



WOMEN EMPOWERMENT & LEADERSHIP IN CHILE

PEOPLE OF COLOR AND THE FUTURE OF DEMOCRACY
Panel on Promoting Democracy in the Developing World

Dr. Valeska Geldres-Weiss
Dean Faculty of Law & Business - Universidad de La Frontera - Chile

March 21 - 24, 2019
American University - Washington College of Law Washington, D.C.



OUTLINE



- ✓ **LATIN AMERICA**
- ✓ **CHILE**
 - ✓ CHILEAN BAR ASSOCIATION
 - ✓ CHILEAN COURTS
 - ✓ CHILEAN UNIVERSITIES
 - ✓ UNIVERSIDAD DE LA FRONTERA
 - ✓ LAW SCHOOLS (FACULTIES) IN CHILE
- ✓ **WHAT ARE CHILEAN FEMALE DEANS DOING?**
- ✓ **CONCLUSIONS**




LATIN AMERICA



Primary areas of concern in current debates regarding gender equality and harassment in academic arena are:


- 1 **Disparities** between men and women concerning the **most prestigious** and best paid academic and **administrative positions**;
- 2 Sexual harassment suffered by females;
- 3 **Abuse of power by men in higher positions.**

Source: Maldonado-Maldonado & Acosta (2018)



IN **MEXICO** ONLY ABOUT **16%** OF UNIVERSITY PRESIDENTS (RECTORS) HAVE BEEN WOMEN.

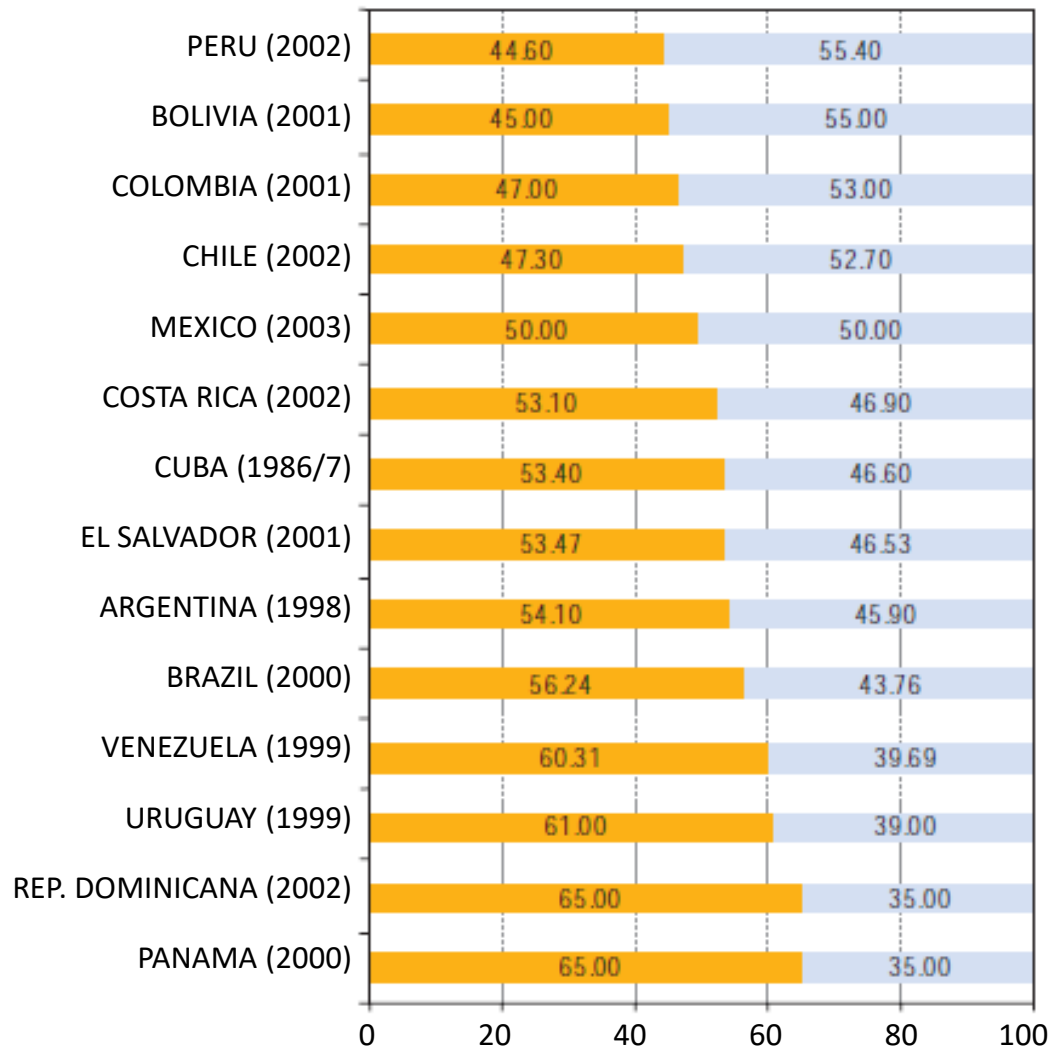
While the number of women in senior leadership has increased, on the whole this **is a reflection of how hard it is for women to reach top positions in universities.**





