

OUTCOME XM-DAC-41146-CHL_D_2.1

Women have greater access to economic resources and more opportunities to reach decision making positions in the private sector

Economic empowerment efforts in Chile are structured around three initiatives, the Mujeres Emplea project (UN COVID-19 MPTF), the Originarias Programme, and ongoing work with the Community of WEPs Companies, a legacy of the Win-Win Programme. These initiatives mainly focused on: – Increasing and improving the economic participation and entrepreneurial capacity of women, by building capacities and leadership skills through targeted training programmes; – Promoting women’s economic inclusion through mentoring programmes that consider women’s motivations and interests, with cultural relevance as the main axis (specific initiatives have been tailored for migrant women and indigenous women); – Establishing partnerships with key stakeholders including local and national governments, and the private sector to strengthen institutional capacity for gender equality; – Promoting the Women’s Empowerment Principles throughout the private sector, and supporting and building capacity within companies and other private sector entities to develop gender-responsive management processes, policies and protocols. – Connecting the supply and demand for work by articulating initiatives and actions at the national and/or territorial level to ensure women’s full participation in the economy and economic activity (employment, entrepreneurship, care services); – Positioning the issues of social co-responsibility of care and unpaid domestic tasks as an essential element for women’s economic inclusion, and support national and local efforts in this regard in line with the central government’s plans for a future comprehensive national care system. A successful training and support model was developed and implemented with 350 women to promote workforce inclusion, with care services as a transversal axis to guarantee women’s participation (20% are currently working). The Mujeres Emplea website received more than 67,000 visits by more than 27,000 women users, who access the site to obtain information on job offers, training opportunities, entrepreneurship funds and care services. In addition, 535 women participated in entrepreneurship training, 4115 women were trained in digital skills, a network of 300 women were certified as caregivers, and more than 100 public and private institutions and programmes joined the Network of Employers for Gender Equality, which directly supports women who participated in the MPTF programme. Further, 250 companies registered in www.ActivaEmpresarias.org, a collaborative platform developed jointly with Corfo and ProChile to connect women entrepreneurs with opportunities to become suppliers of large national and international companies to promote Gender Responsive Procurement opportunities in practice. Several knowledge documents were elaborated within the framework of Mujeres Emplea: – Implementation guide for care services for children. – Rapid gender assessment focused on the needs for support in care tasks, unpaid domestic tasks aimed at a universe of 2,000 women participating in UN Women programs – Diagnosis on care services and needs in Renca – Care services strategy for the community of Padres las Casas – Design Proposal for a Trade Union School for Women Leaders – Design of a gender office for San Pedro de Atacama that addresses co-responsibility and care services. – Mapping of the supply and demand of care services in Renca, San Pedro de Atacama and Padre las Casas. In addition, 900 indigenous women developed and/or improved their competencies to lead initiatives, promote social dialogue and develop entrepreneurial activities, and 400 indigenous women gained access to services, goods and resources to improve their economic autonomy and the well-being of their families. To increase the visibility of their businesses, 100 entrepreneurs and businesswomen from different indigenous peoples interact and promote their businesses on the Mercado Digital Platform www.originarias.org. Also, 200 women strengthened their businesses in green solutions and the circular economy, and 120 women built their capacities to leverage

technology and digital platforms to improve their businesses and sales. Finally, UN Women fostered different forums to disseminate and build capacity around the Women's Empowerment Principles (WEPs), bringing together companies to exchange with one another, whereby generating spaces for participants to exchange experiences, share policies and actions while discussing the benefits and shortfalls of different approaches in practice, and co-constructing knowledge for the benefit of the organizations and of their workers. In addition to periodic WEPs Community Meetings, which bring together the +160 WEPs signatories in Chile, UN Women also developed four Communities of Practice centered on Gender-responsive procurement, Women's leadership, Unbiased human resources management and Preventing violence against women. The Communities of Practice (CoP) brought together over 150 WEPs company collaborators, fostering rich exchanges through small working groups and participative methodologies, to better understand what works and what doesn't, how and when approaches are useful to overcome challenges or reticence in companies to address gender imbalances and inequalities. These forums generated networks of individuals and organizations that inspire action rooted in shared purpose to reshape organizational culture and opportunities for women's participation and full inclusion in the private sector and the world of work more globally.

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Marginalized women and young women have access to, participate in and achieve quality learning, entrepreneurship and employment outcomes through second chance education.

