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# Digitalización y nuevos perfiles de trabajo

Desigualdades para el acceso entre las mujeres y los hombres

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Departamento de Sociología Aplicada

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*SEMINARIO SOCIEDAD DIGITAL Y GÉNERO*

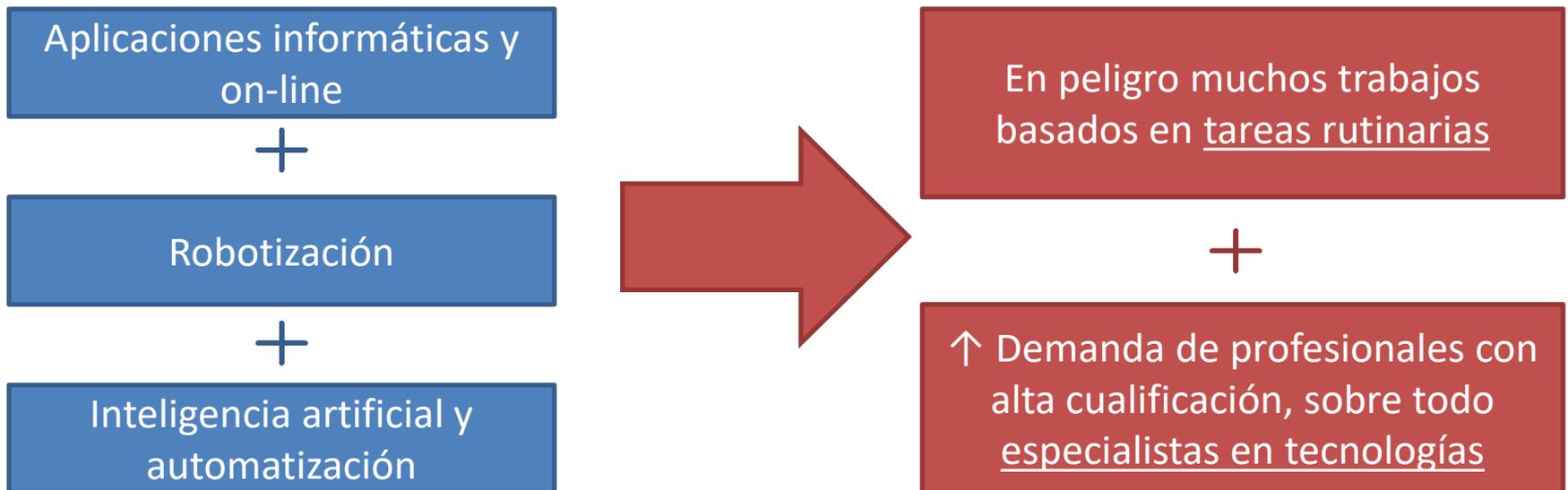
Instituto de la Mujer y para la Igualdad de Oportunidades,

13 de noviembre de 2018

# Digitalización y empleo

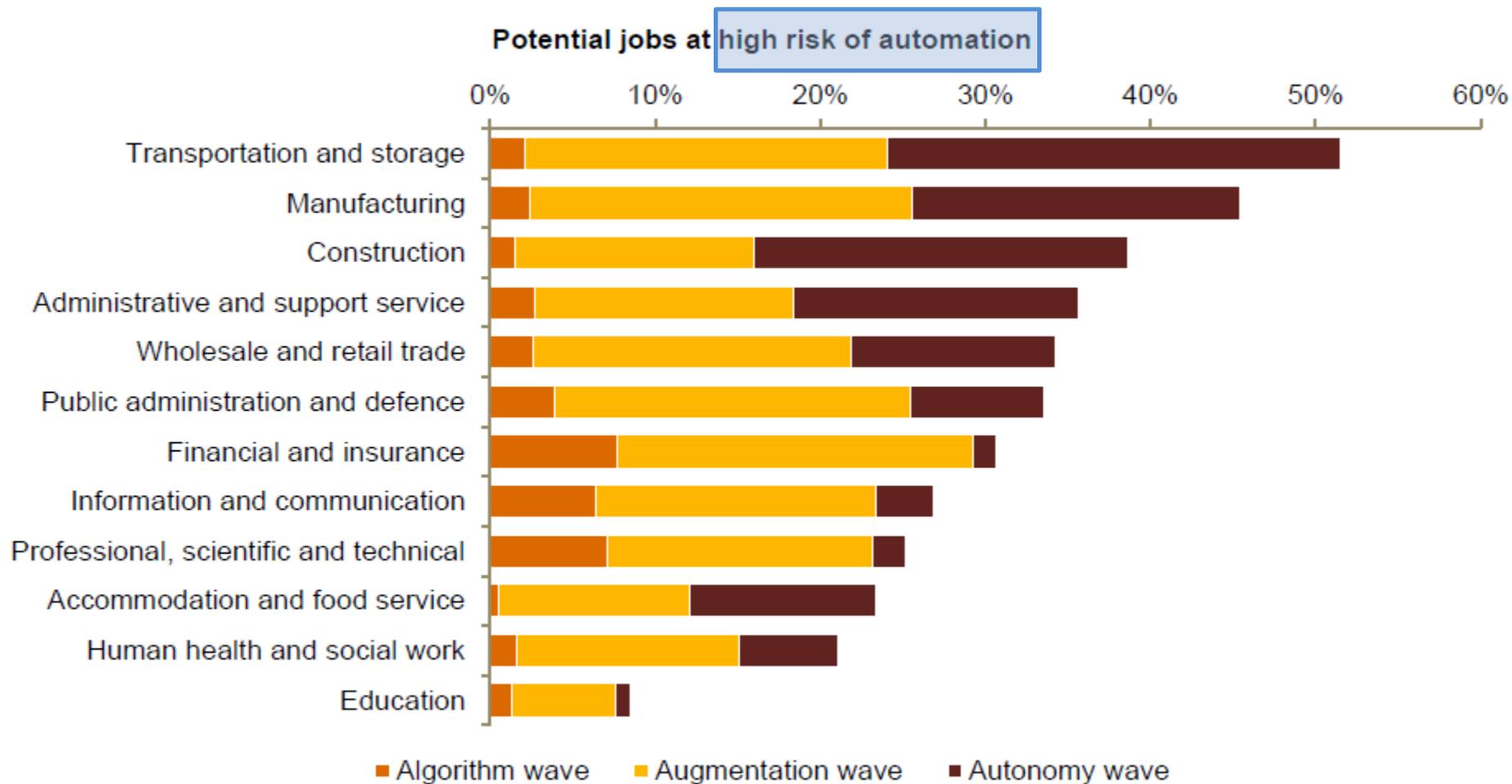
- Impacto de las nuevas tecnologías en los empleos
- Polarización en el mercado laboral

