

Subjects and contexts in a self-sustaining systemic game: An analysis of psychosocial profiles of response to different patterns of status inconsistency that compromise development



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ABSTRACT

The study is part of an investigation in which we address interrelationships between personality and socio-cultural subsystems, starting from a general hypothesis of semi-dependence and semi-autonomy and in an attempt to reveal "patterns" of different psychological responses in their relationship with contextual conditions. It was preceded by another , whose objectives were to observe the behavioral effects against two central patterns: low ethnic status / acquired high in education and low in the occupational; higher / acquired high social status (university) and relatively low in the occupational . The hypotheses were: a) the greater the neuroticism or emotional lack of control, the greater the psychosomatic manifestations; b) Subjects of higher social extraction, but who acquire medium or low relative occupational status (status inconsistency), would make their conflicts more evident through somatization, compared to those from the lower strata (intropunitive response). The latter would project their conflict "outwards", that

is, towards the structures (extropunitive response); aspect in which we stop in the study that follows. The findings, among others, showed that greater neuroticism is associated with greater somatization, corroborating findings from northern countries.

The sample of the present work was constituted by university women for two reasons: in them these "patterns" could emerge, according to the profile of status inconsistency, since they were a privileged strip of structural underemployment and, therefore, having reached the higher education level, they would suffer from a marked imbalance of status because they could not position themselves in the world of work at a corresponding level. These two different patterns of psychosocial response according to the status inconsistency profile involve: a) the combination of high ascribed status with low acquired status (occupational), which results in intropunitive responses (somatization, self-blame, stress); The reverse "pattern" – status ascribed low/acquired high (educational line) – entails, on the other hand, extropunishment (nonconformity, rebellion). As far as we are concerned, what was glimpsed in the literature was confirmed. Both psychosocial responses are risky in Argentina, where the percentage of women who, although having a medium-low origin status, reach university but fail to insert themselves satisfactorily into the world of work in a structural framework, not always propitious, increases. The findings were corroborated in research carried out to this day.

Keywords: Psychosocial responses, Intropunition, Extropunition, University students, Inconsistency.

1 INTRODUCTION

The purpose of this study is to elucidate a common problem in contexts of underdevelopment: that of the inconsistency of status in university students in recent decades, including the problem of female graduates.



It was a variable/dimension addressed, among many others, in quantitative-qualitative research -central and peripheral- carried out by the author and which constitute the only studies of its kind in the world.

The central investigations had as populations the following:

- The first study refers to the research developed in *extenso* in this article. We worked with a sample of university graduates from the National University of Cuyo (UNCuyo) (1980-1993, 18 careers). The research is developed in the first doctoral thesis, UCA, 3 vol. (Aparicio, 1995). The findings are corroborated in the following investigations¹.
- The second was conducted with university graduates of the National Technological University (UTN), (1987-2002). (Aparicio, 2003)².
- The third study was conducted with dropouts, N = 447 (Latiesa, 1992; Aparicio, 1995, 1998 d; 2008, 2014 to, 2016 among other publications)³.
- The fourth was carried out with delayed university subjects from the UNCuyo (1980-2002) (⁴ Aparicio 2009 a and b. Also, Aparicio, 1972; Frisch, 1972; Jarousse, 1984; Aparicio, 1991a, 1991b; Cariola & Cerri, 1989 a and b; Ceri, 1983; Evans, 1984; Aparicio, 2012; 2016 a and b).
- The fifth study was carried out with a population of doctors from the Cnam (Conservatoire des Arts et Métiers, Paris) and the UNCuyo, FFyL in 2009, although in its retrospective face it began around 2004. This is a Franco-Argentine comparative research. The same, with the pertinent adaptations, is then carried out between the UCuyo and l'Université de Rouen⁵.

All these investigations had as an enveloping factor the Quality of the university system in relation to the productive sector or world of work, analyzed from different complementary variables and with different populations/samples (cf. synthesis works: Aparicio, 2003, 2005/2009, 2008, 2009 a and b 2012, 2015 (a and b), 2016 b), among others).

2 BRIEF THEORETICAL FRAMEWORK

2.1 SOMETHING ABOUT STATUS INCONSISTENCY

Let's outline some axes of the so-called "Study 1", basic research that we address here.

¹ He obtains the Prize of the FUNC (UNCuyo Foundation) (Aparicio, 1994 a, b, c, d; 1997).

² It gave rise to the second doctoral thesis, Sorbonne, Université René Descartes, Paris V (2005/2009), which obtains -as in the other cases- the highest mention.

³ He obtains the Prize of the SPU (Secretariat of University Policies, Argentina).

⁴ It is selected as the best project by competition

⁵ The first, obtains the Marie de Paris Prize, 2009 (Aparicio & Cros, 2015. See also all articles published in English on the web of science from 2015 onwards relating to PhD trajectories.



In it we perform a pre-test of some hypotheses developed in other contexts (Comrey & Newmayer, 1965; Benoit & Smullyan, Jackson, 1962; Jackson & Burke, 1965; Jackson & Curtis, 1972; Lensky, 1954; Hollignshead & Redlich, 1958) and, in Latin America (Heintz, 1965, 1968 and 1970), from the theory of structural stresses⁶.

The original is the methodology and the population with which we worked: *women-graduates* of the National University of Cuyo (UNCuyo, Mendoza-Argentina).

This is an exploratory study, which already realizes its limitations, in which we analyze especially the psychosocial aspects derived from structural stagnation in young people who have reached the highest educational level (university).

The research is framed, on the other hand, in a broader project that aimed to clarify the personal, pedagogical-institutional and structural constraints of academic and socio-professional achievement and failure, in the light of a holistic model. This model crystallizes in 2005⁷ (2nd doctoral thesis at Sorbonne, published in 2009) and in 2007 a and b (2 HDR or ex Tesis d'Etat, in Education and Psychology; respectively at the Universities Paris X, Nanterre and Lille 3, France). See also Aparicio 2008, 2014; 2009 A and B; 2015 A and B; 2016 A and B.

Here we address only one angle of the problem, deepening the relationship *Psychosocial system-structure and development*. Specifically, we analyze *the different profiles of psychological response in relation to the position in the market and the sociological situation of university women*. The psychosocial response, in this framework, is considered not as a conditioning factor but as a *effect* of a certain level of achievement or failure.

The question -already important at the time of the study- it seems relevant to us today because more and more university women are being and structural stagnation is increasingly accused. This allowed us to predict a high rate of inconsistency between educational and occupational status in them for the following years, as was found in the subsequent central investigations that we outline here (Part II).

However, despite being the typical picture of underdeveloped contexts, it has not deserved the attention of politicians, economists and, in general., of those who have the power of decision. The analysis is usually resolved at the "macro" or "meso-institutional" level, forgetting the expected

⁶ Only "founding fathers" and works of the author that gave rise to theses and/or received special awards are cited.

