

REPORT



Organización
Internacional
del Trabajo

Gender-neutral job evaluation

to reduce pay gap
in public employment



R E P O R T

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Table of contents

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❖ Introduction	6
Equal pay between men and women in public employment	8
❖ International framework for the equal remuneration principle	10
A look into International Conventions	11
ILO's Equal Remuneration Convention, (No. 100).	11
ILO's Discrimination (Employment and Occupation) Convention, (No. 111)	11
Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979).	12
Advocacy initiatives and strategies by international coalitions	13
2030 Agenda for Sustainable Development	13
Iqual Pay International Coalition (EPIC)	13
❖ Equal Remuneration Law, No. 20,348	14
Description of the Law	15
Impact of the Equal Remuneration Act	15
❖ Public policies contributing to equal remuneration (2014–2017)	18
Government–ANEF work agenda 2014–2018	19
First milestone of the MoU: A diagnostic assessment of the wage gap in the central public administration	21
Second milestone of the MoU: Adoption of an international gender-neutral job evaluation methodology to narrow wage gaps in the State	22



Some findings from ISL pilot project:	28
Some reflections after the pilot project on job evaluation free from gender bias conducted at the ISL	33
❖ Conclusions and challenges	36
Public employment and inclusive growth	37
The challenge of addressing the wage gap through social dialogue	37
Challenges and prospects	38
Short-term challenges	38
Prospects	38
❖ Annex	40
Annex 1: Official invitation letters to public service departments selected for conducting pilot projects	41
Official Letter 158 of January 25, 2018, from the Assistant Director of Rationalization and Public Function to the Director of the Civil Service	41
Official Letter 189 of February 2, 2018, from the Assistant Director of Rationalization and Public Function to the National Director of the National Health Service (Fonasa)	42
Annex 2: Dissemination materials	44



Introduction

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In the last few decades, the entire world has experienced the effects of globalization. Significant economic, production and sociodemographic changes have taken place impacting on the ways in which work, social relationships and even family structure are organized. Among such changes, the main one refers to the sustained increase in women's participation in the labor force.

In Chile in the early '90s, women's labor force participation rate was 32.5 per cent, while at present the rate exceeds 47 percentage points. This poses a number of challenges for overcoming the gender barriers that women confront in the labor world, the most noticeable of which is the wage gap in favor of men.

Gender wage gaps have become one of the most persistent forms of inequality. These arbitrary differences must be addressed, as they are a human rights issue. Specifically, what is at stake is the right to fair pay for work of equal value, free from subjective considerations and gender biases.

The right to equal pay between men and women has been addressed by a number of international standards and initiatives among which the following are worth noting:

- ✓ International Labor Organization's (ILO) Equal Remuneration Convention (No. 100)/ **1951**
- ✓ ILO's Discrimination (Employment and Occupation) Convention, (No. 111)/ **1958**
- ✓ Convention on the Elimination of all Forms of Discrimination against Women/ **CEDAW, 1979**
- ✓ Sustainable Development Goals/ **SDGs, 2030**
- ✓ Equal Pay International Coalition (EPIC) set up in **2017**

In Chile, waged **women workers currently earn 19.3% less than men¹**. This figure varies according to the economic cycles and may be higher at times when economic sectors with fewer women workers are booming, a fact which cannot leave us indifferent.

In the last few years several initiatives have arisen with the purpose of eradicating wage discrimination. In 2009 the Equal Remuneration Law (No. 20,348) was enacted, while in 2017 the Labor Reform (Law No. 20,940) -which introduces a relevant tool for detecting salary gaps: unions' right to request information on the remuneration assigned to job titles and functions within a firm- entered into force. This measure, along with the promotion

of equal opportunities and gender equality plan agreements, has become an instance of specific substantial progress in this matter. Additionally, several government efforts are underway to drive public policies to promote gender equality and generate data² as well as to foster transparency, aimed at the public³ and the private sector⁴. However, the challenge still remains.

❖ **Equal pay between men and women in public employment**

The wage gap in the public sector is not as large as in the private sector. However, that does not make it less worrisome. Women public employees working in the central public administration earn 10.4% less than their male counterparts^{5,6}, and the gap may vary depending on the department under analysis. Such averages often hide the

differences arising from the employment regime, concealing the causes of wage gaps and their consequences.

For the public administration, paying proper wages is a strategic issue since, apart from being an equity challenge, it fosters the improvement of services and public management.

⚠ Equal pay is a demand that arises from trade union organizations. In addition, it is a fundamental indicator of the modernization of the State. As such, it should not only be understood as modern management and/or linked to the fulfillment of commitments to the people, but should also be based on the concept of decent work as defined by the ILO.

This concept summarizes the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

A review of the literature and international evidence on the gender gap reveals several aspects that are used to explain it. For the ILO, the gap stems from historical attitudes regarding women's role, which narrows down the range of employment opportunities for women and undervalues their contribution. The unequal distribution of paid and unpaid work hours between men and women is a factor that has a crucial bearing on the gender wage gap.

In reply to these concerns, the public sector collective bargaining that took place in 2015 and that led to the **Memo-randum of Understanding (MoU)** signed by the Government and the National Association of Public Employees (ANEF) included, among the 19 priorities in the public employment agenda, the **creation of instruments to move toward equal pay for men and women**. Angela Rifo, on behalf of ANEF, and Andrea Bentancor (Ministry of Finance) and Claudia Donaire (Ministry of Labor and Social Security) were in charge of leading compliance with this commitment.

Moving toward this agreement required a study on the pay gap in the public sector. The study, conducted by the Ministry of Finance, provided evidence of a gender pay gap, thus destroying the myth about the non-existence of pay gender inequalities in the public sector.

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As a result of this experience, both the Government and ANEF have committed themselves to continuing improving the instrument and promoting new pilot initiatives that may provide the necessary practical knowledge to finalize the adjustment of the tool to the Chilean public sector.

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In this manner, the methodology could eventually be expanded across the State with the support of the Civil Service -responsible for human resources management and development in the public sector- and along with the Ministry of Women and Gender Equality.

The ILO has also taken on the responsibility of accompanying the process and providing technical support in this bipartite effort that falls within the framework of EPIC's initiative, and expects to help advance towards progressively identifying and overcoming inequalities between men and women.

Undoubtedly the most salient conclusion of the work done by the Government of Chile and ANEF relates to the strategic function of social dialogue both in assessing job values based on the institutional mission, and in subsequently identifying and validating wage gaps between men and women public employees -as well as figuring out the direct or indirect, hidden or structural causes of such gaps

 Social dialogue will certainly maintain its leading role in the search for solutions geared to eradicating the wage inequities identified. This is even more so considering that public employment regulations demand a comprehensive analysis of the various aspects that bear on the relative job positions of men and women public employees in their respective categories. ♀

International framework for the equal remuneration principle



❖ A look into International Conventions

ILO's Equal Remuneration Convention, (No. 100)

This is one of ILO's eight Conventions on Fundamental Principles and Rights at Work, and deals with equal remuneration for men and women workers for work of equal value. It was adopted in 1951 by the International Labor Conference. It is the first international instrument on this matter and has been ratified by 173 countries.

This Convention provides the grounds for eliminating the wage gap and requires State Members to adopt a national policy for eradicating discrimination. Its purpose is to **ensure that men and women workers get equal pay for work of equal value by establishing rates of remuneration without discrimination based on sex**. Men and women have the right not only to receive equal pay for performing the same or similar work, but also when performing jobs of a different nature which, according to objective criteria, are nonetheless of equal value.

For this reason, the Convention establishes that State Members must take measures to promote objective job evaluations in order to compare different job positions and determine the relative value of the work performed, avoiding prejudices or stereotypes based on sex.

The equal pay principle may be applied by means of national legislation; any legally established or recognized system for wage determination; collective agreements between employers and workers, or a combination of these various means.

ILO's Discrimination (Employment and Occupation) Convention, (No. 111)

This Convention was adopted in 1958 and is ILO's main regulatory instrument to fight against discrimination. It is one of ILO's eight Conventions on Fundamental Principles and Rights at Work and has been ratified by 175 countries.

The Convention **imposes on countries the obligation to declare and pursue a national policy designed to promote**, by methods appropriate to national conditions and practice, **equality of opportunity and treatment in respect of employment and occupation**. Its purpose is to eliminate all types of discrimination at work.

⚠ In its Article 1, it defines discrimination as: "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation,"

Convention No. 111 is closely linked to Convention No. 100. Assigning a lower rate of remuneration to women than to men for equal work or for work of equal value is

a form of discrimination in employment. **Other forms of gender discrimination** that bear on wages are those occurring in the **hiring process, advancement and promotion, assignment of tasks and responsibilities, definition of working day, access to professional training, termination of the employment relationship and payment of workers' compensation.**

Convention No. 111 is accompanied by Recommendation No. 111, which delivers accurate guidelines for the creation and application of a policy to prevent discrimination in occupation and employment.

Convention on the Elimination of all Forms of Discrimination against Women (CEDAW, 1979)

Women's work and economic equality are established in nearly all international human rights instruments adopted in the last few decades. One of the key instruments is the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). It **was adopted by the United Nations in 1979 and has been ratified by 189 countries** which have committed themselves to adapting their national legislation and to apply policies to eliminate discrimination against women.

Women's work and economic independence are extensively discussed in the CEDAW, where the following women's rights are mentioned:

 Freely choosing their profession and employment.

 Having equal employment opportunities, with the same criteria for selection.

 Having equal opportunities as regards promotion, employment stability, and all the benefits and other working conditions such as paid leave.

 Access to learning, vocational training, and regular on-the-job training.

 Equal pay, including benefits, and equal treatment for work of the same value, as well as equal treatment concerning the evaluation of work quality.

 Social security, particularly with respect to retirement, unemployment, illness, disability, old age or other inability to work.

 Occupational health and safety protection, including safeguards against discrimination based on marriage, pregnancy or maternity.

 Maternity leave with pay or with comparable social security benefits without losing the previous employment, seniority or social security benefits.

 Special measures are recommended for the protection of maternity and a case is made for "a proper understanding of maternity as a social function." This requires that both men and women fully share the responsibility for the upbringing of their children, and that support be given to child care services.

❖ Advocacy initiatives and strategies by international coalitions

2030 Agenda for Sustainable Development

In September 2015, as part of the new sustainable development agenda, world leaders adopted a number of global goals for eradicating poverty, preserving the environment and prosperity for all, considering a 15-year period for achieving such targets. Each of the so-called SDGs consists of a set of specific objectives.

