

LAURA ALBORNOZ
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EDUCATIONAL BACKGROUND

2002-1999 PhD in Civil Law (*suma cum laude*), University of Sevilla, Spain.
2001-1999 Master in Human Resources Management (with honors),
International Business School (Ceren) of Madrid, Spain.
1998 Lawyer, Supreme Court of Justice, Santiago, Chile.
1991-1995 Bachelor of Law, University of Chile, Santiago.

WORK EXPERIENCE

Since 2013: **University of Chile**
Position title: **Professor, Research Fellow**, School of Law, Universidad de Chile.

<http://www.derecho.uchile.cl/facultad/cuerpo-academico/124971/lista-de-academicos#a>

2014-2018: **CODELCO** (National Copper Corporation of Chile)
Position title: **Director of the Board** (First woman to be appointed to its 9-member Board of Directors)

https://www.codelco.com/directorio/prontus_codelco/2016-09-21/111510.html#vtxt_cuerpo_T3

Activities:

- Preparation of Codelco's annual Budget to the approval of the Ministry of Finance; transfer of utilities to the Treasury; constituting, participate or take interest in corporations and societies inside or outside the country. Modifying, dissolve or liquidate and appoint directors of linked companies is also part of our faculty as a board of directors; appoint and remove the CEO of Codelco; authorize the contracting of internal and external loans subject to the authorization of the Ministry of Finance.
- Chairing the Committee of Directors of Corporate Governance and Sustainability, while applying a new corporate governance law demanding probity, transparency and accountability. CODELCO Sustainability Plan for the next ten years, which includes the "Green Copper" Program that considers a traceability procedure, is a highlight.
- Responsible for directing the implementation of Director Training Programs for Codelco affiliated and associated companies and for internal mentoring as well as the Certification processes in the Chilean Standard 3262 of the company divisions.

Since 2014: **Legal Adviser to Lota Protein S.A.**
Position title: **Legal Adviser**

2012-2013: **PNUD Colombia**
Position title: **Consultant**

Activities:

- Advise the Colombian Ministry of Labor for the implementation of regional and international agreements and commitments aimed at the elimination of discrimination against women in the labor market, the promotion of women economic autonomy and the right to social security;
- Analyze the international context to formulating strategic and policy recommendations to:
i) establishing the conditions for the adequate insertion of women in labor market, elimination

of obstacles and analysis of related care work variables;
ii) designing necessary institutional architecture, further implementation and political guidelines of the National Labor Equity Program with a differentiation gender approach, and
iii) coordinating these policy lines, and advise on the regulatory process of Law 1496 which guarantees Equal Pay and Salary Remuneration between Men and Women, led by the Ministry.

2011-2012: UN Women Colombia

Position title: Consultant

Activities:

Advice to government agencies and other political actors on necessary public efforts related to women's human rights and gender through a Statutory Law on women's rights and public policy: conduct a comparative study of Latin American legislation, leading political advocacy for dialogue and agreements between relevant actors about the bill's definition of scope and contents, participating in coordination meetings with UN Women team, the advisory team for the Statutory Law and the representatives of the Ministry of the Interior and Justice.

2010- 2012: Dialoga Foundation

Position title: Coordinator

Activities:

Develop and implement community projects to repair and rebuilding of Constitución city, after the 2010 earthquake in Chile.

2010-2011: University of Talca

Position title: Professor of Law

Jan/March 2010: Presidency of the Republic of Chile

Position title: Advisor to the President Michelle Bachelet

Activities:

Advise President Michelle Bachelet on matters related to the United Nations campaign for the defense of Haitian women and girls.

Mar 2006-Oct 2009: National Service for Women

Position title: Minister of State

Activities:

Design and execute public policies with gender perspective; design and processing of bills and intervention models aimed at balancing the situation and condition of men and women.

Relevant legislative achievements of this period:

- Law 20,152 that modifies the previous law on abandonment of family and payment of maintenance pensions.
- Law 20.166 that extends the right of working mothers to breastfeed their children even when there is no nursery.
- Law 20.239 that exempts from tax the economic compensation originated by the end of the marriage.
- Law 20.255 that modernizes the social security system.
- Law 20.279 that recognizes the right to a minimum wage for household workers.
- Law 20,286 that modifies Law 19,968 that creates family courts.
- Law 20,336 that improves the right to weekly rest days for private house workers in the Labor Code.
- Law 20,340 that regulates acts and contracts regarding housing acquired through state housing programs.

- Law 20,348 that protects the right to equal remuneration.
- Law 20,383 on the moving of minors from Chile.
- Law 20,399 that grants the right to a nursery to the working father.
- Law 20,418 that recognizes rights in the regulation of fertility.
- Law 20,480 that sanctions femicide by modifying the Penal Code and the Law of family violence.
- Law 20,507 that criminalizes the smuggling of migrants and trafficking in persons, and establishes norms for their prevention and more effective criminal prosecution.

