

# Chile

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Santiago). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Chile scores 80 out of 100**. The overall score for Chile is lower than the regional average observed across OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Chile - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, and laws affecting women's work after having children, Chile gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Chile could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Chile is on the indicator measuring gender differences in property and inheritance (the WBL2023 Assets indicator). To improve on the Assets indicator, Chile may wish to consider granting spouses equal rights to immovable property, and granting spouses equal administrative authority over assets during marriage.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Chile are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/chile/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 133
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Decreto Núm. 1010 Pasaportes, Arts. 1-3; Procedimientos de solicitud de pasaporte
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Código Civil, Art. 150
	Does the law prohibit discrimination in employment based on gender?	Yes	Código del Trabajo, Art. 2
	Is there legislation on sexual harassment in employment?	Yes	Ley Núm. 20.005 Tipifica y Sanciona el Acoso Sexual, Art. 1; Código del Trabajo, Arts. 2 y 211-A - 211-E
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	No	Código Civil, Art. 1749
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 20.066 Ley Violencia Intrafamiliar
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Ley de Matrimonio Civil, Arts. 54 y 55
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Código del Trabajo, Art. 195
	Does the government pay 100% of maternity leave benefits?	Yes	Decreto Ley Núm. 150, Arts. 2 y 4; Decreto Ley Núm. 44, Art. 8
	Is paid leave available to fathers?	Yes	Código del Trabajo, Art. 195
	Is there paid parental leave?	Yes	Código del Trabajo, Art. 197 bis.
	Is dismissal of pregnant workers prohibited?	Yes	Código del Trabajo, Arts. 174, 194 y 201
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	No	Código Civil, Arts. 135, 1749 y 1750
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 982, 983 y 988
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 982, 983 y 989
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Código Civil, Arts. 135 y 1749-1754
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Art. 135
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Decreto Ley Núm. 3500, Art. 3
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Ley Núm. 20255, Arts. 74-76