Second Chance Education – Tu Oportunidad (as the programme is called in Chile) – has become a recognisable initiative in women's economic empowerment that has made numerous appearances in the media as a result of its innovative partnerships and activities. Both the private and public sectors have shown interest in the programme methodology, especially in the mentoring strategy, mentorship training, and networking. Building on a robust M&E system has allowed the programme to measure and show results, which has been fundamental to its ability to position itself as a model initiative with successful outcomes. www.tuoportunidad.org SCE Chile developed a strong methodology, that reaches a wide audience of women and regroups them according to their profiles, supporting them to improve their entrepreneurial activity or to find employment in line with their skill sets. Strategic partnerships with government, private sector and civil society ensures the programme reaches the most vulnerable population (indigenous women, migrant and refugee women, and women from difficult socioeconomic conditions). Moreover, the SCE Programme in Chile has developed a sustainable model for women's empowerment while advocating and providing technical assistance to address barriers that hinder access to education and decent employment opportunities. Up to June 2022, 6,285 women had enrolled in SCE Chile, significantly surpassing the pilot target of 4,000, with 5,219 women participating actively in the programme and 3,685 women having graduated from the programme. Completion rate from women who actively participated in the programme surpassed 70%. In term of results, 24% of women have reported starting a new business thanks to the programme, and 36% reported improving their business; 16% of participants reported finding formal employment as a result of the Programme, and 38% stated having strengthened their employment skills; 44% of women reported having pursued their education. Amongst these, 24% have sought more advanced training, 5% with technical education and 15% with secondary education.

OUTCOME XM-DAC-41146-CHL_D_5.2

Comprehensive Programme Management including Knowledge development, sharing & communication and programme Monitoring & Evaluation

SCE Chile has developed evidence-based advocacy research documents with the objective of presenting

policy recommendations that reduce barriers for women's economic empowerment through education, training, and employment. These studies have been presented with the engagement of high-level government and UN officers for broad dissemination in the press, as well as academic and policy contexts, and have been positively received by a breadth of stakeholders including the government, civil society, and the private sector. 1. Free-tuition fee policy in technical education and its effect on women's advancement in technical careers. 2. Education exclusion and second chance education with gender perspective in Chile: methodology, good practices, and recommendations 3. Women's inclusion in technology industry in Chile: diagnosis and recommendations. 4. Tu Oportunidad – Second Chance Education Programme: lessons learned and recommendations in online learning for women 5. Informative document for returning into formal education with gender perspective In addition, building on a robust M&E strategy has provided the Programme with reliable data related to implementation and outcomes, enabling SCE to share progress and results with key stakeholders. Monitoring systems draw on a combination of qualitative and quantitative indicators enabling complementary information to be shared with regards to progress made by implementing institutions against project objectives. In terms of evaluation, two reviews have been conducted to assess the suitability of the programme's structure and methodology to achieve set objectives, and ensure activities are aligned towards the achievement of expected intervention results. Communications have focused on voicing women's perspectives, as well as the activities and results delivered by the programme. Visibility of the programme's implementation, activities and results are continuously published on the national programme's website www.tuoportunidad.org, as well as UN Women Chile social media channels. Testimonial videos have been a key component to advocate for women's economic empowerment and rights.

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The capacity of governments and stakeholders is strengthened to assess progress in implementation of the Beijing Platform for Action, and other global normative and policy frameworks

UN Women in Chile advances this outcome through a triple mandate: normative, programmatic and coordination, in an interconnected manner, with the purpose of contributing to promote the gender agenda subscribed by the State of Chile through its adherence to international regulations and initiatives at the regional and global levels. The areas of work promoted under this outcome are related to participation and governance, women, peace and security, humanitarian response, and gender violence, through the provision of technical assistance to the State and its different social and political actors, in support of gender mainstreaming in public policies and national legislation. This work is complemented by inter-agency coordination and programme development. In the area of participation and governance, the "Gender and Constitution" project is implemented in response to the country's constituent process that began in 2019 as a result of the "Social Outbreak" that questioned the social and political order that had been in place during the last 40 years. The constituent process represented an institutional solution to popular demands that formalized itself through a transversal agreement to change the 1980 Constitution. This process formally began with the 2020 plebiscite in which 80% of the voters approved the drafting of a new Constitutional proposal. The Constitutional Convention (body in charge of drafting the new Constitutional proposal) was composed in such a manner as to ensure gender parity, further guaranteeing reserved seats for indigenous peoples, independents, and political party militants. UN Women was involved in supporting the constituent process from the onset. First, it facilitated technical elements during the discussion phase, notably to incorporate the parity criteria for the composition of the Constitutional Convention. This work consisted in participating in technical roundtables, organizing spaces for reflection and developing contents based on UN Women's experience at the global level. Once this aspect was settled, the work consisted in promoting women's participation in the constituent process. In coordination with UNDP, UN Women organized thematic webinars in which women politicians, academics, women labor union leaders, women from civil society participated, and women constituents from other countries joined in

