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GENDER ANALYSIS: PERU, 2019

May 2020

This publication was produced at the request of the United States Agency for International Development (USAID). It was prepared independently by EnCompass LLC for the Monitoring, Evaluation, and Learning for Sustainability (MELS) Contract (No. 72052719D00001). The views expressed in this publication do not necessarily reflect the views of USAID or the United States Government.

ABSTRACT

The purpose of the 2019 Gender Analysis was to provide information to USAID for the process of preparing the 2020-2025 Country Development Cooperation Strategy for Peru. The study analyzes the gender gaps and needs that persist in the country and that impede equitable participation and access to economic, political, and social opportunities. Based on the analysis, it proposes recommendations for the programming of the USAID Mission in Peru. The gender analysis uses secondary information, complemented by in-depth interviews with key stakeholders. The analysis found that the country has made progress in different fields, such as education and health, but gender gaps persist in the political and economic participation of women. In addition, the analysis found that the indigenous population, people with disabilities, and the LGBTI population have greater disadvantages in accessing opportunities, especially in rural areas. The sexual division of labor and gender stereotypes are impediments to access to economic, political, and social sectors.

RESUMEN

El Análisis de Género 2019 se realizó con el propósito de proporcionar información a USAID para el proceso de elaboración de la Estrategia de Cooperación para el Desarrollo del País 2020-2025. El estudio analiza las brechas y necesidades de género que persisten en el país y que impiden una participación equitativa y el acceso a oportunidades económicas, políticas y sociales. A partir del análisis propone recomendaciones para la programación de la Misión de USAID en Perú. Se utiliza información secundaria y se complementa con entrevistas en profundidad a actores clave. Se constata que en el país ha tenido avances en diferentes campos, como educación y salud, pero persisten brechas de género en la participación política y económica de las mujeres. Asimismo, se constata que la población indígena, personas con discapacidad y población LGTBI tienen mayores desventajas en el acceso a oportunidades, especialmente cuando se encuentran en áreas rurales. La división sexual del trabajo y los estereotipos de género son impedimentos para el acceso a sectores económicos, políticos y sociales.

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ACRONYMS AND ABBREVIATIONS

	Spanish	English
ACNUR	Alto Comisionado de las Naciones Unidas para los Refugiados	United Nations High Commissioner for Refugees
ADS		Automated Directives System
AMAG	Academia de la Magistratura	Judicial Academy
ASBANC	Asociación de Bancos del Perú	
CDCS		Country Development Cooperation Strategy
CHERL	Comunidad Homosexual Esperanza Región Loreto	Hope Homosexual Community, Loreto Region
CONTIGO	Programa Nacional de Entrega de la Pensión no Contributiva a Personas con Discapacidad	National Non-contributory Pension Program for People with Severe Disability in Situation of Poverty
CULTURA	Ministerio de Cultura	Ministry of Culture
DEVIDA	Comisión Nacional para el Desarrollo y la Vida sin Drogas	National Commission for Development of Life without Drugs
DO	Objetivo de Desarrollo	Development Objective
DP	Defensoría del Pueblo	Ombudsman Office
ENAHO	Encuesta Nacional de Hogares	National Household Survey
ENDES	Encuesta Demográfica y de Salud Familiar	Demographic and Family Health Survey
EOA		Equal Opportunity Act
GDP		Gross domestic product
FAO	Organización de las Naciones Unidas para la Alimentación y la Agricultura	Food and Agriculture Organization
IDB	Banco Interamericano de Desarrollo	Inter-American development Bank
IDEHPUCP	Instituto de Democracia y Derechos Humanos de la Pontificia Universidad Católica del Perú	Institute for Democracy and Human Rights of the Pontificia Universidad Católica del Perú
GALF		Lesbian Feminist Self-Awareness Group
GBV	Violencia basada en género	Gender-based violence
GCAAP		Gender and Climate Change Action Plan
GGGI	Índice Global de Brechas de Género	Global Gender Gap Index
INABIF	Programa Integral Nacional para el Bienestar Familiar	Comprehensive National Programme for Family Welfare
PUCP – IOP	Instituto de Opinión Pública de la Pontificia Universidad Católica del Perú	Public Opinion Institute of the Pontificia Universidad Católica del Perú
JNE	Jurado Nacional de Elecciones	National Electoral Board
LGTBI	Personas Homosexuales, Bisexuales, Transexuales e Intersexuales	Lesbian, gay, bisexual, transgender, and intersex (people)
MEF	Ministerio de Economía y Finanzas	Ministry of Economy and Finance

	Spanish	English
MELS	Monitoreo, Evaluación y Aprendizaje para la Soctenibilidad	Monitoring, Evaluation, and Learning for Sustainability (activity)
MHOL	Movimiento Homosexual de Lima	Homosexual Movement of Lima
MIMP	Ministerio de la Mujer y Poblaciones Vulnerables	Ministry of Women and Vulnerable Populations
MINAGRI	Ministerio de Agricultura y Riego	Ministry of Agriculture and Irrigation
MINAM	Ministerio del Ambiente	Ministry of Environment
MINEDU	Ministerio de Educación	Ministry of Education
MINCETUR	Ministerio de Comercio Exterior y Turismo	Ministry of Foreign Trade and Tourism
MININTER	Ministerio del Interior	Ministry of Home Affairs
MINJUSDH	Ministerio de Justicia y Derechos Humanos	Ministry of Justice and Human Rights
MINSA	Ministerio de Salud	Ministry of Health
MPFN	Ministerio Público – Fiscalía de la Nación	Public Prosecutor’s Office
MTPE	Ministerio de Trabajo y Promoción del Empleo	Ministry of Labor and Employment Promotion
NGO		Nongovernmental organization
MYPE	Micro y Pequeña Empresa	Micro and small enterprise
OAS	Organización de Estados Americanos	Organization of American States
ONPE	Ofician Nacional de Procesos Electorales	National Office of Electoral Processes
OSCE	Organismo Supervisor de las Contrataciones del Estado	Public Procurement Supervisory Authority
PAHO	Organización Panamericana de la Salud	Pan American Health Organization
PCM	Presidencia del Consejo de Ministros	Presidency of the Council of Ministers
PLANIG	Plan Nacional de Igualdad de Género 2012–2017	National Gender Equality Plan 2012–2017
SERFOR	Servicio Nacional Forestal y de Fauna Silvestre	National Forest and Wildlife Service
PRODUCE	Ministerio de Producción	Ministry of Production
SERVIR	Autoridad Nacional del Servicio Civil	National Civil Service Authority
UGEL	Unidad de Gestión Educativa Local	Local Education Management Unit
UNFPA	Fondo de Población de las Naciones Unidas	United Nations Population Fund
UNHCR		United Nations High Commissioner for Refugees
USAID	Agencia de los Estados Unidos para el Desarrollo Internacional	United States Agency for International Development

EXECUTIVE SUMMARY

This document updates the United States Agency for International Development (USAID) 2016 Gender Analysis for the Peru mission (USAID/Peru) and provides information for the development of the Country Development Cooperation Strategy (CDCS) for 2020-2025. The overarching question for this gender analysis is: What key gender gaps, needs, and opportunities must be addressed through USAID/Peru programs to achieve the CDCS development goals?

PURPOSE AND STUDY QUESTIONS

The purpose of this gender analysis is to provide information for the development of the USAID/Peru 2020–2025 CDCS and ensure that gender considerations are integrated into the results framework to achieve Peru's development objectives in the areas of alternative development, governance, and the environment (as identified during Phase I of the CDCS development process).

Questions guiding the gender analysis included:

1. What are the current gender gaps, needs, and opportunities relevant to the CDCS development goals?
2. What are the key gender gaps, needs, and opportunities that affect full and equitable participation and access to economic, political, and social opportunities in the regions where USAID/Peru programs operate?
3. What is the Government of Peru's legal and policy framework to support the integration of gender considerations, not only at the level of central institutions, but also in sub-national governments where USAID/Peru works?
4. To what extent does the private sector address gender equality issues (especially in the production of coffee and cocoa value chains, forestry, and credit programs)?
5. How can USAID/Peru programs address the key gender gaps, needs, and opportunities in the areas and sectors USAID/Peru works in?
6. How can USAID/Peru programs promote legal economic activities that are gender-transformative and socially inclusive?

METHODOLOGY

The gender analysis involved two phases. The first phase consisted of a review of USAID/Peru's 2016 Gender Analysis to identify what information was needed. The team collected and analyzed secondary data and presented initial findings to USAID/Peru. During the second phase, the team identified key topics for further research, and collected primary data through interviews with 16 experts on the topics.

FINDINGS

1. In Peru, after a decade of economic growth, there remain gender gaps, particularly in terms of women's economic and political participation.

2. Traditionally, the Peruvian state has economically, politically, and socially excluded indigenous populations of the Amazon. Consequently, they experience greater socioeconomic inequalities than non-indigenous populations. Exclusion and inequalities manifest differently within indigenous groups, with women being the most disadvantaged.
3. The lesbian, gay, bisexual, transgender, and intersexual (LGBTI) population is unprotected in the exercise of their rights, which increases their exclusion.
4. Gaps persist among persons with disabilities in the exercise of rights to health, education, and labor participation, with women being at a greater disadvantage, especially in rural areas.
5. Venezuelan migrant women are more vulnerable than men because they need to survive and meet their own needs in Peru, as well as their families' needs in Venezuela.
6. The division of labor by sex is the primary gender-based constraint for equitable participation and access to same opportunities in the economic, political, and social sectors.
7. Gender stereotypes lead to a low participation of women in the private sector, both as employees and as entrepreneurs; gaps in access to positions of power and wages persist.
8. There is a gender gap in women's access to and use of financial services.
9. Access to technology has advanced in the country, but gaps in Internet access remain, especially among the rural population, particularly women.
10. Corruption affects men and women differently.
11. Gender-based violence (GBV) is a national, structural problem that seriously affects rights violations.
12. The current government prioritizes and lends considerable political support to gender equality efforts, but conservative positions of religious and political groups regarding gender equality hamper their implementation in public policy.

CONCLUSIONS

Q1: What are the current gender gaps, needs, and opportunities relevant to the CDCS development goals?

1. The country's gender gap is at 24 percent, which shows significant progress, particularly in education and health, where the indexes indicate virtual equality between men and women. However, there are still gaps in equality in the areas of economic and political participation, which stand at 37 and 80 percent, respectively.
2. The main inequalities, including gender inequalities, are found among vulnerable populations, such as LGBTI people, people with disabilities, and recently, Venezuelan migrants, who are unable to meet their basic rights to education, health, income, and political participation. This situation is compounded by discrimination, which hinders individual development and exacerbates exclusion.
3. The percentage of uneducated indigenous women (19.1 percent) is 10 times higher than non-indigenous men (1.9 percent). The economic activity rate of persons with disabilities differs by sex, with women (32.1 percent) having a lower economic activity rate than men (49.7 percent). The experience of discrimination results in 56.5 percent of the LGBTI population being afraid to express their sexual orientation and/or gender identity.

Q2: What are the key gender gaps, needs, and opportunities that affect full and equitable participation and access to economic, political, and social opportunities in the regions where USAID/Peru programs operate?

4. The gaps affecting equitable participation and access to equal economic opportunities are caused by the division of labor between men and women. The roles assigned to women (reproductive and domestic) create an excessive workload for women (47 hours a week in rural areas), with no effective recognition of their contribution, which is equivalent to 66 percent of the average household income.
5. Women's economic contribution to the cocoa and coffee value chains is largely unknown because the tasks they perform in terms of input preparation, production, and harvesting are perceived as an extension of domestic work, despite the fact that they account for 38 and 31 percent, respectively, of the production labor cost. In the cocoa value chain, women's contribution to the production of one hectare per year is the equivalent to 57 wages, while men's contribution amounts to 93 wages. In the case of coffee, women are estimated to receive the equivalent of 73 days' wages, while men receive 166 days' wages. Additionally, because their contribution is not visible, training and income-generating opportunities for women are restricted.
6. In forestry, the roles of men and women are differentiated, with the same consequences of overwork and lack of knowledge about women's contribution to the household economy. Women participate in forest conservation tasks and carry out non-timber activities, whereas men participate in timber activities that are considered more "masculine."
7. Women are undervalued and invisible in water resource management and water use organizations because of underlying issues of access to property and education, which become barriers to women's participation in decision-making positions.
8. Gender-based violence (GBV) has structural roots—machismo and patriarchy underlie social values—and takes on different forms, such as high tolerance for violence against women. A decade ago, figures did not vary significantly, and showed that every 6 or 7 of 10 women suffered violence at some point in their life. Violence is manifested in its worst forms as femicide, which in 2019, cost the lives of 165 women.
9. GBV has an individual impact, with physical and emotional consequences that affect people's work performance. Among the coffee harvesters in Chanchamayo and Satipo, violence impairs the skills and abilities of women who harvest the beans at their optimal point of ripeness; women microentrepreneurs who suffered violence received 21 percent less income than those who were not assaulted, and financial delinquency leads to deterioration in payment behavior.
10. A total of 1,355 cases of human trafficking were reported in 2018; teenage women were the most frequently sexually exploited. The country has made significant regulatory advances to address this crime, but assistance, protection, and restitution of victims' rights are still nascent.
11. The current government prioritizes fighting GBV in its public policy, which has led to significant legislative, institutional, and budget allocation changes.

Q3: What is the Government of Peru's legal and policy framework to support the integration of gender considerations, not only at the level of central institutions, but also in sub-national governments where USAID/Peru works?

12. Peru has made strides in establishing a legal framework for gender equality, which the government prioritizes in its policy. For the first time in the country's history, a *Gender Equality*

Policy was drafted and adopted, and its implementation is bringing about institutional changes to provide public services with a gender perspective. However, conservative religious and political groups pose an obstacle to progress in including gender equality in government programs, especially in education.

13. Since 2017, within the framework of the policy, 98 commissions or working groups for gender equality have been created to integrate a gender equality approach into policies and institutional management (including Presidency of the Council of Ministers [PCM], Ministry of Economy and Finance [MEF], Ministry of Environment [MINAM], National Commission for Development of Life without Drugs [DEVIDA], and National Civil Service Authority [SERVIR]), and work plans have been developed and implemented. Such progress is at odds with the small number of people with gender training, which ranges from zero to seven people trained by mechanism, not including the Ministry of Women and Vulnerable Populations (MIMP).

