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The Superior Labour Council of Chile

Maria Carolina Martins da Costa¹

Key points

- The Superior Labour Council has been playing a crucial role in the regulation of labour relations in Chile, serving as an institutionalised space for tripartite social dialogue with the aim of strengthening cooperation, building trust and jointly formulating labour policies.
- The Council's objective is to serve as a consultative advisory body to the authority in order to create public policies aimed at strengthening social dialogue and a culture of fair, modern and collaborative labour relations.
- The Council's relevance lies in its capacity to facilitate agreements between diverse social actors, legitimise reforms and strengthen and promote effective social dialogue. Its work has had an impact on the modernisation of labour legislation, gender equality, and social security, among others.
- This sustainable institutionalised tripartite social dialogue mechanism improves the quality of labour policies and fosters a more inclusive form of governance through collaboration between the state, employers and workers.

Background

Sustainable institutionalized social dialogue to resolve important socio-economic issues can improve the legitimacy and effectiveness of policies through consensus, prevent and resolve labour disputes more efficiently, support democratic governance and participatory decision-making, and foster social cohesion and economic stability.² In this respect, national institutions for social dialogue at

the highest level are essential to promote the involvement of the social partners in social and economic policy-making.³

Within this framework, the Superior Labour Council has been playing a crucial role in the regulation of labour relations in Chile. It serves as an institutionalised space for

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² ILO, [Social Dialogue and Industrial Relations 2025 - Latin America and the Caribbean](#), Geneva: International Labour Office, 2025, p. 84.

³ ILO, [Social Dialogue Report: Social dialogue at the highest level for economic development and social progress](#), Geneva: International Labour Office, 2025, p. 4.

tripartite social dialogue with the objective of strengthening cooperation, building trust and jointly formulating labour policies.

The Superior Labour Council is a tripartite and consultative body created under Law No. 20.940 of 8 September 2016, with the mission to collaborate in the formulation of proposals and recommendations to strengthen labour relations and promote social dialogue in the country.⁴ This social dialogue institution represents a key space for the coordinated participation of government, employers and workers in the discussion of public labour policies, with the aim of building an environment of fair and modern labour relations.

Since its creation, the Council has evolved in its composition and functions, incorporating representatives of the main sectors involved in the world of work, and has addressed strategic issues that have a direct impact on labour regulations and practices in Chile. Its work has had an impact on the modernisation of labour legislation, employment policies, gender equality and social security, among others.

The relevance of the Council lies in its capacity to facilitate agreements between diverse social actors, legitimise reforms and strengthen and promote an effective social dialogue that contributes to stability and justice in labour relations.

Origins of the Superior Labour Council

Latin America and the Caribbean is a diverse region, as are its social dialogue institutions.⁵ Despite the diversity of social dialogue processes in the region throughout the 20th century, it can be said that, at the beginning of the 21st century, there is a clear trend towards the institutionalisation of social dialogue.⁶ This trend is based

on the compromise efforts made in some countries in the 1990s and responds to a generalised need in most countries of the continent to maintain democratic consolidation and social consensus in various decision-making processes.⁷

In Chile, the evolution of institutionalised social dialogue experiences was also contextualised during the transition to democracy. In this sense, the signing of the Framework Agreement between representatives of the government, the Confederation of Production and Commerce (CPC) and the Central Unitary Workers' Trade Union (CUT) on 28 April 1990, which considered that tripartite social dialogue had a fundamental role in ensuring that labour relations were fair, balanced and enabled participation, is noteworthy.⁸

In the following years, important experiences in social dialogue were also highlighted. In 2000, the Social Dialogue Council was created, to which representatives of the CPC and the CUT were invited to discuss, together with the government, economic issues such as unemployment insurance and the incorporation of women into the labour market. Other institutionalised social dialogue initiatives have also paved the way and shaped the governance model of labour relations in the country, such as the Regional Tripartite User Councils of the Labour Directorate (CTRU)⁹, the Social Dialogue Programme¹⁰, the National Agreement for Employment, Training and Labour Protection¹¹, and the Commission of the National System for the Certification of Labour Competences.¹²

The trend continued until the labour reform promoted in 2016 by President Michelle Bachelet, known as the Labour Agenda.¹³ Among the contents of this agenda, established the intention to reform labour relations with two main objectives in mind: i) to expand and improve the quality of collective bargaining, promoting labour relations based on

⁴ See [Chile Law - Law 20940 - Library of the National Congress](#).

