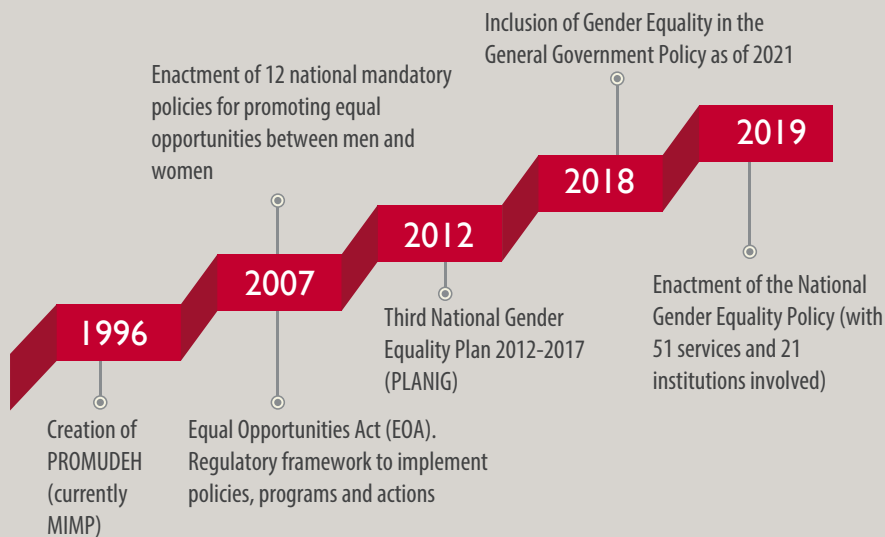




GENDER GAPS AND NEEDS IN PERU, 2019

Government Progress: building solid foundations



2 Mainstreaming

The Ministry of Women and Vulnerable Populations (MIMP) faces the challenging task of mainstreaming gender equality within public institutions and policies, plans, programs, and projects.

While the path ahead is still difficult and long, the MIMP has seen some commendable progress:

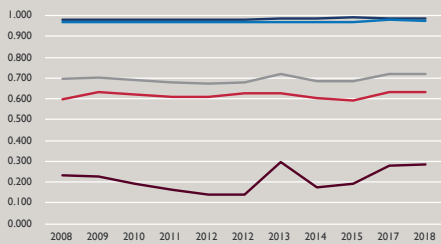


3 Gaps resistant to change

Despite sustained growth in Peru in the last decade, gender gaps remain significant, especially in terms of economic and political participation.



→ The Global Gender Gap Index (GGGI), estimated by the World Economic Forum, monitors whether the countries are distributing their resources and opportunities equitably between women and men.



Source: World Economic Forum (2018)

- Educational attainment **0.988**
- Health **0.977**
- GGGI **0.720**
- Economic participation **0.634**
- Political empowerment **0.282**

In the past decade, Peru has ranked lower than in recent years. Global ranking position changed from 49 to 52, and the GGGI score raised from 0.696 (in 2008) to 0.720 (in 2018).

4 The depth of gender gap



Education

Illiteracy rate (INEI* 2018)



In rural areas, 22.6% of women are illiterate (five times the national average)

Progress in the last decade was relevant regarding school enrollment and average years of study in the population aged 25 and over.

The gaps due to gender in educational attainment are still remarkable: 42.9% of men aged 25 and over managed to attend high school compared to 34.7% of women.



Health

Despite a significant reduction of anemia in children under 5 years old (from 46% to 32.8%, between 2008 and 2018), the report states that the current indicator is still unacceptable (a gap in which no gender distinction can be seen).

In the case of chronic malnutrition, no differences were found by sex, but there was a marked gap between urban (7.3%) and rural (25.7%) areas.



Participation & economic opportunities

Economic participation (INEI*, 2019)



Formal employment (INEI*, 2019)



The gender gap in income has not changed between 2007 and 2018 (women earned 27.5% less than men).

At the public sector (Peruvian civil service) men earned 14% more than women (2004-2017). (SERVIR**, 2019)



Political empowerment

For period 2016-2021, 888 female candidates participated in parliamentary elections and 37 were elected as congresswomen (28.5% of the total).

131 female candidates (17.8% of the total) ran for governors or deputy governors in 25 regions. No one was elected as governor and 4 were elected as deputy.

At the provincial level, 9.9% of candidates were women, and 7 were elected as majors (3.6%). At the district level, 81 women were elected (4.9%)

* Instituto Nacional de Estadísticas e Informática - INEI

** Autoridad Nacional del Servicio Civil - SERVIR

5 Gender Equity Gaps among Indigenous Peoples

Traditionally excluded from economic, political, and social processes in the country, indigenous peoples show greater inequalities compared to non-indigenous peoples.