reflecting on the incorporation of a gender perspective in the constitution. In addition, 290 women candidates from all sectors participated in trainings, which was followed by a special training for 60 indigenous women candidates. Among training participants, 16 were elected to the Constitutional Convention. A webpage was also developed alongside UNDP to disseminate content on the incorporation of gender in the constitution. <https://www.muheresyconstitucion.cl/>. Once the process was concluded, instances of reflection were organized on the gender agenda in the Proposal for a new Constitution in coordination with civil society. https://drive.google.com/drive/folders/1MTNvVR5mrvUeL_6Ba76s2GB-0va0w0gk and <https://drive.google.com/drive/folders/12ksScXsY7FT-xIKvFlyxQdz6IMdsYldV>. Once the work of the Constitutional Convention began, UN Women assumed the leadership of the Institutional Group of the United Nations System in the country to coordinate the contributions of the UN in Chile, and a Memorandum of Understanding was signed with the Governing Board. This task consisted in organizing technical support and politically leading the inter-agency process. <https://chile.un.org/es/137900-contribucion-al-proceso-constituyente>. In addition, within the framework of the "Gender and Constitution" project, direct support to Conventional women was provided, facilitating content and spaces for dialogue to support their work with regards to the inclusion of a gender perspective in the constitutional text. Another area of work focused on the development of knowledge products made available to the Convention and to national and international audiences, such as the Parity and Constitution Toolkit jointly developed by UN Women, the University of Chicago, and Yale University. Further, territorial meetings were held with LGTBIQ+ communities throughout the country to raise proposals that were brought to the attention of Conventional women to support the promotion of the gender agenda in the Convention. Finally, the advocacy work of feminist organizations was also strengthened as the country prepares for the second plebiscite vote which will confirm or reject the new proposed Constitutional text. In the area of Women, Peace, and Security, UN Women also supported one of the most important political processes in the country related to security sector reform with a human rights and gender approach. In this regard, UN Women has supported the training of more than 15,000 police officers throughout the country to include the gender approach in policing and have provided advice to the technical and political commissions to mainstream the gender approach in police reform. This also allowed the country to adopt the commitment towards "Gender-sensitive policing" in 2021 in the framework of the Generation Equality Forum. Today the institution is in the process of mainstreaming gender using UN Women's two main tools in this regard: Toolkit on gender in the security sector, and the Manual for a Gender Responsive Police Service (HBGRPS). In this area of work, UN Women has also incorporated two new lines of work: 1) Human Mobilization through its participation in the R4V platform and the development of a Rapid Gender Assessment to respond to the migration crisis and the impact on women, and 2) Gender Analysis in the conflict between the State of Chile and the Mapuche People, as a contribution to the United Nations System's response to the government's request for dialogue and confidence building. In the area of gender-based violence, work has been focused on addressing violence affecting women, girls and the LGTBIQ+ population in its various manifestations: digital violence, political violence through the women and politics observatory (<https://mujerypolitica.cl/>) and sexual harassment in higher education, through direct assistance to the Ministry of Education. Additionally, the normative work has been strengthened through the generation of knowledge based on comparative law to support the processing of the bill on "A Life Free of Violence". UN Women has also led the SDG localization project on Easter Island, led by the Resident Coordinator's Office. Under this work pillar, the Municipality of Rapa Nui, with technical assistance from UN Women, developed a Community Plan on Gender Violence to help address violence-related problems on the island, where rates of violence against women and girls are high and violence-related legislation is less punitive than at the national level. These three areas of action have been complemented by direct work with the Government, which has requested support from UN Women to promote its feminist and women's rights agenda. In this regard, Memorandums of Understanding have been signed with the Ministry of Labour to strengthen economic recovery through women's labourforce participation, with the Ministry of Economy to promote women's entrepreneurship, the Ministry of Public Works to focus on public investment in infrastructure with a gender approach and women's labourforce participation in construction, the Ministry of Environment to strengthen the institutional framework with a gender approach and support women environmental defenders, and with the Ministry of Education to strengthen the work of non-sexist education and educational spaces free of sexual

harassment. Other agreements are being negotiated with the Ministry of Interior, the Ministry of Defense, the Ministry of Foreign Affairs, the Ministry of Social Development and the Ministry of Women and Gender Equality, among others, to support the main reforms promoted by the current administration, such as: security sector reform, the creation of the National Care System and feminist foreign policy. At the inter-agency level, UN Women participates in different coordination spaces promoted by the Resident Coordinator or at the agency level, to promote gender mainstreaming in the System and highlight the Beijing Platform for Action. These instances include: the UNCT, the Economic Group, Human Rights and Gender Group, Communications Group, Monitoring and Evaluation Group, while also leading the Institutional Group. UN Women is also part of the political-technical team for the elaboration of the 2023-2027 Cooperation Framework, which stipulates a strategic pillar on "Gender Equality". UN Woman also participates in the R4V Platform and the PSEA team. In terms of programmes, UN Women further leads two inter-agency projects: The Economic reintegration of women post Covid-19, and Gender and Climate Change. This work is complemented and accompanied by a solid communication strategy that has positioned the work of UN Women in public opinion. Between 2017 and 2021 there have been 1400 press releases, interviews, and articles; in 2021 more than 880 appearances in traditional and digital media. This has also entailed a substantive increase in engagement on social networks such as Twitter, where followers increased from 3,634 in 2017 to 24,649 in 2022.