

Gender Parity in the Intelligent Age

WHITE PAPER

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In collaboration with LinkedIn



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Preface



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The advent of new technologies is often accompanied by flurries of optimism, scepticism and, in some cases, resistance. The rapid emergence of Generative Artificial Intelligence (GenAI) is no different. As history has shown, rather than the technology itself, the decision-making that designs, develops, directs and deploys it can tilt outcomes towards gender parity – and in the process, towards shared prosperity.

For **industry leaders**, the GenAI revolution is a competition for talent, and those who harness a broader, more diverse workforce will gain a decisive edge. Increasing women's participation in AI-related roles is not just a matter of fairness – it is a strategic imperative. Firms that double their GenAI talent pools by integrating women more effectively will see higher rates of innovation, better problem-solving, and a competitive advantage in the marketplace.

For **policy-makers**, GenAI presents both an opportunity and a challenge. By proactively embedding gender parity into AI development and deployment, economies can achieve higher levels of social representation and economic integration. Economies that foster inclusive GenAI strategies early in the technological adoption period will not

only reduce workforce inequalities but also drive faster, more sustainable growth.

To address this urgent challenge, the World Economic Forum launched the **Gender and AI Dialogue Series** – the first knowledge drive of the **Global Gender Parity Sprint**, with the intention of surfacing novel, short-burst insights on critical gender parity issues at the intersection of current global transformations. In parallel, LinkedIn and its Economic Graph Research Institute have built and maintained a research agenda exploring and understanding how AI technologies are impacting labour-market outcomes.

Leaders from industry, policy and multilateral spheres continue to collaborate on identifying how GenAI can be leveraged as an accelerant, rather than a divider, for gender parity. Their insights form the foundation of this briefing paper, co-developed by the World Economic Forum and LinkedIn, as part of a longstanding data collaboration for the *Global Gender Gap Report*. This paper highlights key opportunities and challenges, offering industry and economic leaders clear strategies to ensure AI-driven transformation benefits reach the broadest social base possible.

Executive summary

Artificial Intelligence (AI) technologies are being primed to help address a range of pressing economic challenges, from job creation, to boosting productivity, and even increasing GDP growth. Economies that harness the broadest talent pool in this transition will be best placed to achieve a resilient, innovative, and comprehensive transition into the intelligent age. This white paper, developed with LinkedIn, examines how gender gaps are shifting in the “Intelligent Age”. It explores scenarios in innovation, workforce, and skilling where AI augmentation can support gender parity and inclusive growth.

The first section finds that economies advancing in AI with limited talent diversity risk economic drag and AI-driven inequality. Healthy innovation ecosystems require a mix of talent at every stage, but talent pipelines see a stream of female talent drop-off at various points of the career cycle. The existing pool of innovators is further constrained by highly uneven innovation ecosystems, leading to the clustering of women innovators in only a handful of economies. As AI accelerates, economies capturing diverse talent will gain a competitive edge.

The paper then explores how GenAI is reshaping jobs and career paths differently for men and women. LinkedIn data suggests women are more likely to hold roles disrupted by GenAI and less likely to experience augmentation. Despite these differences, the AI talent landscape is evolving,

with more women acquiring AI-related skills in response. Women’s participation in tech has grown to nearly one-third, yet retention remains a challenge. Men are overrepresented at every career stage, especially in the STEM C-suite. However, LinkedIn research suggests the dynamism of AI transformation offers an opportunity to break with longstanding gender disparities. LinkedIn data shows female AI talent on the platform has expanded significantly between 2018 and 2025, and the gender gap in AI talent has narrowed in 74 of 75 economies. More promisingly, underreporting could hint at a larger female AI talent pool.

Finally, the paper reflects on how augmentation can impact talent development strategies. Balanced workforce pipelines depend on equitable hiring, evaluation, and promotion practices. With 99% of Fortune 500 companies using automation in hiring, AI must address existing gender biases to ensure women benefit fully from AI-driven career opportunities.

As AI reshapes economies, proactive leadership is essential to drive gender parity. Companies embedding gender considerations into AI strategies can unlock broader talent and innovation. Policies ensuring equitable AI development can enhance workforce participation, leadership representation, and economic resilience. AI also has the potential to elevate roles vital to societal well-being, fostering inclusive growth.

Introduction

Economies drawing on the broadest talent pool will flourish in the AI race, generating growth faster and for the most people.

Artificial Intelligence (AI) technologies are being primed to help address a range of pressing economic challenges: improving productivity, creating new jobs and industries, and, ultimately, increasing GDP growth. Economies that harness the broadest talent pool will be the frontrunners in the AI race and achieve the highest levels of innovation, economic expansion and workforce resilience.

For **industry leaders**, gender parity in AI presents a rare opportunity: integrating women into AI leadership, development, and application will double the available talent and unlock fresh perspectives in innovation. Companies that achieve gender balance in AI-intensive fields will see improved product design, enhanced decision-making and better financial performance.

For **policy-makers**, AI offers a lever for broader workforce participation, but only if policy frameworks prioritize inclusive upskilling and fair workforce integration. Governments and institutions must take proactive measures to ensure women are not only included in AI development but are also positioned for leadership roles within the evolving digital economy.

A technology transformation in which women have an equal share of industry leadership, innovation, consumer benefits and economic rewards from technological progress will be more powerful in achieving economic growth. To ensure that the full potential of tech transformation is not lost due to a lack of foresight, this briefing paper provides a pulse check on how gender parity can serve as a critical element to shape an AI transformation that brings the largest, fastest benefits to the broadest sectors of society.

The *Industries in the Intelligent Age* report series, launched by the World Economic Forum's AI Governance Alliance, offers a comprehensive collection of insights on the adoption and scaling of AI. Other Forum reports, such as the *Future of Jobs Report*, delve into the specific implications AI is having on workforce transformation. This briefing paper provides an overview of how gender gaps are shifting in the so-called "Intelligent Age", highlighting emerging opportunities and challenges while emphasizing the importance of gender parity in maximizing the benefits of AI augmentation.

2

Gender Parity to fuel the Intelligent Age

Businesses and economies chasing tech-enabled growth will be best served by casting a wide and robust talent net – one that keeps female talent from “dropping off”.

As the adoption of AI evolves, so does the scope of implications to businesses and economies. Economies moving towards the AI frontier with less than half the necessary talent, creativity and input are likely to face significant economic drag – which will be compounded by the downstream costs resulting from the social and economic AI disenfranchisement. To conceptualize the existing and persistent gender gaps at the core of a tech-

driven economy, this section presents insights from an ongoing data collaboration with LinkedIn in the context of the *Global Gender Gap Report* series which are expanded in this white paper. These insights paint an evolving picture of how gender gaps in talent are transitioning into the Intelligent Age, shedding light on new opportunities and challenges that come with the adoption of talent strategies to win the AI talent race.

