



National Assessments in Gender and STI -Argentina Report-



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Introduction

The participation of women in the development of the Knowledge Society (KS) in general, and in Argentina's science and technology system in particular, is a relatively new topic in both research and policymaking.

Although conferences and conventions¹ on women's access to and careers in the sciences were held in Argentina at both the national and regional levels in the late 1990s, it was not until the turn of the millennium that a real interest began to develop among certain academic centers, organizations, and research networks in the production and dissemination of information related to various dimensions of the topic addressed in this report.²

This delay may be attributed to the undoubtable influence that the economic, social, and political conditions prevalent in Argentina--and by extension, in Latin America--have had on the formation of gender-related research agendas, which, for many years, prioritized issues considered more urgent or relevant, such as violence, political participation, poverty, and sexual and reproductive health.

Although this situation has not substantially changed, the spread of information and communication technologies and their impact on every sphere of economic, social, and political life; the greater disclosure of scientific advancements, highlighting their importance to domestic economic development; and the progress of women in fields such as education and politics are together giving rise to initiatives aimed at understanding how women are participating in the development of the KS, which is an encouraging sign. These initiatives include a greater (if not yet complete) public availability of statistics disaggregated by sex for certain sectors such as education, political participation, employment, and health; the promulgation of measures that promote women's

¹ For example, the UNESCO Regional Forum (Bariloche, Argentina, 1998), organized by the UNESCO Regional Chair Women, Science, and Technology in Latin America.

² Examples of this include: the Latin American Project for Science, Technology, and Gender (GENTEC – UNESCO), which in 2004 conducted a regional comparative study and national studies on Argentina, Brazil, Costa Rica, Spain, Mexico, Paraguay, Uruguay, and Venezuela; the regional study "Gender Equality in Science and Technology in Latin America: Representations and Proposals from Civil Servants, Researchers, and Academics in Positions of Institutional Leadership," conducted in 2002 by the UNESCO Regional Chair Women, Science, and Technology in Latin America (with the support of UNESCO); and the report "Gender Equality in Science and Technology in Latin America: Foundations and Projections in the Construction of Knowledge, Agendas, and Institutions," prepared by the same Chair in 2004 (with the support of the Office of Education, Science, and Technology of the Organization of American States (OAS), the Inter-American Commission of Women (CIM), and the United Nations Commission on Science and Technology for Development (GAB-UNCSTD)).

professional development in scientific institutions; and the development of research on this topic within the governmental sphere.

This study was prepared by the UNESCO Regional Chair Women, Science, and Technology in Latin America as part of *The National Assessments on Gender and STI*, an international project coordinated by Women in Global Science and Technology (WISAT), the Organization for Women in Science for the Developing World (OWSD), the Elsevier Foundation, and GenderInSITE (Gender in Science, Innovation, Technology, and Engineering).

The project aims to compile a base of up-to-date information on women's participation in the KS in various countries, a task that has involved the development and application of a methodological framework based on a broad set of indicators and dimensions that allow for comprehensive assessment. The project's ultimate goal is to use the information produced to raise awareness among different sectors of society, as well as to influence policies, programs, and projects in STI fields.

Since 2012, national studies have been carried out in Brazil, India, Indonesia, Korea, South Africa, and the United States, in addition to a regional study in the European Union. A comparison of their results is presented in the series of papers, "Scorecards" (available at <http://wisat.org/>).

The same methodology was used across all of the studies; designed by WISAT, it seeks to address, in broad terms, the following questions:

- What conditions are needed to facilitate women's full participation in the KS in this country?
- What resources do women in each country need to achieve this objective?
- Is progress being made in this direction? How so? What are the results?

The originality of this methodological approach lies in its contextualization of the topic at hand. That is to say, the approach begins with the analysis--from a gender perspective--of the economic, social, cultural, and political conditions of each country, as well as of the policies, laws, and programs that have directly or indirectly induced progress toward gender equality over the course of a decade. Connections are then drawn between these elements and the specific situation of women in key areas of the KS, as well as their performance in the Science, Technology, and Innovation system.

This report consists of three sections:

- 1) **An Enabling Policy Environment** for the participation of women in the KS.
- 2) **Conditions** for the participation of women in the KS.
- 3) **Results** in terms of women's participation in the KS.

The research focuses on the period from 2003-2013 for reasons discussed in the first section. In those cases in which it was not possible to rely on official data, approximate indicators were used (proxies).

Conclusions are presented at the end of the report in an effort to contribute to the achievement of the aforementioned goals, placing special emphasis on the situation in Argentina.

Research Team

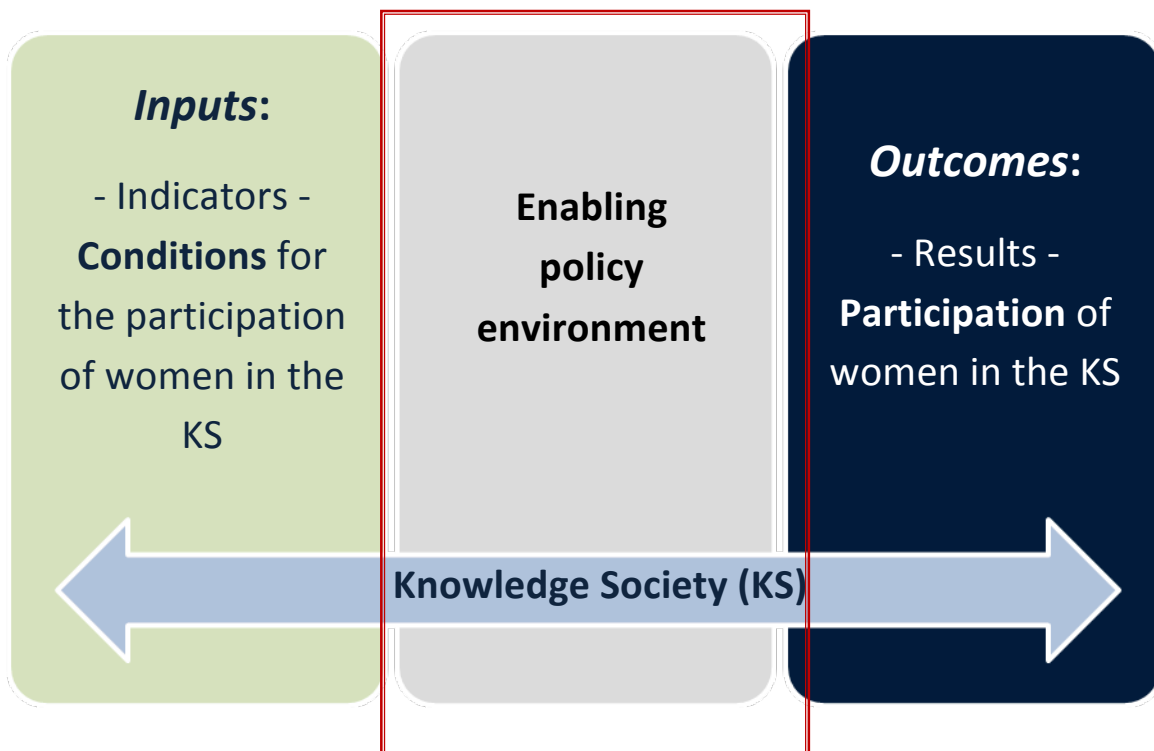
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SECTION 1:

Enabling policy environment for the integration of women in the science and technology system

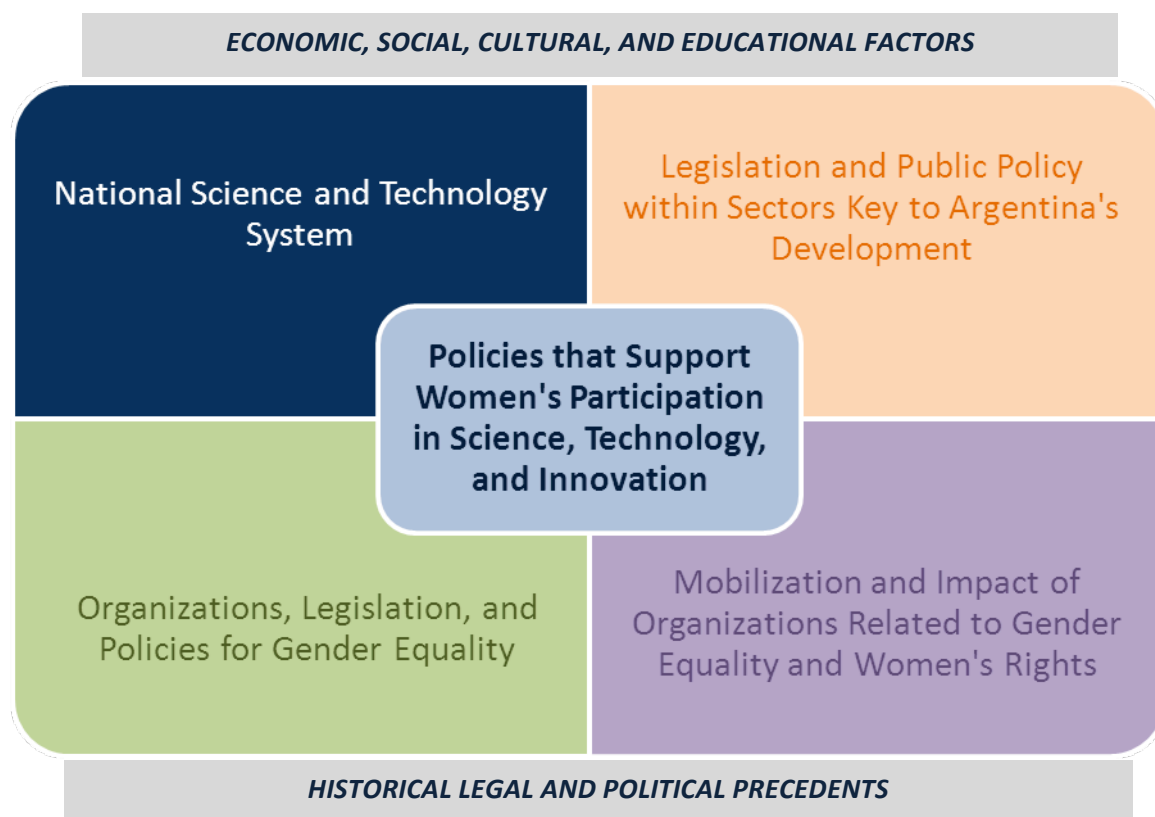


CATEGORY I – CONDITIONS FOR THE PARTICIPATION OF WOMEN IN THE KNOWLEDGE SOCIETY

1. An Enabling Policy Environment for the Integration of Women into the Science and Technology System

As indicated in the introduction of this report, one of its objectives is to characterize the social, economic, political, and cultural conditions that facilitated women's participation in the fields of Science, Technology, and Innovation (STI) between 2003 and 2013. Prior to delving into the specific dimensions of this question, we will take a moment to provide a general outline of the sociopolitical context presented by Argentina. We will then describe the main characteristics of the country's science and technology system, paying particular attention to how they have directly and indirectly influenced opportunities for the inclusion and participation of women in these fields during the last ten years.

Graph 1. A Facilitative Political Environment for the Participation of Women in the Science and Technology System



1.1 Economic, Social, Cultural, and Political Precedents and Factors from 2003 - 2013

In 2013, Argentina celebrated thirty uninterrupted years of democratic governance, the longest period in the country's history without a civil-military coup d'état.³ While these three decades were not without economic and social crises, they bolstered a democratic process that invited unprecedented economic, political, social, and cultural transformation within the country. Although the majority of the data included in this report is from 2003 - 2013, the political context that stimulated women's participation in STI in Argentina has its origin in events, laws, and policies that came about twenty years prior.

The restoration of democracy in 1983 allowed Argentine society to place higher expectations on the role of the state and public institutions and policies. Human rights were assigned high priority within the political and social agendas, some leaders of the women's rights movement assumed government positions, and non-governmental⁴ networks and organizations were created to carry out collective actions and present proposals to influence policy in favor of women's rights. Achievements during this early democratic period included Argentina's accession to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1985, the restoration of the Patria Potestad Compartida (also in 1985), and the promulgation of the Ley de Divorcio in 1987.⁵

These advancements did not occur within an auspicious economic context, however. Provoked by heavy external debt, high inflation, falling real wages,⁶ and recurring labor strikes, an economic crisis erupted in 1989, precipitating the end of the period's first democratic government. The ensuing political shift,⁷ far from resolving structural social and economic problems, merely reinforced a neoliberal political model that privatized public companies and the pension system, imposed austerity measures, and authorized budget cuts in key sectors such as education and health. Regarding scientific and technological development at the time, Albornoz (2004) states:

The neoliberal economic policies that were implemented starting in 1976, applied intermittently during the early years of democracy, and rigorously executed in the '90s conspired against the

³ We are referring here to the period that began in 1983, with the end of the bloodiest military dictatorship in Argentine history (1976-1983).

⁴ Some, such as the Center for Women's Studies (CEM) and Lugar de Mujer, had been created during the dictatorship and operated quietly for years; the return of democracy presented them with an opportunity to voice both old and new demands, as well as to gain prominence within the spheres of politics and knowledge production.

⁵ At the same time, however, the Full Stop Law (1986) and the Law of Due Obedience (1987) demonstrated the government's pusillanimity in the face of military and civilian sectors that had maintained power.

⁶ Real wages reached their lowest point in fifty years.

⁷ Shortly after assuming power, the following government pardoned the military personnel who had taken part in the last dictatorship, reinforcing a system of impunity that had begun to take shape with the promulgation of the Due Obedience and Full Stop Laws.

technological trajectory of Argentine companies and stifled interest in the ability to locally produce relevant scientific and technological knowledge.

During this period, female unemployment⁸ and underemployment increased significantly. The State's withdrawal from involvement in the service sector disproportionately affected women, to whom care work had historically been assigned, and impacted with particular severity those living in the country's poorest regions.

As under the previous administration, however, important steps were made during this time in women's political participation and the recognition and exercise of their rights. The former refers specifically to the promulgation of the Quota Law in 1991 (Electoral Reform 24.012⁹), which contributed to a leap in female participation in political institutions and the gradual transformation of the legislative agenda, as a large number of laws pertaining directly or indirectly to gender equality began to be presented and promulgated (Caminotti, 2011).

As for the latter, intense negotiations and debates in which female politicians and activists took part lead to the creation of the National Women's Council (CNM) in 1992 out of Laws 23179 and 24012 and under the jurisdiction of the Office of the President.¹⁰

In 1994, CEDAW acquired constitutional rank,¹¹ gaining priority over national law. By endorsing this treaty, the Argentine government committed to promote, coordinate, and evaluate gender-related policies and actions within all state agencies. As we will later discuss, this commitment has not yet been totally fulfilled.

In 1996, the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women ("Convention of Belém do Pará") was ratified. It is paradoxical that this treaty was affirmed by an administration that offered little response to demands related to sexual and reproductive rights and gender violence--it would take over ten more years for such demands to be translated into comprehensive policies.

⁸ Female unemployment reached 19%.

⁹ Establishes that at least 30% of the candidates for election on all political parties' electoral lists must be women.

¹⁰ Since 2009, the Council has been responsible for the enforcement of Law 26485 and for monitoring compliance with international treaties related to the status of women, among other issues. Through "*Áreas Mujer*," the Council operates in all provinces and municipalities of Argentina. During the decade studied, its institutional rank dropped and it became an agency subordinate to the Chief of Cabinet. The Council is assigned on average only 0.6% of the total federal budget.

¹¹ The Constitution of Argentina (Article 75, Section 22) includes CEDAW's protocols and a clause specifically states the obligation to ensure equal opportunity for men and women in access to elected office. Article 37 states: "Truly equal opportunity between men and women for access to elected and party positions will be guaranteed through positive actions in the regulation of political parties and the electoral system."

<http://www.infojus.gov.ar/legislacion/constitucion-nacional-1994.htm?1>

In 1999, a new government took office, having painted itself as a positive alternative capable of dealing with the multiple problems left behind by the previous administration¹² (high levels of poverty and destitution, unemployment, and social inequality, among others). The absence of a coherent strategy for economic development and the progression of the international and local financial crises, however, brought about a fiasco of economic, political, and social proportions (including major declines in bank deposits, deterioration of the government's image and credibility, and collective disappointment, respectively). At the end of 2001, a wide variety of social sectors took to the streets to express their discontent with the new administration's policies and to demand the president's resignation.¹³ The demonstration, unprecedented in the nation's history, prompted the emergence of neighborhood assemblies (composed primarily of middle-class citizens) and "*piqueteros*" demonstrations¹⁴ (organized by unemployed workers' movements and workers from low-income sectors).¹⁵ The protest was neither organized nor premeditated: it was a spontaneous exercise of citizenship and expression of dissatisfaction with existing policies. Women participated actively in the new *piqueteros* movement and reclamations of abandoned factories, as well as in the creation of cooperatives and the management and coordination of barter networks¹⁶ and neighborhood assemblies.

The decade considered in this report (2003-2013) began with yet another administration that, within a favorable international economic context,¹⁷ fueled a process of recovery and economic and social growth.

Between 2003 and 2007, Argentina's GDP grew at an average annual rate of 8%,¹⁸ recovering from its decline during the years following the 2001 economic crisis. Today, Argentina is among the thirteen countries in the world that have most reduced their level of socioeconomic inequality over the last ten years (Ortiz, 2012), ranking third in Latin

¹² Among the most pressing needs were the pursuit of social equality, improvement of safety, elimination of corruption, increase in the quality of public institutions, and ending the economic recession that had begun in 1998.

¹³ In order to alleviate some of the aforementioned economic problems, the administration imposed heavy restrictions on cash withdrawals; this so-called "corralito" policy was decisive in getting diverse sectors of society to express their discontent and demand a change in leadership.

¹⁴ Many of these organizations were founded in late 1990 in response to the closure of factories and the soaring unemployment rate.

¹⁵ The emergence of these organizations attested to the severity of the crisis plaguing the system of representation. The slogan "They all must go" (referring to all politicians) became a symbol of collective anger and loss of trust in and legitimacy of traditional political leadership.

¹⁶ The members of these networks exchanged products and/or services in order to meet their basic needs.

¹⁷ Powered by rising commodity, food, and agriculture prices, among other factors.

¹⁸ World Bank Indicators for Argentina: <http://data.worldbank.org/country/argentina>

America behind Brazil and Peru. Between 2003 and 2010, Argentina achieved a ten-point drop in its Gini coefficient (an inequality index). (Ortiz y Cummins, 2012).

According to data from ECLAC (2013), Argentina's poverty rate decreased from 5.7% in 2011 to 4.3% in 2012, the lowest national index of population with unmet needs in Latin America. Uruguay, Costa Rica, and Brazil follow Argentina, at 5.9%, 17.8%, and 18.6%, respectively.

Since 2003, successive Country Reports evaluating Argentina's compliance with the Millennium Development Goals (MDG) have reported progress in poverty reduction, economic growth, and debt reduction, as well as improvements in inclusion indicators for employment and social security, among other areas (UNDP, 2012).

Argentina has achieved the agreed-upon goals for education (Millennium Development Goal No. 2), which may be attributed to a cultural tendency to place high value on education; the fact that education has been universal, compulsory,¹⁹ and free of charge since 1884;²⁰ and, in particular, the education budget increase during the decade studied (6% of the GDP). In 2011, literacy rates of youth aged 15-24 reached 100% (UNDP, 2012).

This decade also saw significant changes in the political, social, and cultural participation of women, as well as in their participation in the workforce and the amplitude and validity of their civic rights. We will discuss these changes in detail at the end of this report.

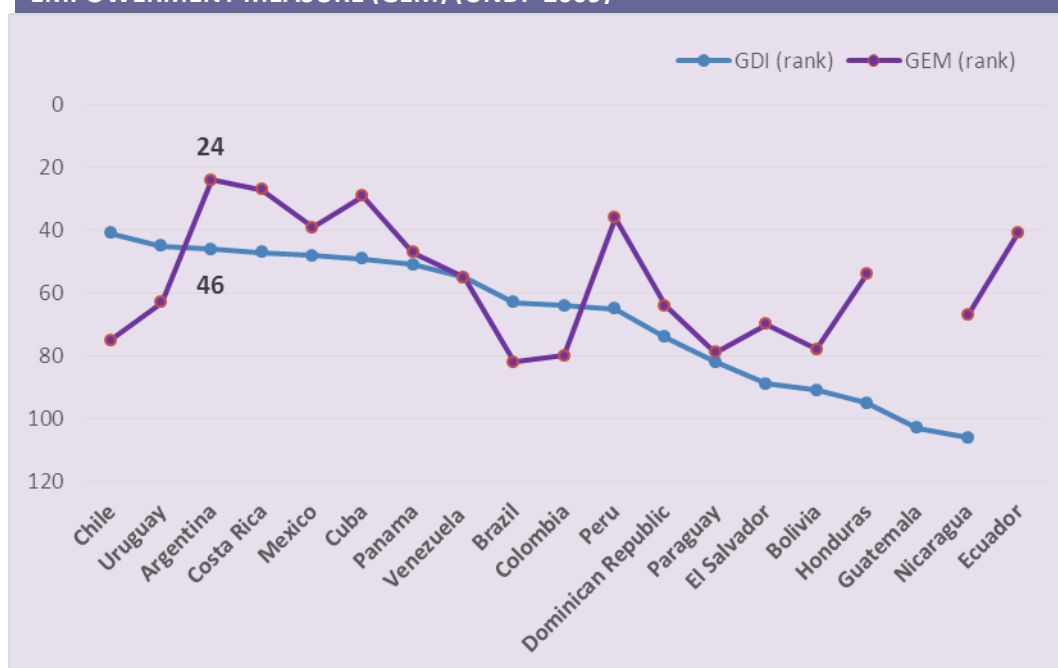
2. Organizations, Legislation, and Policies for Gender Equality

Argentina ranks highest in Latin America for women's active participation in the political and economic spheres (Graph # 1-1).

¹⁹ Education is free and compulsory from five years of age through the completion of secondary school. Is also free in public Universities

²⁰ Law No. 1420 on Common Education.

GRAPH #1-1 GENDER-RELATED DEVELOPMENT INDEX (GDI) AND GENDER EMPOWERMENT MEASURE (GEM) (UNDP 2009)



GDI: 155 countries // GEM: 109 countries

Source: UNDP Argentina (2011) Gender in Numbers

As shown in Table #1-1, a significant number of laws, policies, and programs were put into effect over the course of the decade that sought directly or indirectly to improve women's social, educational, and health conditions; economic autonomy; civic participation; and empowerment.²¹

TABLE #1-1. Policies and Laws for Gender Equality (1990-2013)
Law on Open Access to Scientific Information (Law 26899/2013)
Gender Identity Law (Law 26743/2012).
Equal Marriage Act (Law 26618/2010)
Comprehensive Protection Act to Prevent, Punish, and Eradicate Violence Against Women in the environments in which they develop interpersonal relationships (Law 26485/2009). Regulated in 2010.

²¹ National Plan for Local Development and Social Economy "Manos a la Obra;" "Ellas Hacen" Program; Plan for the Completion of Primary and Secondary Education (FinEs); Victims Against Violence Program (Ministry of Justice and Human Rights); Training and Employment Insurance for female victims of domestic violence (Ministry of Labor, Employment, and Social Security, Decree 336/06); Federal Training Program: Security and Gender (Ministry of National Security in collaboration with the National Women's Council and the National Council for the Coordination of Social Policies); Federal Training Program: Security and Gender, targeted at law enforcement officers and local and national security forces, among others.

TABLE #1-1. Policies and Laws for Gender Equality (1990-2013)
Free Universal Bank Account (Communication “A” 512, 2010)
Universal Child Allowance (Decree 1602/09, National Executive Power, 2009)
Law on the Prevention and Punishment of Human Trafficking and Assistance to Victims (Law 26364/2008).
Special Social Security Regime for Domestic Workers. (Law 25239/1998). Modified in 2001. Regulated in 2008.
National Education Law (Law 26206/2006), “which makes explicit provisions for the incorporation of a gender perspective in education” (CEDAW, 2010).
Comprehensive Sexual Education Program (Law 26150 / 2006)
Law on Technical and Vocational Education (Law 26058/2005)
Parto humanizado (Law 25929/2004)
Creation of the National Program on Sexual Health and Responsible Procreation (Law 25673/2003)
Women's Participation in Collective Bargaining Units - Gender Quotas in Labor Unions - (Law 25674/2002). Regulated in 2003.
National Program on Sexual Health and Responsible Procreation (Law 25673/2002)
Diagnostic Testing for the Human Immunodeficiency Virus (HIV) in all pregnant women (Law 25543/2001)
Prohibition of Actions in Public Educational Institutions that Prevent the Initiation or Continuation of the School Cycle by Pregnant Students (Law 25584/2001). Modified in 2003.
Labor Reform: Promoting Stable Employment. Introduces two incentives for employing women. Title I, Articles 2 and 3 (Law 25250/2000).
Creation of a System of Justified Absences for Reasons of Pregnancy (Law 25273/2000).
Criminalization of Offenses Against Sexual Integrity. (Law 25087/1999)
Plan for Equal Opportunities Between Men and Women in the Workplace (Decree 254/1998).
Labor Reform. Introduction of the Concept of Discriminatory Dismissal on the Basis of Race, Sex, or Religion (Law 25013/1998)
Inclusion of Housewives in the Integrated Retirement and Pensions System (Law 24828/ 1997)
Signing of the Convention of Belém do Pará (Law 24632/1996)
Protection Against Domestic Violence (Law 24417/1994)
Creation of the National Women's Council (Decree 1426/ 1992)
Quota Act. National Electoral Code. Replacement of Article 60 of Decree 2135/83 (Law 24.012/1991)

Sources: United Nations Development Program (UNDP). 2011. Contributions for Human Development in Argentina // 2011: Gender in Numbers: Women and Men in Argentine Society. InfoLeg, Documentation and Information Center database, Ministry of Economy and Public Finance.// UN CEDAW. 2010. Concluding Observations of the Committee on the Elimination of Discrimination Against Women.// ELA, COHRE, ADN, ADC, and the “Gender, Society, and University” Program UNL. 2010. Shadow Report for the Committee of the Convention to Eliminate All Forms of Discrimination Against Women. 46th SESSION - JULY 2010.

As apparent, a significant number of these initiatives intended to improve the social security and working conditions of women. They failed, however, to nullify obstacles such as the gender pay gap (according to data from the UNDP (2011), men earned an average of 25% more than women) and horizontal and vertical occupational segregation.²² Likewise, as demonstrated in the first section of this report, maternal mortality has not significantly decreased as a result of these initiatives, few changes have been observed in the distribution of caregiving tasks, and poverty continues to affect women to a greater extent than men.

To be fair, the *Shadow Report* prepared by civil society organizations warns of obstacles that inhibit the implementation of these legal measures. The report's references include:

- A lack of awareness about CEDAW protocol, especially among members of the judicial system, who are responsible for the Convention's enforcement.
- Women's limited access to justice, affecting underprivileged women in particular.²³
- Although the CNM has carried out multiple actions in support of equal rights and opportunities for women, most have failed to achieve the desired visibility and impact.
- Argentina's territorial fragmentation in terms of living conditions, work opportunities, poverty, health, and education.
- Concern over the disproportionate concentration of women in "traditional" work roles that impose economic disadvantage, as well as the limited development of women's capabilities and the persistence of gender stereotypes in the media. These realities are paradoxical given that women complete higher levels of education than men and, in general, receive higher grades.

Other limitations to the implementation of gender equality initiatives that are particularly relevant to the situation of women in Argentina include:

- A lack of sex-disaggregated data in public institutions.
- Insufficient attention to gender differences and inequalities in the design and implementation of public policies.
- A lack of systematic evaluation of and public information on the progress of programs and actions underway.

Two particularly notable measures that contribute to resolving some of these limitations are:

²² The former refers to the concentration of women in occupations identified as "feminine"--domestic service, personal assistance, teaching, healthcare, and clerical activities, among others--while the latter refers to the concentration of women in low-ranking positions compared to men of equal qualification (UNDP, 2011).

²³ The primary causes of this include women not understanding their rights and the persistence of attitudes and values among judicial officers that reinforce traditional gender stereotypes.

- 1) **Asignación Universal por Hijo (Universal Child Allowance) (AUH).**²⁴ Approved in 2009, this public policy serves the unemployed, the underemployed, informal workers, and those earning below minimum wage. Official data indicate that by 2013, 3.5 million children and adolescents were beneficiaries (Office of the President, 2013).²⁵
- 2) In 2006, Law 23171 was adopted, regulating the adoption of the 1999 **Optional Protocol to CEDAW** that was ratified in 2007.²⁶

Within this legal context, the Committee on the Elimination of Discrimination against Women prepared a document entitled "Concluding Observations on Argentina" (2010), in which it highlights:

- Efforts made by the State to overcome the effects of the 2001 crisis (poverty reduction, the granting of pensions and subsidies, and improvements in access to education) that have helped to raise the status of women in Argentine society;
- The prioritization of women and women's issues in the development of social policies;
- Significant achievements in women's political participation, including the election of two female presidents,²⁷ the appointment of two women to the Supreme Court,²⁸ and women occupying 38.5% of executive positions in the federal government.
- Argentina's participation in the *Specialized Meeting of Women (RMAAM)*, which promotes the integration of a gender perspective into actions carried out in Mercosur²⁹ and works to strengthen State mechanisms for gender

²⁴DE No. 1602/09/// Provides additional income for every child under 18. This benefit is contingent upon school attendance and compliance with the mandatory vaccination program. In 2011, the launch of the Pregnancy Allowance (AxÉ) expanded benefits to future mothers (after twelve weeks of gestation) whose job situation matches that described above.

²⁵ To access one of the evaluations of the impacts of this policy, see http://www.trabajo.gov.ar/left/estadisticas/descargas/toe/toe_10_07.pdf

²⁶ Argentina is a signatory of other international treaties and pacts regarding women's human, civil, and political rights as well, including the Inter-American Convention on the Granting of Civil Rights to Women, signed in 1948 and ratified in 1957; the International Covenant on Economic, Social, and Cultural Rights, signed in 1966; the Inter-American Convention on the Granting of Political Rights to Women, signed in 1953; and the Millennium Development Goals, agreed upon in 2001.

²⁷ In 2007, a woman was elected president of Argentina for the first time through universal suffrage. At the end of her term, she was reelected for an additional four years.

²⁸ In 2004, a democratic government appointed a woman to the Supreme Court for the first time; she now serves as the judicial body's vice-president. The highest legal body of the nation and independent from executive power, the Supreme Court is composed of 7 Ministers who are ratified by Congress. A second woman--a feminist activist--was appointed in 2005; she died in 2014.

²⁹ Bloc of regional integration and cooperation created in March 1991.

equality, women's political participation, and civil society networks and organizations;³⁰

- Measures to combat human trafficking.³¹

As discussed in the next section, the laws, policies, and programs related to women's participation in STI, as components of the broader legal framework related to gender equality, are impacted by the advancements, obstacles, and tensions described above.

3. The Argentine Science, Technology, and Innovation System

Scientific research and technological development began to emerge in Argentina in the early twentieth century, primarily in public universities,³² and attained visibility and recognition in the 1950s and 1960s with the creation of numerous institutions dedicated to the design and implementation of policies for scientific and technological development. In 1950, the National Atomic Energy Commission and the National Institute of Industrial Technology (INTI) were established (the former was reorganized in 1956); the National Institute for Agricultural Technology was created in 1951; and the National Scientific and Technical Research Council (CONICET), founded to promote scientific research in universities (Albornoz, 2004), in 1958. At the time, the Ministry of Education housed the government's administrative area dedicated to science and technology, which held the rank of secretariat. In 1996, this area was restructured and the duties and roles of the agencies that comprised it redefined:

"The need to steer the I+D-related public toward innovating for the production sector was emphasized. The National Innovation System emerged as the organizing concept behind a new public policy aimed at orienting scientific and technological activities toward innovation" (Albornoz, 2004).

This shift prompted the creation of the National Agency for Science and Technology Promotion (ANPCyT) and its two funds: FONCYT, for financing research projects, and FONTAR, for promoting innovation and modernization in the production sector.

³⁰ As of yet, these objectives have not been translated into sustainable actions due to a lack of human and financial resources provided by the states of Mercosur (ECLAC, 2014).

³¹ UN CEDAW. 2010. Concluding Observations of the Committee on the Elimination of Discrimination Against Women. [online] Available at: <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N10/485/33/PDF/N1048533.pdf?OpenElement>. [Consulted: 5 December 2013].

³² The Universities of Buenos Aires, La Plata, and Cordoba were pioneers.

In 2001, the National Science, Technology, and Innovation Law (25467, 2001) was promulgated; a qualitative leap forward, it provided a legal framework for domestic science, technology, and innovation activities. Although the law states that the social use and application of knowledge should be encouraged (Article a-) and that equal opportunities should be provided to people, institutions, and regions (Article h-), it makes no specific mention of gender equality.³³ We will return to this later on.

These precedents, together with a government policy that promotes a model of productive development based heavily in science, technology, and innovation, gave rise to the creation in 2007 of the Ministry of Science, Technology, and Productive Innovation. Although this represented a major milestone in government investment in STI, the government had, in fact, demonstrated strong support for STI development since the beginning of the decade.

For example, in early 2004, the government approved a 50% salary increase for CONICET researchers. The budget allocated to CONICET grew from 260 million in 2003 to 2.9 billion pesos in 2013, allowing for a dramatic increase in the number of fellows, researchers, and technicians,³⁴ as well as infrastructural expansion.³⁵ In 2009, CONICET was ranked 151th in SCImago (a measurement of global scientific production); in 2011, it climbed to 121th; in 2014, it reached 79th.

Likewise, the government launched the Raíces (Roots) Program with the goal of facilitating and incentivizing the repatriation of scientists living abroad (more than 1,000 scientists have already been repatriated through this program). Toward the end of the decade, it also created the TecTV channel³⁶ and Tecnópolis, a Science, Technology, and Art mega exhibition that functions as a place of recreation and education for the general public and inspiration for youth to choose careers in science and technology.³⁷ In 2014, Tecnópolis received more than two million visitors.

³³ Sources: Latin American and Ibero-American Network of Science and Technology Indicators (RICYT) Science, Technology, and Innovation Policies in Ibero-America <http://www.politicascsti.net/http://infoleg.mecon.gov.ar/infolegInternet/anexos/65000-69999/69045/norma.htm>

UNESCO Institute for Statistics <http://www.uis.unesco.org>

Latin American and Ibero-American Network of Science and Technology Indicators (RICYT) Science, Technology, and Innovation Policies in Ibero-America: <http://www.politicascsti.net/>;

Law 25.467 : <http://infoleg.mecon.gov.ar/infolegInternet/anexos/65000-69999/69045/norma.htm>;

UNESCO Institute for Statistics: <http://www.uis.unesco.org> [Consulted: 25 November 2013].

³⁴ CONICET is presently composed of 7,194 researchers, 2,312 technicians, and 8,553 fellows (including doctoral and postdoctoral). In 2003, it only had 3,804 researchers, 2,378 technicians, and 2,221 fellows.

