

# Women and the future of work

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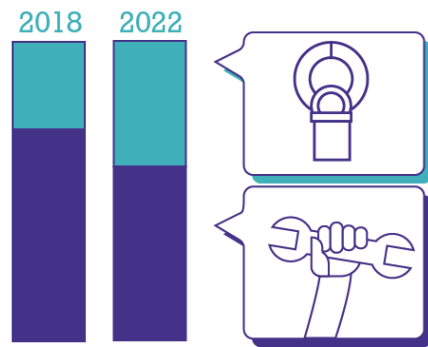
*Diputada*

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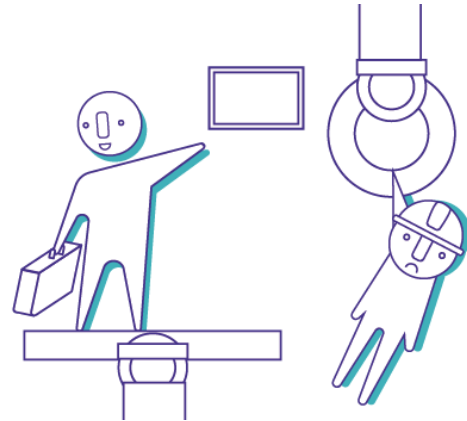
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# Women and work

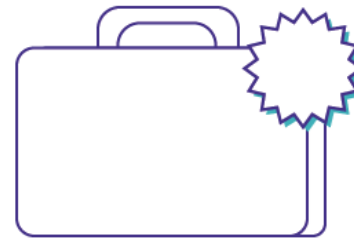
→ Global context: Automation y digitalization



As of the year 2018, 29% of work duties are being done by machines. By 2022, this number is expected to grow to 42%.



It is estimated that the arrival of machines will displace 75 million employees by 2025, especially low skilled workers, who need physical or routine office work.



More than 25% believe that automation leads to the creation of new roles in their company.



Companies are open to expanding their use of contractors who take on specialized works: more flexible work modalities (remote work and decentralized operations)

# Women and work

→ Global contexto: Automation and digitalization



There will increased demand for jobs that are strengthened by technology and those that require intrinsically human skills.

It is calculated that 54% of all employees will require training in new skills in the next five years:

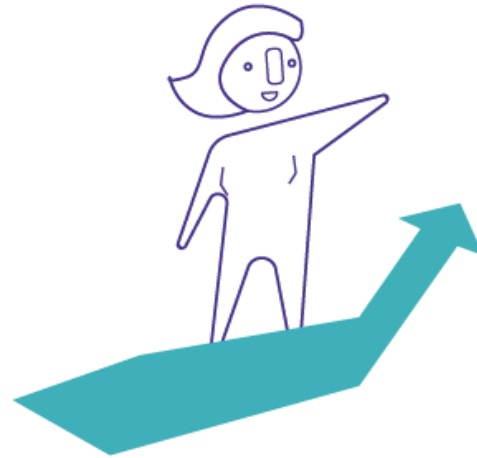
- Analytical thinking
- Creativity
- Originality
- Persuasion
- Initiative
- Resilience
- Flexibility
- Complex problem solving
- Innovation and active learning



# Women and the economic gap



A 25% reduction in the economic participation gap could increase the GDP to US\$5.3 trillion by the year 2025 y tax collection to US\$1.4 trillones.



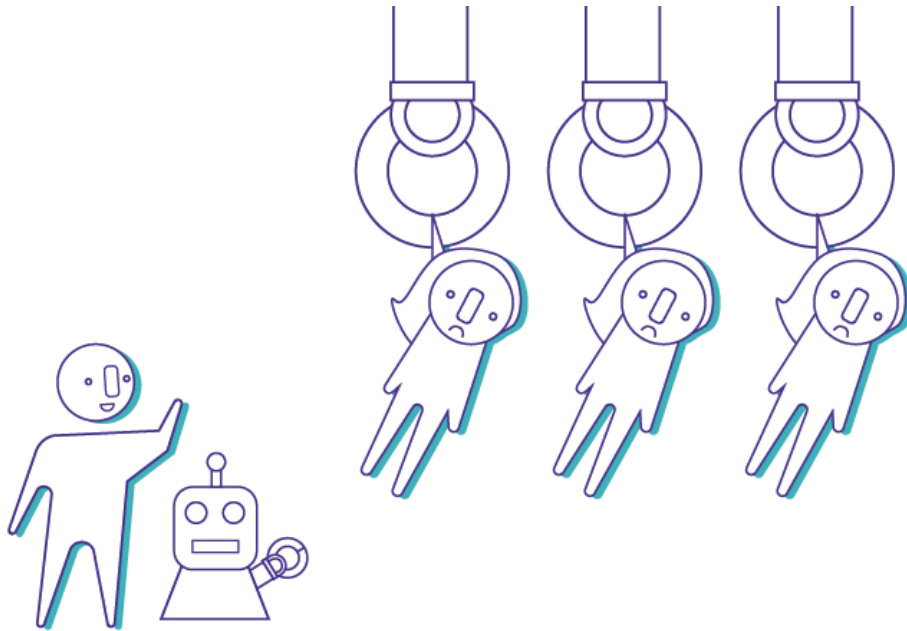
In Latin America and the Caribbean it is estimated that a 1 point increase in women's participation would be associated with an increase of 5,9% in the GDP growth rate. (ECLAC)



Largest source of employment for women in Latin America and the Caribbean:

- 27.7% remunerated carework sector
- 33.5% commerce and industry.

