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**Gender Portfolio Review
Argentina, Chile, Uruguay Program**

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1. INTRODUCTION

1. This report presents findings of a Gender Portfolio Review carried out in FY98 for the World Bank's Argentina, Chile, Uruguay (LCC7C) Program. The specific objectives of the review were: to examine how projects in the portfolio currently take gender into account; to identify good practices in incorporating gender as well as missed opportunities by not addressing gender issues or by considering gender differences; and to recommend how the performance of the portfolio might be improved by addressing gender issues or including gender analysis. As a basis for making recommendations to improve the quality of the LCC7C Program, the review also involved carrying out an overview of gender by sector. Because the majority of the Bank's investments are in Argentina, this report pertains mostly to Argentina, while recommendations are also made for projects in Chile and Uruguay. The report is based for the most part on a review of project documents and consultations in Washington as well as a ten-day mission to Argentina.

2. Argentina's relative achievements in reducing gender gaps and addressing gender-differentiated issues are noteworthy. In terms of gender, Argentina displays many characteristics of an industrialized nation: a gender balance in educational attainment, relatively low fertility levels and maternal mortality rates, and one of the lower gender gaps in labor force participation in Latin America. The average wage differential between men and women is not only among the lowest in the Region, it compares very favorably to many industrialized nations such as the United States, Canada, Switzerland and Britain where the differential is higher than Argentina's. Women's political representation is also among the highest in Latin America (Htun, 1998).

3. The review suggests, however, that attention to gender could improve the quality and development impact of the Bank's investments in the sub-region. While the average fertility rate is low compared to other Latin America and the Caribbean (LAC) countries, rates vary widely across socioeconomic groups, with rural and marginalized urban areas at a disadvantage in terms of access to services and information. Maternal mortality rates, again while comparatively low, range significantly in the country. Among the better-educated in Argentina, gender differences in salary levels and advancement in the labor force remain. Moreover, while education has brought opportunities to women in the labor force, their contributions are perceived as supplemental or secondary to men's and domestic work continues to be for the most part a woman's responsibility. For men, despite continued economic growth, high unemployment is an emerging problem, which has led to high incidences of depression, substance abuse and violence among men. This appears to be due to social norms and systems governing male roles, the stigma men face when they are unable to fulfill their primary role as family provider, and the fact that male roles tend to be narrowly defined. As a corollary, when men are

unable to fulfill their economic roles, they lack other ways to affirm their identity. At the secondary and university levels, male enrollment is lower than female enrollment. The gender differences identified could have implications on a range of projects in the portfolio.

4. Discussions with Bank staff (Task Managers) and counterpart officials in client countries indicate that a good environment exists to further explore and address gender as a development variable. Due to time constraints, competing demands and lack of capacity, however, it is unrealistic to assume and expect that, for the Bank's part, Task Managers will be able to tackle this issue on their own. Also, opportunities may exist for the Bank to contribute on gender in areas outside those covered in the portfolio. Because of the scope the way projects address gender and constraints faced by Task Managers, this report recommends that the Department build a gender support system that would consist of recruiting personnel to work in the World Bank office in Argentina, establishing a multi-sectoral roster of gender specialists, and developing partnerships with external organizations. The system could function on a pilot basis over the next two years and could be evaluated at the end of that period to assess impact and sustainability. Resources to cover the cost of the system could come from a source such as the Japanese grant facility (PHRD). This type of a grant could also cover the cost of a proposed pilot program in Buenos Aires City, which would address the crosscutting issue of negative male and female stereotypes. Depending on the outcome of the pilot, the initiative could be replicated in other provinces.

5. This report is organized into four sections. The first section describes information sources and methodology. A second section explains gender issues uncovered in the case of Argentina, which potentially also affect other countries in the sub-region. A third section puts forth a strategy for building support on gender in the Argentina, Chile, Uruguay Program. And finally the last section contains the matrix of projects reviewed, possible gender issues by project, and specific recommendations.

2. INFORMATION SOURCES AND METHODOLOGY

6. This report relies on consultations and interviews conducted in Washington in April 1998 and in Argentina during an April 16-28, 1998 mission. Government officials responsible for implementing Bank projects, representatives of government, academia and civil society working on gender issues, and Bank staff in Washington and in the field provided inputs into the report.¹ A field trip to the Province of Santiago del Estero during the mission to Argentina provided insights into gender issues at the

¹ During the mission, an informal meeting took place with the Women's Eyes on the Bank Campaign to get their views and opinions on the portfolio, in regard to gender. The LAC-based Women's Eyes on the Bank Campaign, which is an umbrella organization of women's groups in the Region, is the non-governmental organization that has expressed the most interest on how World Bank projects affect women specifically.

community level. Specifically, a rural group based in Jumial Grande/Turenada Sur in Figueroa and staff and students of the *Universidad Nacional de Santiago del Estero* who work on gender and labor issues, provided contributions to this report. Recommendations on the Chile Municipal Development II Project were based on a two-day mission to Santiago on June 29 to July 1, 1998, during which the Bank participated in a workshop on “*Género y Gestión Pública Local*”. See Annex 1 for a list of interviews. The report is also based on secondary sources of information collected on the mission to Argentina.

7. Preparation of the report involved the following steps: (a) a preliminary desk review of the portfolio to determine projects where gender was more likely to be an issue; (b) interviews in Washington; (c) collection of secondary information and interviews in Argentina; and (d) report writing and validation of findings. A workshop to present and substantiate findings and recommendations will take place in early October 1998 in Buenos Aires.

BOX 1: GENDER DEFINITIONS AND CONCEPTS

The word *gender* refers to socially learned behaviors and expectations that are associated with the two sexes. Thus, whereas being male or being female are biological facts, becoming a woman or becoming a man is a cultural and social process.

Gender in this report refers to **both** men and women. It is the variable used to describe men’s and women’s different socially ascribed roles, which result in:

- men and women behaving differently and having different preferences, interests and priorities;
- gender inequalities and inequities—that is, disparities that result from unfair treatment or unjust practices based on whether one is male or female;
- men and women facing different constraints, limitations and challenges; and
- men and women being affected differently by and—through their actions and participation—contributing in different ways to

3. GENDER IN ARGENTINA

8. This section examines the relevance of gender across the following sectors or areas: education, the labor force, health, poverty, social-security pension systems, the household and political participation. The analysis of gender across sectors was not exhaustive. Rather, having relied on secondary sources, readily available information and data governed the areas to be covered.

EDUCATION

9. **EDUCATIONAL ENROLLMENT.** In Argentina, educational enrollment is similar for males and females, with males experiencing lower enrollment levels at the secondary and university levels. Boys and girls enrollment ratio is about 100 percent at the primary level. The proportion of girls having completed secondary education, however, is greater than for boys (82 percent for girls compared to 79 percent for both sexes) and at the university level where 48 percent of university students are male and 52 percent are female. Educational coverage, at over 90 percent for primary school and over 50 percent for secondary school, is one of the highest in the Region. In rural areas, men make up a greater

proportion of the illiterate (53 percent) than women (47 percent), whereas the reverse situation exists in urban areas (56 percent of the illiterate are women and 44 percent are men).

