german
cooperation
DEUTSCHE ZUSAMMENARBEIT

A Gendered Analysis of Employment and Skills in the Large-Scale Mining Sector in Argentina

Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Published by:

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

"Regional Cooperation for the Sustainable Management of Mineral Resources in the Andean Region" Chile GIZ Agency.
Federico Froebel 1776, Providencia, Santiago, Chile
Tel. +56 2-27193900
www.giz.de

Version
February 2023

Design
Pablo Medina Ubilla / www.koloro.cl

Photografic Credits
Photographers listed in alphabetical order
iStock photo: Cover and back cover photo
GIZ/Rolando Suaña: pages 2, 7, 65.

This document has been prepared by Silvana Mondino, under the coordination of Cristina Muñoz, GIZ Technical Advisor. The author would like to thank the cooperation and inputs from Phd. Pamela Morales, Deputy Secretary for Mining Development -Mining Secretary, Argentina Ministry of Economy-; Lic Paula Basaldúa, Coordinator at Gender Cabinet -Secretariat of Industry and Productive Development, Argentina Ministry of Economy-; Mag Marita Ahumada, Women in Mining Argentina Advisory Committee Director; Gabriela Uriburu, First Vice President, and Silvia Rodríguez Second Vice President, both from WIM Argentina Executive Committee; Marita Ahumada, Director WIM Argentina Advisory Committee; and Mercedes Rodríguez, Executive Director of WIM' Argentina Chapter.

This report has been prepared under the frame of the Women and the Mine of the Future project; the purpose of this project is to understand the status quo of women in the mining industry, so that key stakeholders may anticipate, evaluate and address impacts with a gender perspective as mining evolves. The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) leads this project with the following partners:
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) on behalf of Germany's Federal Ministry for Economic Cooperation and Development (BMZ); the Environmental Governance Programme of the Swedish Environmental Protection Agency; the United Nations Development Programme (UNDP); and the International Labor Organization; and International Women in Mining.

Under request of the
German Federal Ministry of Economic Cooperation and Development (BMZ)

ÍNDICE

Executive Summary

This study compiles data and information on women's participation in Argentina's large scale mining industry, analyzing the presence and persistence of gender gaps in this sector. This study includes, also, suggestions and recommendations for the public and private sectors aimed at paving the way towards equal opportunities. This study is part of the global report "Women and the Mine of the Future", prepared by the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF), in collaboration with the International Labour Organization (ILO), the United Nations Development Programme (UNDP), and International Women in Mining. The first phase of the project sought to establish a baseline for understanding the current profile of women employed in large scale mining and in their supply chain, through different case studies in the following selected countries: Argentina, Australia, Brazil, Canada, Chile, Colombia, Ghana, Mongolia, Zambia, Peru, South Africa, and Sweden. The second phase of the project, based on the analyses conducted in each country, will map the changes in occupational structures, and the demand of the skills necessary for future jobs in the large-scale mining sector. The third phase, with a focus on expanding women's reach in the large-scale mining sector, will analyze women's participation in mining supply chains.

The large scale mining industry faces fundamental structural changes, deriving from the fast pace of technological advances, the rise in demand for minerals and metals for the transition towards low carbon economies, and the growing pressure from investors and the scrutiny of civil society for minerals, throughout their entire supply chain, to be extracted, refined, processed and commercialized in the most responsible, equitable way, and with the least possible impact in mining affected territories. These trends, recently accentuated by the impacts of the COVID-19 pandemic and other geopolitical changes under way, have altered mining sector operations at the core, with important implications for the business model, the culture, the work environment, and the organizational structures, and for policymakers.

These new trends and these accelerated changes will necessarily have repercussions in the gender dynamics of the mining labor market and of the local supply chains, impacting men and women differently. As pointed out by the IGF (Women and the Mine of the Future Global Report 2023), consistent, detailed, and comparable data is scarce, and at the same time fails to analyze the current situation of employment in depth, disaggregated by gender in the large-scale mining sector. Therefore, this country study seeks to shed light on women's participation in the Argentinian large scale mining sector, a highly male-oriented sector, including data of the workers' profile, their level of education and levels of responsibility in the different mining provinces in Argentina, the evolution of mining labor, and participation in the organizational structure by gender, among other things.

In Argentina, there are gender gaps in the access, participation, and permanence of women within mining companies. These gaps can be found when analyzing the low women's participation (10.5%) in the large-scale mining sector. Though there have been many changes in the last decades, as shown in the higher insertion of women in the labor market, women's perspectives are far from being equal to that of men's (UNICEF, 2017). Several factors fuel workplace gender gaps, among which long-standing structural gaps, socioeconomic and technological transformations, as well as the impact and outreach of economic crises are observed. Particularly, the crisis caused by the pandemic triggered a bigger impact on women, especially the younger ones. Expectations and stereotypes, existing in society even today, associated with marked gender roles, absence of policies for gendered talent management, as well as of Organizational Strategic Plans for reducing the gap in the implementation of those actions, the difficulties at the moment of balancing work and personal life, and the caretaking responsibilities that are disproportionately undertaken by women, erode and hinder access, participation, development and permanence of women in the formal labor market in general, and in the mining labor market in particular.

*Even though the word "man" has a seemingly universal meaning, synonymous with "human kind", throughout this document, the word "man" will refer exclusively to people of male gender.

In Argentina, men have a higher access and show higher participation rates in all areas of the mining sector, evidencing a gender participation gap for each category of activities. However, the presence of women in the mining labor market and in mining has experienced sustained growth since 2014. Women are mostly employed in the exploration and funding stages (22.81%) and in the production phase of lithium (18.46%). According to the women who were interviewed for this study, the lithium sector is an opportunity for professional development.

There's a higher female participation, both in office categories (22.6%), and in those positions that do not require technical qualifications (24.1%). Women's presence in high management and decision-making positions within the company is below 11%. Participation gaps were observed in this analysis with regard to the structure of corporate hierarchical positions, with women in positions that, a priori, would not require technical qualifications.

During recent years, Argentina has made progress in the design of nation-wide schemes and programs on gender and diversity, promoting a substantial advance in gender and diversity policymaking at the national, regional, and local levels. However, there are inefficiencies at the time of implementing measures for equal opportunities in the mining sector, particularly at provincial level.

In the case of companies, this study sheds light on the existence of vertical segregation, due to the scarce participation of women in leadership roles in mining companies; and horizontal segregation, in industries were women participate more; being of the essence to implement actions to accelerate access, promote participation and development, and focus on the permanence of women in the industry. Given the mining industry's working rosters, further efforts are necessary in terms of physical and emotional health, hygiene, and safety of company staff. Also, there are still more challenges on employees' personal and work life balance, on the design and implementation of measures of co-responsibility and coparenting, and on the approach to harassment and gender violence in the mining work environment.

The lack of gender-disaggregated data for the mining sector hinders the possibility of evaluating women's willingness to take on new employment opportunities as the mining industry becomes more sophisticated, and some of the traditional barriers associated to physical strength and remote labor are eliminated with the new integrated operation centers and the progress of digitalization and automatization. Also, there is a need to determine women's academic profiles and evaluate the new profiles required by the industry. On this regard, although 6 out of 10 university students are female in Argentina, only 25% of women study engineering and applied sciences, some of the most required careers by the mining sector. Some graduate and postgraduate courses are more feminized, since women participate more in activities related to health, education and housekeeping, areas traditionally associated with caretaking (DNEIyG, 2021), and fewer women choose applied sciences.

Introduction

In recent years, the global labor market has undergone changes and transformations, and at the same time there has been changes in the demands from civil society organizations urging companies to incorporate environmental, social, and governance aspects into their business. Diversity, equality, inclusion, and belonging have ceased to be mere concepts to become an essential part of the strategic pillars and factors for creating an organizational competitive advantage. This is because there is no sustainable future without gender equality and without intentional policies that promote women's participation in traditionally male-dominated industries. Moreover, despite the progress made in women's inclusion in the workforce, their participation is far from being equal to men's.

In this sense, large-scale mining companies are faced with a huge opportunity when it comes to introducing actionable measures to ensure gender equality and equal opportunities, both within their own organizational structures and in relation to host communities where mining companies operate. Thus, resulting in positive impacts, by promoting access to health, safety, education, and professional and career development for the community. In order to close these gaps, there is a critical need of providing insights to answer the following questions. Are there gender gaps in large-scale mining in Argentina? Which are the activities, areas, and operations in the mining industry where women´s participation and access is higher? What are the skills required by the mining industry? Which are the studies preferred by women in higher education in Argentina? Are there any regulations and good practices in place for promoting women's access, participation, and permanence in the mining sector in Argentina.

This document presents some information and findings for preliminary answers to these questions, as well as some organizational good practices and actionable suggestions for integrating a gender perspective in the mining sector.

Methodology

Preparing this document involved the analysis and systematization of available relevant public databases and secondary information sources, with a focus on existing occupations and skill profiles of men and women employed in the large-scale mining sector in the Republic of Argentina (hereinafter Argentina), taking September 2022 as the cut-off date for the analysis, when available. At the same time, mine site observations and interviews were held with women miners, industry leaders and participants of Women in Mining Argentina, among others, to incorporate their perceptions and life experiences.

It is worth noting that this analysis and systematization were carried out on nation-wide economic indicators on employment in the mining sector, including people directly employed in companies of the mining sector, considering chronological and time series.

As part of the analysis, when considering the skills and capacities that the large-scale mining sector requires and demands in Argentina, data was disaggregated by gender/sex, as a dichotomous variable with two categories (women/men). Also, Argentina's territorial governance (federalism and provincial autonomy) and natural resources were taken into account. In line with this, consideration was given as well to include a detailed description of the different laws and regulations governing human rights, gender, and equality issues.

Given the importance of having women miners' perspectives and experiences, interviews were conducted with them to explore and gather information on, among other things, the challenges and gender gaps, as well as on existing micro-discriminations. Focusing on the mining industry, consideration was also given to good practices that mining companies and governments design and implement to create an environment fostering true equal opportunities for women and men, and access, participation, development, and permanence of women in the mining sector.

In addition, actions, and potential positive externalities for creating direct and indirect employment, both in the supply chain and in hosting communities, are analyzed. For the analysis a situated perspective is adopted, as well as a gender and intercultural approach, with specific consideration to the most vulnerable populations.

Gender perspective is, as well, present throughout this document as a methodological approach, starting from an analytical point of view on an existing patriarchal and androcentric society, where people are assigned characteristics, roles, opportunities, duties, and responsibilities according to their gender identity. This gender perspective is applied as an analytical tool to observe the impact of gender on people's social interactions in Argentina's large-scale mining sector and as an input for designing and implementing actions fostering equality and equal opportunities for women and men.

Collecting information from several available secondary sources was a major challenge. In this sense, no progress has been made in analyzing and updating how budget lines are allotted to science, technology, engineering, and mathematics (STEM) programs at the university and tertiary levels, as well as to the courses of studies that the mining sector demands. Also, no data has been found on people's participation, disaggregated by gender, in mining sector linked activities (or mining indirect employment). This difficulty was also observed when analyzing gender pay gaps in the mining sector. However, the data that in our belief contributes to the analysis and conclusions of this research are presented below.

Policy and Regulatory Context of the Republic of Argentina, from a Human Rights Approach

Argentina has a compendium of innovative gender and human rights legislation, showcasing and reinforcing the importance and commitment to the issue of gender and human rights.

International Conventions and Treaties

The starting point could be framed under the Universal Declaration of Human Rights, which states that "all persons are born free and equal in dignity and rights," which is complemented in the second section "every person is entitled to the rights and freedoms set forth in the Declaration without distinction of sex."

In 1980, Argentina signed the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted by the United Nations General Assembly in 1979 and ratified in 1985; in Argentina, CEDAW attains constitutional hierarchy through the enactment of Law No. 23.179 in 1994.

By Law No. 23.504 of 1984, Argentina adopted the "PACT OF SAN JOSE, COSTA RICA" (1978), in which the member states of the American Convention on Human Rights undertake to ensure the rights set forth therein without discrimination of any kind; this statement is vital for women's access to formal employment, since this Convention introduces the concept that all persons have the right to work and declares that States should provide programs that support family care and, in particular, promote the participation of women in the labor market. This Convention also incorporates the right of working women to take paid maternity leave before and after childbirth.

On 9 June 1994, the General Assembly of the Organization of American States adopted the Convention of Belém do Pará. Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women. Argentina adopted the Convention through enactment of Law No. 24.632 on 13 March 1996 and promulgation on 1 April 1996.

In 2007, the United Nations High Commissioner for Human Rights presented the Yogyakarta Principles, a document resulting from the work of a group of experts in international law and human rights. The goal of the Yogyakarta Principles is the eradication of all forms of discrimination and violence based on sexual orientation and/or gender identity.

In line with the Conventions against Discrimination, the C111 - Discrimination (Employment and Occupation) Convention, 1958 of the International Labour Organization (ILO) was ratified by Argentina on 18 June 1968. The ILO Discrimination Convention refers to discrimination in employment, defined as "any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation." Along the same line, the ILO C190 - Convention concerning the elimination of violence and harassment in the world of work (2019), ratified by Argentina on 23 February 2021, recognizes that violence and harassment in the world of work constitute a violation of human rights and affect a person's psychological, physical and sexual health, dignity, and family and social environment. The Convention also recognizes that harassment and violence disproportionately affect women and girls.

Argentina has a compendium of innovative gender and human rights legislation, showcasing and reinforcing the importance and commitment to the issue of gender and human rights.

National Laws and Decrees on Human Rights and Equal Opportunities

Section 75, subsection 23 of Argentina's Constitution, establishes the National Congress is empowered "to legislate and promote positive measures ensuring true equal opportunities and treatment, full benefit and exercise of the rights recognized by this Constitution and by the international treaties on human rights in force, particularly referring to children, women, the elderly, and people with disabilities".

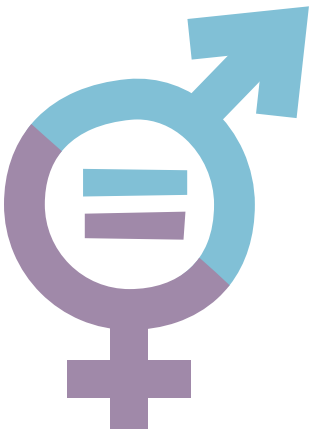
Law No. 24.012 or female quota law, enacted in 1992, was the first of its kind in the world to advance women's political rights, establishing a mechanism for the submission of lists of candidates for legislative offices. In virtue of this Law the lists of candidates presented by the political parties for the elections must include at least 30% of women. Although it has no direct effect on the private sector, this Law turned out to be an excellent affirmative practice in pursuit of women's rights and equal opportunities. For the purpose of guaranteeing gender parity in legislative bodies and based on the principle of equal participation by gender under the umbrella of human rights, in 2017, Law No. 27.412 on gender parity in areas of political representation was enacted. Law No. 27.412 establishes that the lists of candidates for Congress –Deputies and Senators– and for Mercosur Parliament, must show a gender alternating composition, "placing women and men in an interspersed manner from the first incumbent candidate to the last substitute candidate".

In 2000, the legislature of the City of Buenos Aires enacted Law No. 474 establishing the Plan for Equal Real Opportunities and Treatment between Women and Men in the City of Buenos Aires. In spite of having local scope, undoubtedly this Law generated a positive impact on other local governments that subsequently enacted similar plans (including cities such as Morón, Rosario, and Mar del Plata).

In 2002, Law No. 25.674 established the proportional participation of women delegates (trade union organization) based on the number of female workers in the industry or activity in each collective bargaining unit for working conditions.

Another particularly important milestone for Argentina was the enactment of Law No. 26.485 in 2009, to prevent, punish and eradicate violence against women and to ensure that women can live free from all kinds of violence. To this end, Law No. 26,485 promotes the design and implementation of public policies and awareness actions stressing the elimination of sociocultural norms that impede gender equality and ensuring justice and access to comprehensive assistance for women victims of violence. Law No. 26.485 also introduces the concept of work-related violence, including discrimination in both public and private workplaces, that could hinder women's access to employment, women's professional careers, and even women's permanence in their work, either because of requirements regarding marital status, maternity, or age, among others; or the existence of a pay gap -that is, receiving a lower salary for the same task within the same workplace- or due to situations of systematic psychological harassment against women.

Five years later, in 2012, Law No. 26.743 on Gender Identity was enacted, ensuring the right to gender identity, to a person's free development, to be treated with dignity, and to be identified according to a person's own gender identity.



Another worth-mentioning unprecedented action at the governmental level is the enactment in 2019 of Law No. 27.499 referred to as "Micaela Law".[1] This law sets a legal mandate for every person working in any public office, both at the Legislative, the Executive, or Judicial branch, regardless of level or rank,[2] to attend seminars on gender issues and violence against women. According to official figures, since the enactment of the Micaela Law, in 2018, and until December 2021, 104,600 officials and authorities[3] from the three branches of the national government had been trained.[4] (MMGyD,2021).

In the same sense, the Ministry of Justice, and Human Rights of Argentina, through General Resolution No. 34/2020 of the General Inspectorate of Justice, establishes the obligation to integrate management and control bodies of civil associations and corporations with the same number of men and women members. If the number of members to be covered is odd, integration should be mixed way, with a minimum of one-third of women. Although not a law, given that it is a General Resolution of an Agency, Resolution No. 34/2020 relevant enough to justify its inclusion in this section, in line with the positive actions of the agenda on gender rights, and especially given the women's low participation in highest leadership positions in companies and organizations.

Finally, in 2020, Law No. 27.636 and Decree No. 721/2020 enacted regulations for the Promotion of access to formal employment for transvestite, transsexual and transgender persons "Diana Sacayán – Lohana Berkins". The law establishes that "every transvestite, transsexual or transgender person has the right to a dignified and productive formal work, to equal and satisfactory working conditions and to the protection against unemployment without discrimination on the grounds of gender identity and/or expression thereof." This Law also establishes that the national government must employ a proportion of not less than one percent of their total staff with transvestite, transsexual, and transgender people in all current regular types of employment contracts.

Another worth-mentioning unprecedented action at government level is the enactment in 2019 of Law No. 27.499, called "Micaela Law". This law sets a legal mandate for every person working in any public office, whether it is at the Legislative, the Executive, or Judicial branch, regardless of level or rank, to attend seminars on gender issues and violence against women.

[1] Micaela Law is named after Micaela García, a 21-year-old woman who was murdered in the city of Gualeguay, Entre Rios, by a man who had a criminal record for rape.

[2] For more information on the scope of the regulation, see "Executive Report– Training on Micaela Law – Highest Authorities (in Spanish).

[3] "Higher Authorities" includes Ministers, Secretaries, Undersecretaries, or their equivalents and any other performing functions in middle management (General Directors, National Directors, Directors, Coordinators, Heads of Division, Department Heads or their equivalents).

[4] Training courses included are as follows: Self-Administered Course implemented from 2019 to May 2020; Micaela Law 101 tutored virtual course (25 hours) in 2020 and 2021 and Micaela Law in Action for Authorities, Tutored Virtual Course 2021 (20 hours) implemented by the MMGyD. For more information, click here.

Gender-oriented Strategies in the Public Sector

During recent years, Argentina has made some progress in the design of nation-wide schemes and programs on gender and diversity, promoting a substantial advance in gender and diversity public policymaking at national, regional, and local level.

In this sense, the 2022-2024 National Action Plan against Gender-based Violence[5] embodies political commitment of the National Government and is the strategy leading the work of the National Ministry of Women, Genders and Diversity to tackle gender-based violence affecting women, lesbians, gays, bisexual, trans, transvestites, intersex, non-binaries and other gender identities and sexual orientations (LGTBI+). Likewise, the 2021-2023 National Plan on Equality in Diversity[6] is set as a tool for promoting the transformation of structural factors that create gender-based inequalities, focusing on targeted public policy actions to generate a social, economic, cultural and environmental transformation to reduce gender gaps.

Regarding capacity building for the government, Argentina has several initiatives and actions in place for the long-term institutionalization of gender perspective. Some of initiatives and actions are listed below.

From 1992 to 2017, Argentina had a National Council of Women, which was later consolidated into a National Institute for Women (for the 2017-2019 period). Since 2019, Argentina, for the first time in its history, has a Ministry of Women, Gender and Diversity (MMGyD, Spanish acronym) in place at national level. Some of the initiatives and programs[7] developed by the MMGyD in pursuit of equality and equity are:

- Care in equality (Cuidar en Igualdad) draft bill, which proposes the creation of a comprehensive care system ensuring the provision, socialization, recognition, and redistribution of caretaking burden, for the public sector, the private sector, families, and community organizations, and for all gender identities, so that every person may have access to the rights of taking care and being cared of under conditions of equality.
- National Equalize Program (Programa Nacional Igualar) for Gender Equality in Work, Employment and Production. The objective of this program is to contribute to the reduction of structural gaps and segregations that give raise to gender inequalities in work, employment and production environments considering the structural gaps and segregation from an intersectional and access-to-rights perspective.
- Registered Women Program (Programa Registradas), aiming to reduce labor informality in household female workers.
- Accompaniment Program (Programa Acompañar), aiming to strengthen the financial independence of women and LGTBIQ+ suffering gender-based violence.
- Produce Program (Programa Producir), with focus on promotin≤ the financial independence of women and LGTBIQ+ who are suffering or have suffered gender-based violence, by strengthening business projects.
- Generate Program (Programa Generar), aiming to strengthen institutionalization of gender and diversity perspectives in Argentina at provincial and municipal level.

[5] For more information about the 2022-2024 National Action Plan against Gender-based Violence, click here.

[6] For more information about the 2021-2023 National Plan of Equality in Diversity, click here.

[7] Included in the 2022 third quarter report.

On this same line, Argentina has a National Directorate of Economics, Equality and Gender in place, under the Secretariat of Economic Policy, and a Gender Cabinet within the Ministry of Economy. The National Directorate of Economics, Equality and Gender, for instance, has promoted key initiatives targeted to make gender gaps visible in the economy, challenging the traditional mechanism for measuring Gross Domestic Product, incorporating to the domestic economy vital activities such as unpaid domestic and caretaking activities.[8] For example, this Directorate has introduced tools for including gender perspective in budgeting and has carried out an analysis[9] for visualizing unpaid domestic and caretaking activities and its contribution to the Argentina economic development. The analysis concludes showing that, in Argentina, the above-mentioned activities contribute with 15.9% of GDP (DNEIyG, 2021).

The Gender Cabinet,[10] created by Resolution No. 584/2020 and embracing all areas of the Secretariat of Industry and Productive Development is targeted to implement and mainstream gender-oriented public policies for economic activities. The Gender Cabinet also promotes financial autonomy and professional development of women and non-binary people; performs activities to promote the eradication of all types of gender-based violence; and fosters the commitment from all sectors of the productive structure towards a more inclusive society

One year after the Gender Cabinet creation and through the implementation of the gender-oriented National Productive Development Plan, ARS 12,450 million (USD 73,266,208) had been allocated to gender-oriented productive policies, with over ARS 4,100 million (USD 24,127,827) devoted to 500 loans for investment, development and work capital for women-led projects (Télam, 2021).

Argentina has a National Directorate of Economics, Equality and Gender in place, under the Secretariat of Economic Policy, and a Gender Cabinet within the Ministry of Economy.

Also, key initiatives were introduced for promoting co-responsibility and co-parenting. For instance, Decree No. 144/2022[11] provides that "in workplaces where 100 or more people work, regardless of the type of contract, during the respective working hours facilities should be provided for the care of children, between the ages of 45 days and 3 years, under the responsibility of workers".

[8] Unpaid Domestic and Caretaking (TDCNR, Spanish acronym) are all those activities that enable people to eat, satisfy their caring needs, have a space in habitability conditions, perform their general daily activities, be part of the labor market, study or enjoy leisure time, among other activities. TDCNR distribution is structurally inequal: 9 out of 10 women perform domestic and caretaking tasks, demanding in average of 6.4 hours per day (DNEIyG, 2021).

[9] For more information about measuring TDCNR contribution to GDP, click here.

[10] For more information, visit this link.

[11] Decree No. 144/2022 resulting from the Argentina National Supreme Court of Justice approval, issued in October 2021, for the regulation of Section 179 of the Labor Contract Law, enacted in 1974. The aim of this section is the creation of nurseries for children between the ages of 45 days and 3 years in companies with a payroll over 100 people.

Under the scope of the Deputy Secretariat of Inclusion Policies in the Workplace, under the Ministry of Labor, Employment and Social Security, several programs to promote workplace inclusion and equality were introduced in 2021. Some of these programs were:

- National Program for Remediation of Rights and Labor Capacity Building for People Affected by Human Trafficking and Exploitation;
- Program for Women Promotion and Inclusion in the Automotive Industry.
- Qualitas 190 Program for the Development, Training and Mainstreaming of Prevention and Eradication of Workplace Violence and Harassment;
- Program for Strengthening Women and Sexual Diversity Leaderships in Trade Unions;
- Registered Women Program, for the financial restoration, employment creation and social inclusion for household workers.

In addition, the National Mining Secretariat, under the Ministry of Economy, has implemented an agenda for gender equality promotion. For example, the Directorate of Community Development (Deputy Secretariat of Mining Policies) fosters an Interprovincial Gender and Mining Roundtable, which schedules frequent meetings with provincial gender focal points, enabling the exchange of knowledge and practices and the promotion of gender-oriented public policies in the mining industry. The Interprovincial Gender and Mining Roundtable schedules frequent meetings with provincial gender focal points, enabling the exchange of knowledge and practices and the promotion of gender-oriented public policies in the mining industry targeting inclusion and equity, as well as gender-based training sessions. Such as the talk series: "Towards inclusion and equity in mining" and "Gender equality in masculinized environments".

As shown, the gender and inclusion agenda is a core element in Argentina's development agenda, with the design and implementation of actions for closing gender gaps in the productive environment and ensuring a workplace free of gender-based harassment and of all types of violence. All these towards reinforcing the compelling belief that no productive development is possible without gender equality.

The Directorate of Community Development (Deputy Secretariat of Mining Policies) fosters an Interprovincial Gender and Mining Roundtable, which schedules frequent meetings with provincial gender focal points, enabling to exchange knowledge and practices and the promotion of gender-oriented public policies in the mining industry.

Institutionalizing a Gender Perspective into the Organizations

In order to provide an institutional framework for gender issues, together with the necessary commitment from highest corporate management, there is also a need for promoting and creating gender perspective roundtables, commissions, and gender perspective organizational learning opportunities (Ministry of Productive Development, Gender Cabinet, 2021). This institutional framework for gender issues should be strengthened with the design and implementation, and corresponding follow up, of strategies and action plans, both public and private, aimed at closing gender gaps within the organizations.

The promotion of these organizational learning opportunities will also be nurtured with situational strategic planning, incorporating the particulars of each territory and productive activity to the design and implementation of action plans, engaging key stakeholders. According to the information available, there are some engagement and interaction activities with key stakeholders, such as the Argentine Industrial Union (UIA), the Argentine Chamber of Mining Entrepreneurs (CAEM), the Buenos Aires Association of Naval Industry (ABIN), the Argentine Agro-industrial Council (CAA), the Association of Argentine Banks (ADEBA), the Association of Public and Private Banks of Argentina (ABAPPRA), the Confederate Cooperative Movement of the Argentine Republic (Cooperar) and the Argentine Confederation of Mutual Societies (CAM), among others.

In the specific case of the mining industry, in Argentina exists the National Table on Mining Open to the Community (MEMAC), gathering representatives from the Ministry of Economy Secretariat of Mining, the Ministry of Environment and Sustainable Development, the Ministry of Science, Technology and Innovation, the Ministry of Health, the Federal Mining Council (COFEMIN), the National Interuniversity Council (CIN), the National Council of Scientific and Technical Research (CONICET), the female and male governors of different jurisdictions, professional associations, and mining industry chambers.

Also, under Resolution No. 89/2022 of the former Argentine Ministry of Productive Development, the Information System Open to the Community on Mining Activity in Argentina (SIACAM) was created with the purpose of regularly providing public information on the economic, geological, geographic, social and environmental aspects of the mining industry in Argentina. The SIACAM is managed and updated through the National Directorate of Studies on Production, reporting to the Advisors' Cabinet Unit, together with the Directorate of Mining Information and Transparency of the Undersecretariat of Mining Development, Secretariat of Mining, at present the Ministry of Economy. SIACAM constitutes an excellent input for visualizing high quality data and mining reports.

Regarding mining employers' associations, the Argentine Chamber of Mining Entrepreneurs (CAEM) represents mining employers.[12]. CAEM was created in 1991, after the merger of the Metalliferous Mining Chamber and the Argentine Mining Confederation, in order to consolidate Federal representation of the mining sector. In that sense, CAEM represents leading mid-tier and high-tier international mining companies, small international mining companies and domestic mid-tier companies.

Note that CAEM (Argentina mining companies' association) is one of the chambers and associations signatories to the Pledge for a Productive Model Free of Gender-based Violence, part of the Zero Tolerance to Violence against Women Campaign launched by the National Ministry of Productive Development[13] supported by the ILO. In addition, CAEM has created the Commission on Gender and Inclusion, with the aim of creating actions for promoting equality, reducing gender gaps and enhancing women's participation in the mining sector. The Commission on Gender and Inclusion promotes the development of gender perspective and inclusion trainings, policies aimed at enhancing women's inclusion the mining industry workforce -above all, in decision making and technical areas; where the biggest gender gap for access, participation and retention is found- and creates awareness campaigns and actions.[14] Also, CAEM has joined the Gender Parity Taskforces (IPG)[15] promoted by the Inter-American Development Bank (IDB) and the World Economic Forum to close gender gaps in the work environment; introducing the IPG to its associate companies.

In order to provide an institutional framework for gender issues, together with the necessary commitment from the highest corporate management, there is also a need for promoting and creating gender perspective roundtables, commissions, and gender perspective organizational learning opportunities.

Another organization is Women in Mining (WIM)[16] Argentina which, since 2010 -initially through the Foundation for the Development of Argentine Mining (FUNDAMIN)- has been supporting and promoting women's participation and development in the mining sector. WIM Argentina is the local representative of International Women in Mining. WIM Argentina is a non-profit organization congregating mining women and contributing to mining women professionalization with the aim of incorporating more female miners and improving the mining industry by promoting the creation of gender equality ecosystems. To that end, WIM Argentina conducts mining women's meetings acting as a linkage to close differences in views between the mining women and other mining stakeholders; and promoting the exchange

[12] Institutional Website of the Argentine Chamber of Mining Entrepreneurs: https://www.caem.com.ar/

[13] https://www.caem.com.ar/noticias/caem-firmo-compromiso-por-un-entramado-productivo-libre-de-violencias/

[14] https://www.youtube.com/watch?v=Bt-ee5neAQo

[15] https://www.ipgargentina.org

[16] https://wimargentina.com.ar

of knowledge and dialogues to contribute and improve the quality of life of women in the mining industry work environment.

WIM's principles are to:

- Promote constant dialogue and provide analysis and solutions for developing the mining industry.
- Create consensus and a seamless team dynamic, acting in the name of WIM and for the benefit of all the women in mining.
- Build a transparent image, without biased identifications, based on scientific rigor and validated by the different mining stakeholders.
- Broaden the dialogue and create strategies between mining women and other industries, as well as with men willing to adhere to WIM's objectives.
- Maintain WIM Argentina institutional autonomy.
- Respect diversity of opinions.

Diversity and Gender Perspective Budgeting[17]

As mentioned before, promoting gender equality in Argentina is part of the public agenda, therefore institutionalizing the inclusion of a gender perspective into public budgeting and policy making is essential not only to foster a more egalitarian society, but to promote transparency, democratic control and innovation in governmental management as well. Thus, in 2021, the first Diversity and Gender Perspective Budgeting (PPGyD for its Spanish acronym) was submitted to the Federal Administration. Throughout the design of the PPGyD, special attention was paid to institutionalizing and prioritizing the design and planning of public policies with gender perspective, following the main guidelines (DNE,IyG, 2021):

- Acknowledging the economic and social structural inequality of women and LGBTIQ+, as compared to men,
- Acknowledging the contribution of domestic and caretaking activities to the economic and productive system,
- Assigning resources to reducing time gaps, caretaking gaps, pay gaps, improving the quality of employment, ensuring access to health and eradicating gender-based violence,
- Driving Federal Budgets towards closing gender gaps and consolidating gender gap closure as a strategy for social inclusion and economic development,
- Emphasizing the equitable redistribution of domestic and caretaking activities, and introduction of women and LGBTIQ+ into the workforce of strategic sectors, traditionally dominated by men.

WIM Argentina conducts mining meetings for women promoting the exchange of knowledge and dialogues with the goal of contributing to and improving the quality of life of women in the mining industry and its work environment.

As such, PPGyD-labeled activities accounted for 1,280,266 ARS of 2021 Budget, with 55 policies developed through 22 organizations in 14 ministries (DNEIyG, 2021). For the year 2022, 2 trillion ARS have been assigned to gender perspective policies, representing 15.4% of the total budget and near 3.4% of the GDP. In line with this, the 2023 budget draft contemplates over 4 trillion ARS for gender perspective policies for the different areas of government, being 14.65% of the total budged allocated for expenses and investments (TELAM 2022[18]).

[17] For further information on PPGyD 2021, please click here.