"Iguala" Seal later "National Standard 3262 on Gender Equality and compatibility of work, personal and family life", was created during this period and awarded by the Government of Denmark with the Torch for Equity, linked to the "Called Global Action for the Empowerment of Women" campaign of the United Nations, granted to organizations that make extra efforts for gender equality and the fulfillment of objective 3 of the Millennium Development Goals.

PROGRESS ON GENDER EQUALITY AND EQUITY ISSUES IN CHILE during Bachelet's first presidential term, being Laura Albornoz the Minister of SERNAM

- The Women's National Service (SERNAM) had a ministerial rank and became consolidated as a public institution with sufficient political influence and capacity to make forward progress in the crosscutting of the gender perspective and the development of public policies in Equality. The strategies developed since 2006 under Minister Laura Albornoz have had a strong influence in this process. Since then, SERNAM made it possible to create the current Ministry of Woman and Gender Equity on June 3, 2016.
- SERNAM had a fundamental role in providing guidelines and promoting initiatives regarding the Government Agenda for Gender Equality. The gender perspective was incorporated into public apparatus strategic definitions and achieved important developments in health, education, justice, housing and security, inter alia.
- Legal reforms, as shown above, were oriented towards equality in the family, work place, human rights and participation, providing changes concerning wage gaps between men and women, violence against women, change in the order of surnames, consent of minors traveling abroad, trafficking of persons, discrimination and political participation of women in public affairs. Other examples were Family Courts Reform and the Maternal Leave Reform.
- A strong political protection to women in gender violence issues, was strongly encouraged by Minister Albornoz, generating a network of Women's Shelters and Ambulatory Assistance Centers throughout the country and also extending the already existing Women's Centers.
- Under her mandate a solid line of work on South-South Cooperation has been implemented. Eleven Collective Cooperation Agreements were signed with Women's Institutions throughout Latin America. In the same line, work opportunities were arisen for cooperation with countries in the south of Africa such as Mozambique and South Africa.
- The mutual collaboration ("working amongst associates") aiming towards a mutual strengthening of the woman as a public institution in each of the countries of the region, was the main characteristic stamped by the Minister of SERNAM on the South-South Cooperation. The experience acquired in the crosscutting of the gender perspective in all public policies through different political and administrative tools, such as the Gender Management Improvement Programs (MIP), was thus available to all Women's mechanisms in Latin America and the Caribbean.

- Minister Laura Alborno also gave a powerful impulse to the cooperation project through the OAS, “Transversality of the Gender Perspective in the State” in Caribbean countries.
- To establish the gender issue in different multilateral bodies at regional and sub regional levels was another line of work, as the efforts to institute the Gender Conference in future Latin American summits.

2005-2006: **National Service for Minor Children**
Position title: **Legal Adviser to the National Director**

2002-2004: **National Service for Women (SERNAM)**
Position title: **Chief of Staff of the Deputy Director**

Activities:
Provide technical and political advice to the Deputy Director in her institutional role.

VOLUNTARY WORK

From Dec. 2017 **Atlantic Council, Adrienne Arsht Center, Latin America**
Position title: **Non-resident Fellow**

Activities:
Collaborate with existing projects and help to develop future programming ideas, support the Council to maintain key relationships with donors and support efforts to raise funds for future initiatives. My responsibilities include writing reports, policy summaries and other publications.

From Jan 2018: **MILES Corporation**
Position title: **Director**

2010-2017: **Cambio21 independent journalistic society**
Position title: **Director**

2016: **NGO Chile Inteligente (Smart Chile NGO)**
Position Title: **Volunteer citizen teacher "Illuminating" Project (for poverty-vulnerable schools) of the Santiago Metropolitan Region.**

Activity:
Assistance and educational work with schools and high school students in Chile, in order to strengthen their development and progress capabilities.

2014-2015: **Reos Partners**
Position title: **Collaborator**

Activity:
Member of the 37-people group from Latin American public and private world, such as former ministers, representatives of indigenous peoples, sexual diversity, and women's organizations, and representatives of international organizations, all of them highly committed to democratic values, convened by Open Society, Ford Foundation and Avina Foundation. We prepared the prospective document "Alerta Democrática": <http://alertademocratica.org>

2010-2014: **National Electoral Board of the Dominican Republic**
Position title: **Electoral Observer**

Since 2011 **PNUD Mainstreaming Gender Network**
Position title: **Expert Advisor**

Activity:

Coadjutor in the UNDP project "Overcoming obstacles to gender mainstreaming in Latin America and the Caribbean" with the support of the Catalan Agency for Development Cooperation.

2010-2014: **Partido Demócrata Cristiano de Chile.**

Position Title: **National Vicepresident**

2009-2010: **Hillary Clinton, Secretary of State of the United States**

Position title: **"Pathways To Prosperity" project Envoy.**

Activity:

Ambassador of the Program for Women Entrepreneurs of Latin America, presenting papers in forums and activities with women in the region.

2008-2009: **Organization of American States (OAS).**

Position title: **President of the Inter-American Commission of Women (CIM)**

Activity:

Established in 1928, the Inter-American Commission of Women (CIM) was the first inter-governmental agency established to ensure recognition of women's human rights.