10. **EDUCATIONAL ACHIEVEMENT.** Results of a national examination applied to students of primary and secondary school in Argentina during the period of 1993-1997 revealed that gender differences in educational achievement become significant at the secondary level (Tulic, 1998). According to a national study, both boys and girls obtained high and very high scores in mathematics tests at the primary level. Boys and girls also exhibited similar scores in language in the earlier years of primary school. At the secondary level, however, girls reported lower scores in mathematics and higher scores in language than boys did. The proportion of boys that obtained high and very high scores was seven percent more than girls. In language, only 30 percent of males obtained high and very high scores in language compared to 45 percent for girls. The fact that these gender differences do not exist when children begin school but appear later in secondary education raises the question of whether these differences are more related to school experience than the inherent endowments of girls and boys.

11. **GENDER STEREOTYPES IN TEXTBOOKS.** Much progress has also been made in eliminating gender stereotypes from textbooks in Argentina. In 1987, Wainerman and Barck de Raijman's book on sexism in primary school text books sparked great debate and controversy in Argentina. The book, based on a study of textbooks used from 1910 to 1980, demonstrated that gender-based images and ideas were essentially unchanged over six decades. A follow-up study carried out in by Wainerman and Heredia in the 1990s indicated that profound changes in textbooks had taken place in Argentina since the first study (Wainerman and Heredia, 1996). Books published before the 1970s depicted women as mothers and housewives and men in productive settings and in positions of economic power (Wainerman and Barck de Raijman, 1987). The nuclear family was the only form that existed and roles were clear and immutable (*ibid.*). Contemporary books incorporate a range of family structures and lifestyles, of which the nuclear family is but one type (Wainerman and Heredia, 1996). In contrast to previous textbooks depicting women in traditional roles solely, women are now characterized as rational, courageous, and intelligent beings in the same way as men (*ibid.*). Men were also depicted in family roles.

12. **SCHOOLS AND VIOLENCE.** The roles that schools play for girls and boys in either shielding them from or exposing them to violence is noteworthy. For girls and young women, schools can be havens from domestic violence. Schools in working class areas, however, often experience high levels of juvenile violence, which is much more likely to negatively affect boys. Most probably, the adult violence in the home and the juvenile violence in the school are induced by men, although both girls and boys are victims of the abuse. As suggested in paragraph 37, the incidence of violence both within and outside the home, as well as the substance abuse that increases violent behavior can be linked to the despair experienced by males when they are unable to fulfill male roles and find satisfactory work opportunities. Drug dealing, another social problem mostly involving males, is on the one hand a result of the problem as well as a perceived solution, by providing an alternative source of income.

LABOR FORCE

13. **LABOR FORCE PARTICIPATION PATTERNS.** As in other countries, the gender composition of Argentina's labor force has undergone profound changes. In Greater Buenos Aires for example, the female economically active population (EAP) increased from 33 percent in 1980 to 38 percent in 1991, whereas male participation remained stable at 76 percent (Gallart, et al, 1993). From 1980-89, the female proportion of the EAP increased from 33 to 36 percent, in contrast to men who experienced a decline in their part of the EAP (ibid.). At 39 percent, the proportion of women in the labor force nation-wide was even higher, according to the 1996 *Encuesta Permanente de Hogares* (Rodríguez, et al, 1997). Gender differences in labor force participation rates have been attributed to two factors: (a) the positive relationship between women's educational attainment and participation in the work force; and (b) declining household incomes which have induced women to enter the labor market (Gallart et al, 1993).

14. **OPPORTUNITIES FOR ADVANCEMENT AND SALARY DIFFERENCES.** According to the May 1995 *Encuesta Permanente de Hogares* for Greater Buenos Aires, women on average earn 75 percent of men's earnings (Rodríguez, et al, 1997). This wage differential is low when compared not only to other Latin American countries but also to industrialized nations. In Brazil the average income of female employees in 1990 was 60 percent that of their male counterparts (FLACSO 1995, cited in Htun, 1998). This figure was 63 percent and 58 percent for Bolivia and Jamaica respectively (World Bank, 1993). The female-male wage ratio in 1994 for the United States was 0.72 (Blau, 1998). Argentina compares favorably to some of its Latin American neighbors such as Colombia and Venezuela where the average was 76 percent in 1990 and 78 percent in 1989, respectively (FLACSO, 1993, cited in Htun, 1998). Following the pattern of other countries such as the United States, in Argentina the largest gender difference is observed among qualified professionals where women earn 65 percent of what men earn (Rodríguez, et al, 1997). The lowest salary differential is among semi-skilled workers where female average earnings are 81 percent of men's earnings (ibid.).

15. Gallart et al. (1993) examines job levels in the public sector to explain why women fair less well than men in a sector that over the last few decades has witnessed a feminization of the work force. She and her colleagues find that men have lower levels of education than their female counterparts working in the same sector but that women who have completed tertiary education have a lesser probability of attaining management and director level positions than their male counterparts. Whereas 15 percent of men with tertiary education are in those upper level positions, only five percent of women find themselves in upper management jobs.

16. A series of studies conducted by the *Centro de Estudios del Estado y la Sociedad* (CEDES) on gender and labor issues in two state enterprises and one public agency sheds some light into the reasons for gender discrepancies in public sector jobs.² According to the study sample, women are largely younger and higher educated than their male colleagues and that, controlling for work experience; women are less represented in decision-making and management positions. The study also showed that (a) women tend to be in "dead end jobs" which offer limited opportunities for job advancement; (b) positions typically held by women coincided with lower salaries; and (c) women had

² Garcia de Fanelli et al (1989), Gogna, (1990) and García de Fanelli, (1988), cited in Gallart et al, (1993)

fewer chances to participate in management training than their male counterparts. The study suggests that while women attain higher educational levels than men, fewer opportunities for training means that over time women's human capital declines relative to men's. A question that arises from this research is whether women's fewer opportunities in relation to men's are due to discrimination or self selection, that is, women settling for less demanding jobs which have fewer opportunities for advancement but allow them to juggle multiple economic and domestic roles. In terms of training, the perceived or real household-related constraints that women face relative to men could cause employers to favor men.

17. **THE INFORMAL SECTOR.** Important differences exist between self-employed men and women, with women appearing to earn less than their male counterparts after taking into account education and hours worked. Based on a study by Gallart et al (1991) using data from the 1985 *Encuesta Permanente de Hogares*, of the self-employed worker category, 88 percent of women and 55 of men who have less than primary school training earn less than two minimum salaries; this proportion was 24 percent for women and six percent for men who completed higher education. Hourly salaries for self-employed women are also consistently lower regardless of educational level attained. The lowest difference occurs among the higher educated self-employed where women earned 93 percent of male earnings. Among those with less than primary school, women's salaries were 67 percent of those of men.