IN **ARGENTINA** AROUND **48%** OF UNIVERSITY SCHOLARS ARE WOMEN, BUT ONLY **9%** OF RECTORS OF NATIONAL PUBLIC UNIVERSITIES ARE WOMEN.

Nevertheless, the number of female deans has grown in recent years.

Source: Maldonado-Maldonado & Acosta (2018)



 % Women
 % Men

MORE THAN 50% LATIN AMERICAN STUDENTS ARE FEMALE

DISTRIBUTION OF ENROLLMENT IN HIGHER EDUCATION BY SEX FOR
LATIN AMERICA AND THE CARIBBEAN, LAST YEAR AVAILABLE BY
COUNTRY

Source: Papadópulos & Radakovich (2006).



CHILE



Chile

rank **54**
out of 149 countries

score **0.717**
0.00 = imparity
1.00 = parity

Global Gender Gap score

Economic participation and opportunity
Educational attainment
Health and survival
Political empowerment

	2006		2018	
	rank	score	rank	score
Global Gender Gap score	78	0.645	54	0.717
Economic participation and opportunity	90	0.514	120	0.585
Educational attainment	69	0.980	37	0.999
Health and survival	1	0.980	59	0.977
Political empowerment	56	0.109	31	0.307



Source: World Economic Forum, 2018



Source: World Economic Forum, 2018

WOMEN IN POLITICAL AND ECONOMIC LEADERSHIP POSITIONS IN CHILEAN INSTITUTIONS



	WOMEN		% OF PARTICIPATION		UNIVERSE	
	2018	2019	2018	2019	2018	2019
SUPREME COURT	6	6	30%	30%	20	20
CONSTITUTIONAL TRIBUNAL	2	2	20%	20%	10	10
NATIONAL AND REGIONAL PROSECUTORS	1	4	5%	20%	19	20
PRESIDENTIAL CABINET	7	8	30%	33%	23	24
CHAMBER OF DEPUTIES	19	35	15%	23%	120	155
SENATE	6	10	14%	23%	38	43
EMBASSIES	14	10	15%	12%	92	87
UNIVERSITY RECTORS	1	1	4%	4%	27	27
SENIOR POLICE OFFICERS	1	2	2%	5%	41	40

Source: EMOL.COM, March 8th 2019

Valeska Geldres-Weiss, Universidad de La Frontera, Chile



Only **8.2%** of
senior management
positions
are held by women

Source: ComunidadMujer "Ranking Mujeres en Alta Dirección" 2018.



CHILEAN BAR ASSOCIATION

THE BAR ASSOCIATION HAS **12,625 MEMBERS**

4,219 ARE WOMEN (33 %).



THE **COUNCIL** OF THE BAR ASSOCIATION IS COMPOSED OF **17**

COUNSELORS, ONLY 3 (18%) OF WHOM ARE **WOMEN.**

Note: Participation at the Bar Association is voluntary in Chile.

Source: Financial Journal, Chile, 2019.



PARITY PROJECT OF THE CHILEAN BAR ASSOCIATION

In January 2019, the parity project presented by the **Commission of Female Lawyers** was approved by the Bar Association with 347 votes against 9. This project ensures participation by more women in the Bar Association's Directive Council.

Source: Diario Financiero, March 15th 2019.



PARITY PROJECT AT THE CHILEAN BAR

2019

CANDIDATE QUOTAS

The lists of candidates to Counselors will be made-up of 50% of male and 50% of female candidates.

