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)

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

**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)

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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
CHILE
Valeska Geldres-Weiss, Universidad de La Frontera, Chile

Source: World Economic Forum, 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>2006 Rank</th>
<th>Score</th>
<th>2018 Rank</th>
<th>Score</th>
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<tr>
<td>Global Gender Gap score</td>
<td>78</td>
<td>0.645</td>
<td>54</td>
<td>0.717</td>
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<tr>
<td>Economic participation and opportunity</td>
<td>90</td>
<td>0.514</td>
<td>120</td>
<td>0.585</td>
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<tr>
<td>Educational attainment</td>
<td>69</td>
<td>0.980</td>
<td>37</td>
<td>0.999</td>
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<td>Health and survival</td>
<td>1</td>
<td>0.980</td>
<td>59</td>
<td>0.977</td>
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<tr>
<td>Political empowerment</td>
<td>56</td>
<td>0.109</td>
<td>31</td>
<td>0.307</td>
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### Economic participation and opportunity

<table>
<thead>
<tr>
<th>Rank</th>
<th>Score</th>
<th>Avg</th>
<th>Female</th>
<th>Male</th>
<th>f/m</th>
</tr>
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<tbody>
<tr>
<td>120</td>
<td>0.585</td>
<td>0.586</td>
<td></td>
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<tr>
<td>95</td>
<td>0.725</td>
<td>0.669</td>
<td>57.5</td>
<td>79.3</td>
<td>0.73</td>
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<tr>
<td>128</td>
<td>0.506</td>
<td>0.645</td>
<td></td>
<td></td>
<td>0.51</td>
</tr>
<tr>
<td>102</td>
<td>0.529</td>
<td>0.510</td>
<td>17,095</td>
<td>32,318</td>
<td>0.53</td>
</tr>
<tr>
<td>98</td>
<td>0.360</td>
<td>0.329</td>
<td>26.5</td>
<td>73.5</td>
<td>0.36</td>
</tr>
<tr>
<td>83</td>
<td>0.932</td>
<td>0.753</td>
<td>48.2</td>
<td>51.8</td>
<td>0.93</td>
</tr>
<tr>
<td>31</td>
<td>0.307</td>
<td>0.223</td>
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### Political empowerment

<table>
<thead>
<tr>
<th>Rank</th>
<th>Score</th>
<th>Avg</th>
<th>Female</th>
<th>Male</th>
<th>f/m</th>
</tr>
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<tbody>
<tr>
<td>66</td>
<td>0.292</td>
<td>0.284</td>
<td>22.6</td>
<td>77.4</td>
<td>0.29</td>
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<tr>
<td>21</td>
<td>0.533</td>
<td>0.208</td>
<td>34.8</td>
<td>65.2</td>
<td>0.53</td>
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<tr>
<td>18</td>
<td>0.191</td>
<td>0.189</td>
<td>8.0</td>
<td>42.0</td>
<td>0.19</td>
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</tbody>
</table>

Source: World Economic Forum, 2018
## WOMEN IN POLITICAL AND ECONOMIC LEADERSHIP POSITIONS IN CHILEAN INSTITUTIONS

<table>
<thead>
<tr>
<th>Women</th>
<th>% Of Participation</th>
<th>Universe</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUPREME COURT</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>CONSTITUTIONAL TRIBUNAL</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>NATIONAL AND REGIONAL PROSECUTORS</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>PRESIDENTIAL CABINET</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>CHAMBER OF DEPUTIES</td>
<td>19</td>
<td>35</td>
</tr>
<tr>
<td>SENATE</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>EMBASSIES</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>UNIVERSITY RECTORS</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>SENIOR POLICE OFFICERS</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

Source: EMOL.COM, March 8th 2019

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Only 8.2% of senior management positions are held by women

Source: ComunidadMujer “Ranking Mujeres en Alta Dirección” 2018.

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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.

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.


Valeska Geldres-Weiss, Universidad de La Frontera, Chile
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

Source: CEP (2019)
CHILEAN UNIVERSITIES

Valeska Geldres-Weiss, Universidad de La Frontera, Chile
PARTICIPATION IN POSITIONS OF POWER BY GENDER IN CHILEAN UNIVERSITIES (2019)

<table>
<thead>
<tr>
<th>Position</th>
<th>Men (%)</th>
<th>Women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deans</td>
<td>75.4%</td>
<td>24.6%</td>
</tr>
<tr>
<td>Vicerrectors</td>
<td>73.7%</td>
<td>26.3%</td>
</tr>
<tr>
<td>University's Board Directors</td>
<td>81.7%</td>
<td>18.3%</td>
</tr>
<tr>
<td>Rector</td>
<td>91.1%</td>
<td>8.9%</td>
</tr>
</tbody>
</table>

45 UNIVERSITIES: 16 PUBLICS & 29 PRIVATES

Source: developed by the author

Valeska Geldres-Weiss, Universidad de La Frontera, Chile
UNIVERSIDAD DE LA FRONTERA
WOMEN PARTICIPATION IN MANAGEMENT POSITIONS
IN UNIVERSIDAD DE LA FRONTERA

17% DEANS (1 of 6)
50% VICERRECTORS (2 of 4)
35% CENTRAL ADM. DIRECTORS (10 of 26)
12% DEPARTAMENTS DIRECTORS (4 of 34)
61% PROGRAM DIRECTORS (28 of 46)

Source: UFRO, 2019

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LAW SCHOOLS IN CHILE
45 LAW SCHOOLS

7 FEMALE DEANS

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WHAT ARE CHILEAN FEMALE DEANS DOING?

Valeska Geldres-Weiss, Universidad de La Frontera, Chile
NETWORK:
WOMEN'S LEADERSHIP IN THE ACADEMY

Valeska Geldres-Weiss, Universidad de La Frontera, Chile
NETWORK

3 public universities
2 private universities

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GOAL

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

Valeska Geldres-Weiss, Universidad de La Frontera, Chile
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
• UFRO (2019). Discurso del Rector Eduardo Hebel. Universidad de La Frontera, Chile.
WOMEN EMPOWERMENT & LEADERSHIP IN CHILE

THANKS!!

Dr. Valeska Geldres-Weiss
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