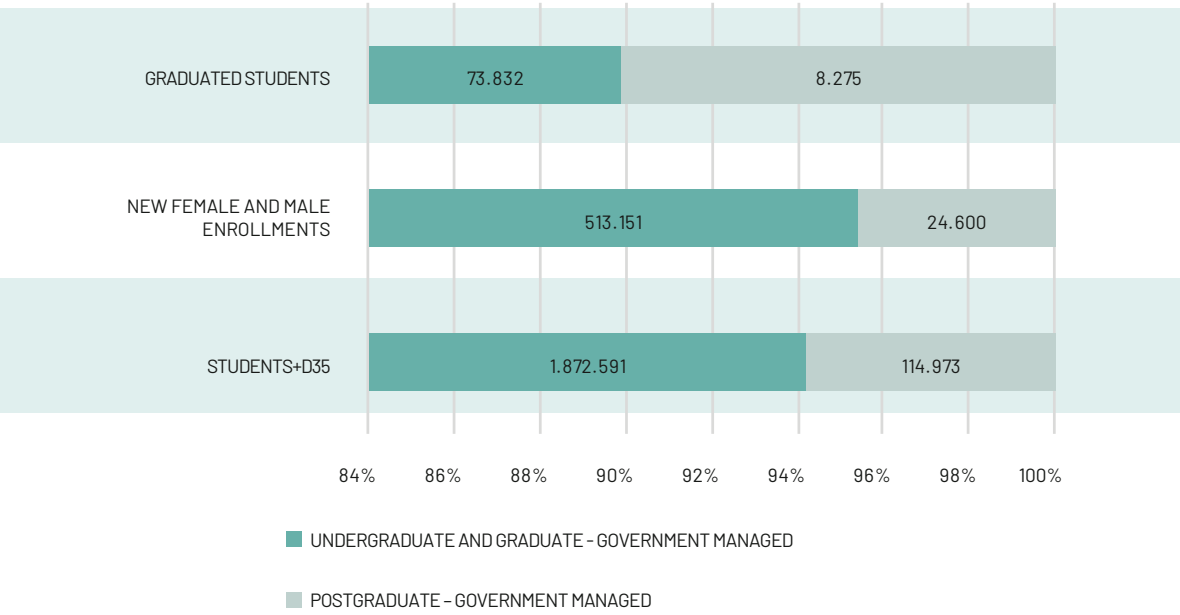
[18] https://www.telam.com.ar/notas/202209/605923-presupuesto-2023-politicas-perspectiva-genero.html

Participation of Women in Argentina's Higher Education System

The Argentina Higher Education System gathers 112 universities and 21 higher education institutes.[19] According to the latest information available, included in "Synthesis of the University Statistical Information 2020-2021" published by University Information Department under the Secretariat of University Policies of the Ministry of Education, Argentina Higher Education Systema included 2,476,945 students, 681,804 new enrollments, and 137,525 female and male graduates from undergraduate, graduate and postgraduate levels.

Enrollment rates for the Argentine Higher Education system, considering a student population between 18 and 24 years old, were: university net rate:[20] was 22.2%, university gross rate[21] was 44.4% and the Higher Education gross rate[22] was 63.2%. A growth in the student population is observed throughout the period 2011-2020: 28.2% in undergraduates, 55.5% in new enrollments and 12.2% in graduates. On the other hand, government-managed universities gather 80.8% of undergraduate and graduate students (DNPeIU-SPU, 2020[23])

Figure 1 - Students, new female and male enrollments, and female and male graduates by level at Government-managed universities - Year 2020



Source: Prepared by the author, based on "Synthesis of the University Statistical Information 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education,

[19] Universities: 57 National government-managed universities, 5 Provincial government-managed universities, and 50 privately-managed universities.

Higher Education Institutes: 4 National government-managed, 1 Provincial government-managed, and 15 privately-managed. Source: University Information Department, Secretariat of University Policies. Ministry of Education and Sports. Retrieved in: July 2022

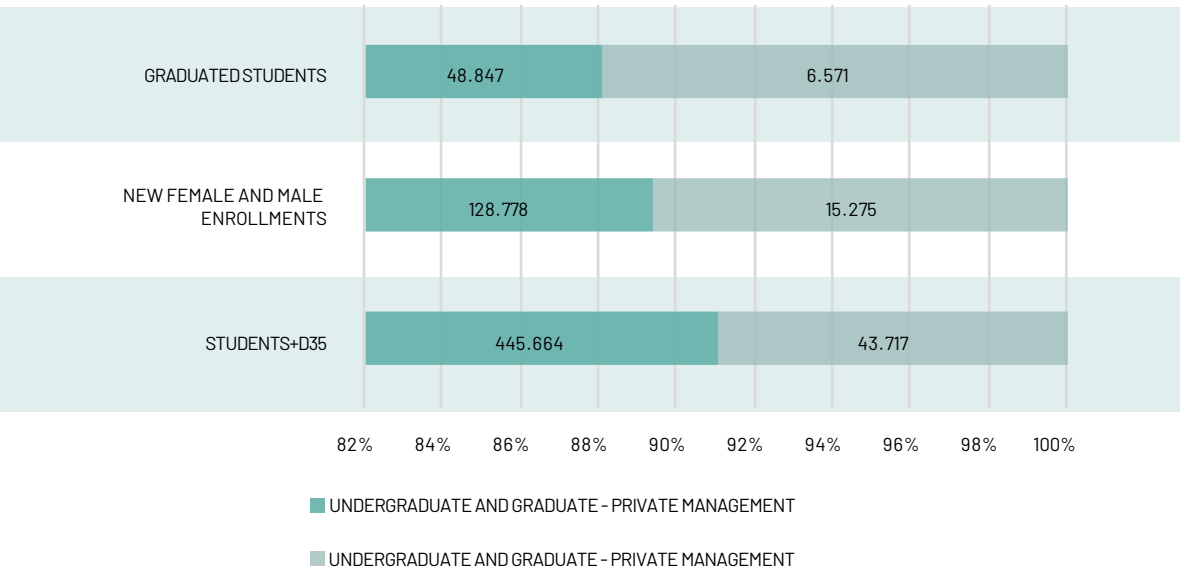
[20] **University Net Rate:** means the proportion of undergraduate and graduate students between 18 and 24 years of age over Argentina´s total population between 18 and 24 years of age, on a given year. This rate shows the level of participation in Argentina higher education system for a specific population between 18 and 24 years of age (DNPeIU-SPU, 2020)

[21] **University Gross Rate:** means the proportion of undergraduate and graduate students, regardless of age, over Argentina´s total population between 18 and 24 years of age, on a given year. This rate shows the level of general participation in Argentina higher education system. (DNPeIU-SPU,2020)

[22] **University Gross Rate:** means the proportion of undergraduate and graduate students of higher education (university or non-university), regardless of age, over Argentina´s total population between 18 and 24 years of age, on a given year. This rate shows the level of general participation in Argentina higher education system. (DNPeIU-SPU,2020)

[23] At the time of preparing this report, the information available and published by the Secretariat of University Policies of the National Ministry of Education, was for the period 2020-2021. For further information, please click here.

Figure 2 - Students, new female and male enrollments and graduates by level in privately-managed universities - Year 2020



Source: Prepared by the author, based on "Synthesis of the University Statistical Information 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education,

Note that for the age group between 12 and 17 years old (mandatory high school in Argentina), the participation rate of girls was 96.6%, whereas for boys it was 95.6%.[24]

In this sense, it is worth highlighting that differences in income determine the educational trajectory of women. The school attendance rate for females between 15 and 24 years old is positively correlated with the increase of per capita family income. That is, for the higher quintile, 8 out of 10 females between 15 and 24 attend school, whereas the lowest quintile 6 out of 10 females between 15 and 24 attend school.[25] This fact evidences inequalities, and gaps in access and participation in education for women in Argentina (Data from Argentina National Institute for Statistics and Census (INDEC) - Permanent Survey on Households (EPH), 2022).

In Argentina, the participation rate of women in graduate and undergraduate courses within Argentina Higher Education System is 59.4%, and the graduation rate is 61.8%.

Analyzing the diversity of people enrolling in undergraduate and graduate courses, 32.5% of new enrollments correspond to people between 17 and 19 years of age, 33% identify as female, and 31% identify as male. As regards graduation rate, 25% of graduates complete their course of studies in the expected schedule (DNPeIU-SPU,2021).

As regards gender, females graduate at a rate of 61.8% (DNPeIU-SPU, 2021). Therefore, at Federal level, as at 3Q 2022, 24.4% of the population had completed higher education and university level studies, 15.3% had partially completed higher education or university level studies (INDEC-EPH, 2022).

Regarding female participation in enrollment for university undergraduate and graduate courses[26] a higher percentage is observed in Health Science courses: 74 out of 100 enrolled students. Followed by Humanities, 70 out of 100 enrolled students, Basic Sciences: 58 out of 100 enrolled students, Social Sciences: 57 out

[24] Source: Statistic Dossier prepared for the Commemoration of the 111th International Women's Day, INDEC, prepared by the Directorate of Sectoral Statistics based on data collected on EPH urban total - Third quarter 2021. March 2022.

[25] Estimation with a variation quotient between 10% and 20%.

[26] More information is included on the disciplines and courses comprising each of these sciences in Table 4 in the Annex.

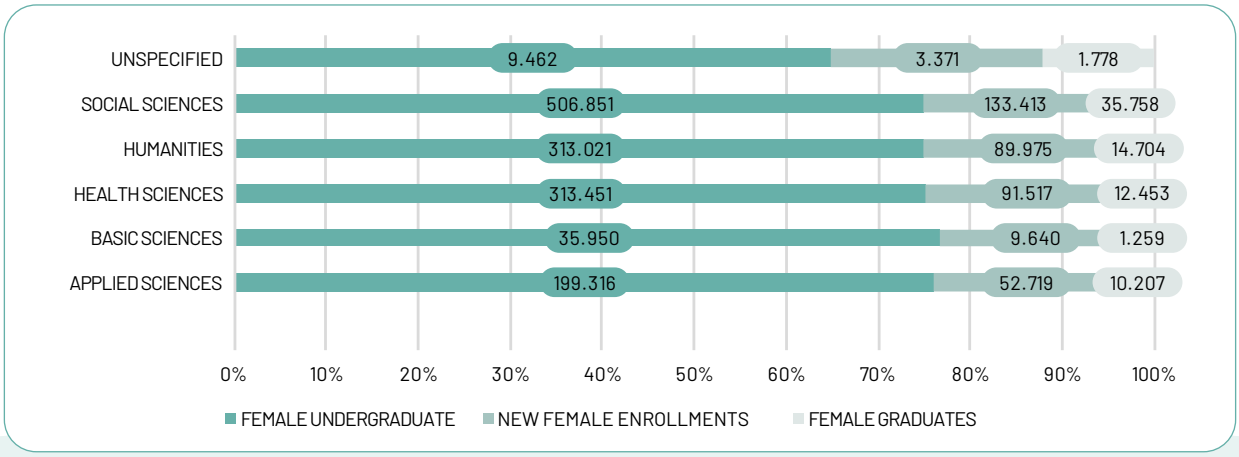
of 100 enrolled students, and, finally, Applied Sciences, where only 36 out of 100 enrolled students are female.[27]

According to a study[28] performed by the Girls in Tech initiative jointly with JPMorgan, interest in studying technology courses decreased significantly in teenagers between 11 and 14 years old, with only 10% of interest; whereas, in the same age group, 62% stated they knew very little or nothing about STEMs. This information suggests the existence of at least two important challenges when discussing women's participation in STEM courses[29]. On the one hand, the low rate of women choosing or achieving a space in science or technology fields, and on the other hand, the scarce participation of women in STEM jobs.

Women mostly choose to enroll, attend and graduate in humanities, health and social sciences, and in a lower proportion, in basic and applied sciences.

Note that the available data does not allow for a qualitative analysis of the factors behind these challenges, but several studies and analyses conclude that the symbolic obstacles, gender stereotypes and exclusionary organizational habits permeate so that girls are less inclined to pursue STEM courses, and females do not choose university courses and careers in that field (UNESCO, 2019; CIPPEC, 2020). Another factor is the scarce visibility of women performing in these fields.

Figure 3 - Female undergraduate and graduate students, new enrollments, and graduates, according to field of study. Year 2020



Source: Prepared by the author, based on the report "Women in Argentina Higher Education System 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education

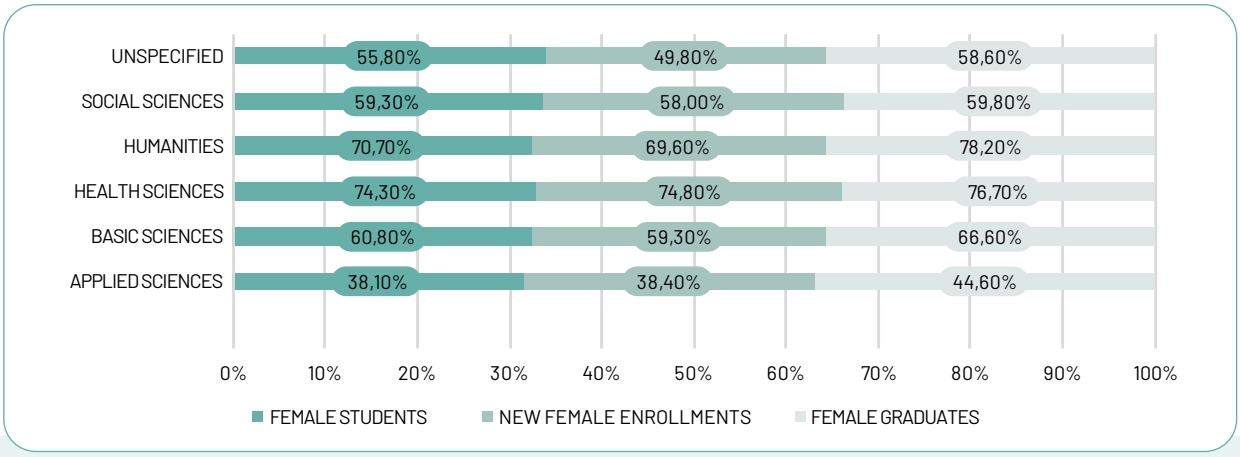
Women mostly choose to enroll, attend and graduate in humanities, health and social sciences; and in a lower proportion, in basic and applied sciences (which are among the most required for the mining industry workforce).

[27] Source: University Information Directorate - Secretariat of University Policies - Ministry of Education.

[28] For more information on the report "Women Connected with the Future" (in Spanish), created by J.P. Morgan and Girls in Tech, click here.

[29] Acronym used to refer to the subject of studies Science, Technology, Engineering and Mathematics.

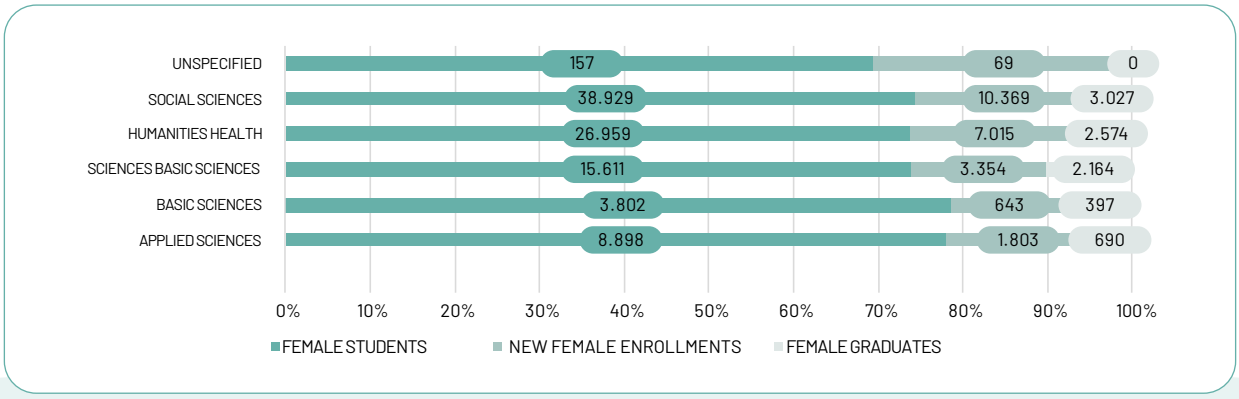
Figure 4 - Participation of Women in Argentina Higher Education System per branch of studies in undergraduate and graduate courses. Year 2020



Source: Prepared by the author, based on the report "Women in Argentina Higher Education System 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education

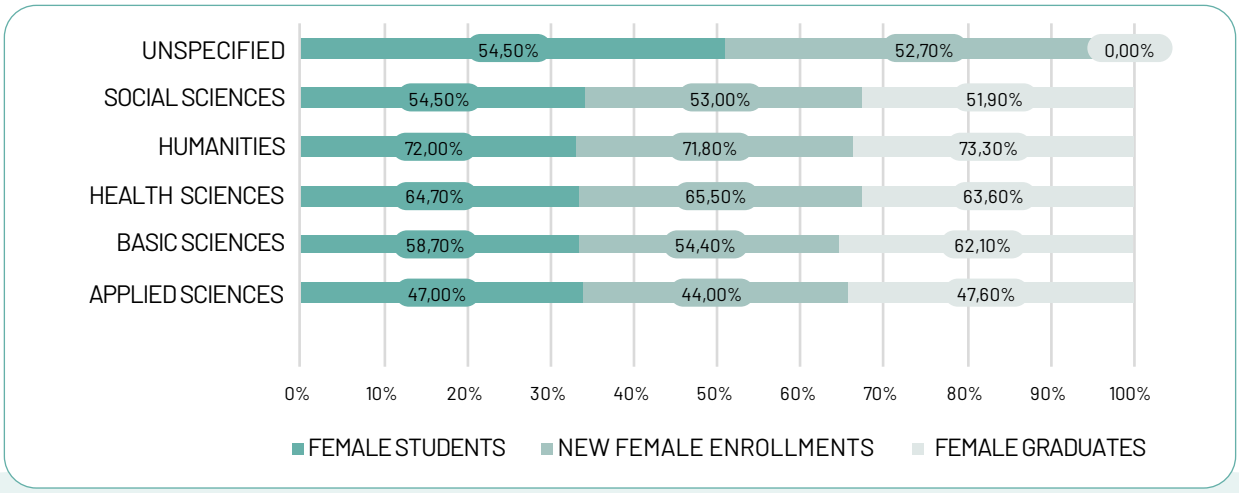
According to 2020 numbers, the rate of women attending postgraduate courses was 59.5%; the rate of new female enrollments was 58.3% and the female graduates' rate was 59.6%. (DNPeIU-SPU, 2021). Women's choice for postgraduate courses follows the same pattern as for undergraduate and graduate courses; with social sciences, humanities and health sciences among the top choices for women pursuing a university postgraduate degree.

Figure 5 - Female postgraduate students, new enrollments and graduates according to field of study. Year 2020



Source: Prepared by the author, based on the report "Women in Argentina Higher Education System 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry Education

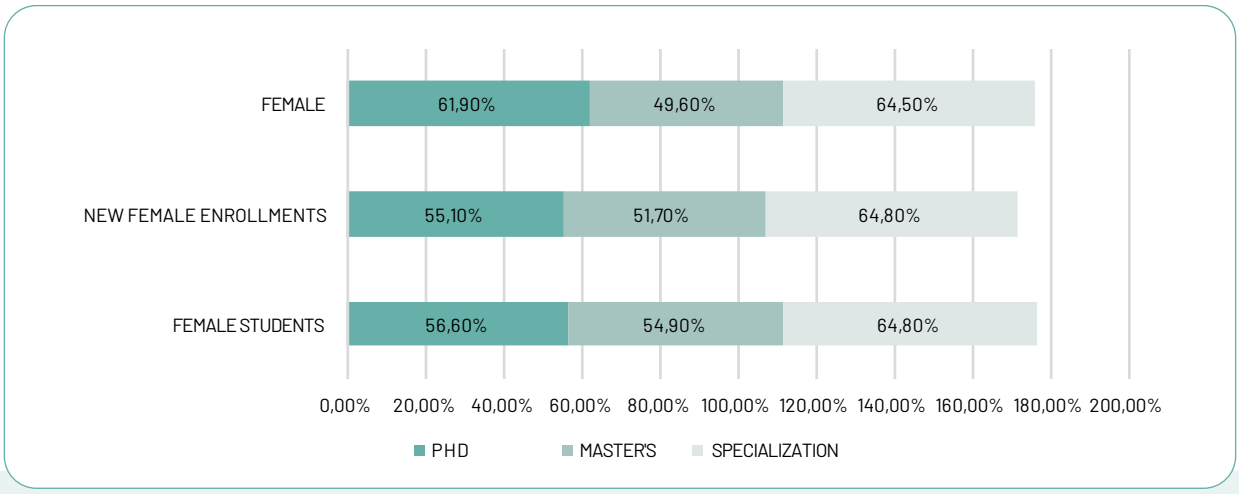
Figure 6 - Participation of Women in Argentina Higher Education System per branch of studies in postgraduate courses. Year 2020



Source: Prepared by the author, based on the report "Women in Argentina Higher Education System 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education

Also, women enroll and graduate in a larger proportion in PhD and Specialization courses.

Figure 7 -Women's Participation in Postgraduate Courses per Type of Degree Year 2020



Source: Prepared by the author, based on the report "Women in Argentina Higher Education System 2020-2021" published by the University Information Directorate under the Secretariat of University Policies of the Ministry of Education

The above data shows that in the fields of humanities and social sciences, women's share in Argentina's Higher Education System is larger than men's, both as undergraduates, graduates, and postgraduates.

In line with the purpose of promoting a higher participation of women in STEM careers, designing, and implementing programs to connect Governments, universities and the private sector are necessary to promote women's participation in STEM careers and courses, eliminating biases and stereotypes, so that more women join the industry.

To promote a higher participation of women in STEM careers, designing and implementing programs to connect Governments, universities and the private sector are necessary eliminate biases and stereotypes, so that more women join the industry.

El mercado laboral global y regional

The Global Labor Market and COVID-19 Pandemic's Impact

In 2020, economic growth plummeted globally, significantly increasing unemployment and labor market dropout. In the face of this crisis, Latin American and Caribbean Governments intervened to protect jobs and workers' income (ILO, 2021). Latin America and the Caribbean was the most affected region, with the biggest GDP reduction (7.5%) and a fall in working hours equivalent to 36 million full time jobs, resulting in a net loss of 25 million jobs (ILO, 2021).

The COVID-19 pandemic and the mandatory, preventive social isolation measures[30] deepened gender inequality and brutally exposed, among other things, that unpaid household work was then and is now supporting paid labor. Statistics show that thousands of women have quit the formal labor market globally because they were unable to balance professional and personal lives, as there was an increase in the demand of caretaking activities, related to kids, schooling, housekeeping, and other factors.

Gender gaps across the World

According to the World Economic Forum's report (2022), Latin America and the Caribbean is in the third place, after North America and Europe, on the regional index on workplace parity achievement. North America is at the top, having closed its workplace gender gap by 76.9%, followed by Europe, with 76.6%, and Latin America and the Caribbean, with 72.6%. Several factors fuel workplace gender gaps, among which long-standing structural gaps, socioeconomic and technological transformations, as well as the impact and outreach of economic crises are observed.

[30] Under Decree 297/2020, a "Social, Preventive and Mandatory Isolation" (ASPO) was set forth from March 20th to March 31st, 2020, and finally extended until January 31st, 2021. Subsequently, another "Preventive and Mandatory Social Distancing" rule was set forth until February 28th, 2021, later extended until March 12th, 2021 under Decree 125/2021; which was more flexible in terms of people circulation within Argentina territory.

Prior to the pandemic crisis, the decent work deficit was higher among women, who also received a smaller salary for the same jobs, and frequently, had to endure harder working conditions than men (FEM, 2019; ILO, 2021). Particularly, the pandemic crisis affected women the most, especially the younger women, negatively impacting on their physical and mental health, as well as adding new challenges for the work /personal life balance. According to the analysis performed by UN Women, and the United Nations Development Programme (UNDP), by 2021, approximately 435 million women and girls in the world will be living with an income of less than 1.90 USD a day, and 47 million will return to poverty as consequence of the crises caused by the pandemic (UN Women, 2020).

Latin America and the Caribbean ranks third, after North America and Europe, on the workplace parity achievement regional index.

Though there have been many changes in the last decades, as shown in the higher insertion of women in the labor market, women's perspectives are far from being equal to that of men's (UNICEF, 2017). Gender gaps are ever present, challenging, and hindering women's access and permanence in the labor market. Patriarchy, a lattice of social rules categorizing behaviors as possible, desirable, or punishable according to a person's gender, stretches out across geographical and historical contexts (Harari, 2011 in CIPPEC, 2019). As such, patriarchy hinders women from enjoying full autonomy, i.e., the acknowledgment of a person's capacity and the allocation of resources in the form of opportunities to make free decisions concerning a person's own life under conditions of material equality (ECLAC, 2016).

Considering different spheres of participation, gender gaps are observed globally in:

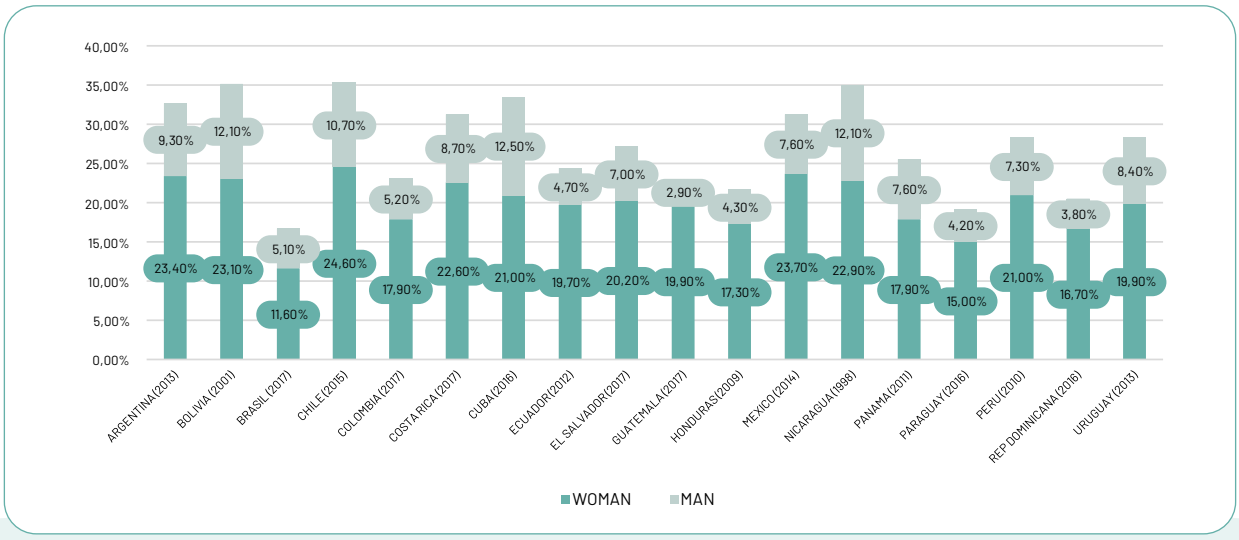
- **Political Participation:** The larger gap (22%) is seen in Parliaments, Ministries, and Heads of State, resulting in a wider presence of men in leadership and decision-making positions. At the present rate, this gap will take 155 years to be closes.
- **Economic Participation:** A 60.3% gap is observed in workplace participation, gender and pay in the labor market. On this point, the World Economic Forum considers that 152 years will be necessary to close this gap and achieve parity.
- **Education:** Analyzing the rates of literacy and schooling disaggregated by gender, a subindex closer to parity is observed, 94.4%, thus 22 years will need to reach a parity in education.

Worldwide, the unpaid responsibilities of caretaking and housekeeping have traditionally and culturally fallen, out of proportion, on women. In that sense, the ILO (2019) estimates that, globally, women's burden on caretaking activities represents 76.2% of the total time required for household care. This overload of unpaid work and women's time devoted to caretaking tasks prevents equality in opportunities, rights and outcomes as compared to men's, in terms of women's participation in the formal labor market, as well as in social and political life and of enjoying leisure time (UN Women, ECLAC, 2020).

ILO (2019) estimates that, globally, women's burden represents 76.2% of the total time required for household care. This overload of unpaid work and women's time devoted to caretaking tasks prevents equality in opportunities.

According to an analysis conducted in 2019 on data from 33 countries, representing 54% of world's working-age population, women´s total time share dedicated to unpaid housekeeping was 55%, whereas men dedicated a total of 19% (ILO, 2020). This imbalance worsened during the pandemic with the closure of schools and childcare facilities.

Figure 8 - Time dedicated in Latin America (18 countries) to unpaid housekeeping and caretaking activities disaggregated by gender, according to most recent available data, expressed in percentages.



Source: Prepared by the author based on the data from ECLAC's Gender Equality Observatory (2019). Repository of information on the use of time in Latin America and the Caribbean on line.[31].

These numbers evidence the need for governments, as well as the private sector, to join efforts with the civil society, in designing initiatives aimed at promoting equitable and high-quality access, participation and permanence of women in the workforce. The focus of such initiatives should be on reducing gender gaps, and promoting women's autonomy and economic empowerment, taking into account the following:

- Articulation with the **2030 Agenda for Sustainable Development**, in compliance with the Sustainable Development Goals, paying special attention to SDG 1 - End Poverty, SDG3 - Health and Wellbeing, SDG 5 - Gender Equality, SDG 8 - Decent Work, and SDG 10 - Reduce Inequality: mainstreaming human rights perspective into the entire strategic design.
- Incorporation of an **intersectional** and **intercultural** approach to the design of the initiatives and tools. These principles acknowledge the existence of a comprehensive system of oppression that reduces in a higher proportion the degree of freedom of women in certain social groups. For example, with discrimination based on sex, ethnicity, origin, and any other type of discrimination (González Perret & Deus Viana, 2015).
- Ensuring the principle of **integrality**, wherefore initiatives and tools must contemplate three pillars: Physical, decision-making, economic (CIPPEC, 2019).

[31] A comparison between countries is not possible as data sources are heterogeneous. The goal of Figure 8 is to show the trends within each country for the reported year. The population considered is people of +15 years of age, except for Argentina (+18 years old) and Cuba (15 to 74 years old).

Argentine Labor Market

In Argentina, gender inequality is a structural problem. Women have a lower participation in the labor market, there are higher levels of informality with lower income for women's work and women's unemployment rate is higher as compared to men (DNEIG, 2020).

According to the last population census, by 2022 the total estimated Argentine population is 46.2 million people. The composition of Argentina population is 52.83% women (female), 47.05% men (male), and 0.12% of people who do not identify any of the binary genders (INDEC, 2022.[32]) Although women represent half of the population, the structural differences observed between women and men in terms of access and participation in the labor market is one of the key gender social asymmetries. In Argentina, labor market asymmetries are present both in the activity rate and the employment rate for the +14-year-old population[33] (INDEC, 2022).

For 2010 the female population rate showed the following results (INDEC, 2022):

- In the age group between 0 and 14 years, there were 96.8 women per every 100 men.
- In the age group between 15 and 64 years, there were 103.8 women per every 100 men.
- In the age group of 65+ years, there were 145.2 women per every 100 men. The above figures show that elderly population in Argentina is mostly female.

Regarding people's life cycle, a sustained decline in the global fertility rate (daughters-sons per woman) is observed across the country. By 1960, the fertility rate[34] was, on average, 3.1 children per woman; decreasing to 2.9 in 1990 and 2.0 in 2020 (INDEC, 2022).

With regard to the rates and indicators for the third quarter of 2022 for the Argentina labor market, comprising 29.2 million people in 31 metropolitan areas (INDEC-EPH, 2nd quarter 2022), the results are as follows:

- 52.4% corresponds to "inactive population", i.e., 15.3 million people who are unemployed and are not actively pursuing a job.
- 47.6% are "economically active population-activity rate", i.e., 13.9 million people with an occupation or actively pursuing one and willing to work.

Regarding the economically active population, the employment rate registered a participation of 44.2% of the population, i.e., 12.9 million people who are employed in the labor market. 72.5% of which (12.9 million) are salaried employees (62.6 % with retirement contributions, whereas 37.4% have no retirement contribution). The remaining 27.5% (3.6 million) are working people that are not salaried employees; 85.4% are self-employed (paying a monotax or regular taxes as freelancers), 12.7% manage other workers in a company and 1.95% work for their family without payment. (INDEC,2022).

[32] Percentage of the population prepared by the Argentine Institute of Statistics and Census based on calculations from the digital census conducted in the first quarter of 2022.

[33] Note that, in Argentina, people between 14 and 16 years of age can join the formal labor market only if the owner of the company is a parent or guardian of the young employee and if the following requirements are met: working shift is less than three hours a day (and up to fifteen hours per week), that the work is not arduous, hazardous or unsanitary; and that the young worker attends school.

[34] This rate shows the average number of offspring that a woman would have in a hypothetical cohort of fertile women that would have children according to the average fertility rates by age in the period under study (INDEC, 2010).

On the other hand, men and women do not participate in the same way in the Argentine labor market. Participation disaggregated by gender, for the second quarter of 2022 was as follows:

Activity rate for the third quarter of 2022:

Women: 51.10% - Men: 70.3%

- between 14 and 29 years old: 43% women / 53.5% men[35]
- between 30 and 64 years old: 69.6% women / 91.9% men

Employment rate for the third quarter of 2022:

Women: 47.10% - Men: 65.7%

- between 14 and 29 years old: 35.9% women / 45.9% men
- between 30 and 64 years old: 66.1% women / 88.2%men

Unemployment rate for the third quarter of 2022:

Women: 7.8% - Men: 6.5%

- between 14 and 29 years old: 16.6% women / 14.3% men
- between 30 and 64 years old: 5.1% women / 4% men

As shown in unemployment rate, in Argentina unemployment is affecting younger people the most, and above all, women. These numbers place Argentina as the country with highest juvenile unemployment rate in the region (CIPPEC, 2019).

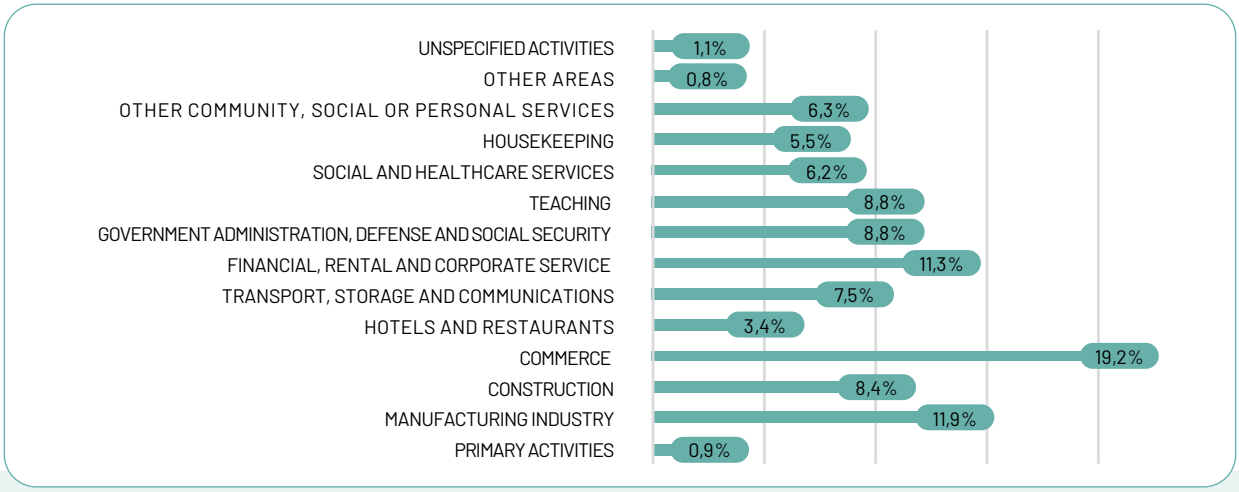
Women's lower participation rates mean fewer employment opportunities, impacting women's capacity to earn income and reducing women's economic autonomy, among other impacts.

