

Argentina

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
75.0	56.7	56.3

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Argentina, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Buenos Aires (Ciudad autonoma de)). The scores for Argentina are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	100.0	50.0	100.0	75.0	50.0	50.0	100.0	75.0
Supportive frameworks score	50.0	100.0	33.3	50.0	33.3	66.7	50.0	100.0	33.3	50.0
Expert opinions score	25.0	100.0	25.0	25.0	75.0	75.0	25.0	37.5	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Argentina (75.0 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage and laws affecting women's property and inheritance, Argentina obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Argentina is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Argentina may wish to consider adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Argentina (56.7 out of 100.0) is higher than the global average (39.5) and higher than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks affecting freedom of movement and supportive frameworks related to women starting and running a business, Argentina obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Argentina is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Argentina may wish to

consider publishing guidelines on non-discrimination based on gender in recruitment and publishing guidelines on flexible work arrangements.

The **WBL 2.0 expert opinions score** for Argentina (56.3 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Argentina obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Argentina is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Ley No. 26.485, Arts. 5(1)-(4), 6(a) y 26; Ley 24.417, Arts. 1 y 4; Código Penal, Arts. 80(1), 92 y 133
Does the law address femicide?	Yes	Código Penal, Art. 80(11)
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel internationally in the same way as a man?	Yes	Decreto 261/2011 reglamento para la emisión de pasaportes, Anexo I, Art. 2
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Ley 346 de ciudadanía, Arts. 1 y 2(7)
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Ley de Contrato de Trabajo, Art. 172 ; Ley de Protección Integral a las Mujeres, Arts. 2 (c) and 6(c)
Does the law prohibit discrimination in employment based on gender?	Yes	Ley de Contrato de Trabajo, Arts. 17 y 172 ; Ley de Protección Integral a las Mujeres, Art. 6(c)
Does the law allow employees to request flexible work?	Yes	Ley de Contrato de Trabajo, Art. 102 (bis); Ley Núm. 27.555, Art. 3
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Ley de Contrato de Trabajo, Art. 172 ; Ley Num. 20.392, Art. 1
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	No	Ley de Contrato de Trabajo, Art. 176
Can a woman work in an industrial job in the same way as a man?	No	Ley Núm. 11.317, Art. 11(b)(d)(e)(f) y (g)
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Código Civil y Comercial, Arts. 431 y 432
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil y Comercial, Arts. 437 y 438
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Ley de Contrato de Trabajo, Art. 177
Are leave benefits for mothers paid solely by the government?	Yes	Ley Régimen de Asignaciones Familiares, Arts. 1(c) y 5(c)
Is paid leave available to fathers?	Yes	Ley de Contrato de Trabajo, Art. 158(a)
Is dismissal of pregnant workers prohibited?	Yes	Ley de Contrato de Trabajo, Arts. 177 y 178



Childcare

Does the law establish the provision of center-based childcare services?	Yes	Ley de Educación Nacional 26.206 de 14 de Diciembre de 2006, Arts. 9, 12, 17, 18, 21 y 23(a)(b); Ley 20,744 de 13 de Mayo de 1976, Art. 179; Decreto 144 de 22 de Marzo de 2022, Arts. 1-5
Does the law establish any form of support for families for childcare services?	Yes	Ley 24.714 de 2 de Octubre de 1996, Arts. 6(d) y 10; Resolución 188 de 2023, Anexo II; Decreto 18 de 2023, Art. 10; Ley de Impuesto a la Ganancias, Arts. 30(a) y 85(j)
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located

Entrepreneurship

Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Disposición No. 1000-GCABA-DGICYC-2019, Art. 1

Assets

Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil y Comercial, Arts. 464-474
Do sons and daughters have equal rights to inherit assets?	Yes	Código Civil y Comercial, Art. 2426
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil y Comercial, Arts. 2424 y 2435
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil y Comercial, Arts. 463-466

Pension

Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Ley Núm. 24.241, Art. 19
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Ley de Contrato de Trabajo, Art. 252
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decreto Núm. 475/2021, Art. 1