([Acemoglu y Restrepo](#); [Autor, Katz y Kearney](#); [Brynjolfsson y McAfee](#); [Frey y Osborne](#))



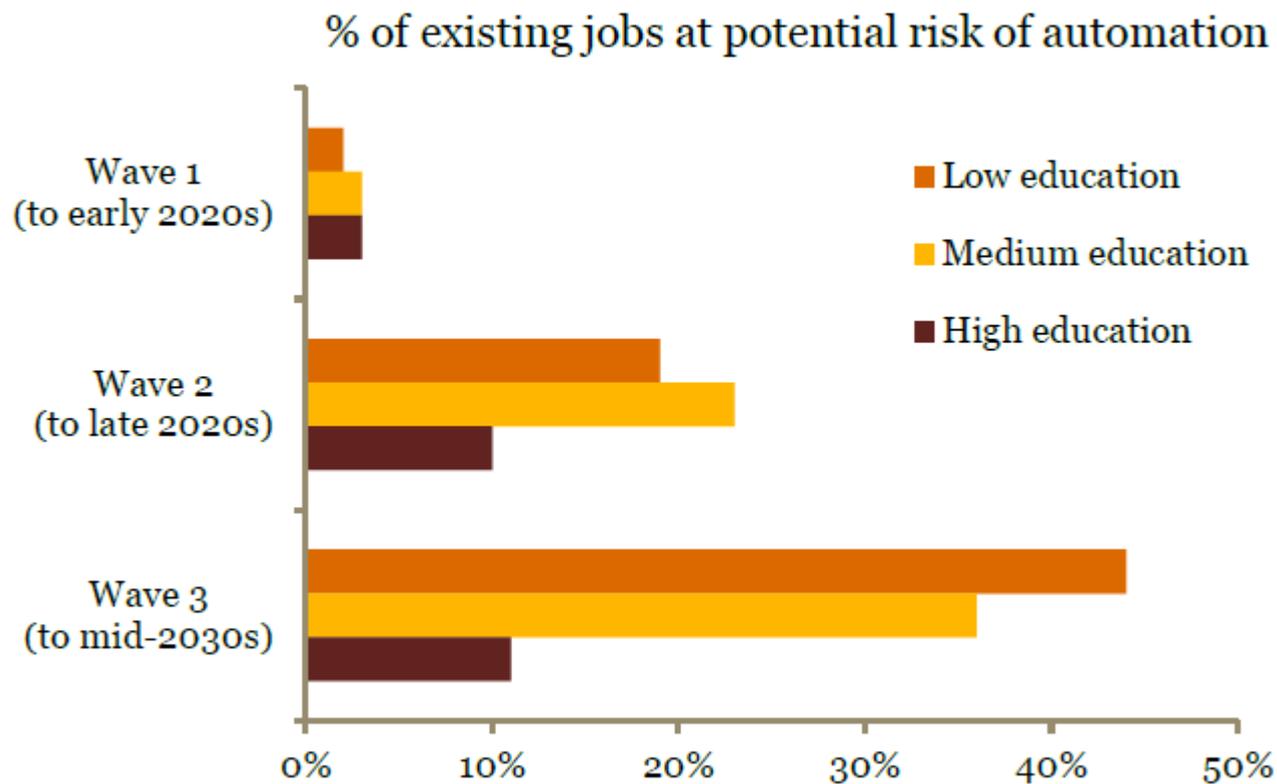


**Figure 1.2 – Potential rates of job automation by industry across waves**



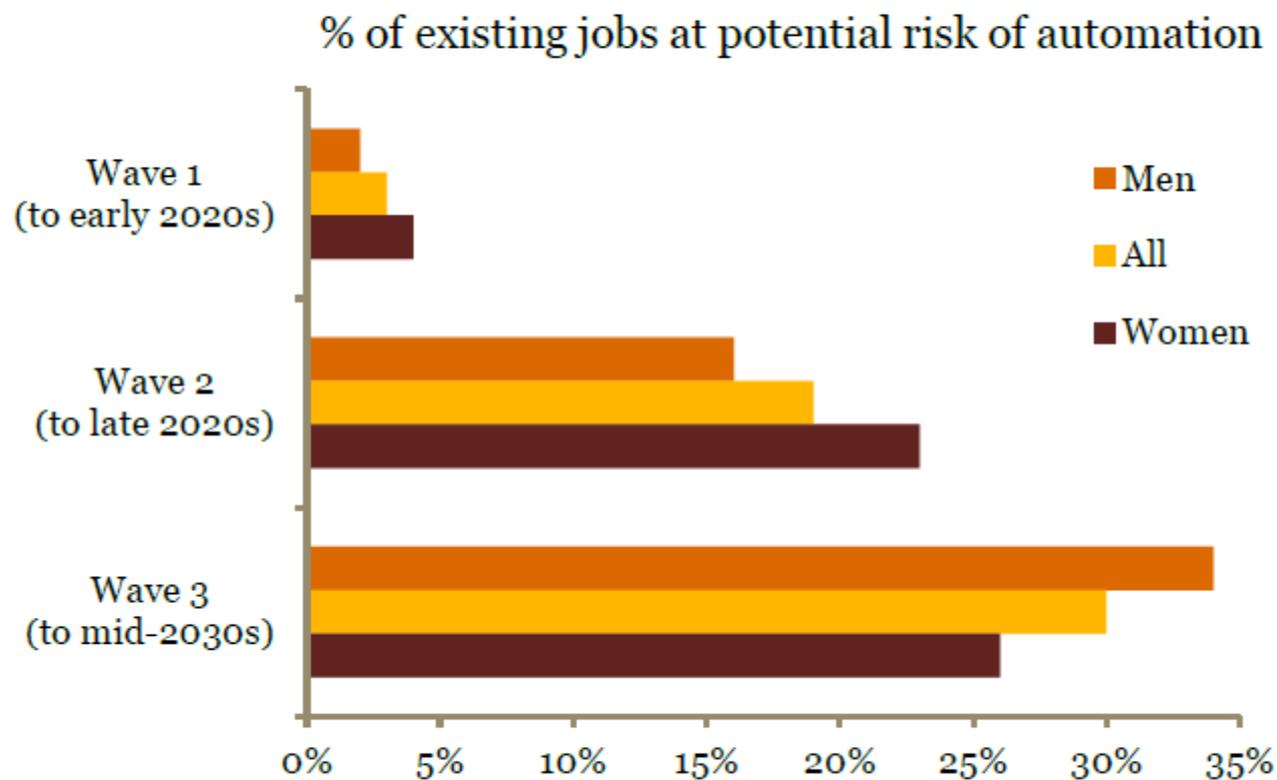
