

# CHILE COUNTRY GENDER SCORECARD

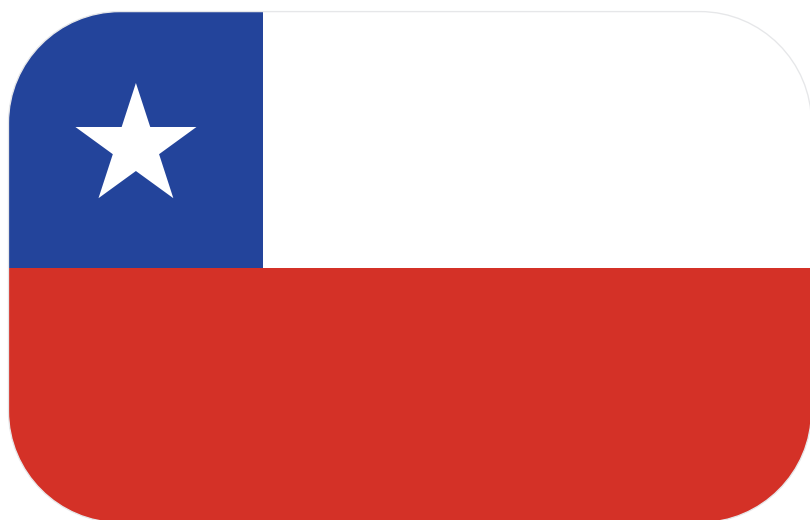
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**WORLD BANK GROUP**  
Poverty & Equity

The Regional Gender Coordination and the LAC Gender Innovation Lab (both in LAC Poverty and Equity) prepared this scorecard. For more information, please contact Eliana Rubiano-Matulevich ([erubiano@worldbank.org](mailto:erubiano@worldbank.org)) and Diana Galeano ([dgaleano@worldbank.org](mailto:dgaleano@worldbank.org)).

# CHILE



- **Although Chile has experienced robust economic growth and made progress in narrowing gender gaps during the last decades, gender disparities persist, especially in access to economic opportunities. Moreover, women have been disproportionately affected by the COVID-19 crisis, which has deepened preexisting gaps in labor market outcomes.**
  - **Gender gaps in endowments have significantly narrowed.** In 2018, lower secondary completion rates reached 93.4% for both women and men. Female enrollment rates in tertiary education have seen drastic growth from 33.8% in 2000 to 97.9% in 2018, surpassing men's (84% in 2018). Moreover, female enrollment in tertiary education is higher than the average for the region and for high-income countries. In addition, the share of female youth not in education, employment, or training (NEET) decreased from 30.6% in 2000 to 19.4% in 2018, and the gender gap narrowed from 13 to 5 percentage points. Although the female NEET rate is below
- the regional average, it remains high compared to high-income countries.
- **Women have had fewer opportunities than men to reap the rewards of economic growth.** Before the COVID-19 crisis, there was a modest increase in women's labor force participation, from 38.3% to 51.8% between 2000 and 2019. Nonetheless, the gap with men's labor force participation (74% in 2019) has remained stubborn. In 2020, the COVID-19 crisis exacerbated pre-existing gaps as women were heavily affected by the pandemic. Indeed, women accounted for most of the job losses resulting from lockdown measures. They have also experienced a significant increase in the amount of time dedicated to childcare, domestic work, and parenting due to school closures and virtual schooling. As a result, their labor force participation dropped from 52% to 45% between 2019 and 2020, undoing more than a decade of progress in terms of engagement in the labor market.
  - **Gender disparities in labor market outcomes are driven by a wide range of factors, from legal barriers to the unequal distribution in childcare obligations.** For instance, Chile does not have criminal penalties for sexual harassment in employment; it does not have a law mandating equal remuneration for work of equal value<sup>1</sup>; and its legal framework does not prohibit discrimination in access to credit. In addition, the lack of access to childcare is a major stumbling block for women's labor market participation. Access to childcare outside the home is scattered and unequal. Moreover, social norms that relegate women to the domestic sphere and in the role of caregiver continue to be deeply rooted.
  - **Political representation of women is below the regional average.** Even though the proportion of women in the national parliament rose from 10.8% in 2000 to 22.6% in 2020, it remains more than ten percentage points below the average for the Latin America region.