Q4: To what extent does the private sector address gender equality issues (especially in the production of coffee and cocoa forestry value chains, and credit programs)?

14. In the private sector, gender stereotypes that prevent women from fully and equitably participating in positions of power persist. Gaps remain between men's and women's incomes, and there are barriers for women in accessing fields that are perceived as "masculine." Women account for only 22.2 percent of directors and 30 percent of the entry levels of organizational structures. Only 24.3 percent of women are at the top of the salary scale.
15. The size of the company and the gender of its manager are inversely correlated—37.5 percent of managers in microenterprises are women, while in medium and large enterprises, they account for 21.8 percent. Women microentrepreneurs have lower levels of education than their male counterparts, which reflects a gap in access to education for women.
16. The business sector is concerned about gender inequities and has proposed several initiatives over the past 4 years to raise awareness of this situation and gauge progress in terms of equality.
17. Gender gaps remain in access to credit in the financial system (12 percent of women and 15 percent of men), stemming from different opportunities in access to employment and income, property ownership, and financial education. Women managers for micro and small enterprises (MYPE) are less likely to use credit than men (22.2 vs. 28.4 percent, respectively).

Q5: How can USAID/Peru programs address major gender gaps, needs, and opportunities in the areas and sectors where USAID/Peru works?

18. An opportunity to mainstream gender is its connection to corruption. Women are more vulnerable to corruption than men, especially when it comes to sexual favors, which occur where corruption is the most prevalent. Another opportunity arises from generating research that links gender equality and corruption to fill information gaps.
19. Encouraging greater participation of women at all levels of decision making and in sectoral areas is an aspect that strengthens governance.
20. There is an opportunity to bring a gender perspective to the issue of Venezuelan migration. The Venezuelan migrant population is highly vulnerable economically and socially, as well as to discrimination, violence, and human trafficking, especially women.

21. There is an opportunity to mainstream gender considerations in the country by strengthening gender equality mechanisms to fulfill their purpose, and share gender-based assessments of their projects and good practices for gender equality.
22. Access to information technologies and the Internet reveals that rural areas, women, indigenous people, and older persons are disadvantaged.
23. Intersectional analysis (gender, ethnicity, age) is an element that supports gender gap analysis.

RECOMMENDATIONS

On January 27, 2020, the gender analysis team conducted a workshop with USAID/Peru in Lima to present and validate findings and conclusions, and collaboratively brainstorm recommendations to address them. The inputs from this co-creation workshop informed the development of the recommendations listed below.

Recommendations Developed in the Co-Creation Workshop (January 2020)

1. Greater participation by women at all decision-making levels, as well as the sectoral and community levels is a critical element to close gender-based gaps and strengthen governance. USAID-supported interventions should emphasize this point by creating opportunities for women and an enabling environment for gender equality.
2. USAID and its partners should promote political participation of women through political advocacy to implement the political reform that ensures gender alternation in the lists of candidates to be voted on.
3. USAID and its partners must strengthen compliance with current laws in the intervention areas that aim at providing childcare and closing wage gaps in public and private institutions to promote greater women's economic participation.
4. USAID-supported interventions should recognize the existence of structural inequalities that place the indigenous population at a disadvantage. Besides relying on an intercultural and inclusive approach, interventions that involve these populations must engage closely with government institutions to address structural barriers.
5. Vulnerable groups (indigenous people, people with disabilities, LGBTBI people, and migrants) require comprehensive policies aimed at guaranteeing their fundamental rights. USAID must support government initiatives toward this end. Likewise, USAID partners should strengthen the capacity of civil society organizations of these vulnerable groups to program and promote gender equality, and identify and include these vulnerable groups in their efforts.
6. USAID-supported interventions should include gender-specific analyses that identify the root causes of inequalities so as to increase understanding of the key gender equality issues and devise gender-transformative strategies accordingly.
7. A major element is to support the Peruvian Government in implementing its *Gender Equality Policy* and its integration into national, regional, and local policies to close political and economic gaps, as well as those related to GBV.
8. USAID and its partners must support the public sector to carry out actions to address gender stereotypes and prejudices in all fields (social, economic, and political). An issue to consider is

the visibility and perceived value of the role of women in all production processes, community management, and participation in public and private decision-making positions.

9. USAID must support government policies targeting gender equality and the fight against GBV. USAID and its partners must incorporate specific actions to prevent GBV in the intervention areas; provide sufficient information to refer cases of violence against women, girls, and adolescents; strengthen GBV referral systems; and promote new ideals of masculinity to prevent GBV.
10. USAID interventions can assist the MIMP in gender mainstreaming actions within public institutions at the national, regional, and local levels (support the constitution of Gender Equality Commissions and train their members on gender issues, and support members in the preparation of work plans and their implementation).
11. The USAID team and implementers need to deepen their knowledge of gender issues and ways to mainstream gender into interventions, including taking a gender-transformative approach that both empowers women and engages men as supportive agents of change and allies in gender equality.
12. USAID-supported interventions must include specific gender analyses that identify root causes of inequality in order to increase knowledge of key gender equality issues and consequently, design gender-transformative strategies.
13. Intersectional analysis (examining the relationships between gender, ethnicity, age, and other key variables) is required to support gender-based gap analysis, and should be present in the intervention design to acknowledge and address the multiple vulnerabilities and disadvantages that affect the lives of community members.
14. Gender indicators must be identified in the process of project and activity programming to report on their progress toward gender equality goals that will further support the achievement of project and activity objectives.
15. USAID and implementers should include gender considerations in assessments at the activity, project, and Development Objective (DO) levels.
16. USAID should generate and expand knowledge of gender-based gaps at different intervention levels—from the community to the regional level, as well as in areas where knowledge gaps exist, such as those related to gender and corruption.
17. To disseminate learning and scale-up results, USAID experiences need to be systematized, and best practices should be identified to contribute to the gender transformation needed to achieve Peru's development goals.

Relevant Recommendations from the 2016 Gender Analysis

In addition, the gender analysis team reviewed the recommendations from the 2016 Gender Analysis to determine which are still relevant given the 2019 gender analysis findings. They are listed below.

FOR USAID

Planning and design

1. Integrate gender considerations in the design and planning of projects and activities, identifying at least one gender result in each DO of the new country strategy.

2. Design projects and activities with an intersectional lens that integrates considerations for gender, ethnicity, and poverty, and takes into account the practical needs of men and women, as well as some strategic needs, such as prevention and protection against GBV.
3. Develop rapid gender analysis to determine the gender gaps and needs of men and women in the intervention areas that are new or do not have updated information.
4. In the requested activities' scope of work, include an objective that reflects gender considerations.
5. In the evaluation criteria and selection of implementers, take into account the treatment of gender mainstreaming and indicators.
6. In the requested activities' scope of work, include a profile for a member of the technical team who will be responsible for gender integration in management and intervention activities.
7. Develop an orientation guide to integrate gender into activities under the new strategy.

Management

8. Designate a person at USAID who will be responsible for gender and provide support and specialized technical assistance, as well as monitor the integration of gender in activities.
9. Fund studies to identify and describe in detail the tasks men and women assume in the value chains of alternative crops, forestry, water resources, and so on to determine and make visible women's contribution through unpaid work.

Monitoring and evaluation

10. Socialize standard and adapted gender indicators, their definitions, and operationalization; and supervise and provide feedback on data updating and reporting.
11. Using a longitudinal design, conduct follow-up with families or individuals to monitor, adjust strategies, and evaluate the scope of gender integration in the intervention.
12. Evaluate the current and potential application of the self-reliance scale used in USAID activities as a monitoring indicator to evaluate the effect of training on gender results.

FOR IMPLEMENTING PARTNERS

13. Use the orientation guide USAID provided to integrate gender in the management and implementation of activities, as well as internal meetings of the technical implementing team.
14. Develop a monthly and seasonal calendar of agricultural, forestry, and water resources management activities, as appropriate, as well as domestic and care tasks to harmonize the needs and planning of activities with local practices.
15. Identify local restrictions for the participation of women and men in the interventions and opportunities generated by the activities. This will supply the technical team in the field with information related to restrictions based on practices and customs.
16. At the level of regional and local governments, promote the implementation of services that alleviate the burden of domestic work to facilitate the participation of women in training, productive, and community activities. This task must be included in the work plan.

17. Coordinate with the regional and local government agencies the intervention strategies in cases of GBV, trafficking in persons, racial or gender discrimination, and where possible, translate them into protocols the implementing team can execute.
18. Manage the certification training by accredited institutions that strengthens technical or specialized skills of men and women.
19. Train women and men who are beneficiaries of different activities in the use of digital resources to improve their income opportunities. For example, provide training in the purchase of inputs (agricultural or any type), marketing of their products, banking or credit operations, and so on.
20. Develop capacities of women from native communities to manage economic resources, such as tourism or sale of handicrafts and food through fairs organized by local governments.

See [Annex A](#) for Executive Summary in Spanish.

PURPOSE AND STUDY QUESTIONS

PURPOSE

This gender analysis aims to provide information for the development of the 2020–2025 Country Development Cooperation Strategy (CDCS) and ensure that gender considerations are integrated into the results framework to achieve Peru’s development objectives (DOs) in the areas of alternative development, governance, and the environment (as identified during Phase I of the CDCS development process):

- DO1: Peru continues to reduce coca crops in post-eradication priority regions.
- DO2: Peru increases public integrity to reduce corruption.
- DO3: Peru expands the economic and social benefits of sustainable environment and natural resource management.

Our gender analysis took into account the geographic focus of the United States Agency for International Development mission to Peru (USAID/Peru) for the DOs listed above that were updated in August 2019. It used a mixed-methods approach, focusing on updating the gender analysis completed in 2016 and seeking to answer the following overarching question:

Which key gender gaps, needs, and opportunities must be addressed through USAID/Peru programs to achieve the CDCS development goals?

STUDY QUESTIONS

Below are the questions and sub-questions that guided the gender analysis, which were reviewed and prioritized with USAID/Peru.

QUESTION	SUB-QUESTION
1. What are the current gender gaps, needs, and opportunities relevant to the development objectives of the CDCS?	a) What are the gender gaps, needs, and opportunities in rural and indigenous Amazonian populations? b) What are the gender gaps, needs, and opportunities in the lesbian, gay, bisexual, transgender, and intersex (LGBTI population); youth; and people with disabilities?
2. What are the main gender gaps, needs, and opportunities that have an impact on full and equal participation and access to economic, political, and social opportunities in the regions where USAID/Peru programs operate?	a) What is the specific impact on women, particularly indigenous women, of illegal economies (illegal mining, logging, drug trafficking, human trafficking) and to what extent do they affect USAID/Peru programs? b) What are the effects of GBV on women’s participation and access to opportunities?

QUESTION	SUB-QUESTION
3. What is the Government of Peru's legal and policy framework to support the mainstreaming of gender considerations, not only at the level of central institutions, but also in sub-national governments where USAID/Peru works?	a) Do national policies address gender and social inclusion? b) To what degree government institutions that work with USAID/Peru implement gender policies (DEVIDA, MINAM, SERFOR, PCM, SERVIR, MEF, OSCE, and Controller General's Office)? ¹
4. To what extent does the private sector address gender equality issues (especially in the production of coffee and cocoa value chains, forestry, and credit programs)?	a) In what ways private-sector actors contribute to or slow down progress toward gender equality? b) What are the perspectives of private-sector actors on the role of women? c) In what ways could engagement and collaboration with the private sector be used to reduce the gap between the status of men and women, change socioeconomic dynamics, create pathways for participation, and expand opportunities for women and girls? d) How do regulatory factors prohibit or discourage women's economic activity?
5. How can USAID/Peru programs address major gender gaps, needs, and opportunities in the areas and sectors USAID/Peru works in?	a) Which opportunities are there for gender mainstreaming in the following areas? <ul style="list-style-type: none"> • Governance and corruption • Rural economic development, financial services, value chains (coffee, cocoa, forest products) • Natural resource management, including water security • Institutional strengthening of partners of the Government of Peru • Venezuelan migration b) How can USAID mainstream best practices around GBV prevention and response into its programs?
6. How can USAID/Peru programs promote legal economic activities that are gender-transformative and socially inclusive?	a) How can USAID address the major gender and opportunity gaps in the areas of human trafficking, environmental crime, and drug trafficking?

¹ DEVIDA=National Commission for Development of Life without Drugs, MINAM=Ministry of Environment, SERFOR= National Forest and Wildlife Service, PCM=Presidency of the Council of Ministers, SERVIR=National Civil Service Authority, MEF=Ministry of Economy and Finance, OSCE=Public Procurement Supervisory Authority,

BACKGROUND

USAID POLICY ON GENDER EQUALITY AND FEMALE EMPOWERMENT

USAID recognizes that gender equality and women’s empowerment are critical to the achievement of development goals, and their effectiveness and sustainability. This commitment is advanced through the Agency’s *Gender Equality and Female Empowerment Policy* (USAID 2012).

Objectives of USAID’s Gender Equality and Female Empowerment Policy

- Reduce gender disparities in access to and control over assets and resources, wealth, and economic, social, political, and cultural opportunities and services
- Reduce GBV and mitigate its harmful effects on individuals and communities
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision making in households, communities, and societies

This policy emphasizes a holistic approach to reducing gender gaps and constraints, and fostering equality and empowerment of women and girls at all stages of USAID’s program cycle.

In 2016, USAID carried out a gender analysis to obtain key information on gender issues to be able to make strategic and program decisions in preparation for its programs that began in 2017, guided by CDCS 2017–2021.

The study found that Peru and its regions did not see significant improvements in reducing gaps between 2013 and 2016, and removing restrictions on men and women from benefiting equally from opportunities USAID activities generated. The recommendations from this analysis are found in [Annex G](#).

In 2019, USAID began the process of preparing its CDCS for the 2020–2025 period. As part of the process, USAID required an update of the 2016 analysis to be able to make strategic and program decisions for this new time period.

