

# FREQUENTLY ASKED QUESTIONS

## PROGRAMME OVERVIEW

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### Q: What is the Target Gender Equality (TGE) Accelerator?

A: Target Gender Equality Accelerator is a high-impact, **six-month programme** designed specifically for companies participating in the United Nations Global Compact. In collaboration with UN Women, the program helps businesses translate their gender equality commitments into concrete actions, aligned with best practices and international standards, such as the Women's Empowerment Principles (WEPs). It supports companies in moving beyond ad-hoc initiatives and building a holistic, sustainable approach to gender equality. Participants engage in gap performance analysis, capacity-building workshops, peer-to-peer learning, and receive expert guidance to help them advance gender equality across their workplace, supply chains, and communities. More information on the learning journey can be found [here](#).

### Q: Where and how does the programme take place?

A: For the list of Global Compact Country Networks offering the in-country track of the programme in 2025, please visit the [Target Gender Equality Accelerator website](#). While most program related engagements take place online, some Global Compact Country Networks may decide to host in-person workshops as well. Get In touch with your country network representatives for more information on the delivery mode pertaining to your country.

### Q: Which language is the programme facilitated in?

A: To enable you to engage actively and openly, most of the Target Gender Equality programme is facilitated in local languages by Global Compact Country Networks. To allow for contributions by global experts, some pieces and additional engagement opportunities might be offered in English only. Please consult your relevant Global Compact Country Network to confirm the language relevant to your programme.

### Q: What is the duration of the programme?

A: The company registration period begins in March 2025 and concludes in May 2025. Some Global Compact Country Networks might close the registration period earlier, so we encourage you to apply as soon as possible. Programmatic activities and engagement opportunities will start in **September 2025 and conclude in March 2026**. Please consult your Global Compact Country Network for a detailed schedule of activities in your country.

### Q: Is there a cost for my company to participate?

A: Beyond existing fees to participate in the UN Global Compact and Global Compact Country Networks, there is no additional fee to participate in Target Gender Equality. Selecting Global Compact Country Networks may charge a nominal fee for participation. Please contact your Global Compact Network to learn more.

### Q: How is Target Gender Equality Accelerator related to the Women's Empowerment Principles?

A: The Women's Empowerment Principles launched by the UN Global Compact and UN Women in 2010, provide a comprehensive framework for businesses on how to empower women in the workplace, marketplace, and community. Signed by over 10,000 companies globally, WEPs also include the CEO Statement of Support, which allows business leaders to demonstrate their commitment to gender equality. The Target Gender Equality Accelerator builds on and amplifies the objectives of the WEPs, working closely with UN Women to help companies operationalize these principles. Through action planning, TGE Accelerator provides companies with a structured approach to advancing gender equality, helping them identify key issues, set ambitious targets, and create actionable strategies.

By leveraging tools like the WEPs Gender Gap Analysis Tool, participants gain a comprehensive understanding of their gender equality performance and are guided in assessing and improving policies and practices.

## **Q: What happens once the programme is over?**

A: Successfully implementing a holistic gender equality strategy requires ongoing commitment. Once the programme ends, it's time to put your Action Plan into motion and make meaningful change within your organization. To support your progress, you'll receive a survey nine months after completion to track your advancements, and we encourage you to engage with your Global Compact Country Network for country-specific opportunities and continued learning. Additionally, all TGE Accelerator participants are encouraged to take the WEPs Gender Gap Analysis Tool annually to measure progress and identify areas for improvement. Keep the momentum going—turn your commitments into action!

## **PRE-REQUISITES & PARTICIPATION REQUIREMENTS**

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### **Q: What are the requirements for my company to participate in the Target Gender Equality Accelerator?**

A: The Target Gender Equality Accelerator is open to all companies participating in the UN Global Compact, as long as they are based in a country where the Global Compact Country Network is active. You can check the current list of participating countries [here](#). If your country is not listed but are interested in joining, you can sign up to the global track. please reach out to [targetgenderequality@unglobalcompact.org](mailto:targetgenderequality@unglobalcompact.org) for further guidance. If your company is not yet a member of the UN Global Compact, you can learn how to join and become eligible for the program [here](#).

### **Q: How do I register to participate?**

A: Companies interested in joining the programme can fill out the registration form on the global webpage [here](#). If your country is not listed but are interested in joining, you can sign up to the global track. View explanations on tracks [here](#).

### **Q: Is there a restriction on the number of companies that can participate in Target Gender Equality?**

A: While there is no restriction on the total number of Target Gender Equality participants, Global Compact Country Networks may limit the programme size at the country-level to maximize the learning experience for participating companies. Interested companies are encouraged to register early.

