

## Template for the IAP (2017)

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>)

Peru shares the goal 5 of the Sustainable Development Objectives that aims to ensure the full and effective participation of women and equal leadership opportunities at all levels of decision-making in political, economic and public life.

The Peru's regulatory framework expresses the following:

- Law No. 28983, Equal Opportunities Act between Women and Men, also defines as guideline of action of all levels of government, the promotion and guarantee of the full and effective participation of women and men in the consolidation of the democratic system.
- In this line, the National Plan for Gender Equality 2012-2017 establishes as a strategic objective the participation of women and men in decision-making and public political participation.
- Like the DS 027-2007-PCM. National policies of mandatory compliance, establishes to promote women to positions of decision-making. On equal opportunities between men and women. Promote women's access to power and decision-making in society and public administration. The indicator is a percentage of central government entities and regional governments that establish quotas

As a result, gender quotas have been established in the decision-making positions of 6.9% of public entities such as the Ministry of Health, MINSA and the Ministry of the Interior - MININTER.

MINSA has Ministerial Resolution No. 638-2006 / MINSA, of July 14, 2006, which approves the Technical Standard of Health for the Transversal of Human Rights Approaches, Gender Equity and Interculturality in Health, NTS No. 047-MINSA / DGPS-V-01. In Point 6, on Specific Provisions, 6.4, this rule establishes that "The health sector instances must carry out the following administrative actions and procedures: Equal opportunities will be promoted among workers in the sector with affirmative actions that allow equitable access To positions with the modality of designation, with a participation of not less than 50% for each gender, and without discrimination by occupational groups and will be evaluated under the same criteria.

**In 2015, MINSA reports 955 decision-making positions at its headquarters, of which 337 are assumed by women (35.3%).**

The MININTER has Directive No. 001-2008-IN / 0908, "Rules and Procedures for the Balance in the Distribution of Charges between Women and Men of Non-Police Organs of the Ministry of the Interior", approved by Ministerial Resolution No. 1317 -2008-IN / 0901, where **the percentage of the gender quota established in the standard is 25%**. The number of decision-making positions in the MININTER is 11,584 and 2 367 women are in charge of these decision-making positions, which represents 20.4% at the institutional level. Of the total number of decision positions, MININTER offices have 60 positions held by women, the National Police of Peru has 9 733, the National Office of Interior Government with 1 733, SUCAMEC with 27 and Migrations with 31. The MININTER in Its headquarters has designated 19 (31.7%) women in management positions; The PNP has designated 1 981 (20.3%) female officers; The National Office of Internal Government has designated 347 (20%); SUCAMEC to 9 (33.3%) and Migrations to 11 (35.5%).

**Information from entities without approved standards on gender quotas in decision positions.**

According to the report, the IX Progress Report on Compliance with Law No. 28983 Law on Equal Opportunities between Women and Men, LIO. There are 27 entities that do not have approved norms that allocate gender quotas to the decision making positions:

MIMP, MIDIS, CULTURE, MINEDU, MTPE, MINJUS, MINDEF, MRE, MINCETUR, MINAM, MINAGRI, MVCS, MTC , MINEM, PRODUCE, MEF, PCM, INEI, PJ, MPFN, CNM, AMAG, JNE, ONPE, RENIEC, DP and CR. However, they report on the allocation of decision-making positions in their entity, by gender.

**The Ministry of Women and Vulnerable Populations (MIMP)** has 180 decision-making positions, including headquarters, INABIF, CONADIS and PNCVFS. Of this total, 114 positions (63.3%) are occupied by women and 66 (36.7%) are occupied by men.

**The Ministry of Development and Social Inclusion (MIDIS)** reports that the number of decision-making posts in its organization is 199, of which 68 (34.2%) are women, while 131 (65.8 %) Are occupied by men.

**The Ministry of Culture**, notes that it has 86 decision-making positions, of which 48 (56.0%) are employed by women and 38 by men (44%).