³⁵ More than 45,000 squared meters for organizations working in S&T.

³⁶ In April 2012, this channel began to broadcast officially; it is the first public TV channel devoted to disseminating content on science, technology, and national industry. Its programming is produced and broadcast in high quality digital (HD).

³⁷ In 2013, Tecnópolis received more than 3.5 million visitors.

In 2013, the Ministry of Science, Technology, and Productive Innovation presented the National Plan of Science, Technology, and Innovation "Argentina Innovadora 2020"³⁸, in which it *"establishes guidelines for national scientific, technological, and innovation policy in the coming years (...)"* (MINCYT's website).³⁹

Unlike the National Science, Technology, and Innovation Law promulgated in 2001, the National Plan explicitly integrates a gender perspective into: 1) the elaboration of research agendas, 2) the hiring of human resources within the STI system, 3) the expansion and strengthening of the system of STI indicators in terms of innovation and employment, and 4) public perception of S&T. As demonstrated below, however, the National Plan is not the only measure that has been implemented to promote women's participation in science and technology.

4. Women in Science, Technology, and Innovation: Toward Equal Participation

As previously mentioned, universities have played a key role in Argentina's scientific and technological development. One of Argentina's distinguishing features is that tertiary education in public universities is free (this is not the case in most Latin American countries). While graduate studies are not free, tuition is affordable and many scholarship programs are available.

Before enumerating the measures geared toward women's integration into STI that were implemented between 2003 and 2013, we must consider that women's enrollment in university studies in Argentina took off in the 1950s.

According to Estébanez (2003), from 1941-1978, the annual growth rate of female matriculation was nearly 10%, while that of males was 5%. "A particularly intensive period of growth in the rate of enrollment in higher and university education took place between 1980 and 1991(...) By the end of this period, women accounted for approximately half of all university enrollments."

Starting in the 1960s, universities began to offer certain specializations that proved particularly attractive to women--psychology, biochemistry, and dentistry, for example, boasted over 60% female enrollment. Increasingly, traditionally "male" fields of study

³⁹ See <http://www.mincyt.gob.ar/destacado/argentina-innovadora-2020-plan-nacional-de-ciencia-tecnologia-e-innovacion-7267>

transitioned to becoming gender "neutral," such as certain branches of the natural and exact sciences, rights, and medicine. Engineering and agricultural sciences continue to attract greater numbers of men.

This report, specifically the second section, analyzes in detail the trajectories of women in fields related to science and technology.

In order to create a political environment that facilitates women's integration into these fields, we first must recognize that although diverse academic and civil society organizations have for decades been demanding measures that stimulate not only women's access to, but also greater prominence in, decision-making roles within STI fields, these demands still incite resistance and debates within the scientific community. The State, for its part, has only recently begun to respond to these demands; CONICET is one of the agencies that have addressed them through concrete regulations.

Women compose 51% of CONICET's pool of researchers and 60% of its fellows. Moving up through the organizational hierarchy, however, the proportion of females decreases. It was only in 2008, 50 years after CONICET's creation, that a woman was elected president of the organization; toward the end of the decade studied in this report, only two members of CONICET's Board of Directors and one of its six administrative managers were women.

In the "execution" and "evaluation" fields of I+D, and even in traditionally female areas such as Biology and Health Sciences, the number of women working in high-ranking categories is low. In positions related to coordinating the evaluation of projects and human resources, men predominate (65% vs. 35%).

The CONICET regulations informally referred to as gender "rights" began to be implemented in the mid- to late-2000s. They focused primarily on ensuring that motherhood, whether by birth or adoption, would not pose an obstacle to the professional development of female employees and fellows. For example, they establish that the permitted age for receiving internal fellowships may increase by *one year per child, with a limit of 3 years for those with 3 or more children*; they also establish the possibility of requesting extensions for submitting doctoral and postdoctoral theses.

The principle regulations established by CONICET are as follows:

- **Maternity Leave:** The maximum duration of grants is extended to include 100 days of leave for both entry-level researchers and those promoted to higher positions. This regulation also provides mothers with the possibility of deferring the productivity report due at the end of the contract.
- **Reconsideration of Age Limits:** Extension of application age limits for researchers who have had children.
- **Other Regulations:** Medical coverage associated with fellowships; day care facilities in some science centers (they have not yet been established across the Council's entire network).

While these measures are undoubtedly promising, certain challenges are associated with their implementation. For example, women who become mothers often must suspend their licenses so as not to "lose the opportunity" to apply for a new fellowship; move up in job category; or publish articles in scientific journals, which can contribute to their promotion. It is evident that the solution to these problems does not depend exclusively on the extent of regulations, but rather requires profound transformation within institutional cultures that are historically based in male patterns, directly or indirectly impeding the full development of women's careers by presenting them with limited options for negotiating work and family life and by invisibilizing or devaluing their contributions.

It is important to mention that efforts are being made in diverse circles (study centers, networks and groups of female scientists, etc.) to supply evidence of the gender inequalities present in these fields and to increase awareness of the negative consequences of these patterns, for both women and men, as well as for the development of science and technology in general.

Efforts by Academic Institutions and Civil Society Organizations

While research on Gender, Science, and Technology is not the primary concern of Gender Studies groups, diverse academic, research, and women's organizations have taken actions to promote the design and implementation of public policies geared toward resolving gender inequalities in these fields, including:

- **UNESCO Regional Chair Women, Science, and Technology in Latin America⁴⁰.** Created in 2001 out of the recommendations of the UNESCO Regional Forum (Bariloche, Argentina, 1998) and the World Conference on Science for the Twenty-

⁴⁰ www.catunescomujer.org

first Century: A New Commitment -UNESCO (Budapest, Hungary, 1999), the Regional Chair has played a revolutionary role both in Argentina and Latin America in general, carrying out numerous research, training, communication, and policy advocacy activities on meaningful and innovative topics within this field.

- **Argentine Network of Gender, Science, and Technology (RAGCyT).** The Argentine Network on Gender, Science and Technology was created in 1994 within the preparatory activities of the IV World Conference on Women, Beijing 1995. Its aims are to promote exchanges among women scientists, gather data on women in the national S&T system and create awareness on gender issues in this sector.
- **The Center of Studies on Science, Development, and Higher Education - Redes Center.** This center features an area called "Science, Technology, and Society," among whose lines of action is "Gender and Innovation." It develops studies on the participation of women in I+D systems; science and technology indicators with a gender perspective; and the dissemination and impact of new, gender-focused technologies.
- **Latin American and Ibero-American Network of Science and Technology Indicators (RICYT).** This network disseminates studies and publications related to this subject.

Efforts from the Private Sector in Coordination with Public and International Organizations

Since 1998, the L'Oréal-UNESCO Awards for Women in Science has honored more than 64 scientists from 30 countries (in 2009, two recipients received the Nobel Prize). Three Argentines have been awarded (in 2003, 2008, and 2014).

The foundation has also granted more than 1,200 national, regional, and international scholarships to youth from 103 countries. In every round, an Argentine scientist has been selected.

In 2007, in collaboration with CONICET, the national version of this prize was launched; so far, seven women have received this award and twelve have received honorable mention.

Efforts by the Ministry of Science, Technology, and Productive Innovation (MINCYT):

This ministry conducted two studies that provide data important to understanding the situation of women in the fields of science and technology in Argentina:

- Pilot Assessment - National Survey on Gender in Science and Technology (ENGECYT, October 2014) the purpose of this survey was to detect the existing asymmetries in the inclusion of women and men in research activities, differential access in the allocation of subsidies, and obstacles that may limit the development of the scientific career of both genders.
- "National Survey of STI Research Groups" (July-September, 2013). Conducted as part of the aforementioned National Plan of Science, Technology, and Innovation "Argentina Innovadora 2020," this survey collected information on the capabilities and behaviors of the research, development, and innovation of I+D groups in STI, as well as the role of women in this discipline.

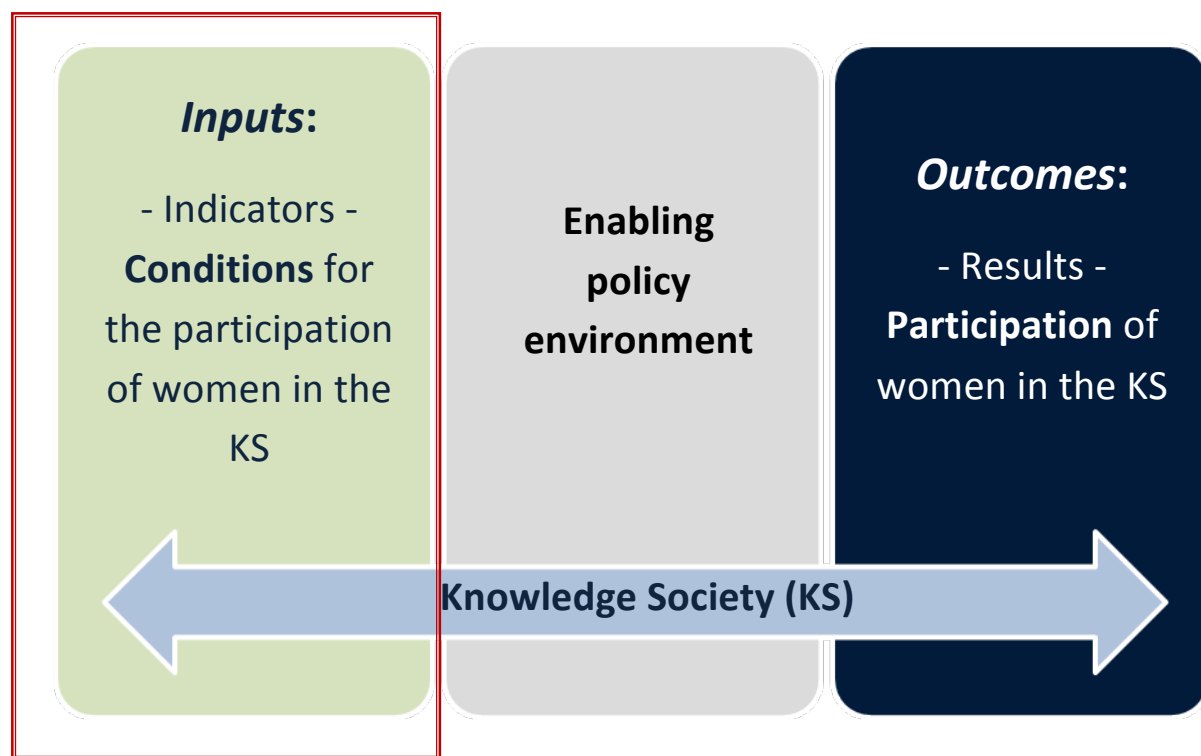
5) A Constantly Expanding Environment

The characteristics of the political environment that we have been describing make clear that policies specifically related to promoting women's participation in STI and ensuring equal opportunity are relatively new and, in many cases, have not yet been implemented-or, if they have been, their impact has not yet been evaluated. The work carried out by women's movements, female politicians, and academic Gender Studies Centers on behalf of women's rights and equality or parity has been incessant, despite, as previously stated, their priorities not having included until very recently women's participation in science and technology.

There is no doubt that creating policies and laws in favor of gender equality is an important, but insufficient, achievement. Experiences across fields, contexts and time demonstrate that for ensuring the implementation of such measures it is necessary to promote cultural and institutional changes and involve as much social sectors as possible in demanding the accomplishment of such norms. In the next section, we will focus on analyzing these aspects.

SECTION 2:

Conditions for the participation of women in the Knowledge Society



Dimension

1.

Health Conditions

The 1994 reform of the Argentine Constitution explicitly recognized the right to health with constitutional rank in Article 75, Section 22 of the Magna Carta. This section assigns said status to a list of treaties, among them Article 25 of the Universal Declaration of Human Rights, which declares that all people have the right to an adequate standard of living that ensures the health and wellbeing of them and their families, emphasizing in particular the provision of medical care and social services.

Argentina has a **free, public, and universal healthcare system** that serves the entire population. Healthcare services, however--primarily public hospitals and primary care centers--are not distributed evenly throughout the country.

Diverse institutions provide medical services that, in many cases, overlap, resulting in the absence of a coordinated network. Argentina's healthcare system has thus been characterized as "fragmented" on three levels: institutionally, in terms of rights, and territorially (UNDP, 2011).

- **Institutional Fragmentation**

This term refers to the unequal distribution of the public health budget between the federal, provincial, and local governments, as well as to significant differences in the costs of private health insurances, which impact the quality of care.

Health insurance provided by trade unions and private plans covers 64% of the population and is provided primarily through medical plans for employees with formal jobs (46%). This system is regulated and subsidized by the State, employees, and employers, and provides access to a wide array of medical services. It includes a Compulsory Medical Plan (PMO⁴¹); sexual and reproductive care (contraceptives, prenatal care); and drugs for oncological diseases, TB, and HIV.

In 2008, Argentina's total expenditure on healthcare (public and private) amounted to approximately 10% of the GDP (UNDP, 2011); public spending reached 6.1% in 2009 (Ministerio de Salud, 2012) (TABLE # 1-1):

⁴¹ Compulsory Medical Plan: <http://www.sssalud.gov.ar/normativas/consulta/000595.pdf>

PUBLIC HEALTH EXPENDITURE (2009)	TABLE # 1-1
Total Public Expenditure on Health (GDP %)	6.10%
Public Expenditure on Health – Public Healthcare System (GDP %)	2.57%
Public Expenditure on Health – Trade Unions (GDP %)	2.74%

Source: (2012) Health information and official statistics (Ministerio de Salud), selected health indicators for the Millennium Development Goals. http://www.deis.gov.ar/publicaciones/archivos/indicadores_2012.pdf

- **Fragmentation in Terms of Rights**

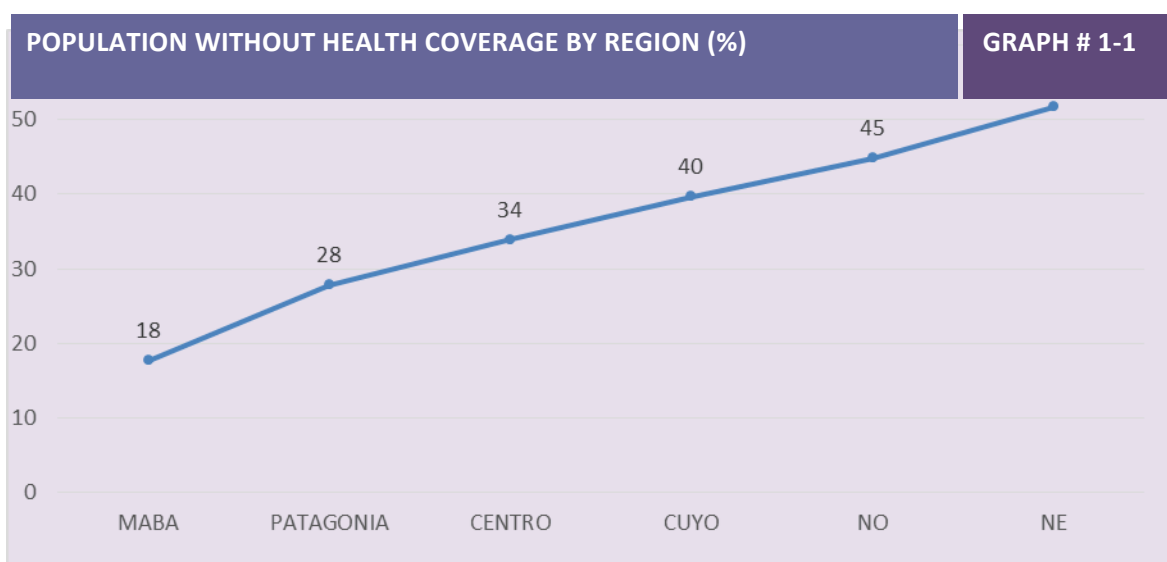
This type of fragmentation is related to the overlaps in the healthcare services provided, as well as to inequitable benefits provided to the beneficiaries of various forms of coverage, on the one hand, and those of the universal public healthcare system, on the other.

HEALTH COVERAGE (TOTAL POPULATION IN HOUSEHOLDS)						TABLE # 1-2
	TRADE UNION	PRIVATE THROUGH TRADE UNION	PRIVATE	PUBLIC PLANS AND PROGRAMS	TOTAL	WITHOUT HEALTH COVERAGE
FEMALE	48.2%	10.3%	5.1%	1.9%	65.5%	34.5%
MALE	44.5%	10.9%	5.1%	1.7%	62.2%	37.8%
TOTAL	46.4%	10.6%	5.1%	1.8%	63.9%	36.1%

Source: Official Statistics (INDEC). Population and Housing Census, 2001 and 2010.

- **Territorial Fragmentation**

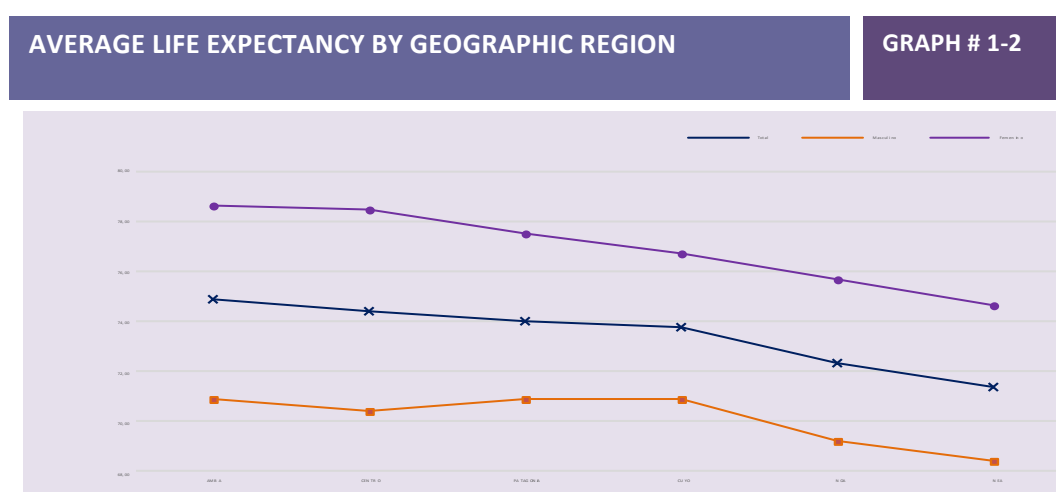
Access to healthcare is uneven throughout the country; women from the Northern provinces have less access than those located in areas such as the Center or Patagonia (GRAPH #1-1).



Source: (2012) Health Information and official statistics (Ministry of Health), selected health indicators for the Millennium Development Goals. http://www.deis.gov.ar/publicaciones/archivos/indicadores_2012.pdf

1.2.1 Territorial Differences in Life Expectancy

The expectation of a long and healthy life is overall higher for women than for men, although this is not the case in all regions of Argentina. As shown in the following graph, life expectancy decreases for those living in the poorest provinces (NE/NW). This affects women (+/- -4 years) to a greater extent than men (+/- -2.5 years).⁴²



Note: Average life expectancy (provinces included in each region). Calculated based on data from the INDEC.

⁴² Calculated according to life expectancy data in years by province. INDEC, 2001

Source: INDEC, Provincial population projections by sex and age groups, 2001-2015. Demographic Analysis Series #31. INDEC. Buenos Aires, 2005. INDEC, Abridged Mortality tables, 2000-2001. Country and Provinces Total, Demographic Analysis Program Working Paper #146, INDEC, Aires, 2005.

1.2.2 Infectious Diseases

Women are less frequently exposed to HIV and TB than men (1 in 3 newly infected people is a woman).

Among the factors that increase this risk for women, the level of formal education stands out: 63% of recently infected women did not complete secondary school, a relatively high percentage compared to that of men (estimated at 48%).

The proportion of women that contract the virus during unprotected sex is also higher: 89% vs. 86% (UNAIDS, 2012).⁴³

1.2.3 Other Risk Factors

Nearly 80% of the causes of death nationwide are related to chronic diseases and unhealthy practices (Ministerio de Salud, 2011).⁴⁴ This percentage is high in comparison with the global average of 62.4%. Among the factors that affect women to a greater extent than men are a lack of physical activity (58.5% for women vs. 50.8% for men) and the prevalence of hypertension (35.9% vs. 33.5%) (Ministerio de Salud, 2009).⁴⁵ Although it is more predominant among men, 1 in 4 women suffer from tobacco addiction.

1.3 National Laws and Public Policies Pertaining to Women's Health

1.3.1 Related to MDG #5: Improve Maternal Health

Argentina has developed numerous programs aimed at improving maternal care under the umbrella of the National Board of Maternity and Infancy of the Ministry of Health. The Maternal-Infant Program is financed by the federal budget and has branches in each of the 24 provinces.

The State carries out numerous plans and programs, many of them regulated by law, with the goal of improving maternal healthcare:

⁴³ UNAIDS. 2012. Argentina Country Progress Report. [online] Available at: [http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_AR_Narrative_Report\[1\].pdf](http://www.unaids.org/en/dataanalysis/knowyourresponse/countryprogressreports/2012countries/ce_AR_Narrative_Report[1].pdf). [Consulted: 4 December 2013].

⁴⁴ Ministerio de Salud. Office of the President of Argentina. 2011. National Survey of Risk Factors 2011. [online] Available at: http://www.msal.gov.ar/ent/images/stories/vigilancia/pdf/fr_encuesta-nacional-factores-riesgo-2011.pdf. [Consulted: 4 December 2013].

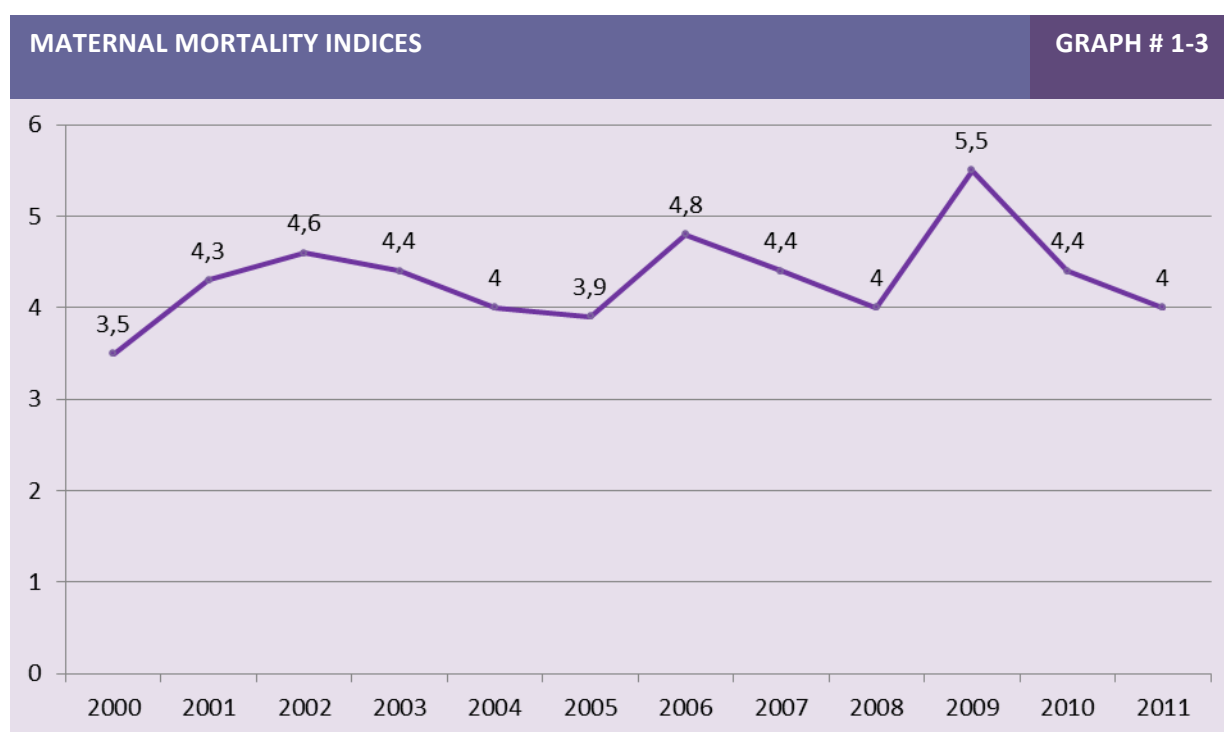
⁴⁵ Ministerio de Salud. Office of the President of Argentina. 2009. National Survey of Risk Factors 2009. [online] Available at: http://www.msal.gov.ar/images/stories/ministerio/presec-2012/Encuesta_Nacional_De_Factores_De_Riesgo_2009_RevArgent_Salud_Publica.pdf [Consulted: 4 December 2013].

<p>National Law 25.673: Creation of the National Program on Sexual Health and Responsible Procreation. Adopted 10/30/2002. Promulgated 10/21/2002. Regulated in 2003.</p>	<p>In its first article, this law declares the intention of increasing the capacity of all people to make decisions regarding their sexual and reproductive health, free of coercion, violence, or discrimination. Formally speaking, it is not directly exclusively at women; they are, however, highlighted as a group that demands particular attention.</p> <p>The law's objectives are to reduce maternal and child morbidity and mortality; prevent unwanted pregnancies; promote sexual health among teenagers; contribute to the prevention and early detection of sexually transmitted infections, HIV, and mammary and genital pathologies; and provide access to information, support, methods, and services related to sexual health.</p> <p>Under the framework of this law, numerous plans and programs have been developed: the National Program on Cervical Cancer Prevention, the National Program for Comprehensive Adolescent Health, and the National Program on Sexual Health and Responsible Procreation. The latter provides a free hotline and confidential counseling that, according to data from 2013 (ECLAC, 2013), were most utilized by women aged 15 - 19. The majority of consultations regarded contraceptive methods, despite 74.1% of callers reporting their use (80% of which were women aged 18 - 39). The men who used this hotline generally asked questions regarding HIV and other sexually transmitted infections, while a minor percentage consulted on issues related to tobacco consumption.</p>
<p>National Law 25.929: "Ley de Parto Humanizado."</p>	<p>Establishes the right of women to be accompanied during childbirth by whomever they appoint.</p>
<p>National Law 26.130: Regulation of surgical contraceptive procedures</p>	<p>Legalizes tubal ligation for women and vasectomies for men. Resolution 232 (2007) of the Ministry of Health incorporated Emergency Hormonal Contraception into the Compulsory Medical Program as a method of hormonal contraception.</p>
<p>Decree-Law 25.543: Diagnostic testing for the human immunodeficiency virus in all pregnant women // Adopted 11/27/2001. Promulgated 01/07/2002.</p>	<p>Stipulates that all pregnant women must be tested for HIV as part of routine prenatal care.</p>
<p>Decree-Law 25.584 Prohibition of actions in public educational institutions that prevent the initiation or continuation of the</p>	<p>Prevents the exclusion of pregnant students from the formal education system. Expressly prohibits public and private schools from precluding a pregnant woman from enrolling or continuing her studies.</p>

school cycle by pregnant students // Adopted 04/11/2001. Promulgated 05/02/2002. 2003 Extended to private schools.	
Vaccination campaigns (flu and other high-risk infections)	Directed at pregnant women and mothers of infants up to 6 months of age.

1.4 Maternal Mortality

Despite the efforts of diverse programs, maternal mortality indices have not substantially improved over the last decade (GRAPH # 1-3):

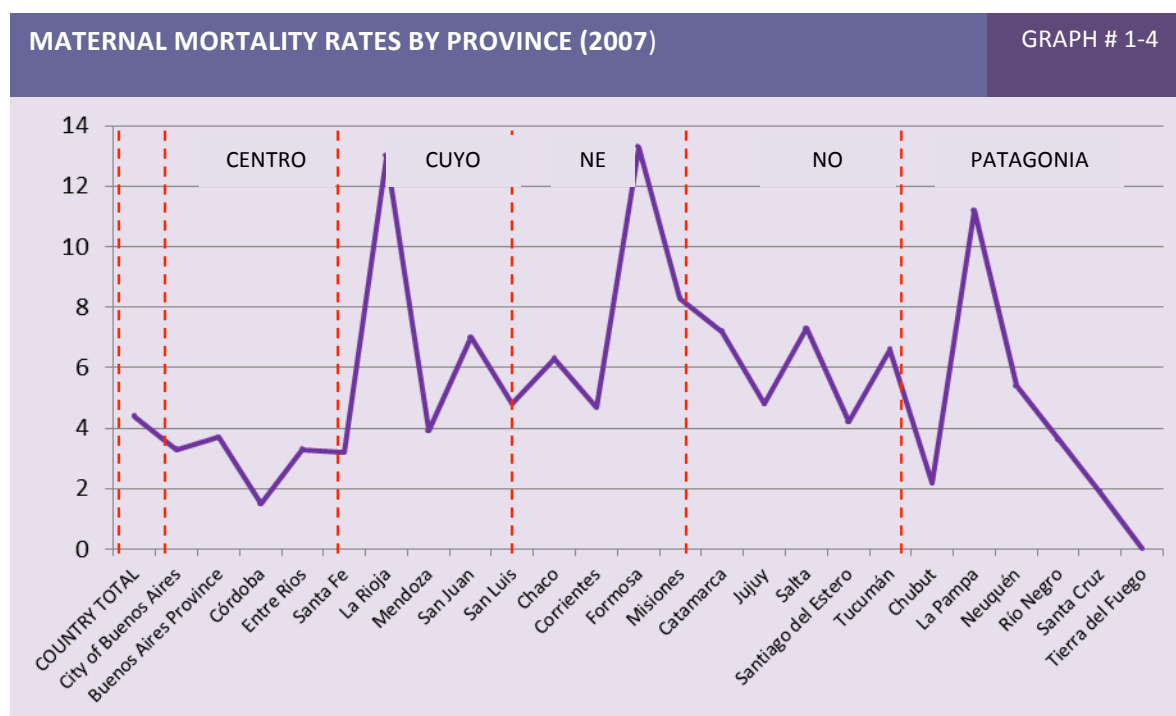


Source: InfoArgentina UNICEF 2012 // <http://infoargentinadi7.unicef.org.ar/libraries.aspx/dataview.aspx>

Maternal mortality is not even across the provinces; according to statistics from the Ministry of Health (Graph #1-4), the indices varied between 0 and 13.3 in 2007, depending on place of residence. A review of the causes of maternal mortality reveals direct obstetric complications as the primary factor, followed by complications related to abortion, which, during the last decade, caused 1 in every 4 maternal deaths (Graph #1-5).

Women living in poverty face the most obstacles to accessing contraception and information about sexual and reproductive health and represent the majority of those who have abortions in precarious conditions with high risk of death.

It should be noted that, according to a report issued by the UNFPA (2011),⁴⁶ contraceptive use is more prevalent among women with higher levels of education.



Source: Ministerio de Salud. Map of Maternal Mortality.

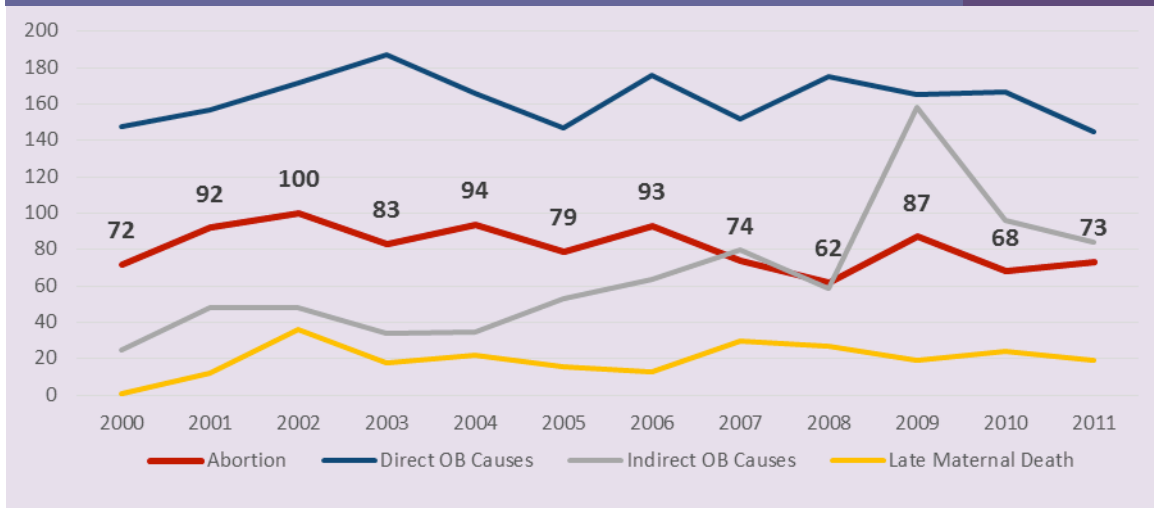
http://www.msal.gov.ar/promin/archivos/htm/mapa_mm07.htm

⁴⁶ UNFPA. The Situation of the Argentine Population / coordinated by Edith Pantelides and Martín J. Moreno.

2009. [online] Available at: <http://unfpa.org/psa/wp-content/uploads/2012/11/Argentina-Situacion-de-la-Poblacion-en-la-Argentina.pdf> [Consulted: 4 December 2013].

MATERNAL DEATHS BY CAUSE (2012)

GRAPH # 1-5



Source: InfoArgentina UNICEF 2012 // <http://infoargentiniadi7.unicef.org.ar/libraries/aspx/dataview.aspx>

1.4.1 Public Opinion on Abortion; Activism for its Legalization

The practice of abortion is illegal and therefore punishable, except in specific cases as set forth in Article 86 of the Penal Code--the rape of a mentally ill or disabled woman or risk to the health and life of the mother--and even in these cases, an abortion must be approved by legal authorities.

Due to differing interpretations of this law and pressure from numerous women's and human rights organizations, a 2012 ruling by the Supreme Court of Argentina established that abortion cannot be punished when carried out on any female victim of rape. The ruling also clarified that, in said situation, doctors do not need judicial authorization to carry out the abortion (the affidavit of the victim is sufficient) and the prosecution of the intervention should be avoided.

Among other aims, this ruling was intended to prevent dilatory processes for completing abortions that would violate Article 7 of the *Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women*, as well as to demonstrate that such processes can be considered institutional acts of violence (Law 26485).⁴⁷

⁴⁷ In order to ensure the ruling's efficacy, the Supreme Court of Justice called upon authorities to implement hospital protocols that prevent doctors' possible adoption of the right to conscientious objection from leading to delays that compromise the care of women requiring an abortion, in accordance with the aforementioned provisions. To accompany this measure, since 2010, the National Ministry of Health has prepared and disseminated across the country a *Technical Guide for the Comprehensive Care of Non-Punishable Abortions*, directed at health care providers.

In April 2014, an abortion bill prepared by the *National Campaign for the Right to Legal, Safe, and Free Abortion* (Law on the Voluntary Termination of Pregnancy) was presented for the fifth time to the National Congress.⁴⁸ The campaign began in 2005 at the *National Conference of Women* held in Rosario and comprises a variety of organizations, political parties, unions, women's movements, and feminist organizations. On its website, the campaign states that the bill promotes:

The decriminalization and legalization of abortion so that every woman that requires one may be cared for through the healthcare system--both public and private, as well as through trade unions--up until twelve weeks of gestation, and with no time limit in the cases currently provided for by the penal code (danger to health or life and rape).

