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## The Future of Women at Work: Transitions in the Age of Automation

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### Introduction

With the advancement of technology, the nature of work will change for both men and women. While most of the redundant work would be automated by 2030, there will be whole new skill sets needed to work. McKinsey Global Institute (MGI) report, highlights that the wages gap can be reduced if women attain the right education and skill set as the opportunities are immense for them in the era of technology.



### Key Highlights

1. Men and women are both risk-prone to job loss. It depends upon which sector they are working in and if their jobs could be automated. While there will be job losses where automation can be done, there would be gains and job displacement as well.
2. **Women in most countries may be slightly less at risk of being displaced by automation than men.**
3. Women in many countries may have slightly higher chances of job gain and automation of their work will be partial than men considering their shares of occupations and sectors
4. In the US, half of the **occupations held by women are less than 50% automatable by 2030** whereas 20% of occupations performed by men.
5. As partial automation follows the lives of people would change in three ways:
6. a. Employees would be spending less time doing clerical jobs and more time doing tasks which cannot be automated
7. b. 55% more time will be used in technical skills and 24% more time in social and emotional skills. Time spent will be reduced in physical and manual skills tasks.
8. c. Women could work flexibly from home because of the reduced need to co-locate.
9. Roughly 40- 160 million women, which is **7-24% of currently employed women may need to transition the occupation and skill set to remain employed.** The advanced education and degree become important here as labour demand will be growing for only such people.

**Read more:** <https://www.mckinsey.com/featured-insights/gender-equality/the-future-of-women-at-work-transitions-in-the-age-of-automation>

**Author:** Kangan Malik, PILOT at Pratham