

# Country WID Profile

( Chile )

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# Country WID Profile (Chile)

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## Abbreviation

(Chile)

CASEN	National Socioeconomic Characterization Survey
CIDEM	Women's Rights Information Centers
FOGAPE	Fund as Guarantee for Small Business
FONCAP	National Fund for Job Training
FOSIS	Social Solidarity and Investment Fund
GDP	Gross National Product
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immuno-Deficiency Syndrome
IICA	International Institute for Agricultural Cooperation
INDAP	Agricultural and Livestock Development Institute
INTEGRA	National Foundation for the Integral Development of Minors
ISAPRE	Health Care Institutions
JOCAS	Community Conversations on Affectivity and Sexuality
JUNJI	National Board for Child-care Centers
MIDEPLAN	National Planning and Cooperation Ministry
MUCECH	National and Regional Unitary Confederations of Peasant and Ethnic Movements
PMTT	Seasonal Female Agricultural Workers
PRODEM	For the empowerment of women
SENCE	National Service for Training and Employment
SERNAM	National Service for Women
WID	Women in Development

1. Basic Profile

1-1 Socio-Economic Profile

Socio-Economic Profile						Ref.
Economic Indicators (1999)	GDP/Capita	Growth rate of real GDP		Inflation Rate	Gini coefficient	
	US\$4,740	-1.0% (1999)		NA	NA	
Public Sector('97-'98) Expenditure to sectors	Health	Education	Social Welfare	Defense	Others	
	3.0%	3.9%		1.6%		
Population (1999)	Total	% of urban population		Population growth rate('90-'95)		
	Total	15 million	85.4%	1.3%		
	Women	50.5%				
Industry/GDP	Agriculture	Industry(Manufacture/Industry)		Service		
	7.9%	33.2%		58.8%		
Proportion of workers('90)	Agriculture	Industry	Service	Aid/GNP		
	%	%	%	%		
	Women	5%	13%	53%		
Labour Indicators	Total No.	Unemployment R.	Minimum wage	Women/Total*		
	Total	35%	7.2%			
	Women		7.6%			
Decision-making	Women/Total		Women/Total (1990)			
	Member of parliament	10%		Managers	17.6%	
	Ministries(1995)	5		Technicians	50.2%	
	Deputy ministries('95)	%				
Law for Women	Year		Details			
	Marriage Law		1857			
	Election Law		1931			
Ratification and signature of international law for women				Ratification	Year	
CEDAW						
Policy of WID						
National Plan for Equal Opportunity for Women1994-99						
Governmental organization of WID						
National Machinery		National Service for Women (SERNAM)				

References

- 1) Central Bank, 1998
- 2) Mideplan, Document N3, Situation of employment in Chile1999
- 3) Minsal, White paper 1999
- 4) Minedu, Annual Study
- 5) Ministry of Defense, National Defense Book
- 6) World Bank, Chile Data Profile 2000
- 7) CELADE, Demography Bulletin, 1998
- 8) INE,National Employment Survey, 1998

## 1-2 Health Profile

Health Profile					Ref.
Life expectancy( 1999 )	Male 72.8 Female 78.26	Population growth rate	1.3% ('95 -2000 )		1
Expansion of health service	Population /Doctor	840	Population/Nurse and Midwife	NA	1
Government expenditure to health ( % of GDP '90)	2.95%				2
Infant mortality rate(per1,000)		% of the vaccinated	1-year-old children		
Total	10 persons ( '98 )	BCG('90-'95)	NA		3
Female	NA	DPT('90-'95)	NA		
Under-5 mortality rate(per1,000)		Polio('90-'95)	NA		
Total	12 persons (98)	Measles('90-'95)	NA		3
Family planning	Contraceptive rate ( '96)	20.5%	Total fertility rate (98)	2.2	4,5
Births attendance rate	99.6%		Age at first marriage	23	6, 7
Maternal anemia rate	%	% of infants with low birth weight	%(' -' )		
Maternal mortality rate	0.2 persons per 0.1million				3
Nutrition		Oral rehydration therapy use rate	NA		
Iodine deficiency	households consuming iodized salt	Malnutrition	NA		
Community health service( - )					
Access to safe water	urban 99% rural 49%	Access to adequate sanitation	urban % rural %		
HIV/AIDS	HIV infected	AIDS cases			
Statistics( )		2,526 cases (84-94)			

## 1-3 Education Profile

Education Profile					Ref.
Education system	Compulsory education (8 year), Primary education (8 year)				
Public expenditure on education					8
% of GNP(1995)	3.9% ('98)				
Adult literacy rate( '99 )	male 95.8%, female 95.4%				9
by race	NA				
Primary education('90-98)	Net enrollment ratio	Female ratio of higher education			
Male	96.6%		education	%	10
Female	97.0%		humanities	53.5%	
<Educational Issues>			social sciences	%	
Secondary education('90-98)	Net enrollment ratio		natural sciences engineering	47.5%	
Male	80.1%		medical	%	10
Female	80.8%				
<Educational Issues>					
Higher education	Enrollment ratio				
Total	%				
Female	%				

### References

- |                                                   |                                                      |
|---------------------------------------------------|------------------------------------------------------|
| 1) INE, Completed Study for 1997, 1999            | 8) Mineduc, Annual Study, 1998                       |
| 2) Minsal, Tarjeta Presentacion, 1999             | 9) SERNAM, The third Government Information on CEDAW |
| 3) INE, Completed Study for 1997, 1999            | 10) Mideplan, Situaion of Education in Chile, 1998   |
| 4) Minsal, Annual Attentions and Resroures, 1996  | 11) World Bank, Chile Data Profile 2000              |
| 5) CELADE, Demographic Blletin No. 63, 1999       |                                                      |
| 6) Minsal, Attention to the Health in Chile, 1997 |                                                      |
| 7) National Commision of the Family, 1994         |                                                      |

## 2 General Situation of Women and Government Policy on WID/Gender

### 2-1 General Situation of Women

#### General Situation of Women in Chile

- In the process of democratization Chilean women became to play an important role in the labor market, which has changed women's situation in the society.
- Even when occupational category and educational levels are equivalent, women earn only 83% of what men earn.
- With regard to health, there is an improvement in primary healthcare; infant and maternal mortality have diminished substantially.

Chilean society has experienced significant transformations during this last decade. These transformations have coincided with the return of democracy which has brought important benefits for Chilean women and other sectors of society and must be understood in light of economic and social processes of modernization the country has undergone, and more importantly, to concrete government policies adopted.

In economic terms the country had experienced uninterrupted growth, low inflation rates and high investment for more than a decade, allowing for the generation of new employment and diminishing levels of poverty. However, this continued economic scenario had its first and most difficult setback by the end of 1997 and especially in 1998, when international problems had a big impact upon the Chilean economy. Between 1990 and 1997 the annual average growth of the GDP was 7.8%, while in 1998 this rate fell to 3.4%; Exports had a negative rate of growth (-12%); investment grew only in 2.1%, compared to an average growth of 12.2% for the rest of the decade.

These changes in the economic scenario have had an impact on the situation of women. However, until now they have only slowed down processes that were already underway, and not changed the nature or course of the trends prevalent throughout the decade. The main improvements in the situation of women are related to the following areas: legislation and legal reforms; the incorporation of women to the public sphere, specifically in relation to the labor market and education; health conditions; and the situation of poor women. Some of the more concrete examples of the change are: a constitutional reform to explicitly recognize that both men and women are born free with equal rights and freedom; legislation against domestic violence; a reform of the civil code to eliminate the distinction between legitimate and illegitimate children; several changes to the labor code to eliminate discriminations against women and expand the rights of female workers. Moreover, the participation of women in the labor market has grown steadily in the last ten years (from 31.8% in 1990 to 36% in 1998), the levels of schooling of girls and women have matched and surpassed those of men (women have an average of 10.6 years of schooling, while the average for men is 9.6 years), maternal mortality has fallen in this decade from 0.4 per thousand live births to 0.2; and between 1990 and 1998 the percentage of women in poverty fell from 39.3% to 22.0%.

Gender differences and lack of equal opportunities for women are still prevalent in the economy and the labor market. Women continue to be discriminated in terms of access to

**employment**, the quality of jobs they access and recognition of their labor rights. Despite the increasing incorporation to the labor market, women continue to track well behind men (36% of women, compared to 76% of men are economically active). Women are particularly excluded from managerial and executive positions because of a marked sexual segregation of the labor market. Therefore, women continue to earn less than men in all sectors of the economy even when occupational category and educational levels are equivalent, on average they earn only 83% of what men earn.

Despite the overall decrease of poverty, sex differentials persist in detriment to women's situation (21.5% of men and 21.9% of women are poor). This is especially true in the case of the area of extreme poverty, where differentials are higher (5.5% for men compared to 5.8% for women). The sexual division of labor as well as socially assigned gender roles have a direct impact on women's greater social vulnerability, that is, women continue to be perceived as responsible for the domestic sphere, including raising children and caring for the sick and elderly, they are confined to reproductive roles with little external help (lack of daycare facilities, senior citizens homes and a deficient health system). This severely hinders women's capacity to generate income and participate in the labor market. Furthermore, once a couple separates it is women who –in general terms- assume the care of children, 22.8 of all households is headed by a woman, a proportion that has been increasing throughout the decade. These households are clearly more vulnerable to poverty as far as they have on average lower levels of income than those headed by males (only 66.4%).

The incorporation of women to formal **education** has been particularly successful in Chile. They have higher levels of schooling and enrollment in both basic and secondary education, lower levels of grade repetition and dropout than boys, and in general better scholastic overall performance. At present, the problem then is not related to access to the school system, but rather, to the quality and pertinence of the education received which does not result in an equitable participation of women both in higher education and the labor market. There are continued problems of discrimination towards teenage mothers who have difficulties in concluding their studies, and prevalent sexism in both the content and practice of the educational system. Furthermore, achievements on the educational level do not coincide with greater gender equity for women in terms of income as well as socioeconomic status and prestige.

With regard to health, the main advances relate to an improvement in primary **healthcare** and prevention. Both infant and maternal mortality have diminished substantially owing to the fact that practically all births are attended by health professionals (99,6%). Life expectancy at birth has continued to rise, particularly benefiting women. However, there are still many problems related to the capacity of women to demand and exercise their **reproductive rights**. This is closely linked to cultural, religious and political impediments to family planning. Adequate Sex education for young men and women is extremely deficient, hence, they, especially young unmarried women, face great difficulties in accessing contraceptive methods. This in turn provokes high numbers of unwanted teenage pregnancies, which lead to the problem of abortion. Even though abortion is illegal in Chile, abortion ratio is the highest in Latin America and the operation

for the abortion often result in severe complications and in some death cases.