This campaign has garnered more than seventy signatures in Congress and, according to measurements taken by the *Campaign*, its public acceptance rate is approximately 60%.

Additionally, in some provinces, pre- and post-abortion counseling services have been created in public health centers. Although the services' implementation is supported by law, the percentage of women who utilize them remains limited; it is estimated that 62% of adults and half of adolescents prefer not to use the services, due in particular to possible retaliation from physicians or the counselors themselves.⁴⁹

Despite legal impediments, a study on public opinion conducted in Argentina's most populous cities reveals that a substantial percentage of those surveyed are in favor of the ability to decide to discontinue an unwanted pregnancy and recognize that, despite the practice of abortion being considered illegal, women resort to it; 6 of every 10 people surveyed believe that abortion should be legalized (TABLE #1-4).

⁴⁸ Campaign activists estimate that 500 thousand abortions are performed annually and that for every two births, there is one voluntarily terminated pregnancy. The campaign was launched in 2005 with the motto: "Sex Education to Decide, Contraception to Not Abort, Legal Abortion Not to Die."

⁴⁹ Rossi, Leonardo "A Service Rendered Invisible" Page 12. 28 May 2011. [online] Available at: <http://www.pagina12.com.ar/diario/sociedad/3-168999-2011-05-28.html> [Consulted: 4 December 2013].

PUBLIC OPINION ON THE RIGHT TO CHOOSE (2006)	TABLE # 1-4
----------------------------------------------	-------------

<i>Men and women should have the ability to choose when to have children and how many</i>	
COMPLETELY AGREE	56%
AGREE	39%
NEITHER AGREE NOR DISAGREE	1%
DISAGREE	3%
<i>What do you think women should do when faced with an unwanted pregnancy?</i>	
THEY SHOULD HAVE THE CHILD	27%
THEY SHOULD GIVE THE CHILD UP FOR ADOPTION	10%
THEY SHOULD HAVE AN ABORTION	56%
DON'T KNOW/NO ANSWER	6%

Source: Survey of Public Opinion conducted by despenalización.org. 500 surveys in major cities: the City of Buenos Aires, Greater Buenos Aires, Cordoba, Rosario and Mendoza. 2006

1.5 Physical Integrity

Female genital mutilation is not practiced in Argentina. Issues related to gender violence will be addressed in greater depth in Dimension 2 (Social Conditions). As an introduction, we present the following table, which outlines legislative developments related to the physical integrity of women in three areas: domestic violence, sexual abuse/rape, and sexual harassment.

LAWS TO PRESERVE THE PHYSICAL INTEGRITY OF WOMEN		TABLE # 1-5
		Law 24.417 Protection Against Familial Violence.
Domestic violence	0	Law 24.632 Adoption of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women, the Belem Do Pará Convention
Sexual Abuse or Rape	0	National Law 25.087 Crimes Against Sexual Integrity
		Decree 2385/93 Sexual Harassment in the Federal Administration
Sexual Harassment	0	Law 26.485 Comprehensive Protection Act to Prevent, Punish, and Eradicate Violence Against Women in the environments in which they develop interpersonal relationships.
Average	0	

This table measures the existence of legal protection for women against violent attacks (rape, assault, and sexual harassment, among others).

The variable offers information about the existence of laws against: (i) domestic violence, (ii) sexual assault or rape, and (iii) sexual harassment, based on the following references:

- 0: if the specific legislation has been regulated
- 0.25: if the legislation has been regulated in a general manner
- 0.5 if the specific legislation is being planned, drafted, or revised
- 0.75: if the planned legislation is not of a general nature
- 1: Absence of legislation related to violence against women.

The data presented are the result of averaging the three categories mentioned.

Dimension 2.

Social Conditions

According to GDI (Gender-Related Development Index) measurements, Argentina ranks 46th in the world (out of 155 countries) and third in Latin America (behind Chile and Uruguay). In relation to the GEM (Gender Empowerment Measure/the possibility for women to engage in decision-making), Argentina stands out at the regional and international levels, ranking 24th out of 109 countries and being the first Latin American country to rank. The data presented below illuminate some of the characteristics that contribute to this ranking.

Argentina boasts a highly advanced legal framework on matters related to women's rights and gender equality. Civil liberties are guaranteed by the Constitution for all citizens, regardless of gender, race, or economic class.

In recent years, two laws were passed that were particularly important and innovative vis-à-vis the rest of the region. **Law 26618**, the *Equal Marriage Act*,⁵⁰ equated the rights of marriages between

⁵⁰ Law 26.618, passed July 21, 2010, establishes that: "Marriage will have the same requirements and effects, regardless of whether the parties are of the same or different sex."

straight and gay couples and has majorly impacted access to inheritance, spousal health insurance, and social security.

In 2012, **Law 26743**⁵¹ came into effect, recognizing the right to choose, based on one's self-perception, one's gender identity as expressed on one's ID card. This law represents a significant breakthrough, not only for the transgender community, but for society as a whole. Since its passing, it has provided a legal framework for improving the health and economic conditions of trans women who previously did not have access to certain medical treatments or formal employment due to their choice of identity.

2.1 Violence Based on Gender Patterns

In 2009, Law 26485, *Comprehensive Protection Act to Prevent, Punish, and Eradicate Violence Against Women*, was passed. It pertains to an innovative and pioneering instrument that identifies five types and six forms of violence based on gender patterns:

TYPES OF VIOLENCE	
<ol style="list-style-type: none">1. Physical2. Psychological3. Sexual4. Economic and Patrimonial5. Symbolic	

FORMS OF VIOLENCE	
1. Domestic	Refers to violence inflicted on a woman by a member of her family, regardless of the physical space in which it occurs, that harms the woman's dignity; wellbeing; physical, psychological, sexual, economic, or patrimonial integrity; liberty; reproductive freedom; or right to full development. (Law 26.485, 2009)
2. Institutional	That carried out by the civil servants, professionals, staff, or agents belonging to anybody, entity, or public institution that is intended to slow, impede, or prevent women's access to public policy or the exercising of their rights as provided for by law. (Ley 26.485, 2009)

⁵¹ Law 26743 on Gender Identity. Passed May 23, 2012.

3. Work	Discrimination against women in the public or private workplace that impedes their access to employment, hiring, or promotion, or their stability or permanency in the aforementioned, by imposing requirements related to marital status, maternity, age, physical appearance, or the completion of a pregnancy test. Violating the right to equal pay for equal work or function and the systematic psychological harassment of a given worker with the goal of terminating her employment also constitute violence against women in the workplace. (Ley 26.485, 2009)
4. Against Reproductive Freedom	That which violates the right of women to choose freely and responsibly the number of pregnancies she has or the interval between births, in accordance with Law 25.673, Creation of the National Program on Sexual Health and Responsible Procreation. (Ley 26.485, 2009)
5. Obstetric	That inflicted by healthcare workers on the body and reproductive processes of women through dehumanizing treatment, the abuse of medicalization, or the pathologization of natural processes, in accordance with Law 25.929. (Ley 26.485, 2009)
6. Media	Refers to the publication or dissemination of stereotypical messages or images through any mass media that, in a direct or indirect manner, promotes the exploitation of, libels, defames, discriminates against, disgraces, humiliates, or violates the dignity of women, as well as the utilization of women, adolescents, and girls in pornographic messages and images (...). (Ley 26.485, 2009)

While **Law 26485** is regulated, it does not outline penalties; the National Ministry of Justice and Human Rights therefore created **CONSAVIG** (the National Coordinating Committee for the Elaboration of Sanctions Against Gender Violence) in 2011. Its primary purpose is to jointly develop standards regarding punishment for gender violence with national, provincial, and municipal agencies. The Committee also organizes actions with this end at the level of universities, unions, and businesses, as well as religious, women's rights, and other civil society organizations.

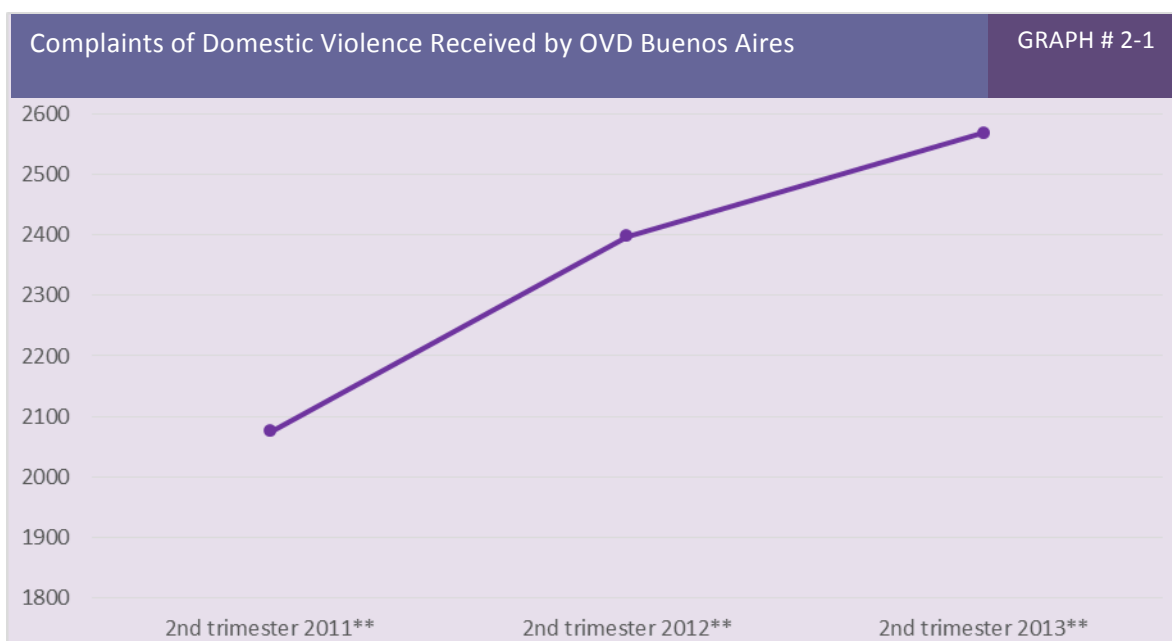
In 2014, **CONSAVO** (the Commission for the Elaboration of Sanctions Against Obstetric Violence) was created under the umbrella of CONSAVIG in order to implement administrative penalties related to obstetric violence.

Progress related to media violence was also made in this sense; the Commission on Media Violence, in which various government institutions, such as AFSCA, INADI, and the Office of the Ombudsman, among others, work in conjunction, was launched in 2013.⁵²

⁵² According to "The Map of Gender Violence in Argentina," the measurement of gender violence and associated factors is a complex task, due to, for example, the conceptual and practical difficulties of delineating what gender violence and violence against women in general actually are. Additionally, gender violence is a recently-identified phenomenon (the

It is important to note that in the same year in which Law 26485 was passed, a nationwide campaign was launched to increase awareness surrounding the problem of gender violence. The campaign was funded by the office of the United Nations in Argentina and coordinated by diverse national and international NGOs. Since then, violence against women has occupied a place in the public agenda as a social problem that requires institutional intervention. Numerous campaigns have been launched by the government, NGOs, and civil society organizations, in order to visibilize this topic and maintain its presence within the public sphere.

A preliminary but suggestive fact is that the Office of Domestic Violence (OVD) of the Supreme Court of Justice found that in the last three years, the number of domestic violence complaints has increased (GRAPH #2-1):



Source: Supreme Court of Justice. Statistics from the Office of Domestic Violence.

pioneering studies are from the 1970s) and the official instruments for data collection in Argentina are poorly adapted, thus recording the problem deficiently. Both police reports and statements depend on the willingness of victims to present their case, and in that sense may be inhibited by fear or distrust, the inadequacy of the staff or organizations in charge of receiving such complaints, or the patriarchal culture that "normalizes" violence against women. For these reasons, offenses related to gender violence have a low rate of registration and testimony. Fleitas Rozas de Ortiz, Diego M. and Otamendi, Alejandra (2011) Map of Gender Violence in Argentina. [online] Available at: <http://www.app.org.ar/wp-content/uploads/2011/12/MapadeViolenciadeGeneroenArgentina1.pdf> [Consulted: 4 December 2013].

Given that data on gender violence are scarce and fragmentary and do not convey a precise scope of the country's situation, the National Council of Women--in participation with the Institute of Statistics and collaboration with the National Ministries of Justice, Defense, and Security, as well as those of some of the provinces--signed an agreement in 2012 to create a single registry of cases of violence against women, which remains to be implemented.

In short, it can be said that Argentina has made considerable advances in the treatment of gender violence, both legally as well as through policies, programs, and numerous awareness campaigns, in addition to conducting research and disseminating evidence, all of which has facilitated the growing visibility and social condemnation of this crime.

2.2 Public Debate and Attitudes Surrounding Women

Public debate surrounding equal rights and opportunities for women and men in Argentine society has intensified over the last decade, as exemplified by the presence of this subject in the media; the organization of meetings, conferences, and awareness campaigns; and the creation of networks, websites, blogs; etc.

On an institutional level, the creation of the Observatory on Discrimination in Radio and TV is of note; this public office run by the National Council of Women in association with other public entities seeks to promote anti-discriminatory laws and media regulations. It systematically monitors radio and TV programming.⁵³

As previously mentioned, CEDAW's observations on Argentina (CEDAW, 2010) express concern regarding the influence that media messages spreading female stereotypes and sexist views can exert on the educational and employment options available for women.

A study on the predominant representations of women in Argentine society, the World Values Survey (WVS)⁵⁴ highlights Argentine society's positive outlook in regards to the participation of women in the public sphere and their equal rights with men. The majority of those surveyed disagree with the belief that men are more capable than women (TABLE #2-4). Some, however, contend that men perform better in positions of political leadership (43% men vs. 23% women) (TABLE #2-1) and business (33% men vs. 18% women) (TABLE #2-2). The statistical annex includes the figures that emerged from this survey and provides more detailed information on its results.

⁵³ In 2013, the Observatory conducted a study based on 300 hours of prime time broadcast news in which it searched for content involving violence against women.⁵³ The research shows that the majority of cases are treated as isolated crimes and tend to emphasize the personal characteristics of the victims, portraying them as helpless and infantile, revictimizing them, and silencing the gender determinants and the power relations involved. For its part, the Media Observatory--implemented by the Feminist Regional Network for Human Rights and Gender Justice in Argentina--which monitors print media coverage of news about violence against women, reached similar conclusions. It points out that less than 5% of the news stories specifically allude to human rights or women's rights. The Latin American Group for Gender and Justice ELA (2012). *Violence Has Press*. News on the Report of the Media Observatory of the Feminist Regional Network for Human Rights and Gender Justice in Argentina.

⁵⁴ Worldwide network of social scientists who conduct national surveys in more than 100 countries.

2.3 Non-Remunerated Work

In 2013, the INDEC conducted a Survey on Unpaid Work and Time Use as a module of the Annual Survey of Urban Households. The primary objective of the former was to gather information on the participation of people aged 18 and older in household chores, caring for household members, and volunteer work, and the time they spent on each.

The results indicate the following:

Non-Remunerated Household Work Measured in Average Number of Hours per Day.* **TABLA # 2-1**

Activities that comprise the non-remunerated household work	Gender					
	Men		Women		Total	
	Participation Rate	Average Time Spent	Participation Rate	Average Time Spent	Participation Rate	Average Time Spent
Household Chores	50.2	2.4	86.6	3.9	69.4	3.4
Tutoring	6.9	1.9	19.3	2.1	13.4	2.1
Care Work	16.8	3.8	31.0	5.9	24.3	5.2
Total	58,2	3.4	88.9	6.4	74,4	5.3

Source: INDEC database. Available at:

http://www.indec.mecon.gov.ar/nuevaweb/cuadros/novedades/tnr_04_14.pdf

* Participation rates refer to the total population and the average time spent by the participant population.

Average Hours per Day of Social Time Spent on Different Non-Remunerated Household Activities by Gender.

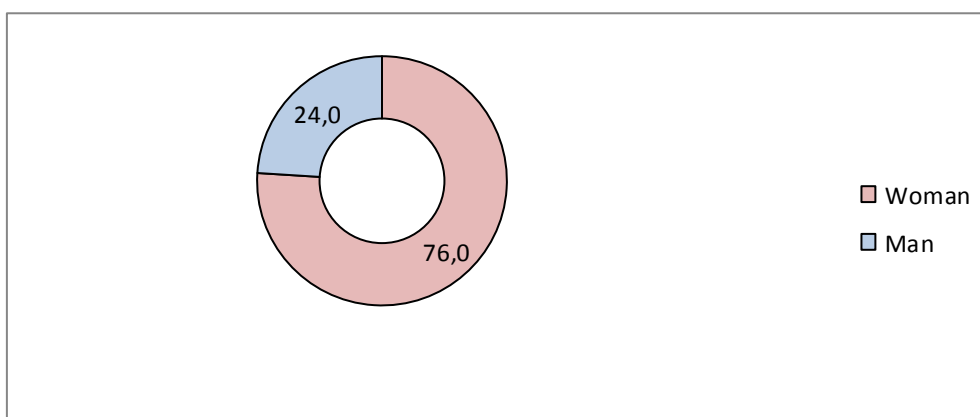
TABLA # 2-2

	Gender		
	Men	Women	Total
	Hours	Average Hours	Hours
Time Spent on Household Chores	1.2	3.4	2.4
Time Spent Tutoring	0.1	0.4	0.3
Time Spent Caring for Others	0.6	1.9	1.3
Total	2.0	5,7	3.9

Source: INDEC database. Available at:

http://www.indec.mecon.gov.ar/nuevaweb/cuadros/novedades/tnr_04_14.pdf

Graph 1. Percentage breakdown of time devoted to non-remunerated household work by gender. Population aged 18 years and up. National Urban Total. Third quarter of 2013.



Source: INDEC database. Available at:

http://www.indec.mecon.gov.ar/nuevaweb/cuadros/novedades/tnr_04_14.pdf

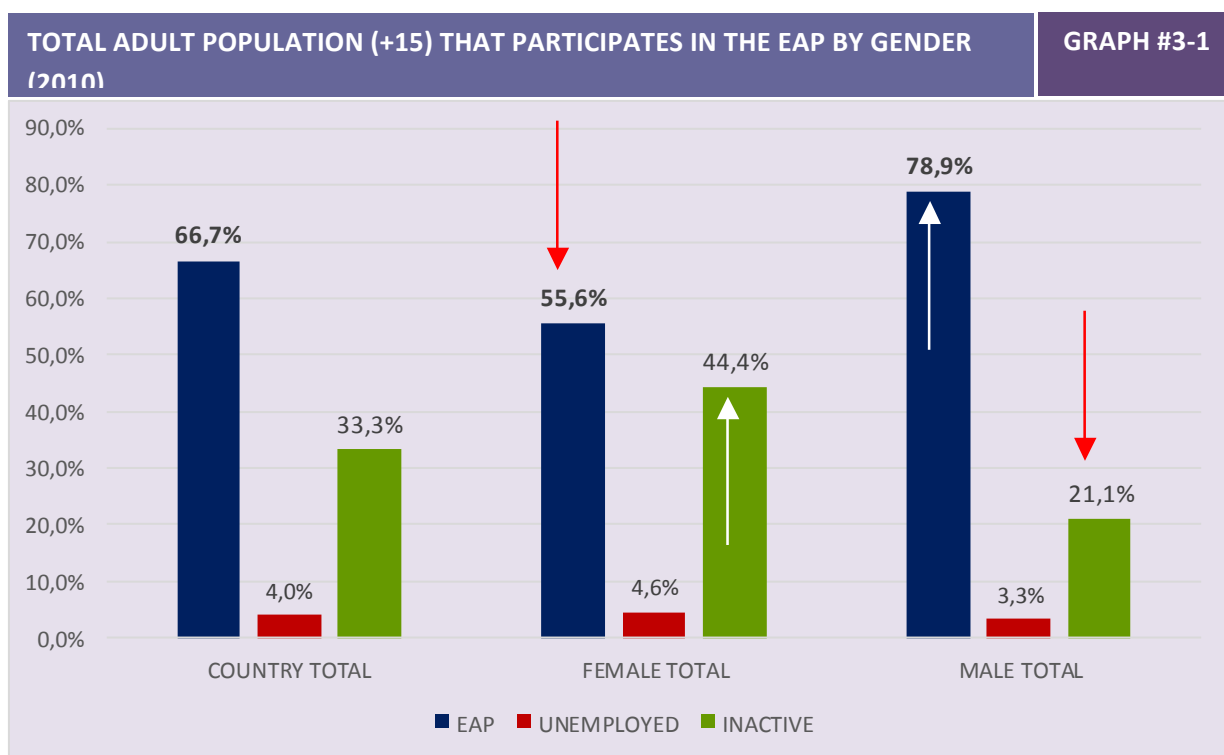
Dimension 3.

Economic Conditions

Activity and employment rates have increased over the last decade (UNDP, 2011), although fewer women are recorded as economically active than men (56% vs. 79% in 2010) (GRAPH #3-1). Additionally, unemployment rates have decreased for both genders, although they continue to be higher among women.

The majority of female heads of household are single (see indicator 3.3.3 Gender of the partner of the head of household) and, therefore, the sole contributors. In this type of household, the total annual income is nearly half that of households headed by a male.

Gender inequalities lead to higher female participation in less skilled sectors with lower wages, such as the service sector.



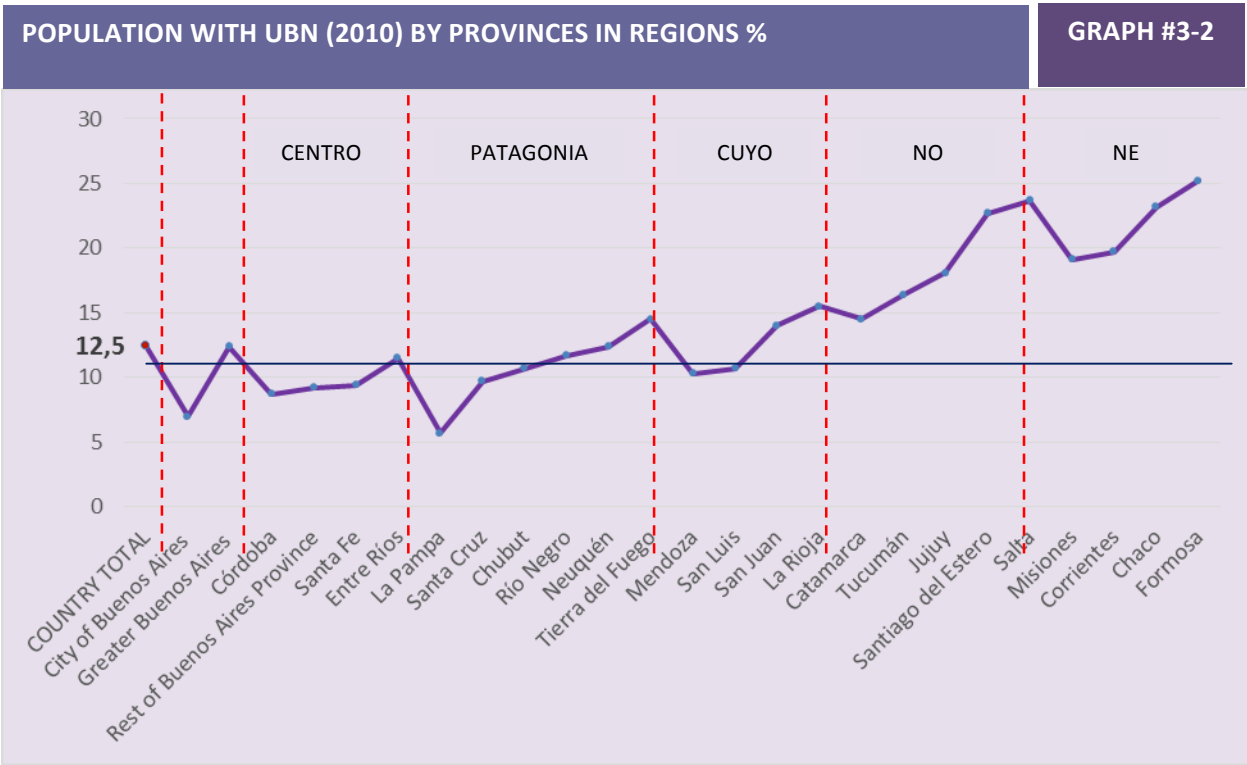
Percentages of the total female and male adult populations that participate at the rate of the economically active population (EAP).

Source: Census 2010 - INDEC

The percentage of the population that fails to meet its basic needs⁵⁵ has decreased from 17.7% in 2001 to 12.5% in 2010 (INDEC, 2010), but the rates in the northern region of Argentina are double the national average (GRAPH #3-2). The participation of women in the EAP in those regions is approximately 10% lower than the national rate (GRAPH #3-3).

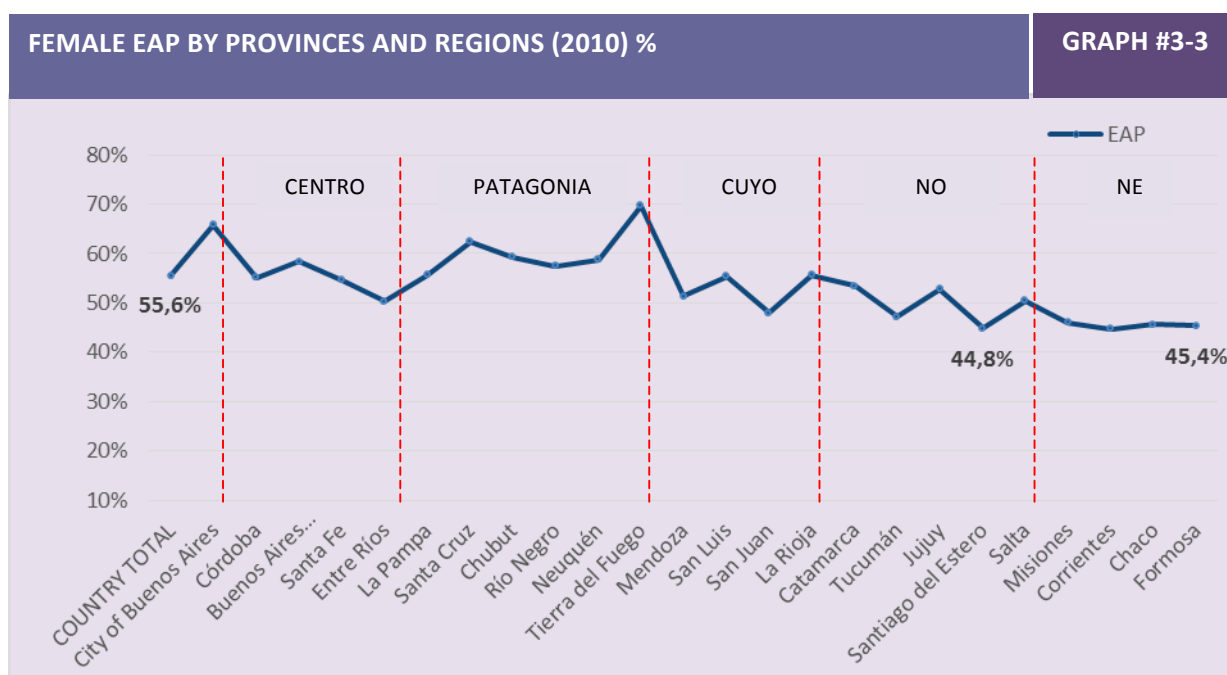
In addition, it is important to point out that the cultural mandates that assign women to traditional roles in the household continue to have a strong impact on their job and social performance, particularly in areas with higher levels of economic inequality.

The belief that women are those who must "reconcile" their obligations as mothers and spouses with those of salaried work is widespread and strongly affects job choice and performance. It also permeates the instruments of public policy, which describe the subject of said "reconciliation" as female (Faur, 2011).



Source: National Population and Housing Census (2010) INDEC

⁵⁵ The index of Unsatisfied Basic Needs (UBN) measures: access to housing and sanitary services, education level of school-age children, and sustainable or inadequate income (INDEC, 2010).



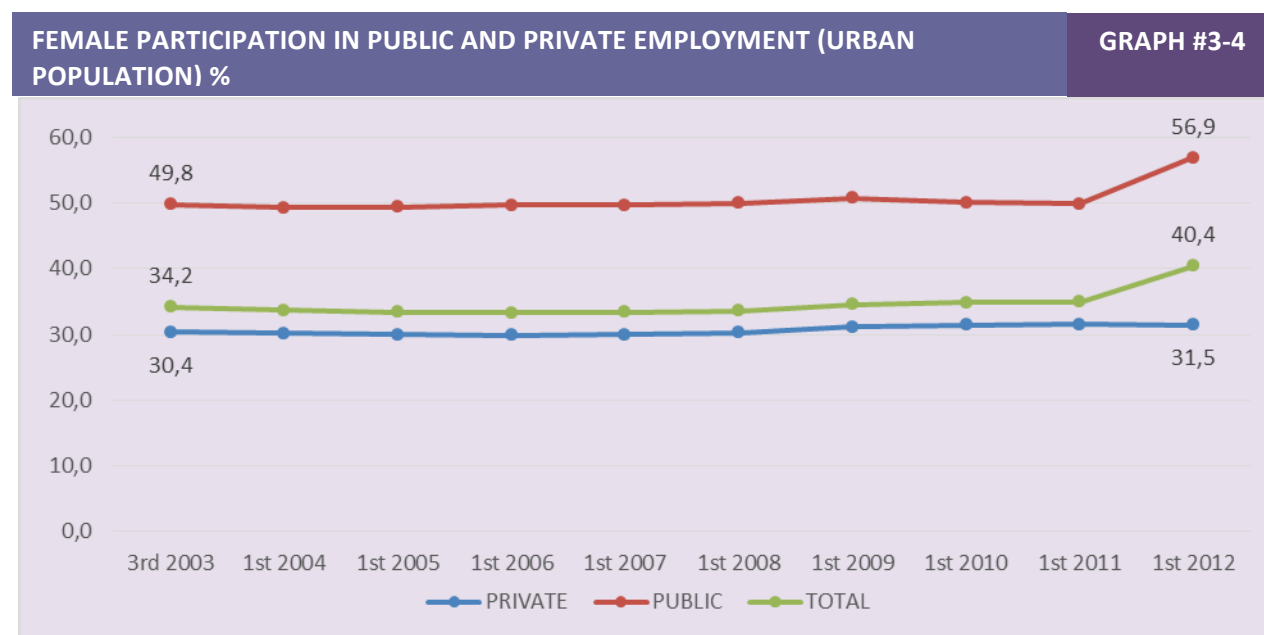
Source: National Population and Housing Census (2010) INDEC

3.1 Occupational Segregation by Gender

Women fill the majority of traditionally female positions in the fields of education, health, and service (TABLE #3-1). Around 20% of female laborers work in the domestic service sector (Ministerio de Salud, 2012), and despite the overall increase in their level of education, they have failed to progress to other sectors that hold important potential for the development of the country.

Women fill 34.2% of management positions (UNDP, 2011) and as little as 4% of large private companies are headed by women (ELA, 2010). There is also a significant gap between women's incorporation into the public and private sectors; their participation in the former is practically double that in the latter (GRAPH #3-4).

FEMALE RATES – REGISTERED WORKERS BY INDUSTRY					TABLE # 3-1
INDUSTRY	2005	2007	2009	2010	2012
AGRICULTURE AND LIVESTOCK	10.5	11.0	11.7	11.9	11.6
FISHING	15.4	16.5	15.5	14.8	12.7
MINING	7.8	8.2	8.6	8.7	9.1
MANUFACTURING	18.7	18.7	19.0	19.1	18.7
ENERGY, GAS, AND WATER	16.2	16.4	16.8	17.0	17.0
CONSTRUCTION	4.5	4.1	5.1	5.2	5.4
TRADE (WHOLESALE AND RETAIL)	31.9	33.5	34.8	35.1	35.4
HOSPITALITY	40.0	41.4	43.7	43.7	44.1
TRANSPORT	14.4	15.0	15.3	15.1	14.5
FINANCIAL SERVICES	44.9	46.8	47.0	46.4	47.3
REAL ESTATE	31.3	32.1	33.9	34.1	34.3
EDUCATION	73.8	73.7	73.5	73.5	73.8
HEALTH AND SOCIAL SERVICES	70.9	70.9	71.3	71.4	71.3
COMMUNITY, PERSONAL, AND SOCIAL SERVICES	42.6	43.8	44.8	44.7	45.3
TOTAL	29.9	30.0	31.1	31.4	31.5



Source: Bulletin of Gender and Job Market Statistics. Employment and Business Dynamics Observatory. Ministry of Labor, Employment, and Social Security.

3.2 Gender Pay Gap

The gender pay gap persists, particularly in the private sector. Although salaries in this domain are higher, women on average earn less than men (TABLES #3-2 and #3-3).

TOTAL (PRIVATE + PUBLIC SECTOR) ANNUAL INCOME (US DOLLARS)					TABLE #3-2
	2005	2007	2009	2010	2012
FEMALE	2,958.5	4,286.4	5,887.0	6,683.2	9,717.4
MALE	3,735.3	5,261.4	6,703.9	7,653.1	10,759.4
PROPORTION OF INCOME (M/F)	1.26	1.23	1.14	1.15	1.11
GENDER PAY GAP	0.21	0.19	0.12	0.13	0.10
Exchange Rate*	2.917	3.1	3.7135	3.8763	4.3785
	03/31/2005	03/30/2007	03/31/2009	03/31/2010	03/30/2012

Source: Bulletin of Gender and Job Market Statistics. Employment and Business Dynamics Observatory. Ministry of Labor, Employment, and Social Security (2013) *BCRA (Central Bank of Argentina), last business day of the quarter included.

PRIVATE SECTOR ANNUAL SALARIES (US DOLLARS)					TABLE # 3-3
	2005	2007	2009	2010	2012
FEMALE	4,541	6,182	8,178	9,428	14,470
MALE	6,069	8,249	10,848	12,714	19,436
PROPORTION OF INCOME (M/F)	1.34	1.33	1.33	1.35	1.34
GENDER PAY GAP	0.25	0.25	0.25	0.26	0.26
Exchange Rate*	2.917	3.1	3.7135	3.8763	4.3785
	03/31/2005	03/30/2007	03/31/2009	03/31/2010	03/30/2012

Source: Bulletin of Gender and Job Market Statistics. Employment and Business Dynamics Observatory. Ministry of Labor, Employment, and Social Security (2013) *BCRA (Central Bank of Argentina), last business day of the quarter included.

The *2012 Argentina Country Report*, however, informs that the pay gap has been decreasing over the last decade, having reached its height in 2004-2005, when women on average earned 34% less than men. In 2011, the gap was 25% (at the expense of women), a situation that likewise demonstrates an inequity that should be addressed through appropriate measures. The report presents a distinction of particular interest: if we standardize the pay gap by the number of hours worked, a trend can be observed in which the incomes of each sex openly approach one another (0.99 for 2011) (Argentina Country Report, 2012).

