

FINAL REPORT

CHILE: Country Gender Profile

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List of Abbreviations

(Chile)

ANAMURI	Rural and Indigenous Women Association
ANEF	Public Employees National Association
ARCIS	University of Arts and Social Sciences
ASEG	Socio-economic Gender Analysis
AUGE	Universal Access with explicit Guarantee (Integral system of Health)
BID	Inter-American Development Bank
CASEN	National Socioeconomic Characterization Survey
CEDEM	Center for the Study and Development of Women
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEM	Center of Studies of the Woman
CELADE	Latin American and Caribbean Demographic Centre
CEP	Center for Public Studies
CEPAL/ ECLAC	Economic Commission for Latin American and the Caribbean
CFT	Centres for Technical Formation
CIDE	Center for Research and Development of Education
CLAM	Latin American Center on Sexuality and Human Rights
CNAP	National Commission for Undergraduate Accreditation
CNR	National Irrigation Commission
CODELCO	National Copper Corporation
CONICYT	National Commission of Scientific and Technical Research
CONACE	National Council for Drug Control
CONAF	National Forests Corporation
CONASIDA	Chilean National Committee on AIDS
CONAMA	National Commission for the Environment
CORFO	Corporation for the Promotion of Production
CORSAPS	Corporation for Health and Social Policies
COSAM	Mental and Family Health Community Center
CSE	Superior Council of Education
DAEM	Direction of Municipal Education
DIBAM	Direction of Libraries, Archives and Museums
DIPRES	National Budget Direction
DITRAB	National Labor Direction
DOMOS	Center for the Development of Women
EAP	Economically Active Population
ENAP	National Oil Company
ETP	Professional and Technical School
ETS	Sexually Transmitted Diseases (STD)
DEIS	Health Statistics and Information Department
FAO	Food And Agriculture Organization Of The United Nations
FIA	Foundation for Agrarian Innovation
FOGAPE	Fund as Guarantee for Small Business
FONCAP	National Fund for Job Training
FONASA	National Health Fund
FLACSO	Latin American Faculty of Social Science
FOSIS	Social Solidarity and Investment Fund
FUCOA	Foundation for Communication, Training and Rural Culture
GES	Health Explicit Guarantees
GDP	Gross Domestic Product
GIM	Initiative Group of Women
GNI	Gross National Income
JEC	Full-time School Program
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune-Deficiency Syndrome
IICA	International Institute for Agricultural Cooperation
ILO	International Labor Organization
IND	National institute of Sports

INDAP	National Institute for Agrarian Development
INE	National Statistics Institute
INIA	National Institute of Agricultural Research
INJUV	National Institute for the Youth
INP	Institute for the Pensions System Normalization
INTEGRA	National Foundation for the Integral Development of Minors
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
IP	Professional Institute
ISAPRE	Health Insurance Institutions
ITC	Information and Communications Technologies
JOCAS	Community Conversations on Affectivity and Sexuality
JUNAEB	National Institution for Students Aid and Scholarships
JUNJI	National Board for Child-care Centers
MEMCH	Movement for the Emancipation of the Chilean Woman
MIDEPLAN	National Planning and Cooperation Ministry
MINEDUC	Ministry of Education
MINAGRI	Ministry of Agriculture
MINSAL	Ministry of Health
MUCECH	National and Regional Unitary Confederations of Peasant and Ethnic Movements
NGOs	Non-Governmental Organizations
ODEPA	Office for Agrarian Studies and Policies
OECD	Organization for Economic Co-operation and Development
OFT	Pedagogic Transversal Fundamental Objectives
OEA/ OAS	Organization of American States
OPS/ PAHO	Pan American Health Organization
PMG	Management Improvement Program
PSU	Test for the University Selection
PMTT	Seasonal Female Agricultural Workers
PRODEMU	Foundation for Women's Promotion and Development
PRODESAL	Local Development Program
PROSAM	Program for the Action with Women
PUC	Pontifical Catholic University
SAG	Cattle and Agriculture Service
SEGPRES	Ministry General Secretary of the Presidency
SENCE	National Service for Training and Employment
SEP	Public Companies System
SERCOTEC	Service for Technical Cooperation
SERNAM	National Service for Women - Ministry of Women's Affairs
SENAME	National Service for the Youngster
SIMCE	System for the Measure of Education Quality
SNED	The National System of Teacher Performance Evaluation
SUBDERE	Undersecretary Office of Regional Development
TVN	National Television
UAHC	University Christian Human Academy
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNIFEM	United Nations Development Fund for Women
VIF	Intrafamily Violence
WB	World Bank Group
WID	Women in Development

1. Basic Profile

1-1 Socio-Economic Profile

Economic Indicators

	GNI p/cap US\$	GDP growth (annual %)	GDP Implicit deflator	Gini index	Aid/GNI
2004	5,220	6.2	7.0	0.552 ('03)	0.1
2000	4,860	4.5	4.6	0.559 ('00)	0.1 ('03)
Sources	3	2	2	1	4

Demographic Indicators

	Total (millions)	% of female population	% of urban population	Population growth rate	Total Fertility Rate	Life Expectancy	
						Male	Female
2004	16.1	50.5	86.9 ('03)	1.1	2.2	75	81
2000	15.4	50.5	85.7	1.2	2.3	74	80
Sources	3	3	5	3	6	6	6

Public Sector Expenditure to sectors

	Health	Education	Social Welfare	Defence	Others ¹
2004	14.0	18.1	33.4	7.5	1.1
2000	12.7	16.7	35.5	7.0	1.3
Sources	7	7	7	7	7

Industry/GDP

	Agriculture	Industry	Service
2004	5.	44.6	49.6
2000	6.1	38.4	55.5
Sources	2	2	2

Labour Indicators

Total	Total No. Miles	Unemployment Rate	Minimum wage	female	% of total	Unemployment Rate	Minimum wage
2004	6.793	8.0	7.1	2005	33.9	12.4 ('04)	81.7('03)
2000	6.063	9.2	2.8	2000	31.2	11.2 ('00)	70.1 ('90)
Sources	1	3	8	Sources	1	3	1

Proportion of workers:

Male	Agriculture	Industry	Service	female	Agriculture	Industry	Service
2004	18.0	29.0	53.0	2004	5.0	12.0	83.0
2000	19.0	29.0	52.0	2000	5.0	12.0	83.0
Source	9	9	9	Source	9	9	9

Women in decision-making

	Member of parliament		Ministries		Deputy Ministries		Managers Urban	Technicians Urban
	Female	% W/T	Female	% W/T	Female	% W/T		
2006	20	12.7	10	50.0	15	48.4	42.5 ('03)	45.5 ('03)
2000	16	10	5	31.3	7	25.9	35.1	44.2
Source	17	17	10	10	10	10	11	11

SOURCES

- 1) CEPAL (2006) Anuario estadístico de América Latina y el Caribe 2005 <http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/0/26530/P26530.xml&xsl=/deype/tpl/p9f.xsl&base=/deype/tpl/top-bottom.xsl>
- 2) The World Bank Group "Chile Data Profile" <http://devdata.worldbank.org/external/CPPProfile.asp?SelectedCountry=CHL&CCODE=CHL&CNAME=Chile&PTYPE=CP>
- 3) The World Bank Group "Summary Gender Profile" <http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=profile&cty=CHL,Chile&hm=home>
- 4) OECD Aid Statistics, Recipient Aid Charts <http://www.oecd.org/dataoecd/1/20/1880026.gif>
- 5) MIDEPLAN Encuesta CASEN 2003 y 2000 "Estadísticas" <http://www.mideplan.cl/CASEN/>
- 6) MINSAL (2005) Indicadores Básicos de Salud 2005 <http://deis.minsal.cl/Base051.pdf>
- 7) Ministerio de Hacienda, Dirección de Presupuesto (2005) *Estadísticas de las Finanzas Públicas 1995- 2004.* http://www.dipres.cl/estadisticas/E_F_PUBLICAS_2005.html
- 8) CEPAL (2005) *Panorama Social de América Latina, 2005.* <http://www.cepal.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/4/23024/P23024.xml&xsl=/dds/tpl/p9f.xsl&base=/tpl/top-bottom.xsl>
- 9) The World Bank Group "Gender Stats" <http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=labor&cty=CHL,Chile&hm=home2>
- 10) SERNAM Estadísticas, Participación <http://www.sernam.cl/basemujer/index.htm>
- 17) Congreso Nacional de Chile www.congreso.cl
- 11) CEPAL "Estadísticas de Género". <http://www.cepal.cl/mujer/proyectos/perfiles/comparados/trabajo11.htm>

¹ Others: housing and communal services

Law for Women (2000- 2005)

Law N°20.086, modifies the Law N°19.968 of Courts of Family (2005)	2005
Law N°20.066 on Intrafamily Violence. Modifies the Law 19.325 approved in 1994	2005
Law N°20.047, establishes paternal leave in the Labor Code	2005
Law N°20.030 on Parenthood, modifies the Law N° 19.585 of 1999	2005
Law N°20.005, on Sexual Harassment	2005
Law N°19.968, creates the Courts of Family	2005
Law N°19.947 on Civil Marriage, replaces the effective Law from 1884	2004
Law N°19.852 on Replacement for the women Mayors during maternal leave	2003
Law N°19.824, modifies article 203 of the Labor Code, making compulsory to install nurseries in industrial schools and services indicated	2002
Law N°19.749, facilitates the creation of family micro enterprises	2002
Law N°19.711, regulates the right to visit to the children under one parent care	2001
Law N°19.741 on Desertion of family and Payment of Nutritional Pensions	2001
Law N°19.688, modifies the Law N° 18.962, with respect to the right of the pregnant students or that are nursing mothers to accede to the educational schools	2000
Law N°19.670, extends the benefit of maternal protection to women and men who adopt a son in conformity to the adoption law	2000
<i>Source 12</i>	

Ratification and signature of international law for women

CEDAW	1989
Convención Interamericana para prevenir, sancionar y erradicar la Violencia contra la Mujer (OEA, Belem do Pará, Brasil)	1994

Policy of WID

Plan of Equal Opportunities for Women	1994
The Policy of Equal Opportunities for Rural Women	1997
The second Plan of Equal Opportunities for Women and Men 2000/2010	2000
Ministers Council for Equal Opportunities	2000
System of Gender Equality	2002
Ministry of Planning: Requisites of the Investment System (SEBI)	2001
Ministerial commitments with Gender Equality	2003

Governmental organization of WID

The National Women Service, SERNAM (Ministry of Women's Affairs)	Governmental Organization
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SOURCES

12) Biblioteca del Congreso Nacional. República de Chile. Leyes chilenas <http://www.bcn.cl>

1-2 Health Profile

Expansion of health service

	Average number of inhabitants per physician	Nº. of Hospital Beds (p/1000 people)
2004	777	2.4
2000	844	2.7
Source	1	1

Public expenditure on health % of GDP
2.8
2.8
7

Child Health

	Mortality Rate	
	Infant (per1,000)	Under-5 (per1,000)
2004	7.6	8.4
2000	8.9	10.0
Source	3	3

	% of the vaccinated (1-year-old children)			
	BCG	DPT	Polio	Measles
2004	96.0	97.8	94.0	95.0
2000	98.5	97.0	94.0	97.0
Source	6	3	3	3

Family planning

	Contraceptive prevalence rate	Births attendance rate	Maternal mortality rate (per10.000 live births)	Age at first marriage (years old)		Total fertility rate	HIV/AIDS	
				Male	Female		% Total rate	Women rate
							2.5	0.5
2004	61.0 ('02)	99.8	1.6	30,7 (2003)	27,9	2.2		
2000	43 ('93)	99.8	2.9	28,9 (1998)	26,3	2.3	3.0	0.7
Source	13	6	6	17		6	6	6

Nutrition

	Community health service	
	% of infants with low birth weight	Oral re-hydration therapy use rate
2004	5.6	--
2000	5.3	--
Source	6	

	Access to safe water (% households)		Access to adequate sanitation	
	urban	rural	urban	rural
2002	100	59	96	64
1990	98	49	91	52
Source	1	1	1	1

SOURCES

1) CEPAL (2006) Anuario estadístico de América Latina y el Caribe 2005

<http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/0/26530/P26530.xml&xsl=/deype/tpl/p9f.xsl&base=/deype/tpl/top-bottom.xsl>

3) The World Bank Group "Summary Gender Profile"

<http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=profile&cty=CHL,Chile&hm=home>

6) MINSAL (2005) Indicadores Básicos de Salud 2005 <http://deis.minsal.cl/Base051.pdf>

7) Ministerio de Hacienda, Dirección de Presupuesto (2005) *Estadísticas de las Finanzas Públicas* 1995- 2004.

http://www.dipres.cl/estadisticas/E_F_PUBLICAS_2005.html

13) PAHO Pan American Health Organization. Area of Family and Community Health (FCH), Women and Maternal Health (WM). 2005.

17) INE 1998 Enfoques Estadísticos N°6 (2000)

http://www.ine.cl/ine/canales/actualidad/menu_apoyo_canal/archivo_documentos/pdf/2000/enfo6.pdf.

2003 Enfoques Estadísticos N°28 (2005)

http://www.ine.cl/ine/canales/actualidad/menu_apoyo_canal/archivo_documentos/pdf/2005/estadisticasvitalessmayo2005.pdf

1-3 Education Profile

Commitment to Education

Education system (years)	
Compulsory	Primary
12	8
<i>Source</i> 16	

Adult literacy rate

	Public expenditure on education (as % of)	
	GDP	gov. expenditure
2004	3.7	18.1
2000	3.7	16.7
<i>Source</i>	7	7

	Total	Male	Female
2003	96.0	96.3	95.8
2000	96.1	96.3	96.0
<i>Source</i>	5	5	5

Enrolment Ratio

	Primary education (Net enrolment ratio)	
	Male	Female
2004	100	98
2000	102	99
<i>Source</i>	14	14

	Secondary education (Gross enrolment ratio)	
	Male	Female
2004	87	88
2000	82	84
<i>Source</i>	14	14

	Higher education (Gross enrolment ratio)	
	Male	Female
2004	44	42
2000	39	36
<i>Source</i>	14	14

Female Ratio of Higher Education

	Education	Agriculture	Engineering and Technology	and Medicine and Natural sciences
2005	68	45	15 (technology)	71 (health)
2000	75.5	55.3	10.8	65.7
<i>Source</i>	15	15	15	15

SOURCES

1) CEPAL (2006) Anuario estadístico de América Latina y el Caribe 2005

<http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/0/26530/P26530.xml&xsl=/deype/tpl/p9f.xsl&base=/deype/tpl/top-bottom.xsl>

5) MIDEPLAN Encuesta CASEN 2003 y 2000 "Estadísticas" <http://www.mideplan.cl/CASEN/>

7) Ministerio de Hacienda, Dirección de Presupuesto (2005) *Estadísticas de las Finanzas Públicas* 1995- 2004.

http://www.dipres.cl/estadisticas/E_F_PUBLICAS_2005.html

14) The World Bank Group "Capabilities and Human Capital"

<http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=capability&cty=CHL,Chile&hm=home2>

15) Consejo Superior de Educación. Gobierno de Chile. Estadísticas y Bases de Datos

http://www.cse.cl/public/Secciones/seccionestadisticas/estadisticas_sistema.aspx

16) MINEDUC (2005) *Indicadores de la Educación en Chile 2003- 2004.*

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2. General Situation of Women and Government Policy on Gender

2-1 General Situation of Women in Chile

- Since year 2000, women have improved in education, health and in the labor force, but they still earn less than men.
- Their political representation increases slowly, but society maintains its discriminatory practices in many spheres of social life
- The most important advancement is the election of Michelle Bachelet as President, the government with equal representation in the Cabinet and her commitment with gender equality

Chile has experienced institutional and social transformations that have changed the sociopolitical, economic and cultural context for gender equality in the country. These transformations have taken place in a context where several actors play a role. The women's movement, the State, the mass media, the Catholic Church, and political parties, were among the most relevant forces resisting or promoting equality between women and men during the recent decades.

Chile has seen a steady increase in female labor force participation (45% in 2003, urban areas), but it is still the lowest rate in the region, with a high gender earnings gap (average wage of women only 67% that of men). Female labor force increases as more women are having access to high quality education, and Chile has one of the highest levels of education, having achieved parity in terms of enrolment in primary and secondary education. However, current female labor force participation rate remains low, with high occupational segregation by gender.

In 2003, 15.3% of the households were poor, 11.4% correspond to poor non-indigent households and 3.9% to indigent households (CASEN 2003). Poverty is slightly inferior in urban areas, and higher among women (16.3% compared with 14.9% among men). When comparing the situation between year 2000 and 2003 poverty diminish in all the sectors (indigent households, poor non-indigent households and non poor households). However, this reduction is only 0.02 percentage points. The reduction is higher for the women of the rural indigent households, from 7.6% in year 2000 to 5.8% in 2003 (MIDEPLAN CASEN 2003).

Chile's Human Development Index - IDH (UNDP) is of 0.854 and the country is placed 37th among other countries of the world and 2nd among other countries of Latin America and the Caribbean, after Argentina (IDH 0,863) (UNDP 2005)². Between 1994 and 2003, inequality among the country's regions decreased in relation to the IDH. In 1994, the difference between the region's IDH with higher value and the one with lower value was of 0.105, a difference that decreased to 0.085 in 2003, that is to say, there was a 19% reduction of the interregional gap. In that period a generalised increase of human development levels in all the boroughs of the country took place, in 2003 no municipality had an IDH lower than 0,500, whereas the great majority was between 0.600 and 0,800. Additionally, the number of municipalities with very high IDH values went up. In 1994, only Vitacura had an IDH verging on 0.900, whereas in 2003, Providencia, Las Condes and Lo Barnechea also reached this level. However, not all the municipalities progressed at a similar rate. Within the fast progressing group of municipalities, there is a high number of rural municipalities and municipalities in the regions, a situation that apparently does not depend only on the income of each municipality (UNDP & MIDEPLAN, 2005).

According to the 2002 Census, the women account for 51% of population, a percentage that increases to 56.7% for people aged 60 years due to their longer life expectancy. Additionally, women are heads in 31.5% of the households (1,305,307) (INE, 2003) and the global fertility rate is 2.2 children (MINSAL, 2005b).

The modernisation process that has been taking place in the country in the last decades has had a great impact on the life of wide sectors of women, and, at the same time, it has modified their position in society and created the right conditions to question the gender-based division of work, particularly within the family, but also in society in general. At the same time, it has helped the development of new feminine identities, both individual and collective, without

² UNDP (2005) *Human Development Repot. International cooperation at a crossroads: Aid, trade and security in an unequal In:* <http://hdr.undp.org/reports/global/2005/>

invalidating the focus and relevance of maternity in the life of most women, but simply adding to that new elements and expectations.

Education and the number of school years have increased, women increasingly participate in the job market and fertility rates have fallen. Nevertheless, in the areas of paid work, health and social protection and participation in political positions elected by a popular vote there are still very marked inequalities.

National Female indicators	2000	2003
Women illiteracy (1)	4,0	4,2
Average years of study in female labor force (over 15 years) (1)	11,4	11,6
Domestic service female employment (1)	13,1	13,9
Open female unemployment (1)	11,7	12,1
Salaried women with contract within total of salaried women (1)	72,3	73,7
Ratio of average female income to average male income with over 13 years of schooling, urban areas(2)	60,0	65,0
Indigent female head of households (1)	5,0	2,3
Female head of households under poverty line (1)	11,5	9,0
Female labor force participation (1)	39,8	38,4
Urban female labor force participation (1)	42,0	40,2
Rural female labor force participation (1)	22,2	24,2
Sources: (1) MIDEPLAN, Departamento de Información Social, Encuesta CASEN 2000 y 2003, Santiago, Chile. http://www.mideplan.cl/CASEN/ ; (2) ECLAC, Social Panorama of Latin America 2004. Statistical Appendix. http://www.eclac.cl/publicaciones/xml/1/20391/PSI-2004_Anexo.pdf		

Chilean women face a heterogeneous reality, but there are differences between urban and rural areas as happens in the case of work force participation. There are also differences by regions, socio-economic levels, ethnic groups, etc. Some regions with better development levels are the Metropolitan Region, which presents higher development indicators than the average for the country, and Region II which, compared with other regions, has had good development performance levels. Among the regions with a great population under poverty line and with large number of indigenous population is Region IX.

Female indicators by selected regions in 2003			
Indicator	Metropolitan Region	II Region	IX Region
Women illiteracy	2.5	1.0	10.5
Female labor force participation	41.5	35.5	34.0
Urban female labor force participation	41.8	35.4	39.7
Rural female labor force participation	31.5	36.4	19.3
Domestic service female employment	13.0	14.4	15.4
Open female unemployment	11.0	11.8	12.6
Salaried women with contract within total of salaried women	75.2	79.7	68.7
Source: MIDEPLAN, Departamento de Información Social, Encuesta CASEN 2003, Santiago, Chile.			

Major issues

Female economic participation

The rate of economic activity for Chilean women, despite registering a significant increase, is still very low in comparison with the average rate for other Latin America countries. Said participation is noticeably lower for poor women. Unemployment levels among women are permanently greater than for men, a situation that becomes especially serious in the case of poor and young women, despite an ever-increasing level of education.

There are great differences in the opportunities for remunerated work not only between men and women, but also among women themselves. These opportunities are better for women who can prove longer studies. It allows them to enter the high-earning bracket of population. Technological and productive changes have increased the

demand for workers with more complete education and specialised skills, leaving apart those workers with low training, among whom are many women.

However, the most significant gap can be seen in the level of wages in both the public and private sectors. Women's income is still lower than the one earned by men. The average monthly income for women in full time employment corresponds to 67.4% of the income obtained by men (CASEN 2003), a difference that increases with higher educational levels.