Geographically wise, the regions with higher activity rates in Argentina were: Greater Buenos Aires: 48.6%. Cuyo: 46.7% and Patagonia: 44.9% and, on the other hand, the smallest rate of activity was found in the Northeast: 43.9%. Regarding employment, in Argentina the regions with a higher rate were Greater Buenos Aires (44.6 %), Cuyo (44.5 %) and the Pampas' (43%) (INDEC, 2022).

Women's lower participation rates mean fewer employment opportunities, impacting women's capacity to earn income and reducing women's economic autonomy, among other impacts.

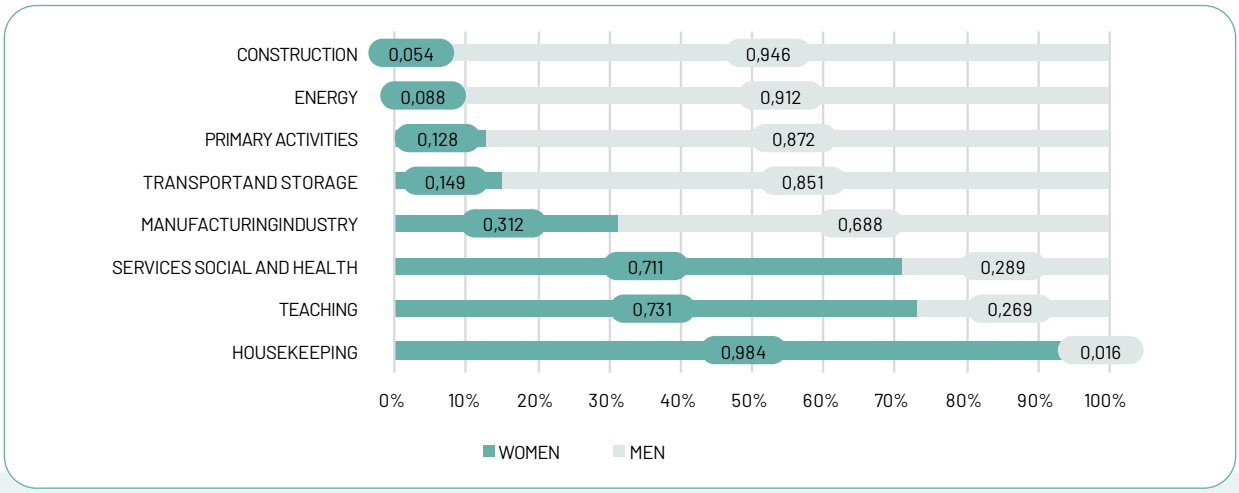
[35] According to the information provided by official bodies, the following document contains a a single dichotomous variable "sex". That is why data is presented under the binomial "woman-man".

Figure 9 - Characterization of Employed Population - 31 metropolitan areas[36] Disaggregated by areas within main labor activities.



Source: prepared by the author based on data provided by the National Directorate of Economy, Equality and Gender, Secretariat of Economic Policy. Ministry of Economy in EPH INDEC database, 4th quarter 2021.[37]

Figure 10 - Main labor activities according to occupation percentage disaggregated by sex.



Source: prepared by the author based on data provided by the National Directorate of Economy, Equality and Gender, Secretariat of Economic Policy. Ministry of Economy in EPH INDEC database, 4th quarter 2021.

Women participate mostly in activities related to health, education and housekeeping, areas traditionally associated with caretaking (DNEIyG, 2021).

[36] These 31 metropolitan areas account for, approximately, 70% of Argentina's urban population.

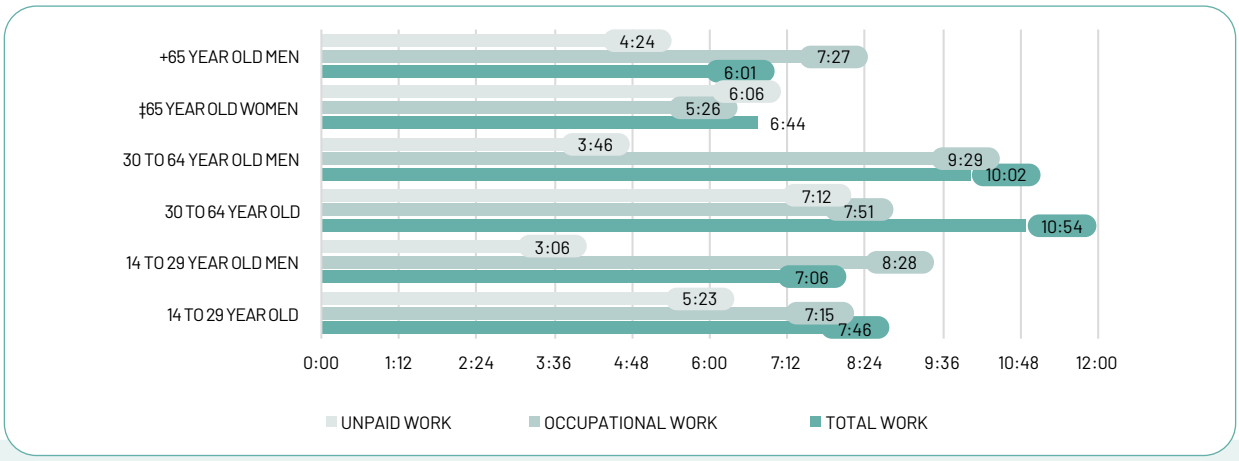
[37] The 4th quarter of 2021 is taken as reference datum, given the availability of gender-disaggregated data.

Work-Life Balance

When considering the use of time, women and men use time differently. If disaggregated by gender, 37.7% of women, on average, devote 7.34 daily hours to labor occupations. Whereas 55.9 % of men assign 9.06 daily hours on average to labor occupations. Analyzing unpaid work[38], 91.7% of women dedicate at least 6.31 hours per day to these unpaid tasks, whereas 75% of men dedicate 3.40 daily hours on average (INDEC-ENUT, 2022). Unpaid work[39] includes caretaking (31.4% of women dedicate 6.07 hours/day on average, and 20.3% of men dedicate 3.3 hours/day on average), support work for other households, for the community and volunteering (9.3 % of women dedicate 3.58 hours/day on average, and 6.1% of men dedicate 3.41 hours/day on average), and housekeeping (90% of women dedicate 4.06 hours/day on average, while 69.1% of men dedicate 2.38 hours/day on average) (INDEC-ENUT, 2022).

Note that when employed 92.6% of women devote 5.39 hours/day to unpaid or caretaking activities, and 90.8% of women dedicate 7.28 hours/day to unpaid or caretaking activities when unemployed/without occupation. Whereas 74.5% of men dedicate 3.30 house/day to unpaid or caretaking activities if they have an occupation (employed), and 76.6% of them dedicate 4.03 hours/day to unpaid or caretaking activities when unemployed/without occupation.

Figure 11 - Time per participant (with simultaneity[40]) in total work, in occupational work, and in unpaid work, by sex and age group. +14-YEAR-OLD POPULATION Year 2021



Source: prepared by the author based on the National Survey on Time Use - ENUT, 2021, by the National Institute of Statistics and Census (INDEC 2022).

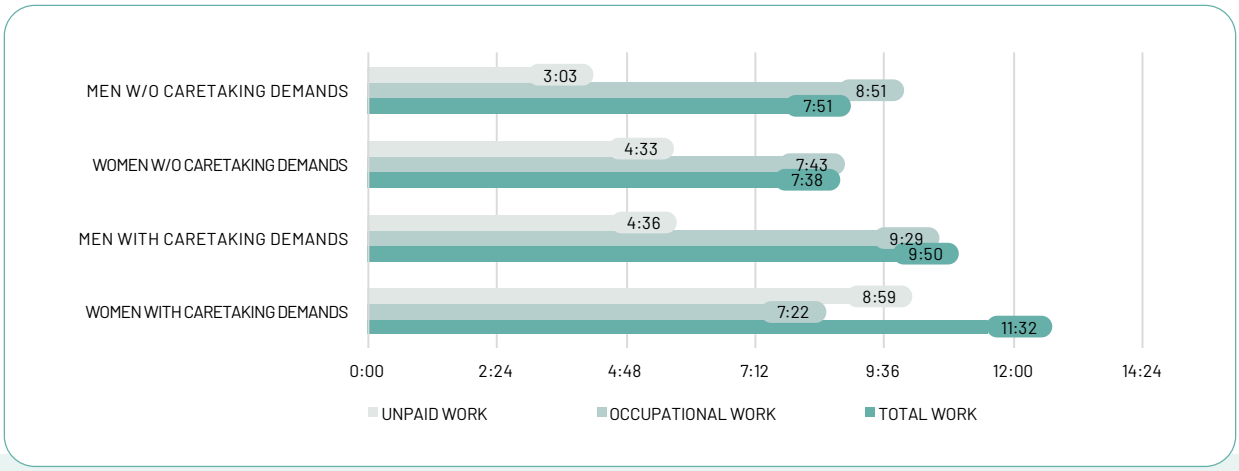
[38] Productive activities at the home for its members, and support to other households, the community or as volunteer.

[39] Unpaid work refers to household productive activities linked to services for the people living under the same roof, or other households or the community. Unpaid work at one's own house involves housekeeping tasks performed by the people living together, for their own good or benefit, including commuting time, without any payment at all. Unpaid caretaking work means any caretaking activities involving children under 14 years old, elderly people and any other person that might need assistance, for any age or condition.

[40] Note that the total time may exceed 24 hours because the National Survey on Time Use estimates up to three simultaneous activities.

Time allocation is even more unbalanced when there is a person that demands[41] caretaking, worsening the demand on women´s unpaid time. In that sense, women dedicate 9 daily hours on average to caretaking tasks, whereas men dedicate 4.36 daily hours. And if that home is supported by a woman (single mother) there is a higher risk of falling under the line of poverty. 53% of single-mother homes are below the line of poverty, whereas this percentage is 27% for non-single-mother homes (INDEC -EPH, first quarter 2022).

Figure 12 - Time per participant (with simultaneity) in total work, in occupational work,and in unpaid work. Disaggregated by sex and home with or without caretaking demands. Year 2021



Source: prepared by the author based on the National Survey on Time Use - ENUT, 2021, by the National Institute of Statistics and Census (INDEC 2022).

When analyzing the time per participant, with simultaneity, in total work (including occupational work and unpaid work) disaggregated by gender and age groups, the numbers show the disproportionate assignment of unpaid work; negatively affecting women and, of course, impacting on their access, participation and permanence in the formal labor market.

The numbers show the disproportionate assignment of unpaid work; negatively affecting women and impacting on their access, participation, and permanence in the formal labor market.

[41] Persons demanding caretaking are those who need assistance, accompaniment, support and/or caretaking by another person in order to perform basic activities of daily life. Persons demanding caretaking includes children up to 13 years old, and people 14 years old and over in need of care.

Pay and Gender Gaps

According to the ILO Convention No. 100, there should not be any difference between men and women's salaries for work of equal value. However, there are gender gaps with regard to income in every industry and in most countries.

Note that work income depends on many observable factors such as age, education, hours dedicated to unpaid housekeeping work, position in the hierarchical structure, and industry, among other variables. Thus, the observed trend of men receiving a higher work income than women may result from the differences found in those observable factors (ILO, 2019).

Unfavorable conditions affecting women's access and permanence in the labor market are also evidenced in the income gap. Women earn, on average, 28.5% less income than men, in the same hierarchies of the organizational pyramid. For the first quarter of 2022, the income gap for formal employment was 21.3% and 37.9% for informal employment (MMGyD, 2022). Whereas, for the second quarter of 2022, the average income gap for total income was 28.1%, with a 23.9% gap for formal employment and 34.6% income gap for informal employment (DNEIyG, 2022).

When analyzing women's professional development another noteworthy gap is also observed as women's participation gap. This vertical segregation[42] is observed when analyzing access to management and decision-making positions in work, employment, and production environments. In that sense, 5.1% of women access management or executive positions (INDEC-EPH, 2nd quarter 2022).

With regard to horizontal segregation[43], women participate mostly in housekeeping (97.2%), health (72.3%) and education (71.5%) sectors. On the contrary, most men are employed in the industrial (64.5%), transport (85.8%) and construction (96.8%) sectors (MMGyD, Igualar program, second quarter 2022).

Unfavorable conditions affecting women's access and permanence in the labor market are also evidenced in the income gap. Women earn, on average, 28.5% less income than men, in the same hierarchies of the organizational pyramid.

The Mining Sector in Argentina

During the first two decades of the XXIst Century, mining has been a relevant sector within Argentina's national productive structure, mostly driven by metalliferous mining and, more recently, by the extraction of one of the critical minerals for the energy transition: lithium.

According to the ILO, the mining sector employs 1% of the world's population, being a capital-intensive business. When characterizing the mining industry and mining employment globally, this industry can be divided into two categories: on the one hand, small scale mining (artisanal, with low mechanization and few requirements as to workers' qualifications), and on the other hand, large scale mining (industrial, with higher standards in terms of safety, working conditions and sustainability). According to the public data reported by the CEP XXI based on INDEC data (extended EPH), employment in Argentina's large scale metallic mining shows that registered salaried employees accounts for 95% of employment, while 5% corresponds to the category of unregistered salaried employs, both considering industry occupations by branch (average 2016-2021).

[42] A phenomenon that may also be called as "imbalance at the top", "glass ceilings", etc.

[43] Also known as crystal "walls" or "labyrinths".

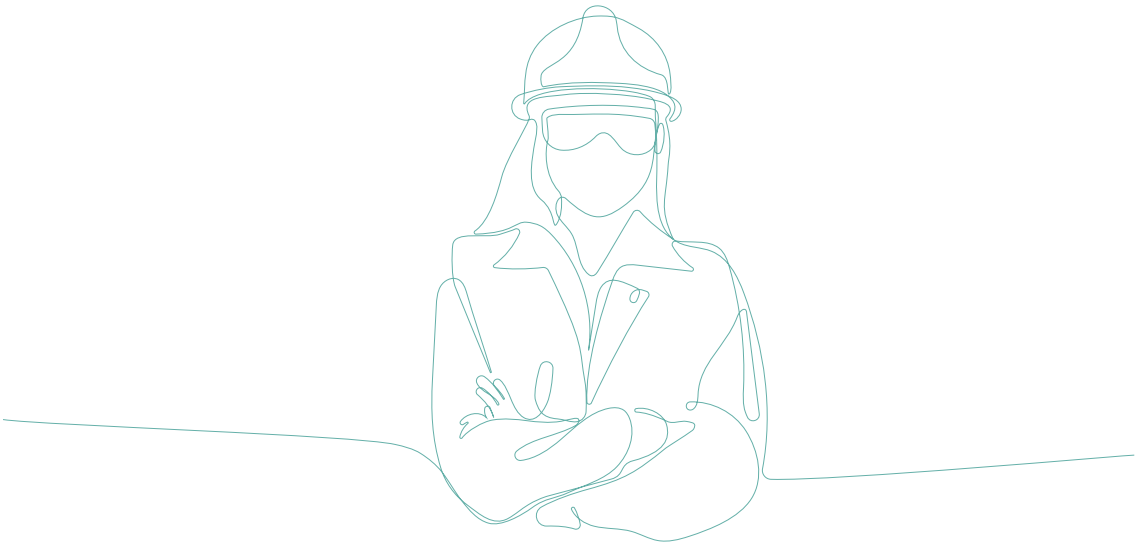
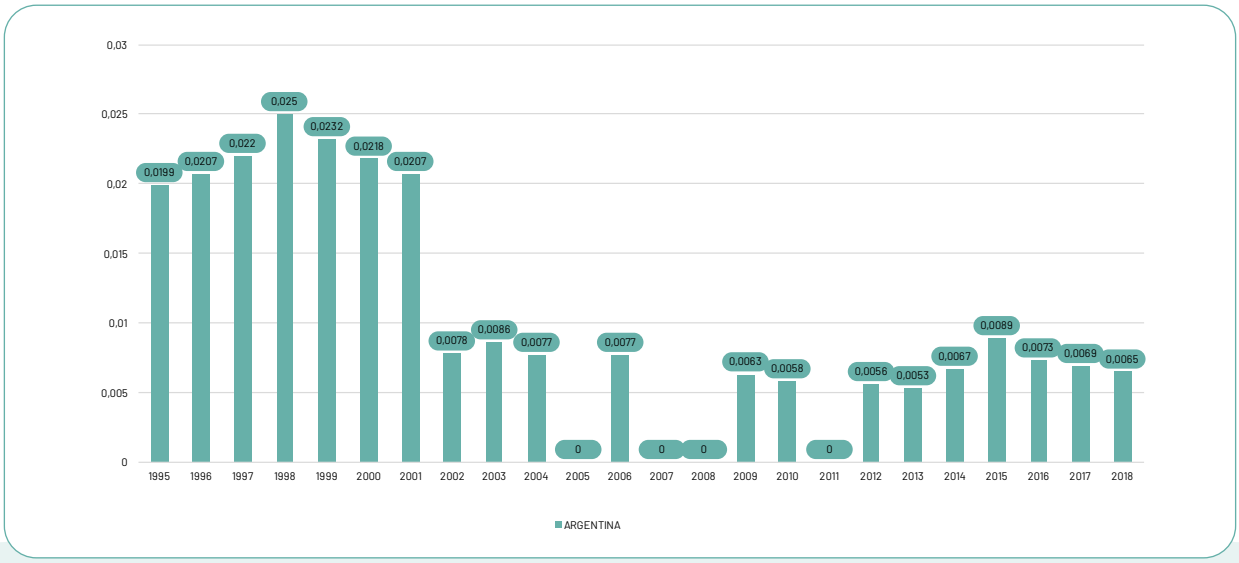


Figure 13 – Argentina's Mining Production Share in Global Mining GDP



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI based on AFIP and the Directorate of Mining Information and Transparency.

According to CAEM, Argentina produces the following minerals:

- **Metallic,** minerals that contain metals, divided into basic, ferrous, precious, or radioactive minerals. Iron ore, lead, zinc, copper, molybdenum, lithium, silver, and gold are included in this category.
- **Non metallic,** minerals that do not have metal content, as for example, limestone, sand, shale, clay, common salt, gypsum, potassium salts and borates, fluorite, barite, bentonites, semiprecious stones, and many others. Note that these minerals can be used as basic inputs or raw materials by different industries.
- **Aggregates and dimension stones**, used mainly for construction and ornamentation. Porphyries (cobblestones and tiles), slab stones, marbles, granites and granulometries.

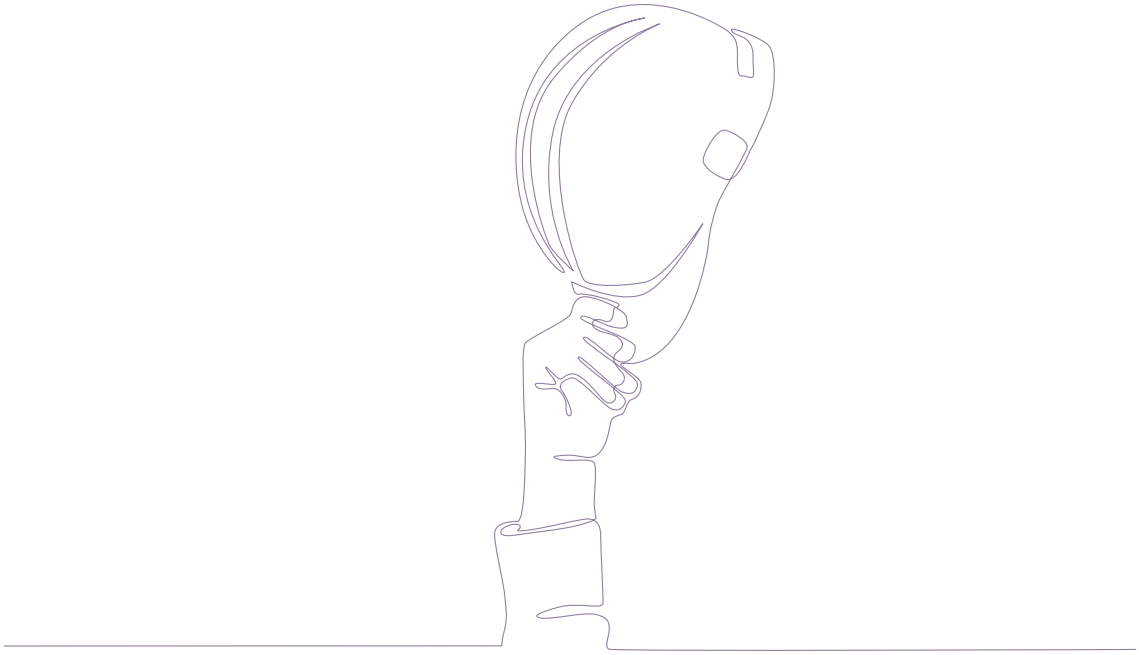


Table 1 - Classification of Mining Economic Activities

CLASSIFICATION OF ECONOMIC ACTIVITIES (CLAE)	DESCRIPTION	SUBTYPE
71000	Iron ore mining	Metals and Lithium Mining
72100	Uranium and thorium mining and concentrates	Metals and Lithium Mining
72910	Precious metals mining	Metals and Lithium Mining
72990	Non-ferrous metallic minerals -not classified elsewhere- (except uranium and thorium)	Metals and Lithium Mining
81100	Ornamental stones mining	Non metallic
81200	Limestone and gypsum mining	Non metallic
81300	Sands, boulder and crushed stones mining	Non metallic
81400	Clays and kaolin mining	Non metallic
89110	Minerals for fertilizers (except peat)	Non metallic
89120	Minerals for chemical products	Metals and Lithium Mining
89200	Peat extraction and agglomeration	Non metallic
89300	Salt mining	Non metallic
89900	Exploitation of mines and quarries -not classified elsewhere-	Metals and Lithium Mining
99000	Mining Support Services, except for oil and natural gas extraction	Metals and Lithium Mining

Source: Prepared by the author, based on data from the Argentina tax authority (AFIP) 2022.

The mining cycle is frequently divided into five phases: exploration, construction, operation or production, closure, and post closure. The construction phase is the most demanding in terms of quantity and variety of direct and indirect occupations (Schteingart, 2022).

In November 2022, lithium exports climbed up to the second place in minerals exported, followed by gold and below silver.

Argentina's mining sector, by September 2022, had 1061 companies, according to the following classification (CEP XXI, based on AFIP and the National Directorate of Mining Information and Transparency):

- Petroleum - production, 3 companies
- Lithium - exploration and funding, 10 companies
- Lithium – production, 10 companies
- Metallic - exploration and funding, 6 companies
- Metalliferous – production, 57 companies
- Minerals not classified elsewhere, 192 companies
- Non metallic, 83 companies
- Aggregates and dimension stones, 360 companies
- Mining services and related activities, 340 companies

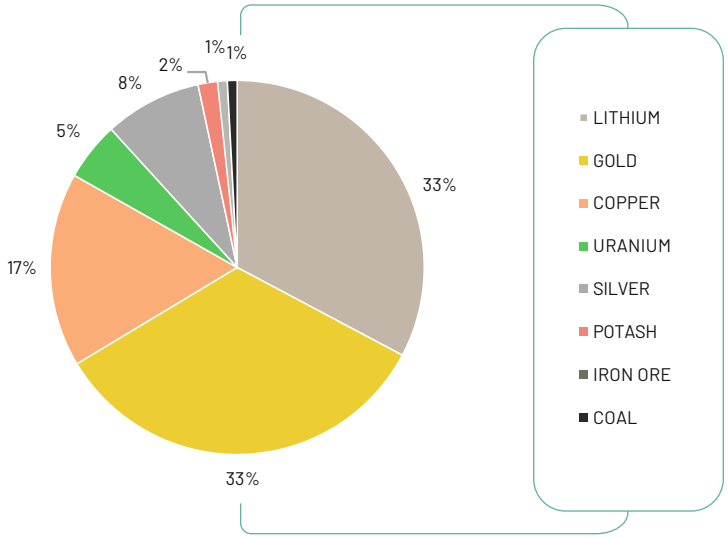
Argentina produces more than 30 different types of minerals. Until 2018, when the Bajo La Alumbrera mine was closed, copper was the second most important mineral. By 2022, mining projects portfolio included the following minerals and percentages: gold (33.61%), lithium (32.77%), copper (16.81%), silver (8.40%), uranium, (5.04%), potash (1.68%), iron ore (0.84%) and coal (0.84%) (CEP XXI-Secretariat of Mining, 2022).

Mining activity in Argentina is govern through the Mining Code, applicable nationwide, setting the general provisions (civil, commercial, fiscal, environmental, and labor) for the different productive activities that are developed in the mining sector. There is also a special promotional regime for mining, enacted by the National Administration and endorsed by the provinces.[44] The Provinces have the authority to grant mining exploration and exploitation rights, among others. The applicable Provincial authority enforces and controls compliance with the applicable laws.

Argentina's share in the mining industry from 1995 through 2018 has not been higher than 2.5% (1998), dropping to 0.65% in 2018. According to the Production Forecast Report prepared by Argentina Center for Production Studies (CEP XXI), under the Secretariat of Industry and Productive Development of the Ministry of Economy, in November 2022 mineral exports have experienced the highest peak since 2017 YTD, with a total of 3.510 million USD$ (an increase of 25.5% January-November 2022). With climbing up to the second place in minerals exported, followed by gold and after silver (CEPXXI, 2022) in November 2022.

[44] Argentina is a federal country, with 23 provinces.

Figure 14 - Mining Projects in Portfolio by Type of mineral - Year 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff Sept/2022.

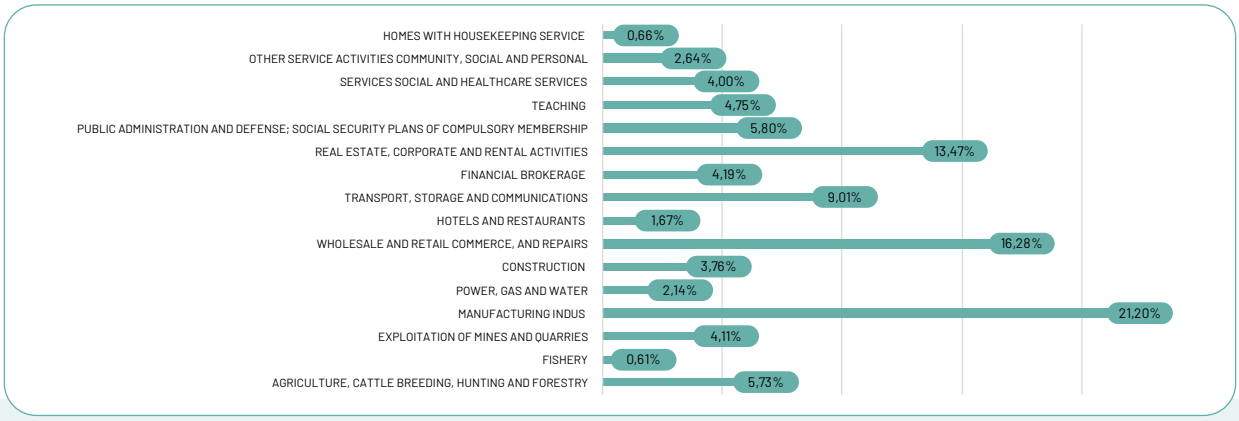
According to INDEC data, the mining activity as a whole, metallic and lithium and non metallic, accounted for 0.91% of GDP in 2019. Considering the added value of mines and quarries' exploitation in Argentina's GDP, according to the data provided by the National Directorate of National Accounts, a 13.4% growth is observed during the first quarter of 2022, compared to the fourth quarter of 2021 (INDEC, 2022).

While in 2021, mining production accounted for 0.49%[45] of Argentina's economy. Considering the same month of November in 2021, mines and quarries' exploitation increased by 14.2% (INDEC, 2022). Direct contribution to the GDP by the mining industry was 0.89% (Schteingart, 2022). For the third quarter of 2022, the mining sector had a positive impact of 0.45% on the total economy, where the added value of mine and quarry exploitation climbed to 14.4%[46] (INDEC, 3rd quarter 2022).

[45] Source: Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI. Retrieved in: June/July 2022. Note: Production gross value in constant Argentina pesos in 2004.

[46] Preliminary Data.

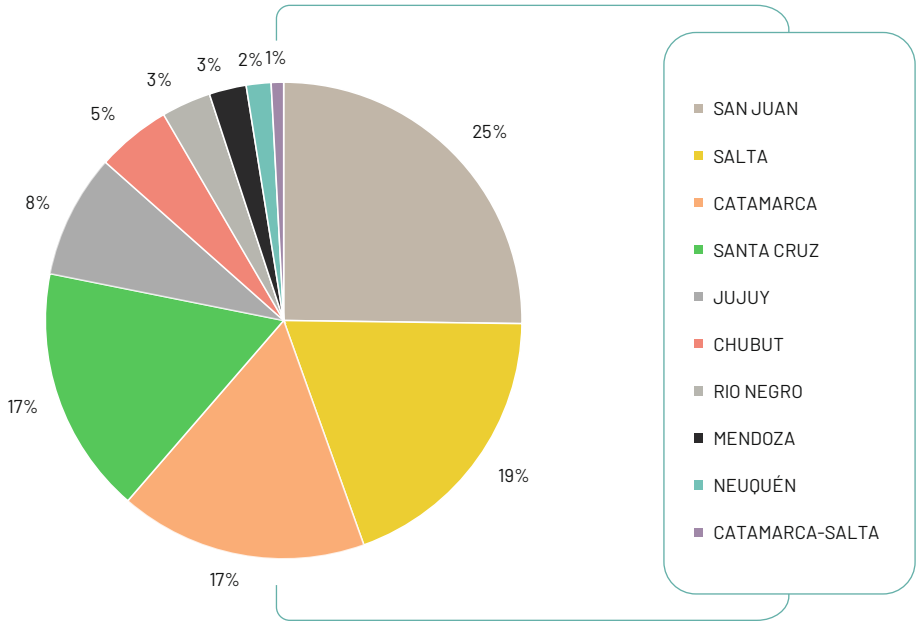
Figure 15 - Composition of the Argentine GDP Disaggregated by Activity Field



Source: Prepared by the author, based on preliminary data published by INDEC for the third quarter of 2022, GDP by tabulation category. Quarterly values in millions of pesos at 2004 prices

As of May 2022, there are 119 mining projects in portfolio in Argentina. From this total, 52% are in advanced exploration stage, 10.92% are in preliminary economic assessment, and 5.04% are in prefeasibility, and/or feasibility. 14.29% of mining projects are in production and 4.2% in maintenance. Only one mining project is inactive (CEP XXI-Secretariat of Mining, 2022).

Figure 16 - Distribution of Mining Projects by Argentine Province where the Activity is Registered (Status)



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina – SIACAM last update 02/May/2022.

Mining activity is most developed in the provinces of Catamarca, San Juan, and Santa Cruz. Both in Catamarca and San Juan, mining is the main economic activity, whereas in Santa Cruz mining is second to oil and gas. Note that these three provinces, focused on metallic mining, account for 80% of Argentina's mineral production and exports (CAEM). Other provinces where mining is a relevant activity are Jujuy, Córdoba, Buenos Aires, Chubut, Mendoza, Salta and La Rioja. The presence of larger mining projects[47] has allowed a higher flow of workers (women and men) in between the different provinces and regions (Schteingart, 2022). This internal flow of workers arises from a customary seasonal work, where workers migrate from site to site looking for better work or professional conditions.

In that sense, Annex II provides detailed information on the distribution of mining projects per province according to lease registration and status, also including sociodemographic data, value chains and gender gaps in the labor market of Argentina's provinces.

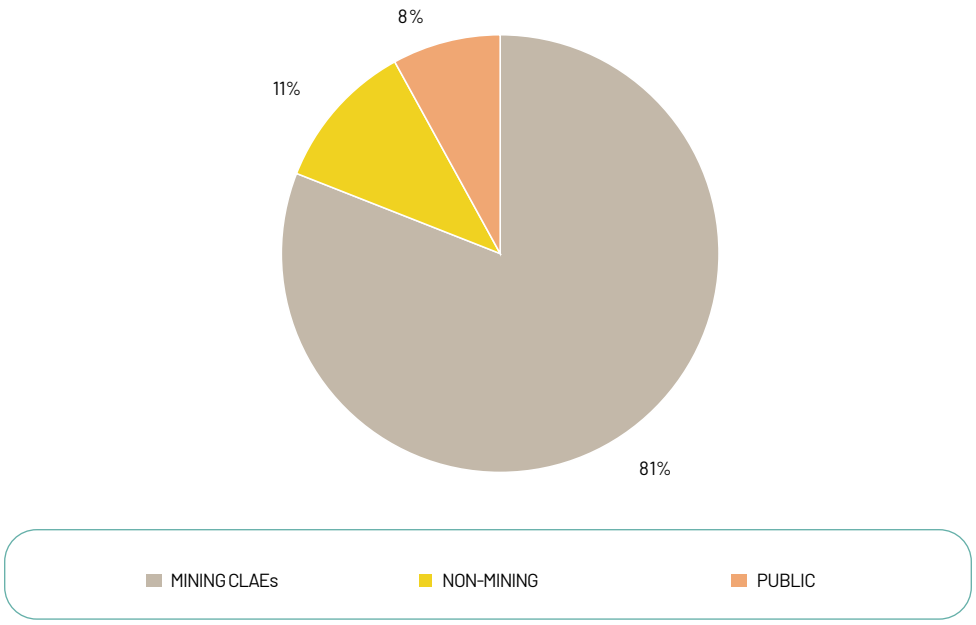
[47] As is the case in: Bajo la Alumbrera in the province of Catamarca, Cerro Vanguardia in the province of Santa Cruz and Veladero the province of San Juan.