⁷ The model, already in germ in the first investigation, crystallizes in 2005, thesis of Sorbonne and I call it "*dialogue homme-monde*". In 2019, having already advanced in the systemic conception and its processes of "allez-retours", I call it "*La complexité en action*" at the Colloque sur la Complexité, Lille, France, 2010, Conference d'ouverture avec Edgar Morin. Finally, to show the self-sustaining effect with both positive and negative effects, title the pre-theory as "*The Three Dimensional Spiral of Sense*", presented in 2008 in Sherbrooke, Canada and published in 2012 and in 2015 a and b, in India.



responses at the "micro" level that, by reverting to the system, only reaffirm structural rigidization (Aparicio, 2005/2009; 2015 a and b, 2016)⁸.

Raise the problem and tentatively answer some questions for the first time in our context and from first-hand data, was the alternative that was offered to us and in this, perhaps, lies our contribution. At times when the "person is in danger", it is good to look from the structures to the subject and think that social reality is not exhausted, much less, in the figures. Psychosocial responses await and the price, seen as social psychologists and educators, seems too high to be neglected.

2.2 LET'S DWELL FOR A MOMENT ON STATUS INCONSISTENCY.

In principle, status inconsistency occurs when the status of the subject occupies a different rank; that is, when the subject has, for example, high ethnic status (origin) and low educational status; or, to take another case, high educational status and low occupational status. The core goes through *imbalance*. Moreover, it is typical of situations of change, underdevelopment and transition; situations in which the subject having achieved certain achievements in a plane, can not be located in positions congruent with it. Heintz argues that, in non-developed countries, educational status is always ahead of economic and occupational status, which causes a serious gap due to its consequences⁹.

The latter vary according to *Profiles*. To be with the theorized, when a high status of origin and low acquired status (occupational) converge, the usual response is intropunitive; On the other hand, the combination of low status and high acquired (university education), generates responses of revolutionary nonconformity or another type of violent response.

Now, and this is the important thing, given the situation in Latin America. in the decade of the '90s and, in particular, of Argentina, marked by stagnation, unemployment, rigidization of the market, high levels of anomie, etc., the most typical profile was the last; Profile that continues to be observed today¹⁰. That is: there are more subjects who, having a status of low origin, are reaching a relatively high acquired status through the educational or political route – the traditional channels of social ascent. And these subjects who "arrived" by the path of education, find the doors closed to the exit (underemployment, unemployment, etc.). (Carabaña, 1987).

In what concerns us here, we are interested in observing, on the one hand, the answers found in university students who had just been inserted in those years, in the occupational world (position in

⁸ Many other publications, related to the author's theory called *The Three Dimensional Spiral of Sense* – published in India in 2015 although it was in germ since the 90s – can be consulted at link CONICET: https://www.conicet.gov.ar/new_scp/detalle.php?keywords=&id=20428&capitulo=yes.

⁹ It can be consulted from P. Heintz (1970), especially, "Towards a paradigm", op. cit.

¹⁰ See Carciofi, 1980 and 1994; Aparicio 1981 b, 1994 a,b,c,d; 1985 to; 1993 to; Clinard, 1967; Chazel, 1967; Bowers, 1984; Carabaña, 1987; ECLAC, 1989; Bertoni & Cano, 1990).



the market-occupational status), having reached the highest educational level and having a basic social situation as well as, particularly, the responses revealed in the face of this situation.¹¹

On the other hand, to analyze how this situation currently presents itself in our country in a scenario in which the central variables are highly compromised.

Hence, we present this analysis in two parts: the first -entitled The inconsistency "floating in our midst" in the *decade of the '80s-'90-*; the second entitled *The inconsistency "floating in our midst" currently*. In order to brevity and having already developed the theoretical pillars, in this second part, we offer a tighter synthesis taking the variables-axis of the two profiles addressed and others related to the demographic issue and related (economically active population, EAP, employment and unemployment rates, intra-generational mobility,...), to the education and employment system - differentiating in men and women when we have reliable data- in a conflictive structural framework in the country.

2.3 PART ONE: THE INCONSISTENCY "FLOATING" IN OUR ENVIRONMENT IN THE DECADE OF THE '80S-'90S

In previous studies, the problem emerged for a global population, not graduates, at such disturbing levels that we decided to delve into it.¹² In fact, the incongruity of status appeared to mark differently the three generations considered: that of respondents, their parents and grandparents.

In the Reference research In this study, with a low educational level it was possible mobility, socioeconomic ascent although never ethnic! The incongruity then went through the relationship of status of origin / economic status because a low "ethnic" range was combined with possibilities of economic growth, a line that particularly interested immigrants willing to "become America"¹³.

In the second generation, that of parents Of the respondents, the problem became less evident, keeping a greater relationship the educational level with the socioeconomic position and, strictly, occupational.

In the generation of respondents or young people, finally, incongruity re-emerged with shocking nuances compared to that of their parents and grandparents. But this time the "roles had been reversed": with a high education or greater than that of his predecessors it was no longer possible to ascend, "to make a place according to the academic training" in the occupational plane. To the conquest

¹¹ On vocational integration see CEREQ, Centre d'Études et des Recherches sur les Qualifications, France - several references for the decade initially addressed; Herrans González, 1992; for Argentina, INDEC. In the local figures we stop below.

¹² See Aparicio, 1981, 1984 b, 1984 c, 1985 g, 1988 c. We worked with a population of 5,129 cases of UTN students. The INDEC allowed to investigate the key aspects for this investigation because it considers it of national interest.

¹³ Large European immigration in Argentina, https://es.m.wikipedia.org/wiki/Gran_inmigraci3n_europea_en_Argentina#



in the educational domain was coupled a structural stagnation, increasingly notorious, becoming the most pronounced problem among subjects with high educational levels¹⁴.

This situation worried us as a phenomenon but also because of its psychosocial consonances and having noticed that – by the same definition of inconsistency – it is more serious where the distances between status that should be at the same level are greater, we decided to start exhaustive studies with *university students*. They were aimed at an integrated self-evaluation of the University, without neglecting the market because as an institution it has a function to fulfill and its impact and relevance are measured in relation to the context¹⁵.

In these lines we will therefore limit ourselves to offering a perspective of the *woman* graduated in relation to their position in the world of work, which reveals the degree of inconsistency between educational/occupational ranges and associated responses.

2.4 I EDUCATION / OCCUPATION IN FIGURES

Let's see, very succinctly, how the problem of the Education/Employment gap emerges globally and among our graduates (Aparicio 1984b, c, d; 1985 b, c, d, g; 1988a, and b).

Let's start by outlining the harsh occupational reality that Argentines faced at that time; a situation that is close to the current one.

1. Economically Active Population (EAP)¹⁶: is, by definition, the group of people who want to work in the labour market. In Argentina, this group represented approximately 40 per cent of the total population. It is divided between those who are employed and those who are unemployed, the latter representing "involuntary unemployment in the economy", which climbed to 12.2 per cent in October 1994 and 18.8 per cent in May 1995.¹⁷ having decreased somewhat in July 1997.

