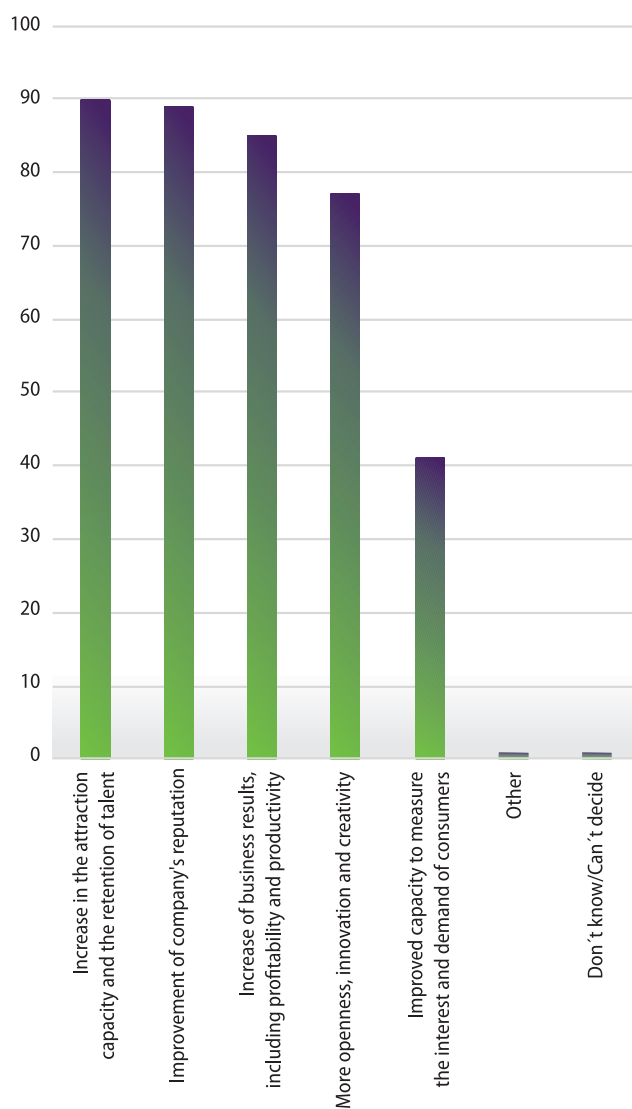


It is not only a matter of rights:

- The best labour opportunities for women increase the companies' productivity and economic benefits.
- Most of the companies that implemented gender diversity and equality initiatives stated that these helped to improve its business performance.

Business results obtained with the introduction of gender diversity and equality initiatives

Source:
ILO ACTEMP Companies Survey, 2018.



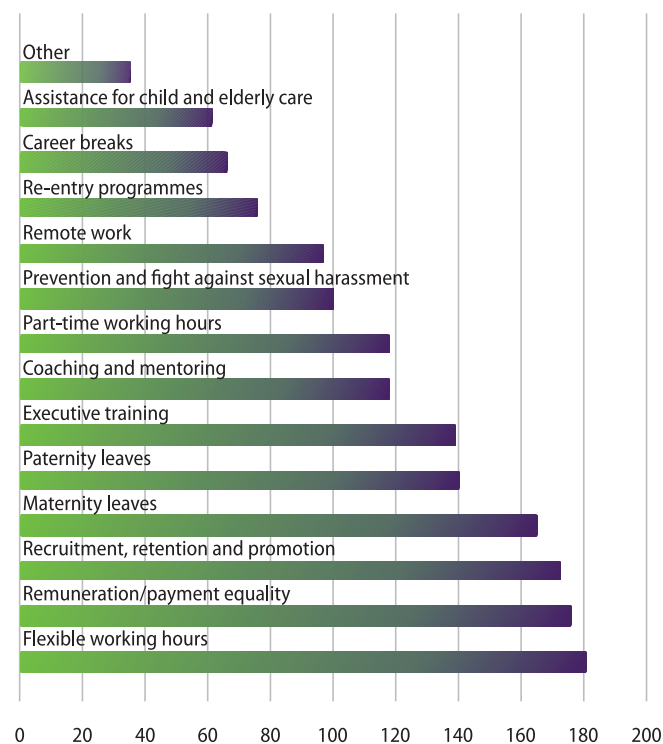
Main barriers to women's leadership:

- The unequal distribution of care work, in a double sense:
 - In the State, the families, the market and the communities.
 - Within the families.
- Female and male social stereotypes.
- Predominantly male corporate culture.
- Lack of role models for women.
- Lack of business equality policies and programmes.
- Stereotypes about leadership styles.
- Lack of flexible work solutions.

Initiatives to promote gender equality and diversity launched in companies.

Absolute numbers.

Source:
ILO ACT/EMP Companies Survey, 2018.



