

Individual Action Plan

Economy: Peru

Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

PUBLIC SECTOR:

The following information contains the percentages of participation of women in decision-making and political and citizen participation, such information has been collected from the **VII Report on the Implementation of the Law on Equal Opportunities for Women and Men - 2013**.

The aforementioned report states that 28 governmental institutions have a percentage of women in decision-making positions, as follows:

- Presidency of the Council of Ministers: 29% (2013)
- Ministry of Women and Vulnerable Populations: 58% (2013)
- Ministry of Foreign Trade and Tourism: 54% (2013)
- Ministry of Health: 51% (2013)
- Ministry of Culture: 46% (2013)
- Ministry of Labour and Employment Promotion: 43% (2013)
- Ministry of Education: 41% (2013)
- Ministry of the Interior: 39% (2013)
- Ministry of Housing: 37% (2013)
- Ministry of Production: 35% (2013)
- Ministry of Development and Social Inclusion: 50% (2013)
- Ministry of Justice and Human Rights: 33% (2013)
- Ministry of Environment: 24% (2013)
- Ministry of Energy and Mines: 22% (2013)
- Ministry of Foreign Affairs: 21% (2013)
- Ministry of Transport and Communications: 15%

(2013)

- Ministry of Agriculture and Irrigation: 9% (2013)
- Public Ministry: 44% (2013)
- Legislative Power: 20% (2013)
- Judicial Power: 39% (2013)
- Academy of the Magistracy: 50% (2013)
- National Electoral Office: 53% (2013)
- Ombudsman: 45% (2013)
- The National Jury of Elections: 40% (2013)
- The National Assembly of Rectors: 38% (2013)
- The Council of Magistrates of the Nation: 33% (2013)
- National Registry of Identification and Civil Status: 23% (2013)
- National Institute of Statistics and Information: 21% (2013)

The following information disaggregates data by institutions.

National Police:

- Percentage of women (officers of arms and officers on duty): 18.2% (2013)

Armed Forces:

- Percentage of women in the Air Force (officials): 9.8% (2013)
- Percentage of women in the Navy (officials): 9.7% (2013)
- Percentage of women in the Army (officials): 8.3% (2013)

Judicial Power:

- Percentage of women judges ratified: 34.8% (2013)
High courts: 16.7% (2013); specialized courts: 39.0% (2013); peace courts: 31.9% (2013)
- Percentage of women judges appointed: 48.5% (2013)

Supreme level: 100% (2013); high courts: 38.2% (2013); specialized and mixed courts: 49.7% (2013); peace courts: 69.2% (2013)

- Percentage of all women judges: 39.5% (2013)
Supreme level 35.8% (2013); high courts: 9% (2013); specialized courts: 39.4% (2013); peace courts: 51.7% (2013)

Public Ministry:

- Percentage of women prosecutors ratified: 42.9% (2013)

High level: 50.0% (2013); attached to high level: 17.6% (2013); provincial level: 55.1% (2013); attached to provincial level: 36.6% (2013)

- Percentage of women prosecutors appointed: 47.7% (2013)

Supreme level: 100% (2013); at high level and attached to high level: 37.5% (2013); provincial level and attached to provincial level: 43.0% (2013); attached to provincial level: 52.2% (2013)

- Percentage of all women prosecutors: 43.9% (2013)

Supreme level including the Attorney General: 25% (2013); attached to supreme level: 46.7% (2013); high level: 34.9% (2013); attached to high level: 38% (2013); provincial: 39.9% (2013); attached to provincial level: 47.7% (2013)

Other institutions:

- Percentage of women representation in Congress: 22.3% (2013)

- Percentage of women in provincial mayors: 5.6% (2013)

- Percentage of women in district mayors: 5.3% (2013)

- Percentage of women in positions of regional vice-presidency: 8% (2013)

- Percentage of women regional counselors:

28.1% (2013)

- Percentage of women municipal councilor: 29.2% (2013). Provincial level: 25.2% (2013); district level: 30% (2013)

PRIVATE SECTOR:

The following information has been obtained based on a survey conducted by “Great Place to Work” – Peru is part of the Great Work Institute. The information considered is the result of the submission of 50,000 surveys in a sample of about 60 Peruvian companies.

- Women in leadership positions (understood as decision-making positions within the company):
 - Women as directors, managers and sub managers: 29% (2013)
 - Women as heads or supervisors (middle management): 40% (2013)
- In terms of enterprises:
 - Enterprises with predominantly state capital.
 - 88% of enterprises have a low participation in executive and senior management positions.
 - 7% of enterprises have a median participation of women in executive and senior management positions.
 - 4% of companies have a high participation of women in executive and senior management positions.
 - Enterprises with predominantly foreign capital.
 - 59% of enterprises have a low participation of women in executive and senior management positions.
 - 38% of enterprises have a median participation of women in executive and senior management positions.

