

Closing the Gender Gap

Project Overview

The Closing the Gender Gap project aims to create global and national public-private collaboration platforms to address current gender gaps and reshape gender parity for the future, and it does so in three ways. First, it serves as a platform for structured global exchange on avenues for reform, preferred methods and best practices. Second, it supports public-sector leadership and public-private collaboration towards economic gender parity. Third, it consolidates new global and country-specific business commitments for closing gender gaps. The project engages three types of stakeholder communities across the three pathways: An informal global alliance of the most relevant leaders and organizations for global exchange on how the economic gender parity agenda can be moved forward practically, globally and in-country; country-specific task forces to promote public-private cooperation to close the gender gap in the most critical sectors of the economy; and the Education, Gender and Work business community as well as the wider Forum business community.

Background

At current rates of progress it may take another 217 years to close the economic gender gap globally. Although many countries are well-placed to maximize women's economic potential, they are failing to reap the returns from their investment in female education. In addition, too few countries are preparing to meet the challenges and harness the gender parity opportunities posed by the changing nature of work. The Forum takes a future-facing perspective on gender parity, addressing various factors that contribute to economic gender gaps and leading a multistakeholder coalition to accelerate progress at global and national levels.

Objectives

The Closing the Gender Gap project aims to create global and national public-private collaboration platforms to address current gender gaps and reshape gender parity for the future by:

- Serving as a platform for structured global exchange on avenues for reform, preferred methods and best practices
- Supporting public-sector leadership and public-private collaboration towards gender parity
- Consolidating new global and country-specific business commitments for closing gender gaps

Core activities

The project provides an exclusive platform for global exchange, business commitments and country implementation. Its core activities include:

1. Global exchange platform

The Forum leads the Global Alliance for Closing the Gender Gap, which is an informal community that shapes dialogue, action and best practice exchange on gender parity. The

Alliance convenes the most relevant leaders and organizations for global exchange on how the economic gender parity agenda can be taken forward practically at the global and national level, catalysing new collaboration and impact. The group comprises the Steering Committee on Gender Parity, leaders of pioneering countries and companies, co-chairs of country-level task forces, and experts. The Alliance held its first meeting at the Forum's Sustainable Development Impact Summit in 2017, and work is currently under way to develop a framework of country-level change, including a list of preferred partners and best practices.

2. Business commitments

The project calls for quantifiable commitments from leading companies to increase workforce opportunities and accelerate gender parity in the future of work. The Forum will guide companies to design and align their interventions through a "menu" of business actions and these commitments will be broadly disseminated through the Forum network to magnify their impact. The project also compiles cutting-edge knowledge, insights and tools to inform commitments and assist companies in measuring, tracking and narrowing gender gaps, such as [Accelerating Gender Parity: A Toolkit](#).

3. Country implementation

The Forum oversees national task forces, which have been successful in addressing current gender gaps and reshaping gender parity for the future in nine countries. Focus is given to closing gaps in participation, remuneration and leadership, and preparing companies and countries for gender parity in the future of work. A number of the Forum's insight products are used as guides for country-level issue identification, such as the annual [Global Gender Gap Report](#) and the [Industry Gender Gap Report](#).

Task forces have been established in Chile, Argentina, Panama, Peru and France, with those in Latin America implemented in partnership with the Inter-American Development Bank, following successful pilots in Japan, Mexico, the Republic of Korea and Turkey (see [Closing the Economic Gender Gap: Learning from the Gender Parity Task Forces](#)). The Forum is discussing the expansion of these efforts with various countries and institutions, and is seeking partners interested in collaborating to establish national task forces.

What does the Forum offer?

The Forum acts as a catalyst for action and supports the successful establishment and implementation of task forces in individual countries. In addition to dedicated staff support, the Forum offers:

Forum brand, events and media platform

To support the profile and outreach of the task forces, the Forum offers access to its media and events platforms, which reach public- and private-sector leaders and content experts globally. The Forum runs a series of events throughout the year, including its Annual Meeting, as well as regional and thematic summits, where partner companies involved in task forces have the opportunity to showcase their work.

Leveraging Forum relationships

The Forum has an unparalleled ability to engage leaders in business, government, civil society and academia to shape action on contemporary global challenges. It supports task forces by engaging with partners and members in individual country efforts, and targets leaders with the capacity to bring more women into the economy as well as think tanks/experts specializing in economic gender parity. The Forum's trusted reputation as a neutral and innovative platform for multistakeholder collaboration allows it to harness the expertise and influence of leaders to create meaningful global and national-level action.

Knowledge and insights

Reports highlight and reframe the conversation about the future of education, gender and work using a systemic perspective, underpinning the design and implementation of the task force model. The Forum produces benchmarking tools, such as the *Global Gender Gap Report* and the *Human Capital Report*; in-focus issues and best practice reports, such as *Accelerating Gender Parity in the Fourth Industrial Revolution*; and forecasting tools exploring future trends, such as the *Future of Jobs Report* and *Human Capital Outlooks*.

Strategic direction and input

Using knowledge acquired from establishing task forces in seven countries, the Forum applies insights and best practices to implement the model most effectively. It works with countries to reach an agreement on taking forward a task force and provides strategic advice through its team and the Global Alliance on Closing the Gender Gap. This global leadership body comprises gender experts and senior public- and private-sector leaders who have valuable experience in gender parity.

Project tools and resources

The Forum has developed a range of tools to assist leaders with the establishment and implementation of the task force model, including a comprehensive implementation manual, which includes a 10-step guide to impact, a company survey and guidelines for business commitments, diagnostic reports and preferred partners and models.

Communities Involved

Our core community of leaders from business, government, international organizations and civil society are engaged through the Forum's Global Alliance on Closing the Gender Gap. Additionally, ministers and high-level government leaders join chief executive officers and the senior leaders of major domestic employers to form the Leadership Group of each country-level Closing the Gender Gap Task Force.

Value for private and public stakeholders

Private sector

- Take action to narrow company gender gaps, benefiting from the "diversity dividend" that a more gender-balanced workforce brings
- Join a global network of like-minded businesses to share best practices, scale-up existing gender initiatives and engage with public-sector leaders at the highest level
- Shape the public narrative on gender parity issues (including on the future of work) and gain visibility as a thought and action leader

Public sector

- Gather insight from the private sector on the policies and practices that will help support economic gender parity
- Join a global network of like-minded public- and private-sector leaders to share best practices, scale-up and shape existing gender initiatives
- Gain access to the Forum's media channels to showcase innovative public-sector projects and policies on gender parity, gaining additional visibility as a thought and action leader

System Initiative on Shaping the Future of Education, Gender and Work

The System Initiative on Shaping the Future of Education, Gender and Work aims to enable people to fulfil their potential by developing and deploying their talent, thereby contributing to more prosperous economies and societies. The Forum's work helps develop education that better matches future needs, promotes a workforce that is better prepared for shifts in labour markets, identifies opportunities for job creation and ensures that gains and opportunities are shared equally, regardless of gender, age or origin. The initiative and its members take a systemic and future-oriented approach to their work.

Contact details

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