



Peru and Andean Trade Capacity Building (PATCB) Project

Performance Monitoring Plan Inputs for Peru:

Gender and Minority Indicators

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ACRONYMS AND ABBREVIATIONS

dTS	Development and Training Services, Inc.
ILO	International Labor Organization
INDECOPI	National Institute for the Defense of Competition and Intellectual Property
INEI	Instituto Nacional de Estadística e Informática
IPR	Intellectual Property Rights
LPL	Labor Procedural Law
MINCETUR	Ministry of Commerce and Industry
MIS	Management Information System
MSME	Micro, Small and Medium Enterprise
MTPE	Ministerio del Trabajo y Promoción del Empleo
NGO	Non-Governmental Organization
PATCB	Peru and Andean Trade Capacity Building
PMP	Performance Monitoring Plan
SoW	Scope of Work
TO	Task Order
USAID	U.S. Agency for International Development

1 BACKGROUND

The project will carry out a series of three baseline studies early on to further define the component activities and help provide information the project can use for the indicators proposed in the 2010-2011 Work Plan. These studies can also help determine where the project is starting from and what details are available at the beginning related to each component on gender and minority groups. (It seems that a linguistic approach to identifying a minority classification will be the most consistent with how the INEI makes its designation.) The baseline information can further define what type of indicators can be used regarding gender and minority groups. For example, if there is no baseline data that breaks down the gender of workers affected by the finding of Labor Inspectors, then the project could not use a per cent (%) change indicator by gender. Rather, assuming that the project can change the MPTE's MIS to now start capturing gender and minority data, the project could select an indicator on the number (#) of men and women affected, or even possibly the number (#) of workers from minority groups affected; and then report on the changes that occur over the rest of the project to show impact.

Since much is unknown at this time just how detailed the project will be able to become regarding the measurement of gender and minority impact, it is necessary to provide a menu of possible indicators that can later be screened for appropriateness after the baseline work has been completed. Then the project team can select those that work best. Further, by identifying now possible gender and minority group indicators, the SOWs for the baseline studies are able to include an effort to determine if any baseline data already exists. Just because there may be no baseline data by gender or minority groups, does not mean that an indicator can not be used if it is important to USAID and the project. It simply becomes an activity of the project to start collecting the data so that it can show what the project's impact is since its inception (without the ability to show change from before the project).

Provided below are possible gender and minority group (includes indigenous peoples and Afro-Peruvians) indicators by component and activity based on the discussion in the Work Plan.

2 COMPONENT 1: LABOR

2.1 Activity 1.1: Guidelines and Training Material for Inspectors

Work Plan Indicator: 400 inspectors and 100 MTPE officials have updated industry labor protocols and manuals.

Possible gender and minority group indicators for the PMP:

- # of women inspectors and MTPE officials who have updated industry labor protocols and manuals. (The corollary to this is of course the # of men...)
- # of inspectors and MTPE officials from minority groups who have updated labor protocols and manuals.

- # of updated protocols and # of manuals that now include more specific information/guidance on gender and/or minority issues.
- # of new protocols and manuals that include specific information/guidance on gender and/or minority issues.

2.2 Activity 1.2: MTPE General Training Plan

Work Plan Indicator: MTPE General Training Plan approved by MTPE.

Possible gender and minority group indicators for the PMP:

- # of training modules prepared that specifically address gender and/or minority issues.
- # of criterion in the set of uniform resolutions that have specific gender and/or minority elements.

Over the life of implementing the plan, the gender and minority designation of the trainees should be captured and reported. (The Work Plan states that “once the three-year training plan is fully implemented, it is expected that 400 labor inspectors, 100 regional government civil servants, 50 mediators, 500 judges, and 30 civil servants from the Ministry of Judiciary will be trained.”)

2.3 Activity 1.3: Dispute Resolution Training

Work Plan Indicators: 50 MTPE civil servants trained on mediation

Possible gender and minority group indicators for the PMP:

- Dispute resolution training material specifically addresses issues facing women and minorities. (Yes/No)
- # of women trainees
- # of trainees from a minority group

2.4 Activity 1.4: MTPE Integrated Information System

Work Plan Indicators: MIS framework designed and Phase I implemented.

Possible gender and minority group indicators for the PMP:

- The MIS contains specific fields to identify the gender and minority group identification of employees in businesses inspected. (Yes/No)
- The MIS contains fields to identify the gender and the minority group of the business owner. (Yes/No)
- The MIS can report to managers the gender and minority group of employers and employees affected by type of inspection infraction and by time period. (Yes/No)

The MIS can compare the gender and minority composition of a firm's employment with the gender and minority composition of the municipality or region in which the firm is located. (This would require importing data from the INEI or other sources that can breakdown the population groups located in municipalities or sub-regions.)