2.1 AI innovation: the power of expanding talent pools

Innovation ecosystems that engage the full spectrum of creative talent, from a gender parity perspective, have the potential to reduce bias, improve accessibility and expand economic opportunities for innovators and the constituents their advancements benefit. AI applications are a promising mechanism for helping to mitigate bias in hiring, pay structures, and workplace dynamics – all of which will foster a more inclusive job market.

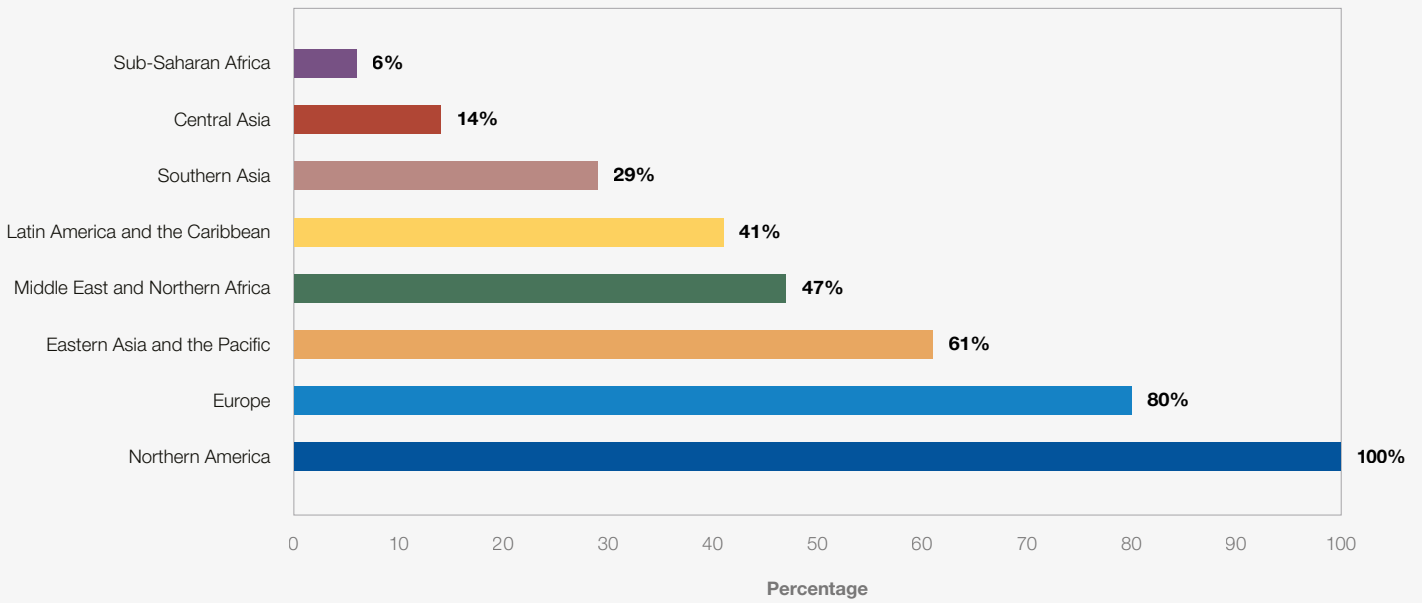
Such a vision is contingent on having a healthy and heterogenous pipeline of innovators present at every stage of the technology lifecycle – from ideation to development and delivery. However, in a number of economies, we see pipelines bursting with female talent at the early stages reduced to a drip of seasoned and crowned innovators at the later stages. The environmental factors that contribute to the degradation of women’s opportunities in innovation reflect, in part, the uneven conditions under which innovation currently takes place.

Only few regions have a majority share of their economies participating in the development of new AI processes, applications and technologies. Of all the economies featured in the 2024 edition of the Global Gender Gap Index, 66 have applied for AI patents and 59 have received them. The

Emerging Technology Observatory (ETO) (Figure 1) shows that Northern America and Europe are two distinct hubs of AI innovation in terms of the share of economies in the region participating. By that measure, the Eastern Asia and the Pacific; Middle East and Northern Africa, and Latin America and the Caribbean regions demonstrate moderate participation in AI innovation, while Central Asia, Southern Asia and Sub-Saharan Africa have the lowest proportion of economies engaged in AI innovation

The ETO data set also reveals that, while a lower share of economies in Eastern Asia and the Pacific are participating in AI innovation, they are obtaining a larger share of patents (Figure 2). As a regional block, Eastern Asia and the Pacific has granted nearly four times as many patents as Northern America and 40 times as many as Europe. Approximately 77% of granted AI patents worldwide come from the EAP region, compared to only 20% from Northern America. Most of the region’s activity is driven by China, a finding that reflects two significant developments for AI gender parity: (1) Chinese nationals are estimated to represent approximately over one-quarter of global AI talent, and (2) An overwhelming majority of them are absorbed by the national AI industry.¹

FIGURE 1 | Share of economies innovating on AI, by region



Source

World Economic Forum calculations based on the Emerging Technology Observatory Country AI Activity Metrics dataset.

Note

Economies included in the 2024 Global Gender Gap Index with AI patent submissions in the last 10 years

FIGURE 2 | Distribution of AI patents granted, by region



Source

World Economic Forum calculations based on the Emerging Technology Observatory Country AI Activity Metrics data set.

Note

Share of granted AI patents in a given region among all granted AI patents. Economies included in the 2024 Global Gender Gap Index with AI patent granted in the last 10 years.