Argentine Mining Labor Market

For the last decade, the mining sector has experienced an increase in the amount of direct salaried jobs[48].

The following figure details the share of employment disaggregated by Mining CLAE, showing more employment participation in the mining subsector.

Figure 17 – Employment in Argentina's Mining Industry According to Mineral Produced - Year 2022

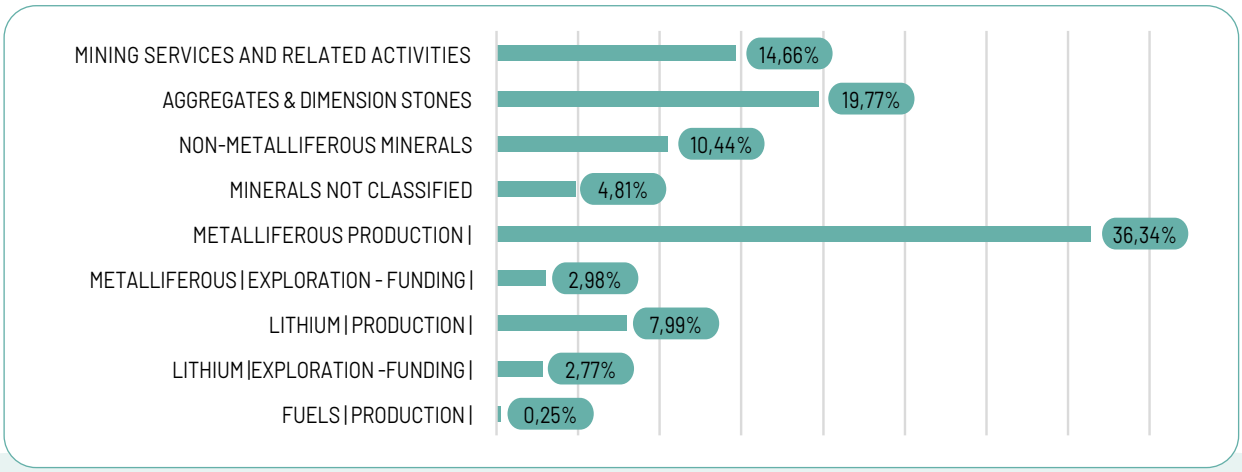


Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina - Considering the month of September per each year reported. Cutoff September 2022 (last updated 01/Jun/2023)

Analyzing the mining labor market, disaggregated by field and mineral classification, the following Figure shows that metallic production creates more employment, followed by aggregates and dimension stones.

[48] Includes private companies with mining as main activity, as registered with AFIP, and private companies that are not registered with AFIP as mining activity, but that have links to the mining industry at some point of the productive chain, as well as five public mining companies.

Figure 18 - Mining Activities and Employment, September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development – Argentina – Considering the month of September per each year reported. Cutoff September 2022 (last updated 01/Jun/2023)

According to the information provided by the Center of Production Studies (CEPXXI), the mining sector created, in 2019, 1.03 formal jobs for each direct position; extrapolating to current data, this would mean approximately 34,830 additional direct positions only in supply contractors that sell goods and services to mining companies; totaling 68,655 formal positions between direct jobs and immediate supply contractors. Also, CAEM, based on the information reported by Abeceb consultants, estimates that in 2021, there were a total of 83,000 jobs in the entire mining supply chain.

In the mining industry working conditions are closely related to the type of mining operation. According to the Secretariat of Mining and the Center of Production Studies (2022), large scale mining has much better working conditions that the mean of the economic activities in Argentina. The same is observed on salary scales in the mining sector, as metallic mining, together with the hydrocarbons sector, offers the best remuneration in the economy, as a whole.

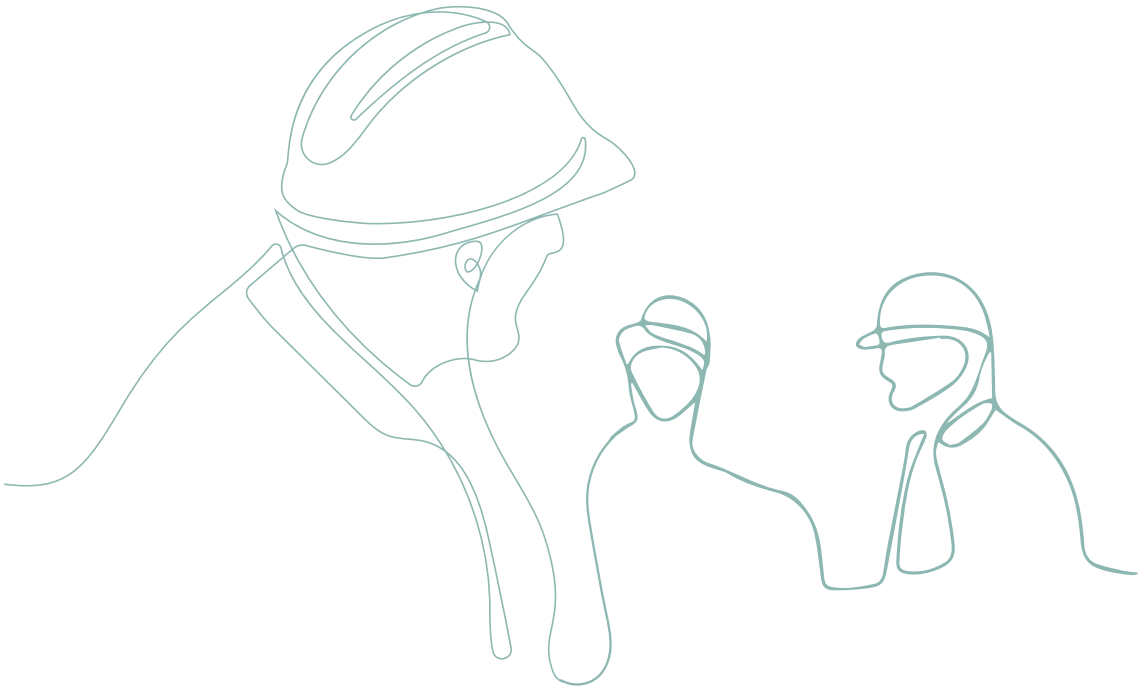
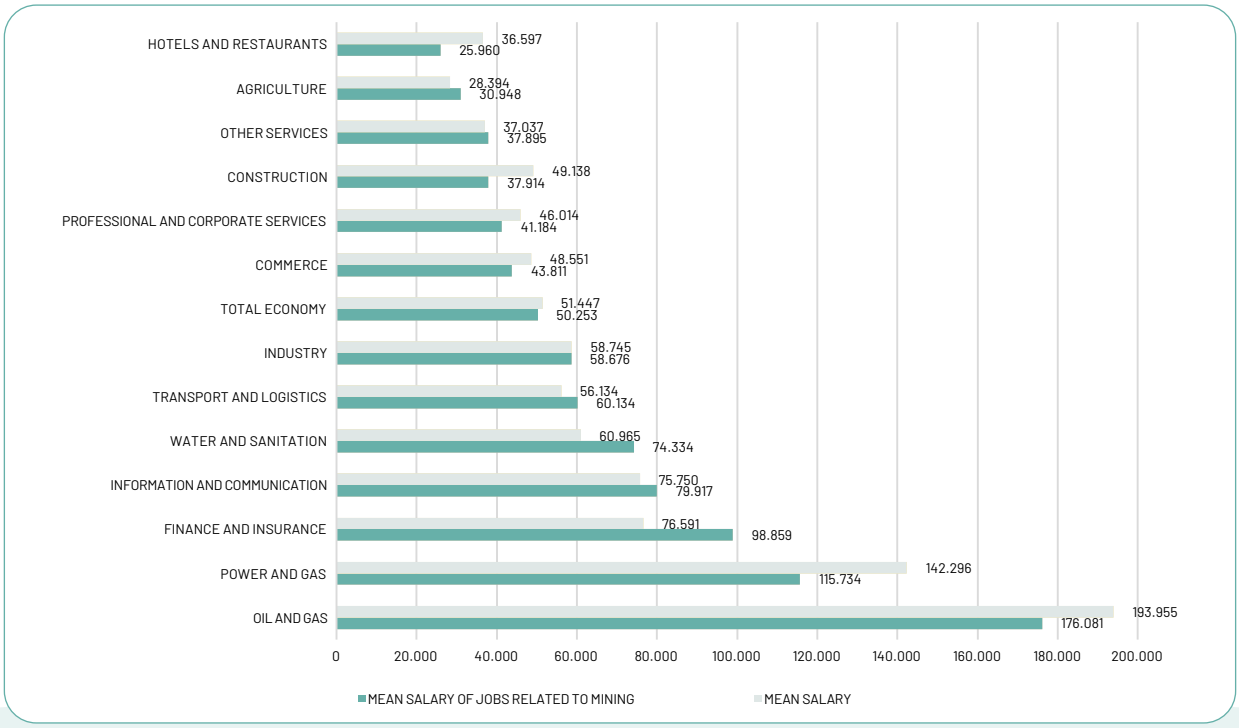


Figure 19 - Comparison Between Gross Mean Remunerations of Supply Companies of the Mining Sector, and Gross Mean Remuneration of Each Sector. Year 2019. Expressed in Argentine pesos.



Source: Prepared by the author, based on Schteingart, D. and Allerand, M. "El impacto de la minería argentina en los proveedores locales." (Impact of Argentine Mining on Local Suppliers). Work documents of the Council for Structural Change No. 19, December 2021 - (former) National Ministry of Productive Development.

Large scale metallic mining work regime has particular characteristics, which are exclusive to their productive development, due to the fact that the sites are usually far from main cities.

In that sense, companies have two different work modalities that coexist: on one hand, direction, management, and administration positions take place during business days, with people returning to their homes after a day of work; and on the other hand, there is a roster arrangement of 14 consecutive days[49] at mine site. This rotation system, known as the "mining roster", means workers stay on site for a number of consecutive days and then return to their place of residence (this regime is also known as FIFO, fly in fly out).

At each stage of the mining cycle, the sector demands a great variety of technical and professional profiles. Particularly, large scale metallic mining demands a large number of people with technical and/or university qualifications, therefore 92.5% of the people working in a mine have a medium/high qualification.

At each stage of the mining cycle, the sector demands a great variety of technical and professional profiles. Particularly, large scale metallic mining demands a large number of people with technical and/or university qualifications, therefore 92.5% of the people working in a mine have a medium/high qualification[50]

[49] Depending on the characteristics of the process.

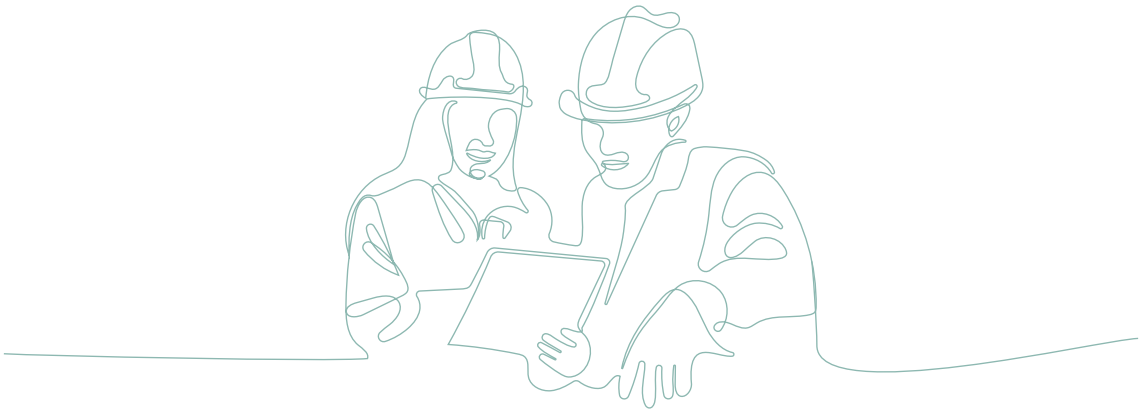
[50] According to the National Classification of Occupations (CNO), "high qualification" are those jobs requiring a "professional" or "technical" qualification. "Medium" qualification are "operational" tasks; and "Low" qualification are those that require no qualification.

Table 2 - Profiles Required by Argentina's Mining Sector.

STAGE	SOME OF THE AREAS ON DEMAND
Exploration	Geology. Geophysics. Hydrogeology
Feasibility and Construction	Civil Engineering. Industrial Engineering. Mechanic Engineering. Mine Engineering. Chemical Engineering, Anthropology Sociology. Economics. Archeology. Paleontology. Biology.
Extraction and Processing	Machine operation. Professional drivers. Mechanic technicians. Electricians. Electromechanics Engineering. Chemical Engineering.
All mining project stages	Environmental Sciences. Administration and management. Human Resources. Ecology and environmental sciences. Workplace health and safety. Maintenance

Source: Prepared by the author, based on CEP-XXI - Secretariat of Mining - (former) Ministry of Productive Development May 2022.

Gender gaps in Argentina's mining sector

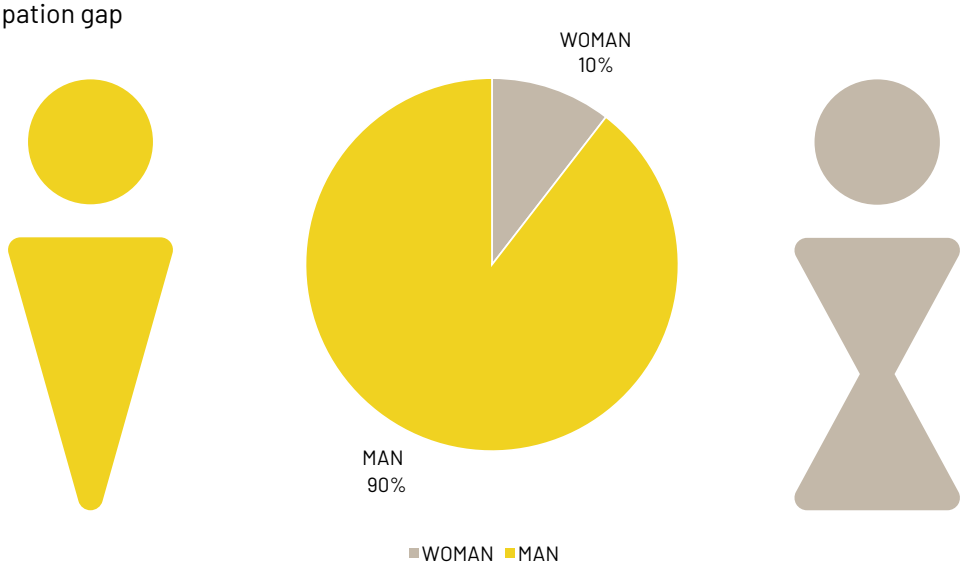


The mining industry has historically been a highly male-dominated sector. In Argentina, women account for **10.5%** of the total workforce in large-scale mining (Schteingart, 2022). By September 2022, there were 37,376 direct jobs in Argentina's large-scale mining sector, the highest ever recorded (SIACAM, 2022). Disaggregated by gender, men account for 89.5% of the mining labor market, occupying 33,465 direct formal jobs, while women have a participation rate of 10.5%, occupying 3911 jobs.

The mining industry has historically been a highly male-dominated sector. In Argentina, women account for 10.5% of the total workforce in the large-scale mining sector.

Figure 20 – Employment in the mining sector disaggregated by gender (09-2022).

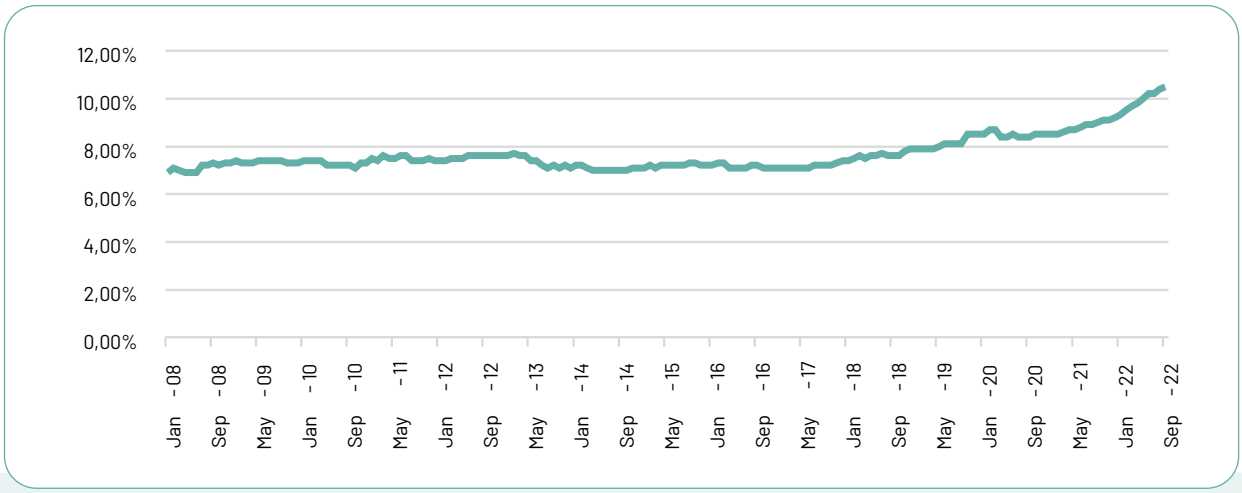
Participation gap



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff Sept/2022.

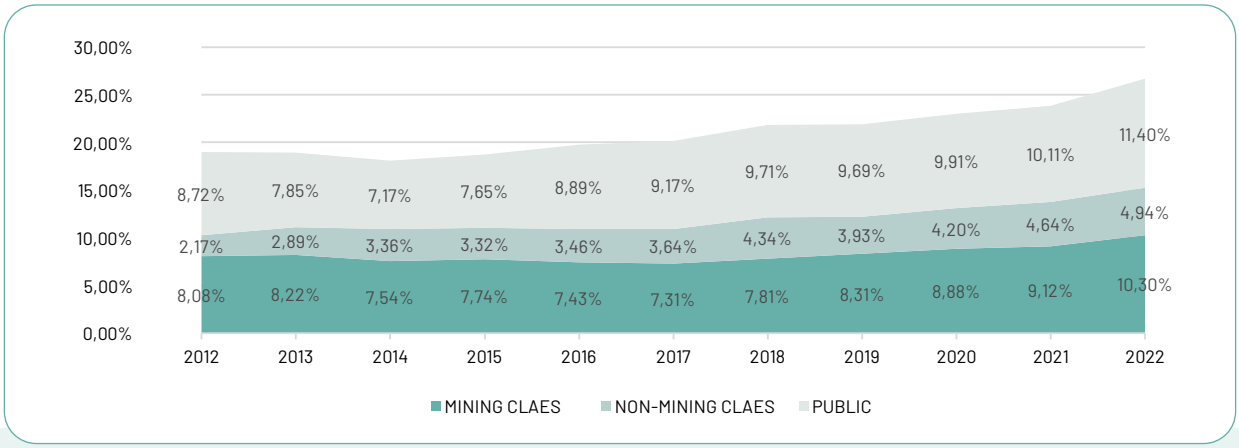
While incorporating women into formal employment is one of the major challenges today, women's incorporation in the mining industry has increased steadily over the past decades, however gaps in participation and gender asymmetries remain. Shown below is the feminization rate in the mining industry, understood as the proportion of women out of the total number of salaried workers in the mining sector.

Figure 21 – Feminization rate of Argentina mining sector. 2008-2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff Sept/2022.

Figure 22 – Participation of women in the mining sector - 2012-2022



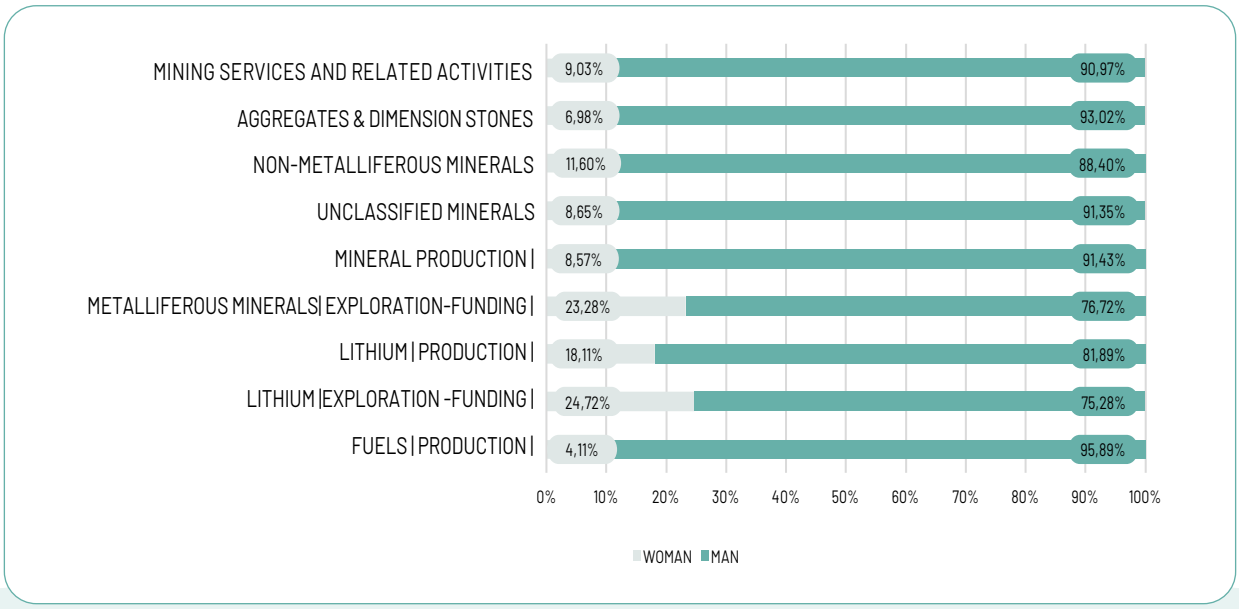
Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff Sept/2022.

An analysis of participation by economic activity, disaggregated by gender, (see Figure 23) shows that men have higher access and participation rates in all areas, evidencing a gender participation gap for each category of activities.

Figure 23 – Number of people employed, disaggregated by category of economic activity (CLAE, Spanish acronym for Classification of Economic Activities) and gender

Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina-Cutoff Sept/2022.

Figure 24 – Participation of employed people, disaggregated by gender and by classification within Mining CLAE



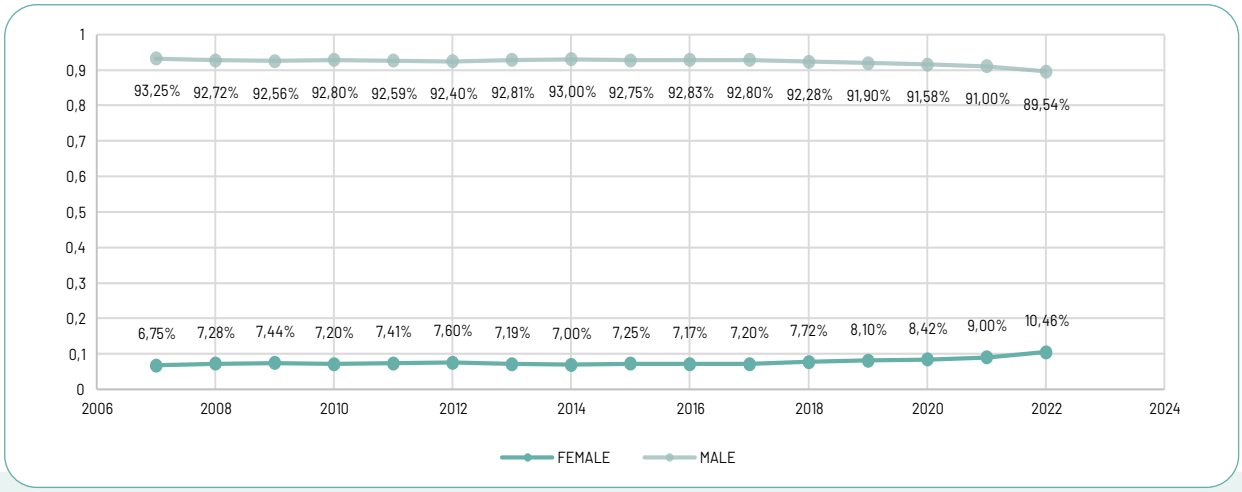
Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff September 2022.

As shown above, there is a participation gap in every category, with male participation being higher than that of women. In this sense, the largest participation gap is observed in the category of metallic minerals and aggregates and dimension stones production. On the contrary, there is a higher participation of women in lithium exploration and funding stages. Interviewed women stated that women, in general, are more interested in participating and developing their careers within lithium exploration and production. This could be attributed to the inherent characteristics of the lithium production process as opposed to "traditional" mining production processes and/or the development of lithium mining industry.[51]

There is a higher participation of women in lithium exploration and funding stages.

[51] Note: more qualitative data is needed to be able to work on this scenario.

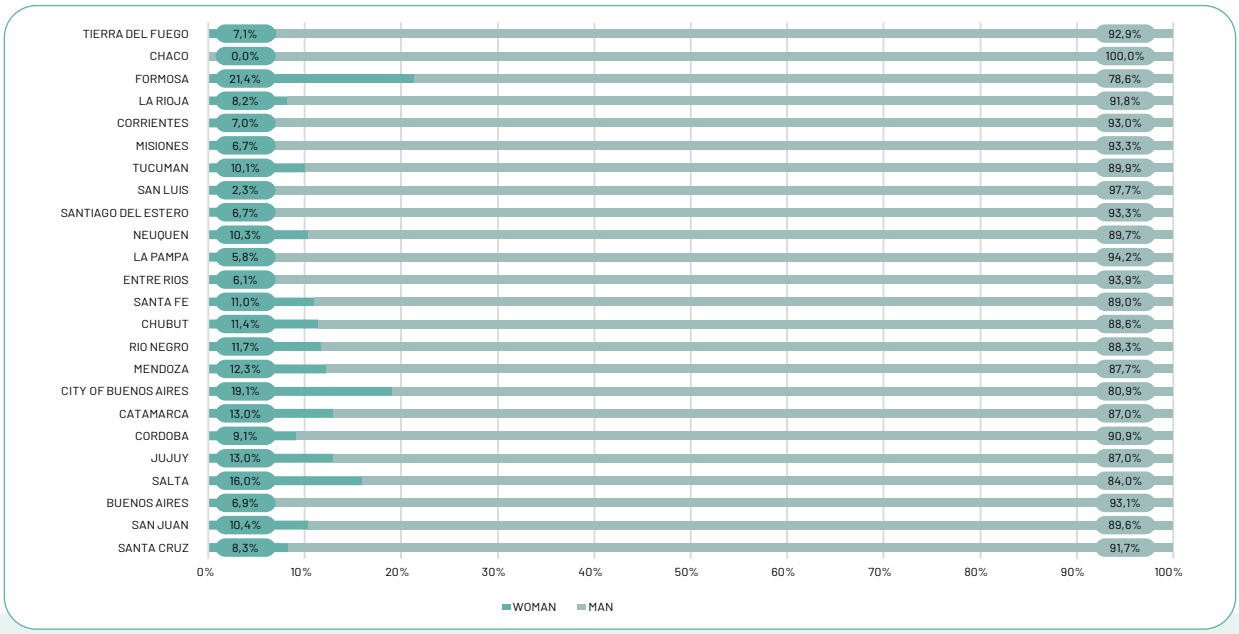
Figure 25 – Evolution of participation in formal salaried employment in Argentina's mining sector, disaggregated by gender (as a percentage) -Time series 2007-2022.



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina - Considering the month of September per each year reported.

Given that deposits are distributed throughout Argentina, an interesting analysis is considering women's participation per provinces. Women's participation rate in mining employment does not exceed 22% on a province-by-province analysis.

Figure 26 – Jobs – Mining Employment in Mining CLAES - disaggregated by provinces and by gender September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Cutoff Sept/2022.

For the total direct salaried employment in mining, women's participation rate is higher in Formosa (21.4%) and the City of Buenos Aires (19.1%). These higher rates allow us to infer that women's participation here is related to administrative and advisory work in offices not based on the mine site. However, more information is needed to reject or confirm this assumption.

The following figure shows the rate of participation disaggregated by gender for each mining CLAE category, with a cut-off date of September 2022. In addition, participation rate is disaggregated by province, according to the location where mining production is carried out, as per the data provided by CEP-XXI (Centers for Production Studies) based on data from AFIP (Federal Administration of Public Revenue) and the National Directorate of Mining Information and Transparency. Note that the selection of the provinces and presentation is based on the availability of data and public information and, probably, on the degree of development of the mining activity (both in the field and the administrative headquarters).

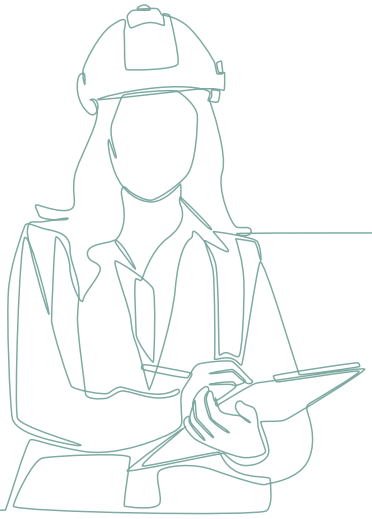
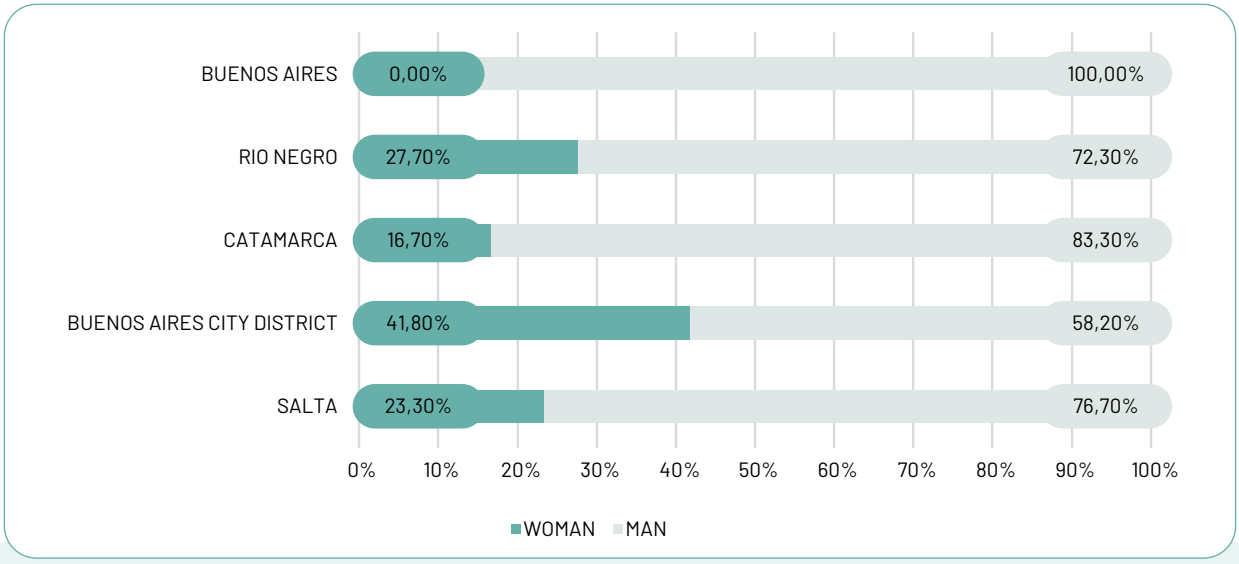


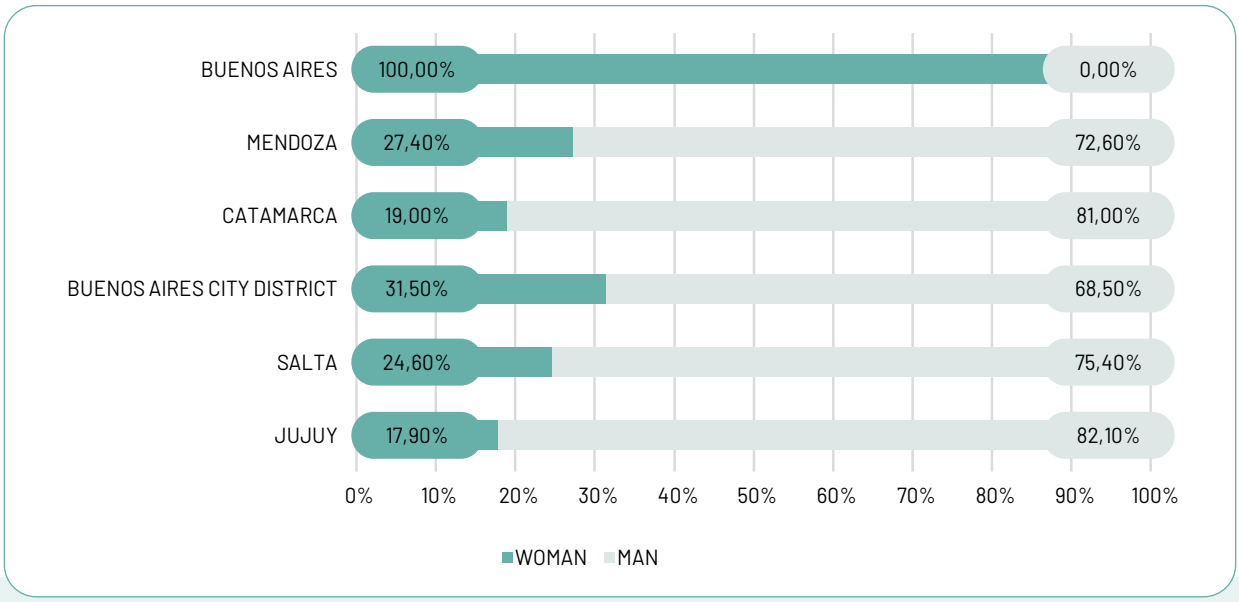
Figure 27 – Jobs – Mining employment in lithium exploration and funding stages- disaggregated by provinces and by gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, for the development of the lithium exploration and funding stages, amounts to 839 people, out of which 204 are women, accounting for 24.3%, and 635 are men, accounting for 75.7%. Disaggregating by province, the highest women's participation rate is in the City of Buenos Aires, with near parity with men. Thus, workers are inferred to be, both for men and for women, white-collar workers performing managerial or administrative tasks and not based at the mine site.