Social inequalities and poverty

Since 1990, poverty has been reduced through efficient policies. In 2003, 15.3% of the households were poor, 11.4% correspond to poor non-indigent households and 3.9% to indigent households (CASEN 2003). Indigence and poverty affect more rural areas and especially rural women, putting them at a disadvantage both in respect to rural men and female urban inhabitants. However, women are more vulnerable to poverty, especially once they get old in a country with an accelerated demographic ageing process. The pension system based on the private sector and the lack of legal protection for women workers is evident. The number of workers working without a contract has notably increased and 38.8% of working women do not participate in the pension system.

Domestic violence

Domestic violence has shown the highest prevalence rate in Chile compared to other crimes. And even though violence is more prevalent among poor sectors and with lower education, it is a phenomenon that affects all women across the board. Four of every 10 women have suffered physiological violence, one of every three women has experienced physical abuse and more than one in every 10 have suffered sexual abuse. It is estimated that 5% of healthy lives of the battered women are lost by causes associated to the domestic and sexual violence, representing almost the same risk of morbidity that the cardiovascular cancer and diseases.

The modification introduced to the 1994 law, with the recognition of physical or psychological "habitual abuse", may help to deal with this sort of epidemics. This crime is prosecuted by the Family Courts, and, as a result of the new Penal Procedures Reform, is a much faster process and guarantees victim and witness protection.

Sexual and reproductive rights

Although contraceptive prevalence has increased in Chile, there is insufficient respect of women sexual and reproductive rights, especially adolescents and young women: access to information, sexual education in schools, access to contraception, voluntary abortion and also therapeutic abortion are illegal. There are important inequalities related to abortion, access to contraception, teenage pregnancy, HIV/AIDS affecting to a higher degree the most vulnerable social sectors (socio-economic marginality, female heads of households, teenage population).

There is still a high level of fertility in women under 20 years, when the age for sexual initiation has decreased and menstruation occurs earlier. However, important legislative progress on the issue of reproductive health was established in Law N° 19,688, 2000, a law that guarantees pregnant women's and young mothers the right to continue their studies. Also the Norms for Fertility Regulation, recently set forth, give access to "emergency contraception methods" to teenagers aged 14 and over.

But there is not a legal body that guarantees sexual and reproductive rights.

Social and political participation

Women's contribution in labour and economy is not reflected in their participation in decision-making processes and political power and representation, even though there have been significant changes in the cultural climate whose current tendency is to recognise women's rights and to reject sexist conducts.

The number of women in positions of public responsibility has increased, especially in the executive branch, with President Michelle Bachelet's decision to nominate a cabinet with equal representation. However, even though this situation is without a precedent in our country, no legislation has been put in place to assure the continuity of this change, nor has there been a project of a law put forth that would make it compulsory for heads of State to maintain parity.

The Legislative Power shows little progress as to the incorporation of women into its ranks, especially in the Senate. Local governments or Municipalities present a better condition, still insufficient. Their participation in the management of political parties is also low, although there have been considerable improvements and several parties have implemented affirmative action measures, including minimum female participation quotas in internal elections.

In the Judicial Power, female presence has been quite significant in courts dealing with children's issues, but almost nonexistent in positions of higher hierarchy or prestige. Only recently, in the year 2001, a woman was nominated for the first time in history as a Judge of the Supreme Court and as a Public prosecutor of the same level of hierarchy. The difference in the number of men and women decreases according to the ration of importance or hierarchy levels.

2-2 Government Policy on Gender in Chile

- Chile has a well organized National Service for Women and has elaborated different Plans for Equal Opportunities for Women and Men and has evaluated these policies.
- The government implements Gender Mainstreaming policies and gender is being increasingly institutionalized at the national, regional and local level through different mechanism like the Council of Ministers for Gender Equality and the inclusion of gender in the Management Improvement Program.
- President Bachelet is strongly committed to the advancement of women's rights and gender equality.

Government Policy and Development Plans for Women

1994-1999	The first plan for Equal Opportunities for Women (PIO I) is created and put into practice.
1991-1999	Focus on programs on prioritized areas: poverty, domestic violence, labor participation, women's rights. Work with the other sector ministries on education, agriculture, labor, health, justice and housing
1997	Policy of Equal Opportunities for Rural Women. Specifies goals and activities for women from the rural areas, and indigenous women.
1999	The PIO I is evaluated by SERNAM and the women's movement. A new plan is elaborated.
2000-2010	A new Plan for Equal Opportunities for Women and Men is launched (PIO II).
2000	Creation of Council of Ministers for Gender Equality by President Lagos.
2001	Gender integrated in the Management Improvement Program (PMG) applicable to all services in the public administration.
2005	A mid-term evaluation of the implementation the institutionalization process of the PIO II was conducted
2006	New Governmental Agenda for Gender Equality

- The first **Plan of Equal Opportunities for Women 1994-1997 (PIO I)** marked the beginning of the efforts to mainstream gender in public policies. Then in 1997 was elaborated The Policy of Equal Opportunities for Rural Women that specifies goals and activities for women from the rural areas, and indigenous women.

- The **second Plan of Equal Opportunities for Women and Men 2000/2010 (PIO II)** gathers the aspirations and demands of different sectors from women and aims to institutionalize gender in public policies, and to promote the participation of the women and the citizen control on these policies. This Plan has six cross-cutting themes:

- A culture of equality
- Promotion of women's rights and the guarantee of their implementation
- Participation in the structures of power and in the decision making processes
- Economic independence for women and overcoming poverty
- Everyday life well-being and quality if life
- A gender perspective in public policies

- Creation of the **Council of Ministers for Gender Equality/Cabinet for Gender Equality** to monitor and implement the PIO by integrating gender sensitive policies in the ministries, services and public enterprises. The Council/Cabinet includes 10 Ministers and is headed by the Secretary to the Presidency with SERNAM as Secretary of the Council (2000). Since 2002, by decision of the Council, all ministries commit to Ministerial Agreements consistent with ministerial priorities as well as with the PIO II. By 2004, 16 ministries had made 85 Ministerial Agreements. Each Ministry reports to SERNAM about the advances in terms of gender equality by March 8 every year.

- In 2002 the **Management Improvement Program in the Public Administration created the Gender Equality System** to improve the opportunities of women and men, so that they can have access and enjoy the benefits of development. In order to help this process, all public, national and regional institutions, must analyze their strategic products (goods and/or services) with the purpose of identifying the obstacles for gender equality and proposing solutions.

- Ministry of Planning (MIDEPLAN): **Requisites of the Investment System** (SEBI). Each Ministry, Service and Company of the State must incorporate the Plan of Equal Opportunities for Women and Men in its policies, programs and projects and in all its activities. The inclusion of gender becomes a pre-requisite to evaluate the management of this organisms and the opportunity of get access investment resources.
Ministerial commitments with Gender Equality

WID/Gender related laws and regulations

Laws and regulations	Date	Content
Health		
National Norms of Fertility Regulation (1)	2006	These norms, compulsory for the public health system, explicitly incorporate a gender perspective and they aim at the correction of inequalities existing between men and women with respect to their capacity to exercise control and make decision on their own sexual and reproductive health. They also seek to increase male participation and responsibility in this area, until now nearly exclusively taken on by women. This requires new kinds of services, as well as a new culture in relation to the suppliers and the users of the system.
Norms and Clinical Guidelines for the Treatment of sexual violence victims in emergency services. Ministry of Health (2)	2004	It seeks to increase the capacity of health service institutions and professionals to prevent sexual abuse and to detect, treat and rehabilitate opportunely the victims with adequate interventions. The objective is to integrate the purely treatment-related aspects with those related to the legal and psychological scope which would permit abuse prevention or which would avoid repeat situations and, at the same time, would repair the damage if at all possible.
Education		
Law N°19, 688, modifies Law N° 18, 962, Organic Constitutional relative to Education(3)	2000	It establishes the right of students who are pregnant or are nursing mothers to access educational establishments and to continue their education.
Work		
Presidential instruction on Good Labour Practices in the State Central Administration Establishments, SEGPRES. (4)	2006	It establishes norms to implement codes of good labour practices and to establish triennial Good Practices plans for each public service.
Sources: (1) MINSAL http://www.minsal.cl/ (2) http://www.minsal.cl/ici/violencia%20sexual/norma.pdf#search=%22NORMAS%20VIOLENCIA%20SEXUAL%20MINSAL%22 (3) Biblioteca Congreso Nacional http://www.bcn.cl/portada.html (4)SEGPRES http://www.segpres.cl/portal/documentos/Instructivo.html		

2-3 National Machinery: National Service for Women (Servicio Nacional de la Mujer, SERNAM)

- The National Service for Women (SERNAM) was established in 1991 and two National Plans for Equal Opportunities for Women have been developed (1994-1999 and 2000-2010), also for women from the rural areas.
- The main activities include legal reforms, studies and training, mainstreaming gender and intersectorial coordination, local and regional development, programmatic models, international relations and communication.

The National Machinery for Women's Affairs in Chile, SERNAM is the government body responsible for ensuring that public policy and the public sector take into consideration women's interests in the process of planning, budgeting, analysis and design and implementation of programs and policies. Headed by a director with ministerial status who is a member of the government (Minister of Women's Affairs), SERNAM is subordinated to the Ministry of Planning as regards budgetary issues. Chile's 12 regions have a SERNAM office headed by a director who in many regions is fully integrated in the regional government.

The strategic targets of SERNAM are: to contribute to the incorporation of women into the process of the country's economic and productive development; to promote women's social and political participation; to contribute to the improvement of women's and their households' quality of life; to promote the consolidation and institutionalisation of gender equality in public policies; to promote legal reforms that contribute to the total exercise of women's rights; to contribute to the combat of poverty affecting women and their households; to construct a culture of equality that promotes changes in society.

The human resources available for SERNAM are: 270 professional and administrative staff (2004) and the budget for 2004 was of \$11.279.225 (Chilean pesos) (SERNAM, 2005b).

As of the beginning of President Bachelet's government, SERNAM has developed a new organisational structure with diverse departments. The Studies and Training Department dedicated to the generation, dissemination of information and knowledge as inputs for gender policies, and to civil servants' training; the Department of International Relations charged with technical exchanges in the international area and horizontal co-operation with different countries; the Department of Communications in charge of subject and program dissemination, and the creation of favourable public opinion towards the gender issue; the Legal Reforms Department aimed at proposing legal reforms, generating new rights and eliminating barriers and discriminatory norms (At the moment its priority is the electoral system reform, the law of quotas and the ratification of the Facultative Protocol of the CEDAW); the Gender Mainstreaming and Inter-sectorial Co-ordination in charge of negotiation and inter-sectorial co-ordination with other public and private sectors, the co-ordination of the Gender Equality System of the Management Improvement Program and technical advice and co-ordination of the Council of Ministers for Gender Equality, together with the Advisory Council and the Ministerial Gender Commissions; the Local and Regional Development Department in charge of technical consultancy and the follow up of local and regional organisms designing and carrying out programs and policies, reinforcing political and technical skills of the Regional Departments of SERNAM in order to incorporate gender equality, and also the setting up and support for Regional Follow-up Work Groups forming part of the Regional Equal Opportunities Plan (PRIO).

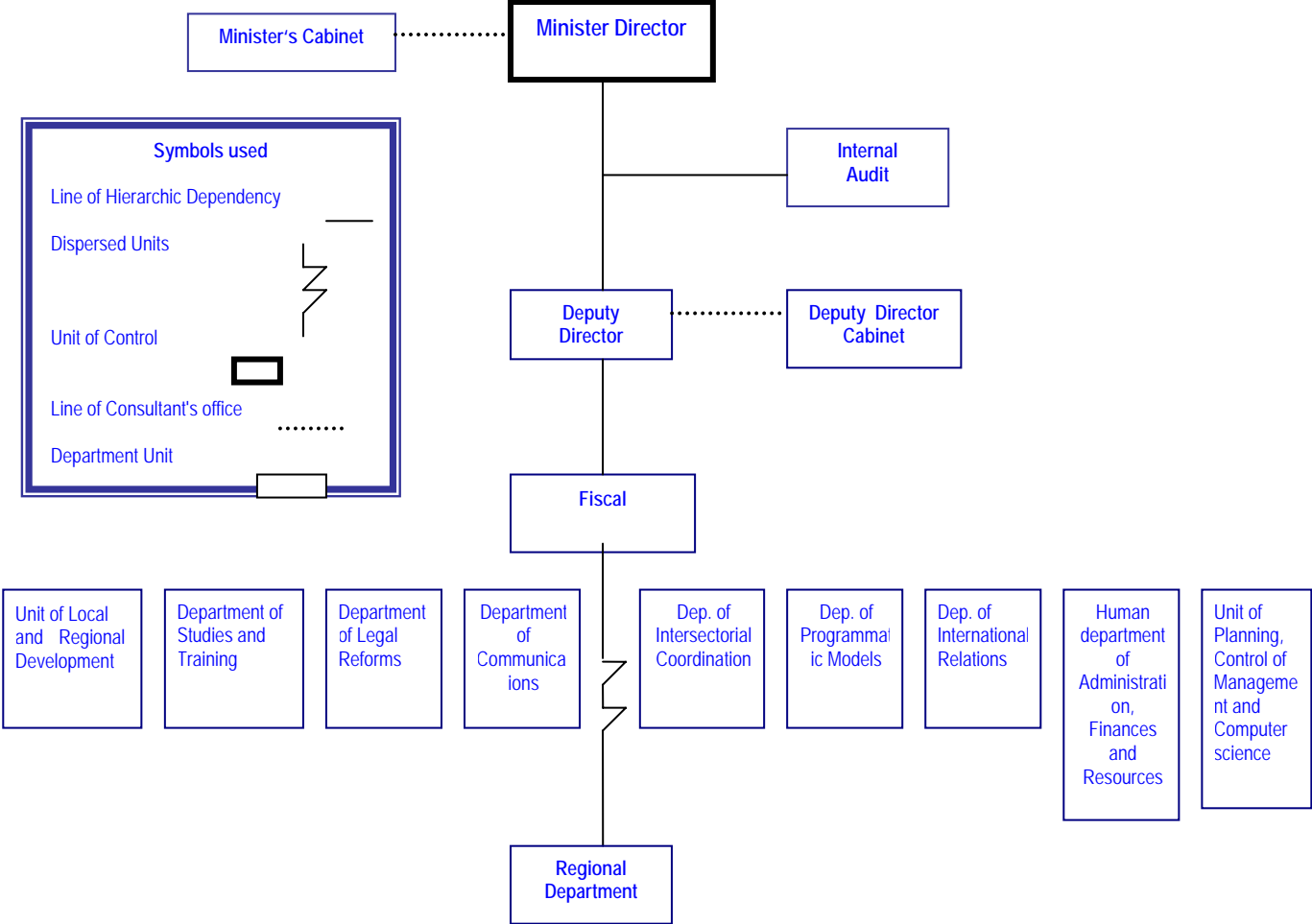
There is also a department of Programmatic Models in charge of the design, validation and transference of programmatic models towards diverse sectors of the State, aimed at avoiding gender discrimination and creating equal opportunities for women and men. The programs to be implemented in 2006-2010 period are:

1. Program Employment Opportunities Improvement and Work Conditions of Female Heads of Households, oriented towards improving their quality of life and the quality of life of their households through actions and/or measures in co-ordination with other Ministries and Services. It will be carried out in 100 municipalities along the country, including some 37,500 women.
2. Program of Good Labour Practices: it seeks to give all women access to good quality remunerated employment universal right of all the women, independently of their familiar situation or social position, with premises based on the concept of Corporate Social Responsibility. It has two central axes: origination work and support for trained women (electronic employment exchange market) improving their knowledge and

access channels to opportunities available in the most dynamic sectors of regional economy: and stimulation and support work with large public and private companies, so that they improve their labour and business practices through gender equality incorporation. In the first year the program will be implemented in 4 regions (Antofagasta, Bío-Bío, Los Lagos and the Metropolitan Region), continuing with other four the second year and five the third year.

3. Development and Support Program for Women's Micro-achievements: it will contribute to the development and strengthening of women's achievements through an integral model. In 2006, it will incorporate the gender perspective in the associative instruments in conjunction with SERCOTEC, in regions IV, VII and IX. During 2006 and 2007, it will organise 13 trade fairs (1 in each region) and during 2007, it will have an advisor on the subjects of achievements exclusively focused on micro-industrialist women in each one of the regions.
4. Program of Participation and Information and Promotion of Women's Rights: it will design and promote actions and measures aimed at strengthening women's social and political participation; it will also facilitate the total exercise of women's rights, encourage their access to decision making positions and strengthen their leadership. It includes: Promotion and Dissemination of Women's Rights; Political Participation and formation of Leaderships; competition-based funds for the Promotion of Young Women's; and the setting up of Dialogue Opportunities mainly for Women, between the Society and the State. It covers all the 13 regions of the country.
5. Program for the Promotion and Consolidation of Reproductive Health Rights. Model of replicable local intervention that will allow to improve the quality of life and to contribute to the defeat of poverty among poor young women, through the exercise of their rights and sexual and reproductive health.
6. Program for Prevention, Treatment and Protection against domestic Violence against Women: it will contribute to the reduction of violence against women and to the increase of coverage and effectiveness of the attention and protection services for women victims of domestic violence. It includes the Program of domestic violence Centres: 29 Assistance Centres for women victims of moderate violence and the in general in all the 13 regions of the country. It includes Training programs on domestic violence for civil servants; and the Shelter Program: during 2007, it will put in place 13 Shelters, one for each region assisting 500 women and their children.

Organisational chart of National Machinery: SERNAM (to be translated)



Foundation for Women's Promotion and Development (PRODEMU)

Created on the initiative of President Patricio Aylwin (November 1990), the PRODEMU Foundation's mission is to "Contribute, support and encourage the integral development of women of the situation of poverty, by means of a socio-educational proposal which involves the construction and joint implementation of gender-oriented processes and actions, towards the improvement of their quality of life and the total exercise of citizenship rights".

Its action focuses on poor women. It carries out its programs in a direct form and is in all the institution of the country's regions and provinces. Given that it has the character of private foundation, it offers certain agility and flexibility and allows the foundation to receive third-party contributions.

As of the year 2000, it focuses a large part of its actions on high-priority territorial units and places great emphasis on the work together with women within their socio -community and cultural contexts. This way it seeks to increase the social impact of its work and to improve institutional management.

Programs 2005
Digital Literacy
Computer Campaign
Community Reinforcement
Support for Family Dynamics
Vocational Training
Reading stimulation
Employment Skills
Business School
Art School
Leadership formation
Training for Rural Women
Program for Pensioners
Woman and Land
A Neighbourhood for my Family
Source: Foundation for the Promotion and Development of Women (PRODEMU) http://www.prodemu.cl/

3. Current Situation of Women by Sector

3-1 Education

Education

- Women have continued gaining access to the education system accomplishing equal or even better results than men, both in primary and secondary education.
- However, the same situation does not take place in higher education (university, professional and technical levels) nor in the access to information and communication technologies.
- As a whole, the education system reproduces social and gender inequalities, when keeping traditional gender stereotypes which are reflected in the segregation of women in careers described as "feminine" and in lower academic grades as one goes up in the level of the education system and when entering higher education.

General Outlook

The Chilean education system, stemming from the education privatisation processes of the 80's, can be divided in four types, according to specific administration and financing systems: 1) municipal schools (6,098), with state subvention and managed by municipalities; 2) subsidised private schools (4,630), with private administration and financing, shared between private individuals and the State; 3) private schools (763), managed and financed by private individuals, and 4) public corporations (70) with administration delegated to private individuals (MINEDUC, 2005a).

Higher education is divided into three types of institutions: Universities (of public and private nature), Professional institutes (IP) offering middle-level professional and technical careers of between four to six years, and Centres for Technical Formation (CFT) offering professional and technical careers of supplementary level of two years' duration (MINEDUC, 2005a).

Although progress in Chilean education, both in coverage and contents, has been achieved, education is still segmented and unequal. The enrolment rate have increased for all population sectors, both for women and men, but there are still gaping differences in education opportunities, and depend, to a great extent, on households' economic resources. These differences become more pronounced as the level of education rises, and become much more acute in learning outcomes achieved by children and young people.

The regulation based on a market system encouraging schools to act selectively in socio-economic terms, favouring students with more ample cultural and economic resources, instead of designing effective pedagogical processes, tends to veer towards inequality. There is an increasing system segregation, with a group of poor students with low academic achievements forming part of State-subsidised schools (52% of enrolment); another group attending shared financing schools where there is a higher budget per student (40% of enrolment) and a third elite group which shares 8% of total enrolment and which receives better quality education in private schools (MINEDUC 2005b).

The illiteracy rate for 2003 was 4% of the population, 4.2% for women and 3.7% for men. In rural areas, however, it was 11.7% as opposed to 2.8% in urban areas. For rural women, the illiteracy rate was of 12.3% and for men of 11.1%. The illiteracy rate among the indigenous population more than doubled the numbers for non-indigenous members of Chilean society (8.4% as opposed to 3.7%) (MIDEPLAN 2003).

Even though almost all children, independently of the area where they live, attend some kind of school, this situation changes for youngsters aged 15 to 19, given that in rural areas one in each 10 poor children does not go to school due to economic difficulties. This is due mainly to the fact that many of them must work and collaborate in the reproductive work, especially in the case of girls³. Additionally, there is still a gap in education levels for urban and rural locations.

³ In "Education Statistics", MINEDUC, 2001, in Shadow Report CEDAW Chile 2003-2006.

