

Effects of Digitalization on Women within the G20 economies

Argentine-German Women20 Outreach Dialogue
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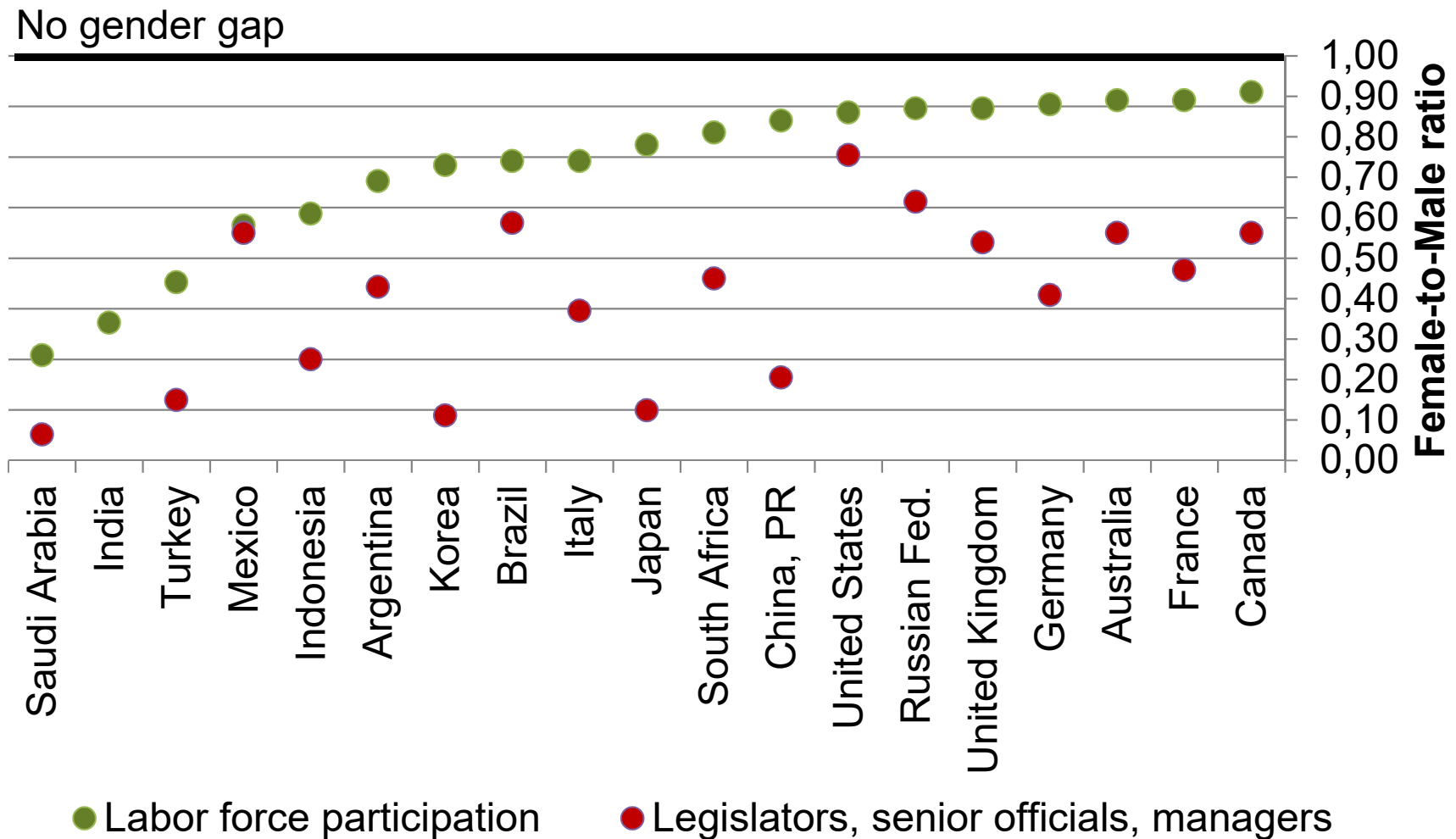
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Aim and Scope of the Study

- To understand how current technological change that involves digitalization will affect women in the G20 economies with regard to their labor market inclusion and financial inclusion
- To provide an overview of policies and initiatives that address women's empowerment in the digital age and to formulate „best practices“

