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# Shaping the Future of Education, Gender and Work

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*The World Economic Forum System Initiatives are designed to bring together the right people and the right resources to tackle the world's most complex problems.*

## How can talent be developed and deployed to enable people to fulfil their full potential and to support more prosperous economies and societies?

The changing nature of work is swiftly making today's education systems, labour policy and social contracts outdated. As a result, the path to a good life is increasingly difficult to identify and attain for many people. Hence, gender, geographic, generational and income inequalities could grow. Traditional tools, policies and structures are insufficient to address these challenges. Progress requires new data, new narratives, new dialogue, new tools, new behaviour and new collaboration.

The System Initiative on Shaping the Future of Education, Gender and Work aims to help leaders anticipate and manage current transitions to develop education, employment and social justice opportunities for all. It does this by building a network of leaders to champion a new agenda; creating insights and knowledge to inform better decision-making; facilitating dialogue and consensus-building on emerging issues; and providing a platform for collaborative, coordinated action.

### Core activities

#### Knowledge and insight

System Initiative reports reframe the conversations on education, gender and work issues.

The [Global Gender Gap Index](#) evaluates countries on the economic, education, health and political gaps between women and men. It aims to understand whether countries are distributing their resources and opportunities equitably between women and men, irrespective of overall income levels. The index ranked 144 economies in 2017.

The [Global Human Capital Index](#) evaluates how well countries are developing their human capital across four dimensions: talent capacity, deployment, development and know-how. It benchmarks five distinct age groups to capture the full human capital potential profile of each country. It aims to assess progress within countries and identify opportunities for learning and exchange between them. The index ranked 130 economies in 2017.

The [Future of Jobs Report](#) seeks to understand the impact of key disruptions on employment levels, skill sets and recruitment patterns in different industries and countries. It does this by asking the world's largest employers to imagine how jobs in their industry will change up to the year 2025.

### Projects

#### Education and skills

The [Closing the Skills Gap](#) project aims to reshape education for tomorrow's workforce and impart new skills to today's workforce. It does this by:

- Creating a platform to focus existing, fragmented action
- Gathering measurable commitments from leading companies to train, upskill and reskill current and future workforces
- Compiling the latest knowledge and insights to help leaders make informed decisions
- Establishing national-level task forces to promote multistakeholder partnership and cooperation to close skills gaps and prepare for the future of work

## Work and employment

The [Preparing for the Future of Work](#) project aims to inspire a more positive outlook on current transformations, and support successful adaptation and responsible and responsive action by government and business. It does this by:

- Developing new tools to source qualitative and quantitative knowledge
- Gathering and sharing information on new trends, opportunities and successful adaptation strategies
- Providing a neutral platform to encourage public-private and cross-industry cooperation on promoting efficient and human-centric adaptation to the future of work

## Gender parity

The [Closing the Gender Gap](#) project aims to advance economic gender parity, accelerate the pace of change and increase workplace opportunities globally for one million women by 2020. It does this by:

- Compiling the latest knowledge and insights to help leaders take informed decisions and help shape the public narrative
- Convening experts, policy-makers and business leaders with experience creating change to examine cutting edge gender issues and share knowledge and best practices to motivate and guide action
- Establishing national-level task forces to bring more women into the economy
- Catalysing new collaboration and action

## How to engage

Companies, governments and organizations have multiple opportunities to engage in the initiative:

**Stewardship Board:** Nominate a global chief executive or chair to sit on the principal-level board that provides strategic guidance to the System Initiative. Stewards are automatically members of the core community.

**Project Steering Committees:** Nominate experts, policy-makers or senior executives to help guide individual projects.

**Global Alliances:** The Closing the Skills Gap and Closing the Gender Gap projects are driven by Global Alliances comprising relevant Steering Committee members, global experts and national policy-makers and leaders.

**Core community:** Appoint senior executives or experts to participate in the multistakeholder core community that engages in System Initiative activities.

## Partnering organizations

- AARP
- Accenture
- Adecco Group
- African Rainbow Minerals
- Alghanim Industries
- AlixPartners
- AT&T
- A.T. Kearney
- Bahrain Economic Development Board
- Bank of America
- Barclays
- Bill & Melinda Gates Foundation
- Bloomberg
- Booking.com
- Boston Consulting Group
- Burda Media
- Centene
- Centrica
- Chobani
- Council of Women World Leaders
- Dentsu Aegis Network
- Deputy Prime Minister of the Russian Federation
- Dogan Broadcasting
- Endeavor
- EY
- GEMS Education
- Genpact International
- Google
- GSK
- Guardian Life
- Haas School of Business, University of California, Berkeley
- HCL Technologies
- Heidricks & Struggles
- Home Instead
- HP Inc.
- Hewlett Packard Enterprise
- IKEA
- Infosys
- International Labour Organization (ILO)
- International Finance corporation (IFC)
- JA Worldwide
- JD.com
- JLL
- Lego Foundation
- LinkedIn
- London Business School
- ManpowerGroup
- Mercer (MMC)
- Microsoft Corporation
- Minister in the Presidency for Planning, Monitoring and Evaluation of South Africa
- Minister of Employment, Workforce Development and Labour, Government of Canada
- Minister of the Presidency of ArgentinaOffice of the President of Argentina
- Minister for Employment, Ministry of Employment, Denmark
- MIT Initiative on the Digital Economy, Massachusetts Institute of Technology
- Nestlé
- Nokia Corporation
- NYSE
- Omnicom Group
- Ooredoo
- Paypal
- Pearson
- Procter & Gamble (P&G)
- PwC
- QI Group
- The Rockefeller Foundation
- Recruit Holdings
- Salesforce
- SAP
- Saudi Aramco
- Skanska AB
- SeverGroup
- Tata Consultancy Services
- Tupperware Brands Corporation
- Turkcell
- UBS
- Unilever
- United Way Worldwide
- The Wharton School, University of Pennsylvania
- Willis Towers Watson
- Workday
- WPP

## Key dates

### April 2018

- Partners Advisory Group Spring Meeting, New York, USA (4-5 April)

### June 2018

- Industry Strategy Meeting 2018, San Francisco, USA (6-7 June)

### August 2018

- International Business Council (IBC) Summer Meeting, Geneva, Switzerland (23-24 August)

### September 2018

- World Economic Forum on ASEAN, Ha Noi, Viet Nam (11-13 September)
- Annual Meeting of the New Champions 2018, Tianjin, People's Republic of China (18-20 September)

- Sustainable Development Impact Summit 2018, New York, USA (24-25 September)

### **January 2019**

- World Economic Forum Annual Meeting 2019, Davos-Klosters, Switzerland (22-25 January)

### **Impact**

The World Economic Forum has been raising public awareness – for more than a decade – about the importance of gender parity. The annual *Global Gender*

*Gap Report* provides leaders with the information needed to tackle national gender gaps. The latest report covers 144 countries, spanning more than 90% of the world's population. While much work still needs to be done on the economic and political fronts, the countries surveyed by the *Global Gender Gap Report 2017* had closed 96% of the gender gap in health and over 95% of the gap in education, the highest value measured to date.

### **Contact**

For more information, contact Saadia Zahidi at [saadia.zahidi@weforum.org](mailto:saadia.zahidi@weforum.org), or visit [www.weforum.org](http://www.weforum.org).