

Template for the IAP (2020)

Economy: Perú

<p>The 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)</p>	<p>The ratio of women's representation in leadership positions in the Peruvian public and private sector has increased in recent years, but the gap is still wide compared to men. The progress made from 2015 to 2020 (percentage) is shown below:</p>						
	%						
	PUBLIC	2015	2016	2017	2018	2019	2020
	Representation in Congress	22.3	27.69	27.69	30	30	26.15
	Ministerial Cabinet		31.6		26.31	52.63	42.10
	Government institutions (average percentage of women in decision making positions) [n: 2015=28, 2016=27, 2017=27]	36.2	34.6	34.2			
	All women judges	35.5	40.7	39.6	36.9	42.4	
	All women prosecutors	54	46.4	43	48	49.8	
	Provincial mayors	5.6	2.6	2.6	4	4.08	4.08
	District mayors	5.3	2.9	3	5	5.04	5.04
	Regional councilors	28.1	23.0		19.3		
	[Municipal councilors]						
	Provincial councilors	25.2	26.1	26.0	30.7		
	District councilors	30.0	29.3	29.3	25.8		
	%						
	PRIVATE	2015	2016	2017	2018	2019	2020
	Women CEOs / Presidents	23	29	24	25	30	
	Women on Board of Directors of companies	16	20	22	22	22.2	
	Directors, managers or equivalent	37	35	35	33	39.3	
	Subdirectors, submanagers, heads or equivalent			39	38	42.6	
	Women on Board of Directors of companies listed in the stock market		9.9		10		

	<p>It is essential to highlight that the increase in the participation of women in the Ministerial Cabinet (from 31.6% in 2016 to 52.63% in 2019) has been mainly due to the political will shown by Mr Martín Vizcarra current President of Perú. He is promoting parity and alternation as a critical initiative to support participation of women in political and public decision-making positions. This positive step can be understood as the growing awareness that is being forged about gender equality in Peru; however, at the regional and local government level government level (regional and local governments) the gap is still vast and requires concrete measures.</p> <p>Regarding the private sector, the advancement of women's representation in leadership positions is slow but ascending in the period 2016-2019 (there is no information available of 2020). This information shows that - while the hierarchical level increases, the representation of women decreases; and reveal the existence of a series of invisible barriers that prevent women from moving up the corporate ladder. This situation poses the alternative of implementing a quota of gender in executive selection processes to accelerate the creation of more inclusive and equitable workplace culture.</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; 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>1) Increase the representation of women in leadership positions in the public sector Women are more than 50% of the Peruvian population, but their representation is not reflected in the decision-making.</p> <p>In 2000, the Peruvian Government promulgated Law No. 27387 that modifies Law No. 26859 Organic Elections Law that establishes a gender quota of 30% in the lists of candidates for Congress in each electoral district. This legislation was, at the time, an advance to promote greater participation of women; but failed to guarantee substantive representation.</p> <p>In 2019, the Government promoted the enactment of Law No. 30996 - Law that modifies the Organic Law of Elections concerning the National Electoral System- which establishes the gender quota of 40% in 2021, 45% in 2026 and 50% in 2031 in the lists of candidates for the Congress. This Law establishes as a final complementary provision that the Government must develop mechanisms and public policies to promote the education, training and political participation of women in equal opportunities, in order to guarantee access and participation of women.</p> <p><u>Private sector</u></p> <p>1) Increase the representation of women in leadership positions in the public sector In 2017, a bill that regulates and establishes the mandatory minimum quota for women on the boards of companies listed in the stock market was presented to the Congress, which proposed to have at least 30% of women on those boards. Congress did not approve this bill; however, it sets a precedent for retaking the initiative within a framework of public-private coordination.</p>

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

The Ministry of Women and Vulnerable Populations has been developing initiatives to increase the representation of women in leadership positions in both the public and private sectors, as detailed below:

- 1) Preparation and publication of the **"Progress report on compliance with Law No. 28983, Equal Opportunities for Women and Men (ILO Report)"**. This document has been prepared annually since 2007. It aims to present the progress of the actions taken at the domestic, regional and local levels to ensure that the Peruvian population can exercise their rights under conditions of equality and justice, in compliance with the mandate provided in this Law.
- 2) Publication of the **National Policy for Gender Equality (PNIG)** in 2019 (Supreme Decree No. 008-2019-MIMP). The PNIG considers within its objectives "Guarantee the access and participation of women in decision-making positions"; as well as, "reducing the institutional barriers that hinder equality in the public and private spheres between men and women". The implementation of the PNIG implies the elaboration of a Multisectoral Strategic Plan for Gender Equality, and the improvement in the mechanisms for collecting information that allows measuring progress in meeting the stated objectives.
- 3) Formation of the **Tripartite Working Group to promote and strengthen the representation of women and the enforcement of their rights in the socio-labour sphere** (Ministerial Resolution No. 073-2019-TR). This group was temporary, was established in March of 2019 and became effective until December of the same year. The member institutions were the Ministry of Labor and Employment Promotion and its departments, the National Labor Inspection Superintendency (SUNAFIL); the Social Health Insurance (ESSALUD); one representative from each of the union centres that as members of the National Council of Labor and Employment Promotion; and, one representative from each of the company unions as members of the National Council of Labor and Employment Promotion. Coordination is taking place to have a permanent working group to endorse normative proposals, policies, strategies and actions to promote and achieve the rights of women at work. In this new stage of coordination, the Ministry of Women and Vulnerable Populations will be included as a member.