

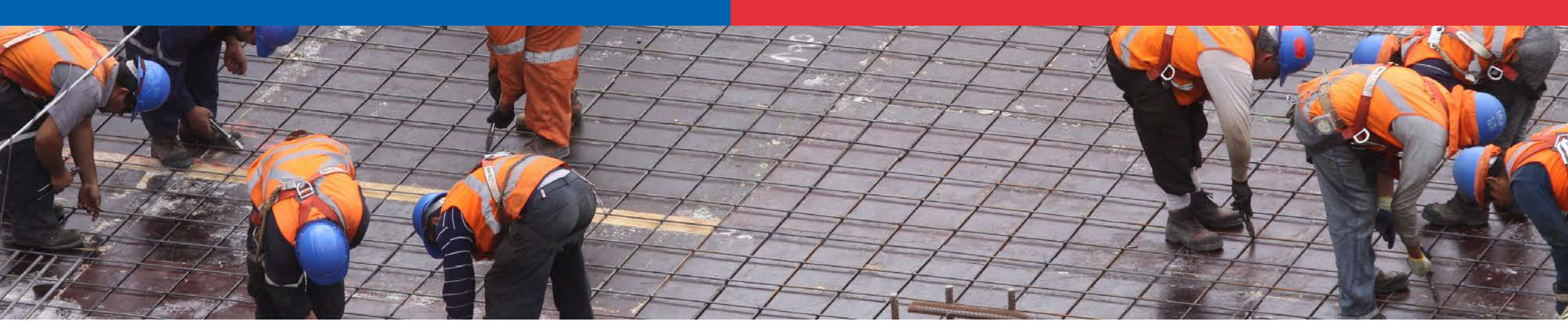


Ministerio del
Trabajo y
Previsión
Social

Gobierno de Chile

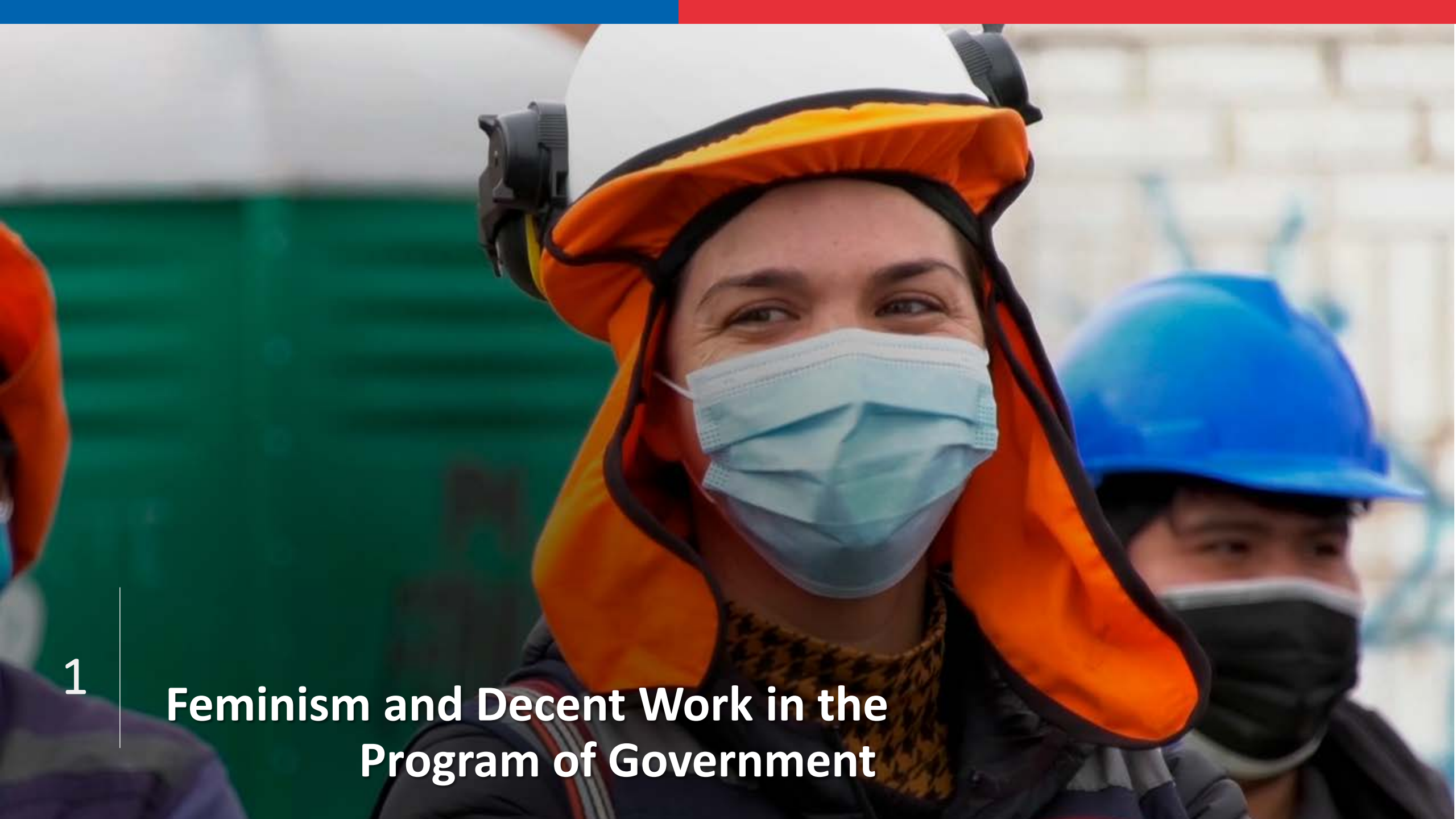
Labor Inspection with a Gender Approach - Gender Unit - MINTRAB