Income Gap between Women and Men Standardized by Hours Worked				
Argentine Republic. All Urban Areas. 2006 - 2008 and 2011.				
INDICATOR	YEAR			
	2006	2007	2008	2011
Income gap between women and men standardized by hours worked	0.99	0.92	0.98	0.99

Source: Permanent Household Survey (PHS), INDEC.

Another interesting piece of data is provided by the World Economic Forum's 2011 Global Gender Gap Report, which places Argentina in the lower half of its country ranking based on indices of gender equality in relation to the occupation of decision-making positions (TABLE #3-4).

SUBINDICES OF THE PAY GAP IN ARGENTINA (WORLD ECONOMIC FORUM) 2011					TABLE # 3-4
	RANK (of 135 countries)	SCORE 0=inequality, 1= equality	FEMALE	MALE	F to M PROPORTI ON
ECONOMIC PARTICIPATION AND OPPORTUNITIES	84	0.612			
WORKFORCE PARTICIPATION	86	0.71			0.71
EQUAL PAY FOR EQUAL WORK	90	0.61			0.61
ESTIMATED INCOME (PPP US\$)	86	0.52	10.035	19217	0.52
LEGISLATORS, MANAGERS, AND EXECUTIVES	81	0.3	23%	77%	0.3

Source: World Economic Forum (2011) Gender Gap in Argentina. <http://www3.weforum.org/docs/GGGR11/Argentina.pdf>

3.3 Labor Regulation and Policies for the Protection of Women

The inclusion of women in the job market is protected by instruments of public policy in three primary arenas: i. Equal Opportunities, ii. Maternity, and iii. Social Security for Housekeepers and Domestic Workers.

In terms of the first arena, a presidential decree in 1998⁵⁶ established--in accordance with that recommended by CEDAW--equal access to employment and training opportunities, mentioning public employment specifically. Since then, there have been improvements in women's participation in the job market, especially in public employment. Inequalities are more evident in the private sector.

Of women living in large cities (Buenos Aires and Rosario), 41% believe that they are less likely to get a job than men and 51% consider their opportunities for promotion in their jobs fewer and their salaries lower than those of their male colleagues (UNDP, 2011). This situation could not be resolved through a policy that provides tax benefits to employers that hire female heads of household⁵⁷ in an effort to promote job security⁵⁸.

As for maternity protection, Argentine labor laws establish a ninety-day period of paid leave, during which time the salary is replaced by a social security income. In addition, women have the option of extending this leave for up to six months without pay. While some women may benefit from this extension, the majority cannot take advantage of it for strictly financial reasons; this situation, among others, exemplifies class inequality within women.

Paternity leave is extremely restricted, granting as little as two days after birth. In the last several years, various legislators have introduced bills for its extension, but they have yet to be promulgated. It should be noted, however, that national and international companies grant more days than those established at the legal level.

Although by law, women are permitted one hour per day for breastfeeding (divided into two shifts) up until one year after the infant's birth, the implementation of this tends to be complicated, unless the women work in an environment that provides facilities designed for breastfeeding, which is highly unusual. In actuality, women and their employers tend to resolve this situation by adapting work schedules around the needs of the mother.

Argentine legislation prohibits employers from firing a pregnant woman and, likewise, unexcused absences are permitted during pregnancy. It is important to note that these regulations only extend to women who have a formal, registered job; those with informal employment remain unprotected.

Retirement pensions for women who have dedicated themselves exclusively to caregiving and household tasks in their own homes have existed since 1997.⁵⁹ A government campaign has also been developed in recent years that encourages the registration of domestic workers. The Universal Child Allowance described at the beginning of this report is one of the most important programs related to the economic status of women, besides their conditions of employment.

⁵⁶ Decree 254/1998. Plan for Equal Opportunities Between Men and Women in the Workplace. [online]<http://www.cnm.gov.ar/LegNacional/DECRETO%20254.pdf> [Consulted: 4 December 2013].

⁵⁷ Law 25250/2000

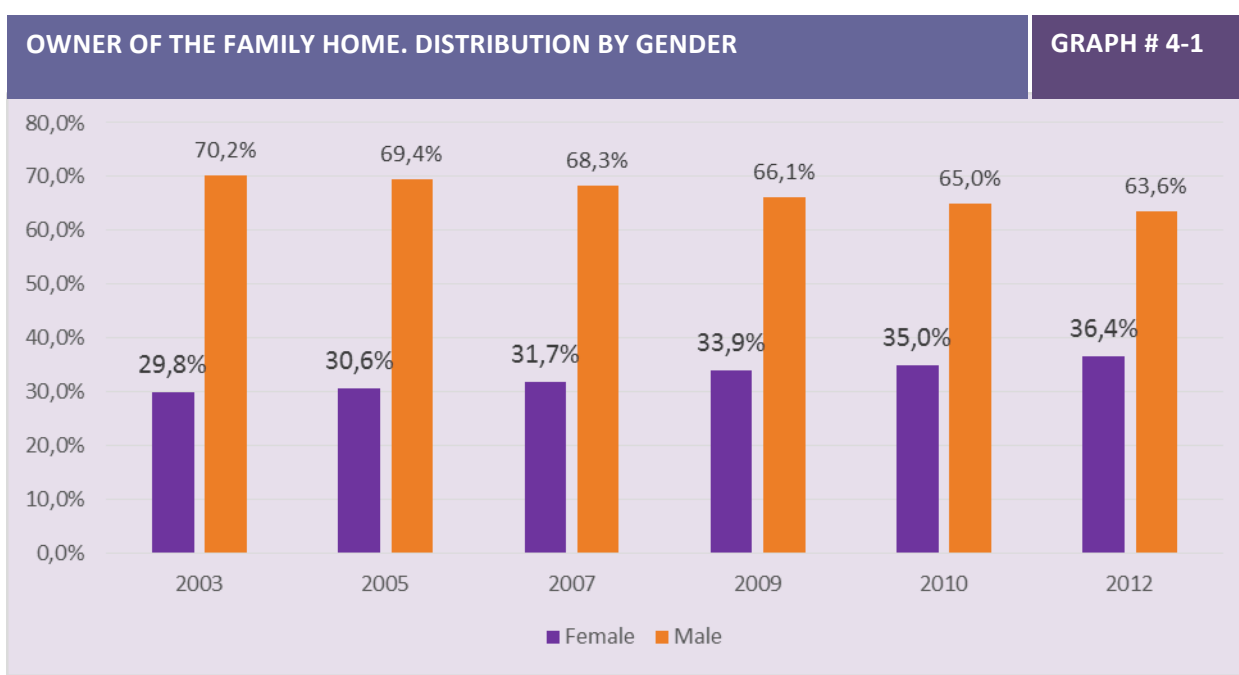
⁵⁸ So far there are no research or documents that explains this situation.

⁵⁹ Law 24 828, Integrated System of Retirement Pensions of Housewives.

Dimension 4.

Access to Resources

In Argentina, women have the same legal status as men with regards to accessing property and inheritance; these rights cannot be ignored at the will of the citizenry. The ownership of family homes, however, is mainly registered in the name of the men, although women have been advancing in this respect over the last decade (GRAPH #4-1).



Source: Permanent Household Survey (PHS) INDEC.

In terms of access to financial resources, possession of a debit card--which is linked to a bank account--has become widespread among the urban population (see statistical annex). In 2010, a public policy was put into operation to facilitate universal access to a free bank account (BCRA Circular OPASI 2-415, September 2010). Information from 2013 suggests that 79% of men and 74% of women living in urban households have a debit card (KWP Argentina, 2013).

Although there is no national, sex-disaggregated information on credit and loans, a study by ECLAC maintains that, in 1995, only 23% of female business owners accessed such resources. This percentage is significantly lower than that of males (34%) (ECLAC, 2004).

In recent years, various social programs have been implemented that seek to foster associativism by providing training and granting loans and subsidies to women-driven cooperative projects. One of these programs is ELLAS HACEN; created in 2013 as part of the Argentina Works program, this comprehensive, gender-focused policy promotes economic empowerment through job creation in cooperatives, targeting 100,000 women from vulnerable sectors across the country.⁶⁰ It includes education support, training, and assistance regarding issues of gender violence.

Public transportation, electricity, and sanitary services are widespread in urban areas. The potable water supply network does not provide even service throughout the country. The north is the worst served region, affecting the sanitary conditions of its population. Households headed by women are in slightly better conditions than those headed by men. (See GRAPH # 4-2 in statistical annex)

Access to gas as fuel for heating and cooking is not as widespread. Only 66% of urban households headed by women (65% in the case of men) are served by the public gas network; the families that are excluded from it--often those with few resources--must purchase bottled gas, which is more expensive.

Cellphone use is quite widespread. According to the 2010 census, 79% of women have a mobile phone line. This type of service is replacing landlines, despite being more costly. Mobile phone service is mainly obtained through pre-paid methods, which allows consumption to be adjusted to the money available. There are no significant differences in mobile phone use between regions.

Internet connectivity is growing rapidly and consistently. According to recent reports, in 2010, nearly 50% of the population was connected and it is estimated that this figure reached 57% in 2013 (ComScore, 2010 and 2013). While in 2010, the pervasiveness of Internet use was slightly lower among women, indicators in 2013 suggest that men and women use the Internet equally. This information corresponds to that provided by the last census regarding computer use in the home.

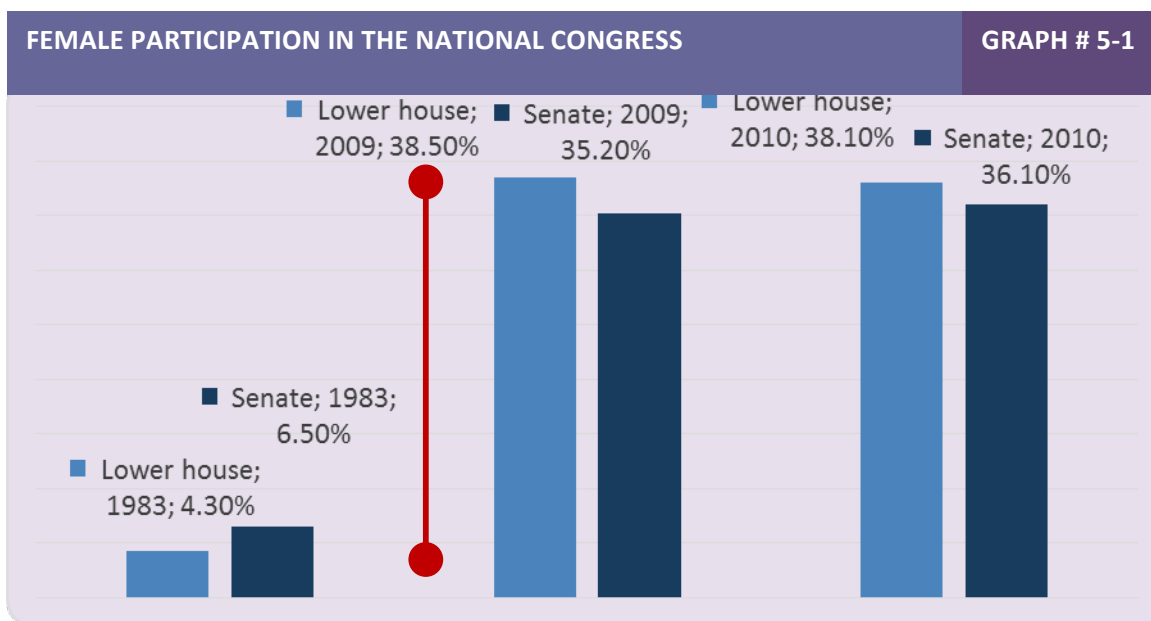
⁶⁰ Among the requirements are having 3 or more children, being a beneficiary of the AUH, functioning as the head of household, and/or being a victim of domestic violence.

Dimension 5.

Women's Agency

As previously mentioned, women's participation in political institutions has increased, particularly at the national level, since the promulgation in 1991 of Law 24.012, amending the electoral code.

Since 1983, the proportion of women in Congress has increased from 4.3% to 38.1% in the Lower House and from 6.5% to 36.1% in the Senate (GRAPH #5-1).



Source: Gender in Numbers (UNDP)/Sex and Power (ELA)

In the most recent parliamentary elections in 2013, the number of women on the lists of candidates exceeded the 30% mandated by law. The majority, however, were located in second place, below a male candidate that headed the party list (GRAPH #5-2).

**FEMALE LOWER HOUSE CANDIDATES 2013 LEGISLATIVE ELECTIONS –
TOTAL, 1st and 2nd PLACE – BY DISTRICT***

GRAPH # 5-2



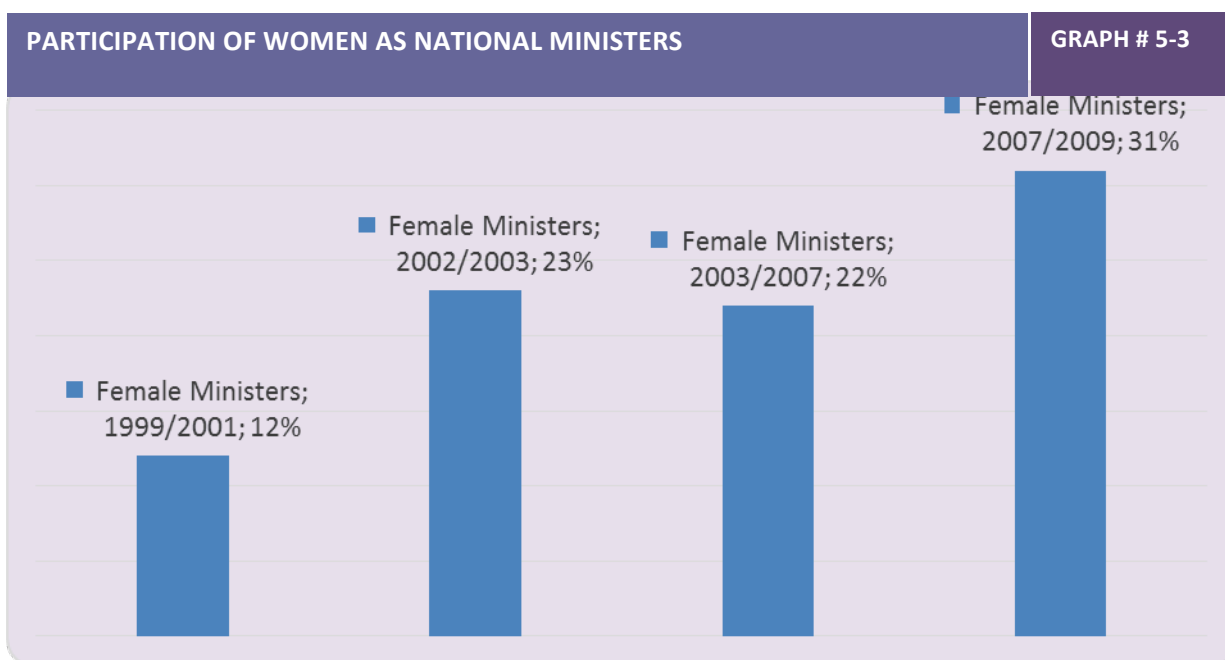
*Sum total of the lists of candidates (of all parties nominated). Sum of all female candidates listed in 1st and 2nd place by district.

Source: Calculated according to official information from the lists of party candidates. National Electoral Board. 2013

The civil society organizations that prepared the CEDAW Shadow Report 2011 warn that the quota of women in elected positions has become a "glass ceiling" and encourage a new parity law. An interesting initiative took place in 2008, when the creation of a "Women's Caucus," composed entirely by women senators from various political parties, was approved. This committee did not receive a budget and ceased to operate in 2009 (ELA, 2011).

Of 16 National Ministries, 4 are headed by women: Culture, Industry, Social Development, and Security.

As indicated in the first part of this report, a woman is the current President of Argentina and is carrying out her second term.



Source: UNDP (2011) Gender in Numbers.

At the local level, the situation of women in positions of power is less auspicious. Despite their gradual ascension, in 2010, only 10% of mayors were female. There are no quota measures for women's political participation in this level. No woman has ever served as Chief of the Government of the City of Buenos Aires, the largest city in the country, but two have served as Vice-Chief in recent terms.

In November of 2002, **Law 25674 for gender quotas in labor unions** was passed, recognizing the right of women to participate in spaces of negotiation and decision-making in the workplace. The law mandates that each collective bargaining unit must include a number of women proportionate to that of female workers in the field, and that unions' elected positions should include a proportionate female presence, as well. This regulation, however, has been ignored both by those who are responsible for its implementation (unions' governing bodies and the Ministry of Labor) as well as by civil society in general and, in particular, workers who do not demand its compliance.

5.1 National Women's Conference (ENM)

One remarkable characteristic of Argentine society is the ability and willingness of many Argentine women to band together and participate in the defense of various issues related to human rights, gender equality, violence, justice, human trafficking, drug trafficking, and security, among others. A paradigmatic and internationally recognized example is the Mothers and Grandmothers of the Plaza de Mayo. This form of collective political practice led by women has expanded since the

restoration of democracy in Argentina and there are now many women's associations across the country, both within and separate from the existing political parties, that carry out incessant activity in order to achieve their objectives. Some of their leaders have achieved significant public visibility, becoming social models that inspire admiration within the general populace for their ability to fight, organize, and lead in the public domain.

Another initiative that demonstrates the capacity of Argentine women to mobilize, in this case around demands related to gender equality, is the National Women's Conferences that have been celebrated since 1986 in a different province each year.

The first Conference was held in Buenos Aires and attended by roughly 1,000 women, the majority of whom were middle-class professionals and members of feminist groups. At the third Conference, the number of attendees doubled; in 1991, at the sixth Conference, more than 7,000 women participated; and at the most recent, held in San Juan in 2013, there were more than 20,000 attendees.

Increasingly housewives, leaders of neighborhood and grassroots organizations, human rights advocates, politicians, unionists and women from diverse religious groups participated in the Women's National Conferences.

Feminist groups coming from academia or NGOs played an important ideological role but as more and diverse sectors of women became involved, negotiations of agendas, perspectives and goals became a central and sometime hot issue (particularly in topics such as abortion, sexuality, lesbianism.) Currently, each Conference lasts for three days, during which workshops are held on various topics, such as women and family, women and sexuality, health, women's organizations, violence against women, unemployment, socio economic crisis and ecology⁶¹.

Over the last two decades, there has been a proliferation of women's NGOs that work throughout the country on many different activities. Although their exact numbers are impossible to determine, it is estimated that there are over 300 such organizations, the majority of which carry out awareness-building activities and training for groups of women, usually from low-income sectors. A significant percentage of organizations are dedicated to assisting victims of gender-based violence, while others carry out workshops, seminars, and courses aimed at cultivating income-generating skills or implement programs to promote sexual, reproductive, and mental health from a non-sexist approach.

5.2 Reproductive Rights

The 2005 National Report on Nutrition and Health prepared by the Ministry of Health indicates that the majority of women in Argentina are familiar with contraceptive methods (UNDP, 2011).

⁶¹ Each workshop is headed by a coordinator who facilitates the discussion, and enrollment is limited to forty participants so that all may contribute to building an equitable and productive dialogue. Each workshop's conclusions are shared with all conference attendees at the closing plenary. At that moment, the chosen venue for the next conference is also announced.

According to the World Health Organization, however, only 65% use them (see quantitative section).

Dimension 6.

Skills and Opportunities

As previously mentioned, since 1884, public education has been free and secular in Argentina. Education is compulsory from five years of age⁶² through the completion of secondary school.

The offerings available for higher education, both public and private, are extensive; as of 2014, the Secretariat of University Policies indicates that the university system comprises 47 public universities, 50 private universities, 7 public institutes, 14 private institutes, and 3 state universities.

Over the course of the decade considered in this study, the offerings at the level of higher education have expanded significantly, particularly due to the creation of new branches and universities in the greater metropolitan areas and provinces.

This expansion has encouraged access to higher education by youth precluded from attending traditional universities for lack of economic resources and the inability to move, given the cost involved.

As for women, they were admitted to secondary schools on a massive scale in the 1970s, and to universities in the 1980s. Over the last decade, education coverage has been high, both for men and women; according to the 2012 Argentina Country Report, the literacy rate for youth aged 15 - 24 reached 99%, and ultimately 100%, in 2012.

The 2010 Census indicated that the quotient of females in school exceeded 95.9% at the primary level and 106.6% at the secondary level.

In universities, female matriculation exceeds that of males. In 2011, the former composed 57.5% of all public university students and 56.3% of private. Among graduates, women represented 61.5% and 62.1%, respectively.

⁶² It also provides educational services at an entry level from 4 years of age.

Evaluations of performance in school indicate that women surpass men; as we have observed, however, this reality is not reflected in women's career paths, salaries, or participation in decision-making positions in institutions of higher education (this information is expanded upon in the section OUTCOMES).

With respect to the purposes of education in Argentina (which is reflected in the skills national education seeks to develop), it is important to note that the National Education Law No. 26.206 from 2004⁶³ introduced new guidelines aimed at enhancing the development of particular skills, including social memory of historical processes, respect for human rights and the elimination of all forms of discrimination, and the incorporation of new knowledge surrounding the use of technology.⁶⁴

Except at the level of higher education, the only cases of inequality observed between male and female participation in education are at the secondary level of vocational training--in the 13th and 14th years of study--in which the presence of women is considerably less, and at the tertiary level of teacher training, in which women compose the majority.

Law 26.058 on Technical Professional Education has been in effect since 2003, creating a special fund. The National Census (2009) of Technical Professional Education indicates that 85% of students would choose technical college again and 88% want to pursue higher education. Of those who attend technical colleges, 31% are women. This number may indicate that this path, traditionally chosen by men, is beginning to gain traction among women, as well.

6.1. Initiatives for the Inclusion of Young Students in the Fields of Science and Technology

National Olympics Mathematic Competition (secondary level)

Since the mid-1960s, national and international olympic activity has been carried out in diverse fields of knowledge. In 1998, the National Olympics Mathematic Competition was created by Ministerial Resolution 960; the program seeks to stimulate students' interest in Science and Technology in accordance with the growing need for skilled human resources to participate in a new economic context. Female participation in the Olympics is lower than male.

⁶³ Law available at: www.me.gov.ar/doc_pdf/ley_de_educ_nac.pdf

⁶⁴ Among the policies for promoting educational equality is "guaranteeing the access and retention of students in all types and at all levels of education. This includes pregnant students, requiring the construction of lactation rooms in schools."

6.2. Institutional Initiatives for Assessing the Quality of Basic Education: Secondary Level

The Ministry of Education's National Evaluation Surveys (ONE) have been carried out since 1993 in conjunction with the international studies conducted in Argentina: the Program for International Student Assessment (PISA, developed by the Organization for Economic Co-operation and Development, OECD) and the Second Regional Comparative and Explanatory Study (SERCE) on educational quality, organized by the Latin American Laboratory for Assessment of the Quality of Education (LLECE), OREALC, UNESCO.

The latest national data available (2010) do not provide sex-disaggregated information. Due to this, valid and reliable information derived from the results of the 2009 PISA Report and that references the situation in Argentina is provided below.⁶⁵

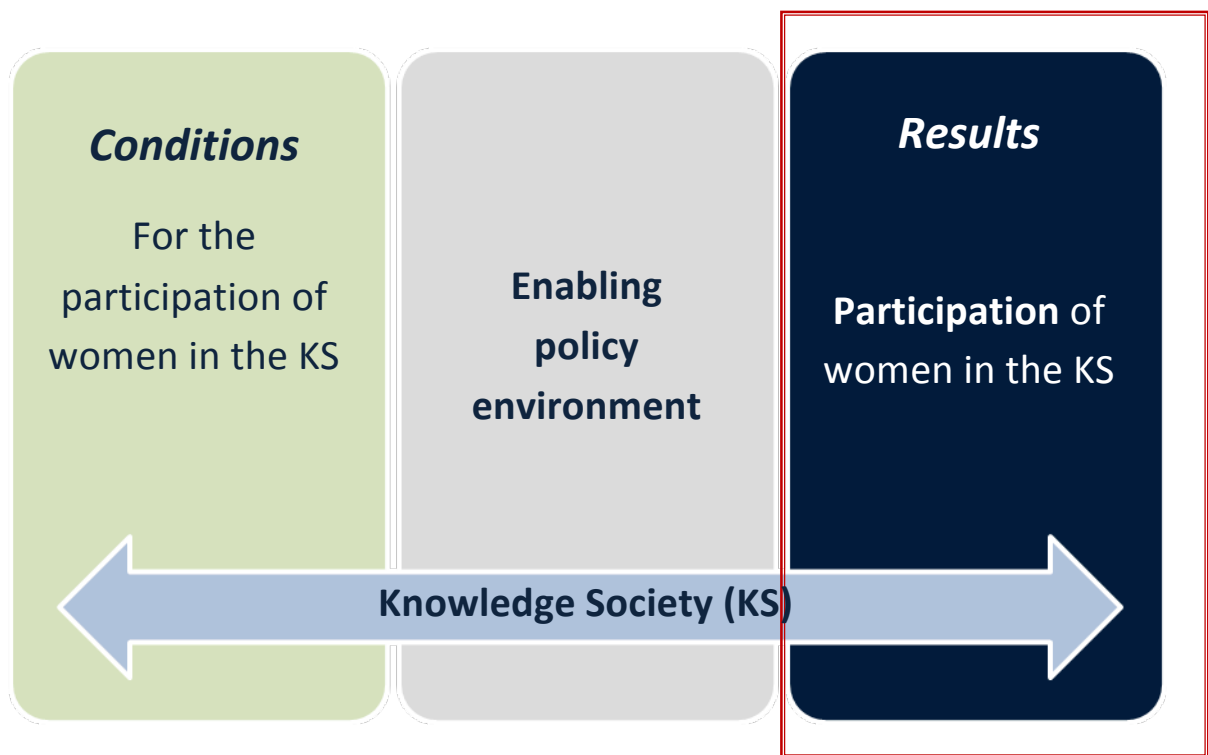
FEMALE EDUCATIONAL PERFORMANCE IN ARGENTINA - PISA REPORT 2009	GRAPH # 6-1
<p>✓ Men have disadvantages compared to women in "reading" and "science:"</p> <ul style="list-style-type: none">▪ Reading: Argentine boys are nearly one grade behind girls: the percentage of males who are two levels behind Level 1 in reading (15%) is more than twice that of females. Moreover, the majority of students in reading Levels 5 and 6 are female.▪ Science: Argentina and Trinidad and Tobago are the only countries in the LAC region in which female performance in science is equal to that of males. Both sexes have a similar representation of students at Levels 5 and 6.▪ In Math, males have a slight advantage over females (the lowest advantage of all countries in Latin America). Boys constitute the majority at Levels 5 and 6.	

Source: Organization for Economic Co-operation and Development - OECD – PISA Program: <http://www.oecd.org/pisa/>. [Consulted: 24 November 2013].

⁶⁵ The PISA program is a worldwide study of the performance of youth of 15 years of age in Science, Mathematics, and Reading; PISA is administered every three years by the Organization for Economic Co-operation and Development (OECD), which classifies students into six levels of performance, from lowest to highest (Levels 1 - 6).

SECTION 3:

Results in Terms of Women's Participation in the KS



Women in Decision-Making Positions in the Knowledge Society

Dimension 1

Results

The information presented thus far illustrates a trend of increasing female participation in the educational, political, social, cultural, and--to a lesser degree--economic arenas. In some of these arenas, women have progressively occupied decision-making positions, a phenomenon motivated by the modernization of Argentine society, an increase in the level of female education, the democratization of politics, the Argentine public's explicit rejection of discrimination, the struggle for women's rights, and the implementation of legislation and policies specifically geared toward equality. The Quota Law is a notable example of this last aspect, imposing a minimum on the proportion of women in Parliament (which has actually been exceeded since the law's sanctioning in 1991): 38.1% in the Lower House and 36.1% in the Senate.

Gender gaps, however, have certainly not been overcome in all areas, and inequalities persist in women's access to and retention in decision-making positions, as well as in the allocation of family care responsibilities. It is important to note, nonetheless, that degrees of gender equality have disparate expressions across different socio-economic sectors and cultural frameworks.

If we consider the presence of women in institutions that have been directly involved in Knowledge Society development over the last decade, we are presented with a scene in which multiple changes occur at different speeds.

While the Ministry of Science, Technology, and Innovation (MINCYT)⁶⁶ is the institution with the greatest political involvement in STI fields in Argentina, other national ministries,

⁶⁶ The MINCYT is responsible for setting priorities and budgets for all regions of the country; supervising the actions of CONICET and ANPCyT; developing the National Plan for S+T; negotiating cooperation between science and industry; conducting periodic evaluations concerning the scope of proposed objectives, use of

including those of Agriculture, Health, Economy, Defense, Foreign Affairs, and Federal Planning and Public Investment, have offices or areas devoted to STI, as well. The number of female employees within these institutions increased significantly between 2003 and 2013, albeit unevenly. While the proportion of women reached 52% in the MINCYT (for all categories of staff), 45% in Education, and 44% in Health, it dropped to 22% in Agriculture, 25% in Federal Planning, and 30% in Foreign Affairs.

In the Argentine Congress, women represented 36% of the Science, Technology, and Productive Innovation Commission of the Lower House, and 65% of that of the Senate. In 2013, both the President and Vice-President of the latter were women.

These figures illustrate a promising trend in the interest among women legislators in making decisions surrounding issues traditionally considered "masculine" that are key to the country's development, and/or in the recognition of their ability to do so.

Women remain the minority in the management of the ministries, agencies, and principle public institutions dedicated to R+D. Very few women have held coordinative positions in these entities in Argentine history, although women's contributions have positively impacted STI development in numerous ways.

The situations of women within the institutions that comprise Argentina's science and technology system are as follows:

- **Ministry of Science, Technology, and Innovation (MINCYT)**

Women account for a third of all employees working in the management and coordination of the MINCYT. The Department of Planning and Policy, both Scientific Advisory Committees, the Committee of Ethics, the National Directorate of International Relations, and the Secretariat of Administrative Coordination are all run by women.

- **National Agency for the Promotion of Science and Technology (ANPCYT), MINCYT**

Under the jurisdiction of the MINCYT, this agency is dedicated to the promotion and funding of research projects. It is headed by a man and there is only one woman on its Board of Directors. The coordination of its two funds, FONCYT (for scientific projects) and FONTAR (for business innovation), has equal female and male representation. In contrast, no women hold leadership positions in FONSOFT, the Agency's branch devoted to promoting the software industry.

resources, processes, and results of the bodies that work under its jurisdiction; and promoting, funding, and evaluating activities and projects.

- **National Scientific and Technical Research Council (CONICET)**

This council is lead by an eight-member board comprised of one president, two vice-presidents, and five department heads. As indicated in the beginning this report, a woman became president of this institution for the first time in 2008 (the current president is a man).

There are currently two women on the Board of Directors: the Vice-President of Scientific Affairs and the Director of Social Sciences and Humanities.

Only one woman works in CONICET's highest administrative echelon: the Director of Evaluation and Planning. The representation of each sex within the Council's management is more egalitarian.

CONICET BOARD POSITIONS BY GENDER - 2009 - 2013						TABLE # 1-1
Top Positions	2006		2009		2013	
	Women	Men	Women	Men	Women	Men
TOTAL	1	8	3	5	2	6
President		1	1			1
Vice-President		1	1		1	
of Scientific Affairs						
Vice-President of Technological Affairs		1		1		1
Directors	1	5	1	4	1	4

Source: www.conicet.gov.ar

Female representation on CONICET's Qualification and Promotion Board dropped from 33% in 2009 to 28% in 2013, a decline seen across various departments. In general, there are fewer women in the "hard" disciplines (with the exception of Engineering, Biotechnology, and Astronomy). The reasons for this are not readily apparent and require specific inquiry.

Although scientific evaluation is formally based on merit, we cannot rule out the influence that a male-dominated jury may have on women's professional development, the formulation of priorities, the allocation of funding, and ideas surrounding the use of science and technology in social development. Research on evaluation criteria developed

in Spain shows that even if it appear to be neutral with respect to gender it may have an unwanted gender impact. “It seems very necessary to establish transparent systems of evaluation of scientific production and to analyse the evaluation criteria and their results under a gender perspective”(Lara,2007)⁶⁷.

While we will return to this topic later on, we wish to emphasize that, as evident in the table below, women continue to form the minority of total CONICET researchers in high-ranking positions.

TABLE # 1-2: CONICET researchers, by category. 2000, 2003, 2006, 2008 and 2013

Categories		2000		2003		2006		2008		2013	
		Both sexes	% Women	Both sexes	% Women	Both sexes	% Women	Both sexes	% Women	Both sexes	% Women
Leader	Superior	175	13.1	192	17.2	200	17.5	207	19.3	158	27.2
	Principal	482	27.0	508	27.8	597	29.6	698	31.7	749	36.4
	Independent	988	38.0	1,096	40.1	1,233	43.0	1,441	45.3	1,786	47.3
Not a leader	Associate	1,307	48.7	1,494	52.1	1,638	51.8	1,953	51.6	2,435	53.6
	Assistant	713	51.1	466	53.2	1,091	57.0	1,337	58.0	2,774	56.3
Total		3,665	41.7	3,756	43.6	4,759	46.5	5,636	47.9	7,143	50.9

An analysis of each discipline reveals that one of the most significant developments over the course of the decade studied was an increase in the number of female researchers who gained access to the highest-ranking categories in the Social and Human Sciences, as well as in certain fields within the Biological and Health Sciences. The number of female directors in Physics, however, is low, as is the case in Computer Science, Engineering, and Agriculture, which may be related to the low number of female graduates in these fields.

Moreover, women head only 25% of CONICET's 195 laboratories and institutes located throughout the country, a situation similar to that in CONICET's institutional network.

1.1 . Other institutions dedicated to R+D

Among the most important are:

⁶⁷ See “Sesgo de género y desigualdades en la evaluación de la calidad académica” by María Jesús Izquierdo, Revista ARXIUS Nº 19, España. December, 2008.

- National Atomic Energy Commission (CNEA): Management positions are occupied by men, but the current president is a woman.
- National Agricultural Technology Institute (INTA): The National Directors are three women and six men. Management of the Institute's fifteen regional centers is exclusively male.
- National Institute of Industrial Technology (INTI): Its coordinative positions (the Presidency and Vice-Presidency) have never been occupied by women. Three women and nine men comprise the Institute's executive bodies.

1.2. Science academies

Only one National Academy of Science (that of Economic Sciences) is headed by a woman, and only one of every ten authority figures in these academies is female. While these academies do not currently hold weight in promoting and developing the Sciences, for a long time they represented a prestigious sphere in which professional scientists debated epistemological, methodological, social, and disciplinary paradigms.

1.3. Higher education

As previously noted, the number of female university students and graduates has been growing rapidly since the 1980s. This has not yet been reflected, however, in the highest positions of university leadership.

Among Argentina's 53 national universities, there are only 8 female rectors. The same discrepancy is true for vice-rectors: of 47, only 9 are women. Likewise, only 37.7% of university deans are women (88 of 233 available positions).⁶⁸ In contrast, the representation of each sex in the total national university faculty body is practically equal. Senior positions continue to be held by more men--for example, only 37.4% of full professors are women--while this situation is reversed for junior positions.