18. According to Gallart's study, income differences can be attributed to the fact that the self-employed sector is highly segmented by gender and that women tend to juggle domestic and work responsibilities. Domestic service and garment making are almost exclusively female occupations whereas men dominate in construction jobs and repair services. Among the low income and poorly qualified, both men and women operate under conditions of subsistence, but women face greater restrictions than their male counterparts because of their domestic responsibilities, which limit their time, mobility and flexibility to take advantage of better paying jobs. The isolation of women's work—which is typically domestic service or contracted garment making done in the home—also limits their ability to interact with others and acquire human capital. In the case of the better educated, motivations for pursuing self-employed work are different for men than for women. Men tend to choose self-employment to increase their earning potential from what they would make as salaried workers, whereas women choose self-employment to reinforce family income.

19. **HEALTH CARE SECTOR.** Labor participation in the health sector is predominantly female. While women are approximately 30 percent of the economically active population, they make up 60 percent of all health sector workers.³ The composition of health sector workers by professional level differs significantly by gender. Another study carried out by CENEP in Buenos Aires, shows that men are concentrated at the higher ranks whereas women are distributed at all levels (professional, technical, auxiliary and assistant) (CENEP, 1989). The study shows that women are the minority at the upper hierarchical levels and the majority at the intermediary and lower occupational levels. The CENEP research also demonstrates that the probability of rising to the upper levels of the organizational

³ Based on the *Catastro Nacional de Recursos Humanos del Sector Salud 1980/81* and the *Censo Nacional de Población y Vivienda*, 1980 of the *Instituto Nacional de Estadísticas y Censos*. Percentages exclude individual staff working in doctor's offices as well as administrative, cleaning and maintenance personnel.

hierarchy are increased if one is university educated (especially if one is a doctor), if one is older, if one has worked in the sector for a greater amount of time, and if one is male. For example, while men comprised 76 percent of those eligible for higher level positions (based on qualifications and years of service), men hold 89 percent of upper level posts.

20. **DOMESTIC WORKERS.** Despite globalization and Argentina's modernization, the country exhibits tendencies similar to other Latin American countries in terms of domestic workers. In Argentina, domestic service continues to capture between 20 and 30 percent of the economically active female population (Zurita, forthcoming). This is high if compared to developed countries such as in France, for example, where domestic workers represent only four percent of the economically active female population (Szretter, 1985, in Zurita, forthcoming). Paradoxically, it is the abundance of women willing to work as domestic help, which has allowed professional and middle class women workers the opportunity to participate in the labor market. While women dominate in domestic service, men are also present, making up about 20 percent of domestic workers and occupying positions such as valets, waiters in aristocratic homes (Zurita, forthcoming). Domestic workers tend to be young, have low levels of education, and be migrants (Gallart et al., 1991). The isolated nature of domestic work in individual families means that workers do not interact with others in their profession and therefore have less opportunities to develop human capital on the job (ibid.). On the other hand, Argentina has witnessed a modernization of the domestic service sector in terms of working conditions (Szretter, 1985, in Zurita, forthcoming). The relative importance of "live-in" salaried domestic workers (with long working days) has decreased while the number of self-employed domestic workers who contract their labor to a number of families is on the rise.

21. The National Council for Women (CNM) is advocating for legislation that would formalize domestic service work. Specifically, the CNM is attempting to make social security and medical coverage mandatory for domestic workers. While important, the experience of other countries such as Brazil shows that this type of legislation can act as a double-edged sword by decreasing the demand for domestic help. Domestic service, while low paying, has the relative advantage of easy access, daily pay, flexible hours and, in many cases, non-monetary transfers of food in the place of work (Geldstein, 1997).

22. **THE EDUCATION SECTOR.** As in health, women workers dominate in the education sector. Women make up 97 percent of pre-school teachers, 90 percent of primary school teachers, 64 percent of middle school teachers, and 70 percent of *superior no universitario* teachers.⁴ Teachers' salaries are low and range from a low of 409 pesos in Entre Ríos per month to 946 pesos in Santa Cruz⁵, whereas the minimum wage in Argentina is 220 pesos. At the time of the mission to Argentina in April, the issue of teachers' salaries was being debated in the National Congress, where politicians were proposing a new tax on automobiles to finance a teachers' fund to cover salary increases (La Nación, 1998).

⁴ *Censo Nacional de Docentes y Establecimientos Educativos*, 1994 by the *Dirección General Red Federal de Información Educativa, Secretaría de Programación y Evaluación Educativa, Ministerio de Cultura y Educación de la Nación.*

⁵ Grade school teacher (total gross salary) at the primary level working normal hours with 10 years working experience, *Ministerio de Cultura y Educación*, statistics as of December 1997 (quoted from *La Nación*, April 13, 1998).

23. Cultural factors are attributed to the dominance of women in the education sector. Ministry of Education and Culture officials stated during interviews that “*los docentes son mujeres; no existe la cultura de maestro*”. Ministry officials also stated that women typically choose the profession of teacher as a fall back during times of economic hardship or to provide a supplemental income. A recent study on the situation of teachers in Argentina, which was based on household survey data, supports this assertion. According to the study, 22 percent of educators reported that their salary represented the only source of household income, 23 percent reported it being the main source, and 43 percent reported it being a complementary salary (Vega, forthcoming).

24. Men predominate at the university level where salaries are significantly higher than the primary and secondary levels. According to Ministry of Education and Culture officials, over 50 percent of university professors are male. Salaries at this level are reported to be about 2,600 pesos (which includes a 600 pesos supplement).

HEALTH

25. **MATERNAL MORTALITY AND MORBIDITY.** Maternal mortality, which is 4.4 per 10,000 live births in Argentina (Gogna et al, 1997), is low compared to other Latin American nations but is higher than countries such as Chile (4.1), Costa Rica (4.0), Cuba (3.2) and Uruguay (3.8) (FLACSO, 1995). Moreover, while the national average is relatively low, rates vary widely within Argentina. In provinces such as Chaco, Formosa and Jujuy, for example, the incidence is almost triple the national average (Gogna et al, 1997). Maternal death—due principally to lack of access to family planning methods, clandestine abortions, and lack of access to health services—is for the most part avoidable (ibid.). Because complications often result from botched abortions, maternal mortality and morbidity is also likely to be under reported. Moreover, doctors most probably under-record death or illness of this nature because of concerns that the family may be sanctioning for attempting an illegal practice. The estimated number of abortions in Argentina oscillate between 335,000 and 500,000 annually (ibid.).