¹⁴ Regarding the current problem, see Pablo DALLE, 2016, UBA. It analyzes the weight of social mobility in the popular classes. In 2015, DALLE, offers a study on intergenerational mobility. The Mendoza Stock Exchange, for its part, publishes a magazine with a title: What happened to the Argentine middle class in the last 5 years? There he explains that the fall of the Argentine middle class has been taking place for several decades with ups and downs. The situation for 2016 is presented because "between 2012 and 2015, obscurantism reigned," he says. Mobility shows a deep deterioration in the last 5 years because "inflation grew above income". This impacted both the informal and formal sectors. "9% of the population belonged to the upper class and 11% to the lower middle class, which is the segment considered most vulnerable to falling into poverty. In the 2nd half of 2021, social mobility was downward: the most important social segment, 41%, was the low segment, with almost 12 million considered poor. The middle class fell to 41% of the population. The upper class also shrank (5%) and the lower middle class grew (12%); grew not because of the effect of improvement but because of the fall of the middle class" (...) "In short, the Argentine middle class expelled 1.2 million people in the last 5 years and 12 million Argentines, I am considered poor."

¹⁵ A detailed analysis in Sander, 1990, op. cit.

¹⁶ Current population of men and women

22 821 279. Current male population (48.9%)

23 830 998. Current female population (51.1%)

-There are 100 women for every 95 men - LA NACION

<https://www.lanacion.com.ar/sociedad/hay-100-mujeres-por-cada-95-hombres-nid1402693/>

- Home | Argentina.gob.ar. Unemployment rate among men and women. <https://www.argentina.gob.ar/>

¹⁷ See Sturzenegger, A. (1995). "Confronting unemployment" in News, June 11.



This economic unemployment includes, in modern states three groups: macroeconomic or Keynesian unemployment, frictional and structural, the latter also being identified as "technological unemployment". Such unemployment is, therefore, what worries us here, although the country's problems - referred until recently to frictional and structural unemployment - were being added to macroeconomic unemployment due to the fall in levels of productive activity.¹⁸

This is not the time to theorize about these types but only to retain that -beyond the many forms that structural unemployment can take- represents the "*Decoupling between the skills offered by the workforce and those demanded by the productive sector*", a typical process, moreover, of situations of change, especially technological.

And, as is evident, such *imbalance* typical of structural unemployment, *generates and translates into an inconsistency of ranks* (here, educational / labor) that touches not only university students but, also and acutely, other categories and subjects of higher ages, not being easy to solve because it requires retraining and training -things for which our system does not seem too prepared-.

As far as we are concerned, the problem was evident among university students "*displaced in the market*" or, if you prefer, in the *disarticulation of the University / demands of society and the productive sector*. Unemployment or structural underemployment touched, therefore, closely to the problem of the graduate (Aparicio, 2004)¹⁹

3 BUT WHAT HAPPENED BETWEEN OUR GRADUATES?

Here we find almost no unemployment²⁰ but underemployment, coupled with a location in the market *not always in line with expectations* which offers a profession and a very high concentration at the tertiary level.

Extending this consideration to university women, underemployment would be added to the *Underutilization* of human resources due to a real imbalance in the allocation of posts²¹. In other words,

¹⁸ As for the "*macroeconomic*", it would originate in "... Processes of falling levels of economic activity in a country, and a characteristic of it is that, in such cases, there is unemployment both of the labor factor and of the capital sector (machines, facilities). "*Frictional*" unemployment is related to processes of change in the economy. These changes mean that while certain sectors, regions or companies are expanding their levels of activity, others are reducing them and, consequently, reducing their employment levels. The movement of this unemployed labour force to expanding sectors, regions or enterprises can be a slow and difficult process, and it is this circumstance that inevitably determines a certain level of frictional unemployment. In A. Sturzenegger, op. cit.

¹⁹ Current figures: see ODSA-UCA. 2018-2019. Program. Agenda for equity. See Structural stagnation and related aspects.

²⁰ Women who are looking for work are grouped in our environment in at least three sectors: 1) those who seek their first job after secondary school and encounter the lack of training, 2) those who have established a household and wish to contribute to it economically for various reasons (dismissal of the spouse, education of children, etc.) and 3) the one who having worked for some time has been fired and feels conflicted by it because she wants to continue working and has the tools to do so. In "The role of women in the labour market". Los Andes, Year CXIII, No. 38.170, June 19, 1995, p. 16.

²¹ Current data on women's employment, underutilized. See:

- Women in the World of Work - Argentina.gob.ar. <https://www.argentina.gob.ar/files>

The employment rate for women remains approximately 25.5 percentage points lower than for men. Many women continue to find themselves in the informal labour market. In fact, globally, almost 40% of women in paid work do not contribute to social protection.

-Work is the place where women are most discriminated against. Clarín, December 8, 2016



here the incidence of the structural problem in the "inconsistency of status" becomes more worrisome. *A greater distance between the range occupied in the educational line and in the occupational line is consolidated* (Heintz, 1970, Bertaux, 1977; Baudelot, Benoliel, Cukrowicz & Establet, 1981).²²

3. To this is added there was another problem: such inconsistency tended to assert itself in a framework of *Increase in female enrolment in universities*²³ and *the fight for a greater presence in the labour market*. For various reasons: need for higher household income, separations, emancipation, male unemployment and higher education attained²⁴.

The former - the explosion of university students and, especially, women - is evident in national and international statistics (Coombs, 1971; Coleman, 1966; Passeron, 1982 and 1983; Rajneri, 1990;

https://www.clarin.com/sociedad/trabajo-lugar-discriminacion-mujer_0_B1g4NwRiPQI.html?gclid=Cj0KCQjwnrmlBhDHARIsADJ5b_n9ZiKmya_LHetNf1hb15971K-6HNnr07_SNwNz-saZuJSv2gW9_QgaAtGuEALw_wc

A UN report and studies carried out in the country say so. Let's recover some figures. They suffer more from unemployment and only occupy 34.2% of hierarchical positions. They are also relegated to science and trade unions.

It reads: 65% of those who occupy managerial positions are men against 34% of women (according to UNDP and CONICET); 25.2% of those who study at the University (between 20 and 24 years old) are men against 21.6% of women. According to the latest data from the Ministry of Labour, 30.7 per cent of men are in the black and 37.7 per cent of women, a difference that is largely due to domestic service. The report on Gender Equity in Argentina, published in 2004 by FLACSO, concluded that economic recognition of women's work had not been achieved.

-Women occupy 30% of managerial positions in Argentina - El Cronista, April 4, 2022. <https://www.cronista.com/negocios/las-mujeres-ocupan-el-30-de-los-puestos-directivos-en-la-argentina/>

-INDEC, Statistical Dossier, 112th International Women's Day, 32 p., March 2023. It reads: Although they have higher levels of education, they do not achieve a level of participation in the labour market similar to that of men. The organization of the world of work tends to promote the labor insertion of women in sectors linked to care and in positions of lower hierarchy. In turn, when they manage to insert, they present higher levels of hourly underemployment and unemployment, and lower levels of income, comparatively. Women are exposed to different types of inequalities that are intertwined, which translates into accumulation of disadvantages: those with higher levels of education or better positioned in the income structure have more resources to achieve their autonomy; while women who are worse positioned in the social structure are exposed to greater obstacles."

-The large differences between men and women in the labour market. X-ray of inequalities between men and women. March 9, 2019. <https://www.pagina12.com.ar/179291-radiografia-de-la-desigualdad-de-genero>. It reads: 36 percent of women work in black. Among the unemployed, they outnumber men by 2.6 per cent and, if they work, they earn 25 per cent less.

