

Women's jobs more at risk due to lower use of AI

1 Warmer

- a. Think about how AI will change the way we work. Put at least three negative and three positive changes in the table below.

Negative	Positive

- b. Work with a partner or in groups. Compare your lists. Explain your choices.

2 Reading for gist

- a. Read the article quickly and choose the statement that best summarises the main idea.

1. Women are at risk of losing jobs to AI, so governments should prepare to offer them social benefits.
2. Women are at risk of losing jobs to AI, so they should start learning how to use the tool.
3. Women are at risk of losing jobs to AI, so employers should start to retrain them for other positions.

3 Key words

- a. Choose the key words that match the definitions. Check your answers and your understanding of how the words are used by completing the example sentence immediately after each definition. Use a capital letter where needed. Then read the article to see how the key words are used in context.

spin cycle	doom and gloom	hype	persist
augmentation	hold back	staggering	surpass
automated	outdated	prominent	take time off
upskilling	in denial about	all-consuming	bias

1. If something is _____, it is very surprising.

The results of the new AI marketing tool were _____.

2. If you _____, you continue even when it's hard or unnecessary.

Concerns about AI replacing jobs still _____, even after the company introduced AI training.

3. If you _____, you stop working for a short period for personal reasons.

Many women _____ work after giving birth, which affects their long-term career development.

4. If something is _____, it takes up all your time and energy.

Starting a new company can be is _____, especially in its first year.

5. If someone is _____, they are well-known or important.

She became a(n) _____ voice in discussions about ethical AI.

6. _____ means learning new skills to stay useful at work.

Because of automation, _____ has become a must for many employees.

7. If you _____ someone, you stop them from growing or moving forward.

Unfair systems can _____ people from less privileged backgrounds.

8. If you _____ expectations, you do better than people thought you would.

The chatbot managed to _____ the company's customer service goals.

9. _____ means an unfair preference for one group over another.

AI programs can show _____ because it is trained on data from humans.

10. If something is _____, it's no longer helpful or modern.

Using _____ hiring methods stops companies from finding the best talent.

11. _____ is when tasks are changed to be done by machines or systems and not people.

More jobs in warehouses are now _____, which reduces costs.

12. _____ is when technology is used to support human work instead of replacing it.

Instead of removing jobs, AI _____ is helping workers be more productive.

13. _____ means a lot of excitement or attention, not always realistic.

There's a lot of _____ about what AI can do, but not all of it is true.

14. A(n) _____ is a repetitive cycle where problems are never really solved.

Many companies are stuck in a(n) _____ of hiring and firing due to fast market changes.

15. _____ is a negative way of thinking where the focus is only on problems.

There's too much _____ in the news about robots taking over all jobs.

16. If you are _____ a problem, you refuse to accept it.

Some leaders are still _____ the risks of AI, even after clear warnings.