Source: PIAAC data, PwC analysis

## Figure 2 – Potential job automation rates by education level across waves



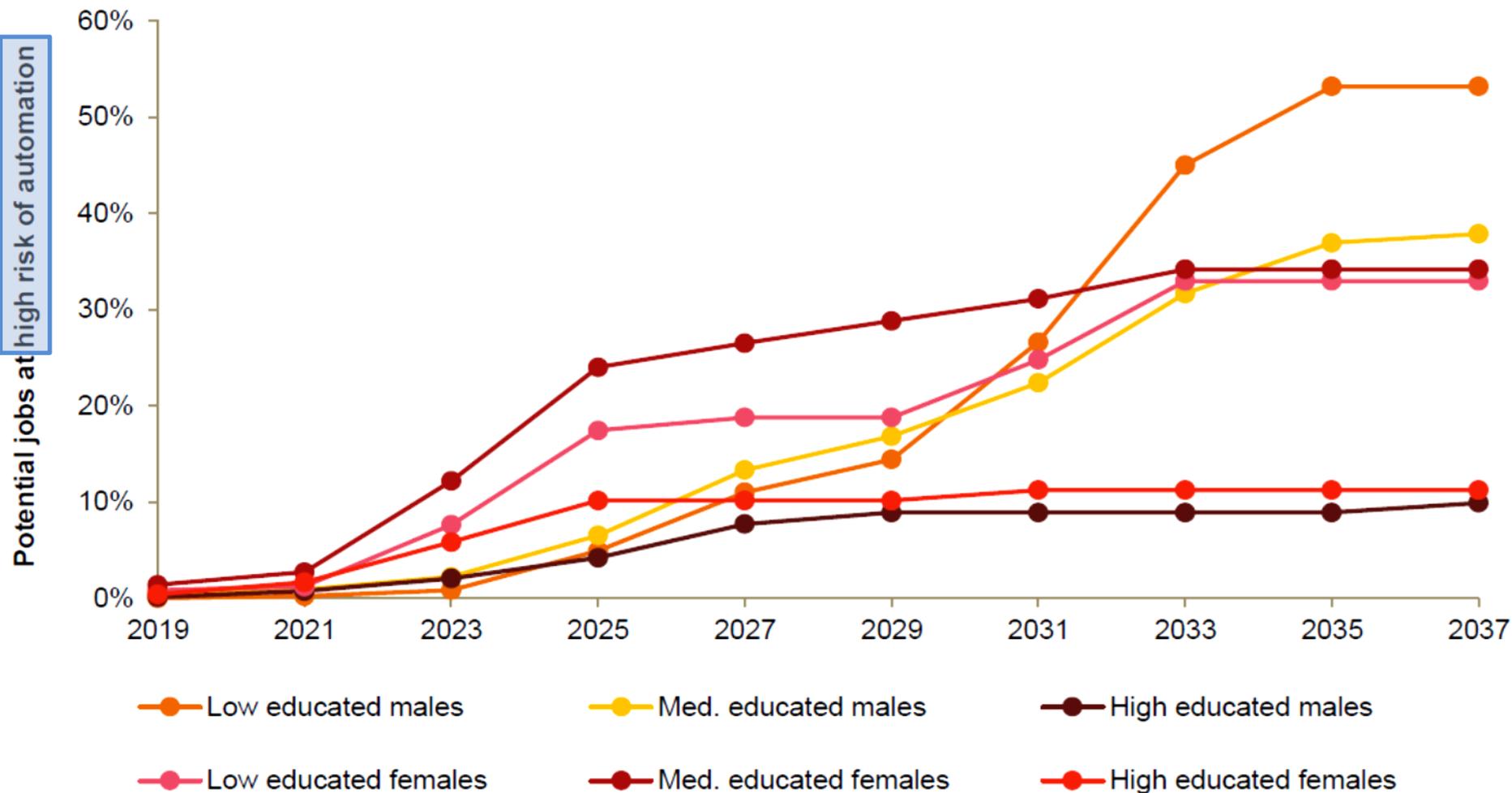
Source: PwC estimates based on OECD PIAAC data (median values for 29 countries)