COUNTRY CONTEXT

Pedro Pablo Kuczynski’s term in office began in 2016 and faced stiff opposition in Congress, which forced him to resign after 20 months as president of the country. The opposition entailed conservative groups, including religious groups, which strongly opposed gender equality, especially the inclusion of gender equality approaches in the National Education Curriculum.

Against this backdrop, Pedro Pablo Kuczynski was succeeded by Martín Vizcarra, who was vice-president of the outgoing president. The President Vizcarra’s message to the nation on July 28, 2018, in which he established fighting gender-based violence (GBV) as a priority issue, marked a change in favor of gender equality. Subsequently, in April 2019, his government approved the *National Policy on Gender Equality*, with the aim to mainstream the approach into all public policies.

Exhibit 1: Main indicators, INEI Website: www.inei.gov.pe

INDICATOR	MEASURE	YEAR	VALUE
Surface area	Km ²	2017	1,285,215
Gross domestic product (GDP) (current prices)	Thousands of soles	2018	729,772,893
GDP per capita	Soles per person	2018	22,690.41
Total population	People	2017	31,237,385
Global fertility rate	Children per woman	2017–2018	2.2
Life expectancy	Years of life	2015–2020	76.5
Poverty	Percentage	2018	20.5
Extreme poverty	Percentage	2018	2.8
Population growth	Percentage	2019	1.5
Households with drinking water	Percentage	2018	67.7
Access to drainage	Percentage	2018	76.6
Access to electric lighting	Percentage	2018	95.2

Estimates by the INEI show that by 2018, 20.5 percent of the Peruvian population was poor. In absolute terms, this represents 6.5 million people whose level of spending was below the basic market basket (equivalent to 344 nuevos soles). Between 2007 and 2018, poverty has been cut by 21.9 points. At the regional level, poverty is greater in the highlands (30.4 percent), followed by the jungle (26.5 percent), and the coast (13.5 percent) (INEI 2019 i).

STUDY METHODS AND LIMITATIONS

In July 2019, the USAID Monitoring, Evaluation, and Learning for Sustainability (MELS) team held an initial 2-hour design consultation meeting with key USAID/Peru stakeholders involved in the development of the CDCS to understand the gender analysis' vision and priority areas of focus.

Based on the inputs from this meeting, the team proposed the gender analysis design, including guiding questions and methodology (see [Annex C](#)). The proposed study is a mixed-methods, qualitative–quantitative study of descriptive nature.

In October 2019, USAID MELS presented preliminary findings based on the document review to the USAID/Peru gender team. The feedback received allowed for readjustment and guidance in the design of the gender analysis until its conclusion.

METHODOLOGY

The 2019 gender analysis was conducted in three phases, as presented below.

PHASE 1: SECONDARY DATA COLLECTION AND ANALYSIS

A) DOCUMENT REVIEW

Initially, the team conducted a review of the *Gender Analysis 2016* to identify: (1) the topics that needed to be updated and (2) new topics to be included, according to the guiding questions. The team carried out a search, review, and analysis of secondary data based on statutory regulations, official government reports, such as research generated by universities or nongovernmental organizations (NGOs), as well as the gender assessments of both qualitative and quantitative USAID projects. The document review focused on national-level data and some specific data disaggregated by urban and rural areas. USAID's Automated Directives System (ADS) 205 gender analysis domains were used to create a document review template to summarize key information. The Dedoose Version 7.0.23 software, a web-based application to manage, analyze, and present qualitative and mixed-method research data, was used to code and process information.

B) SUBMISSION OF DOCUMENT REVIEW RESULTS

USAID MELS team prepared a preliminary findings report, and shared and discussed it with USAID/Peru staff. This meeting identified priority issues that needed to be further developed through primary data collection.

PHASE 2: PRIMARY DATA COLLECTION AND ANALYSIS

A) DESIGN MEETING

In collaboration with USAID, the team identified outstanding issues that ought to be included with both secondary and primary data, as well as key actors to interview.

B) PRIMARY DATA COLLECTION

The team conducted 16 interviews (4 with public-sector officials and 12 with experts in different gender issues). The team prepared a series of questions for the interviews and adapted them to each interviewee, depending on the subject matter. Data analysis matrices were used for the interviews.

C) DATA ANALYSIS

Based on the 2016 gender analysis, the team prepared a content proposal identifying new topics or aspects that would be updated to address the questions in the study, which USAID approved. Secondary and primary data were examined in this framework.

PHASE 3: REPORT WRITING

The team prepared a preliminary report of emerging findings, and held a meeting to validate and interpret them, as well as to identify issues that needed to be further addressed through primary source data. They then developed a draft report and submitted it to USAID in a workshop convened to collaboratively develop recommendations. USAID's comments on the draft report and inputs from the co-creation workshop are included in this final report.

SAMPLING

The sampling for primary data collection was qualitative and targeted to respond to emerging issues the desk review did not cover. For sample selection, the team used accessibility criteria, knowledge, and experience in the topics to be addressed. The list of stakeholders interviewed is found in [Annex D](#).

STRENGTHS AND LIMITATIONS OF THE STUDY

The main strength of this study is that it is based on the 2016 Gender Analysis, which was very comprehensive in its approach, the combination of quantitative and qualitative methods, and the inclusion of information updated up to that point. The thorough analysis of recent post-2016 secondary information enhances this strength.

The main weakness of this study is its scope, because it did not cover primary data collection at the sub-national level. We also found information gaps in some of the new issues raised, such as corruption and gender, which are recent topics and no studies or research addressing them are available.

FINDINGS

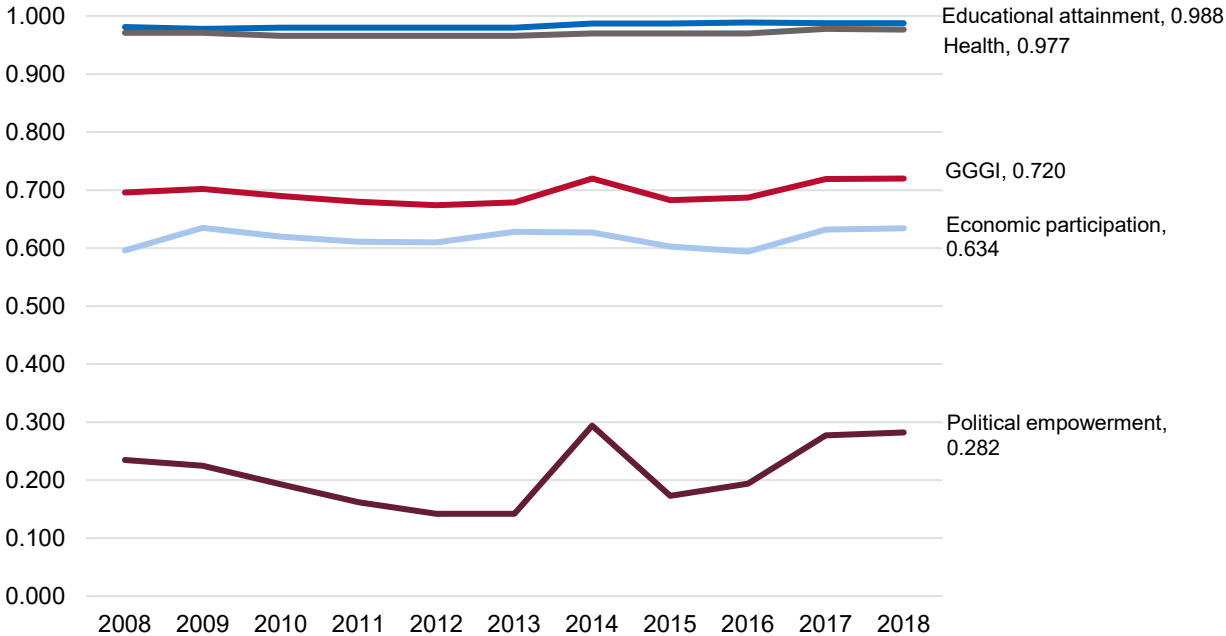
GENDER GAPS, NEEDS, AND OPPORTUNITIES RELEVANT TO THE DEVELOPMENT OF THE CDCS OBJECTIVES

GLOBAL GENDER GAP INDEX (GGGI)

FINDING I: In Peru, after a decade of economic growth, there remain gender gaps, particularly in terms of women’s economic and political participation.

GGGI provides an understanding of whether countries are distributing their resources and opportunities equally between women and men, regardless of their overall income levels. The World Economic Forum assesses this and measures the scale of gender-based disparities, based on indicators² of health status and survival, educational attainment, economic participation, and political empowerment. A score of 0 means complete inequality and a value of 1 means equality between men and women.

Exhibit 2: GGGI 2008–2018; World Economic Forum (2018)



² The GGGI is based on four sub-indices: (1) economic participation and opportunities (income gaps, labor force participation rate, participation in managerial positions, and participation in technical and professional positions); (2) educational attainment (illiteracy rate, primary, secondary and university enrollment rates); (3) health status (sex at birth and life expectancy ratio); and (4) political empowerment (women’s participation in parliament, women’s participation in ministerial positions, and number of women serving as prime minister in the last 50 years).

In 2018, Peru ranked 52nd out of 149 countries and the GGGI was 0.720. While the index shows an improvement between 2008 and 2018 (the increase was 0.024 points), the country has fallen back in its position relative to other countries—in 2008, Peru ranked 48th out of 105 countries (index = 0.696).

GGGI shows that, in Peru, between 2008 and 2018, the best behavior sub-indices were educational achievement and health. The educational attainment sub-index scored 0.988, which indicates a small gap in achieving gender equality in this area. The score for the health sub-index was 0.977 (Exhibit 2).

The lowest rated sub-indices were economic participation and opportunities, and political empowerment. The economic participation sub-index had a value of 0.634, which means a gap of 0.366 for achieving equality in the economic field. By 2018, the value was 0.282, the lowest of all the sub-indices, which translates into a very broad gap toward achieving gender equality.

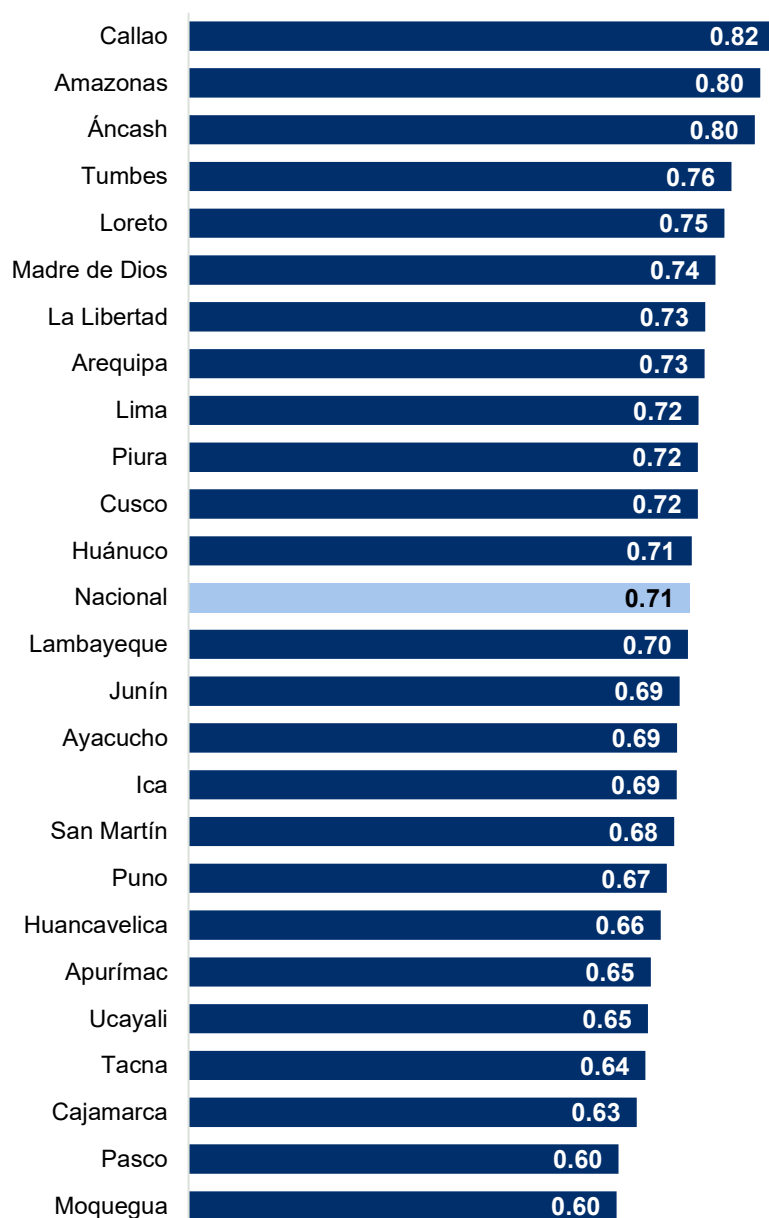
To assess the situation of gender gaps in the country, GGGI was prepared with departmental data from national surveys. This made it possible to analyze the behavior of this index in each of them.³

Results are shown in Exhibit 3 and disaggregated in [Annex E](#). This index shows a national pattern among the different components that recurs in all cases. The GGGI places Callao first, with a score of 0.82, and Moquegua last, with a score of 0.60.

³ The department-level index was developed on the basis of the four sub-indices of the GGGI, but with different indicators:

- Economic participation and opportunity: economic participation rate, the average monthly income from work of the employed population, and the population employed in formal employment
- Educational attainment: literacy rate, gross school enrollment rate, and population with at least secondary education (25 years and over)
- Health: percentage of children under 3 years of age with anemia and chronic malnutrition in children
- Political empowerment: positions held by men and women in Congress, and provincial and district mayors' offices

Exhibit 3: GGI by department, 2018



EDUCATIONAL ACHIEVEMENTS

The sub-index was developed using three indicators: illiteracy rate, primary and secondary school enrollment, and educational attainment. At the national level, the departments with a score equal to or higher than the national average in the educational achievement sub-index are Callao, Ica, La Libertad, Lambayeque, Lima, Madre de Dios, Moquegua, San Martín, Tumbes, and Ucayali. The lowest scoring places are Apurímac, Ayacucho, Cajamarca, Cusco, Huancavelica, and Puno.

