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The Future of Work and ICTs as A Way to Reduce the Gender Gap in The Workplace / El Futuro Del Trabajo Y Las TIC Como Forma de Reducir La Brecha de Género En El Trabajo

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ABSTRACT

The world of work is changing at an accelerated pace influenced, among other issues, by information technologies. Emerging new challenges that affect labor markets such as digitalization, globalization, demographic evolution, climate change and technological change, including the use of artificial intelligence. On the other hand, the general youth unemployment rates decreased by more than seven percentage points between 2013 and 2018 (from 23.7% to 16%). Therefore, the labor market situation of young people evidently continues to improve, in line with the strengthening of the economy. However, recent improvements in employment have not been distributed evenly among different population groups, especially among young men and women, and there is still a significant gender gap. This gender gap affects at the moment to employment quality and wages and in the future to the pensions that they can collect. With this starting point, we consider whether new forms of work that apparently will change the business and social context may affect enlargement or reduction of the gender gap.

KEYWORDS digitalization; unemployment; gender gap

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