



Effects of Digitalization on Gender Equality within the G20 economies

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1. Digitalization creates opportunities for narrowing the gender gaps in G20 countries

- Technological developments in information and communication technologies (ICT) have significantly improved the quality of life
- 40% - 50% of jobs in G20 countries face a very high risk of digitalization in the near future
- (Low-skilled) women are on average less affected than (low-skilled) men
- Major challenge is related to the dominant meaning of work
- **There is a need to re-think the meaning of work and the social value attached to it**
- **Create a global think tank with the focus on digitalization and gender issues to back policy making**

2. Grant women better access to higher education, STEM and managerial occupations

- Highly educated workers face the lowest risk of digitalization
- Gender gaps among university graduates are still wide
- ➔ **Close gender gaps among university graduates**

- Abstract skills, creativity, and leadership skills are key competencies in the digital age
- Gender gaps among STEM workers and managers are still wide
- ➔ **Promote women's participation in managerial occupations**
- ➔ **Encourage girls and women to get into STEM fields (science, technology, engineering and mathematics)**

3. Support women in complementing their superior skills with abstract and digital skills

- Women often have superior social skills and emotional intelligence
- Social skills and emotional intelligence are becoming more important in the digital age
- **Complement women's superior skills with abstract and digital skills to enhance labor market participation and upward job mobility**

- **Reduce digital gender divide, which is particularly strong in rural areas of developing and emerging economies**
- **Foster advanced digital literacy, such as managing digital information, familiarity with data security and privacy issues, coding skills**
- **Promote lifelong learning**

4. Enable women to better exploit new entrepreneurial opportunities

- Digitalization creates new entrepreneurial opportunities and empowers women entrepreneurs
- Gender gaps in entrepreneurship are still wide, particularly, in ICT and knowledge-intensive sectors

- Enhance women's entrepreneurial capabilities (e.g., relevant work experience, entrepreneurial skills, female role models, business networks)
- Improve women's access to financial capital
- Promote women's participation as investors in equity capital markets

5. Improve women's access to finance

Digitalization provides great opportunities for better financial inclusion, for example:

- **Digital financial services** help to bank the unbanked, reduce discrimination against women and promote autonomy
 - **Biometric identification** helps to include people who lack traditional forms of identification or have low levels of literacy
 - **Big Data analytics** improves women's creditworthiness
 - **Crowdfunding** provides alternative way of financing for entrepreneurs
- **Promote digitized financial services**
- **Cybersecurity remains a major challenge for all types of inclusion**

Many thanks for your attention!

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