Women, Automation & Artificial Intelligence, and the Future of Work

with the support of the JPMorgan Chase Foundation
Washington DC June 14, 2018
“Robots will destroy our jobs – and we're not ready for it”

“Women should fear artificial intelligence more than men”

“Automation will affect women twice as much as men.”

“AI and robots will destroy fewer jobs than previously feared, says new OECD report”

“America’s gig economy is smaller now than before Uber existed, official data show”

Job automation will hurt women first but will ultimately hurt men more

Women must act now, or male-designed robots will take over our lives

Are we on the brink of a jobless future?

Employees Optimistic About Working With AI
WOMEN, AUTOMATION/AI AND THE FUTURE OF WORK

- Likely impact in fields where women mainly work - quantity and quality of jobs
- Threats and opportunities for different groups of women, and for women compared to men
- Impact on work-family: paid & unpaid work
- Policies to reduce threats & increase opportunities
WOMEN, AUTOMATION/AI AND THE FUTURE OF WORK

• Oxford study: 47% of all jobs can be automated in 10-20 years

Accountants & auditors; billing clerks; bookkeeping; bus drivers; cashiers; cargo and freight agents, cooks; drivers/truck drivers; grounds maintenance; inspectors, testers, sorters, samplers, and weighers; secretaries & administrative assistants; operating engineers; paralegals; production workers; retail salesperson, receptionists and information clerks; tellers…

→ Women hold 46.7% of these jobs
47% White, 52% Black, 58% Hispanic women’s jobs

and IWPR Women And the Future of Work database
ESTIMATES OF AUTOMATION IMPACT VARY ONCE YOU FACTOR IN THAT MOST JOBS INCLUDE ELEMENTS THAT ARE HARD TO AUTOMATE

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- 39 to 73 million displaced workers by 2030
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+ 7%

- BLS: Number of jobs will grow by 7% from 2016 - 2026
  ➤ Women will gain more jobs than men:
  49% of jobs in 2026 will be held by women

https://www.bls.gov/emp/home.htm
Factors Influencing the Impact of Automation/AI on Jobs

- Technical potential for automation
- Economics of using technology
- Social acceptability of automation
Technological disruption is under way—but with a high level of uncertainty.

It is not just about the number of jobs but also quality, and potential of using technology for good.

Automation/AI are not the only disrupting factors—demographic changes, climate change.

Women are underrepresented in the jobs that shape the design and implementation of technology.

Policy matters.
The Institute for Women’s Policy Research conducts rigorous research and disseminates its findings to address the needs of women, promote public dialog, and strengthen families, communities, and societies.