[Cultural and social background]

In Chile cultural transformations of gender relations have fallen behind economic and social advances. That is, despite the increasing incorporation of women into all fields of national life, the images and cultural beliefs predominant in society still relegate females to a secondary role in society, especially tied to reproduction. The images of women portrayed by the media and advertisement perpetuate traditional sexual roles, and stereotypical images of both males and females. Chile is the only country in the world that does not legally recognize divorce, this is a result of cultural and religious reasons and has negative effect on women and children.

Historically women have participated in social and **political** organizations in Chile. However, this has not helped them reached leadership and decision-making positions in most spheres of power. No women form part of the Supreme Court of Justice, there are only 2 women ministers in a cabinet of 23, female participation in Congress is low (9.2% in the senate and 10.8% in the house of commons), as well as in professional associations and unions leadership positions. Both the electoral system and the functioning of political parties have hindered women's participation.

The problem of **violence** against women continues to be one of the most dramatic expressions of gender discrimination in Chilean society. During this last decade there has been an increase in public awareness regarding this issue, since the enactment of legislation on the matter the number of abuses actually reported has increased substantially reaching 61.000 cases in 1997. However, this only represents close to 11% of the potential demand, the majority of women still confront this problem without help from police or judicial authorities. Studies have found that one of every four women suffers some type of physical or psychological violence within their homes. This has devastating effects for their health and wellbeing and for their capacity to participate in the labor market.



## 2.2 Government Policy on WID/Gender

### Government Policy on WID/Gender

- The National Service for Women (SERNAM) is acting as a core of national actions for women's development.

[Laws]

[Policy on WID/Gender]

The National Service for Women (SERNAM) established and implements the National Plan for Equal Opportunities for Women (1994-99). The objectives of equal opportunities for women cover 8 areas such as legislation, family, education, health, labor, culture and dissemination, participation and legislative improvement. During the present year (1999) this plan has been evaluated in order to elaborate a new plan for the next presidential period. Throughout this process SERNAM has gather information and consulted the opinion of women's organizations, politicians and academics related to the area of gender and WID. Furthermore, programs include the establishment of information centers on female rights, support for low income single mothers, prevention of teenage pregnancy, domestic violence control, support for small-scale enterprises and childcare for seasonal women workers.

## 2-3 National Machinery

### The National Service for Women (SERNAM)

- The National Service for Women (SERNAM) established in 1991 and implements the National Plan for Equal Opportunities for Women (1994-99)

#### [Background.]

The National Service for Women (SERNAM) established in 1991 is an auxiliary organ of the National Planning and Cooperation Ministry (MIDEPLAN). Therefore, the head of SERNAM is a committee member of the Secretary General of the Presidency and is ranked at the ministerial level. Local representatives of SERNAM are posted nationwide and administer local administration.

To perform its task SERNAM counts with 343 professionals and administrative personnel nationwide. Its budget for 1999 was US\$ 9,721,543. This represents 0.07% of the total public budget and 8% of the social expenditure (SERNAM, 1999). International aid for this institution has gradually fallen since 1993 when it represented 46.5% of the government estimates that for every peso the institution spends there is an added state investment of 1.35 pesos in WID. For 1999 this figure is expected to rise to 1.82 pesos.

#### [ Roles and Activities ]

It is responsible for assisting the Executive in the design of general plans and measures to ensure equal opportunities between men and women, coordinating public policies on WID, and promoting legal and administrative reforms to ensure gender equity in the country's development process.

The next chart shows the programs coordinated by SERNAM related to WID.

#### SERNAM's WID programs

Name of the Programs	Objectives
Program for Low-income Female Heads of Households (PMJH)	<ul style="list-style-type: none"> <li>- Operated at the municipal level</li> <li>- to improve the quality of life of its participants by promoting access to employment</li> </ul>
National Program for the Prevention of Family Violence	<ul style="list-style-type: none"> <li>- to promote public awareness</li> <li>- to coordinate State efforts for prevention</li> <li>- to support of victims</li> </ul>
Program for Female Seasonal Workers from the Agro-export sector (PMTT)	<ul style="list-style-type: none"> <li>- to provide childcare during harvest season</li> <li>- to provide access to other state services</li> </ul>
Program for the Prevention of Teenage Pregnancy	<ul style="list-style-type: none"> <li>- to coordinate efforts with the Ministry of Education for the prevention of teenage pregnancy</li> </ul>
Women's Rights Information Centers (CIDEM)	<ul style="list-style-type: none"> <li>- to coordinate a national network of Women's Rights Information Centers (CIDEM)</li> <li>- to provide assistance to women that need information regarding women's rights</li> </ul>

[ Other Relevant Agencies ]

One local administrative body, the Women's Office of Programs, has been established at the municipal level since 1992 in 335 municipalities. Offices were established in 120 municipalities in 1996. Although women's offices are independent from local offices of SERNAM, together they coordinate activities. PRODEM (for the empowerment of women) established in 1990 and headed by the First Lady has offices nationwide and support areas for vocational training and self-development for women's organization at the grass-root level.

**Institutions implementing WID / Gender Policy and their activities**

<b>Agencies</b>	<b>Year</b>	<b>Activities</b>
<b>The National Service for Women (SERNAM)</b>	1991	- Coordinate public policies on WID - Implements the National Plan for Equal Opportunity for Women - Promote legal and administrative reforms to ensure gender equity
<b>Women's Office of Programs</b>	1992	- Independent local administrative body established in 335 municipalities - Coordinate activities with SERNAM
<b>PRODEM (For the Empowerment of Women)</b>	1990	- Support areas for vocational training and self-development for women's organization at the grass-root level

[WID Specific and Integrated Projects by other Donors]

As in other sectors, no systematic data is available on projects implemented by other international donors. Funding for non governmental organizations has fallen significantly since the return to democracy because Chile is no longer considered a priority for international aid agencies and the funds available have been channeled through the State. There is no source of information regarding the number and amounts of projects still financed by international donors since each is negotiated and evaluated one by one. Only the donor agencies have this information, the government has not attempted to collect or analyze this information. However, many NGO's continue to develop WID projects all over the country.

In the case of funding received by the government there is an institution in charge of international cooperation AGCI (Agencia de Cooperación Internacional), yet it does not have information regarding WID projects financed at present. The only known project in course is the result of a bilateral agreement between the Chilean and Swedish government to finance part of SERNAM budget. In 1997 this aid represented 12,7% of SERNAM's total budget.

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- 1) The difference in the enrollment rate is not due to gender but due to income levels, area of residence and age groups.
- 2) The scholastic performance of girls is higher than that of boys and the drop-out rate is lower than boys.
- 3) The level of education of female is getting higher but it does not lead to the increase of women in administrative post or technical work.

#### [General situation]

Since the government has endeavored to disseminate education from the early stages of development in Chile, public schools were established as an opportunity to promote the centralization of education in accordance with the Constitution of 1883. Under the military regime in 1981, educational decentralization was conducted and the power to operate schools shifted from the State to municipalities. The new education system resulted in the coexistence of three different types of schools: public/municipal, private subsidized and private schools. The central State through the Ministry of Education reserves the right to design educational programs and guidelines for the system as a whole, however, its capacity to regulate and control content and practices within the schools is restrained by the legal autonomy of each educational institution. The Ministry can not enforce regulations.

In 1998 there were 10,621 schools in the country. 59.6% are municipal, 28.8% private subsidized and 10.9% are private. The entire system had a total enrollment of 3,337,976 students in pre-school, basic and secondary levels. The majority of these students attended public or subsidized schools (55.1% and 34.1% respectively), while the remaining 9.3% attended private schools (MINDEDUC, 1998).

Eight-year primary education from 6 to 14 years of age is free and compulsory. Secondary education begins at age 14 and is divided into ordinary education courses (4 years) and adult education courses (4 to 6 years). Secondary education according to curriculum is classified into cultural sciences for students proceeding to universities and vocational courses for those going to vocational schools. Furthermore, vocational training courses are classified further into commerce, industries, technologies and agriculture. University attendance is 4 to 6 years (JICA, 1996). Preschool is not mandatory and it is intended up to five years old.

Since the geographical gap of schooling opportunities between urban and rural areas in Chile is greater than the gender gap, the average number of years of schooling for age group 15 to 24 years old is 11 years in urban areas; whereas it is 8 years in rural areas. Due to a significant generation gap, the average number of years of schooling for age group 65 years and older is 6 years and 3 years in urban and rural areas. Furthermore, other education-related problems include educational facilities, poor content, and low enrollment in higher education (Valdes, 1997).

The present Government has initiated a gradual reform to improve the quality and enrollment of education. This reform has initiated a general revision of educational programs and curricula at all levels and disciplines, setting new objectives and contents for each level, improving the infrastructure of educational facilities, upgrading and continuing teacher training and prolonging the classroom hours. Furthermore, the reform has placed high priority on promoting greater social equity by diminishing the gap in the quality of education and resources available to different sectors of the population, especially for poor and rural sectors.

[Government Policy and Budget of WID]

In terms of policy on WID, the first democratic government elected in 1990 created a Women's Program within the Ministry of Education. Its role was to contribute to incorporate gender perspective into the Ministry's actions and coordinate concrete initiatives in order to secure equal opportunities for girls and women within the educational system.

SERNAM has concentrated its efforts in the educational reform, which is one of priority areas after the Fourth World Conference on Women at Beijing in 1995. The main objective is to include gender perspective in programs, curricula, textbooks and school materials, as well as sensitize the different actors within the education system regarding the specific needs of girls and women and to eliminate all forms of sexism and discrimination in formal education. The institution has coordinated training programs for teachers on "gender and education"; workshops and seminars for those involved in the elaboration of textbooks and didactic materials; and agreements with universities to include gender perspective in the undergraduate curricula of teaching careers. Despite the efforts displayed, changes have been slow to come in the education sector, there persists considerable resistance to incorporate these new proposals in the reform process which has concentrated on other issues and relegated WID to a secondary place.

Furthermore, SERNAM through its Teenage Pregnancy Program has worked with the Ministries of Education and Health, and the National Youth Institute in the National Commission for the Prevention of Teenage Pregnancies. This Commission has implemented an initiative call JOCAS, Community Conversations on Affectivity and Sexuality on more than 800 schools across the country with the participation of students, parents and teachers (SERNAM, 1999). Despite the success of this initiative in putting forth a "taboo" subject on the public agenda, it still has not have an impact on lowering the incidence of teenage pregnancies that have remain high throughout this decade.

There is no data on public expenditure on WID in this sector. However, the total public budget for education reached US\$2.752 million dollars, which corresponds to 3.9% of the GDP for 1998. The private expenditure on education is estimated to be near 2.9% of the GDP. The country's overall investment on education was 6.8% of the GDP (MINEDUC, 1998).