-Home | Argentina.gob.ar. Unemployment rate among men and women. <https://www.argentina.gob.ar/>

²² See Heintz, P. (1970). *Towards a sociological paradigm of development with special reference to Latin America*. Bs. As., Institute.

²³ At present:

-Women are already 61.6% of university graduation. Mercado Magazine.

<https://mercado.com.ar/mercado-plus/las-mujeres-ya-son-el-61-6-de-la-graduacion-universitaria/>

-Women outnumber men by more than 10% in the number of students and graduates at all university levels | Argentina.gob.ar. March 8, 2021

<https://www.argentina.gob.ar/noticias/las-mujeres-superan-en-mas-del-10-los-varones-en-cantidad-de-estudiantes-y-egresadas-en>

-- 8M: Education presented report on women's participation in the Argentine University System | Argentina.gob.ar - Wednesday, March 8, 2023

<https://www.argentina.gob.ar/noticias/8m-educacion-presento-informe-sobre-participacion-de-las-mujeres-en-el-sistema#:~:text=En%20el%20estudiantado%2C%20las%20mujeres,60%25%20en%20las%20tres%20categor%C3%ADas>

²⁴ In fact, the demographic change we are witnessing must be taken into account. In 1995, in Mendoza, 51% of the population was female and 49% male. At the country level, the same trend was observed. Los Andes, June 19, 1995, p. 16. Currently, the total population is 46,044,703 (year 2022), of which 22,072,046 are males and 23,690,491 are females. That is, the trend persists (cf. indec.gob.ar). There are more women than men. Currently, the activity rate is 48.3%, the employment rate is 45.0%, the unemployment rate is 6.9% and the underemployment rate is 9.4% (INDEC: www.indec.gob.ar. On the page: data.worldbank.org, comparing figures between 1990 and 2022).

-There are 100 women for every 95 men - LA NACION

<https://www.lanacion.com.ar/sociedad/hay-100-mujeres-por-cada-95-hombres-nid1402693/>



Touraine, 1965, OECD, 1983, 1984, 1985, 1986)²⁵. Also in the context of our University. In this study, moreover, an interesting fact emerges when linking the educational level of the graduate vs. the same level for her mother. The increase of university women is, here, notorious and much more marked than that observed for the same relationship between male graduates²⁶. There was, therefore, upward mobility because neither their grandmothers nor their mothers, in their vast majority, were.

The second – an increasingly evident search by women for a place in the world of work – emerges clearly in the figures. At the provincial level, for the period in question (1980-1992), one third of the EAP (35.4 per cent) is female (EPH). "Since 1985, there has been an increase in the net EAP rate of women aged 15 and older, who were in the labor force or wanted to work. That figure rose from 29.7 percent in 1985 to 37.1 percent in 1992." In terms of the absorption of women in the market, the services sector ranks first (from 58.1% in 1984 to 70% in 1992).

This seen in the global population. Let us now visualize the situation between our *Graduates*, generational "inconsistency" and "differences"²⁷.

Going down to the concrete plan of our study: What happened among our graduates? Are there differences in occupational categorization with respect to those of their mothers having also reached the university level? Do they state that they have improved their employment situation compared to that of their mothers? How many are out of work or underemployed?

Let's take a brief look at it.

- In the 18 careers analyzed, without exception, graduates reported being globally "Better off" than their mothers when they have not reached higher education (*intergenerational* labor mobility).²⁸ However, when comparing the employment situation among those with mothers who already have university degrees, 37% said they were in a "Similar" situation and 50% were in a worse situation²⁹. The fact clearly reflects the structural stagnation.
- According to the occupational qualification, most mothers of university students who perform jobs included under the category "Professional" fall into the category "Qualified" followed by the categories "Professional" and "Semi-Qualified" (in that order). In this sense, there would be effective intergenerational mobility in the labour market.
- With regard to the Occupational Category and Branch of Activity, there is an interesting mobility by careers that, in some way, reflects the macro variations that have occurred in

²⁵ Currently:

OECD (2021). Education at a Glance OECD Indicators 2021 Spanish report. Ministry of Education and Vocational Training. 180 p.

OECD. *Education at a glance* (2019). Indicators. Education and Glance. Indicators. 2019: *OECD Indicators*, OECD. Publishing. doi: 10.1787/f8d7880d-en

²⁶ See the relationship Career/Mother's Education in the author's work "Social mobility and Education in our context", table N° 36.

²⁷ Large European immigration in Argentina, https://es.m.wikipedia.org/wiki/Gran_inmigraci3n_europea_en_Argentina#

²⁸ See by the author Higher Education and Employment (1995), vol. III, table No. 90.

²⁹ The detail in *Social mobility and Education in our context*, author's thesis, table N°25.



the country, highlighting the progressive concentration in the "services" area, a fact that has serious connotations at different levels.

- In terms of occupational insertion, 86% of women have worked since obtaining the degree "all the time" against 83% of men, "half" 10% against 12% of men and only "a third" of the time the remaining 3% for both categories. Unemployment and underemployment appear at similar levels for men and women and relatively low with respect to the overall problems offered by the context³⁰.

Such is the objective situation, in figures -if possible- of our graduates. There is no doubt, in light of the data, that women He was reaching higher educational levels and working in significant percentages at the time of conducting the research. On this question, we can ask: Are there currently relatively more women university students?³¹

But, more than the figures, we are interested here in other issues. Including: Is the position according to your training? Did the university qualify you for professional practice? Is there a relationship between the training and / or training provided and what is demanded by the employer at the time of insertion? Is the company willing to provide the missing training? Who primarily employs women? How many women are employed by big business? What are the emerging psychosocial responses to the situation?

And it is here, as recorded in the study, where the "claims" begin: the possibility of transferring knowledge to the world of work is low, the university continues with its encyclopedism, which does not cover what is demanded by the employer at the time of insertion, the offer of specialization is poor, the tools and methodology are a place to cover, There are very few companies willing or able to fill these "academic gaps", etc.³².

But these claims were "even", that is, directed at institutions in equal proportion by men and women with incredibly similar numbers. The data is of interest to those who still support the male-female division at the level of thought and valuation.

³⁰ Other interrelations with structural and diverse variables in Higher Education and Employment, op. cit.

³¹ -Market. Women are already 61.6% of university graduation

<https://mercado.com.ar/mercado-plus/las-mujeres-ya-son-el-61-6-de-la-graduacion-universitaria/>

-Women are already 61.6% of university graduation. Mercado Magazine.

<https://mercado.com.ar/mercado-plus/las-mujeres-ya-son-el-61-6-de-la-graduacion-universitaria/>

-Women outnumber men by more than 10% in the number of students and graduates at all university levels | Argentina.gob.ar- March 8, 2021

<https://www.argentina.gob.ar/noticias/las-mujeres-superan-en-mas-del-10-los-varones-en-cantidad-de-estudiantes-y-en-egresadas-en>

- 8M: Education presented report on women's participation in the Argentine University System | Argentina.gob.ar - Wednesday, March 8, 2023

<https://www.argentina.gob.ar/noticias/8m-educacion-presento-informe-sobre-participacion-de-las-mujeres-en-el-sistema#:~:text=En%20el%20estudiantado%2C%20las%20mujeres,60%25%20en%20las%20tres%20categor%C3%ADas>

-Ministry of Economy. Gender gaps in Argentina.