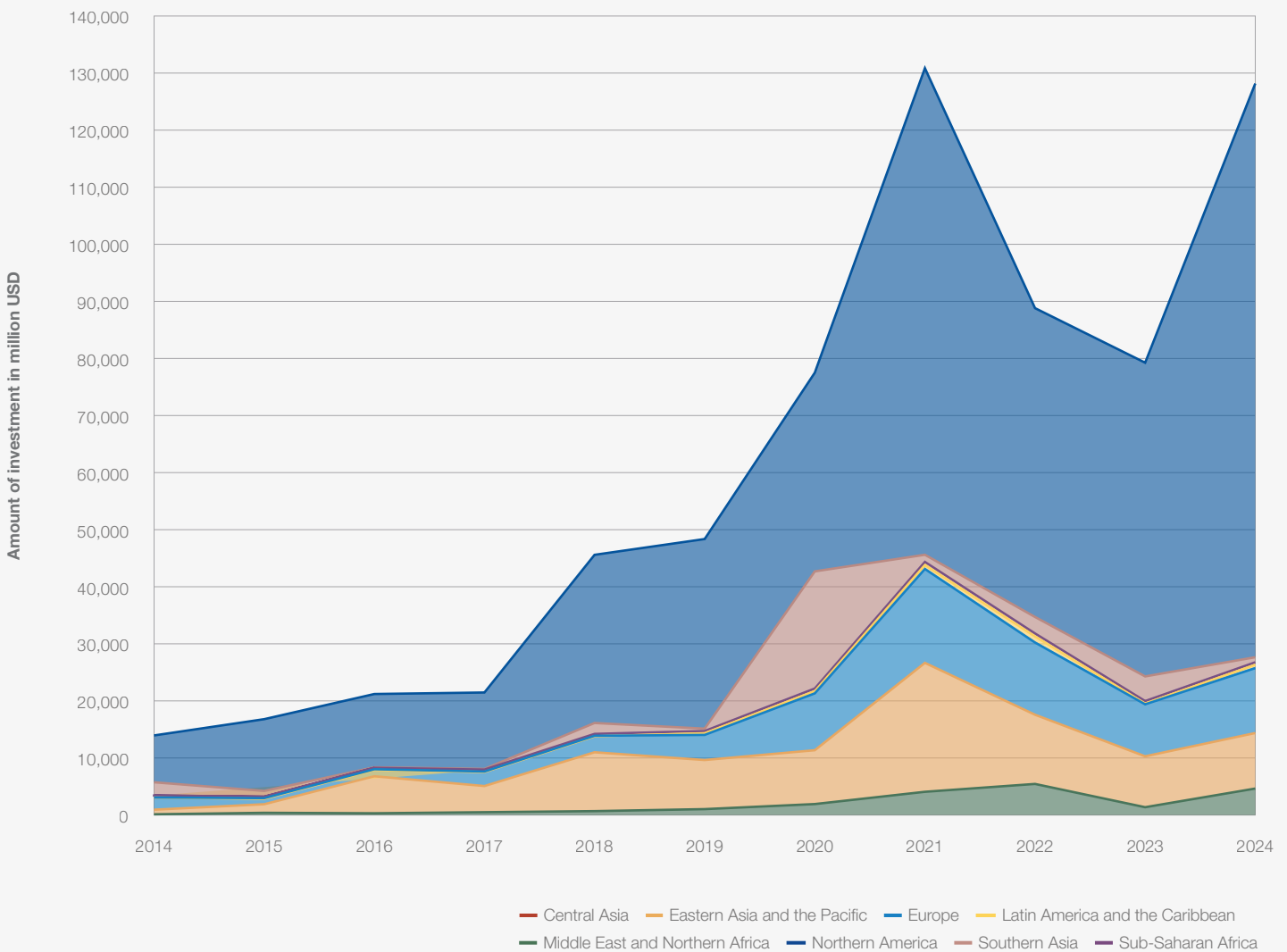
While international data comparability for Science, Technology, Engineering and Mathematics (STEM) STEM graduates poses a challenge in measuring and comparing China's AI talent pool to other those of other economies, it does not fully dim the relevance of these findings. In recent years, China has been estimated to be among the largest producers of STEM graduates, with an average self-reported rate of female graduates at 40%.² Neighbouring economies in the region, whose numbers trail behind China's in comparison, are in turn taking measures to boost their STEM talent. In Japan, for example, the number of universities adopting female STEM quotas rose to 40 in 2024.³

While the disaggregated profile of AI innovators is limited, it is helpful to observe the overall presence of women in innovation. European Patent Office (EPO) data suggests that the share of women innovators has been gradually increasing over time, with distinct footprints in the United States, Japan,

China and South Korea – the latter holding the highest proportion of women innovators, exceeding 25%, 10 percentage points higher than in the European Union (EU) and the United States.⁴

Resourcing of AI innovation shows other asymmetries in the global innovation ecosystem. Over the past 10 years, while disclosed investments in AI companies have increased, resources have clustered significantly in Northern America (Figure 3). During that same period, there were two noticeable surges in investment. The first occurred from 2019-2021, and was followed by a drop in 2022, and the second, a rebound beginning in 2023, is expected to reach 2021 figures by 2024. With resources across the global innovation ecosystem being unevenly distributed across regions, it is worth considering that other factors beyond investment can play a role in expanding talent pools to include a higher share of women in AI and to advancing AI innovations.

FIGURE 3 Aggregate investment in AI companies, 2014-2024, by region



Source

World Economic Forum calculations based on the Emerging Technology Observatory Country AI Activity Metrics dataset.

2.2 Balancing the impact of AI deployment

As successive editions of the Global Gender Gap Index have shown, gender parity in the workforce is a driver for growth and resilience. However, to date we are seeing AI deployment drive greater disparity. This section lays out emerging patterns in terms of workforce impact and underlying bottlenecks. It further presents levers to ensure more women are benefitting from AI-driven augmentation; these include skilling, fair hiring, performance evaluation and promotion.

The deployment of GenAI technologies has shifted the goal post for the future of work. As machine learning models have moved beyond research labs

and into everyday interactions – notably, with the launch of ChatGPT in 2022 – a surge of custom applications and innovations was enabled with real-life implications on work. The types of tasks, roles and industry demands that men and women respond to are changing, and with it the future of workforce representation, leadership opportunities and career progression.

The impact of GenAI technologies on jobs is increasingly conceptualized in terms of three processes – augmentation, disruption and insulation – which have since been adopted as categories describing the future of work (Table 1).

TABLE 1 **GenAI processes: impact on jobs and skills used**

Augmentation	These jobs' core skills include a large share of both GenAI-replicable and GenAI-complementary skills. GenAI may positively affect a relatively large portion of the skills in these jobs, leaving more time for higher value-added complementary skills.
Disruption	These jobs' core skills include a large share of GenAI-replicable and a relatively low share of generative complementary skills. The skills are likely to become obsolete with broader adoption of GenAI.
Insulation	These jobs have a relatively small proportion of GenAI-replicable skills among their core skills, which are likely to remain unchanged in the near term.

