

## Individual Action Plan IAP (2018)

**Economy: CHILE**

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<ul style="list-style-type: none"> <li>• Presence of Women in the House of Representatives: 22,5% (2018).</li> <li>• Presence of Women in the Senate: 23,2% (2014).</li> <li>• Women elected as Regional Councilors: 26,6% (2017).</li> <li>• Women elected as counsellors: 24,20% (2016).</li> <li>• Women elected as mayors: 11,9% (2016).</li> <li>• Women in directories of public companies: 39,10% (2017).</li> <li>• Presence of women on the boards of companies in the IPSA (Selective index stock price) of the Santiago Stock Exchange: 7,8% (2017).</li> </ul>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> <li>• Promote the participation of women in high public positions and maintain the commitment of 40% of women in directories of the Public Company System.</li> <li>• Maintain the Gender Parity Initiative and encourage companies that are not yet incorporated. The initiative is a public-private partnership which has the purpose of reducing the gender gap and increase participation, economic growth and the progress of women in the labor market in Chile. More than 100 public and private companies have adhered.</li> <li>• Promote 4 to 8 years of global goals for the incorporation of women to the boards of private companies and formally invite the most representative guilds to define goals and policies in this regard.</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals</p>	<p>The Government Program (2018 -2022) proposed several measures to increase participation for women in leadership positions. For example, maintain the 40% of women in directories of the Public Company System and continue with the Woman, Citizenship and Participation Program (SERNAMEG). It has also promoted participation of women in the labor force, making plans and programs aimed at eliminating barriers economic empowerment, by promoting education, training, responsibility for the upbringing and care of children. This is done through the Women Heads of Household Program (training with gender perspective and incorporation to the labor market), 4-7 Program (which offers childcare for women heads of household who work full time.), support for entrepreneurship- then Women, Association and Entrepreneurship Program.</p>

- ✓ The voluntary goals will be reviewed by each economy in the process of developing Interim report.