³² The self-perception that the graduate has of the University was observed through several items. See Aparicio, 1995, vol. II and III de Educación Superior and..., op. cit.



Finally Is the graduate satisfied with her work? What psychosocial connotations are linked to the job position? Are there significant differences in it between men and women in our environment? Are women discriminated against? What happens in terms of income? What companies absorb them? What do they expect from this world of work and what do they find at the time of concrete insertion? The question is important because it is not without derivations.

And what happens today? Do you get paid less? Does it reach Leadership Positions less? Is she discriminated against? We have made this situation explicit above (cf. quotations). Let's stop One minute.

4 JOB PLACEMENT AND PSYCHOSOCIAL CONSONANCES

In principle, and before penetrating the strictly psychosocial face, it should be noted that the position in the market of university men and women was much more similar than we would have imagined, not to mention the evaluations issued, where there are practically no percentage differences between men and women for the categories worked.

However, where there is a difference - even if it is not statistically significant - it puts women at a disadvantage (Gadrey, 1992), registering a similar situation today: women always appear worse positioned in the market (cf. quotes above)

Considering that there were many variables at play³³, we refer for an analysis of the results that show the real location in the market to another communication. We will stop here, because it is central in these lines, in some psychological-social aspects.

Methodologically, the approach was possible thanks to the tillage in the plane *qualitative* (process analysis), complementary here to the quantitative³⁴.

Among the many processes observed in the face of job achievement according to gender, we mention: job selection factors, objective difficulties, self-perceptions, expectations, aspirations, pessimism of perspective, millenarianism, anomie, belief in progress, valuation of the title, labor obstacles, professional development factors, prejudices, habits, etc.

These same aspects, it should be noted, were observed in the following studies with university graduates, dropouts, retarded and doctors.

³³ Among them: 1. Manual/Non-manual task; 2. Related/Non-Related Work; 3. Work, Time and Hours (before and after graduation); 4. Industry (pre- and post-graduation), 5. Branch of activity of the father and mother; 6. Occupational qualification in the three generational lines; 7. Occupational categorization, 8. Contracting modality, 9. Collective bargaining agreement, 10. Other sources of own income; 11. Current income; 12. Expected income; 13. Full time work, etc. The variables at play that show the actual location in the market were many. For this reason we refer to Aparicio, 1st doctoral thesis, UCA (1995) and to the communication "University women in the employment market: situation and challenges for the nineties in a framework of equal opportunities". *Third Continental Congress of American Women*, Mar del Plata, November, 1995.

³⁴ The methodology (convergent validation, multimethod), was one of the original aspects of the study, can be analyzed in detail in Higher Education ..., op. cit., volume I, Chapter II.



The answers, as we said, showed close profiles for men and women³⁵. However, there are more noticeable distances in two planes: *Expectations and Revenue*, which "touch" the psychosocial from the backyard angle of discrimination (Hyman, 1953; Lipset & Bendix, 1953; Boudon, 1970, 1973, 1977; McClelland, 1961).

The problem deserves to be analyzed because it appears doubly in our graduates from the perspective of inconsistency. Indeed, both the difference in income and expectations -variables that yield very similar results in the studies that followed this one- contribute to the formation of two different profiles of inconsistency: high educational level / lower relative economic level, on the one hand; and low ethnic status / high educational level coupled with high expectations, on the other, if we think that they come, precisely, from the most disadvantaged social strata.

Let's start with the inconsistency that is generated from the *revenue* differentials perceived by women to then highlight some of the psychological responses linked to the employment situation³⁶.

4.1 SALARY AND DISCRIMINATION

The most marked difference in the context of our study and corroborated in others, was found in the "income" aspect (where the differences led statistically to the rejection of the null hypothesis).

Just as we point out similarities in other aspects, we must emphasize here that wage discrimination is a fact that generates rejection and nonconformity on the part of graduates.

Moreover, such wage discrimination - observed here at graduate level - reproduces discrimination that seems to us to be even more marked in the global population.³⁷

In our study, on the other hand, men and women worked the same time of the career and practically the same time since they received the title, although among women there would be a higher percentage of underemployment attending to the lower number of weekly hours of work³⁸. But - and here's the difference - as we move up the pay scale, the percentage of women is lower.

4.2 PSYCHOSOCIAL RESPONSES

The differences also emerge in the psychosocial face itself although not with statistically significant values. In any case, this being a work that aims to overcome the mere quantitative analysis

³⁵ Synthesizing some aspects: there were no differences between men and women in terms of hindering factors at work or between the factors that favor location, they valued in a similar way the University as a factor that improves labor insertion although the perception of women was somewhat more negative, they glimpsed equal possibilities of promotion or promotion, of professional growth and sought, as a priority, self-realization. They even have similar perceptions regarding the factors prioritized by the employer at the time of insertion, they do not differ in the appreciation of the current mobility channels, etc. However, the graduates are more pessimistic about the future of work and were more concerned about this aspect than about the socio-political situation, which captured the attention of men.

³⁶ Currently, studies show that, at the same position, women earn less.

³⁷ See FORNERO, L. & CLARAMUNT, N. (1994). Publication of the Fac. of C. Economic, UNCuyo. According to the authors, men's incomes are 51% higher than women's.

³⁸ For the respective tables, see Higher Education and Employment, op. cit., volume III. There are discriminated income by sex, origin, career and a multiplicity of variables.



of the phenomenon, the confluence of variables in a somewhat more negative sense for women interests us and seems important because behind the picture (in the way of conditioning factors) or following it (in the mode of effects) - there are psychosocial responses that are not conducive from the personal and societal angle.

And it is precisely in these different psychological responses to the structural situation, in which we want to stop as the last nucleus of our analysis and concern.

But first we must recover some facts, without which the phenomenon to be analyzed – the behavioral consequences of inconsistency of status in graduates- would be incomplete.

We have already referred at the beginning to the different profiles of inconsistency and associated responses in the theory.

Let's see now in what sense they appear in our study with *Graduates* Some of the nuclear elements that make up the different *patterns, patterns* focusing on factors of different kinds: the situation of origin (base variable); expectations (psychosocial factor), location in the market (structural component) and career followed (pedagogical-institutional component).

Synthesizing them: women come from lower social strata, they arrive -nevertheless- to the university but (among many other factors) the preference for soft sciences translates into a worse occupational situation once graduated.³⁹ With this, the initial expectations, more marked than among men, are diluted under the structural reality. Being their levels of fulfillment higher than those achieved by their mothers, they are not enough to cover their hopes.

Nonconformity had to emerge. The serious thing is that this "anomic" nonconformity – typical of socially disadvantaged subjects – has connotations.

5 ON INCONSISTENT STATUS AND RESPONSE PROFILES

5.1 "PATTERNS" AND RESPONSES TO INCONGRUITY

The problem was already analyzed in other studies of our previous⁴⁰. Here we will visualize it in the graduate woman.

Two would be the response profiles to the inconsistency in the theory. Let's remember: The profile given by high / acquired status medium or low (relatively) would be followed by intro-punitive responses (self-blame, stress), which would be evident in higher levels of somatization.