⁶⁸ Data obtained from 53 national public universities that provide information about the structure of their leadership in the National University Council – Argentina www.cin.edu.ar/instituciones-universitarias/ (Consulted in September 2014)

Women in the Knowledge Economy

Dimension 2.

Results

Countries whose vision for development includes active participation in the Knowledge Economy face multiple challenges, among them the need for a wide array of human resources who possess the knowledge, skills, and motivation to quickly insert themselves and contribute to innovation in all industries by promoting the strategic adoption of information and communication technologies, nanotechnology, and biotechnology. As ECLAC states (2008):

The new context of knowledge-based economies has revealed the importance of human capital to the sustenance of countries' innovative dynamism. The education and training of human capital have become considered core elements of the technological development strategies of nations and companies, going beyond the social need for universal education.

In Argentina, significant advancements in the development of electronics and the rise of the software and IT services industry (SSI) have resulted in a growing demand for competent professionals and technicians in these fields; the scarcity of adequately trained human resources in these areas, however, remains a significant obstacle.

In terms of women's participation in the SSI industry, one study suggests that they form the minority in supervisory and managerial positions:

...processes of gender segregation are independent of the intensity of the use of knowledge and technology and the size and location of firms. No evidence is found that suggests the existence of a virtuous cycle that associates best practices in terms of production management with lower levels of segregation (Novick, Rojo, Castillo, 2008).

In other words, in modern, knowledge-intensive sectors such as software production, gender inequalities persist to the same extent as in other, more "traditional" areas (for

example, women earn roughly 30% less than men and hold a minority of decision-making positions).

2.1. Professionals and technicians

According to data from the third quarter of INDEC's 2013 Permanent Household Survey, women occupy the majority (68.92%) of low-skilled jobs (unskilled and operational) and only 31.07% of high-skilled jobs (technical and professional).

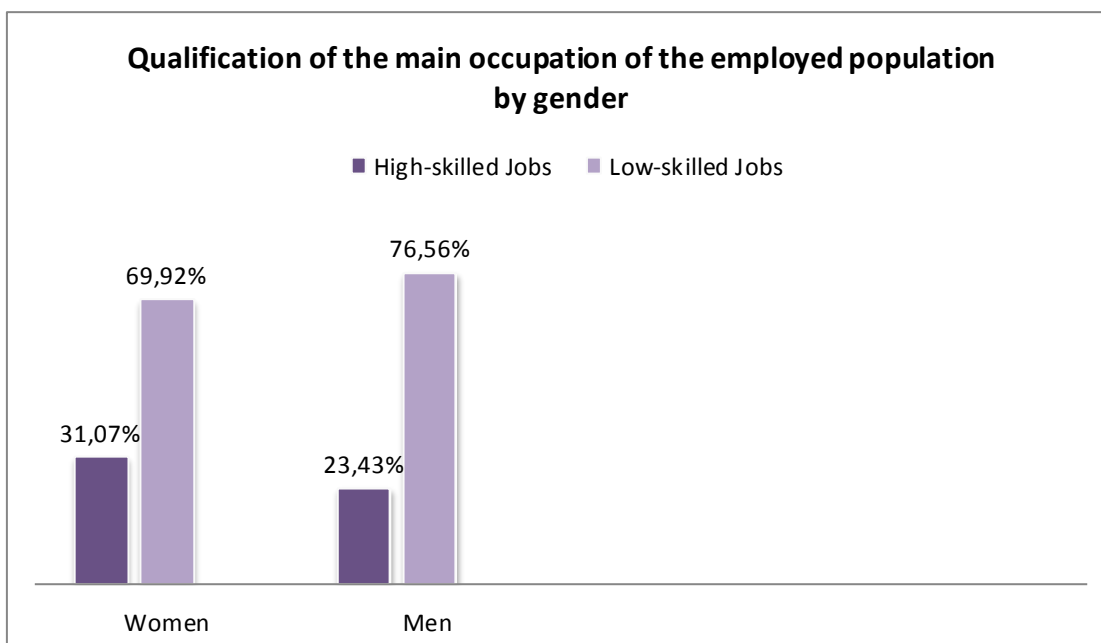
Men's situation differs, but only slightly: of the total employed male population, 76.57% perform low-skilled labor and 23.43% high-skilled.

Skill Level of Primary Job: Women	
1. Professional	8.92%
2. Technical	22.15%
3. Operational	37.97%
4. Unskilled	30.95%

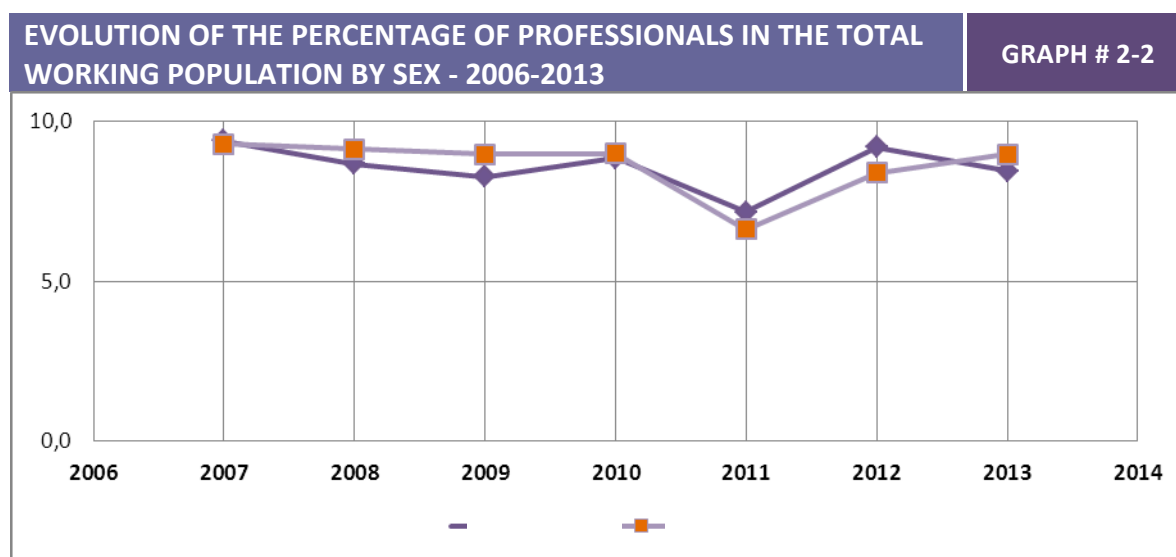
Skill Level of Primary Job: Men	
1. Professional	7.28%
2. Technical	16.15%
3. Operational	62.32%
4. Unskilled	14.24%

Source: INDEC, 2013

Graph # 2-1



Source: Own calculations based on data from the Permanent Household Survey, INDEC 2013



Source: Reworking based on the Bulletin of Gender and Job Market Statistics, Employment and Business Dynamics Observatory, DGEyEL, SSPTyEL, MTEySS, based on SIPA (Section 2.13) and INDEC; available at: <http://www.trabajo.gov.ar/left/estadisticas/descargas/genero/Boletin%20de%20genero.xls> [Access: August 2014].

According to data from INDEC (2013), men comprise the majority of professionals and technicians in the Information and Communication sector (72.76% men vs. 27.23% women). Men fill 53% and women 47% of positions of “Professional”⁶⁹ rank, while gender distribution is more equal in positions of “Technical”⁷⁰ rank (50% and 50%). The trend is similar in the Professional, Scientific, and Technical Activities sector, but the gender gap is smaller: 45.45% of positions are occupied by women and 54.54% by men.

In the Agriculture, Livestock, Hunting, Forestry, and Fishing sectors, females have a much smaller presence than males. This situation is exaggerated in positions demanding skill, of which women occupy only 6% and men 94%.

⁶⁹ “Professional” level tasks are those that require theoretical knowledge acquired through formal and/or informal training.

⁷⁰ “Technical” level tasks are those that require theoretical knowledge of a specific type and, in some cases, manual skills acquired through formal and/or informal training.

2.2. Women with advanced IT skills

Information from private studies (both international and local⁷¹) and national surveys⁷² indicate that the proportions of female and male Internet users are similar (50% and 50%). This figure signals an upward trend considering that women represented 38% of users in 2001 (Bonder, 2005). Some of the multiple reasons for this are the cheapening of technological devices, the spread of “smart” phones, the expansion of broadband, and high rates of Internet permeation.

From a review of the literature on this subject, it is clear that the majority of studies have focused primarily on analyzing the role of women as users and that women over 55 years of age spend the most time connected of any age group: 25.5 hours per month, exceeding the global average of 23.3 hours.⁷³ This report does not present explanations for this quite particular situation, nor did we find other research that address it.

A survey conducted in 2010 indicates that the majority of women connect to the Internet from their homes (94%), while 61% connect from their workplace and 24% from their cellphones or other mobile devices. They use the web primarily to search for information (98%), use email (95%), read news and websites (93%), participate in social networks (81%), and search for information about products or services (81%).⁷⁴

Importantly, the differences/inequalities in the use of technological devices by women and men is a problem with little visibility in society and is absent from the government's digital agenda ("National Telecommunication Plan Argentina Connected," created in 2011).

Toward the beginning of the decade studied, research focused on the limitations women faced to accessing technological equipment. By the middle of the decade, as this gap began to close, analysis began to shift their focus to the use of technology--primarily that of the Internet--and only in recent years did the role of women as producers of technology begin to be studied. This may explain the lack of statistical information surrounding women's participation in the creation of software, programming, and other activities that require advanced IT skills.

Much of the knowledge generated by these three investigative angles was taken into account by ECLAC's Division for Gender Affairs in its preparation of the document, "Women in the Digital Economy: Breaking Through the Equality Threshold," which served

⁷¹ See, for example, ComScore, 2010 and 2013, and D'Alessio IROL, 2010.

⁷² See Census, 2010.

⁷³ ComScore, 2013.

⁷⁴ Prepared by consultancy D'Alessio IROL. The survey was based on a sample of 400 women.

as the foundation of the Twelfth Regional Conference on Women in Latin America and the Caribbean (Santo Domingo, October 2013). This publication distinguishes between basic and advanced uses of technology, which, although useful in differentiating multiple methods of using ICT, does not particularly refer to levels of appropriation or strategic use.

Although no studies have considered the technobiographies of Argentine women, evidence suggests that they fall into the category of users (of email, social networks, and web searches) to a greater extent than that of producers. The figures detailed in the following dimension on female participation in computer science careers support this assertion.

2.3. Women in ICT-related jobs

Women have worked in Argentina's technology industry since its inception 30 years ago, and currently have a marked presence in both transnational and national companies, as well as business activities related to SSI creation. Although no official data exists to measure women's participation in all sectors related to the production of technology, a recent study offers examples of female entrepreneurs in the SSI industry whose companies have achieved sustainability (Bonder, 2014).

The study also includes official data indicating that women account for 35% of all Information and Communication industry workers. Of them, 50% work professional-level jobs, 38% perform operational tasks, 11% work in technical positions, and 1% perform unskilled labor (INDEC, 2013).

Women are a minority in the "hard" technical areas of STI fields (software development and coding); the occupational integration of women is predominately directed toward those areas referred to as "soft"--marketing, sales, and communication (commerce) and administration. A review of their occupational trajectories in these fields reveals that, in many cases, women start out with technology companies in technical positions, only to later move to positions that require communication and interpersonal skills, and that they are a minority in managerial and leadership positions.

The pay gap between the sexes persists, although to a much lesser degree in positions that require "hard" technical skills. A possible explanation is the lack of skilled professionals for this jobs both men and women in combination with the expanding demand The statistical annex includes a series of charts that accounts for the information presented.

Participation of women in STI system (Science, Technology and Innovation)

Dimension 3.

Results

3.1. Women's career development in STI

3.1.1. Technical and vocational schools and university-level education

As high school studies often influence a student's choice of university major, we were interested to know how young women and men participate in technical and vocational high schools,⁷⁵ an education modality that boomed in the 1960s⁷⁶ and had a renaissance during the decade studied in this report, when it was promoted through specific measures such as Law No. 26058 (the Law on Technical and Vocational Education), promulgated in 2005.

La Encuesta Nacional de Inserción de Egresados de Escuelas Técnico-Profesionales (The National Survey on the Integration of Technical and Vocational School Alumni)⁷⁷ indicates that women account for 31% of students in these institutions that reach the final year of study. If we consider their educational trajectories, however, women--as in other fields and levels of the education system--complete their studies without interruption or repetition and continue post-secondary studies to a greater extent than men (81% vs. 76% and 69% vs. 55%, respectively).

⁷⁵ Technical and vocational education encompasses institutions of both secondary and higher education, as well as vocational training. It teaches a wide range of skill levels for diverse activities and professions in the various sectors and industries of the production of goods and services, including: agriculture; livestock; hunting and forestry; fishing; mining and quarrying; manufacturing; water, gas, and electricity; construction; transportation and communication; energy; telecommunication and information technology; health and environment; economy and administration; security and hygiene; tourism, gastronomy, and hotel management; and artistic specializations related to the technical/technological.

⁷⁶ Mainly driven by the developmentalist model and import substitution.

⁷⁷ SEGETP, (2011) National Survey on the Integration of Alumni [online] Available at: <http://www.entrierios.gov.ar/CGE/2010/tecnica/files/2011/07/CENUAETP-ENIE-25-Jun-2011.pdf> [Consulted: 22 September 2014].

In terms of technical and vocational students' choice of university major, 90% of male students are inclined to specialties related to Electronics, Energy, and Electromechanics, while women mostly opt for Chemistry (55.2%), Administration (62.4%), and Agriculture (44.5%).

Tellingly, among those that graduate from technical school, a large number of men (70%) report having a job related to their training, while only 41% of women are employed and only 16% work in jobs related to the technical specialty that they studied.

This phenomenon urges the application of a gender perspective to the filters and obstacles present in the path from study to work, which, as we can see, may be fostering greater male integration into the workforce than female.

As previously mentioned, large-scale female participation in university studies, a movement that began several decades ago, is often referenced as a source of pride that demonstrates Argentine women's efforts to overcome restrictive conditions and the willingness expressed by the Argentine government at different points throughout history to include women in the pool of skilled human resources required for the development of the nation.

Female enrollment in universities first exceeded that of males years before the decade studied in this report, but there have always existed important differences in the specializations chosen by each sex. The reasons for this are numerous and their prevalence varies across point in time and social sector. Some of them include previous educational experience, especially at the secondary level; family influence; the social and economic value placed on certain professions; stereotypes and cultural models, surrounding both gender and social class; and the emergence of new specializations that, due to their close-knit relationship with the demands of the job market, become "fashionable" in short periods of time (Bonder, 2014).

Disciplines related to the humanities, the arts, education, and health and wellbeing remain feminized over the course of the decade, while others, such as Agriculture, Engineering, Industry, and Construction, remain heavily masculinized. The Social Sciences, Business, Law, and the Basic Sciences, on the other hand, reflect greater parity. The presence of women in each of the disciplines that comprise this last field, however, is quite disparate.

For example, of the total student population enrolled in Computer and Information Science, the proportion of women is very low (19%); surprisingly, however, it reaches

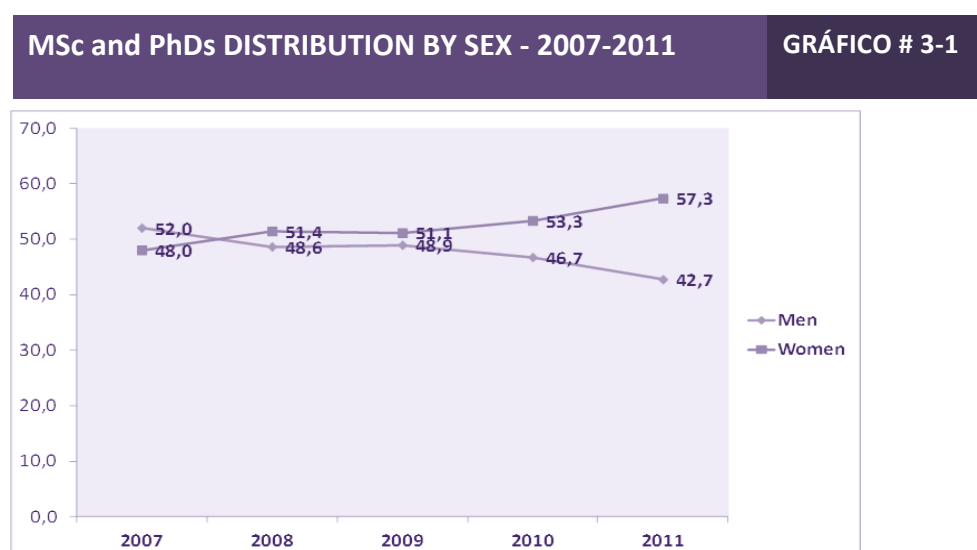
59.3% in Mathematics and Statistics, contrasting sharply with the results of certain international studies.

Of total female graduates, the majority (42.1%) are in the Social Sciences, while 38.4% of male graduates are in the Applied Sciences (Architecture and Design, Astronomy, Biochemistry and Pharmaceutical Sciences, Agricultural Sciences, Soil Science, Statistics, Industry, Information Technology, Engineering, and Meteorology). In these latter disciplines, women account for 15.4% of IT graduates, 18.5% of Engineering graduates (males are double that), and 24% of Architecture and Design graduates.

This situation is reversed in Health-related fields (Medicine, Dentistry, Paramedicine and Medical Assistance, Public Health, and Veterinary Medicine), from which 22.9% of women and only 15.2% of men graduate. Notably, the greatest percentage of women (59.4%) graduate in Paramedicine and Medical Assistance, double that of men. This figure does not draw attention, however, because those two professions are generally considered less prestigious than the others. Medicine, on the other hand, attracts 39.3% of male graduates in the field of Health and only 24.6% of women.⁷⁸

3.1.2. Graduate Studies

Over the last five years, women's presence has also increased in enrollment and graduation rates of graduate programs (Masters and Doctorates).



⁷⁸ INDEC, Sectorial Statistics Directorate based on information provided by the Ministry of Education, Department of University Information, Secretariat of University Policies (Does not include UBA).

Source: SPU - Secretariat of University Policies, Ministry of Education, Argentina.

This promising trend, however, has not managed to change the unequal distribution of the sexes across disciplines. Rather, it highlights significant differences between disciplines that follow the trend of undergraduate studies.

Engineering graduate programs are overwhelmingly dominated by men (women account for only 29.3% of students). In the Social Sciences, Humanities, and Health, the number of women is equal to or much greater than that of men (50-70%).⁷⁹

3.2. Professional Development of Women in STI

3.2.1. Female R+D Researchers in Public and Private Institutions

Every agenda for the scientific and technological development of the region emphasizes concern for improving the inclusion and participation of women in research, development, and scientific careers. To clarify, scientific and technological activities encompass both those related to research and development (R+D) as well as services and training (Estébanez, 2011).

During the decade studied, the total number of female researchers and fellows working full-time positions in national R+D institutions practically reached parity with men.⁸⁰ In 2010, the MINCYT registered 22,839 female researchers (51%) and 21,715 male researchers (49%). Data from CONICET also demonstrate progress towards gender equality in staffing and the ranking of researchers; inequalities persist, however, both within different disciplines and within the highest-ranking categories.

A key aspect of evaluating gender equality in research careers is the comparison of the valuation of the scientific production of female and male scientists. At the global level, men on average publish more scientific articles than women, although this gap varies across fields and sub-fields. Women publish much less in sectors in which research requires more funding and they are more willing to be included as second or last author on an article. Articles with primarily female authorship are less frequently cited than those by men in equivalent positions. In effect, for every article published of which a woman is the principle author, there are close to two articles published of which men are. (Sugimoto, Cassidy R. et. al., 2013) These data are not available for Argentina.

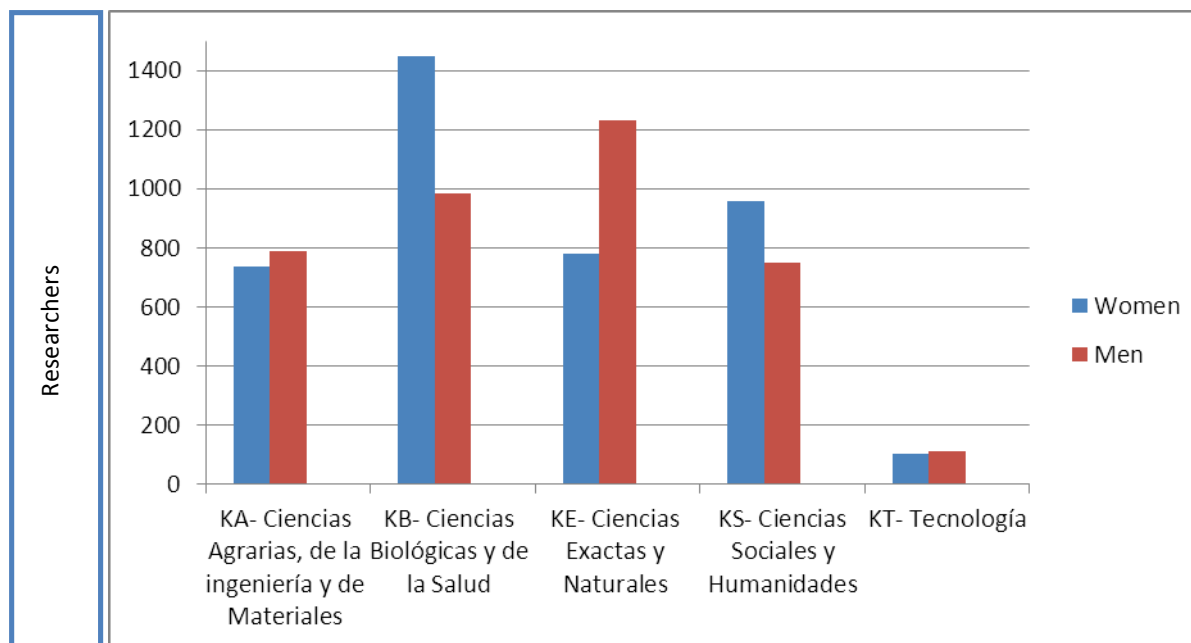
⁷⁹ Data 2011 UBA Census:

<http://www.uba.ar/institucional/censos/Estudiantes2011/estudiantes%202011.pdf>

⁸⁰ In observing the distribution by gender in Latin American countries, Paraguay, Argentina, and Cuba stand out as the most egalitarian, while those that present greater inequality are El Salvador, Chile, Panama, Ecuador, and Honduras. (CEPAL, 2013).

GRAPH # 3-2

Researchers by Broad Knowledge Area and Gender (2013)



Source: Information from December 2013. Source: CONICET Database-Human Resource Management

The data also demonstrate that there has been notable progress towards gender equality in the direction of research projects. One of the hypotheses that may explain this trend is that men move through the job market in private companies, which offer the best salaries; it can also be argued, however, that the trend is the result of a carryover effect resulting from the increased participation of female graduates and postgraduates in the STI system.

Although the quantity of female researchers that accessed CONICET's highest-ranking positions increased over the course of the decade, women are still the minority in these posts. In fact, their presence begins to decline at the rank of "Independent Researcher."

TABLE # 3-1. CONICET - Researchers by Sex and Category. Argentina, 2000-2012

Categories		2000		2003		2006		2008		2013	
		Both Sexes	% Women	Both Sexes	% Women	Both Sexes	% Women	Both Sexes	% Women	Both Sexes	% Women
Leader	Superior	175	13.1	192	17.2	200	17.5	207	19.3	158	27.2
	Principal	482	27.0	508	27.8	597	29.6	698	31.7	749	36.4
	Independent	988	38.0	1,096	40.1	1,233	43.0	1,441	45.3	1,786	47.3
Not a Leader	Associate	1,307	48.7	1,494	52.1	1,638	51.8	1,953	51.6	2,435	53.6
	Assistant	713	51.1	466	53.2	1,091	57.0	1,337	58.0	2,774	56.3
Total		3,665	41.7	3,756	43.6	4,759	46.5	5,636	47.9	7,143	50.9

Source: Reworked based on data distributed by CONICET

The situation presented in this table is consistent with that in areas related to ICT, in which men continue to predominate as leaders of research.

In this regard, it is worth accounting for the results of a survey conducted by the National Directorate of Scientific information, a dependent of the MINCYT's Subsecretariat of Studies and Prospective, on gender equality in R+D groups in ICT in 2013.⁸¹ The analysis, which encompasses 314 research groups from public S+T institutions linked to ICT development during 2012, compares the general situations of researchers dedicated to R+D and those specifically related to ICT. The results show a clear male predominance in this last group (71% vs. 29%).

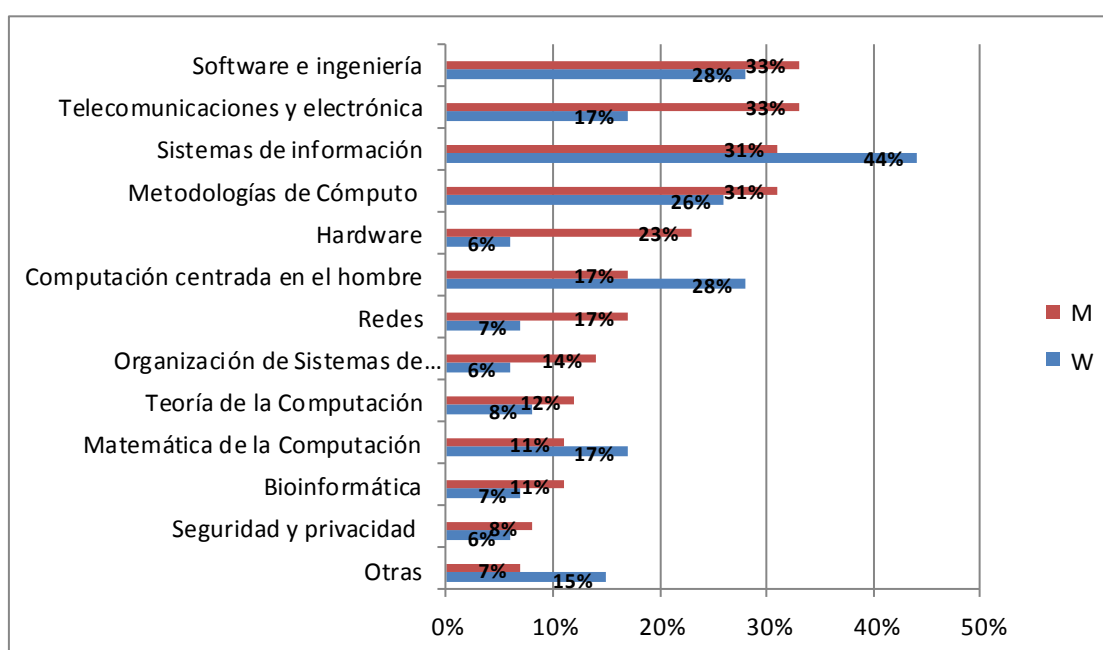
This disparity is amplified in some of the country's major cities (Buenos Aires Province, Santa Fe, Cordoba, and the Autonomous City of Buenos Aires; in the last two, the gender gap is as wide as 79% men vs. 21% women).

⁸¹ It confirms a slow growth in enrollment in majors related to computer science and a significant difference between the quantity of men and women; women represent 19% of the student body, 17% of incoming students, and 25% of alumni.

Of the groups dedicated to R+D, the survey indicates that 226 are directed by men and only 88 by women. Furthermore, 25% do not have any female members. Groups directed by women feature a significant staff of male human resources (40%), while in those directed by men, only 22% of staff are women. Greater equality between researchers and student participants was observed among the former, highlighting the need for a deeper understanding--through, for example, qualitative studies--of the factors (attitudes, values, beliefs, expectations, etc.) taken into account by directors of each sex when selecting and forming their teams.

Additional data of interest that emerged from the survey included the specific topics or fields to which R+D groups directed by men vs. women dedicate themselves, detailed in the following graph:

GRAPH # 3-3. Distribution of R+D Groups in ICT by Area of Research* and Gender of Director (in %)



References: Software and engineering; Telecommunication and electronic; Computing methodologies; Hardware; Men's centered computing; Networks; System organization of ...; Computing theory; Computing mathematic; Bioinformatic; Security and privacy; Others.

Source: National Survey of Research Groups in ICT, MINCYT 2013

A recent phenomenon that has driven increased female participation in R+D is the RAICES program, created by the MINCYT (described in the first part of this report). Through a strong policy of international cooperation and university scholarships, this program

promotes the repatriation of scientists residing abroad and has facilitated the return of many female researchers to Argentina (50% of total participants).

Argentina is among the top countries in Latin America and the Caribbean in terms of the proportion of researchers and technologists employed by companies (6.96%), although its percentage is much lower than Brazil's (17.6%) and Chile's (16.8%).

An analysis of the institutions that hire S+T researchers reveals significant gender differences. Only 30% of women who participate in R+D do so in the corporate sector.

The unequal integration of both sexes into the different sectors of R+D activity usually involves a wage gap. The highest salaried positions are mostly occupied by men, while women, as previously mentioned, form the majority in the university arena, in which salaries are lower.⁸²

Percentage of Female Researchers in S+T Institutions by Sector - Argentina 2001, 2005, and 2010

TABLE # 3-2

	Year	% Women (FTE)*	% Women (HC)**
Total Female Researchers	2000	47.1	48.5
	2005	48.4	50.5
	2010	51.2	52.2
Companies	2000	31.9	28.9
	2005	29.9	27.7
	2010	31.2	29.4
Government	2000	43.0	43.9
	2005	45.5	46.6
	2010	50.8	51.2
Higher Education	2000	53.7	53.2

⁸² Estébanez (2011) <http://www.centroredes.org.ar/files/documentos/Doc.Nro42.pdf>

	2005	55.8	56.2
	2010	55.4	55.1
	2000	48.5	46.8
Private/Nonprofits	2005	50.2	47.8
	2010	57.9	57.6

* Full-time Equivalent (FTE): a person that normally dedicates 30% of his or her time to R+D and the rest to other activities (such as teaching, university administration, and counseling students). **Headcount (HC): Total number of people employed in R+D, either full-time or part-time.

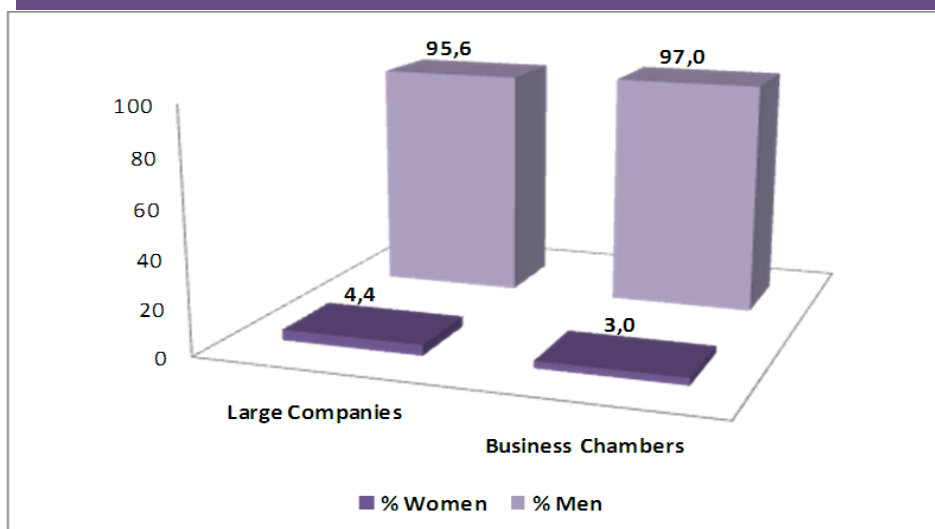
Source: UNESCO, Institute of Statistics

http://stats.uis.unesco.org/unesco/TableViewer/document.aspx?ReportId=136&IF_Language=eng&BR_Topics=0 [Accessed: February 2014].

3.2.2. Female Directors of Entrepreneurial Activities and Businesses

The number of women that hold managerial positions in businesses that operate within the most competitive and innovative sectors is still small.⁸³ The majority of these women only reach coordinative positions, and their presence drastically diminishes as they ascend company hierarchies. This information is consistent with that observed in the highest-ranking managerial positions in science, technology and higher education: on average--and depending on the institution and discipline--out of 10 authority figures, between 2 and 4 are women.

⁸³ Information from the Latin American Group for Gender and Justice (ELA)'s recent study: "Género y Poder, ¿quién manda en Argentina?" The study is based on a survey of authorities from diverse sectors and municipal and regional institutions of the Argentine government. Available at: <http://www.ela.org.ar/a2/index.cfm?aplicacion=app187&cnl=59&opc=29> [Consulted: January 2014].



Source: Latin American Group for Gender and Justice (ELA), based on the study conducted in 2010, "Sex and Power: Who Runs Argentina?"

What about the participation of women as entrepreneurs in innovative activities? According to the Global Entrepreneurship Monitor (GEM), which measures the TEA (Total Entrepreneurial Activity) index, Argentina--in relation to other countries--demonstrates a significant female disposition to entrepreneurship. In 2008, the country jumped from 14th to 8th in the world ranking of entrepreneurs,⁸⁴ although the proportion of male entrepreneurs remains higher.

The survey "Careers of Argentine Doctorate Holders" (CDH) reveals that among graduates who have developed their own business, 78.8% are men and only 21.3% are women. In addition, female participation in technological production groups with patented or presented innovations remains lower than that of males (38.2% and 61.8%, respectively).

⁸⁴ <http://www.gemconsortium.org/teams/8/Argentina>

**Participation of Researchers (with doctorates) in Technological Development Activities * by Sex -
Argentina, 2006**

TABLE # 3-3

Technological Productivity	% by sex		
	"Yes" (Both Sexes)	Women	Men
Have you started a business?	100.0	21.3	78.8
Have you participated in R+D groups on a process or product that has been presented or patented?	100.0	38.2	61.8

* The survey was conducted on a sample of 2,215 cases representative of the nearly 7,000 Argentine doctors that could be identified at the time of survey. They are employed, above all, by public research institutions and universities. In this sense, the survey does not provide data on employment levels nor on doctors employed in the private sector who are not also involved in universities. .

Source: "Careers of Argentine Doctorate Holders" Survey (CDH), REDES Center/OCDE/UNESCO Institute of Statistics/Eurostat, 2006. <http://www3.centroredes.org.ar/files/documentos/Doc.Nro24.pdf> [Consulted: February 2014].

Information on female entrepreneurs in Argentina is scarce and generally disseminated through news articles or institutional websites like *Emprendedores News* (Entrepreneurs News)⁸⁵ or global platform *Voces Vitales* (Vital Voices).⁸⁶ Another mechanism of information and communication is online networks, including *Emprendedoras en Red* (Entrepreneurs Online),⁸⁷ the *Red Mujeres Empresarias* (Businesswomen's Network), and the group *Mujeres Empresarias de la Confederación Argentina de la Mediana Empresa* (Businesswomen of the Argentine Confederation of the Medium Company, CAME),⁸⁸ none of which disseminate statistical data.