Reducing gender inequalities is a priority of the 2030 Agenda. The targets considered for achieving three SDGs are especially relevant for narrowing the gender salary gap, as detailed below:

5. Gender Equality: 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.



8. Decent Work and Economic Growth: 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and **equal pay for work of equal value.**

10. Reduced inequalities

10.4 Adopt policies, especially fiscal, **wage** and social protection policies, and **progressively achieve greater equality.**



Equal Pay International Coalition (EPIC)

EPIC is led by ILO, UN Women and the OECD. It is a partnership that specifically seeks to integrate multiple public and private stakeholders to contribute to the Sustainable Development Goals (SDGs) and, in particular, to the achievement of Target 8.5 on equal pay between women and men for work of equal value by 2030.

It is built on the recognition that no single actor can solve this challenge alone and that efforts can be accelerated through leveraging expertise across a diverse range of stakeholders. It intends to articulate actions by bringing together governments, trade unions, business associations, civil society and the academic community.

It recognizes that equal pay for work of equal value is fundamental to achieve gender equality and the empowerment of women, and is key to inclusive economic growth and the reduction of poverty.

EPIC was officially launched on a global basis in September 2017 during the United Nations General Assembly in New York, and the presentation for the Latin American and the Caribbean region was staged in Panama City in January 29, 2018. ♀

Equal Remuneration Law, No. 20,348

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❖ Description of the Law

In 2009 Chile took a significant step forward in connection with the enforcement of ILO's Equal Remuneration Convention (No. 100)⁷ by adopting Law No. 20,348 on equal pay for equal work for men and women. This law is complemented with Law 20,609, which sets forth measures against discrimination.

The main contribution of the Equal Remuneration Law is that it **grants an express legal recognition** to the right to equal pay for men and women and establishes legal protection for the principle of non-discrimination in wages. This law **regulates the situation of employees in the private sector** (ruled by the Labor Code) **as well as of those in the public sector** (ruled by the Administrative Statute approved by Law 18,834).

The law requires firms employing two-hundred employees or more to set up a registry specifying the various job positions or functions in the company and their essential technical characteristics. It also introduces a procedure for women employees' complaints regarding wage gaps with their male peers performing the same functions, as well as a providing for legal protection against the employer.

In the case of public employment, the law adds a rule establishing that in the case of fixed-term (one-year) contracts⁸, the assignment to a job grade should be consistent with the importance of the function performed and with the personal

ability, qualification and adequacy of the person occupying the position. Therefore, such employees should earn the salaries and other cash compensations pertaining to that grade, excluding any discrimination that might alter the principle of equal treatment between men and women. However, in spite of the progress described, the law fails to fully reflect the principle adopted in the Convention 100.

❖ Impact of the Equal Remuneration Act

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Since its enactment, the Equal Remuneration Act (No. 20,398) has shown a number of limitations which have resulted in a restricted capacity to act on the gender wage gap.

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Several analyses agree on highlighting the ineffectiveness of this law and the difficulties involved in its enforcement. Between 2012 and 2013, the Department of Law Evaluation operating within the Chamber of Deputies conducted a study concluding that it had had no effect on the gender wage gap, that it was widely unknown and that there were many difficulties to make complaints and oversee its enforcement. The main criticism of this law was, however, that the principle of equality is narrowed to the concept of equal work, while the concept of equal pay for work of equal value is left out.

On the other hand, in its 2011 Report, ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR) underlines that the concept of equal remuneration for the same work may also encompass jobs of a different nature, but of the same value. Later, in 2012 the Committee formulates a direct request whereby it *"...urges the Government to take the necessary steps to revise section 62bis of the Labour Code in order to ensure equal remuneration for men and women not only in situations in which they perform equal or similar work but also in situations in which they carry out jobs which are different but which are nevertheless of equal value."*

In view of the weaknesses of Law 20,348 mentioned above, in 2014 a bill intended to refine equal pay standards and better ensure their practical effectiveness was put forward in the Senate. Another proposal intended to refine the equal remuneration law was put forward in the Chamber of Deputies in 2016. These two draft bills are currently at different discussion stages in Parliament. ♀

Public policies contributing to equal remuneration (2014-2017)

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Equal pay between men and women is a human rights and social justice issue. The wage gap is a specific example of a historical phenomenon of gender discrimination and undervaluing women.

Thus, the efforts to reduce pay gaps between men and women will be fruitful only to the extent that they are linked to public policies intended to promote equality between men and women at all levels.

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In the last few years important efforts have been made to bear on the wage gap between men and women, among which the following are worth noting:

a) Educational Reform. The purpose of this initiative was to help girls and boys access quality inclusive education, and to guarantee access to higher education to talented lower-income girls and boys.

b) Strengthening preschool education alternatives by creating 550 new kindergartens with 50 thousand openings for boys and girls.

c) Strengthening training and work intermediation programs especially geared to women, as well as those meant for women entrepreneurs: loans, training and marketing.

d) The enactment of Law 20,786. This piece of legislation harmonizes the labor rights of domestic workers with those of other salaried workers.

e) The enactment of Law 20,787. This piece of legislation improves wage conditions and work stability for 40,000 women working in food preparation in educational establishments, assisted by the National School and Scholarship Assistance Council (JUNAEB).

f) The Labor Reform. This initiative introduces trade unions' right to access information on the remuneration assigned to different job positions and functions served by employees in a company. This will help identify gaps and enable trade unions to negotiate with their employers, and is one of the measures towards ending pay inequality.

❖ **Government-ANEF work agenda 2014-2018**

The Government and ANEF -representing public sector workers- have been working for several years on a comprehensive public employment agenda that includes, among other issues, gender demands. Among these, the following, which have been adopted in the last period, are worth noting:

In July 2014 a law was passed extending to fathers the right to use the day care facility in case both (father and mother) are public employees and that such a facility is available at the public service where the father is employed.

Likewise, another law **improves maternity leave regulations in order to safeguard women public employees'** income while using this leave. This means that



Sign of the Government-ANEF protocolo. Santiago, July 2015.

work and family, and to implement actions for **preventing workplace and sexual harassment**.

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A milestone in the Government's and ANEF's work agenda was the agreement reached in the framework of the collective bargaining process that led to the signing of a Memorandum of Understanding (MoU) in 2015. This document included, among other commitments, measures to effectively move in the direction of respecting the spirit and the implementation of the Equal Remuneration Law:

once the initial postnatal period is over (12 weeks after childbirth), the mother (or the father) can receive their pay during the postnatal parental leave (12 weeks following the initial leave, with the possibility for the father to exercise this right as of the seventh week), under the same conditions as during the postnatal leave.

👉 In turn, in January 2015 a "Presidential Instruction on Best Labor Practices in Government Personnel Development"⁹ was released aiming to **promote reconciling**

"Equal Remuneration for Men and Women: To enforce the provisions of Law No. 20, 384 on Equal Remuneration between men and women, the instruments that may help to effectively implement this regulation in the public sector will be evaluated and refined jointly with ANEF.

Milestones: **2015:** Conducting a diagnostic study together with ANEF

.....

2016: Definition, design and beginning of the gradual implementation of instruments"



First milestone of the MoU:

A diagnostic assessment of the wage gap in the central public administration

As agreed, the Government and ANEF analyzed the situation of public employment in the central public administration, focusing on the wage gap between men and women by category and by ministry.

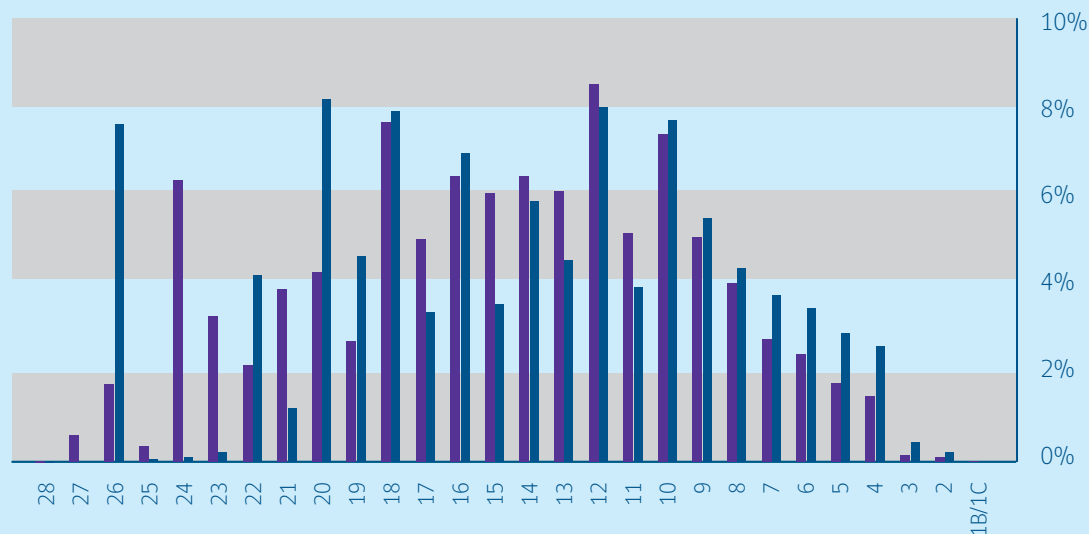
⚠ Findings reveal that although the proportion of women and men in the central public administration is similar (50.7% women and 49.3% men), their distribution differs according to the type of contract (or their legal employment status): for women is proportionally more

precarious than that for men. While a mere 13.3% of women have a permanent job –which gives more stability as it relies on an indefinite contract– thirty percent (30.6%) of the men have this kind of job. This figure is inverted when considering personnel employed on fixed-term contracts (renewable on an annual basis), which represents 61% of women employees and 45% of men.

Considering only the total number of staff personnel (109,847), the wage analysis shows that, on average, women earn 10.4% less than men. What is the reason for this? To answer shortly: differences in grade. Men are better represented in the higher grades, as shown in the following chart.

Distribution of public employees subject to the single salary scale (EUS), by sex.

Women
Men



Source: Based on data from Dipres (June 2015).

Wage gaps vary significantly according to the category to which men and women employees belong. The highest gap may be observed in the technical category (-19.5%), followed by the administrative (-14.6%) and professional category (-13.4%). On the other hand, the gap is favorable to women in the case of the managerial category (2.7%), where the proportion of women is nevertheless relatively low.



Source: Based on data from Dipres (June 2015).

Second milestone of the MoU: Adoption of an international gender-neutral job evaluation methodology to narrow wage gaps in the State¹⁰

After identifying a gender wage gap in the central public administration, different alternatives were evaluated for constructing a tool that would make it possible to effectively move toward reducing pay gaps between men and women employees.