1. Recently, a bill that modifies the labor code to ensure compliance with the principle of equal pay among women and men for work of equal value was approved in the lower house of the national parliament. Currently, the bill is sitting in the upper house.

# Country Performance<sup>2</sup>



Human Endowments	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
School enrollment, secondary, female (% net)	n.a.	n.a.	89.9 ●	2017	79.1	2018	91.3	2018
School enrollment, secondary, male (% net)	n.a.	n.a.	87.5 ●	2017	76.0	2018	90.4	2018
Lower secondary completion rate, female (% of relevant age group)	n.a.	n.a.	93.5 ●	2018	82.0	2019	96.0	2019
Lower secondary completion rate, male (% of relevant age group)	n.a.	n.a.	93.5 ●	2018	77.3	2019	93.0	2019
School enrollment, tertiary, female (% gross)	33.8	2000	97.9 ●	2018	59.7	2019	84.4	2019
School enrollment, tertiary, male (% gross)	36.9	2000	84.1 ●	2018	45.9	2019	67.5	2019
Female share of graduates from STEM programmes (%)	25.3	2004	18.8	2017	n.a.	n.a.	n.a.	n.a.
Share of youth not in education, employment or training, females (% of female youth population) <sup>3</sup>	30.6	2000	19.4 ●	2019	27.4	2019	11.0	2019
Share of youth not in education, employment or training, males (% of male youth population)	17.5	2000	14.0 ●	2019	14.6	2019	10.2	2019
Maternal mortality ratio (modeled est. per 100,000 births)	31.0	2000	13.0 ●	2017	74.0	2017	11.0	2017
Births attended by skilled health staff (% of total)	99.0	2000	99.8 ●	2017	93.8	2018	99.1	2018
Prevalence of HIV, female (% ages 15-24)	0.1	2000	0.1	2019	n.a.	n.a.	n.a.	n.a.
Prevalence of HIV, male (% ages 15-24)	0.1	2000	0.2	2019	n.a.	n.a.	n.a.	n.a.
Contraceptive prevalence, any methods (% of women ages 15-49)	60.7	2001	76.3	2016	n.a.	n.a.	65.8	2017
Economic Opportunity	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
Labor force participation, female (% of female population 15+) ◇	38.3	2000	51.8 ●	2019	52.5	2019	53.6	2019
Labor force participation, male (% of male population 15+) ◇	75.5	2000	73.4 ●	2019	76.7	2019	68.6	2019
Account at a financial institution, female (% age 15+)	n.a.	n.a.	71.3 ●	2017	52.0	2017	92.9	2017
Account at a financial institution, male (% age 15+)	n.a.	n.a.	77.8 ●	2017	58.6	2017	94.5	2017
Vulnerable employment, female (% of female employment) ◇	23.1	2000	23.3 ●	2019	33.8	2019	7.7	2019
Vulnerable employment, male (% of male employment) ◇	29.9	2000	22.8 ●	2019	33.4	2019	9.7	2019
Voice and Agency	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	HIC	YEAR
Women who were first married by age 18 (% of women ages 20-24)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Adolescent fertility rate (births per 1,000 women, ages 15-19)	60.4	2000	39.2 ●	2019	61.2	2019	11.0	2019
Proportion of seats held by women in national parliaments (%)	10.8	2000	22.6 ●	2020	32.8	2020	30.3	2020
Firms with female top manager (% of firms)	n.a.	n.a.	n.a.	n.a.	20.1	2020	18.2	2020
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of women 15-49)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Sources: World Bank World Development Indicators, World Bank Gender Statistics, and World Health Organization. Country Baseline provides a reference point for the indicator. Circa 2000

LAC = Includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group

HIC = In FY21, high-income countries are those with a GNI per capita of \$12,536 or more (calculated using the World Bank Atlas method)