⁵ ILO, [Social Dialogue and Industrial Relations 2025 - Latin America and the Caribbean](#), p. 24.

⁶ ILO, [Social Dialogue and Industrial Relations 2025 - Latin America and the Caribbean](#), p. 24.

⁷ García Femenia, A., Morgado Valenzuela, E., and Rueda Catry, M., [Diálogo Social Institucionalizado en América Latina. Comparative study of Argentina, Brazil, Ecuador, Mexico and Peru](#), ILO Office for Latin America and the Caribbean, Lima, 2007, p. 21-22.

⁸ See: [Framework Agreement, 27 April 1990](#).

⁹ See: [Regional Tripartite User Councils - DT - Labour Directorate](#).

¹⁰ See: [Social Dialogue Programme - Social Dialogue Department](#).

¹¹ Chile's "National Agreement for Employment, Training and Labour Protection" was a tripartite agreement signed in 2009 between the government, employers and workers to support employment and job training during a period of economic recession. The main measures contained in this agreement materialised with the enactment of Law No. 20.351 of 2009, which included, among other instruments, the Training Permit.

¹² See: [Inicio - Chilevalora](#). See also [Law No. 20267 of 25 June 2008](#).

¹³ Bachelet, M. [Unidad Documental Simple 043 - Mensaje que inicia Proyecto de Ley que moderniza el Sistema de Relaciones Laborales introduciendo modificaciones al Código del Trabajo](#), 29 December 2014.

dialogue, cooperation and balance between the parties; and ii) to strengthen trade union participation, promoting a representative and quality trade union movement that contributes to the development of the country, companies and workers.¹⁴

In this sense, with a view to strengthening social dialogue, the reform incorporated a new institutional framework: the Superior Labour Council. Established under Article 4 of Law No. 20.940, the Council emerged as the highest tripartite consultative body that articulates the participation of government, employers and workers to collaborate in the formulation of public labour policies and promote the culture of social dialogue. The creation of the Council consolidates a model of tripartite dialogue as an essential public policy to strengthen social peace and sustainable economic development.

On 3 March 2017, its Regulations were published and on 24 May 2017, the constitution meeting of the Superior Labour Council was held.¹⁵

Objectives of the Superior Labour Council

The objective of the Superior Labour Council is to serve as a tripartite and consultative advisory body to the authority in order to create public policies aimed at strengthening social dialogue and a culture of fair, modern and collaborative labour relations.¹⁶

To achieve the above, the Council has the following functions:¹⁷

- To elaborate, analyse and discuss public policy proposals and recommendations on labour relations and the labour market;
- To propose initiatives aimed at encouraging job creation, increasing productivity and raising the labour participation of women, young people,

people with disabilities and vulnerable workers, improving their employability;

- To carry out, by itself or through third parties, diagnostic studies or research on the state of labour relations and the functioning of the labour market in the country;
- Formulate proposals on the general criteria for the allocation of resources from the Trade Union Training and Collaborative Labour Relations Fund;¹⁸
- To report on matters expressly entrusted to it by the Ministry of Labour and Social Security;
- To submit in April of each year an annual report of its activities, proposals and results to the President of the Republic and to the National Congress. This report shall be published on the website of the Ministry of Labour and Social Security.
- Promote sustainable economic restructuring with shared benefits; and
- Improve productivity and efficiency to attract investment.

Tripartite structure: government, employers and workers

The Council is essentially a tripartite institution of social dialogue at the national level. According to its rules of procedure, it is composed of nine members: three councillors appointed by the government; three councillors appointed by the most representative employers' organisations in the country, including at least one representative of the organisations of smaller enterprises; and three councillors appointed by the most representative trade unions confederations:¹⁹

- One councillor appointed by the Ministry of Labour and Social Welfare.
- One councillor appointed by the Ministry of Finance.