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The Government and ANEF made a joint decision to explore the adaptation of an internationally renowned job evaluation methodology free from gender bias created by the ILO. The latter provided technical and financial support for developing this initiative through their Bureau for Activities with Workers (ACTRAV). The Public Services International (PSI), which brings together public-sector trade union organizations from all over the world, of which ANEF is a member, also gave its support to this effort.

.....

The Labor Safety Institute (ISL), a government agency involved in health and labor safety policy issues, took on

the challenge of carrying out a pilot program and apply the ILO gender neutral job evaluation method within their institution. The purpose was to generate learning from the pilot in the ISL and then **make proposals for adapting the international methodology to the Chilean public sector.**

In its capacity as public administrator of the Social Insurance against Industrial Accidents and Occupational Illnesses, the ISL depends from the Ministry of Labor and Social Security. The institute was created in 2008 when the former public entity in charge of social security (Pension Standardization Institute) was divided into two entities: the Social Security Institute (IPS) and the ISL, whereby the functions dealing with Occupational Accidents and Diseases were transferred to the latter. The ISL shares these tasks with private entities.

The ISL employs some 480 people who are subject to the rules of the Administrative Statute, and their remuneration is ruled by the Single Scale of Remuneration. Its personnel works in 15 regional and subregional offices throughout the country.

Thus, the gender-neutral job evaluation pilot program intended to narrow wage gaps in the State was launched at the ISL on September 22, 2016, at a ceremony with the participation of representatives from the Government, ANEF, ILO, ISP and the civil society.

At the event, Minister of Labor and Social Security, Xi-mena Rincon, pointed out that *"Evaluating public policy improvements, we feel proud of this collaborative work, where conviction has been essential for narrowing gaps and achieving better gender balance and participation."*

Speaking at the same event, the president of the Trade Union Confederation (CUT), Barbara Figueroa, pointed out that *"this is a challenging initiative and a qualitative step forward aiming at addressing capital/labor power imbalances and wage inequalities between men and women."*

The Deputy Director of the Regional Office for Latin America and the Caribbean, Carlos Rodriguez, stressed that *"The experience of implementing a strategy for improving equal remuneration between men and women not only is relevant for complying with the International Labor Standards ratified by Chile on equal remuneration (C.100) and on discrimination in employment and occupation (C.111), but also because it is conducted with social dialogue and strengthened trade unions."*

Creation and initial work of the Labor-Management Committee

The first step to get the pilot underway was the creation of an ISL-based ad hoc Bipartite Committee especially set up for this process, with equal representation of Management and the Employees' Association. The Committee was formed by four representatives of Management and four of the Employees' Association, who engaged in a

dialogue process throughout the implementation of the pilot, which lasted for over a year.

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❖ The make-up of the Committee involved a concern about respecting gender equality (half of its members were women) and including people from the regions among its representatives, so as to obtain a better view of the reality of an institution with a countrywide presence. The Committee was co-chaired by a representative of Management and another of the trade union, and decisions were always made by unanimous consent. The Committee set up a work plan that was gradually tailored according to the requirements of each phase. At the beginning, regular meetings of all members were held; later, work was divided into pairs who submitted their results to the Committee as a whole.

Management's strong commitment and support throughout the process was a crucial factor for the pilot's success. Among other measures, the director of the ISL instructed the human resources unit to furnish all the information requested, all personnel were asked to cooperate, and facilities were given to Committee members to carry out their committee work by relieving them from some of their regular tasks.

.....

❖ On the other hand, the Employees' Association (ANATISEL) endorsed and devoted many resources to the pilot project. ANATISEL is the only trade union organization in the ISL and represents most of the Institute's women and

men employees throughout the country. This association is affiliated to ANEF and, through the latter, to the workers confederation CUT and the international public workers organization PSI (Public Services International).

.....

❖ The ILO assigned an international expert consultant to provide technical assistance on the method throughout its application. After reviewing the work load imposed by the project on each of the Bipartite Committee members, additional support was provided by hiring a local consultant who helped the Committee in conducting, documenting and systematizing the interviews with ISL employees.

.....

❖ The pilot project led to conduct a gender analysis of the relative value of all the job positions at the Labor Safety Institute. To study the relationship between job positions and their respective remuneration, specialized job evaluation tools were used whose purpose is to revalue aspects of paid work typical of women's work. These tools have been designed to capture dimensions of historically female jobs whose contribution to the value of paid work has not been correctly considered. The purpose was to establish the relative value of jobs and to determine whether the corresponding wage was adequate with respect to such value.



The method was carried out in the following stages:

a. Training the Labor-Management Committee

The work of the Bipartite Committee began with a training workshop under the leadership of a team from the ILO. This initial training phase reviewed the relevance of ILO's Convention on Equal Remuneration (No. 100), analyzed concepts and procedures for eliminating gender biases in the wage setting process and provided the first guidelines on the job evaluation method.

The workshop provided the basic technical elements for beginning the process and setting up a timeline and work plan. As work progressed, additional training workshops on how to apply the method were given by the international consultant who advised the Committee.

b. Factors and subfactors design

During the following months, on an intense weekly work agenda, the Committee reviewed the mission of its service as well as the job descriptions in order to determine the factors and subfactors that would be used for measuring the value of occupations.

The decision was made to review the profiles of 82 job positions which account for 78% of the institute's staff. From the analysis of that sample, it follows that some jobs are highly massive (are held by a high percentage of the staff), while others involve very few people.

Based on a model used in other countries, the Committee adapted the factors and subfactors of the model by considering the characteristics of the institute's work and how the evaluation scheme would have to be modified to capture all the range of responsibilities and conditions of the jobs at the ISL. The following factors and subfactors were determined:

COMPETENCIES

- Education and Experience
- Interpersonal Competencies
- Reasoning and Analysis Capacities

EFFORTS

- Physical Effort
- Mental Effort

RESPONSIBILITIES

- Responsibility for Coordination and Planning
- Responsibility for Other People
- Responsibility for Information and Finance
- Responsibility for Material and Programmatic Resources

WORKING CONDITIONS

- Psychological Conditions
- Unpleasant Physical Conditions

- Risk of Injury or Occupational Disease

The Bipartite Committee studied how to assign different values to the subfactors in the scheme in accordance with the ILS's values, mission and vision as well as the services it provides, as shown in the following chart:

Factor	Weight
Competencies	40%
Responsibilities	40%
Efforts	10%
Working Conditions	10%
TOTAL	100%

c. Questionnaire and validation of the Instrument

The Bipartite Committee then prepared a questionnaire based on the previously identified factors and subfactors in order to collect, through interviews, employees' perceptions of their daily work, in an attempt to give visibility to the contribution of traditionally considered female tasks.

The questionnaire was validated through a pre-test and later administered through interviews to a sample of approximately 10% of the staff in each job position under study. The instrument was constructed so as to adequately represent diversity by sex, by region, and by category. The

respective supervisors had the opportunity to make comments before returning the completed questionnaires to the Committee for analysis. More than 90 interviews with employees from the various categories were made.

d. Analysis of results and score assignment

After reviewing the job position profiles (with inputs from the interviews with the ISL's employees), the Bipartite Committee assigned a score to each of the positions by using as a criterion the level assigned to each job position in each of the previously established subfactors.

👉 In this process, the Committee agreed that out of the 82 job positions studied at the ISL, only those jobs employing five or more people were to be considered in detail for purposes of calculating gender gaps. Eleven job positions were classified as multipersonal. They account for 290 employees, or approximately 60% of the ISL's total personnel.

The next step was to identify female-dominated jobs (occupied by 60% or more of the women) and those dominated by men (less than 40% are women). Considering only those 11 multipersonal positions, a difference of approximately 500 points was observed between the highest score (regional director, male-dominated) and the lowest (secretary, female-dominated). Additionally, two "homologous" positions (whose difference in score was less than 50 points, or 10% of the difference between the highest and the lowest score) were identified. Such "homologous" positions represent the institution's core work and account

for 40% of its personnel: safety specialists (male-dominated) and customer service assistants (female-dominated).

e. Validation workshops

Once the review of evaluation coherence was completed, the results were shared with the ISL's employees for their review. The Bipartite Committee organized four focus groups with the participation of employees in the positions occupied by the highest number of employees at the institution. As to the remaining positions, employees received a written job evaluation of their respective positions and were given the opportunity to review it. The Committee received 16 requests for review.

f. Comparison of job value scores and wages

The Bipartite Committee concurrently reviewed the ISL's wage system and its components, constructing a measure that includes only the five most relevant components and excluding those that have to do with the singularities of the person occupying the position under analysis.

During September and October, 2017, a year after its inception, the Committee completed reviewing the scores assigned to the different job positions analyzed at the ISL and their comparison with the respective wages.

🔍 A comparison of the average wages for male- and female-dominated positions revealed that out of the four multipersonal positions with the lowest wage levels, three are predominantly occupied by women. On the other hand,

out of the four positions with the highest wage levels, three are occupied by men and one is occupied by a woman. Male-dominated positions tend to be at the top of the Institute's hierarchy, while female-dominated ones are at the bottom. Notwithstanding, a large number of supervisory jobs are held by women.

When reviewing positions according to their score (the value assigned to the occupation), it may be observed that lower-score positions tend to be occupied by more women than men. This entails that women at the ISL tend to occupy positions with lower academic training requirements and responsibility than male-dominated positions. At the other end, the four positions with the highest score are occupied by men. This shows a concentration of women in minor administrative positions.

🔍 The relationship between job value scores and wages shows only a partial match. For example, when comparing the position of male/female customer service assistant (17% of the staff), which is female-dominated, with the homologous position of safety specialist (23% of the staff), which is male-dominated, a significant wage gap occurs to the detriment of women. Specifically, the score gap between one position and the other stands at 9% (within the bracket chosen for defining two positions as being "homologous"), while the wage gap -considering the five components selected by the BC- stands at 20% to the detriment of the female-dominated position.

An analysis of that gender gap shows that such difference is associated to the different composition, by category,

between those positions. In the case of the former, the technical category has a more significant presence, while in the case of safety specialists, the share of the professional category is substantially higher. In fact, the position of male/female customer service assistant, which includes 66% women, is broken down into three categories with the following participation 35% professional, 44% technical and 21% administrative. On the other hand, in the case of the safety specialist position, 37% are women. Of the people working in that position, 80% belong to the professional category, 15% to the technical, and 4% to the administrative category.

Customer Service Assistant

★ **66% women**

↪ distributed in **3 categories**

- ▶ **35%** professional
- ▶ **44%** technician
- ▶ **21%** assistant

Safety Specialist

★ **37% women**

↪ distributed in **3 categories**

- ▶ **80%** professional
- ▶ **15%** technician
- ▶ **4%** assistant

Source: Based on data from ISL pilot project.

