



TARGET GENDER EQUALITY



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TGE NEWSLETTER | DECEMBER 2021

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With the year coming to an end, we wanted to thank you for your continuous support and leadership as part of the Target Gender Equality community. Just in the past month, many of you have joined our efforts in **calling for the elimination of violence against women and girls**, as well as becoming **HeForShe advocates for gender equality** on the occasion of International Men's Day.

We also recently discussed how to build alliances in the business of diversity; we encourage you to check out the great company examples in the session recordings in **English** and **Spanish**. We are now excited to embark into 2022 with our New Year's resolution of joining forces to empower women and girls around the world!

TOP NEWS



Over 300 companies from 19 countries completed the Target Gender Equality programme in March 2021. For the second round, over 500 companies from 44 countries are participating. We encourage companies who participated in the first round to complete a follow-up survey so that we can learn more about your progress and journey. **[Take the survey here](#)** »



The second annual Target Gender Equality LIVE will take place on 15 March 2022! Attendees will have the opportunity to showcase targets set to advance gender equity, discuss how the private sector can disrupt bias and unlock women's leadership and learn more about how women are key to solving world's greatest challenges. **[Watch last year's recordings here](#)** »

UPCOMING EVENTS

HOW TO CREATE ALLIANCES IN THE BUSINESS OF DIVERSITY

IRENE NAVIDAD, Global Summit of Women
FRANCISCO MUJALIM, Head of People Relations Mexico
SUJAWATHI KANDIAH, Global HR Manager Engineering P.C.
ELISABETH ANNA, RESCH, UN Global Compact
NORA VILLAFUERTE, GARZA, Nestlé Mexico
MARGARET JOHNSTON-CLAIRE, LOreal

THURSDAY, DECEMBER 2 | 1.5 HOURS
8AM: NEW YORK | 10AM: SÃO PAULO | 12PM: MADRID | 4PM: DUBAI | 7:30PM: Doha

Join us on 9 December to discuss how to advance gender equality in male-dominated industries. In this interactive session, several organizations will share their learnings and remaining challenges with including women in these underrepresented sectors. Register now for the session at 8 a.m. EST in [English](#) and 10 a.m. EST for [Spanish](#). [See more upcoming sessions here »](#)

Women's Empowerment Principles 101
Empowering Women in the Workplace, Marketplace, and Community
3 February 2022, 11 am – 12 pm EST

Establish high-level corporate leadership for gender equality.
Lead or sponsor and invest in women's economic growth and leadership.
Ensure the health, safety and well-being of all women and girls workers.
Promote education, technical and professional development for women.
Implement enterprise-wide policies, practices and systems that support women.
Promote equality through transparency, inclusion and advocacy.
Measure and publicly report on progress to advance gender equality.

WOMEN'S EMPOWERMENT PRINCIPLES | United Nations Global Compact | @UN WOMEN

To join the over 5,700 Women's Empowerment Principles (WEPs) Signatories who have committed to advancing gender equality by International Women's Month, we encourage you to already start the [application process](#). If you'd like to learn more about the WEPs, join us on 3 February for an informational WEPs 101 session. [Register for the webinar here »](#)

Local Action



In Portugal:

Global Compact Network Portugal launched a government-supported national target on gender equality, challenging companies to have 40% of women in decision-making positions by 2030. [Read more »](#)



In the United Kingdom:

Global Compact Network UK published the guide "**Women, Peace and Security: Guidance for Business**" exploring the role that companies can play in supporting key achievements for the women, peace and security agenda. [Download the report »](#)



In The UAE:

Global Compact Networks UAE, Lebanon and Jordan brought together experts at the UN Hub at EXPO 2020 Dubai to discuss gender equality and good practices in the context of the Arab world. [Check out some of the key takeaways »](#)

WHAT'S YOUR TARGET?

Special Dog – Target Gender Equality participant in Brazil

Target: 30% of women in high leadership positions by 2025

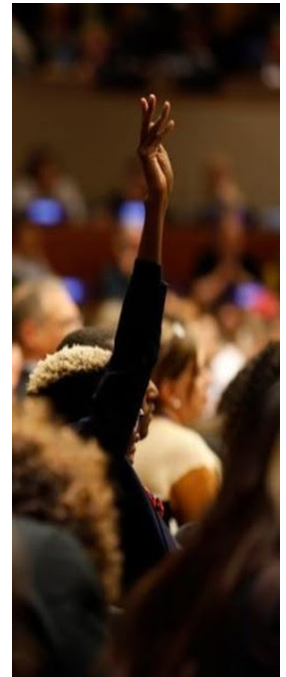
"We wish to evolve quickly to gender equity, influencing positively our value chain through the sharing of good practices."

[Learn more about Special Dog's plans & actions »](#)



Global Coalition News

- Dive into UNICEF's [playbook](#) on D&I in advertising
- Explore Shift's [toolkit](#) on valuing respect
- Watch recordings of the [Women Entrepreneurs Mean Business Summit](#) by the Cherie Blair Foundation
- Check out [Commonwealth Perspectives on Tackling Harassment and Violence at Work](#)
- Read about twelve lessons in gender lens investing by the [ITC](#)
- Explore the [Climate Action Gender Gap Report](#) by the 30% Club
- Access [campaign material calling out violence against women](#) by Global Compact Network Panama
- Explore Champions of Change's [framework](#) for workplace action on domestic and family violence
- Learn more about [gender mainstreaming in the business and human rights field](#) by the UN



Men as Allies



Laurent Sabourin, Chairman, International SOS, UK

"Among our most successful and pragmatic strategies have been mentoring and training promising female talent around the world to put them on a leadership track. This journey to equality is not easy, but we take the view that if we say it's too hard to do, then no progress will be made. So even if we do five inches of progress, that's worth it."

[Read more »](#)



Jose Luis Conde, Operations Aviation & Network Lead, Exolium, Spain

"Diversity is one of the best tools that we have to achieve our goals as an organization. We need to give more visibility to the less represented groups. In our case, we are more men than women, they will be less visible, and then they will have less opportunity."

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