

### Basic Information

<b>Approval Year</b>	: 2018	<b>Region</b>	: REG
<b>Team Leader</b>	: Freytag, Maria Veronica	<b>Country</b>	: Regional
<b>Taxonomy</b>	: Research and Dissemination	<b>Department</b>	: INT
<b>Fund</b>	: ORC-SOC,SOC	<b>Sector</b>	: IS - Human Resources & Workforce Development
<b>Approval Number</b>	: ATN/OC-16828-RG	<b>Sub Sector</b>	: EMP
<b>Execution Agency</b>	: US-IDB		
<b>Execution Status</b>	: Closed		
<b>Operation Objective</b>	: This Technical Cooperation seeks to generate knowledge about the future of work in social sectors in a context of adoption of new disruptive technologies, in order to help governments and experts meet the demands of these jobs in the future and strengthen regional integration. The additionality of the TC is based on: 1) the development of knowledge associated with the visions and perceptions of the citizens of the region regarding the future of social employment; 2) obtaining knowledge associated with the social jobs of the future that have the potential for growth in the region in an inclusive and innovative manner; and 3) the dissemination of Bank publications on learning, knowledge and good regional and extra-regional practices associated with the adoption of new technologies and human-robot interaction in social services throughout the region. This TC is aligned with the Social Protection and Poverty Sector Framework, since it contributes to generate evidence that promotes the necessary conditions for the creation of new social jobs associated with new technologies. It is linked to the Labor Sector Framework Document, due to the need to have quality jobs that face the challenge of automation, and the Education and Early Childhood Development Sector Framework, due to the importance given to the improvement of human capital and new skills associated with new technologies. It is also associated with the Integration and Trade Sector Framework Document (SFD-GN-2715-2), which promotes simultaneously dealing with software (policies and regulatory frameworks) and hardware (investment in infrastructure) of integration, ensuring coherence between national and regional interventions. Specifically, it is aligned with the objective of cost reduction of the private sector (mainly logistics and information) derived from the technological impact and the increase in productivity from the use of Artificial intelligence (AI).		

### Financial Information

#### RG-T3288

ATN/OC-16828-RG:ORC	Original	Current	% of Current Amount Financed
<b>Amount Financed</b>	\$345,000.00	\$344,931.49	
<b>Disbursed Amount</b>	N/A	\$344,931.49	100.00 %
<b>Commitments not yet disbursed Amount</b>	N/A	-	0.00 %
<b>Available Amount</b>	N/A	-	0.00 %
<b>Final Disbursement Date</b>	Oct 25, 2022		