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Such results pose an important challenge when it comes to adapting this methodology to the Chilean public service, as any action plan intending to narrow gender gaps must comply with the legal framework in force, which imposes different pay scales and components, by category.

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Some findings from ISL pilot project:

This job evaluation exercise gave rise to a review of the profiles of 82 job positions which account for 78% of the institute's staff. Some of these jobs are highly massive and are held by a high percentage of the staff, while others involve very few people. The identification of wage gaps within the same and across different job positions gave rise to a process within the ISL intended to move toward wage harmonization in the case of positions identified as undervalued. This process also includes job standardization in the case of people who perform similar tasks and functions but are paid different salaries.

⚠ The activity that stemmed out of the pilot led to a bipartite recognition of the need to make adjustments to the description of job profiles and to the current job classification system. At present the institution has a better understanding of its needs and problems, as a result of which the Human Resources Department is reviewing its functions.



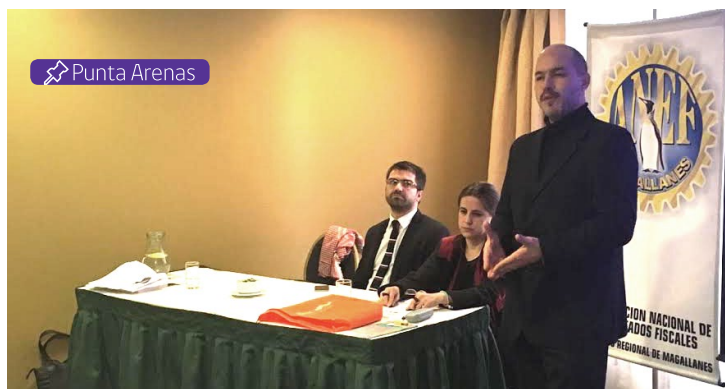
Seminar "Promoviendo el Diálogo Social en Chile: Evaluación de los puestos de trabajo con perspectiva de Género, para la disminución de brechas salariales en el Estado". Santiago, March 2017.

Both management and trade union representatives recognize that there has been an improvement in the working climate and a strengthening of the mutual respect relationship between the ISL's Employees' Association and management. The trade union, in its turn, considers that it has been strengthened and that its work is better acknowledged.

Process of dissemination and raising awareness of the Equal Remuneration commitment throughout Chile

The social dialogue-driven process to encourage narrowing wage gaps between men and women in the public sector included the creation of bipartite informa-





tion and discussion spaces at the national and regional level. The intent was to provide technical knowhow on the causes of wage discrimination and the way in which the wage gap is expressed in the public sector, furnish information on international standards, and make specific tools known through the experience with the job evaluation methodology free from sex bias developed at the ISL. The expectation was to give representatives of public agencies and ANEF knowledge and specific tools for leading a dialogue on the regional situation about equal remuneration between men and women, and explore the potentialities that the experience underway at the ISL had for the region.

✧ Between March 2017 and March 2018, the following activities were held within the framework of this project with the support of the ILO: two national seminars (in the city of Santiago) and four regional seminars (in the cities of Arica, Valparaíso, Puerto Montt and Punta Arenas). Government authorities, public agencies' representatives and trade union leaders from the public sector attended the seminars. Each of the counterpart members of the Public Sector Bargaining Table were provided with tools for advancing improvement in public management and employees' working conditions, as well as with criteria for furthering the reduction of gender pay gap.

✧ At the Seminar held on March 7, 2017 in Santiago, the national President of ANEF, Carlos Insunza, stressed that: *"At present, the State employs not only the largest number but also the highest proportion of women in the workforce. This is great news, but it poses a great challenge."*

ge. In its capacity as employer, the State needs to take a comprehensive look at all the gaps and problems emerging from the diagnostic study. Not only is it a question of wages, which is a core component, but is also a question of the quality of employment. Women are concentrated on jobs with greater instability: that is a fact of reality that should be taken into account in order to advance the prospects for improvement."

 On the other hand, Fabio Bertranou, director of the ILO's Office for the Southern Cone of Latin America, stated that *"All the methodology involved in identifying job positions, the description, the valuation of the work performed by each employee, are based on this principle of social dialogue and bipartite work on an equal basis; therefore this is a crucial topic for the construction of labor institutions."*

The Regional Ministerial Secretary of Labor, Carlos Abarzua Villegas, at the seminar held on May 25, 2017 in Punta Arenas, highlighted the presentation of these relevant data by pointing out that *"through this meeting, nearly 40 attendees -representatives of public services of Magallanes- not only listened to the talks, but also contributed their view to become part of the strategy that is being introduced to narrow this gap on a structural basis."*

The seminars were very well received in terms of attendance and evaluation. The three regional seminars for which evaluations have already been processed have an average evaluation of 4.5 points (on a five-point scale), which is equivalent to 90% satisfaction. The transfer of

knowledge about the reality of the public sector and the way in which gender inequality is expressed in the State, as well as the presentation of alternative responses and tools to act on it were highly valued.

Information and sensitization activities were supplemented by the elaboration of leaflets that explained this process and the institutional and legal framework for promoting equal pay in the public sector. A series of four leaflets with information on the pay gap, the gender neutral job evaluation method, the pilot experience conducted at the ISL and the institutions with stewardship over the topic were made and distributed at the seminars and at other public sector trade union activities.

Building State capacities to address the remuneration gaps

A bipartite delegation of nine public employees participated in November 2017 at the Gender Academy organized by ILO's International Center in Turin, in order to be trained on international labor standards, comparative policies, and gender equality challenges in the labor world. This was also a privileged opportunity to exchange knowledge and experiences for the benefit of gender equality with representatives of other regions.

The delegation was also able to inform about the job evaluation pilot free from gender biases conducted at the ISL and received relevant comments and suggestions while contributing to other countries' work.



Gender Academy in Turin, 2017.

Some reflections after the pilot project on job evaluation free from gender bias conducted at the ISL

The various elements emerging from the pilot project can be divided into three groups:

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✎ learning about the processes that must be followed for applying this methodology adapted to the Chilean public sector;

✎ identification of gender gaps at the ISL;

✎ a model for conducting future experiences.

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Camila Vergara, President of the ISL's Employee Association: *"The project not only gave us information as to where wage gaps were likely to exist, but also enabled us to*

understand the challenges before us in terms of human resources Management."

Jacob Sandoval, former National Director of the ISL, stated that *"Under the administration of Salvador Allende, Chile ratified in 1972 ILO's Convention 100, however only in 2006 the procedure for the protection of fundamental labor rights became part of the Labor Code. This pilot program shortens the long time it took for the Chilean institutional framework to introduce the protection of labor rights. It opens the discussion on the modernization of the State and the value of building public policies within a framework of social dialogue; however, its subjective and symbolic value as a sign of willingness to continue moving forward in the elimination of all forms of discrimination is more important."*

The possibility of adapting an international instrument to the reality of the public sector in Chile by drawing lessons and building best practices has aroused interest from many stakeholders. The fact that this effort is being advanced within a social dialogue framework such as the one sustained by the ANEF-Government Bargaining Table gives it additional value.

This initiative had technical and financial support of the ILO throughout the process. It was led by ILO specialists from ACTRAV, the Regional Specialist Carmen Benitez and the current Deputy Director of the Regional Office for Latin America and the Caribbean, Carlos Rodriguez, and relied on the technical assistance provided by two international consultants, Daina Z. Green and Maria Ele-

na Valenzuela. Finance Ministry's economist Camila Ureta provided assistance on the analysis of the experience. The process also had the support of Mitzi Gomez from ILO's Programming Team in Santiago and of Sonia Alvarez, head of communications of ILO-Santiago.

The ILO support was also crucial for conducting the information dissemination and awareness-raising seminars held throughout the country, and in the training activities that took place in Chile and in Turin.

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The relevance of this experience is renewed with the launch of EPIC, led by the ILO, UN Women and the OECD. Thus, ILO's and ISP's support is compounded by greater exposure through other international stakeholders who learned about the experience at the launch of EPIC in Latin America in January 2018 in Panama. That event was attended by the Ministry of Labor and Social Security Alejandra Krauss on behalf of the Government and by the President of ANEF, Carlos Insunza. ♀

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Seminar held on March 7, 2017, Santiago.



Pilot project presentation in Santiago, March 2017.

The world is going through a debate on equal pay. After nearly seven decades since the international community adopted Convention 100 of the International Labor Organization, the trend is moving toward concretizing its postulates into specific agreements at global governance instances. That is the case of the United Nations Commission on the Status of Women, which in its session 62 of 2017 drew the world's attention toward the closing of the gender pay gap as a substantive element of economic justice for women. Since then, United Nations' agencies such as UN Women; inter-governmental organizations such as the OECD and tripartite entities like the ILO are furthering an international coalition that has called for taking specific steps to bridge the wage gap, an effort in which trade unions are essential actors.

The Public Services International-(PSI) has a long history of working on conceptual and methodological reflection, awareness-raising and public debate, as well as on launching specific initiatives to close the gender pay gap in the public sector. For many years we have continued witnessing the devaluation of women's work, the difference between the social value of work considered as productive and that considered reproductive -where the women's labor force is concentrated- and the role of this difference in gender subordination, invisible to the economy but fundamental for subsistence.

Even today, in most countries public employment is a deep reflection of the vertical and horizontal gender labor segregation. State production sectors and occupations are better paid than those responsible for public

care services. For this reason, transformational proposals need to be addressed from a structural as well as intersectional standpoint so that true wage justice can be achieved.

The ISP welcomes the process developed by our affiliate, the National Association of Public Fiscal Employees ANEF, and the National Government of Chile -with the technical support of the ILO- which has brought together various national and international stakeholders, gaining legitimacy in the context of the application of the 2030 Agenda.

This experience is also a historical milestone in terms of the political and technical dialogue of public trade unionism in three fundamental areas of labor relationships within the public administration: The participation and proposal of women and men employees in the processes of State modernization, along with the implementation of ILO's conventions, in particular Conventions C151, C100, C111 and C156; bipartism and the bipartite structure in conducting social dialogue and reaching labor agreements; and the visibilization of the core value of work and the revaluation of work in the process of setting wages and pay scales both vertically and horizontally."

All these added values that will undoubtedly have implications for improved living and working conditions for Chilean women and men public employees.

Rosa Pavanelli
Secretary General, ISP

Conclusions and challenges

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❖ Public employment and inclusive growth

Chile has notably moved forward towards in terms of gender equality in the last few years. However, there are still significant gender gaps. Such inequalities are evident, for example, in terms of labor participation, payincome, and access to decision-making positions.