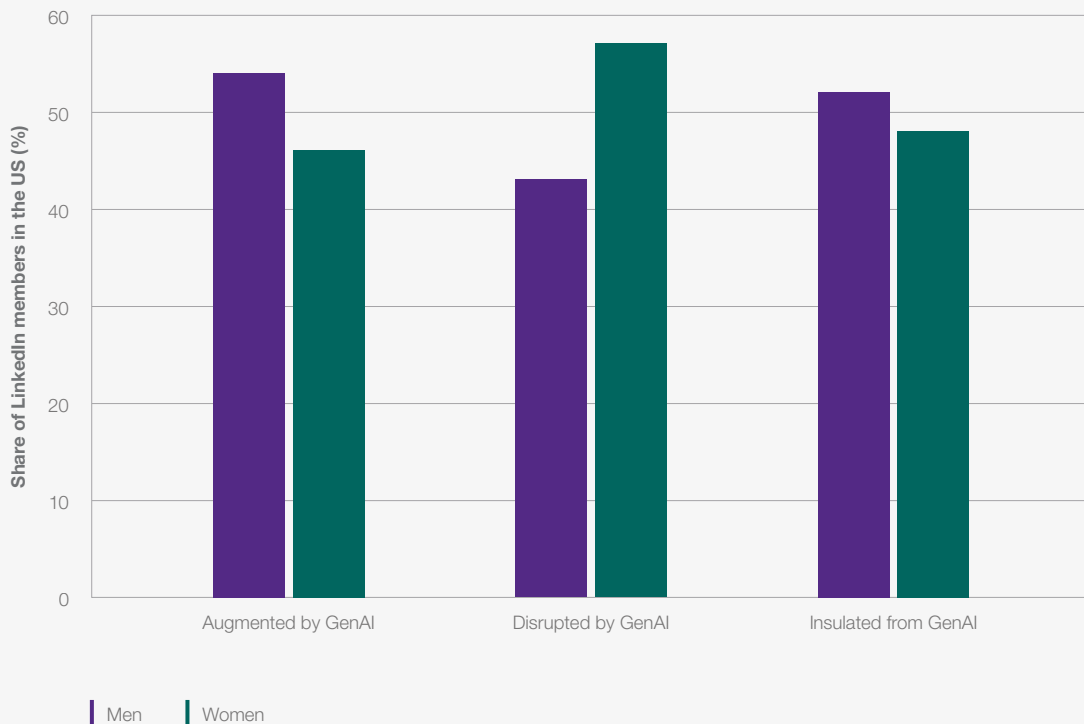
Source

Adapted from Karin Kimbrough's and Mar Carpanelli's 2023 paper "Preparing the Workforce for Generative AI Insights and Implications" published by LinkedIn Economic Graph Research Institute, 2023.

Of the three processes described in the table above, augmentation carries an expectation for workers to engage proactively with the tech-driven workforce transformation and to be well-rewarded for it, compared to the other two categories. When considering the gender composition by GenAI segment, the data shows that augmentation would create scenarios where the shares of women or men working with AI would vary depending on their occupation (Figure 4). LinkedIn research suggests

that women tend to work in occupations with less potential to be augmented by GenAI compared to men. Data from their United States membership suggests that more women than men will be in jobs disrupted by GenAI (57% vs 43%), whereas less women than men will see their work augmented (46% vs 54%) by GenAI. Only four percentage points separate the share of women whose roles would be insulated (48%), compared to men (52%).

FIGURE 4 | Gender composition by GenAI process



Source

LinkedIn Economic Graph Research Institute, 2023.

LinkedIn data from 2025 suggests that most women without AI engineering skills are working in roles that are being disrupted (38.4%), while among men without AI engineering skills, this constitutes the smallest group (31.1%). Relatively fewer women are insulated from the effects of AI and just over 28% are in roles that are being augmented (Figures 5a and 5b).

In comparison, workers with AI engineering skills are less likely to be in roles impacted by disruption or which are fully isolated. Among men with AI engineering skills, the vast majority (65.4%) are in augmented roles, compared to women with engineering skills where the proportion is 57.2%. About one quarter of women who have engineering skills are currently in disrupted roles yet should have a relatively easier path transitioning to augmented roles compared to the 38.4% of women without AI engineering skills in disrupted roles. Given this skill and AI impact mix, a relatively higher number of women will need to transition from disrupted roles and relatively fewer currently have the skills to do so.

Businesses and economies chasing GenAI-related growth will be best served by casting a wide, and robust talent net – one that nurtures female talent and develops its potential, from entry-level and all the way into leadership. The workforce however is unlikely to upskill and reach for emerging GenAI-related opportunities without a compelling vision for the future of work. As GenAI is increasingly integrated into workplaces, worker’s attitudes reveal

that gender gaps shape workers’ appetites to engage with this shift at scale.

PwC data featured in the *Global Gender Gap Report 2024* highlighted that only 54% of women, compared to 61% of men, expected significant changes in the skills required for their jobs over the next five years. Women also reported a less clear understanding of how these shifts will affect their roles (62% of women versus 68% of men), signalling a potential gap in preparedness for the AI-driven economy or the fact that women are disproportionately filling roles which have little exposure to AI. This finding echoes other insights from studies that suggest women are somewhat less likely to use AI than men.⁵