³⁹ -In Argentina, 6 out of 10 university students are women. But of these, only 25% study Engineering and Applied Sciences. CIPPEC.

<https://www.cippec.org/textual/casi-6-de-cada-10-estudiantes-universitarios-son-mujeres-pero-de-ellas-solo-el-25-estudian-ingenieria-y-ciencias-aplicadas/>

⁴⁰ It can be seen from the author 1984g, 1985 a, 1992 d, 1994 d, among others.



The opposite profile – low status / high acquired – would be followed by a response extropunitive and ideological (rebellion, revolutionary violence or, in more attenuated forms, socio-political nonconformism, anomie, etc.).

In accordance with these *patterns, patterns* One would then expect resonances of an intropunitive type, predominantly among the highest and rejection strata. *ad extra* among the lowest.

If we now look back at the results of our research and observe the direction in which the variables at stake here are nucleated - a high percentage of university women, mostly from the middle-lower strata and who live under a context of underdevelopment - we soon notice that the *Nonconformity and extropunive responses* would be the most expected according to the hypothesized.

In other words, the majority of our population -constituted by women graduates- would fall into what we consider here as the second profile of inconsistency (low assigned status / high acquired). However, this nonconformity is accompanied by other ingredients that are interesting to consider.

5.2 NONCONFORMISM OR ANOMIC NONCONFORMISM?

Let us dwell for a moment on nonconformism because it is not a univocal notion.

Under the terms they hide different phenomena, which have been subject by writers from very different theoretical angles and historical moments.

We don't want Deepen the subject. Let us only remember that conformism – in the classical sense – was one of the preferred topics of the Frankfurt School. It entails in the core a weak personality (me) and a superego strong in normativity, whose expression finds channel in ethnocentrism, prejudice, discrimination, displaced aggressiveness (Greemblum & Pearlin, 1953; Bendix & Lipset, 1953).

The other conformism, certainly much less known, is the one that particularly interests us here. This is 'psychiatric' conformism, which overlaps with the *anomic nonconformity* or, typical of socially more disadvantaged strata in a situation of transition.

It is the conformism that emerges in underdeveloped countries where, as an endemic evil, anomie grows because the distances between the legitimized goals and the means to achieve them become more marked and impossible to touch.

And much more flourishes even under situations of structural stagnation, such as the one we Argentines currently suffer. Today many professionals emigrate in search of a future⁴¹.

⁴¹ For current migration, see: Migrant women. Proportion: Women migrate more. <https://www.argentina.gob.ar/noticias/hay-una-mayor-female-representation-in-the-population-of-migrant-workers-0>.

Recent emigration

<https://chequeado.com/el-explicador/que-datos-hay-sobre-la-emigracion-argentina-reciente/>

<https://www.perfil.com/noticias/actuality/condemned-to-success-la-unica-salida-es-ezeiza-mitos-y-verdades-sobre-los-jovenes-que-se-quieren-ir-del-pais.phtml>

Is Ezeiza the only way out?: only 5% of young people dream of emigrating



Heintz, a sociologist at the Bariloche Foundation, was the one who, from the theory of structural tensions, defined the picture at length.⁴².

Psychologically it differs from classical conformism because here we would find ourselves before a self that remains weak but, to take up its terms, the Superego is strong "in strength" -forgive the redundancy- but poor in guidelines, in normativity. The picture is manifested in the shift of aggressiveness towards the weakest groups (women, children, etc.).

Now then *among our Graduates We have spoken not of conformism but of Nonconformity but to which are added the ingredients of a more marked anomie* than among males. This would allow us to speak of a *Anomic nonconformism*.

In fact, a more marked nonconformity converges with a greater pessimism of perspective, a weaker belief in personal progress and societal, less support and somewhat weaker hopes.

But what interests us here are the *Consequences of the syndrome*. This can be associated, basically, with two responses: the first is paralyzing, withdrawal, daydreaming, isolation and less optimism. The second discovers the aggressiveness and discontent displaced outwards. The expression is then rebellion, activism, the generalized disacceptance of the social canons of the world of the elderly.

Can there be a confluence -if possible- of both types of response under the same syndrome? We think so, and this is anomic nonconformism.

Looking: our graduates have struggled to finish their university studies because, we said, they counted in greater proportion than men with unfavorable socioeconomic circumstances. It was logical in this context to expect that *they would not blame themselves for the relative socio-professional failure but attribute it to the structures. But in doing so, and here is the decisive thing, they place the source of control outside*, where fate, chance, luck have the greatest weight and this, *instead of increasing the proclivity towards change and the willingness of the means for it, may well lead to a paralyzing response, in a withdrawal in the face of circumstances*.

<https://www.iprofesional.com/management/366027-la-unica-salida-es-ezeiza-solo-5-de-los-jovenes-suena-emigrar>

⁴² The author characterizes the painting from an angle not only psychological but also sociological.

Anomie today:

Profile. Jaime Duran Barba. 18 March 2023

<https://www.perfil.com/noticias/columnistas/la-anomia-nos-inunda-por-jaime-duran-barba.phtml>

He talks about Durkheim and Merton. Deviant behaviors, departure from norms and the pursuit of pleasure

Hernandez, A.M. *Anomie, a characteristic that describes Argentine Society*. Rio Cuarto - 06/12/2018

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Cabot, D. 80% of ARG lives outside the law. The Nation

<https://www.lanacion.com.ar/economia/para-el-80-de-los-argentinos-la-argentina-vive-fuera-de-la-ley-nid1836935/>



The painting, by the way, has **Consequences not only personal** but societal. In this sense, with A. Moffat, we could say in the face of the circumstances of the moment, "the person is in danger". The social psychologist says "When we talk about the unemployed person, we think that the loss is concentrated in the salary they did not earn. But... More serious is the depersonalization produced by the fall of the loss of the social role he occupied from his work. People bond with others through what we do. Our perception of the world is armed from our craft and by losing our job, we lose ourselves (Jahoda, 1987; Moffat, 1995).

Another great loss is that of the project of the future, always linked to progress in our trade. From these symptoms a psychological picture is configured that initially is a *paralyzing reactive depression*, his world is disarmed and he becomes a feared social character: the unemployed. But in a second stage, after being a pariah-labor gives rise to a large amount of *latent aggression*, feeling fundamentally unfair dismissal and lack of social protection to which he is condemned." And if unemployment increased and touched the great "critical mass, the reaction would already be a chain turning insecurity into a 'contagious and collective' element."⁴³.

We're not sure, like Moffat argues that a paralyzing response is then transformed into an aggressive one or that this is always the direction. Our studies show at least two aspects of response when attending not only to the psychological but also to basic sociological conditions. One of them would be paralyzing and the other would lead to blatant activism.

The configuration found among the graduates invites us to believe that perhaps the most frequent effect may be the first because despite talking about nonconformity (slope extropunitive response), we have seen that it hides a psychiatric-anomic conformism, which basically leads to bending to what constricts.

Both responses reveal to us a deep crisis, a crisis that would deepen if women did not find answers in the environment that correspond to their high expectations.

But whatever it was, it would be, in any case, dangerous for a country that intends to take off because structures without people simply are not.