3.1.1. Incentive Measures

During the decade studied, as higher education and scientific activities were being internationalized, ending social inequalities in university enrollments and ensuring an

⁸⁵ Entrepreneurs news. [online] <http://www.emprendedoresnews.com/emprendedores/gem-2012-retrocede-la-actividad-emprendedora.html> [Consulted: 16 September 2014].

⁸⁶ <http://www.vocesvitales.com.ar/sobre-voces-vitales-argentina/>

⁸⁷ Created by the Argentine Organization of Women Entrepreneurs (a member of FCEM--Les Femmes Chefs d' Entreprises Mondiales) <http://emprendedorasenred.com.ar/quienes.php>

⁸⁸ <http://www.redcame.org.ar/seccion/mujeres>

adequate flow of qualified scientists and engineers were considered priorities.⁸⁹ Policy tools such as scholarship programs were defined and applied in order to encourage youth, particularly from low-income sectors, to elect university majors deemed critical.

In 2009, the “Bicentennial Scholarship” program (PNBB) was launched by the Secretariat of University Policies (SPU) in order to support access to science and technology programs considered strategic to the economic and productive development of the country. It targets two groups:

- *Low-income students accepted into the system of higher education (university or technical training)*
- *Advanced students in the last two years of Engineering degrees*

In the program's infancy, 47% of applicants were women; their participation increased over the following years, reaching 73% in 2013. This trend is also reflected in scholarship renewals (by advanced students): 69% are women.⁹⁰ It is reversed only in the case of applicants that registered to pursue Non-University degrees (technical degrees through the National Institute of Technology Education (INET) or teacher training certificates through the National Institute of Teacher Training (INFD)).

Finally, as indicated in the first part of this report, CONICET is among the scientific bodies that have implemented the most measures to facilitate the professional trajectories of women in STI, including increasing maternity leave and reconsidering age limits for applying for grants and receiving promotions.

⁸⁹ In 2008, 3,130 graduate programs were accredited, marking a 400% increase in academic offerings since 1994. The vast majority of graduate programs focus on the Social and Human Sciences (over half). Lvovich, Daniel (2010). *Results and Impacts of Graduate Training Support Programs in Argentina* in “Graduate Training in Latin America. Policies of Support, Results, and Impacts,” Eudeba, Buenos Aires, pp. 51-86

⁹⁰ <http://tiempo.infonews.com/edicion/968/especiales>

Women and Lifelong Learning

Dimension 4.

Results

Lifelong Learning

Lifelong learning or training is a pedagogical proposal much more ambitious than adult education or literacy programs. It is a continuous process throughout life whose goal is for people to update their capabilities and skills in relation to the social, economic, technological, cultural, and artistic changes taking place in order to be able to actively contribute to the present and future development of society.

There is no existing information on “women users/managers of centers and platforms of STI-based learning.”

Although diverse initiatives have been carried out in this category by national and provincial governmental bodies, ministries such as those of Education and Labor, and NGOs, there exists no data on their enrollment rates or results. A review of the existing literature on the topic suggests that women participate actively in these initiatives, perhaps even more than men.

In terms of informal programs, the first telecenters emerged in 1995 as Internet cafes intended for the middle and upper class (Finquelevich, 2001).

In 1998, Decree No. 554/97 declared equitable public access to the Internet of national interest. The **Argentina@Internet.Todos** Program, which includes the **Community Technological Centers** project (CTC) directed by the National Secretariat of Communications (SeCom) in coordination with the International Telecommunication Union (ITU), was created to this end.

The Program was implemented between 1999-2001 and installed 1,350 CTC and integrated 1,745 public libraries throughout the country. Other initiatives included the

National Telemedicine Network, Virtual Classrooms, Argentina Internet2, Schools Without Borders, Cybercities, *Municipios en Red* (Municipalities Online), Virtual Museums, Hospitals Online, and Public Libraries (Cabral, 2001).

In 2000, the National Program for an Information Society was created, under whose framework the CTC project is continuing to be developed with the goal of promoting the social use of new technologies through the installation of community telecenters. In these centers, the public can train in ICT in order to access higher-skilled jobs or create business ventures.

Other programs with similar goals but distinct scopes include [INFORM.AR](#), the Government of the Autonomous City of Buenos Aires (GCBA)'s Technological Centers 2000, and the Federal Investment Council (CFI)'s Access Centers.

Additionally, some NGOs have focused on carrying out programs aimed at reducing the digital gender gap. Notable among them are Nodo Tau--a pioneer in this field--and the Wamani Network, which are both part of the international APC (Association for Progressive Communications). They generally work in coordination with neighborhood, church, gender, environmental, and cooperative organizations, as well as grassroots groups, schools, and community centers.

The Argentine Telework Association (AAT) also installs telecenters in order to promote telework, e-work, flexible work, and legislation that facilitates the development and growth of all of the above. This association participated in the Ministry of Labor's Commission supporting Free Software projects. One of its most relevant initiatives is the TEDEL Project, funded by the International Development Research Center (IDRC) of Canada. Founded in 2006, TEDEL implemented five pilot research projects and promotes local development programs through the implementation of new forms of work. The Project is carried out in five Argentine localities with the goal of fostering conditions that promote local development initiatives and the dissemination and implementation of new forms of work, employment, and telework.

4.2. Registration in Distance Lifelong Learning

Since the 1980s, Argentina has pioneered distance vocational training.⁹¹ Since then, the number of public universities that offer distance education courses has grown

⁹¹ For example, through the National University of Mar del Plata.

substantially. In the 2000s, around 90% of these institutions offered some type of distance learning activity. Currently, the virtual version of the University of Quilmes (in Buenos Aires Province) has more than 8,000 students from across the country and from abroad, with similar proportions of men and women in the fields of science and technology.

The National Commission of University Evaluation and Accreditation (CONEAU) promoted agreements with academic institutions like FLACSO⁹² to offer their graduate programs through virtual platforms. Furthermore, since 2008, the Ministry of Education created the *Comisión Federal de Evaluación de Estudios a Distancia* (Federal Distance Education Evaluation Commission, subordinate to the CFE--Federal Evaluation Council) for all levels of basic education: primary, secondary, tertiary, and vocational training (2-4 years). Some of the different ways in which these proposals have been promoted include:

- The Ministry of Education offers a Distance Education Service (SEAD) for general primary education, aimed at Argentine children temporarily residing abroad in order to facilitate their reintegration into the educational system.
- The website “Educ.ar” offers a wide array of courses in various disciplines for the whole population, in line with the productive and technological demands of society in the new millennium. It includes courses on women in history, national literature, science, and philosophy, as well as specific topics such as sex education, peasant society, etc.
- The National Institute of Teacher Training (INFD) offers virtual environments for teaching specializations and students at the tertiary level.

Sex-disaggregated data are not available.

⁹² Latin American Social Sciences Institute (Facultad Latinoamericana de Ciencias Sociales).

Conclusions

“Argentina's natural, material, and human resources present the country with a wide range of strategic options--related to demography, health, education, and international migration--for continuing to expand human capital in the pursuit of development and equality; to innovate for the structural change of the productive and economic system; and its regional and international integration in order to participate in growing global interdependence without foregoing autonomy.”

*National Human Development Report, 2013.
Argentina in an Uncertain World: Ensuring Human Development in the 21st Century*

The decade studied in this report, during which a single political party⁹³ occupied both the presidency and the majority of seats in Parliament, continues to inspire numerous analyses and debates.

Some groups, especially (although not exclusively) those associated with the party, consider it a “decade won” (in contrast to the so-called “lost decade,” which began in the 1980s and progressively worsened into the 1990s⁹⁴).

Some of the factors that contributed to this denomination were increased economic development and politics of inclusion, reflected in the passing of numerous laws and policies targeted at the most disadvantaged and marginalized sectors of Argentine society.

Between 2002 and 2008, undeniable progress was made on poverty reduction⁹⁵ and increasing employment, wages, public investment in education, scientific research, and technological development. Although Argentina continues to lag behind Brazil and is far from the level of the European Union and the United States, the advances made during

⁹³ The Front for Victory, a faction of the Justicialist party that acquired its own profile.

⁹⁴ This expression was coined by ECLAC to describe the ten years of profound, acute, and widespread crisis, without a doubt the worst since the depression of the '30s, that Latin American countries suffered starting in 1980 as a consequence of internal and external factors. The principle characteristics of this crisis were the slowing of the development process; high levels of unemployment; reduced wages; a general increase in prices; and, above all else, a large foreign debt and rising interest rates that, in the case of Argentina, lead to the declaration of default in 2001.

⁹⁵ According to the Country Report prepared by the UNDP, after the 2001-02 crisis, the Argentine economy experienced rapid growth. Investment's share in the GDP increased from 12% to 20% in only three years, while savings also increased substantially. Furthermore, according to ECLAC, Argentina has the lowest proportion of population with unmet needs in Latin America, followed by Uruguay, Costa Rica, and Brazil, in that order.

this period are important.⁹⁶ A remarkable economic revival, driven by increased exportation and a stimulated domestic market, bolstered improvements in national equality indices and the quality of life of large sectors of Argentine society.⁹⁷

Although all Argentine jurisdictions and provinces benefited from these changes, the amounts by which their human development indices⁹⁸ (HDI) and so-called "development gaps" (Kessler, 2014) increased were uneven (UNDP, 2013), with the northwestern and northeastern provinces benefitting the least.⁹⁹

Argentina was certainly not exempt from the effects of the 2008 global crisis. In fact, some argue that the crisis sparked a new cycle, characterized by feelings of uncertainty about the sustainability of the economic and social progress that had taken place. Some of the factors that fed this climate of uncertainty were the lack of reliable public data on poverty and inflation, the slowing of economic growth,¹⁰⁰ inflation, and escalating political conflict between the government and concentrated economic groups (especially those related to the media) and traditional sectors of the economy and opposition unions.

A general review of the decade's events, however, reveals positive developments, including the social legitimization of the democratic system; an acute and unwavering public interest in the achievement of greater equality (Kessler, 2014); a steady increase in levels of inclusion in primary and secondary education; the expansion of retirement benefits and health coverage; the sanctioning of progressive laws (such as those on same-sex marriage, gender identity, and sex education); and the proliferation of high-impact programs in poor sectors, such as the Universal Child Allowance and others mentioned in the first part of this report. These developments occurred in a context filled with challenges and inadequacies related to the quality and efficiency of education, healthcare systems,¹⁰¹ and transportation; urban insecurity; restrictions on access to basic infrastructure (light, running water, plumbing) within the most disadvantaged groups and

⁹⁶ It is important to remember that businesses' participation in research and development spending is much lower than in other countries (no more than 31.5%).

⁹⁷ According to Kessler, qualitative changes took place in the living conditions of the population, including the reduction of the digital gap through the Connect Equality Program and the securing of chronically postponed labor demands through laws for domestic and rural employment that benefited large contingents of women.

⁹⁸ Based on education, income, and life expectancy indicators.

⁹⁹ According to the Human Development Report (2013), "The level of human development and inequality are inversely related: the provinces with the highest human development are the least unequal, while the provinces with lower human development are the most unequal."

¹⁰⁰ According to ECLAC (2009), in 2009, after six years of intense growth, the Argentine economy experienced a marked deceleration, during which economic growth was 0.7%.

¹⁰¹ One of the specific problems pertains to spending on health services: while 10.2% of the GDP is elevated in general terms, a large part of this expenditure is financed by citizens and their families.

regions; and lethargic--and not always progressive--efforts to combat violence and promote sexual and reproductive health, with a disproportionate effect on women (for example, in elevated maternal mortality rates).

As we have seen throughout this report, higher education offerings were greatly expanded over the decade through the creation of new public and private universities¹⁰² and other tertiary institutions throughout the country that offer innovative programs focused on training competent human resources to meet the current and future demands of national economic development. Additionally, the demand for online and distance graduate programs has been gradually growing. Within this context, women's access to and graduation from higher education, a social phenomenon that has been unfolding since the 1980s, further increased.

The transformations detailed throughout this report account for Argentina's 2014 ranking as 49th among 187 countries with a Human Development Index of 0.811. With respect to the Gender Inequality Index (GII) based on reproductive health, empowerment, and economic activity, Argentina ranked 74th among 149 countries in 2013.¹⁰³

While female enrollment in science-related disciplines steadily increased over the course of the decade, vertical and horizontal discrimination persists in these fields. Women remain the minority in key disciplines like Physics, Computer Science, and Engineering, and inequalities are observed in the distribution of researchers by rank and of decision-making positions in public and private academic and scientific institutions.

The pronounced presence of women in educational settings, coupled with the promulgation of progressive laws and policies that promote women's participation in decision-making positions within the political arena (such as senior governmental positions) and the fields of art, culture, and science, have recreated a phenomenon that we have termed the “illusion of equality” (Bonder, 1989) and that dominates the collective imagination of Argentine society.

We refer here to the belief that Argentine women enjoy positions of privilege in comparison with women in other Latin American countries and that the former's achievements are on par with or superior to those of European women. This belief invisibilizes or naturalizes discrimination based on gender and socioeconomic class. Even

¹⁰² In the period from 2003-2013, nine national universities were created, increasing the number of public university institutions from 39 to 48. Located in various regions of the country, they support access to higher education for those with limited opportunities to do so given the cost associated with moving. University enrollment increased by 35% between 2001 and 2013, and the number of graduates increased by 80%.

¹⁰³ <http://www.ar.undp.org/content/argentina/es/home/presscenter/pressreleases/2014/07/24/argentina-se-posiciona-en-el-puesto-49-entre-187-pa-ses/>

when it is perceived, it is often claimed that this discrimination will be overcome by Argentina's "natural evolution" toward modernity, a process evidenced by the achievements thus far and bound to continue given the country's increasing integration into a globalized world.

This illusion can explain, at least partially, the resistance from men and also women in the fields of science and technology to affirmative action policies or other measures that, although less radical, likewise illuminate the persistence of gender-based discrimination and those who suffer from it, often unconsciously, even once their skill, determination, and social support have allowed them to attain high-ranking positions (Bonder, 2006; 2014).

This issue by no means undercuts the relevance of the decade's legislative achievements. Significant hindrances to their practical implementation remain, however, including the public's lack of awareness of its rights, which in turn prevents their full exercise, as well as obstacles to accessing justice, particularly for people with limited economic resources and cultural capital, and a sub-par judicial system.¹⁰⁴

Women scientists and technologists are not free from constraints and obstacles that prevent the full development of their skills and achievement of their goals. Although their social position and cultural capital afford them more opportunities and options than available to women with fewer resources, balancing personal and family lives with a career in STI requires tremendous effort, in part because no significant changes have been made to the distribution of care work (Rodríguez Enríquez, 2007) and because both public and private institutions are reluctant to make major changes to the way they organize jobs.

As stated by Rodríguez (2007), job duties are organized:

...around the standard of an "ideal worker" who works full-time, and even overtime, and devotes very little time to tasks related to the physical maintenance of the home and care of dependents...For workers to meet this standard, they must have an available flow of domestic employees that allows them to not only have their own needs met, but also to be free from the responsibilities of caring for the needs of others with whom they live.

This standard undoubtedly has a disproportionate impact on women, who have historically been assigned the responsibility of care work. In 2013, in an effort to address these problems, the National Institute of Statistics and Census (INDEC) conducted a

¹⁰⁴ In its recommendations to the Argentine State in July 2010, the CEDAW Committee emphasized limitations on the right to a life free from violence and access to legal abortion among the main problems faced by Argentine women.

national census¹⁰⁵ for the first time on unpaid work and time use. The results definitively indicate unequal participation by women and men in raising children and maintaining the household.¹⁰⁶

While it is true that progress has been made in terms of daycare services and leave granted during pregnancy, childbirth, and breastfeeding, these allowances are primarily related to women and, according to Pautassi *et. al.* (2005), almost never include men as recipients or applicants when there exists a woman who can meet the needs of caring for her children.

This point, on first glance, may seem to hold little relevance to the situation of women in STI; we believe, however, that it alludes to a fundamental issue that heavily impacts these women's lives and that may explain many of the phenomena described both in this report as well as in studies that have been conducted in other countries.¹⁰⁷

Gender inequality and discrimination is a problem that must be addressed systematically through policies and programs that both address the particular situations of diverse groups of women and the environments in which they participate and recognize and provide responses to the structural factors that enforce a gender hierarchy.

In addition, in order for these strategies and measures to be effective, women who participate in STI fields must be able to recognize the signs and expressions--both explicit and subtle--of discrimination, know and exercise their rights, and involve themselves in the creation and strengthening of networks and groups that fight this injustice.

¹⁰⁵ This survey is a specific module of the *Annual Survey of Urban Households* (EAHU), conducted by INDEC during the third trimester of 2013.

¹⁰⁶ On average, women dedicate 2.5 hours more per day than men to domestic work, including raising children. The largest gap is recorded among those of 18-29 years of age and among those who are married or live with a partner.

¹⁰⁷ For example, research conducted by the University of Berkeley reveals that 41% of female postdoctoral scholars resign from top research positions after having children, while only 20% of single women in these positions resign.

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Statistic annex

Section 2

Dimension 1.

Indicators

- Life expectancy

Argentina, 2002, 2007 and 2011: Life expectancy at birth by sex (years); Healthy life expectancy at birth (HALE) by sex (years); Ratio female over male HALE.

	2002			2007			2011		
	Life expectancy	Healthy Life Expectancy	Ratio W/M	Life expectancy	Healthy Life Expectancy	Ratio W/M	Life expectancy	Healthy Life Expectancy*	Ratio W/M
Female	78	68	1.10	79	69	1.08	79	N/A	
Male	71	62		71	64		72	N/A	

Sources: Data for 2002 - WHO. World Health Report 2004 http://www.who.int/entity/whr/2004/en/report04_en.pdf

Data for Healthy life expectancy, 2007 – WHO. World Health Report 2009

<http://www.who.int/gho/publications/world_health_statistics/EN_WHS09_Full.pdf>

* Data not available up to date.

- Prevalence rates of HIV/AIDS

Prevalence of all women in the total adult population (15 years and above) that are living with HIV/AIDS

	Number of HIV infected female adults (ages 15+)	Prevalence of HIV infected female adults (aged 15+) over female population %	Prevalence of HIV infected female adults (aged 15+) over total population %
2000	22000		
2001	23000	0.17	0.09
2003	25000	0.18	
2005	27000	0.19	
2007	29000	0.19	
2010	30000	0.2	0.10
2011	31000	0.2	
2012	32000	0.2	

*Source: Number of HIV infected female adults (ages 15+), UNAIDS, Global Report 2011
Prevalence of HIV infected female adults (aged 15+). Spectrum.*

Percentage of women between 15 and 24 years of age that are living with HIV/AIDS.

Young People Prevalence (Females 15-24) 2012 %

Source: UNAIDS Database 2013. [ONLINE] Available at:
<http://dt.unaids.org/dt/public/index.php?sort=year&direction=desc&value=2012&lang=en>. [Accessed 01 November 2013].

Rate: young adult diagnostic HIV per 100,000 population by sex

	2001-2002		2010-2011	
age	male	female	male	female
15-19	3.0	5.3	4.3	6.7
20-24	18.4	17.7	22.1	15.4

Source: Ministerio de Salud de la Nación. Secretaría de Programas Sanitarios. Subsecretaría de Programas de Prevención y Promoción. Dirección de Sida y Enfermedades de Transmisión Sexual (ETS).

New diagnostics of HIV Infections

Indicator Adults (+15) diagnostic of infection HIV per 100,000 population) by sex

AIDS-related deaths in adults (+15) per 100,000 population) by sex

	Adults (+15) diagnosed cases reported		AIDS-related deaths in adults (+15)	
	Male	Female	Male	Female
2001	20.9	11	6	2
2002	19.1	10.4	6.2	2
2003	21.2	12.4	6.2	2.2
2004	21.7	13.5	5.6	2
2005	19.4	11.5	4.9	1.9
2006	18.6	10.8	5.3	2
2007	17.9	9.8	5.2	2.1
2008	19.5	11.1	5.1	2
2009	18.5	9.6	5	2.1

2010 *	17.9	8.9	4.7	1.9
2011 *	16.4	7.8	4.6	1.8

Source: Ministerio de Salud de la Nación. Secretaría de Programas Sanitarios. Subsecretaría de Programas de Prevención y Promoción. Dirección de Sida y Enfermedades de Transmisión Sexual (ETS).

Rate of HIV infection of women as a percentage of total new infections

Adults (+15) new diagnosed case of infection HIV. Women new diagnostic HIV as a percentage of total new infections.

New diagnosed cases	2001-2002			2010-2011		
	Total	Male	Female	Total	Male	Female
Adults (+15)	10625	6944	3681	7804	5101	2703
Percentage new diagnostic adult (+15)		65.4%	34.6%		65.4%	34.6%
Rate F/M		0.53			0.53	

Note: "Percentage new diagnosed case of infection adults (+15)" refers to female/male over total new diagnosed adults"

Source: Ministerio de Salud de la Nación. Secretaría de Programas Sanitarios. Subsecretaría de Programas de Prevención y Promoción. Dirección de Sida y Enfermedades de Transmisión Sexual (ETS).

- Physical Integrity

Note: indicator 1.4.1 suggested on framework "% female mutilation" is not applicable to Argentina.

Indicator 4: violence against women measures the existence of women's legal protection against violent attacks such as rape, assault and sexual harassment.

This variable quantifies information on the existence of laws against (i) domestic violence, (ii) sexual assault or rape, and (iii) sexual harassment as follows: 0 if specific legislation is in place, 0.25 if legislation is in place but of general nature, 0.5 if specific legislation is being planned, drafted or reviewed, and 0.75 if this planned legislation is of general nature; 1 captures the

absence of any legislation concerning violence against women. Data is averaged across the three legal categories.

	2009	2012
1.4.2 Violence against women /legal indicator	0.25	0.25

Source 2009&2012: *Gender, Institutions and Development Database 2009 (GID-DB)* . 2013. *Gender, Institutions and Development Database 2009 (GID-DB)* . [ONLINE] Available at: <http://stats.oecd.org/Index.aspx?DataSetCode=GID2>. [Accessed 01 November 2013].

Note on indicator 4 Discrepancy: SIGI Database rates Argentina as 0.25 indicating that legislation is in place but of general nature. However, there are specific laws in the country.

- Total fertility rate

Indicator 1.5	Gross Fertility Rate (1000)
2000	19.0
2001	18.2
2002	18.3
2003	18.4
2004	19.3
2005	18.5
2006	17.9
2007	17.8
2008	18.8
2009	18.6
2010	18.7
2011	18.5

Source: INDEC, *Dirección de Estadísticas Sectoriales en base a información suministrada por el Ministerio de Salud de la Nación, Dirección de Estadísticas e Información de Salud (DEIS)*.

Mammogram and Papanicolaou. Urban population

Proxy indicator proposed

Mammogram and Papanicolaou. Urban population

Percentage of Mammogram and Papanicolaou Test in the last two years. Cities over 5000 inhabitants. November 2009

	Mammogram (1)		Papanicolaou (2)	
	yes	No	yes	No
Total	54.2	45.1	60.5	38.6

Source: Encuesta Nacional de Factores de Riesgo 2009 (ENFR-2009). Secretaría de Promoción y Programas Sanitarios, Ministerio de Salud. Secretaría de Deporte, Ministerio de Desarrollo Social. Instituto Nacional de Estadística y Censos (INDEC).

Dimension 2.

Indicators

Equity/discrimination in social institution

2.1.1 OECD GID – civil liberties: “Measures equity in social institutions and cultural/traditional practices that impact women's participation in social and economic development; includes family code and civil liberties (based on OECD GID database).”

Organisation for Economic Co-operation and development (OECD), Gender, Institutions and Development Database (GED). Social Institutions and Gender Index (SIGI)

2.1.1. Argentinian Civil Liberties for Women scores*

		2009	2012
Freedom of movements		0	
Dress code in public		0	
Access to public space			0
Political Voice	Political Participation		0,38
	Quotas		0

* Indicators considered by OECD have changed from 2009 wave to 2012 wave.

2009:

In 2009, Civil liberties was measured through two key indicators:

Freedom of movements: “Freedom to move freely outside of the house (level of discrimination between 0=none and 1=high).”

Argentina score 0 shows that there isn’t discrimination.

Dress code in public: “Freedom of dress measures women’s obligation to follow a certain dress code” (Obligation to wear a veil in public. Level of discrimination between 0=women are not obliged to wear a veil and 1=all women are obliged to wear a veil.)

Argentina score 0 shows that there isn’t discrimination.

2012:

In 2012, Civil Liberties was named “Restricted Civil Liberties”, included two indicators different that those measured in the previous wave:

Access to public space: “Measures restrictions limiting women’ freedom of movement and access to public space.” Score based on legal restrictions or discriminatory practices affecting women’s access to public space, for example the restrictions on women’s choice of domicile, restricted ability to visit family and friends, requirements for husband’s approval apply for a passport or widespread threats of political violence.

Value based on the following scale:

0: No legal restrictions and no discriminatory practice is reported.

0.5: No legal restrictions, but discriminatory practices widely reported.

1: There are legal restrictions or discriminatory practices are widespread.

Argentina score 0 shows that there isn't discrimination.

Political Voice: "Measures the extent to which women participate in political life."

Variable based on average of two components:

a) Political participation: "Percentage of women in national parliament (inversed to fit 0-1 scale where 0 represents equality)." Measures women's representation in national parliaments.

Argentina score 0,38

b) Quotas:

"Score assigned based on the existence of legal quotas to promote women's political participation at national and/or sub-national levels.

0: There are legal quotas to promote women's political participation at national and sub-national levels.

0.5: There are legal quotas to promote women's political participation at national or sub-national levels.

1: There are no legal quotas to promote women's political participation."

Argentina score 0 shows that there isn't discrimination.

Composite gender equity indices:

Composite gender equity indices				
			2007/2008	2009
2.1.2.1	UNDP Gender Empowerment measure (GEM),	Value	0,728	0,699
		Rank	17	24
2.1.2.2	UNDP Gender-related development Index (GDI)	Value	0,865	0,862
		Rank	36	46

Sources: UNDP Argentina. "Aportes para el desarrollo humano en Argentina /2011. Género en Cifras: mujeres y varones en la sociedad argentina", UNDP HDR reports 2007/2008 and 2009, GDI: Gender-related development Index. In 2013 GEM and GDI are being replaced by a new index: UNDP Gender Inequality Index (GII)

Argentina is classified as a "High Human Development" country.

Global Gender Gap, World Economic Forum

Measures gender-based gaps in access to resources and opportunities in individual countries.

	Global Gender Gap, World Economic Forum						
	2007	2008	2009	2010	2011	2012	2013
Rank	33	24	24	29	28	32	34
Score	0.6982	0.7209	0.7211	0.7187	0.7236	0.7212	0.7195

Source: WEF Global Gender Gap Report 2013

Sex ratio at birth

2.2.1 Sex ratio at birth (number of boys for every 100 girls)

	2000	2010
	1.038	1.038

Source: Indec 2001/ 2010 Census

Sex ratio at 0-4 Years Old

	2000	2010
0 – 4 YO	1.035	1.036

Source Indec 2001/2010 Census

Other sources:

Indicator: Sex ratio at birth

1.05 (2013)

Source: CIA – The World Fact Book

Indicator 2.2.2 Son preference

Not registered as systematized practice in Argentina

Household violence: reported cases presented to the Household Violence Office of the Supreme Court of Justice

Proxy Indicator suggested

2.3.3 Household violence: reported cases presented to the Household Violence Office of the Supreme Court of Justice

Reported cases of Household Violence in Buenos Aires City. Aggregated yearly data 2008/2010 // 2nd quarters 2011, 2012 and 2013.

		<i>09/15/2008 to 09/15/2010*</i>	<i>2nd quarter 2011**</i>	<i>2nd quarter 2012**</i>	<i>2nd quarter 2013**</i>
Total Reported Cases		12869	2075	2398	2569
Gender of the affected	Women	65%	64%	63%	64%

person	Girls	15%	17%	15%	14%
	Total Female	80%	80%	78%	78%
	Men	6%	6%	8%	8%
	Boys	14%	14%	14%	14%
	Total Male	20%	20%	22%	22%
Gender of the denounced person	Women	14%	14%	18%	20%
	Men	86%	86%	82%	80%
Relationship with the reported person	Current partners (living together)	51%	49%	42%	39%
	Ex-partners	33%	33%	37%	39%

Sources:

* National Supreme Court of Justice. Household Violence Office Statistics Aggregated Data 09/15/2008 to 09/15/2010. Buenos Aires City Only

**Prepared based on National Supreme Court of Justice. Household Violence Office Statistics 2011, 2012, 2013. Buenos Aires City Only

http://www.csjn.gov.ar/docus/documentos/cons_temaovd.jsp

Note: In November 2012, the National Council for Women (CNM) and the National Statistics Office (INDEC) announced the creation of a Unified Registry of Violence against Women (Registro Único de Violencia hacia la Mujer), which was planned to be implemented in January 2013. This instrument will gather information from a wide range of public offices across the country. (Source: <http://www.sigyn.gov.ar/novedaddetalle.asp?nro=655> Sindicatura General de la Nación.

Adult unpaid Work

Average daily time in unpaid work for adult females and males (in hours, with one decimal point)

Information not available in national or international sources. In 2005, Buenos Aires City Statistics Office conducted a survey of uses of time which data is presented here:

Average daily time in unpaid household work that could have been done simultaneously with other tasks. (In hours with one decimal point)

Buenos Aires City Average time in unpaid household work in hours (simultaneous tasks) (2005)

	Female	Male
Domestic work	3,5	1,5
Children and seniors care	4,1	2,3
Total work hours (simultaneous tasks)	28,3	28,0

Source: GCBA Encuesta de Uso del tiempo 2005

Indicator 2.4.2 Average daily time in unpaid work for adult females and males (as percentage of total work).

Average daily time in unpaid household work that could have been done simultaneously with other tasks. (Percentage of total work)

Buenos Aires City Average time in unpaid household work Percentage of total work (simultaneous tasks) (2005)

	Female	Male
Domestic work	12,4%	5,5%
Children and seniors care	14,4%	8,2%

Source: GCBA Encuesta de Uso del tiempo 2005

Note: Total work load per day considering task being performed simultaneously.

Children and Youth: Domestic chores

Indicator 15 Average daily time in domestic chores for girls and boys under 15 years of age (in hours, with one decimal point).

NOT AVAILABLE

Proxi proposed: Children aged 5-14 performing household chores for an average of at least 28 hours a week (percentage)

Child labour indicators (1), by sex (as percentage of children in the relevant age group)(2)

Sex	(a)	(b)	(c)		
	Children aged 5-11 years in economic activity (3)	Children aged 12-14 years in economic activity excluding those in light economic activity (4)	Children aged 5-14 performing HH chores for an average of at least 28 hours per week	Child labour (a)+(b)	Child labour (a)+(b)+(c)
Male	8.7	5.3	1.4	7.6	8.6
Female	5.9	2.5	2.9	4.8	7.2
TOTAL	7.4	3.9	2.1	6.3	7.9

Notes: (1) This indicator is consistent with the operational definition used in ILO "Every Child Counts (2002) pag. 19".

(2) ILO child labour standards also proscribe the involvement of children aged 15-17 years in hazardous or worst forms of work. However, this age group is excluded from the current child labour estimates because the survey datasets do not permit a distinction between "regular" and "hazardous" forms of work performed by 15-17 year-olds.

(3) Derives from ILO Convention No. 138, which stipulates a minimum age (at least 12 years in less developed countries) below which no child should be allowed to work, where work implies "economic activity" and more specifically for the purposes of the current exercise "market activity". For the purposes of comparability, the minimum permissible working age for this indicator is set at 12 years (following the operational definition used in ILO "Every Child Counts (2002) pag. 32"). It should be noted, however, that Convention No. 138 allows ratifying states some flexibility in setting minimum ages, and in some countries the minimum working age is set higher than 12 years.

(4) Also derives from ILO Convention No. 138, which stipulates a second, higher minimum age (at least 14 years in less developed countries) below which no work except 'light work' should be permitted, where work again implies "economic activity" and more specifically for the current exercise "market activity". For the purposes of comparability, 12-14 years is used as the age range for which light work is allowed; it should be again noted, however, that Convention No. 138 allows ratifying states some flexibility in setting minimum ages. "Light work" is operationally defined, as done by ILO "Every Child Counts (2002) pag. 32", as economic activity that does not exceed 14 hours per week. This cut-off point is supported by ILO Convention No. 33, as well as research looking at the link between economic activity and schooling, and is consistent with the approach used by ILO/IPEC in its global child labour estimates. Hazardous work carried out by 12-14 year olds is not considered here because of (d) below and because of many countries have not compiled a list of hazardous works.

Source: Understanding Children Work (UCW) Interagency Research Cooperation Program: Argentina, Encuesta sobre Actividades de Niños, Niñas y Adolescentes 2004 <http://www.ucw-project.org/Pages/Tables.aspx?id=1255>

2.6 Children 5 to 13 engagement in economic activities not market oriented. (%) 2004

Observatorio de Trabajo Infantil y Adolescente -

Economic Activities

Children 5 to 13

	Boys	Girls
Total	100,0	100,0
Productiva p/autoconsumo ¹	4,8	3,3
Tareas domésticas intensas ²	4,0	8,4
Others	91,2	88,3

Notas:

1 No trabajaron pero realizaron actividades productivas para el autoconsumo del hogar.

2 Realizaron exclusivamente actividades domésticas para el hogar en forma intensiva, por 10 hs o más.

Sources: EANNA, MTEySS/INDEC

Ministerio de Trabajo. Observatorio de Trabajo Infantil y Adolescente

<http://www.trabajo.gov.ar/left/estadisticas/otia/estadisticas/verCuadro.asp?id=189>

Dimension 3.

Indicators

Economic status of Argentinean women is substantially lower than men's. They are less economically active: the ratio of EAP participation was 1.59 (M/F) in 2010. They earn lower wages. Where a household is headed by a woman it is more likely that she is single (see indicator 3.3.3. gender of head of household partner) and therefore more likely to be the only contributor as well. In those homes, total annual earnings are almost half than those from households headed by a man. There is also an activity gender segregation which favors women participation in the services sector.

Women as % of economically active population

Indicator 3.1.1 Percentage of the total population of female and male adults that participates in the overall labour force.

3.1.1 Percentage of total population that participates in overall labour force (15+)

	2003	2005	2007	2009	2010
Female	44,7	48,8	48,7	48,8	47,0
Male	73,2	76,6	76,0	74,6	74,9
Total	58,5	48,8	61,9	61,2	60,5

Source: International Labour Organization, Key Indicators of the Labour Market, <http://kilm.ilo.org/kilmnet/> ILO estimates

Indicator 3.1.2 Percentage of the total population of female and male adults that participates in the agricultural labour force.