🔍 Looking ahead, the country faces the challenge of strengthening economic its rate of growth, and is able to do it including all men and women. In fact, gender inclusive growth will enable the country to **advance towards continue narrowing the gaps observed in the last few years**. In this manner, the benefits of expansion will reach both women and men.

Women and men public servants are a determining factor for public policies to contribute to inclusive growth. RIndeed, reaching new stages of development requires a more effective and efficient State capable of creating better public policies. This in turn implies creating progress in policy design, implementation and evaluation. In order to achieve this goal, obstacles have to be lifted so that male and females public servants men and women can fully develop their talents.

International evidence shows that diversity and best practices in personnelpeople development best practices foster confidence, commitment and representationivity in the State. However, **what recruitment and selection policy changes should be created for such purpose? What talent identification and promo-**

tion policies must be implemented? What practices should be followed to prevent conscious or unconscious gender biases?

The State has a great responsibility, not only because in its capacity as employer it creates greater value by improving its people development practices. It is also so because it sets standards for the rest of the economy, and can help disseminate and expand its best practices as well.

❖ The challenge of addressing the wage gap through social dialogue

The joint participation by the employer and workers' multiple employee representatives is a strategic aspect as far as equal remuneration is concerned.

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Numerous experiences implemented so far indicate that wage equality achieved through joint action by employers and employees has important advantages in the area of equality and efficacy, given that:

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- a) It offers a view of job positions by confronting the differing points of view of human resources leaders and employees;
 - b) It ensures the legitimacy of the process and of the results before the employees;

c) Distributes the work load required for applying the methodology among several people.

There will be a greater guarantee that these objectives can be achieved if participation results in the creation of a committee with well-defined membership, functions, and working conditions.

It is recommended that membership in the Bipartite Committee ensures representation of all categories, both as concerns employer's and employees' representatives. Training and creating this team, just like the regulation of decision-making processes, must ensure that one category's views are not imposed over another's, because that might impinge on the evaluation results.

❖ Challenges and prospects

Short-term challenges

In the short term, the challenge is to give continuity to the work performed by the ANEFANEF and the Government between 2014 and 2017 on the matter of equal remuneration. To this effect, it is advisable to have the experience conducted at the ISL be made known in a technical report. Such document should deal in depth with the adaptation of ILO's methodology to the Chilean public sector, delve deep into the quantitative results of the specific exercise and specify the learnings acquired. A

document that meets these characteristics is currently under preparation.

It should be noted that this document will highlight to the reader the convenience of replicating the above-mentioned experience in some other public service departments. In fact, a number of originally unforeseen questions that require further research stem from a review of the experience. For example, certain singularities of the ISL such as the fact that it employs very few people on a fee basis will lead the reader to wonder what would happen with gender gaps in a public department with a larger percentage of men and women employed on a fee basis. If this experience gets to be replicated in other public departments, the ANEFANEF and the Government will further validate the instrument beyond what was achieved at the ISL by being able to include other realities.

Prospects

The experience conducted at the ISL has helped develop a forward-looking line of work that promotes wage equality in the public sector through social dialogue and which is in line with the commitments assumed through the Memorandum of Understanding signed by the Government and the ANEF in 2015. This line of work falls within the framework of EPICs recommendations and the work plan

agreed between the Bipartite Committee members, accompanied by the ILO.

In this context, important tasks lie ahead. On the one hand, it is crucial to continue working on a role definition for different relevant stakeholders with authority in the area of Human Resources People Development (Civil Service) and of Gender Equality (Ministry of Women and Gender Equality). Representatives of these institutions took part in ILO's Gender Academy in Turin in November , 2017. At the same time, their authorities have accompanied the process by participating in the preparation of information dissemination materials (three-leaf brochures), seminars and international meetings.

On the other hand, several public service departments have been invited to conduct pilot experiences similar to the one conducted at the ISL to address the gender gap between men and women. To this end, they have been asked to perform an initial exercise by evaluating whether they meet the necessary conditions to carry out this process.

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Lastly, but not least important, those who have taken part in this process think they will be able to continue socializing this experience both at the local and international level. In conclusion, effectively transferring the learnings acquired with respect to job evaluation with a gender perspective will attract other actors from other industries and countries. ♀



Annex

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❖ **Annex 1: Official invitation letters to public service departments selected for conducting pilot projects**



Reg. N° 012/25.01.2018
DD

ORD. **0158**

ANT.: No hay.

MAT.: Solicita seguimiento de compromisos en materia de disminución de brechas de ingresos entre funcionarias y funcionarios públicos.

SANTIAGO, 25 ENE. 2018

DE: SR. JORGE RODRIGUEZ CABELLO
SUBDIRECTOR DE RACIONALIZACIÓN Y FUNCIÓN PÚBLICA
DIRECCIÓN DE PRESUPUESTOS

A: SR. BASILIOS PEFTOULOGLOU GATTAS
DIRECTOR NACIONAL SERVICIO CIVIL (S)

Como es de su conocimiento, en Julio del año 2015, el Gobierno, a través del Ministerio de Hacienda y el Ministerio del Trabajo y Previsión Social, concordó con la Agrupación Nacional de Empleados Fiscales, un Protocolo de Acuerdo, con una agenda de trabajo compartida para la administración central del Estado.

Uno de los puntos de este Protocolo sobre Igualdad de Remuneraciones entre hombres y mujeres, consideró la "definición, diseño e inicio de implementación gradual de instrumentos" sobre la materia.

En ese contexto se enmarca el desarrollo del Piloto de "Evaluación de Puestos de Trabajo, sin sesgos de Género", implementado entre el año 2016 y 2017 en el Instituto de Seguridad Laboral, que se basa en la aplicación de un sistema de evaluación de cargos, mediante factores que miden las competencias, las responsabilidades, los esfuerzos necesarios para desempeñar el trabajo y las condiciones de trabajo que son inherentes a él, debiendo también considerar otros factores que puedan incidir en la posición o valor que tenga el cargo en relación a otros.

El mencionado método de evaluación de cargos se refiere al contenido del trabajo y no a las características de las personas que lo desempeñan, identifica los factores y sub-factores necesarios para cada puesto y les asigna un puntaje en función de las necesidades de la organización. Esto permite determinar el valor numérico de los puestos de trabajo y cuantificar la diferencia en el valor de los puestos al interior de la organización.

En este marco, el Piloto realizado tuvo por finalidad validar un instrumento de evaluación sin sesgos de género para el sector público chileno, usando una metodología avalada por la OIT y aceptada internacionalmente, que se ajusta a las particularidades normativas del sistema de remuneraciones y la regulación de empleo del personal que le son propias en su condición de servicio público.

Official Letter 158 of January 25, 2018, from the Assistant Director of Rationalization and Public Function to the Director of the Civil Service



Reg. N° 012/25.01.2018
DD

El Piloto de "Evaluación de Puestos de Trabajo, sin sesgos de Género", se realizó teniendo en cuenta la perspectiva de género en toda su producción y desarrollo, en particular, consideró lo siguiente: a) El comité paritario que aplicó la metodología de medición, además de estar integrado por representantes de las jefaturas del servicio y de representantes de los trabajadores, estuvo integrado por igual número de hombres y mujeres. b) Se realizó capacitación al comité paritario en cuestiones de género; c) Se utilizó lenguaje no sexista para hablar de los requisitos del cargo; y d) Se consideró la construcción y adaptación de factores para asegurar la valoración de la totalidad de los requisitos de los cargos femeninos y masculinos.

Complementariamente, el Ministerio de Hacienda mantiene actualizado el estudio sobre composición y nivel salarial del sector público desagregado por sexo, el que permite, entre otras cosas, identificar los servicios con mayores brechas internas de ingresos, lo que es de utilidad para identificar servicios en los que pueda resultar de mayor interés aplicar la metodología de Evaluación de Puestos de Trabajo sin sesgos de género.

Considerando lo anteriormente expuesto, así como las nuevas funciones del Servicio Civil, es que consideramos pertinente que este Servicio, a través de la subdirección de gestión y desarrollo de las personas, pueda promover que experiencias como las del Piloto de evaluación de puestos de trabajo con perspectiva de género se desarrollen en otros servicios, a través de un trabajo bipartito en que participen representantes de la autoridad y de las asociaciones de funcionarios respectivas.

Para contribuir a este trabajo, adjunto un documento que propone las "Condiciones Necesarias para la Implementación de un Piloto de Igualdad de Remuneraciones entre funcionarios y funcionarias", preparado por los equipos técnicos que han hecho seguimiento y evaluación a la metodología, incluyendo a representantes de los Ministerios de Hacienda, Trabajo y Previsión Social y de nuestro servicio.

Consideramos que este trabajo puede complementarse consiguiendo que realice su Servicio de las directrices impartidas en materia de reclutamiento y selección de personas; concursos de ingreso y promoción; programas de inducción; programas de capacitación; sistemas de promoción; sistema de calificaciones; y buenas prácticas laborales, todas materias que pueden incidir en la reducción de las brechas de remuneraciones en el empleo público.

Esperando una buena acogida de lo planteado, y quedando a su disposición para coordinar este trabajo en lo que sea requerido, saluda atentamente a Ud.,


JORGE RODRIGUEZ CABELLO
SUBDIRECTOR DE RACIONALIZACIÓN Y FUNCIÓN PÚBLICA
DIRECCIÓN DE PRESUPUESTOS

Distribución:

- Destinatario
- Archivo
- Gabinete Ministra del Trabajo y Previsión Social
- Gabinete Ministra de la Mujer y la Equidad de Género
- Gabinete Ministro de Hacienda
- Agrupación de Empleados Fiscales (ANEF)

Adjunto

Minuta "Condiciones Necesarias Implementación Piloto de Igualdad de Remuneraciones entre funcionarios y funcionarias".

Official Letter 189 of February 2, 2018, from the Assistant
Director of Rationalization and Public Function to the National
Director of the National Health Service (Fonasa)



ORD. N° 0189

ANT.: No hay.

MAT.: Invita a realizar piloto sobre brechas de remuneraciones entre funcionarias y funcionarios públicos.

SANTIAGO, - 2 FEB. 2018

DE: SR. JORGE RODRIGUEZ CABELLO
SUBDIRECTOR DE RACIONALIZACIÓN Y FUNCIÓN PÚBLICA

A: SRA. JEANETTE VEGA MORALES
DIRECTORA NACIONAL DEL FONDO NACIONAL DE SALUD

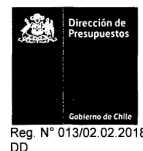
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Uno de los puntos de este Protocolo, aquel sobre Igualdad de Remuneraciones entre hombres y mujeres, consideró la "definición, diseño e inicio de implementación gradual de instrumentos" sobre la materia.