To Final reflection mode:

Results of international studies show that among those who suffer problems in the employment area, the response is more typical. intropunitive (Jahoda, 1987) being the revolutionary fervor, on the other hand, more widespread among the unemployed or underemployed who attend university.

However, the possibility of this response -warned by us in previous research- represents a warning for decision-makers and could have, in the long or medium plane, serious political consequences of psychosocial roots, although still for some the weight of the psychological is little credible. Says Jahoda -referring to what happened in Marienthal- that his "eternal unemployed" had

⁴³ MOFFAT, A., "The Person in Danger" in News, July 21, 1995.



lent ideological adherence to the first who offered them work because, faced with this lack, ideological commitment no longer made sense in their lives (Ibidem).

By the way, under the complex problem it will be necessary to compute the Central role played by expectations and, to be more precise, expectations that were frustrated. It is known that structural changes are modifying situations and, sometimes, between what is expected and what is found once the path called University has been traveled, there is a deep gap.

The problem is, precisely, that the conjunction of high aspirations and low level of realization is a privileged "broth" for conflict because frustration will be greater where there were greater aspirations. where more risk was taken, where there was greater effort and commitment, where high capacities already demonstrated were put into play (McClelland, 1961; García Rodríguez, 1963; Feather & Davenport, 1982).

Specifically, faced with the situation that shows a disarticulation of Higher Education / Employment and affects, among many other dimensions, the psychosocial one, it will be necessary to review what relationship they have -in our framework and today- the unemployment rates and real employment conditions with the indicators of social pathology.

Jahoda It says in this regard that "... there is no systematic evidence to show that the process of adaptation to the current situation will result in resignation and apathy, as happened then (alluding to the Great Depression). Given the lower degree of physical deprivation and the higher level of aspirations of our day, it is conceivable that many unemployed - individually or in groups - will make attempts - constructive or destructive - to deal with their frustration in a more active way" (1987: 123). And, on the other side, it reads "... (it is expected) the revolt organized from the extreme right or the extreme left" because, to the desperation of the unemployed is added the strength of those who take advantage of such a situation! Frustration ends, then, often producing social outbursts or disturbances in an attempt to get decision-makers to pay all the attention that the problem requires (1987: 137).

The problem, moreover, has already been analyzed in the context of several investigations by us and the findings will come dangerously close to what is theorized.

Of In any case, the tolerance to frustration will depend on the personality; it will also depend on it to turn it on itself or on its most immediate contexts (family, work) (cf. Heintz, 1970).

The truth is that the **Unmet needs always have their consequences** (delinquency in its different expressions, alcoholism, psychiatric evasion, drugs). And the situation of "unemployed" or "dissatisfied employee" could be offered as a propitious field in this line because these deviant or "anomic" responses are nothing but the way to cover the lack of identity, social objectives, status and regular activity, to cover the absence in the social world, a world outside of which it is difficult to live a social being by nature. aspects all the more emptied the more critical the employment situation is.

With an eye on the reinforcement of identity and the desired national development, finally, it is



good to retain that all these responses, anomic in the end, end up isolating the individual, strengthening his personal tendencies and the focus on his own conflicts. The consequence is clear: the weakening of solidarity, the basic bond of a society.

The question, grave, it cannot continue to be covered by patchwork solutions and political gain in the short term. The psychosocial, despite being forgotten -consciously or unconsciously- can make the foundations of a society, paradoxically, democratized, open.

6 PART II: The Inconsistency "Floating in Our Middle" Today

It is not necessary to point out that, for each item or important aspect, they have been made by making the references that correspond to our days. In order to brevity, let's focus on some axis-variables.

Recall that we have worked in this research with conditioning variables - social status, educational status and occupational status - and with effect variables: the two patterns of psychosocial response to the observed status inconsistency, of different types according to the reference period, the Intrapunitive and extropunitive.

In the aforementioned studies, which have their specific objectives and hypotheses, we have been controlling over time some variables/indicators that seemed relevant to us. The findings, for which we refer to the central publication of each research and Many other related ones, reveal that - despite the time elapsed- the global scenario as well as for each sector or population addressed, is not much more positive. Let us dwell for a moment on some of the axis aspects.

If we start from the profiles of psychosocial response to the inconsistency or imbalance observed, we have pointed out that there are two profiles that result in the turn against oneself (self-blame) or against the structures.

Anthropopunishment – we have developed it – is a form of response that impacts Mental Health⁴⁴. Many graduates today are touched by pessimism of perspective, falling expectations and the loss of clear goals and precise projects. Others seek in "other" worlds/contexts and even in other professions, the fulfillment for having a broken identity, for having ascended through the entrance door – arrived at the university with effort and even more in the relatively lower layers – but not finding then, through the exit door, a job according to the diploma, well paid. A position where there are no differences between men and women in positions of leadership or responsibility, without submission / alignment in the name of safeguarding the identity of companies or harassment - a widespread form among women employees - or other forms of discrimination that threaten dignity.

⁴⁴ In specific bibliography, cf. Health and Classes, Class Neurosis, Anxiety and Class and many other cited articles.



To this are added the difficulties for labor insertion and, even more, for promotion (Dubar, 1994), which usually lead to Burnout (Freudenberger, Maslach, Pines, among the founding fathers) or, even, loneliness in the era of networks⁴⁵.

Faced with the stage, how do they respond? With illness (teachers' medical leave,...); with depression, because the higher the expectations, the easier it is to fall into depression if the goal is not achieved (Garcia Rodriguez, Jahoda, Seligman, McClelland,...).

Another answer is the desire to flee, to escape, to seek new horizons, contexts. Emigration Every day Ezeiza sees many trained professionals leave with a remarkable level of excellence. Before, our port was the gateway to the second largest emigration in the world, after the United States. UU during the last century. Currently, resigned to not seeing a change crystallize or motivated by an expected change in another country or continent (although it does not always lead to achievement), they leave.

As for the second profile, Extropunition, nonconformity or anomic, psychiatric conformism, ends up subjecting what is rejected (we have already referred to literature on the subject). Today a very high percentage of subjects who live outside the norms due to socialization problems and violent responses of different types towards structures and subjects, including women...

This increase in anomie also implies a lack of credibility and trust in politicians as well as the loss of the core values that give a unifying philosophy to life (Allport, Heintz, Hyman, Bendix, Boudon, among the founding fathers).

From the point of view of employment, the current figures (OECD, UNESCO, INDEC for Argentina, SPU, Ministry of Education, scientific articles of recent years, links to newspapers of political scientists and specialists in education and work ...), show tendencies to a frank decline in macro national-structural aspects (stagnation, structural / technological and frictional unemployment, unemployment ...). High levels of conflict are also emerging. Inequalities in leadership, remuneration, etc. remain. Many years have passed but little seems to have changed.

Seen from the subject and from the university institutions, the figures of university failure have been maintained since 1995 (Causes of Desertion in National Universities Award, SPU, received by the author) in the same percentages after almost 30 years. The delay in studies increases. The aforementioned news shows that it is difficult to insert oneself in the university but, also, to maintain. In 5th year those who have more advantaged positions are left.

Imbalance and anomie emerge, then, from different aspects.