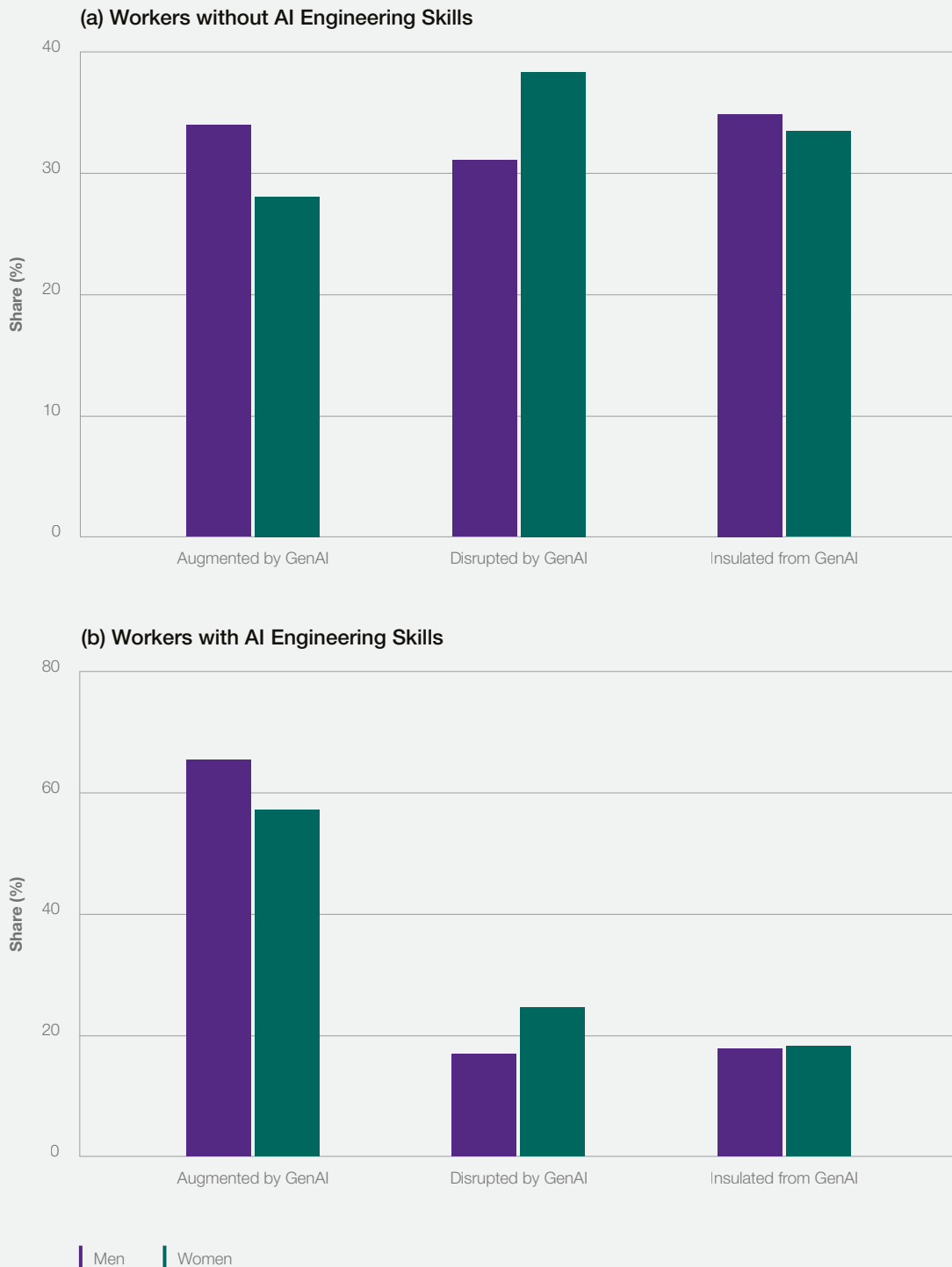
However, the rapid pace of the shift means attitudes are also changing fast. Insights from LinkedIn’s Workforce Confidence Index reveal that, between 2023 and 2024, men’s and women’s attitudes towards GenAI evolved rapidly (Figure 6). A higher share of both men and women reported that the role of GenAI had increased in their workplaces in 2024, compared to 2023. While men were more likely than women to report that GenAI skills would help their career progression and reported a higher use of GenAI than women, the proportion of both men and women recognizing the importance of AI skills and reporting AI use at work have increased between 2023 and 2024. Where beliefs diverged over time were in the perceived importance of soft skills and whether they doubted that GenAI would

affect their work. For these two questions, an increasing share of women showed assurance that GenAI would impact their job, while also growing the importance of soft skills.

While a limited display of initiative from the workforce to engage with GenAI is to be expected, it will not fuel the seamless integration of new technologies. Many aspects of work will be

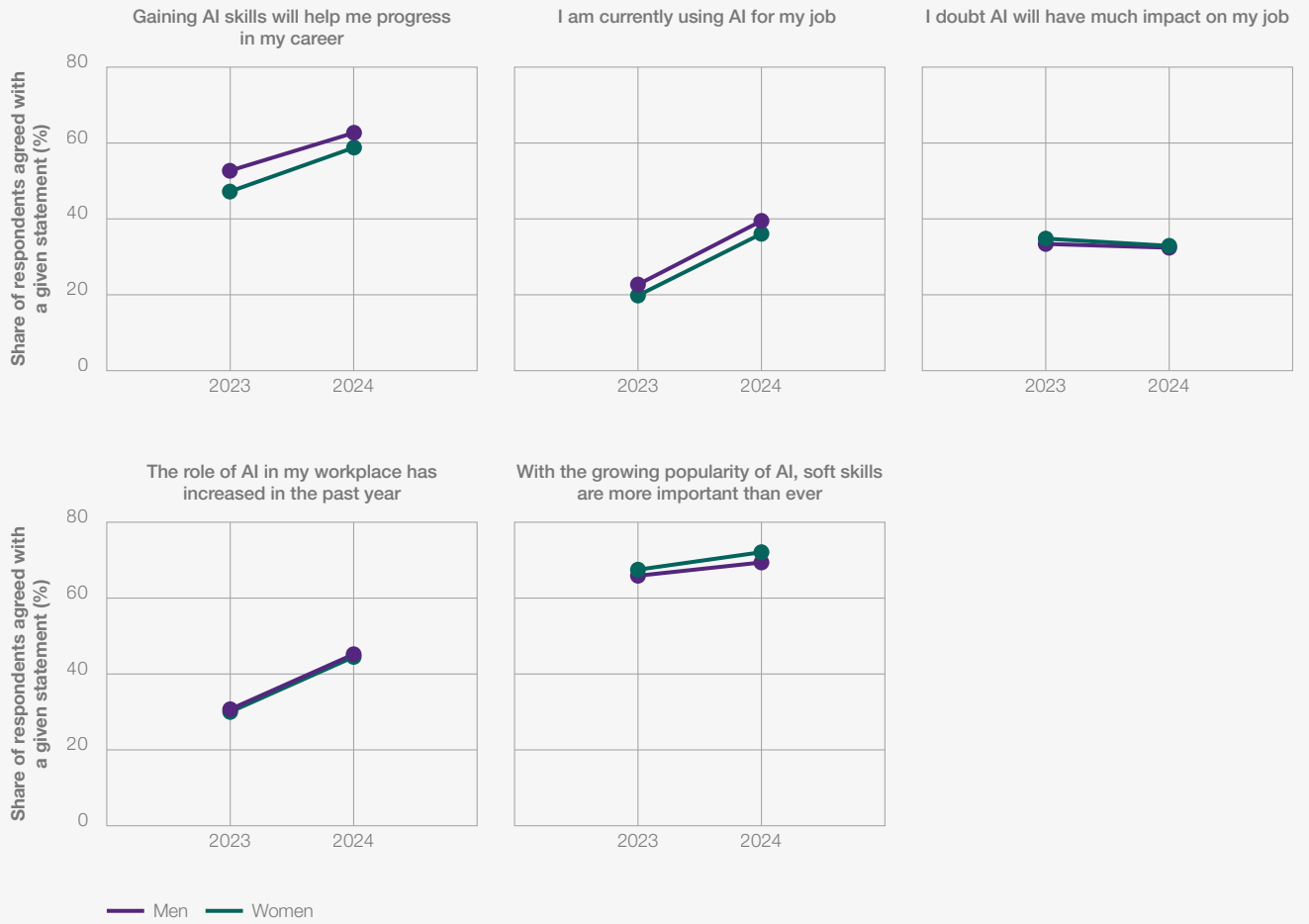
impacted by GenAI over the coming years, and it is contingent on leaders to lay the path forward. While GenAI may not be a part of every professional future, for workers wanting to participate in the AI economy, tools and transitions need to be identified in a timely matter. Creating a broad understanding of what this change entails will enable workers to find their footing more quickly.

