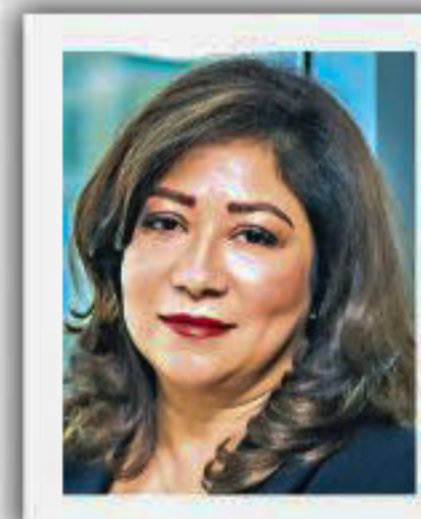




Inclusion of women in the Fourth Industrial Revolution

SONIA BASHIR KABIR



The Fourth Industrial Revolution (4IR) gives us an incredible opportunity to unite as human beings against automation. The reality is it is not just about men losing roles to women or vice versa, but humans losing roles to automation.

However, in order to unite as human beings we need to first address the challenge of women being left behind. Inclusion of women is a joint responsibility with men and exclusion has joint risks.

Worldwide, the proportion of women using the internet is 12 percent less than men, which increases to 32.9 percent in less developed countries. This gap is symbolic of a larger problem of the digital exclusion of women and girls. As the world embraces 4IR, challenges for women are

amplified. We must tackle the toxic norms that hold women back. If women who account for half the world's working age population do not achieve their full economic potential, the global economy will be affected.

The challenges of 4IR have the ability to increase the size of the pie for all and shift the pendulum towards inclusion. It is a choice we will make to become stronger as humans. The guidelines for inclusion of women given below may be considered as a starting point to adapt to

the imminent wave of changes:

1. Early investment in girls in Science, Technology, Engineering and Math (STEM) skills will not only help break down gender stereotypes but also increase women workforce in scientific fields. Women are currently under-represented in fields experiencing job growth such as engineering and information and communication technology (ICT). We need to challenge the perception that technology is not for women or girls and expose

SEE PAGE S2

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