⁴⁵ See CONICET link for articles by the author. Also, a synthesis of the author's research related to health, in Aparicio 2015 a and b). All this threatens health.



On the other hand, the devaluation of diplomas is felt or experienced in different ways. A problem that in developed countries is already shown in the 80s, accompanied by the democratization of education and the explosion of enrollment (cf. articles by the author, links to newspapers, scientific publications of reference), begins to be felt in Argentina more in the '90s. The serious thing is that, having spent 35 years, little has been solved to open ourselves to innovation and forms of study and employment that allow subjects to perform themselves, increasing the quality of university institutions / labor organizations and, in the end, the quality of the macro system; systemically self-sustaining systems or spheres (Aparicio 2015 a and b). The interdependence and semi-autonomy of the social, cultural and micro-individual system place us in front of a great challenge if we aspire to get out of the imbalance and look to development.



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DOWNWARD MOBILITY

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Women occupy 30% of managerial positions in Argentina - El Cronista., April 4, 2022 <https://www.cronista.com/negocios/las-mujeres-ocupan-el-30-de-los-puestos-directivos-en-la-argentina/>

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Home | Argentina.gob.ar. Unemployment rate among men and women. <https://www.argentina.gob.ar/>

PEA. TOTAL AND ACTIVE POPULATION

Current population of men and women
22 821 279. Current male population (48.9%)
23 830 998. Current female population (51.1%)

There are 100 women for every 95 men - LA NACION
<https://www.lanacion.com.ar/sociedad/hay-100-mujeres-por-cada-95-hombres-nid1402693/>



INCREASE IN FEMALE ENROLMENT IN UNIVERSITIES

Market. Women are already 61.6% of university graduation

<https://mercado.com.ar/mercado-plus/las-mujeres-ya-son-el-616-de-la-graduacion-universitaria/>

Women are already 61.6% of university graduation. Mercado Magazine.

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Women outnumber men by more than 10% in the number of students and graduates at all university levels | Argentina.gob.ar- March 8, 2021

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8M: Education presented report on women's participation in the Argentine University System | Argentina.gob.ar - Wednesday, March 8, 2023

<https://www.argentina.gob.ar/noticias/8m-educacion-presento-informe-sobre-participacion-de-las-mujeres-en-el-sistema#:~:text=En%20el%20estudiantado%2C%20las%20mujeres,60%25%20en%20las%20tres%20categor%C3%ADas>

Ministry of Economy. Gender gaps in Argentina.

THEY EARN LITTLE BECAUSE THEY CHOOSE SOFT SCIENCES

In Argentina, 6 out of 10 university students are women. But of these, only 25% study Engineering and Applied Sciences. CIPPEC.

<https://www.cippec.org/textual/casi-6-de-cada-10-estudiantes-universitarios-son-mujeres-pero-de-ellas-solo-el-25-estudian-ingenieria-y-ciencias-aplicadas/>

HIGHER EDUCATION, MOBILITY AND INEQUALITIES

<https://www.redalyc.org/journal/373/37346303006/html/>

THE POOR FIND IT HARDER

The Nation. Soledad Vallejos. University: students with lower incomes not only find it harder to access, but also to graduate. 20 January 2022 09:44

Only 12.4% of the most neglected young people go to college in Argentina, while in the highest decile 46% access, according to the latest report of the Argentine Observatory for Education

<https://www.lanacion.com.ar/sociedad/universidad-a-los-alumnos-de-menos-ingresos-no-solo-les-cuesta-mas-acceder-sino-tambien-llegar-a-nid20012022/?outputType=amp>

1 in 10 young people from the poorest sectors of Argentina goes to university - Data Universitaria
<https://datauniversitaria.com.ar/1-de-cada-10-jovenes-de-los-sectores-mas-pobres-de-argentina-va-a-la-universidad/>

ANOMIE

Profile. Jaime Duran Barba. 18 March 2023

<https://www.perfil.com/noticias/columnistas/la-anomia-nos-inunda-por-jaime-duran-barba.phtml>

Talk about Durkheim, Merton. Deviant behaviors, departure from norms and the pursuit of pleasure



-Anomie, a characteristic that describes Argentine Society. Dr Antonio Maria Hernandez
Río Cuarto - 06/12/2018 11:05 hs

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Cabot, D. 80% of ARG lives outside the law
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POVERTY AND MENTAL ILLNESS. NEUROSIS

One in 5 university students has had suicidal ideation and half depression and anxiety - Infobae
<https://www.infobae.com/espana/agencias/2023/07/07/uno-de-cada-5-universitarios-ha-tenido-ideacion-suicida-y-la-mitad-depresion-y-ansiedad/>

MENTAL HEALTH AND WORKING CLASS

Scorofitz, Hernán (2014). *Mental Health and Working Class Argentina: "The Unhealthy Decade"*, Topia N° 71
<https://www.topia.com.ar/articulos/salud-mental-y-clase-obrera-argentina-%E2%80%9C-d%C3%A9cada-insalubre%E2%80%9D>

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<https://www.pagina12.com.ar/diario/dialogos/subnotas/243558-67524-2014-04-07.html?mobile=1>
Vincent de Gaujelac, sociologist, professor of Sociology at the Faculty of Social Sciences of the University of Paris-Diderot, author of about twenty books. The latest, published in Argentina by the publishing house Del Nuevo Extremo, is a reissue of *Neurosis de clase. Social trajectory and identity conflicts*. There he develops the concept of class neurosis, which "defines the main characteristics of psychological conflicts linked to social declassification." The term is ambiguous at the theoretical level, because it tends to associate a clinical notion and a sociological notion that do not have a direct link with each other: classes are not neurotic, neuroses do not depend on social classes. However, we have kept it because it has a particular resonance in people whose psychological conflicts are linked to a declassification. In the subjectivity of these people there is a close link between their social trajectory and the psychic difficulties they face", defines De Gaujelac.
Murillo, M. & Azzaretto, C. (2017). *Class neurosis*. UBA. Research Yearbook, vol. XXIV, pp. 173-178, 2017. <https://www.redalyc.org/journal/3691/369155966049/html/>

WHERE THERE IS MORE ANXIETY: IN THE UPPER OR LOWER STRATA?

In most studies it has been observed that in adults and adolescents belonging to low socioeconomic strata is associated with increased risk of mental disorders



MENTAL HEALTH AND WOMEN

Argentine Study of Epidemiology in Mental Health (2018). It was noted that women were 85% more likely than men to suffer from anxiety disorders. 12 Jan 2023

They say that depression impacts more on women than men

<https://www.lavoz.com.ar/ciudadanos/aseguran-que-la-depresion-impacta-mas-en-mujeres-que-en-hombres/#>:

A combination of biological, social, psychological, and environmental factors explain differences in the prevalence of depression between men and women

MIGRATION

Migrant women. Proportion: Women migrate more.

<https://www.argentina.gob.ar/noticias/hay-una-mayor-representacion-femenina-en-la-poblacion-de-trabajadores-migrantes-0>.

Recent emigration

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Is Ezeiza the only way out?: only 5% of young people dream of emigrating

<https://www.iprofesional.com/management/366027-la-unica-salida-es-ezeiza-solo-5-de-los-jovenes-suena-emigrar>