### Status Update

The first component of the project, regarding the surveys to Latin American citizens, was properly executed in 2018 and 2020. The second component, regarding the surveys to the experts, was also conducted with success and a technical note was published with the main findings and conclusions about technology in health and education systems. During 2020, three publications were published related to (i) the future of work in the education and health sector in the context of the technological revolution and the COVID-19 pandemic (2021), (ii) the potential of the technology 5G for the exports of services in three Latin American countries and its potential for the reduction of gender gaps in the labor markets of this sector (2021), and (iii) the comparison between the Argentinian and Brazilian companies in the adoption of new technologies (2021). The COVID-19 pandemic and its consequent restrictions on mobility and health risk posed significant challenges, given that a large part of the planned activities were designed to be developed in person. Fortunately, thanks to the cooperation and adaptation of the different intervening teams and the experts, the projects could be migrated to a virtual environment, preserving the health of all participants, and generating satisfactory results. During 2021, multiple studies were produced, aiming to explore the future of social employment. In collaboration with the education sector of the IADB, a study titled "Hacia una Transformación Digital del Sector Educativo" (published in 2022) was carried out in order to explore the adaptations in Latin American education following the experience of the COVID-19 pandemic and to investigate the possibilities offered by the new technologies. Moreover, another study denominated "Rumbo a América Latina 2026: la incidencia de las exportaciones en la equidad de género" was initiated in order to explore the determinants of demands in employment and income by gender, based on projections for a counterfactual scenario to the year 2026 (published in 2022). In addition to these studies, along with the Universidad de los Andes, the article "Direct and Indirect effects of lockdown policies on Poverty and Inequality in Latin America" was published in April 2021. The project estimates the effects on poverty and income distribution of the crisis unleashed by the COVID-19 pandemic on a group of Latin America and Caribbean countries. Using household survey data, the team computed the impact that income losses could have on the different country's poverty and inequality levels, to find a significant increase on the poverty headcount ratio of around 30%. Also, in order to continue making accessible information about the future of social employment for policymakers and the civil society, in June we published the study "Argentina - Brasil: La travesía por la digitalización" which explores how leading companies in the digitization process consider that new technologies are associated with the need for workers with soft skills and human-machine interaction skills. In July 2021, the study "Nuevos servicios exportables a partir de la red 5G: ¿cómo aprovecharlos para reducir la brecha de género?" was published. Moreover, in November, this study was presented at a virtual event -5G and Gender: The future is egalitarian- which was organized in collaboration with the Fundación Foro del Sur and ConnectAmericas Women -the IDB platform that promotes export capacity of businesswomen from Latin America and the Caribbean. Additionally, in August of 2021, in an attempt to increase awareness on gender gaps within Latin American and Caribbean firms based on their export profile, we published the study "Una olimpiada desigual: La equidad de género en las empresas latinoamericanas y del Caribe". During 2022, a study titled "Rumbo a América Latina 2026: la incidencia de las exportaciones en la equidad de género", initiated in 2021, was finished and published in August. The external consultant Gabriel Michelena was involved in this study. Moreover, another study was carried out and published in December, in collaboration with the Representation of Uruguay, titled "Brecha de género en el comercio exterior: Mismo juego, distintas reglas", that characterizes gender gaps in goods exporting firms in Argentina, Chile and Uruguay. The analysis focuses on the level of participation achieved by women and, on the distribution of tasks and the roles exercised in contrast to technical/professional skills required to perform in areas of foreign trade (COMEX). The external consultants Paula Garnero and Jerónimo Torrealday were involved in this study. In addition, together with ConnectAmericas and Fundación Foro del Sur, was initiated a new study on success stories of exporting companies and cooperatives with female leadership (in several countries of the region). Another study that was started, led by CIECTI, titled "Aprendizajes para iniciativas público-privadas de transformación digital", focused on developing a set of practices and recommendations for the operation of digital transformation initiatives in the Latin American context, reflecting on the lessons that emerge for governments on how to promote digital transformation, supported by the work of the private sector to increase the capacities of exporting companies or with export potential. Finally, with CIPPEC, a study was carry out that included a survey and analysis for the design of a digital skills platform within the framework of the High Value Added Export program in Argentina. Besides the studies, there was an innovation with an interactive product called INTAL Aumentado, that shows through augmented reality statistics used by BID INTAL. Based on a QR, it is a way to access to the audience, showing our data, and using news technologies. Also, an event was organized to disseminate the results of the study "Rumbo a América Latina 2026: la incidencia de las exportaciones en la equidad de género".

**Advance in the Achievement of Outcome and Outputs**

**Advance in the Achievement of Outcome**

- 1 . Generate knowledge about the future of work in social sectors, in a context of incorporation of new disruptive technologies.**

During the development of the TC, we made great advances in the production of valuable knowledge about the future of work in social sectors in the midst of a context deeply affected by the COVID-19 pandemic and marked by further attempts to incorporate new disruptive technologies. In particular, to make our research accessible to policymakers and the civil society, we produced multiple technical notes that addressed this issue and which considered various related topics such as education, gender, skills and digitalization. Among our key findings, it has been explored how the COVID-19 pandemic has created a demand for new learning modalities to help students develop multiple digital and interpersonal skills to prepare them for the citizenship of the future. In the emergency virtualization there was a push towards modalities that allowed students to develop several skills and aptitudes -such as project-based learning- which are considered to be key for later accessing successfully the labor market of the 21st century. Unquestionably the COVID-19 pandemic and its implications has redefined the debate around the future of social employment. Hence, it is necessary to continue exploring the opportunities and challenges in virtual and digital dynamics in education and the labor market to further comprehend the future of social employment. Also, due to the complex nature of this issue, it is relevant to promote collaboration among different sectors of the IADB group in order to obtain a holistic perspective through a multidisciplinary research approach.

