



TARGET GENDER EQUALITY



"We need to stay cognizant of the fact that there are a number of factors that are structural barriers to getting women at the table. But all these barriers can actually be dismantled with firm and concerted efforts around it."

Sanda Ojiambo, CEO & Executive Director, UN Global Compact in conversation with Melinda Gates, Co-Chair, Bill & Melinda Gates Foundation - overheard at the Reykjavik Global Forum - Women Leaders

Dear All,

We are very encouraged by the meaningful discussions and inspiring practices shared through Target Gender Equality (TGE) capacity-building workshops all around the world.

The month of November was also marked by some key dates: We celebrated **International Men's Day** on 19 November and want to thank all men engaged in TGE for their continuous advocacy and support as allies for women's empowerment! **Women's Entrepreneurship Day** reminded us of the huge funding gap with less than 3% of VC funding in the United States going to female-founded startups last year — despite higher returns on investment. And we're amidst the "**16 Days of Activism Against Gender-based Violence**", an issue that became even more important in recent times of lockdowns and isolation. Data from our TGE COVID-19 Quiz indicates that only 25% of companies have taken action to respond to the increase of domestic violence. For inspiration, check out how Natura&Co supports domestic violence survivors.

We challenge you to keep raising your voice & advocating for gender equality — not only on International Awareness Days but every day in your professional and personal capacities!

- The Gender Equality Team at the UN Global Compact

## Top News



Global Compact Network **Mexico** marked the International Day for the Elimination of Violence against Women & **#16DaysOfActivism** by organizing a Target Gender Equality workshop with TGE company representatives dressed in orange - check it out!



TGE Participant Vodafone represented by Claudine McMahon, Global Head of Culture and Inclusion speaking at the UN Forum on Business & Human Rights:

"We have made it a priority to provide digital and other support to prevent domestic violence and abuse. A key example is "Apps against Abuse" that connect survivors with support but also raise awareness and give advice. As an employer, we are recognizing that **domestic violence and abuse in all of its forms is actually a world of work issue.**"

# Upcoming Events

**2 December: Business for Gender Equality** — organized by Global Compact Network Canada — featuring a discussion on TGE in preparation of its local launch in 2021

**3 December: Making Global Goals Local Business – Africa** — featuring a discussion on gender equality with TGE Senior Global Advisor, Musimbi Kanyoro and UN Women, and content studios by Global Coalition partners CBWN and ASU



**8-9 December: Women in Tech Summit** — organized in partnership with Global Compact Network Poland

**8 December: WOMENpreneurs: From Start-ups to Stars** — a virtual event organized by UN Global Compact, IOE & KAS

**10 December: The Power of Working Together** — organized by the WE EMPOWER-G7 Programme — featuring Global Compact Network Japan

## Local Action

**MUJERES HISTÓRICAS**  
Una iniciativa de la Red Pacto Global Chile en el marco del Programa Target Gender Equality

**GRACIELA MANDUJANO**  
Participó en la conformación del Partido Cívico Femenino en 1922, de la Unión Femenina de Chile y del Movimiento Pro-Emancipación de las Mujeres de Chile (MEMCH), del que fue Secretaria General entre 1944 y 1945. Además, dirigió la revista Acción Femenina en su primera fase.



### In Chile:

As part of its TGE programme Global Compact Network Chile launched an advocacy campaign about historic women and a practical webinar series sharing tools for gender equality. »Check out the webinars

### In Lebanon:

GCNL together with UN Women are ensuring a gender-inclusive recovery response by supporting women-owned micro & small enterprises impacted by the Beirut port explosion — aligned with Women's Empowerment Principles 5 and 6. »Read more

### In Sri Lanka:

Building on discussions through TGE the Network launched a Gender & Diversity Working Group to share knowledge, advocate, and work together to reach targets. »Stay tuned to join their first webinar soon

## What's your target?

Encouraging cultural change to position **balanced leadership**

Placing women amidst **building client relationships**

Creating **flexible working conditions**

Providing **equal opportunities** for women

### Capgemini India

**Target:** Advancing gender balance and ensuring happiness and well-being of our colleagues

“Having a diverse workforce gives an organization the benefit of different perspectives that can power business growth. We believe that by having more women across our ranks, we are more likely to be an empathetic organization and have higher-quality corporate social responsibility initiatives.”

»Learn more about Capgemini's targets & actions

# Global Coalition News

Updates from organizations in the TGE Global Coalition:

- Read the guide by UN Global Compact & UNICEF on Family-friendly Workplaces: Policies and Practices to Advance Decent Work in Global Supply Chains
- Check out the D&I Guide for Business by Global Compact Network Turkey, inspired by the WEPs Implementation Guide
- Take the UN Global Compact Academy E-learning Tool on Gender Equality
- Join the IFC webinar on Inclusive Leadership and Resilient Organizations (1 Dec)
- Join Catalyst's MARC Summit (3-4 Dec) - unpacking masculinity in the workplace
- Explore the outcomes of Global Entrepreneurship Week and events by the Commonwealth Businesswomen's Network putting women at the center
- Read how Marshalls - a UK TGE participant - used the WEPs Tool as inspiration to take targeted action
- Explore ASU's Global SDG5 Notification System on legal gender equality
- Learn more in IFC's Private Equity & Value Creation: A Fund Manager's Guide to Gender-Smart Investing
- Read about TGE actions in Poland in Forbes Women & Ofeminin thanks to the media patron Ringer Axel Springer



# When She Leads



**Gagandeep K. Bhullar, Founder & CEO, The SuperHuman Race Private Limited**

Running a technology company in India & the US, Gagandeep continuously has to fight bias against young female leaders. She believes in the power of data and access to information to drive change and calls for gender-neutral processes in the world of work. **»Read more**

**Tahmina Zaman Khan, Head of Sustainability, Mutual Trust Bank Limited**

Focused on financial inclusion in Bangladesh, Tahmina knows first hand the importance of skill enhancement and capacity building for women entrepreneurs. In her daily life, personally and professionally, she's advocating for mentorship, peer support and continuous learning opportunities. **»Read more**



# Tribute to Kamal Singh: a true ally for women's rights



With deep sadness the Global Compact announced the passing of Kamal Singh, the Executive Director of Global Compact Network India. Kamal played a key role in forging relationships with UN agencies in India, including fostering a strong partnership with UN Women. Kamal was one of the most active and energetic members of the Global Compact family, and a passionate advocate for women's rights. Under Kamal's leadership the Network's Annual Gender Equality Summit was born. He will remain an inspiration as we advance TGE, and will be deeply missed.

Check out GCNI's session at Uniting Business Live discussing TGE in India!

"Gender Equality is the key differentiator for sustainable growth. We need to address the challenges women are specifically facing during these times of COVID-19 and find ways how we as leaders can support our female employees during and post COVID-19."

- Kamal Singh



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