¹⁴ Arellano Ortiz, P., Severin Concha, J. and Feres Nazarala, M. (eds.), [Reforma al Derecho Colectivo del Trabajo: Examen crítico de la ley N° 20.940](#) (Santiago, Thomson Reuters, 2016).

¹⁵ See: [Reglamento del Consejo Superior Laboral](#) and [Se constituyó el Consejo Superior Laboral - Departamento Diálogo Social](#).

¹⁶ See: [Superior Labour Council - Ministry of Labour and Social Security](#).

¹⁷ Article 5 of [Law No. 20940](#) of 2016 and article 3 of Decree No. 6 of 2017, [Regulations of the Superior Labour Council](#).

¹⁸ The Council is responsible for formulating proposals on the general criteria for the allocation of resources from the Trade Union Training and Collaborative Labour Relations Fund, which aims to finance projects, programmes and actions in the areas of trade union training, promotion of social dialogue and development of collaborative labour relations between employers and workers. See: [Trade Union Training Fund - Social Dialogue Department](#).

¹⁹ Article 6 of [Law No. 20940](#) of 2016. See: [Superior Labour Council - Ministry of Labour and Social Welfare](#).

- One councillor appointed by the Ministry of Economy, Development and Tourism.
- One councillor appointed by the National Advisory Council of Small Businesses, provided for in Law No. 20.416, from among the representatives of the various trade associations that make it up.
- Two councillors appointed by the most representative employers' organisations in the country.
- Three councillors appointed by the most representative trade union confederations in the country.

In addition, without prejudice to the representation of the State in its appointed councillors, the Vice Minister of Labour may participate in the body only with the right to speak, in order to maintain the harmony of the tripartite vote in the body.

Members of the Council have a four-year term of office and may be appointed for one additional term. The rules of procedure state that they must have a recognized track record in the field of labour relations and the labour market and establish mechanisms to ensure that at least one third of the members of the Council are women.²⁰ The Council also elects a Chairperson and a Vice-Chairperson from among its members, who serve for a two-year term and are not eligible for re-election. The members of the Council are not remunerated in their functions.

The Chairman of the Board has the following functions: a) To direct the Board meetings; b) To represent the Board; c) To implement the resolutions of the Board; and d) All those expressly assigned to him/her in the regulations.

It should be noted that, over the years, the composition of the Council has evolved in terms of the level of councillors appointed by the tripartite actors. In its early years, the Council included mainly councillors with a more technical background. In recent years, however, there has been a significant presence of high-level representatives of the social partners, including the Ministers of Labour and Social

Security, as well as the presidents of the CPC and the CUT.²¹ This highlights the growing importance of the Council in shaping public policy in the labour field.

Functioning of the Superior Labour Council

The Council may meet in ordinary and extraordinary sessions. Ordinary sessions shall be held once a month and extraordinary sessions shall be held when its President deems it convenient to convene them for that purpose, or in cases where at least five of its members in office request their convocation.

The notice of meeting shall specify the reason for the meeting and the matters to be submitted to the Council for its consideration. The Council shall meet with at least five members, and its resolutions and recommendations shall be adopted by an absolute majority of those present, with the possibility of a tie-breaking vote by the President of the Council.

When deemed necessary, the Council may invite national or foreign experts or specialists on matters within its competence. It may also request the participation of civil servants from the State Administration.

The Council issues an annual public report on its activities and its minutes are public.²²

Main milestones and issues addressed in the tripartite discussion

The Council has addressed key issues for the world of work in Chile since its creation, facilitating tripartite consensus on recommendations aimed at legitimising public social policies.

Some of the most relevant issues discussed within the Council and which have resulted in relevant changes in the respective public policies are highlighted below.

Modernisation of labour legislation

The Council has been instrumental in recent labour reforms. During its first years of operation, it focused mainly on monitoring the implementation and application of the reform that created it and aimed at modernising

²⁰ Articles 7 and 8 of the [Regulations of the Superior Labour Council](#).

²¹ See: Members of the [Superior Labour Council - Ministry of Labour and Social Security](#) and Annex 1.