In urban areas, the level of education averages 10.6 years as opposed to 7.1 in rural areas, even though there has been a slight improvement in both cases (CASEN 2003). The situation of rural women has also improved significantly.

In the case of indigenous population there are wide gaps in education levels for population aged 15 and over: 37.7% of indigenous population did not complete their basic education. Also, the proportion of people who completed higher education is less than a third as compared with non-indigenous people in the same situation (2% as opposed to 6.9%) (MIDEPLAN 2003). In secondary education, the coverage is of 90.2% for non-indigenous population as opposed to 83.3% for indigenous population. The same tendency persists for higher education, with 31.8% for non-indigenous population and 23.1% for indigenous population. The gap is even more visible in the case of indigenous young people, old enough to access higher education. The proportion of young indigenous women who attend higher education schools (16.6%) is practically only half of the number of young non-indigenous women which is 30.0% (MIDEPLAN, 2002).

For the year 2004, the pass rate in primary education was of 94.9%, whereas the fail rate was of 3.8% and in the case of the drop-out rate it was 1.2%.⁴ The average pass rate in secondary education is 87.7%, and the fail rate is 7.8% while drop-out rate is 4.5% (MINEDUC 2005b).

Another gap linked to education is known as the digital gap, and here we can also find gender differences in respect to access and level of technological knowledge. In the year 2003, according to a survey carried out among young people aged 15 to 29, participating women indicated they had a lower level of computer knowledge than men. 33.8% of young women and 30% of young men said they knew nothing or next to nothing about computers. 6.8% of women stated they had advanced knowledge, whereas in the case of men it was close to 12.7%. That is to say, men who said they had advanced knowledge doubled the number of women. At higher socio-economic levels, 7.1% of young men and women said they knew almost nothing or next to nothing as opposed to 57% at lower socio-economic levels. 20.4% of people at higher socio-economic levels and 2% at lower socio-economic level said their knowledge was advanced. That is to say, the gap, according to socio-economic sectors, is ten to one (INJUV, 2003).

Among young men, 28.6% do not use a computer, a percentage that is higher in the case of women (38.5%). They also use a computer less frequently (41.2% of men say they use a computer every day or almost every day, while only 30.6% of young women express a similar situation). To this we can add the differences by socio-economic level: at higher levels, 70.2% of young men and women say they use a computer every day as opposed to only 7.5% at lower socio-economic levels. The socio-economic gap of 10 to 1 remains the same. Although schools increasingly have more computers, the use of such tends to favour men (INJUV, 2003).

As far as the use of the Internet is concerned, 46.8% of women say they do not use it as opposed to 38.7% of young males. In addition, 30% of young men say they use it every day or almost every day, as opposed to only 22.4% of women. At high socio-economic levels, 57.2% of young men and women say they use the Internet every day or almost every day as opposed to only 3.8% at lower socio-economic levels. The socio-economic gap grows to 15 times. Again, access to Internet use shows differences between women and men (INJUV, 2003).

Government Policy and budget

Since 1990 to date, there has been an important increase in education spending as a percentage of the GDP. The percentage of education spending in relation to the GDP keeps growing, from 4% in 1990 to 7.3% in 2004. Education spending is made up of 4% public budget and 3.3% of private budget. Although both sectors, private and public have increased their spending levels, the spending increase in the private sector is more visible, as it increased from 1.6% of the GDP in 1990 to 3.3% of the GDP in 2004 (MINEDUC, 2005b). This increase in the

⁴ Pass Rate is the proportion between the number of students who passed (students who successfully complete their evaluations, as per the standing legislation for a specific school year) and the evaluation total, that is to say, the final enrolment. Fail rate is the proportion between students who failed (that is, students who did not satisfactorily complete their assignments during the school year) and the total of the evaluation. Drop Out rate is the proportion between the total number of students who withdraw from the school system during a given year (that due to a formal or informal withdrawal from the school system can no longer be evaluated) and the total of the evaluation (MINEDUC 2005b).

participation of private resources within the system allows the State to focus on the most vulnerable groups of population.

The educational manpower level as of the year 2005 is 170,261, with more than 70% of women's participation. However, their presence in the different levels of education is very diverse, varying from 98% in pre-school education to a little more than 40% in adult education. Men, however, although they contribute less than 30%, are mainly present in secondary Technical-Professional education and in adult education. In 2004, 50% of male teachers were nearly exclusively concentrated in primary education and 46% in secondary education, and only 1% of men were employed in pre-school levels. On the other hand, women were mainly concentrated in primary education with 61%, 21% in secondary education and 12% in pre-school education of the total of female education workforce.

The highest rate of students per teacher can be found in subsidised private education with 34 students per teacher, followed by municipal schools and corporations with 27 students per teacher and the lowest rate can be found in paid private education with 17 students per teacher (MINEDUC, 2005a).

The initial teacher formation still lacks of gender, sexuality and affective issues. Most Universities do not include gender studies in the curricula for pedagogy and pre-school education, although there are some isolated cases. Therefore, a perspective of gender equality through career curricula is not promoted and the existing inequalities remain as they always have.

In the middle of the nineties, the Education Reform was launched. It centred on the quality and equality of education with important changes to the curriculum. Some of the most important programs included the Program for the Reinforcement of Teacher Skills, the ENLACES Program for computer sciences, the Full-time School Program (JEC), the National System of Teacher Performance Evaluation (SNED); the system of accreditation for higher education, the modification of the curriculum for primary and secondary levels of education and, the construction of a curriculum for pre-school level education, the modification of the university credits system, the extension of student university enrolment rate (Cox, 2003).

The Program for the Reinforcement of Teacher Skills includes:

- *Improvement of the Initial Teacher formation.* Between 1997 and 2001, a total of 17 training universities providing teaching careers (covering 78% of the universe of pedagogy students) implemented integral reform projects in their teacher formation curricular grid. These were characterised by granting a privileged place to professional practice during the formative process and by establishing commitments and linking strategies with disciplinary faculties, research centres, and with the whole school system.
- *Training Program for the new curriculum,* carried out by Higher Education institutions, between 1997 and 2002. Teachers and directors were offered voluntary and free training. Every year, 85% of teachers took part in the program. The following year those teachers would implement the new training programs.
- *Foreign Scholarship Program,* implemented as of 1996, where, every year, the Ministry of Education selects a group of teachers to study at foreign Universities and Education Centres as a way of promoting professional reinforcement innovation (Cox, 2003).

ENLACES Program for educational informatics: Launched in 1992 to promote access to new information and communications technologies (ITC), it has practically accessed all schools. Information available for the year 2002 shows that 89% of primary and 93% of secondary education is covered by the Enlaces network and their supply efforts of equipment, technical support and educational skills reaches more than 70% of the country. The importance of Enlaces for the reduction of the digital gap in the country has been particularly visible given that 90% of children and young people have access to these new tools in their schools.

Full-time School Program (JEC): its implementation started in the year 1997 and in May 2003, 6,966 subsidised schools put JEC in place -equivalent of 65.5% of State-subsidised education. The goal, however, is 100% of the schools for the year 2006. JEC is composed of 8 pedagogical hours -45 minutes each- which involves complete improvement in work times for students in all the subjects present in the curriculum, in addition to extracurricular activities and the possibility of using school facilities by both students and teachers, of important formative

implications and impact on equality (by offering a space to students who have serious difficulties to study and work in their homes).

The National System of Teacher Performance Evaluation (SNED): this system of teacher evaluation has been applied every two years since 1996 to a limited number of subsidised schools in the country. The evaluation is the basis for financial awards granted to teachers who have accomplished the best results at a regional level. SNED is applied in a selection of subsidised schools not representing more than 25% of the schools.

National Commission for Undergraduate Accreditation (CNAP): The aim of this commission, set up in 1999, is to design and propose a national system that will assure the quality of higher Education, and to carry out experimental accreditation processes, understood as periodic quality evaluation of independent higher education institutions. The work of the Commission came to fruition with a law project creating a higher education quality system which is now being evaluated by Congress. Currently, there are universities that voluntarily participate in the accreditation processes (MINEDUC www.mineduc.cl).

Primary and secondary education

Statistics show that for the year 2004, the average number of school years for Chilean population is 9.7 years. There are slight differences in the number of years for men (9.8 years) and for women (9.6 years). In general, this difference favouring men is more prevalent in the regions, with the exception of regions VI and VII which, on average, register lower numbers of school years (8.4 years), but with a more favourable situation in the case of women (MINEDUC 2005a).

Gross enrolment rate for 2004 for primary education reached 90% and in secondary education 68%, with slight gender differences: in the case of secondary education, the difference is slightly higher for women (69% for women as opposed to 66% for men). The total growth rate for enrolment figures exceeded 22% for the period of between 1990 and 2004; however, the increase was more noticeable for men (24%) than in the case of women (20.7%). It is heterogeneous in the regions. The male and female enrolment rate variation is more pronounced in secondary education according to the type of school, depending on whether it has a scientific-humanist profile (EC-H) or technical-professional profile (ETP). Although this tendency to gender variation is seen to be decreasing, women still contribute 52.5% of enrolment in the scientific-humanist profile and only 46% in the technical-professional (MINEDUC 2005a).

In technical-professional education there exists a segregation by gender stereotypes, where girls usually study traditionally female professions (pre-school education, patient care, nutrition, clothes making), which will eventually lead them to poorly remunerated jobs in the service area. There is no orientation for girls to opt for more profitable options (Provoste, 2006).

Students learning achievements, measured by means of SIMCE tests in mathematics and language give account of noticeable achievement differences according to socio-economic sectors and some gender differences. Women obtain worse results as they access higher levels and the gap between women and men increases in higher levels. According to the SIMCE test results for 2003 for the 2^o grade of secondary education, women have better results in language and men in mathematics and sciences (Provoste, 2006).

Vocational and Technical education, higher education

At the moment, there are 64 universities, 48 professional institutes and 115 centres for technical formation offering altogether more than 6,000 training programs (MINEDUC, 2005a). They concentrate a total enrolment of nearly 600,000 students, with approximately 413,000 of them in universities and the rest divided between the professional institutes (104,000 students approx.) and the centres for technical formation (63,000 students approx.) (MINEDUC www.mineduc.cl)

Since 1990, there has been a true explosion of higher education enrolment, with a 236.7% increase in 2004 alone. Most of the increase took place in private universities, with an average increase of 872.2% (MINEDUC, 2005a).

Male and female enrolment is not distributed evenly between the different types of institutions and is related to different factors: offered careers, their duration and costs. In effect, of the number of women registered in higher education for the year 2005, 38% studied in public universities, 34.3% in private universities, 15.7% in Professional institutes (IP) and 12.1% in Centres for Technical Formation (CFT). There are only significant differences with men in the case of private universities (29.37%) and in the case of Professional institutes (24.2%).⁵

There is an important segmentation by career type between women and men. In Professional Institutes, where the total female enrolment was 39.4% in 2005, in the case of farming-related careers it was only 34% and 11.5% in the case of technological careers, meanwhile a larger proportion was concentrated in careers related to health services (77.1%), humanities (70.9%) and education (70.7%)⁶ In universities, the total female enrolment was 50.8%, showing a narrower segmentation. In 2005, only 19.5% of enrolment in the area of technologies corresponded to women, 65.8% in health, 68.6% in education and 66.6% in social sciences. In Centres for Technical Formation there are no significant differences in the careers chosen by men and women.⁷

Chile's current mechanism for student selection to Higher Education is the so-called University Selection Test (PSU). The selection process analysis reveals that more women than men register and sit the PSU (52% women), a tendency that has been the same through time. However, the results obtained by women are lower than those obtained by men. In 2005, only 46% of the women who rendered the test obtained the minimum required limit allowing them to apply for higher education vacancies (450 points in language and mathematics), as opposed to 50% of men. Of all the female applicants, only 67% were selected, as opposed to 73% of men (DEMRE, 2005)⁸.

Consequently, due to women's poorer academic results with respect to men, considering that women participate and remain in the education system (primary and secondary) at equal or better rates than men, it is necessary to re-evaluate the education system critically considering the gender gaps. It is also necessary to deal with discrimination practices towards women in the school system, the impact of socialisation and the hidden curriculum that traditionally reinforces the roles assigned to sexes and which influence the choice of careers later on.

In Chile, female Economically Active Population EAP registers education levels higher than the one for men, and the access to employment in the case of women is strongly marked by the number of years they studied. Urban female EAP in 2004 was, average, 11.6 years, opposed to 11.2 years for urban male EAP. And, at a rural level, the average number of study years for female EAP was 8.8 years as opposed to 7.4 years for male EAP (CEPAL, 2005). In this sense, more years of study in the case of women have a direct impact on a better access to the labour market under improved negotiation conditions and with more possibilities to develop professional careers and independent economic activities.

Gender consideration development plan and education

In the decade of the nineties, the Concertacion Coalition governments promoted a series of initiatives to incorporate a gender perspective in education policies. The curricular reform carried out in the second half of the decade, in its different aspects -plans and programs, cross-sectional fundamental targets (OFT), new school texts, curriculum in the classroom and teacher training, permitted the incorporation of the gender perspective into the curriculum, by means of a technical alliance between the MINEDUC and the SERNAM. The MINEDUC has a Transversal Contents Unit, created at the end of the nineties. It offers support to schools to implement gender-related didactic practices and subjects, sexuality formation, among others. However, the efforts of gender incorporation have led mainly to didactic orientation and activities for teachers, the use of inclusive language and non-sexist images, rather than to the incorporation of specific gender-oriented contents. The unit does not have specific resources to promote gender equality for men and women, and neither schools nor the Ministry team

⁵ Higher Education Council, www.cse.cl

⁶ Ibid.

⁷ Ibid.

⁸ In the 2005 PSU 92.036 women and 84.641 men were registered. 88.821 women and 80.555 men took the test. 40.869 women and 40.552 men applied to different universities. 27.287 women and 29.258 men were selected (DEMRE, 2005).

know how to make specific proposals on how to incorporate gender in the contents and relations in the classroom (Provoste, 2006).

In relation to the preparation of school texts distributed by the MINEDUC to all the subsidised schools and some private ones in the country, the Ministry, in conjunction with SERNAM, published in 1997 a manual for the preparation of non-sexist school texts: "The Feminine Visible" aimed at publishers and school text producers, and, in the year 2000, they incorporated the gender perspective in the terms of reference for school texts tenders (Provoste, 2006).

Within the framework of government policies, one of the first actions taken by the MINEDUC towards the implementation of gender equality was the permanence of teenage mothers within the school system, given that teenage pregnancy is closely linked to the drop-out rate. At the beginning of the 90's, a regulation prohibiting schools to expel pregnant students was put forth, a regulation that became law in 2000 (Law N° 19,688) and which established the right of the pregnant students or nursing mothers to maintain access to educational schools. However, there is no explicit childcare support policy for teenage mothers, a situation that the mothers themselves must solve.

In 2005, the initial enrolment rate for teenage mothers and fathers (under 20 years of age) was of 21,076, of whom 16,539 were women (78.5%) and 4,528 were men (21.5%). 60% (17,006) attended municipal schools, little more than a third (36.6%) private subsidised schools, less than 1% (0.9%) paid private schools and a little more (2.3%) attended private corporations with delegated management. These numbers represent, without a doubt, important progress on the issue of teenage mothers retention rate, as compared to previous years.

During the year 2004, the Minister of Education set up a Consultative Commission for the Evaluation and Update of Education Policy on Sexuality. This commission produced a Report analysing what had been achieved in sex education since 1993, the changes in the socio-cultural context and the changes that pose threats to sex education (undesired teenage pregnancy, domestic violence, child sex abuse, discrimination and sexual orientation, the role of the mass media).

It proposed an Action Plan with goals, strategic targets, stages and actions, from a perspective of rights and State responsibility addressing the education needs of the population. In 2005, the Minister welcomed the proposals, created a Technical Secretariat for Sex Education, set it up in a strategic place, with determined human resources and a budget (MINEDUC 2005).

Since 2002, the Ministry elaborated and validated a new module for pre-school education on "Sexuality, Gender and Affectivity" for pre-school children. This module complements the domestic violence prevention program, incorporated into the curriculum of kindergartens which form part of the National Board for Child-care Centers (JUNJI) called "Growing and developing along in the footpath of everyday affective conduct". And the program of Intercultural Bilingual Education pre-established as its orientation policy a gender criterion for the production of didactic materials and pertinent texts for this level of education (SERNAM 2006).

SERNAM has also set up alliances with the public and private sectors aimed at decreasing the digital gap between men and women. The Direction of Libraries, Archives and Museums (DIBAM) and a private company, Telefonica, put forward, together with SERNAM, programs for ITC training aimed at taking advantage of the opportunities offered by virtual commerce, which would favour women in all regions of the country (SERNAM 2006).

On the issue of gender study implementation at Universities, only four of them have implemented programs or training centres dealing with the gender issue (SERNAM, 2006).

Non-formal education

The total enrolment for adult education is of 127,232 people. Of these 71,468 are men (56.17%) and 55,764 are women (43.82%) (MINEDUC 2005a).

On 15 November, 2004 a Supreme Education Decree N° 239 was put in place setting up a new curricular framework for adults education aiming at offering skills to adult students that would permit them to not only access higher education but also to become incorporated into the labour market.

The Program for Permanent Education and Training, Chile Califica⁹, has undertaken the task of installing a permanent education and training system allowing people to receive training throughout their lives and developing four areas of work: 1) Primary and secondary education levelling studies for young people and adults who have not completed their education; 2) improvement of technical formation, both quantitatively and qualitatively; 3) work training, so that, in short term, each year we can train one million people and 4) development of a National System of Labour Skills.

The last area deals with establishing a set standards that measure labour skills, which, in turn, reflect the new demand for knowledge, abilities and attitudes coming from the labour market and which would become a common referral standard aimed at improving the quality and relevance of employment formation and training. The inter-operations of this set of skills will allow people to obtain labour skill certification and to develop certain progress formation itineraries, independently from where and how they have been acquired. This certification system is key to education and permanent training, given that it will permit a great number of people to certify their skills and, thus, to become an integral part of the system.

⁹ "Conference Mr. Ignacio Canales Molina. Executive Director for Chilecalifica Program " (2002) in Chile Califica. Documents Library Chile Califica Program. <http://www.chilecalifica.cl/califica/showCuerpo.do?cuerpo=308&barra=1&pagina=bajada-cuerpo-documento.jsp>

3-2 Health

Health

- Although contraceptive prevalence has increased in Chile, there is insufficient respect of women sexual and reproductive rights, especially adolescents and young women: access to information, sexual education in schools, access to contraception, voluntary abortion and also therapeutic abortion are illegal
- Socioeconomic inequities are evident in sexual and reproductive health

Government Policy

The Chilean health system is composed by two subsystems. One, which is public, and which operates through the National Health Fund (FONASA), and whose beneficiaries can access public schools forming part of the welfare network through a co-payment proportional to their income or, if they choose, to public or private schools with a variable additional degree of payment according to the health service provider, and a private system which is governed by the regulations of a private health insurance market and which gave rise to the Health Insurance Institutions known as ISAPRE's.

Women, either directly or indirectly, are the main users of the public health system. 1981 saw the birth of the Health Insurance Institutions in Chile (ISAPRE) which offer Health Plans whose coverage depends on the amount of money an affiliate contributes each month, on the number of beneficiaries, on their age and sex. As a result, plans for women are more expensive, because there is a greater cost-related risk of pregnancy and maternity. "Plans without a uterus" still exist in Chile and they are offered to young women.

In August 2003, a substantial health system reform was launched with a series of legal modifications that fully entered into force in July 2005. This was the formal start of the Explicit Health Guarantees known as GES. This Reform basically consists of the setting up of a set of measures that guarantee all people's right to health assistance in respect to the demand, opportunity and modality of some benefits associated with certain pathologies. This plan initially referred to 25 pathologies, a list that has been duplicated to date, with 40 pathologies altogether. The list includes major relevance and impact pathologies with a visible influence on longevity and life quality of the Chilean population. The GES Plan takes into account the most important pathologies from the social impact point of view.

The installation of the new "health authority" has defined two specific areas as far as responsibilities and actions are concerned, headed by two ministerial Undersecretary's offices, one of Public Health and the other one of Assistance Networks, with their respective regional and local counterparts. The new organization and work modality establishes that annual public health plans must be prepared in the regions, a change that shows a certain degree of decentralization needed to make this program effective. As to the gender issue, the Ministry of Health has set up a position of a Ministerial Representative in charge of the subject.

In 2000, Health Objectives for the 2000-2010 decade were defined, corresponding to the goals that the country is striving to achieve by the year 2010. Chile faces four fundamental health challenges: 1) the progressive aging of the population which involves an increasing load of degenerative high-cost pathologies requiring medical attention; 2) the inequalities in health conditions of the population which lead to a health gap between socio-economic groups; 3) elaboration of an adequate response to the legitimate expectations of the population and solution to the pending problems and 4) keeping the health benefits achieved in XX century.

The most important established legal reforms in relation to health are as follows:

- Law of Male Paternity Leave. Law 20,047 establishes paternal leave in the Labour Code. Its objective is to allow fathers to be absent from work for a period of 5 days when his child is born, starting as of the date of birth. This law is also valid for adoptive fathers.
- Benefit of maternity leave for people who adopts children in agreement with the Law of Adoption (N° 19.670, published on 15 April, 2000)
- Law of ISAPRES that, among others, modifies problems related to women in child-bearing age.

- In relation to equal access to health –as part of the FONASA project “Holders of rights” progress was achieved in: as of the second semester of 2004, the Health Assistance Tickets (BAS) can be acquired by spouses and teenagers and young people without depending on the affiliate’s will. That means, among other aspects, that teenagers can be attended directly in sexual and reproductive health clinics.
- During 2004, and within the framework of the PMG, FONASA put forth a project to modify law 18,469, and its regulation, as a way of granting health coverage to women who co-habit with FONASA affiliates. The same is true for men who live with women FONASA affiliates.