[Basic, Secondary and Higher Education for Girls and Women]

The Educational system in Chile has one of the highest total enrollment rates at the primary level, 98.3%. The rate for secondary education is also high at 86.9% (MINEDUC, 1998). Gender differences are not significant in this respect. In 1998 the enrollment ratio in primary education was 98.5% for girls and 98.2% for boys. In secondary education this ratio was 87.6% for girls and 86.3% for boys.

The level of schooling is also relatively high with 9.9 years. Women have equaled and surpassed the level of men, 10.6 compared to 9.6 years respectively (MINEDUC, 1998). There are greater differences in schooling based on income levels, area of residence (urban/rural) and age groups. On average, people in the poorest income bracket have 7.4 years of schooling, compared to 13.1 for those in the highest bracket, that is 5.7 years of difference. The population in urban areas has an average of 3.7 years more of education of those from rural zones (10.2 compared to 6.5). Meanwhile, people between the ages of 15 and 29 have 10.9 years of schooling while the average is 6.3 years for those over 60 years-old (MIDEPLAN, 1999c).

Literacy levels do not show significant gender differences. 95.6% of men and 94.7% of women are literate. Moreover, the slight difference in favor of men is gradually diminishing (MINEDUC, 1998).

The scholastic performance of girls is higher than that of boys both in basic and secondary education. In basic education the approval rate is 95.99% for girls and 94.11% for boys, repetition rate is 2.68% and 4.26%, while the dropout rate is 1.33% and 1.63% respectively. In secondary education the tendency is maintained. Approval rate is 89.05% for girls and 85.16% for boys, repetition rate are 6.76% and 9.09%, and dropout is 4.19% for girls and 5.75% for boys (MINEDUC, 1998).

Even though dropout rates are low, the reasons for leaving school show significant gender differences among teenagers (between 14 and 17). Boys abandon school to enter the job market due to lack of interest in education or due to economic problems (in that order of relevance). Girls, on the other hand, leave school due to pregnancy, economic difficulty, domestic chores and finally, due to lack of interest (MIDEPLAN, 1999c). The situation of premature maternity that affects approximately 14,000 girls/teenagers is the single most important reason for girls to quit school. This is indeed a delicate matter, in so far as there is a close relationship between economic opportunities and educational levels. Girls with lower educational levels are exposed to poverty and lack of economic autonomy.

Acknowledging this problem the first democratic government dictated a norm prohibiting the expulsion of pregnant girls from schools. However, despite greater public awareness this problem has not been completely solved. The issue is no longer direct discrimination but rather cultural and social pressures from the school community and society in general that result in girls abandoning their education.

Another problem in relation to WID is the continued sex segregation of secondary education. High school education in Chile is separated into scientific-humanist, where students are prepare to continue to university and, technical-professional, where they

receive vocational training for the labor market. This latter is in turn subdivided into five specialization fields: commercial, industrial, technical, agricultural, maritime. Girls tend to prefer scientific-humanist education, they represent 53.5% of the total enrollment, whereas they only constitute 47.5% of the technical-professional enrollment. The problem is that there is considerable sex differences in technical education according to specialization. Women are predominantly concentrated in commercial and technical (65% and 92% of the total enrollment respectively), with traditionally feminine occupations (i.e. sales, secretary, day care assistant, cooking, hairdressing, etc.). On the other extreme, women constitute only 6% of the enrollment in the industrial field, 28% of the agricultural and 36% of the maritime, where traditionally male occupations are taught (electricity, mechanics, welding, land cultivation, etc.) (MINEDUC-SERNAM, 1999). This segregation has shown to be extremely resistant to change and clearly has an impact on the continue segregation of the labor market.

Furthermore, the many achievements obtained by women in the educational sphere do not translate into equivalent socioeconomic status and prestige. After completing high school, teenage girls continue into higher education in the same proportion than boys, yet they tend to concentrate on traditionally female areas. In 1997 women represented 42.9% of the enrollment at professional colleges, 47.7% in technical institutes and 47% in universities (SERNAM, 1999). There is no recent statistical data available on the sex segregation within these institutions, however studies have shown that the majority of women concentrate on traditionally female careers.

Finally, educational level does not coincide with greater gender equity for women in terms of income. The higher the educational level the greater the income differences between the sexes. Sex differences in income level for people with only primary education is relatively low, women earn 80.2% of men's income. Yet, as the level of education increases so do the income differentials. Women with university degrees earn, on average, 69.7% of what university educated men earn (INE, Encuesta de Empleo 1997). These differentials are related more to the type of career each sex chooses and the occupational segregation characteristic of women's economic participation, than to overt discrimination (i.e. different salaries for the same position and level of qualification).

#### [Adult Education]

SERNAM has given great importance to the role of adult education in promoting women's access to the labor market. For this reason it has signed agreements with the Adult Education Division so that women, especially heads of households and seasonal agricultural workers, enroll in literacy and studies normalization programs. In 1998, 24.8% of participants in basic level education were women, 36.4% in technical education and 31.2% of secondary education (MINEDUC, 1998). Despite the increase of women's enrollment in these programs they still track behind men. Moreover, many considered them insufficient to solve adult women's needs, especially with regards to childcare. The majority of classes are conducted in the evenings and women do not have where to leave their children to attend school. This hinders their capacity to improve their level of schooling. Another related problem is the pertinence of educational contents, many women argue that adult education is not practical enough for their needs, it is not

sufficiently linked to market requirements and therefore do not improve their possibilities of obtaining better quality jobs.

[Teachers]

In 1998 there were more than 135 thousand teachers across the country, 85% in the public system and 15% in private institutions. Women constitute 69.5% of all teachers in the country. However they are not evenly distributed within the educational system, while 72.5% of all classroom teachers are women, they only represent 45.5% of directive positions (MINEDUC, 1998).

**Ration of Female Teachers**

	Female teachers	Female teachers at Directive level
Kindergarten level ( % )	98	86
Primary level ( % )	75	55
Secondary level ( % )	54	44

Sources : Valdes, 1997

SERNAM in coordination with the Ministry of Education, in particular with the *Center for Teaching Excellence, Training and Research (CPEIP)*, has promoted a program of awareness-raising and training in the area of “Gender and Education”. This Program is aimed at preparing teachers to incorporate gender perspective and a non-sexist approach to their teaching practices and procedures. Since the beginning of the program more than 3,000 teachers have been trained across the country (SERNAM, 1999). SERNAM also developed a distance learning program for teachers to continue their training on gender issues, and 1,000 teachers participated in this program in 1997.



### 3-2 Health

#### Health

1. The main cause of death is affliction to the circulatory system. People die from adult disease than from infectious diseases
2. Increase of teenage pregnancy and abortion is the biggest problem. There is a need of sex education for the youth
3. The contraceptive use is not prevalent compared to other Latin American countries. There is an increase of HIV/AIDS affection.

#### [General situation]

Due to an economic crisis in Chile between 1975 and the 1980s, public investment in health fields and a sharp reduction in personnel expenses increased. Since health services were separate from the social security program in 1981, a medical insurance system was newly established by the public and private sectors. A fee system for public health and medical services was initiated in 1985 so that users would be charged for medical expenses based on income. Each dependent worker is obliged to contribute 7% of his/her salary as a health insurance, and may choose to stay either in the public system or contract the services of an ISAPRE (Health Care Institutions). At present 27% of the population uses the private insurance system (MINSAL, 1999). Since the decentralization of the health sector, general hospitals in urban and rural areas, rural health posts and rural medical stations have fallen under the jurisdiction of local governments (PAHO, 1995).

Women's access to health care is relatively high. 21.8% are affiliated to the private system and 64.1% to the public. It is estimated that close to 10% of women do not have health insurance (MIDEPLAN, 1999c). There is no significant difference in the sex distribution of coverage of the private system. 23.7% of men and 22.4% of women are affiliated to the ISAPRES. However, the distribution in the public system shows gender differentials. 59.4% of men and 64.2% are affiliated to the public health system. These differences are clearly marked by socioeconomic level, while poor and middle class women predominantly use the public system, women from higher socioeconomic levels concentrate in the private. Moreover, there is a concentration of elderly women (over 65) in the public system (MIDEPLAN, 1999c).

#### [Government Policy and Budget]

The Ministry of Health transformed in 1994 the traditional Maternal Perinatal Health Program into the Women's Health Care Program (PM). The program is run by the Ministry's Program Division and issues general guidelines regarding women's health for all the public sector health system. Initially, the program continued with the main emphasis of its predecessor, which is reproductive health. However, it gradually moved towards a more integrated approach considering a woman's complete life cycle as its main focus. The PM has explicitly adopted a gender perspective to orient its activities and guidelines. Moreover, the program has reoriented its intervention in reproductive health promoting the active participation of men in maternal processes, especially through their presence during child birth. Until recently this was only practiced at private health institutions.

Since the creation of SERNAM, the Ministry of Health has actively participated in the design and implementation of measures to assure women's health. The Equal Opportunity Plan for Women adopted in 1995 includes a specific chapter in this area. The two institutions have coordinated a number of initiatives including "gender training" for health's sector employees, the elaboration of a new registration card to maintain detail information on women's health needs, and the conduction of studies on different issues.

The Women's Health Care Program operates through the public network of 27 services across the country and has a unit in every primary health care clinic staffed by health care personal (doctors, midwives, nurses). The services provided by the program include the following areas: pre and post natal controls, contraceptive control and regulation, gynecology, nutritionist reproduction, nutrition in general, sexually transmitted disease including HIV, mental health, and psychosocial assistance (MINSAL, 1999)

Data on public budget assigned to WID is not available. However, there is information regarding the overall public expenditure on health. In 1998 the public health sector budget reached a total of 944 billion pesos, which is equivalent to US\$2,075,000. Between 1986 and 1998 real investment in public health sector increased by 972%, with a focus on the restoration and improvement of the infrastructure and equipment for healthcare network (MINSAL, 1999).

#### [Women's Health and Nutrition]

At present the Chilean population is undergoing a process of demographic and epidemiological transition. As a result of social, economic and political transformations that have characterized the country since the 1980's, the health situation of the nation exhibits important variations. This has resulted in a complex situation in which a variety of problems coexist. Some, such as enteric, transmittable, and deficiency diseases are linked to underdevelopment. Others, associated with lifestyles and economic development, such as chronic illness, cancer, accidents and mental health problems are also consequences of social changes, environmental pollution and workplace conditions. The majority of the population has access to potable water resulting in a decrease of infectious diseases caused by unhealthy environment: 99% of the population in urban areas and 49% in rural areas, and another 32% of the rural population has access to safe drinking water (MINSAL, 1999).

Classic bio-demographic indicators show a general mortality rate of 5.4 per 1,000 inhabitants and birthrate of 19.3 per 1,000 in 1997. Life expectancy is 75.2 year, yet, there are considerable sex differences in favor of women (78.26 compared to 72.28 for men). Fertility levels began decreasing in the late sixties. In only fifteen years they fell almost to half their initial level, under 3 children per women, at present the ratio is 2.4 (INE, 1999).