September 2022



PRESENTATION

1. Feminism and Decent Work in the Program of government
2. Priority actions with a feminist approach
3. Ministerial Gender Unit and Associated Services
4. Labor Directorate and feminist approach
5. Labor inspection with a feminist approach: opportunities and challenges



1

Feminism and Decent Work in the Program of Government

Feminism and Decent Work in the Government Program



Four transversal axes/perspectives of our government program:



- **Decent Work for all**
- **Feminism**
- **De-centralization**
- **Fair ecological transition**



2

**Priority actions with a
feminist approach**

The gender approach in our initiatives



In the labor market, there is a reproduction of the sexual division of labor

1

Horizontal segregation: men and women are placed in different jobs, often with different occupational structures.

Vertical segregation: women are mostly concentrated in lower level posts in their occupations

Wage gap: equal work without equal pay.

Gender violence

To overcome these barriers:

the experts indicate that **the gender approach must be incorporated to advance in substantive equality and not merely formal or declarative in the protection and exercise of these rights. In an adverse post-pandemic context and economic crisis**

Labor
mediation with
a gender
perspective

- **Recovery of jobs for women and creation of new jobs with a focus on women:**
 - ✓ "Chile Apoya" Plan 1 and 2: Expansion of the subsidies and prioritization in Women in delivery of subsidies (also in young people and adults over 55 years of age)
 - ✓ Coordinated actions for the hiring of women in highly masculinized industries (C.Ch.C. Women in Mining Body, Transportation, etc.).
 - ✓ Chile Valora and SENCE: strengthening of the training offer and adaptation of profiles with a gender perspective
 - ✓ Work plan with UN Women
- **Tripartite Social Dialogue for the Pension Reform** and a gender approach in the same pension reform.
- **Reduction of working hours to 40. And minimum wage**
 - ✓ Social dialogue sessions.
 - ✓ Reduction of the working day with prevention of overload care, considering the principle of co-responsibility.
- Gradual and progressive **increase** in the **minimum wage**.
- **Ratification of ILO Convention 190** for workplaces free of violence and harassment.





