

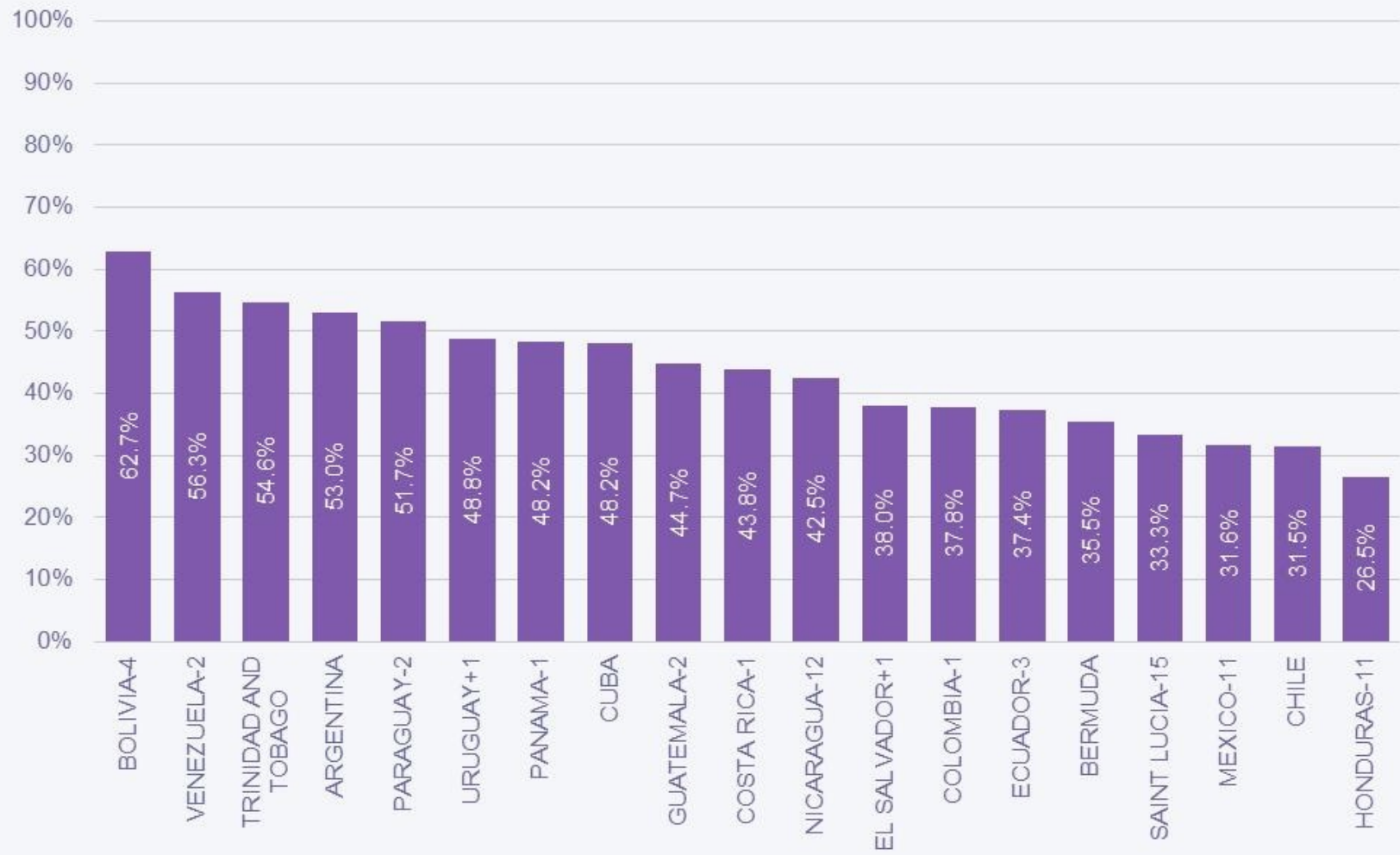
Recommendations for implementing gender equality in STI



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ARGENTINA

Female Scientists in Latin America



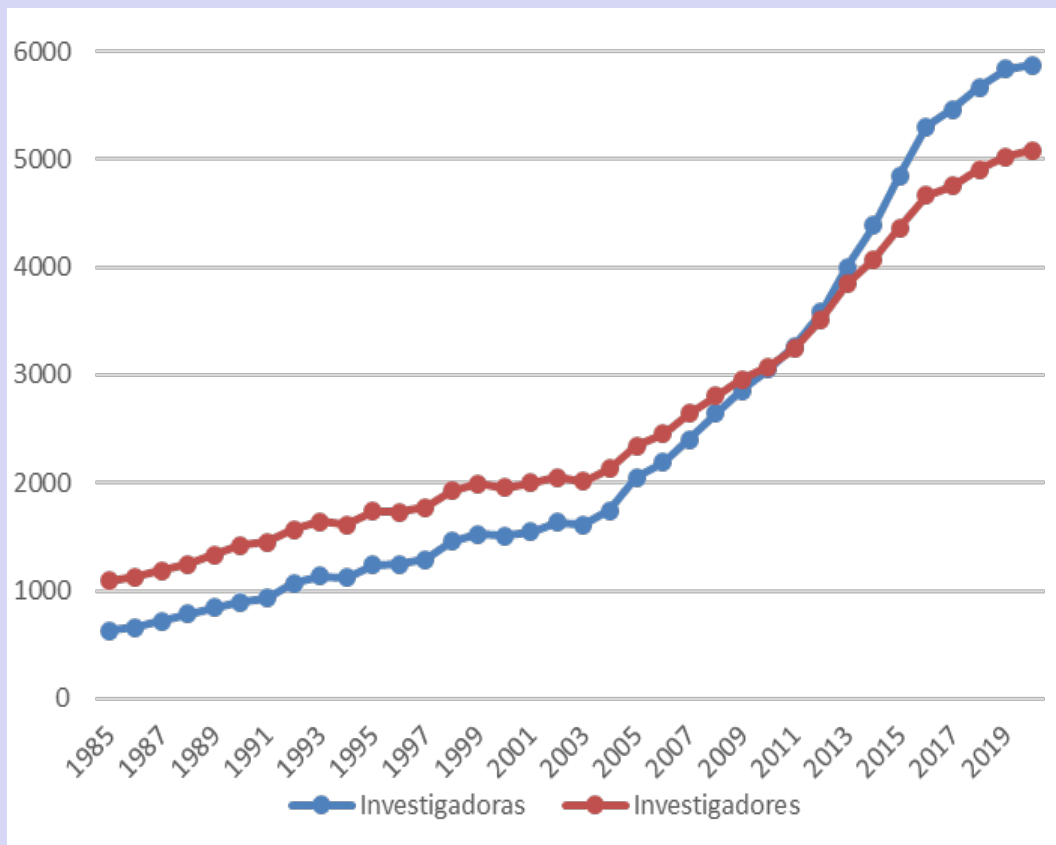
Source: UNESCO Institute for Statistics, June 2019.