2020-2021

PARTICIPATION QUOTAS

The next two elections for the Council of the Bar Association shall have a proportion of elected members 40 % (female) to 60 % (male).

2023

PROPORTIONAL REPRESENTATION

In this election of the Counselors, quotas shall apply as per proportion of female members of the Bar Association.

Source: Diario Financiero, March 15th 2019.



CHILEAN SUPREME COURT



IN **29 YEARS** (1990-2019) THERE WERE 55
APPOINTMENTS OF SUPREME COURT JUDGES,
ONLY **10 (18.1%) WERE WOMEN**,
THE FIRST APPOINTED IN **2001**.

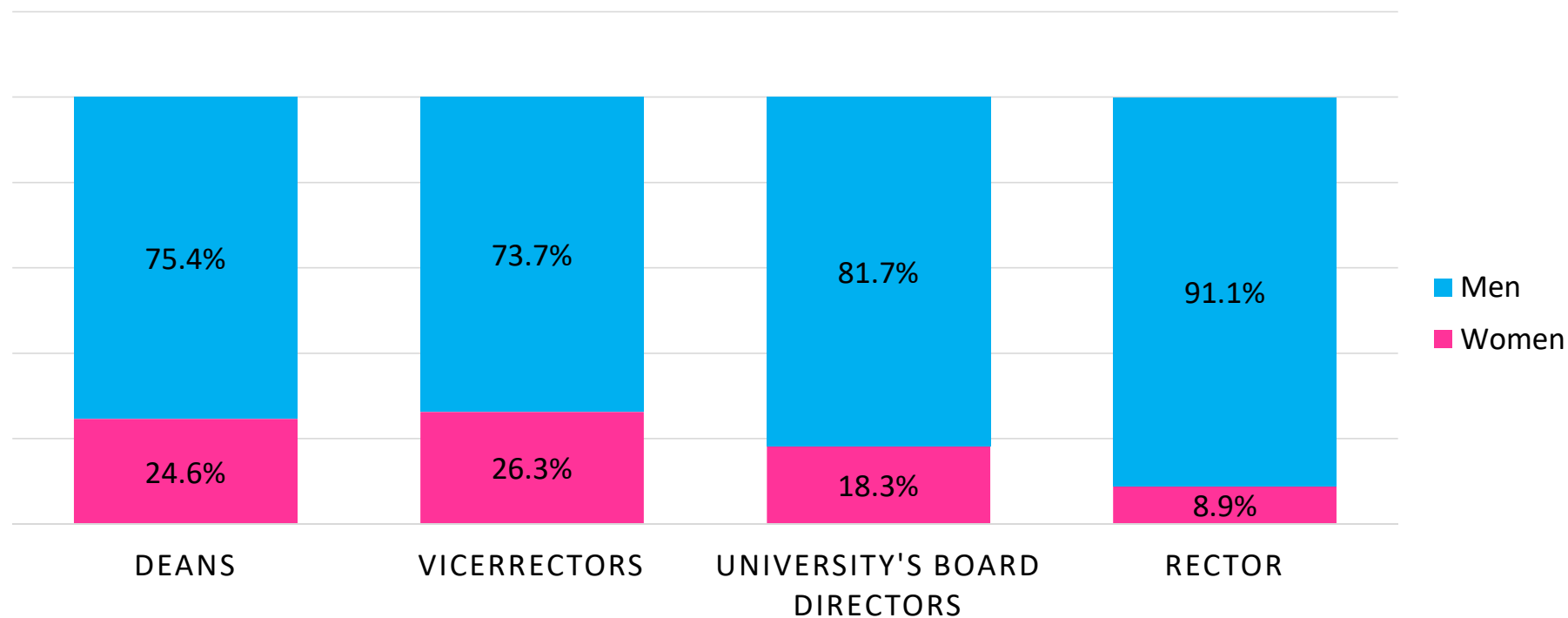
Source: CEP (2019)



CHILEAN UNIVERSITIES



PARTICIPATION IN POSITIONS OF POWER BY GENDER IN CHILEAN UNIVERSITIES (2019)