	<ul style="list-style-type: none"> • 3% of enterprises have a high participation of women in executive and senior management.
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p><u>PUBLIC SECTOR:</u></p> <p>Voluntary objectives have been established considering the Bicentenary Plan: Peru towards 2021¹ as a framework document that sets forth the shared vision for 2021, which includes, among other things, a democratic society where the rule of law prevails in high quality of life and equal opportunity, and the Annual Strategic Plan (PESEM) 2013-2016 of the Ministry of Women and Vulnerable Populations (<i>MIMP, as per abbreviation in Spanish</i>), which sets for 2016 as sectorial vision that "<i>In Peru women and men as well as children, adolescents, adults, people with disabilities, migrants and internally displaced persons exercise their rights in equal opportunities without discrimination</i>"</p> <p>Considering the vision of the MIMP, the results of the situational analysis and its composition, two General Strategic Objectives were determined². The relevant one for this document is General Strategic Objective 2 (Woman Strategic Aim): "<i>Women exercise their rights in equal opportunities for achieving gender equality and reduce domestic violence, sexual and other forms of violence</i>".</p> <p>The Women Strategic Aim has a Specific Strategic Objective 10 (SSO.10: Ensuring gender equality and the full enjoyment of civil, political, economic, social and cultural rights of women), to 2016 the following results arise:</p>

¹ The Bicentenary Plan: Peru towards 2021 is a long-term plan containing Peru's development policies to be followed in the next ten years. This Plan contains six (06) strategic aims, one of them is the Strategic Aim: Fundamental Rights and Dignity of the Person, the Policy Guideline of that Strategic Aim: Promotion of Equality establishes as one of its guidelines "*Eliminate all forms discrimination between women and men and to ensure full access of women to education services at all levels and to positions of public and private decision-making*"

² The General Strategic Objectives (PESEM) responds to specific objectives of the Bicentenary Plan, in this sense the PESEM contributes to the fulfillment of the National Objectives of the aforementioned Plan.

- Public institutions that incorporate the gender quota in decision-making positions: 20 (2016)
- Public institutions that at least have 30% of women in decision-making positions: 19 Ministries (2016); 10 OCAS³ (2016); 26 Local Governments (2016)

On the other hand, it should be noted what is stated in the **National Plan for Gender Equality (PLANIG) 2012 -2017** of the MIMP, Strategic Objective 7: Increase participation of women and men in decision-making and political and citizen participation. By 2017, we expect to attain the following results:

- 50% of central government departments and institution 50% of regional governments set quotas for women in positions of decision-making (2017)
- Adoption of the Alternation Bill (or “Zipping”) (2017)
- By 2017, 100% of political parties and state-wide, regional and local movements meet the gender quota in their internal elections.

PRIVATE SECTOR:

The **Bicentenary Plan: Peru towards 2021**, the **MIMP Annual Strategic Plan (PESEM) 2013-2016**, and the **National Plan for Gender Equality (PLANIG) 2012 -2017** in their general or specific strategic objectives do not refer to specific indicators to measure the participation of women in leadership positions in the private sector.

In this regard, it is necessary to make a proposal of central government’s objective regarding the intervention of the MIMP on this specific topic.

³ Autonomous Constitutional Bodies (*Spanish abbreviation - OCAS Órganos Constitucionales Autónomos*).

Include a brief plan of action of how your economy plans to achieve your voluntary goals.

PUBLIC SECTOR:

The MIMP in accordance with the provisions of its **Operational Plan 2015** through its General Direction of Gender Equality and Non-Discrimination, Direction of Promotion and Protection of Women's rights has established the following activities scheduled for 2015:

- Launch a campaign and political advocacy for the adoption of the Alternation Bill (or "Zipping").
- Execution of strategic activities through dialogue mechanisms with civil society.
- Capacity building of women elected for the promotion and protection of women's rights.

Under this framework an action plan has been launched, as follows:

- By 2015 it is expected to launch a campaign and political advocacy for the adoption of the Alternation Bill (or "Zipping") in Lima, Lambayeque, Arequipa and San Martin.
- On the other hand, as part of the campaign it is expected to form a Working Group to promote proposals of law related to guarantee the right to equality and non-discrimination of women, within the framework of compliance with the guidelines of PLANIG, including between them, the proposal of the Alternation Bill (or "Zipping") in the Elections to the Congress, Regional Elections, Municipal Elections, Political Organizations and the Eradication of preferential voting in the election of member of Congress, Proposal of Law No. 268/2011-JNE Law that

proposes a specific law regulating the electoral quota for women.

PRIVATE SECTOR:

The Peruvian State promotes the economic rights of women through specific policy instruments such as the Law on Equal Opportunities for Women and Men, the National Plan for Gender Equality 2012 - 2017 and the construction of labor capacities for indigenous and afro-descendants women as well as disabled women.

From this perspective the Council of Ministers held on December 19th, 2014, approved the creation of the Direction of Promotion and Development of the Economic Autonomy of Women, as a line agency to the General Direction for Gender Equality and Non-Discrimination, as a mechanism of public institutions to promote and develop the economic rights of women as an important factor for access and consolidate their autonomy. The functions of this line agency will be directed to formulate, implement, monitor and evaluate standards, policies, strategies and programs related to the promotion and protection of economic rights and strengthening the economic autonomy of women; to manage programs and projects with technical and financial cooperation of domestic and international agencies and private entities; to promote research; to coordinate and articulate the various levels of government, actions to improve economic and capacity building of women in the field. Also provide technical advice or specialized opinions in the field of its competence.

	<p>Under the project <i>"Political Dialogue to promote Empowerment and Economic Autonomy of Women"</i>, implemented with the support of ECLAC, it was elaborated an <i>"Inter-sectorial Action Plan for the Empowerment and Economic Autonomy of Women"</i>, which directly participated representatives of the following ministries: Labour and Employment Promotion, Foreign Trade and Tourism, Production, Foreign Affairs, Women and Vulnerable Populations and Economy and Finance, likewise it was coordinated with the National Institute of Statistics and Informatics. The objective of that plan is to promote the implementation of policies, guidelines and mechanisms with direct impact on gender equality as well as in the conditions and possibilities of employment and professional development of women in these sectors, and in the medium, small and micro-enterprises because there are important gaps of gender inequality in the productive sector.</p>
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- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*