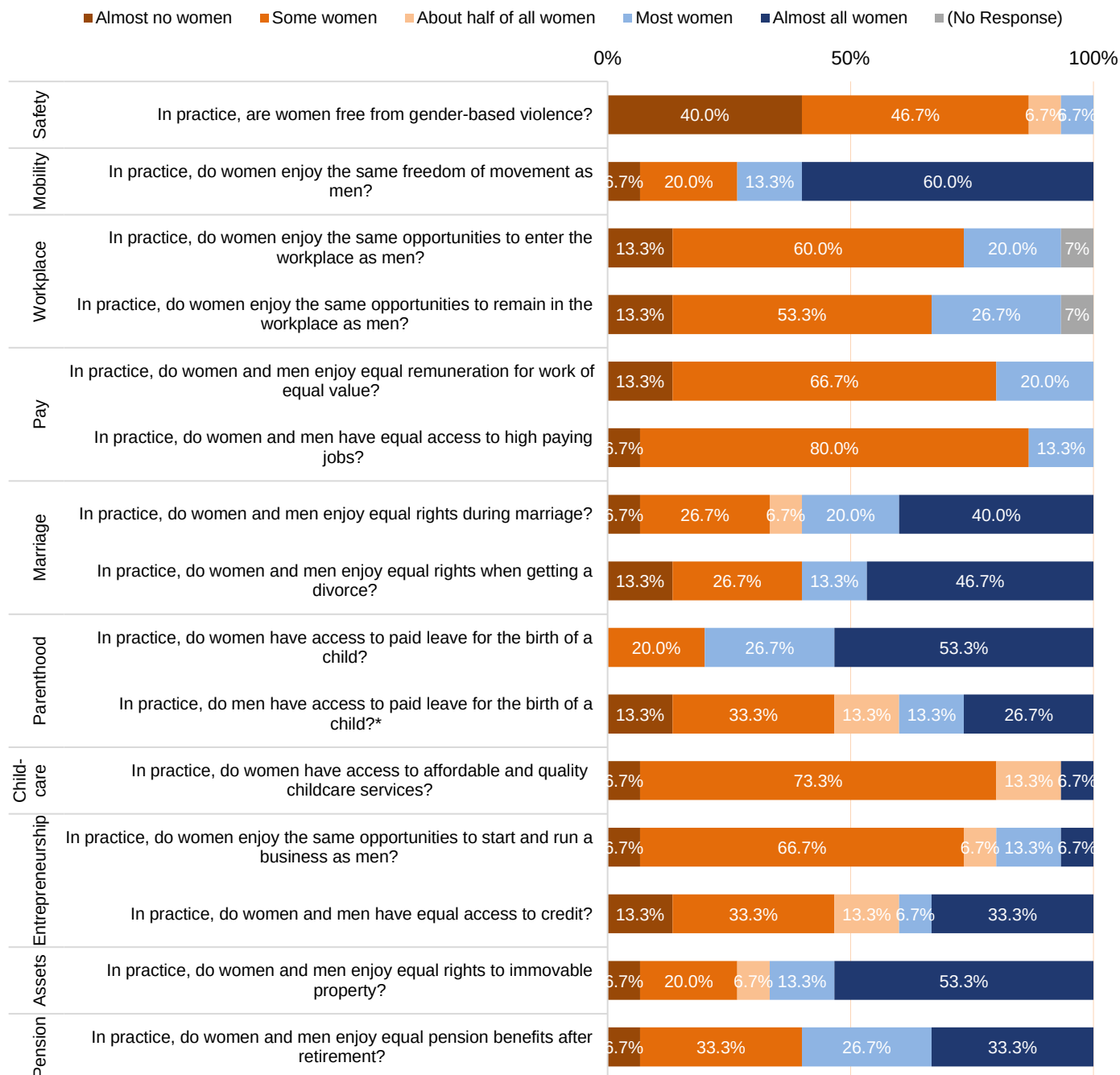
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Ministerio de las Mujeres, Géneros y Diversidad de la Nación
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Presupuesto 2023
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Procedimientos de solicitud de pasaporte

Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Plan de Género y Movilidad 2019-2023
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	INADI - Instituto Nacional contra la Discriminación, la Xenofobia y el Racismo
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Ministerio de Trabajo, Empleo y Seguridad Social: Mapa productivo-laboral argentino
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Ley 21.180, Art. 8
Is legal aid available for family law disputes?	No	Insufficient evidence located
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Resolution 11/2019, Arts. 1 and 2
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	Yes	Dirección Nacional de Economía, Igualdad y Género: Los cuidados, un sector económico estratégico. Medición del aporte del Trabajo doméstico y de cuidados no remunerado al Producto Interno Bruto
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial de la Ciudad de Buenos Aires - Buscador de Establecimientos Educativos; Sitio Oficial de Datos del Gobierno de Argentina
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Sitio Oficial de la Administración Nacional de la Seguridad Social
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	INDEC Argentina; Mipymes lideradas por mujeres (2022)
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Programa Emprender con Perspectiva de Género, Resolución 109/2023 of the Secretariat of Industry and Productive Development of the Ministry of Economy
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Estrategia Nacional de Inclusión Financiera 2020-2023
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Código Civil y Comercial, Arts. 464-471
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Ley Num. 27.260, Arts. 1 and 2

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.