2.5 Activity 1.5: Tracking Labor Dispute Processes

Work Plan Indicator: Operating labor dispute database.

Possible gender and minority group indicators for the PMP:

- % or # of labor disputes in the courts that involve only women by time period.
- % or # of labor disputes in the courts that involve only minorities by time period.
- % or # of labor disputes in the courts that involve only women and minorities by time period.
- % or # of labor disputes in the courts that involve men and women, men and minorities, men, women and minorities by time period.
- % or # of labor disputes in the courts that involve only men by time period.
- Average length of time disputes have been in the system that involve women; men; minorities; or any of the other four combinations in the above examples by time period.
- Ratio of time disputes involving women take to resolve compared to those of men by time period.
- Ratio of time disputes involving minorities take to resolve compared to those of men by time period.
- Ratio of time in the other comparisons by group that is possible by time period.

2.6 Activity 1.6: Support the Implementation of the Labor Procedural Law (LPL)

Work Plan Indicators: 60 judges trained in 5 district courts, social benefits calculator and database of labor cases accessible via web

Possible gender and minority group indicators for the PMP:

- The gender and minority group of the judges trained.
- Each labor case in the database identifies the gender of the employee(s) affected: men, women, minorities, or a combination of these groups.

3. COMPONENT 2: INTELLECTUAL PROPERTY

3.1 Activity 2.1: Implementation of PTPA IP Chapter

Work Plan Indicators: Draft Law presented to the Ministry of Commerce and Tourism (MINCETUR).

I see no gender and minority group issues in this activity.

3.2 Activity 2.2: Information Management System Improvement

Work Plan Indicators: (i) One million archives associated with trademark titles digitalized; (ii) Increased number of patent and trademarks online applications; (iii) Modern Information Management System installed.

Possible gender and minority group indicators for the PMP:

- # of trademark titles digitalized that capture the gender or minority designation of the person (or owner of the firm/business) who filed the request.
- # of patent or trademark applications filed by gender (man or woman) or on behalf of someone (by a law office or other intermediary) by their gender
- # of patent or trademark applications filed by a person/organization from a minority group
- MIS adjusted to capture gender and minority group data on the trademark and patent applications (Yes/No)
- # of plant varieties registered with INDECOPI that originate from areas inhabited by indigenous peoples; and identification of the specific group(s) represented in the area of the variety.

3.3 Activity 2.3: Improving Technical Examinations

Work Plan Indicators: (i) Number of new examiners of the DIN trained; (ii) Reduction of examination times and resolutions; and, (iii) Number of manuals printed and disseminated.

Possible gender and minority group indicators for the PMP:

- # of updated manuals that address the rights of indigenous peoples to protect the plant varieties specific to their region and how to protect these rights.
- # of DIN trainees by gender and by minority group (use first language or place of birth as a substitute for actual ethnicity of a person)

3.4 Activity 2.4 Intellectual Property Enforcement

Work Plan Indicators: Training material developed

Possible gender and minority group indicators for the PMP:

- # of case studies in the training material that address IP issues facing indigenous groups
- Gender and minority group of judges trained.

3.5 Activity 2.5 Raise awareness of the importance and benefits of Intellectual Property

Work Plan Indicators: (i) Geographical Indication economic impact study; (ii) number of people who complete INDECOPI e-learning trademarks course; (iii) number of attendees at UPOV workshops; and (iv) Number of press articles and news stories highlighting IPR issues.

Possible gender and minority group indicators for the PMP:

- # of examples in the Geographical Indication study that touch on gender or indigenous issues.
- Material prepared in local dialects in addition to Spanish (Yes/No)
- # of women and members of a minority group that have completed INDECOPI e-learning trademark course.
- # of attendees at UPOV workshops by gender and indigenous group.
- % of press articles and news stories highlighting IPR issues that are in local dialects compared to those only in Spanish.

4. COMPONENT 3. TRADE FACILITATION

4.1 Activity 3.1 Establish Baseline of Customs Operations

Work Plan Indicators: TC Baseline findings and action plan; two monitoring reports.

Possible gender and minority group indicators for the PMP:

- # or % of stakeholder participants by gender and minority origin.
- # of specific issues addressed in the processing that were identified as affecting women or minority owned businesses disproportionate to other owned businesses.

4.2 Activity 3.2 Dissemination of Quick Release System Benefits

Work Plan Indicators: Dissemination strategy formulated, workshops for trade related officials and private sector in 10 cities.