◇ Modeled ILO estimate

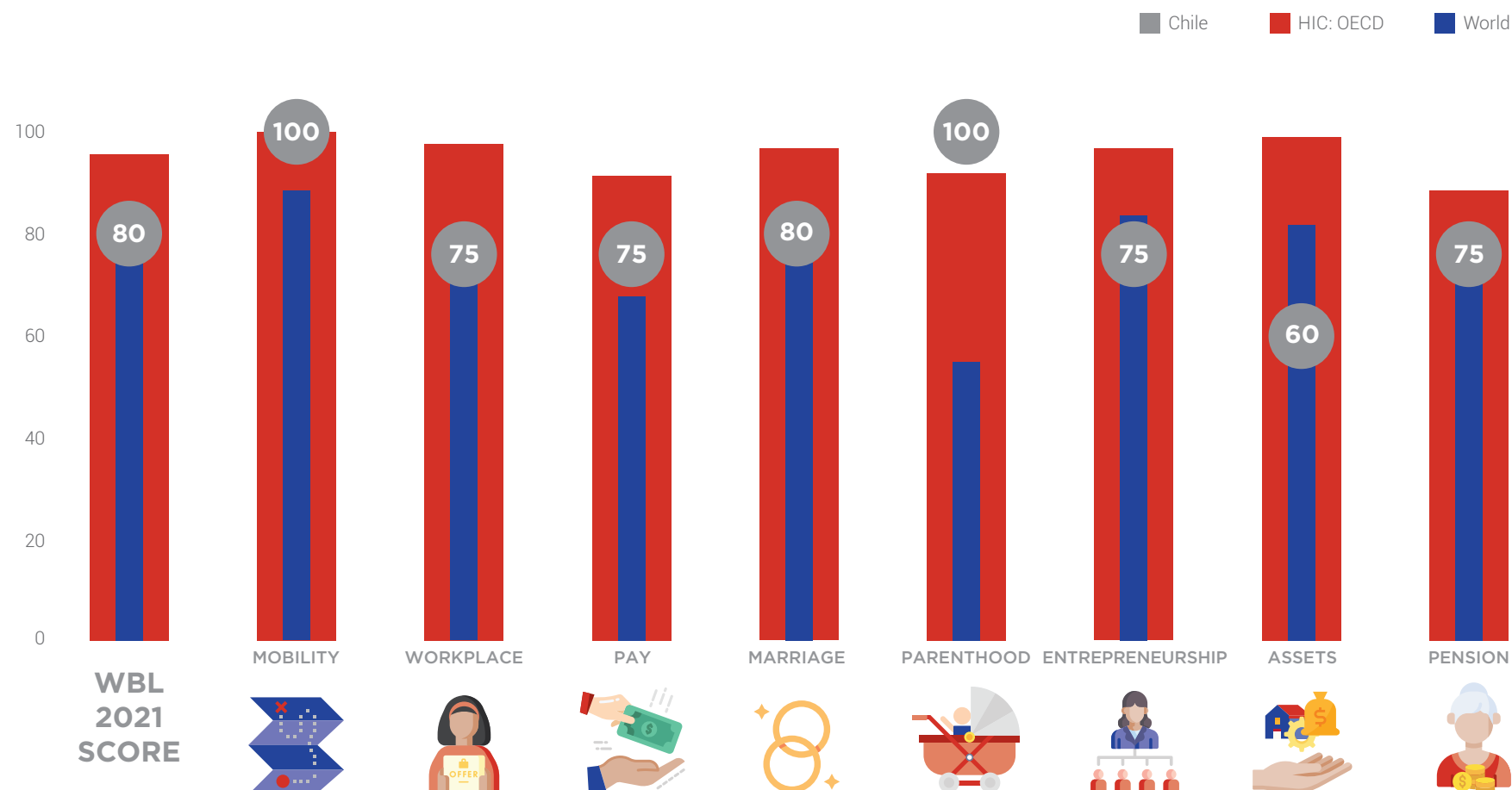
2. The scorecard shows the latest country data available and comparisons of country performance with the LAC region and the country's income-level group in the same or similar year. The country performance is scored relative to the comparison groups using a Traffic Light System: **green** ● if the country performs better than the two comparison groups (LAC and the similar-income group); **yellow** ● if the country performs better than one comparison group; **red** ● if both comparison groups perform better than the country. N/A means lack of data. No color indicates that comparisons cannot be made. This scorecard features available sex-disaggregated data (men/women).

