



What if women attained their expectations for prosperity and well-being?

25

Women's Prosperity

UNCERTAINTIES

Collaboration, Values

MEGATREND (Most significant)

Future Humanity

TRENDS

ESG & Beyond GDP
Future of Education
Future of Purpose & Work
International Collaboration
Mobilising Innovation

TECHNOLOGIES

Artificial Intelligence
Open Data
Real-Time Analytics

SECTORS IMPACTED

All Sectors

KEYWORDS

Diversity
Empowerment
Equity
Gender
Inclusion

Within Reach

Transitional

Visionary

A futures-focused women's prosperity and well-being agenda bridges gaps in subjective well-being, aligning aspirations with realities through multidimensional, data-driven approaches informed by global experiences, ushering in a new era for women and creating positive spillover effects that benefit everyone.





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\$12 trillion

to global GDP by 2025



WHY IT MATTERS TODAY

Diverse teams are more productive, with direct impacts on the bottom line. A lack of diversity can stifle creativity and limit a company's ability to solve complex problems. Economically, closing the gender gap could add an estimated \$12 trillion to global gross domestic product (GDP) by 2025.⁸⁹⁸ Companies in the top quartile for gender diversity and racial/ethnic diversity are, respectively, 15% and 35% more likely to have financial returns above their industry's national median.^{899,900} In addition, greater gender diversity in boards of directors is correlated with increased social trust,⁹⁰¹ increased corporate social responsibility,⁹⁰² and a reduction in the number of environmental, social and governance (ESG) controversies, particularly when there are three or more female directors.⁹⁰³

Science, technology, engineering and mathematics (STEM) and information and communications technology (ICT) fields are facing a shortage of skills.⁹⁰⁴ Concerns about growing skill gaps have been raised worldwide;⁹⁰⁵ yet, girls and women face various barriers in pursuing STEM and ICT fields throughout their educational journey.⁹⁰⁶ Women make up only 34% of the STEM workforce in the United States and 29% in the United Kingdom,⁹⁰⁷ with fields such as computer science, and engineering and technology, being as low as 23% and 21%, respectively.⁹⁰⁸ Globally, women make up only 35% of STEM graduates, with no progress made over the past 10 years.⁹⁰⁹

Gender disparities persist, with differing insights across different dimensions, resulting in a paradox.⁹¹⁰ Between 1990 and 2022, the United Nations Development Programme's Gender Inequality Index for the world improved 20% thanks to improvements in education and maternal health.⁹¹¹ Women make up nearly half of leaders in non-governmental organisations and the, education and health sectors⁹¹² but only 5% of CEOs globally and received only 2% of venture investments in 2021.⁹¹³ Gender parity has shifted from 100 years in 2020 (pre-pandemic) to 134 years in 2024.⁹¹⁴ While women tend to report higher levels of overall well-being and life satisfaction than men,⁹¹⁵ they consistently report higher rates of depression, anxiety and loneliness, score lower on metrics related to subjective well-being,⁹¹⁶ spend a quarter of their lives in poor health, and are diagnosed later than men.⁹¹⁷ Only 15.4% of the Sustainable Development Goal (SDG) 5 targets on gender equality are on track.⁹¹⁸



THE OPPORTUNITY



BENEFITS

Women's prosperity; increased innovation through diversity; gender parity; accelerated progress towards SDG 5; opportunities for women in the ICT and STEM fields.




RISKS

Gender-based gaps persist; unintended workplace disruptions; global prosperity and well-being disparities; lack of meaningful progress.

Beyond closing existing main gaps in gender inequality, such as economic empowerment, education, and health, a futures-focused women's prosperity and well-being agenda bridges gaps in subjective well-being, including physical and mental health and their underlying drivers. By aligning women's expectations of a good life with their lived experiences worldwide, this multidimensional approach emphasises gender-specific priorities informed by data and by lessons learned from existing commitments led by the World Economic Forum, the United Nations, the Organisation for Economic Co-operation and Development (OECD) and research institutions focusing on women's research.

A futures-focused women's prosperity and well-being agenda ushers in a new era that creates positive spillover effects that enhance prosperity and well-being for men as well.⁹¹⁹

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