26. **FAMILY PLANNING AND CONTRACEPTION.** Despite public acceptance for family planning and contraceptive use, no official public policy exists on reproductive health in Argentina. As in other Latin American countries, abortion is illegal in Argentina and hence, subjects related to abortion, such as reproductive health and family planning, tend to be taboo. Abortion, family planning and contraception have been contentious and politicized over the years. In 1974, the state passed a law making birth control and the sale of contraceptives illegal (Gutiérrez, 1997). With the restoration of democracy, a decree was issued recognizing the rights of a couple to decide freely on the number and spacing of children (ibid.). In 1995, public pressure and lobbying from women’s organizations resulted in the House of Representatives approving the Responsible Parenthood Law (WEDO, 1998). It has yet to be supported, however, by the Senate (ibid.).

27. In the absence of an official policy on reproductive health, access to family planning services, which include information as well as contraceptive devices, is uneven in Argentina. Available statistics indicate that contraceptive use is about 50 percent (Gogna et. al., 1997) . Adolescents, groups in lower socioeconomic strata, and rural inhabitants are among those with limited access to family planning

services. In Santiago del Estero, representatives of NGOs working in rural areas report that family planning services are unavailable at rural health posts. They also indicated that, at a cost of about five pesos per month, the pill—the most popular form of contraceptive—is inaccessible to most poor rural women. While fertility rates were lower in Santiago del Estero City, rates remain high in the popular lower economic districts of the city, due not only to limited access to contraceptives but also to lack of information on family planning.⁶

28. **FAMILY SIZE AND POVERTY IN RURAL ARGENTINA.** According to a World Bank study on rural poverty in Argentina, family size is the single most important family characteristic correlated with per capita income and expenditure (Schonberger, 1997). According to the analysis for expenditure per capita in terms of a number of household characteristics, only the number of household members and the completion of primary school by the household head were statistically significant, with a negative correlation between per capita expenditure and household size accounting for almost all the “explained” variance (ibid.).

29. **ADOLESCENT PREGNANCY.** Pregnancy among adolescent girls continues to be a problem in Argentina (Gogna et al, 1997, Pantelides and Cerrutti 1992, Pantelides et al 1995). According to a study conducted by Pantelides and Cerrutti (1992), higher rates of adolescent pregnancy are observed among girls with less formal education. Their study also shows that while fertility rates have decreased since 1980, the incidence of pregnancy increased moderately among girls age 10-14.⁷ Adolescent fertility rates also vary by region and by socioeconomic group. At one extreme, the Federal Capital (14.2 per 1000) exhibits adolescent fertility rates similar to European nations whereas jurisdictions such as Chabut, Formosa, Misiones, Rio Negro and Salta exhibit rates similar to other less developed Latin American countries (over 50 per 1000) (ibid.).

30. A 1992 study of adolescent fertility conducted by Pantelides et al (1995) in Buenos Aires showed that adolescent girls and boys have limited knowledge of how their reproductive systems function. The study also showed that among those interviewed, 40 percent were not using contraceptive devices and 25 percent of these (all female) did not use contraception because they wished to become pregnant. The study found that 94 percent of males and 77 percent of females interviewed were sexually active, and among those, 15 and 41 percent respectively had experienced a pregnancy.

31. According to the same study, adolescent pregnancy is much more common among girls with less formal education. In the majority of the cases, girls had dropped out of school before becoming pregnant. Other factors that put girls at risk of early pregnancy included: (a) having a mother or father who had his/her first child before the age of 20; (b) having a sibling who had been an adolescent mother; and (c) having had a parent, particularly the mother, absent from the home.

⁶ PRODEMUR, personal communication.

⁷ The study found that 10-14 year olds who became pregnant were more likely to have become so by men over 30, in contrast to older adolescent groups, among whom it is rare that fathers are older than 30 years.

32. **ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS) AND SEXUALLY TRANSMITTED DISEASES (STDs).** AIDS continues to afflict men in greater numbers than women. Eighty percent of AIDS cases are male compared to 20 percent for women (MSAS, 1997). The incidence of AIDS, however, is growing faster among the female population. The male/female ratio decreased from 14 percent in 1988 to four percent in 1996 (Gogna, et al, 1997). Women have a greater chance of contracting AIDS for physical reasons. Gender-based differences in positions of power also make women more vulnerable to AIDS and other sexually transmitted diseases.

33. **BREAST AND CERVICAL CANCER.** The incidence of mortality due to breast cancer in Argentina is one of highest in Latin America, second only to Uruguay (Gogna, et al 1997). In the case of breast cancer, the wealthiest provinces exhibit the highest rates of the disease (almost double the rate of the poorer provinces). According to Gogna, rates of cervical cancer in Argentina are among the lowest in Latin America but again regional differences exist. Northeastern and northwestern provinces have double the rates of the Federal Capital. Cervical cancer is treated fairly easily; therefore, death due to this type of cancer is largely avoidable. Inadequate recording of mortality related to breast and cervical cancer make it difficult to establish an epidemiological profile and estimate the actual prevalence of these diseases.

34. **MALE ROLES IN REPRODUCTIVE HEALTH.** The availability and use of female contraceptives over the decades has reduced male involvement in family planning and other reproductive health decisions. Family planning services have tended to focus on women. These are usually provided through maternal and child health programs, which bypass men. An important recommendation emerging from the 1994 International Conference on Population and Development held in Cairo, was the need to enhance men's responsibilities in family planning by expanding services that protect the reproductive health of both men and women. Very little progress has been made, however, in dealing with men's roles in this area.

35. According to a 1996-97 qualitative study carried out in an urban poor area of Greater Buenos Aires, men lack information on sexual and reproductive health and what information is available to them tends to be partial and incomplete (Meglioli, 1998). The study also revealed that: (a) men's knowledge of contraceptive methods is limited; (b) contraceptive use by men and their partners is low; and (c) lack of accurate information on reproductive health leads to the prevalence of myths around contraception and sexually transmitted diseases. According to the study, because reproductive health and contraception are taboo subjects in Argentine society, men learn about reproductive health by word of mouth, friends and peers.

36. **MALE STERILIZATION.** Both male and female sterilization are illegal in Argentina, hence, no statistics are available on the prevalence of these two forms of family planning methods. According to the Argentine Association of Family Protection, which is considered one of the most reliable organizations on the subject, male sterilization is practically nonexistent. Representatives of the Association report almost no demand for male vasectomies, while requests for female forms of sterilization are common. Female techniques can also be carried out conveniently and surreptitiously in conjunction with other reproductive health procedures.