Illiteracy. Illiteracy in Peru has been declining for a decade, with the expansion of the educational system at the national level, which has made available educational institutions and teachers in remote areas, and implemented actions aimed at improving the performance and quality of teachers.

By 2018, it was estimated that 5.6 percent of the population aged 15 and over could not read or write, with the figure in rural areas (14.5 percent) being four times higher than in urban areas (3.4 percent).

Illiteracy by natural regions shows a gap between the coastal region and the highland and jungle regions. In the highlands, illiteracy reaches 9.9 percent of the population aged 15 and over, in the jungle it is at 7.3 percent, and on the coast at 3 percent (INEI 2019d). Illiteracy by sex shows differences between women and men. In 2018, 8.3 percent of women were illiterate compared to 2.9 percent of men, with the gap being 5.4 points. Rural women have the highest illiteracy rates—five times the national average (22.6 percent). Three departments have high female illiteracy rates: Apurímac (22.6 percent), Huancavelica (19.2 percent), and Huánuco (18.8 percent) (INEI 2019d).

School enrollment. Since 2010, the school enrollment rate for children aged 6 to 11 has been more than 98 percent, with a small difference between boys and girls. In 2018, it rose to 99.5 percent for both males and females. In the departments of Apurímac, Huancavelica, Ica, Tacna, and Tumbes, school enrollment for boys and girls was 100 percent. In the departments of Arequipa, Callao, Moquegua, Puno, and San Martín, girls' enrollment is 100 percent and boys' is slightly lower.

Enrollment of children and teenagers aged 12 to 16 reached 95.6 percent in 2018; females had a slightly higher enrollment rate than males (95 and 94.6 percent, respectively). By area of residence, it was observed that in the urban area, the rate was 96.1 percent, while in the rural area it was 87.7 percent.

In 2018, the reasons children and teenagers aged 3 to 16 did not attend an educational center were lack of money or currently working (16.5 percent), lack of a basic education center in the village or not old enough (47.7 percent), family issues or not interested in study/low grades/household chores (13.2 percent), and others (22.6 percent) (INEI 2019j).

The 2018 Demographic and Family Health Survey (ENDES) reported that the main reason women aged 15 to 24 did not continue studying was finances, which accounted for 40.4 percent of responses (help in the family farm or business, lack of money, and need to work to earn money). The second reason mentioned was family (pregnancy, marital union, need to care for small children), which was cited by 25.3 percent of women (23.9 percent in urban and 29.7 percent in rural areas). The third group of reasons (22.7 percent) was related to the educational situation of women (they graduated or are studying at colleges).

Educational attainment. In 2018, the average number of years of study for people aged 25 and over was 10 years, equivalent to the fourth year of secondary school. When disaggregated by sex, it is obvious that inequality in educational attainment between women and men continued. Women studied an average of 9.7 years, while men studied 10.3 years, with a gap of 0.6 years.

The educational level of the population aged 25 years and over in 2018 shows that men obtained better educational levels than women: 42.9 percent of men managed to complete secondary education, while only 34.7 percent of women did so. The gap in secondary education remains: 18.2 percent of men have higher university education, while women account for 15.1 percent (INEI 2019j).

Teenagers and youth aged 15 to 29 years who neither study nor work deserve attention; as in 2018, they accounted for 17.3 percent of the total population. In this group, women represent a higher proportion than men (23.4 and 11.5 percent, respectively) (INEI 2019j).

HEALTH

This component took into account two indicators: anemia and chronic malnutrition in children. The sub-index on health places the departments of Amazonas, Callao, Loreto, Madre de Dios, and Tumbes at the top, and the departments of Ayacucho, Lima, Moquegua, and Tacna at the bottom.

Anemia. Since 2004–2005, the incidence of anemia in children under 5 has been reduced from 46 to 32.8 percent in 2018, but is still at unacceptable levels, especially when it occurs in almost half of children under 36 months (INEI 2018c). Anemia is more prevalent among rural children in the mountains and jungle. No differences are noted by sex (41.6 percent in girls and 45.4 percent in boys aged 6 to 59 months) (INEI 2018c).

The *Multisectoral Plan to Combat Anemia*⁴ states that the main causes of anemia are low iron intake, poor food quality, and the high occurrence of infectious diseases. Prematurity and low birth weight, decreased exclusive breastfeeding, low adherence to micronutrients, reduced access to prenatal care, lack of safe water and sanitation, poor hygiene practices, and lack of knowledge are also noted.

Chronic child malnutrition. The rate of chronic malnutrition in children has decreased significantly in the last 15 years, from 24 percent of children with chronic malnutrition in 2004–2005 to 12.2 percent in 2018 (INEI 2018c). This reduction was due to the development of a number of social interventions and programs aimed at improving living conditions, such as access to water and sanitation, vaccines, growth and development monitoring of children, and breastfeeding, among others (Ministry of Health [MINSa] 2014). In the chronic malnutrition rate, no differences were found between sexes; however, despite a major drop in malnutrition in 2018, there are still differences in the prevalence of malnutrition between urban and rural areas: 7.3 and 25.7 percent, respectively (INEI 2018c).

ECONOMIC PARTICIPATION AND OPPORTUNITIES

Three indicators were included in developing this sub-index: rate of economic participation, occupation in formal employment, and income. See [Annex E](#) for a departmental calculation of these indicators. The sub-index reveals that 12 departments are below the national average, five of which are in the bottom range of gender gaps in economic participation: Callao, Moquegua, Pasco, San Martín, and Ucayali.

*Economic Participation.*⁵ The factors influencing increased participation of women in the labor market are higher education, lower fertility, and the generation of jobs due to improved economy. From 2008 to 2018, the GDP grew at an average of 4.8 percent; this year, the economy is estimated to grow at a level below 2 percent. However, in the last 10 years, the economic participation of women, measured by activity rates, has not changed. The activity rate has remained at an average of around 72 percent at the national level, but this average represents 81.5 percent in men and 64 percent in women (INEI 2019c). The highest rate of female participation is found in Apurímac, Huancavelica, and Puno, with rates of 77.6, 79.1, and 74 percent, respectively (see [Annex E](#)).

Formal employment occupation. In 2018, the employment rate of women was 44.2 percent of the total employed, 12 points lower than that of men, which was 55.8 percent. In addition to this gap, the quality

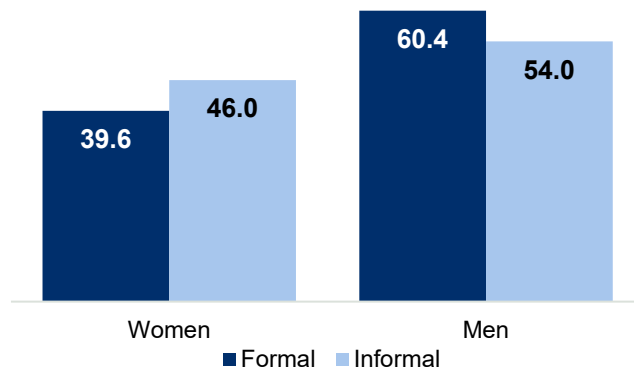
⁴ Executive Order 068-2018-PCM

⁵ Economic participation is estimated through the activity (or participation) rate. It is the economically active population to working-age population ratio. The activity rate indicator measures the degree of participation of the working-age population in economic activity.

of employment is worse for women: the appropriate employment rate (by hours or pay) is 40.4 and 62.2 percent for women and men, respectively.

Another indicator of the quality of employment is the rate of formal and informal employment, because the precarious nature of employment has an impact on labor rights and income. At the national level, the formal employment rate is 27.6 percent and the informal one is 72.4 percent. Informal employment is higher in rural areas (96.6 percent), the jungle, and the mountains (84.9 and 83.2 percent, respectively); on the coast it is 63.1 percent.

Exhibit 4: Formal and informal employment rate, 2018 (%); INEI 2019c



Women have a higher rate of informal employment (75.3 percent) than men (70.1 percent). By branch of activity, the highest share of people in informal employment is in agriculture, fisheries, mining, and transport (INEI 2019 c).

Formal employment rates vary between men and women. As shown in Exhibit 4, of the total number of formally employed people, 60.4 percent are men and 39.6 percent are women. In the area of informal employment, 54 percent are men and 46 percent women.

Income: In the last 10 years, the salary gap between men and women has persisted—in 2007, women received 72.8 percent of men’s income and in 2018, the difference remains at 72.5 percent. In other words, women earn 27.5 percent less than men (INEI 2019a).

According to a recent study, part of these wage differences (2 points) is accounted for by work experience, hours worked, and area of residence; another part (27 points) is caused by gender differences (Ministry of Labor and Employment Promotion [MTPE] 2015).

Some reasons for the gender gap in earnings (Latin-American Center for Rural Development 2015) include the following:

- a) The likelihood of entering the labor market and generating income decreases if women have children under 3 years old and elderly at home, and increases when children are between 3 and 6 years old, older, and with a higher level of schooling.
- b) Unlike men, “belonging to an indigenous community” has a statistically significant negative effect on the income level of women.
- c) Being a salaried employee increases the income level of both men and women, unlike being self-employed—not having a fixed monthly income.
- d) The largest income gap is found in territories specialized in the manufacturing industry (32 percent) and the smallest in territories specialized in the service sector (21 percent). This is the case in urban and coastal departments, such as Ica, Lambayeque, and Tumbes, where gender gap is higher and has increased since 2012.

Recently, to close the income gap, an act outlawing pay discrimination between men and women was enacted (Act 30709 of November 2017).

Wage Differences between Male and Female Public-Sector Employees

- From 2004 to 2017, men in the Peruvian civil service earned on average 14 percent more than women, which would be due to the limited and minority access of women civil servants to the best-paid positions in the government.
- The biggest gaps are between male and female civil servants with secondary education, with the former earning an average of 42 percent more than women in the same group. The gap between men and women with primary education (34 percent) is the second, followed by the gap between men and women with higher university education (17 percent) and non-university or technical higher education (14 percent) (SERVIR 2019).

POLITICAL EMPOWERMENT

This component has taken into account women's political participation in the Congress of the Republic, the regional government, provincial municipalities, and district municipalities. It appears that political participation is the highest in the departments of Amazonas, Áncash, Callao, Loreto, and Tumbes.

The *Quotas Act of 2000* (Act 27387) stipulates that lists of candidates for Congress must include no less than 30 percent of women. The population approves of the gender quota, even though it is not necessarily reflected in actual voting. Seventy-four percent of the population over the age of 18 showed a high degree of support for the gender quota in the candidate lists (Carrión et al. 2015), and by the end of 2015, 47 percent of the urban population preferred a female candidate for the Presidency of the Republic (IPSOS Peru 2015).

In the last four elections, the number of women candidates has been in accordance with the law; however, the result has not achieved the expected 30 percent (National Electoral Board [JNE] 2016). In the 2000 elections, the percentage of women who were elected to Congress was 19 percent, which increased to 29 percent in the 2006–2010 period, and decreased to 21 percent in the elections for the period 2011–2015. There were 888 women candidates running in the parliamentary elections in 2016–2021, 37 of whom were elected for 130 seats in Congress, resulting in 28.5 percent of women members of Congress (JNE 2016).

According to Zambrano and Uchuypoma (2015), a number of reasons explain why the expected 30 percent has not been achieved: (1) absence of party regulations regarding the promotion of gender equality; (2) the JNE system, which applies only at the time of submitting the lists of candidates and not after the processes of exclusion, resignation, or dismissal of candidates; and (3) the application of the percentage according to the number of candidates assigned to each electoral district. An important point is the location of the women candidates on the lists, because the likelihood of being elected increases if they are at the top of the list. In the elections for the period 2016–2021, 43 percent of women candidates were located in the lower third of the list (JNE 2016).

With regard to the elections to the regional governments for the period 2019–2022, there were 736 candidates for regional governors and deputy governors, of which 17.8 percent (131) were women. There were also 4,901 candidates for regional councils, 39.6 percent (1,941) of whom were women. At the provincial level, there were 2,017 candidates for provincial mayor, of whom 9.9 percent (182) were women. At the district level, 12,161 candidates were registered as district mayoral candidates, of whom 8.8 percent (1,071) were women.

Results did not lead to any women being elected as governors in the 26 regional governments. Four (4) out of 25 women were elected as deputy governors. In the provincial mayors' offices, 7 women mayors were elected out of a total of 196 (3.6 percent) and 81 were elected out of a total of 1,666 district mayors, which accounts for 4.9 percent (MIMP 2019 c).