Gender gaps in labor force participation persist in all G20 countries



Digitalization and the Future of Work



| Routine tasks (high risk of digitalization) | Non-routine tasks (relatively low risk of digitalization) | |
|---|--|-----------------------|
| | Manual tasks | Abstract tasks |
| <ul style="list-style-type: none">➤ Tasks that can be codified➤ Examples: mathematical calculations in bookkeeping; data processing; precise executing of a repetitive physical operation in production tasks. | | |

Digitalization and the Future of Work



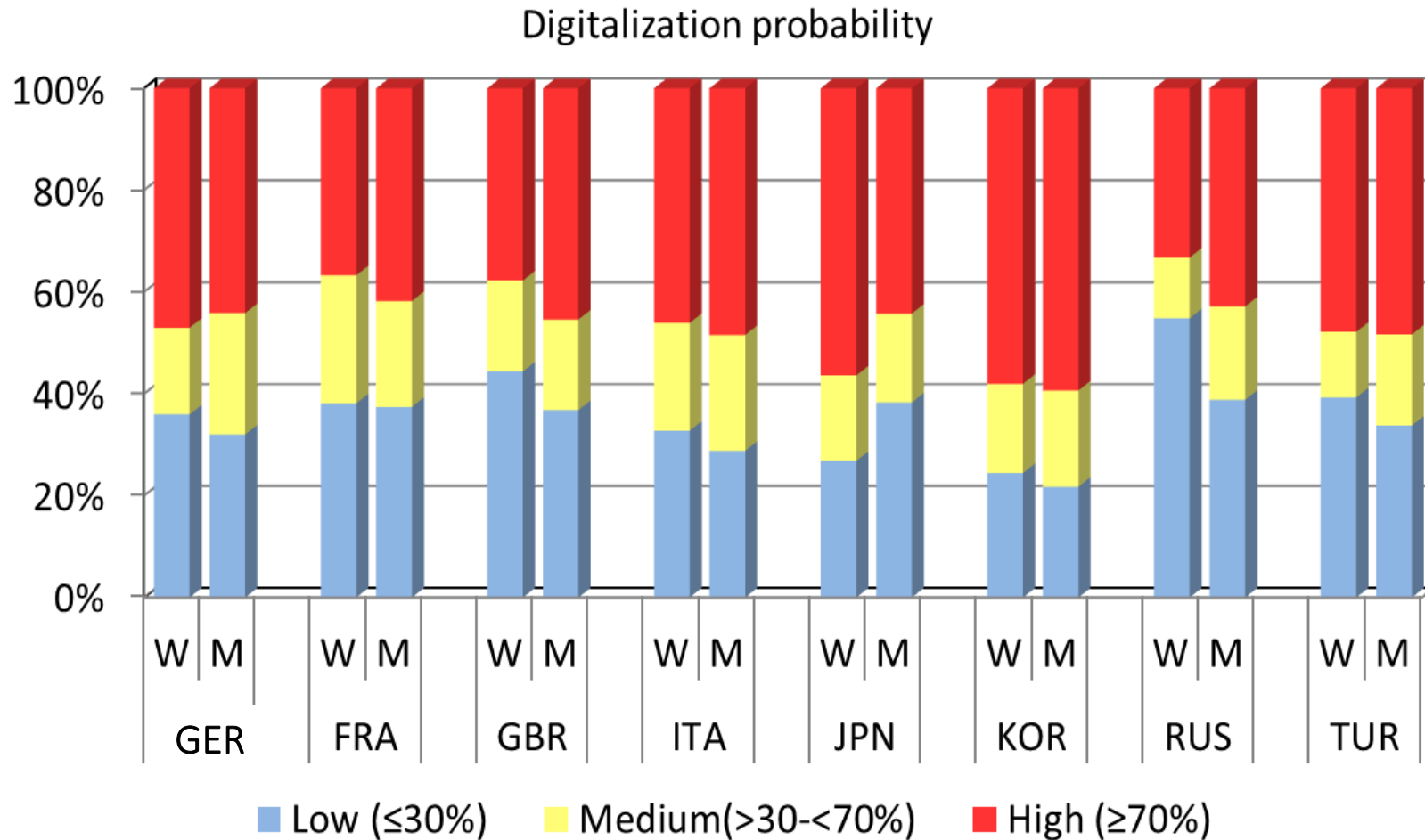
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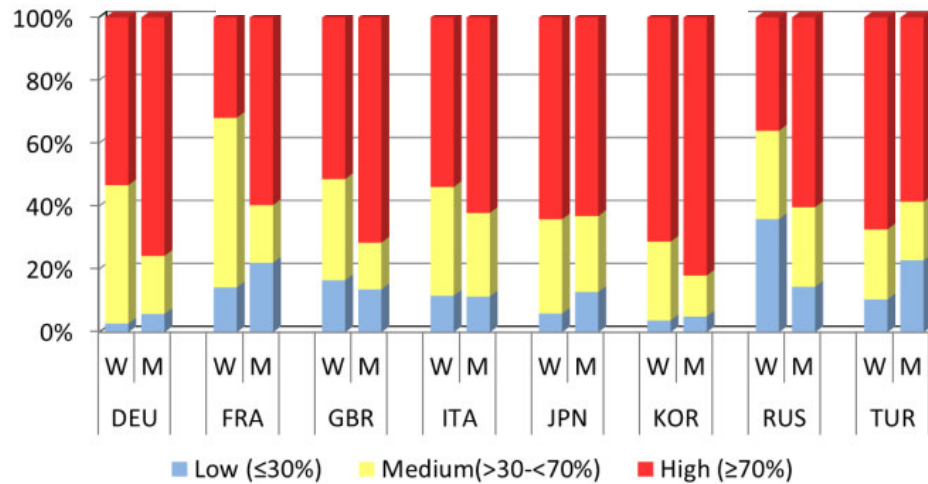
Gender Effects of Digitalization of Jobs