37. **VIOLENCE, ACCIDENTS, SUBSISTENCE ABUSE AND DEPRESSION.** As in other Latin American countries, violence, accidents, depression, substance abuse and suicide are prevalent among men in Argentina, according to CARITAS, a large non-governmental organization which works in low income communities in Argentina.⁸ While men from all socioeconomic groups are affected, men from lower socioeconomic classes appear to be more prone to these male gender issues. Representatives of CARITAS noted that these problems are due to the narrowly ascribed male gender roles in society which cause men to experience a sense of inadequacy and futility when they are unable fulfill their principal role as family provider. While women are also affected by economic downturns, they reportedly adapt better because of their multi-roles—community, reproductive and productive—in society, and because societal expectations are less for women than for men in terms of earning power. According to Archer (1994), “Some researchers have suggested that the inability of low income men to live up to societal and familial expectations of what ‘real’ men should do, particularly low income men, is associated with stress, substance abuse, risk-taking and violence. Low income young men, who may lack other, more mainstream ways of affirming their identity or of achieving manhood—in the workplace, or in school, for example—may use shows of force, fights and other forms of violence (including violence against women), experimentation with drugs, or acting recklessly to gain prestige within their peer group and to affirm a sense of self.”⁹

POVERTY

38. **GENDER DIFFERENCES IN RURAL POVERTY.** A World Bank study on rural poverty in Argentina carried out by Schonberger (1997), which analyzed gender differences in rural poverty levels according to the gender of the household head, found that overall poverty levels for male and female-headed households were nearly the same. Gender differences were observed, however, when non-farm households were compared to farm household heads. The poverty rate for male-headed non-farm households was greater (72 percent) than the poverty rate for female-headed households (64 percent). In contrast, male farm household heads were less poor than their female counterparts. Pensions and other off-farm income served to reduce, but not erase, the gender gap (54 percent for male heads and 65 percent poverty rate for female heads). The study also found that farms with female household heads averaged only 60 percent of the size of farms run by men and that their net income per hectare was only 66 percent of men’s. In the study, female-headed households made up 11 percent of the sample.

39. **THE CYCLE OF POVERTY PERPETUATED IN SINGLE PARENT HOUSEHOLDS.** Analysis of poverty using conventional methods does not reveal significant differences between households with

⁸ A World Bank study reports that, based on homicide rates, Latin America and the Caribbean is the most violent region in the world (World Bank, 1997). The problem is highly prevalent among youth. As in other regions, violence is a phenomenon of young men killing young men (ibid.). In North America and Latin America and the Caribbean, young men’s mortality rates range from two to seven times higher than young women’s (Barker, 1998). Traffic accidents and homicides are the leading causes of death among youth in the Region (ibid.).

⁹ Cited in Barker, 1998.

reported male and female heads (Geldstein, 1997).¹⁰ According to Geldstein, however, female-headed households may face difficulties not captured by traditional forms of measurement. For example, women who are heads of households tend to be single parents. Most female-headed households, therefore, can only rely on one adult salary. Moreover, because domestic responsibilities can not be shared with another adult family members, these households typically spend a greater proportion of resources to purchase goods and services. Because of the double workload of productive and domestic responsibilities, single mothers dedicate fewer hours to remunerated work, and seek jobs that offer greater flexibility but not necessarily the best salaries, benefits and opportunities for promotion.

40. A cycle of poverty is more likely in families headed by women than those headed by men. Also according to Geldstein, for a person under 20 years, the probability of being poor is four percent or 25 percent higher if he or she comes from a household headed by a woman (depending on the method used to measure poverty).¹¹ Two thirds of children age 15 to 19 years living with a single mother are not in school compared to 51 percent of those in male headed households. Twenty-five percent of school drop-outs from female headed households do not have a minimum primary education compared to less than 10 percent of drop-outs from households headed by men.

SOCIAL SECURITY-PENSION SYSTEMS

41. Macroeconomic concerns and financial crises have led Governments in the Region, such as Argentina, Chile and Uruguay, to overhaul their social security-pension systems. It is difficult to tell how men and women will fare under the new systems being introduced. Reforms will likely have gender differentiated effects, however, because labor market participation and earnings vary by gender; women are more likely than men to have interrupted their careers during childbearing; and, relative to men, women tend to live longer and retire earlier to care for aging family members.

42. In terms of possible impacts, the new multi-pillar systems (MPS) being adopted by Governments in the sub-region are less likely to work to the disadvantage of women and other groups of workers who enter the system after it has been operating for some years. This is because the MPS systems are partially funded in contrast to the old pay-as-you-go (PAYG) system. The MPS also provides some coverage (from mandatory savings) for workers who are affiliated for only part of their working lives, again to the advantage of women. Moreover, low earners, such as women, are more likely to benefit from the social safety net (e.g. the minimum pension guarantee). The minimum pension provides the same returns to workers with flat (predominantly women) and steep (predominantly men) age-earnings profiles. While these characteristics of the system will improve the relative position of women in a MPS, others will probably have the opposite effect. For example, men and women are

¹⁰ According to Rosenhouse (1989), problems exist in the concept of headship because it assumes a hierarchical relationship between household members. It also implies that the head is the most important member in the household, is present in the household, has overriding authority in important household decisions, and provides consistent and central economic support. These commonly made assumptions between the head and the household can result in a biased portrayal of the internal dynamics of the household. In Argentina, a qualitative study on female-supported households with unemployed male spouses found that all women indicated that the head of the household was the man despite the fact that they were in a position of power and controlled the resources (Preloran, 1990 in Ibarlucía, et al, 1990).

¹¹ The standard means of measuring headship include: NBI (unmet basic needs) and equivalent adult (LP).

more likely to face the same retirement age or at least to be penalized equally for early retirement under the new MPS schemes.

THE HOUSEHOLD

43. Changes in the division of labor in the household appear to be slow and gradual, despite dramatic changes in the gender composition of Argentina's labor force over the last few decades. Double income families are increasingly more common. From 1980 to 1994 in Buenos Aires, for example, the proportion of families with a single provider decreased from 68 to 52 percent whereas the two income family increased from 23 to 38 percent over that time period (Wainerman, 1998). A small study of 35 middle and upper-middle income couples in Buenos Aires City conducted by Wainerman (1998), however, demonstrates that while changes in the labor force have taken place the gender division of labor in the household is less dynamic. She finds that while men are playing a more active role in child rearing and help to some extent in domestic tasks, the distribution of these tasks still follows along traditional lines. Women generally tend to be responsible for housework—cooking, cleaning, ironing, doing the laundry—while men are responsible for more occasional chores such as small domestic repairs and car maintenance. Inter-generational changes, however, were observed. While men now do some housework, most men in the parents' generation did not perform these tasks at all. Sharing of responsibilities between spouses is also more prevalent now than in previous generations.

44. It is important to note that the middle- to upper-income families interviewed in Wainerman's study pay domestic workers to take on household and child care roles performed by women but that the length of paid domestic work decreases with the wife's participation in the labor force. According to the study, 50 percent of women in the survey who worked full time contracted 20 or more hours of domestic help (weekly). This proportion decreased to 35 percent for women working 20-34 hour weeks, and 29 percent for women working less than 19-hour weeks. The option of contracting labor, however, would be less viable for lower income families which means that women are probably juggling multi roles if they are also participating in the labor force.