Advances in Execution
1. Increase in knowledge about the opinion, perception and predisposition on new technologies and social employment of the citizens of the region.
Component Cost: \$0

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
1.1 <sup>s</sup> Surveys conducted	Number of home surveys conducted (SOC)	Surveys (#)	0	2017	Latinobarómetro database	Social Development	Physical			
							2017	0	0	0
							2018	20000	0	20000
							2019	20000		0
							2020			40
							2021			0
							2022			0
							EOP 2022	40000	0	20040
							Financial			
							2017			
							2018	200000		200000
							2019	40000		
							2020			
							2021			
							2022			6931.49
							EOP 2022	240000	0	206931.49

**Advances In Execution:** During 2019, according to the objectives of the project "Hacia una Transformación Digital del Sector Educativo", a broad and systematic assessment of the main voices in education and health was conducted, conformed by scholars, private sector experts, union leaders, professionals related to public institutions, multilateral organizations, among others. These participants were invited to fill a questionnaire based on six different scenarios, focusing on different problems in health and education systems related to technology. It was possible to gather different points of view and information about what is really happening and the future path of these systems in the region. Within the framework of the research on the future of social employment, a series of interviews were carried out with three groups of actors from the education and health sector in order to inquire about the current and pre-covid situation, in the context of the technological changes. In the first place, specialists from each sector were interviewed, consulting them about the new demands and changes that they consider technology brings, particularly in the context of the COVID-19 pandemic. Second, government officials and union representatives were interviewed to better understand the measures taken during the pandemic, the positive and negative aspects they observe in technological change and the new demands for skills and workers' profiles. Third, practitioners were interviewed to obtain first-hand information about the difficulties and opportunities they observe, based on their daily experience and working conditions, and the demands and needs that they perceive must be addressed in this new context.

**2. Increase in expert knowledge about the social jobs of the future that have the potential to expand in the region taking into account the employment and technological matrix of the countries.**

**Component Cost: \$0**

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.1 <sup>s</sup> Surveys conducted	Number of in-depth interviews experts conducted (SOC)	Surveys (#)	0	2017	Document in Convergence	Social Development	Physical			
							2017	0	0	0
							2018	30	0	30
							2019			
							2020			30
							2021			0
							2022			0
							EOP 2022	30	0	60
							Financial			
							2017			
							2018	75000		75000
							2019			
							2020			
							2021			
							2022			
							EOP 2022	75000	0	75000

**Advances In Execution:** During 2020, great progress was made in the development of three investigations usings surveys and interviews as inputs. The first of them was focus on Argentina, Brazil and Mexico and its objective was to analyze the opportunities and challenges of the arrival of 5G in these countries. It also analyzed which services sectors will benefit in export terms and evaluate the impact it will have on female employment, with its opportunities and difficulties. In this study, interviews were carried out with women employed in the services sector, to evaluate their perceptions on how the future scenario is shaped around gender differences in the labor market and their expectations regarding their role in the exports of services. Likewise, interviews wew carried out with specialists and referents from the different sectors involved to identify opportunities and barriers that services face to adopt 5G technology. The second publication aimed to analyze how technological changes and the COVID-19 pandemic will modify the future of employment in the health and education sectors. To this end, a series of interviews were carried out with experts, officials, and practitioners in the topic, so that they could contribute with their vision of the situation, as well as the opportunities and challenges that they observe in the future. Finally, a third investigation aimed to comparatively analyze the digitization process in Argentine and Brazilian industrial companies based on a series of company surveys conducted in 2018, 2019 and 2020. It highlights similarities and differences between them with respect to the current and future adoption process of digital solutions, and the implications of the use of digital technologies on employment and workers’ newly demanded skills. During 2021, in an attempt to increase awareness on gender gaps within Latin American and Caribbean firms based on their export profile, we published the study "Una olimpiada esigual: La equidad de género en las empresas latinoamericanas y del Caribe". In this particular study, we focus on analizing towhat extent the characteristics of the companies, as well as aspects related to the economic and social structure of the countries can also influence gender inequality in companies in the region.