FIGURE 5 AI impact on workers, men vs women, based on skill profile, 2025



Source
LinkedIn Economic Graph Research Institute, 2025.

FIGURE 6 | Gender gaps in LinkedIn's Workforce Confidence Index, 2023-2024



Source
LinkedIn Economic Graph Research Institute

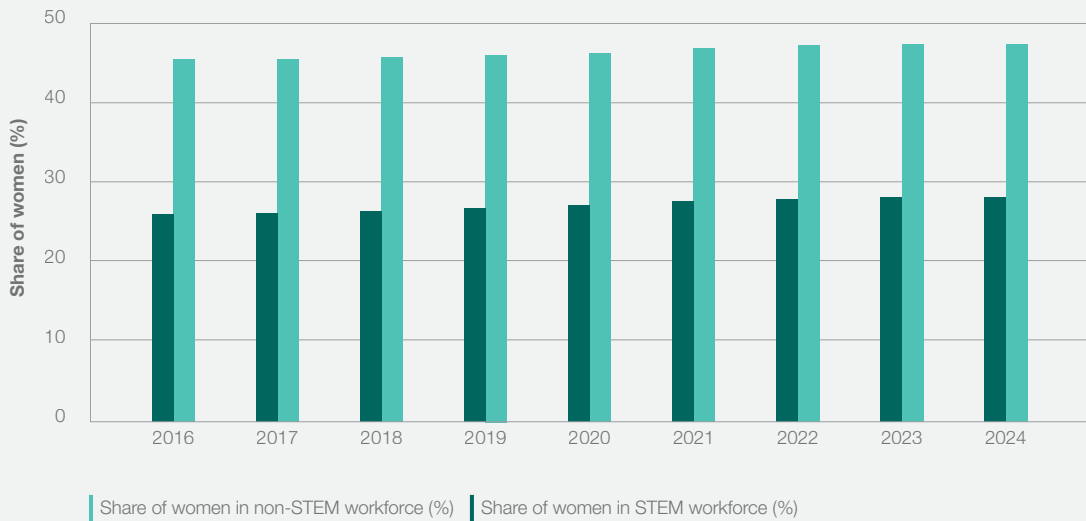
Note
Unweighted averages from 12 economies covered in the Workforce Confidence Index.

2.3 The starting point for talent: how to close the augmentation gap

While women's presence in tech fields has grown in the past few decades, rising from 26.1% in 2016 to 28.2% in 2024, they still represent less than one-third of the STEM workforce (Figure 7). As highlighted in the 18th edition of the *Global Gender*

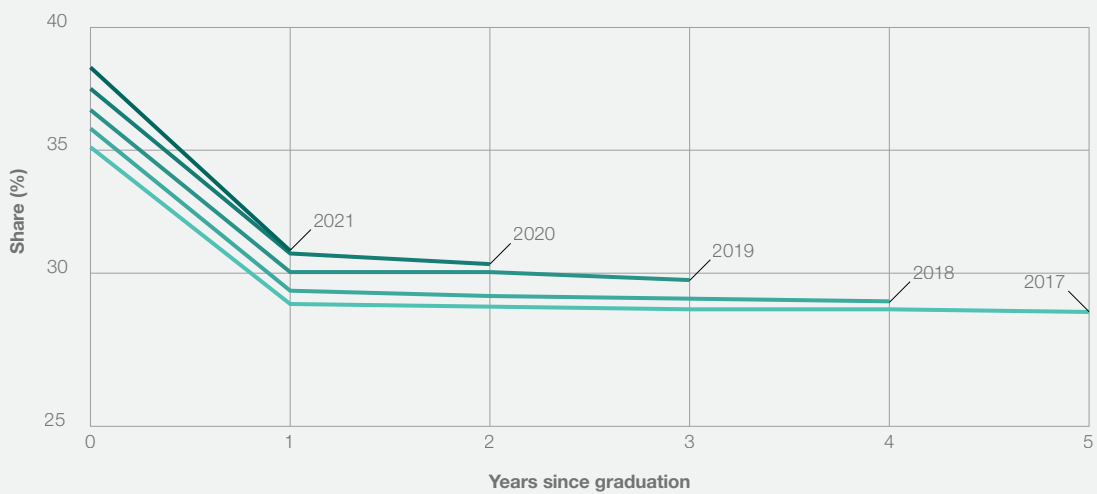
Gap Report, women are underrepresented in STEM roles across industries, particularly in Information and Communication Technologies (ICT) ICT and professional services, where men are twice as likely as women to hold STEM roles.

FIGURE 7 Women's workforce representation in STEM vs non-STEM workforce, 2016-2024



Source
LinkedIn Economic Graph Research Institute

FIGURE 8 Share of women STEM graduates by years since graduation



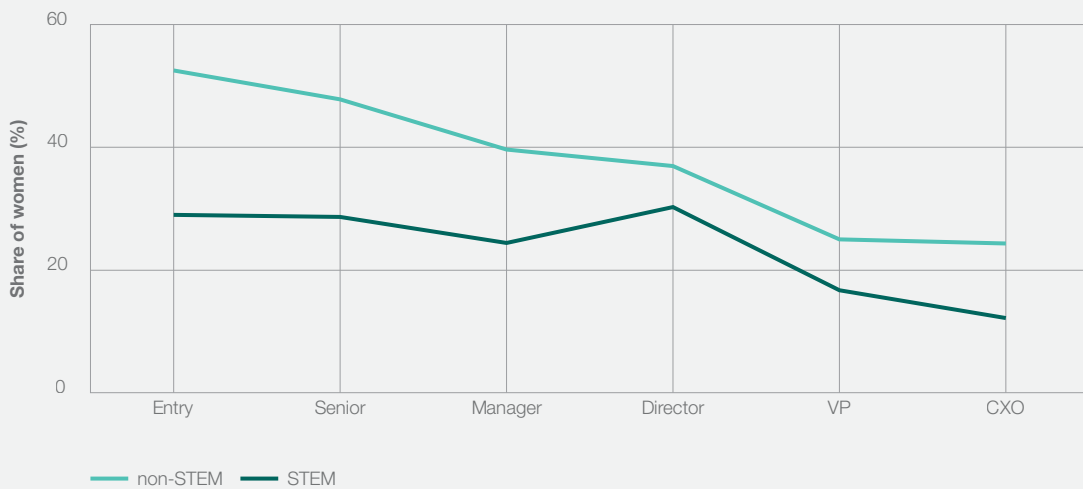
Source
LinkedIn Economic Graph Research Institute for the Global Gender Gap Report 2023

Note
Year 0 refers to the year when women graduated from the STEM education.

