“Gendering” the 4th Industrial Revolution: The Role of the Private Sector
The trends

The challenges

Role of the private sector

Role of legislative bodies

How?
A seemingly promising future
Emerging and declining abilities

**EMERGING**
- Analytical thinking and innovation
- Active learning
- Creativity, originality, and initiative
- Technological design and programming
- Critical thinking
- Resolution of complex problems
- Leadership and social influence
- Emotional intelligence
- Reasoning and design
- System analysis and evaluation

**IN DECLINE**
- Manual dexterity, resistance, and precision
- Memory, spatial, verbal and auditory abilities
- Financial and material resource management
- Installation and maintenance of technology
- Reading, writing, math, and active listening
- Quality control
- Time management
- Use and monitoring of technology

WEF (2018)
Emerging and declining occupations

Emerging:
1. Data scientists
2. AI and ML specialists
3. General and operations managers
4. Software and app developers and analysts
5. Sales and marketing professionals
6. Big Data specialists
7. Digital transformation specialists
8. New technology specialists
9. Organizational development specialists
10. Information and technology services

In decline:
1. Data assistants
2. Accounting and payroll assistants
3. Administrative and executive secretaries
4. Assembly line workers
5. Customer service workers
6. Service Managers
7. Accountants and auditors
8. Inventory assistant
9. General and operations managers
10. Messengers

133 million
75 million
The trends

The challenges
Participation rate

GLOBAL

- Male: 75%
- Female: 49%

ILO (2018)

LAC

- Male: 77%
- Female: 52%

ILO (2018)

Digital industry

- Male: 31%

2015

Of all industry profiles registered in the world

We are not building the necessary skills
Tertile 1. Changes in labour participation (rates of change in %)

Tertile 2. Changes in labour participation (rates of change in %)

Tertile 3. Changes in labour participation (rates of change in %)
The labour supply: Gaps by gender and among women

Activity rate by sex according to household income (%)

Year 2000

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Year 2015

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<tr>
<td>Tercil 3</td>
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Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Nicaragua, Panama, Peru, Paraguay, Uruguay and Venezuela

The gap in the activity rates of women and men is strongly associated with gender restrictions; the gaps between women are also associated with socio-economic inequalities.
Economically active population by education level according to sex and tertile of household income (in %)

Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Nicaragua, Panama, Peru, Paraguay, Uruguay and Venezuela

Education is a strong determinant of labour participation by women, diminishing social and gender inequalities, but it is insufficient
BUSINESSES WITH AT LEAST 1 WOMAN IN SENIOR MANAGEMENT

Note: Latin America and the Caribbean data include responses of 63 companies in Argentina, Costa Rica, Ecuador, Honduras, Jamaica, Nicaragua, Paraguay, Uruguay and the Bolivarian Republic of Venezuela. Global data include responses of over 1,300 companies in 39 countries.

57% of businesses in Latin America have less than 30% women in senior management

Source: ILO (2013)

Lag in access to leadership positions

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The problem of bias transfer in the development of algorithms and Machine Learning
How we make judgements, make decisions, and behave feeds is informed by our past social experiences.

80% – 90% work in an unconscious way.

For the brain, unlearning is almost impossible.
The trends

The challenges

Role of the private sector
The private sector plays a strategic role in the 2030 Agenda and the “Gendered” 4th Industrial Revolution

- Eliminating discrimination
- Eliminating violence against women and girls, harmful practices
- Ensuring access to sexual and reproductive health and reproductive rights
- Recognizing and valuing unpaid care work
- Guaranteeing equal rights to economic resources
- Ensuring women’s participation in decision making
- Achieving full and productive employment and decent work for all women and men
- Achieving equal pay for work of equal value
- Protecting labour rights and promoting safe and secure work environments

Gender equality is an accelerator for the achievement of the 2030 Agenda

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Why? The business case for gender equality

Closing the gender gap in economic participation 25% by 2025 would increase global GDP by US$5.3 trillion in the same period of time

- Improves the work environment, decreases turnover and absenteeism, and helps to retain talent
- Improves corporate image and reputational value
- Companies with greater representation of women on boards have greater returns (ROE, ROS, ROIC)

Income from innovation 38%
Positive correlation
Diverse companies are more innovative and more innovative companies are more diverse.

Sales returns 84%
Positive correlation
Companies with a sustained presence of 3 or more women on their board exceeded the returns of companies with no representation by women.

World Economic Forum Gender Gap Report 2017

BCG-Technical University of Munich (2017)

Catalyst (2011)
Transforming the organizational management

Applying a gender lens in the value chain

Investing in businesses owned or led by women or with gender balance

Investing in opportunities that facilitate the advancement of the SDGs with a gender perspective
The Gender Equality Seal

• Voluntary program based on international standards of excellence
• Recognizes businesses for promoting gender equality and empowering women in the workplace
• Businesses commit to addressing gender gaps in critical areas of operations

- Eliminating gender pay gaps
- Increasing women’s participation in decision-making
- Promoting the reconciliation of personal, family, and work life
- Promoting the participation of women and men in non-traditional sectors
- Erradicating sexual harassment and sex-based harassment
- Using inclusive and non-sexist communications
MODULES

ORGANIZATION PROFILE AND PRODUCTIVITY

This set of indicators comprises a number of variables and facts about a company or organization, including location, size, industry type, organization and financial metrics. It also contains gender-sensitive productivity indicators such as absenteeism and turnover.

- General descriptive data on the company or organization
- Financial metrics (Return on Equity, Return on Informed Capital, Return on Sales and others)
- Gender-sensitive productivity indicators

OUTLOOK OF INDICATORS

The dashboard provides a panoramic view of all the key measures of gender equality performance, enabling the early identification of indicators with positive performance and those that require improvement.

AVERAGE GROSS ANNUAL SALARY

Gathers the perspective and experience of employees in a company or organization, specifically pertaining to the presence or absence of women in relation to men in various levels (e.g., sales, research and support in both sales and customer services, departments, or locations within the Board or...)

CONVENTIONS

R1 - GENDER PAY GAP IN ALL PERSONNEL

Objective: To establish the degree to which wage, compensation and incentive policies are free of sex-based discrimination

Indicator Information

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<td>R1</td>
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Indicator Status

-0.40 R1

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Transforming corporate DNA toward the achievement of gender equality and women’s empowerment to achieve the 2030 Agenda
+600 certified businesses with +1,900 offices

1.5 million Impacted workers
Where we work

- Implementing
- Closed/Stand-by
- Initiating
- Assessing

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Role of the private sector

How?

Role of legislative bodies
The role of legislative bodies

- Ratification of international frameworks for labour and gender equality
- National labour standards
- Legal standards and instruments to ensure gender equality (Ex: open disaggregated data, ML and AI transparency, ensuring funding to explore the impact of digitalization on women)
- Support the design of norms and standards for Certification Programs
- Designing incentives (Ex: procurement, taxation, women’s inclusion in digital industry, fund for AI businesses led by women)
Thank you

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