POLITICAL PARTICIPATION

45. Gender balance in political participation has increased since 1991 when a law was passed establishing a 30 percent quota for women in electoral lists. In the October 1997 elections, the percentage of women in the House of Representatives reached 30 percent, up from 28 percent in 1995 and 14 percent in 1993 (INM, 1998). While the law is not obligatory at the provincial level, currently 18 out of 24 provinces apply the quota system, with positive results (WEDA, 1998). The participation of women in senate commissions follows traditional lines: women are represented in high numbers in the social and family commissions where men are concentrated in the commissions for industry, customs revenues, mining, energy, defense and foreign relations. Women comprise 20 percent of judges at the national level and 33 percent at the state level. Only nine percent of ambassadors are women.

4. BUILDING A GENDER SUPPORT SYSTEM

46. Based on prior experience and consultations conducted during the portfolio review with both Bank staff and Government officials, lack of operational and technical support is the critical constraint to improved portfolio performance on gender. Resistance and insufficient interest do not appear to be major barriers to incorporating gender into development programs in the sub-region. Opportunities also exist for the Bank to contribute work on gender issues outside the current portfolio. But again the limiting factor is the operational support to explore and follow-up on these options with the Governments and other organizations. The strategy recommended in this report, therefore, is to put a gender support system in place. The elements of the proposed system are described below.

- (a) A JAPANESE GRANT (PHRD) REQUEST ON GENDER. The Department should consider requesting a (non- preparation) Japanese grant on gender to support the Bank's Program in the sub-region.¹² The Japanese Government has identified gender as a priority issue on non-preparation grants. This year the Mexico Department requested a grant for Bank gender-related activities.¹³ The grant would be used to: (a) provide the necessary technical and operational support on gender to Government and Bank staff, including following-up on project-specific recommendations made in this report and hiring sector-specific consultants as required; (b) design and implement prototype projects to address gender issues not covered in the project portfolio; and (c) manage grant activities. The strategy would involve recruiting a short-term consultant, who would be covered by the PHRD, to put the support system in place and manage the grant. At the end of the grant period, the Department could assess outcomes and project contributions and impact and consider the option of recruiting gender staff on a part-time or full-time basis.¹⁴
- (b) CADRE OF LOCAL CONSULTANTS TO SUPPORT GENDER WORK. Part of the mission involved establishing a preliminary group of consultants who could provide sector-specific contributions on gender to projects. A preliminary list of consultants is found in Annex 2. An important element of this strategy would be to ensure that consultants produce quality work, which is consistent with Bank standards and requirements. The strategy, therefore, would involve a 2-3 day training program for interested consultants on: (i) Bank operations and procedures; (i) report writing according to Bank requirements; and (iii) the LAC Region's gender approach.¹⁵

¹² The next PHRD trauch is in November 1998.

¹³ The Bank approved the grant request for the April 1998 trauch. A decision from the Japanese Government on approved grants is pending.

¹⁴ This decision should be based on whether Task Managers place value on the work produced, as indicated by their willingness to pay for the Gender Specialist through project funds.

¹⁵ In June 1997, the LAC Region, in cooperation with the Economic Development Institute (EDI) in Washington, conducted such a training program in San José, Costa Rica. The Bank would organize a similar training session in Argentina with resources from EDI.

- (c) PARTNERSHIPS. Establishing partnerships would constitute an important element of the strategy for the sub-region. For example, during the portfolio review, the UNDP expressed interest in working collaboratively with the Bank in two areas. First, it offered assistance on gender for the PROMIN Project. One option would be for the UNDP to participate in the next supervision mission to examine men's and women's participation in the project and propose how men could take on a greater role in family care (where they have been traditionally excluded) and women's participation could be extended beyond their conventional reproductive role. Second, the UNDP is interested in studying emerging gender issues in the workforce, which would involve examining how women and men have been affected differently during economic downturns. The Bank is planning such a study for the upcoming poverty assessment; therefore, the proposed research could be carried out collaboratively with the UNDP. Similar arrangements could be explored with other organizations such as the IDB, which has a number of interesting projects in the labor sector, including a \$1 million grant to the Ministry of Labor for women's technical training.

47. **GENDER ANALYSIS IN SOCIAL ASSESSMENTS.** As demonstrated in a number of the projects reviewed, social assessments can be an important mechanism for carrying out gender analysis and identifying the relevance of gender in development projects. The Bank is making important efforts to systematize social assessments in its operations and investments. Current challenges for the Bank, which would apply also to the Department, are: (a) to increase coverage of social assessment in the portfolio; and (b) to utilize the findings of these assessments in the design of operations. In terms of gender, an important strategy therefore would be to promote the use of social assessments as a tool for Task Managers to handle a range of social issues—including gender—and ensure that gender analysis is carried out effectively in these social assessments. Staff working in the proposed support facility could work towards that end.

5. SPECIFIC ACTIONS

48. The workshop to present and substantiate findings and recommendations of this report are the first action emerging from this review. The workshop will take place in early October 1998 in Buenos Aires. Project-specific observations and recommendations are described in the matrix that follows. Because recommendations are based on a rapid assessment of the portfolio and not on an in-depth analysis of projects, these represent a starting point only. The grant proposed above would allow for the required follow-up, validation and revision on the report's recommendations.

49. **PROPOSED PROTOTYPE PROJECT.** One specific action that the Bank could consider is a pilot project to address the crosscutting issue of negative male and female stereotypes. The Department of Social Policy in the Buenos Aires City Government has expressed interest in implementing a pilot demonstration project of this kind. The goal of the pilot would be to reduce negative images of men and women in the media. It would consist of the following types of activities: (a) seminars and training workshop with publishing and media communications companies; (b) a public awareness and information campaign to inform citizens of gender stereotypes that reinforce male and female traditional roles; (c) a free hotline for citizens to report sexist media and communications; and (d) opinion surveys to demonstrate to publishing and communications companies people's views on prevalent sexist written materials and media. The Government of Buenos Aires City provides a good institutional framework for implementing this kind of an initiative. Depending on the outcome of the pilot, it could be replicated in other provinces of Argentina. The proposed activity could be included in the grant request.