SITUATION IN ARGENTINA

CONICET is the main agency that fosters science and technology in Argentina.

Areas of knowledge: biomedical, natural & formal sciences, engineering & technology, social sciences & humanities.

+ 11000 full-time researchers. + 2700 technical & research assistants. + 1300 administrative & professional staff. +12000 scholarships for PhD and post-doctorate students



WOMEN: FROM 49% in 2010 TO 53% in 2020

DIFFERENCES ACCORDING TO AREAS & DISCIPLINES

MORE WOMEN IN MOST AREAS (BIOMEDICAL, ENGINEERING & SOCIAL) AND DISCIPLINES (ANTHROPOLOGY, BIOTECHNOLOGY, PSYCHOLOGY, EDUCATION, MEDICINE)

LESS WOMEN IN THE AREA OF NATURAL SCIENCES AND IN SOME DISCIPLINES (PHYSICS, INFORMATICS, ECONOMICS)

UNESCO SURVEY REGARDING KIDS PERFORMANCE IN STEM

46% BELIEVE THERE ARE DIFFERENCES BETWEEN BOYS AND GIRLS REGARDING STEM PERFORMANCE (*BOYS WOULD HAVE A BETTER DEVELOPMENT*)*

Actions for implementing gender equality

Some examples of research projects or initiatives that have integrated gender perspectives

BACKGROUND LEGAL FRAMEWORK

(That facilitated increasing equity
conditions in Argentina)

But

They can be universally useful for
all women

- Gender quotas (1991) / parity (2019) in political representation
- CEDAW & other UN & Inter-american human rights conventions within the Argentine Constitution (1994)
- Ministry of Women, Gender and Diversity (2019)
- Abortion Law (2020)
- Positive discrimination for transgender (quotas) within the public sector (2020)
- Equal (Gay & Lesbian) Marriage (2010)
- Transgender Identity Law (2012)
- Law “Micaela” – Mandatory training on gender for every public officer & employee (judiciary, congress, executive, public organisms) (2018)

Initiatives that have integrated gender perspectives (I)

Beyond MATERNITY LEAVE

- Female fellows may request maternity leave for 100 calendar days (minimum of 30 days and maximum of 45 days prior the estimated date of delivery)
- Extension of the current scholarship for an equal to the period of the leave of absence
- Female researchers are exempted from presenting the annual report in the year in which they had a child
- Extension on the scholarship applications period due to pregnancy
- Care and careers: adaptation of maternity and paternity leaves (also: recognition of same-sex couples and homoparenthood) – other “care measures”
- Creation of an Observatory of gender-based violence and violence at the workplace

Initiatives that have integrated gender perspectives (II)

- **Ministry of Science:** Creation of a National Program for Gender Equality in Science, Technology and Innovation
- **L'Oréal – UNESCO:** “For Women in Science” Award and Special Mentions to female researchers
- **Global Research Council:** Active participation in gender working groups of different entities like GRC
- **Argentine Presidency:** special event in Casa Rosada (Government's Main Building) the “Salón de los Científicos” (Male Scientists Room) became the “Salón de la Ciencia Argentina” (Argentine Science Room) including pictures of Argentinean female scientists

Recommendations for implementing gender equality in STI

Integration of the gender dimension in
research content be integrated as a
compulsory dimension of STI programs in
international agreements



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RED ARGENTINA DE GÉNERO,
CIENCIA Y TECNOLOGÍA

- All-male boards, scientific committees, organizing committees will not be funded or sponsored
- Gender equity is encouraged in every board and evaluation committee
- Recognition of transgender rights
- Gender-based violence leaves & protection (within and outside the workplace)
- Kindergarten & protected spaces for breast-feeding

FINAL CONSIDERATION



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➤ Formal Agreements in STI International Cooperation:

We can ensure that gender equality becomes an inherent principle in all collaborative STI endeavors.

➤ Gender Integration in STI Implementation:

We can harness the full potential of diverse talents and perspectives in advancing STI initiatives.

➤ Dissemination and Promotion of Gender-Inclusive STI Cooperation:

We can facilitate cross-learning and inspire a culture of continuous improvement in the integration of the gender perspective in STI dialogues.

CONCLUSIONS



There is still a long way to go before men and women have equal opportunities in their careers, which will not be possible without changes to ensure that the voices, contributions and excellence of women scientists are placed at the top of the political, research, civil society agendas and

STT Programs in International

Thanks for
your
attention

