

Gender Assessment

FP030: Catalyzing private investment in sustainable energy in Argentina – Part 1

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Gender Assessment

Argentina ranks 35 out of 145 countries in the World Economic Forum. Global Gender Gap Report 2015. Gender indicators are, on average, better than expected for a country with the income level of Argentina, according to the Country Development Challenges document developed in 2016 by the IDB. It only shows much lower than expected indicators in the areas of adolescent fertility rate and percentage of NEET young women. It also has a negative indicator in the area of female participation in the workforce. Instead, indicators are much higher than expected for the overall gender gap index, female high school completion rate, ratio of girls to boys enrolled in primary and secondary education, and percentage of parliamentary seats held by women (32%).

Female's labor participation in Argentina is 55% vs 82% for men. This participation is lower than in Latin America, where the regional average is 58 vs 84.1%¹. Women represented 40% of the total labor force in the country.

Table 1. Registered female workers by industry.

FEMALE RATES – REGISTERED WORKERS BY INDUSTRY					
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. Argentina

Women tend to represent between 40% and 72% of employment in the fields of education, health, hospitality and social services (see table 1). However, women are under-represented in sectors

¹World Bank. Data Bank. Gender Statistic

that hold important potential for the development of the country. For example, women working on the Industry of Energy, Gas and Water represent 17% of the workers.

Gender gaps are significant when looking at female labor force participation by age. For the third quarter of 2012 the gender gap for women between 14 and 65 years was -32% (see table 2). The gender gap in this age range in the areas where the Program's financing of wind and solar projects will likely occur varies between -26.5% (in Santa Cruz, Patagonia) and -46.1% (in San Juan).

- Potential areas for wind projects: Buenos Aires (-31.4%) and Patagonian provinces, including Chubut (-31.6%), Santa Cruz (-26.5%), and Tierra del Fuego (-31.7%).
- Potential areas for solar projects: Salta (-32.1%), Jujuy (-32%), La Rioja (31.2%), Catamarca (-29%), San Juan (-46.1%), and Mendoza (-35.6%).

The largest gap by age group is seen in the group 45-65 years of age (-37%) which is attributed to the women's possibility to retire at an earlier age and the activation of the pension system.²

Moreover, the gender pay gap persists, particularly in the private sector. Although salaries in this domain are higher, women on average earn less than men. 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%.³

² Ministry of Economy and Public Finance. Office of Economic Relations with Provinces (DINREP). Características de la fuerza de trabajo femenina. Las diferencias respecto al hombre. 2015

³ UNESCO Regional Chair Women, Science and Technology in Latin American. National Assessments in Gender and STI. Argentina Report.