Specific benefits for women included in the GES system:

- Prevention and treatment of breasts cancer, giving 50-year old women (and only during that year) the right to get a free mammography test in a specific school
- treatment for depression
- early detection and treatment of cervical-uterine cancer
- treatment in childbirth given that the system has stimulated responsible paternity with programs for father support (as of September 2004, 40% of fathers took part in all childbirths in the public system)

In relation to HIV/AIDS and the increase of cases in women, on 1 December 2004 an agreement between SERNAM and CONASIDA (MINSAL) was signed. The aim of this agreement was to reinforce the work already carried out by both organisms, especially in the regions, and to equip them with common strategies, technical and financial resources for the prevention of HIV/AIDS and ETS in women, especially those that belong to the middle and lower economic levels of society.

Material and Human resources

The total MINSAL budget for the year 2005 is of 1,621,375 (million pesos). The public health services had a total of 75,738 employees in 2003, of whom 13,678 were doctors and 62,060 were non-doctors (Finance, 2004) ¹⁰. For the year 2004, the average number of inhabitants per doctor was 777 (CEPAL, 2005).

Medical Health

Health Basic indicators, 2003	
Maternal mortality ratio (per 100.000 live births)	13.4
Deliveries attended by trained personnel	99.8
Live births - mothers 35 years and more	16.3
Diseases by HIV/ AIDS (incidence per/100 thousand inhbts)	4.2
Total Hospitals	196
Urban General Clinics	258
Rural General Clinics	151
Family Health Centres	70
Total medical consultancies by inhabitant (Public Health System)	0.94
Source: Ministerio de Salud (MINSAL) “Estadísticas de Salud”. http://deis.minsal.cl/Base051.pdf	

Adjusted rates of Mortality 2003			
	Both Sex	Woman	Man
Malignant tumors	129.2	136.5	122.2
Circulatory System	159.4	167.2	151.7
Accidents	30.5	48.0	13.6
Source: Ministerio de Salud (MINSAL) “Estadísticas de Salud”. http://deis.minsal.cl/Base051.pdf			

¹⁰ Ministry of Finance. *Informe de Finanzas Públicas. Proyecto de Ley de Presupuestos del Sector Público para el año 2005*. October, 2004. En: http://www.dipres.cl/presupuesto/documentos/INFORME_FINANZAS_PUBLICAS_2005.html

Rates of Morbidity 2003	
Cardiovascular Diseases (20 a 64 years)	55.6
Malignant tumors (20 a 64 years)	75.4
Respiratory Diseases (20 a 64 years)	9.7
Traumatisms and Poisonings (20 a 64 years)	57.3
Liver cirrhosis and other chronic liver diseases (20 a 64 years)	24.9
Ill-defined and unknown causes (20 a 64 years)	3.5
Source: Ministerio de Salud (MINSAL) "Estadísticas de Salud". http://deis.minsal.cl/Base051.pdf	

Nutrition Conditions

During the decade of the 90's, Chile experienced a sustained decrease of nutrition problems. According to the nutrition monitoring program of the Ministry of Health (covering nearly 61% of population under 6 years of age) in 2002, 0.6% of population in that age bracket suffered from under-nutrition 3.1% were at risk according to the relation of weight to age.

It can be observed, however, that there is a surge of a new problem associated to children's nutritional condition, which is overweight and obesity, both increasing levels of prevalence by 100% in general terms since 1990 and more than double for the first income level of Chilean society, reaching, in the year 2000, 11.3% of children under 6 years of age and 12.8% in the poorest level of society. For the year 2002, malnutrition as a result food excess in relation to the weight/size ration reached 8%.

Nutritional conditions of pregnant women in control, 2005 (%)	
Obesity Rate	20.4
Overweight Rate	31.2
Normal Weight Rate	40.8
Low Weight rate	7.7
Proportion of pregnant adolescents in health control (10 - 19 years)	23.0
Live births of mothers under 15 years	0.4
Prevalence of exclusive breastfeeding through 120 days of age	47.5
Nutritional conditions rate of children under 6 years, 2005	
In risk	2.3
Malnutrition	0.6
Excess Weight	14.6
Obesity	7.1
Normal	75.4
Secondary malnutrition	0.1
Source: DEIS (2005) Diagnóstico nutricional integrado de la población menor de 6 años, por regiones, Diciembre 2005. http://163.247.51.54/rem2005/diag_nutri_1.php?tipomes=12&tipoano=2005	

Family Planning

In Chile, there are important inequities in sexual and reproductive health and rights -abortion, access to contraception, teenage pregnancy, HIV/AIDS affecting to a higher degree certain vulnerable social sectors (socio-economic marginality, female heads of households, teenage population).

The use of contraceptive by women of child-bearing age was, for the year 2000, 40.9%. There is still a high level of fertility in the case of women under 20 years of age, when the age for sexual initiation has decreased and menstruation occurs earlier. The use of contraception in the first sexual intercourse in general among adolescents is low. 85% of mothers under 20 years old are unmarried and for 12% of them it is their second or even a third child.

Important legislative progress on the issue of reproductive health was established in Law N° 19,688, 2000. The law guarantees pregnant women's and young mothers the right to continue their studies. This legal reform can

help decrease school drop-out rate for teenagers in our country, whose first cause is, indeed, unexpected pregnancy and maternity. However, the law does not contemplate the application of sanctions for schools that might infringe the regulation which made it possible for some schools to keep this discriminatory practice.

26% of parents of those children are also adolescent. This situation not only show new patterns of teenage maternity, but also pose urgent challenges which require greater government efforts to guarantee these young people's basic human rights. Another aggravating contribution to the situation of these young people is the lack of policies that would offer support in childcare, guaranteeing that these young mothers might continue their studies and access higher education an employment which then lead to their insertion into the job market under the conditions of equality and respect for their rights.

The Norms for Fertility Regulation, recently set forth, give access to "emergency contraception methods" to teenagers aged 14 and over.

HIV/AIDS

In the last decade Chile has seen a maintained increase of HIV in women. Faced with the above, the low risk perception held by women of all socio-economic conditions and civil status, means they are left in conditions of considerable vulnerability. According to CONASIDA, during 2003 – up to 30 December - there were 560 notified cases of AIDS, 70 women and 490 men. On the other hand, that same year 695 new cases of people living with HIV were registered, of which 136 cases corresponded to women and 559 to men. The cases of women with AIDS represented 12.5% of the total, and 19.6% of the total of cases without symptoms (HIV). The man/woman ratio in AIDS cases shows a decreasing tendency, moving from 8.7:1 in 1997 to 7.0:1 in 2003. According to the last CONASIDA Bulletin (2003), 88.1% of AIDS cases correspond to men and 11.9% to women.

CONASIDA describes the HIV/AIDS epidemic in Chile as predominantly homosexual, with an increase of heterosexual infection among women and men. As tendencies indicates: a strong slant towards heterosexual composition of the epidemics which in general leads a major increase of cases among women with heterosexual predisposition. At the same time, there is an increasing tendency of reported cases contracted though heterosexual exposure in men. Therefore, there are more HIV positive, heterosexual transmission has increased and there isn't enough awareness of this phenomenon which, in turn, leads to an evidently risky situation; the *process impoverishing* is expressed in a tendency moving the epidemic to population groups in lower socio-economic levels, according to the levels of education and occupation of the reporting people; the *feminisation* of the epidemic indicates a higher growth rate in the case of HIV/AIDS in women in comparison with the growth rates in the case of men. In the cases of HIV positive notifications, there has been an increase in women three years. The indicating man/woman ration shows a tendency to a decrease in the gap between both sexes. The average annual increase in women was of 29.1% in the last 5 years as opposed to the increase of 15% among men.

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry, Fisheries

- Although only 13.3% of the population lives in rural areas in Chile, and women migrate more frequently than men to urban areas, rural women have a stronger economic role (Census 2002)
- Discrimination against women in rural areas is still prevalent, but there an active women's movement have influence the creation of several programs that aim to give them equal opportunities ...

Agricultural Policy and Gender

The Ministry of Agriculture (MINAGRI) is responsible of the country's agricultural development policies and relies on a number of dependent organisations dealing with the issues of agricultural development (INDAP), cattle issues (SAG), forestry (CONAF), irrigation (CNR), investigation, innovation and training.

In 1999, the Ministry created the Equal Opportunities Advisory Commission of the Ministry of Agriculture (Decree N°100) which represents all the Ministry's dependent institutions. Some of its functions include advising Ministerial authorities and the dependent entities on the incorporation of the gender perspective in their policies, programs and projects; the co-ordination of actions related to gender, women and agricultural and rural development carried out by the different organisms; and the setting up of permanent co-ordination with planning and management control units of the different bodies.¹¹

Since 2000, the Commission has dealt with important issues and achieved important results. It set up the Rural Women's Work Group, published the "Diagnosis of Equal Opportunities situation and condition among male and female civil employees of the Ministry of Agriculture", it carried out workshops on "Equal Opportunities" and worked towards sensitising civil employees in equal opportunities challenges. Additionally, the Commission's Website (www.agriculturaygenero.cl) has been redesigned and updated. This site includes diverse documents and studies on gender.

In 2005, a project for technical co-operation of the FAO entitled "Reinforcement of national and regional skills for gender integration in public policies of the forestry and agriculture sectors" was approved. The project aims to mainstream gender in the Ministry's policies, programs and projects and at strengthening the instances of co-operation and co-ordination inside the Ministry of Agriculture, at the central and regional levels¹².

The Ministry of Agriculture has defined the following gender objectives for 2004-2006 period:

1. To guarantee women's access to the programs and instruments of productive.
2. To incorporate gender as a variable into the Ministry's information systems and statistics and its Services.

These objectives have been shaped in ministerial commitments for equal opportunities for men and women, among which we would highlight the following:¹³

- National Irrigation Commission (CNR): to guarantee women's access to programs and instruments of productive promotion and to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.
- National Forest Corporation (CONAF): to guarantee women's access to programs and instruments of productive promotion and to guarantee women's access to the different ways of technical support for users of the institution.
- National Institute for Agrarian development (INDAP): to guarantee women's access to programs and instruments of productive promotion and to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.

¹¹ Source: <http://www.agriculturaygenero.cl/>

¹² Source: http://www.fia.cl/contenido.asp?id_contenido=949

¹³ Source: <http://www.agriculturaygenero.cl/institucionalidad/institucionalidad.htm>

- National Institute for Agrarian Investigation (INIA): to guarantee women's access to programs and instruments of productive promotion and to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.
- Foundation for Agrarian Innovation (FIA): to guarantee women's access to programs and instruments of productive promotion and to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.
- Foundation for communication, training and land culture (FUCOA): to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.
- Office for Agrarian Studies and Policies (ODEPA): to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.
- Cattle and Agriculture Service (SAG): to incorporate gender as a variable into the Ministry's information and statistics systems and its Services; and training for male and female civil employees in relation to the importance and the scope of gender PMG, and its application in the professional life of the service.
- Agriculture Under-secretary: to incorporate gender as a variable into the Ministry's information and statistics systems and its Services.

Additionally, the Ministry set up regional equal opportunities Commissions whose aim is to offer advice to the authorities on issues related to the incorporation of the gender perspective into regional policies; to co-ordinate actions related to gender issues carried out by the Ministry's regional bodies; and to establish permanent co-ordination with the planning and control of management units of the different regional organisms¹⁴.

There is also the Rural Women's Work Group (Mesa de trabajo) which is an instance bringing together different State international and civil society organisations. Its objective is to contribute to the design, implementation and pursuit of policies, plans and programs for the promotion of women from the rural sector. There are both Regional and National Work Groups. The first Rural Women work group was set up in 1995. In October 2001 this initiative was reactivated for more systematic operation (SERNAM, 2005c).

This work Group prepared a proposal on "Agricultural Sector indicators. A gender outlook", with the support of the FAO (SERNAM and FAO, 2002). The Private-Public Committee on seasonal agricultural employment, made up by the Ministry of Health, of Labour, of Agriculture, JUNJI, JUNAEB and private companies, prepared a "Proposal for indicators for the farming seasonal employment quality" (2004).

Within the Gender Equality System of the Management Improvement Program in the Public Administration, the advances in the National Forests Commission (CONAF), correspond mainly to gender mainstreaming at institutional level, which materializes in the constitution of a national network with the regional focal points, trained in the Socio-economic Gender Analysis methodology, ASEG. Also, in the internal guidelines for the postulation of regional projects to the institutional funds the gender perspective in the description of the projects was included. (CONAF, 2005).

Economic resources

Public budget in the area of Agriculture, Forestry, Fishing and Hunting 2004	
In millions of pesos for 2004	149.605
AS % GDP	0.3
AS % of total spending	1.3
<i>Source: Ministry of Finance. Budget Department. Public Finances Statistics. 1995- 2004.</i> http://www.dipres.cl/estadisticas/E_F_PUBLICAS_2005.html	

Ownership of farming land and agrarian reform

Access to credit is a basic requirement for the economic autonomy of many small-sized female producers given that it extends and widens their skills and allows them to deal with poverty. The National Institute for Agrarian development (INDAP) implements programs and development plans for "family agriculture farming". In 2001, it benefited 52,508 farmers through a Credit Program of which only 17.4% were women. Of the 24,526 million

¹⁴ Source: www.indap.cl

distributed pesos, women received \$376,907 each one, while men received \$486.103. That is to say, women farmers received 14% of the total amount.

There is also the Program of Rural Women's Support (INDAP-PRODEMU) which, in the year 2001 approved 222 projects for the total of \$579.329.000 benefiting 1,693 women.

As far as access to land is concerned, at the end of the 80's some 100,000 estates lacked registered dominion titles. In 1992, the Ministry of National Assets implemented a program of dominion granting in order to regulate this situation, considering that the main beneficiaries were to be poor farmers and female heads of households (Leon and Deere, 1999). An evaluation made in 1996 revealed that the Program benefited some 42.8% of women and 52.2% of men, but there are certain gender differences when comparing the size of the property.

Regards the indigenous women's access to land, the 1997 Farming Census revealed that, of a total of 329,705 operations, 48,535 correspond to Mapuche operations (14.7%), of which 34,457 are in the hands of male farmers (71%) and 10,583 in the hands of female farmers (21.9%) and 3,495 correspond to collective to operations (7.2%) (successions, indigenous communities, companies).

Rural life and gender

The rural population, according to the 2002 Census, represents only 13.3% of the total population. The rural female population fell to 12.3% and female rural population under the age of 29 years fell to 49% (INE, 2002). The masculinity index in rural sectors is of 114,44. That is to say, it is women who have emigrated more often from the countryside to the cities, a situation that seems to be the result of greater poverty and lack of employment opportunities for women living in rural areas.

The indigenous population, according to the 2002 Census represents 4.6% of the country's total population. The Mapuche and Aymara groups are those that represent a wider proportion of the total of this population (85.7% and 7%, respectively). Nowadays, most indigenous population lives in the cities (64.1%).

Indigence and poverty affect more rural areas and especially rural women, putting them at a disadvantage both in respect to rural men and female urban inhabitants (MIDEPLAN CASEN 2003). Of the total of employed rural women, 50.2% is concentrated in parts corresponding to indigenous and poor population (MIDEPLAN CASEN 2003).

The economic participation rate of rural women for the year 2003 rose to 24.2% (CASEN 2003), nevertheless, the gap between the rate of participation between rural and urban women has increased (the latter have reached a rate of 44.6%). Women correspond to 17% of the total of the wage-earning universe and they are concentrated mainly in non-permanent wage-earning category (74.5%), that is to say, seasonal workers in the agro- industry. We could add to the precarious employment situation of the rural women also the lack of protection in the area of pensions: more than 56% of women do not contribute to the pension system, and the number increases to 58% in the case of seasonal female workers women (MIDEPLAN in Shade Report CEDAW 2006).

The area of economic activity that occupies most women in the countryside is "Agriculture, hunting, forestry and fishing" with 39.6% of the total, followed by "community, social and personal services" with 31.4%, followed by 18%, in "commerce, restaurants and hotels" (MIDEPLAN CASEN 2003).

The process of Agriculture Modernisation brought about important changes in the country: Chile became the main exporter of fresh fruits in the Southern hemisphere. Women, especially in the fruit growing sector represent 50% of the total work force. In the case of small farming producers still related to the type of a more traditional activity, they account for 22% of the total number of producers (SERNAM 2006).

Farming seasonal employment shows a strong gender slant. In harvest, men account for 75% whereas in packing activities women account for 79% of the workforce. Generally, seasonal workers are poor and belong to the first two income distribution levels; whereas in age terms, they are young and belong to the 25 and 35 age bracket. SERNAM has dealt with the subject by means of two intervention and participation strategies: the Rural Women

Work Group and the Private - Public Committee. The last, through Sence that includes within its social programs scholarships for seasonal workers, has carried out training sessions for such women (SERNAM, 2006).

CHILE TOTAL FOOD EXPORTS FOR 2003	
Agro-industry products	27%
Sea products	22%
Salmon	19%
Fresh fruit	22%
Other farming products	4%
Source: Chilealimentos 2003, en INDAP (2005) situación in fruit and vegetable agro-industry in Chile. http://www.indap.gob.cl/docs/Situación%20de%20la%20agroindustria%20hortofrutícola%20en%20Chile.pdf	

Extension Activities and Training for Women

Annually, some 3,500 women take part in the INDAP-PRODEMU agreement (INDAP, 2005 and SERNAM, 2006). In the last few years, the organisation has implemented certain measures aimed at increasing the number of women users of INDAP, reaching 40% of women users of PRODESAL (12,497 women); and 20% of INDAP. 43% of the Productive Family Farming Bonus scheme were given to women, specifically favouring female heads of households (SOURCE: Analysis of Client Participation in INDAP instruments, with Gender approach. Santiago, Chile. INDAP 2005)

In conjunction with SERNAM, another program for seasonal female workers and farming women was implemented aimed at promoting female workers' health through risks prevention programs in the work place and the early detection of damage (SERNAM, 2006). Information on the rights of farming seasonal workers and their leaders was also distributed (Labour Office) and supervisory activities in their work places were carried out: INDAP promoted the organisation of associations and the creation of networks among producers (SERNAM, 2006).

Assistance Centre for children of seasonal workers: there are 248 of them and they are located in 118 municipalities along the whole country. They look after 15 thousand children. Another series of actions has been undertaken to promote and to facilitate Women's access to the work environment: timetable extension and/or of pre-school education coverage working women's children (SERNAM, 2006).

Recently (2006), the Program for Farming Households Competitiveness has been implemented. It is oriented at guaranteeing economic and social development of farming micro-companies, through productive promotion as one of the fundamental mainstays of the development of "Chile Agro-food Power"

Fisheries

The Under-secretary's Office for Fishing disseminated women's participation in the sector and included images of women in some institutional diffusion instruments during 2003. The Ministry of Agriculture added the gender issue in several mass media including the magazine "Tierra Adentro" (INIA) and Nuestra Tierra (FUCOA) and the Foundation for Agrarian Innovation included in its annual report an annex on women's participation in its innovation initiatives (SERNAM, 2006).

An emerging sector of workers corresponds to small-sized fishing. The women who work in the sector have received diverse support ranging from the construction of bathrooms separate by sex to training session on labour rights, conditions security and hygiene. In the Region of the Lakes where most of the small-sized fishing activities are concentrated, both the program "Emprende Los Lagos" and also the Fishing Work Group have generated better working conditions for the high percentage of the sector's workers (SERNAM, 2006).

During 2005 women organisations corresponding to small-sized fishing were set up in the Province of Valdivia and the Federation of Small-sized Fishermen of Hualaihué incorporated a program aimed for these workers in its work plan (SERNAM, 2006).

3-4 Economic Activities

Economic Activities

- Although there is a significant increase of women economic activity, in poor sectors there is still a low economic participation and unemployment rates are higher
- Most female work in the services area and in small enterprises
- Discrimination is still strong in wages, especially among women with higher levels of education
- There is a significant increase of women micro enterprises
- Women workers lack of labour protection and their contribution to pensions are fewer, risking poverty through aging

Employment opportunities

The rate of economic activity for Chilean women, despite registering a significant increase between 1990 and 2003, from 35% to 45% among women living in urban areas, is still very low in comparison with the average rate for other parts of Latin America and the Caribbean. Said participation is noticeably lower for poor women, reaching only 25.9% in the first part of the population¹⁵. Unemployment levels among women are permanently greater than for men, a situation that becomes especially serious in the case of poor and young women, despite an ever-increasing level of education. Unemployment levels for men in the poorest portion of society reached, in the year 2003, 21.8% and in the case of women, 34.7%. For the 15 to 24 age group, 19.0% of men and 26.3% of women in employable age were unemployed (CASEN 2003).

The most significant gap can be seen in the level of wages in both the public and private sectors. Although the monthly average income for working people has increased in the last few years, women's income is still lower than the one earned by men. The average monthly income for women in full time employment corresponds to 67.4% of the income obtained by men (CASEN 2003). This difference of income between men and women increase with education levels increase. In the case of women who have completed higher education, their income is equivalent to 49.8% of male income, for women who completed secondary education, the income is equivalent to 68.4% and in the case of women who have not finished primary schooling or without any formal education, the percentage increases to around 75%.¹⁶ These differences are, in part, the result of women's concentration in services activities which are placed at the lowest earning work levels.

In business activity, women form a reduced group and are more concentrated (more concentrated than men) around informal activities and those that present lower productivity levels. There are very few women among important or medium-sized entrepreneurs, a situation that is pretty much the same in the case of management positions in the private or public sectors.