### **Q: My company is already a WEP signatory. Is the program relevant for us?**

A: Yes, the Target Gender Equality Accelerator is highly relevant for companies that are already signatories of WEPs. The program is designed to help companies operationalize the principles and take concrete steps toward advancing gender equality in their workplace, supply chains, and communities. Even as a WEP signatory, the Accelerator offers valuable resources, workshops, and expert guidance to support your ongoing gender equality efforts.

### **Q: My company is not a WEP signatory. Is the program relevant for us?**

A: Yes, the Target Gender Equality Accelerator is still relevant for companies that are not yet WEP signatories. While we encourage all participants to become signatories within a year of joining the program, companies that are not yet signatories will be invited to attend an additional workshop at the start of the program to guide them through the signing process. We understand that the decision to sign may take some time, and therefore, all companies will still be eligible to receive their Target Gender Equality Certificate of Completion, even if they have not signed the WEPs by the end of the program. You can check if your organization is a signatory of the WEPs [here](#).

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

A: Absolutely. 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 gender equality. A series of workshops will then help participating companies generate concrete and structured action plans. 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.

### **Q: My company is from a traditionally very male-dominated industry, and we have a very low percentage of women in our overall workforce. Is Target Gender Equality Accelerator a good fit for us?**

A: Absolutely. In previous years, companies participating in Target Gender Equality Accelerator have come from a variety of industries, many of which are traditionally male-dominated sectors such as technology, construction, engineering, manufacturing, transportation, agriculture or finance. You will be able to access good practices from several companies from across industries to learn about how they were able to get started and progress on their gender equality journey. During workshops the programme unpacks which internal and external factors to consider when setting an ambitious but achievable target, regardless of how low your starting point might be.

**Q: My company has offices and operations in several countries, does it make sense to join the programme in various countries at the same time?**

A: Yes. To maximize their learning experience and ensure that target setting practices reflect local context, companies are encouraged to join the programme in several countries of operations, where Target Gender Equality is offered. The WEPs Gender Gap Analysis Tool which is used at the beginning of the programme to assess performance can aggregate results for multinational companies. To join within each country, you need to currently be engaged with the relevant Global Compact Country Network or willing to join if required by the Network

**Q: My company has fewer than 100 employees. Can we join Target Gender Equality Accelerator?**

A: Absolutely. In previous rounds, around 25% of participating companies were SMEs (Small- or medium-sized enterprises). You will be able to access case studies and good practices from companies of varying sizes. Additional voluntary deep diving opportunities will be offered specifically for SMEs.

**Q: Can large multinational companies join the programme?**

A: Yes. In previous rounds, around 30% of participating companies were from multinational companies. You will be able to access case studies and good practices from companies of varying sizes. Additional voluntary deep dive opportunities will be offered specifically for MNCs to unpack how to combine global, regional and Country target setting efforts.

**Q: Can non-business Global Compact participants join Target Gender Equality Accelerator?**

A: The program is designed for business participants. If you are a non-business participant, get in touch with your country network to hear about other UN Global Compact programmatic offerings in gender equality.

**Q: I have technical difficulties or require clarifications when completing the form. Who should I contact?**

A: Please contact your relevant Global Compact Country Network or email [targetgenderequality@unglobalcompact.org](mailto:targetgenderequality@unglobalcompact.org).

**REPRESENTATIVES & TIME COMMITMENT**

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

A: 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, gender, corporate function and level within the organization when nominating Target Gender Equality representatives. In previous years, many representatives were part of sustainability, diversity & inclusion, human resources or communications teams.

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.

**Q: What is the time commitment to participate?**

A: Each participant in the Target Gender Equality Accelerator is expected to commit approximately 40 hours throughout the program. This includes time for training, workshops, and engaging with resources, as well as the development of their action plans.

For the Gender Gap Assessment (GAP) phase, participants typically spend 3 hours once the necessary information has been gathered to complete the assessment and develop the action plan. In addition, participants should allocate around 1 month to gather the relevant data and insights from colleagues and other internal stakeholders to inform their action plan.

For Ambassadors, the time commitment is generally 3-4 hours, split between aligning with program objectives and debriefing after results are reviewed, ensuring proper follow-up and alignment on next steps.

**Q: What should I do if I have more questions?**

A: If you have additional questions or need more information, please feel free to reach out to your country network representative. They will be able to provide you with further details and assist you with any inquiries you may have throughout the program. Alternatively, you may email [targetgenderequality@unglobalcompact.org](mailto:targetgenderequality@unglobalcompact.org).