MATRIX OF PORTFOLIO REVIEW

ARGENTINA

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
Small Farmers Development (PROINDER)	<ul style="list-style-type: none"> • both men and women participate in agricultural and livestock production but agricultural extension tends to be directed at men; relevant extension advice is not automatically passed on from husbands to wives • lack of attention to gender roles leads to losses in effectiveness, e.g. a case was cited of government officials training men on how to vaccinate goats when goats are a female responsibility • attention to institutional issues is needed; for example, the <i>Fondo Agropecuario Social (FAS)</i>, which in the predecessor of PROINDER, had a special component targeting women, but very little few resources disbursed because the fund was not promoted • some FAS activities designed for women reinforced women's traditional roles in the home rather than supporting them in their agricultural production needs • some creative projects in agroprocessing <i>supported</i> by the FAS could be replicated 	<ul style="list-style-type: none"> • gender sensitive activities—agricultural extension, support for off-farm income generating activities and community infrastructure—build into the project based on the social assessment, which showed that men and women had different priorities; for example, women requested potable water and men demanded production credit • project includes staff training on gender • projects with female target groups given higher ranking • leadership training for rural women 	<ul style="list-style-type: none"> • during supervision, at the provincial level, ensure that service providers understand the need to target both men and women according to their differentiated demands and roles in farm and off-farm production • ensure that at the provincial level sufficient technically qualified staff are available to promote and monitor gender-related project components
PROSAP	<ul style="list-style-type: none"> • not known—agricultural production reportedly becomes more male oriented as scale of production increases, therefore, depending on the size of the farms, gender may or may not be an issue 	<ul style="list-style-type: none"> • none to date although Task Manager has requested support to look at gender in the project 	<ul style="list-style-type: none"> • explore with counterparts the gender division of labor in medium and large scale farming
Rural Poverty Study	<ul style="list-style-type: none"> • variable of family size explains poverty • vulnerability of female-headed households compared to male-headed households 	n/a	<ul style="list-style-type: none"> • further explore gender in the upcoming country-wide poverty study
Secondary Education III	<ul style="list-style-type: none"> • gender disaggregated repetition, drop-out, and achievement rates are not systematically monitored by gender 	<ul style="list-style-type: none"> • social assessment revealed the need for “free time” for students to be able to discuss their concerns on issues such as 	<ul style="list-style-type: none"> • provide technical assistance to introduce “life skills” as an option in the Buenos Aires youth “free

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
	<ul style="list-style-type: none"> gender differences in educational achievement exist gender roles continue to be rigid to the detriment of both men and women; gender stereotypes in books have been reduced but teachers probably continue to transmit stereotypes through teaching methods high teenage pregnancy levels persist; daughters of adolescent parents are more at risk of being adolescent mothers 	<p>teenage pregnancy and AIDS</p>	<p>time program” , to cover issues such as gender roles and responsibilities, sex education, conflict resolution and decision-making; monitor this activity to determine how students react to the option</p>
TRABAJAR II	<ul style="list-style-type: none"> the proportion of the labor force that is unemployed is greater for women than men the Ministry of Labor’s response to unemployment is to fund two parallel programs: community services (80 percent of the beneficiaries are women) and <i>TRABAJAR</i> (87 percent of beneficiaries are men), however, in the case of the <i>TRABAJAR</i> Program, regional variations exist in gender participation levels Government programs reinforce gender stereotypes by creating work programs for men and services programs for women unemployment among men is causing depression, substance abuse and violence; men have difficulties finding other meaningful roles when they are unable to fulfill their traditional role of provider 	<ul style="list-style-type: none"> the project considered giving a higher grading to <i>TRABAJAR</i> proposals with a better gender balance in participation strategy ultimately adopted was to ensure promotional programs target both male and female potential beneficiaries 	<ul style="list-style-type: none"> monitor beneficiaries by gender during project supervision carry out a comparative review to determine reasons for gender variation by province and specifically to isolate why some regions have a better gender balance than others; make recommendations accordingly for the next <i>TRABAJAR</i> III Project
PROMIN I ¹⁶	<ul style="list-style-type: none"> unequal reproductive health care services—rural women have limited access to basic reproductive health care and family planning; urban low income women may have greater physical access but receive limited information on family planning devices; family planning is difficult to access in provinces with more conservative political systems 	<ul style="list-style-type: none"> project is meeting the basic needs of women by increasing the coverage of obstetric and pediatric care in poor areas childcare services are provided by the project which focuses on the development and psychological needs of children 	<ul style="list-style-type: none"> consider contracting out the delivery of maternal child health services to non-governmental organizations which, in turn, can provide family planning methods and information more liberally to men and women who demand it

¹⁶ This project was listed in the World Bank Gender Webpage as a best practice example.

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
	<ul style="list-style-type: none"> • the cost of contraceptives makes them inaccessible to poor rural families • reproductive health is an extremely sensitive issue because of its association with abortion which is illegal in Argentina • maternal and child health projects, while important in meeting basic needs, perpetuate women's traditional roles • male rights and responsibilities in reproduction are invisible 	<ul style="list-style-type: none"> • violence is starting to be raised as a health issue 	<ul style="list-style-type: none"> • expand information on family planning and reproduction to men and youth • UNDP is willing to participate in project supervision to look at gender in a more comprehensive way
AIDS/STDs	<ul style="list-style-type: none"> • men and women face different risks in contracting AIDS and STDs 	<ul style="list-style-type: none"> • the project will collect information on AIDS and STDs transmitted from mother to infant 	<ul style="list-style-type: none"> • attempt to collect gender disaggregated information broadly to compare gender trends in AIDS and STD cases
Judicial Reform	<ul style="list-style-type: none"> • services to the public are not evaluated therefore executing agency unaware of whether men and women who use the system have differentiated needs • gender issues within the executing agency are unknown 	<ul style="list-style-type: none"> • human resources expert is to supervise the project from a gender perspective, to <i>inter alia</i>, identify if gender differentiated personnel issues exist 	<ul style="list-style-type: none"> • follow-up on consultant's recommendations
Teachers' Fund	<ul style="list-style-type: none"> • low teachers salaries, due in part to the fact that the education sector is female-dominated and women's work is considered to be a supplement to family income • teachers are inefficient, unmotivated and have high levels of absenteeism • day-care facilities are a constraint for female teachers 	<ul style="list-style-type: none"> • study of teachers is examining labor issues by gender 	<ul style="list-style-type: none"> • insufficient information at this time to make concrete recommendations
SIEMPRO	<ul style="list-style-type: none"> • insufficient information on whether social services are meeting the distinct needs of men and women 	<ul style="list-style-type: none"> • statistics on the recipients of social services have been collected at the individual rather than household level which will allow the project to analyze 	<ul style="list-style-type: none"> • as part of the poverty study, contract a study on the gender impact of the recipient of the social service in terms of family

