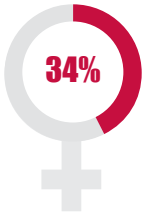


Main findings – Chile



Gender representation across the legal profession:
34 per cent of all senior lawyers are female

Gender initiatives:

76%

76% of respondents monitor gender balance overall.

57%

Only 57% monitor gender balance within senior positions.

The three most popular initiatives across the legal profession are:

- flexible working arrangements
- coaching/mentoring programmes
- target setting for senior role positions



Within law firms, women make up 39 per cent of lawyers and 18 per cent of women in senior role positions.



Unconscious bias training, despite being one of the least popular policies, is seen as one of the most effective.

Flexible working arrangements are the most popular initiative, and perceived to be the most effective.



Quota setting, despite being the least popular initiative, is perceived to be 'very' and 'somewhat' effective by 80 per cent of respondents.

