

The Gender Parity Taskforces

Overview

There is strong evidence to show that, at the macro level, countries that invest in girls and integrate women into the workforce tend to be more competitive. Many governments are already considering this research-based evidence that shows how closing the gender gap is good for companies. Companies that successfully engage women may reap a rich diversity dividend. With talent shortages projected to become more severe in much of the developed and developing world, it is imperative for business to have access to female talent.

The World Economic Forum's Gender Parity Programme is committed to promoting women's leadership and gender parity across the globe. Since 2012, building on its benchmarking tools and best practice analysis, the Programme has launched four Taskforces which aim to **close the economic gender gap by up to 10% in three years in Mexico, Turkey, Japan and the Republic of Korea**. Two more are scheduled to launch in India and United Arab Emirates.

Objectives

The overall goals of the Taskforces are to:

- Address gender inequality through a **data-driven, systemic approach** based on the specific country-level situation
- Enable collaborative interaction among a **multistakeholder community**
- Share and exchange tested, **successful interventions** that have effectively closed the economic gender gap, through private sector or public sector initiatives
- Act as a **hub for existing initiatives** and set common goals
- Share outcomes of the Taskforce's experimental approach with a **global audience** through the World Economic Forum

The Taskforces seek to:

- Improve female representation across their corporations, especially women in high-skill, managerial positions
- Increase women's participation on corporate executive boards
- Promote businesses founded by women

Collaborating and monitoring

Co-chairs or members of the leadership team from the private sector closely monitor the initiative, ensuring accountability. The Programme provides its expertise and research (the [Global Gender Gap Report](#) series, the [Corporate Gender Gap Report](#), the [Repository of Successful Practices](#) and other research on country-level policies from 87 countries on closing the gender gap) to serve the needs of the individual and collective goals of the Taskforces.

Surveys are often used in member organizations to capture the status quo and help identify key areas for improvement.

Members

Each project includes the top 50-100 leaders and organizations that are best placed to accelerate progress on gender. Those groups are composed of business and other stakeholders from the public sector, civil society, academic experts and the media. National and international leaders and organizations participate to promote learning and exchange from other countries.

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Approach

The phases in the three-year projects are:



The Japan Gender Parity Taskforce

Japan ranks 105th out of 136 countries featured in the overall Global Gender Index 2013 and 104th in the economic participation and opportunity subindex. With Japan's ageing population and a shrinking workforce, the Taskforce is focusing on women's economic integration as a strategic target for boosting the country's competitiveness.

The Taskforce objectives focus on expanding women's employment, creating conditions for work-life balance, increasing women's representation and spreading the culture of gender equality. Locally, the Taskforce runs under the name of the "[Taskforce on Gender Parity and Empowerment of Women](#)".

The Mexico Gender Parity Taskforce

Mexico currently ranks 68th out of 136 countries in the 2013 Index and 111th in the economic participation and opportunity subindex. The Taskforce aims to address Mexico's specific situation by integrating women entrepreneurs at the bottom of the pyramid, increasing the number of women on boards and closing wage gaps.

How you can join us

- The Gender Parity Taskforces are currently running in Japan, Mexico and Turkey and the Republic of Korea, with India and United Arab Emirates set to launch their own projects in the autumn of 2014 or beginning of 2015.
- Once chief executive officers are formally on board, they are asked to commit to **specific areas of action** that they believe will best tackle the gender issues in their organization: the framework integrates **short-term efforts with long-term transformations** needed to address the systemic disparities that affect women's economic empowerment.
- The human resources directors of member companies meet to monitor implementation of the individual and group commitments.
- Participants meet at an annual event to evaluate progress and share lessons learned.

The Turkey Gender Parity Taskforce

Turkey ranks 120th in the overall Index and 127th in the economic participation and opportunities subindex. With Turkey experiencing rapid demographic, social and political transformation, improving the flow of talent and skills, including female talent, serves as a strategic focus of the Taskforce. Locally, the Taskforce runs under the name of the "[Equality at Work Platform](#)".

The Republic of Korea Gender Parity Taskforce

The Republic of Korea ranks 111th in the overall Index and 118th in the economic participation and opportunity subindex