**The Ministry of Justice and Human Rights (MINJUS)** states that the decision-making positions at the entity's headquarters are 111, of which 45 (40.5%) are women and 66 (59.5%) are women. Occupied by men.

**The Ministry of Education (MINEDU)** reports that, according to its Planning and Budget Unit, the decision making positions in the entity are 144251. Of this total252, 52 (36.1%) are employed by women, and 92 ( 63.9%) employed by men. The MTPE indicates that the number of decision-making positions, including EsSalud, is 2 746, of which 1 077 (39.2%) are employed by women, while 1 669253 (60.8% ) Are occupied by men.

**The Ministry of Defense (MINDEF)** reports that the decision making positions are 43, of which 4 (9.3%) are employed by women and 39 (90.7%) are men.

**The Ministry of Foreign Affairs (RREE)** indicates that it has 212 decision-making positions, of which 42 (19.8%) are women and 170 (80.2%) are men.

**The Ministry of Foreign Trade and Tourism (MINCETUR)** reports that the decision-making positions are 73, of which 39 (53.4%) are employed by women and 34 (46.6%) are men.

**The Ministry of the Environment (MINAM)** reports that it has 30 decision-making positions, of which 10 (33.3%) are women and 20 (66.7%) are men.

**The Ministry of Agriculture and Irrigation (MINAGRI)**, indicates that it has 411 decision-making positions, of which 74 (18%) are occupied by women and 337 (82%) by men.

**The Ministry of Energy and Mines (MINEM)** reports that it has 72 decision-making positions at the institutional level, of which 23 (31.9%) are women and 49 (68.1%) are men. At the company's headquarters, there are 36 decision-making positions, of which 11 (31%) are women and 25 (69%) are men.

**The Ministry of Housing, Construction and Sanitation (MVCS)**, reports that the decision-making posts in the entity<sup>256</sup> are 267 and that 96 women hold these positions (36%), while 171 (64%) are men.

**The Ministry of Labor and Communications (MTC)** reports that it has 81 decision-making posts<sup>257</sup>, of which 14 (17.3%) are women and 67 (82.7%) are men.

**Ministry of Production (PRODUCE)**, reports that the entity has 72 decision-making positions, of which 24 (33.3%) are women and 48 (66.7%) are men.

**The Ministry of Economy and Finance (MEF)** reports 1,361 decision-making posts<sup>258</sup>, where 518 (38.1%) are women and 843 (61.9%) are men.

**The Presidency of the Council of Ministers (PCM)** reports that it has 434 decision-making positions<sup>259</sup>, of which 124 (28.6%) are women and 308 (71.4%) are men.

**The National Institute of Statistics and Informatics (INEI)** points out that there are 48 decision making positions in the organization, of which 15 are held by women (31.3%) and 33 (68.7%) are held by men.

**The National Jury of Elections (JNE)**, has reported 22 decision making positions, of which 7 (31.8%) are assumed by women and 15 (68.2%) by men.

**The National Office of Electoral Processes (ONPE)** reports that the number of decision-making positions is 17, of which 7 are occupied by women (41.2%) and 10 (58.8%) are occupied by men.

**The National Registry of Identification and Civil Status (RENIEC)** reports that it has 91 decision-making positions, of which 20 (22%) are employed by women and 71 (78%) are employed by men.

**The Judiciary** indicates that the number of decision-making positions in the entity is 2 153 for the year 2015, with 780 (36.2%) held by women and 1 373 (63.8%) held by men<sup>261</sup>.

**The Public Ministry** reports that according to the Database of its Integrated Administrative Management System (SIGA), in December 2015, the number of decision positions in the fiscal part is 5 574, of which 2,338 (45 , 5%) are occupied by women and 3 036 (54.5%) are occupied by men. Regarding its administrative system, it has 137 positions, of which 48 (35%) are employed by women and 89 (65%) by men.