In Chile the main causes of death are related to: afflictions to the circulatory system (26.4% of deaths), malignant tumors (21.7%), respiratory problems (12.7), traumatism/accidents and poisoning (10.6%) (INE, Compendio Estadístico 1999, figures for 1998). For both women and men the main cause of death are afflictions to the

circulatory system, but it is higher for women than for men (29.4% compared to 25.3%). The second cause –malignant tumors- is also the same for both sexes, and again is more prevalent among women (23.5% and 19.2% respectively). Women also show higher incidence of respiratory illness (13.2% to 11.7%). The tendency reverts in the case of illness to the digestive system and violent death such as traumatism and poisoning, which are more prevalent among men (8.9% compared to 6% for women in the first case, and 15.5% to 4.6% in the latter) (INE, 1998. Anuario Demográfico).

Data available on nutrition levels for adult women is limited to pregnant and nursing women. In general the majority have normal weight (63.5%), 6.5% are under the normal weight, 10% are overweight and 0.9% are obese (MIDEPLAN, 1999c). Both cases of malnutrition concentrate on the low-income groups of the population. It is interesting to note that in Chile the changes in levels of development have also produced changes in the population's nutrition and eating habits. In 1990 4 out of 100 children were malnutrition (with no sex differences), in 1996 this proportion had gone down to 0.5 (0.4 for boys and 0.5 for girls). On the other hand, in 1990 4 out of 100 children were overweight and in 1996 this number had more than doubled to 8.5 (7.7 for boys and 9.4 for girls). As it is evident from this data, the overall nutritional level of the population and children has improved during this decade, however, both girls and women have greater problems due to nutrition and eating disorders than men (CEPAL, 1998).

Historically one of the most severe health problems for Chilean women was malignant tumors and cancer. For this reason the Ministry of Health has given high priority to the prevention of such illness, promoting regular controls throughout the public system. The percentage of women who have PAP smears control shows the success of this prevention work. It increased from 39% in 1990 to 51.4% in 1998 (MIDEPLAN, 1999c).

#### [Reproductive Health]

In Chile there does not exist a policy-setting body that establishes a single fertility-regulating policy. However a series of measures and programs have been implemented by the State since 1965, including family planning and information and provision of contraceptive methods. As it was mentioned, the Women's Health Care Program provides professional assistance and monitoring of pregnancies, childbirth and puerperium and birth control. Existing provisions establish an age bracket as the regulatory period for women to access contraceptive information and methods, from 15 to 44 years of age. However, in practice women only have access to that information and assistance after they have their first child. Young, unmarried or married women who do not have children have difficulties in accessing information or contraceptive aid in the public system. This represents a severe hamper to women's capacity to exercise their reproductive rights (space and number of children), and is particularly problematic for poor young women who have no access to the private system. This is one of the reasons that explains the continuation of a high rate of teenage pregnancies in Chile, which comes to 15% of births (MIDEPLANc, 1999).

There is no regular statistical information regarding the use of contraceptive methods in the general population neither in the private health system nor among women who obtain

contraceptives in the market without medical supervision. However, a recent region-wide survey found that 18.6% of women between 15 and 45 use birth control pills (CELSAM, 1999). An estimate based on this figure and the coverage in the public system reflects that close to half of Chilean women in fertile age use some form of birth control method. It is important to note that the State does not explicitly promote family planning through public campaigns or other initiatives. On the contrary, information and assistance are provided based on women's demand.

Abortion is one of the most problematic issues confronting the country in the area of reproductive health. In Chile abortion is illegal under all circumstances since 1989 when the military government past a legal reform a few months before leaving power. Until then and since the 1930's therapeutic abortion was allowed when the medical doctor considered the woman's life was at risk. The law obliges health personnel and police to denounce abortions and both the woman and anyone who has participated in the procedure are penalized with incarceration. Despite this highly repressive system, Chile has one of the highest incidences of abortions in Latin America. It estimated that one of every 4 pregnancies terminates in abortion.

#### [Maternal and Infant Health]

One of the areas in which health improvements has been most striking is both maternal and infant mortality rates. This has been possible thanks to widespread coverage of healthcare and professional assistance of childbirth (99.6%), as well as improvements in educational levels, basic health conditions and per-capita income. In 1998 infant mortality rate was 10 per 1,000 live births, and 0.5 for children under 5 years of age. The levels of maternal mortality have decrease substantially during this decade, from 0.4 per 100,000 live births in 1990 to 0.2 in 1998. Complications arising from abortions being the main cause of death, with a mortality rate of 0.5 (MINSAL, 1997). In 1997 14 out of the 64 maternal deaths were caused by complications due to abortions.

#### [HIV/AIDS]

The figures in Chile show that there has been an increase in the prevalence of the virus with an accumulated rate of incidence of 21.2 per 100,000 inhabitants as of March 1999. From 1984 to 1998 there were 232 female and 2,294 male HIV/AIDS cases reported. The virus is most frequently transmitted through sexual intercourse (92% of the cases), and is most prevalent among males, 90.8% of all cases reported. However, infection is increasing at greater rate among women, especially by means of sexual intercourse and blood transfusions (through practices associated with intravenous drug addiction). Women who are involved have lower levels of education and economic participation than both the female population as a whole and men with HIV/AIDS. AIDS is primarily present in urban areas and not limited to areas afflicted by high poverty levels. On the contrary, the areas hardest hit have fairly high social and economic indicators. There is a National AID Committee that works together with the Ministry of Health and other public and private institutions on prevention and treatment of this illness. Considering this problem is growing faster among women, and that women affected have specific social characteristics, State action should consider gender factors both in the design and implementation of policies in order to succeed.

### 3-3 Agriculture, Forestry and Fisheries

#### Agriculture, Forestry, Fisheries

- 1) Women represent 46.2% of the rural population and it is estimated that 20 % of rural households are headed by a woman
- 2) Women's access to the training program is still limited compared to men
- 3) Close to 200,000 women work as seasonal agricultural workers, which is close to 52 % of all workers in the sector

#### [General situation]

In Chile 14.6% of the population resides in rural areas, that is 2.2 million people (INE, 1999). According to the VII National Socioeconomic Characterization Survey (CAsEN) conducted in 1998, 27.6% of the rural population lives under the poverty line (MIDEPLAN, 1999a). The agricultural sector represents only 8.4% of the GDP. Despite the fact that Chile is blessed by a favorable climate and diversified soil types, the agricultural sector has not developed sufficiently due to price control, an absence of land ownership and an antiquated infrastructure.

#### [Government Policy on WID]

WID policies have only been incorporated in the agricultural sector, specifically in all areas related to social development of rural areas and the support for peasant and small-scale production. There has been little or no advance in the areas of forestry and fisheries.

The Ministry of Agriculture is the institution responsible for promoting, orienting and coordinating forestry, livestock and agricultural policies in the country. It supervises the work of several dependent services in charge of specific areas within this general sector. Some of the most important agencies for WID are: INDAP (Agricultural and Livestock Development Institute) responsible for promoting and supporting the development of peasant family agricultural production, both in economic and social terms. Others include services responsible for forestry (CONAF) and wildlife and livestock (SAG). INDAP has made significant progress in incorporating WID policies as part of its institutional mission. Together with other services in this sector, INDAP has signed cooperation agreements both with SERNAM and PRODEMU.

The Ministry of Agriculture has adopted as government policy the recognition of rural women's multiplicity of roles, in particular peasant women's productive work and contribution to the economy. It has also recognized the existence of gender inequalities in the access to productive assets and the fact that rural women have been historically marginalized from state policies and programs. Based upon these general principles the Ministry has stated the need to design and implement institutional policies for rural women, recognizing the existence of differences between women and men's situations and relations. This came to re-enforce INDAP's previous endeavors in the area. This institution had been conducting specific initiatives for rural women since 1995, when it explicitly adopted a gender development perspective. Initially, INDAP's work was still very much committed to promoting traditional gender roles, and accepting the historical sexual division of labor in peasant families. Yet, as its work in the area has advanced, the

Institution has moved away from this line and began recognizing the situation of inequality that rural women experience. Both the Ministry and INDAP manifest an open commitment to gender equity as an essential tool for attaining sustainable development.

In 1997 INDAP, together with SERNAM and other public and non governmental institutions designed and published “Proposals for Policy-Making on Equal Opportunities for Rural Women”. The document includes proposals in the area of: work and production, health, social participation, family, gender and culture, and state policies. This publication was produced by the “Roundtable of Rural Women”, an initiative coordinated by SERNAM since 1995 that has served as a forum for state-society dialogue on WID for rural women. This commission was formed by NGOs, women’s organizations, peasants and indigenous organizations as well as state and international institutions.

In March 1999, the Ministry of Agriculture created an Equal Opportunities Commission with representatives from 7 of its dependent services. The main objective of this Commission is to aid the Ministry’s authorities in matters pertaining to the incorporation of gender perspective in policies and programs. It also proposes to coordinate equal opportunity policies for women and men employed by the respective services. Some of its first initiatives were to evaluate all instruments and registrations in each Service and propose the incorporation of sex as a relevant variable; and proposals from 6 of the 7 participating Services (SAG, CONAF, INDAP, INIA, FUCOA, FIA) to incorporate gender perspective goals in the government’s Public Performance Improvement Program (PMG).

SERNAM has also devoted efforts to WID policies in this sector. It has a qualified professional in charge of coordinating efforts with other state institutions in the area, specially INDAP, coordinates the Roundtable on Rural Women and produces information and knowledge regarding women in rural areas. SERNAM has also promoted training programs for public employees and officials connected with this sector and assumed the coordination of all state initiatives aimed at fulfilling commitments acquired at the Fourth World Conference on Women held at Beijing in 1995. It also coordinates a specific program for Seasonal Female Agricultural Workers (PMTT)<sup>1</sup>. This program operates from the IV to the IX region of the country, in 75 municipalities, coordinating 127 child care centers for the children of these female workers.

SERNAM in coordination with INDAP also published a study on “Peasant Women and Credit in Chile” and two training manuals on “Agricultural and Rural Development from a Gender Perspective”.

[Budget]

There is no exact data on total public expenditure on WID in this sector. However, INDAP, with its different programs and initiatives to support peasant agriculture, invested close to US\$15 million on women in 1998. 63% of this sum was spent on individual credits and 37% on subsidies for technical assistance. An additional US\$80,300 were spent on

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<sup>1</sup> Described in more detail in the next section

assistance for 94 women's agricultural production groups across the country. For its part, SERNAM's program for female seasonal workers had an operating budget of US\$228,576 in 1999, plus US\$109 million from the rest of institutions involved (DIGEDER, JUNJI, Ministry of Health, Superintendence of Work).