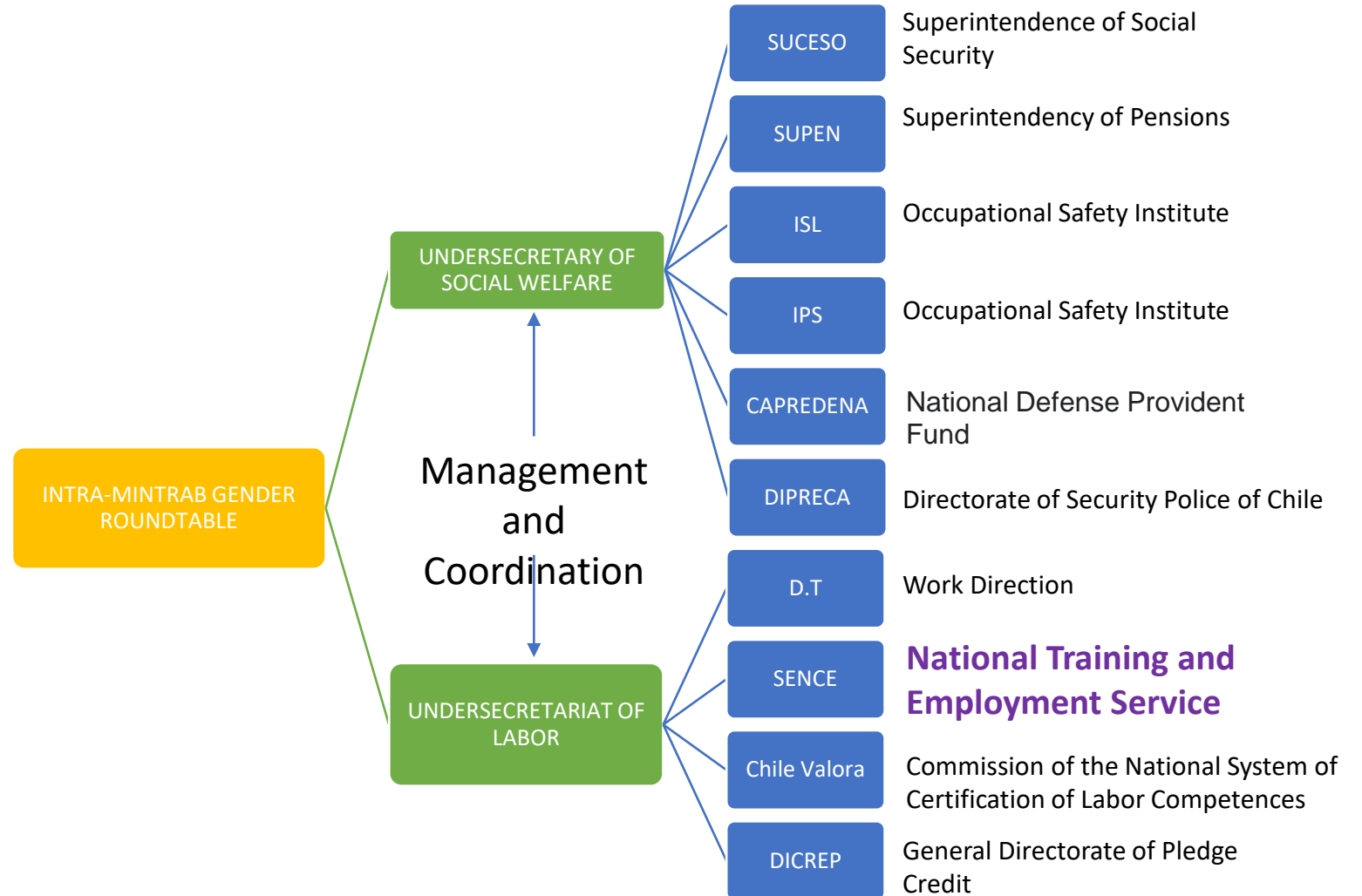
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**Gender Unit
Ministerial and Associated
Services**

Gender Unit and Associated Services



- ✓ Our Gender Unit created by ministerial decree on May 13 of this year is covered by the Belem Do Pará International Conventions and the Convention for the Eradication of all forms of discrimination against Women, CEDAW. Ratified by Chile.
- ✓ The work with the services has been to strengthen the Gender Units (committee or tables depending on the Service):
 - **Only function related to the mainstreaming of the gender perspective (avoid subsuming functions).**
 - **That they be located as close as possible to the National Directorate so that decision-making has a gender perspective.**
 - **Training services and their officials in this intersectional gender perspective**