²² See: [Superior Labour Council - Ministry of Labour and Social Welfare](#).

collective labour relations. To this end, it convened on several occasions, inviting experts from the public and private sectors to present on the implementation of the reform and examined indicators provided by the Ministry of Labour, together with the Directorate of Labour.²³

The Council also reached an agreement on guidelines for the presentation of the government's proposal to reduce the working week from 45 to 40 hours.²⁴ Members of the Council from both the employer and worker sides made their contributions to the draft law and, during the year 2022, the Council received proposals from representative workers' and employers' organisations from different sectors of the economy, such as mining and freight transport.²⁵ On these occasions, the need to consider the special circumstances of shift systems in these sectors for the adaptability of the 40-hour working week was highlighted.

In addition, in order to integrate the opinions and positions on the issue, 26 public and open hearing sessions were held throughout the country, in which more than 200 organisations representing the diversity of actors in the world of work participated.²⁶

In this context, the Council focused its recommendations on a gradual, flexible implementation, adapted to the needs of each company and worker, with the aim of guaranteeing a successful transition and a positive impact on the well-being of workers, achieving a consensus that led to an agreement on the matter, which gave legitimacy to the bill, advancing urgently in Congress. On 26 April 2024, Law No. 21.561 came into force in Chile, which provides for a gradual reduction in working hours, so that in April 2026, 42 hours will be reached, and by 2028 the law will be fully in force when 40 hours of work per week will be implemented.²⁷

The Council seeks to continuously assess the implementation of various adopted laws of relevance to

labour market governance, such as the Digital Platforms Act No. 21.431 of 2024 and Act No. 21.643 of 2024 (Karin Act). It also continues to address key issues such as informality, employment subsidies, productivity and living wage.

Social security - pension reform

The Council was a key actor in the debates around the Pension Reform, approved in 2025. In 2022, it directly supported the tripartite social dialogue model for the reform, based on international evidence on social dialogue and governance of pension reforms, with a view to agreeing on the principles of social security (such as universality, adequacy, solidarity, sustainability, social participation and state responsibility) on a national scale, guiding the design and debate of the reform, as well as its necessary legitimisation vis-à-vis the public and especially workers and employers.²⁸

Within this framework, the methodology and the design of the activities of the Social Dialogues for the pension reform were developed by the Vice-Ministry of Social Security and approved by the Council, through which 16 tripartite meetings were planned throughout the country.

The approved methodology sought to form representative, parity and participative spaces, bringing together regionally those who were part of the tripartite structure represented by the members of the Superior Labour Council, which was in charge of the respective notices of convocation.²⁹ Contributions from civil society or citizens' organisations were also envisaged, even if they did not belong to the three levels of the tripartite social dialogue. The Social Dialogues for Pension Reform began with a launch at the ILO Southern Cone on 27 April 2022, which

²³ See: Superior Labour Council, [Informe de seguimiento y evaluación sobre la implementación y aplicación de la Ley N° 20.940 que Moderniza el Sistema de Relaciones Laborales](#), 30 April 2018, and [Informe de seguimiento y evaluación sobre la implementación y aplicación de la Ley N° 20.940 que Moderniza el Sistema de Relaciones Laborales](#), 30 April 2019.

²⁴ See: [Consejo Superior Laboral ratifica compromisos de avanzar en reducción de jornada a 40 horas y con la reforma al sistema de pensiones - Ministerio del Trabajo y Previsión Social](#).

²⁵ See: Superior Labour Council, [Minutes of ordinary sessions 2022](#).

²⁶ See: [Ley 40 Horas jornada laboral tramitación - Ministerio del Trabajo y Previsión Social](#).

²⁷ See: [Chile Law - Law 21561 - Library of the National Congress](#).