WOMEN IN BUSINESS AND MANAGEMENT: GAINING MOMENTUM IN ARGENTINA



Funded by the European Union

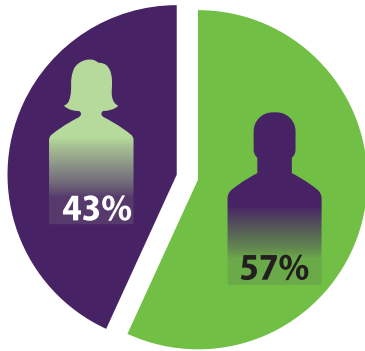


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Argentine women

Distribution of working population by sex

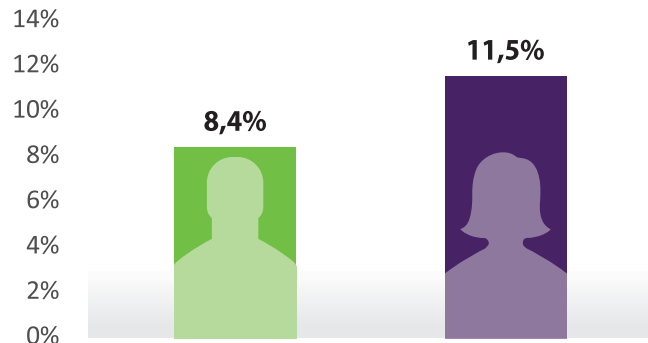
Source:
Research based on EPH-INDEC (Permanent Household Survey-National Institute of Statistics and Censuses), first quarter 2018.



- The underemployment rate for women is higher than for men, mainly due to the unequal distribution of care work.

Ratio of working population that works outside the home less than 35 hours per week by sex.

Source:
Research based on EPH-INDEC, first quarter 2018.



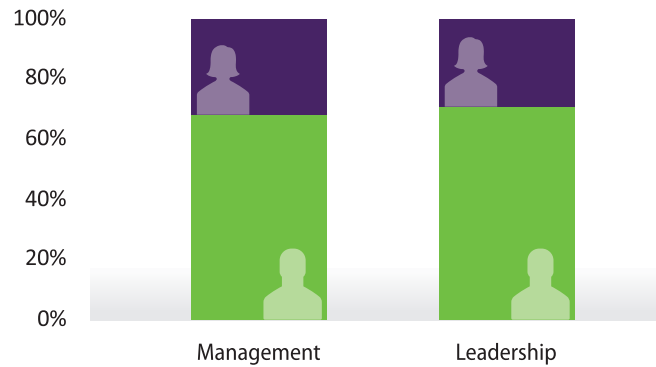
- The income gap between men and women is 27.5 %.
- They are a majority among people graduated from a University, but a minority within the STEM careers, one of the areas with greater demand of employment and better remuneration.

Glass ceilings still intact:

- Female participation is lower at the top tiers of the organizational pyramids than in the lower tiers.

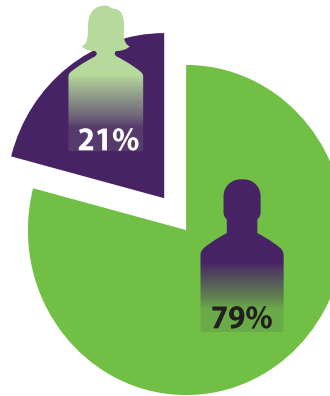
Distribution of population working in management and leadership positions by sex

Source:
Research based on EPH-INDEC, first quarter 2018.



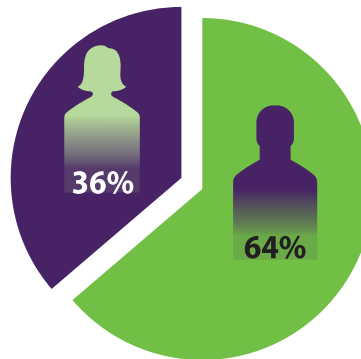
Distribution of companies by CEO's gender

Source:
: ILO ACTEMP Companies Survey, 2018.



Distribution of companies by sex of the Board Chair

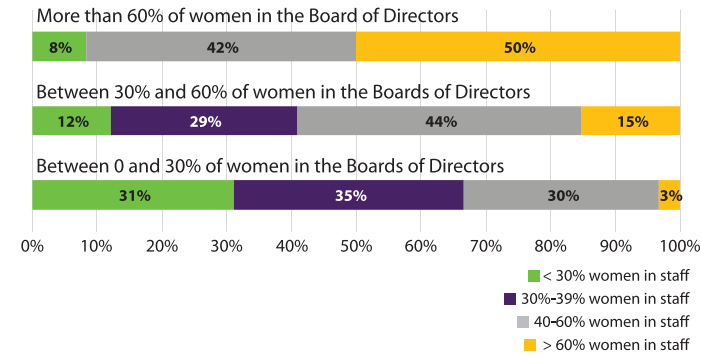
Source:
: ILO ACTEMP Companies Survey, 2018.



- There is a positive link between a greater participation of women in Boards of Directors and their participation in staff.

Distribution of companies according to the proportion of women's participation in the staff and in the Board of Directors

Source:
ILO ACTEMP Companies Survey, 2018.



Crystal ceilings on the top, glass walls in the functions

- Women are likely to focus on certain functional areas of the organizations that are not required in the highest positions. Such areas are Finance and Administration, Human Resources, General Management, and Marketing and Sales.

Companies with women in senior management positions according to management areas

Source:
ILO ACTEMP Companies Survey, 2018.