3.1.2 Percentage of total population that participates in agricultural labour force (15+)

	2003	2005	2007	2009	2010
Female	1,0	0,6	0,4	0,4	n/a
Male	1,7	1,5	1,3	1,8	n/a
Total	1,4	1,1	0,9	1,2	n/a

Source: International Labour Organization, Key Indicators of the Labour Market, <http://kilm.ilo.org/kilmnet/> ILO estimates

Discrepancies between ILO and INDEC (National Statistics Office) are mainly due to different criteria of classification of economic activities. Here we present INDEC Census data for reference:

Census 2001 data:

Total: 8,2%

Female: 2,2%

Male: 11,8%

Indicator 3.1.3 Percentage of the total population of female and male adults that participates in the service labour force.

3.1.3 Percentage of total population that participates in service labour force (15+)

	2003	2005	2007	2009	2010
Female	87,1	75,1	88,6	89,4	n/a
Male	68,3	65,6	64,4	64,8	n/a
Total	76,3	75,1	74,5	75,2	n/a

Source: International Labour Organization, Key Indicators of the Labour Market, <http://kilm.ilo.org/kilmnet/> ILO estimates

Discrepancies between ILO and INDEC (National Statistics Office) are mainly due to different criteria of classification of economic activities. Here we present INDEC Census data for reference:

Census 2001 data:

Total: 51,8%

Female: 70,4%

Male: 40,6%

3.1.4 Percentage of the total urban population of female and male adults that are own account workers

	2003	2005	2007	2009	2010	2012
Female	6,0%	5,9%	5,6%	5,6%	5,4%	5,7%
Male	13,3%	12,4%	11,2%	11,3%	11,9%	11,3%
Total	9,5%	9,0%	8,3%	8,3%	8,5%	8,4%

Source: EPH (INDEC)

Self-employment

Indicator 3.2 Percentage of adult females and males that are self-employed

3.2.1. Percentage of the total urban population of female and male adults that are self-employed (own account + owners)

	2003	2005	2007	2009	2010	2012
Female	6,71%	6,50%	6,49%	6,76%	6,52%	6,45%
Male	15,58%	14,90%	14,29%	14,24%	14,73%	13,49%
Total	10,96%	10,53%	10,23%	10,34%	10,46%	9,86%

Source: EPH (INDEC)

3.2.2. Percentage of the total urban population of female and male adults that are owners of businesses

	2003	2005	2007	2009	2010	2012
Female	0,67%	0,59%	0,87%	1,19%	1,14%	0,77%
Male	2,28%	2,48%	3,08%	2,97%	2,81%	2,24%
Total	1,44%	1,50%	1,93%	2,04%	1,94%	1,48%

Source: EPH (INDEC)

Households

Indicator 3.3.1 the percentage of households headed by females and males.

3.3.1 Percentage of urban households headed by females and males.

	2003	2005	2007	2009	2010	2012
Female	30,77%	31,26%	32,60%	34,26%	34,90%	36,85%
Male	69,22%	68,74%	67,40%	65,76%	65,10%	63,15%

Source: EPH (INDEC)

3.3.2 Percentage of the total urban population of female and male adults that are head of household

	2003	2005	2007	2009	2010	2012
Female	17,61%	18,03%	18,98%	20,17%	20,78%	22,96%
Male	43,02%	43,05%	42,58%	42,01%	42,02%	41,95%
Total	29,79%	30,02%	30,30%	30,65%	30,97%	32,15%

Source: EPH (INDEC)

3.3.3. Percentage of female and male partners of the household heads (total urban population)

	2003	2005	2007	2009	2010	2012
Female	33,61%	33,33%	32,81%	31,79%	31,27%	31,16%
Male	1,89%	2,54%	3,01%	4,23%	4,34%	5,34%
Total	18,40%	18,57%	18,52%	18,57%	18,35%	18,66%

Source: EPH (INDEC)

Comparative wages (M/W)

Indicator 3.4 Average annual earnings for adult females and males in US dollars.

3.4 Average annual earnings for adult females and males in US dollars

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Female	3057	3607	4177	5076	6599	6508	7577	9396	10765
Male	3774	4360	5045	6178	7808	7376	8786	10711	11986
Exchange rate	2,95	2,89	3,09	3,06	3,03	3,8	3,93	4,11	4,53

Data selected for calculation: PHS wave of 2nd quarter of each selected year.

Annual earnings calculating based on 13 months (12 working month plus one annual wage according to Argentinean Labour Law.) . Exchange rate: last business day of the 2nd quarter of each year based upon BCRA exchange rates.

Source: Calculated upon data published by Boletín de género y mercado de trabajo. Ministerio de Trabajo, Empleo y Seguridad Social. (2012).

Comparative household income

3.5 Average annual income of female-headed and male-headed households in US dollars.

	2003***		2005		2007		2009		2010		2012	
	Male headed	Female headed	Male headed	Female headed	Male headed	Female headed	Male headed	Female headed	Male headed	Female headed	Male headed	Female headed
U\$	40079	17225	40716	18395	50830	24973	40443	20657	37596	19916	32344	18161
ratio MH/FH	2.33		2.21		2.04		1.96		1.89		1.78	
ratio FH/MH	0.43		0.45		0.49		0.51		0.53		0.56	
Exchange Rate**	29.150		29.170		31.000		37.135		38.763		43.785	
	30/09/2003		31/03/2005		30/03/2007		31/03/2009		31/03/2010		30/03/2012	

* EPH (INDEC) Average monthly wages by EPH waves included.) 1er trimestre. ***1^{er} quarter not available, 3er quarter used.

**BCRA (Central Bank of Argentina)last business day of selected quarters.

Dimension 4.

Indicators

Ownership rights to land, houses and other property

4.1.1. Women's ownership rights measure in GID

OECD Gender, Institution and Development Index (GID) Ownership rights

	2009 ^a	2012 ^b
Women's access to land	0	0
Women's access to bank loans	0	0
Women's access to property other than land	0	0

^a (between 0=full and 1=no/impossible)

^b 0: Women have the same legal rights as men, 0.5: Women have equal legal rights with men, but discriminatory practices restrict women's access in practice, 1: Women have no/few legal rights to access or access is severely restricted by discriminatory practices.

4.1.2. Family home ownership in households headed by females and males

Family home ownership in households headed by females and males %

	2003	2005	2007	2009	2010	2012
Female	72,2%	71,7%	70,3%	70,9%	70,4%	68,8%
Male	73,8%	72,6%	72,7%	71,1%	69,7%	69,3%
Total	73,3%	72,3%	71,9%	71,0%	69,9%	69,1%

Source: National Statistics Office (INDEC) – Permanent Households Survey (EPH Continuous- 3rd quarter 2003, 2005, 2007, 2009, 2010, 2012)

4.1.3. Total Family home ownership by households headed by females and males %

	2003	2005	2007	2009	2010	2012
Female	29,8%	30,6%	31,7%	33,9%	35,0%	36,4%
Male	70,2%	69,4%	68,3%	66,1%	65,0%	63,6%

Source: National Statistics Office (INDEC) – Permanent Households Survey (EPH Continuous- 3rd quarter 2003, 2005, 2007, 2009, 2010, 2012)

Women's access to credit, loans, venture capital

4.2.1. Head of Households (+18) Debit Card Holders (as Bancarization indicator) for Urban Population*

4.2.1.1 Debit Card Holders +15 Female and Male (2011) World Bank Data (Total population)

Female	29,5%
Male	30,2%

Source: World Data Bank –Gender Statistics (2011) <http://databank.worldbank.org/data/views/reports/tableview.aspx>

4.2.1.2 Head of Household Debit Card Holders (+18) in Urban Households (2013) (Private Data)

		Total	Female	Male
Total Country Urban Population (+2000 inhabitants)		76,4%	74,2%	79,2%
Regions	Buenos Aires Metropolitan Area	77%	74%	81%
	Central	74%	72%	77%
	Cuyo	80%	79%	80%
	Litoral	79%	76%	82%
	NOA	70%	71%	69%

Source: Kantar World Panel Argentina. Urban Household Panel (Cities +2000 inhabitants) Sample Size: 3500 cases. October 2013 data

4.2.2. Head of Household Credit Card Holders (2013) in Urban Households (2013)

	<i>Total</i>	<i>Female</i>	<i>Male</i>
Total Country Urban Population (+2000 inhabitants)	76,1%	73,9%	79,0%
Buenos Aires Metropolitan Area	78%	77%	80%
Central	77%	61%	81%
Regions Cuyo	67%	63%	72%
Litoral	71%	68%	76%
NOA	83%	79%	88%

Source: * Kantar World Panel Argentina. Urban Household Panel (Cities +2000 inhabitants) Sample Size: 3500 cases. October 2013 data

Percent of women using Internet and cell phones

4.3.1. Internet - % women/men aged 15-74 who use the Internet

Internet users +15 (2010)

Total	Female	Male
42,8%	39,9%	42,3%

Calculated upon: ComScore, Inc data on quantity of internet users, and users gender distribution (2010) against total population over 15 years of age (2010 Census INDEC).

4.3.2. Ratio men/women over age of 15 who use the Internet

Argentinean Internet Audience 15+ accessing Internet from Home or Work

	Percentage	Ratio M/W
Female	48,5%	1,06
Male	51,5%	

Source: comScoreMedia Metrix, July 2010 - Argentinian Internet Audience 15+ accessing Internet from Home or Work

Percentage of users of computer (Female/Male) by household computer ownership

4.3.3. Computer users among households with and without computers (total population)

	Computer user condition	Computer household ownership		Total
		Yes	No	
Total	Uses computer	79,3%	27,9%	53,3%
	Does not use computer	20,7%	72,1%	46,7%
	Total Percentage of computer household ownership	49,3%	50,7%	100,0%
Female	Uses computer	77,8%	26,9%	52,1%
	Does not use computer	22,2%	73,1%	47,9%
	Total Percentage of computer household ownership	49,6%	50,4%	100,0%
Male	Uses computer	81,0%	29,0%	54,5%
	Does not use computer	19,0%	71,0%	45,5%
	Total Percentage of computer household ownership	49,0%	51,0%	100,0%

Source: National Statistics Office (INDEC) 2010 Census

4.3.4. Percentage of adult females and males that have access to and regularly use mobile phones

Cell Phone Line Owners Total Country (2010)

	Total	Female	Male
	89%	89%	90%

Source: National Statistics Office (INDEC) 2010 Census

Use by women of railroads and other transportation infrastructure

NOT AVAILABLE

Access of women to electricity, including penetration and reliability in rural areas

4.5.1. Access to electricity (% of population)Total Population

2009/2013 97,2%

Source: World Bank Database <http://data.worldbank.org/indicator/EG.ELC.ACCS.ZS/countries>

Access of women to electricity: Not available

4.5.2 Fuels used for cooking (gas, firewood) by female-headed and male-headed households, percentage. Urban population

<i>Fuels used for cooking</i>	2003*		2005		2007		2009		2010		2012	
	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Jefe Varón	Jefa Mujer	Male HH	Female HH	Male HH	Female HH
Gas de red	61.4%	62.0%	60.5%	62.6%	61.9%	63.1%	63.5%	63.5%	64.2%	64.3%	64.7%	66.1%
Gas de tubo/garrafa	36.3%	35.1%	37.8%	36.2%	36.9%	35.9%	35.7%	35.8%	35.1%	35.2%	34.7%	33.3%
Kerosene/leña/carbón	1.9%	2.2%	1.3%	.9%	.9%	.7%	.5%	.5%	.4%	.3%	.3%	.3%
Otro	.3%	.5%	.4%	.2%	.3%	.3%	.3%	.2%	.3%	.2%	.3%	.2%

Source: EPH (INDEC) 1er trimestre. *1^{er} trimestre no disponible, se utilizó el 3er trimestre.

4.5.3 Type of water source by female-headed and male-headed households, percentage. Urban population.

	2003*		2005		2007		2009		2010		2012	
	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH
Por cañería dentro de la vivienda	92.0%	91.6%	91.9%	92.4%	92.9%	93.7%	94.6%	94.2%	95.2%	94.6%	95.8%	96.3%
Fuera de la vivienda pero dentro del terreno	6.9%	7.2%	7.3%	6.8%	6.2%	5.5%	4.9%	5.3%	4.4%	4.8%	4.0%	3.4%
Fuera del terreno	.9%	.9%	.7%	.7%	.8%	.6%	.4%	.4%	.3%	.5%	.2%	.3%

Source: EPH (INDEC) 1er trimestre. *1^{er} trimestre no disponible, se utilizó el 3er trimestre.

4.5.4 Household access to public water network by female-headed and male-headed households, percentage. Urban population.

El agua es de...	2003*		2005		2007		2009		2010		2012	
	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH
Red pública (agua corriente)	95.3%	96.0%	94.1%	95.8%	95.9%	97.3%	96.1%	96.9%	96.5%	97.4%	97.0%	97.4%
Perforación con bomba a motor	4.0%	3.3%	5.2%	3.8%	3.7%	2.4%	3.7%	2.8%	3.2%	2.4%	2.9%	2.3%
Perforación con bomba manual	.4%	.4%	.3%	.2%	.1%	.1%	.1%	.1%	.0%	.0%	.1%	.1%
Otra fuente	.3%	.2%	.3%	.2%	.3%	.2%	.2%	.2%	.2%	.1%	.0%	.1%

Source: EPH (INDEC) 1er trimestre. *1^{er} trimestre no disponible, se utilizó el 3er trimestre.

4.5.5 Household waste water disposal by female-headed and male-headed households, percentage. Urban population.

El desagüe del baño es...	2003*		2005		2007		2009		2010		2012	
	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH	Male HH	Female HH
A red pública (cloaca)	67.1%	69.7%	65.4%	70.8%	69.7%	74.4%	72.3%	75.0%	73.4%	76.6%	74.7%	78.4%
A cámara séptica y pozo ciego	20.2%	17.8%	22.8%	18.8%	20.0%	16.6%	17.5%	15.2%	17.3%	14.3%	16.9%	14.8%
Sólo a pozo ciego	10.1%	9.9%	8.7%	7.6%	7.7%	6.9%	8.3%	8.0%	7.7%	7.7%	6.9%	5.7%
A hoyo/ excavación en la tierra	1.2%	1.3%	2.0%	1.9%	1.7%	1.4%	1.2%	1.0%	1.0%	.9%	.7%	.7%
Ns/Nr	.1%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.1%	.0%	.0%	.0%

Source: EPH (INDEC) 1er trimestre. *1^{er} trimestre no disponible, se utilizó el 3er trimestre.

Electric power consumption

4.6.1 Net Produced Electric Energy Total (GWh) (2010) (Generación Neta Total)

2010	115.620
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Source: Ente Nacional Regulador de Electricidad (ENRE). 2010. Informe anual 2010.

4.6.2. Electric power consumption (kWh per capita) Total Population

2009/2013	2.967
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Source: World Bank Database <http://data.worldbank.org/indicator/EG.USE.ELEC.KH.PC>

Dimension 5.

Indicators

Women in parliament

5.1 Percentage of members of lower houses of parliament that are female.

	1983	2009	2010
Lower house	4,3%	38,5%	38,1%
Senate	6,5%	35,2%	36,1%

Source: Género en Cifras (PNUD)/Sexo y Poder (ELA)

Women ministers

5.2 Percentage of government ministers and sub-ministers that are female.

	1999/2001	2002/2003	2003/2007	2007/2009
Female Ministers	12%	23%	22%	31%

Source: Género en Cifras (PNUD) based on CEPAL (2009)

Senior positions in local governments

5.3 Percentage of senior officials in local government that are female. Female mayors all local districts (Total country).

	1995/98	1999/2002	2003/2007	2007/2010
Female mayors all local districts (2218 districts)	6,4%	7,3%	7,4	10%

Source: Género en cifras (PNUD) y Sexo y Poder (ELA)

Women in senior positions in political parties, trade unions

5.4.1 Women in leadership positions (head only) in national trade unions

	2010
National Confederations listed in Work Ministry (Confederaciones registradas en Ministerio de Trabajo)	14,3%
National Federations listed in Work Ministry (Federaciones registradas en Ministerio de Trabajo)	4,2%
National Unions listed in Work Ministry (Sindicatos registrados en Ministerio de Trabajo de alcance nacional)	4,7%

Source: *Sexo y Poder (ELA)*

5.4.2 Percentage of females in senior positions in political parties (Only national reach political parties).

	2010
National reach political parties receiving public campaign funds.	15,2%

(Partidos políticos con representación nacional que reciben aportes según la Comisión Nacional Electoral)

Source: *Sexo y Poder (ELA)*

Contraceptive prevalence

5.5.1 Percentage of women of reproductive age that are using any method of contraception.

	2010	2011
Percentage of women of reproductive age that are using any method of contraception.	65,3%	65%

Sources: *World Health Organization 2011 /UNSTATS 2012*

5.5.2 Percentage of women using modern methods of contraception.

	2011
Percentage of women of reproductive age that are using modern methods of contraception.	64%

Source: *UN STATS 2012*

Dimension 6.

Indicators

Regarding opportunity and capability at educational levels, Argentinean women are doing well. They literacy rates are equal to men's, tend to remain at school longer than men, and there are significantly more women than men at tertiary education and universities. As we have seen before, this potential does not necessary translate in more and better occupational status.

Comparative literacy situation – female/male

6.1. Percentage of illiterates among females and males (+10 years old population)*

	2001	2010
Female	2,6%	1,9%
Male	2,6%	2%
Total	2,6%	2%

* Illiteracy rate total country population

Source: National Statistics Office (INDEC). Population and Household Census 2001 and 2010

Gross [net] primary, secondary and gross tertiary enrollments, males and females

6.2.1 Gross enrollment ratios for females and males in primary, secondary and tertiary education. (%)*

	2001			2003			2010		
	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
Female	113,7	89,0	N/A	112,1	89,4	N/A	117,3	95,2	N/A
Male	115,2	86,0	N/A	113,0	83,4	N/A	119,5	85,4	N/A
Total	114,5	87,5	N/A	112,6	86,4	N/A	118,4	90,2	N/A

* Number of pupils or students enrolled in a given level of education, regardless of age, expressed as a percentage of the official school-age population corresponding to the same level of education. For the tertiary level, the population used is the 5-year age group starting from the official secondary school graduation age.

Source: UNESCO Institute for Statistics / Databank

6.2.2 Net enrollment ratios for females and males in primary, secondary and tertiary education. (%)*

	2001			2003			2010		
	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
Female	N/A	N/A	N/A	99,0	N/A	N/A	N/A	87,6	N/A
Male	N/A	N/A	N/A	99,8	N/A	N/A	N/A	79,7	N/A
Total	N/A	N/A	N/A	99,4	N/A	N/A	N/A	83,6	N/A

* Total number of pupils or students in the theoretical age group for a given level of education enrolled in that level, expressed as a percentage of the total population in that age group.

Source: UNESCO Institute for Statistics / Databank

6.2.3 Quantity of students enrolled in primary, secondary and tertiary education.

	2001 ^A				2010 ^B			
	Primary	Secondary	Tertiary*	University	Primary	Secondary	Tertiary	University
Female	2.214.531	1.875.412	323.886	615.070	2.707.617	1.713.206	348.835	688.910
Male	2.299.235	1.831.395	170.575	510.187	2.813.234	1.587.508	176.356	530.691
Total	4.513.766	3.706.807	494.461	1.125.257	5.520.851	3.300.714	525.191	1.219.601

A: Primary: Grades 1st to 6th / Secondary: Grades 7th to 9th and secondary (polimodal)

B: Primary: Primary plus 1st to 9th grade in some districts / Secondary: Secondary + polimodal in some districts

* Not University

Source: UNESCO Institute for Statistics / Databank

Subdimension/Topic Area 6.3 Availability of on-the-job, staff, specialized training for women and men

At Dimension 4 (Outcome data)

Subdimension/Topic Area 6.4 Enrolment in distance education

Not available

Subdimension/Topic Area 6.5 Lifelong learning

At Dimension 4 (Outcome data)

Subdimension/Topic Area 6.6 Women as users of ICT-based learning

Not available

Proxy Indicator suggested

Subdimension/Topic Area 6.7 Highest level of education (finished or not). (2010)
% Total Population

	Female	Male	Total
Pre-primary	4,20	4,57	4,38
Primary	38,31	40,49	39,37
General Basic Education (Secondary some districts)	3,46	4,05	3,74
Secondary (Some districts)	29,36	31,25	30,28
Secondary (Some districts)	3,63	3,65	3,64
Tertiary not university	9,01	4,66	6,90
University	10,94	10,11	10,54
Graduate	0,69	0,66	0,68
Especial education	0,39	0,55	0,47

Source: 2010 Census (INDEC)

Section 3

Indicators

Dimensión 1.

Shares of women as legislators, senior officials and managers

Key Knowledge Society Public Offices (Executive and Legislative Branches)

7.1.1. Shares of women as legislators in key knowledge society sectors

National Congress - Science and Technology Committees				Total	Women	Men
National Congress	Lower chamber / Science and Technology Committee	(2009/2011)	2014/2016 unconstituted	31	13	18
				100%	42%	58%
	Senate Science and Technology Committee	2014/2016	to be ratified by end of March 2014	17	11	6
				100%	65%	35%
Total National Congress Science and Technology Committees				48	24	24
				100%	50%	50%

Sources: Honorable Cámara de Diputados de la Nación (2014) Historical Committees

<http://www.hcdn.gob.ar/secparl/dcomisiones/comisiones/historico/>, Honorable Senado de la Argentina (Phone Call)

7.1.1. Shares of women as senior officials and managers in key knowledge society sectors (Executive Government Branch)

Executive Positions in Key Knowledge Society Ministries and Public Offices (2014)

	Leadership and Directory Board Positions*			Total Staff R+D related (including directors)**		
	Total	Women	Men	Total	Women	Men
Ministry of Science, Technology and Innovation	149	44	105	260	126	134
		30%	70%		48%	52%
Ministry of Education	1	0	1	29	13	16
		0%	100%		45%	55%

Ministry of Foreign Affairs	2	0	2	142	42	100
		0%	100%		30%	70%
Ministry of Defense	5	1	4	89	32	57
		20%	80%		36%	64%
Ministry of Health	6	1	5	145	64	81
		17%	83%		44%	56%
Ministry of Federal Planning and Public Investment	13	2	11	53	13	40
		15%	85%		25%	75%
Ministry of Economy and Productivity	14	2	12	98	38	60
		14%	86%		39%	61%
Ministry of Agriculture, Cattle and Fishing	5	1	4	111	24	87
		20%	80%		22%	78%
Secretary of Administrative Coordination (including Information Technology ONTI)	2	1	1	26	6	20
		50%	50%		23%	77%
TOTAL	197	52	145	953	358	595
		26%	74%		38%	62%

**Ministers, heads and members of directory boards of R+D related offices of each Minister.
Complete listing in the qualitative section of this report.*

*** Executive technical members of R+D related offices including directors.*

Sources: calculated upon: UNDP (2009) *Aportes para el Desarrollo Humano en Argentina* http://www.undp.org.ar/docs/Libros_y_Publicaciones/Aportes_desarrollo_humano_2009.pdf; National Agency of Scientific and Technical Advancement (ANPCyT) <http://www.agencia.mincyt.gob.ar/>; Science and Technology National Council (CONICET) <http://www.conicet.gov.ar/>; Mapa del Estado <http://www.sgp.gob.ar/dno/sitio/index.htm>, and web sites of each of the Ministries included.

Participation on corporate boards

Indicator 7.2 Percentage of members of corporate boards those are female.

Data Not Available

There are no sources of information available for general public about Argentinean companies' corporate boards, except those who are registered on the Stock Exchange Commission. However, the information has to be asked through public records which constitute a research study in itself.

There are numerous multinational companies in the country which do not inform local boards members but corporate.

Science Academies

Indicator 7.3 Percentage of members of National Scientific Academies who are women

	Women	Men
TOTAL %	12,2	90,0
National Academy of Engineering		
President		X
Authorities Members		6
Academia Nacional de Ciencias Exactas, Físicas y Naturales		
President		X
Authorities Members	1	4
National Academy of Pharmacy and Biochemistry		
President		X
Authorities Members	1	11
National Academy of Geography		
President		X
Authorities Members	2	4
National Academy of Agronomy and Veterinary		
President		X
Authorities Members		7
National Academy of Medicine		
President		X
Authorities Members	1	4
National Academy of Economic Sciences		
President	X	
Authorities Members		9
Academia Nacional de Ciencias de la Empresa		
President		X
Authorities Members		6

National Academy of Law and Social Sciences		
<i>Buenos Aires</i>		
President		X
Authorities Members		4
<i>Córdoba</i>		
President		X
Authorities Members		7
National Academy of Journalism		
President		X
Authorities Members	2	10
National Academy of History		
President		X
Authorities Members	2	4
National Academy of Education		
President		X
Authorities Members	1	10
National Academy of Arts		
President		X
Authorities Members	1	4

**Authorities Members includes vice-president/s*

Source: Own calculations based on website searching

Indicator 7.4.2 Percentage of Directors and Vice-Directors of scientific and technological research centers (CCT's) CONICET by cities

	Women	Men
TOTAL Women %	16,0	84,0
Mar del Plata		
Director		X
Vice-Director		X
Northeast		
Director		X
Vice-Director		X
Rosario		
Director		X
Vice-Director		X
Salta		
Director		X
Vice-Director		X
San Luis		
Director	X	
Vice-Director		X
Santa Fe		
Director	X	
Vice-Director		X
Tandil		
Director		X
Vice-Director		X
Tucumán		

Director		X
Vice-Director		X
Bahia Blanca		
Director		X
Vice-Director		X
Mendoza		
Director		X
Vice-Director		X
Córdoba		
Director		X
Vice-Director		X
La Plata		
Director		X
Vice-Director	X	
Patagonia North		
Director	X	
Vice-Director		

* CCT's list available at: <http://web.conicet.gov.ar/web/conicet.red.mapa/nomina>

Source: Own calculations based on CONICET website searching

Indicators

Dimension 2.

Shares of women in professional and technical positions

Indicator 8.1 Argentinean employed women by occupational qualification -2003 to 2007

Professional qualification is measured according to the knowledge and/or skills according to the academic instruction or labor experience.

Category*	Distribution of Women					Distribution of Men				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Scientific and professional	9,1	8,9	9,0	8,7	9,2	9,2	9,1	9,1	8,4	9,2
Technical	20,0	18,0	19,8	19,1	18,8	14,3	14,5	14,2	13,5	14,8

Operative	36,7	39,7	37,8	39,0	38,8		54,1	56,6	57,9	59,5	57,5
Unskilled	33,5	33,2	33,2	32,9	33		21,6	19,3	18,4	18,2	18,1
(no representative)	0,7	0,2	0,2	0,2	0,2		0,8	0,5	0,4	0,3	0,4
TOTAL	100,0	100,0	100,0	100,0	100,0		100,0	100,0	100,0	100,0	100,0

*INDEC National Occupational Classification (CNO):

http://www.indec.gov.ar/redatam/CPV2001ARG/docs/Clasificaciones/Ocupaciones%20CD%20Base%20CNPHV2001_d.pdf

Professional qualification: basically requires scientific or technical knowledge acquired by formal training

Technical Qualification: Requires theoretical knowledge of specific kinds accompanied in some cases certain manual skills in formal or informal training

Source: EPH (several years), INDEC

Women with high-level computer skills

Indicator 8.2 Percentage of women graduated in computing, communication engineering and engineering in technology -2001, 2005 and 2010

DISCIPLINE	2001		2005		2010	
	% Women	TOTAL	% Women	TOTAL	% Women	TOTAL
Computing	36,0	2.938	33,0	3.992	22,3	3.777
Engineering in Communication	2,3	44	5,9	221	3,2	125
Engineering in Technology	42,0	100	50,0	198	25,0	112
TOTAL	35,7	3.082	32,4	4.411	21,8	4.014

Source: Secretaría de Políticas Públicas (SPU)

Tertiary science and engineering enrollment

Indicator 3.1 Share of women among undergraduate students by broad groups of education

Argentina, 2001 and 2009: Female participation among undergraduate students by broad education area groups

Broad groups*	2001		2009	
	Both sexes	% women	Both sexes	% women
Agriculture	44.049	26,9	59.110	31,6
Social sciences, business and law	605.286	40,5	658.669	46,7
Science	155.591	46,2	156.993	44,3
Education	57.436	76,0	71.123	77,1
Engineering, manufacturing and construction	159.062	20,9	197.537	24,8
Arts and Humanities	94.944	58,4	113.568	57,45
Health and welfare	248.915	59,9	305.818	65,8
Services**	27.841	36,4	53.928	40,7
missing cases	19.875	-	33.404	-
Total	1.412.999	64,9	1.650.150	63,8

*Classification according to the International Standard Classification of Education (ISCED 1997), UNESCO.

**For example, life insurance assistance, transport service, environmental protection and security services

Source: SPU- Secretaría de Políticas Universitarias, Ministerio de Educación, Argentina

Share of women among undergraduate students by fields of education

Argentina, 2001 and 2009: Female participation among undergraduate students by fields of education*

SCIENTIFIC AREAS*	Disciplines	2001		2009	
		Both sexes	% Women	Both sexes	% Women
Agriculture	Agriculture, forestry and fishery	25.570	25,2	36.233	26,7
	Veterinary	18.479	28,7	22.877	36,6
Total		44.049	26,6	59.110	31,6
Engineering, manufacturing and construction	Architecture and building	80.410	26,6	104.250	32,5
	Engineering, manufacturing and construction	78.652	15,2	93.287	17,1
Total		159.062	20,9	197.537	24,8
Humanities and Arts	Arts	39.043	59,5	48.609	56,9
	Humanities	55.901	57,3	64.959	58,0
Total		94.944	58,4	113.568	57,5
Science	Life Sciences	46.011	52,3	48.073	52,4
	Physical sciences	13.399	45,7	17.449	46,6
	Computing	88.634	26,0	81.031	19,0
	Mathematics and statistics	7.547	60,8	10.440	59,3
Total		155.591	46,2	156.993	44,3
Social sciences, business and law	Social and behavioural science	234.021	38,2	268.537	45,5
	Business and administration	114.995	38,4	132.992	44,8
	Law	201.273	43,5	202.991	47,5
	Journalism and information	54.997	41,9	54.149	49,1
Total		605.286	40,5	658.669	46,7
Education	Teacher training and education science	57.436	76,0	71.123	77,1
Total					
Health and welfare	Health	226.416	46,4	281.327	54,7
	Social Services	22.499	73,4	24.491	76,9
Total		248.915	59,9	305.818	65,8
Services	Environmental protection	4.425	51,3	7.027	51,4
	Security services	548	7,3	2.048	26,7
	Transport services	556	22,1	1.497	17,2
	Personal services	22.312	64,9	43.356	67,8
Total		27.841	36,4	53.928	40,7
missing cases		19.875		33.404	

TOTAL	1.412.999	64,9	1.650.150	63,8
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**Classification according to the International Standard Classification of Education (ISCED 1997), UNESCO.*

Source: SPU - Secretaría de Políticas Universitarias, Ministerio de Educación, Argentina

Share of women among undergraduate students by fields of education

Proxy indicator proposed

Indicator 3.3 % of Women with PhD degree researching by broad knowledge area of CONICET

Argentina, 2000, 2005 and 2012: % Women with PhD degree researching by broad knowledge area

Area*	2000	2005		2012
Agricultural Sciences, Engineering and Materials	12%	15%		20%
Biological Sciences and Health	42%	39%		29%
Sciences	23%	23%	►	19%
Social Sciences and Humanities	23%	22%		30%
Technology	-	1%		2%
Total	100%	100%		100%

**CONICET classification broad knowledge area (no ISCED).*

Source: CONICET- Consejo Nacional de Investigaciones Científicas y Tecnológicas

Labour force in Science, Technology and Higher Education institutions

Proxy indicators proposed

Indicator 3.4 % of Women in R&D activities

R&D Personnel (FTE* and HC**) Both sexes	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Researchers (HC)	35.015	33.738	34.796	36.167	37.626	39.556	42.729	46.884	50.577	53.274	58.353
PHD Fellows as R&D assistants (HC)	6.726	6.717	6.560	7.442	8.541	9.494	10.808	12.168	13.350	13.971	15.667
Researchers (FTE)	21.602	20.894	21.221	21.743	23.127	24.680	26.520	29.012	30.861	32.222	34.879

PHD Fellows as R&D assistants (FTE)	4.818	4.762	4.862	5.624	6.344	7.188	8.520	9.669	10.662	11.495	12.701
% women											
Researchers	48,1	48,5	49,7	49,6	49,7	49,7	49,2	50,0	49,6	50,3	50,5
PhD Fellows as R&D assistants	50,5	53,6	54,7	55,5	55,7	55,2	55,4	57,2	57,4	57,9	58,3

**Full-time equivalents (FTE): a person who normally spends 30% of his/her time on R&D and the rest on other activities (such as teaching, university administration and student counseling).*

***Headcounts (HC): Total number of persons engaged in R&D during the (calendar) year*

*Source: RICYT- Red de Indicadores de Ciencia y Tecnología -Iberoamericana e Interamericana.
<http://db.ricyt.org/query/AR/1990,2010/calculados>*

% of women in Science, Technology & Higher Education institutions

People in S&T institutions and universities devoted to R&D – National Level	2001		2010	
	Both sexes	% Women	Both sexes	% Women
Researchers	33.738	48,4	58.353	50,5
Fellows	6.717	53,6	15.667	58,3
Professors (total) in national universities	88.854	47,4	180.941	50,0
Professors in R&D projects in national universities*	16.544	60,1	23.155	61,0

**available data for years 2004 and 2010*

Sources: MINCYT- Ministerio de Ciencia, Tecnología e Innovación Tecnológica, "Science and Technology Indicators" (several years). Available at: <http://www.mincyt.gob.ar/publicaciones> and SPU

Female Researchers

Indicator 3.6 Distribution of researchers by sex and leadership condition

Argentina, 2000 and 2012: CONICET Researches by sex and leadership condition

Leadership condition*	2000		2012	
	Both sexes	% women	Both sexes	% women
Leader	1.645	32,1	2.640	50,5
Not Leader	2.020	49,5	4.503	56,7
Total	3.665	41,7	7.143	54,4

* Note: In the Research Career of CONICET, there are categories according to research trajectory. These are: "senior", "principal", "independent", "associate" and "assistant"). The first three, are composed of investigators "leading/conducting" projects and, the remaining, by researchers directed by another more experienced

Source: CONICET- Consejo Nacional de Investigaciones Científicas y Tecnológicas

Sex ratio of CONICET Argentinean researchers by leadership condition

Proxy indicator proposed

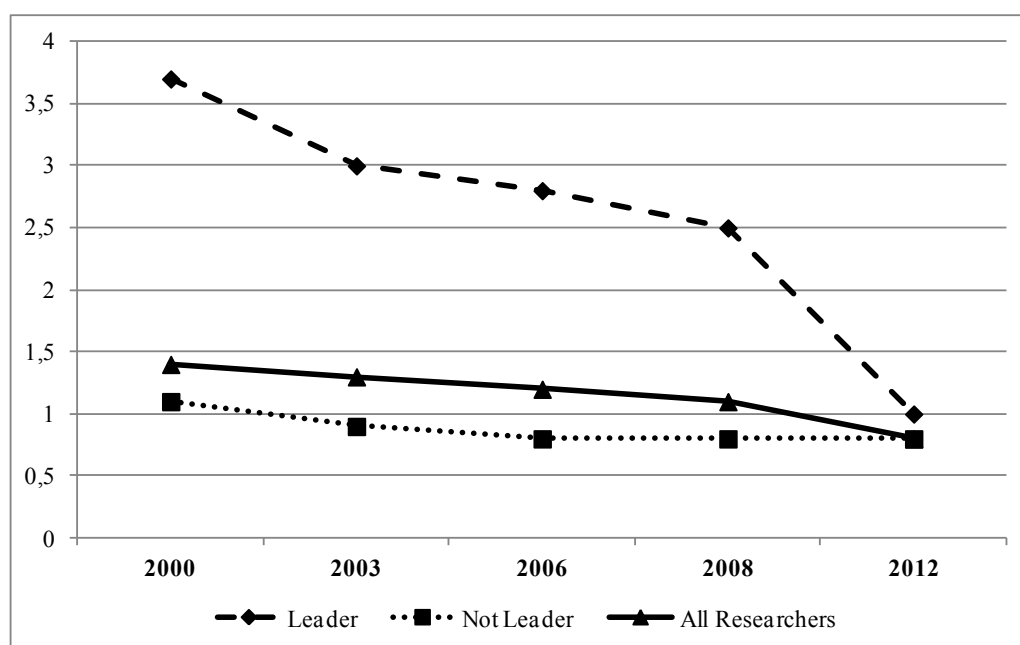
Argentina, 2000-2012: Sex ratio of researchers (M/F)

Year	Senior	Principal	Independent	Leader	Associate	Assistance	Not Leader	All Researchers
2000	6,6	2,7	1,6	3,7	1,1	1,0	1,1	1,4
2003	4,8	2,6	1,5	3,0	0,9	0,9	0,9	1,3
2006	4,7	2,4	1,3	2,8	0,9	0,8	0,8	1,2
2008	4,2	2,2	1,2	2,5	0,9	0,7	0,8	1,1
2012	1,0	1,0	1,0	1,0	0,8	0,7	0,8	0,8

Source: CONICET- Consejo Nacional de Investigaciones Científicas y Tecnológicas

Sex ratio of CONICET Argentinean researchers by leadership condition (Graph)

Argentina, 2000- 2012: Sex ratio of researchers (M/F)



Source: CONICET- Consejo Nacional de Investigaciones Científicas y Tecnológicas

Researchers by sex and category of leadership condition

Proxy indicator proposed

Argentina, 2000-2012

Leadership condition		2000		2003		2006		2008		2012	
		Both sexes	% women	Both sexes	% women	Both sexes	% women	Both sexes	% women	Both sexes	% women
Leader	Superior	175	13,1	192	17,2	200	17,5	207	19,3	117	50,4
	Principal	482	27,0	508	27,8	597	29,6	698	31,7	739	49,3
	Independent	988	38,0	1.096	40,1	1.233	43,0	1.441	45,3	1.784	51,1
Not Leader	Associate	1.307	48,7	1.494	52,1	1.638	51,8	1.953	51,6	2.427	54,1
	Assistance	713	51,1	466	53,2	1.091	57,0	1.337	58,0	2.076	59,7
Total		3.665	41,7	3.756	43,6	4.759	46,5	5.636	47,9	7.143	54,4

Source: CONICET- Consejo Nacional de Investigaciones Científicas y Tecnológicas

Female Researchers profile

Proxy indicator proposed

Indicator 3.8 % of Women Researchers

Argentina 2000, 2005 and 2010

YEAR	Researchers (FTE) *	% Women	Researchers (HC) **	% Women
	Both sexes		Both sexes	
2000	26.420	47,1	41.741	48,5
2005	31.868	48,4	49.050	50,5
2010	47.580	51,2	74.020	52,2

*Full-time equivalents (FTE): a person who normally spends 30% of his/her time on R&D and the rest on other activities (such as teaching, university administration and student counselling).