The CIM supports Member States upon their request, in their compliance with their respective international and inter-American commitments on women's human rights and gender equity and equality, including the implementation of international and inter-American instruments, the provisions adopted by specialized international or inter-American conferences. Support the efforts of Member States to promote full and equal access, participation, representation, leadership and influence of women in the civil, political, economic, social, and cultural spheres; advise the Organization in all matters related to women's rights and gender equality; report, on an annual basis, to the General Assembly on its work, between other functions and activities

PRESENTATIONS AT INTERNATIONAL CONFERENCES (2010 on)

- 2018, Korea:** Global Meeting of Public Companies, a project of the Inter-American Development Bank and the Government of Korea: speaker/ presenter.
- 2017, Argentina:** World Trade Summit: speaker.
- 2017, Vietnam** *Public private dialogue: individual action plan for the Enhancement of the ratio of women's representations in leadership*, APEC side event organized by the Japanese Government: speaker/presenter
- 2017, Mexico** OAS Foreign Ministers General Assembly. *Opportunities and challenges for the leadership of Women in the Americas*: speaker.
- 2016, Argentina** Foundation for the Development of Mining Argentina, First Binational Forum "Women working in Mining": speaker.
- 2016, Brazil** Atlantic Council/ Inter-American Development Bank, Latin America and the Caribbean 2030 Panel *Future Scenarios*: speaker.
- 2016, Germany** U.S Energy Association (USEA). Engendering Utilities: regional Workshop on Gender Diversity Management & Customer Service Best Practices: speaker.
- 2016, Spain:** Presidente Jorge Rodríguez Ibarra Foundation Study Center. High Level Conference: the State of Democracy in Latin America and the Presence of Extremadura: speaker.

- 2015, Bolivia:** National Ecological University / Open Society Foundation. Democratic Alert, International Seminar "Four futures for democracy in Latin America 2015-2030": speaker.
- 2015, USA:** OAS International Seminar "Four futures for democracy in Latin America 2015-2030": speaker.
- 2014, Brazil:** UN Dialogue on The Extractive Sector and Sustainable Development: speaker.

RECENT PUBLICATIONS

- Chile against corruption. What can the region learn? Corruption in Latin America. Atlantic Council. W.C., USA. 2019. (Still in editing process).
 - Gender Equity, Tracing a Path, in: *Multilateral Schemes, a Collective Responsibility*. (In editing process), collective work. Diplomatic Academy of Chile. 2018. Santiago, Chile.
 - Theory of Imprevision in the French reform of the law, contracts and obligations in France. Comparison with the Chilean case. (In printing process). 2018. Santiago, Chile.
 - Women's leadership in Latin America. The key to Growth and Sustainable Development. Atlantic Council. Adrienne Arsht Latin American Center Editors. 2017. Washington DC, US. <http://publications.atlanticcouncil.org/womens-leadership/>
 - Does the principle of equality of law, and in particular of civil law, maintain an androcentric nature?, in: *Civil Law Studies XII*. Thomsom Reuters Editors. 2017. Santiago, Chile.
 - Integration and Institutional Strengthening: Comparative analysis with Uruguay. Collective work. Fundación Progresía Editors. 2017. Santiago, Chile. <http://www.fundacionprogresia.cl/v20/images/stories/2017/noticias/integracionyfortalecimientoinstitucional.pdf>
 - Affirmative Action: A policy for an effective democracy. Collective work: Varas, Augusto y Díaz-Romero, Pamela. Ril Editores. 2013. Santiago, Chile.
 - Legislative reforms, an effective strategy for gender equality in Chile. In: *Building Equality? 20 years of public gender policies*. Collective work. Lom Ed. 2012. Santiago, Chile.
 - Safety and women, in: *Perspectives on Public Safety*, Collective work. Subsecretaría de Carabineros (Chilean Police Undersecretary) Ed. 2009. Santiago, Chile.
 - Lump sum Contract for execution of work: What is the validity and real application of the invariability assumption that is contained in the Art. 2003 of Chilean Civil Code. In: *Civil Law Studies*. Lexis Lexis Ed. 2005. Valdivia, Chile.
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LANGUAGES:

- Spanish (native)
- English: Institution: Malvern House, London, England
Upper-Intermediate level Certificate on English Oral and written language.
- French: read and written communication.

COMPUTER SKILLS

Advanced/user Level: Microsoft Windows, Microsoft Internet Explorer, McAfee Antivirus, Microsoft Office and Outlook, Adobe PDF.

REFERENCES

- 1. MICHELLE BACHELET JERIA**
Position title: Ex Presidenta de la República de Chile
Phone number: +41 795555443 At. Embajadora Carmen Domínguez
- 2. PEDRO OYARCE YURASECK**
Position title: Ex Embajador de Chile ante la Organización de Estados Americanos
Phone number: +56 9 92494994
- 3. HERNÁN SEPÚLVEDA ASTORGA**
Position title: Secretario General Corporación Nacional del Cobre CODELCO
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SANTIAGO, Chile, April, 2019