Within the context of deteriorated labour relations and a pension system based on the private sector, the lack of protection for women in the legal area and in the area of pension contributions is evident. A noticeable indicator of the deterioration of labour relations is the increase, in the last decade, of the number of workers working without a contract, reaching, in 1990, 16.2% for wage-earning men and 17.9% for wage-earning women. This number increased to 20.5% for men and to 25.2% for women in the year 2003 (DITRAB, 2005). It should be indicated that 38.8% of working women do not participate in the pension system (as opposed to 34.4% of men) (DITRAB, 2005) and that women who leave the labour market, receive, on average, lower pensions than men (21% lower)¹⁷, due to the fact that their wages were lower and their contributions to the pension system were fewer, to mention a few variables. On the other hand, *"Women who, during all their lives stay at home to look after their house and their family without participating in the work markets are a group which is very likely to fall into the poverty trap when old, given that they generally tend to depend on their spouses which, in turn, allows them to aspire only to a widow's pension"* (Cuadros y Jiménez 2004). This situation is even worse in the case of common law relationships, due to the fact that they are given very little legal recognition by national legislation. This situation,

¹⁵ CASEN 2003

¹⁶ Women and Work. A Statistical compendium per gender. Contribution to labour debate. N° 18. Labour Office, Research Department. Santiago, Chile, 2005.

¹⁷ INP, Statistics Annual Book

together with the accelerated demographic ageing brings about an ever increasing number of older women who have very little or no access to pensions, with increasing requirements for health assistance and for other public services.

Women's participation in the labour market has grown more in the areas of commerce and services. More than 80% of female employment is concentrated in the tertiary sector of the economy, mainly around social and personal community Services (43.7%), and Commerce (25.9%). More than half of social, community and personal services are carried out by women, mainly in the areas of health and education, where female participation is of around 69%. In commerce, women also make up almost half of the sector's workers (47%) and, in the case of financial services, they contribute 38,5% to the workforce (INE 2005).

Women make up half of the work force employed as office staff, salespeople both in commerce and services, in addition to being scientists and professionals and technicians and forming, approximately, a third of management groups. However, barely 2% of working women gain access to managerial or directive positions (Shadow Report CEDAW, 2006).

There are, therefore, great differences in the opportunities for remunerated work not only between men and women, but also among women themselves. These opportunities are better for women who can prove longer studies. It allows them to enter the high-earning bracket of population. Technological and productive changes have increased the demand for workers with more complete education and specialised skills, leaving apart those workers with low training, among whom are many women.

Women's access to the job market has not been accompanied by redistribution of un-waged work related to home care. Neither has there been any organisational adjustment on part of companies and institutions which keep operating according to the traditional schedules and conditions of gender separation. At the same time, there is a permanent lack and low availability of public childcare facilities which poses a permanent obstacle for poor women who try to access the job market. In effect, a little more than a third of inactive women blame the situation on domestic work (29.5%) and on the fact that they do not have anyone to take care of their children (3.8%). Additionally, a high number of women (39.3%) attribute the problem to the fact that they have no formal studies, a situation particularly prevalent in the youngest - 15 to 24 age bracket (MIDEPLAN CASEN 2003).

Inequality and the gaps in the job market affect in a special way women who are heads of households, whose exclusive responsibility of the domestic work and the care for family members imposes time restrictions that limit their possibilities to access remunerated work, training opportunities and information (double working day) this way, they are forced to accept worse quality jobs and with less labour protection in exchange for flexibility that allows them to work at home and to earn a wage. In 2003, more than a million Chilean homes (26% of the total) were maintained by women. Female heads of households aged between 18 and 55 of the II and III portion of income distribution represent 52% of heads of households in these portions of income distributions (CASEN 2003).

Women workers in public and private sector

Sector	Employment		
	Male %	Female %	Total %
Government	8.3	16.2	11.4
Private	64.3	63.8	64.1
Own Account Unpaid Family Worker	22.6	17.0	20.4
Total	72.6	80.0	75.5
<i>Source: http://www.cepal.cl/publicaciones/xml/4/23024/PSE2005_AnexoEstadistico.pdf</i>			

Support system for women workers

In 2003, the Ministers' Council for Equal Opportunities awarded priority to the issue of women and work. Law drafts aimed at sexual harassment punishment, work week reduction to 45 hrs, regulation of new forms of work,

and also the maternity leave benefits for fathers were presented to the Congress. Today, they are all laws of the Republic. Another relevant modification to the Labour Code took place in 2001 and referred to the introduction of gender non-discrimination and reduction (SERNAM, 2006).

In the area of employment access, we would place special importance on the incorporation of poor women into the labour market thanks to the implementation of the Employment Generation Program for Women; the generation of gender-focused knowledge in the area of employment; the inter-sectorial co-ordination of public organisations and within the private sector; training programmes for micro-entrepreneurs; the promotion of labour rights and productive and trade union associations; labour qualifications; the launch of non-traditional childcare programs.

Some of the most important programmes include:

1. Labour training. Program for women with limited resources, preferably female heads of households. Their actions lines were: labour training for dependent and independent type of employment, labour intermediation, childcare, dental and eye care and personal development.
2. Program for the Promotion of Entrepreneurial women stems from the need to increase productivity and competitiveness levels by women participating at the micro-level of business, in order to contribute to the decrease of existing inequalities with respect to male-run micro-companies. The target audience for this program is a segment of the micro-enterprise sector with special barriers to overcome as to the access to public support instruments for micro-companies, since, in general, they do not have the profile required by institutions which offer productive promotion networks.
3. Program of Care Centres for Seasonal Workers' Children (CAHTM) - carried out every year in co-ordination with diverse Municipalities, JUNJI, INTEGRA, and JUNAEB. Business organisations and trade unions also take part in the program. It is located in 88 municipalities, in 7 regions and is extended to approximately 17,800 children aged between 2 and 12. After 13 years of operations, this model of childcare will become an official program.

The need to reconcile and pay attention to both areas - employment and family, both basic factors in the formation and social integration of people, poses a serious challenge to the Chilean society. There has been important progress made in the area of legislation and other norms, including maternity and now also paternity leave benefits, administrative norms that allow men and women more timetable flexibility and education systems that have extended their schedules to evening hours and also systems that provide adequate pre-school childcare.

This is the framework that is permitting the elimination of the barriers that still impede access to management positions, the reconciliation of family and professional life, to which end President Bachelet sent on 14 of June, 2006 "A Presidential Instruction Note on Good Labour Practices in the State's Central Administration System" enclosing a Code of good labour practices on non-discrimination for the State's central administration, indicating regulations and instructions for each manager and supervisor under-secretary to implement in the Triennial Plan of good practices (SEGPRES, www.segpres.cl).

Despite the progress, it can be seen from the general analysis that it is still not enough, that there is a need for continuity and extension of the government's solutions. However, it is important to indicate that the conciliation policies clash with market demands and require modifications and regulations to improve the labour conditions for both men and women.

Micro-enterprises

Another distinctive characteristic of the Chilean economy is the predominance of small productive units. In effect, practically half of the interviewed enterprises correspond to enterprises which have between 10 and 49 workers; that is to say, they are small-sized enterprises. The micro-enterprises, with fewer than 10 workers but not fewer than 5, represent a fifth of the interviewed enterprises.

The distribution of workers by gender varies according to the size of the productive unit. In the case of small and medium enterprises, women have a weaker presence than in large enterprises and in micro- enterprises. In large-sized units, the level of feminisation is the same as the one shown in previous Labour Survey (34.6% of positions in 2002). The situation has been similar in the case of micro-enterprises.

Size of the Enterprise	Nº of workers	1990	1992	1998	2000	2003
Micro-enterprises	2 to 5	68.7	71.3	71.1	64.2	69.1
	6 to 9	59.7	98.4	77.6	81.6	67.9
Small Enterprises	10 to 49	73.4	71.1	79.9	63.6	80.6
Medium Enterprises	50 to 199	75.4	76.1	79.7	76.9	89.6
Large Enterprises	200 and more	71.3	64.0	76.5	71.7	74.4
Total		64.5	72.7	76.7	69.1	75.8
Source: http://www.dt.gob.cl/documentacion/1612/article-88456.html						

Credit to Micro-entrepreneurs consists of a short-term or medium term credit, whose purpose is to finance anything, from merchandise to infrastructure, including, this way a large part of the micro-company's needs. In addition to commercial credits, Banco del Estado Micro-enterprises offers Saving Programs, Mortgages and Family Credits, depending on the necessities and possibilities of each micro-entrepreneur.

According to CASEN (2003)¹⁸ numbers, 48,9% of women work in the so-called micro-enterprises, with between 1 - 9 workers, a number that reflects a slight fall with respect to 2000 (49,1%). Of these, 49,7% correspond to women who live in urban areas, whereas 59,1% of them inhabit rural areas. If we analyse the numbers according to income distribution, 65,3% of the women who belong to level I work in micro- enterprises; 57,1% of them form part of level II and only 38,7% of them belong to level V .

¹⁸ http://www.mideplan.cl/CASEN/modulo_empleo.html

3-5 Violence against Women

Violence against Women

- Domestic violence shows high prevalence in Chile and is a priority within de Government agenda.
- Family Courts and a Judiciary Reform are helping to have more effective trials.
- Long term prevention is the principal tool to be developed in order to reduce violence prevalence.

General Situation

Domestic violence has shown the highest prevalence rate in Chile compared to other crimes. The latest study on conjugal violence revealed that in 2001, in the Metropolitan Region alone, 50.3% of women aged 15 to 49, with a current partner or who had been in a relationship, experienced some form of violence in the hands of a partner. Out of this number, 34.1% of women have experienced some form of physical and/or sexual violence and 6.3% only psychological violence (Ferrer 2001).

The study confirms that in 88% of the cases, the aggressor was a partner. Women report cases of aggression after an average time period of 7 years. And even though violence is more prevalent among poor sectors and with lower education, it is a phenomenon that affects all women across the board. Four of every 10 women have suffered physiological violence, one of every three women has experienced physical abuse and more than one in every 10 have suffered sexual abuse. It is estimated that 5% of healthy lives of the battered women are lost by causes associated to the domestic and sexual violence, representing almost he himself risk of morbidity that the cardiovascular cancer and diseases.

The extension of this phenomenon is expressed in Chile in the denunciations to Carabineros (Chilean uniformed police), which have increased between 1995 and year 2005, from 38,200 to 93,404 (Ministry of the Interior 2006), a statistic which does not necessarily mean an increase of the violence, but rather more favourable conditions to denounce abuse due to the entrance into force of the Domestic Violence Law, 1994. At the same time, a recent study (Rojas, Maturana and Maira, 2004), estimates that half of the number of homicides of women correspond to femicide, that is to say, murder committed by boyfriends, husbands, partners, lovers or ex-husbands. Basing its findings on the review of legal files and press information, the study revealed that in two years, at least 84 women were killed just because they were women. Most of the times, femicide occurred within intimate relationships - committed by the present or a former partner and known relatives -although there were also cases of women killed by an unknown sexual abuser. Between January and September 2006, there have been 30 cases more.

The 1994 law was modified by means of law N°20,066 (2005) and the crime has been denominated as physical or psychological "habitual abuse". This kind of crime is now dealt with by the Family Courts instead of Civil Courts, and, as a result of the new Penal Procedures Reform, is a much faster process and guarantees victim and witness protection.

Sexual violence

According to a study carried out by the Ministry of Health (MINSAL), more than 7% of women (aged 18 or over) have suffered from rape in Chile and, in nearly half of these cases; this experience was their sexual initiation (MINSAL 2000). In the year 2001, one out of four teenagers has experienced at least one case of sexual abuse (Santana, 2001). That year, in the Courts of Criminal Justice 7,485 cases began (Corporation of Judicial Administration, 2001), and it is estimated that for each known crime there are 7 others that are not reported. It is estimated that some 70%-80% of sexual aggressions have never been reported.

In 1999, by means of Law N° 19,617, the regulations related to sexual crimes and the rules to be applied by courts were modified. In order to avoid re-victimisation and to protect those who have suffer sexual violence, said law extended the form to investigate sexual crimes permitting health schools to carry out exams and expert testing, something that until then had been made exclusively by the Legal Medical Service. Additionally, the set of people legally authorised to report this kind of crime was extended to teachers and health service staff, a situation that had not been allowed until then. Furthermore, the secrecy of the process was defined and judges are allowed to adopt several measures aimed at the protection of people affected by sexual abuse.

Government Policy for violence against women

Violence against women has been one of the most important subjects for the consecutive Concertacion coalition governments. Their action is reflected in the changes in the legislation and the elaboration of policies and programs such as the Inter-Ministerial National Commission for the Prevention of Domestic Violence, which, coordinated by SERNAM, sponsored the "National Plan for Domestic Violence Intervention 2001-2006".

One decade of action undertaken by the government show different achievements, principally the acknowledgment of domestic violence as a social and public health problem, which must be addressed by adequate policies and programs. With this in mind, legislation has been put in place, a network of 29 domestic violence Assistance Centres has been set up (SERNAM) and victims have access to psychological support in Mental Health Community Centres (COSAM). The police force, Carabineros, has received adequate training and, in several places, it is the police force that plays an important role in combating this form of violence.

Also successive dissemination campaigns related to domestic violence issues have been developed; training sessions and prevention workshops have been offered to public sector staff members, community social agents and professionals from the private sector. Prevention policies in formal education, from pre-school to secondary levels, have been designed and implemented. An agreement aimed at implementing a domestic violence prevention program in alliance with JUNJI has been put in place. Bi-lateral agreements have been signed. The promotion of preventive actions in social networks and in the community has been encouraged (Red Protege); mental health programs aimed at addressing this issue in public health services have been implemented (Depression Program). There has been a closer collaboration between the Public Defence Office and the Public Ministry in relation to the injuries suffered by abused women and the use of assistance manuals which offer a gender-focused outlook.

Apart from the above-mentioned laws, Family Courts of justice were created and became operational on 1 October 2005 (Law N° 19,968, 2004). Said courts started working in October 2005 and led to the creation of 60 specialised tribunals, 258 judges and new administrative positions. In short, a simplified procedure conducted orally, has been set up. Its main objective is to speed up the caseload and make access to courts and conflict resolution in such cases more efficient.

The current government implemented a free telephone service for cases of domestic violence emergencies and shall put into practice the Protection System for abused women who suffer serious domestic violence whose most important aspect is the launch of 19 Shelters.

3-6 Social Participation and politics

Social Participation and politics

- Women participation in decision-making processes and political power and representation is still very low compared to their economic, social and cultural contribution to the Chilean society
- President Bachelet's government is making an important difference with previous governments, especially with the equal representation of women and men in the cabinet, regional and province governments, and her commitment with gender equality
- New women leaderships are arising and it is possible to anticipate the deepening of women participation in different political and social spheres

Women's Participation and political representation

Women's relevant contribution to society in various areas such as, for example, labour and economy, is not reflected in their participation in decision-making processes and political power and representation, even though there have been significant changes in the cultural climate whose current tendency is to recognise women's rights and to reject sexist conducts. The lack of task re-distribution within the household and the family which leaves women in charge of time-consuming domestic chores, has led to serious consequences in women's access to decision-making positions and the labour market under the same conditions as their male counterparts.

The number of women in positions of public responsibility has increased since 2001, especially in the executive branch, with 5 female ministers in the 2000 Cabinet, leading eventually to a cabinet with equal representation of female and male ministers, nominated by the current President of the Republic, Michelle Bachelet, who complied with her campaign commitment. However, even though this situation is without a precedent in our country, no legislation has been put in place to assure the continuity of this change, nor has there been a project of a law put forth that would make it compulsory for heads of State to maintain parity.

In regional governments there were only 4 women who occupied the position of Governors during President Lagos period, a situation that changed drastically with the arrival of President Bachelet who also opted for equal representation in the case of regional governors. At the provincial level, President Lagos nominated 30% of female provincial governors, a number that was increased to 33.3% by President Bachelet. All the above positions are discretionary and depend from the President's approval.

The Legislative Power has shown insufficient and slow progress as to the incorporation of women into its ranks. Here we are dealing with popular voting positions which mean that political parties first nominate a candidate with the Electoral system's restrictive influence on women's possibilities to get elected. Since 1990, women's participation in the Higher Chamber (Senate) has been nearly non-existent, given that among the 38 senators only 2 are women. In the Lower Chamber (Deputies) the situation has been a little better but not ideal, given that in the year 1990 there were 7 female Deputies while in the 2005/2008 period there are 18 female Deputies - a 15% female representation of the Chamber.

The internal composition and structure of the Chamber of Deputies, despite important progress on the matter, has not been maintained with the passage of time. In the years 2002 and 2003, two women became presidents of the Lower Chamber but in the 2004-2005 period, and with the new chamber composition, no women got to occupy that position again.

Women's participation in local governments or Municipalities, be it as Mayors or Councilwomen, is higher, but it also faces a barrier established by political parties and their will to elect women candidates as their representatives, considering that women make up 53% of the electoral universe. In 2004, women represented 12.4% of elected mayors and 21% of councillors.

Women's participation in the management of political parties (President, Secretary General and Treasurer) is also low, although there have been considerable improvements and several parties (Christian Democracy, Partido por

la Democracia, the Socialist Party) have implemented positive action measures, including minimum female participation quotas in internal elections. Of the nine valid parties as per the Electoral Registry of May 2003, only four parties had women partaking in their executive decision structures. Up to 2005, numbers show that, on average, the management of the parties has a 20% female representation.¹⁹

During the last Christian Democrats elections, a woman was elected president for the first time in the Party's history. Within this framework, political parties –still a male-oriented environment- form an impregnable barrier for women's progress and tend to favour women related to well-known politicians or those who have held high-profile public positions.

The low female participation in the political arena has brought about certain consequences to the quality of our democracy and the potentiality of the full exercise of rights, as well as to the drafting of laws, policies and programs aimed at defeating discrimination in all the spheres of national life, both public and private.

In the Judicial Power system, female presence has been quite significant in courts dealing with children's issues, but almost nonexistent in positions of higher hierarchy or prestige. Only recently, in the year 2001, a woman was nominated for the first time in history as a Judge of the Supreme Court and as a Public prosecutor of the same level of hierarchy. The above meant that the percentage of female participation in this Court, in the time period of between 1999 and 2000, increased from 0% to 12.5%, a degree of progress that did not have major influence on the rest of the women within the system. Court of Appeals statistics indicate that there are 101 male Court Judges and only 48 female Judges. In the case of first Instance Tribunals the situation is different, given that the majority of judges are women. The difference in the number of men and women decreases according to the ration of importance or hierarchy levels.

One of main State reforms of the last decade has been the implementation of the Penal Procedures Reform along the whole country. This reform is an *"important change in national legislation, both in the normative character and also in the organisational, cultural and institutional nature. It replaces pre-existing norms and legal institutions, modifies the nature of the procedures, of its players and the organization and routines of such"* (Public Ministry, 2003).

The Reform set up two new institutions that form part of the operating justice bodies: the Public Ministry or the Public Prosecution Office and the Public Defence Office. The first, comprising a National Public Prosecutor and 16 Regional Public Prosecution Offices, has only 3 women -equivalent to 18.8% of its composition. With regard to the Public Defence Office, the top authority is the National Defender who is male and of the 14 Regional Defenders, only one is female.

Other areas related to the formation and preparation of operators and legal agents also denote the limitations that are imposed on women who want to gain access to the spaces available in this area. The Legal Academy established in 1994, has a Management Board composed by a President and 8 directors; of the 9, only one is a woman, although the Executive Directions have been placed in the hands of women. It is necessary to add that the Academy deals with issues that do not necessarily reflect the progress made on the matter of international law of women's human rights, or the critical perspectives related to the leading approaches on the issues of justice administration. Only recently, in the year 2000, a course on gender focus was offered at the Academy.

Women's participation in state-run companies

State-owned and run companies are either those that belong to the Public Companies System (SEP) and other public companies. The companies that form part of SEP are those where the State holds a certain percentage of the shares and, according to that percentage, a determined number of Directors in each Company is assigned to the State. SEP is managed by a Council which nominates the Directors who will form part of the Board of Directors of each SEP Company. According to a study carried out by the Foundation Mujeres de Palabra, the

¹⁹ Clarisa Hardy "Evolución de la participación femenina 1990-2005" article published in the magazine Chile 21 in March 2005

Public Companies System manages 29 companies which, in total, have 142 Directors of whom 118 are male (81,4%) and 24 are female (18,6%).

The other Public Companies are those that depend directly from the Ministries and the President of the Board of Directors is the Minister. Some of them are those that depend from the Ministry of Defence, reason why there is no available information as the composition of the Board of Directors. The others include ENAP, CODELCO, the newspaper La Nacion, Banco Estado, all powerful and emblematic companies. Another company included inside this universe of public companies is National Television (Television Nacional), the only one that does not depend from any Ministry and is regulated by a special Law which grants it its autonomy. These companies have 43 Directors of whom 39 are men (90.7%) and 4 are women (9.3%).

The total number of State-owned and run Companies has 185 Directors distributed among the different Boards , of whom 157 are men, representing 84.9% of the total, and 28 are women, corresponding to 15.1%. Even though an increase in female participation is noted, we are still far away from parity.

Women's participation in Labour Unions and Trade Associations

In trade unions, the positions of power are still mostly held by men. However, in the case of public workers organisations, the numbers are more encouraging. In 2004, the Management Board of the National Association of Public Employees (ANEF) was composed by 12 women and 11 men, a distribution that has maintained its tendency in all its history, with the numbers varying only slightly. However, this participation parity takes place only among national directors, and not among the grass-root ANEF members.

