshops, peer-to-peer learning and advocacy, Target Gender Equality has supported over 800 companies in more than 40 countries to date in setting and meeting ambitious targets.

BENEFITS	ELIGIBILITY	PROGRAMME
<ul style="list-style-type: none"> ■ Gain the knowledge you need to increase gender equality related legislation and diversity requirements ■ Understand your current gender equality performance through the facilitated use of the Women’s Empowerment Principles Gender Gap Analysis Tool and explore aggregate results with peers to identify common challenges and opportunities ■ Unpack the business case for gender equality and understand the benefits of diversity and inclusion ■ Engage in accelerated learning opportunities, identify enabling policies and practices, and develop a tailored action plan to support accountability ■ Confidently set ambitious and realistic targets for women’s representation and leadership, demonstrating commitment and action to your employees, investors and other stakeholders ■ Build a network of peers, UN partners and experts to support your gender equality strategy and work collectively to tackle persistent barriers to gender equality ■ Network with colleagues across all regions in an exclusive Target Gender Equality LinkedIn Group 	<p>In order to take part in Target Gender Equality, companies are required to be members of the UN Global Compact or willing to join and meet the following criteria:</p> <ul style="list-style-type: none"> ■ Committed to learning about corporate target setting and taking actions to increase women’s representation and leadership in business ■ Willing to appoint two representatives to participate in programme activities and events and an executive-level “ambassador” to follow programme developments, provide support and participate in high-level events ■ Currently engaged with a Global Compact Local Network or willing to join if required by the Network <p>Target Gender Equality primarily focuses on private-sector participants. If you are a nonbusiness organization interested in Target Gender Equality, you can contact your Global Compact Local Network to explore potential opportunities to get involved in the initiative.</p>	<p>The below programme will take place virtually in each country, complemented by further optional regional and global engagement opportunities:</p> <ul style="list-style-type: none"> ■ Onboarding webinar to meet your peers ■ Performance Analysis and aggregate results discussions based on the WEPs Gender Gap Analysis Tool ■ Three capacity building workshops: <ul style="list-style-type: none"> ■ Setting Targets & Defining Ambition ■ Strategies for Success ■ Measuring & Communicating Progress ■ An Action Planning Guide will support participants to apply learnings within each company’s context ■ Exclusive access to practical tools, good practice collections and learning opportunities through the UN Global Compact Academy ■ High-level global events including Target Gender Equality LIVE every March as well as guidance on how to take meaningful action to leverage International Women’s Day ■ Advocacy opportunities and multi-stakeholder Action Dialogues to jointly raise the bar for gender equality

COUNTRIES

Global Compact Local Networks in the following countries are participating in Target Gender Equality:

- Argentina
- Austria
- Bangladesh
- Bolivia
- Brazil
- Canada
- Chile
- China
- Colombia
- Croatia
- Denmark
- Ecuador
- Egypt
- El Salvador
- Georgia
- Germany
- Greece
- Guatemala
- Indonesia
- Italy
- Japan
- Jordan
- Kenya
- Lebanon
- Malaysia & Brunei
- Mauritius & Indian Ocean
- Mexico
- Morocco
- Netherlands
- Nigeria
- Norway
- Pakistan
- Paraguay
- Peru
- Poland
- Portugal
- Republic of Korea
- Saudi Arabia
- Serbia
- South Africa
- Spain
- Sri Lanka
- Sweden
- Switzerland & Liechtenstein
- Tanzania
- Tunisia
- Turkey
- United Arab Emirates
- United Kingdom
- United States of America
- Uruguay

Is your country not listed? Reach out to targetgenderequality@unglobalcompact.org

TESTIMONIAL

“
This programme is an eye opener. What you think you know about gender equality is just the tip of the iceberg.
”

— TGE Participant
from Kenya

“
I am so glad I have taken the Target Gender Equality programme. Women now represent more than 50% of our company's workforce, including in STEM, management and company ownership.
”

— TGE Participant
from India

“
Most companies don't know where to start when addressing the issue of gender equality in business. The Target Gender Equality Accelerator gives you a roadmap.
”

— TGE Participant from
the United States

TIMELINE

- Company registration: March 2022–May 2022
- Programme begins: July 2022 (Please check exact dates with your Global Compact Local Network)
- Programme ends and opportunity to showcase outcomes at Target Gender Equality LIVE event: March 2023

READY TO JOIN?

Contact the Global Compact Local Network in your country to learn more and register on our website: unglobalcompact.org/target-gender-equality