Exhibit 5: Percentage of women elected as authorities; MIMP, 2019c

	MEN	WOMEN	TOTAL
Members of Congress 2016–2021	71.5	28.5	100.0
Regional government 2019–2022	100.0	0	100.0
Regional vice-government 2019–2022	80.0	20.0	100.0
Regional council 2019–2022	80.8	19.2	100.0
Provincial mayor's office 2019–2022	96.4	3.6	100.0
District mayor's office 2019–2022	95.1	4.9	100.0

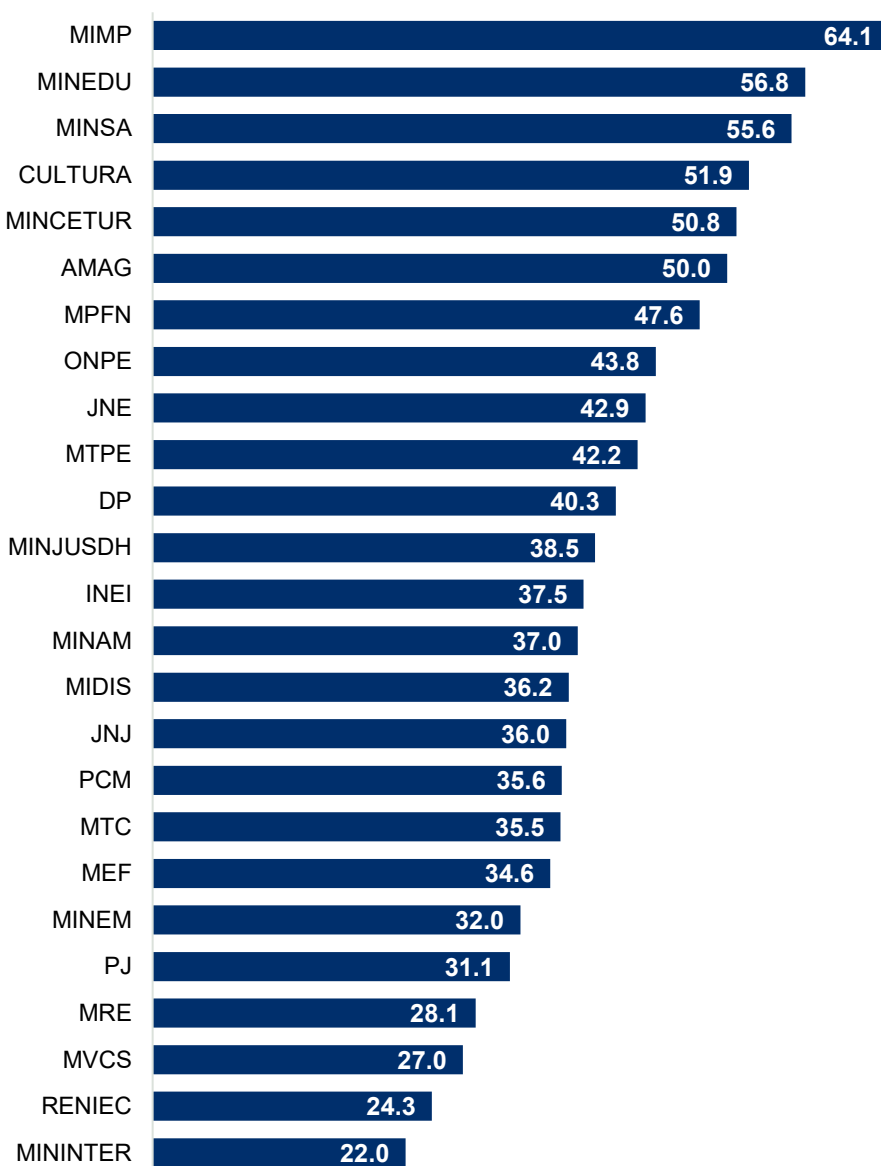
The situation described can be attributed, as mentioned by Córdova (2018), to cultural factors, prejudices, and stereotypes that prevail. In general, the author points out there is disappointment in women candidates and former authorities who took office and were subjected to discrimination and violence in their roles, greater scrutiny over their administration through the media and social networks, and the continuing family burden borne by women. Another aspect that is a barrier to women's political participation is political harassment, which was classified as a form of violence in the *National Plan against Gender Violence for 2016–2021*.

Participation in decision-making positions. Women have little participation in decision-making positions in the public sector (and in the private sector, as demonstrated below). As shown in Exhibit 5, in only 5 of 27 government institutions in the executive, the judicial branch, and autonomous bodies women hold positions of power equivalent to half or more of all positions.

The three ministries where women's participation in positions of power is the highest are the MIMP, the Ministry of Education (MINEDU), and MINSA. They are social sectors where women's participation continues to be predominant because of the strong presence of female nurses and obstetricians in the health sector, and female pre-school and primary school teachers in the education sector. This situation has remained stable over the past 7 years.

It should be noted that to promote participation from 2015 to the present, the MINSA and the Ministry of Home Affairs (MININTER) established gender quotas in decision-making positions. However, in the latter sector, the presence of women in positions of power stands at only 22 percent.

Exhibit 6: Women in decision-making positions, 2018; MIMP 2019c



One way of ensuring the exercise of women’s rights complies with the rule that makes the existence of lactation rooms mandatory when there are more than 20 workers of childbearing age.⁶ The number of lactation rooms in public institutions increased from 161 in 2010 to 1,552 in 2018 (384 lactation rooms in public institutions and 1,168 in private ones). It should be noted that, of the total number of lactation rooms, only 56 percent have operating regulations (MIMP 2019c).

Participation in community organizations. Few studies are available that show the extent of citizens’ participation in general and women’s participation in particular. The National Household Survey

⁶ Executive Order that develops Act 29896

(ENAH0) 2018 shows that at the national level, 30.4 percent of management positions are held by women, with a higher proportion in the urban area and on the coast (see Exhibit 7).

Exhibit 7: Percentage of women in management positions, 2018

LEVEL	%
National	30.4
Urban	31.5
Rural	16.8
Coastal	34.9
Highland	20.0
Jungle	25.1

Source: ENAHO, 2018

GENDER GAPS IN THE INDIGENOUS POPULATION

FINDING 2: Traditionally, the Peruvian state has economically, politically, and socially excluded indigenous populations of the Amazon. Consequently, they experience greater socioeconomic inequalities than non-indigenous populations. Exclusion and inequalities manifest differently within indigenous groups, with women being the most disadvantaged.

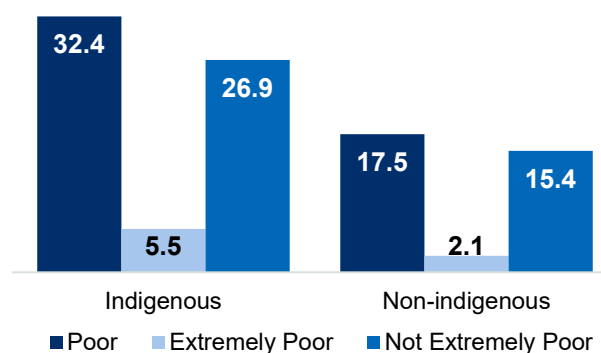
The 2017 population census shows that according to their mother tongue, 0.8 percent of the population is indigenous to the Amazon. In absolute terms, they account for 212,823 people nationwide. The greatest presence of indigenous peoples is found in Ucayali (22.9 percent of the total population), Loreto (20.8 percent), Amazonas (20.8 percent), and Junín (19.8 percent). In the Amazon, the percentage of indigenous women is slightly higher than men (50.4 and 49.6 percent, respectively), and the highest percentage of women is in the 15–24 age group, accounting for 19.1 percent.

POVERTY

A third (32.4 percent) of the indigenous population is poor (5.5 percent extremely poor and 26.9 percent not extremely poor); this represents twice the prevalence of poverty among the population whose mother tongue is Spanish (17.5 percent), according to INEI (2019a).

Inequalities are evident in different areas, such as lack of an ID card, higher illiteracy, lower educational level, and less access to healthcare or a paid job. The causes are diverse, ranging from the absence or remoteness of services, low quality of services, or the lack of policies with an intercultural approach. In this situation, indigenous women are the most disadvantaged not only in comparison to indigenous men, but also non-indigenous populations, which deepens the exclusion of women.

Exhibit 8: Percentage of people living in poverty, 2018



POSSESSION OF AN ID CARD

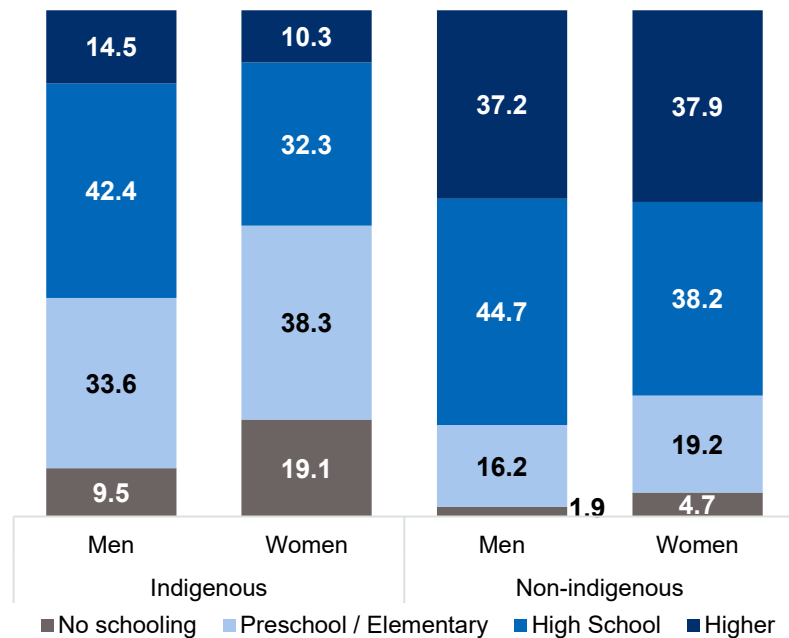
Majority (84.2 percent) of people 12 years and older who identified themselves as indigenous in the Amazon hold an ID card—84.7 percent of men and 83.7 percent of women. One population group does not have any identity document and 58.7 percent of them are women (INEI 2018d).

EDUCATION

Illiteracy rate among indigenous population is 15.9 percent. This rate is five times higher than that of the non-indigenous population (3.9 percent). Illiteracy is higher among indigenous and non-indigenous women (21.2 and 5.5 percent, respectively). Of the total number of people aged 15 and over who identified themselves as indigenous or from the Amazon region, 19.1 percent were women with no education, which is twice the percentage of indigenous men with no education (9.5 percent). This rate is four times higher than the percentage of non-indigenous women with no education and nine times higher than non-indigenous men. The highest educational level achieved by indigenous Amazonian women is primary school (37.9 percent); for indigenous men, it is secondary school (42.4 percent) (INEI 2018d).

The assignment of traditional roles to girls and adolescents in communities, such as domestic chores or early marriage, or the fear of sexual violence they could suffer when they move to distant educational institutions are some of the reasons for school abandonment or dropout. Another cause of the low educational level of indigenous people in general and women in particular are scarce culturally appropriate educational opportunities, especially at the secondary level. While 96.3 percent of communities have an educational institution, only 23.5 percent provide secondary education and 70.5 percent do not provide bilingual intercultural education (INEI 2018e).

Exhibit 9: Population percentage by education level, 2018; INEI (2019a)



HEALTH

While access to some form of health insurance is greater among the indigenous population than the non-indigenous (80 and 70.3 percent, respectively), the percentage of indigenous women with a form of health insurance is 81.9 percent, while for men, it is 78.2 percent (INEI 2018d). Having insurance does not guarantee access to healthcare, because only a third of indigenous communities (32 percent) have a health facility and 92.3 percent of those facilities are health posts (INEI 2018e), which means they do not have a doctor.

Teenage pregnancy is a problem that occurs more often in indigenous women. The teenage pregnancy rate among indigenous women is 10.6 percent, which is much higher than among Afro-descendants (7.5 percent) and whites, mestizos, or others (5.8 percent) (BID-GRADE 2019). Pregnancy leads to abandonment of education. It should be noted that in 2017, of the total number of births to mothers under 15 in the country, 29.5 percent were in Loreto, San Martín, and Ucayali (INEI 2019f).

ECONOMIC ACTIVITIES

Paid work is not accessible to the indigenous population either, and women are in a worse situation: 49 percent of indigenous men and only 27 percent of indigenous women had a job with some kind of wage (INEI 2017).

POLITICAL PARTICIPATION

In terms of political participation, women can express themselves through different community organizations, associations arising from social programs, indigenous movements, or political organizations. The 2017 census of indigenous communities shows that 95.9 percent of indigenous community presidents are men and 4.1 percent are women.

On the other hand, a quota system that has been in place in Peru since 2002, requires no less than 15 percent of representatives of farming communities, native communities, and indigenous peoples on the lists of candidates for the provincial and regional municipal councils. This applies to the districts the National Electoral Board previously defined in coordination with the Ministry of Culture (CULTURA). However, in practice, the political parties do not meet representation quota, and this is especially the case with women representatives. For the 2016-2021 period there was only one woman representing the farming communities (Tania Pariona). In the regional elections of 2018, 45.6 percent of the candidates for regional councils and 23.5 percent for municipal councils were indigenous people in the provinces with an obligation to include indigenous candidates. However, 74 percent were in the second half of the list, which diminished their chances of being elected; 48.4 percent of them were women and less than 7 percent were elected (JNE 2018).

ACCESS TO PROPERTY

No official record of communities (number, location, size of land) is available in the country, which makes it difficult to regulate. This situation, together with the enactment of laws and regulations that make access to rural lands more flexible for economic investment purposes, jeopardizes the preservation of the forests and the environment of the native communities in the Amazon (National Indigenous Organizations of Peru 2015). The latest census reports 2,703 native communities in the Amazon, spread over 11 departments (INEI 2018e). However, the census did not inquire into their legal status, because according to the current laws, this is a matter for the Regional Agrarian Directorates.

The native communities census shows that of the total number of native communities, 77.1 percent hold a land title and 22.8 percent do not. A major development in this process is the competent authority's recognition of a native community as such—62.7 percent are recognized by the Ministry of Agriculture and Irrigation (MINAGRI), 11.2 percent by the regional government, 8.5 percent by the Special Project for Land Titling, and 4.6 percent by the Organization for the Formalization of Informal Property; 9.8 percent of native communities are not recognized by any entity.

The *Alternative Report on Compliance with the Obligations of the Peruvian State with International Labour Organization's Convention 169* mentions that there is no national land titling policy. Likewise, it reports that just like other governments, “the government of former president Pedro Pablo Kuczynski approved

a series of legislative decrees and promoted laws that impacted the rights of communal property” (Working Group on Indigenous Peoples 2019, p.19). This occurred because the regulations, aimed at reactivating the economy and promoting investments, weaken environmental standards and the rights of indigenous peoples because they allow speeding up of procedures for land transfers.

In 2017, before the enactment of these laws, 29.9 percent of native communities were in conflict: 44.8 percent with other native and/or farming communities, 27.4 percent with individuals, 14 percent with timber companies, 7.3 percent with oil companies, 5 percent with mining companies, and 1.6 percent with informal miners (INEI 2018e).