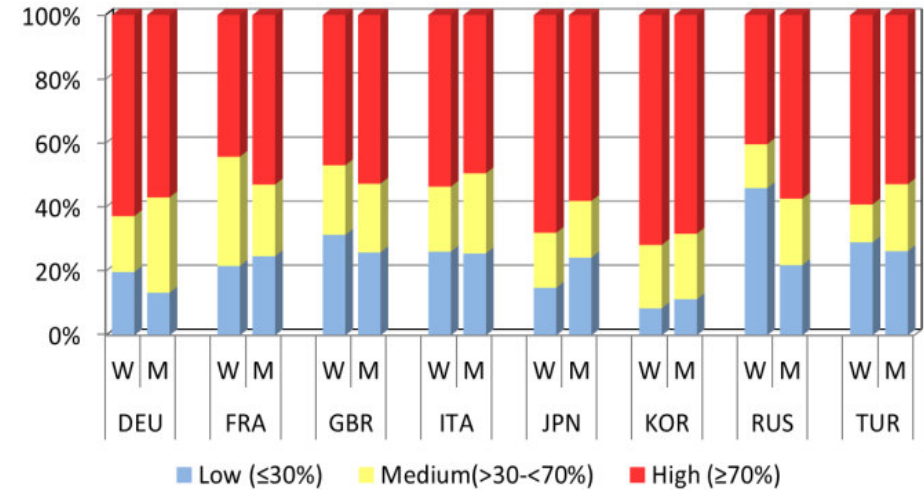
- On average, between 40% - 50% of jobs face a very high risk of digitalization

