

Chile's Equal Pay Law (Ley 20.348, 2009): Internal Wage Registries That Did Not Close the Gap

Gender Equality · Good practice · Chile

Quality score: 48/100

Evidence strength: Moderate

Summary

Chile's 2009 Ley 20.348 gave workers the right to equal pay for 'the same work' and required firms with 200+ staff to keep an internal job registry. 15 years on, experts call it ineffective: the gap remains near 21-27%, and a stronger transparency bill is now before Congress.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-08

[Dirección del Trabajo \(Chilean Labour Directorate\)](#) — accessed 2026-09-08

[BioBioChile – ¿Qué dice la ley de igualdad salarial en Chile?](#) — accessed 2026-09-08

[Crehana – Ley 20.348: ¿cómo promueve la igualdad salarial en Chile?](#) — accessed 2026-09-08

[Dirección del Trabajo – Ley 20.348 \(texto oficial\)](#) — accessed 2026-09-08

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