The issues of community land titling affect men and women equally. Some obstacles identified for titling include (Ombudsman’s Office [DP] 2014):

- Lack of centralized information on the number of farming and native communities
- Lack of integrated and updated regulations for community acknowledgement and certification, including dispute resolution
- Insufficient trained personnel and budget
- Limited dissemination of rights

ROLE IN PRODUCTIVE ACTIVITIES AND DECISION MAKING

At the level of native communities, women participate in reproductive and productive activities in family or community gardens, and in slash-and-burn tasks, livestock raising activities, agroforestry, and non-timber forest products. Men are engaged in hunting, clearing for agriculture, and logging for the commercial market.

Women in native communities have little decision-making autonomy in instances such as visiting family, friends, or relatives. In the case major household purchases, 60 percent of men and 52 percent of women make related decisions. Women have greater power in making decisions related to the traditional and household sphere, such as daily food preparation (82 percent), daily shopping (51 percent), and healthcare (42 percent).

INTERCULTURALITY

Major regulatory developments for the protection of indigenous peoples include the *National Policy for the Mainstreaming of the Intercultural Approach*⁷ and the *Act on the Right to Prior Consultation of Indigenous or Aboriginal Peoples*⁸ and ensuing Regulations,⁹ which has been in force since 2011. This Act establishes the right of indigenous or aboriginal peoples to be consulted in advance on legislative or administrative measures that have a direct impact on their collective rights, physical existence, cultural identity, quality of life, or development. Consultation is also required with regard to national and regional development plans, programs, and projects that have a direct impact on these rights. Only the government implements the consultation on a mandatory basis. Between 2013 and 2017, there were 33 successfully completed consultation processes, which involved more than 30 indigenous peoples in approximately 1,000 indigenous localities.

⁷ Executive Order 003-2015-MC

⁸ Act 29785

⁹ Executive Order 001-2012-MC

In addition, the health sector issued the *Sectoral Policy on Intercultural Health*,¹⁰ and the education sector approved the *Sectoral Policy on Intercultural Education and Bilingual Intercultural Education*¹¹ and the *National Plan on Bilingual Intercultural Education by 2021*.¹² However, their implementation is slow, and reveals a lack of coordination between sectors and the absence of a budget (Working Group on Indigenous Peoples 2019).

Ministry of Culture has issued different regulations aimed at protecting indigenous peoples in isolation and initial contact, such as Act No. 28736 on the protection of indigenous or aboriginal peoples in isolation and situations of initial contact, and its rules and regulations¹³ for the categorization of different indigenous reserves.

GENDER GAPS IN LGBTI POPULATION

FINDING 3: The lesbian, gay, bisexual, transgender, and intersexual (LGBTI) population is unprotected in the exercise of their rights, which increases their exclusion.

The LGBTI population is virtually absent from Peruvian policies; therefore, they face a lack of protection in the exercise of their rights. Discrimination and stigmatization due to their sexual orientation by their families, the wider population, and some authorities compound this and increase their vulnerability to violations of their basic rights to identity, health, education, work, and political participation.

More than a half (56.5 percent) of the LGBTI people are afraid to express their sexual orientation and/or gender identity. The main reasons are fear of: discrimination and/or assault (72 percent), losing family (51.5 percent), losing work (44.7 percent), and not being accepted by friends (33 percent). Around 14 percent of LGBTI people expressed their fear of losing the place where they live or not having a place to live (INEI 2018a). Discrimination is almost normalized in the country and there is a perception that the most discriminated population groups in the country are homosexual, transgender, and bisexual people, as well as people with HIV or AIDS (71 and 70 percent, respectively), according to the Ministry of Justice and Human Rights (MINJUSDH) (2019); the situation demonstrates the stigma these minorities face.

Studies show that educational institutions are not safe places for LGBTI adolescents, and even less so for transgender people, due to the violence and discrimination they suffer, which increases their vulnerability to drug and alcohol consumption, truancy or dropout, and poor school performance (Cuba and Osorio 2017). A study on school environment reports that 70.1 percent of LGBTI students feel unsafe at school because of their sexual orientation and 29.3 percent because of their gender expression/identity. The same study highlighted that 71.9 percent of LGBTI students suffer frequent verbal harassment because of their sexual orientation and 58.3 percent because of their gender expression/identity (PROMSEX 2016).

The Ombudsman Office (2016) reported that the LGBTI population does not use health services due to discrimination by health professionals, poor care, and lack of protocols for differentiated care. The

¹⁰ Executive Order 016-2016-SA de abril 2016

¹¹ Executive Order 006-2016-MINEDU de julio 2016

¹² Ministerial Resolution 629-2016-MINEDU

¹³ Executive Order 008-2017-MC and Executive Order 008-2016-MC

emphasis of health programs developed for this population group is on prevention and control of sexually transmitted infections and HIV/AIDS.

One of the challenges for the LGBTI population is the acknowledgement of identity rights, especially for transgender people, because of the long and cumbersome legal procedures involved in changing their legal identity and acquiring an identity document. This situation means that the majority of transgender people are undocumented (DP 2016).

Another issue LGBTI population faces is the absence of proper legislation recognizing same-sex civil unions. In recent years, there was an extensive discussion of the issue in Congress, but it was not concluded due to opposition from conservative groups.

In terms of participation, some approximately 30-years old activist organizations exist in the country, such as the Homosexual Movement of Lima (MHOL), Lesbian Feminist Self-Awareness Group (GALF), and Comunidad Homosexual Esperanza Región Loreto (CHERL) of Iquitos. Until the beginning of this century, these movements advocated for self-awareness and prevention of HIV/AIDS. Later, networks of organizations were formed and carried out several visibility activities. However, tensions arose between organizations in Lima and those in regions, within identities and generations, which led to their dispersion. More recently, they have managed to organize themselves around some protests or support for congressional proposals on civil union. New organizations have emerged in Lima and the regions with their own agendas around gender identity (Andia 2018).

Since 2006, there has been ongoing political participation by LGBTI people, as well as the inclusion of specific proposals by political parties. Between 2010 and 2016, there were 24 openly LGBTI candidates who applied for electoral processes (11 in sub-national elections and 13 in general elections). The vast majority of candidates ran for public office as members of left-wing parties. Of these, two were elected to Congress and two as governors. In the 2016 elections, 8 of 19 political parties included proposals targeting LGBTI people in their government plans, although in campaigns, they often appeared heterosexual to avoid rejection (Alza 2017).

In recent years, major developments have taken place in inclusive policies that recognize LGBTI population as a specially protected vulnerable group, such as the *2016–2021 National Plan against Gender Violence*, the *2018–2021 National Human Rights Plan*, and *Act 30364 on the Prevention, Punishment and Eradication of Violence against Women and Family Members*. However, in general, there is lack of visibility and protection for the LGBTI population because many state institutions do not understand the importance of generating inclusive and non-discriminatory policies.

GENDER GAPS IN THE DISABLED POPULATION

FINDING 4: Gaps persist among persons with disabilities in the exercise of rights to health, education, and labor participation, with women being more disadvantaged, especially in rural areas.

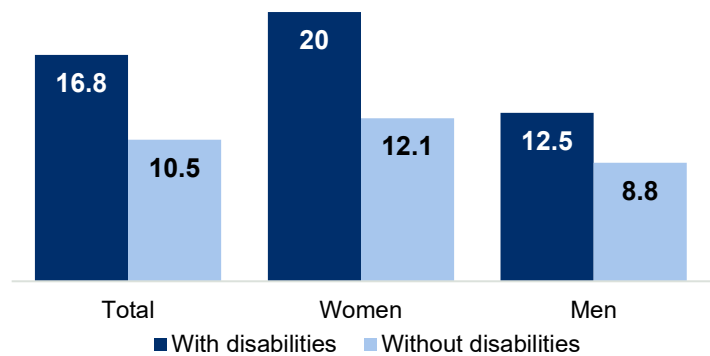
The population with some kind of disability accounts for 10.3 percent of the country's population, which in absolute terms represents 3,209,261 people. Of this total, there is a higher percentage of women with disabilities than men (56.7 percent of women and 43.3 percent of men) (INEI 2019b).

Geographically, 31.2 percent of the population with disabilities lives in the province of Lima. The remaining is located in four groups of departments: (1) between 5 and 5.4 percent of population with disability—Arequipa, La Libertad, Piura, and Puno; (2) between 3 and 4.9 percent—Áncash, Cajamarca, Callao, Cusco, Junín, Lambayeque, and rest of Lima; (3) between 1.0 and 2.9 percent—Amazonas, Apurímac, Ayacucho, Huancavelica, Huánuco, Ica, Loreto, San Martín, Tacna, and Ucayali; and (4) less than 1 percent of people with disabilities—Madre de Dios, Moquegua, Pasco, and Tumbes. The most frequent disability is visual impairment (48.3 percent), followed by difficulty in moving or walking/using arms and legs (15.1 percent), and hearing impairment (7.6 percent) (INEI 2019b).

Even though progress has been made in protecting rights of people with disabilities, gaps remain in the exercise of rights to health, education, and labor participation, with women and rural areas being at a greater disadvantage.

Illiteracy among people with and without disabilities shows gaps in access to educational services, which are exacerbated when analyzed by sex. Women with disabilities are those who show a higher percentage of illiteracy than their non-disabled peers or men with or without disabilities. The differences between men and women show that women with disabilities are at a disadvantage in terms of educational level: 16.7 percent of women have no education compared to 9.1 percent of men. Likewise, at a basic education level, men with disabilities obtain higher qualifications than women: 35.7 and 33.2 percent at the primary level, respectively. Men with disabilities at the secondary level account for 30.3 percent compared to 27.4 percent of women (INEI 2019b).

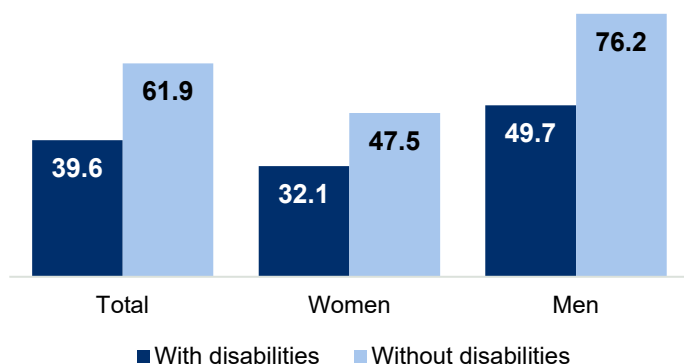
Exhibit 10: Illiteracy percentage among population, 2017; INEI (2019b)



With regard to school attendance, 81.6 percent of the population aged 3 years and over with some form of disability does not attend a school. The percentage among the population without disabilities is lower, at 64.6 percent. The difference by sex shows that the percentage of women with disabilities who do not attend a study center is higher than men with disabilities (83.2 and 79.4 percent, respectively) (INEI 2019b). There are different reasons for the lack of access to education, including the difficulty of educational institutions to properly attend to children and adolescents with disabilities “due to the lack of accessible infrastructure, the limited collaboration of Support and Advisory Services for Special Educational Needs, and the lack of educational materials and resources” (DP 2019, p.10). There is also discrimination that appears in different ways, such as refusing or conditioning enrollment, failure to make educational and curricular adaptations, imposition of sanctions, or the absence of strategies to prevent aggression between classmates (DP 2019).

Another gap observed between people with and without disabilities is the lower activity rates among people with disabilities, especially women, while being employed or actively seeking employment in the census reference period. The activity rate of women with disabilities is 32.1 percent, which is lower than that of men with disabilities by 17.6 points. In the rural area, the activity rate of women with disabilities reaches 21.3 percent. If the activity rate of women with disabilities is compared to that of men without disabilities, the activity rate of the latter is more than twice as high (INEI 2019b).

Exhibit 11: Activity rate of the population, 2017 (%); INEI (2019b)



As to regulatory developments, while the *National Compulsory Compliance Policies 2018–2021* (Executive Order 056-2018-PCM) do not explicitly mention persons with disabilities, MIMP approved the *Matrix of Goals and Performance Indicators for Compulsory Compliance Policies* in the sector (Ministerial Resolution No. 039-2018-MIMP), which includes four goals for persons with disabilities.

Other noteworthy developments include the enactment of *Legislative Decree 1384* of 2018 amending the Civil Code so that persons with disabilities can fully exercise their rights autonomously and on an equal footing, without the need for someone to represent them. Likewise, in 2018, the *National Accessibility Plan 2018–2023* was approved (by Executive Order 12-2018-HOUSING) with the aim to improve the conditions of accessibility in urban settings, buildings, transport, and communications for the benefit of people with disabilities and other people with conditions that limit their mobility.

Likewise, since 2015, the *National Non-contributory Pension Program for People with Severe Disability in Situation of Poverty* (CONTIGO) provides a non-contributory pension to improve their quality of life. The amount transferred to users every 2 months is 300 soles (\$90/year). At present, it only serves 19,833 people, which represents 15.4 percent of the target population (Hurtado 2019).

GENDER GAPS IN THE VENEZUELAN MIGRANT POPULATION

FINDING 5: Venezuelan migrant women are more vulnerable than men because they need to survive and meet their own needs in Peru, as well as their families’ needs in Venezuela.

From 2014 to the end of October 2019, 863,613 refugees and migrants from Venezuela settled in the country. Of these, 568,973 are legal residents with stay permits and 377,047 were applying for refugee status (United Nations High Commissioner for Refugees [UNHCR]). Statistics on those who applied for temporary residence permits from February 2017 to November 2018, show that 56.8 percent are men and 43.2 percent are women. Most are young (43.1 percent are between 20 and 29, and 28.8 percent are between 30 and 39 years old) with secondary school education qualifications or higher (37.2 percent have secondary school qualifications and 33.2 percent higher); 88.6 percent reside in Metropolitan Lima and the coastal departments.

The main challenges Venezuelan migrant population faces are informality and precariousness in the workplace (46 percent work as street vendors), income below the legal minimum, and long working hours (Institute for Democracy and Human Rights of the Pontificia Universidad Católica del Perú [IDEHPUCP] 2019).