## Figure 3 – Potential job automation rates by gender across waves



Source: PwC estimates based on OECD PIAAC data (median values for 29 countries)

**Figure 6.8 – Potential impact of job automation over time across workers by education level**



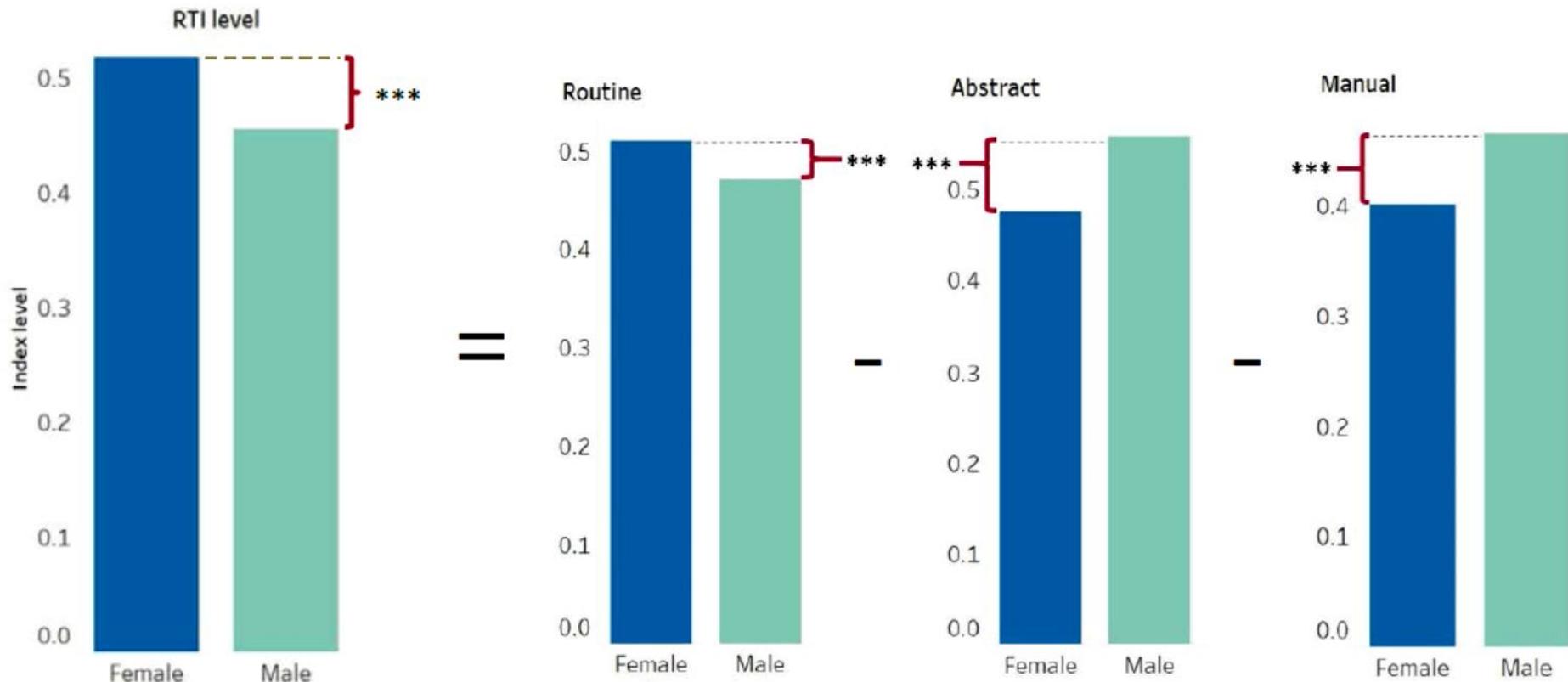
Source: PIAAC data, PwC analysis

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# *Gender, Technology, and the Future of Work (FMI)*

- ❖ Las mujeres realizan más a menudo tareas rutinarias, incluso dentro de los mismos sectores
- ❖ Baja presencia en pujantes ocupaciones tecnológicas
- ❖ Baja presencia en puestos estratégicos de dirección
- ✓ Alta presencia en otros sectores con perspectivas de expansión, como salud o educación
- + Mayor nivel educativo en generaciones jóvenes