To address this initial gap, strategies seeking to transition more female STEM graduates into STEM roles and industries have been a staple of tech-focused economies. A trend documented in the 2023 edition of the *Global Gender Gap Report* showed that a larger cohort of female STEM graduates entered STEM employment every year. However, their retention is not as promising. As Figure 8 indicates, the first year in the workforce carries a significant “drop off” for women in STEM employment: women graduating in 2017 accounted for 35.5% of STEM graduates, but only 29.6% of STEM job entrants in 2018.

The “school-to-work” transition is but one of the many stages in the professional life of STEM workers where gender gaps are a glaring obstacle to talent strategies. The rise to industry leadership is another. Presented as the “drop to the top”, this metric shows how women transition into STEM leadership roles in lower proportions than men (Figure 9). In 2024, women held 24.4% of STEM managerial positions in STEM but only 12.2% of STEM C-suite level roles. This contrasts with women’s representation in non-STEM roles, which in 2024 declined from 39.6% at the managerial level to 24.3% in executive leadership.

FIGURE 9 **“Drop to the top” in STEM vs non-STEM**



Source
LinkedIn Economic Graph Research Institute

Note
“Drop to the top” refers to the widening of the gender gap as workers progress into leadership roles.

From the start, and throughout the entire career cycle, the STEM industry’s ability to attract and retain female talent is feeble: men are overrepresented at every stage of the professional ladder. The gender disparity in STEM has persisted for decades, with incremental change taking a long time to reflect on opportunities. While AI remains part of the broader STEM ecosystem – textured by many of its structural obstacles – it is not yet fully rigid in its gender dynamics. AI is a much younger and more dynamic field, creating a window for intervention that can foster greater gender equity before biases become fully institutionalized. One example of this is the rapid uptake of AI skilling.

With technology adoption expected to play a growing role in economic transformation, AI and big data skills are increasingly attracting employer attention. In 2022, fewer than one-third of employers surveyed in the Future of Jobs Survey believed these skills were essential for their organizations. By 2024, this share had risen to 45%.⁶

What the survey also revealed is that over three-quarters of business executives view AI reskilling and upskilling as the primary strategy for adapting to its growing impact, making it the most widely adopted approach across industries. This aligns with findings from the Forum’s 2024 Executive Opinion Survey, which suggested that business leaders see accelerating education and talent development as key objectives for driving innovation and shaping industry policy.

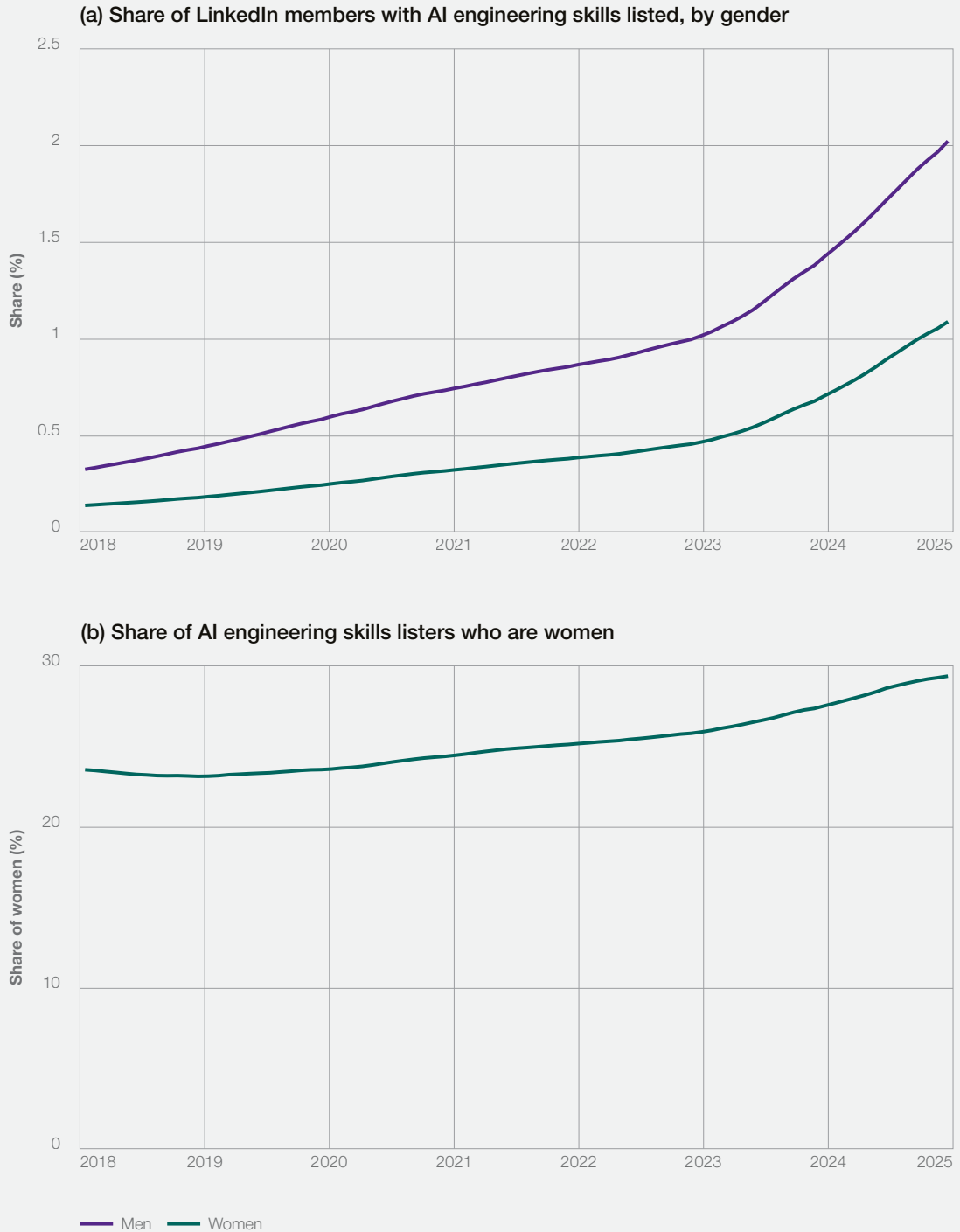
Rising to meet this demand is a growing cohort of AI talent – workers with AI engineering and literacy skills across industries and occupations.⁷ For both, we observe rapid adoption of AI skills and a persistent gender disparity that is, nonetheless, narrowing.