Women are lagging behind on AI but they can catch up

CURIOSITY, EXPERIMENTATION AND LEARNING ARE CRUCIAL IF WOMEN ARE TO SHAPE THE FUTURE OF WORK

BY ISABEL BERWICK

- 1 Women are more likely than men to be in jobs at risk of being automated, but are also 25 per cent less likely than men to have basic digital skills, separate studies show.
- 2 The findings, from the International Labour Organization and the UN respectively, highlight an urgent challenge for women across the world. The artificial intelligence-driven industrial revolution ought to offer a unique opportunity for everyone to shape the future of work, but many women are already behind.
- 3 A 2024 Danish study of 100,000 workers found “a staggering gender gap in the adoption of [OpenAI chatbot] ChatGPT: women are 20 percentage points less likely to use ChatGPT than men in the same occupation”. The researchers found the gap persisted when people in the same workplaces were compared, and when the study controlled for different task mixes.
- 4 So how can women keep up with AI developments — especially those who might feel too busy to take time off for training within a part-time schedule, or who may be in denial about AI’s all-consuming importance? The challenges are understandable: it is hard to know where to start.
- 5 A useful resource is research company Charter’s Guide to AI in the Workplace. Instead of focusing on ideas and AI’s “maybe” impacts, this report has case studies on how some prominent companies are working with staff to share AI best practice.
- 6 But small employers don’t have anything like these resources and, as the UK’s Pissarides Review into the future of work and wellbeing points out, “good impacts — including upskilling and the substitution of routine tasks — cannot be assumed and must be proactively shaped”.
- 7 So how can you use AI yourself, even when there is no corporate, or even team-level, push for change? The best advice I have seen is from Slack, the workplace collaboration platform, which recommends setting aside time for experimentation and learning.
- 8 It is also good to be curious about AI, more generally. My recent reading includes “AI will change what it is to be human. Are we ready?” by economist Tyler Cowen and Avital Balwit, of AI software developer Anthropic.
- 9 I am also experimenting. I asked the FT’s ChatGPT Enterprise to tell me what is holding women back in adopting AI. It pointed to a 2024 study on women and generative AI by Deloitte, the consultancy. The researchers expected “the proportion of women experimenting with and using gen AI for projects and tasks will match or surpass that of men in the United States by the end of 2025”. So it is not all doom and gloom.
- 10 Caution is still good. As the FT noted last month, generative AI chatbots such as ChatGPT and Anthropic’s Claude may sometimes demonstrate how “the potential biases of those working at AI companies can seep into their models”. An FT reporter ran a series of questions about AI bosses through different chatbots, and each model was far more favourable about its own leader.
- 11 Women make up just a third of the AI workforce, according to World Economic Forum figures. But that should give us all the more reason to learn more about large language models and AI-powered agents — and start to influence how to build knowledge in our own organisations.

Continued on next page

- 12 You will know the saying that “AI is not going to take your job — someone using AI will”. That sounds reassuring for anyone who has mastered AI and validates those who are experimenting.
- 13 Unfortunately, like many things in the AI-spin cycle, even this idea may be outdated. Sangeet Paul Choudary, a tech author and adviser, says this idea is “true, but utterly useless”. In his Substack newsletter, he says the statement “directs your attention to the individual task level — automation vs augmentation of the tasks you perform — when the real shift is happening at the level of the entire system of work”. That difference takes some processing but is a useful way to see the bigger picture.
- 14 If you have yet to use generative AI, don’t panic. Time is on your side. Consultancy McKinsey has found that, despite the hype, only 1 per cent of leaders say their companies are “mature” on AI deployment. The other 99 per cent? That’s where the rest of us work.

FT

Isabel Berwick, 16 June, 2025.

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4 Understanding the article

a. Read the article carefully. Then choose the correct option for each question.

1. According to the first paragraph, women are more at risk of losing jobs to AI because ...
 - a. they don't use AI.
 - b. men are more likely to have digital skills.
 - c. women have jobs that don't require as much tech.
2. The Danish study compared people working in the same jobs and found that ...
 - a. women use AI less than men.
 - b. men get more training in digital tools.
 - c. women use AI more than men now.
3. It's harder for women to take time off to learn about AI because ...
 - a. they work longer hours.
 - b. they don't work at jobs where AI is useful.
 - c. they are too busy and overwhelmed with the changes.
4. UK's Pissarides Review into the future of work and wellbeing claims that ...
 - a. companies will start hiring people with AI training only.
 - b. AI use needs to be proactively taught, not just expected to happen.
 - c. AI will replace humans in doing repetitive tasks.
5. Author agrees with Slack that the best way to learn to use AI is to ...
 - a. start using it yourself to see how it works.
 - b. buy courses that teach AI use.
 - c. ask for advice on how to use AI.

6. Deloitte report showed that ...
 - a. the gap between men and women in AI use will grow in the future.
 - b. women will use AI as much as men in the future.
 - c. women will use AI more than men in the future.
7. We need to be careful about AI use because it ...
 - a. may have hidden biases because it is designed by people who are biased.
 - b. may be used to discriminate against people.
 - c. is often incorrect.
8. According to World Economic Forum figures, ...
 - a. women are one third of AI users.
 - b. around 33 per cent of the AI designers are women.
 - c. one third of women will lose jobs due to AI.
9. Sangeet Paul Choudary agrees that ...
 - a. AI won't take your job if you learn how to use it.
 - b. understanding how AI will change the work structure is key if you don't want to lose your job.
 - c. AI can only be used to assist humans, so our jobs are safe in the long term.
10. We still have time to learn about AI and how to use it because ...
 - a. Most companies aren't yet ready to implement the full use of AI.
 - b. CEOs don't like to use AI.
 - c. AI isn't as effective as the experts initially claimed.