**Figure 1. Gender Gap in RTI and RTI Components**

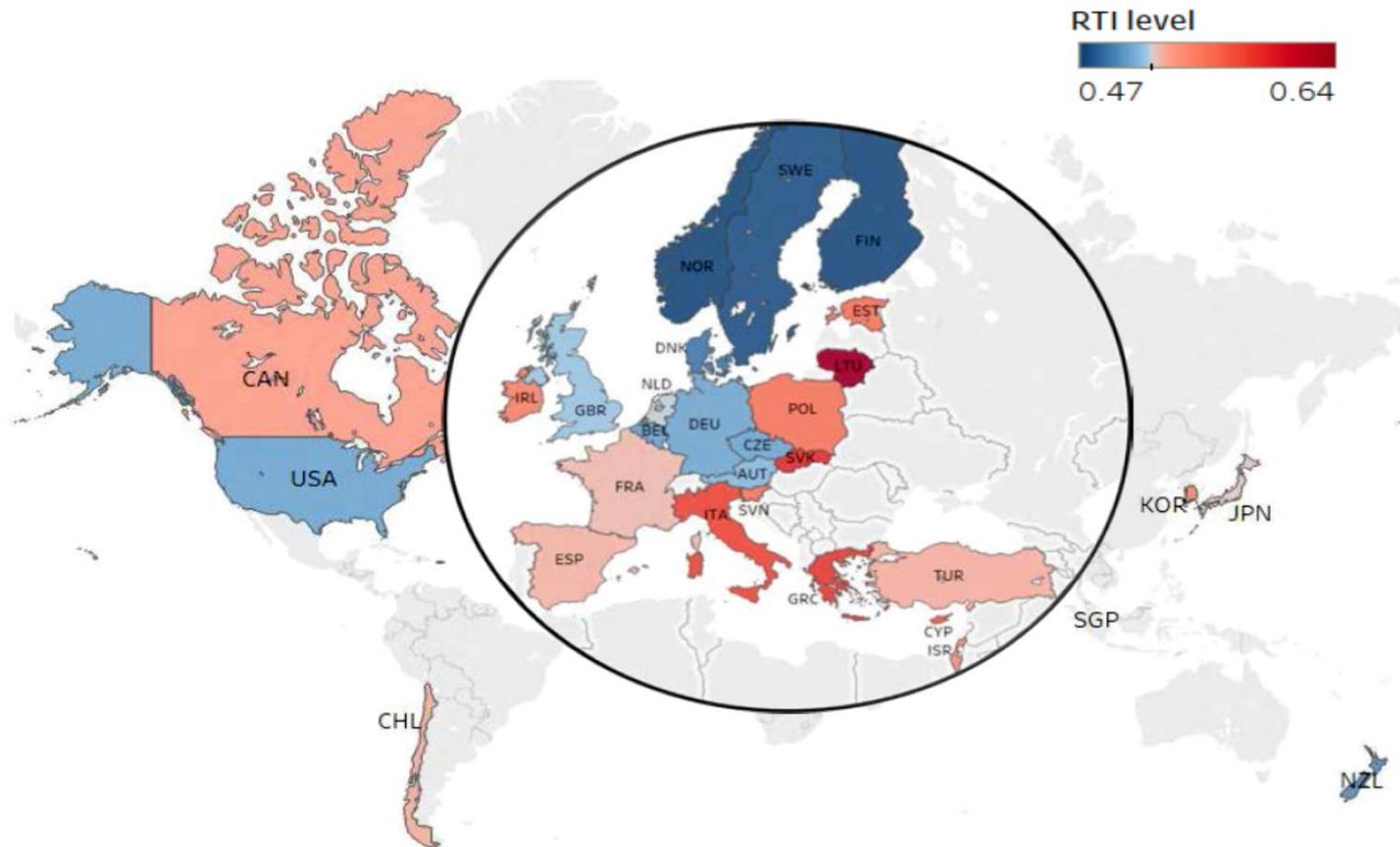


Sources: PIAAC survey; and IMF staff calculations.

Note: Routine task intensity (RTI) index is calculated at the individual level using information on routine, abstract, and manual tasks. See Annex I for details. Abstract index describes analytical and interpersonal tasks; manual index describes long hours of physical work (non-routine); routine index describes lack of job flexibility, little learning on the job, and repetitive tasks.

\*\*\* indicates that gender differences in RTI indices and their components are statistically significant at 1 percent level.