²⁸ See: [Consejo Superior Laboral define estructura y diseño de los diálogos para la reforma previsional: CUT y CPC liderarán nuevo período " Diario y Radio Universidad Chile](#)

²⁹ See: [Informe Nacional: Diálogos por Pensiones Dignas](#), Ministerio del Trabajo y Previsión Social, in collaboration with Consejo Superior Laboral, International Labour Organization, Inter-American Development Bank (IDB).

was also attended by the members of the Superior Labour Council.³⁰

Sectoral or thematic subcommittees

The Council has the power to set up thematic or sectoral subcommittees, "taking into account the speciality of the matter under consideration, and must always ensure that tripartite representation is maintained in the composition of these committees".³¹ In this framework, various sectoral and thematic subcommittees have been created since 2019, including the Agricultural Sectoral Committee; the Disability Thematic Committee; the Thematic Committee on the Implementation of the Maritime Labour Convention, 2006 (MLC, 2006); and the Trade Sectoral Committee.³²

Most recently, the activities of the Mining Sectoral Commission, a tripartite social dialogue body in the mining sector, whose objective, among other tasks, was to advance the ratification of the Safety and Health in Mines Convention, 1995 (No. 176) and the reduction of working hours, should be noted. In addition, the Sectoral Committee on the Implementation of the Violence and Harassment Convention, 2019 (No. 190) operates under the auspices of the Council.

Sectoral Subcommittee on Mining

The tripartite social dialogue within the Council has led to significant progress towards the protection of the health and safety of workers in the mining sector. It should be noted that the mining sector is key to the Chilean economy, accounting for 13.6 per cent of GDP and generating almost 10 per cent of the country's employment.³³

In August 2022, the Mining Sectoral Commission, a tripartite sectoral social dialogue body made up of representatives of relevant government institutions and employers' and workers' organisations in the mining sector (representatives of the Mining Council, the Federation of Private Mining Supervisors (FESUMIN) and the Chilean Mining Federation), was created with a view to advancing the ratification of the Safety and Health in Mines

Convention, 1995 (No. 176) and discussing the implementation of the 40-hour working week in the mining sector.³⁴

With regard to the 40-hour week, it should be noted, as mentioned above, that the particularities of the continuous production process in mines and the location of the sites make it difficult to apply the general working time system. In this context, the need to adapt the 40-hour working day to the context of the sector was widely discussed by the tripartite actors, and an exceptional system for the distribution of working hours and rest periods was agreed upon and included in the approved law.³⁵

With regard to the process of ratification of Convention No. 176 on Safety and Health in Mines, after overcoming some initial differences, the tripartite social dialogue process concluded in October 2023 with the adoption of a tripartite agreement aimed at the ratification of Convention No. 176 and signed, by unanimously, by all the members of the Mining Sectoral Commission. This agreement included commitments such as the adoption by mining companies of the necessary measures to effectively protect the life and health of workers; the definition of the liability regime established in national legislation for main companies, contractors and subcontractors; the promotion of Joint Health and Safety Committees; and collaboration to enable smaller mining companies to comply with occupational safety and health obligations.³⁶ Ratification was approved by the Chilean Senate in December 2023.

Sectoral Subcommittee on the Implementation of Convention No. 190

The Subcommittee was established in August 2023, with an initial term of 12 months, extendable, and with the objective of analysing and advancing the implementation of Convention No. 190, which was ratified by Chile on 8 March 2023. It has nine titular members and an equal number of alternates. In each case, there are three

³⁰ See: [Presentation Social Dialogues for Pension Reform : International Labour Organization](#).

³¹ Article 21 of the [Rules of Procedure of the Superior Labour Council](#).

³² See: Consejo Superior Laboral: [Informe de seguimiento y evaluación sobre la implementación y aplicación de la Ley N° 20.940 que Moderniza el Sistema de Relaciones Laborales](#), 30 April 2019, p. 9-18, and [Acta de la 5ª sesión ordinaria](#), October 2023.

³³ Bueno, C. [ILO Briefing Note, Tripartite social dialogue in mining and ILO Convention No. 176. La experiencia de Chile](#), November 2023, p.1.

³⁴ [Exempt Resolution No. 1.468 of 12 December 2022](#), Ministry of Labour and Social Security.

³⁵ Bueno, C. [ILO Briefing Note, Tripartite social dialogue in mining and ILO Convention No. 176. The Chilean experience](#), p.3.