This situation is compounded by a deeper gender gap.

→ In 2019, 32.4% of indigenous people were poor. This is twice the poverty rate among Spanish speakers (17.5%),



Education

Illiteracy rate is 15.9% among indigenous people (five times higher compared to non-indigenous people).

Among the female population, illiteracy rate is much higher in indigenous (21.2%) than in non-indigenous (5.5%) population.

Although 96.3% of the communities have an educational institution, only 23.5% are high schools and 70.5% do not provide intercultural bilingual education.



Health

More than 80% of indigenous women have a health insurance, but it does not guarantee the right to health since only 32% of communities have a facility and 92.3% of them are health posts with no health professionals (INEI 2018).

The pregnancy rate among indigenous adolescents is 10.6%, higher than that of the Afro-descendant (7.5%), white, mestizo and other (5.8%) populations.



Economic activities

27%

WOMEN

47%

MEN

In 2017, 47% of indigenous men had jobs for which they received some payment; such percentage was only 27% in the case of women (INEI, 2017).



Political participation

The Indigenous Communities Census of 2017 revealed that 95.9% of the community leaders were men and 4.1% women (INEI, 2017).

6 LGBTI Population: absent in public policies



The LGTBI population experiences vulnerability due to discrimination and stigma because of their sexual orientation.

A first look at INEI report (2018) reveals the views of the LGBTI population regarding their own vulnerability:

- 56.5% of the LGBTI population are afraid of expressing their sexual orientation and/or gender identity.
- The main reasons for such fear include being discriminated against and/or assaulted (72%), losing their family (51.4%), losing their job (44.7%) and not being accepted by friends (33%).
- A study about school environment shows that 70.1% of LGBTI students feel unsafe at school and 71.9% suffer verbal harassment frequently (PROMSEX*, 2016).

The Ombudsman's Office has pointed out that the LGBTI population does not go to health services to avoid discrimination from health professionals (2016).

* Center for the Promotion and Defense of Sexual and Reproductive Rights - PROMSEX

7 People with Disabilities: Greater discrimination against women

Gender equity gaps persist among people with disabilities and restrains them in their rights to health, education, and labor.

- According to data from INEI (2019), the population with disabilities accounts for 10.3% of the total population (more than 3.2 million).
- Within the population with some type of disability, the percentage of women is higher than that of men (56.7% and 43.3%, respectively).



Education

Women with disabilities show a higher illiteracy rate (20%) compared to men with disabilities (12.5%); while 16.7% of women have no education, men with no education account for 9.1%.

School attendance in children aged 3 and over is affected by a disability condition: 81.6% do not attend any educational institution.



Economic Activities

Another gender gap in the population with disabilities concerns to the activity rate, which is 32.1% for women compared to 49.7% for men.



In the case of the population without disabilities, activity rates are 47.5% (women) and 76.2% (men).

8 Venezuelan immigrant population

In October 2019, more than 863,613 immigrants from Venezuela (56.8% men and 43.2% women) were in Peru.

Main issues surrounding the Venezuelan population:

- 46% are engaged in informal trade, earning less than the minimum legal wage, and working long hours (IDEHPUCP*, 2019).
- UNHCR** (2019) has identified that 21% of families have special needs: older adults (23%), pregnant or breastfeeding women (15%), people in critical medical conditions (10%).
- 43% of children do not attend schools due to required documentation they cannot submit.

Increased vulnerability for Women

- Wage gap between women and men.
- Sexual harassment or attempted rape at the workplace.
- Employers' interest is towards service and customer care activities (sexual connotation).
- Some migrant women are engaged in sex work (exposed to a high risk of insecurity).
- Vulnerability to becoming victims of human trafficking or forced labor.

* Institute for Democracy and Human Rights PUCP - IDEHPUCP

** United Nations High Commissioner for Refugees - ACNUR

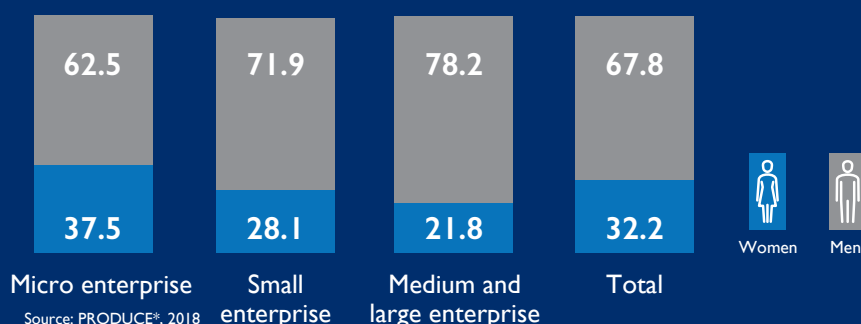
9 Private Sector: Stereotypes that discriminate women

Gender stereotypes lead to low participation of women in the private sector, both as employees and entrepreneurs. Gender equity gaps remain to access positions of power and equal salaries.

