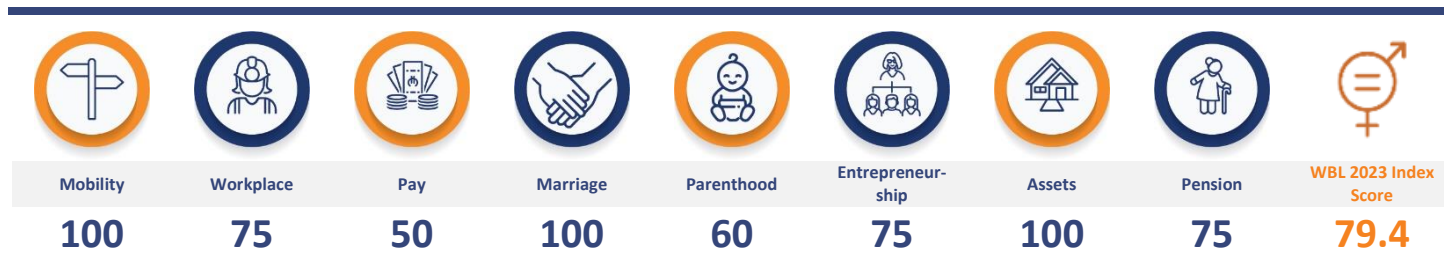


# Argentina

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Buenos Aires (Ciudad autonoma de)). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Argentina scores 79.4 out of 100**. The overall score for Argentina is lower than the regional average observed across Latin America and the Caribbean (80.9). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

## Argentina - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and gender differences in property and inheritance, Argentina gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Argentina could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Argentina is on the indicator measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Argentina may wish to consider allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Argentina are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/argentina/2023>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Decreto 261/2011 reglamento para la emisión de pasaportes, Anexo I, Art. 2; Procedimientos de solicitud de pasaporte
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley de Protección Integral a las Mujeres, Art. 6(c); Ley de Contrato de Trabajo, Arts. 17 y 172
	Is there legislation on sexual harassment in employment?	Yes	Ley Núm. 26.485 de Protección Integral a las Mujeres, Arts. 4, 5(2)(3) y 6(c); Ley Núm. 27.850
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Ley de Contrato de Trabajo, Art. 172; Ley Núm. 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 in the same way as a man?	Yes	Código Civil y Comercial, Arts. 431 y 432
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 24.417 de Protección Contra la Violencia Familiar; Ley Núm. 26.485 de Protección Integral a las Mujeres, Art. 6
	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
	Does the government pay 100% of maternity leave benefits?	Yes	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 there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Ley de Contrato de Trabajo, Arts. 177 y 178
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil y Comercial, Arts. 469-471
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil y Comercial, Art. 2426
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil y Comercial, Arts. 2424 y 2435
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil y Comercial, Arts. 469-474
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil y Comercial, Arts. 463-466
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Ley Núm. 24.241 Ley Nacional del Sistema Integrado de Jubilaciones y Pensiones, Art. 19
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Ley de Contrato de Trabajo, Art. 252
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decreto 475/2021, Art. 1