NCh3262 *Management systems - Gender equality management and reconciliation of work, family and personal life - Requirements*

INN

ISO/DEVCO GA 2019

CHILE – NATIONAL CONTEXT

19.107.216

9.424.139

9.683.077

Population

4%

Growth

15 935 USD

DGP per capita

Economy

CHILE – NATIONAL CONTEXT

Poverty

CHILE – NATIONAL CONTEXT

Illiteracy

ages 15 and above

CHILE – NATIONAL CONTEXT

Education

CHILE – NATIONAL CONTEXT

Health Access

CHILE – NATIONAL CONTEXT

Women's labor participation

Tasa de participación laboral por sexo, 1990-2017

(Porcentaje, población de 15 años o más por sexo y total)

	1990	1992	1994	1996	1998	2000	2003	2006	2009	2011	2013	2015	2017
Hombre	73,6	75,8	75,5	74,7	74,7	73,4	73,1	72,6	70,7	70,1	70,7	71,0	71,6
Mujer	32,5	34,3	35,5	36,5	38,8	39,8	42,2	43,2	42,3	43,5	45,6	47,4	48,9
Total	52,0	54,0	54,6	54,8	55,9	55,9	57,1	57,3	55,7	55,9	57,3	58,3	59,4

Female-headed households

Porcentaje de hogares con una mujer como jefa de hogar (1990-2017)

(Porcentaje, hogares con una mujer jefa de hogar)

LEGAL PROVISIONS – WOMEN AND GIRLS PROTECTION

The Law 19023 (1991), creates the ***National Agency for the Women*** **(SERNAM, in spanish)** as a result of the recovery of democracy and the political and social participation of women. This Agency collected the trajectory of the Chilean women in their efforts to get the right to vote, access to education, work and an equity relationship within the family and its couple.

¿WHY SERNAM IS INTERESTED IN A NATIONAL STANDARD?

- Sernam has implemented the national programm ***Good work practices and decent work for gender equality.***

- The program are policies, measures and initiatives that the organizations implement voluntary. These go beyond compliance with the General Law and promote the equal opportunities and rights between workers.

- The Objective of the program is to contribute to the economic autonomy of women by strengthening their skills, knowledge and expertise into the paid work.

- The programm is targeted to:
  - Universities
  - Public and private enterprises;
  - Large and SMEs enterprises
  - Municipalities
  - NGO´s
  - Public agencies
  - Unions
  - Others

¿WHY A NATIONAL STANDARD ABOUT GENDER MANAGMENT SYSTEM?

The focus is on the organization processes

It is a management strategy. When leaders of the organization use a process-based approach, it means that they manage and control the processes that make up their organizations.

¿WHY A VOLUNTARY NATIONAL STANDARD, AT FIRST?

- **REAL INTEREST**
  - Being voluntary, it allows organizations to prepare conscientiously on the subject, they really "want" to implement it and it is not due to an imposition of some Authority”
- **ORGANIZATIONAL STRATEGY**
  - The adoption of a management system that incorporates gender equality and the reconciliation of work, family and personal life in the logic of co-responsibility at its different levels and activities, should be a strategic decision of the organization
- **CULTURAL CHANGE**
  - The commitment to a process of gender equality and reconciliation constitutes for the organization a factor of cultural, values and social changes
- **INTEGRATION**
  - This standard about a gender managment system was thinked to be integrated with other management systems that the organization has implemented such quality, energy, environment

NCH3262 THE STRUCTURE OF CONTENTS

Management systems - Gender equality management and conciliation of work, family and personal life - Requirements

Note that this standard was published in 2012, based on the structure of ISO9001:2008. In a future revisión we can include the high level structure.

- 0 Introduction
- 1 Scope
- 2 Normative references
- 3 Terms and definitions
- 4 Gender equality and conciliation management system
- 5 Management responsibility
- 6 Resource management
- 7 Implementation of the gender equality and conciliation management system
- 8 Measurement, analysis and improvement
- Annex A - International Framework Summary
- Annex B - Legal and regulatory provisions, and International Agreements Conventions
- Annex C - Bibliography

NCH3262 – SCOPE

- This standard establishes the requirements that must be met by a system of management of gender equality and reconciliation of work, family and personal life in the logic of co-responsibility, which facilitates the organization to improve its effectiveness and efficiency and promote greater commitment, development and well-being for people in the organization.

- This standard is intended to be applicable to any organization, regardless of its type or size, or the products and services it provides.

NCH3262 – TERMS AND DEFINITIONS

- It includes a set of terms associated with gender and management issues, some of which are:
  - **Reconciliation:** measures aimed at making working conditions compatible with family and personal responsibilities in the logic of co-responsibility
  - **Co-responsibility:** measures aimed at supporting workers who can dedicate their time to paid work as well as family and personal work
  - **Gender equality:** equitable treatment for women and men
  - **Compensation:** everything that people receive in exchange for their work as employees of an organization. Includes fixed income, variable income and benefits

NCH3262 – GENDER EQUALITY MANAGEMENT SYSTEM - REQUIREMENTS

- The organization must establish, document, implement and maintain a gender equality and conciliation management system to continually improve its effectiveness and efficiency in accordance with the requirements of this standard.

- The organization must be actively committed to the implementation and maintenance of the gender equality and conciliation management system, which promotes benefits for all stakeholders.

- The organization must to demonstrate that the commitment with a strategy of gender equality and conciliation implies, for the organization, reviewing its culture and its human resources processes.

- The organization must to demonstrate the commitment with the provisions of resources and policy to implement and maintain this system

- These resources could be financial, people, infrastructure and work environment, amongt others

NCH3262 - MANAGEMENT SYSTEM GENDER EQUALITY - BENEFITS

- Improve the organization's ability to attract, develop and keep the best workers, neglected its gender
- Improve the performance and motivation of the people in the organization, increasing their productivity
- Create and maintain a leading position and innovation in the sector of the organization
- Demonstrate the commitment to international principles of equal rights and opportunities for women and men
- Promote the value of mixed teams and their impact on organizational culture
- Demonstrate the compliance with this standard by certification
- Get a LABEL that differs from the rest

NCH3262 – IMPLEMENTATION STRATEGY

NCh-ISO 19011 *Guidelines for auditing management systems*

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SERNAM EG	**INN, Member of ISO, IAF** **OEC Acreditated: AENOR, LGAI Chile**	**SERNAM EG**

NCH3262 – ORGANIZACIONES CERTIFICADAS Y CON SELLO IGUALA

1. Aguas Andinas
2. CODELCO Oficina Central
3. CODELCO División Ventanas
4. CODELCO División Gabriela Mistral
5. CODELCO División Radomiro Tomic
6. CODELCO División Ministro Hales
7. CODELCO Vicepresidencia
8. OTIC Proforma
9. Laboratorio Bagó
10. Banco Estado
11. Sodexo Inversiones Casa Matriz
12. Casa de Moneda de Chile
13. FULCRO ABC

SELLO iguala conciliación
VIDA LABORAL, FAMILIAR Y PERSONAL

Instituto Nacional de Normalización

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