Digitalization of Jobs: Skill effects

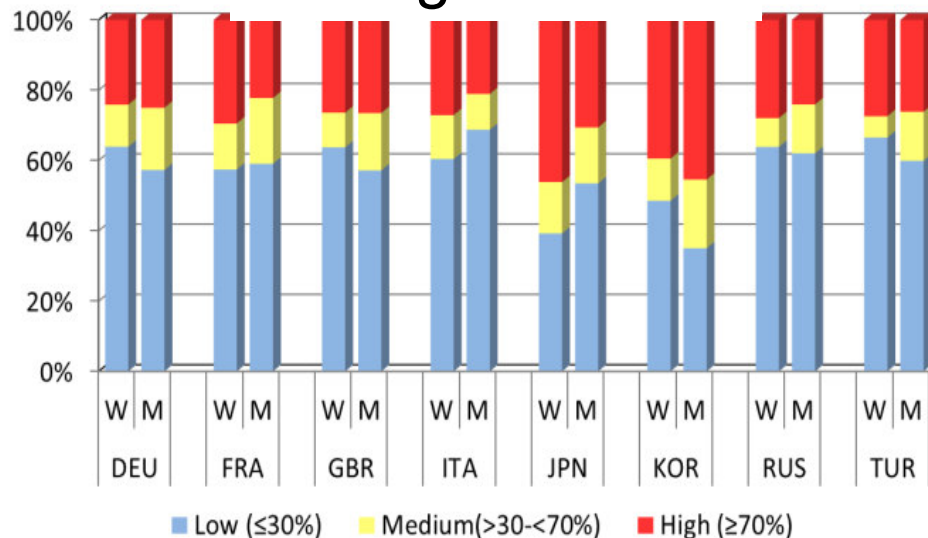
Low-skilled



Medium-skilled



High-skilled

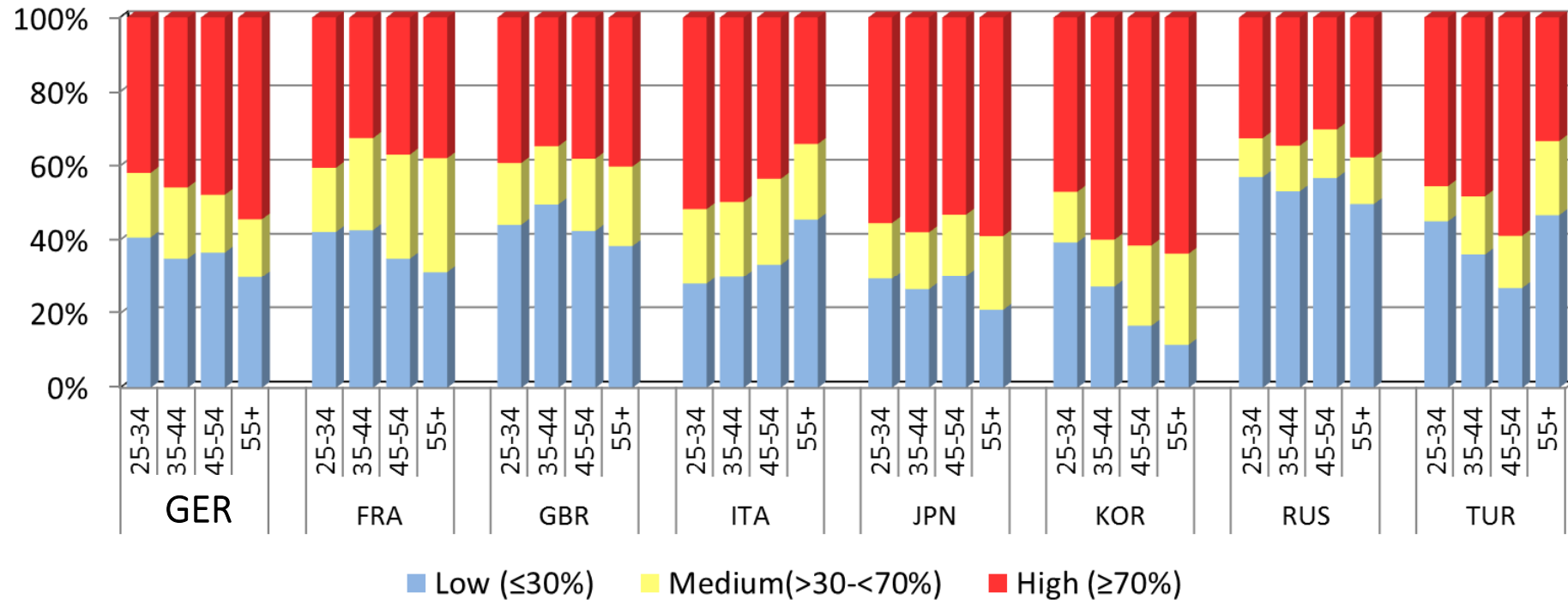


➤ The risk of digitalization of