Moreover, there is a funding allocation program for small agricultural productive projects elaborated by women. This program was initiated in 1997 with the objective of financing productive projects that are market oriented and economically viable. In 1997, 91 projects received a total of US\$773,000, benefiting 1.339 women. This program financed long term credit for up to US\$11,000 per project. In 1998 US\$240,000 were allocated for 89 projects, benefiting 942 women (INDAP, 1999).

#### [Land ownership for women]

In 1997 the National Statistics Institute conducted the first agricultural census since 1976. The information obtained is still not completely processed and is only now being analyzed by sex. Notwithstanding, preliminary data regarding land tenure shows that close to 20% of all estates are worked by women (INE, processed by SERNAM-INDAP, 1999). This does not mean that women own this land, but only that they are the principal and responsible producers of the estate.

During this presidential period the Ministry of National Assets has implemented a program in order to clarify certificates of land ownership under financial aid made by the World Bank. In this program, close to 40% of land titles were granted to females.

#### [Women's Situation in Rural Area]

Women represent 46.2% of the rural population and it is estimated that 20% of rural households are headed by a woman. Furthermore, indicators show that women make up only 15% of the active economic population in rural areas and 20% of the agricultural work force. That is only 4.6% of the total female work force is employed in agriculture and fisheries. Despite these official figures, numerous studies have demonstrated that the majority of adult rural women who are classified as "housewives" or economically inactive, have important participation in agricultural and livestock production, particularly in small estates (INDAP, 1999). Women are solely responsible for handicraft and horticultural productions, but they also participate in the cultivation of fruits and flowers and livestock.

In Chile rural women have been traditionally relegated to reproductive work. In rural areas women have always been involved in agricultural and livestock production. With the transformation in the agricultural sector in the nineteen eighties, women began increasingly to participate in waged work, especially for fruit growing and export industries. It is estimated that close to 200,000 women work as seasonal agricultural workers, that is close to 52% of all workers in this sector (SERNAM, 1999). This has produce a considerable transformation in rural life. Women have gone from being almost completely invisible in the production sphere to integral participants. They contribute a greater proportion of their family income, and in many cases they become the sole providers. Women have also demonstrated their capabilities in organizing collective

productive projects. However, they continue to experience greater difficulties than men both in terms of obtaining waged work and accessing productive assets.

[Activities of Women Organizations in Rural Communities]

Historically rural women have demonstrated high organizational skills. They have organized in different types of organizations both social and economic in nature. As it has been stated there are a great number of productive women's coops and organizations all across the country. There is also a network of mothers' clubs and women's groups with a more social orientation.

In 1998 a group of organizations created a nation-wide network of women's peasant, rural and ethnic organizations (Red de Organizaciones de Mujeres Rurales). This network is autonomous from the state and has a membership of more than 60 organizations in all the regions of the country, including unions, productive coops, women's groups, indigenous organizations, among others. During this year the network has organized two national conferences to discuss their platform for the new century.

[System for Extension Activities and Training for Women]

The central government through the Ministry of Agriculture and its dependent services, conducts several training programs for rural women. Among them a training program operating since 1992, jointly coordinated by INDAP and PRODEMU (Women's School). It is focused on poor rural women and its main objective is to promote their economic development and participation in the market economy. It provides technical productive assistance, management and organizational training, personal and collective development and the generation of productive projects by the women involved. The program is implemented from the I to the XI regions in a total of 27 provinces. From 1997 to 1998 683 workshops were held with a participation of 7,527 women.

In 1998 SERNAM and INDAP coordinated a entrepreneur leadership training program for women from peasant organizations to improve their entrepreneur abilities. This was a pilot experience implemented in 5 regions of the country with the participation of 30 organizations. Another initiative provided training on gender and equal opportunity policies for leaders (both male and female) from the MUCECH (National and Regional Unitary Confederations of Peasant and Ethnic Movements).

SERNAM's Program for Seasonal Workers (PMTT) also provides training on leadership, labor rights and work and health conditions for its beneficiaries. From 1996 to 1998 462 women received leadership training, and 3,769 were trained on the other subjects (SERNAM, 1999).

[Support for Training in Micro Enterprises]

In 1998 INDAP signed an agreement with PRODEMU and IICA (Interamerican Institute for Agricultural Cooperation), in order to strengthen the integration of rural women to social and economic democratization processes and productive and commercial activities. It is a regional program for the Southern Cone and it is directly oriented at promoting women's economic production (INDAP, 1999).



The Social Solidarity and Investment Fund (FOSIS) also has a specific program to support micro enterprise production in rural areas. The objective is to provide technical assistance at no cost for the producers. It also has a Rural Productive Development Program which provides support for small productive groups and organizations to elaborate innovative projects in the areas of: peasant irrigation, reforestation and recuperation of soils. The program considers as one of its guidelines the promotion of women in these projects. There is still not data available on the results of the program or its impact on women.

[Forestry]

Since the Chilean forestry economically discharges an important role, timber accounts for more than 10% in exporting products. As a result, species are becoming extinct due to the destruction of forests, rapid felling techniques, and soil erosion. At the present time, replanting is underway in order to implement forest development without hindrance to economic activities. However, information on the female activities in this field could not be obtained.

[Fishery]

In Chile there are 80 thousand small fishermen distributed in 436 fishing harbors. These workers –overwhelmingly male– plus their families and other workers involved in the productive process, represent close to 600 thousand people (FOSIS, 1999). There is no specific policy on WID in this sector. However, some studies have found that women contribute to the production process via the repairing of nets, seaweed and seafood recollection among other tasks. They also play an important role in the marketing and commercialization process. In the more modern fishing sector women are employed in canning and processing industries for export. Yet, there is no statistical information on the number or conditions under which these women work..

According to a survey on seasonal labor in the fisheries conducted by the *Instituto de la Mujer* (Research Institute of Women), women who work in the fisheries are protected by the Labor Code, which applies to all female seasonal workers, so they can flexibly participate in the labor market. However, since the fishery sector is generally comprised of a piece work system, there are no regulations or restrictions, even in working hours, so the labor environment remains inferior in many cases. (1997, JICA)

### 3-4 Economic Activities

#### Economic Activities

- 1) Half of agriculture in Chile is done by micro enterprises
- 2) More than 70% of women workers engage in the service related work
- 3) Despite of the women's participation in the labor market, they are not equally distributed in different types of work
- 4) Despite the high education level, women do not have much opportunity to get positions for decision-making
- 5) Many women work in the informal sector but the income is lower than that of men

#### [General situation]

Gender differences and lack of equal opportunities for women are still prevalent in the economy and the labor market. Yet, at the same time, increase in women's economic participation during this decade has been considerable, it went from 31.8% in 1990 to 36% in 1998, that is almost 2 million women. Despite this growth, women continue to track well behind men, 36% and 76% of economic participation respectively. The result is that at the end of this century the majority of Chilean women continue to be excluded from the labor market and therefore –in general- do not have a stable income of their own.

In 1998, a particularly difficult economic year, the country had a 7.2% unemployment rate. The rate for women was 7.6% and 7.0% for men (INE, 1998). Unemployment was much higher among youth (between 15 and 19 years old), where sex differences increase, 17.7% for men and 28.2% for women. There are also significant differences depending on socioeconomic status, women from the poorest quintile have an unemployment rate of 36.2% while the rate for those in highest quintile is only 3.5%. Differences based on socioeconomic status are greater among women than among men (MIDEPLAN, 1999c).

#### [Policy on WID/Gender]

The Ministry of Work has been one of the most active state institutions in the area of WID. It has an internal equal rights commission to coordinate the different institutional initiatives in the area, qualified staff on gender issues, and a studies department that has produced new and interesting information regarding the quality and characteristics of female work in Chile. The Superintendence of Work (Dirección del Trabajo) has implemented a number of campaigns to control and sanction violations of the Labor Code in sectors with high concentrations of female employment. The most recent one was conducted in the capital's Patronato district where the majority of garment industries reside. SENCE (the National Service for Training and Employment) on its part, administers job training courses for female heads of households and has began a process to incorporate women as beneficiaries of some of its other programs.

SERNAM has a specialist responsible for the coordination with the Ministry of Work. Together they created (1995) the Tripartite Equal Opportunity Commission on Women and Work, with the participation of the State (SERNAM and the Ministry), workers (The Central Workers' Union) and employers (CNC). This Commission has been making

proposals to stimulate women's economic participation, improve working conditions and eliminate gender discrimination in the workplace. The Commission works in close relation with the ILO representatives in Chile and has participated in region-wide events. Yet, the Commission does not have an operating budget nor the power to enforce the implementation of its proposals, it can only make suggestions and attempt to raise awareness on these issues within their respective organizations.

Legal reform has been another of SERNAM's priorities. Together with the Ministry of Work it has presented an important number of reforms to the Labor Code in order to improve the rights of female workers and their work conditions.

The total public budget for this Program in 1998 was US\$7.7 million divided into the five institutions that participate. The budget for PMJH administered by SERNAM was close to US\$1.9 million (SERNAM, 1999). The budget for job training is administered by SENCE, in 1998 it was close to US\$3.2 million and constituted 10.2% of the National Fund for Training (FONCAP) (SENCE, 1999).

#### [Participation in Labor]

Sexual segregation of the labor market persists. Women have a more restrictive participation in so much as they concentrate in certain sectors, whereas men are more evenly distributed throughout the different segments of economic activity and excluded from none. Women concentrate in four sectors of the economy: services, commerce, manufacturing and to a lesser extent finance. These sectors respectively represent 44%, 25.5%, 12.6%, and 8.5% of the total female work force. The male work force on the other hand, is distributed evenly in almost all sectors of the economy: agriculture (19.4%), services (17%), manufacture (16.3%), commerce (15%), construction (12%), transportation (10.3%) and the financial sector (7%) (INE, 1998).

The labor market is also characterized by occupational segregation by sex. Women concentrate in the occupations of service personnel (including domestic service), office clerks and administrative personnel, sales persons, professionals and technicians, and blue-collar workers. Men, on the other hand are distributed in all occupational categories including managers and executives, farmers, fishermen and construction workers (INE, 1998).

Finally, women continue to earn less than men in all sectors of the economy even when occupational category and educational levels are equivalent, on average they earn only 75% of male's earnings (INE, 1998).

#### [Informal Sector]

The National Statistics Institute (INE) considers the informal sector to be composed by all those employed in micro-enterprises, non-professional independent workers and non-salaried family workers, and domestic service workers. 45% of economic active females belong to one of these categories compared to only 33% of men in the same condition. Despite the large difference, it is important to note that the major cause of sex segregation in this area resides almost entirely on domestic work, that accounts for 13.1% of all

female workers, while the participation of men is almost non-existent (0.1%). In other categories the differences are minor. 13.6% of economically active men and 14.3% of women are employed in micro-enterprises; 19.2% of men and 17.4% of women fall into the independent worker category (INE, Encuesta de Empleo, 1999).