45 UNIVERSITIES: 16 PUBLICS & 29 PRIVATES

Valeska Geldres-Weiss, Universidad de La Frontera, Chile

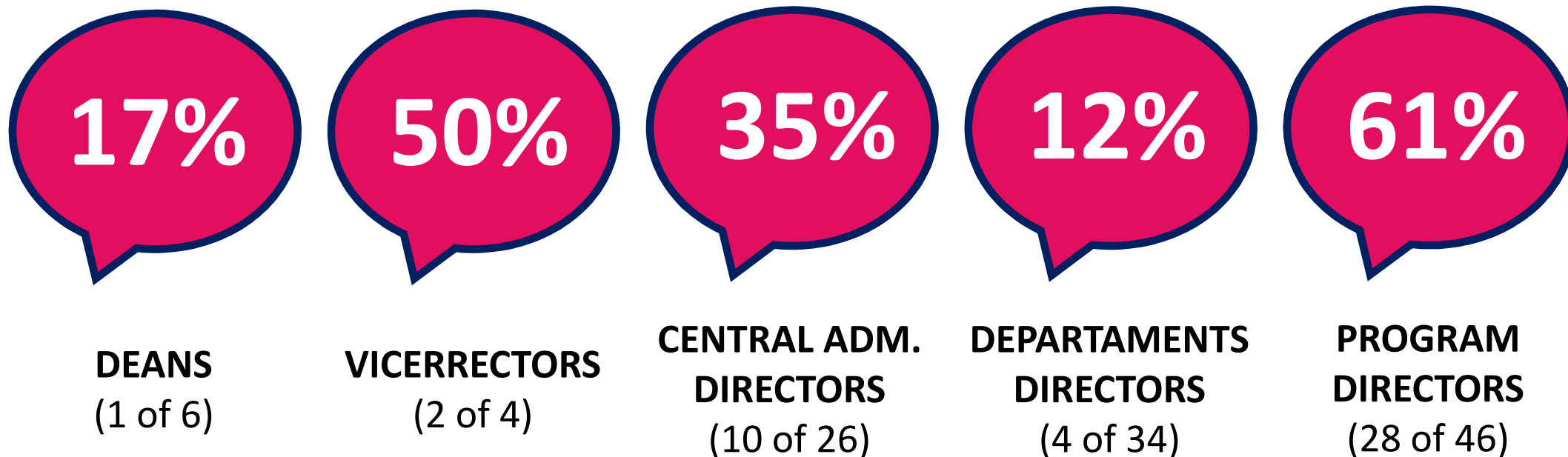
Source: developed by the author



UNIVERSIDAD DE LA FRONTERA



WOMEN PARTICIPATION IN MANAGEMENT POSITIONS IN UNIVERSIDAD DE LA FRONTERA





LAW SCHOOLS IN CHILE



45 LAW SCHOOLS

7 FEMALE DEANS



WHAT ARE CHILEAN FEMALE DEANS DOING?



NETWORK:

WOMEN'S LEADERSHIP IN THE ACADEMY



NETWORK

3 public universities
2 private universities





GOAL

To advance women's leadership in positions of power at the universities





CONCLUSIONS



...the rights of females at the universities must be expressed through their representation in positions of power at the universities.

Dr. Valeska Geldres-Weiss

REFERENCES



- Hernando, A. & Sierra, L. (2019). "El nombramiento de ministros a la Corte Suprema: Caracterización de una práctica (1990-2019)". Centro de Estudios Públicos, *Puntos de Referencia*, Edición digital n° 501.
- Heselaars, T. & Vilches, J. M. (2019, March 8). "De marzo 2018 a marzo 2019: El leve aumento de la representación femenina en las instituciones públicas". *Emol.com*.
- Maldonado-Maldonado, A., & Acosta, F. (2018). An Agenda in Motion: Women's Issues in Latin American Higher Education. *International Higher Education*, 94, 2-4.
- Papadópulos, J., & Radakovich, R. (2006). Educación superior y género en América Latina y el Caribe. Sitio en Internet Disponible en <http://www.cse.cl>
- Salazar, José Miguel (2005) Educación superior y género: Tendencias observadas.
- Paula Vargas (2019, March 15). "Abogados aprueban inédita reforma para subir participación femenina". *Diario Financiero*.
- UFRO (2019). Discurso del Rector Eduardo Hebel. Universidad de La Frontera, Chile.
- World Economic Forum: The Global Gender Gap Report 2018, P. 114.



WOMEN EMPOWERMENT & LEADERSHIP IN CHILE

THANKS!!

Dr. Valeska Geldres-Weiss
valeska.geldres@ufrontera.cl

March 21 - 24, 2019
American University - Washington College of Law Washington, D.C.