5 Business language – separable and inseparable phrasal verb

- a. Read the article again and find the phrasal verbs and phrases from the list below. Underline the verb and the particle in each phrase. Then decide whether they are separable (S) or inseparable (IS) based on their use in the article.

take time off _____ set aside _____ seep into _____
point out _____ hold back _____ run through _____

- b. Complete the rules about separable and inseparable phrasal verbs.

1. A phrasal verb is a combination of a **verb / noun** and a particle, which is a(n) **pronoun / adjective**.
2. A **separable / inseparable** phrasal verb allows you to place the object between the verb and the particle.
3. If the object is a **noun / pronoun** (like *it*), it must go **after / between** the verb and the particle in separable phrasal verbs.
4. A(n) **inseparable / separable** phrasal verb cannot be split – the object must come after the full phrase.

- c. Complete the sentences using the correct form of the phrasal verbs from the list in task a.

1. The manager decided to _____ a few hours to review the AI budget.
2. During the performance review, she _____ that your soft skills had improved.
3. Employees are encouraged not to _____ on expressing concerns about AI.
4. He plans to _____ next week after the product launch.
5. Emotions can _____ business decisions if we aren't careful.
6. Let's _____ the timeline before the investor meeting.

d. Match the phrasal verbs from the word pool with their meanings. Then mark whether they are Separable (S) or Inseparable (IS). Finally, fill the gaps in the sentences with the correct phrasal verb in the correct form.

bring up cut down take on
 carry out deal with

Meaning	Phrasal Verb	S / IS
accept responsibility or workload	_____	_____
manage or respond to a problem	_____	_____
mention or introduce a topic	_____	_____
perform or complete a task	_____	_____
reduce or lower something	_____	_____

1. We need to _____ costs _____ before the next quarter.
2. She _____ a critical issue during the strategy session.
3. The audit team will _____ the compliance check _____.
4. Our department will _____ new projects this year.
5. It's HR's job to _____ employee complaints fairly.

Intermediate

6 Discussion

a. Discuss these questions.

1. In your opinion, how should companies handle the introduction of AI?
2. Is your personal experience similar to the idea in the article that women use AI less than men?
3. How can your company best prepare for the changes that AI will cause?
4. Which professions are AI - proof? Is yours one of them?

7 Wider business theme – giving a presentation

a. You are going to give a presentation on how AI may change your industry and what preparations individuals can make to secure their jobs.

1. Follow the steps in the table to plan your presentation by answering the questions.

Step	Question to Answer	Your Notes
1. Topic	What is the main topic of your presentation?	
2. Context	How is AI starting to seep into your industry? Give 1–2 real or possible examples. Look on the internet for info if needed.	
3. Impact	What jobs or tasks in your industry may be most affected by AI? Why?	
4. Risk	What challenges might workers have to deal with if they don't adapt? When will the job loss likely start happening?	
5. Solution	What steps can individuals take to prepare for these changes? Give 2-3 solutions.	
6. Skills	What skills will be most valuable in the age of AI? Give 3-4 skills with examples and reasons.	
7. Personal advice	What advice would you give someone in your field?	
8. Summary	Summarise your talk in 3-4 sentences. Prepare for any questions the audience may have	

2. Practise giving your presentation by yourself. Then work in pairs and give the presentation to your group or class.

Useful language

Today I'm going to talk about ...

One way AI is changing our industry is ...

For example, many tasks are now automated.

This could affect jobs like ...

The main risk is that ...

To prepare for this, workers should ...

Digital skills like ... and ... will be important.

In my opinion, the key is to ...

We should not fear AI, but ...

To sum up, I claim that ...