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.2 <sup>s</sup> Technical notes created	Number of technical notes created (SOC)	Notes (#)	0	2017	Technical note in Convergence	Social Development	Physical			
							2017	0	0	0
							2018	0	0	0
							2019	1		1
							2020			3
							2021			4
							2022			0
							EOP 2022	1	0	8
							Financial			
							2017			
							2018			0
							2019	10000		
							2020			
							2021			63000
							2022			
							EOP 2022	10000	0	63000

**Advances In Execution:** During 2020, 2021 and 2022 were published 8 Technical notes: "Hacia una transformación digital del sector educativo: aprendizajes de la virtualización de emergencia" "Argentina - Brasil: La travesía por la digitalización" "Nuevos servicios exportables a partir de la red 5G: ¿cómo aprovecharlos para reducir la brecha de género?" "Una olimpiada desigual: La equidad de género en las empresas latinoamericanas y del Caribe" "Rumbo a América Latina 2026: la incidencia de las exportaciones en la equidad de género" "Brecha de género en el comercio exterior: mismo juego, distintas reglas: los casos de Argentina, Chile y Uruguay" Direct and Indirect effects of lockdown policies on Poverty and Inequality in Latin America "Aprendizajes para iniciativas público–privadas de transformación digital" (to be published)

Output Indicator	Indicator Detail	Unit Of Measure	Baseline	Baseline Year	Means Of Verification	Theme	Year	P	P(A)	A
2.3 <sup>s</sup> Seminars organized	Number of seminars organized successfully (SOC)	Seminars (#)	0	2017	Agenda of the event online	Social Development	Physical			
							2017	0	0	0
							2018	0	0	0
							2019	1		1
							2020			1
							2021			0
							2022			1
							EOP 2022	1	0	3
							Financial			
							2017			
							2018			0
							2019	20000		
							2020			
							2021			
							2022			
							EOP 2022	20000	0	0

**Advances In Execution:** Within the framework of the meeting of Mercosur Digital Agenda Group that was held in the INTAL, in July 2019 the main conclusions of the investigation were presented and the different policies that are being promoted in order to address the main challenges of digital transformation in the education, social and work sectors were discussed. During 2020, within the framework of the research on the future of employment in the health and education sector, a virtual workshop was held to discuss and agree with the policymakers of both sectors on the final questionnaire for the interviews. Thanks to this meeting, the questionnaire reflects the most relevant topics for the investigation, so that the material obtained from the interviews can serve as an input for the design of quality public policies, focusing on the obstacles and opportunities indicated in the study. In collaboration with the Fundación Foro del Sur and ConnectAmericas Women, during 2021, we organized an even"Nuevos servicios exportables a partir de la red 5G: ¿cómo aprovecharlos para reducir la brecha de género?"t denominated 5G and Gender: The future is egalitarian. It took place on November 4th of 2021 and in this virtual conference we presented our study The event included the participation of speakers from different Latin American countries and provided an ideal platform to discuss how the development of 5G in different countries of the region -such as Argentina, Brazil and Mexico- can create further job opportunities for women. Additionally, the conference contemplated testimonies of diverse women currently working in export sectors linked to 5G and provided a space for them to give recommendations based upon their first-hand experiences. In collaboration with Labor Market and Gender and Diversity sector and ConnectAmericas, we organized an event denominated Rumbo a América Latina 2026. It took place on August 26th of 2022 and in hybrid conference we presented our study "Rumbo a América Latina 2026: la incidencia de las exportaciones en la equidad de género". The event included the participation of the authors and provided a space to discuss the challenges and opportunities that the export structures of Latin America and the Caribbean offer women so that they can benefit from international trade. Additionally, different speakers from another international organization (CEPAL and UNCTAD) were invited to share recommendations of policies related to the possibilities offered by trade to improve gender equity and what are the barriers that need to be worked on.