En ese contexto se enmarca el desarrollo del Piloto de "Evaluación de Puestos de Trabajo, sin sesgos de Género", implementado entre el año 2016 y 2017 en el Instituto de Seguridad Laboral, que se basa en la aplicación de un sistema de evaluación de cargos, mediante factores que miden las competencias, las responsabilidades, los esfuerzos necesarios para desempeñar el trabajo y las condiciones de trabajo que son inherentes a él, debiendo también considerar otros factores que puedan incidir en la posición o valor que tenga el cargo en relación a otros.

El mencionado método de evaluación de cargos se refiere al contenido del trabajo y no a las características de las personas que lo desempeñan, identifica los factores y sub-factores necesarios para cada puesto y les asigna un puntaje en función de las necesidades de la organización. Esto permite determinar el valor numérico de los puestos de trabajo y cuantificar la diferencia en el valor de los puestos al interior de la organización.

En este marco, el Piloto realizado tuvo por finalidad validar un instrumento de evaluación sin sesgos de género para el sector público chileno, usando una metodología avalada por la OIT y aceptada internacionalmente, que se ajusta a las particularidades normativas del sistema de remuneraciones y la regulación de empleo del personal que le son propias en su condición de servicio público.



El Piloto de "Evaluación de Puestos de Trabajo, sin sesgos de Género", se realizó teniendo en cuenta la perspectiva de género en toda su producción y desarrollo, en particular, consideró lo siguiente: a) El comité paritario que aplicó la metodología de medición, además de estar integrado por representantes de las jefaturas del servicio y de representantes de los trabajadores, estuvo integrado por igual número de hombres y mujeres. b) Se realizó capacitación al comité paritario en cuestiones de género; c) Se utilizó lenguaje no sexista para hablar de los requisitos del cargo; y d) Se consideró la construcción y adaptación de factores para asegurar la valoración de la totalidad de los requisitos de los cargos femeninos y masculinos.

Complementariamente, el Ministerio de Hacienda mantiene actualizado el estudio sobre composición y nivel salarial del sector público desagregado por sexo, el que permite, entre otras cosas, identificar los servicios con mayores brechas internas de ingresos, lo que es de utilidad para identificar servicios en los que pueda resultar de mayor interés aplicar la metodología de Evaluación de Puestos de Trabajo sin sesgos de género.

Por lo mismo, en el marco del mencionado protocolo suscrito con la ANEF, se está promoviendo que experiencias como las del piloto implementado en el ISL se desarrollen también en otros Servicios, a través de un trabajo bipartito en que participen representantes de la autoridad y de las asociaciones de funcionarios respectivas. En este contexto es que se está invitando a participar al Servicio que Ud. dirige.

Para facilitar la evaluación de la invitación a implementar esta experiencia en su servicio, adjunto el documento que propone las "Condiciones Necesarias para la Implementación de un Piloto de Igualdad de Remuneraciones entre Funcionarios y Funcionarias", preparado por los equipos técnicos que han hecho seguimiento y evaluación a la metodología, y en que han participado representantes de los Ministerios de Hacienda y Trabajo y Previsión Social.

En caso que luego de su evaluación, Ud. considere que su Servicio está preparado para participar de esta iniciativa, le solicito que lo pueda formalizar mediante respuesta al presente Oficio.

Esperando una buena acogida de lo planteado, y quedando a su disposición para coordinar este trabajo en lo que sea requerido, saluda atentamente a Ud.,


JORGE RODRIGUEZ CABELLO
SUBDIRECTOR DE RACIONALIZACIÓN Y FUNCIÓN PÚBLICA
DIRECCIÓN DE PRESUPUESTOS



Distribución:

- Destinatario
- Archivo
- Gabinete Ministro de Hacienda
- Gabinete Ministra del Trabajo y Previsión Social
- Gabinete Ministra de la Mujer y la Equidad de Género
- Director del Servicio Civil

Adjunto:

Minuta "Condiciones Necesarias Implementación Piloto de Igualdad de Remuneraciones entre funcionarios y funcionarias".

Official letter invitations to conduct pilots on wage gaps between men and women public employees were sent to the following public service departments: Fonasa, Superintendency for Electricity and Fuels, General Bureau of Civil Aeronautics and Director-General of Aviation, Superintendency of Health, National Fishing and Agricultural Service. These five official invitation letters are identical in content. Therefore, only the first of them, addressed to the National Director of Fonasa, Jeanette Vega, is shown in this document.

❖ Annex 2: Dissemination materials: Brochure 1

SEMINARIO

Promoviendo el Diálogo Social en Chile:

Evaluación de los puestos de trabajo con perspectiva de Género, para la disminución de brechas salariales en el Estado.

En julio de 2015, el Gobierno de Chile y la ANEF suscribieron un protocolo de acuerdo que estableció una agenda integral sobre materias de empleo público. Entre éstos se encuentran demandas de género de larga data.

En ese marco, se aprobó una ley que posibilita que durante el permiso post natal parental a las funcionarias y a los funcionarios se les pague la remuneración con igual tratamiento que en el caso de post natal.

La misma ley estableció que en caso que padre y madre de un menor de dos años sean funcionarios públicos, la madre podrá elegir que su empleador cumpla con la obligación establecida en el artículo 203 del Código del Trabajo en la sala cuna que disponga el servicio público empleador del padre.

También en materia de cuidado infantil, se realizó un estudio que permitió identificar y evaluar las salas cunas y jardines infantiles existentes en los Servicios de la Administración Central del Estado.

Se envió un Instructivo Presidencial Sobre Buenas Prácticas Laborales en el Desarrollo de Personas en el Estado. A través de este instrumento se instruyó a los servicios a promover la conciliación de responsabilidades laborales con obligaciones familiares; desarrollar acciones para prevenir el acoso laboral y sexual.

LINK DE INTERÉS

Ministerio de Hacienda
www.hacienda.cl

Dirección de Presupuestos
www.dipres.gob.cl

Ministerio del Trabajo y Previsión Social
www.mintrab.gob.cl

Subsecretaría de Previsión Social
www.previsionsocial.gob.cl

Instituto de Seguridad Laboral
www.isl.gob.cl

Agrupación Nacional de Empleados Fiscales
www.anef.cl

Organización Internacional del Trabajo
www.ilo.org

Internacional de Servicios Públicos
www.world-psi.org

MÁS INFORMACIÓN:

• Convenio 100

www.ilo.org/dyn/normlex/es/?p=NORMLEXPUB:12100:0:-NO:P12100_ILO_CODE:C100

• Ley N° 20.348

www.leychile.cl/Navegar?idNorma=1003601

• Protocolo de Acuerdo Gobierno - ANEF

www.dipres.gob.cl/594/w3-article-133172.html

• Publicación Dipres "Desafíos de Política Pública para un Crecimiento con Equidad de Género"

www.dipres.gob.cl/594/articles-140848_doc_.pdf

1

Promoviendo
el Diálogo Social en Chile

**Evaluación de los
puestos de trabajo
con perspectiva
de Género, para la
disminución de
brechas salariales
en el Estado.**



PERSONAL DISPONIBLE

ADMINISTRACIÓN CENTRAL DEL ESTADO (ANEF)

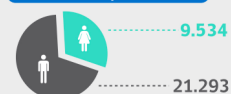
El personal disponible de la Administración Central del Estado (ANEF) alcanza a **140.953 trabajadoras y trabajadores** de las cuales el **50,7% son mujeres** y el **49,3% son hombres**.

DISTRIBUCIÓN DE LA DOTACIÓN

Diferencias significativas

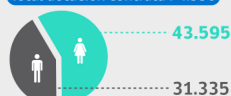
PLANTA

Total dotación planta 30.827



CONTRATA

Total dotación contrata 74.930

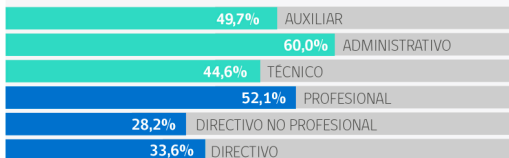


El empleo femenino se concentra en ministerios sociales, lo que refleja en alguna medida, la segmentación de la fuerza laboral femenina a ciertos tipos de empleo. Esta situación no sucede exclusivamente en el Estado, si no que se manifiesta también en el mercado laboral chileno.

FEMINIZACIÓN

según estamentos

Se entiende por feminización el porcentaje de mujeres en el total del personal disponible.



FEMINIZACIÓN por ministerios

78,3%

Ministerio de EDUCACIÓN

67,9%

Ministerio de SALUD

59,5%

Ministerio de DESARROLLO

35,2%

Ministerio de DEPORTES

35,2%

Ministerio de JUSTICIA

32,7%

Ministerio de OBRAS PÚBLICAS

31,9%

Ministerio de DEFENSA

Al realizar una comparación entre la tasa de feminización total del mercado laboral chileno y la del Estado se puede observar que en el caso de los trabajadores y trabajadoras de la Administración Central del Estado la tasa es significativamente más alta, superando en 10 puntos porcentuales la de la mercado laboral privado.

LA TASA DE FEMINIZACIÓN ES 10% mayor en la Administración Central del Estado, que en el mercado laboral chileno



BRECHA SALARIALES

Administración Central de Estado (ANEF)

"Actualmente la brecha salarial entre trabajadoras y trabajadores ANEF corresponde a un 10,43%, lo que significa que en promedio **las trabajadoras ANEF tienen remuneraciones 10,4% más bajas que sus compañeros.**"

(Salario promedio mujer - Salario promedio hombre) / Salario promedio hombre

AUXILIAR
-14,6%

ADMINISTRATIVO
1,2%

TÉCNICO
-19,4%

PROFESIONAL
-13,3%

DIRECTIVO
2,6%

Nota: Cálculos en base a cifras de Dipres correspondientes al 30 de Junio 2015

1951

OIT adopta el Convenio 100, considerado en la "Declaración de OIT sobre Principios y Derechos Fundamentales en el Lugar de Trabajo" como uno de sus convenios fundamentales cuyo cumplimiento es obligatorio por parte de los Estados Miembros independientemente de su ratificación o no.

1971

Chile ratifica ante la OIT el Convenio 100 sobre igualdad de remuneración por trabajo de igual valor.

2009

Promulgación de la Ley 20.348 relacionada con el derecho a la igualdad en las remuneraciones entre hombres y mujeres que presten un mismo trabajo, con el cual se dio un paso importante en relación con la aplicación del Convenio 100.

2011

La Comisión de Expertos (CEARCO) en su informe del 2011 subraya que el concepto de igualdad de remuneración por un trabajo engloba tanto la igualdad de remuneración para un mismo cargo como aquella que correspondería a cargos distintos pero que realizan trabajo de igual valor.