**The Academy of Magistrature (AMAG)** points out that there are 12 decision-making positions in the organization, of which 5 (41.7%) are women and 7 (58.3%) are men.

**The National Council of the Judiciary (CNM)** notes that there are 22 decision-making posts in the entity<sup>263</sup>, of which 6

(27.3%) are assumed by women and 16 (72.7%) are men.

**The Ombudsman's Office (DP)**, indicates that the entity has 61 decision-making positions, of which 26 (42.6%) are women and 35 (57.4%) are men.

**Percentage of women in the Judicial Branch, Public Prosecutor's Office / National Prosecutor's Office, Armed Forces and National Police of Peru**

**Women in the Judiciary**

The PJ points out that, as of December 31, 2015, the titular Judges are 596, 35.5% of the total number of judges. The charges are distributed among 3 women in the Supreme Court (17%), 139 women in the Superior Courts (27.1%), 291 women in the Specialized and Mixed Courts (35.5%) and 163 women in the Courts Of Peace Lawyers (49.5%).

**Senior Judges and Judges and Prosecutors**

The PJ adds information on the provisional judges and judges, by hierarchical level, stating that there are 166 provisional judges, that is, they represent 41.5% of the total number of provisional judges. They are distributed in 11 women in the Supreme Court (44%), 75 provisional judges in the Superior Courts (27.1%), 79 provisional judges in the Specialized and Mixed Courts (43.6%) and 1 provisional judge in the Courts Of Peace Lawyers (50%).

The CNM states that among women judges and ratified in 2015, 11 women were registered in 41 positions, representing 27% of the total number of judges and ratified judges. The charges are distributed in: Supreme Court 0 women of 1 position; Superior Courts, 6 women out of 23 positions; Specialized and Mixed Courts, 3 women from 14 positions; Justified Peace Courts, 2 women of 3 positions. The following table shows the ratifications, by hierarchical level and sex.

The CNM provides information on the named judges, being 108.

### **Women prosecutors**

The MPFN reports that, as at 31 December 2015, 3 036 female prosecutors (54%) and 2 538 prosecutors (46%) were registered. By hierarchical levels, there are 6 supreme prosecutors (75%), 7 supreme prosecutors (54%), 164 superior prosecutors (62%), 227 superior prosecutors (61%), 1 045 provincial prosecutors (61%) and 1 587 provincial prosecutors (49.5%).

The CNM reports that the prosecutors ratified according to hierarchical level total a total of 7 (29%), while the ratified prosecutors are 17 (71%). Below, the detail of the information about the prosecutors that were ratified.

The CNM reports that, in 2015, there were 685 appointed prosecutors, of whom 284 are female appointed prosecutors (41.5%) and 401 are appointed prosecutors (58.5%). Next, the detail of appointed prosecutors, by hierarchical level<sup>266</sup>

### **Police women**

The MININTER reports that a total of 9,774 officers have been registered in 2015, of which 1 981 are women (29.3%) and 7 793 are men (79.7%). Of the total of 108 539 sub-officers, 18 213 are women (16.8%) and 90 326 are men (83.2%). In the same way, a total of 2 598 civilian workers were registered, of which 1 420 are women (54.7%), and 1 178 are men (45.3%).

### **Women's access to positions of popular choice (regional, provincial and local): Participation and political representation of women**

#### **Percentage of women in Congress**

The JNE reports that, in 2015, there are 30 women from 130 congressmen in Peru, who represent 23% of the total of curules of the Congress of the Republic. At the beginning of the parliamentary period with the 2011 General Elections, 28 female congressmen were elected and due to the vacancy for the dismissal of 2 male congressmen, 26 women congressmen were admitted, according to

the order of the parliamentary lists of their respective political groups and according to the votes Received in the said elections.