jobs is the highest for low-skilled workers

➤ The risk of digitalization decreases with the skill level

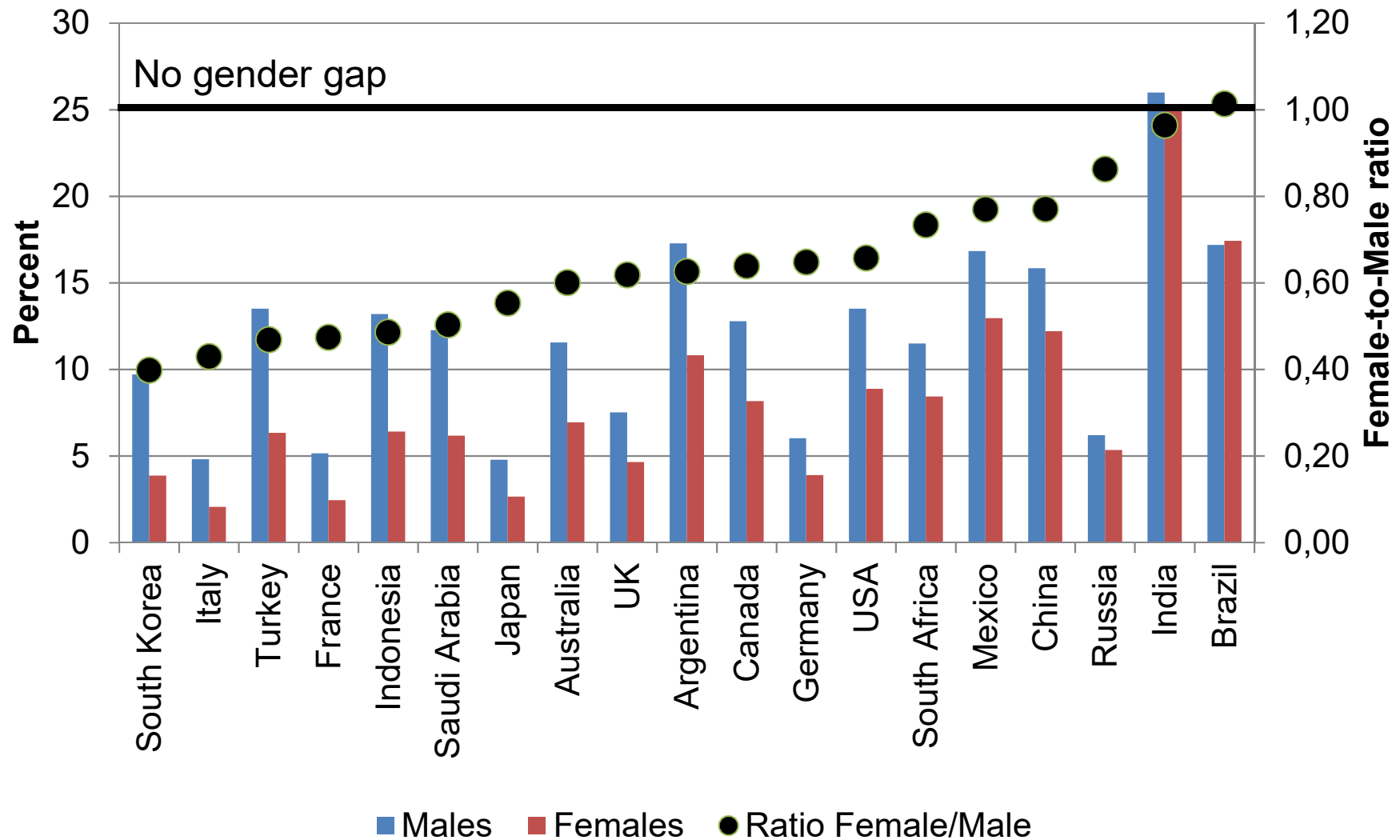
Digitalization of Jobs: Age effects

WOMEN