Enterprise leadership

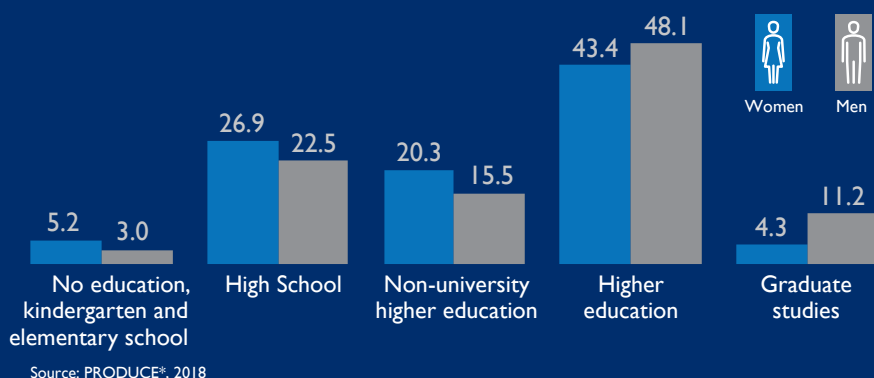
An inverse relationship exists between the size of the enterprise and the leadership of women.

Gender of the enterprise leaders according to enterprise size, 2017 (%)



For small enterprises, 37.5% of women are leaders, while in medium and large enterprises this indicator falls to 21.8% (PRODUCE*, 2018).

Enterprise leaders according to educational level, 2017 (%)



Women who lead enterprises have a lower educational level than men under the same working conditions.

4.3% of female leaders have postgraduate studies compared to 11.2% of male leaders (a gap of 6.9%).

Participation in the organizational structure

- Of the total number of employees, 55% are men and 43.9% women.
- The PAR 2019 survey showed that women account for 22.2% of positions in boards of directors, and 30% in the first level of organizational structures.
- Main participation of women was in the sales department (59.2%).

Stereotypes that contribute to the gaps

- Women's labor is mainly in human resources, communications, marketing and accounting areas.
- Meanwhile, men mostly hold operations, production and logistics areas.
- Gender differences in remunerations: as salary scales increase, the percent of women holding these higher paid positions decrease.
- In 2019, only 24.3% of women were in the first level of the salary scale, 34.3% in the second level, and 40.4% in the third level. (AEQUALES, 2019)

* Ministerio de la Producción - PRODUCE

10 Gender-based Violence

Violation of individual rights



Violence rates have remained unchanged for a decade. 7 out of every 10 women suffered gender-based violence at some point in their lives.



Femicide is the worst manifestation of violence against women.

In 2019, 161 victims were recorded and the femicide rate was 0.93 deaths per 100,000 women (INEI, 2019).



Human Trafficking for sexual exploitation is a form of gender-based violence.

From 2012 to 2018 there were 6,589 complaints of human trafficking, with adolescents being the most exploited for sexual purposes (INEI, 2019).

Fighting against gender violence is a public policy priority which has generated major legislative, institutional, and budgetary changes.

Effects of gender violence



Gender-based violence has a high economic impact on the productivity of companies.

LOSS OF PRODUCTIVE DAYS OF WOMEN VICTIMS OF VIOLENCE

- 47.3 days lost in small enterprises
- Higher absenteeism rates

LOW WORK PERFORMANCE OF WOMEN WHO SUFFER VIOLENCE

- 1.8 times more cases of depression
- More incidents at work (43.9 on average) compared to the group of women who have not experienced violence (33 incidents)
- Lost of skills and competencies in female coffee harvesters (confusing or mixing beans) due to being distracted (21.4% more) or worried (19.1% more), compared to the group who have not experienced violence (Zevallos, 2019).



Gender violence also affects financial compliance of small business owners

- Deteriorates payment behavior
- Affects the small business rating in the financial system
- Increases payment rescheduling (3.61 more times than women who did not suffer violence), refinancing (2.91 more times) or write-off of their loans (2.52 more times).