2015

Firma de Protocolo de Acuerdo entre el Gobierno y ANEF.

El Gobierno realiza un diagnóstico, que fue publicado como documento de la Serie de Finanzas Públicas de Dipres, socializado y mejorado en encuentros bipartitos con ANEF.

2016

Con el apoyo de OIT, Gobierno y ANEF se comienza a aplicar en ISL un piloto que explora la aplicabilidad de un sistema de evaluación de cargos diseñado para identificar brechas de género.

Al término de esta etapa se presentarán insumos para futuros cambios normativos que apuntarán a perfeccionar los sistemas de remuneraciones vigentes para la **identificación y superación progresiva de desigualdades entre hombres y mujeres.**

BRECHAS DE INGRESO EN CHILE

Las mujeres en Chile reciben un salario **23,6%** menor que el de los hombres.

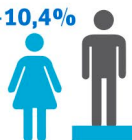
-23,6%



Brecha salarial por sexo EN EL SECTOR PÚBLICO

Las funcionarias de la Administración Central del Estado perciben **10,4%** menos que los funcionarios.

-10,4%



Los salarios de las mujeres son menores que los de los hombres en todos los **tramos de escolaridad**:

-17,9%

Nunca estudió

-28,1%

Primaria

-31,2%

Secundaria

-21,1%

Técnica

-29,0%

Universitaria

-34,9%

Postgrado

DESTACANDO EL ROL DEL ESTADO COMO EMPLEADOR

En la Administración Central del Estado trabajan 69.464 hombres y 71.489 mujeres.

La Ley 20.955 establece nuevas funciones y atribuciones para la Dirección Nacional del Servicio Civil, a través de las cuales impartirá directrices y ejercerá tareas de coordinación y supervisión en materias de gestión y desarrollo de personas a los ministerios y sus servicios, facultándosele para impartir normas de general aplicación en materias relativas, al reclutamiento y selección de personas; concursos de ingreso y promoción; programas de inducción; programas de capacitación; sistemas de promoción; y sistema de calificaciones, así como también, referidas a buenas prácticas laborales.

A partir de sus nuevas funciones, el Servicio Civil, a través de la Subdirección de Gestión y Desarrollo de las Personas podrá promover que experiencias como las del Piloto de Evaluación de Puestos de Trabajo con perspectiva de género, que se implementa en el Instituto de Seguridad Laboral, comiencen a desarrollarse en otros servicios, a través de un trabajo bipartito en que participen representantes de la autoridad y de las asociaciones de funcionarios.



PROMOVIENDO el Diálogo Social en Chile:

Evaluación de los puestos de trabajo con perspectiva de Género, para la disminución de brechas salariales en el Estado.

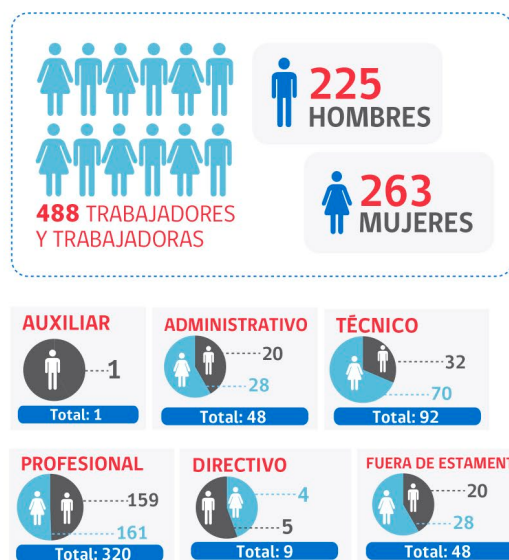
PLAN PILOTO en el Instituto de Seguridad Laboral

En junio de 2015, el Gobierno y la ANEF firmaron un protocolo de acuerdo que estableció una agenda en materias de empleo público. Con el apoyo de la OIT, el 2016 se inició la implementación de un plan piloto en el Instituto de Seguridad Laboral (ISL), para aplicar un método de evaluación de cargos sin sesgos de género. Este proceso se realiza a través del diálogo social y la activa participación de representantes de la Dirección y de la Asociación de Funcionarios del ISL, que han conformado un Comité Paritario para la ejecución de este plan piloto.

2015

- ✓ Firma de Protocolo de Acuerdo entre el Gobierno y la ANEF con 19 puntos, entre ellos el de generar instrumentos para avanzar hacia la **igualdad de remuneraciones entre hombres y mujeres**.
- ✓ Ministerio de Hacienda elabora **estudio** sobre composición y nivel salarial del sector público desagregado por sexo.
- ✓ Comisión ANEF-Gobierno resuelve impulsar un **proyecto piloto** para reducir la desigualdad salarial entre hombres y mujeres en la Administración Central del Estado y solicita apoyo a la OIT.

El ISL es una entidad pública que administra el Seguro Social contra Riesgos de Accidentes del Trabajo y Enfermedades Profesionales, de acuerdo a la Ley No. 16.744. Su principal desafío es la implementación de la **Política Nacional de Seguridad y Salud en el Trabajo**.



2016-2017



- ✓ OIT aprueba proyecto para facilitar la implementación efectiva del Convenio 100 de la OIT y fortalecer los procesos de diálogo social en el sector público y apoya a través de asistencia técnica y recursos económicos.
- ✓ Se conforma el Comité Paritario para la Equidad de Remuneraciones (respetando la paridad de género en su composición)
- ✓ Se da inicio a una serie de seminarios bipartitos de difusión y reflexión sobre esta experiencia a lo largo de todo el país.

La brecha de ingresos entre hombres y mujeres es una de las formas en que se expresa de manera más clara la discriminación de género.

El Convenio No. 100 de la OIT sobre igualdad de remuneraciones por trabajo de igual valor, adoptado en 1951, se propone garantizar que hombres y mujeres reciban una remuneración igual por trabajo de igual valor, a través de criterios de fijación de salarios sin sesgos de género. Esto implica comparar puestos de trabajo diferentes para determinar su valor relativo de manera objetiva. Existen metodologías de evaluación de ocupaciones para determinar y comparar objetivamente el valor relativo del trabajo.

La metodología seleccionada establece cuatro grandes factores: **Habilidades, conocimientos, calificaciones y competencias necesarias para el cargo; Responsabilidad sobre recursos humanos, financieros, técnicos; Esfuerzo físico, mental y psicológico; Condiciones de trabajo físicas, psicológicas y ambiente de trabajo y está siempre alerta para identificar la presencia de estereotipos de género.** El método de evaluación de cargos se refiere al contenido del trabajo y no a las características de las personas que lo desempeñan, identifica los factores y sub-factores necesarios para cada puesto y les asigna un puntaje en función de las necesidades de la organización. Esto permite determinar el valor numérico de los puestos de trabajo y cuantificar la diferencia en el valor de los puestos al interior de la organización.

El objetivo es avanzar hacia una mayor correspondencia entre el valor de los puestos y el nivel de las remuneraciones.

- ✓ Se capacita al Comité Paritario en métodos de evaluación de puestos de trabajo sin sesgos de género y conceptos relativos a la igualdad de remuneraciones.
- ✓ Comité Paritario revisa la nómina de cargos del ISL para identificar el grado de segregación y la presencia de cargos feminizados o masculinizados.
- ✓ Se entrevista a 91 funcionarios y funcionarias de distintos estamentos en Santiago, Arica, Maule, Valparaíso y Los Lagos.
- ✓ Sobre la base de la información recogida, el Comité Paritario revisa y actualiza la descripción de los puestos de trabajo evaluados y se establece un sistema de puntaje en que se ubican los puestos de trabajo.

RECOMENDACIONES PRÁCTICAS PARA EVITAR SESGOS EN PROCESOS DE RECLUTAMIENTO Y SELECCIÓN

El Servicio Civil promueve la generación de condiciones para que el ingreso de las personas a los servicios públicos se realice considerando exclusivamente el mérito, la idoneidad, la inclusión e igualdad de oportunidades, sin sesgos de género.

Un pre-requisito para asegurar que el ingreso de personas a los servicios carezca de sesgos, es que las etapas de reclutamiento y selección sean precedidas por la construcción de perfiles de cargo sin sesgos de género o, cuando éstos ya existieran, por la revisión con perspectiva de género de los mismos.

PLANIFICACIÓN DEL PROCESO

- Contar con una comisión multisectorial.
- Perfil con perspectiva de género.
- Estandarización(herramientas, informes).
- Declaración.
- Explicitar ventajas comparativas del empleador (género).

RECLUTAMIENTO

- Publicación de proceso en portal empleos públicos.
- Difusión amplia, criterios mínimos de publicación.

SELECCIÓN

- Pauta estandarizada de análisis. Sustento en marco legal.
- Tabla de valoración por historia laboral, formación y experiencia.
- Seguimiento, control y empoderamiento. Conocimiento de las herramientas/ solicitud de reportes. Formalización de entrega.
- Encuadre, explicitación de enfoque, entrevista semiestructurada.

DECISIÓN FINAL

- Selección de candidatos/as: Definición explícita de criterios de toma de decisión.

CIERRE

- Definir hito de cierre: planificación, estrategia, instrumentos, información.

EVALUACIÓN DE PUESTOS DE TRABAJO, SIN SESGOS DE GÉNERO

Herramienta que contribuye a identificar las brechas de salarios en el sector público, en trabajos de igual valor.

La aplicación de un Piloto de Evaluación de puestos de trabajo con perspectiva de género, como la que se está realizando en el ISL, es una iniciativa que va en esa dirección. En estos procesos es fundamental asegurar la participación y la colaboración tanto de las y los funcionarios como de sus asociaciones, las que se materializan a través de la conformación de comités bipartitos.

El Servicio Civil, realizará el análisis técnico de los resultados del piloto de evaluación de puestos de trabajo con perspectiva de género en el ISL (Protocolo de Acuerdo Gobierno -ANEF).

3

Promoviendo el Diálogo Social en Chile

Evaluación de los puestos de trabajo con perspectiva de género, para la disminución de brechas salariales en el Estado



El **número 3** de la serie "Promoviendo el Diálogo Social en Chile" explica las funciones del **Servicio Civil** y su vinculación con la participación funcionaria, la no discriminación y la importancia del rol de los Comités Bipartitos.

MODERNIZACIÓN DE LA GESTIÓN DEL ESTADO

El Estado necesita servidores públicos preparados y capaces de asumir los desafíos que exige una gestión más compleja y acorde con el siglo XXI. El Servicio Civil contribuye en este proceso a través de políticas de gestión y desarrollo de personas y altos directivos, para promover un mejor empleo público y un Estado al servicio de los ciudadanos.