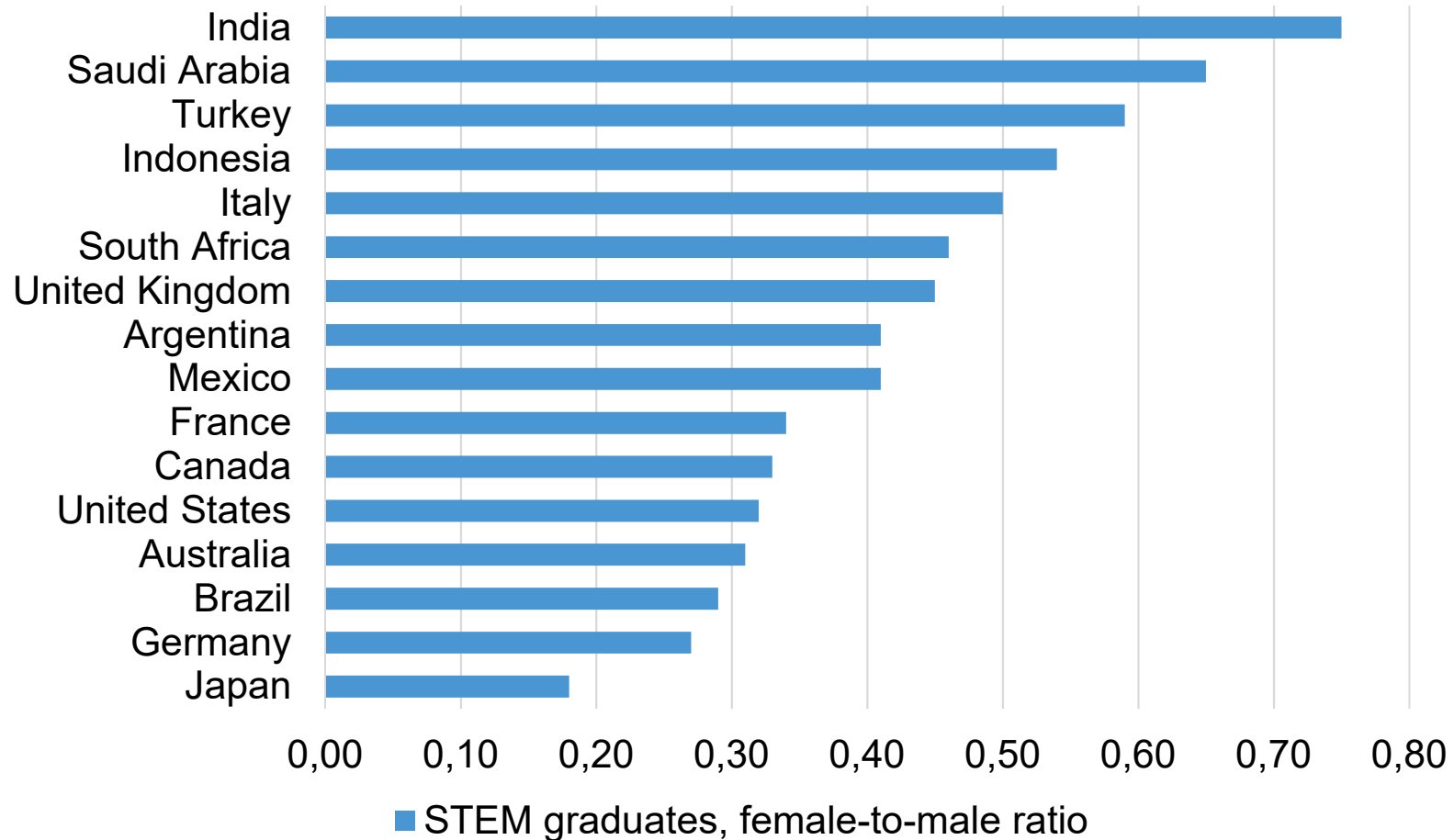


- The susceptibility of women's jobs appears to increase with increasing age.
- In Italy and Turkey, by contrast, the susceptibility appears to decrease with increasing age.

