

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

Women's Prosperity

25

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

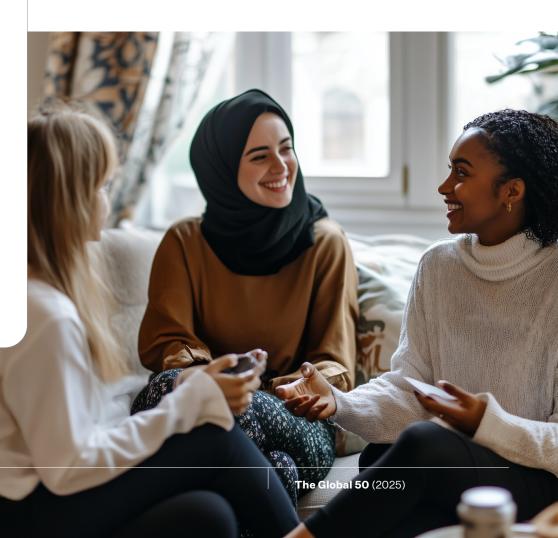
Within Reach

Societies Empowered

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.





Economically, closing the gender gap could add an estimated

\$12 trillion

to global GDP by 2025



WHY IT MATTERS TODAY

Societies Empowered

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. See 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. See, see In addition, greater gender diversity in boards of directors is correlated with increased social trust, see Increased corporate social responsibility, see and a reduction in the number of environmental, social and governance (ESG) controversies, particularly when there are three or more female directors.

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

A futures-focused women's prosperity and well-being agenda bridges gaps in subjective well-being.