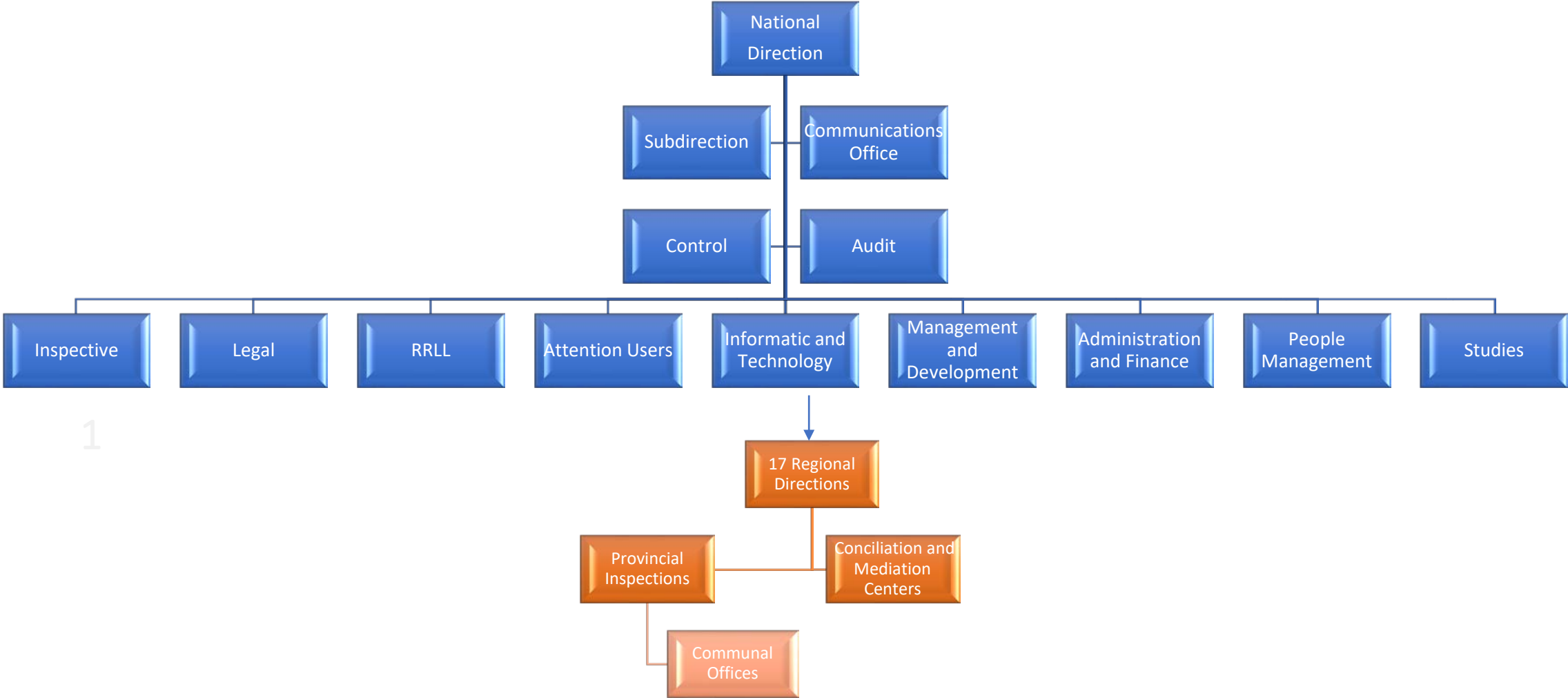




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Labor Directorate and Feminist Approach

Labor Directorate and Feminist Approach



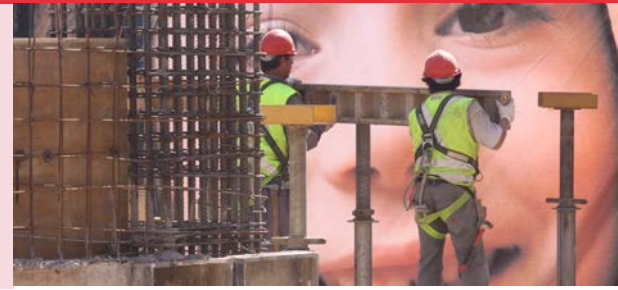
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Labor Directorate and Feminist Approach

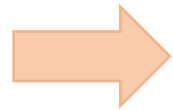


- **First steps**
 - ✓ Knowledge of the organic ministerial and the place of the DT.
 - ✓ Knowledge of DT organization chart, the role of each office and department.
 - ✓ Meeting with each department head together with the unit heads.
 - ✓ Meet the MINTRAB gender unit.
 - ✓ Integrate the gender table of the Undersecretariat.
 - ✓ Knowledge of the doctrine of the Directorate of Labor on gender matters.
 - ✓ Meeting with the Inspection Department.