Table 2 – Labor force participation by age group. 3rd quarter 2012

Regional government	14-65 years			14-24 years			25-44 years			45-65 years		
	Women	Men	Gap %	Women	Men	Gap %	Women	Men	Gap %	Women	Men	Gap %
Ciudad de Buenos Aires	68,1	85,4	-20,3	38,0	49,8	-23,7	78,5	96,8	-18,9	68,8	92,7	-25,9
Buenos Aires	55,6	81,1	-31,4	35,0	52,0	-32,6	67,6	96,2	-29,7	55,2	88,3	-37,5
Catamarca	50,3	70,8	-29,0	22,2	40,4	-45,1	66,4	90,4	-26,5	53,8	80,1	-32,9
Córdoba	57,4	81,4	-29,6	35,6	54,2	-34,4	71,4	95,0	-24,8	56,6	85,6	-33,9
Corrientes	45,2	69,5	-35,0	23,8	37,1	-35,9	58,7	90,5	-35,2	47,8	83,0	-42,5
Chaco	37,0	64,6	-42,7	15,4	32,5	-52,4	50,3	87,6	-42,6	38,5	77,2	-50,2
Chubut	52,6	76,9	-31,6	29,0	40,0	-27,5	65,8	97,1	-32,3	52,1	85,5	-39,0
Entre Ríos	51,2	75,2	-31,9	29,0	41,2	-29,5	67,3	94,3	-28,6	47,3	83,2	-43,1
Formosa	35,9	63,0	-43,1	19,3	24,8	-22,1	47,2	89,8	-47,5	38,56	80,3	-52,0
Jujuy	49,5	72,8	-32,0	23,4	37,0	-36,9	66,1	95,1	-30,5	57,8	84,2	-31,4
La Pampa	49,7	76,6	-35,1	17,0	41,7	-59,1	67,9	95,9	-29,2	52,4	84,7	-38,2
La Rioja	46,9	68,1	-31,2	17,8	35,5	-49,8	65,7	87,5	-24,9	51,7	79,4	-34,9
Mendoza	49,8	77,3	-35,6	23,8	38,1	-37,5	62,7	95,2	-34,1	52,7	85,5	-38,5
Misiones	45,1	70,7	-36,1	26,1	42,5	-38,6	55,6	91,9	-39,5	50,9	79,6	-36,1
Neuquén	48,6	74,5	-34,7	26,5	41,5	-36,1	62,1	94,1	-34,0	49,1	82,3	-40,4
Río Negro	48,1	75,3	-36,1	16,3	42,7	-61,9	64,1	94,2	-31,9	56,4	84,8	-33,5
Salta	49,2	72,4	-32,1	25,2	41,4	-39,2	63,0	94,2	-33,2	54,5	82,3	-33,8
San Juan	39,9	74,0	-46,1	15,2	43,0	-64,7	50,5	94,9	-46,7	46,0	82,9	-44,5
San Luis	46,5	75,7	-38,5	16,8	43,2	-61,1	61,5	95,2	-35,4	51,3	83,0	-38,2
Santa Cruz	53,5	72,8	-26,5	30,9	39,4	-21,5	73,4	94,1	-22,0	41,6	76,6	-45,7
Santa Fe	51,5	79,6	-35,3	27,1	48,8	-44,4	65,5	95,1	-31,1	50,3	87,5	-42,5
Santiago del Estero	39,8	72,4	-45,1	18,9	44,6	-57,6	53,6	91,6	-41,4	43,2	82,5	-47,6
Tucumán	46,5	72,5	-35,9	19,4	36,9	-47,3	60,7	92,1	-34,1	50,8	84,1	-39,6
Tierra del Fuego	56,9	79,0	-27,9	31,7	37,5	-15,5	72,6	98,9	-26,6	54,2	89,7	-39,6
Total	53,21	78,26	-32,0	29,6	46,61	-36,4	66,2	94,9	-30,3	54,3	86,5	-37,2

Source: EAHU-INDEC.

In 2013, the ratio of female to male primary school enrolment was 99% and 110% for secondary education. According to data provided by UNICEF (2008-2012) there is virtually no gender gap in primary education and the existing gap in secondary education is in detriment of boys.⁴ The ratio of young literate females to males was 100.4.⁵

However, dropouts are very high in the last years of secondary education. The reasons for boys and girls are different; 42% of men who left the school reported they did it because they have to work and 24% because they did not like it or it was useless. For 30% of women, the reasons were pregnancy, maternity or they found a couple. Only, 15% of them left to work.⁶ Teen pregnancy is a growing concern in Argentina where the prevalence is too high given its level of development.⁷

The number of female university students and graduates has been growing rapidly since the 1980s to become one of the highest in the region (more than 50%). Disciplines related to the

⁴ UNICEF http://www.unicef.org/infobycountry/argentina_statistics.html

⁵ World Bank Development Indicators Database

⁶ Encuesta Nacional de Jóvenes. 2014. Argentina.

⁷ Filgueira y Aulicino (2015). "La primera infancia en Argentina: desafíos desde los derechos, la equidad y la eficiencia" CIPPEC. Documento de Trabajo No. 130.

humanities, the arts, education, and health and wellbeing remain feminized, while others, such as agriculture, engineering, industry, and construction, remain heavily masculinized.⁸

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. According to the University Statistics Yearbook 2013⁹, only 8% of the university graduates were engineers, 21% of them were women.

In terms of women's leadership, according to a study by McKinsey to publicly listed companies in Argentina (2011), female representation on boards is 3%, which does not even reach Latin America's average of 5%. In addition, only 7% of the members of executive committees in the same companies are women.¹⁰ In another survey conducted by Grant Thornton in 2016 in private sector companies in 36 economies, in Argentina more than half of the businesses included in the survey do not have a woman in senior management.¹¹