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
		whether gender matters in terms of who gets the social assistance	welfare and increases in household expenditure
Provincial Reform	<ul style="list-style-type: none"> insufficient information on whether provincial public services meet the distinct needs of the male and female population and how services could be improved to improve the satisfaction of clients 	<ul style="list-style-type: none"> resources allocated for public expenditure review to be carried out from a gender perspective 	<ul style="list-style-type: none"> during preparation missions, analyze the provision of provincial services by gender
Capital Markets	<ul style="list-style-type: none"> Male and female entrepreneurs operate enterprises in different scales and in different sectors; women's operations are often home-based whereas men tend to be more mobile and operate larger enterprises; financial services for entrepreneurs should consider different characteristics of male and female enterprises 	<ul style="list-style-type: none"> request from the Government to include gender and small business development in the new Small Business Finance Component of the Project, but project has encountered problems in implementing this component; original interest in gender in question 	<ul style="list-style-type: none"> carry out periodic follow-up on the status of the Small Business Finance Component
Strengthening of National Public Expenditure System TA	<ul style="list-style-type: none"> insufficient information on whether provincial public services meet the distinct needs of the male and female population and how services could be improved to improve the satisfaction of clients 		<ul style="list-style-type: none"> follow-up on Government's expressed interest in looking at gender
Flood Protection	<ul style="list-style-type: none"> housing needs may vary by gender; access to housing may also vary by gender 	<ul style="list-style-type: none"> not known 	<ul style="list-style-type: none"> more information required
Poverty Assessment	<ul style="list-style-type: none"> economic downturns have affected men and women differently, with women being forced to enter the workforce and juggle household responsibilities; and men struggling with the effects of unemployment on their self-esteem; men incur high levels of substance abuse, violence, depression and suicide single mothers tend to feel the effects of poverty to a greater extent because of the absence of a spouse to share the burdens of poverty children of single mothers are more likely to be poor than those from "male headed" households 	<ul style="list-style-type: none"> poverty assessment will include two studies: (a) a labor study to examine the differentiated effects of economic change on men's and women's labor supply and demand; and (b) a study on whether the gender of the recipient of social and economic assistance affects family welfare 	<ul style="list-style-type: none"> carry out proposed studies

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
	<ul style="list-style-type: none"> social and economic assistance to women may yield greater benefits in family welfare than those given to men, based on increases in family consumption 		
Gender and Pension Reform Study	<ul style="list-style-type: none"> reforms in pension systems will affect male and female recipients differently due to demographics and the different labor market characteristics of men and women. 	<ul style="list-style-type: none"> study in process to identify the consequences of pension reforms on men and women's welfare (gains/losses) focusing on the cases of Argentina and Chile 	<ul style="list-style-type: none"> present study to Government counterparts

URUGUAY

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
	<ul style="list-style-type: none"> request for Bank resources to establish a government agency for women 	n/a	<ul style="list-style-type: none"> re-establish contact with Government to determine if interest persists; consider developing a LIL
Basic Education	<ul style="list-style-type: none"> four-hour school system affects working mothers who have responsibilities for childcare messages and stereotypes transmitted through education affect boys and girls negatively 	<ul style="list-style-type: none"> the project carried out an analysis of factors affecting children's performance in school, which looks at variables such as family structure, single parent families, common law marriages 	<ul style="list-style-type: none"> determine if further analytical work required to better examine gender

CHILE

Projects	Possible Gender Issues	Current Gender-Related Interventions	Recommendations
Municipal Development	<ul style="list-style-type: none"> possible gender differentiated priorities and needs at the municipal level 	<ul style="list-style-type: none"> Government (SUBDERE) financed a workshop on "<i>Género y Gestión Pública Local</i>", which was held on June 30 to July 1, 1998 	<ul style="list-style-type: none"> include the project in the Gender and Institutional Innovation in Latin America (GINO) Programme, which provides technical assistance on gender as well as institutional development
SECANO	<ul style="list-style-type: none"> gender analysis indicates that men are involved in dry land farming; women are involved in agroprocessing and other off-farm activities 	<ul style="list-style-type: none"> gender roles identified during the design of the project; project designed in a consultative way with both men and women participating technical unit of the project staffed with professionals with an interest in gender M&E system is gender disaggregated 	<ul style="list-style-type: none"> monitor the project to see how beneficiaries are benefiting by gender
Secondary Education Quality	<ul style="list-style-type: none"> opposition to a single shift school system because of fear that reform would be counter to family life 	<ul style="list-style-type: none"> moving from a double to single shift will keep kids in school for longer and allow 	<ul style="list-style-type: none"> more information required

Improvement	<ul style="list-style-type: none">• opposition to the costs of pre-school• stereotypes transmitted through education	women to increase their labor force participation and earnings	
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ANNEX 1: LIST OF INTERVIEWS AND CONSULTATIONS

<i>World Bank</i>	
Washington	William Experton Jean-Jacque de St. Antoine Polly Jones Mari Minowa Steve Schonenberger Steven Oliver Graciela Lituma Miguel Mercado-Diaz Paul Levy
Buenos Aires	Myrna Alexander Sandra Cesselini William Partridge Alexandre Abrantes Mark Hagerstrom

<i>Government of Argentina</i>	
Ministry of Labor	Ma José Rodríguez Claudia Verra
Ministry of Education	Innes Zubidi Raul Layton Estela Citrinovitz Lucrecia Tullic
Ministry of Economy	Christina Flood Dolores Zagaglia
Proyecto SIDA	Mirta Taoliabué Suzana Samoza
Ministry of Health	Diana Galimberti Norma Abeya
SIEMPRO	Irene Novakosky
Sub-Secretary of Social Programs	Silvia Gascón
Ministry of Agriculture	Patricia Areco Mime Díaz
National Council for Women	Esther Schiavoni
Ministry of Foreign Relations	Teresa Solá
	Dora Barrancos

<i>Non-Government-Argentina</i>	
Universidad Nacional de Santiago del Estero	Natividad Nassif Carlos Zurita
Proyecto PRODEMUR	Cecilia Canevari Cristina Bioggi Georgina Sosis
Hospital Ribadabia	Ana Trop
Centro de Población	Rosa Geldstein Catalina Wainerman María Antonia Gallart
Women's Eyes on the Bank (Argentina)	Ana Falu Monica Slagdona Elena Zurino Norma Sanchis Lucrecia Oller
Gremial de Docentes	Nora Nasta Gustavo Bravo Hector Alberto Robles
CARRITAS	Cristina Chan

<i>International Organizations ³/₄Argentina</i>	
Inter-American Development Bank	María Teresa Traverso Gloria Almeyda
UNDP	Marta Carlevarino

<i>Chile</i>	
Sub-Secretariat of Municipal Development	Julio Ruiz María Luisa España Gladys Gómez Gloria Torres

ANNEX 2: PRELIMINARY LIST OF CONSULTANTS

LABOR AND PRODUCTION:	María Antonia Gallart, Catalina Wainerman, Mónica Sladogna, María Emilia Ginés, Ana Catalano
POVERTY:	Rosa Geldstein, Ana Falú
POPULATION:	Alejandra Pantelides, Martin Moreno
ENVIRONMENT:	Ana Falú
VIOLENCE:	Cristina Zuccardi, Lucrecia Oller
COMMUNICATIONS:	Ana María Amado, María José Mena, Norma Sanchís
HEALTH AND REPRODUCTION:	Mabel Bianco, Susana Checa
HUMAN RIGHTS AND THE LAW:	Haydée Birgin, Susana Chiarotti
LEADERSHIP AND POLITICAL PARTICIPATION:	Monique Alтчul, María José Lubertino, Cecilia Lipszyc, María Luisa Storani
SOCIAL POLICY:	Marta Coelho, Norma Sanchís, Adriana Rofman
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