UNHCR (2019) determined that 21 percent of family members had specific protection needs: older adults (23 percent), pregnant or nursing women (15 percent), people with medical or critical conditions (10 percent), separated or unaccompanied children and adolescents (3 percent), and people with

disabilities (3 percent). It also identified three priority needs: access to work, access to housing, and access to health. Thirty-five (35) percent of those interviewed said that barriers to finding accommodation were rejection due to being a foreigner, lack of resources, and others (including “having children”); 49 percent of children did not have access to education because of various documents required of them.

Women are in a situation of high vulnerability in different ways (Koechlin et al. 2019; IDEHPUCP 2019):

- Wage gap of female migrants relative to their male counterparts
- Ongoing sexual harassment and attempted rape in the workplace or in the street trade
- Preference for recruitment for service activities and customer support, with obvious sexual connotations
- Prostitution as a survival activity, which is very risky because of the precarious conditions it is carried under
- Vulnerability to becoming victims of human trafficking or forced labor due to misleading ads

A group of migrants who requested attention from the Superintendence of Migrations in 2017 (60 percent were Venezuelan women) reported the following situations of vulnerability women were more susceptible to than men (Migrations 2018):

- 59 percent were irregular migrants because they entered the country unchecked
- 65 percent were poor or in extreme poverty (compared to 35 percent of men)
- 58 percent were minors
- 84 percent were victims of family violence

In addition to the above, there are xenophobic practices that violate the exercise of rights. A survey (Pontificia Universidad Católica del Perú [PUCP]-Institute for Public Opinion [IOP] 2018) showed that 37 percent of the population aged 18 and over described as “bad” and “very bad” the impact of immigrants on Peru’s development, a view that is growing in the lower socioeconomic strata.

The same source mentioned that respondents believed immigration resulted in competition for jobs, increased unemployment, generation of social conflict, and an uptick in crime.

GENDER RESTRICTIONS IN SECTORS OF INTEREST

FINDING 6: **The division of labor by sex is the primary gender-based constraint for equitable participation and access to the same opportunities in the economic, political, and social sectors.**

The division of labor by sex assigns different roles to men and women based on gender norms. These socially determined roles have effects on the type of activity and the assessment of effort made by both men and women. In this way, productive activity carried out in the market, a role generally assigned to men, has an exchange value expressed in the price of the labor factor (salary). On the other hand, reproductive activity that takes place within the domestic scope, assigned almost exclusively to women,

has no market value. This creates economic dependency, patterns of asymmetry in the exchange and power relations, and subordination that affect women and men.

The burden of domestic and care work is a structural factor of gender inequality that significantly restricts the possibility of women having their own income, having access to social protection and fully participating in politics and society. (UN Women 2015)

It is, therefore, important to recognize that unpaid domestic work constitutes a contribution to a country's economy. In Peru, the economic value of the time men and women are assigned to the production of services at home, such as the care of children, the elderly, or the sick, as well as the preparation of food and maintenance of homes has been valued at 20 percent of GDP and 66 percent of wages households receive. The latest available data show that women have contributed 70 percent of these amounts (INEI 2016a).

Despite the fact that women work more within the domestic scope, this is an invisible work. (Official of Satipo Emergency Center for Women 2016)

This contribution represents an implicit saving for the home, allows for greater consumption, and facilitates labor participation of the other family members. At the same time, it is an indicator of inequity, because the burden of domestic tasks on women limits their access to education and quality, paid employment. In Peru, women from rural areas who have no education or have completed elementary school only, and women in the Amazon have the highest burden of unpaid domestic work. Likewise, married and cohabiting women contribute 2.4 and 5.4 times more, respectively, to domestic work than single women.

AGRICULTURE VALUE CHAINS

A) DIVISION OF PRODUCTION WORK BY GENDER: COCOA

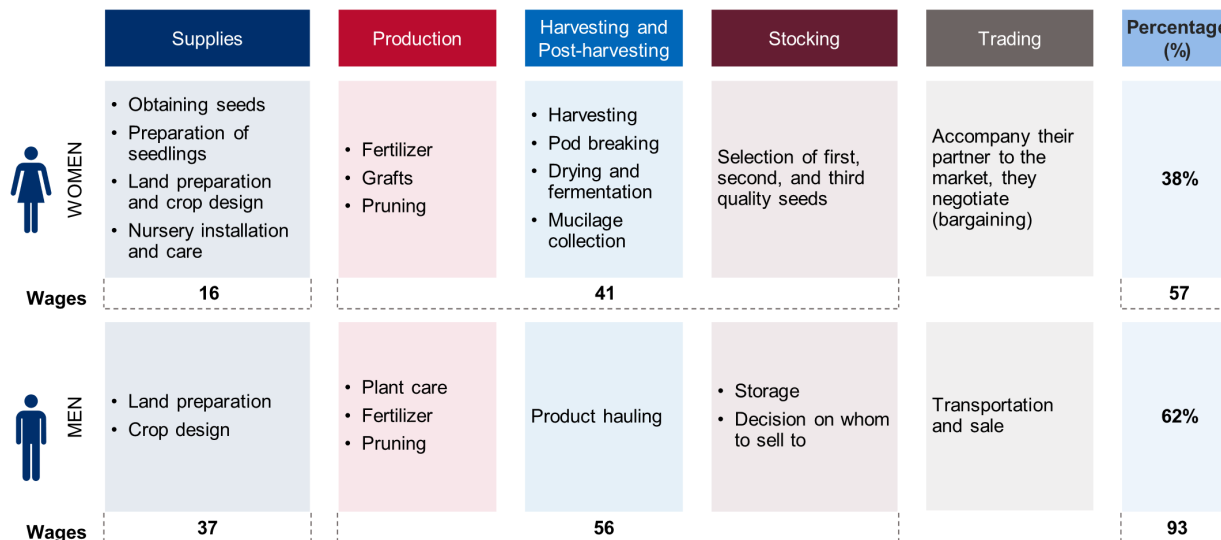
The study prepared by Imburgia and Barrera (2010) on gender characterization in agricultural value chains indicates that the cultivation of cocoa is assigned to the female family labor force because it does not require significant physical efforts. Furthermore, cultivation has less strenuous work requirements throughout most of the year and many of the activities, such as nursery, grafting, and post-harvesting, can take place near the family home.

Exhibit 12 shows the roles differentiated by gender in each link of the value chain, where women participate in all activities of the cocoa crop system. The purchase of supplies, preparation, and application of fertilizer are jointly carried out by men and women. Tasks women perform, especially in the supply preparation link, are not valued because they represent an extension of the domestic work they do on the farm. Men, in general, are in charge of activities that require greater physical effort, such as preparing the land, digging holes to sow plants, weeding, and preparing micro-fillings. They also tend to have greater participation than women in commercial activities.

Under the assumption that the crop system of cocoa was carried out by contracted workers, the contribution of women to produce one hectare per year would be equivalent to 57 wages and that of men to 93 wages. The tasks women and men perform at each segment of the chain are not known in

detail so it is impossible to differentiate those that are effectively remunerated from those that are not.¹⁴

Exhibit 12: Gender roles in the cocoa value chain; USAID 2016



The study ACP carried out in 2018 shows that the majority of female cocoa workers dedicate themselves mainly to harvesting, pulping the fruits of cocoa, removing suckers, grafting, weeding, pruning, and fertilizing. They combine these activities with other crops such as rice, palm, and fruits (bananas, tangerines, oranges, and apples); raising guinea pigs, cattle, battery chickens, and rabbits; and selling fruit at the market. However, this work is recognized only as activities to help their partner.

The division of labor by sex is present both in agricultural and household activities. Men are in charge of the more arduous activities, such as height pruning and weeding or they work on sloped terrains. For the most part, women do not intervene in this work, and if they do, they ask for help on these rare occasions. Women mostly dedicate themselves to harvesting activities; men do not carry out these tasks, considering them to be feminine. Sometimes, men assign tasks to each family member and do not take into account women’s opinions.

In addition to agricultural activities, women take care of household chores and receive little help with this from their partners and male children. Women justify this absence of help by pointing out the physically demanding work men carry out, considering it an equitable division of labor.

B) DIVISION OF PRODUCTIVE WORK BY GENDER: COFFEE

According to the aforementioned study, women participate in most of the activities in the crop system of coffee, except for cleaning and preparing the land—tasks usually carried out by men of the house or external male labor. Some tasks are performed with greater presence of the female family workforce, such as nursery care and harvesting (because they are “more delicate”); other are carried out jointly by men and women, such as purchasing supplies, and preparing and applying fertilizers. External labor is



¹⁴ Information for the graph of coffee and cocoa value chains was taken from Imburgía and Barrera (2010), based on information provided by technical personnel of the Alternative Development Program, and some interviews with men and women dedicated to these crop activities in Aguaytía, Irazola, Juanjui, Lamas, Tarapoto, and Tingo María.

contracted mainly for preparation of the land, levelling and digging of holes, cultivation (weeding), and harvesting during times of higher production. In times of lower production, women participate in the successive passes during selective harvesting.

Due to the seasonality of coffee work, women have time to dedicate themselves to other activities, such as the production of tropical flowers, or the roasting and sale of artisan coffee. When women do not have a partner or lack male support, they assume most of the crop system. When they have sufficient income, they often hire male labor for more strenuous jobs.

Exhibit 13 presents the activities men and women carry out in the organic coffee value chain. If these activities were paid, women would receive the equivalent of 73 wages and men 166. Here, too, it is not known which individual tasks women and men perform within the links of the chain so it is not possible to identify which ones are effectively paid.

Exhibit 13: Gender roles in the organic coffee value chain; USAID 2016

	Supplies	Production	Harvesting and Post-harvesting	Stocking	Trading	Percentage (%)
 WOMEN	<ul style="list-style-type: none"> Obtaining seeds Nursery maintenance Preparation of seedlings Land preparation and crop design 	<ul style="list-style-type: none"> Fertilizer Pruning 	Harvesting of coffee and accompanying plants (family work)	Selection to categorize coffee beans (family work)		31%
Wages	16		57			73
 MEN	<ul style="list-style-type: none"> Land preparation Crop design Installation of nursery Obtaining of seedlings 	<ul style="list-style-type: none"> Plant care Weeding Fertilizer Pruning 	Milling and pulping	Decision on whom to sell to	Transportation and sale	69%
Wages	35		131			166

A study carried out in Huánuco, San Martín, and Ucayali (CAFE 2018) confirms that the patriarchal model and the division of labor by sex cause less economic participation by women. The main gender inequalities identified were:

- Women’s position is subordinate to men.
- Families involved in the project perpetuate the current model of patriarchal exclusion, which legitimizes the power and authority of men over women.
- Families are committed to the education of their sons and daughters, and there are no indications that daughters are discriminated against in this regard.
- An important cross-cutting element is religion, especially evangelical faith, which men and women consider strongly transformative in various areas: relationships, health, protection, production, etc.
- The total workload for women is greater than for men; women provide their homes with important economic income that is invisible for men and women.

- Men frequently use force to impose control; this is normalized by men and women who see a threat in the new laws that protect women’s rights, and consider such laws to impel women to “debauchery” that prevents them from the effectively performing their reproductive role, which, in turn, destroys families because their stability is based in traditionally accepted roles of women.
- Women justify violence against their sons and daughters as a formative measure, because they were subjected to it, too. The collective considers this kind of violence “necessary” and it extends to all family members.

WATER RESOURCES AND GENDER

Women and men play different roles in water resource management and use—64 percent of women provide water for their families (Inter-American Development Bank [IDB] 2016) and are the main users of water for domestic consumption, subsistence agriculture, and sanitation. Climate change and reduced availability of water resources will cause women and girls to dedicate increasingly more time and effort to supplying water for their homes, augmenting the burden of domestic work (MINAM/MIMP 2016).

Women have minimal participation in levels of decision making where policies on water resource management are determined. This lower representation is linked to land tenure (MINAM, Food and Agriculture Organization [FAO], and MIMP 2015), and lower access to knowledge and technology for water resource management. In the country, there are 3,314 irrigation committees, and women represent only 5 percent of participants (MIMP 2016).

A study (Forest Trends 2019) on gender gaps in water resources mentions that both women and men maintain the natural infrastructure, but tasks are assigned according to gender roles. “The concept of men’s superiority over women that translates into assigning to men the tasks that imply greater physical strength, social recognition and control of resources, and to women those tasks that, because they imply less force, are considered subsidiary and supportive of male tasks, and strongly related to the reproductive and caring role, which in addition to limiting the time available to expand economic opportunities outside the home, have no social and much less economic recognition” (Forest Trends 2019, p. 2). The authors mention that invisibility is observed in decision-making spaces, despite the changes that occur in the countryside due to seasonal male migration that causes women to assume the representation of family, community, or social and producer organizations, and the roles related to natural infrastructure.

Women are marginalized in water resource management: only in 1 of 20 decision-making spaces (water resource management and water user associations), women hold more than 50 percent of positions, and in 3 of 20 decision-making spaces, they have a 30-percent representation (Forest Trends 2019).

A key informant agrees that gender gaps in education affect access to land and water, and ultimately, the ownership of these elements is essential for participation. Women are underrepresented in water use associations or water resource management; they do not make decisions and are marginalized. This situation is contrary to their roles of managing natural infrastructure and water resources for agriculture, and being the main person responsible for the provision of water for domestic use.

FORESTS AND GENDER

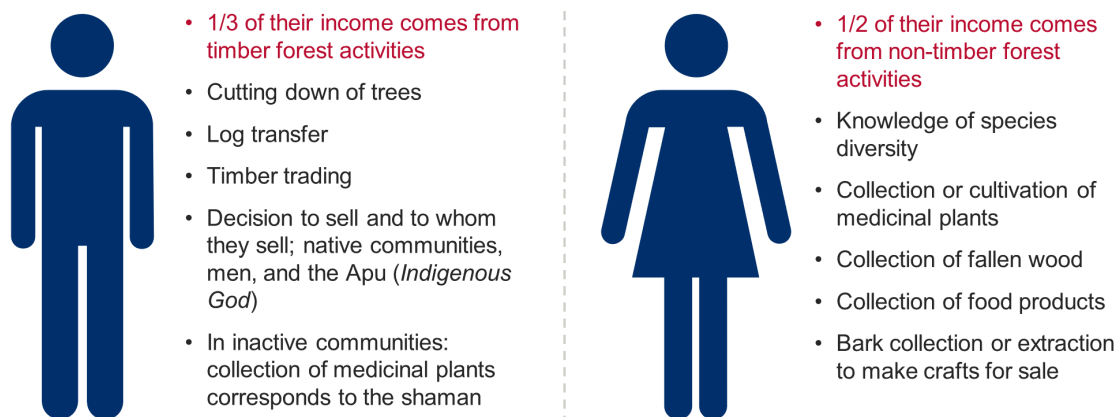
Peru has 73,498,120 million hectares of forest, making it the ninth country in the world and the second among the Amazon countries in terms of forest cover. Most of the country's forest area (73 percent) is in the lower jungle and 21 percent is in the upper jungle, which are USAID intervention areas.