Gender gaps in entrepreneurial activities

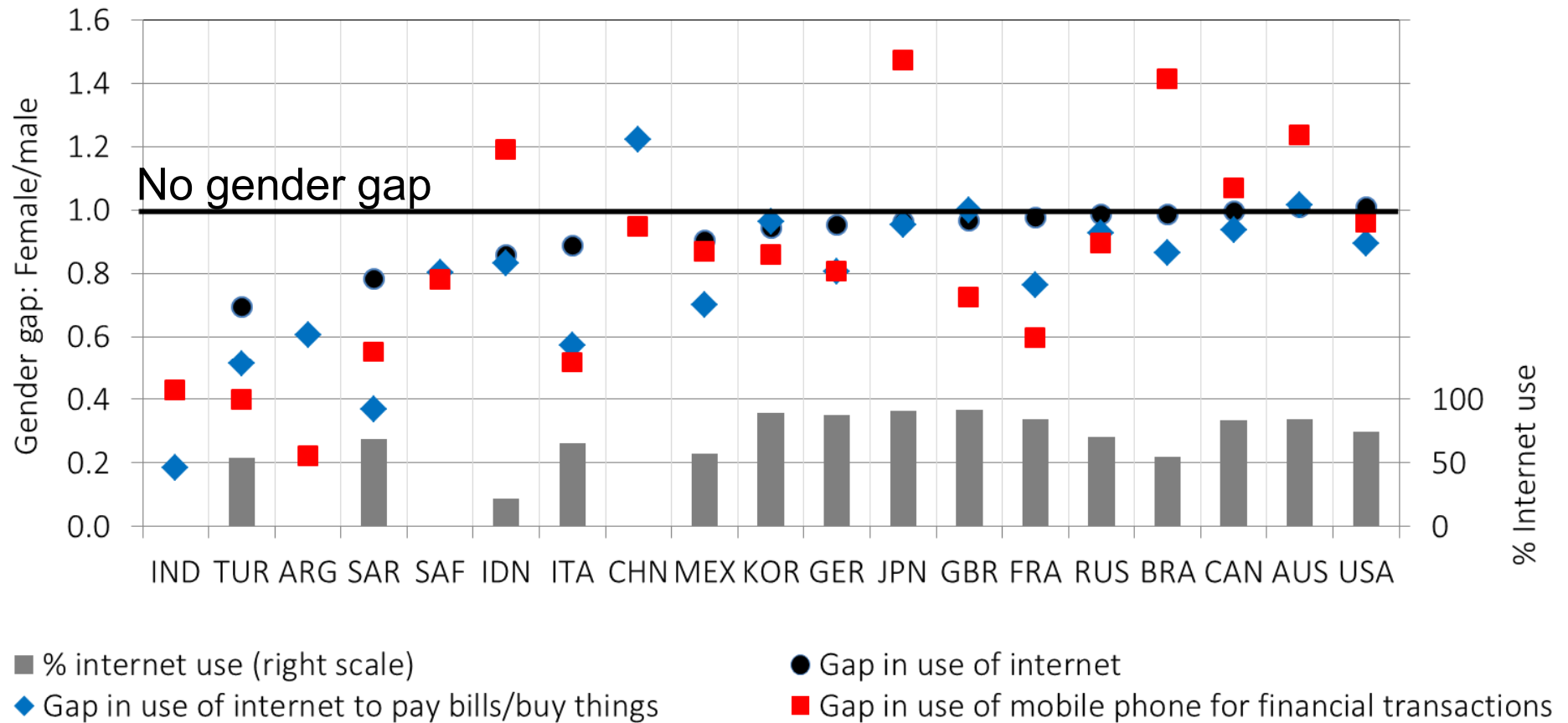


Careers in the digital sector often require knowledge of STEM subjects



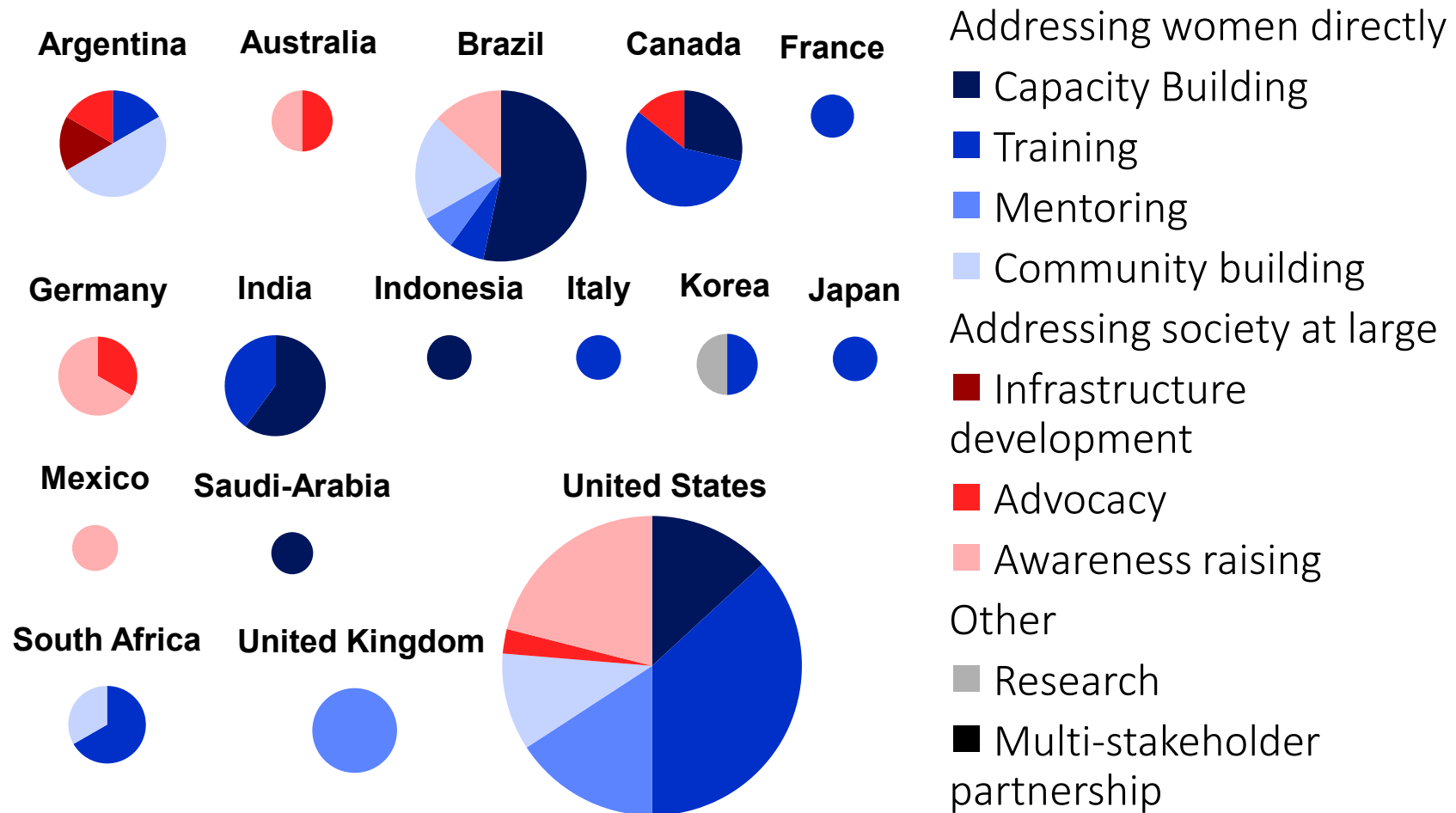
- Women are underrepresented among the STEM graduates
- The gap in STEM graduates persists in all G20 countries

Digital gender divide



- Gender gaps rather small for internet use in general
- Gender gaps are larger for the use of mobile and digital technologies for payments through internet or mobile phones

Initiatives against gender digital divide - National level



Note: Circle size refers to number of initiatives recorded.

Initiatives against gender digital divide

- Multi-country level

- International NGOs and governments also engage in multi-country initiatives
 - On the regional level (Europe, Africa; only little for Asia and Latin America),
 - On the global level
- Compared to national level:
 - More society oriented measures (red)
 - More soft measures (light colours)
 - Hard measures for Africa



Note: Circle size refers to number of initiatives recorded.

Examples of initiatives promoting women's empowerment in the digital age

- Promoting digital literacy skills for women and girls
 - „#eSkills4Girls“ is an initiative by the German government for emerging and developing economies. It covers different action fields, including an online platform and an international coding competition.
 - „*She Will Connect*“ by Intel helps to improve women's digital literacy skills, provides an online peer network and gender-relevant content in African countries
 - Promotion of advanced IT-skills to build, not just to consume the technology through programs, such as „*Ladies Learning Code*“ in Canada, „*Be the Video Game Developer*“ in the US, „*MariaLab Hackerspace*“ in Brazil

- Addressing digital gender gap among minorities:
 - „*Black Girls Code*“ and „*TECHNOLOchicas*“ in the US

Examples of initiatives promoting women's empowerment in the digital age



- Digital e-learning & networking platforms for female entrepreneurs and investors:
 - *Girls in Tech* in Argentina
 - *Next Wave* in the US provide the digital platform for delivering training content for women angel investors. It also allows to create a network of women investors from different geographic regions.

- Internet-based loan programs allow alternative ways to assess creditworthiness of women without formal credit records (e.g. *Alibaba Group* and the Goldman Sachs' *10,000 Women Initiative*)

Many thanks for your attention!