El Servicio Civil, mediante diversos instrumentos de gestión e Instructivos presidenciales establecerá los estándares y lineamientos para que los servicios puedan fortalecer la gestión del personal y favorecer su desarrollo.

NUEVO ROL RECTOR DEL SERVICIO CIVIL



Ley N°20.955 que perfecciona el Sistema de Alta Dirección Pública y fortalece la Dirección Nacional del Servicio Civil

La Ley 20.955 fortalece la función que en materia de gestión y desarrollo de personas cumple el Servicio Civil, otorgándole la facultad de dictar normas de aplicación general y creando la Subdirección de Gestión y Desarrollo de Personas dentro de la estructura de la institución. Además, debe velar por el cumplimiento de estas normas, deberá solicitar información a las instituciones públicas sobre estas materias, e informar semestralmente a la Contraloría General de la República sobre los incumplimientos.

En el ámbito de la rectoría, se establece entre los roles del Servicio Civil el "Fortalecer las relaciones que el Gobierno mantiene con las asociaciones de funcionarios, a través de agendas de trabajo en materias relacionadas al empleo público. A su vez es un referente en materias de empleo, ambientes laborales y calidad de vida laboral, promoviendo políticas y prácticas innovadoras para el sector público".

PARTICIPACIÓN FUNCIONARIA

Importancia de los Comités Bipartitos

El Servicio Civil implementa políticas y prácticas destinadas a mejorar la calidad del empleo público, mediante la promoción de buenos ambientes laborales, estilos de liderazgo basados en el respeto y buenas prácticas.

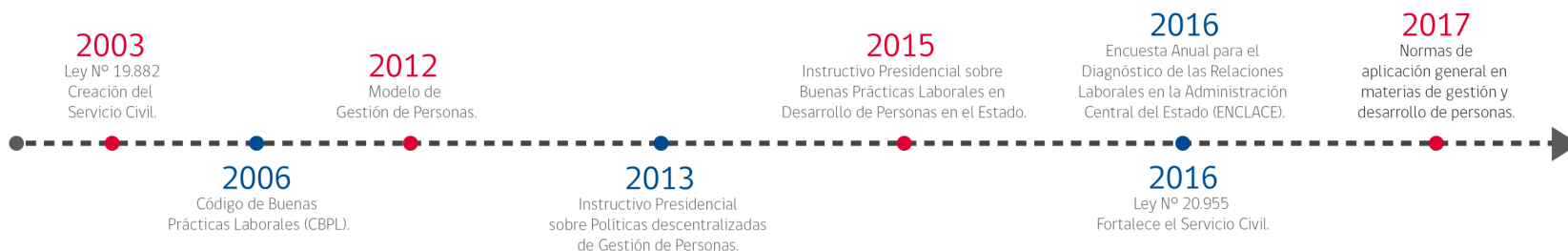
OBJETIVO:

Generar una cultura de participación, colaboración, diálogo e involucramiento de las y los funcionarios y sus representantes en materias de gestión y desarrollo de personas contribuye a un mejor empleo público y a la mejora de los servicios a la ciudadanía.

EJEMPLO

"Acuerdo de Modernización de la Capacitación en el Sector Público", compromete la creación de Comités Bipartitos de Capacitación en los servicios públicos, que tienen por función colaborar y apoyar la formulación de las políticas y programas de capacitación del servicio e involucrar activamente a las y los funcionarios en su desarrollo.

Gestión de Personas en el Estado



BRECHAS DE GÉNERO QUE ENFRENTAN LAS MUJERES

Falta de corresponsabilidad

De quienes dicen que no trabajan remuneradamente por razones de **cuidado familiar** permanente, un **97,3%** son mujeres.



(Fuente: Instituto Nacional de Estadísticas INE Encuesta Nacional de Empleo)



Las mujeres trabajan en promedio **3 horas diarias más** que los hombres en trabajo no remunerado en el hogar

(Fuente: Instituto Nacional de Estadísticas INE Encuesta Nacional de Empleo)

Brecha dirigencia sindical

Además de la brecha salarial, también existe una brecha en el ejercicio de la dirigencia sindical.

Las mujeres ocupan sólo el:



(Fuente: Dirección del Trabajo)

ACCIONES DESARROLLADAS PARA CERRAR BRECHAS DE GÉNERO

Se han realizado importantes esfuerzos para cerrar las brechas que aún existen entre mujeres y hombres en los diversos ámbitos de la sociedad, algunos de los cuales han permitido avanzar de manera importante en la reducción de esas diferencias.

- ▶ Reforma Laboral con perspectiva de género: avanza en el derecho a la información sobre las remuneraciones asignadas a cargos, para que tanto empleadores y empleadoras como trabajadores y trabajadoras puedan identificar las brechas de salarios entre hombres y mujeres. Asimismo, en las negociaciones colectivas se pueden negociar iniciativas de conciliación de la vida laboral con la vida familiar para trabajadoras y trabajadores.
- ▶ Fortalecimiento de programas de capacitación e intermediación laboral.
- ▶ Ley que extiende a los padres trabajadores el derecho a alimentar a sus hijos e hijas hasta los 2 años de edad y perfecciona normas sobre protección de la maternidad (Ley 20.761).
- ▶ Se han creado 550 nuevos jardines Infantiles, con 50 mil cupos para niños y niñas.
- ▶ Ley que modifica la jornada, descanso y composición de la remuneración de las trabajadoras de casa particular y prohíbe la exigencia de uniforme en lugares públicos (Ley 20.786).
- ▶ Ley que mejora las condiciones salariales y la estabilidad laboral de 40 mil trabajadoras que preparan alimentos en los establecimientos educacionales asistidos por la JUNAEB (Ley 20.787).
- ▶ Apoyo para emprendedoras, créditos, capacitación y comercialización.

4

Promoviendo el Diálogo Social en Chile

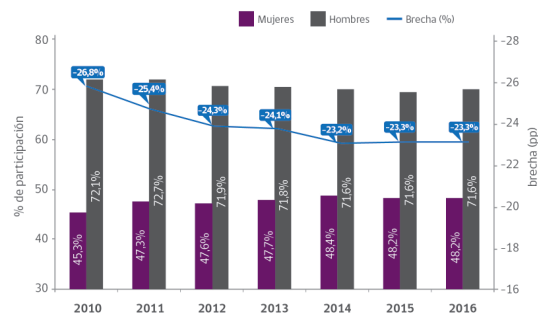
Evaluación de los puestos de trabajo con perspectiva de Género, para la disminución de brechas salariales en el Estado.



"Al Ministerio le corresponderá planificar y desarrollar políticas y medidas especiales con pertinencia cultural, destinadas a favorecer la igualdad de derechos y de oportunidades entre hombres y mujeres, **procurando eliminar toda forma de discriminación arbitraria basada en el género**, la plena participación de las mujeres en los planos cultural, político, económico y social, así como el ejercicio de sus derechos humanos y libertades fundamentales y velar por el cumplimiento de las obligaciones contenidas en los tratados internacionales ratificados por Chile en la materia y que se encuentren vigentes".

Ley Nº 20.820 que crea el Ministerio de la Mujer y la Equidad de Género (MinMujeryEG).

Desde el 2010, se ha producido un aumento sostenido de la participación de las mujeres en el mundo laboral.



Fuente: Instituto Nacional de Estadísticas INE. Encuesta Nacional de Empleo. 2010 - 2016. Micrositio Indicadores de Género

LA BRECHA DE INGRESOS AFECTA A TODAS LAS MUJERES

- Las mujeres perciben ingresos un 31,7% menores que los hombres: 410 mil y 601 mil, en promedio, respectivamente (Instituto Nacional de Estadísticas INE-ESI, 2016).
- La brecha de ingresos es transversal, es decir, afecta a mujeres de todos los estratos sociales, formación y ámbito laboral.

Considerando solamente a quienes trabajan de manera dependiente (personas asalariadas), se obtiene una brecha de 19,3% en desmedro de las mujeres (Instituto Nacional de Estadísticas INE-ESI, 2016).

Nota: la brecha salarial se calcula como (Salario promedio mujer - Salario promedio hombre) / Salario promedio hombre

SALARIO PROMEDIO SEGÚN HORAS HABITUALES DE TRABAJO

(Fuente Instituto Nacional de Estadísticas INE-ESI 2016)

1 a 30 HORAS	31 a 44 HORAS	45 HORAS
Mujeres: \$248.000	Mujeres: \$606.000	Mujeres: \$497.000
Hombres: \$314.000	Hombres: \$791.000	Hombres: \$620.000

¿POR QUÉ DEBEMOS DISMINUIR LA BRECHA SALARIAL ENTRE MUJERES Y HOMBRES?

- Se trata de una de las formas más violentas de discriminación, sobre la cual la Organización Internacional del Trabajo (OIT) ha expresado que eliminarla es "fundamental para alcanzar una igualdad de género genuina y fomentar la equidad social y el trabajo decente" (OIT, 2003).
- Si en Chile aumentara la participación laboral de las mujeres desde el actual 48% a un 60%, esto implicaría un aumento de alrededor del 6% del PIB per cápita y una mayor recaudación del Estado en impuestos de 1,2 puntos del PIB (Fuente: Estudio Incorporación de la Mujer en la Economía, Subsecretaría de Economía)

En el caso de la Administración Central del Estado, las funcionarias tienen en promedio remuneraciones 10,4% más bajas que sus compañeros.

Cálculos en base a cifras de Dirección de Presupuestos (DIPRES) correspondientes al 30 de junio 2015.

¿QUÉ ESTAMOS HACIENDO PARA CERRAR ESA BRECHA?



- En julio de 2015, el Gobierno de Chile y la ANEF suscribieron un protocolo de acuerdo que estableció una agenda que aborda demandas de género históricas.
- El acuerdo contempló la realización de un diagnóstico y de un piloto para explorar la aplicabilidad de una metodología de evaluación de puestos de trabajo con perspectiva de género propuesta por la OIT.
- El Instituto de Seguridad Laboral (ISL) fue el servicio escogido para ese primer piloto. En este proceso de casi dos años, Gobierno y ANEF contaron con la asistencia técnica de la OIT.
- La metodología requiere la conformación de un comité paritario orientado a la revisión de los puestos de trabajo del servicio para la posterior medición de brechas de género.
- A partir de 2018 se realizarán nuevos pilotos para continuar explorando la metodología en servicios con características diferentes al Instituto de Seguridad Laboral (ISL). El Servicio Civil y el Ministerio de la Mujer y la Equidad de Género acompañarán a los nuevos comités paritarios de los servicios seleccionados.