Draft Law No. 1779/2012-PE proposing the electoral alternation of gender from the first location, maintaining the gender quota of not less than 30% for the lists to the Congress of the Republic, Regional Councils, Municipal Councils, As well as to managerial positions and candidacies to positions of popular election of the political organizations, as well as the elimination of the preferential vote in the election to the Congress of the Republic, continues in the Commission of Constitution and Regulation from the 6 of December of 2012. However, the Minister for Women and Vulnerable Populations submitted to the Chairman of the Constitution and Regulation Commission some technical contributions on the alternation and elimination of the preferential vote on October 6, 2015.

#### **Percentage of women mayors**

Out of a total of 1,852 provincial and district mayors, 5 positions held by women (2.55%) and 191 positions held by men (97.45%) have been registered at the level of provincial mayoralty. On the other hand, at the district mayoral level, there are 49 positions held by women (2.96%) and 1 607 occupied by men (97.04%). Below, the detail of provincial and district mayors according to sex.

#### **Percentage of women in municipal councils**

The JNE reports that, out of a total of 1 756 provincial councils, 457 women and 1 299 men are in office, figures that are equivalent to 26% and 74%, respectively. At the level of district councils, 2 586 are occupied by women (29.3%) and 6 23 are occupied by men (70.7%). In the same way, with respect to the elected councils, the JNE states that 449 women (25.5%) and 1 307 men (74.3%) are in the province, while at the district level Has 2 567 women elected (29%) and 6 257 elected men (70.9%).

Here is the detail. Percentage of women in positions of popular election at the regional level (Presidency, Vice Presidency, Regional

Councils) The JNE reported information on the electoral processes: Municipal Regional Elections 2014, and Regional Elections Second Round and Municipal Complementary Elections 2015. It states that, unlike Of 2014, the number varies in relation to the positions of regional vice-presidency, in which they assumed 2 more women in charge and reduced 16 positions of regional counseling by reason of the revocatoria.

### **Public Managers**

The Public Managers incorporated by function of the post have almost a parity between men and women, although the women incorporate slightly more in type positions of internal administration (58% against 55% of the men). Likewise, in the case of standard positions, the top 5 female positions are those of internal management (Human Resources Manager, Manager of the Administration Office, Logistics Manager, Manager of the General Office of Planning and Budget and Manager Of Legal Counsel). Of the total number of Public Managers assigned, about one quarter (24%) corresponded to women. At the government level there are more women who have been allocated mainly to the central government (37) than those assigned to regional (12) and local governments (1). Regarding the department of the assignments, both men and women are mainly assigned in Lima. In the case of assignments by job function, both men and women have been allocated more to support posts (72% in both cases) than to the line type posts (28% in both cases). Finally, at present one third of the Public Managers in availability are women. When analyzing the 3 levels of government, we can see that Public Managers in governments As can be seen, the Public Managers Corps has indicators that show significant progress in closing gender gaps, although there are still challenges to increase The participation of women in the Body of Public Managers even from the postulation.

*As can be seen, there are advances in the public sector, but it is not possible to generalize them, but only to refer to certain public entities that have established gender quotas and others that are in the process*

	<p><i>of promoting women to decision-making positions. It should be stressed that there is no official information on the private sector in this area.</i></p>
<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><b>Public sector</b></p> <p>The National Plan for Gender Equality, PLANIG 2012-2017, has in its Strategic Objective No. 7 to increase the participation of women and men in decision-making and political and citizen participation. It was proposed as metal 2017 that 50% of central government entities, and 50% of regional governments establish gender quotas in decision-making positions. The indicator is a percentage of central government entities and regional governments that establish quotas. The same ones that will continue in the next PLANIG due to the progress that is verified in the LIO Report, which has been described in the first point requested</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ol style="list-style-type: none"> <li>1. Promote partnerships between the public sector and the private sector to increase the number of women in decision-making</li> <li>2. Coordinate with the private sector to take measures to improve women's participation in decision-making</li> <li>3. Include in the new National Plan for Gender Equality, PLANIG actions aimed at increasing the participation of women in decision-making</li> </ol>

✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*