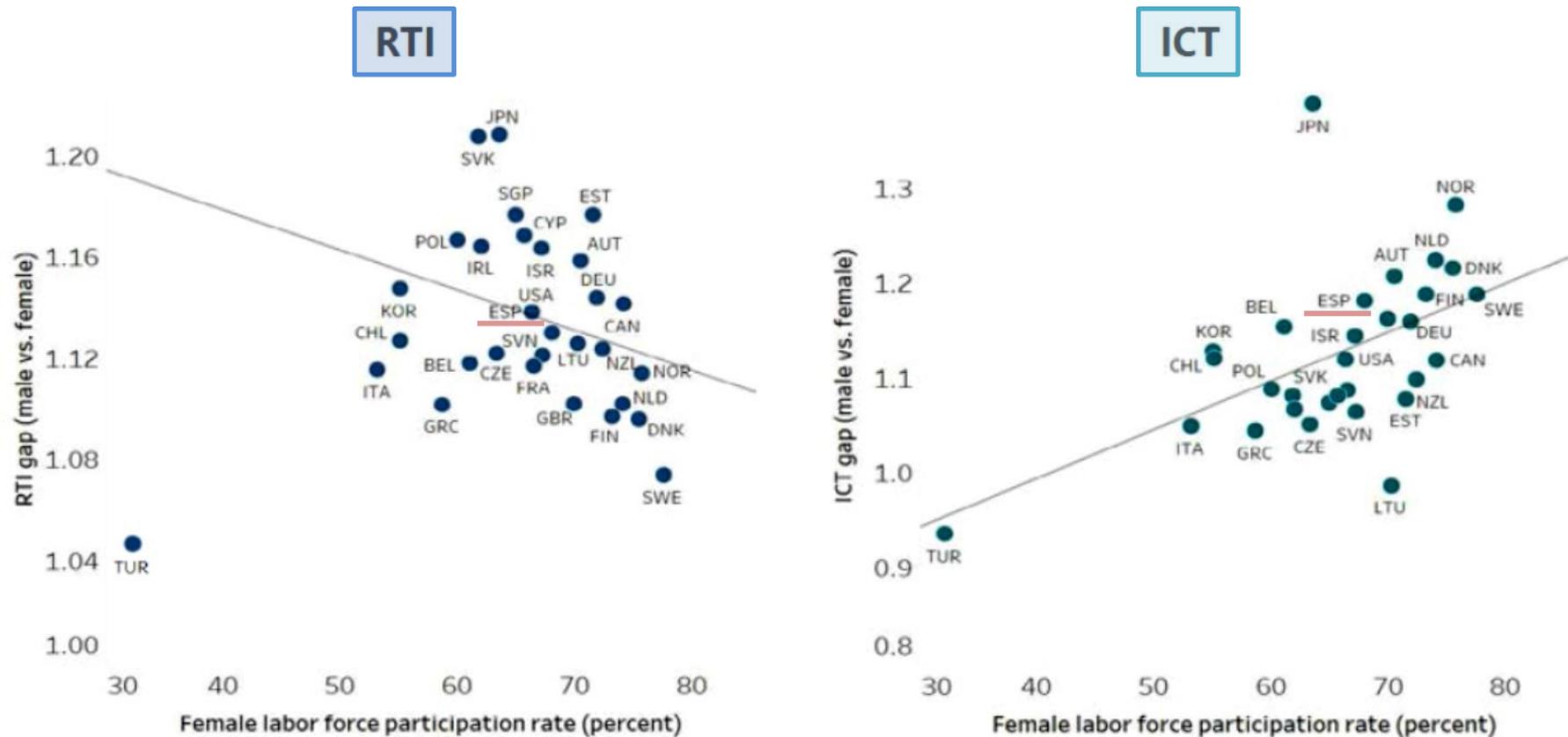
**Figure 2. RTI Levels for Women Across Countries**



Sources: PIAAC survey; and IMF staff calculations.

Note: Routine task intensity (RTI) index is calculated at the female level using information on routine, abstract, and manual. See Annex I for details. Country averages are calculated using country-specific sampling weights. Index level varies from 0.45 to 0.61.

**Figure 3. Relationship Between Female Labor Force Participation and RTI and ICT Use Indices**



Sources: International Labour Organization; PIAAC survey, World Bank, World Development Indicators; and IMF staff calculations.

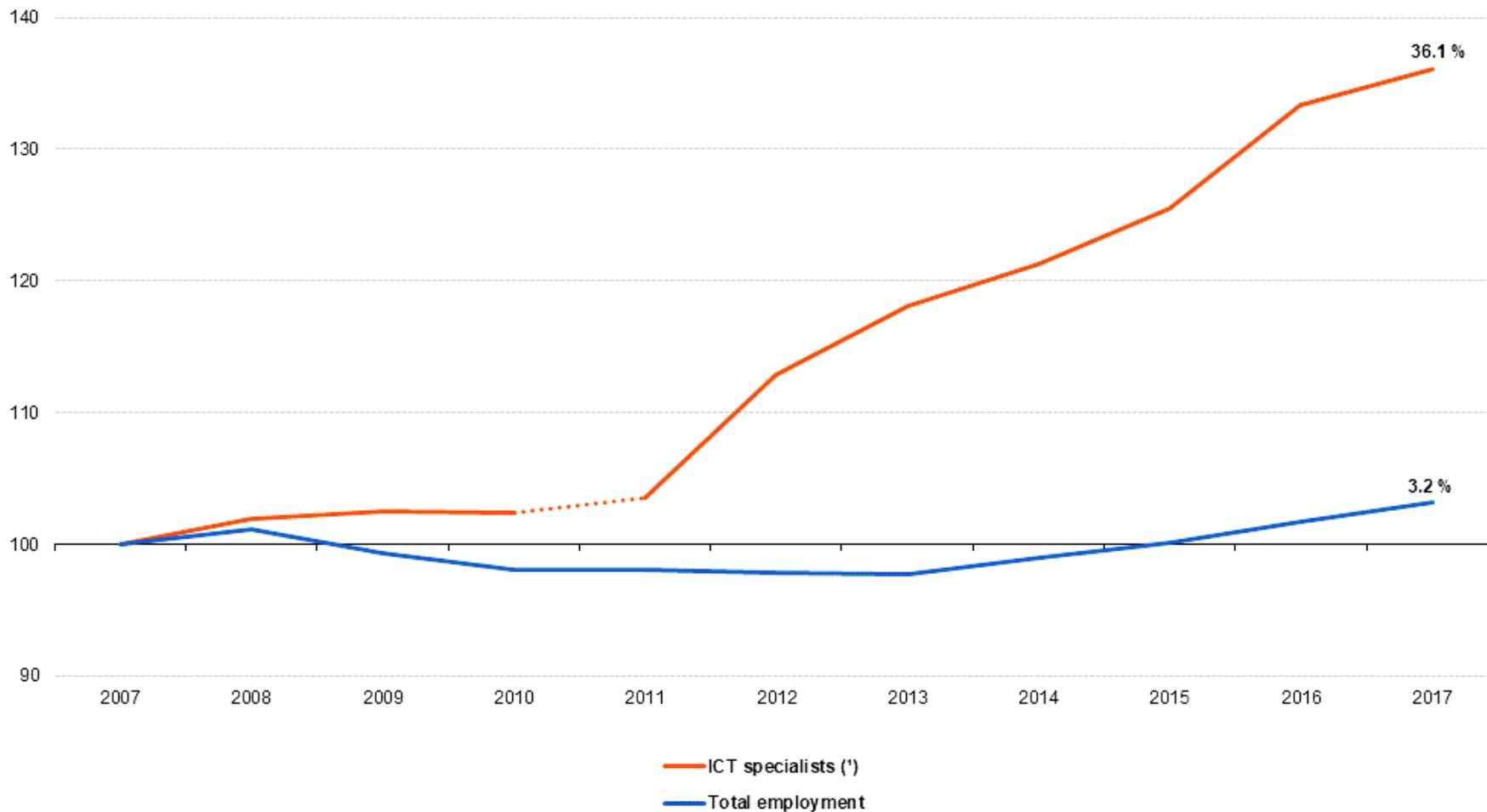
Note: Shading of the circle indicates country's level of GDP per capita. Gender differences in ICT use are not statistically significant in Greece, Italy, Lithuania, and Turkey. ICT = information and communications technology; RTI = routine task intensity.