#### [Vocational Training]

The National Service for Training and Employment implements short-term training programs. This is a decentralized entity dependent from the Ministry of Work and Social Welfare. Until 1998 SENCE had two basic programs for job training. The first program is designed for employed waged workers, employers pay for training and later deduct the sum from the company's tax declaration (Tax rebate). 476,436 people received training through this method in 1998. The second is a scholarship program for people who are out of work. In this case it is the State that directly pays for training by contracting private technical institutes to perform the courses. 9,816 people received training in this program. In both cases women are eligible to participate but there is no data desegregated by sex. However National Social Characterization Survey found that 9.3% of women between the ages of 15 and 50 have received job training, compared to 11.7% of men (SERNAM, 1999).

During last year a National Fund for Job Training (FONCAP) was created with a budget of US\$31.5 million. This Fund is distributed among 11 different programs including the one for female heads of households (that represents 10.2% of the total Fund) and a youth program (Chile Joven) that also includes women among its beneficiaries. This program had a budget of US\$14 million, representing 43% of the National Fund. Despite the importance of this program due to the high levels of unemployment among young women, the percentage of the total enrollment dedicated to women has been diminishing over the years: 41.3% in 1994, 38.1% in 1995 and 34.8% in 1996 (SERNAM, 1999). It is, therefore, necessary to revise this and other programs to secure the participation of women on an equal basis and guarantee their effectiveness in preparing beneficiaries to enter the job market.

#### [Support for Micro Enterprises]

In Chile close to half of the economic active population works in productive units with 10 employees or less. A third of these workers lives in conditions of poverty (FOSIS, 1999). This is one of the reasons why the last two governments have given great priority to the support and promotion of micro enterprises. These policies are intended both, to promote the country's economic growth and increase of productivity and as part of social policies to improve the population's quality of life and diminish the levels of poverty.

Government has created a special Fund as Guarantee for Small Business (FOGAPE) that operates through the State Bank and the Bank of Chile and provides credit for this sector. There are a number of other programs implemented by different public institutions. Among them, SENCE with a special subsidy program for micro and small enterprises. In 1998 it benefited a total of 11,461 enterprises with a budget of US\$3 million. FOSIS also implements training and credit programs for micro enterprises.

There is no clear WID policy in this sector and no information desegregated by sex regarding these programs' beneficiaries. The only concrete initiatives aimed at promoting WID policies for micro enterprises are those linked to the rural sector (described above) and the recent efforts made by the Program for Female Heads of Households to promote independent work in conjuncture with SENCE and FOSIS.

[Support System for Women Workers]

Women workers are protected by legislation and the Labor Code on the following issues.

1. Principle of equality: the Labor Code states that no person may be discriminated on the basis of race, creed, sex or other reasons. The Constitution was recently reformed to change the word "men" for "persons" and to assure that men and women are equal before the law.
2. Protection of maternity. Women may not be fired from their employment until a year after they have given birth. They are entitled to 6-week pre-partum and a 12-week post-partum maternity leave. Pregnant women may not perform heavy tasks nor work night shifts and may ask to be changed to different job position if there is any hazard to their health.
3. Childcare and protection. After birth employers are obliged to give an hour a day to the female worker for child feeding until the child is a year old. They have to provide childcare facilities in the premises (or subsidize the cost of private service) until the child is 2 years old. One of the parents is entitled to take leave in the case of serious illness affecting any child under 12 months old.

These rights may not be relinquished since they are not subject to negotiation between workers and employers. The Superintendence of Work (Dirección del Trabajo) regularly checks that these regulations are maintained.

The main problem in this area is that these rights only apply to the formal sector of the economy. That is, these rights are for women who have legal contracts to work. Women employed in the informal sector, especially those in domestic work, do not have these rights. Therefore, they are unprotected during pregnancy. According to the survey conducted by the Ministry of Planning in 1998, 72.4% of all female workers had contracts. This means that close to 150 thousand women do not have these labor rights. The percentage of poor women without a contract is significantly higher at 58.9% (MIDEPLAN, 1999c).

Another problematic issue is related to childcare. Employers are only obliged to cover childcare until children are 2-year old, while enrollment in the school system begins at 5. This leaves a 3-year period without coverage, leaving female workers on their own to find solutions.

The State has two institutions in charge of providing pre-school education, JUNJI (National Board for Child-Care Centers), dependent from the Ministry of Education and INTEGRA (National Foundation for the Integral Development of Minors) headed by the first lady. Together they provide free care for 24.56% of children in pre-school age

(MINEDUC, 1998). These institutions do not have the capacity to provide services for a greater percentage of the population leaving the other female workers without assistance. A further problem is that the majority of centers administered by these institutions have working hours incompatible with a normal work schedule, they close at 5 and the majority of women work until 6 or 7 p.m.

[Mining and manufacturing Industries]

Despite the importance of mining for the Chilean economy there are no WID policies in this sector. The mining industry in Chile is not labor intensive and women have been historically excluded from it based on cultural beliefs (it is considered “bad luck” for a woman to enter a mine pit). According to the Employment Survey conducted by INE, in 1998 only 1,5% of the labor force was employed in mining, 0,3% of economically active women and 2,1% of men. Women who work in this sector concentrate predominantly in administrative tasks, even though some professionals have begun to be incorporated.

Despite the lack of national policies in this regard it is important to note that there have been some dispersed initiatives, specially in the northern regions of the country (Antofagasta) where mining is crucial for the economy. The regional offices of SERNAM and the Ministry of Work have promoted women’s employment in mines, in one case they obtained an agreement from one of the biggest copper mines in the region to hire women as drivers for trucks carrying unprocessed mineral. This experience has been very successful, and serves as a precedent for future actions. This type of initiative demonstrates greater openness on the part of both the State and private enterprises to understand that women’s economic participation is important in all sectors of the economy.

[Other Social Development Sectors]

According to the Human Development Index elaborated by the United Nations Development Program, Chile ranks first among Latin American countries and occupies an intermediate position in a world context. Based on this UN data, Chile was ranked 38<sup>th</sup> in 1999 and showed a general trend towards improving its socioeconomic indicators and, the quality of life of its population.

During this decade democratic governments have given great priority to Social policies, in particular, poverty eradication has been set as the main objective for the period. The efforts displayed have shown to be successful, the population in poverty went from 38,6% in 1990 to 21,7% in 1998 (MIDEPLAN, 1999a). In addition to health, education and employment policies already analyzed, the social sector includes other areas such as housing, community development and special subsidy programs. The institutions involved in these areas are the Ministry of Housing and FOSIS (Social Solidarity and Investment Fund) dependent from the Ministry of Planning (MIDEPLAN). Despite the relevance of all social policies for WID there has been few explicit gender policies in these other areas, other than those coordinated by SERNAM. This explains why there is no information on target populations desegregated by sex in the majority of these institutions.

In Chile there is a housing deficit that in 1990 affected a total of 955 thousand families, in general terms 42,3% of all families in the country found themselves without a house to live on their own. These were in general poor families who had greater difficulties in renting or buying a house. The policies promoted by the government have resulted on a drastic reduction of the housing deficit, in 1998 it was half of its previous level. The public expenditure on housing represents 4.5% of the total public budget for 1998 (SERNAM, 1999).

The Ministry of Housing and Urbanism has been studying proposals to reform its regulations on housing assignment programs in order to increase the participation of female heads of household. The programs function based on a score system where each applicant is evaluated based on need and saving merits. The objective of the new proposal is to provide additional score to women who are heads of household and have children on their care

The Social Solidarity and Investment Fund was created in 1991 to promote a new type of social policies, that would go beyond traditional social assistance approaches and promote the autonomy and self endeavor of beneficiaries. FOSIS coordinate programs related to micro enterprises, rural development, community infrastructure and development, among others. It does not have any WID specific programs and has only recently began studying how to incorporate gender perspective on its current activities.

[The present use of water by women]

No data is available on the access and use of water by women. The only information already mentioned is that 99% of the population in urban areas and 49% in rural areas have access to potable water, another 32% of the rural population has access to safe drinking water (MINSAL, 1999).

[Situation of life-related infrastructures and facilities]

In general terms, access to social infrastructure is highly differentiated according to the area of residence so that, in urban areas, the coverage of services is higher than in rural areas. Despite this fact, Chile has a more equitable distribution of infrastructure facilities than other Latin American countries. There is no information available on differentiated access of men and women to infrastructure.

## 5 WID/Gender Information Sources

### 5-1 List of International organizations & NGO related to WID/Gender

	Name and Specialty	Past Records (Project etc.)	Contact Address
<b>Government Organization</b>	Servicio Nacional de la Mujer, SERNAM M. Josefina Bilbao Mendezona Ministra Directora		Teatinos 950, 5 Piso Santiago de Chile Tel: 549 6100 Fax: 549 6251 <a href="http://www.sernam.cl">http://www.sernam.cl</a>
	Ministerio de Salud Dr. René Castro Encargado Programa de la Mujer		Mac Iver 541, 4° Piso Santiago de Chile Tel: 630 0480 Fax: 638 2238 <a href="http://www.minsal.cl">http://www.minsal.cl</a>
	Ministerio de Educación Rosario Solar S. Encargada del Programa de la Mujer		Alameda Bernardo O'Higgins 1371, 9° Piso, Santiago de Chile Tel: 698 3351 Fax: 687 3571 <a href="http://www.mineduc.cl">http://www.mineduc.cl</a>
	Fundación PRODEMU Ximena Rincón Vicepresidenta Ejecutiva		Salvador Sanfuentes 2357, Santiago de Chile Tel: 695 8818 Fax: 696 6962
	Instituto de Desarrollo Agropecuario, INDAP Marcela Arce Encargada Programas Mujer		Av. Agustinas 1465, piso 5° , Santiago de Chile Tel: 695 8818 <a href="http://www.indap.cl">http://www.indap.cl</a>
	Ministerio del Trabajo Silvia Galilea Coordinadora Mesa Tripartita Igualdad de Oportunidades para la Mujer		Huérfanos N° 1273, Pisos 2 al 8 Santiago de Chile Tel: 674 95 78 Fax: 696 6962
	Dirección del Trabajo Helia Henríquez Jefa Departamento de Estudios		Agustinas N° 1253, Santiago de Chile Tel: 674 9610 Fax: 674 9614
<b>NGO's</b>	Accion Social y Solidaridad		Barros Arana 544, Piso 4, Concepción, VIII Región
	Area de estudios de género FLACSO		Av. Leopoldo Urrutia N° 1950, Ñuñoa, Santiago de Chile Tel: 225 7357 Fax: 274 1004
	Area de la Mujer - CESLA		Pier Loti N° 43, Cerro Concepción, Valparaiso, V Región. Tel: (32) 211 916 - Fax: (32) 219 212
	Asociación Latinoamericana para el Desarrollo y la Integración de la Mujer (ALADIM)		Av. Estado N° 115, of. 703 Santiago de Chile Casilla 9540.
	Asociación Latinoamericana para los Derechos Humanos ALDHU		Concha y Toro 17, 3° Piso, Santiago de Chile. Casilla 51191, Correo Central, Tel: 6723038 Fax: 6723038
	Asociación para el Desarrollo, LAS ALAMEDAS		Concha y Toro N° 693, Puente Alto, R. Metropolitana Tel: 850 2451 / Fax: 8507127 e-mail: <a href="mailto:alamedas@interaccess.cl">alamedas@interaccess.cl</a>
	Asociación Pro-Derechos de la Mujer		Alameda 3137, Santiago de Chile
	Aurora. Programa de Capacitación y Organización de la Mujer		Casilla 436 - Lota N° 149, Puerto Montt, X Región
	CANTERA		Freire 55, San Bernardo, Santiago (Tel or Fax:8596972)
	Casa de Encuentro de la Mujer, CEDEMU		Av. Salvo N° 1179, Población Vicente Atencio, Arica. I Región Tel: (58) 252 712



