



TARGET GENDER EQUALITY



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

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 Goals (SDGs). In particular, the programme supports business in taking meaningful action towards SDG 5.5 which calls for women's full participation and equal opportunities for leadership by 2030, as well as SDG 8.5 which aims to achieve equal pay for work of equal value by 2030.

Through performance analysis, capacity building workshops, peer-to-peer learning and advocacy, Target Gender Equality has supported over 1,500 companies in more than 50 countries in setting and meeting ambitious corporate targets for gender equality

| BENEFITS | ELIGIBILITY | EXPERIENCE |
|---|---|---|
| <ul style="list-style-type: none"> ■ Gain the knowledge you need to comply with 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 ■ Confidently set ambitious and realistic targets for gender balance, women's leadership and equal pay for work of equal value ■ Engage in accelerated learning opportunities, identify enabling policies and practices, and develop a tailored action plan to support accountability ■ Demonstrate commitment and action for gender equality 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 exclusive events at the global, regional and local level | <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 advance gender equality at the workplace ■ 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 programme will take place virtually with select in-person engagements depending on the country. The programme is complemented by interactive e-learning tools and optional virtual regional and global engagement opportunities. Programme features include:</p> <ul style="list-style-type: none"> ■ Onboarding webinar to meet your peers WEPs 101 Session ■ Performance analysis and aggregate results discussions based on the WEPs Gender Gap Analysis Tool Policy Development workshop ■ Three capacity building workshops Global Expert sessions <ul style="list-style-type: none"> ■ An Action Planning Guide to support participants to apply learnings within each company's context ■ Exclusive access to practical toolkits, good practice collections and learning opportunities through the UN Global Compact Academy ■ High-level global events including a 'Countdown to International Women's Day' every February ■ Advocacy opportunities to jointly raise the bar for gender equality |

COUNTRIES

For the list of Global Compact Local Networks offering the in-country track of the programme in 2023, please visit the [Target Gender Equality Accelerator website](#).

Global track: Facilitated in English, the global track will offer the same curriculum content as the in-country track delivered through a series of live and on-demand sessions. This global track will be available in countries where an in-country programme is not available. Space is limited. For questions, please contact targetgenderequality@unglobalcompact.org

Francophone Africa Track: New this year, the Francophone Africa track will bring together companies from Francophone Africa and deliver the programme in French. Please apply for this option if you're located in a country from Francophone Africa that is not listed above.

TESTIMONIALS

“
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: 14 March-31 May 2023
- Programme begins: June 2023 (Please check exact dates with your Global Compact Local Network)
- Programme ends and opportunity to showcase outcomes at International Woman's Day Countdown: February 2024

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