3. Share of youth not in education, employment or training (NEET) is the proportion of young people who are not in education, employment, or training to the population of the corresponding age group: youth (ages 15 to 24); persons ages 15 to 29; or both age groups. When data are available for more than two age groups in a given year, one value for persons ages 15 to 29 is taken, considering that not all people complete their education by the age of 24. World Development Indicators.

# Gender Equality in the Law

The Women Business and the Law index<sup>4</sup> score presents the share of good laws in the economy and it is structured around a woman's working life









## Chile - High income: OECD - World Comparison (2021)



4. Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman's life. Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score, meaning that the country gives women and men equal legal rights in the measured areas. Source: [WBL 2021](#).

# Gender Equality in the Law

In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score.

Topic	Question	Answer	Indicator Score
<b>MOBILITY</b> 	Can a woman choose where to live in the same way as a man?	Yes	100
	Can a woman travel outside her home in the same way as a man?	Yes	
	Can a woman apply for a passport in the same way as a man?	Yes	
	Can a woman travel outside the country in the same way as a man?	Yes	
<b>WORKPLACE</b> 	Can a woman get a job in the same way as a man?	Yes	75
	Does the law prohibit discrimination in employment based on gender?	Yes	
	Is there legislation on sexual harassment in employment?	Yes	
	Are there criminal penalties or civil remedies for sexual harassment in employment?	<b>No</b>	
<b>PAY</b> 	Does the law mandate equal remuneration for work of equal value?	<b>No</b>	75
	Can a woman work at night in the same way as a man?	Yes	
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	
	Can a woman work in an industrial job in the same way as a man?	Yes	
<b>MARRIAGE</b> 	Is there no legal provision that requires a married woman to obey her husband?	Yes	80
	Can a woman be head of household in the same way as a man?	<b>No</b>	
	Is there legislation specifically addressing domestic violence?	Yes	
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	
	Does a woman have the same rights to remarry as a man?	Yes	
<b>PARENTHOOD</b> 	Is paid leave of at least 14 weeks available to mothers?	Yes	100
	Does the government pay 100% of maternity leave benefits?	Yes	
	Is paid leave available to fathers?	Yes	
	Is there paid parental leave?	Yes	
	Is dismissal of pregnant workers prohibited?	Yes	
<b>ENTREPRENEURSHIP</b> 	Does the law prohibit discrimination in access to credit based on gender?	<b>No</b>	75
	Can a woman sign a contract in the same way as a man?	Yes	
	Can a woman register a business in the same way as a man?	Yes	
	Can a woman open a bank account in the same way as a man?	Yes	
<b>ASSETS</b> 	Do men and women have equal ownership rights to immovable property?	<b>No</b>	60
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	
	Does the law grant spouses equal administrative authority over assets during marriage?	<b>No</b>	
	Does the law provide for the valuation of nonmonetary contributions?	Yes	
<b>PENSION</b> 	Is the age at which men and women can retire with full pension benefits the same?	<b>No</b>	75
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	
	Is the mandatory retirement age for men and women the same?	Yes	
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	
<b>WBL 2021 Index Score</b>			<b>80</b>

Click on the links below for more information



## Interventions to close Gender Gaps

### Human endowments

- [Facilitating school-to-work transition](#)
- [Attracting more women into STEM fields](#)
- [Reducing boys' school dropout and helping boys at risk](#)

### Economic opportunity

- [Expanding access to affordable and quality care](#)
- [Improving women's access to quality employment](#)
- [Improving the performance of women-owned firms](#)
- [Increasing women's ownership and control of productive assets](#)

### Voice and agency

- [Preventing and addressing violence against women and girls](#)
- [Reducing teen pregnancy](#)

## Project-Level Indicators to monitor progress in narrowing Gender Gaps

- [Illustrative progress indicators aligned with the LCR Gender Action Plan \(RGAP\) priority areas](#)

## Useful resources

### Legislative and regulatory framework

- [Chile 2-page snapshot of laws and regulations affecting women's economic opportunities \(2021\)](#)