	<b>Name and Specialty</b>	<b>Past Records (Project etc.)</b>	<b>Contact Address</b>
	Casa de la Mujer		Guarambaré N° 1111, Población Chacabuco, Conchalí. Santiago de Chile
	Casa de la Mujer de Huamachuco		Montevideo 2601 Huamachuco, Renca. Santiago de Chile Tel: 641 5680
	Casa de la Mujer de Peñaflores		Progreso 2688, Peñaflores. Región Metropolitana
	Casa de la Mujer La Pincoya		Jorge Inostroza 613. Población Patria Nueva, La Pincoya Santiago de Chile
	Casa de la Mujer La Pintana		Pasaje Andalicán 0865 Pob. Pablo de Rocka, la Pintana, Santiago de Chile
	Casa de la Mujer Lolol		Los Aromos N° 16, Rancagua, VI Región. Tel/Fax: (72) 881 955
	Casa de la Mujer Mapuche		Av. General Mackenna N° 83. Temuco. IX Región Tel: (45) 233 886
	Casa de la Mujer Quinta Normal		Alsino N° 5156, Quinta Normal Santiago de Chile
	Casa de la Mujer Ruca Domo		Bidasoa N° 1302, La Palmilla, Conchalí Santiago de Chile
	Casa de la Mujer Sol Naciente		Miguel Angel 02981, Santa Rosa Paradero 38. Santiago de Chile
	Casa de la Mujer Valle Narau		Luis Orión N° 225, Quintero. V Región
	Casa de la Mujer Valparaíso		San Ignacio N° 487, Valparaíso, V Región Casilla 4315, Agencia 2.
	Casa de la Mujer Villa O'Higgins		Manutara N° 8791, Villa O'Higgins Sector 5, La Florida Santiago de Chile
	Casa de la Mujer Viña del Mar		Población Santa Julia, Sector Achupallas Viña del Mar, V Región
	Casa de la Mujer Yela		Pasaje Independencia N° 267, Villa la Paz, Talca. VII Región Tel: (71) 220 913
	Casa de Los Colores		Av. Carrera N 1220. Concepción. VIII Región Tel: (41) 241 835
	Casa Malen		Las Encinas 966, Lo Prado, Santiago de Chile Tel: 773 5243
	Casa para el Desarrollo Integral de la Mujer "Atiniña"		Av. La Estrella 1236, Pudahuel, Santiago de Chile
	Casa Sofia		Sofanor Parra 1363, JJ Perez y Neptuno Cerro Navia, Santiago Tel: 773 4775
	CEDEM		Purísima 305, Barrio Bellavista, Santiago de Chile Tel/Fax: 777 2297 e-mail: cedem@reuna.cl
	Centro de Acción Social Apacheta		Pasaje los Angeles 1238 - Ampliación Pacífico, Arica, I Región
	Centro de Asesoría Sindical CEDA		Roberto Pretot 26, Santiago (Tel / Fax: 671 4124, 698 0600
	Centro de Atención, Formación y Desarrollo de la Mujer "La Fogata"		Casilla 681, Concepción, VIII Región. Tel: (41) 227 947
	Centro de Capacitación para la Autogestión, CECAPAU		Av. Santo Domingo N° 1690. Santiago de Chile Tel: 671 57 61 Fax: 697 0909

	<b>Name and Specialty</b>	<b>Past Records (Project etc.)</b>	<b>Contact Address</b>
	Centro de Capacitación para Mujeres, ANACLARA		Alameda 1302, Depto. 131, Santiago de Chile Tel: 671 7579 e-mail: anaclara@entelchile.net
	Centro de Capacitación Técnica de la Mujer CATEMU		Alejandro Valdés 2506, Providencia. Santiago de Chile Tel/Fax: 269 9968 e-mail: alagon@entelchile.net
	Centro de Educación y Reflexión Popular		Santa Victoria N° 383, Casilla 52300 - Correo Central, Santiago
	Centro de Estudios de la Mujer CEM		Purísima 353, Barrio Bellavista, Santiago de Chile Tel: 735 7123 Fax: 735 1230 e-mail: cem@rdc.cl
	Centro de Estudios y Promoción Social, Area de la Mujer, CENPROS		Av. Federico Froebel N° 1531, Santiago. Tel: 235 8844 Fax: 235 1851
	Centro de Estudios y Promoción Social, CENPROS. Area de la Mujer		Av. 7 de Julio N° 196, Arica - I Región Tel/Fax (58) 256 970
	Centro de Estudios y Promoción Social, CENPROS. Programa de la Mujer		AV. Pérez Rosales N° 345, Puerto Montt. X Región. Tel: (65) 255 415
	Centro de Promoción Humana Tierra Nuestra		Avenida Central N° 0025, La Granja. Santiago de Chile Tel/Fax: 526 0748 e-mail: tierranu@netline.cl
	Centro de Salud de la Mujer Eloísa Díaz. Atención de Violencia Doméstica		Purísima 251, Barrio Bellavista, Santiago Tel/Fax:735 3465
	Colectivo Con-Spirando		Malaquias Concha 043, Ñuñoa, Santiago Tel/Fax: 222 3001 e-mail: conspira@mail.bellsouth.cl
	Colectivo de Mujeres Peulla, Programa Mujer Pobladora		Pob. Villa el Sol N° 4 Paradero 5 Sta. Julia, Viña del Mar, V Región Casilla 23 - A, Correo Viña del mar
	Colectivo el Telar		Av. Purísima 160 - A, Barrio Bellavista Santiago de Chile. Casilla 321, Correo 22 Tel: 737 8739
	Colectivo Mujer, Salud y Medicina Social, COMUSAM		Av. Brown Norte N° 349. Ñuñoa Tel/Fax: 223 48 68
	Colectivo Raíces		Alameda B. O'Higgins 1112, Of. 904, Santiago
	Comisión Chilena de Derechos Humanos, Area Mujer		Santa Lucía 162, Santiago
	Comisión Chilena de Derechos Humanos, Mujeres por los Derechos Humanos		Colo-Colo 914, Concepción - VIII Región
	Corp. de Desarrollo de la Mujer - La Morada		Purísima 251, Barrio Bellavista, Santiago Tel/Fax:735 3465 e-mail: admin@lamorada.cl
	Corporación de Apoyo y Desarrollo Integral de la Mujer, DOMODUNGU		5 Oriente N° 0125, Talca - VII Región
	Corporación de Investigación y Asesoría Sindical, CIASI		Alameda B. O'Higgins 3155 Piso 3, Oficina G, Santiago de Chile
	Corporación de Salud y Políticas Públicas, CORSAPS		Av. Román Díaz N° 228, Oficina 401, Providencia. Santiago de Chile. Tel/Fax: 235 2312 e-mail: corsaps@ctc.reuna.cl
	CREDES Programa Mujer (Centro de Educación y Desarrollo)		Caceres 250, Rancagua, VI Región

	<b>Name and Specialty</b>	<b>Past Records (Project etc.)</b>	<b>Contact Address</b>
	Educación Popular entre Mujeres - CEAAL		Rafael Cañas 218, Casilla 163-T, Providencia, Santiago
	Espacio de la Mujer		Av. Aguada N° 758, Valparaíso. V Región.
	Foro Abierto de Salud, Derechos Sexuales y Reproductivos		Purísima 160-E, Casilla 50128, Correo Central, Santiago 1, Santiago Tel: 732 2969 Fax: 737 0818 e.mail: forosalu@entelchile.net
	Fundación Ideas para la Democracia Educación y Ayuda Social, IDEAS		Almirante Riveros 033, Providencia, Santiago de Chile Tel: 222 2425 Fax: 222 0771 E-mail: funideas@entelchile.net
	Fundación PARTICIPA		Almirante Simpson 014, Santiago Tel: 2225384 Fax: 2221374 e-mail:
	Grupo Iniciativa Hacia Beijing -		Esmeralda 636, 2 Piso, Santiago
	Instituto de Capacitación y Apoyo Rural ICAR		Rosal 354, Oficina 22, Santiago. Tel/Fax: 638 28 59
	Instituto de Educación Popular, Area Mujer (IEP)		Chañarcillo 415, Copiapo
	Instituto de la Mujer		O'Higgins N° 1376, Concepción. VIII Región Tel: (41) 242 156
	Instituto de la Mujer		Viña del Mar 010, Providencia, Santiago de Chile Tel: 222 49 46 Fax: 635 31 06 e-mail: insmujer@reuna.cl
	ISIS Internacional		Esmeralda 636, Piso 2, Santiago Tel: 633 45 82 Fax: 638 31 42 e-mail: isis@reuna.cl
	Movimiento Pro Emancipación de la Mujer Chilena, MEMCH		San Luis N° 1438, Independencia, Santiago tel: 735 4886 Fax: 777 1591 e-mail: memch@entelchile.net
	Movimiento. por los Derechos de la Mujer		Pasaje. 7 N° 1293 Población. Juan Noé, Arica - I Región
	Mujeres Mapuches del Aukiñ Wallmapu Ngulam (Consejo de Todas las Tierras)		General Mackenna N° 152, Temuco, IX Región. Tel/Fax: (45) 235 697
	MUSA - Mujeres de San Antonio		República N° 1748, Barrancas, San Antonio. V Región
	Organizaciones Sociales Población. PALLAMAR		Cumbres Blancas 1412, Maipú, Santiago
	Pacha-Aru y Asoayma. IRPA- Instituto Regional de Promoción Andina		Los Piñones N° 2041, Arica. I Región Tel: (58) 222 410
	Programa de Educación y Género, PIIE		Enrique Richard N° 3344, Ñuñoa, Santiago. Tel: 209 66 44 Fax: 204 7460 e-mail: piie@interaccess.cl
	Programa de la Mujer Campesina Pehuenche		1 Poniente N° 1282, Talca. VII Región Tel: (71) 235 305
	Programa de la Mujer GESTEC		Av. Colón 824, La Serena. IV Región. Tel: (51) 222 640 Fax: (51) 238 507 e-mail: gestec@entelchile.net
	Programa de la Mujer, Embarazo y Género. Servicio Chileno-Cuáquero		Av. Roberto Espinoza N° 1839, Santiago. Tel: 556 60 66 e-mail: comité@entelchile.net
	Programa Mujer a Mujer Centro Vox Comunicaciones		4 Sur N° 758, Talca, VII Región
	Proyecto de Mujeres de Nonquen		Camino Nonquen Esquina. Río Loa, Casilla 3307, Concepción, VIII Región