**Headcounts (HC): Total number of persons engaged in R&D during the (calendar) year

Source: UNESCO Institute of Statistics-Costume Tables.

http://stats.uis.unesco.org/unesco/TableViewer/document.aspx?ReportId=136&IF_Language=eng&BR_Topic=0

Indicator 3.9 % of Women researchers with PhD

Argentina 2001 and 2010

Level of Education	Percentage of women researchers by university level of education and sex			
	2001		2010	
	Both sexes	% Women	Both sexes	% Women
PhD	9.086	47	16.812	51
MSc	2.605	49	6.633	54
Undergraduate	21.020	49	31.323	49
Others*	1.027	55	3.585	54
Total	33.738	48	58.353	51

**Profesorados universitarios, terciarios no universitarios y cualquier otro grado no contemplado en los puntos anteriores.
Source: MINCyT- Science and Technology Indicators (several years)*

Indicator 3.10 % of Women researchers by scientific area

Argentina 2009 and 2012

CONICET - % of women researchers by scientific area- 2009 and 2012		
Scientif areas	% Women 2009	% Women 2012
TOTAL	49,0	54,4
KA – Agrarian Sciences and Engineering	46,4	54,8
KB – Biological and Health Sciences*	58,7	54,3
KE –Exact and Earth Sciences	36,9	54,8
KS – Human and Social Sciences	53,6	54,3
KT – Technology	42,7	50,6

**includes “veterinary”*

Source: CONICET

Indicator 3.11 % of Women researchers by sector of employment

Argentina 2001, 2005 and 2010

	YEAR	% Women (FTE)*	% Women (HC)**
Researchers (Total sectors)	2000	47,1	48,5
	2005	48,4	50,5
	2010	51,2	52,2
Business enterprise	2000	31,9	28,9
	2005	29,9	27,7
	2010	31,2	29,4
Government	2000	43,0	43,9

	2005	45,5	46,6
	2010	50,8	51,2
Higher education	2000	53,7	53,2
	2005	55,8	56,2
	2010	55,4	55,1
Private non-profit	2000	48,5	46,8
	2005	50,2	47,8
	2010	57,9	57,6

*Full-time equivalents (FTE): a person who normally spends 30% of his/her time on R&D and the rest on other activities (such as teaching, university administration and student counselling).

**Headcounts (HC): Total number of persons engaged in R&D during the (calendar) year

Source: UNESCO Institute of Statistics-Costume Tables.

http://stats.uis.unesco.org/unesco/TableViewer/document.aspx?ReportId=136&IF_Language=eng&BR_Topic=0

Indicator 3.12 % of Researchers who reached senior positions in S&T institutions by gender and age rate

Argentina, 2012

ENGeCyT Pilot Survey, 2012	%	%
	Women	Men
up to 45 years old	20	53
46-65 years old	38	71
+65 years old	70	92
Total Women	42	71

*Pilot survey for testing the questionnaire applied to a sample of 150 researchers, drawn from a database built with information about 552 researchers who ran the "Houssay Awards" in 2009 and 2010 editions and the award granted "Rebeca Gerschman" the year 2010. The main preliminary results obtained from a total of 84 researchers

Source: ENGeCyT Survey- Encuesta Nacional de Género en Ciencia y Tecnología, MINCYT, 2012

Indicator 3.13 % of Women researchers with professor positions in postgraduate programs by professor category

Argentina, 2012

NGeCyT Pilot Survey, 2012	PhD programs		MSc programs	
	% Women	% Men	% Women	% Men
Senior Professors	37	63	41	59
Associate Professors	44	56	25	75
Assistance Professors*	67	33	67	33

**Pilot survey conducted for testing the questionnaire applied to a sample of 150 researchers, drawn from a database built with information about 552 researchers who ran the "Houssay Awards" in 2009 and 2010 editions and the award granted "Rebeca Gerschman" the year 2010. The main preliminary results obtained from a total of 84 researchers*

*** includes: adjunto, JTP, Ayudante de 1era y Ayudante de 2da*

Source: ENGeCyT Survey- Encuesta Nacional de Género en Ciencia y Tecnología, MINCYT, 2012

Female Fellows in research activities

Proxy indicator proposed

Indicator 3.14 Shares of Women as research fellows by degree attained

Argentina, 2001 and 2010: Research fellows devoted to R&D by academic degree attained and sex

Academic Level Degree	2001		2010	
	Both sexes	% women	Both sexes	% women
Undergraduate	5.114	53,0%	12.154	58,6%
Master	116	59,5%	365	56,2%
Phd	730	54,8%	1769	58,5%
Others*	757	55,2%	1379	56,6%
Total	6.717	53,6%	15.667	58,3%

** Note: university- non-university professorships and any other degree not covered in the above points.*

Source: MINCYT- Ministerio de Ciencia, Tecnología e Innovación Tecnológica, "Science and Technology Indicators" (several years). Available at: <http://www.mincyt.gob.ar/publicaciones>

Indicator 3.14-A Sex ratio of Research fellows by degree attained (M/F)

Argentina, 2001- 2010: Sex ratio of Research fellows devoted to R&D by academic degree attained -national level (M/F)

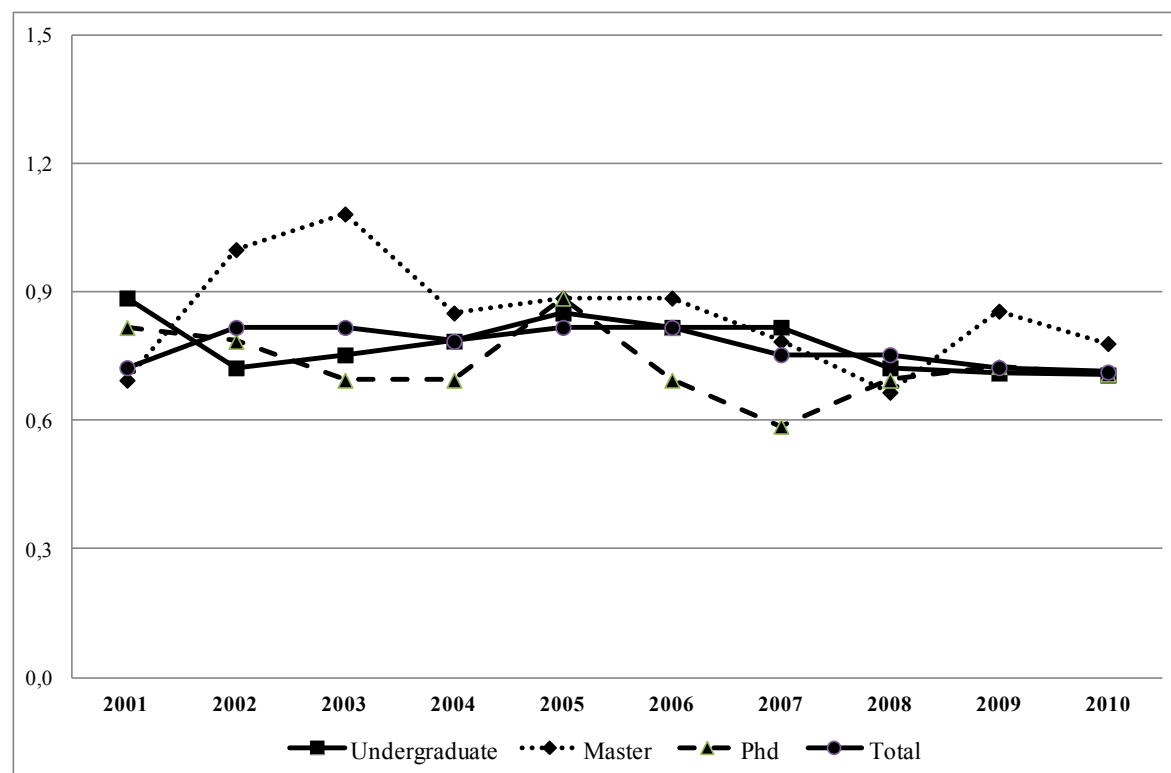
Year	Undergraduate	Master	Phd	Others*	Total
2001	0,9	0,7	0,8	0,8	0,7
2002	0,7	1,0	0,8	1,9	0,8
2003	0,8	1,1	0,7	1,5	0,8
2004	0,8	0,9	0,7	1,0	0,8
2005	0,9	0,9	0,9	0,7	0,8
2006	0,8	0,9	0,7	0,8	0,8
2007	0,8	0,8	0,6	0,7	0,8
2008	0,7	0,7	0,7	0,9	0,8
2009	0,7	0,9	0,7	0,8	0,7
2010	0,7	0,8	0,7	0,8	0,7

* *Note:* university- non-university professorships and any other degree not covered in the above points.

Source: MINCYT- Ministerio de Ciencia, Tecnología e Innovación Tecnológica, "Science and Technology Indicators" (several years). Available at: <http://www.mincyt.gob.ar/publicaciones>

Indicator 3.14-B Sex ratio of Research fellows by degree attained (Graph)

Argentina, 2001-2010: Sex ratio of Research fellows devoted to R&D by academic degree attained



* *Note:* university- non-university professorships and any other degree not covered in the above points.

Source: MINCYT- Ministerio de Ciencia, Tecnología e Innovación Tecnológica, "Science and Technology Indicators" (several years). Available at: <http://www.mincyt.gob.ar/publicaciones>

Refereed articles and other R&D productivity indicators of Women with PhD

Proxy indicator proposed

Indicator 3.15 Articles that have female authorship

Argentina, 2006

Argentinean Doctorate Holders Survey 2006*			
Number of articles published or accepted for publication between 2004 -2006	Both sexes	% Women	% Men
1 - 2	136	52,2	47,8
3 - 4	347	46,1	53,9
5 - 6	414	44,0	56,0
7 - 8	301	47,5	52,5
9 - 10	298	41,3	58,7
11 - 12	172	39,0	61,0
13 - 14	87	39,1	60,9
15 - 16	129	34,9	65,1
17 - 18	49	40,8	59,2
19+	211	38,4	61,6
Total		43,1	56,9

* The survey was conducted on a sample of 2,215 cases

Source: Survey "Argentina Careers of Doctorate Holders" (CDH), Centro REDES/OECD/UNESCO Institute for Statistics/Eurostat, 2006. <http://www3.centroredes.org.ar/files/documentos/Doc.Nro24.pdf>

Indicator 3.16 R&D Productivity of Women - Argentina, 2006

R&D Productivity of Argentinean Doctorate Holders (2004-2006)	Total Women	% Yes	% No	Total Men	% Yes	% No	Yes (Both sexes)	% Women	% Men
Has launched- a company?	768	2,2	97,8	1052	6,0	94,0	80	21,3%	78,8%
Has participated in a R&D group for a process or product that has been submitted for patenting?	860	9,7	90,3	1152	11,6	88,4	217	38,2%	61,8%
Has cooperated in R&D groups of other countries?	910	70,5	29,5	1206	75,0	25,0	1546	41,5%	58,5%
Has led PhD thesis?	823	71,2	28,8	1080	71,7	28,3	1360	43,1%	56,9%
Has led MSc thesis?	668	56,0	44,0	917	62,5	37,5	947	39,5%	60,5%

* The survey was conducted on a sample of 2,215 cases

Source: Survey "Argentina Careers of Doctorate Holders" (CDH), Centro REDES/OECD/UNESCO Institute for Statistics/Eurostat, 2006. <http://www3.centroredes.org.ar/files/documentos/Doc.Nro24.pdf>

Gender trends in brain drain in highly skilled fields

Proxy indicator proposed

Indicator 3.17 Argentinean skilled migrants residing in OECD countries by sex and migration rates

Argentinean skilled migrants aged 25 years or more, residing in OECD countries by sex and migration rates for 1990, 2000 and 2010 (number)

	1990	2000	2010*
Number of skilled migrants	73.761	112.429	151.097
Migration Rate (100.000 skilled inhabitants)	3.4	2.8	-
Number of Female Skilled Migrants	35.114	56.881	78.648
Number of Male Skilled Migrants	38.647	55.806	72.965
% of women among skilled migrants	47,6	50,6	52,1

% of men among skilled migrants	52,4	49,6	48,3
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**Values for 2010 have been estimated assuming a linear increase of Brazilian outmigration for the 1990-2000 period.*

Source: Docquier, Lowell & Martouk, 2008 available at

perso.uclouvain.be/frederic.docquier/filePDF/DataSetByGender_Aggregates.xls

Women in entrepreneurial activity

Proxy indicator proposed

Indicator 3.18 Entrepreneurship measures by gender

Argentina, 2001 and 2010: Percentage of male and female of 18-64 population who are either nascent entrepreneurs or owner-managers of a new business (Total early-stage Entrepreneurial Activity for working age population -TEA)

	2001		2010	
	Women %	Men %	Women %	Men %
Total early-stage Entrepreneurial Activity (TEA)	5,7	14,8	12,3	16,2

Source: Global Entrepreneurship Monitor (GEM) 2001 and 2010. Available at: http://www.gemconsortium.org/files.aspx?Ca_ID=123

Proxy indicators proposed

Indicator 3.18–A Entrepreneurial activity, perceptions and motives - Argentina, 2012:

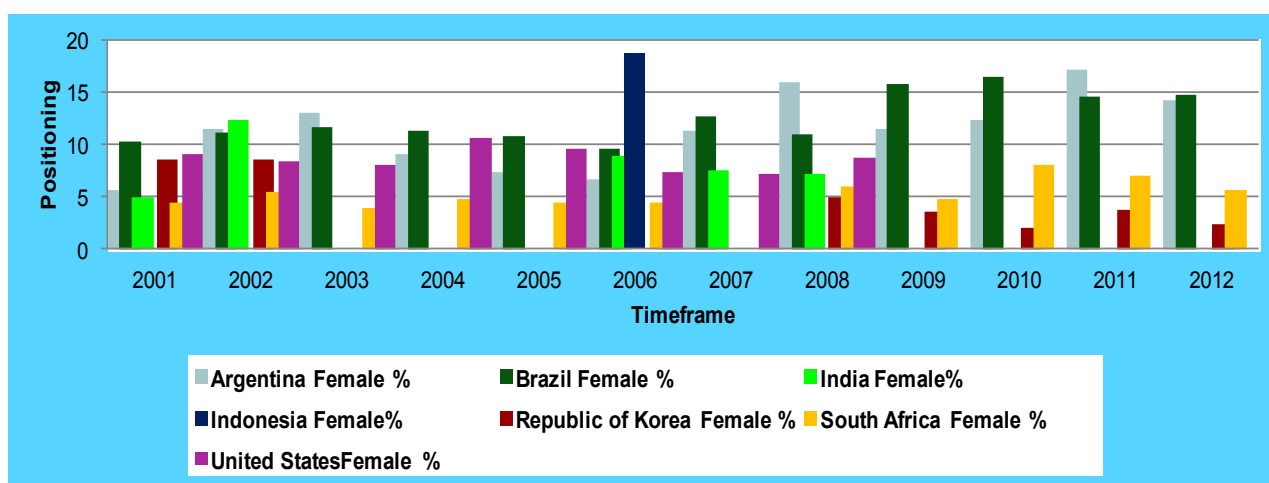
Key Indicators

GEM Survey 2012	Women %	Men %
Activity and Profile		
Total Entrepreneurial Activity (TEA)	14	24
Established Business Ownership Rate	6	13
Perceptions associated with Entrepreneurship		
See good oportunities	47	53
Has Capabillites to Start	58	69

Fear of Failure for those Seeing Opportunities	32	23
Necessity and Opportunity Motives for Entrepreneurs (TEA)		
Entrepreneurs by Necessity-Motives (% TEA)	46	27
Entrepreneurs by Opportunity-Motives (% TEA)	54	73
Total respondents	100	100

Source: International Global Entrepreneurship Monitor (GEM) Report, 2012

Indicator 3.18–B Total early-stage Entrepreneurial Activity for Female working age population (TEA) – WISAT-participant project countries, 2012



Source: Global Entrepreneurship Monitor (GEM) database

Indicator 3.19 Entrepreneurs by sex

Argentina, 2001, 2006, 2010 and 2012: Entrepreneurs by sex

Year	Women %	Men %
2001	28	72
2006	32	68
2010	43	57
2012	37	63

Source: Global Entrepreneurship Monitor (GEM) database

Notes on information/sources: GEM Data

- **Total early-stage Entrepreneurial Activity (TEA):** Percentage of 18-64 population who are either nascent entrepreneurs or owner-managers of a new business.
- **Established Business Ownership Rate:** Percentage of 18-64 population who are currently owner-manager of an established business, i.e., owning and managing a running business that has paid salaries, wages, or any other payments to the owners for more than 42 months
- **Necessity and Opportunity Motives for Entrepreneurs (TEA):** GEM asks all entrepreneurs about their primary motivation for starting a business, whether it is due to necessity and/or opportunity. Those with "necessity" motives entered entrepreneurship mostly because they have no other options for work, while entrepreneurs with opportunity motives chose "to pursue" an opportunity

Appendix: Additional Data Dimension 3

Professors in universities by region and sex - 2010

REGION		UNIVERSITY	Total	% Women	% Men
TOTAL REGIONS AND UNIVERSITIES			180.941	49,3	49,5
Autonomous City of Buenos Aires		University of Buenos Aires (UBA)	31.415	52,8	47,2
		National Technological University (UTN) * <i>with branches</i>	21.134	30,5	69,5
		National Institute of Arts (IUNA)	2.576	50,4	49,6
TOTAL BUENOS AIRES CITY			55.125	44,6	55,4
CENTRAL	METROPOLITAN AREA	National University of La Plata (UNLP)	17.954	53,5	46,5
		National University of Lomas de Zamora (UNLZ)	3.600	39,8	60,2
		National University of Quilmes (UNQUI)	842	40,6	59,4
		National University of Lanus (UNLA)	726	45,3	54,7
		National University of Lujan (UNLU)	2.019	51,8	48,2
		National University of La Matanza (UNLAM)	2.012	38,1	61,9
		National University of Gral. San Martin (UNSAM)	1.883	41,3	58,7
		National University of Tres de Febrero (UNTREF)	760	46,3	53,7
		National University of Gral. Sarmiento (UNGS)	563	48,3	51,7

TOTAL METROPOLITAN AREA			30.359	45,0	55,0
Buenos Aires	National University of Mar del Plata (MDP)	5.275	56,8	43,2	
	National University of South (UNS)	4.457	60,7	39,3	
	National University of the Center of Buenos Aires Province (UNICEN)	2.610	53,3	46,7	
	National University of Northwest of Buenos Aires (UNNOBA)	643	40,4	59,6	
Córdoba	National University of Cordoba (UNC)	11.746	50,9	49,1	
	National University of Rio Cuarto (UNRC)	2.016	54,4	45,6	
	National University of Villa Maria (UNVM)	554	47,5	52,5	
Santa Fe - Entre Ríos	National University of Rosario (UNR)	11.104	54,1	45,9	
	National University of Littoral (UNL)	5.660	49,5	50,5	
	National University of Entre Rios (UNER)	2.606	52,6	47,4	
TOTAL CENTRAL (NO BUENOS AIRES METROPOLITAN AREA)			46.671	52,0	48,0
TOTAL CENTRAL			77.030	51,4	48,6
CUYO	Mendoza - La Rioja - San Juan - San Luis	National University of Cuyo (UNCuyo)	7.366	62,5	37,5
		National University of San Juan (UNSJ)	6.288	49,3	50,7
		National University of La Rioja (UNLAR)	2.027	53,2	46,8
		National University of San Luis (UNSL)	1.965	60,8	39,2
		National University of Chilecito (UNDEC)	394	48,2	51,8
TOTAL CUYO			18.040	54,8	45,2
NEA	Corrientes - Chaco - Formosa - Misiones	National University of Northeast (UNNE)	4.497	49,6	50,4
		National University of Misiones (UNAM)	1.855	50,3	49,7
		National University of Formosa (UNF)	1.221	53,7	46,3
		National University of Austral Chaco (UNCAUS)	277	54,9	45,1
TOTAL NEA			7.850	52,1	47,9
NOA	Jujuy - Salta - Catamarca - Tucumán	National University of Tucuman (UNT)	6.562	55,0	45,0
		National University of Salta (UNSA)	1.910	55,7	44,3
		National University of Catamarca (UNCA)	1.719	51,8	48,2
		National University of Jujuy (UNJU)	1.523	53,4	46,6

		National University of Santiago del Estero (UNSE)	1.094	0,4	57,3
		TOTAL NOA	12.808	43,3	48,3
PATAGONIA	La Pampa - Neuquén - Rio Negro - Chubut - Santa Cruz – Tierra del Fuego -	National University of Comahue (UNCOMA)	3.187	56,6	43,4
		National University of Patagonia San J. Bosco (UNP)	3.362	50,4	49,6
		National University of Patagonia Austral (UNPA)	1.039	54,9	45,1
		National University of Rio Negro (UNRN)	467	50,3	49,7
		National University of La Pampa (UNLPam)	2.033	54,6	45,4
		TOTAL PATAGONIA	10.088	53,4	46,6

Source: SPU- Secretaría de Políticas Universitarias, Ministerio de Educación, Argentina. Anuario de Estadísticas Universitarias 2010

Authorities in universities by region and sex - 2010

REGION		ALL UNIVERSITIES/REGIONS	Total	% Women	% Men
			3.232	38,5	61,5
CENTRAL	Autonomous City of Buenos Aires	University of Buenos Aires (UBA)	334	36,5	63,5
		National Institute of Arts (IUNA)	179	27,9	72,1
		National Technological University (UTN) * with branches in the country	98	29,6	70,4
		TOTAL BUENOS AIRES CITY	611	31,3	68,7
	METROPOLITAN	National University of Lanus (UNLA)	13	30,8	69,2
		National University of Quilmes (UNQUI)	30	33,3	66,7
		National University of Lomas de Zamora (UNLZ)	63	20,6	79,4
		National University of La Plata (UNLP)	227	43,6	56,4
		National University of La Matanza (UNLAM)	64	20,3	79,7
		National University of Gral. San Martin (UNSAM)	31	16,1	83,9
		National University of Tres de Febrero (UNTREF)	7	0,0	100
		National University of Lujan (UNLU)	178	53,9	46,1
		National University of Gral. Sarmiento (UNGS)	13	15,4	84,6

TOTAL METROPOLITAN AREA			626	26,0	74,0
Buenos Aires	National University of Mar del Plata (MDP)		56	50,0	50,0
	National University of South (UNS)		71	54,9	45,1
	National University of the Center of Buenos Aires Province (UNICEN)		75	46,7	53,3
	National University of Northwest of Buenos Aires (UNNOBA)		34	52,9	47,1
Córdoba	National University of Cordoba (UNC)		95	38,9	61,1
	National University of Rio Cuarto (UNRC)		83	37,3	62,7
	National University of Villa Maria (UNVM)		28	32,1	67,9
Santa Fe - Entre Ríos	National University of Littoral (UNL)		179	43,0	57,0
	National University of Rosario (UNR)		386	42,7	57,3
	National University of Entre Rios (UNER)		75	41,3	58,7
TOTAL CENTRAL (NO BUENOS AIRES METROPOLITAN AREA)			1.082	43,98	56,02
TOTAL CENTRAL			1.708	35,0	65,0
CUYO	Mendoza - La Rioja - San Juan - San Luis	National University of Cuyo (UNCuyo)	81	45,7	54,3
		National University of La Rioja (UNLAR)	84	34,5	65,5
		National University of Chilecito (UNDEC)	7	0	100
		National University of San Juan (UNSJ)	51	43,1	56,9
		National University of San Luis (UNSL)	48	54,2	45,8
TOTAL CUYO			271	35,5	64,5
NEA	Corrientes - Chaco - Formosa - Misiones	National University of Northeast (UNNE)	97	36,1	63,9
		National University of Austral Chaco (UNCAUS)	7	28,6	71,4
		National University of Formosa (UNF)	39	20,5	79,5
		National University of Misiones (UNAM)	39	30,8	69,2
TOTAL NEA			182	29,0	71,0
NOA	Jujuy - Salta - Catamarca - Tucumán	National University of Jujuy (UNJU)	28	57,1	42,9
		National University of Salta (UNSA)	37	51,4	48,6
		National University of Catamarca (UNCA)	56	50,0	50,0

		National University of Tucuman (UNT)	108	37,0	63,0
		National University of Santiago del Estero (UNSE)	40	40,0	60,0
		TOTAL NOA	269	47,1	52,9
PATAGONIA	La Pampa - Neuquén - Río Negro - Chubut - Santa Cruz – Tierra del Fuego	National University of Comahue (UNCOMA)	60	43,3	56,7
		National University of Río Negro (UNRN)	12	33,3	66,7
		National University of Patagonia Austral (UNPA)	32	65,6	34,4
		National University of Patagonia San J. Bosco (UNP)	44	50,0	50,0
		National University of La Pampa (UNLPam)	43	37,2	62,8
		TOTAL PATAGONIA	191	45,9	54,1

Source: SPU- Secretaría de Políticas Universitarias, Ministerio de Educación, Argentina. Anuario de Estadísticas Universitarias 2010

% of Professors in PIDI Program for doing R&D activities by region, universities and sex - 2010

ALL UNIVERSITIES/REGIONS	% Women	% Men
	60,88	39,1
METROPOLITAN AREA		
<i>Autonomous City of Buenos Aires</i>		
University of Buenos Aires (UBA)	63,6	36,3
National Institute of Arts (IUNA)	59,3	40,7
National Technological University (UTN) * with branches in the country	36,4	63,5
<i>South metropolitan area</i>		
National University of Lanus (UNLA)	44,8	55,1
National University of Quilmes (UNQUI)	39,9	60,1
National University of Lomas de Zamora (UNLZ)	40,8	59,2
National University of La Plata (UNLP)	56,6	43,3
<i>West metropolitan area</i>		

National University of La Matanza (UNLAM)	57,5	42,5
National University of Gral. San Martin (UNSAM)	37,7	62,2
National University of Tres de Febrero (UNTREF)	30,6	69,4
National University of Lujan (UNLU)	67,8	32,1
<i>North metropolitan area</i>		
National University of Gral. Sarmiento (UNGS)	46,5	53,5
<i>CENTRAL REGION: Buenos Aires</i>		
National University of Mar del Plata (MDP)	60,5	39,5
National University of South (UNS)	62,9	37,1
National University of the Center of Buenos Aires Province (UNICEN)	58,2	41,8
National University of Northwest of Buenos Aires (UNNOBA)	61,5	38,4
<i>CENTRAL REGION: Córdoba - La Pampa</i>		
National University of Cordoba (UNC)	59,1	40,9
National University of Rio Cuarto (UNRC)	59,1	40,8
National University of Villa Maria (UNVM)	53,8	46,1
National University of La Pampa (UNLPam)	62,0	37,9
<i>LITORAL REGION: Santa Fe - Entre Ríos</i>		
National University of Littoral (UNL)	55,3	44,6
National University of Rosario (UNR)	65,1	34,8
National University of Entre Rios (UNER)	60,6	39,4
<i>CUYO REGION: Mendoza - La Rioja - San Juan - San Luis</i>		
National University of Cuyo (UNCuyo)	65,2	34,7
National University of La Rioja (UNLAR)	61,1	38,8
National University of Chilecito (UNDEC)	60,0	40,0
National University of San Juan (UNSJ)	58,5	41,5
National University of San Luis (UNSL)	65,1	34,9
<i>NORTHEAST REGION: Corrientes - Chaco - Formosa - Misiones</i>		

National University of Northeast (UNNE)	60,1	39,9
National University of Austral Chaco (UNCAUS)	68,6	31,3
National University of Formosa (UNF)	44,8	55,2
National University of Misiones (UNAM)	66,4	33,5
<i>NORTHWEST REGION: Jujuy - Salta - Catamarca – Tucumán</i>		
National University of Jujuy (UNJU)	66,1	33,8
National University of Salta (UNSA)	67,1	32,8
National University of Catamarca (UNCA)	65,5	34,5
National University of Tucuman (UNT)	68,0	31,9
<i>PATAGONIA REGION: Neuquén - Rio Negro - Chubut - Santa Cruz – Tierra del Fuego</i>		
National University of Comahue (UNCOMA)	69,9	30,1
National University of Rio Negro (UNRN)	59,7	40,2
National University of Patagonia Austral (UNPA)	61,7	38,3
National University of Patagonia San J. Bosco (UNP)	66,6	33,3

Input. Females and males enrolled in Lifelong learning and as availability of on-the-job, staff, specialized training

Indicator 4.1 Percentage of adult women students at tertiary (not university): Teacher and Technical-Vocational training by broad group of knowledge* and state

Argentina - 2012

	Total		Teacher training		Technical-Vocational training		Both types of training	
	Both sexes	% women	Both sexes	% women	Both sexes	% women	Both sexes	% women
Total country	767.698	69,0	421.682	76,6	330.019	59,6	15.997	65,9
Buenos Aires City	110.196	62,0	34.705	76,1	72.792	55,5	2.699	58,4
Buenos Aires Province	203.429	73,7	131.443	78,7	65.915	65,1	6.071	60,9
Suburbs	103.642	73,2	73.816	76,9	27.267	66,0	2.559	44,3
Rest	99.787	74,3	57.627	80,9	38.648	64,5	3.512	73,0
Catamarca	12.037	67,3	9.273	69,4	2.563	59,0	201	78,1
Córdoba	73.253	63,0	27.100	77,3	46.050	54,6	103	42,7
Corrientes	27.747	71,9	16.662	74,8	10.646	67,3	439	72,0
Chaco	34.408	68,1	26.859	69,8	6.223	64,5	1.326	49,6
Chubut	8.785	71,4	5.161	84,5	3.504	52,8	120	53,3
Entre Ríos	18.198	75,6	12.723	80,0	5.258	66,4	217	44,2

Formosa	10.213	66,8	7.570	70,2	2.643	57,4		
Jujuy	22.461	71,4	13.621	73,4	8.219	66,5	621	93,4
La Pampa	5.542	73,0	2.932	79,1	1.958	59,7	652	85,9
La Rioja	7.779	68,9	6.209	72,8	1.570	53,4		
Mendoza	38.358	68,8	18.881	82,8	19.007	54,6	470	79,4
Misiones	20.176	64,5	8.002	78,4	12.088	55,6	86	24,4
Neuquén	9.899	71,0	5.772	80,5	4.058	57,8	69	49,3
Río Negro	8.433	72,7	4.461	79,6	3.972	64,9		
Salta	32.020	69,1	18.122	73,3	13.843	63,8	55	12,7
San Juan	8.266	69,0	5.185	78,7	2.957	52,0	124	63,7
San Luis	3.209	75,9	3.066	76,8	91	45,1	52	76,9
Santa Cruz	2.870	75,0	1.899	83,5	971	58,4		
Santa Fe	55.989	69,1	26.911	79,4	29.078	59,6		
Santiago del Estero	19.162	67,0	16.448	67,8	2.714	62,2		
Tucumán	31.229	71,8	16.696	72,8	11.841	67,7	2.692	82,9
Tierra del Fuego	4.039	71,2	1.981	84,6	2.058	58,3		

Source: Dirección Nacional de Información y Evaluación de la Calidad Educativa (DINIECE), Ministerio de Educación.
http://diniece.me.gov.ar/content/section/1/6/lang,es_AR/

Outcome: Subdimension/Topic Area Women as users/managers of ICT-based learning – and in (village) knowledge centres

Data not available