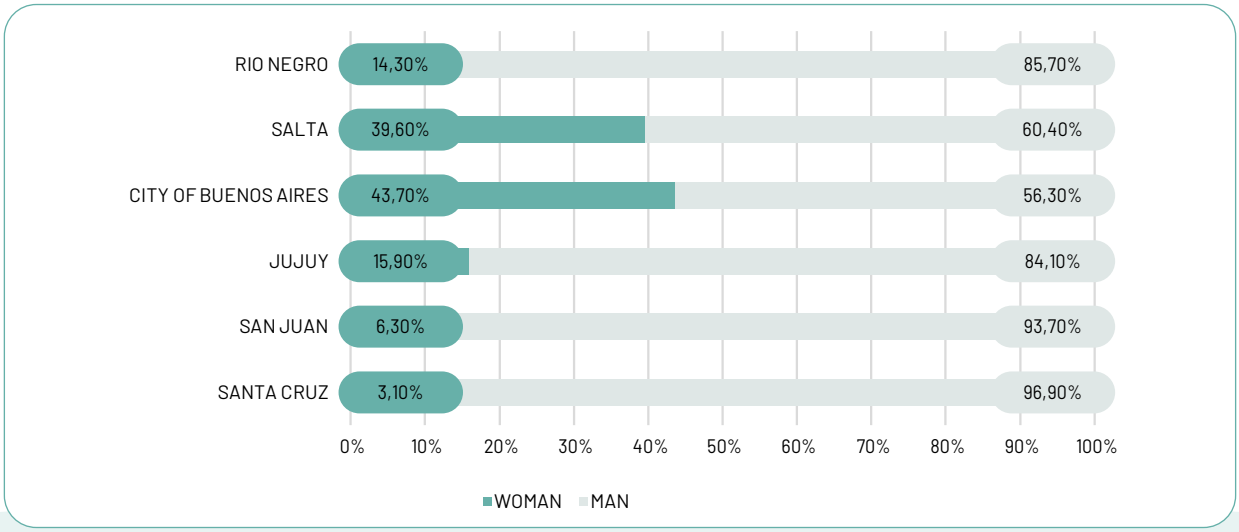
Figure 28 – Jobs – Mining employment in lithium production - disaggregated by provinces and by gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, for the development of lithium projects in production stage, amounts to 2,418 people, of whom 489 are women, accounting for 20.20%, and 1,929 are men, accounting for 79.8%. Similarly, there is a higher participation rate in the City of Buenos Aires for lithium projects in production stage. The reason for this rate may be that several of the companies with a large number of employees that operate in the provinces of Catamarca and Jujuy have their administrative headquarters in the City of Buenos Aires.

Figure 29 – Occupations – Mining employment in metalliferous mineral exploration and funding – disaggregated by provinces and by gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, for the development of the metallic mineral projects in exploration stage, amounts to 901 people, of whom 72 are women, representing 8%, and 829 are men, representing 92% of employees in metallic minerals projects in exploration. Also, data shows a higher women's participation rate in the City of Buenos Aires, inferring that this is a result of managerial and administrative tasks being concentrated in this city.

However, a bigger gap in women's participation can be observed in metallic mineral projects in exploration stage as compared to other minerals and stages shown above.

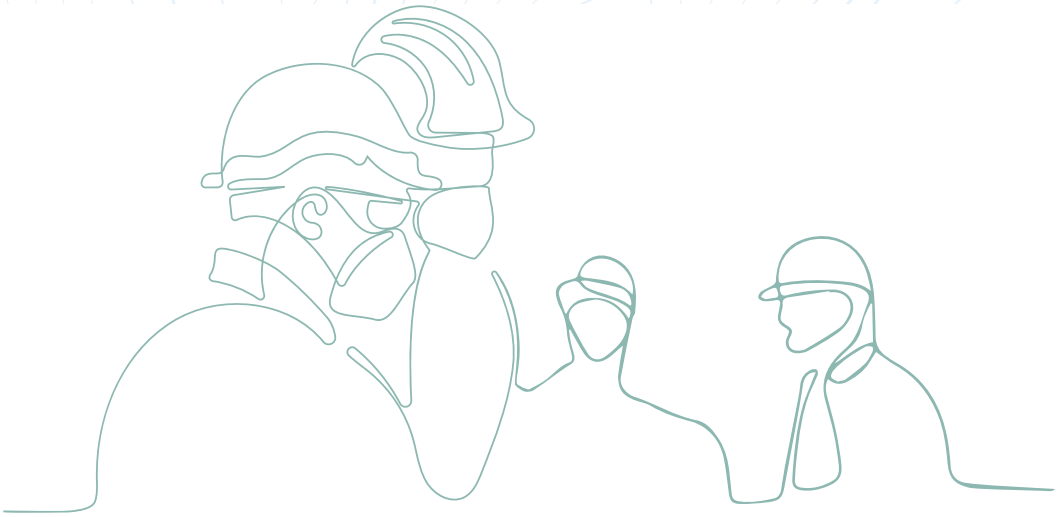
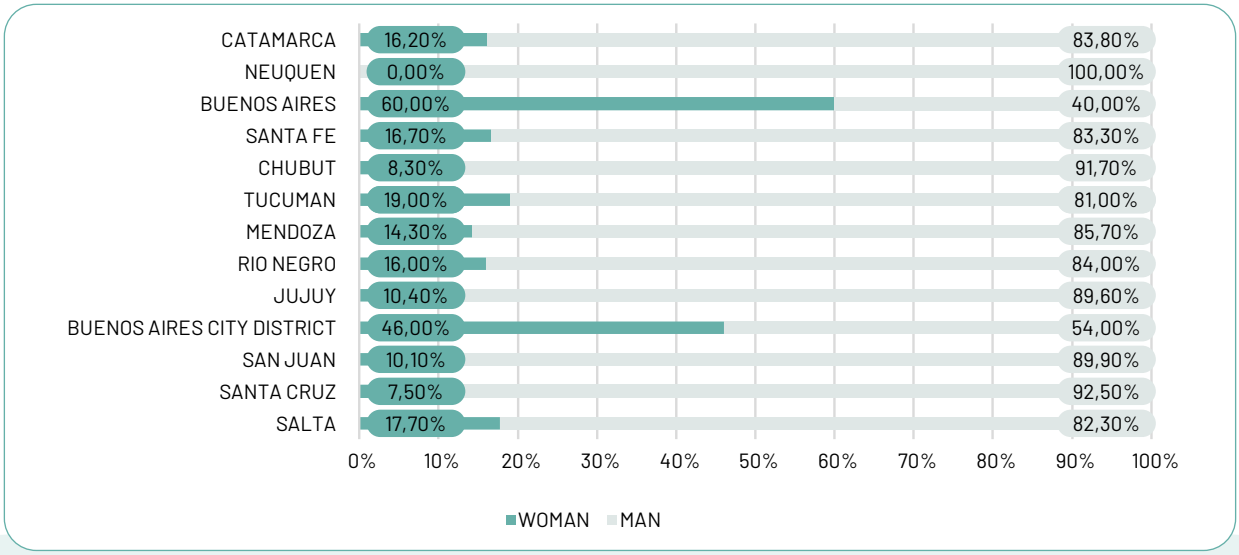


Figure 30 – Jobs – Mining employment in metalliferous mining projects in production stage, disaggregated by provinces and gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, for the development of metallic mineral projects in production stage, amounts to 10,997 people, of whom 126 are women, representing 10.2%, and 9,871 are men, representing 99.8% of employees in metalliferous minerals project in production stage. Data show a higher women's participation rate in the City of Buenos Aires, for the reasons mentioned above. In addition, there is a higher, though not significant, women's participation rate in metallic mineral projects in production stage. Note that only one person is employed in Neuquén.

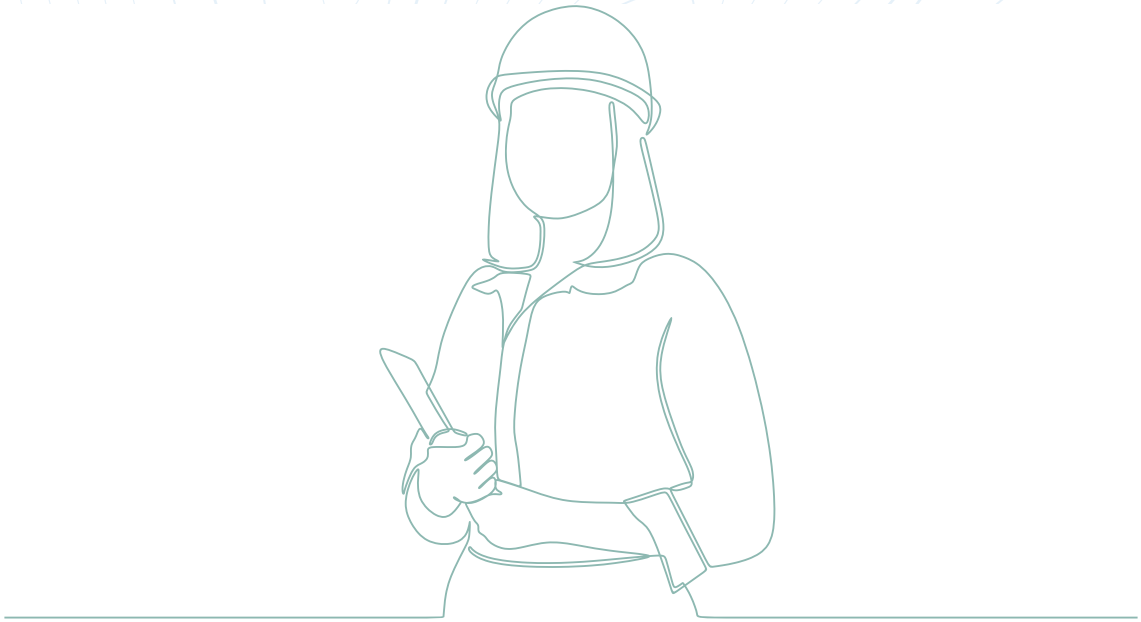
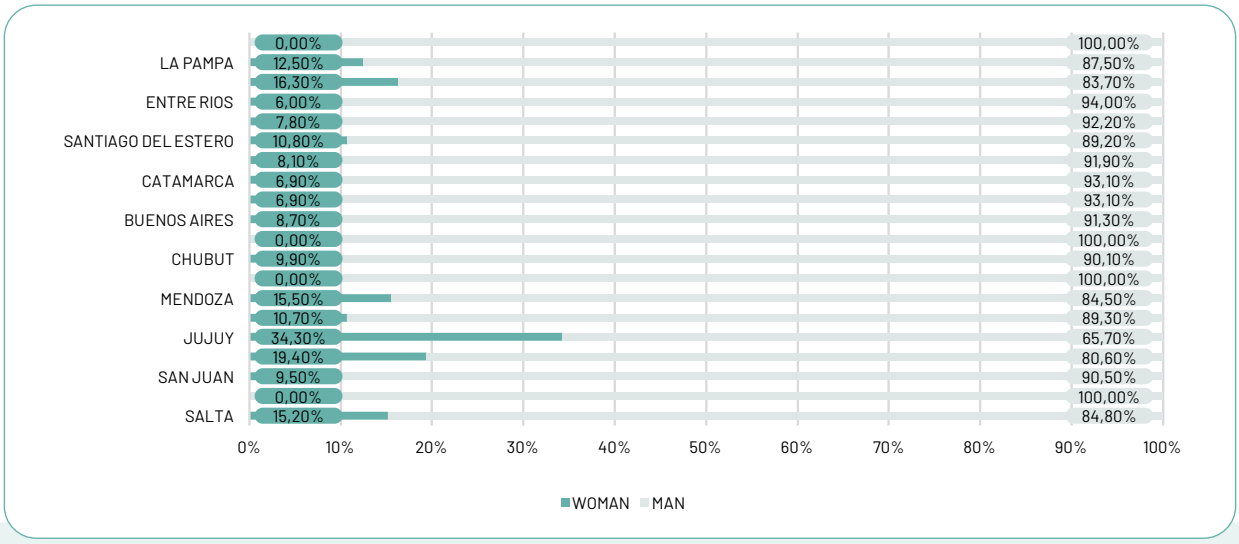


Figure 31 – Jobs – Mining employment in projects for non-classified minerals, disaggregated by provinces and by gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, in projects for non-classified minerals, amounts to 1,455 people, of whom 159 are women, accounting for 10.9%, and 1,296 are men, accounting for 89.1% of total employees in mining projects for non-classified minerals. For this category, women's participation shows a higher rate in the province of Jujuy.

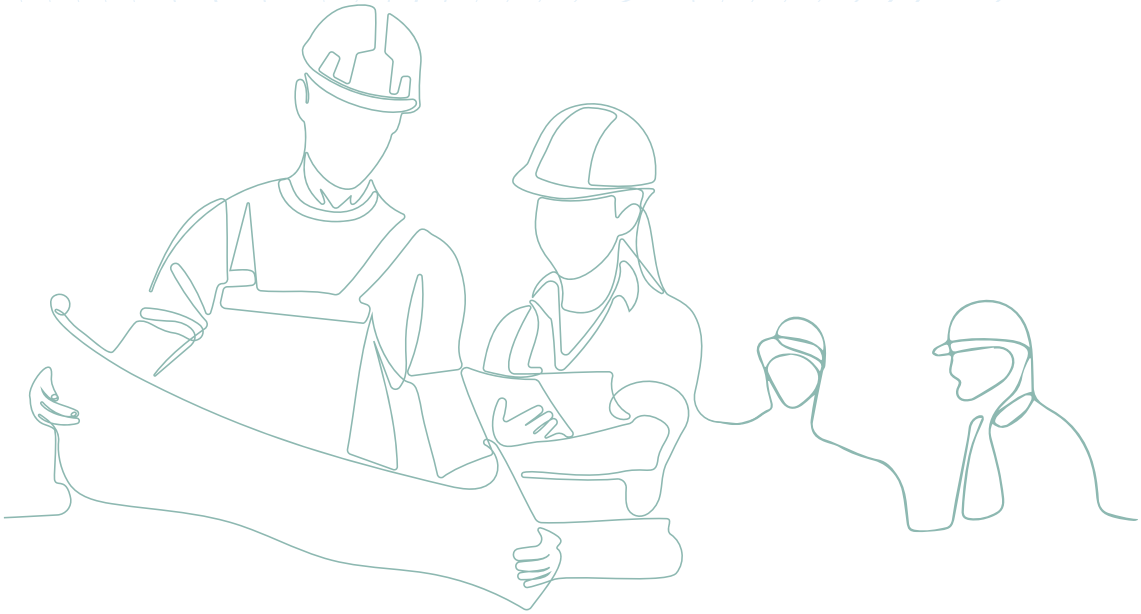
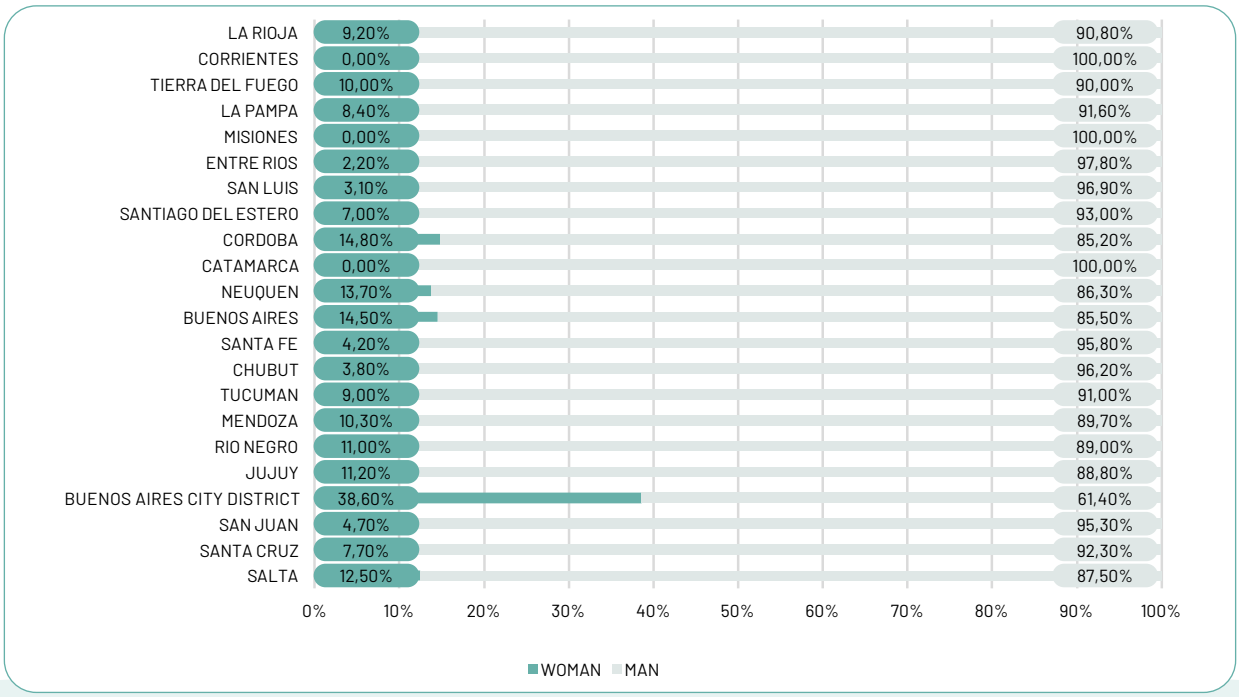


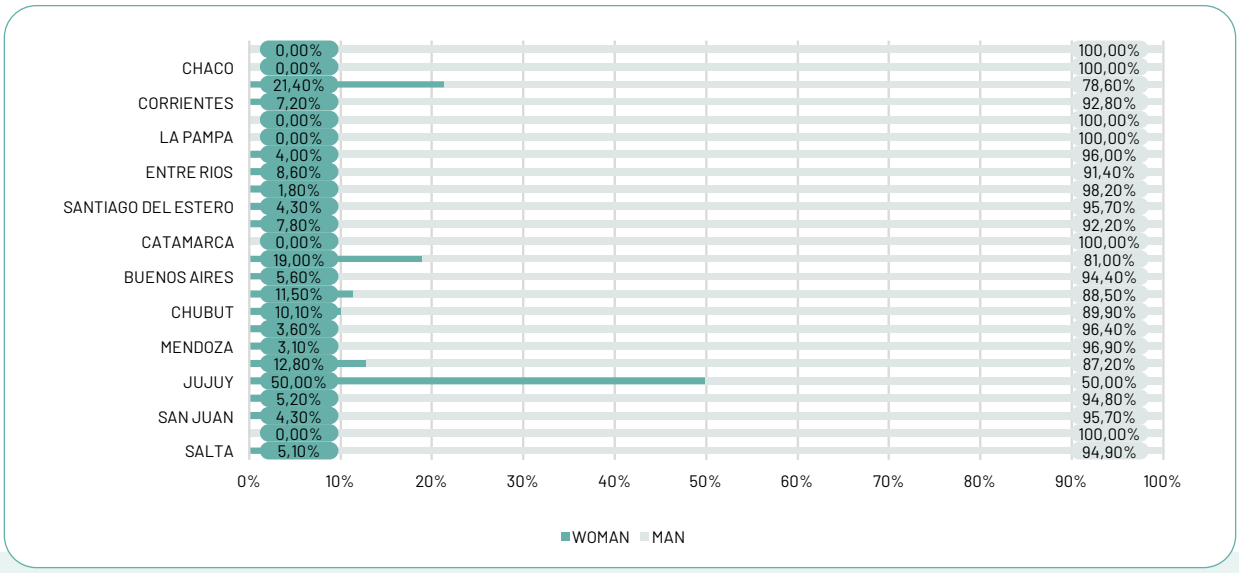
Figure 32 - Jobs – Mining employment in projects for non-metalliferous minerals, disaggregated by provinces and by gender September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, in projects for non-metallic minerals, amounts to 3,159 people, of whom 368 are women, accounting for 11.6%, and 2,791 are men, accounting for 88.4% of the total number of employees in this category. On the one hand, data shows a higher women's participation rate in the City of Buenos Aires, for the reasons already mentioned. However, there is a large gap in women's participation in this subsector.

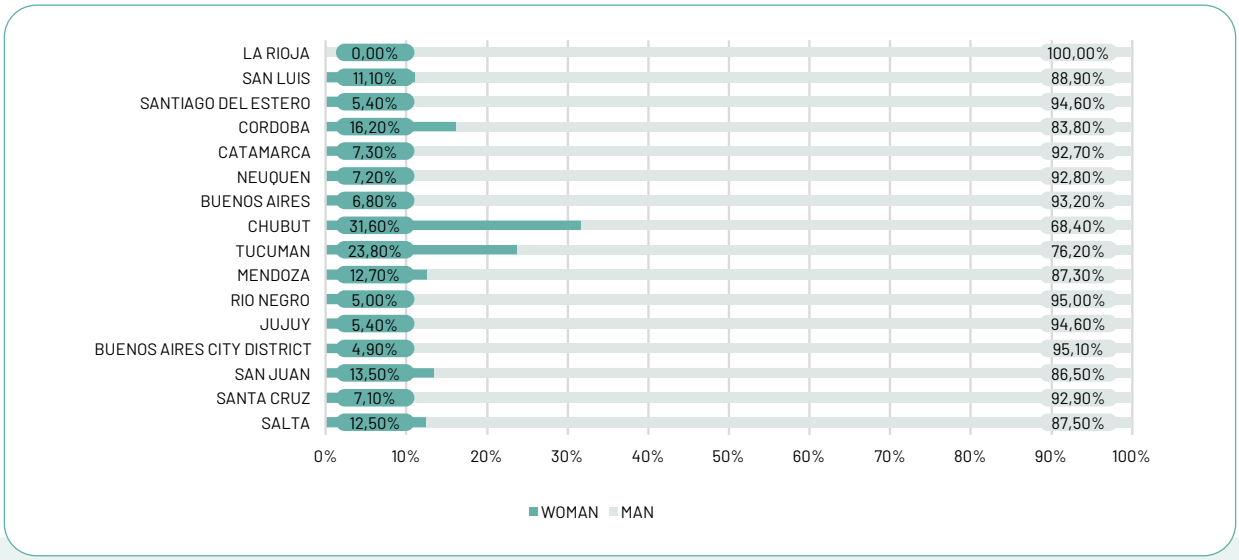
Figure 33 - Jobs – Mining employment in aggregates and dimension stones, disaggregated by provinces and gender. September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Argentina Cutoff Sept/2022.

The total number of people employed by September 2022 in mining projects related to aggregates and dimension stones, according to SIACAM public data, amounts to 5,565 people, of whom 417 are women, accounting for 7% and 5,148 are men, 93%. The data shows the subsector of aggregates and dimension stones presents the lowest women's participation rate, and, therefore, the highest gender gap compared to other mining subsectors analyzed.

Figure 34 – Jobs – Mining employment in mining services, disaggregated by provinces and by gender September 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Dated Sept/2022.

The total number of people employed by September 2022, according to SIACAM public data, for mining related services, amounts to 4,436 people, of whom 500 are women, accounting for 11.3%, and 3,936 are men, accounting for 88.7%.

With a focus on organizational structure, there are some questions worth asking: What jobs do women perform in mining companies? Are there gender participation gaps in the mining industry? If so, are these gaps occurring in all stages of the mine life cycle and for all minerals? Detail consideration should be given to the phenomenon of segregation in the organizational structures of mining companies organized under the traditional format (as opposed to TEAL[52] organizations). Segregation in the labor market refers to women and men having different access and representation within the organization and in the different occupations. In this sense, horizontal segregation is observed when women are concentrated in certain areas of activity and occupations. Vertical segregation implies an unequal distribution of participation in corporate hierarchy for men and women.

[52] This new organizational model, introduced by Frederic Laloux (2014), is revolutionizing the way organizations work. TEAL considers people as protagonists in the management of companies.

Illustration 1 - Participation in Corporate Organizational Structure (occupations), disaggregated by gender

Total Mining CLAEs

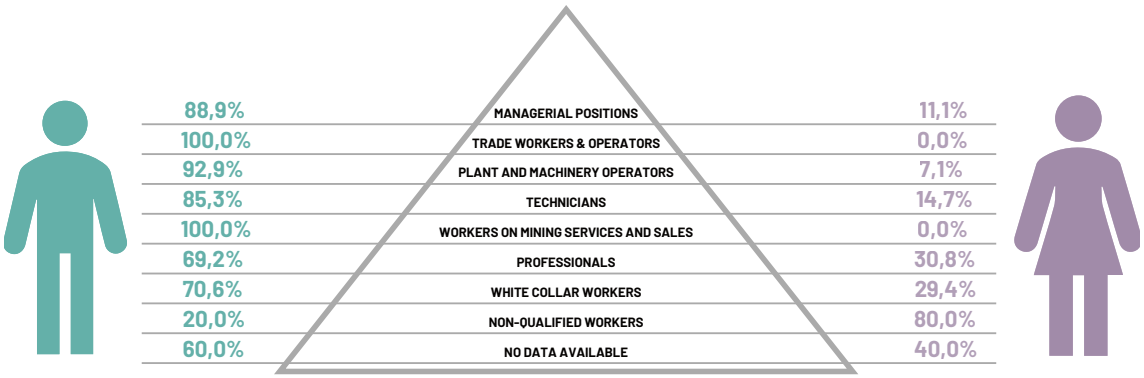
Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI, (former) Ministry of Productive Development, based on data from AFIP and the Directorate of Mining Information and Transparency - Argentina. Data corresponds to formal salaried positions for the month of October 2021.

The total participation of workers in the Mining Sector (total mining CLAEs) shows that women have a higher participation rate in both categories: white-collar workers (24.5%) and professional service jobs (24.6%). Women's presence in senior management and decision-making positions in mining companies is 15%. This analysis shows participation gaps for all job families (see Illustration 1).

Women have a higher participation rate in both white-collar workers (24.5%) and professional service jobs (24.6%) categories.

Illustration 2 - Participation in Corporate Organizational Structure (occupations), disaggregated by gender

Lithium – Exploration and investment



Fuente: elaboración propia, Sistema de Información Abierta a la Comunidad sobre la Actividad Minera en Argentina (SIACAM). datos CEP-XXI del (ex) Ministerio de Desarrollo Productivo en base a AFIP y Dirección Nacional de Información y Transparencia Minera – Argentina, los datos corresponden a puestos de trabajo asalariados formales del mes de octubre de 2021.

Para el caso de la fase de exploración y financiación de litio, se observa que las mujeres participan en mayor medida en el área profesional y realizando tareas de administración y gestión (empleadas/os de oficina). Cabe destacar su alta participación en tareas que no requieren calificación para su ejecución (80%) (véase la ilustración 2).

Illustration 3 - Participation in Corporate Organizational Structure, disaggregated

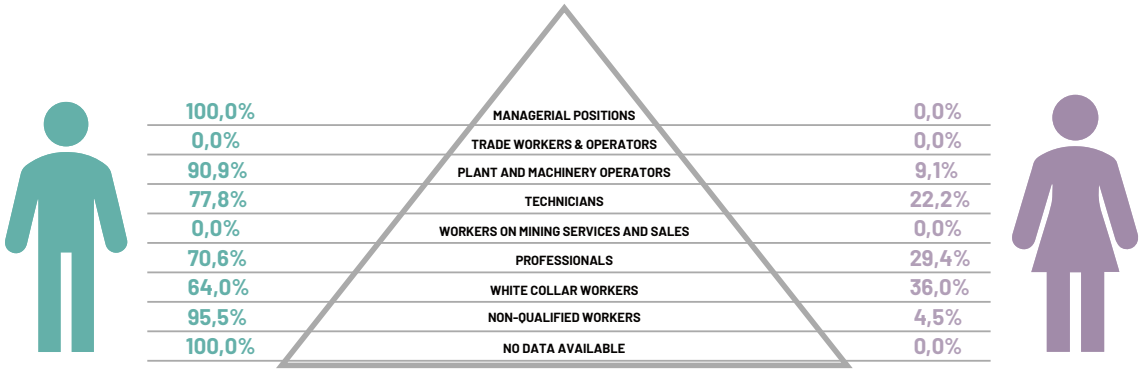
Lithium – Production

Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI, (former) Ministry of Productive Development, based on data from AFIP and the Directorate of Mining Information and Transparency – Argentina. Data corresponds to formal salaried positions for the month of October 2021.

In lithium production projects, there is a higher participation of women in corporate decision-making and management positions (18.8%), as well as in positions devoted to services and sales (see Illustration 3).

Illustration 4 - Participation in corporate organizational structure, disaggregated by gender

Metalliferous Projects - Exploration and Funding

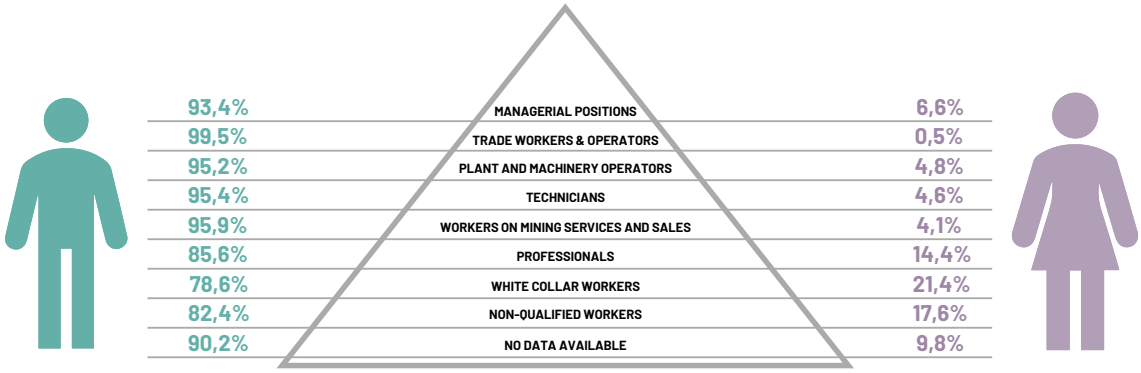


Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI, (former) Ministry of Productive Development, based on data from AFIP and the Directorate of Mining Information and Transparency - Argentina. Data corresponds to formal salaried positions for the month of October 2021.

Focusing on the metallic projects in exploration and funding stages, data shows no participation of women in management positions. However, there is a higher participation of women as white-collar workers (36%) and professionals (29.4%)(see Illustration 4).

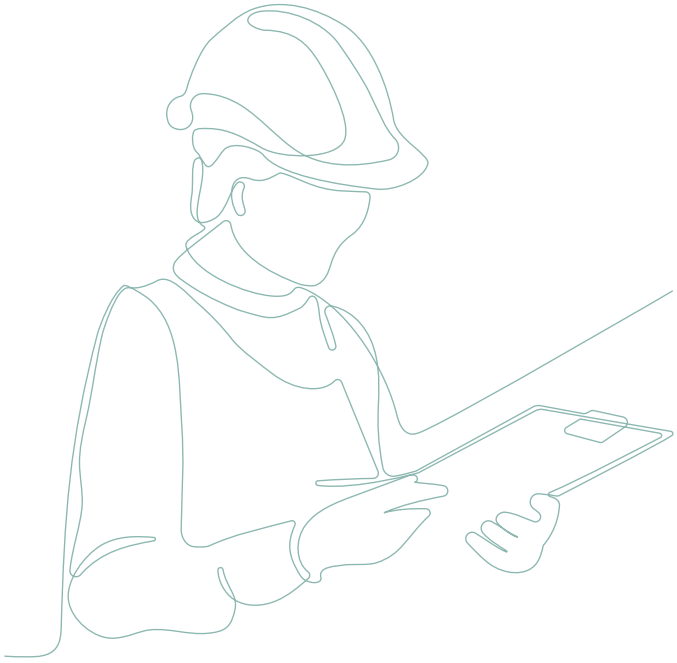
Illustration 5 - Participation in the corporate organizational structure, disaggregated by gender

Metalliferous Projects – Production



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI, (former) Ministry of Productive Development, based on data from AFIP and the Directorate of Mining Information and Transparency - Argentina. Data corresponds to formal salaried positions for the month of October 2021.

Approximately 22% of women participate as white-collar workers on metallic projects in production stage. There is a higher participation of women in decision-making and leadership positions for metallic projects in production stage (see Figure 5).

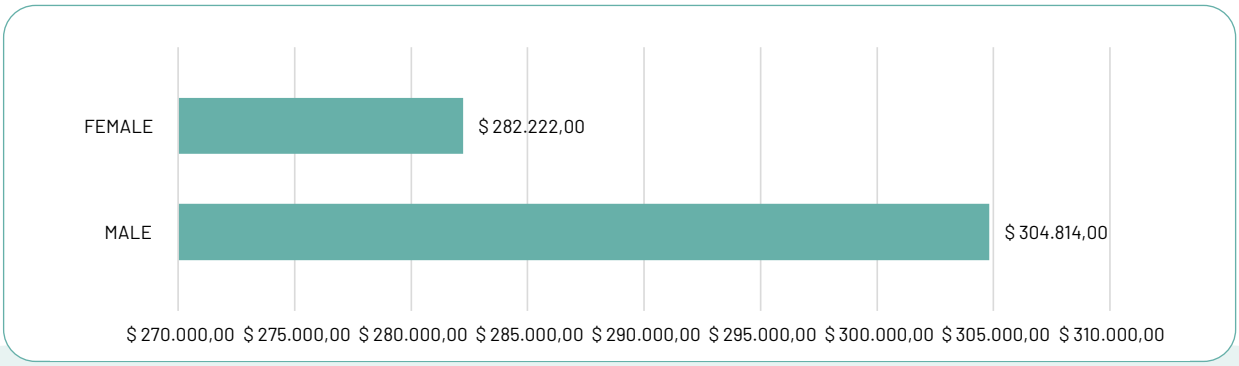


Salary Scales in the Mining Sector

Between January 1996 and June 2021, mining exploration and quarries experienced a remarkable 49% increase in average wages, reaching its peak in May 2011's (CEP-XXI, 2022). The average wage in Argentina mining sector is ARS 305,561 (CEP-XXI, 2022).

