

# The Gender Parity Task Forces

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Advancing economic gender parity globally and directly increasing workplace opportunities for 1 million women by 2020

## The Issue

Higher levels of female participation in education are not leading to commensurate employment opportunities for women. Many barriers to entry and progression still remain along the female talent pipeline. Even though more women than men are enrolling at university in most countries, men still outnumber women in skilled jobs and the gender gap in senior management roles is over 70%.

This suggests that though many countries are ideally poised to maximize women's participation in the labour market they are failing to reap the returns from their investment in female education. This is often due to inhibiting and unaddressed cultural, structural and workplace factors.

## The Gender Parity Task Force Model

To meet the need for country-level action, in 2012 the Forum launched pilot Gender Parity Task Forces (GPTFs) in Mexico, Turkey and Japan. A further task force followed in 2014 in the Republic of Korea. These GPTFs generated collaboration between public and private sector stakeholders with the capacity to bring more women into the economy.

In all cases, the pilot task forces had a positive effect, supporting a narrowing of the economic gender gap and acceleration in the rate of progress, as measured by the Forum's Global Gender Gap Index. Learning from these pilot experiences, the Forum is now rolling out the GPTF model to new countries in partnership with regional and national organizations and empowering leaders to take forward the model independently, using the Forum platform. More information can be found in our report, *Closing the Economic Gender Gap: Learning from the Gender Parity Task Forces*'

As a first step we are scaling the model in Latin America in partnership with the Inter-American Development Bank (IDB), with a task force launched in Chile in 2016 and another being launched in Argentina later this year. We are also in discussion with interested leaders in other regions

## Objectives

Gender Parity Task Forces engage a wide range of companies, government and civil society actors at the domestic level to advance economic gender parity. The task forces create a dialogue across these sectors, stimulate new initiatives and share best practices to:

- Increase female representation in the labour force
- Advance female progression into management and leadership positions
- Narrow the gender wage gap
- Raise awareness of the business case for gender parity and help shift stereotypes

## Opportunities to Engage in the Gender Parity Task Force Model

Private Sector:

- Support action across GPTFs by joining our "network of collaborators", sharing your company's examples of effective gender policy and practice for GPTFs to learn from and giving a platform to your work
- Become a member of a task force, contributing to progress by committing to embed and scale action and accessing a collaborative network of senior business and public sector leaders

- Drive and shape a task force as part of its leadership group, gaining visibility as a thought and action leader
- Collaborate with other leaders to create a new task force with strategic guidance and knowledge and convening support from the Forum, placing you at the forefront of action on gender parity in new geographies

**Public Sector:**

- Drive and shape a task force as part of its leadership group, gaining visibility as a thought and action leader
- Collaborate with business leaders to create a new task force, with strategic guidance, knowledge and convening support from the Forum, positioning your country as a trailblazer on gender action
- Leverage an impartial platform to gain insights and explore solutions to advance economic gender parity
- Gain access to media and other dissemination channels to showcase innovative public sector projects, policies, and ideas on economic gender parity

**The Role of the Forum**

The Forum provides a neutral platform for the hosting of public-private and cross-industry collaborations on gender parity.

To support the establishment of GPTFs, the Forum helps to facilitate the identification and convening of senior public and private sector leaders; provides best practices, data and knowledge to inform the focus and activities of a task force; and offers project tools to support effective implementation and progress. The Forum also provides opportunities to promote and scale the work of a task force via our meetings, events and media reach.

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

The World Economic Forum System Initiative on Education, Gender and Work aims to ensure that talent is developed, nurtured and deployed for maximum benefit to the economy and society by mobilizing business, governments, civil society and other leaders to rethink education, close skills gaps, accelerate gender parity and boost employment.

The GPTFs are part of a global umbrella programme under the System Initiative on Education, Gender and Work that addresses economic gender parity issues globally through insights, dialogue and action.

**Contact Details**

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**Creating Change through the Gender Parity Task Force Model**

**A three-year Gender Parity Task Force, co-led by senior business and public sector leaders, providing a platform for the sharing of best practices and commitments for action on workplace gender parity**