# Retos futuros

- Desarrollo del **capital humano** en etapas tempranas y, particularmente, en **habilidades cognitivas, creativas, emocionales, comunicativas, digitales, etc.**
- **Protección social, formación continua y políticas activas de empleo para personas afectadas por los cambios tecnológicos**
- **Gestión y regulación de la aplicación de nuevas tecnologías y el desarrollo de nuevas relaciones laborales para mejorar la productividad pero también cuidar del medio ambiente, de aspectos éticos, de la calidad del empleo, etc.**
- **Gestión de los cambios demográficos y políticas con perspectiva de género**

### Index of the number of persons employed as ICT specialists and total employment, EU-28, 2007-2017

(2007 = 100)

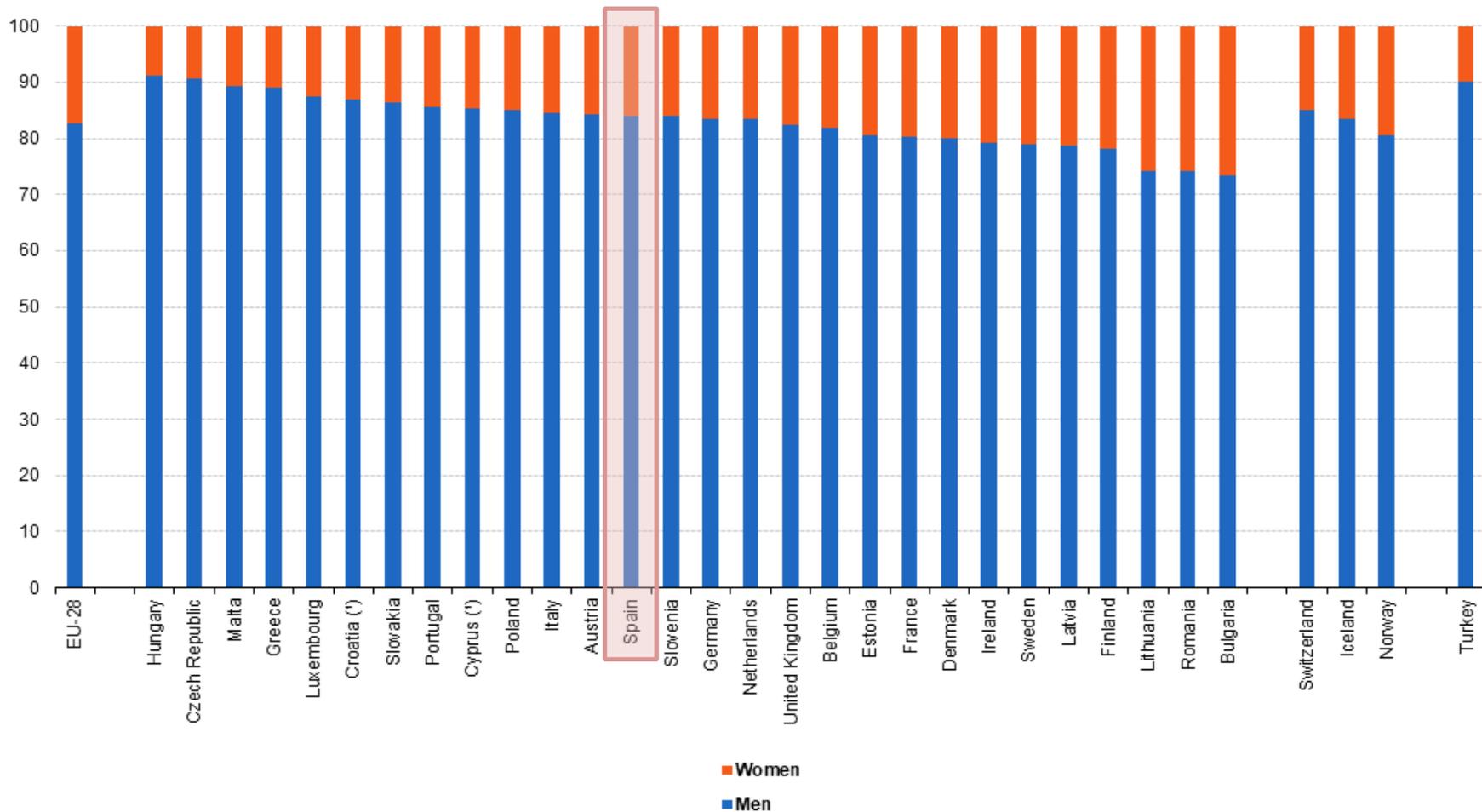


(\*) 2011: break in series.