Official databases with aggregated data reveal the existence of pay gaps between the wages earned by women and wages earned by men (SIACAM, 2022).

Figure 35 - Mining gross wage disaggregated by gender and stated in Argentine pesos - 2022



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Average Sept/2022, updated Jan/6/2023.

Disaggregated data by mining categories reveals gender pay gaps, except for the non-metallic and unclassified minerals categories.

Figure 36 – Income gaps – compared by gender and mining category. Stated in Argentine pesos.

Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development – September 2022

The presence of gender pay gaps within the mining sector reveals the need to implement initiatives aimed at promoting and sustaining higher female participation rates in the mining industry in the long term.

Good Corporate Practices in the Mining Sector

Time series data show a steady increase in female participation in the mining industry workforce over the past few years. This increase in participation could be the result of the initiatives and programs promoted by Argentina's public sector, mentioned earlier, as well as of the private companies' corporate agenda which is increasingly committed towards addressing women's participation in the industry.

According to the report conducted by the IDB (Secretariat of Mining, forthcoming), the list of identified good practices includes initiatives (such as corporate policies, internal committees or ERGs[54], corporate organizational diagnoses, standards for the value chain, among others) aimed at improving women's participation in the mining industry through policies promoting the institutionalization of a gender-oriented approach.

In addition, certain activation measures, such as education and professional training on gender perspective and violence prevention (Micaela Law) aimed at all company personnel, are also part of the good practices.

Targeting women empowerment, some companies offer Training Programs for Young Professional Women. That is the case, for instance, for Veladero with the training program for off-road truck female operators.

In addition, several companies are making progress in the integration and further development of a gender approach within the industry. In this sense, there are different policies focused on maternity and paternity support in line with the caregiving agenda. These policies emphasize co-responsibility and enable women to gradually return to the workplace after their maternity leave. Companies have also developed response protocols for harassment and/or different types of gender violence.

[53] The Employee Resource Groups (ERGs) are groups of female and male employees of a company who decide to voluntarily join forces to promote actions aimed at developing certain goals such as diversity, equality and inclusion within the company. The aim of ERGs is to generate a positive and strategic impact on the organizational culture, a sense of belonging and the development of organizational learning.

Gender Equality Benefits the Business Sector and the Economy

Based on the data presented, there is a need for designing and implementing targeted actions for the elimination of gender gaps, promotion of women's attraction to, access, participation, development and permanence in the large-scale mining sector in Argentina. Intentionally designing these actions, with a gender and inclusion strategy in mind, will benefit the entire company, its value chain and the communities where the company operates. Companies with more pro-diversity and more equitable work environments promote spaces where people obtain a higher satisfaction level, thus fostering a longer permanence in the company and enhancing employer's tradename (McCallaghan, Jackson and Heynes, 2019). Such working environments also promote higher levels of creativity and innovation (Lorenzo et al., 2017), that positively impact companies' financial performance.

When companies implement an inclusive approach in their organizational culture and in corporate policies, companies have a 63% probability of achieving greater profitability and productivity, 60% probability in the ability to attract and retain talent and a 59% probability of increasing creativity, innovation and openness (ILO, 2018). Furthermore, the company's reputation increases by 58 %, and the company's ability to gauge consumers´ interest and demands improves by 38% (ILO, 2018).

Considering the impact on the value chain, copanies that mainstream equity and inclusion would achieve a profitability of up to 133 % (IFC, 2015).

Data findings and analysis

Data collected show that the Argentina mining sector remains highly masculinized, evidencing the persistence of challenging unconscious cognitive biases, prejudices and cultural barriers[54] , as well as issues related to infrastructure development, specially addressing women's needs regarding camp sites [55].

Data collected shows that the Argentina mining sector remains highly masculinized, evidencing the persistence of challenging unconscious cognitive biases, prejudices and cultural barriers, as well as issues related to the development of infrastructure, especially addressing women's needs in camp sites.

However, analyzing disaggregated data, heterogeneity among different mining operations is observed. Women's participation is greater in the lithium subsector, both in the exploration and funding stages and as well as in production. In relation to the lithium mining subsector, exploration of salt flats started in the 1980s, without much progress. During the 1990s, Fénix project formally became Salar del Hombre Muerto lithium operation and, in this way, Argentina started the production and export of lithium derivatives. Argentina consolidated its position in the global lithium market in the mid-2000s, and in 2008, Argentina reached a share of 12.5% in the global lithium market. Worldwide, the demand for lithium resources has been increasing since 2011 as a result of the growth in the manufacture of batteries for electric cars, wind turbines and electronic devices, among others, within the framework of policies and plans to reduce global warming and fight against climate change through decarbonization and energy transition. According to the women miners interviewed, the lithium sector is an opportunity for professional development.

[54] Note that historically mining worldview has been marked by a strong syncretism, a tension that still causes that, in some parts of the region, women are allowed to enter the mine shaft only on December 4, the Virgin of Santa Barbara's Day, patron saint of the professions related with explosives (due to the legend of lightning) and especially mining.

[55] Note that, based on the information published by the ILO, as at December, 2022, Underground Work (Women) Convention, 1935 (No. 45), is still in force and in Section 2 states that "No female, whatever her age, shall be employed on underground work in any mine". The same website reports that this Convention entered into force on May 30, 1937. On this sense, on September 2, 2015, the General Confederation of Labour of the Argentine Republic made a consultation on this Convention.

Women´s greater participation in lithium exploration, funding, and production projects could be explained, on the one hand, with the differences in the production process, as lithium mining attracts technical and professional profiles different from those required by traditional metal mining production (gold, copper and zinc, among others), and similar to the profiles required by the chemical industry. On the other hand, due to its characteristics, lithium production would not share biases or prejudices against women´s incorporation (as is the case in underground mining). Further data and research are required to deepen this analysis.

There is a participation gap in access and career development of women in the large-scale mining sector.

Regarding gender gaps, there is a participation gap in access, participation, and development of women in the large-scale mining sector. Considering the wage gap, although in general terms, there is a smaller gap, in percentage, than in the rest of the industries operating in Argentina, the total income gap between women and men for the second quarter of 2022 is 25.3% (INDEC - EPH, 2022); this gap should be analyzed with a gender-based approach. As explained above, to analyze this in greater depth, more information is needed and disaggregate data, in order to understand wage gaps for each organizational hierarchy in order to ratify or rectify the above-mentioned gap.

There is a need for designing strategies in the private sector, using situational strategic planning tools, driven, and encouraged as a result of actions promoted by the public sector.

Another relevant finding is related to women´s participation in Argentina's higher education system for bachelor, undergraduate and graduate studies. The figures show women's greater participation in human, social and health sciences; and a lower attraction to STEM careers - largely demanded from the large-scale mining sector. This preference for non-STEM careers could result in a women's lower participation in this sector.

There is a need for designing strategies in the private sector, promoted by the public sector jointly with multilateral organizations and technical and university training centers, with the aim of promoting the creation of shared value.

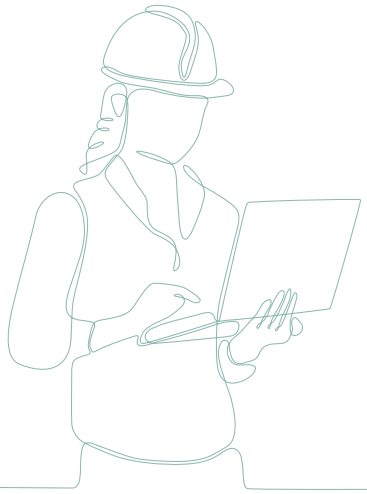
The existence of gender gaps in the labor market in general, and in the large-scale mining sector in particular, result in challenges and complexities when it comes to implementing actions for equal opportunities. For this reason, there is a need for designing strategies in the private sector, using situational strategic planning tools, driven, and encouraged as a result of actions promoted by the public sector (such as developing multi-stakeholder working groups, certifications and incentives, among others), together with multilateral organizations and technical and university training centers, for the purpose of fostering shared value generation.

Good Organizational Practices:

Coordination between multilateral organizations and the private sector: "Win-Win Programme: Gender Equality means Good Business" Implementation in Argentina.[56]

Funded by the European Union (EU) and implemented by UN Women in partnership with ILO to promote gender equality through the private sector, the implementation of the Win-Win Programme in Argentina, during 2018 and 2021, pursued, as an overall objective, to contribute to the economic empowerment of women, recognizing women as drivers and beneficiaries of growth and development. Win-Win Programme also fosters the private sector´s commitment to gender equality and empowerment of women, as an input for development.

This Programme adopts, as its conceptual framework, the Women's Empowerment Principles (WEPs) enacted by UN Women and the United Nations Global Compact in 2010, allowing signatory companies to have a Gender and Inclusion Strategy, including a self-diagnosis as starting point to a joint design of an Action Plan; thus, promoting the creation of organizational learning through workshops for awareness and joint creation.



[56] For more information about scope and impacts, click here (in Spanish) and for more information about Good Practices resulting from the program implementation, click here (in Spanish).

Recommendations to turn intent into action: Inputs for a Mine of the Future

Gender equity in the mining sector is not only a question of ethics, justice, and human rights, but also a matter of more sustainable businesses. While initiatives and agendas in line with these principles have been observed, gender equity will require ongoing work. To strengthen the mining sector, suggestions and recommendations from a gender perspective are presented below.

Organizational transformation from a gender and diversity perspective

On the one hand, explicit corporate commitment should be promoted at the highest level of the organization, incorporating a gender and diversity perspective into the organizational agenda. This commitment must permeate across the entire organization, fostering cultural corporate transformation and accomplishment of the established goals.

On the other hand, **producing quality information** is necessary for identifying gender gaps within companies. Also, cooperation is needed to create a baseline allowing monitoring, follow up, and assessment on progress and pending challenges for gender equality in the mining sector. Initiatives such as this document or the quantitative studies developed by the IDB and the ILO for the Secretariat of Mining point in this direction.

The **generation of a harmonious, inclusive, and integrating work environment** that encourages access, development, participation, and permanence of women free from all types of gender-based harassment, discrimination, and violence should be promoted. The creation of this environment should involve, for example, the analysis of **people management processes** free from gender biases, the design, and implementation of specific policies, such as, for example, equal opportunities, diversity, or a response protocol in cases of gender-based discrimination, harassment, and violence, among others.

Along the same line, creating ERG Committees (Employee Resource Groups) to accelerate cultural transformation is recommended. Fostering new conversations and shared value nourishes the joint design of the **strategy** and the **Strategic Plan of Action on Equity and Equality**. Note that, within organizational practices, this interaction has proved to be a very auspicious dynamic for carrying out a gender and diversity agenda within the company. The reason for this, is that ERG working groups promote people's creativity, commitment, and motivation while reinforcing a sense of belonging.

Accelerate women's access, participation, development, and permanence in the mining sector.

This challenge requires the design and implementation of actions aimed at **attracting, recruiting, selecting, developing, and retaining women** in the mining sector, challenging unconscious cognitive biases and prejudices throughout the process, and generating actions to mitigate and eliminate their impacts on decision-making.

This study highlights the existence of vertical segregation, due to the low participation of women in leadership positions in mining companies, and horizontal segregation, as this is an industry in which women have a lower participation rate. Therefore, developing actions to accelerate access, promote participation and development focused on the permanence of women in the mining industry is critical. Note that for the women miners interviewed, the establishment of mandatory gender quotas in the Argentinian mining sector would not be applicable at present; however, they have mentioned the need for mechanisms to promote and strengthen women's participation in the industry.

Such as, for example, resources, coaching and mentoring programs focused on women with the potential to reach higher leadership positions; cross-sponsoring dynamics; or holding meetings with women who work in the company to get to know their expectations and align strategies.

Given the roster arrangement for shifts in the mining industry, **attention should be given to the physical and emotional health, hygiene, and safety** of the employees. This a key issue for women working in camp sites as there are challenges for having personal protective clothing properly designed for women, ensuring women's comfort and safety. Another key issue is consideration of women's specific health needs (for example, concerning menstrual health and hygiene). There is also a need to **integrate a gender perspective in the design of camp site facilities and infrastructure**, focusing on the use of housing modules, restrooms for women and men, and lighting, as well as in the implementation of a home-to-work and work-to-home transportation system that ensures people's safety, among other actions.

The **balance between personal and professional life** is for several women interviewed one of the main barriers for their access and permanence in the mining industry, given the leading role assigned to women for mothering and carrying out unpaid care and household tasks. This results in women being pushed away from the labor market, experiencing "broken stairs"[57] in their labor and professional development. Therefore, companies should implement initiatives targeted at **co-responsibility** and **co-parenting**, encouraging men to undertake unpaid care and household tasks.[58] While in Argentina, the Labor Contract Law grants two consecutive days of paid paternity leave, several companies have extended the duration of paternity leave, giving more days to the non-pregnant parent for caretaking. Other good practices observed relate to the gradual return to work after maternity leave and the possibility of having flexible schedules; as well as cash transfers to cover expenses related to children's care (called "derivative" co-responsibility).

On the other hand, there is a need to address and strengthen actions to promote workspaces free of **gender-based harassment and all types of violence**. This can be achieved, for example, through awareness-raising processes and workshops, as suggested by Law No. 26.485 and ILO Convention No. 190; as well as through the design and implementation of corporate behavior protocols prohibiting gender-based discrimination, harassment, and violence in the workplace and the corresponding complaint management process within the organization, considering the strategic pillars of non-revictimization, due diligence, and confidentiality. In this sense, a key factor is that the process should be suitable for both the office and camp site mining environments. Fostering dialogue, through **awareness-raising processes, trainings, and workshops**, mandatory for employees, is recommended. These processes result in good organizational practices that contribute to the promotion of more equitable and egalitarian workplaces. In this sense, the promotion of women miner's networks, through mentoring and sponsorship programs is also important.

Communicating and making good organizational practices and women miner life experiences visible is essential when promoting a transformation of organizational culture and contributing to the joint construction of an inclusive society. In this regard, **responsible and gender-sensitive communication** actions, campaigns and strategies that avoid reinforcing stereotypes and make women miners visible should be encouraged, while supporting civil society organizations focused on motivating, granting access, equal opportunities and promoting development of women in the mining sector.

[57] According to a UN Women Report, "broken stairs" refer to a process of promotion in which the steps of the stairs are "broken" due to various situations. This reference is also valid for "women who have secondary education or earn a medium family income, but although being integrated into the labor market, they lack protective networks that allow them to make significant progress toward economic empowerment."

[58] In May 2022 a Bill was introduced to create the Comprehensive System of Caretaking Policies in Argentina. For more information, click here.

Higher women's participation in the supply chain and allied organizations

The development agenda for the mining industry should include initiatives that support the strengthening of product and service provider companies, with a focus on promoting equality and women empowerment. Thus, it is essential to promote and develop supply chains with a focus on the empowerment of women in the communities where mining companies operate.

There are around 541,000 Micro-, Small- and Medium-sized Enterprises (MSMEs) in Argentina, providing approximately 70% of the formal employment. Out of these, 55% are established as natural persons (299,200) and 45% as legal entities (241,900) (Rojo et al., 2022). Around 35% of MSMEs established as legal entities and 33% of MSMEs established as natural persons are led by women. In the case of small- and medium-sized enterprises (SMEs), 32% of them are led by women (Rojo et al., 2022). Analyzing by sector, we can see women lead 73% of MSMEs related to teaching activities and services. In addition, women participate in the leadership of SMEs related to health services (42%), real estate activities (40%), other personal services (tailor-made advisory and professional services) (39%), hotels and restaurants (38%), entertainment services and trade (37%) and administrative services (36%). In contrast, the entities with lower women participation rates are related to energy (5%), construction (22%), oil and mining (25%), and agriculture (26%) (Rojo et al., 2022). In this sense, establishing a baseline of supplier companies is key for producing guidelines and designing strategic actions to increase women's participation in mining supply chains. For example, through a good organizational practice that includes a question on the composition of the board of directors of supplier companies[59], in the suppliers' registration form.

According to the information gathered during the interviews, women in the communities often lack the necessary skills for new mining processes linked to the acceleration of digitalization and automation processes. In this sense, companies are encouraged to support women and invest in training programs, strengthening the professional and labor development of women in the communities. Interviewed women mention the importance of promoting the development and empowerment of women in the communities, since many of them are heads of household and through mining they have a chance of entering the formal labor market, with economic stability and potential for personal and professional development, improving their quality of life and that of their families and contributing to the reduction of poverty indexes.

On the other hand, the women miners interviewed perceive that, to date, women in the mining sector have been trained in profiles and skills not required by the new mining industry. Therefore, **alliances and agreements with universities and technical training centers** to promote the participation of women in STEM careers and offer specific training programs for women are recommended. Another suggestion is to interact with allied institutions, such as WIM Argentina and the Argentine Chamber of Mining Companies (CAEM), strengthening the participation of women in mining companies and the mining sector.

The above points, among others, should be considered when developing a **multi-year Equity and Equality Strategic Plan**, which should include quarterly/semi-annual monitoring to develop a baseline, establish goals, objectives, budgets, and a timeline for action. An important consideration is monitoring the plan and report on its progress, as well as the creation of good practices to promote learning and the collective transformation of the mining industry with an intersectional and cross-sectoral approach.

[59] Taking the UN Women criteria (2018), a company is considered to be a women-owned business when 51% or more of the shares of the supplier company is owned by women and when women are also involved in the management of the company.

Concerning the contribution of the National, Provincial, and Local States, there is a need to continue strengthening the productive ecosystem of the large-scale mining sector, interacting with the community in search of shared solutions. Further data collection on the mining industry, moving towards data disaggregation by hierarchy, gender, and salary is recommended. For example, regarding the pay gap, interviewed women miners stated that the existence of gender gaps, particularly gender pay gaps, discourages women's participation. Therefore, having clear and accessible information on this is essential so that applying a data-driven approach companies may establish designs, processes, and good organizational practices, while at the same time, civil society becomes an agent for accountability. Federal and regional multi-stakeholder working groups should also be further enhanced and strengthened, incorporating gender and diversity into their agenda. Along the same lines, the creation of incentives, certifications, and recognition for companies that design and implement affirmative actions for gender equity in the mining sector and/or good practices based on empirical evidence should be explored and encouraged.

It should be noted that suggestions presented have been formulated and submitted with the ultimate purpose of adding value and collaborating with organizational learning, with no intend of being of mandatory implementation, but aimed at motivating and accelerating the organizational transformation in terms of gender and diversity.

References

- Beaujon Marín, A. López Soto, D & Méndez F. (2022). Género y Energía en Argentina: la participación de las mujeres en el sector de generación eléctrica [Gender and Energy in Argentina: Women´s Participation in the Power Generation Sector] IDB.

- Blinder, A. (1973). Wage discrimination: Reduced form and structural estimates. Journal of Human Resources, 8.

- Centro de Estudios para la Producción CEPXXI (2022). Preguntas frecuentes sobre minería. Ministerio de Desarrollo Productivo [Production Studies Center CEPXXI [Frequently Asked Questions about Mining. Ministry of Productive Development].

- Centro de Estudios para la Producción CEP XXI (2022). Informe de Panorama Productivo. Evaluación de los principales indicadores de la actividad productiva. [Assessment of Key Production Activity Indicators] December 2022.

- Clemenceau, L (2019). Mercado de trabajo minero en la Argentina en el siglo XXI [Mining Job Market in Argentina in the 21st Century.] Labour Studies N° 58. Asociación Argentina de Especialistas en Estudios del Trabajo. July-December 2019.

- Clemenceau, L. Macias, M (2022). El trabajo en la actividad minera metalífera argentina en el contexto de la pandemia Covid-19 [Work in the metalliferous mining activity in Argentina during the COVID-19 pandemic] Work in Covid-19 Times Series. Empresas, trabajadores y sindicatos en contextos de globalización del capital 2017-2022. [Companies, Workers and Trade Unions in Capital Globalization Contexts, 2017-2022] CONICET Executing Unit Project. CEIL-CONICET.

- Colombian Ministry of Mines and Energy (2021), Sector Study on Gender Equity in the Mining-Energy Sector, supported by Insuco and Corewoman, financed by IDB.

- Cosbey, A, Mann, H, Maennling, N, Toledano, P, Geipel, J, & Brauch, M (2016). Mining a mirage? Reassessing the shared-value paradigm in light of the technological advances in the mining sector. International.

- Díaz Langou, G., De León, G., Florito, J., Caro Sachetti, F., Biondi, A., & Karczmarczyk, M. (2019a). El género del trabajo. Entre la casa, el sueldo y los derechos. [The Gender of Work. Among Housework, Salary and rights]. Buenos Aires: CIPPEC-ILO-UN Women-UNDP.

- Economic Commission for Latin America and the Caribbean (ECLAC) Women and Care during COVID-19: Argentine Experience, Project Documents (LC/TS.2020/153)] Santiago, Economic Commission for Latin America and the Caribbean (ECLAC), 2020.

- González Perret, D. & Alicia Deus Viana (2015). Producción legislativa con equidad de género y generacional [Regulations with gender and age perspectives]. Legislature 2010-2015 Montevideo: United Nations Inter-agency Gender Network System in Uruguay. Retrieved on September 12,2019 from https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/05/06/PRODUCCION%20LEGISLATIVA%20FINAL%20digital.pdf

- ILO (2022). World Social and Employment Perspective: 2022 Trends. Geneva.

- ILO (2021) Women in mining. Towards gender equality.

- ILO (2019). Women in the World of Work. Pending Challenges towards Equity in Latin America and the Caribbean. Thematic Overview 5. Lima: ILO / Regional Office for Latin America and the Caribbean, 2019. Available at: https://www.ilo.org/wcmsp5/groups/public/—-americas/—-ro-lima/documents/publication/wcms_736930.pdf

- ILO (1935). C045 - Underground Work (Women) Convention, 1935 (No. 45).
- INDEC (2022) National Survey on the Use of Time 2021 - Final Findings. October 2022. Available at: https://www.indec.gob.ar/ftp/cuadros/sociedad/enut_2021_resultados_definitivos. pdf
- INDEC (2022). Statistical Dossier elaborated by the National Directorate of Sector Statistics and the National Directorate of Social and Population Statistics of the National Institute of atistics and Census. - 111º International Women´s Day. March, 2022.
- INDEC (2022) Technical Reports / Vol. 6 No. 133. National Accounts. Monthly Estimator of Economic Activity. May 2022 Preliminary Estimate.
- INDEC (2022) Activity Level Advancement Report. National Accounts Vol 6, N° 25. Third Quarter 2022.
- INDEC (2021) Households Permanent Survey (EPH. Spanish acronym) Urban Total – Third Quarter 2021. Directorate of Sector Statistics.
- Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) (2023), Women and the Mine of the Future. Global Report Phase I. (April 2023).
- Jiménez & Sáez, (2022) Agregación de valor en la producción de compuestos de litio en la región del triángulo del litio, [Value addition in lithium compound production in the Lithium Triangle] Project Documents (LC/TS.2022/87), Santiago, Economic Commission for Latin America and the Caribbean (ECLAC).
- J.P. Morgan & Chicas en Tecnología (2020) "Conectadas con el futuro". [Connected to the future]. Available at: https://chicasentecnologia.org/wp-content/uploads/Informe-de-Relevamiento-Conectadas-con-el-futuro.pdf
- Laloux, F (2014), Reinventar las organizaciones [Reinventing Organizations]. Barcelona Arpa.
- Lorenzo, R, Voigt, N, Schetelig, K, Zawadzki,A, Welpe I, Brosi,P (2017) The Mix That Matters: Innovation Through Diversity The Boston Consulting Group.
- McCallaghan, S. Jackson, L Heyns, M (2020) Examining the Mediating Effect of Diversity Climate on the Relationship Between Destructive Leadership and Employee Attitudes, Journal of Psychology in Africa, vol. 29, no. 6 (2019): p. 563-569; Elissa L. Perry and Aitong Li, "Diversity Climate in Organizations," in Oxford Research Encyclopedia of Business and Management. Oxford University Press.
- (Former) Ministry of Productive Development - Secretariat of Mining (2021). Lithium Special Report. October 2021. Available at: https://www.argentina.gob.ar/sites/default/files/informe_litio_-_octubre_2021.pdf
- Ministry of Women, Gender and Diversity (2022). La participación de las mujeres en el trabajo, el ingreso y la producción [Women's participation in Labour, Income and Production] Report. Observatory on Gender-based Violence and Inequality, First Semester 2022.
- Ministry of Women, Gender and Diversity (2022). La participación de las mujeres en el trabajo, el ingreso y la producción [Women's participation in Labour, Income and Production] Report. Observatory on Gender-based Violence and Inequality, Second Semester 2022.
- Ministry of Labour, Employment and Social Security (2022). Registered Employment Situation and Evolution. July, 2022 (April, 2022 Data). Secretariat of Planning, Studies and Statistics. Available at: https://www.argentina.gob.ar/sites/default/files/trabajoregistrado_2208_informe.pdf

- Ministry of Labour, Employment and Social Security (2021), 2020-2021 Management Balance by the Secretariat of Inclusion Policy in the Labour World. Retrieved from: https://www.argentina.gob.ar/sites/default/files/mteyss-balance-2020-2021-inclusion-en-el-mundo-laboral.pdf

- Ministry of Productive Development (2022) Open Data - Dataset. Available at: https://datos.produccion.gob.ar/dataset

- Ministry of Women, Gender and Diversity Plan Nacional de Acción contra las Violencias por Motivos de Género 2022-2024 [2022-2024 National Action Plan against Gender-based Violence] (2022). Available at: https://www.argentina.gob.ar/generos/plan-nacional-de-accion-contra-las-violencias-por-motivos-de-genero-2022-2024

- Ministry of Women, Gender and Diversity - Plan Nacional de Igualdad en la Diversidad 2021-2023 [2021-2023 National Plan of Equality in Diversity] (2022). Available at: https://www.argentina.gob.ar/generos/plan-nacional-de-igualdad- en-la-diversidad

- Ministry of Women, Gender and Diversity. (2020) Informe Ejecutivo Capacitación en Ley Micaela. Máximas autoridades [Executive Report - Micaela Law - Higher Authorities]. Available at: https://www.argentina.gob.ar/sites/default/files/informe_ley_micaela.pdf

- National Directorate of Economy, Equality and Gender (2021). Protagonists of Growth. Gender Gaps in the Argentine Economy. Fourth Quarter 2021. Secretariat of Economic Policies. Ministry of Economy. Argentina.

- National Directorate of Economy, Equality and Gender (2021). Federal Roundtable on Gender-focused Economy Policies. Gender Gaps in Argentine Provinces. Secretariat of Economic Policies. Ministry of Economy. Argentina. Available at: https://www.argentina.gob.ar/sites/default/files/2022/09/mesa_federal_-_las_brechas_de_genero_en_las_provincias_argentinas.pdf

- National Directorate of Budget and Higher Education Information, Department of University Information (2021). Women in the Argentine Higher Education System 2020-2021 Secretariat of University Policy. Ministry of Education.

- National Ministry of Education. Secretariat of University Policy. National Directorate of University Information (2019). Mujeres en el Sistema Universitario Argentino 2018-2019 [Women in the Argentine Higher Education System 2018-2019.] Available at: https://www.argentina.gob.ar/sites/default/files/mujeres_en_el_sistema_universitario_argentino_-_estadisticas_2018-2019.pdf

- National Ministry of Productive Development, National Secretariat of Mining (2021) Informe especial litio [Lithium Special Report] https://www.argentina.gob.ar/sites/default/files/informe_litio_-_octubre_2021.pdf

- Oaxaca, R. (1973). Male–female wage differentials in urban labor markets. International Economic Review, 14.

- Rojo, S.; Benítez, N.; Schteingart, D.; & Laham, S. (March, 2022). Mipymes lideradas por mujeres [MSME led by women]. Network Research Series, Document No. 3. Studies Center for Production XXI, Secretariat of Small and Medium-sized Business and Entrepreneurs, Gender Cabinet, National Ministry of Productive Development.

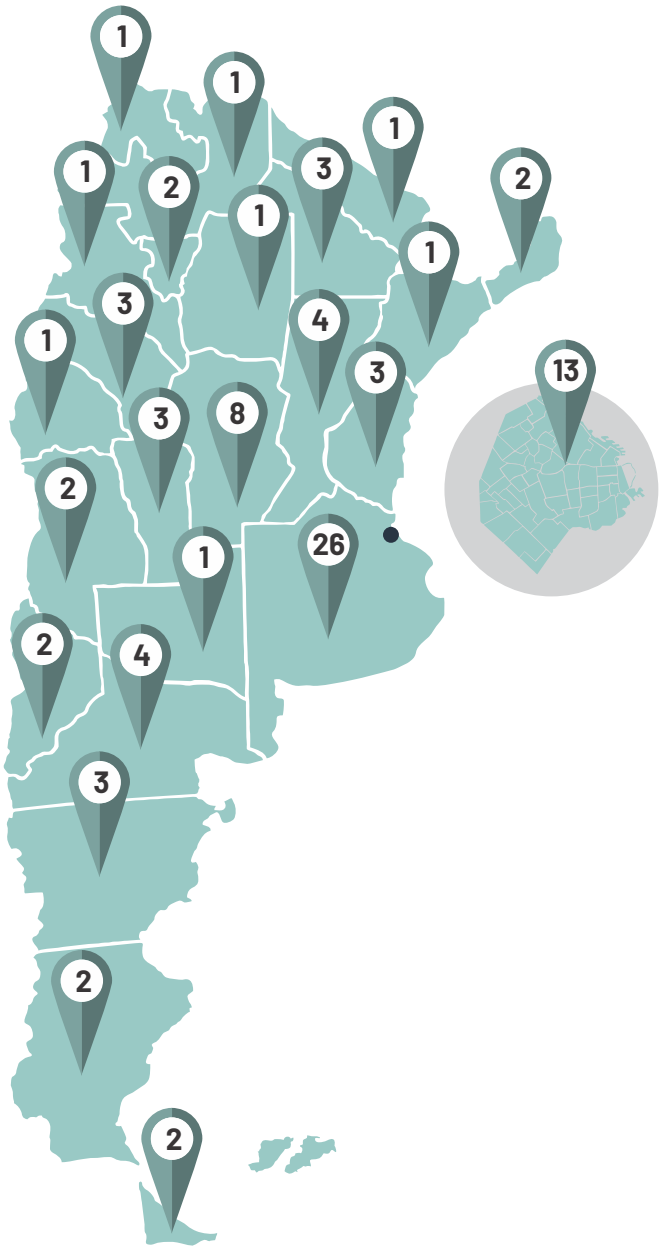
- Schteingart, D, Rajzman, N. Solsona, M.N, & Barbella, J (May 2022). Radiografía del empleo en la industria minera. [Employment Xray of the Mining Industry.] Network Research Series, Document No. 4. Studies Center for Production XXI, National Directorate of Mining Promotion and Economy, Secretariat of Mining, National Ministry of Productive Development.