# Women, work, and technology:



26 million jobs for women in 30 countries are at a high risk of being displaced by technology. (FMI)

These have more than a 70% chance of being automated within the next 20 years.

Female workers face a greater risk of their jobs being automatized compared to male workers: 11% of the female labour force, compared to 9% of the male labour force.

Women at a disproportionate risk due to automatización:

- Less educated workers
- Older workers
- Administrative position, service, and low skill sales

Around 180 million female workers have a high risk of being displaced.

# Women's labour participation and employment in Chile

Chilean women's insertion in the labour market is one of the lowest in Latin America



Women represent 36.2% of the labour force

They are concentrated in low skill and low pay jobs

Their jobs are primarily in:

Service: 46%

Commerce: 25%

Manufacturing industry: 11%

Agriculture: 6%

Financial establishments: 7%

As we say in Chile “*AL PAN PAN, Y AL VINO VINO*” [Call things by their name]

New technologies and forms of work create a threat today if we do not take concrete measures to adapt or to use them to the benefit of all.

This threat is greater if we consider the conditions of violence and inequity experienced in our paid work, in the amount of unpaid time dedicated to domestic work and care for children, older adults, or those living with disabilities.

# How do we transform the threat into opportunity?

- Co-responsibility and care systems (ECLAC, ILO)
- Education and training; with continuous, multi-disciplinary, flexible, and creative learning (ECLAC, ILO)
- Regulating work, advancing towards decent work (better salaries and fewer hours) (ILO)
- Universal access to social protection (ECLAC)
- Flexibility and remote work that is resguardado and protected (ILO)



# How do we transform the threat into an opportunity?

→ Co-responsibility



In Chile, women do more domestic and care work. For this reason, in the committee for women and gender equality, we have worked on a legislative agenda on co-responsibility, putting forward some bills.

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# How do we transform the threat into an opportunity?

→ Co-responsibility

## Universal Nurseries

Today the right to nurseries is can only be claimed by women who work in companies with 20 or more workers; a bill seeks to make this available to both mothers and fathers.

Protections for students, pregnant individuals, fathers and mothers.

## Paternal and post-natal leave

- In 7 years, only 0.25% of men have made use of this right
- Only 20% of men take the five days of post-natal leave following the birth of their child
- Fathers, as opposed to mothers, don't have the same right to leave.

# How do we transform the threat into an opportunity?

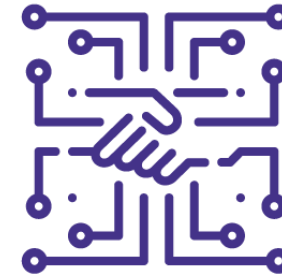
→ Education and training



Historically, there has been a gender gap in the areas of science, technology, engineering and math (STEM)



HUB Chile Programa: teaches programming in all schools in the country by December 2021



National Plan of Digital Languages of the Centre for Innovation Education from the Ministry of Education

These methods build skills among children, but it is necessary to ensure and incentivize girls in a targeted way to take part in these activities, in addition to safeguarding the right to education of youth who are mothers, preventing school dropouts as a result of having to care for their children.

In Chile 31% of young people have a child, which occurs more frequently for women and for youth from low and medium socioeconomic levels.

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# How do we transform the threat into an opportunity?

→ With decent work

In numerous reports with recommendations the ILO has made to Chile, improving conditions for workers have been suggested in two areas; salary and work hours.

For that reason we have put forward two bills that aim to improve in these areas:

## Reducing working hours

Bill to reduce working hours from 45 to 40 hours a week.

## Pay equity

In Chile women can make up to 40% less than men for the same work. The bill "Equal input, equal pay" aims to end this injustice.

In Chile we have a lot left to do to achieve dignified and decent work for our citizens, it is necessary to improve protections for workers across all of the productivity chain, including subcontractors, where many women are employed with very low salaries and little training.

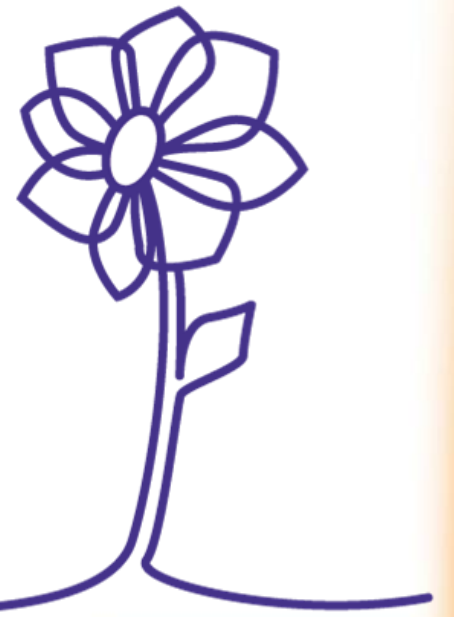
## In terms of work flexibility

Work flexibility and remote work are characteristics of new jobs, how it is very important to regulate this, since otherwise this can lead to perpetuation of gender inequities, disadvantaging women, who in addition to doing unpaid work in their homes, must continue to provide care and domestic work.

# In short

The changes brought by technology and our times can be an opportunity if measures are taken now to especially safeguard mujeres y and workers from disadvantaged social classes.

Thank you



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