³⁶ Bueno, C. [ILO Briefing Note, Tripartite social dialogue in mining and ILO Convention No. 176. The Chilean experience](#), p.5.

representatives for each stratum: three from the Executive and an equal number for the workers and employers.³⁷

As one of the results of its work, the Subcommittee presented its first Tripartite Report to the Council in September 2025, which was sent to the ILO as part of the constituents' commitments in relation to the international labour standards supervisory system. The document reports on the progress and challenges regarding the implementation of the Convention in the country.³⁸ The main progress, according to the tripartite analysis, is regulatory, highlighting the approval, enactment and implementation of the Karin Act which establishes that companies and state bodies must have a protocol to prevent such conduct and seeks to ensure safe, dignified and harassment-free working environments.³⁹ The document also highlights the tripartite nature of the whole process, with the participation of government, workers and employers.

Among the main challenges, the tripartite document mentions the strengthening of the legal framework with a gender perspective; the extension of coverage to informal and fee-paid workers; the incorporation of effective reparation measures; the strengthening of institutions and training; and the design of differentiated support for micro and small enterprises.

The relevance of the Superior Labour Council in the governance of labour relations

The Superior Labour Council institutionalises social dialogue as a permanent mechanism to shape agreements in addressing issues related to the world of work and labour relations in Chile. This approach reinforces democratic legitimacy and promotes transparency and shared accountability by incorporating the perspectives of

the main social partners. In addition, the Council has the potential to enhance the capacity of the Chilean state to formulate policies in line with international labour standards.

Over the years, the Council has demonstrated its resilience and increased its influence on social policy-making in the country. During the Covid-19 pandemic, for example, the regular functioning of the Council was partially affected by health restrictions, during which time sessions were conducted online via videoconferencing, regularly and in compliance with the established quorums.

Likewise, during this period, it devoted its deliberations to discussing issues of extreme relevance in the context of the health crisis, making proposals as new measures to address the economic crisis generated, such as, for example, in relation to telework and employment protection, taking into account the four pillars of the ILO to address the Covid-19 crisis in accordance with international labour standards.⁴⁰

Similarly, the establishment of its sectoral or thematic subcommittees seeks to adapt social dialogue to the specific productive, technological and labour characteristics of a particular economic sector or in relation to sensitive, strategic or innovative issues.

Despite being an institution just over eight years old, the Superior Labour Council has become a cornerstone of the Chilean labour governance model. Its existence strengthens sustainable institutionalised tripartite social dialogue, improves the quality of labour policies and fosters a more inclusive form of governance through collaboration between the State, employers and workers.

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³⁷ See: [Consejo Superior Laboral constituye Subcomisión Sectorial para la Implementación del Convenio 190 de la OIT - Ministerio del Trabajo y Previsión Social](#).

³⁸ See: [Comisión Sectorial de Implementación del Convenio 190 presenta al Consejo Superior Laboral su primera Memoria Tripartita - Subsecretaría del Trabajo](#).

³⁹ [Law No. 21.643](#), which entered into force in Chile on 1 August 2024 to prevent, investigate and punish sexual harassment, mobbing and violence at work.

⁴⁰ See: Superior Labour Council, [Minutes of the third extraordinary session 2020](#), 5 June 2022, and [Annual Activity Report of the Superior Labour Council](#), 21 April 2021.

Annex 1

Historical composition of the Superior Labour Council (2017 - 2025)	
Presidents (Chairpersons)	- Ms. Claudia Donaire Gaete, Ministry of Labour and Social Security (May 2017 - March 2018) - Ms. Carmen Domínguez Soto, Ministry of Economy, Development and Tourism (March 2018 - May 2019) - Ms. María Cecilia Sánchez, Ministry of Economy, Development and Tourism (July 2019-March 2022) - Ms. Silvia Silva Silva, Central Workers' Union - CUT (March 2022 to July 2023) - Mr. José Manuel Díaz Zavala, Central Workers' Union - CUT (July 2023 to December 2024) - Ms. Suzana Jiménez Schuster, Confederation of Production and Commerce - CPC (December 2025 to date)
Vice-Presidents	- Mr Alberto Salas Muñoz, Confederation of Production and Commerce - CPC (May 2017 to May 2019) - Ms. Barbara Figueroa Sandoval, Central Workers' Union - CUT (July 2019 to March 2022) - Mr. Juan Sutil Servoin, Confederation of Production and Commerce - CPC (March 2022 to December 2022) - Mr Ricardo Mewes Schnaidt, Confederation of Production and Commerce - CPC - CPC (December 2022 to December 2024) - Mr. José Manuel Díaz Zavala, Central Workers' Union - CUT (December 2024 to date)