Possible gender and minority group indicators for the PMP:

- Change in the # of women owned businesses using the Quick Release System
- Change in the # of minority owned businesses using the Quick Release System
- # or % of attendees at the workshops by gender and minority group.
- # of cities where workshops were held that are in predominately indigenous regions or where specific minority groups are located.

4.3 Activity 3.3: Simplify Import related Procedures

Work Plan Indicators: Number of simplified procedures and number of required import/export documents eliminated.

There are no gender and minority group indicators for this activity:

4.4 Activity 3.4 Facilitate creation of a Surety System

Work Plan Indicators: Bond Guarantee profile and implementation strategy; and 20 customs officials trained on USAID/TCBoost Post Clearance Audit.

Possible gender and minority group indicators for the PMP:

- # of custom officials trained by gender and by minority designation.

4.5 Activity 3.5 Support Creation of Authorized Economic Operators (AEO)

Work Plan Indicators: 20 trade policy makers participate in AEO workshop.

Possible gender and minority group indicators for the PMP:

- # or % of women owned firms that eventually qualify as an AEO
- # of policy makers by gender and minority designation attending the AEO workshop

5. COMPONENT 4. ADMINISTRATIVE SIMPLIFICATION

5.1 Activity 4.1: Consolidate information and products developed for administrative simplification

Work Plan Indicators: updated TRAMIFACIL website, and number of website visits.

Possible gender and minority group indicators for the PMP:

- TRAMIFACIL website visits(hits) by municipality, gender and minority group (here first language or place of birth might be used as a proxy for a minority group designation)

5.2 Activity 4.2 Amend Establishment Inspection Regulation

Work Plan Indicators: Amendment proposal presented to CNC.

I see no specific gender and minority group indicators for this activity.

5.3 Activity 4.3: Technical Assistance to Municipalities in Business Registration

Work Plan Indicators: (i) number of municipality workers trained; (ii) costs and time of obtaining license are reduced by 50%; (iii) requirements associated with obtaining license are reduced by 60%; (iv) business formalization increases by 30%; (v) strategy for expanding the use of the software; (vi) 15 municipalities simplify processes and an additional 2 municipalities standardize processes through software implementation.

Possible gender and minority group indicators for the PMP:

- # of municipal employees trained by gender and minority identity.
- # or % of businesses registered by category (size-capital or # of employees) that are women or minority owned.
- # or % of businesses registered by category (size-capital or # of employees) that are managed by a woman or a minority.
- % increase in businesses registered, by gender and minority ownership.

5.4 Activity 4.4 Business Constitution

Work Plan Indicators: Report that analyzes the logic of the constituting businesses process and recommends courses of action.

Possible gender and minority group indicators for the PMP:

- Report specifically addresses issues/obstacles faced by women or minorities in establishing a business. (Yes/No)

5.5 Activity 4.5 Disseminate Progress Continuously

Work Plan Indicator: 5 administrative simplification success stories related to project assistance covered in the media/press; quarterly project progress reports posted on TRAMIFACIL's website.

Possible gender and minority group indicators for the PMP:

- # of success stories relevant to (or about) a women or minority owned business

- Gender of the readers of the quarterly progress reports on the TRAMIFACIL website.

6. COMPONENT 5. MEDICINES

6.1 Activity 5.1 Strengthen DIGEMID's capacity to evaluate New Drug Applications

Work Plan Indicators: Number of examiners trained.

Possible gender and minority group indicators for the PMP:

- # of examiners trained by gender and minority origin

6.2 Activity 5.2 Improve DIGEMID's MIS and Improve Coordination with INDECOPI

Work Plan Indicators: (i) Modern Information Management System installed; and (ii) Number of online applications.

Possible gender and minority group indicators for the PMP:

- # or % of applications from women or minority owned businesses.

6.3 Activity 5.3 Raise awareness of counterfeit drugs and regulations of pharmaceuticals

Work Plan Indicator: Number of press articles and news stories featuring the dangers of counterfeit drugs

Possible gender and minority group indicators for the PMP:

- # or % of press articles and news stories in local dialects.
- # or % of press articles and news stories that feature any gender issues concerned with the drug or regulation (articles targeted at the end user or likely purchaser of the drug)

7. COMPONENT 6. TELECOMMUNICATIONS

7.1 Activity 6.1 Analyze and share Telecom Best practices

Work Plan Indicator: delivery of survey results and workshop on findings.

Possible gender and minority group indicators for the PMP

- # or % of workshop participants who represent gender or minority based groups

7.2 Activity 6.2 Train and mentor on the economics of Telecom regulation

Work Plan Indicator: 20 trained officials

Possible gender and minority group indicators for the PMP:

- # of trained officials by gender and minority origin.