In other instances such, as the boards of the professional associations, in the year 2004 the Management Board of Nurses' Association was composed in 100% by women; in the case of Psychologists' Association, 85.7% were women; in the case of the Association of Social Assistants, 85% were women, unlike the Lawyers' Association where only 9.5% were women; in the case of the Architects' Association, 18% were women.

Women as social actors

Historically, there has been a segment of the female population that has got together to fight for women's interests or to carry out certain actions. When the democratic transition took off in 1990, the country saw the birth of an important women's movement, more extensive and diverse than ever. Hundreds of women's groups and numerous nongovernmental organizations (NGOs), social and political organizations sprang up along the whole country. This movement, stemming from the fight for human rights and democracy, commenced to put forward proposals for the change of society, for changes in women's situation and in culture, understood as power relationships between men and women. The slogan "Democracy in the country and in the house", coined by the Feminist Movement and later adopted by all of Latin America synthesised the proposal.

The actions undertaken by organized Chilean women have been internationally inspired, sharing reflections and debates with organizations from all over Latin America, at Latin American and the Caribbean Feminist Meetings, in thematic networks (Health Network for Women of Latin America and the Caribbean, the Popular Education Network among Women and the Latin America and the Caribbean Network against Domestic and Sexual Violence).

In the decade of the 90's, the Chilean women's movement, while gaining access to the more often opening institutional spaces and concentrated on local specialization and focus, lost expression and visibility, both conditions absolutely necessary to enforce proposals for a change.

The NGOs, on the other hand, perhaps the most visible player of the movement that have made the most vital contribution as far as knowledge generation and proposal formulation for women's policies is concerned, have faced important financing difficulties, deriving from the withdrawal of international cooperation for the country and the shortage of national financing sources for the activities of promotion and social development which said NGO's carried out.

However, there still exist significant groups in very diverse area, and they are set up at a local and wider levels, brought together around important activities, such as the celebration of the International Women's Day (8 of March) and the Day of No More Violence against Women (25 of November).

Government Policy and Women Participation in Power Structures and decision-making

SERNAM has carried out activities aimed at promoting women's participation in public life and leadership spheres. It has established work groups with social organizations on some relevant subjects such as the Rural Work Group, a work group dedicated to the electoral system reform from a gender perspective, and a work group on Reproductive Rights. It also implemented women's discussion groups and social control forms for the Regional Plans for Equal Opportunities. What stands out is the long trajectory of Rural Women's Work Group, an initiative led by SERNAM in conjunction with INDAP that has become a space of dialogue and coordination between diverse instances of society and the State. It operates at a central level and in regions.

Several initiatives, deriving from the central level, have been developed. These include the competition-based Fund for Organizations and Associations of Young Women that, in the year 2005, carried out 12 projects in the Region of Valparaiso, including one on Juan Fernandez Island; and, in the region of Tarapacá, it helped the formation of the Trade Association of Women Micro-entrepreneurs in Iquique.

And, within the framework of the most recent initiatives, part of the 36 measures of the 100-day Plan proposed by the current government, we can find the presentation of a proposal for the change of the electoral system, to which end a work team²⁰ was set up. The team's aim was to present modification proposals to the present system. The proposals put forward by this Commission do not have a binding character, and therefore the final destination of the proposals lies in the hands of the President and her team of advisers.

In conjunction with PRODEMU - and in almost all of Chile - Leadership Schools, a formation program specially oriented towards women from social organizations and/or community leaders, have been implemented; in coordination with the Fund of the Americas, the Division of Social Organizations (DOS), the Program Chile Barrio, CONAMA and INDAP, the program "Citizen Leaderships" is being carried out in 8 regions. Finally, and in a joint effort with Ditrab, the "School of leadership for union leader women" was carried out in the tertiary sector of economic activity.

²⁰ Boeninger commission

4. On-going Gender Projects (2000- 2006)

Project / Program	Implementing Organization	Donor Organization	Duration	Budget	Relative to Women
Women / General					
Observatorio de Género y Equidad del Gobierno de Michelle Bachelet	CEDEM	UNIFEM, OXFAM	2006-2007	US\$ 36,000	Social Watch of Gender equity under the Bachelet government
Agenda de Gobierno para la Equidad de Género	CEDEM	SERNAM Banco Mundial	2006	\$ 7,000,000	Gender equity agenda in the Government of Chile
Modernización del Estado, gestión pública y transversalización de género (Programas de Mejoramiento de la Gestión)	CEDEM	Gobierno I Región	2006	\$1,500,000	Modernization and gender mainstreaming in public policies
Documento marco sobre Equidad de género para UNFPA en América Latina	FLACSO Área de Género	UNFPA	2005-2006	US\$ 10,000	Gender mainstreaming for UNFPA officials
Índice de Compromiso Cumplido-ICC: un instrumento de control ciudadano para las mujeres. El seguimiento de los acuerdos internacionales para el mejoramiento de la situación de la mujer (18 países de la región)	FLACSO Área de Género	Hewlett Foundation UNIFEM UNFPA	2000-2006	US\$ 250,000	Follow up of international agreements for the advancement of Gender equality in Latin America
New labor relations and social protection from a gender perspective.	CEM	CEM	2002-2003	n/d	Gender, new labor relations and social protection
"Género, Cultura y Sociedad"	CEDEM	HIVOS	2003- 2006	n/d	Gender, Culture and Society
"Informe Regional de Derechos Humanos de las Mujeres y Justicia de Género".	Corporación Humanas	Comunidad Económica Europea Fundación Ford Oxfam		n/d	Human Rights and Gender Justice
"Actoría Social y Política de Mujeres Latinoamericanas para el Fortalecimiento de la Corte Penal Internacional y la Justicia de Género".	Corporación Humanas	Comunidad Económica Europea Fundación Ford Oxfam		n/d	Gender Justice
"Tribunal Regional de Derechos Económicos, Sociales y Culturales de las Mujeres".	Corporación Humanas	Comunidad Económica Europea Oxfam		n/d	Gender Justice
"Observatorio Parlamentario".	Corporación Humanas MEMCH	Oxfam	2004	n/d	Follow up of the legislative work in Human Rights and Gender Justice
Análisis de los compromisos ministeriales del Programa de Mejoramiento de la Gestión	Hexagrama Consultoras	SERNAM	2004	n/d	Gender and Social Policies
Sistematización de la información sobre cumplimiento de los compromisos nacionales y regionales de igualdad de oportunidades y elaboración de un instrumento para la definición y seguimiento de los compromisos ministeriales	Hexagrama Consultoras	SERNAM	2003	n/d	Gender and Public Policies
"Elaboración del Plan Estratégico de Gestión 2000 – 2006"	Hexagrama Consultoras	SERNAM	2001	n/d	Gender and Public Policies

"El género en el debate público local. Una aproximación a la ciudadanía de las Mujeres"	Hexagrama Consultoras	Fundación Ford	2003	n/d	Gender and Public Policies
Género en los presupuestos municipales	Hexagrama Consultoras	UNIFEM / PNUD	2000 – 2001	n/d	Gender and Budget
Escuela itinerante "fortalecimiento de la ciudadanía de las mujeres, justicia ambiental y medios de comunicación virtual"	MEMCH Comité de Iniciativa Arica y Parinacota Sustentable; Comité de Agua Potable Rural de Caimanes; Asociaciones de Mujeres Rurales de la Provincia de Talagante; y el Foro Mujeres del Bío Bío.	MEMCH	2004	n/d	Workshops on Women's citizen empowerment
Escuela Permanente de Ciudadanía	MEMCH	MEMCH Fundación Heinrich Böll	2003	n/d	Women and Social Movements
Women's Rights	Ministry of Women Affairs	UNICEF	1 year	\$ 10,000,000	Violence Against Women
Mejoramiento de la Gestión y la Equidad de Género	SERNAM Ministerio de Hacienda	UNDP		n/d	Including gender in public management.
Género en el UNDP y en el Sistema de las Naciones Unidas en Chile	UNDP, Teresa Valdés y Soledad Parada	UNDP	2005-2006	US\$ 120,000	Gender mainstreaming in UNDP
Generation of institutions that mediate between state and society	CEM	CEM	2002-2003	n/d	Institutions that mediate between state and society
Women's movement in the nineties: the re-configuration of a collective action system	CEM	CEM	2000-2002	n/d	Women's movement
Cognitive and hegemonic frameworks and policy actions in gender and economics	CEM	CEM	2002-2003	n/d	Public policy, gender and economics
Consultancy: "Perception of political and social leaders of the quota law: content and feasibility"	CEM	CEM	2000	n/d	Gender and social and political participation
Topics and strategies around which women mobilize in the public field.	CEM	CEM		n/d	Gender and participation
"Asistencia Técnica para la Transversalización de Igualdad de Género en las políticas públicas del Estado".	SERNAM	UNDP		n/d	Public Officials training on gender
Education					
La incorporación de las sexualidades en la curricula académica en las Universidades de Asia, Africa y América Latina.	CEDEM	El Colegio de México Ford Foundation	2005-2006	US\$ 50,000	Integrating Gender and Sexuality in the curricula in Universities
"Control ciudadano en Educación y Género. Monitoreo de acuerdos internacionales".	CEDEM	REPEM CEDEM HEXAGRAMA		n/d	Gender and participation
Diagnóstico y análisis sobre la situación de maternidad y paternidad en el sistema educativo.	CEDEM	Ministerio de Educación	2005-2006	\$14.000.000	Maternity and paternity in the public educational system
Reprocesamiento base de datos Encuesta Nacional de Educación Sexual	CEDEM	UNFPA	2005-2006	\$5.400.000	National survey on Sexual Education: data base reprocessing
"Programa Liceo para Todos/as"	MINEDUC SERNAM	CEPAL MINEDUC	2001- 2005	n/d	Pregnant students and adolescent mothers retention

"PROMETEA"	CEM Empowering Women Engineers Careers in Industrial and Academic Research	CEM Empowering Women Engineers Careers in Industrial and Academic Research		n/d	Gender in the scientific and technological research
"Reforma Educativa y Género. Un estado de situación en Argentina, Chile, Colombia y Perú"	Hexagrama Consultoras FLACSO-Argentina IESCO de la U. Central de Colombia Departamento de Ciencias de la Pontificia Universidad Católica de Perú.	Fundación Ford	2004 – 2005	n/d	Gender in the Educational System Reform
La Escuela: Un espacio generador y promotor de la participación y liderazgo de la mujer	CIDE	BID CIDE	1999- 2000	n/d	Women and participation
Health / Medicine					
Política pública sobre Derechos, Sexualidad y Salud Reproductiva dirigida a la población adolescente, mujeres y hombres	CEDEM	UNFPA	2005-2006	\$9.280.000	Sexuality, reproductive health and rights among adolescents
Estrategia para la Prevención del VIH/SIDA e ITS en mujeres dueñas de casa y trabajadoras de casa particular	FLACSO Área de Género	CONASIDA	2005	US\$ 20,000	HIV/AIDS and ITS prevention among women
Estudio de Caracterización de los Factores de Riesgo y Vulnerabilidad frente al VIH/SIDA en Mujeres	FLACSO Área de Género	CONASIDA	2004-2005	US\$ 40,000	HIV/AIDS and ITS prevention among women
Estado del arte sobre Masculinidades, sexualidad y reproducción de varones adolescentes en Chile y América Latina.	FLACSO Área de Género	UNFPA	2004-2005	US\$ 5,000	Masculinities, sexuality y reproduction in adolescent boys
Evaluación Nacional de la Consejería para la Prevención del VIH/SIDA	FLACSO Área de Género	CONASIDA	2003-2004	US\$ 100,000	Counseling for the HIV/AIDS prevention evaluation
Fondo de población asignado a Chile anualmente	Gobierno de Chile ONGs Universidades.	UNDP		n/d	Adolescence, violence, sexual and reproductive health among adult women. Sexual and reproductive health among indigenous women
Género, Equidad y Reforma de Salud en Chile	SERNAM MINSAL ONG'S	OPS/OMS Fundaciones Ford y Rockefeller	2000 en adelante	n/d	Dealing with Gender inequalities
Reformulación del modelo de formación e implementación de la Consejería para la Prevención Primaria del VIH y las ETS	FLACSO Área de Género	CONASIDA	2005	US\$ 25,000	HIV/AIDS and ITS primary prevention
Evaluación de programa de Poblaciones Vulnerables Prioritarias del Área de Prevención Nacional de CONASIDA	FLACSO Área de Género	CONASIDA	2004-2005	US\$ 25,000	Evaluation of IHV/ADIS prevention public program
Equidad, igualdad de género, derechos y responsabilidades en un contexto de globalización: una mirada al debate sobre derechos sexuales y reproductivos	FLACSO Área de Género	Ford Foundation	2003-2004	US\$ 25,000	Gender, sexual and reproductive rights

Adolescentes: vida cotidiana, mandatos culturales, subjetividades, sexualidades y paternidad en Chile	FLACSO Área de Género		2004-2005	US\$ 40,000	Adolescence and Gender
Identidad de Género, Sexualidad y Ciudadanía: ejercicio de derechos en mujeres adolescentes	FLACSO Área de Género	Internacional Women's Health Coalition (IWHC)	2002-2004	US\$ 35,000	Adolescent Women rights
"Observatorio de Equidad de Género en Salud". Programa Género, Equidad y Reforma de Salud en Chile	OPS /OMS Chile; EPES; CEM; INAP; FLACSO; Chile; CEGECAL; Consultora Hexagrama	OPS OMS Fundación Ford	2004 en adelante	n/d	Health System Reform and gender equality
The pyramidal organization of shoe production, the exposure to toxic agents and their effect on health.	CEM	CEM	2003	n/d	Gender, labor and health
Characterization of work done at home and women.	SENCE Consultancy	CEM SENCE Consultancy	2003	n/d	Women and domestic work
Effect of flexibility on labor biographies of men and women: consequences for social protection.	CEM	CEM	2003-2004	n/d	Labor flexibility
Flexibilization of labor hours in Chile: Towards a greater equality in opportunities or less gender inequities?	CEM	CEM	2000-2001	n/d	Gender equality and labor flexibility
Sexual harassment incidence in workplaces and feasibility: analysis of opinions and perceptions on this subject.	CEM	CEM	2000-2001	n/d	Legislation and Sexual harassment incidence in workplaces
Agriculture, Forestry, Fishery					
"Estudio sobre condiciones de trabajo y prácticas empresariales de las viñas del valle de Curicó, VII región: generación de conocimientos para la acción ciudadana e implementación de prácticas social y ambientalmente responsables".	CEDEM	AVINA NOVIB OXFAM	2000- 2006	n/d	Companies Social Responsibility
"Consecuencias y costos para las mujeres trabajadoras de la agroexportación derivados de la precariedad del empleo".	CEDEM	OXFAM	2003- 2004	n/d	Women and precarious work
"Fortalecimiento de las capacidades nacionales y regionales para la integración de género en las políticas públicas del sector silvoagropecuario "	MINAGRI	FAO MINAGRI	2006	n/d	Gender in the forestry and agricultural sector
Consultoría "Proyecto piloto para autorizar y clasificar asuntos de género y agua. Hacia un plan de manejo integrado de recursos de agua y la 7ª meta del milenio"	CEDEM	Dirección General de Aguas DGA Alianza de género Aguas GWA.	2005- 2007	n/d	Gender and Water
"Programa de Pequeños Subsidios".	UNDP	Fondo para el Medio Ambiente Mundial, GEF		n/d	Gender and biodiversity conservation
"Reinforcement of national and regional skills for gender integration in public policies of the forestry and agriculture sectors"	MINAGRI	FAO		n/d	Gender mainstreaming in the Ministry's policies, programs and projects.
"Agricultural Sector indicators. A gender outlook"	SERNAM	FAO		n/d	Gender indicators

Economic Activities					
"Fomento de la Micro y Pequeña Empresa".	UNDP y el Servicio de Cooperación Técnica (SERCOTEC)	UNDP y el Servicio de Cooperación Técnica (SERCOTEC)		US\$ 380.000	Micro and small enterprises
Others					
Maculinites, Change and Conflict in Global Society	CEDEM	University of Sydney	2006	US\$ 4.907	Maculinites, Change and Conflict in Global Society
"Modernización y vida privada. Estudio de modelos familiares emergentes en tres grupos sociales".	CEDEM	FONDECYT HIVOS	2003- 2005	n/d	Private life and family
"Transformaciones de la familia y vida privada en poblaciones rurales de Chile central durante la segunda mitad del siglo XX".	CEDEM	FONDECYT HIVOS	2000-2002	n/d	Family and private life
"Parentalidad y conyugalidad de clases medias chilenas". Estudio comparativo Chile-Francia.	CEDEM	FONDECYT HIVOS	2003- 2005	n/d	Family and private life

5. Gender Information Sources

5-1 List of Organizations/individuals related to Gender

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
Organization/individual who prepared the Profile				
FLACSO Área de Estudios de Género	Teresa Valdés Área de Estudios de Género			Av. Dag Hammarskjöld 3269, Vitacura, Santiago de Chile Tel.: (+562) 290-0200 Fax: (+562) 290-0263 http://www.flacso.cl
Government Organizations				
Servicio Nacional de la Mujer, SERNAM Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Laura Albornoz Pollmann Ministra Directora			Teatinos 950, 5 Piso Santiago de Chile Tel: 549 61 00 Fax: 549 62 47 http://www.sernam.cl/ infomujer@sernam.gov.cl
Ministerio de Agricultura, MINAGRI Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Francine Brossard Leiva (FIA) Secretaría Ejecutiva Silvia Gálvez de (INIA) Subrogante			Teatinos 40 Santiago, Chile Fono : (56- 2) 3935000 Fax : (56- 2) 3935135 http://www.agriculturaygenero.cl
Ministerio de Justicia Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Verónica Baraona del Pedregal Subsecretaría de Justicia			Morandé 107 Santiago de Chile Tel: (56-2) 6743100 www.minjusticia.cl
Ministerio del Interior Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Felipe Harboe Bascuñán Subsecretario del Interior			Palacio de la Moneda s/n, Santiago de Chile http://www.interior.gov.cl/
Ministerio de Hacienda Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	María Olivia Recart Subsecretaria de Hacienda			Teatinos 120, Santiago de Chile Fono: (56-2) 473 2000 http://www.minhda.cl
Ministerio de Economía Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Ana María Correa López Subsecretaria de Economía			Teatinos 120 Piso 10, Santiago, Chile Tel: (56-2) 4733400 Fax: (56-2) 4733403 http://www.economia.cl economia@economia.cl
Ministerio de Planificación MIDEPLAN Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Clarisa Hardy Raskovan Ministra			Ahumada 48 Piso 7 Santiago, Chile Tel: (56-2) 675 1400 http://www.mideplan.cl
Ministerio de Salud, MINSAL Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Marisa Matamala Gender focal point			Mac Iver 541, 4º Piso Santiago, Chile Tel: (56 -2) 5740100 - 5740198 Fax: 638 2238 http://www.minsal.cl
Ministerio de Educación Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Debora Solís Gender focal point Secretaría Técnica en Sexualidad y Afectividad			Alameda Bernardo O'Higgins 1371, 9º Piso, Santiago, Chile Tel: (56-2) 3904000 Fax: 687 3571 http://www.mineduc.cl
Ministerio del Trabajo Integra Consejo de Ministros y Ministras por la Igualdad de Oportunidades.	Pamela Farías Gender focal point			Huérfanos Nº 1273, Pisos 2 al 8 Santiago de Chile Tel: 753 0400- 753 04016 Fax: 696 6962

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
				http://www.mintrab.gob.cl/
Dirección del Trabajo	Patricia Silva Directora del Trabajo Jefa Departamento de Estudios			Agustinas N° 1253, Santiago de Chile Tel: 674 9300/ 674 9610 Fax: 674 9614 http://www.dt.gob.cl
Instituto de Desarrollo Agropecuario, INDAP	María Irene Ochoa Encargada Programa Mujer			Av. Agustinas 1465 Santiago, Chile Tel: 690 8000 Fax: 671 0245 http://www.indap.cl
Central Unitaria de Trabajadores de Chile CUT	María Rozas Vicepresidencia de la Mujer			AV. Libertador Bernardo O'Higgins 1346 Santiago, Chile Tel: 671 9020 Fax: 6720112 http://www.cutchile.cl/ vicepdtamujercut@gmail.com
Fundación para la Promoción y Desarrollo de la Mujer PRODEMU	Manuela Saavedra Vicepresidenta Ejecutiva			Salvador Sanfuentes 2357, Santiago, Chile Fono:(56-2)-787 6900 Fax:(56-2) - 696 7689 e-mail: prodemu@prodemu.cl
Observatorio Laboral Central Unitaria de Trabajadores de Chile CUT	Ana Bell Dirigente Nacional			Alameda 1346 - 2° piso Santiago, Chile Tel: 671 9020 http://www.observatoriolaboral.cl/
International Organizations				
Unidad Mujer y Desarrollo, CEPAL	Sonia Montaña Jefa de la Unidad Mujer y Desarrollo			Av. Dag Hammarskjöld 3477 Vitacura, Casilla 179 D, Santiago, Chile Tel: (56-2) 210 2565 Fax: (56-2) 228 5184 http://www.eclac.cl/mujer/ umujer@eclac.cl
OXFAM GB/Canadá en Chile	Ma. Cecilia Coca Passalacqua Jefa departamento Mujer			Huelén 56 D, Providencia, Santiago, Chile Tel: (56-2) 264 27 72 Fax: (56-2) 264 29 37 oxfamchile@oxfam.cl
Programa de Naciones Unidas para el Desarrollo, UNDP	Sylvia Broker Encargada asuntos de género			Dag Hammarskjöld 3241. Vitacura. Casilla 19006 Santiago, Chile. Tel Central: + 56 2 654 1000 Fax Central: +56 2 654 1099 fo.chi@undp.org
Organización de las Naciones Unidas para la Agricultura y la Alimentación, FAO	Marcela Ballara Encargada de género			Dag Hammarskjöld 3241. Vitacura. Casilla 19006 Santiago, Chile. Tel Central: + 56 2 654 1000 Fax Central: +56 2 654 1099 http://www.fao.org fo.chi@undp.org
Organización Internacional del Trabajo, OIT	M. Elena Valenzuela Encargada de género			Av. Dag. Hammarskjöld 3177 Vitacura, Casilla 19.034, Correo 19 Santiago, Chile Tel: (56-2) 580-5500 Fax: (56-2) 580-5580 http://www.oit Chile.cl/