Councillors Government side	Ministry of Labour and Social Security - Ms. Claudia Donaire Gaete (May 2017-March 2018) - Mr. Cristian Olavarría Rodríguez (March 2018 to May 2019) - Mr. Luis Lizama Portal (May 2019-March 2022) - Ms. Jeannette Jara Román (March 2022 to April 2025) - Mr. Giorgio Davide Boccardo Bosoni (April 2025 to date) Ministry of Finance - Mr. Jaime Ruiz-Tagle Venero (May 2017 to March 2018) - Mr. Rafael Sánchez Fernández (March 2018 to March 2021) - Ms. Silvia Leiva Parra (March 2021 to March 2022) - Ms. Claudia Sanhueza Riveros (March 2022-March 2023) - Ms. Heidi Berner Herrera (March 2023 to date) Ministry of Economy, Development and Tourism - Mr. Guillermo Miranda Rojas (May 2017 to March 2018) - Ms. Carmen Domínguez Soto (March 2018-May 2019) - Ms. María Cecilia Sánchez (May 2019 to March 2022) - Mr. Esteban Puentes Encina (March 2022 to date)
Councillors on the workers' side	Central Unitaria de Trabajadores (Central Workers' Union - CUT) - Ms. Barbara Figueroa Sandoval (May 2017 to March 2022) - Mr. Nolberto Díaz Sánchez (May 2017 to September 2021) - Mr. José Sandoval Pino (May 2017 to September 2021) - Ms. Silvia Silva Silva (September 2021-July 2023) - Mr. Erasmo Correa Maldonado (September 2021-March 2022) - Mr. David Acuña Millahueique (March 2022 to date) - Mr. Eric Campos Bonta (March 2022 to date) - Mr. José Manuel Díaz Zavala (July 2023 to date)

Councillors on the Employer's side	Confederación de la Producción y Comercio (Confederation of Production and Commerce) - CPC - Ms. Andrea Tokman Ramos (May 2017-September 2021) - Mr. Alberto Salas Muñoz (May 2017 to May 2019) - Mr. Fernando Alvear Artaza (May 2019 to December 2024) - Ms. Susana Carey Claro (September 2021 - March 2022) - Mr. Juan Sutil Servoin (March 2022-December 2022) - Ricardo Mewes Schnaidt (December 2022-December 2024) - Ms Macarena Letelier Velasco, Confederación de la Producción y el Comercio - CPC (December 2024 to date) - Ms. Suzana Jiménez Schuster, Confederación de la Producción y el Comercio - CPC (December 2024 to date) Representatives Micro, Small and Medium Enterprises - MSMEs - Mr. Juan Araya Jofre, Confederación Nacional de la Micro, Pequeña y Mediana Empresa de Chile - CONAPYME (May 2017 to September 2021) - Mr. Héctor Sandoval Gallegos, National Confederation of Micro, Small and Medium-Sized Enterprises of Chile - CONAPYME (September 2021 to July 2022) - Mr. Marcos Illesca Campos, General Manager of the Association of Exporters and Manufactures - ASEXMA Chile A.G. (July 2022 to date)
Technical Secretariat (Undersecretary of Labour)	- Mr. Francisco Díaz Verdugo (May 2017 - March 2018) - Mr. Fernando Arab Verdugo (March 2018 to March 2022) - Mr. Giorgio Davide Boccardo Bosoni (December 2022-April 2025) - Mr. Pablo Chacon Cancino (April 2025 to date)
Ministers of faith and actuaries (Head of the Legal Division of the Office of the Undersecretary of Labour)	- Ms. María José Armisen Yáñez (May 2017 - March 2018) - Ms. Camila Rodríguez Stehn (March 2018 to April 2018) - Ms. Sandra Ponce de León Salucci (April 2018 - January 2020) - Mr. Eduardo Yáñez Rebolledo (January 2020 to March 2022) - Ms. Andrea Soto Araya (March 2022 to present)