



Does gender impact the labor market in Chile?

According to a May 2015 report, of the 18 countries comprising the Organization for Economic Co-operation and Development (OECD), Chile has the highest salary inequality. The principal problems identified in the country's labor market are child poverty, informal employment, and gender inequality.

These issues are addressed in the research project entitled "New Forms of Thinking about Social Stratification: The Intersection of Class and Gender in the Chilean Labor Market," which is led by Dr. Claudia Mora, research director for the Humanities and Social Sciences Faculty at the Universidad Andrés Bello.

This project investigates intersections of social class and gender from a perspective of social stratification, a status resulting from institutionalized inequalities that predetermine individual opportunities, privileges, and social resources.

Dr. Mora explains that this study proposes to investigate the intersectionality of gender inequality and social class in the Chilean labor market by exploring the practices that maintain categorical gender boundaries in each social class. The effects of these practices will also be assessed in the context of resource distribution and in regards to the meaning, justification, and legitimization given by individuals for the distribution of social goods based on gender boundaries. Another project aim is to construct a model of social class and gender in Chile.

"This project focuses on the Chilean labor market as an institution that determines living conditions, where paths of inequality converge and reproduce, identifying rituals and organizational practices that preserve differences in the distribution of social goods," Dr. Mora explains.

With this information, a goal of Dr. Mora's investigation is to highlight three aspects of social stratification: 1) that it is a multidimensional, dynamic process; 2) that the social categories which assign privileges and goods emerge from everyday boundaries that respond to forms of institutional organization; and 3) that the intersection of social class and gender implies a particular positioning of individuals for whom the distribution of social goods is a result of their position.

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