- Schteingart, D & Allerand M (2021) El impacto de la minería argentina en los proveedores locales [Impact of Argentina Mining Industry in Local Suppliers]. Work Document No. 19 – CEPXXI – CCE.
- Sistema de Información Abierta a la Comunidad sobre la Actividad Minera Argentina [Information System Open to the Community on Mining Activity in Argentina]. https://www.argentina.gob.ar/economia/mineria/siacam
- Szenkman, P Lotitto e (2020). Mujeres en STEM: cómo romper con el círculo vicioso [Women in STEM: How to break the vicious circle]. CIPPEC, Bs As, Argentina.
- Tekinbas, E. Deonandan, K (2021). Gender in Mining Governance: Opportunities for policy-makers Intergovernmental Forum on Mining, Mineral, Metals and Sustainable Development -IGF- International Institute for Sustainable Development.
- UNESCO (2019). Women in Science. Fact Sheet No. 55. FS/2019/SCI/55. United Nations Educational,
- Scientific and Cultural Organization.
- UNICEF (2020). El impacto de la pandemia COVID-19 en las familias con niñas, niños y adolescentes [The Impact of COVID-19 Pandemic on families with young children and teenagers]. Survey of People´s Attitudes and Perception. Buenos Aires. Argentina.
- UN Women, ECLAC (2020). Care in Latin America and the Caribbean during the COVID-19 Times. Towards Comprehensive Systems to Strengthen Response and Recovery. Retrieved from https://www.cepal.org/sites/default/files/presentation/files/final_care_brief_19082020.pdf
- UN (2020) United Nations Initial Analysis. COVID-19 in Argentina: Socioeconomic and Environmental Impact
- UN Women (2019). Good Practices of WEPs Companies in Argentina. Win-Win Programme: Gender Equality means Good Business. Available at: https://lac.unwomen.org/sites/default/files/Field%20Office%20Americas/Documentos/Publicaciones/2020/04/Argentina_Reporte%20Practicas%20WEPs%20final.pdf
- UN. (2017). Progress of Women in Latin America and the Caribbean 2017. Transforming Economies, Realizing Rights. UN Women.
- USGS (2021), U.S Geological Survey, Mineral Commodity Summaries, January 2021 from https://pubs.usgs.gov/periodicals/mcs2021/mcs2021-lithium.pdf
- Women in Mining (2015). Mining for talent 2015: A review of women on boards in the Mining Industry 2012-2014.
- World Economic Forum (2022) Global Gender Gap Report 2022. Insight Report. Geneva, Switzerland

ANNEXES

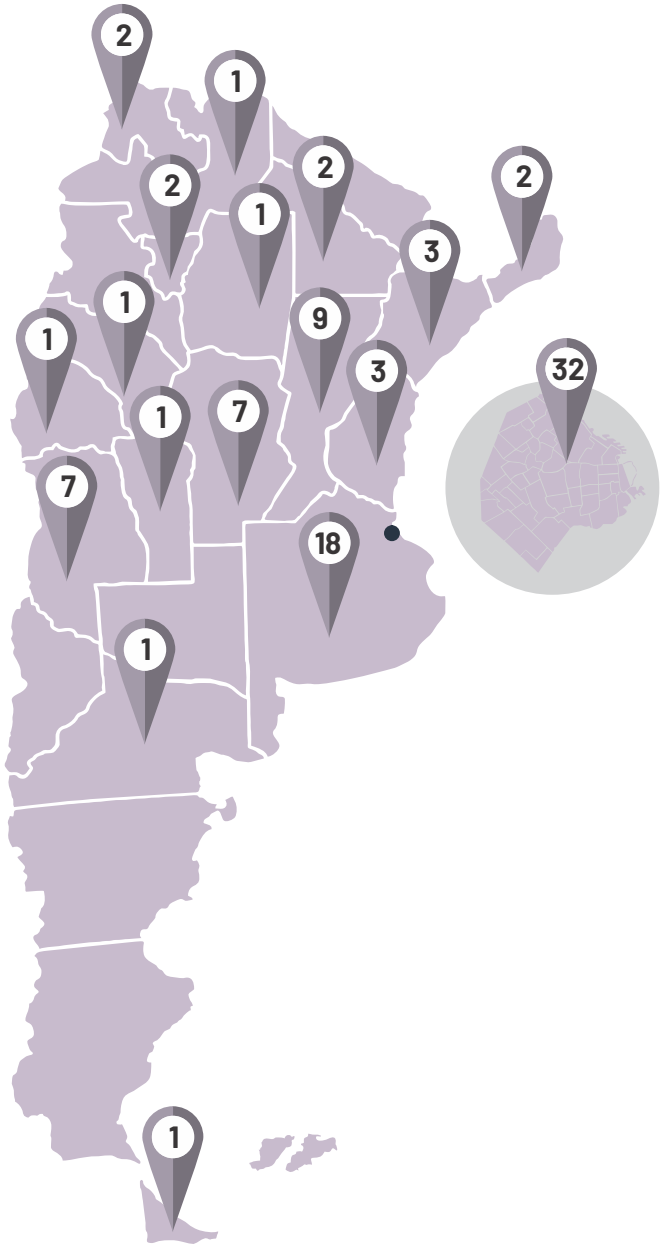
ANNEX I

Illustration 6 - Territorial Coverage of Argentinan Government-managed universities - Year 2021



Source: Prepared by the author, based on Data from Higher Education Information Department - SPU

Illustration 7 - Territorial Coverage of Argentinian Privately-managed Universities - Year 20211

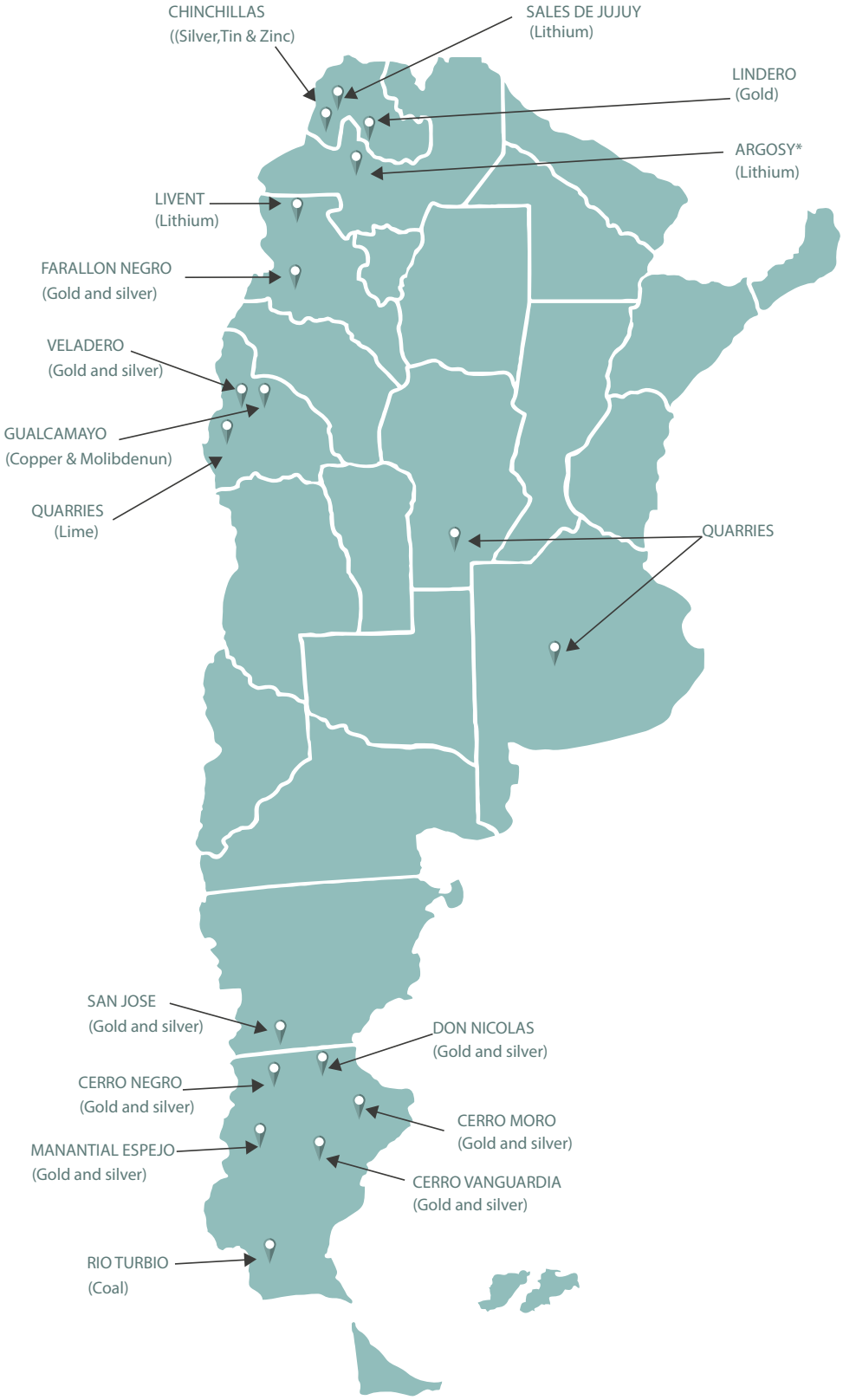


Source: Prepared by the author, based on Data from Higher Education Information Department - SPU

Illustration 8 - Main Mining Projects disaggregated by provinces and minerals

Source: Prepared by the author, based on CAEM data.

Illustration 9 - Main Mineral Deposits disaggregated by provinces and minerals.



Source: Prepared by the author, based on CAEM data.

*Pilot testing

Annex II

Distribution of Mining Projects per Argentine Province where the Project is Registered and Stage Sociodemographic, value chains and gender gaps in Argentina labor market at provincial level.

Province of San Juan:

The Province of San Juan represents 1.2% of the GDP. Main value chains in San Juan include: construction, education, health, wine making, commerce, corporate services, transport and logistics, tourism, non-metallic mining and textile cotton.

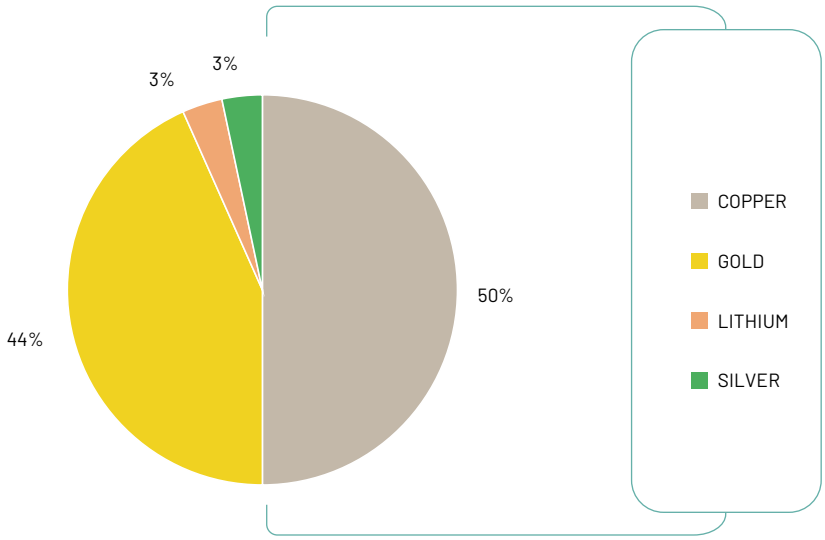
In 2021, women had an activity rate of 43.7% vs 67.7% for men. While the salary gap reached 11.7%. (DNEIyG - EPH urban total - INDEC, 3rd quarter 2021).

When considering time distribution devoted to unpaid caretaking and housekeeping expressed as percentage, women participated with 81% and men, 19% (DNEIyG, EPH-INDEC, 2013).

Population: 681,055 inhabitants. Density of population: 7.6 inh/Km^2.

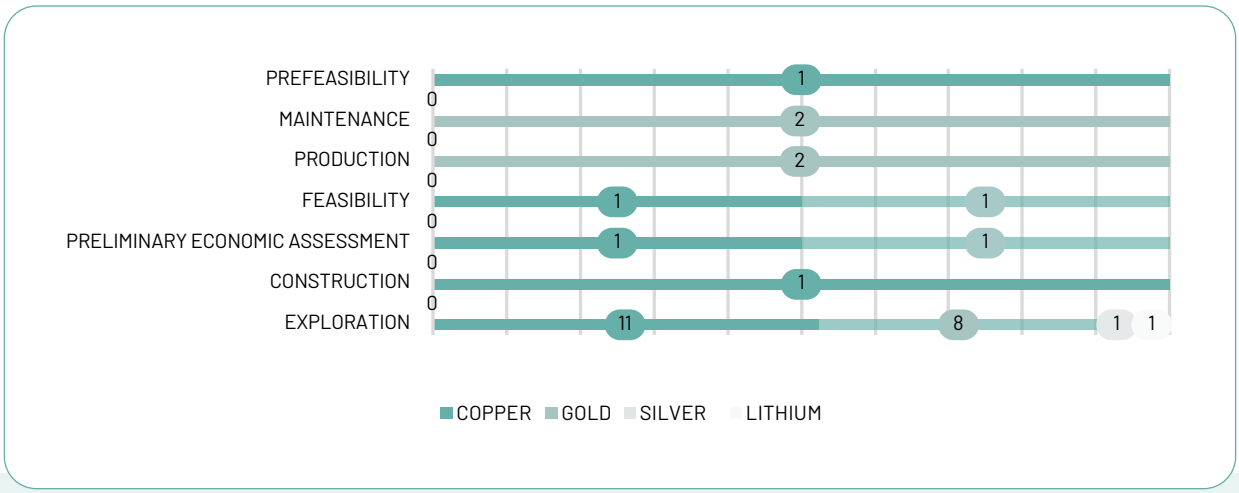
Surface Area: 89,651 Km2. (2010 census)

Figure 37 - Portfolio of Projects and Minerals - Province of San Juan:



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Figure 38 - Portfolio of Projects and Stage - Province of San Juan



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022.

Province of Salta:

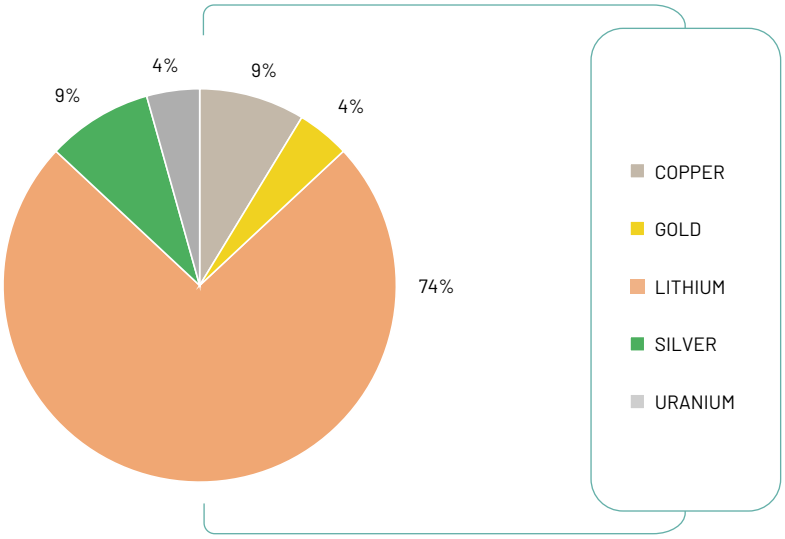
The Province of Salta represents 1.7% of the GDP. Main value chains in Salta include: education, construction, pulses, commerce, health, transport and logistics, corporate services, tourism, soy and tobacco.

In 2021, women had an activity rate of 47.9% vs 67.2% for men. While the salary gap reached 24.7%. (DNEIyG - EPH urban total - INDEC, 3rd quarter 2021).

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 79.5% and men, 20.5%. (DNEIyG, EPH-INDEC, 2013).

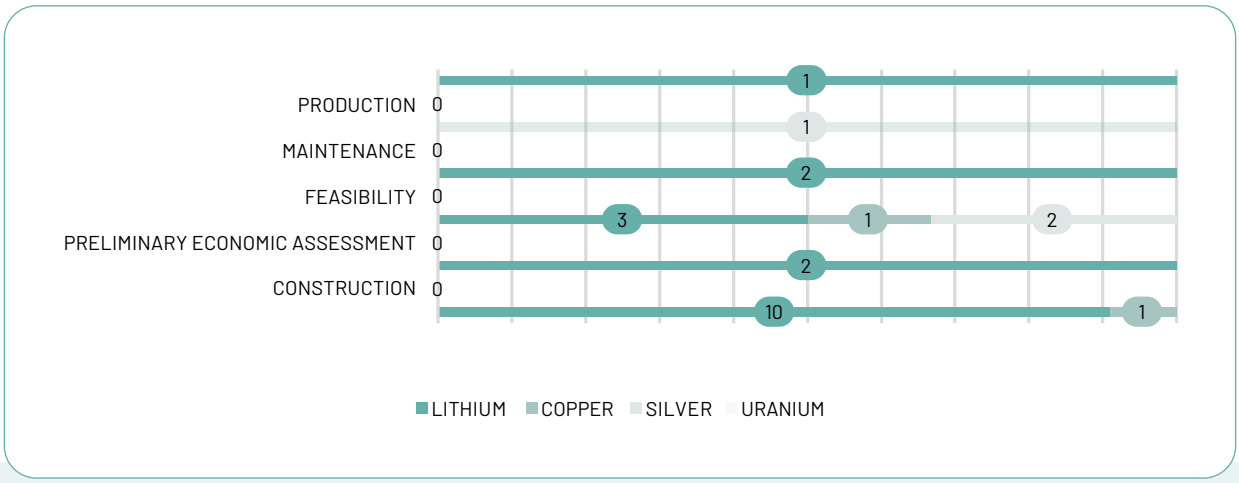
Salta has a population of 1,214,441 inhabitants. (Density: 7.8 inh. /Km^2) in a surface area of 155,488 Km^2 (2010 census).

Figure 39 - Portfolio of Projects and Minerals - Province of Salta



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Update 02/May/2022

Figure 40 - Portfolio of Projects and Stage - Province of Salta



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Catamarca:

The Province of Catamarca represents 0.4% of the GDP.

Main value chains in Catamarca include: education, construction, health, commerce, textile cotton, transport and logistics, corporate services, tourism, fine fruits and wine making.

In 2021, women represented an activity rate of 44.9% vs 60.7% for men. While the salary gap reached 16.5%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 77.8% and men, 22.2%. (DNEIyG, EPH-INDEC, 2013)

Catamarca has a population of 367,828 inhabitants. (Density: 3.6 hab./km^2). In a surface area of 102,602 Km^2. (2010 census)

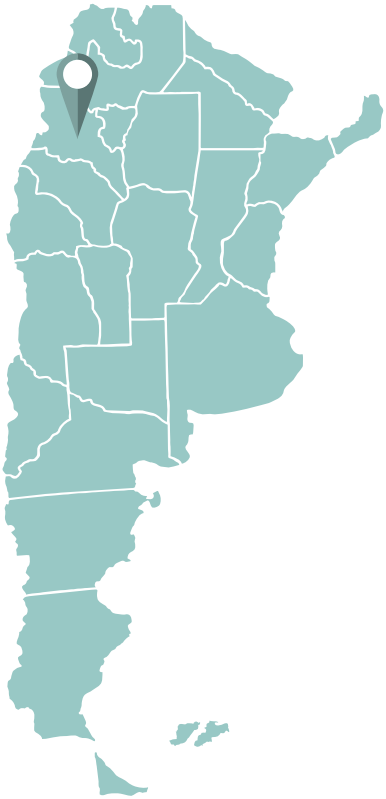
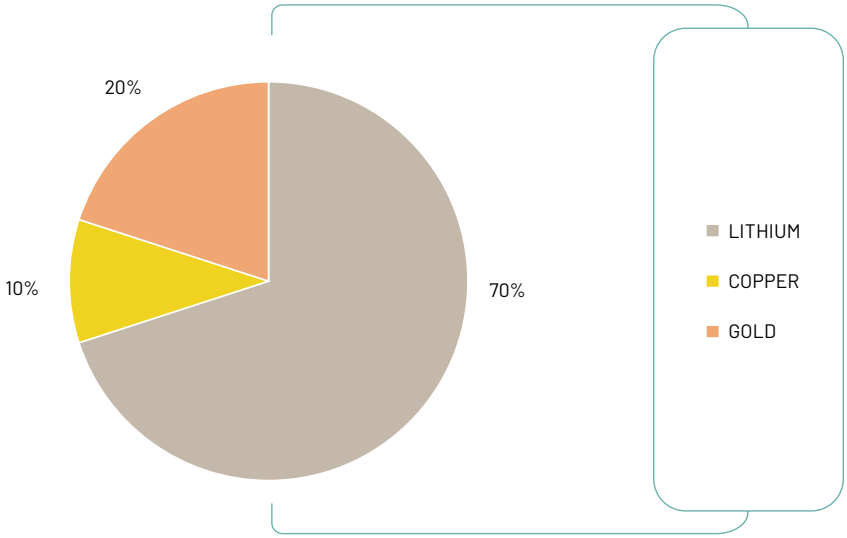
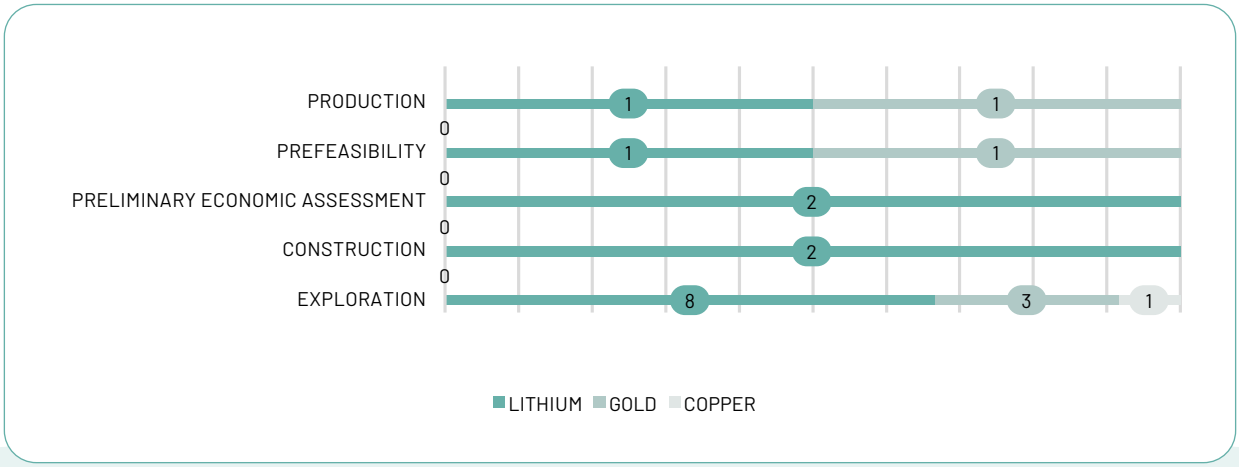


Figure 41 - Portfolio of Projects and Minerals - Province of Catamarca



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Figure 42 - Portfolio of Projects and Stage - Province of Catamarca



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Santa Cruz:

The Province of Santa Cruz represents 2.0% of the GDP.

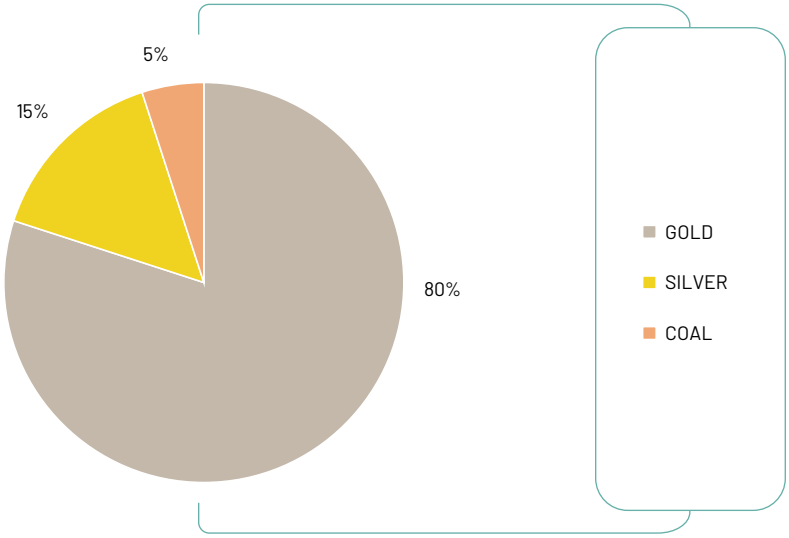
Main value chains in Santa Cruz include: construction, hydrocarbons, transport and logistics, commerce, education, health, metallic mining, corporate services, tourism, fishery.

In 2021, women represented an activity rate of 49.0% vs 65.1% for men. While the salary gap reached 28.8%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage women participated with 71% and men, 29%. (DNEIyG, EPH-INDEC, 2013)

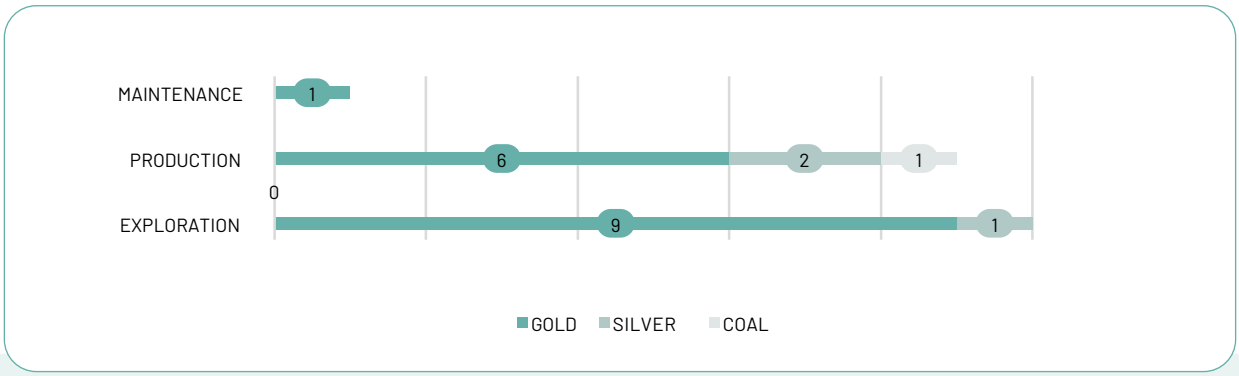
Santa Cruz has a population of 273,964 inhabitants. (Density: 1.1 inh/Km^2). In a surface area of 243,943 Km^2. (2010 census)

Figure 43 - Portfolio of Projects and Minerals - Province of Santa Cruz



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Update 02/05/2022

Figure 44 - Portfolio of Projects and Stage - Province of Santa Cruz



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Jujuy:

The Province of Jujuy represents 0.7% of the GDP.

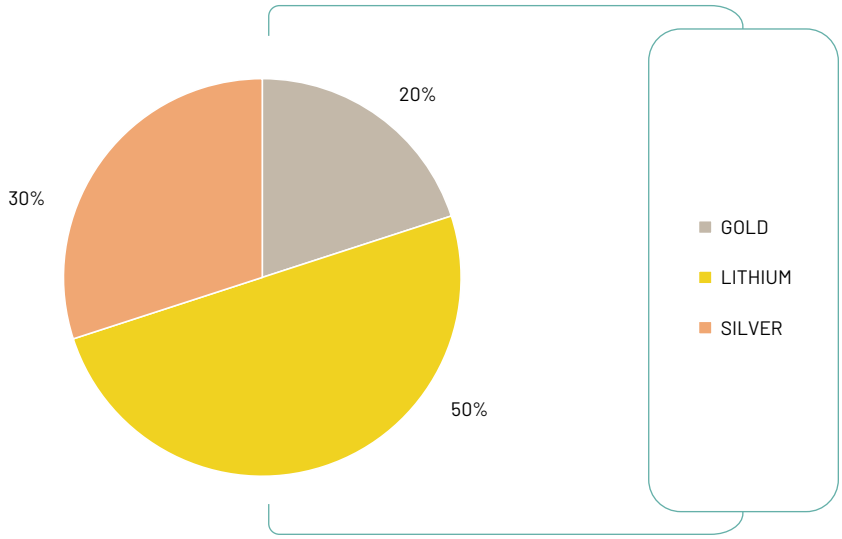
Main value chains in Jujuy include: construction, hydrocarbons, transport and logistics, commerce, education, health, metallic mining, corporate services, tourism, fishery.

In 2021, women represented an activity rate of 47.3% vs 64.5% for men. While the salary gap reached 22.7%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 74.9% and men, 25.1%. (DNEIyG, EPH-INDEC, 2013)

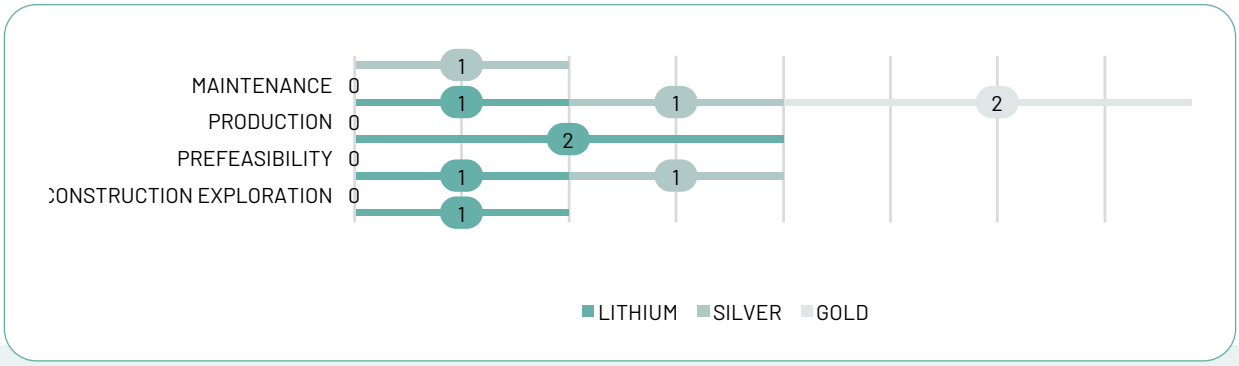
Jujuy has a population of 673,307 inhabitants. (Density: 12.7 hab./km^2). In a surface area of53,219 Km^2. (2010 census)

Figure 45 - Portfolio of Projects and Minerals - Province of Jujuy



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Figure 46 - Portfolio of Projects and Stage - Province of Jujuy



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Chubut:

The Province of Chubut represents 1.8% of the GDP.

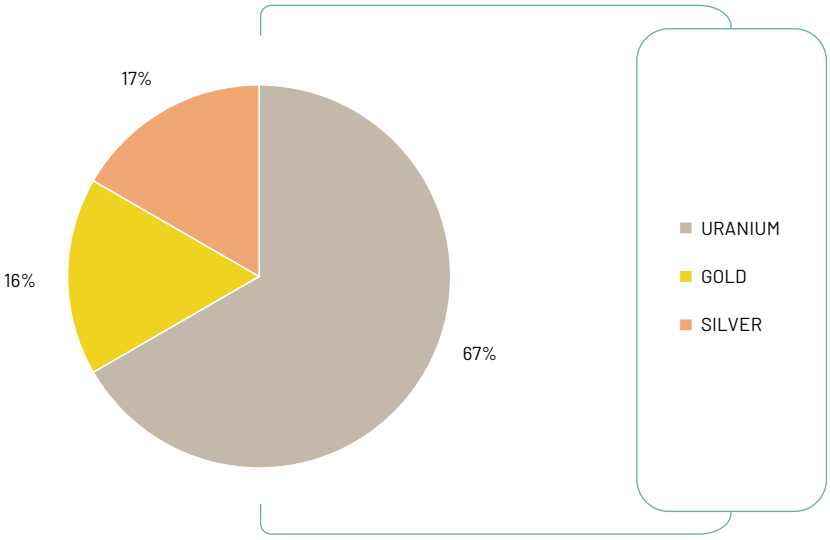
Main value chains in Chubut include: construction, commerce, fishery, transport and logistics, health, hydrocarbons, corporate services, tourism, electric power.

In 2021, women represented an activity rate of 45.4% vs 66.8% for men. While the salary gap reached 31.5%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 75.1% and men, 24.9%. (DNEIyG, EPH-INDEC, 2013)

Chubut 509,108 inhabitants. (Density: 2.3 inh/Km^2). In a surface area of 224,686 Km^2. (2010 census)

Figure 47 - Portfolio of Projects and Minerals - Province of Chubut



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Update 02/05/2022

Figure 48 - Portfolio of Projects and Stage - Province of Chubut

Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Rio Negro:

The Province of Rio Negro represents 1.9% of the GDP.

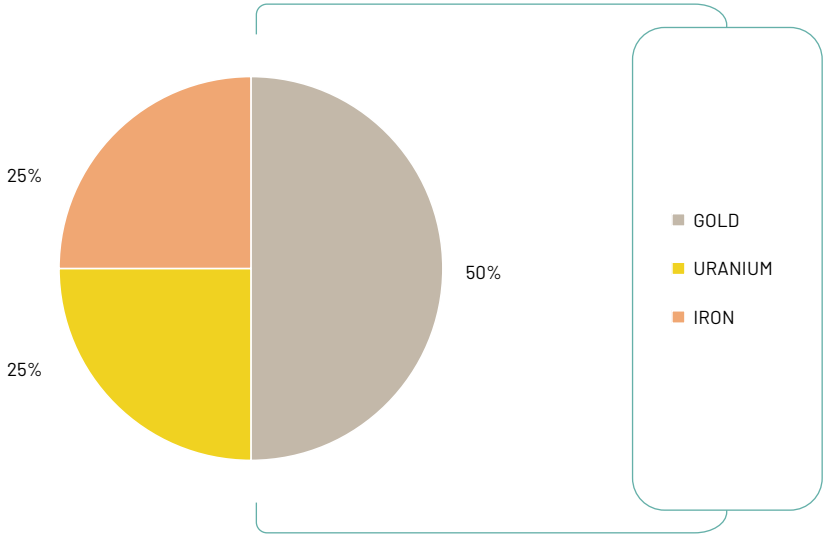
Main value chains in Rio Negro include: pears and apples, commerce, construction, education, health, transport and logistics, tourism, corporate services, hydrocarbons and financial services.

In 2021, women represented an activity rate of 44.5% vs 66.8% for men. While the salary gap reached 21.6%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 75% and men, 25%. (DNEIyG, EPH-INDEC, 2013)

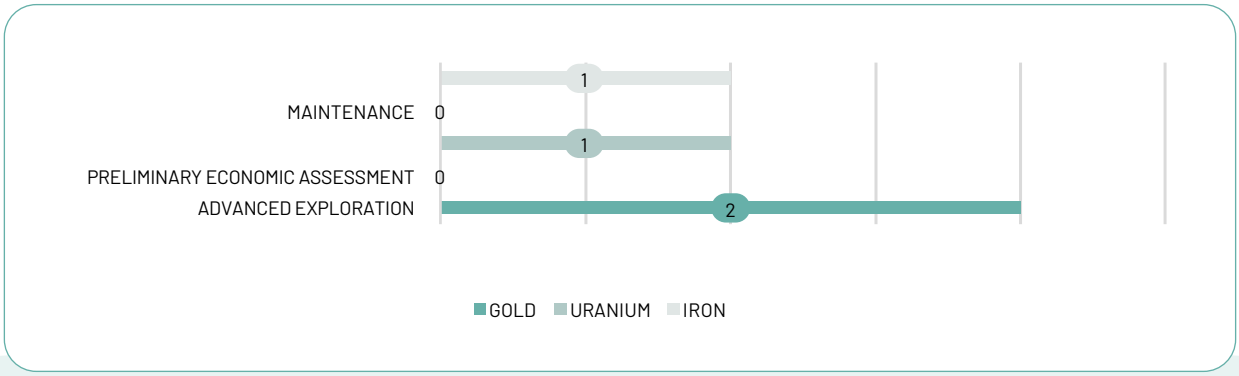
Rio Negro has a population of 638,645 inhabitants. (Density: 3.1 inh. /Km^2). In a surface area of 203,013 Km^2. (2010 census)

Figure 49 - Portfolio of Projects and Minerals - Province of Rio Negro



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Figure 50 - Portfolio of Projects and Status - Province of Rio Negro



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Mendoza:

The Province of Mendoza represents 4.1% of the GDP.

