

## **Women Leaders and Gender Parity**

Capital is no longer the only decisive factor of production in today's global economy: a business or an economy's competitive advantage is increasingly determined by innovative ideas or immaterial services, and is less dependent on tangible assets. We are rapidly moving from capitalism to "talentism". In such a world, gender parity can no longer be treated as superfluous. Women make up a half of potential human capital available in any economy. The efficient use of this talent pool is a key driver of competitiveness.

The Women Leaders and Gender Parity Programme is committed to promoting women's leadership and gender parity across the globe by using the following four approaches:

### **Measuring and monitoring the gender gap**

The programme monitors the progress of countries through benchmarking tools that measure global and regional gender gaps. The annual Global Gender Gap Report provides a framework for capturing the magnitude of gender disparities around the world and aims to serve as a tool for benchmarking and tracking gender inequalities based on economic, political, education and health criteria; the 2013 edition of the report covers 136 economies. The programme also develops special topical and regional studies, including the Corporate Gender Gap Report, which assesses the business world's success in implementing practices that help close the gender gap in the workspace.

In addition, the programme is conducting unique new research with 87 governments to pool information on policies that promote women's economic integration. This research is presented in the Global Gender Gap Report 2013 Appendix E.

### **Generating Insights to Close the Gender Gap**

The Repository of Successful Practices is an online platform that offers practical information on practices adopted by leading companies to close the gender gap at the corporate level, along supply chains or in the broader ecosystem. It provides a six-point framework through which to focus organizational gender parity efforts: measurement and target setting; mentorship and training; awareness, incentives and accountability; work environment and work-life balance; leadership and company commitment; and responsibility beyond the office.

### **Engaging Leaders to Close the Gender Gap**

The programme engages leaders from business, government, civil society, academia and media to combine existing knowledge on best practices, generating new, innovative approaches to closing the global gender gap.

The programme has three types of associated communities:

#### **Leadership Communities:**

The programme's *Global Advisory Board* sets the overall strategic direction of the programme and is composed of Community Partners and non-business constituents.

The *Global Gender Parity Group* is a multistakeholder community of highly influential and committed leaders – 50% women and 50% men – that has pledged personal and

organizational commitments towards gender parity. The *Women Leaders Community* consists of high-level women leaders from various stakeholder groups participating in the World Economic Forum events. It serves as a platform for networking and for establishing meaningful dialogue on contemporary issues of relevance.

### **Expert Communities:**

The Global Agenda Council on Women's Empowerment is composed of globally recognized experts and brings together cutting-edge research on closing gender gaps from business, government, civil society and leading universities. The 2012-2014 Council serves as a key pillar of the Women Leaders and Gender Parity Programme, providing new insights and synthesizing existing knowledge to develop a solutions-oriented, country-level replicable systemic model to close the economic gender gap globally.

The Global Agenda Council on Women's Empowerment 2011-2012 produced a compendium of five concise issue descriptions and links each challenge to women's empowerment and gender parity, with an emphasis on action items and recommendations.

In addition, a virtual community of heads of human resources and chief diversity officers is being engaged in the work on successful interventions.

### **Action Communities:**

The programme aims to provide its neutral convening platform, benchmarking tools and best practice analysis to promote a solutions-oriented, systemic approach for closing gender gaps. The programme has launched three Gender Parity Task Forces that are three-year, country-level multistakeholder collaborations committed to identifying and implementing concrete measures for closing the economic gender gap by 10% at the local level. Mexico, Turkey and Japan have been selected as pilot countries to demonstrate country-level success on closing economic gender gaps.

### **Promoting the Participation of Women Leaders**

The World Economic Forum seeks to maximize women's participation in all its activities, including Annual Meetings, regional events, Global Agenda Councils and initiatives, drawing from a pool of the highest-level women leaders in business, politics, academia, media and civil society. The Forum has established a strong record of increasing gender diversity in its activities.