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
				santiago@oit Chile.cl
Fondo de las Naciones Unidas para la Infancia, UNICEF	Soledad Larrain Encargada de género			Isidora Goyenechea 3322, Las Condes, Santiago, Chile. Tel: (56) (2) 422 88 00 Fax: (56) (2) 422 88 88 info Chile@unicef.org
Organización Panamericana de la Salud, Chile PAHO	María Isabel Matamala Encargada de género			Av. Providencia 1017 Providencia, Casilla 9459 Santiago, Chile Tel: (56-2) 2649300 Fax: (56-2) 2649311 e-mail@chi.ops-oms.org
NGO's				
Centro de estudios para el desarrollo de la mujer, CEDEM	Ximena Valdés Directora			Purísima 305, Recoleta Santiago, Chile Tel: (56) 2 735 77 55 Fax: (56) 2 777 22 97 cedem@cedem.tie.cl
Centro de Estudios de la Mujer, CEM	Amalia Mauro Directora			Purísima 353, Santiago, Chile Tel: (56-2) 777 1194 Fax: (56-2) 735 1230 cem@cem.cl
Comunidad Mujer	Margarita María Errázuriz Presidenta Esperanza Cueto Directora Ejecutiva			Roger de Flor 2950 piso 6, Las Condes. Santiago, Chile Tel: (562) 333 0165 Fax (562) 335 20 43 http://www.comunidadmujer.cl
Corporación de Desarrollo de la Mujer La Morada	Pía Matta Presidenta			Purísima 251, Recoleta Santiago, Chile Tel: 4429632 / 4429633 Fax: 4429634 secretaria@lamorada.cl http://www.lamorada.cl/
ISIS Internacional	Ana María Portugal Coordinadora			José Manuel Infante 85, Providencia, Santiago, Chile Tel: (56-2) 235 3926 Fax: (56-2) 235 3921 isis@isis.cl
Programas de Acción con Mujeres PROSAM	Ana María Medioli Directora			Vina del Mar 023, Providencia, Santiago, Chile Tel: 6351170 / 2225520 prosam@entelchile.net www.prosam.net
Fundación Ideas	Patricia Cardemil Directora			Almirante Riveros 033, Providencia Santiago, Chile Tel: 222 24 25 - 6353035 Fax: 222 07 71 fundacion@ideas.cl http://www.ideas.cl/
Corporación SUR	Patricia Boyco Directora			José Miguel Infante 85, Providencia Santiago, Chile Tel: (56-2) 235 8143 / 236 0470 Fax: (56-2)235 9091 surprofesionales@sitiosur.cl www.sitiosur.cl

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
Centro de Estudios y Atención del Niño y la Mujer CEANIM	María Angélica Kotliarenco Directora			Nueva de Buerras 180, Santiago, Chile. Tel: 6330514 - 6326110 Fax: 6383040 http://www.resiliencia.cl/makconsultora@yahoo.com
Centro de Profesionales para la Acción Comunitaria CEPPAC	Esmeralda Luz Muñoz Iglesias Presidenta			Avda. Padre Hurtado 12505 (ex Los Morros), El Bosque. Santiago, Chile Tel/Fax: 5615097 http://www.ceppac.cl/ceppac1@entelchile.net
Corporación Humanas	Lorena Frías Presidenta			Avda. Suecia 164-A Santiago, Chile Tel: 2532140- 2532128 Fax: 3333961 www.humanas.cl web@humanas.cl
Centro de Desarrollo de la Mujer DOMOS	Carolina Peyrín Directora Ejecutiva			Galvarino Gallardo 1775, Providencia. Santiago, Chile. Tel: 2641766 Fax: 2641320 www.domoschile.cl domos@domoschile.cl
Finanzas Internacionales y Nacionales para la Mujer, FINAM	Lucía Pardo Presidenta de la Corporación			María Luisa Santander 505 Providencia, Santiago, Chile Fono/Fax: 3412515 www.finam.cl finam@domoschile.cl
Fundación Instituto de la Mujer	Carmen Torres Directora			Vina del Mar 019, Providencia Santiago, Chile. Tel: 6353012 - 2224946 Fax: 6353106 http://www.insmujer.cl insmujer@insmujer.cl xzavala@insmujer.cl
Solidaridad y Organización Local SOL	Ana María Ordenes Directora			Dirección: Almirante Grau 092, Providencia, Santiago, Chile Tel/Fax: 4813840 - 4813843 solsantiago@terra.cl
Centro de Capacitación para Mujeres ANACLARA	Cecilia Radrigán Miriam Ortega Coordinadoras			Alameda B. O'Higgins 1302, Dto. 131, Santiago, Chile Tel/Fax 671-7579
Centro de Estudios, Asesoría y Capacitación Mujer y Trabajo	Angélica Álvarez C. Patricia Román Directorio			Tucapel Jiménez 95, Piso 3, Depto. E, Santiago, Chile Tel: 688-3004 Fax: 695-1881 myt@netline.cl
Educación Popular en Salud EPES	Karen Lee Anderson Presidenta - Fundadora			General Köerner 38. El Bosque, Casilla 100 Correo 14. La Cisterna. Santiago, Chile Tel: (56-2) 54 87 617 Fax: (56-2) 54 86 021 epes@entelchile.net http://www.epes.cl

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
Instituto Chileno de Medicina Reproductiva, ICMER	Horacio B. Croxatto Presidente			José Victorino Lastarria 29. Oficina 101 Código Postal 6500808 Santiago, Chile Tel: 56-2-6335887 56-2-6328258 Fax: 56-2-6325969 http://www.icmer.org/ info@icmer.org icmer@icmer.org
Colectivo Con-spirando	Ute Seibert Integrante del Colectivo			Malaquias Concha 043, Santiago, Chile Dirección Postal: Casilla 371-11, Correo Nuñoa, Santiago, Chile Tel/fax: (56-2) 222-3001 http://www.conspirando.cl/ conspira@terra.cl
Asociación Chilena Pro Naciones Unidas ACHNU	Rodrigo Bastidas U. Presidente			Brown Norte 379, Ñuñoa, Santiago, Chile Tel/Fax: (56 2) 341 49 41 – 274 31 50 http://www.achnu.cl/
Movimiento Pro Emancipación de la Mujer Chilena MEMCH	María Lenina del Canto, Paulina Weber, Rosa Ferrada Directoras			Dirección: San Luis 1438, Independencia Santiago, Chile Tel: 7325356 Fax: 7325228 http://www.memch.cl/ memch@tie.cl - memch@memch.cl
World Vision	Tatiana Benavides Directora Nacional			http://www.worldvision.cl/ estella_lepe@wvi.org
Fondo Alquimia	Sara Mandujano Coordinadora			Condell 1325, Providencia Santiago, Chile Tel/Fax: 6657106 s.mandujano@fondosalquimia.org
Regional NGO's in Chile				
Casa de Encuentro de la Mujer CEDEMU	Berta Moreno Plaza Directora			Población Alcalde Vicente Atencio Cortés, Salvo 1179, Arica, Chile. Casilla 1391 Tel/Fax 58-252-712 cedemu@ctcreuna.cl
Norte Mujer. Centro de Investigación y Promoción Social para el Desarrollo de la Mujer del Norte	Vivian Gavilán Vega Directora			M.Borgoño 85, Villa Magisterio, Arica, Chile. Tel: 58-221-037 Fax: 58-228-315
Motivando Mujeres	Romy Flores Guerrero Directora			Pasaje Sibaya 2237, Iquique, Chile Tel: (57) 481638 romyflor25@hotmail.com
Agrupación de Mujeres Innovadoras de Atacama	Anita Olate Barahona Directora			Tongoy, El Litoral 1084 Copiapó, Chile Tel: 212754 mia_copiapo@yahoo.es
Asociación Cristiana Femenina de Chile Sede V Región	Pilar Fuenzalida Pacheco Presidenta			Blanco 967, Piso 2, Valparaíso Casilla 1214, Valparaíso, Chile Tel: 32-212-483, 32-253-769 Fax 32-253-761

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
Servicio Paz y Justicia - SERPAJ Chile	Fernando Aliaga Rojas Presidente			Orella 1015 Valparaíso, Chile Tel: 56-32-2331110 Fax: 56-32-214423 serpaj@serpajchile.cl http://www.serpajchile.cl/
Centro de Promoción y Apoyo a la Infancia PAICABI	Valeria Arredondo Ossandón Directora			Avenida Errázuriz 2692, Valparaíso (Sector PUV), Chile Tel: (32)2253071. http://www.paicabi.cl/ paicabi@paicabi.cl
Centro de Investigación y Difusión de Achupallas CIDPA	Oscar Dávila León Director			Dirección: Luis Vicentini 96, Achupallas Viña del Mar, Chile Tel: 32- 860042 Fax: 32-865544 www.cidpa.cl , cidpa@cidpa.cl
Red de Mujeres Dirigentes de Coelemu	Paola Vergara Dirigenta			Población Doctor La Palma 50, Coelemu Ñuble, Chile Tel: 430320- anexo228 jvergara2008@latinmail.com
Educación Popular en Salud EPES	Karen Lee Anderson Presidenta - Fundadora			Cautín 9133 Población René Schneider Casilla 3144 Concepción, Chile Fonos: (56-41) 210 966 – 226 607 - 470 570 epes@entelchile.net http://www.epes.cl
Asociación Chilena Pro Naciones Unidas ACHNU	Rodrigo Bastidas U. Presidente			Freire 272, Concepción, Chile Tel/Fax: (41) 219 681 - 223 489 http://www.achnu.cl/
Instituto de la Mujer de Concepción	Lily Rivas Labbé Directora			O'Higgins 1376, Piso 1, Concepción, Chile Tel: 41-247-964 Fax 41-242-156 instmujer@entelchile.net
Casa de la Mujer Mapuche	Rosa Rapimán Morales Directora			Portales 1190, Temuco, Chile Tel/Fax 45-233-886
Women's Network				
Asociatividad para la Acción por la no Violencia. Corporación La Morada	Valentina Martínez Coordinadora			Purísima 251 - Recoleta Santiago, Chile Tel: 7351779 - 7351785 - 7351820 - 7323748 vmartinez@asociatividad.cl www.asociatividad.cl
Red de Salud de las Mujeres Latinoamericanas y del Caribe, RSMLAC				Simón Bolívar 3798, Ñuñoa Santiago, Chile Tel.: (56-2) 223 7077 Fax: (56-2) 223 1066 secretaria@reddesalud.org
Foro Red de Salud y Derechos Sexuales y Reproductivos	Benedicta Aravena Rosa Espínola Coordinadoras Nacionales			Purísima 156 Recoleta, Santiago, Chile Fono: (02) 732 2969 Fax: (02) 732 9094 forosalud@forosalud.cl www.forosalud.cl
Red Chilena contra la violencia	Soledad Rojas			Purísima 251, Recoleta

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis)	Reports/ Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
doméstica y sexual				Santiago, Chile Tel: (56-2) 444 9632; 444 9633 redcontraviolencia@yahoo.es ; solerojas@lamorada.cl
Social Organizations				
Agrupación Nacional de Empleados Fiscales ANEF	Ángela Rifo Castillo Vicepresidencia de la Mujer			Alameda 1603 Santiago, Chile FonoFax: 696 29 57 info@anef.cl http://www.anef.cl/
Asociación Nacional de Mujeres Rurales e Indígenas, ANAMURI	Florencia Acóstica Presidenta			Concha y Toro 13, piso 3, Santiago, Chile Tel: (56-2) 672 0019 Fax: (56-2) 697 3217 secretariag@anamuri.cl , internacional@anamuri.cl
Asociación Cristiana Femenina de Chile	Soledad Erazo Presidenta Nacional			Modena 1640 Santiago, Chile Tel: 696-1608
Educación , Género y Ciudadanía Programa Interdisciplinario de Investigación en Educación, PIIIE	Loreto Egaña Baraona Directora Ejecutiva Flavia Fiabane Salas Presidenta			Dalmacia 1267, Providencia Santiago, Chile Fono(56-2) 209 6644 Fax (56-2) 204 7460 www.piie.cl
Consultants				
Hexagrama Consultoras	Estrella Díaz Andrade Elizabeth Guerrero Caviedes Victoria Hurtado Pinochet Patricia Provoste Fernández Paula Salvo del Canto Alejandra Valdés Barrientos			Huelén 210, Depto C, Providencia Santiago, Chile Tel. (56-2) 235 63 31 Fax (56-2) 235 63 31 http://www.hexagrama.cl/ consultora@hexagrama.cl
Universities: Gender Studies Programs				
Programa de Estudios de Género y Sociedad, PROGENERO Universidad Academia de Humanismo Cristiano	Kathya Araujo Directora			Ricardo Matte Pérez 441 – Providencia Santiago, Chile Fonos: 787 8156- 7878158 progenero@academia.cl karaujo@academia.cl
Centro de Estudios de Género y Cultura en América Latina, CEGECAL Facultad de Humanidades Universidad de Chile	Kemy Oyarzún Vaccaro Directora			Avda. Capitán Ignacio Carrera Pinto 1025, piso 3, Ñuñoa, Santiago, Chile Tel: (56 2) 978 7098 Fax: (56 2) 2716823 http://www.cegecal.uchile.cl/ genfil@abello.dic.uchile.cl
Centro de Estudios Interdisciplinario de Género, CIEG Facultad de Ciencias Sociales Universidad de Chile	Michelle Sadler Directora			Ignacio Carrera Pinto 1045, Ñuñoa Santiago, Chile Tel: 9787832 - 9787705 http://www.csociales.uchile.cl/centros/cieg/
Estudios de Género. Facultad de Ciencias de la Educación. Universidad de Playa Ancha.	Ana María Mendez Cowley Ximena Sánchez Segura Coordinadoras			Avda. Playa Ancha N° 850 Valparaíso, Santiago. Tel/Fax: (32) 285021 http://www.upa.cl
Programa de Estudios de Género Universidad de Los Lagos	Olga Barrios Directora			Av. Fuschlocher 1305 Osorno, Chile Tel: (56-64) 333000. http://seminariogenero.ulagos.cl obarrios@ulagos.cl

5-2 List of reports and references related to Gender

Title	Author	Publisher	Year	Where to get
Education and Training				
"Estudio de la situación de maternidad y paternidad en el sistema educativo chileno" Santiago, Chile.	Olavarría, J.; Donoso, A. y Valdés, T.	FLACSO MINEDUC	2006	FLACSO-Chile MINEDUC
"Trabajadoras (es) de la educación superior y reproducciones de género"	Reyes, Jenny	Consejo Superior de Educación	2006	www.cse.cl
"Estudio Comparado de Educación Superior y Género en América Latina y el Caribe"	Papadópolos, Jorge y Radakovich, Rosario	Consejo Superior de Educación	2005	www.cse.cl
"Un Trato en las Diferencias"	Oyarzún, Kemy	Consejo Superior de Educación	2005	www.cse.cl
"Educación Superior y Género. Tendencias Observadas"	Salazar, José Miguel	Consejo Superior de Educación	2005	www.cse.cl
"Proceso de examinación del CSE: incidencia de la Variable Género en el Rendimiento Académico"	Paulus, Nelson y Griggs, Thomas	Consejo Superior de Educación	2005	www.cse.cl
"Educación y Género. Un desafío a la organización Magisterial"	Contreras, María Eugenia	Colegio de Profesores SERNAM	2004	Colegio de Profesores
Investigación sobre la incorporación de la perspectiva de género en el currículo de postgrado docente, Informe Final. Santiago, Chile.	Araneda, Patricia y Martínez, Loreto	Centro de Desarrollo Humano	2003	Centro de Desarrollo Humano
"Brechas de género en el TIMSS: Chile en el contexto internacional". Documento de Trabajo N° 349. Santiago, Chile.	Dussillant, Francisca	CEP	2003	CEP
Brechas de Género en la Educación Superior en Chile. Algunos Indicadores relevantes. Santiago de Chile.	SERNAM	SERNAM	2002	SERNAM
Control Ciudadano en Educación y Género.	Caro, Pamela y Valdés, Alejandra	CEDEM Hexagrama Consultoras	2001	CEDEM
"Red Nacional Universitaria Interdisciplinaria de Estudios de Género". Santiago, Chile.	Escobar, D.; Flores, R. y Veneros, D.	SERNAM	2001	SERNAM
"Estado del Arte de la Igualdad de Género en la Educación Básica en América Latina (1990- 200)". Santiago, Chile.	Messina, Graciela	UNESCO	2001	UNESCO
Una mirada a experiencias escolares de educación en afectividad y sexualidad. Gobierno de Chile. Santiago, Chile.	MINEDUC SERNAM	MINEDUC SERNAM	2000	MINEDUC SERNAM
Control ciudadano en Educación y Género. Monitoreo de Acuerdos internacionales. Santiago, Chile.	Caro, Pamela y Valdés, Alejandra	CEDEM	2000	CEDEM
Lo femenino visible. Manual para la producción de textos escolares no sexistas. Santiago, Chile.	MINEDUC SERNAM	MINEDUC SERNAM	2000	SERNAM.
Health and Medicine				
Puertas adentro. Mujeres, vulnerabilidades y riesgo frente al VIH/SIDA	Valdés, T.; Márquez, A.; Dides, C.; Barrales, K.	FLACSO: Chile MINSAL	2006	FLACSO: Chile MINSAL
"Política de Educación sexual: evaluación de los avances. Línea de base a partir de los actores principales" Santiago, Chile.	Olavarría, J.; Palma, J. y Donoso, A.	FLACSO/ UNFPA	2006	FLACSO Chile
"Voces en emergencia: el discurso conservador sobre la píldora del día después en la prensa escrita (2001- 2005)". Santiago, Chile.	Dides, Claudia	FLACSO/UNFPA	2006	FLACSO/UNFPA

Title	Author	Publisher	Year	Where to get
Sexualidad en Hombres y Mujeres. Diversidad de miradas	Benavente, C. y Vergara, C..	FLACSO: Chile	2006	FLACSO: Chile
Salud, Sexualidad y Reproducción. Sistematización de investigaciones y experiencias en Pueblos Indígenas en Chile. 1990- 2004.	Pérez Moscoso, María Soledad y Dides, Claudia (coord.)	UNFPA CORSAP	2005	UNFPA CORSAP
"Evaluación Nacional de la Consejería para la Prevención del VIH/SIDA. Síntesis". Santiago, Chile.	Valdés, Teresa, Olavarría, José	MINSAL, Fondo Global FLACSO, CONASIDA	2005	MINSAL
Sexualidad, fecundidad y paternidad en varones adolescentes en América Latina y el Caribe. México.	Olavarría, José y Madrid, Sebastián	FLACSO, UNFPA	2005	FLACSO, UNFPA
MINEDUC "Informe Final. Comisión de Evaluación y recomendación sobre Educación Sexual. Gobierno de Chile". Santiago de Chile.	Serie Bicentenario MINEDUC	Serie Bicentenario MINEDUC	2005	MINEDUC
"Discriminación por VIH/SIDA en Chile. Cambios y continuidades 2002-2005". Santiago, Chile.	Vidal, F. Carrasco, M. y Santana, P.	FLACSO, ARCIS Vivo Positivo	2005	FLACSO, ARCIS
"VIH/SIDA y mundo laboral. Apuntes para el debate". Santiago, Chile.	Vidal, F. Deliyani, V. Pascal, R. (editores)	FLACSO, ARCIS Vivo Positivo	2005	FLACSO, ARCIS
"Lineamientos teóricos y metodológicos para el diseño de programas de prevención y atención a la violencia de género incorporando el tema de masculinidades". Santiago, Chile.	Olavarría, José.	OPS	2005	OPS
Comportamiento Sexual en la Ciudad de Antofagasta. Informe de Desarrollo Humano 2005.	U. Católica del Norte	Observatorio Regional de Desarrollo Humano.	2005	Universidad Católica del Norte
"Mujeres Chilenas Viviendo con VIH/SIDA: ¿Derechos Sexuales y Reproductivos?" Santiago, Chile.	Vidal, F.; Carrasco, M.; Pascal, R.; editores	FLACSO, ARCIS, Vivo Positivo	2004	FLACSO ARCIS
Hacia una Agenda Sobre Sexualidad y Derechos Humanos	Valdés, T.; Guajardo, G. Editores.	FLACSO: Chile	2004	FLACSO: Chile
La fecundidad en América Latina y el Caribe: ¿transición o revolución?, Santiago, Chile.	CEPAL/ CELADE Universite Paris X Nanterre	CEPAL/ CELADE Universite Paris X Nanterre	2004	CEPAL
Adolescentes: conversando la intimidad. Vida cotidiana, sexualidad y masculinidad	Olavarría, José Coordinador.	FLACSO-Chile UNFPA Fundación Rodelillo	2004	FLACSO-Chile UNFPA Fundación Rodelillo
Varones adolescentes: género, identidades y sexualidades en América Latina.	Olavarría, José. Editor.	FLACSO-Chile; UNFPA; Red de Masculinidad/es	2004	FLACSO-Chile
Femicidio en Chile. Santiago, Chile.	Corporación La Morada	Corporación La Morada	2004	Corporación La Morada
Presupuestos públicos en la lucha contra el VIH/SIDA.	Guerrero, Elizabeth y Valdés, Alejandra.	Hexagrama Consultoras	2004	www.hexagrama.cl
Mujeres, espejos y fragmentos. Antropología del género y salud en el Chile del siglo XXI. Santiago, Chile.	Montecino, S. Castro, René De la Parra, Marco Antonio Compiladores.	Editorial Aconcagua	2003	Universidad de Chile
"Detección y Análisis de la Prevalencia de la Violencia Intrafamiliar". Santiago, Chile.	Urzúa, R; Ferrer, M.; Gutierrez, C.; Larraín, S.; Meza, M. E. (Ed.)	SERNAM	2002	SERNAM
Estrategias de empoderamiento y prevención del VIH/SIDA en parejas de trabajadores marítimos portuarios. Nueva Serie. Santiago, Chile.	Vidal, Francisco; Carla Donoso	FLACSO, ARCIS VivoPositivo	2002	FLACSO ARCIS