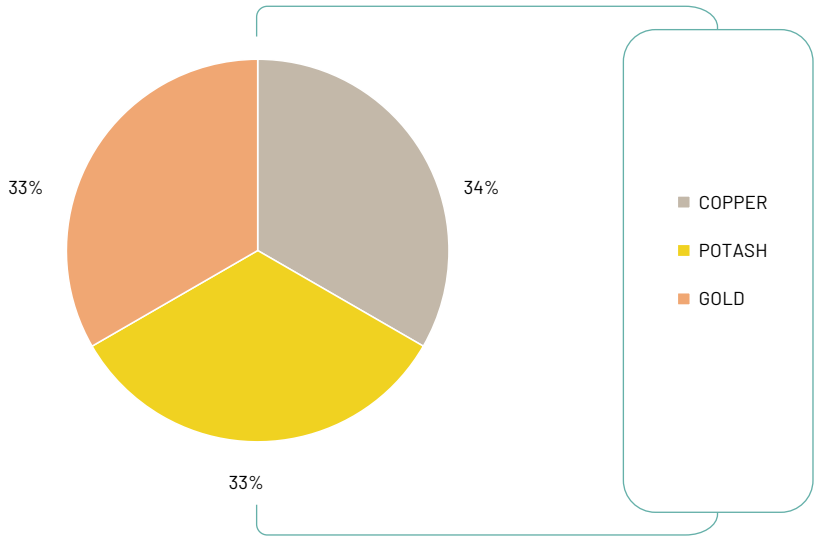
Main value chains in Mendoza include: wine making, education, commerce, construction, health, transport and logistics, corporate services, tourism, financial and forestry services, paper and furniture. In 2021, women represented an activity rate of 48.6% vs 71.5% for men.

While the salary gap reached 25.2%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 76.8% and men, 23.2%. (DNEIyG, EPH-INDEC, 2013)

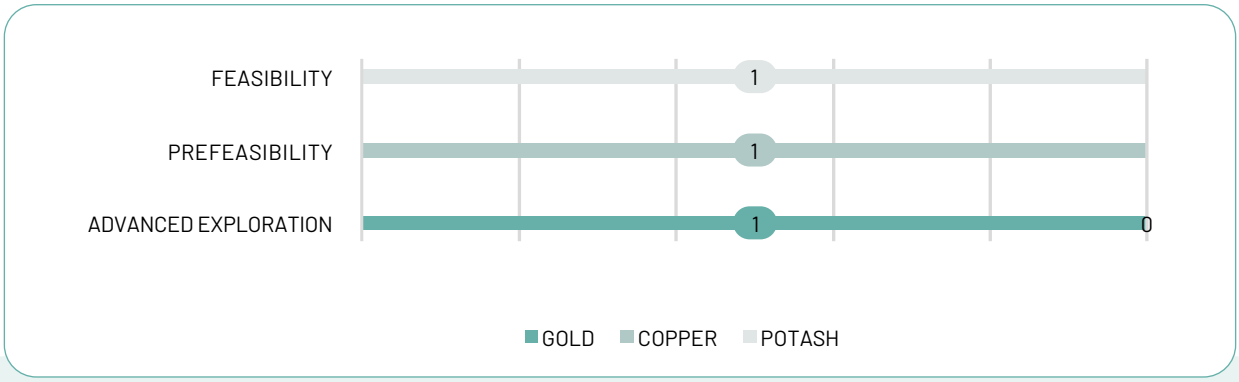
Mendoza has a population of 1,738,929 inhabitants. (Density: 11.7 hab./km^2). In a surface area of 148,827 Km^2. (2010 census)

Figure 51 - Portfolio of Projects and Minerals - Province of Mendoza



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Update 02/05/2022

Figure 52 - Portfolio of Projects and Stage - Province of Mendoza



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Province of Neuquén:

The Province of Neuquén represents 3.9% of the GDP.

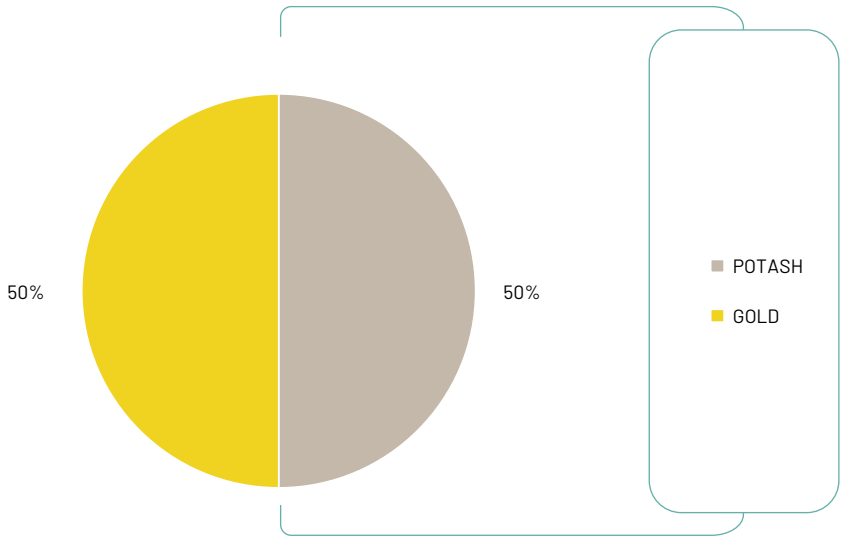
Main value chains in Neuquén include: construction, hydrocarbons, commerce, health, corporate services, transport and logistics, education, tourism, pears and apples, capital assets.

In 2021, women represented an activity rate of 47.7% vs 67.6% for men. While the salary gap reached 29.3%. (DNEIyG – EPH Total Urban – INDEC, 3rd Quarter 2021)

When considering time distribution devoted to unpaid caretaking and housekeeping, expressed as percentage, women participated with 77% and men, 23%. (DNEIyG, EPH-INDEC, 2013)

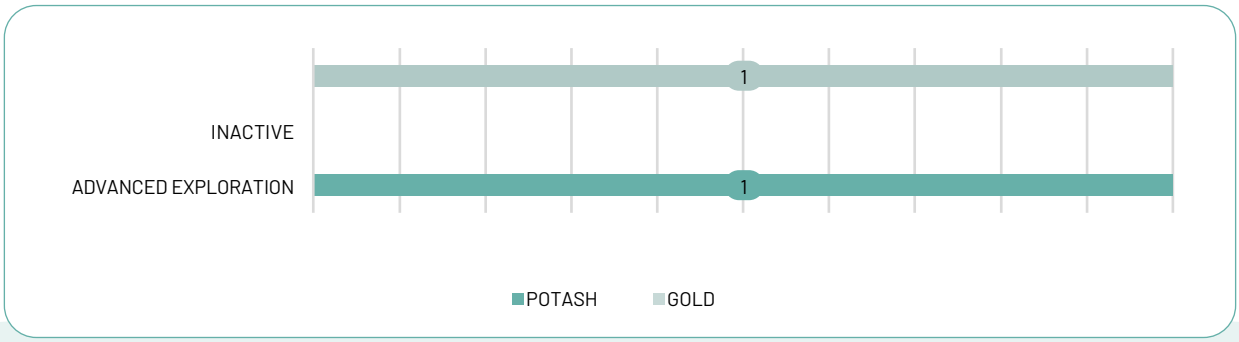
Neuquén has a population of 551,266 inhabitants. (Density: 5.9 inh/Km^2). In a surface area of 94,078 Km^2. (2010 census)

Figure 53 - Portfolio of Projects and Minerals - Province of Neuquén



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Figure 54 - Portfolio of Projects and Stage - Province of Neuquén



Source: Prepared by the author, based on the Information System Open to the Community on Mining Activity in Argentina (SIACAM). Database Center for Production Studies (CEP)-XXI under Secretariat of Mining, (former) Ministry of Productive Development - Updated 05/Feb/2022

Note that there is an ongoing project for lithium mineral, shared by the provinces of Catamarca and Salta. On the other hand, in the provinces of Chubut, La Pampa, Mendoza, Cordoba, San Luis and Tucuman, there are limitations for the development of mineral processing with certain chemicals or open pit exploitation. (CEPXXI, 2022).

Table 3 - Fields of Study and Courses of Argentina's Higher Education System

ACADEMIC OFFER	
FIELD	**COURSES**
Applied sciences	Architecture and Design, Astronomy, Biochemistry and Pharmacy, Agricultural Sciences, Soil Sciences, Statistics, Industry, Engineering, Meteorology, other applied sciences.
Basic sciences	Biology, Physics, Chemistry, Mathematics
Health sciences	Medicine, Dentistry, Paramedics and Medical Assistants, Public Health, Veterinary Medicine
Human Sciences	Archeology, Art, Education, Philosophy, History, Literature and Languages, Psychology, Theology
Social Sciences	Information and Communication Sciences, Political Science, International Relations and Diplomacy, Demography and Geography, Law, Economy and Administration, Institutional and Human Relations, Sociology, Anthropology and Social Services, other Social Sciences
Unspecified field	Academic degrees that may be classified into: different fields of study.

Source: Prepared by the author, data from Information Synthesis 2020-2021 University Statistics

Table 4 - National Regulations

National Regulations	
Constitution of Argentina	Section 41: The authorities will provide protection to this right for the rational use of natural resources, the preservation of this natural and cultural heritage, the biological diversity, and environmental information and education.
	The Federal Administration is responsible for passing laws that contain the minimum protection requirements, and the provinces must supplement them, without altering local jurisdictions
	Section 75: The National Congress must: subsection 12 Enact the Civil, Commercial, Criminal, Mining, Labor and Social Security Codes, in one or several bodies, provided that such codes do not alter local jurisdictions, therefore Federal or Provincial courts will apply these Codes to things or people falling into their own jurisdictions;...
	Section 121: The provinces reserve to themselves all the powers not delegated to the Federal Government by this Constitution, as well as those powers expressly reserved to themselves by special pacts at the time of their incorporation.
	Section 124: The provinces have the original dominion over the natural resources existing in their territory.
	Section 126: The provinces do not exercise the power delegated to the Nation. Provinces shall in no case enter into any partial treaty of political nature; enact laws dealing with commerce, domestic or foreign navigation; establish provincial Customs; coin money; establish banks with power to issue money without authorization from the Federal Congress; enact civil, commercial, criminal, or mining codes after Congress had enacted them.
Mining Code	
Law No. 24.585, on Environmental Protection for the Mining Activity	
Law No. 24.228	Federal Mining Agreement
Law No. 25.243	Integration Agreement with Chile
Law No. 24.146	Mining Investments Act
Decree No. 2.686/93	
Resolution 9/2019 SEC POL MIN Fiscal Stability	
Joint Resolution 4.428/2019 AFIP-SECMIN	

Source: Prepared by the author, data retrieved from Infoleg - SIACAM

Table 5 – Argentina's Environmental Policy

Política Ambiental Nacional	
Law N° 27.566	Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean, signed in the Escazu city, on March 4th, 2018.
Law N° 27.592	Yolanda.
Law N° 25. 688	Environmental Water Management Regime
Law N° 25.831	Public Access to Environmental Information Regime
Law N° 26.639	Minimum Standards for Glaciers and Periglacial Environment Conservation Regime
Law N° 27.520	Minimum Standards to Adapt and Mitigate Global Climate Change.
Law N° 24.295	United Nations Framework Convention on Climate Change
Law N° 23.919	Ramsar Convention on Wetlands of International Importance Especially as Waterfowl Habitat, signed in Ramsar on February 2nd, 1971.
Law N° 21.836	Convention Concerning the Protection of the World Cultural and Natural Heritage, adopted by the General Conference of the United Nations Educational, Scientific and Cultural Organization during their seventeenth session held in Paris on November 16th, 1972 – UNESCO.
Law N° 23.778	The Montreal Protocol on Substances That Deplete the Ozone Layer signed in Montreal, Canada, on September 16th, 1987
Law N° 25.438	The Kyoto Protocol for the United Nations Framework Convention on Climate Change.
Law N° 27.356	The Minamata Convention on Mercury.
Decree No. 234/2021	Investment Promotion Regime for Exports
Joint Resolution 4/2021	Decree 234/2021s Supplementary Regulation

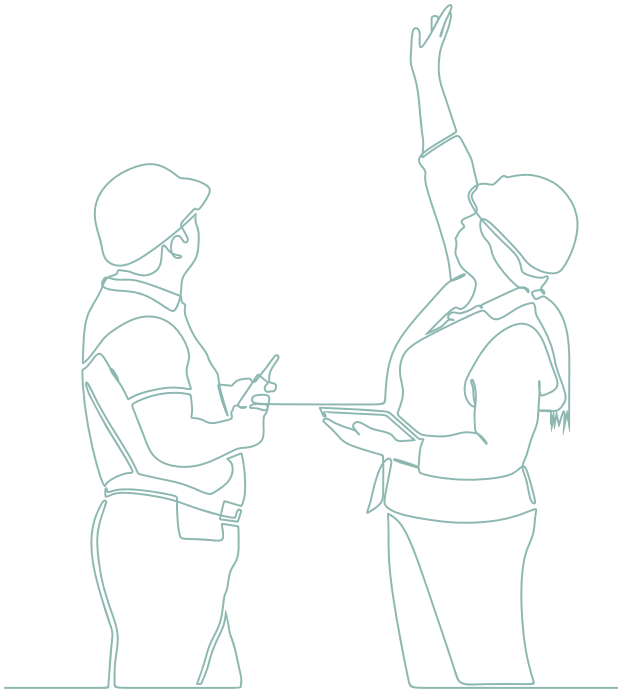
Source: Prepared by the author, data retrieved from Infoleg - SIACAM

Argentina ratified, under Law No. 27.270, enacted in September 2016, its commitments made to the international community as signatory to Paris Agreement. In that sense, Argentina has undertaken a review process of all Contributions, which was coordinated between different ministries through the National Cabinet for Climate Change (GNCC), with a participatory strategy involving different sectors of the community within the extended, interjurisdictional Cabinet under the Federal Environmental Council (COFEMA). Sustainable Development Goal 13: Climate Action seeks to adopt urgent measures to combat climate change and its effects.

Table 6 - Provincial Regulations

BUENOS AIRES	Provincial Decree No. 968/97	This Decree regulates the enforcement of the provisions set forth in Argentine Law No. 24285, with the necessary amendments to ensure its implementation across the provincial jurisdiction.
CATAMARCA	Law 2.233/1967	Code of Mining Procedures.
	Decree 1.318/97 - Agreement Decree	This Decree appoints the UGAP (Provincial Mining Environmental Management Unit), under the Mining Directorate, as the enforcement authority in relation to the provisions outlined in Section 282 of the Mining Code, as well as in all matters related to the enforcement of the Supplementary Title preceding the Final Title of the Mining Code.
	Resolution SEM (Mining State Secretariat) 119/2010	This Resolution approves the guidelines to present risk, technical or environmental control programs for the mining industry.
	Agreement Decree No. 676/2010	This Agreement Decree creates the Provincial Directorate of Mining Environmental Management (DiPGAM).
	Resolution SEM 081/2011	This Resolution approves the general requirements to present Environmental Impact Reports (EIRs).
	Resolution SEM 330/2016	This Resolution approves the implementation of citizen participation mechanisms under participatory community environmental auditing and monitoring processes, public consultations, roundtables, adequate training for environmental inspectors responsible for monitoring water quality, participatory training and workshops, as well as information campaigns.

CHACO	Resolution SEM 674/13	This Resolution regulates Law No. 3.964 and Law No. 5.562 to prevent conducts, actions or omissions which may contribute to environmental degradation. In accordance with this Resolution, all works projects, actions, programs or plans are required to submit a Project Notice prior to starting operations. Annex II of this Resolution displays a form with several boxes, where each item is categorized according to the degree of impact on the environment.
	Law No. 3.964/94	In accordance with this Law, companies are obliged to mandatorily perform an Environmental Impact Assessment (EIA), which includes a description and assessment of different options and their effects on the environment.
	Law N 5.562/2005.	This Law, framed within the scope of Law No. 3.964, creates a "Program for Strategic Environmental Assessment of Plans and Programs". The aim is to assess, improve and monitor the environmental impacts that specific public or private plans or programs may have, in order to ensure certain standards of environmental protection and foster sustainable development.
CHUBUT	Provincial Law XVII – Law No. 68 of 2003 (formerly Law No. 5.001)	This Law prohibits metal mining activities in the Province of Chubut through open-pit techniques, as well as the use of cyanide in mineral processing.
	Law XI - Law No. 35 (formerly Law No. 5.439)	Environmental Code of the Province of Chubut



CORDOBA	Provincial Law No. 9.526/2008	This Law prohibits the following activities within the jurisdiction of the Province of Córdoba: 1) Metal mining activities through open pit techniques in all its phases: initial exploration, prospecting, exploration, exploitation, development, preparation, extraction and storage of minerals; 2) the use of cyanide, sodium cyanide, sodium bromide, sodium iodide, mercury, sulfuric acid, hydrochloric acid, hydrofluoric acid, nitric acid and any other polluting, toxic and/or dangerous chemical substance (included in Annex I of Argentine Law 24.051 and/or that contains any of the features listed in Annex II of Argentine Law No. 24.051) in the mining processes of prospecting, initial exploration, exploration, exploitation, development, preparation, extraction, storage, industrialization and/or those processes listen in Subsection "b", Section 249 of the Argentine Mining Code, of metalliferous minerals obtained through any extractive method; and 3) the mining activity of nuclear minerals, such as uranium and thorium, in all its phases.
	Resolution No. 025 issued by the Mining Directorate 1998 - as amended by Resolutions 013/05 and 013/08	This Resolution regulates the adequate procedure to submit EIRs.
	Provincial Law No. 7.343/1985 (Decrees 5.269/85; 2.131/00)	This Law establishes the guiding principles for the Preservation, Conservation, Defense and Improvement of the Environment across the Province of Córdoba to achieve and maintain an adequate quality of life.
	Law No. 10.208/2014	This Law is of public interest, and it is part of Córdoba's environmental regulatory framework (Law No. 7.343, related and supplementary regulations). The Law updates and defines the main instruments for environmental policy and management and devises citizen participation mechanisms throughout the different management procedures. This Law also creates an Interdisciplinary Technical Commission (Section 25) for EIAs). This Commission is made up of representatives from ministries, entities under the Provincial Executive Power, and decentralized bodies under the Provincial State appointed by the corresponding entities.
	Provincial Law No. 5.543, Supplementary Decree and Supplementary Laws (Resolution 181).	In accordance with these regulations, if a project is located near a cultural site (there are over 1000 in the Province of Córdoba) or if citizens or certain entities report the potential existence of cultural property, the Secretariat of Culture shall determine whether the interested party should submit an archeological impact study which will be assessed by the enforcement authority (the Secretariat of Culture).

CORRIENTES	Provincial Law No. 5.067	This Law is aimed at protecting the environment y and preserving the natural and cultural heritage which may be affected by any industrial activity, including mining.
	Decree No. 2.858/12 - Regulatory Decree of the Environmental Impact Assessment Law. Law No. 3.805 (Mining Law of the Province of Corrientes) - Provincial Law No. 212/01.	This Law creates an agency with jurisdiction over water, soil, mining, the environment, as well as lands and fiscal islands, in the province of Corrientes. Provincial Resolution No. 366/16 This Resolution establishes a procedure to determine the environmental risk of projects not included in the Annex of Law No. 5.067 on EIA.
	Provincial Resolution No. 422/19	This Resolution amends Decree 366/16, which indicates that not all mining projects need the same type of EIA. For that reason, the Resolution classifies mining projects or activities into different categories.
	Law 5.982	Mechanism for citizen participation in public hearings and its amendments in accordance with Law No. 6.449.
	Decree 2.562/12	Regulatory Decree for Environmental Public Hearings Resolution No. 250/13 on Debt-Free Certificates for all procedures carried out by producers of aggregates.
	Resolution 757/15	Term of the Registry of Aggregates Producers.
ENTRE RIOS	Provincial Law No. 10.158	This Decree regulates the enforcement within the Argentine jurisdiction of the provisions set forth in Argentine Law No. 24.285, with the necessary amendments to ensure its implementation in the Province of Entre Ríos.
	Provincial Decree No. 4.977/09	This Decree establishes the procedure to submit EIRs. In addition, the Decree creates and regulates a Registry of Consultants to carry out environmental impact studies.
	Resolution 26/99	This Resolution validates the National Declaration of Non-Affectation to the Hydraulic Regime as an adequate EIR for mining exploitation purposes Currently, as regards Resolution 26/99 on Argentine Waterways (only applied to public tenure of mineral extraction, such as rivers), the Secretariat of Mining states that this Resolution is not applied to new permits and renewals, but rather the aforementioned Environmental Aptitude Certificate (CAA) is requested.
FORMOSA	Law 1.060	In accordance with this Law, the State, society and individuals are responsible for protecting and preserving the environment, as well as for the sound use of natural resources.

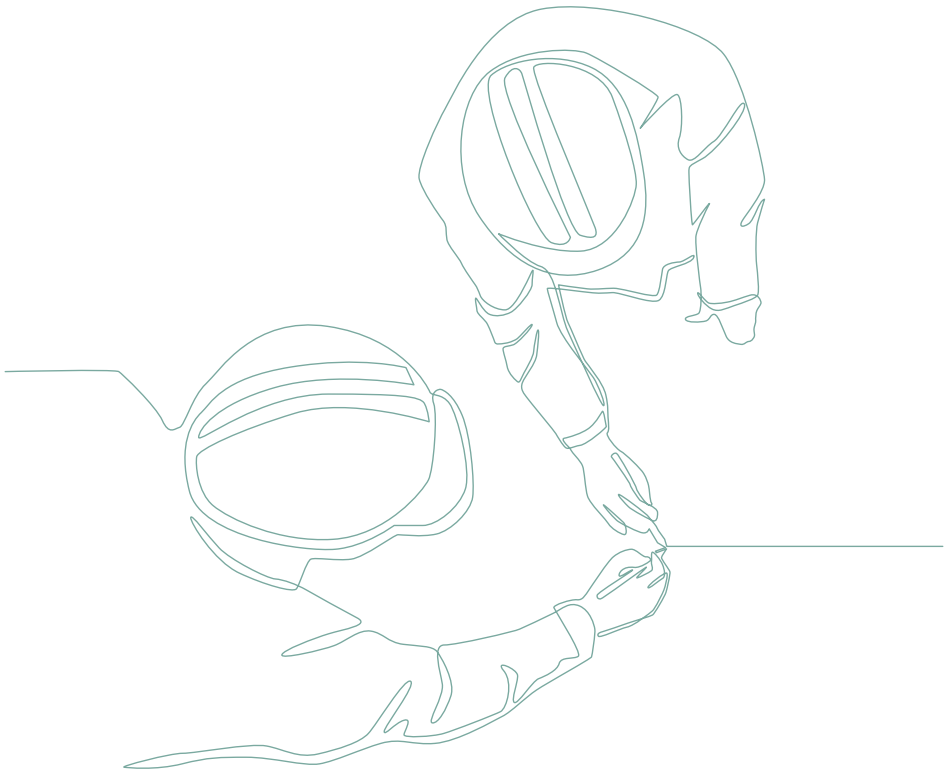
JUJUY	Legislation is provided by the Provincial Directorate of Mining: http:// www.mineriajujuy.gob.ar/ site/legislacion_minera.php	
LA PAMPA	Law 2.349/2007	This Law prohibits the use of any polluting chemicals during initial exploration, prospecting, extraction, exploitation, processing and/or industrialization of metalliferous minerals.
	Provincial Law No. 1.914/2001	This Law is aimed at protecting the environment y and preserving the natural and cultural heritage which may be affected by mining activities. This Law was regulated by Decree No. 2.139/03.
	Provincial Decree No. 1.518/97	This Decree comprises the provisions set forth in Law No. 24.585 and includes the requirements outlined in the Supporting Regulations (COFEMIN Minute drafted in San Carlos de Bariloche) regarding the preparation, submission, assessment, approval and revision of the EIA report in accordance with the corresponding project stage.
	Provincial Decree No. 1.921/96	This Decree creates the "Environmental Policy Agency", a body which shall intervene during the approval process of the Environmental Impact Assessment (EIA).
LA RIOJA	Provincial Law No. 7.277	This Law sets forth environmental protection regulations for mining ventures. The Law is regulated in Title XIII, Part 2 of the Argentine Mining Code (Law No. 1.919).
	Provincial Law No. 7.801	Environmental Law

MENDOZA	Law 7.722/2007	This Law prohibits the use of chemicals during metal mining processes of initial exploration, prospecting, exploration, exploitation and industrialization of metalliferous minerals obtained through any extractive method.
	Regulatory Decree 820/2006	This Decree sets forth the requirements to be met when submitting the EIA report before the mining authority. In addition, the Decree includes citizen participation throughout the different phases of the project, as well as during the environmental impact process.
	Law 5.961/92	This Law aims at preserving the environment in the Province of Mendoza. Part V sets forth the mandatory nature of the EIR and outlines the procedure for assessing environmental impact.
	Resolution 57/2012	Joint Resolution that approves the Internal Procedure Guide on the EIA of mining activities for prospecting, exploration, and exploitation projects, treatment plants, quarries and mines that are to be restarted and that, due to their limited impact or magnitude, do not affect ecological balance; that is, they do not exceed the carrying capacity of the ecosystem (Decree 820/06, Section 25).
MISIONES	Decree 1.602/96	This Decree is aimed at protecting the environment y and preserving the natural and cultural heritage which may be affected by mining activities.
	Law XVI - Law No. 35 (formerly Law No. 3.079)	This Law aims at preventing conducts which contribute to environmental degradation within the province. In addition, the Law sets forth definitions, liabilities, basic criteria and general guidelines to use and implement EIAs.
	Law XVI - Law No. 14 (formerly Decree Law 1.572/82).	This Decree Law regulates the Mineral Guide (Title II), as well as the Production Schedule System (Title III), and appoints the Directorate of Mining and Geology as the enforcement authority of such Law.

NEUQUEN	Provincial Law No. 902	This Decree regulates the enforcement within the Argentina the provisions set forth in Argentine Law No. 24.285, with the necessary amendments to ensure its implementation in the Province of Neuquén.
	Provincial Law No. 2.682/10	This Law is aimed at protecting the environment y and preserving the natural and cultural heritage which may be affected by mining activities. This Law was regulated by Decree No. 2.321/10. This Decree sets forth the procedure for submitting EIA reports for mining activities and outlines the requirements that this report must comply with based on the specific phase of the mining project. Section 14 of this Law creates an Environmental Protection Area in cases where the mining industrial process involves the use of mercury, cyanide solutions, or sulfuric acid solutions in leaching or concentration processes.
RIO NEGRO	Provincial Law No. 4.941	Before starting with mining operations, mining rights holders shall comply with the environmental protection requirements set forth in Title XIII, Part 2, of the Argentine Mining Code.
	Provincial Law No. 3.266	This Law enforces the provisions of National Law No. 24.585 on "Environmental Protection for Mining Activities".
	Provincial Law No. 4.738/12	This Law creates the Provincial Council for Mining Environmental Assessment (Co.P.E.A.M.). However, according to the enforcement authority, the Co.P.E.A.M. has not yet been established.
	Provincial Decree No. 1.224/02	This Decree regulates Provincial Law No. 3.266, related to mining activities.

SALTA	Provincial Law No. 7.141	This Law sets forth that environmental protection regulations for mining ventures shall be governed by Title XIII, Part 2 of the Argentine Mining Code (National Law No. 1.414).
	Provincial Decree No. 1.342/97	This Decree approves the basic regulations and minimum budgets which supplement National Law No. 1.414 and appoints the Secretariat of Mining of the Province of Salta as the enforcement authority for the mining sector.
	Provincial Resolution No. 130/09	This Resolution outlines a provincial zoning scheme to carry out prospecting, exploration, exploitation and processing activities of metalliferous minerals. Each limited area has specific requirements.
	Provincial Decree 448/09	This Decree provides guidelines, including minimum budgets necessary to implement the provisions governing the development of the EIR across different phases.
	Provincial Resolution No. 343/15	This Resolution defines general and specific requirements to submit EIRs for different mining activities.
	Provincial Law No. 7.070	This Law sets forth actions and programs for environmental protection, along with its Regulatory Decree No. 3.097.
SAN JUAN	Provincial Law No. 504-L	On Environmental Impact Assessment.
	Decree 1.815-MPyDE-2004	
	Resolution 028-MPyDE-2005	
	Decree 1.679-SEM-2006	
SAN LUIS	Provincial Law VI-0157-2004	This Law approves the general system for the preservation, conservation, defense and improvement of the environment. This Decree regulates the enforcement within Argentina jurisdiction of the provisions set forth in Argentine Law No. 24.285, with the necessary amendments to ensure its implementation in the Province of San Luis.
	Provincial Law No. 0876-2013 (Provincial Decree No. 7.755)	This Law establishes the legal framework as well as the minimum environmental protection standards which must be met when conducting EIA procedures across the Province of San Luis.
	Provincial Law No. 0634-2008 (Provincial Decree No. 805 - 2014)	This Law prohibits the use of chemicals in the Province of San Luis, such as cyanide, sodium cyanide, sodium bromide, sodium iodide, mercury, sulfuric acid, hydrochloric acid, hydrofluoric acid, nitric acid, ammonium, carbonate, and any other similar toxic substances in metal mining processes.

SANTA CRUZ	Provincial Law No. 2.658 (Provincial Decree 007/06)	This Law regulates the EIAs of mining activities.
	Provincial Law No. 2.554 (modified by Provincial Law No. 3.048)	This Law regulates the exploitation of third-category minerals in the Province of Santa Cruz. In addition, this Law requires the submission of an environmental impact study for the project in accordance with the provisions outlined in Law No. 24.585 and related regulations.
	Provincial Law No. 2.949	This Law prohibits the extraction of third-category minerals in the coastal area of the Province of Santa Cruz.
	Provincial Law No. 3.105	This Law creates an Area of Special Mining Interest to carry out mining activities. This area is defined as polygon and excludes the following areas: Areas close to urban ejidos; the lakes coastline which makes up the main course of the Deseado, Pinturas, Chico, Chalia and Santa Cruz rivers; areas with management plans in sites which have been declared cultural heritage and preservation areas, and surfaces below the sea level line.
	Provincial Law No. 3.123	This Law sets forth guidelines for the protection and preservation of glacial and periglacial environments and prohibits mining or oil exploration and exploitation.



SANTA FE	Law No. 11.717	This Law sets forth certain principles to preserve, maintain, improve and restore the environment, the natural resources and the quality of life of the community, as well as to ensure citizen participation aimed at promoting the enjoyment of all human rights. According to this Law, there are different mechanisms for citizen participation. The Law creates the Provincial Council for the Environment and Sustainable Development governed by the Secretary of State for the Environment. This Council may invite non-governmental organizations, professional associations, universities, institutes of science and technology, among others, to participate in meetings.
	Decree 0101/03	This Decree regulates Sections 12, 18, 19, 20, 21 and 26 of Law No. 11.717. The Decree includes 57 sections and relevant annexes. Among other things, this Decree establishes the procedure to submit Environmental Impact Studies. In accordance with this Decree, the State Secretariat of Environment and Sustainable Development is appointed as the enforcement authority to assess Environmental Impact Studies.
	Law No. 13.723	This Law amends certain sections of Law No. 11.717 related to citizen participation and the necessary requirements to submit the Environmental Impact Study.
	Law No. 13.850	This Law regulates third-category mineral extraction, which is carried out in river beds and other waters flowing through natural courses. The requirements outlined in this Law to obtain concession permits for sand extraction imply carrying out studies that involve the participation of professionals authorized by the Professional Council of Civil Engineering (CPIC).
	Resolution 004/2017 issued by the Ministry of Production	In accordance with this Resolution, it is allowed to enter into agreements with governmental or private agencies and/or to contract a real-time monitoring and information service, and to enter into a gratuitous loan and/or a sale contract of "Global Positioning System (GPS)" devices compatible with the service mentioned above, which allows the monitoring and control of ships and other vessels that carry out sand extractive activities, aimed at determining the amount extracted within the provincial jurisdiction.
	Resolution 375/08	This Resolution regulates soil removal within the provincial jurisdiction.

SANTIAGO DEL ESTERO	Provincial Law No. 6.920	This Law sets forth environmental protection regulations for mining ventures. It is regulated in Title XIII, Part 2 of the Argentine Mining Code.
	Provincial Law No. 6.321	This Law is aimed at protecting the environment y and preserving the natural and cultural heritage which may be affected by mining activities. This Law was regulated by Decree No. 506/00.
TIERRA DEL FUEGO, ANTARCTICA AND THE SOUTH ATLANTIC ISLANDS	Decree 2.066/99	This Law regulates the procedure for the allocation and exploitation of third-category mines in the Province of Tierra del Fuego.
	Provincial Law No. 55 (regulated by Decree No. 1.333/93).	This Law regulates the EIAs of mining projects.
	Provincial Law No. 853	The purpose of this Law is to enforce the environmental principles outlined in National Law No. 25.675 (General Environmental Law) and Provincial Law No. 55 to mining activities. In addition, this Law prohibits the use of a specific set of substances in the exploitation of metalliferous mineral resources, including activities such as initial exploration, prospecting, exploration, exploitation, on-site processing and industrialization, regardless of the extractive technique employed. In addition, this Law also prohibits the exploitation of metalliferous minerals through large-scale open pit techniques across the provincial jurisdiction. However, the Law does not define what is to be understood by "large-scale". Furthermore, the Law creates an Environmental Restoration Fund and defines its purpose.
	Provincial Law No. 1.126	This Law sets forth the guidelines for the Integrated Water Resources Management in the Province of Tierra del Fuego, including wetlands, such as peatlands.
	Resolution SDSyA No. 326/2010	This Resolution creates the Commission for Peatlands Use Planning.
	Resolution SDSyA No. 401/2011	This Resolution outlines the criteria for the Planning and Zoning of peatlands in the Province of Tierra del Fuego. Annex II of this Resolution establishes Zone C as the area for peatland exploitation, with a regulated authorization for extractive use granted to new concessions.
TUCUMAN	Provincial Law No. 6.115	This Law appoints the Mining Directorate as the enforcement authority for the mining sector responsible for the assessment and approval of the mining projects.
	Regulatory Decree 1.468/3	In accordance with this Decree, mining environmental issues are submitted to the Provincial Council of Economy and Environment, which will issue a legal opinion.

Source: https://www.argentina.gob.ar/produccion/mineria/marco-legal-provincial

List of Graphics

List of Illustrations

List of Tables