Labor Directorate and Feminist Approach



- Gender unit and gender table



Cooperation



Legislative

Doctrinal and data transmission

Sensitization to DT officials

Mainstreaming



Organic

Political guidelines



5 Labor inspection with a feminist approach:
opportunities and challenges

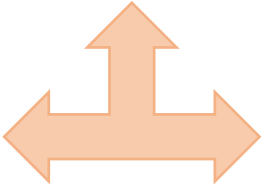
Labor Inspection with a Feminist Approach



DECENT WORK

Feminist approach

Mainstreaming



Gender approach

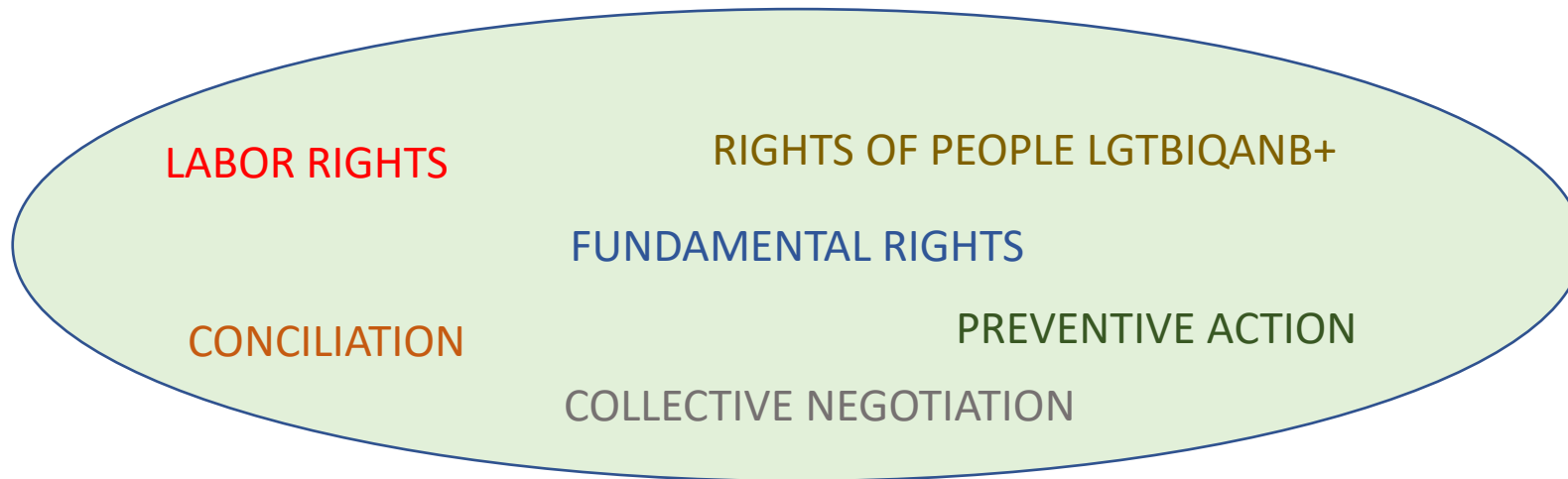
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INTERSECTIONAL – TERRITORIAL – DECENTRALIZATION – USER PERSPECTIVE – RELEVANT AGENT

Labor Inspection with a Feminist Approach



DECENT WORK



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INTERSECTIONAL – TERRITORIAL – DECENTRALIZATION – USER PERSPECTIVE – RELEVANT AGENT

Labor Inspection with a Feminist Perspective



- **ACTIONS**

- ✓ Diagnosis
- ✓ Institutionalization
- ✓ Sensitization
- ✓ Training
- ✓ Emergencies

¡THANK YOU!