Title	Author	Publisher	Year	Where to get
Cuerpo y Sexualidad.	Vidal, F.; Donoso, C. editores.	FLACSO; Universidad ARCIS, Vivo Positivo	2002	FLACSO; Universidad ARCIS
Salud mental en el Gran Santiago.	SERNAM	SERNAM	2002	SERNAM
Análisis de la violencia en las relaciones de pareja entre jóvenes.	SERNAM	SERNAM	2002	SERNAM
"Manual de Aplicación de La Ley 19.325 sobre Violencia Intrafamiliar". Santiago, Chile.	Casas, B. Lidia; Chotzen, G. Patricia; Mera, G. Alejandra.	SERNAM/Universidad Diego Portales. Facultad de Derecho.	2001	SERNAM
Sistematización de información sobre control de medidas y sanciones en virtud del artículo 5° de la Ley 19.325 de violencia intrafamiliar en las regiones III, V, IX y Metropolitana y de estudio cualitativo sobre percepción de demandantes sobre efectividad de la misma.	SERNAM	SERNAM	2001	SERNAM
Evaluación cualitativa de la Campaña contra la Violencia Intrafamiliar.	SERNAM	SERNAM	2001	SERNAM
"Primera Encuesta de Comportamiento Sexual". Santiago de Chile.	CONASIDA	CONASIDA	2000	CONASIDA
El malestar en la diversidad. Salud mental y género.	Daskal, Ana María (editora).	ISIS	2000	ISIS
Agriculture, Forestry, Fishery				
Análisis de la Participación de los/as clientes en los instrumentos de INDAP, con enfoque de Género. Santiago, Chile.	INDAP	INDAP	2005	INDAP
Resultados de una Evaluación de Impacto y Satisfacción de Usuarías. Santiago, Chile.	INDAP PRODEMU	INDAP PRODEMU	2005	INDAP-PRODEMU
"Sistematización y evaluación de impacto de las jornadas de capacitación en Análisis Socioeconómico y de Género, Ministerio de Agricultura". Santiago, Chile.	Willson, Angélica y Oliva, Carolina	CEDEM MINAGRI FAO	2005	CEDEM
Contratistas e intermediación laboral en la agricultura de exportación. Santiago, Chile.	Caro, Pamela De la Cruz, Catalina	CEDEM	2005	CEDEM
Sondeo de Opinión sobre Perspectiva de Género en Ciencia y Tecnología	INIA	INIA MINAGRI	2005	INIA
Fiscalización de las condiciones de trabajo de las asalariadas agrícolas de temporada. Herramienta para la defensa de los derechos laborales. Santiago, Chile.	Caro, Pamela Santana, Karina	CEDEM	2004	CEDEM
Agro ecología y agricultura orgánica. Conceptos generales y técnicas de fertilización. Santiago, Chile.	Oliva, Carolina Peña, Daniela	CEDEM	2004	CEDEM
Agricultura orgánica, ¿una alternativa para el desarrollo rural sostenible en la región de Coquimbo?. Santiago, Chile.	Oliva, Carolina Peña, Daniela	CEDEM	2004	CEDEM
En Frutas y flores de exportación. Las condiciones laborales de las trabajadoras en Chile y Colombia. Santiago, Chile.	OXFAM	OXFAM	2004	CEDEM
Modernización agraria y construcción de identidades. México.	Arteaga Aguirre, Catalina	FLACSO México, CEDEM	2000	CEDEM
"Directorio Ecológico". Santiago, Chile.	Valdés, T., Jaña, S. y Muñoz, Ana María	FLACSO/ CONAMA	2000	FLACSO
Género y Agricultura en Chile. IV Censo Nacional Agropecuario 1997.	SERNAM	SERNAM	2000	SERNAM
Economic Activities				

Title	Author	Publisher	Year	Where to get
"Cuidadoras de la vida. "Visibilización de los costos de la producción de salud no remunerada en el hogar. Impacto sobre la carga global de trabajo de las mujeres"	Medel, Julia; Díaz, Ximena; Mauro, Amalia.	CEM	2006	CEM
Análisis del Impacto de la violencia doméstica en el trabajo asalariado de las mujeres. Santiago, Chile.	DOMOS- OXFAM	DOMOS- OXFAM	2006	DOMOS
Cuadernos de Investigación N° 1: "Trayectorias laborales y previsión social en Chile en un contexto de flexibilidad" Resultados de una investigación longitudinal.	Mauro, Amalia y Yáñez, Sonia.	CEM	2005	CEM
Cuadernos de Investigación N° 3: "Significados del trabajo, identidad y ciudadanía. La experiencia de hombres y mujeres en un mercado laboral flexible"	Díaz, Ximena; Godoy, Lorena y Stecher, Antonio	CEM	2005	CEM
Mujer, Trabajo y Familia: hacia una nueva realidad. Propuestas para un debate público.	ComunidadMujer	ComunidadMujer	2005	ComunidadMujer
Incorporación y segregación de las mujeres en nuevas formas de trabajo.	SERNAM	SERNAM	2005	SERNAM
¿Nuevo sendero para las Mujeres? Microempresa y género en América Latina en el umbral del siglo XXI.	Valenzuela, María Elena editora.	CEM	2005	CEM
El trabajo se transforma. Relaciones de producción y relaciones de género. Santiago, Chile.	Todoza, Rosalba y Yáñez, Sonia editoras.	CEM	2004	CEM
"Responsabilidad Social Empresarial y Género, problemáticas que enfrentan las mujeres en el campo laboral". Santiago, Chile.	Caro, P. Willson, A. Hernández, T. y De la Cruz. C.	Red Puentes Chile	2004	CEDEM
"El modelo neoliberal en el marco de la APEC, su expresión en la vida de las mujeres". Santiago, Chile.	Santana, K. y Galdamez, M.	ANAMURI, CEDEM	2004	CEDEM
El empleo en el sector financiero en Chile. Nuevas oportunidades, conocidas discriminaciones.	Mauro, Amalia	CEPAL	2004	CEPAL
Los Sistemas de Pensiones en América Latina.	Marco, Flavio	CEPAL- UN	2004	CEPAL- UN
Estudio sobre la importancia de factores culturales en participación laboral femenina.	ComunidadMujer Universidad de Chile	ComunidadMujer Universidad de Chile	2004	Universidad de Chile
Conciliación trabajo y Familia en Chile	ComunidadMujer – Adimak Mujeres Líderes La Segunda	ComunidadMujer – Adimak Mujeres Líderes La Segunda	2004	ComunidadMujer
"Análisis de los Costos y Beneficios de Implementar Medidas de Conciliación Vida Laboral y Familiar en La empresa". Santiago, Chile.	SERNAM	SERNAM	2004	SERNAM
"Relaciones Laborales De Nuevo Tipo. Sistematización y detección de problemáticas de género". Santiago, Chile.	SERNAM	SERNAM	2004	SERNAM
Resultados y análisis de la encuesta Trabajo y Familia.	PUC	PUC	2003	Pontificia Universidad Católica
Conciliación Entre Vida Laboral y Vida Familiar De Trabajadores y Trabajadoras Chilenos/As. Santiago, Chile.	SERNAM	SERNAM	2003	SERNAM
"Hablan las Personas, Situación de las Mujeres en el Mundo Laboral". Santiago, Chile.	SERNAM	SERNAM	2003	SERNAM
Naturaleza del desempleo y sus efectos sobre la igualdad de oportunidades entre hombres y mujeres.	SERNAM	SERNAM	2003	SERNAM
Evaluación de resultados y detección de nuevas necesidades en empresas que implementan buenas prácticas laborales para la igualdad de oportunidades entre mujeres y hombres.	SERNAM	SERNAM	2003	SERNAM
Relaciones laborales de nuevo tipo. Sistematización, detección y medición de problemáticas de género de	SERNAM	SERNAM	2003	SERNAM

Title	Author	Publisher	Year	Where to get
nuevo tipo.				
Participación de las Mujeres en los Programas de Capacitación Laboral y Perfeccionamiento Vía Franquicia Tributaria. Análisis de su participación y las causas de su escasa presencia. Período 1998 – 2002.	SERNAM	SERNAM	2003	SERNAM
Análisis exploratorio sobre el impacto de los programas de apoyo a microempresas de mujeres. Documento de Trabajo N° 86	SERNAM	SERNAM	2003	SERNAM
Análisis de las razones por las cuales las mujeres hacen uso de licencias por enfermedad grave de hijos/as menores de un año. Documento de Trabajo N° 83	SERNAM	SERNAM	2003	SERNAM
Evaluación de resultados del Programa de Generación de Empleo para Mujeres PGEMU – SERNAM 2002.	SERNAM	SERNAM	2003	SERNAM
Flexibilización del tiempo de trabajo en Chile: ¿hacia una mayor igualdad de oportunidades o de nuevas inequidades de género.	Medel, Julia y Díaz, Ximena	CEM	2002	CEM
Derechos laborales y de salud en el trabajo de las temporeras en Chile. Herramienta básica para el ejercicio de la ciudadanía. Santiago, Chile.	Caro, Pamela	CEDEM	2002	CEDEM
Trabajo y Familia: ¿Conciliación? Perspectivas de Género. Santiago, Chile.	Olavarría, J.; Céspedes, C.	FLACSO, SERNAM, CEM	2002	FLACSO, CEM SERNAM
Cambios del Trabajo: Condiciones para un sistema de trabajo sustentable. Santiago, Chile.	Hola, Eugenia editora.	CEM	2002	CEM
"Encuesta De Remuneraciones y Costo de La Mano de Obra Análisis por Sexo". Santiago, Chile.	SERNAM	SERNAM	2002	SERNAM
Encuesta de remuneraciones y de costo de la mano de obra. Análisis por sexo. Documento de Trabajo N° 75.	SERNAM	SERNAM	2002	SERNAM
Conciliación entre vida laboral y vida familiar de trabajadores y trabajadoras. Documento de Trabajo N° 76.	SERNAM	SERNAM	2002	SERNAM
Conciliación de la vida familiar y laboral. Análisis de las medidas en las empresas y visibilización del tema. Documento de Trabajo N° 84	SERNAM	SERNAM	2002	SERNAM
El género en la economía. Santiago, Chile.	Todazo, R. y Rodríguez, R. editoras.	CEM	2001	CEM
Mitos y realidades de la microempresa en Chile: Un análisis de género. Santiago, Chile.	Valenzuela, María Elena y Venegas, Silvia	CEM	2001	CEM
Trabajo, flexibilidad y género: tensiones de un proceso. Santiago, Chile.	Díaz, Ximena Hola, Eugenia editoras.	CEM	2001	CEM
"Trabajo y relaciones de género: percepciones y prácticas de los varones".	Mauro, A.; Godoy, L.; Guzmán, V.	CEM	2001	CEM
"Mujer Emprendedora, Tramite Fácil". Santiago, Chile.	SERNAM, CORFO, SERCOTEC, INDAP, FIA	SERNAM, CORFO, SERCOTEC, INDAP, FIA	2001	SERNAM
Análisis de los costos de la propuesta para el mejoramiento de la cobertura previsional de trabajadores y trabajadoras de temporada.	SERNAM	SERNAM	2001	SERNAM
El trabajo a tiempo parcial en Chile. Constituye empleo precario? Reflexiones desde la perspectiva de género El trabajo a tiempo parcial en Chile. Constituye empleo precario? Reflexiones desde la perspectiva de género.	Leiva, Sandra	CEPAL	2000	CEPAL
Incidencia del acoso sexual en el trabajo y factibilidad de legislar: análisis de opiniones y percepciones sobre la materia.	SERNAM	SERNAM	2000	SERNAM

Title	Author	Publisher	Year	Where to get
Social/Gender Analysis				
Sexualidad en Hombres y Mujeres. Diversidad de miradas Santiago, Chile.	Benavente, C. y Vergara, C.	FLACSO-Chile	2006	FLACSO-Chile
Cuotas de género: democracia y representación.	Ríos Tobar, Marcela	FLACSO – Chile	2006	FLACSO-Chile
Transversalizando la perspectiva de género mediante instrumentos de control de gestión: el caso del Programa de Mejoramiento de la Gestión – Sistema de Equidad de Género (2001 – 2004)	Guerrero, Elizabeth	Instituto Interamericano para el Desarrollo Social, INDES – BID	2006	www.hexagrama.cl
Cuadernos de Investigación N° 2: "Análisis crítico de los estudios históricos del trabajo femenino en Chile"	Zárate, M.S. y Godoy, L.	CEM	2005	CEM
Familia y vida privada. ¿Transformaciones, tensiones, resistencias o nuevos sentidos? Santiago, Chile.	Valdés, T. y Valdés S., X. (editoras)	FLACSO-Chile	2005	FLACSO-Chile
"1995-2003: ¿Han avanzado las mujeres? Índice de Compromiso Cumplido Latinoamericano". Santiago, Chile.	Valdés, T., Muñoz, A. y Donoso, A. (Coordinadoras)	FLACSO-UNIFEM	2005	FLACSO
Políticas hacia las familias, protección e inclusión social. Serie Seminarios y Conferencias. Santiago, Chile.	Arriagada, Irma (ed.)	División de Desarrollo Social, CEPAL, UNFPA	2004	CEPAL
Pensar el Desarrollo Familiar. Una perspectiva transdisciplinaria. Santiago, Chile.	Gubbins, V. y Berger, C. (editores).	Universidad Alberto Hurtado	2004	Universidad Alberto Hurtado
"Adolescentes: conversando la intimidad. Vida cotidiana, sexualidad y masculinidad". Santiago, Chile.	Olavarría, José, coordinador.	FLACSO, UNFPA	2004	FLACSO
Varones entre lo público y la intimidad. Santiago, Chile.	Olavarría, José y Márquez, Arturo	Red de Masculinidades FLACSO, UNFPA.	2004	FLACSO
¿Un nuevo silencio feminista? La transformación de un movimiento social en el Chile posdictadura. Santiago, Chile.	Ríos, Marcela Godoy, Lorena y Guerrero, Elizabeth	CEM	2004	CEM
Violencia de Género y Seguridad Ciudadana en el debate público.	Provoste, P. y Guerrero Caviedes, E.	Hexagrama Consultoras	2004	U. de Chile
"Estudio de violencia en jóvenes". Santiago, Chile.	SERNAM	SERNAM	2004	SERNAM
"Mujeres Chilenas, Tendencias en la Última Década". Santiago, Chile.	SERNAM	SERNAM	2004	SERNAM
Violencia de Género y Seguridad Ciudadana en el Debate Público Local.	Provoste, P. y Guerrero Caviedes, E.	Hexagrama Consultoras	2004	www.hexagrama.cl
Varones adolescentes: género, identidades y sexualidades en América Latina. Santiago, Chile.	Olavarría, José (ed.)	FLACSO, UNFPA Red de Masculinidades	2003	FLACSO
Varones adolescentes: construcción de identidades de género en América Latina. Santiago, Chile.	Olavarría, José (ed.)	FLACSO, UNFPA	2003	FLACSO
"Catálogo bibliográfico de publicaciones académicas sobre hombres y masculinidades. América Latina y el Caribe (1990-2003)". Santiago, Chile.	Parrini, Rodrigo	FLACSO-Chile	2003	FLACSO-Chile
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7. Definitions

Affirmative action: Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

Equal opportunities for women and men: The absence of barriers to economic, political and social participation on the ground of sex. (European Commission, 1998).

Empowerment: Empowerment implies people - both women and men - taking control over their lives: setting their own agendas, gaining skills (or having their own skills and knowledge recognized), increasing self-confidence, solving problems, and developing self-reliance. It is both a process and an outcome. Empowerment implied an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them. (INSTRAW)

Gender: Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviors, values, relative power and influence that society ascribes to the two sexes on a differential basis. Whereas biological sex is determined by genetic and anatomical characteristics, gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. Gender is relational and refers not simply to women or men but to the relationship between them.

Gender Analysis: Gender analysis is a systematic way of looking at the different impacts of development, policies, programs and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned. Gender analysis can also include the examination of the multiple ways in which women and men, as social actors, engage in strategies to transform existing roles, relationships, and processes in their own interest and in the interest of others.

Gender discrimination: is any action that grants or denies opportunities, privileges, or rewards to a person just on the basis of their sex when such gender discrimination is not a requirement of the future situation. Socially, sexual differences have been used to justify societies in which one sex or the other has been restricted to significantly inferior and secondary roles. Following the United Nations CEDAW, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field (UN CEDAW 1979).

Gender equality: Also called gender balance, refers to equal representation of men and women in institutions and organizations, and to affirmative-action programs aimed to finish gender biases.

Gender gap: The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits. (European Commission, 1998)

Gender Mainstreaming: Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, such that inequality between men and women is not perpetuated.

Gender and Development/ Women in Development: The Gender and Development (GAD) approach was developed as a response to the failure of WID projects to effect qualitative and long-lasting changes in women's

social status. GAD focuses on social, economic, political and cultural forces that determine how men and women participate in, benefit from, and control project resources and activities differently. This approach shifts the focus from women as a group to the socially determined relations between women and men. The **Women in Development (WID)** projects were an outcome of the realization that women's contributions were being ignored and that this was leading to the failure of many development efforts. WID projects were developed to involve women as participants and beneficiaries of development aid and initiatives.

Gender roles: set of behavioral norms associated with males and with females, respectively, in a given social group or system. The concrete behavior of individuals is a consequence of both socially enforced rules and values, and individual disposition, whether genetic, unconscious, or conscious.

Gender Stereotypes: refer to rigid images of males and females, based on deep-seated beliefs about the roles of males and females in society (See Sexism).

Gender socialization: refers to the learning of behavior and attitudes considered appropriate for a given sex. Boys learn to be boys and girls learn to be girls.

Gender based violence: Any act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life (United Nations, 1993).

Gender balance: Equal number of women and men taking part in an activity, structure or organization. Examples are equal number of women and men benefiting from credit facilities, participating in a training seminar or being represented in political bodies.

Informal sector: Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

National women's (gender) machinery: National machinery for the advancement of women is the central policy-co-ordinating unit inside government. Its main task is to support the government-wide mainstreaming of a gender-equality perspective in all policy areas. (United Nations, 1995)

Occupational (job) segregation: The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations (horizontal segregation) than men, and to the lower grades of work (vertical segregation). (European Commission, 1998)

Reproductive Rights: Reproductive rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. They also include the right of all to make decisions concerning reproduction free of discrimination, coercion and violence.

Sexual rights: Sexual rights embrace human rights that are already recognized in national laws, international human rights documents and other consensus documents. These include the right of all persons, free of coercion, discrimination and violence, to: the highest attainable standard of health in relation to sexuality, including access to sexual and reproductive health care services; seek, receive and impart information in relation to sexuality; sexuality education; respect for bodily integrity; choice of partner; decide to be sexually active or not; consensual sexual relations; consensual marriage; decide whether or not, and when to have children; and pursue a satisfying, safe and pleasurable sexual life.

Sex: Sex refers to the biological characteristics which define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females.

Sexism is commonly considered to be discrimination and/or hatred against people based on their sex rather than their individual merits, but can also refer to any and all systemic differentiations based on the sex of the individuals. Sexism can refer to subtly different beliefs or attitudes:

- The belief that one sex is superior to or more valuable than the other;
- The attitude of misogyny (hatred of females) or misandry (hatred of males); as well as
- The attitude of imposing a limited notion of masculinity (gender) on males (sex) and a limited notion of femininity (gender) on females (sex).

Sex disaggregated statistics: The collection and separation of data and statistical information by sex to enable comparative analysis sometime referred to as gender disaggregated statistics (European Commission, 1998).

Stereotypes: a fixed idea that people have about what someone or something is like, especially an idea that is wrong. (Cambridge University Press, 2003)

<Indicators>

1. **Inflation rate:** Instead, GDP deflator is used.
2. **Gini index:** Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.
3. **Percentage of Women's Income:** There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.
4. **Total fertility rate:** Average number of children whom a woman delivers in all her life
5. **Under-one mortality rate:** Annual number of infants who die among 1,000 newborn babies within 1 year after the birth
6. **Under-five mortality rate:** Annual number of infants who die 1,000 newborn babies within 5 years after birth
7. **Maternal mortality rate:** Annual number of mothers who die among 100,000 cases of delivery due to pregnancy
8. **Percentage of births attended by trained health personnel:** The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives
9. **Percentage of infants with low birth weight:** The rate of newborn children of which the birth weight is less than 2,500 grams
10. **Oral Rehydration Therapy (ORT) use rate:** The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea
11. **Enrolment ratio of primary and secondary school:** Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.