Source: Eurostat (online data codes: isoc\_sks\_itspt and ifsa\_egan)

### Distribution of ICT specialists by sex, 2017

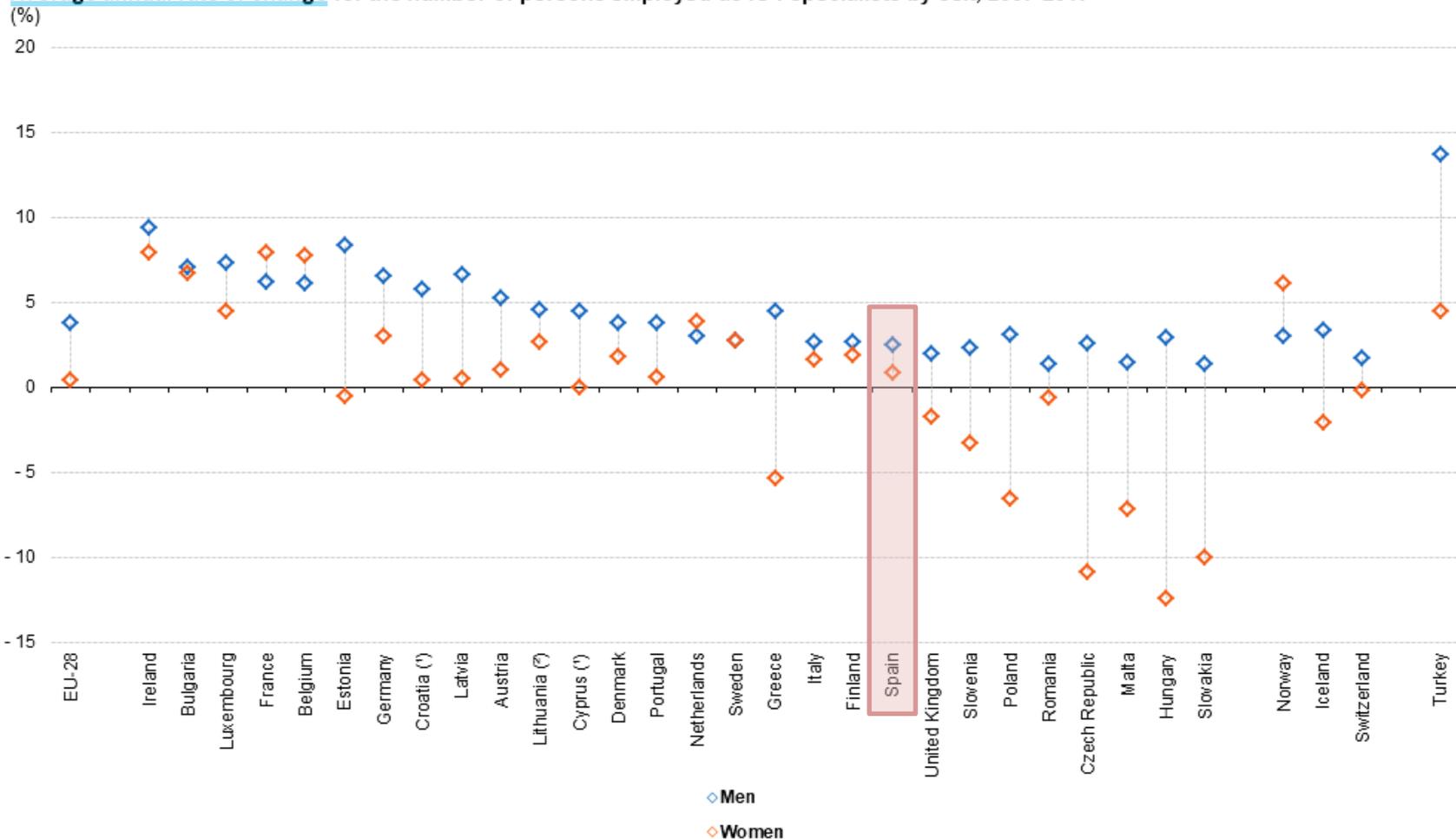
(%)



(\*) Women: low reliability.

Source: Eurostat (online data code: isoc\_sks\_itcps)

### Average annual rate of change for the number of persons employed as ICT specialists by sex, 2007-2017



Note: ranked on the average annual rate of change for total employment (both sexes).

(\*) Women: low reliability.

(\*) Low reliability.

Source: Eurostat (online data code: isoc\_sks\_itsps)

# Barreras para mujeres en ocupaciones TIC

- Itinerarios educativos y expectativas profesionales con menor propensión hacia las TIC ← **actitudes, confianza y estereotipos**
- Condiciones adversas en **ambientes de trabajo** que las desaniman
- Trayectorias vitales y **responsabilidades divergentes**
- Obstáculos para el **acceso a puestos de decisión**

# Muchas gracias.

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