Data on AI engineering (Figures 10a and 10b) indicates that the share of LinkedIn members who list AI engineering skills in 75 economies has rapidly expanded from 2018-2025. The median change across economies over the last year was

an increase of 51.5%. However, across the same period men have a higher share than women of members listing AI engineering skills: from 0.1% of women and 0.3% of men in 2018, to 1.1% of women and 2.0% of men in 2025. This is true in 95.7% of country/months in the data, and 91.9% of economies currently. However, that gap is

narrowing (Figure 10b). In 2018 globally, 23.5% of AI engineering skill-listers were women. This has increased over time, such that in 2025 29.4% of AI engineering skill-listers are women. Over the past five years, this gender gap has narrowed in 74 of the 75 economies examined.

FIGURE 10 Gender gaps in AI talent, 2018-2025



Source
LinkedIn Economic Graph Research Institute

Note
Average taken across all members in 75 economies in which there is sufficient data quality.

Although women represent less than one-third of AI talent on the platform, there is reason to believe that not all the observed skills gap between men and women reflect true disparities in skills held, but that some part of it reflects differences in how men and women list skills on the LinkedIn platform. This may be true for a few reasons. First, over half of men and women who have an AI literacy skill (63.4% of men and 53.8% of women) also have at least one AI engineering skill listed, compared to only 2.9% and 1.6% of men and women with no AI literacy skill listed. Put another way, men with AI literacy skills listed are over 20 times as likely as men with no AI literacy skills to have AI engineering skills. For women, that increases to 33.6 times more likely. Almost 90% of men who have an AI literacy skill list have at least one disruptive tech or AI engineering skill, as do 79.2% of women. Thus, these early adopters of AI literacy skills are likely highly technical and in these disruptive tech skill areas. However, that is truer for men than it is for women.⁸

Second, AI engineering skills may reflect differences in propensities to list skills on LinkedIn, as the share of female AI engineering talent increases by 9 percentage points, from 29.8% to 37.7%, when accounting for implicit skills deduced from their profiles but not listed directly by themselves. A gender bias in self-reporting, however, should not foster complacency with gender gaps in AI skilling and re-skilling. Research from Randstad

suggests that employers seem to be prioritizing AI upskilling training among male employees across all economies surveyed in the study, apart from Belgium and India.⁹

Moreover, with skilling being centred as the uncontested strategy for navigating workforce transformation, as noted earlier in this paper, there is a risk of overlooking other areas where AI can add value and close gender gaps, including pay, career advancement, and occupational and industrial gender segregation. Skilling women for AI roles will not eliminate the persistent disparities in both leadership representation and career progression.

AI has the potential to help revalue work by automating labour-intensive tasks in clerical and administrative roles, areas that are traditionally feminized and underpaid. By integrating AI into these functions, pathways can be created to re-evaluate work in areas such as communication, decision-making and relational tasks – lower-value roles that are also predominantly performed by women. Furthermore, AI integration in areas as mundane as the synchronization of administrative workflows and routine functions can provide organizations with the opportunity to implement broader shifts in business models, organizational structures and AI-driven decision-making.

2.4 Fair hiring, performance evaluation and promotion

Transparent and fair processes for hiring, performance evaluation and promotion will be a critical element in building more balanced workforce and leadership pipelines for women to reap the full benefits from AI augmentation.

Today, 99% of Fortune 500 companies use some form of automation in their hiring processes.¹⁰ As these processes become widespread, it will be critical to document the extent to which AI agents can overcome and overturn gender gaps in existing training data. Gender gaps reflected in training data are concerning to the extent that they inform AI-driven recruitment systems that favour the competencies, performance markers and trajectories of male candidates.

The true challenge for AI in the workforce is not just mitigating bias but actively expanding the talent pool by identifying and including individuals who are often overlooked. Hiring and performance

evaluations are among the most powerful levers for advancing women's careers. Before AI, organizations relied on gender-blind hiring policies and standardized interviews to promote diversity, yet systemic bias persisted beyond recruitment.¹¹ Performance evaluations also frequently reflect subjective gendered assessments of potential.¹² AI could transform this process by implementing better-tuned assessments, creating new pathways for underrepresented talent to be recognized and advanced in the workforce.

Fair, AI-driven recruitment and evaluation processes can be a game-changer for gender parity, enabling women to be assessed more accurately and ensuring equitable access to leadership opportunities. In turn, employers can expand their workforce's potential, make better talent decisions and provide personalized development opportunities.

3

Levelling the field: automating parity

Technological disruptions call for re-design: tech can boost growth and close gender gaps in participation, leadership, ownership and innovation.

As technology becomes central to business transformation and economic productivity, there are immediate areas where leaders can take action to capitalize on the full spectrum of AI talent, AI leadership, AI industry potential and AI innovation available today.

AI-driven economic growth will be strongest where gender parity is embedded in its design – a virtuous circle where:

- Industry and policy goals are aligned to address gender disparities skewing the tech transition – from design to development to adoption.
- Parity in skilling and reskilling brings equal access to opportunities and rewards in the future of work, in both AI and non-AI roles.
- Industry practices and mindsets remove biases in workforce representation and leadership that limit productivity and innovation.
- Increased female participation in the tech transition leads to improved innovation outcomes, with applications better tailored to

changing populations and with more efficient uptakes.

- Parity in resourcing nurtures the innovation ecosystem.
- Increased representation in the data translates to better learning models with more discerning outcomes.

For **industry leaders**, the case is clear: companies that fail to integrate gender parity into AI strategy will miss out on half of the available talent, reducing their capacity for innovation and long-term competitiveness. For **policy-makers**, AI can be adopted as a driver of workforce transformation, economic dynamism and social integration, ensuring that AI-driven economies are not only moving forward, but doing so by growing the proverbial pie.

AI is more than a tool – it is a vehicle for economic and social transformation. Decisive, discerning leaders who recognize this and act now will shape the future of AI-driven growth, ensuring that its benefits extend to all.

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