### Gender strategic framework

- [Gender Assessment - Gender Gaps in Chile: An Overview \(2018\)](#)
- [Chile Systematic Country Diagnostic \(2017\)](#)

### Country-specific data and analysis

- [Chile Country Profile – Gender Equality Observatory, ECLAC](#)
- [Chile Fact Sheet – UN WOMEN](#)

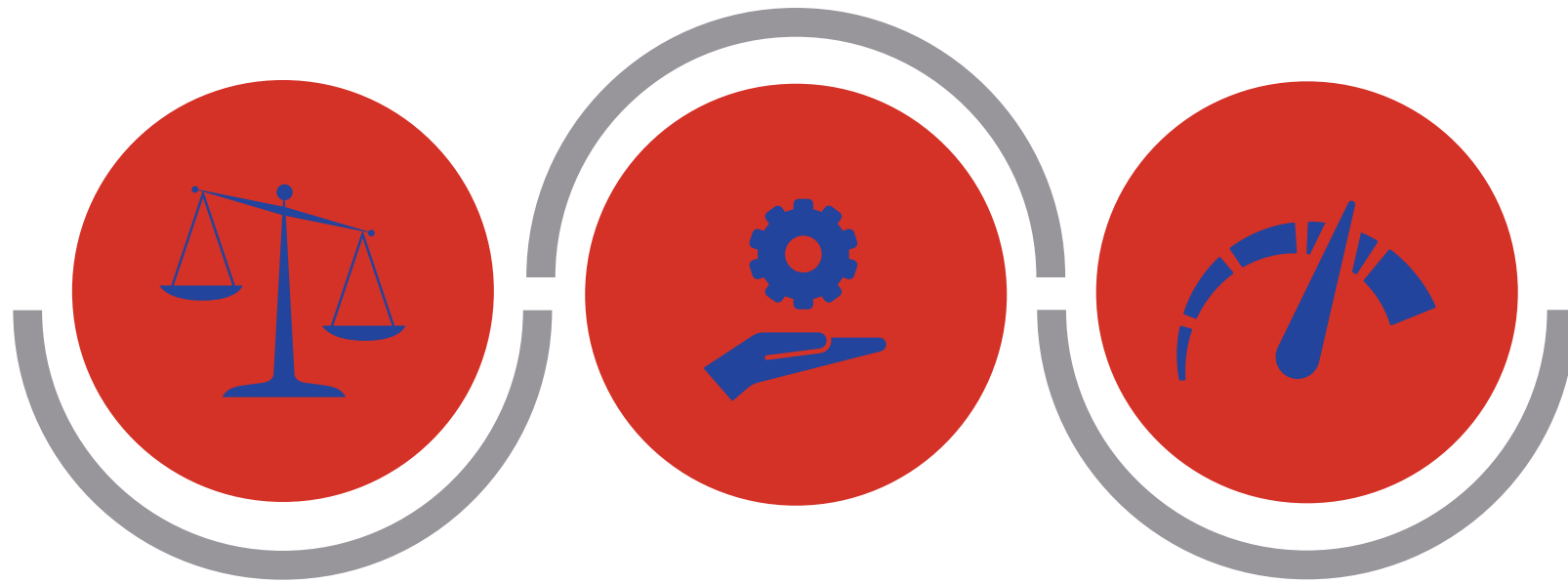
### Evidence on what works to close gender gaps

- [LAC Gender Innovation Lab](#)
- [Umbrella Facility for Gender Equality](#)
- [IDB's Gender and Diversity Knowledge Initiative - GDLab](#)

# IN ACTION: Integrating Gender into Project Design

Strengthening of  
State Universities in  
Chile ([P163437](#))

Objective: To improve the quality and equity within State Universities, and to strengthen their institutional capacity to address regional and national development challenges.



## GAPS

- More women than men enroll in tertiary education, but they only represent 29.7% of undergraduate students in STEM.
- Women's underrepresentation in STEM is partly due to GBV, sexual harassment, pay and leadership gaps.

## ACTIONS

- Develop Gender Action Plans in state universities with Centers of Inclusion that address GBV and sexual harassment, encourage female enrollment and success in STEM fields.

## INDICATORS

- Number of state universities with Centers of Inclusion with gender Action Plans.