	<b>Name and Specialty</b>	<b>Past Records (Project etc.)</b>	<b>Contact Address</b>
	Proyecto Educación para la Democracia, PRED		Alameda 292, Dpto 42, Santiago (Tel:342302, 2226166) Fax:2225039
	Servicio de Paz y Justicia SERPAJ		Cienfuegos 85, Casilla 139, Correo 3, Santiago Tel / Fax: 672 7608, 697 2001, e-mail: serpaj@cmet.net
	Sociedad de Mujeres Mapuches Aukinko Domo		Garibaldi 01341, Departamento. 8, U. Amanecer, Temuco - IX Región
	Solidaridad y Organización Local SOL		Seminario 776, Ñuñoa, Santiago (Tel Ñuñoa Fax:2234522)
	Sur Profesionales		José Manuel Infante N 85, Providencia. Tel: 235 8143 / Fax: 235 9091 e-mail: surprof@netline.cl www.netline.cl/riadel
	Unidad de la Mujer. CAPIDE		Av. Trizano N° 270, Temuco. IX Región Fax: (45) 211 527 Tel: (45) 210 485
	Unidad de la Mujer. Taller de Estudios Andinos		J.M. Borgoño 135. Arica. I Región
<b>Women's Network</b>	Red Chilena contra la Violencia Domestica y Sexual		Bergen 452, las Condes, Casilla 14368 Correo 21, Santiago
	Red de Comunicación Alternativa de la Mujer para América Latina, FEMPRESS		Hernando de Aguirre N° 11, Oficina H. Tel: 232 1242, 234 4183 Fax 233 3996, 273 6219 e-mail: fempress@reuna.cl
	Red de Información de los Derechos de la Mujer RIDEM		Padre Mariano 70, Santiago Tel:2352845
	Red de Salud de Mujeres Latinoamericanas y del Caribe		General Jofré 0137, Piso 2. Providencia, Santiago Tel: 634 9826, 634 9827 Fax: 634 7101 e-mail: rsmlac@mail.bellsouth.cl
	Red de Organizaciones de Mujeres Rurales		Purísima 305, Barrio Bellavista, Santiago de Chile Tel/Fax: 777 2297 e-mail: cedem@reuna.cl
	Red Feminista Latinoamericana y del Caribe contra la Violencia Doméstica y Sexual		Esmeralda 636, N°2 Piso, Casilla 2067, Correo Central
<b>Social Organization</b>	Agrupación de Mujeres de la Florida		Vicuña Mackenna 10131. Paradero 22, La Florida, Santiago. Tel: 281 5941
	Asociación. Nacional de Empleadas. de Casa Particular, ANECAP		Tocornal 303, Santiago, Casilla 6101, Correo 22, Santiago. Tel / Fax: 222 1532
	Movimiento Unitario Campesino y Etnias de Chile, MUCECH		Av. Tucapel Jiménez N° 95, Piso 2, Oficina D. Santiago de Chile Tel: 687 35 78
	Central Unica de Trabajadores, Departamento de la Mujer		Maipu 35, Concepción
	Central Unitaria de Trabajadores, CUT. Departamento Técnico de la Mujer		Alameda B. O'Higgins 1346, Santiago de Chile. Tel: 695 7308 Fax: 695 8055 e-mail: cutchile@chilesat.net
	Colectivo de Mujeres de Lo Hermida		Calle J No. 2232, Villa Yungay, 40. Sector, lo Hermida, Santiago
	Colectivo de Mujeres Pilar Pedreros		Arauco 725, Valdivia - X Región Tel: (63) 215 099

	<b>Name and Specialty</b>	<b>Past Records (Project etc.)</b>	<b>Contact Address</b>
	Coordinadora de Instituciones y Organizaciones Sociales de Mujeres Mapuche		Carrera 87, Temuco Tel: 238519
	Coordinadora de Organizaciones de Mujeres		Recinto Estación, Casa 8, Entrada Sur, Frutillar - X Región
	Coordinadora de Mujeres 8 de Marzo		Casilla 143, Talca - VII Región
	Grupo de Mujeres		Av. Hermogenes Alfaro N° 1360. Block C, Depto. 32. Antofagasta Tel: (55) 225 375
	Grupo de Mujeres NAYAX WAZMITWA		Block C - 10. Departamento 403 La Puntilla, Iquique. I Región Tel: (58) 426 971
	Mujeres de Chiloé		Juan Sarrat 766, Castro
	Confederación Unidad Sindical, Area Mujer		Mozart 38(Parad. 2 1/2 Vicuña. Mackenna), San Joaquín, Santiago
	Consejo Regional de la Mujer del Bío-Bío		San Martín 1248, Concepción - VIII Región
	Sindicato de Trabajadoras de Casas Particulares, SINTRACAP		Argomedo N° 86, Santiago de Chile.
<b>Universities: Gender Studies Programs</b>	Programa de Estudios de Género, Universidad José Santos Ossa, Antofagasta		Los Inmigrantes N° 733. Antofagasta II Región. Tel: (55) 204 955 Fax (55) 241 496
	Programa de Educación y Género, Universidad de la Serena.		Colonia El Pino s/n Campus Andrés Bello, La Serena. IV Región. Tel: (51) 204 338
	Programa de Estudios de Género, Universidad de Playa Ancha, Valparaíso		Av. Playa Ancha N° 850 Casilla 34 - V. Tel: (32) 281 120 anexo 216
	Programa Interdisciplinario de Estudios sobre la Mujer. Universidad de Concepción.		Av. Víctor Lamas N° 1290. Casilla 20 - C Tel: (41) 234 985 Fax: (41) 259 108
	Programa de Género, Universidad de la Frontera. Temuco		Casilla 54 -D, Temuco Tel/Fax: (45) 212 108
	Programa Interdisciplinario de Estudios de Género. PIEG Facultad de Ciencias Sociales, Universidad de Chile.		Av. Ignacio Carrera Pinto N° 1045, Ñuñoa, Santiago de Chile. Tel: 272 7365 - anexo 105
	Programa de Género y Cultura en América Latina. Facultad de Filosofía y Humanidades, Universidad de Chile.		Av. Ignacio Carrera Pinto N° 1025. Ñuñoa, Santiago de Chile. Tel: 678 7098 Fax: 271 6823
	Instituto de Estudios de Género, Universidad Bolivariana		Av. Huérfanos N° 2917, Santiago de Chile Tel: 681 5005

<b>5-2 List of Reports &amp; References related to WID/Gender</b>			
<b>Title</b>	<b>Author</b>	<b>Year</b>	<b>Available at</b>
<b>Education</b>			
Programa de afectividad para niños de sectores populares	Creación, Educación y Animación Social, CREAS	1985	Centro de Documentación ISIS Internacional No.00405.00
Del macetero al potrero (o de lo micro a lo macro)	UNICEF; Colombia University	1986	Centro de Documentación ISIS Internacional No.00343.00
Educación de las mujeres en Chile contemporáneo	Rossetti, Josefina	1988	Centro de Documentación ISIS Internacional No.00838.03
Comunicación en el proceso de aprendizaje. Una experiencia preescolar	Kotliarenco, M.A.; Déila, A.M.; Fuentes, A.; Méndez, B.	1988	Centro de Documentación ISIS Internacional No.00857.00
Mal amor: violencia entre cuatro paredes	Marisol Santelices	1991	Centro de Documentación CEM
Sociedad, poder, sexismo en la educación.	Lagos, Irma, ed.; Malverde, Ivette, ed.	1992	Centro de Documentación ISIS Internacional No.04735.00
Educación media y equidad en Chile ¿Cuello de botella o llave maestra?	División de Desarrollo Social CEPAL	1994	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce057767/ce057238.htm">http://www.eclac.cl/biblio-esp/ce057767/ce057238.htm</a>
Calidad y equidad de la educación media en Chile: rezagos estructurales y criterios emergentes.	Cox, Cristián, et al. NU. CEPAL	1995	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce063514/ce061511.htm">http://www.eclac.cl/biblio-esp/ce063514/ce061511.htm</a>
Educación secundaria y oportunidades de empleo e ingreso en Chile	Durston, J.; Larrañaga, O.; Arriagada, Irma. NU. CEPAL,	1995	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce063514/ce061522.htm">http://www.eclac.cl/biblio-esp/ce063514/ce061522.htm</a>
Informe del Seminario-Taller sobre Reforma de la Educación Media en Chile: ¿Más Equidad?	CEPAL,	1995	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce063514/ce061151.htm">http://www.eclac.cl/biblio-esp/ce063514/ce061151.htm</a>
Reforma de la Educación Media en Chile: ¿Hacia una Mayor Equidad?	CEPAL,	1995	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce057767/ce057536.htm">http://www.eclac.cl/biblio-esp/ce057767/ce057536.htm</a>
La equidad en la educación y el trabajo: algunas especificidades de género	Arriagada, Irma.	1995	Biblioteca CEPAL <a href="http://www.eclac.cl/biblio-esp/ce063514/ce061523.htm">http://www.eclac.cl/biblio-esp/ce063514/ce061523.htm</a>
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## 7. Definition

### <Technical Terms>

#### Gender

Analytical concept to clarify the social role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

#### 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.

#### WID (Women in Development)

Concept of development incorporating women's participation into development processes, taking it into account that women are active agents and beneficiaries of development.

#### Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

#### National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

#### Empowerment

To empower individuals or groups in political, economical and social sense

#### 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

#### Access and control

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

#### Reproductive activity

Activity to "reproduce for the next generation" including to give a birth and raise the children, and to sustain the daily life, for instance, washing and cooking

### <Indicators>

#### Inflation rate

Instead, GDP deflator is used.

#### Gini coefficient

Aggregate numerical measure of income inequality ranging from 0 to 1. 0 means perfect equality, and 1 perfect inequality. Larger than 0.4 are supposed to be high inequality.

#### 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.

#### Total fertility rate

Average number of children whom a woman delivers in all her life

#### Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

#### Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after the birth

Maternal mortality rate  
Annual number of mothers who die among 100,000 cases of delivery because of

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

Percentage of infants with low birth weight  
The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate  
The rate of using oral rehydrate salt or substitute solution for under-five infants having diarrhea

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.