Men and women have different roles in management, access, and use of forest products. The *2016 Gender and Climate Change Action Plan (GCCAP)* indicates that men work in the forest in trading of wood products, while women focus on the use and management of non-timber forest products (firewood, medicine, fodder, and natural fertilizer) for subsistence, small agriculture, and healthcare purposes. Within management of non-timber forest products, the gendered division of labor assigns women to small-scale, local, and informal multipurpose activities (Schimick and Arteaga 2015, p. 18).

Forest work is male work. (Informant from Pucallpa)

In Peru, there are no precise data on the participation of women and men in forestry activities of smaller and larger scale, which makes it difficult to determine their contribution to the forest value chain. Exhibit 14 shows the differentiated roles and the greater dependence of women's income on non-timber forest activities.

Exhibit 14: Gender roles in forestry activities; MINAM-MIMP, 2016



Women have specialized knowledge of forests in terms of species diversity and their various uses, as well as a good understanding of conservation practices. Because they receive income from timber forest activities (deforestation), men generally have fewer incentives to participate in conservation activities. These differences make it possible to establish the degree of vulnerability of men and women, and their capacity to respond to climate change impacts (MINAM 2016).

The interviews confirm that there is greater participation of men in timber activities and women in non-timber activities. Exhibit 15 and Exhibit 16 summarize the role of women in the production chain of timber and non-timber products. Exhibit 15 shows that this activity is considered “manly” and has little presence of professional women. In both production chains, there is lack of knowledge about processing and trading, especially performed by women, as well as the persistent culture of assigning traditional roles to men and women that prevent inclusion of women in productive activities.

Exhibit 15: Status of women in the timber forest value chain; *PROBOSQUES, 2019*

	INDIVIDUAL	RELATIONAL
Initial decision to use wood in forest	<ul style="list-style-type: none"> • Male makes the decision • Women have little information related to forestry and tax regulations • Few women know the forest 	<ul style="list-style-type: none"> • Rural women are not considered the head of the family • Community decisions are made in the presence of women, but without their participation
Forest management	<ul style="list-style-type: none"> • Women’s participation is limited • Few rural women know about location of wood • 13% of those responsible for concessions and permits in Requena are women • Training for forestry professionals does not include gender 	<ul style="list-style-type: none"> • Rural women are limited to reproductive work • Landowners with young children stop working • There are few female forest managers • Fieldwork forest team has little presence of women (professionals, manual workers) • Female managers “masculinize” their way of speaking when working with men • There is perception that all wood harvesting activities require physical effort
Transformation	<ul style="list-style-type: none"> • Women lack knowledge about processing • Work in sawmills requires physical strength 	<ul style="list-style-type: none"> • There are cases of inappropriate behavior toward women who work in processing plants, such as GBV • Outdated business equipment hampers women’s participation • Female forest regents are limited to document management
Trading	<ul style="list-style-type: none"> • Women are unaware of actors, prices, and billing for timber products 	<ul style="list-style-type: none"> • 98% of women’s income is reinvested in the family; 60% of men’s income is reinvested in the family • Social relationships in trading are marked by chauvinism (use of informal means, such as liquor) • Market wood prices are the same for legal and illegal producers (less income for families and women)

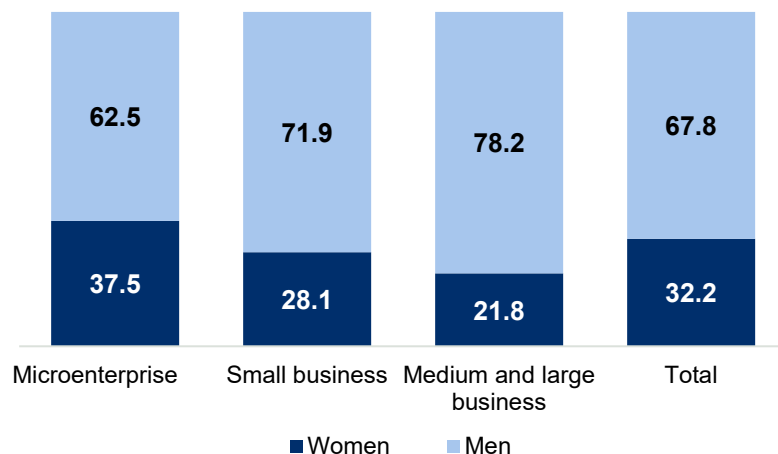
Exhibit 16: Status of women in non-timber forest value chain; *PROBOSQUES, 2019*

	INDIVIDUAL	RELATIONAL
Initial decision to use wood in forest	<ul style="list-style-type: none"> • If a woman cannot read or write, she cannot participate in management • Women have little information on forestry and tax regulations • Women are unaware of formal mechanisms to access forest resources 	<ul style="list-style-type: none"> • Men question female leaders when they go out to perform management tasks (they accuse them of “being unfaithful” or “leaving their family”)
Forest management	<ul style="list-style-type: none"> • Economic resources for making investments in forest management are limited 	<ul style="list-style-type: none"> • Men and women practice limited application of sustainable non-wood forest products harvesting techniques • Men and women scarcely implement classification of fruits • Women rarely use climbing technique for palm trees due to lack of safety • Use of non-wood forest products is informal and scarcely controlled, to the detriment of those who implement management measures
Transformation	<ul style="list-style-type: none"> • Women and men in the communities are unaware of non-wood forest products processing • Traditional technologies for fiber use are not suitable for women (physical damage) 	<ul style="list-style-type: none"> • Use of women’s time in crafts is significant, with low prices for their products • Technological innovation in non-wood forest products processing is limited (affecting women and men) • There is little research in obtaining commercial products from non-wood forest products, preventing full use of the forest (affecting women and men)
Trading	<ul style="list-style-type: none"> • Artisan women lack knowledge about artisan market (too much production, little sale) • Trading of heavy no-wood forest products requires men’s participation due to product’s weight • Women have less market orientation • Women from native communities are ashamed to sell products when unaccompanied by other women or their partners 	<ul style="list-style-type: none"> • Time for non-wood forest product trading is limited (women are expected not to leave home) • Few women’s organizations work with crafts and non-wood forest products • Non-wood forest products trade conditions in peri-urban and urban areas (<i>aguaje, ungurahui, camu camu</i>) are unhealthy

PRIVATE SECTOR

FINDING 7: Gender stereotypes lead to a low participation of women in the private sector, both as employees and as entrepreneurs; gaps in access to positions of power and wages persist.

Exhibit 17: Company leaders according to company size, 2017 (%); *PRODUCE, 2018*



In 2017, more than 2.3 million companies of different sizes were registered; 94.8 percent were micro-businesses, 4.3 percent small companies, and 0.6 percent large and medium-sized companies. About half of them were located in Callao and Metropolitan Lima, followed by Arequipa and La Libertad. According to the level of economic activity, 45 percent of companies carried out commercial activities; 14.7 percent other services; 10.3 percent professional,

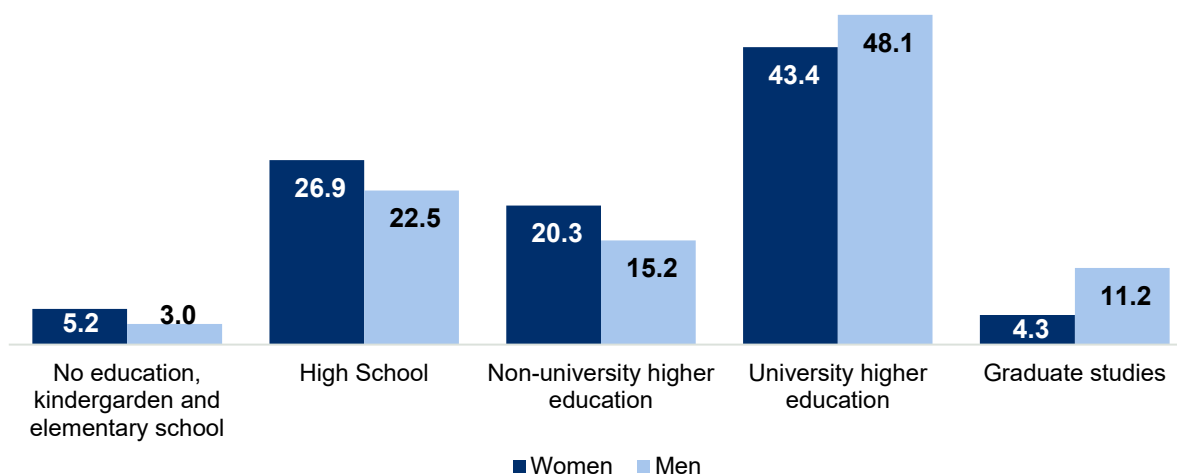
technical, and business support services; 8 percent were manufacturing industries; and 7.8 percent offered food and beverage services (INEI 2018f).

Regarding company leaders, an inverse relationship is observed between the company size and women's participation as company leaders. There is greater presence of female leaders in microenterprises than in medium and large companies. In microenterprises, 37.5 percent of leaders are women, while in medium and large companies they only represent 21.8 percent (*PRODUCE 2018*).

There are no substantive differences in the age of female and male entrepreneurs according to the size of the company. The average age of women in microenterprises and small companies is 46 years, and 48 years in medium and large companies. Their male counterparts have a higher average age: 49 years in microenterprises and small companies, and 50 years in medium and large companies (*PRODUCE 2018*).

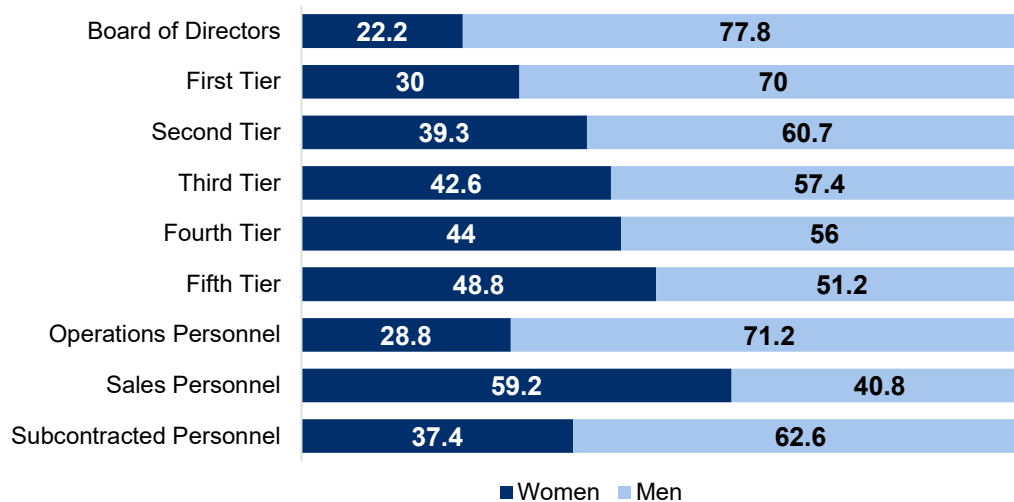
Regarding educational levels, female company leaders have a lower educational level than male company leaders. Only 4.3 percent of female entrepreneurs have completed graduate studies, which is 6.9 percentage points lower than male entrepreneurs (11.2 percent). At the university level, there are also gaps: 43.4 percent of female company leaders have a university degree compared to 48.1 percent of male leaders. Female entrepreneurs tend to have high school and non-university degrees, while male entrepreneurs have university and postgraduate education. (*PRODUCE 2018*). This reflects gaps in women's access to education due to cultural patterns that devalue women's education because they have to assume domestic roles, although this trend seems to be reversing in recent years.

Exhibit 18: Company leaders according to education level, 2017 (%); *PRODUCE*, 2018



Of the total number of people employed in companies, 56.1 percent are men and 43.9 percent women. However, participation in the organizational structure shows gaps in access to power and decision making. Fewer women are present in positions at the board level (they only represent a fifth of the total) and at all higher-level managerial levels. The 2019 PAR survey found that in boards of directors and at the first tier of the organizational structure, women represented only 22.2 and 30 percent, respectively. Most women worked in the area of sales (59.2 percent). This could reflect the difficulties women face in accessing managerial positions (Aequales 2019).

Exhibit 19: Men’s and women’s participation in organizational infrastructure, 2019 (%); *Aequales, Ranking PAR 2019*



There are also barriers to accessing stereotypically male areas, and women are mainly concentrated in stereotypically female areas in the organization. Thus, women have greater participation in the areas of human resources, communications, marketing, and finance or accounting, and less participation in operations, logistics, purchasing, innovation, production, or computing, which are mostly occupied by men (Aequales 2019).

The difficulties women face in accessing management positions are reflected in the wage gaps between men and women. The proportion of women decreases as the salary scale increases. In 2019, in private companies, only 24.3 percent of women were at the top level of the salary scale, while the percentage of men was 75.7 percent. At the next level, women’s participation increased to 34.3 percent and at the following level, to 40.4 percent (Aequales 2019). To close the salary gap at the end of 2017, Act 30709 prohibiting salary discrimination between men and women and its regulations were enacted; the Act pertains to the private sector.

In recent years, private companies are concerned with making gender gaps visible, which is why different initiatives have emerged. Exhibit 20 shows two communication initiatives and two prizes for equality, where companies register to be evaluated and awarded a seal for equality, which is a certification program for public and private companies.

Exhibit 20: Private companies’ initiatives to address gender inequality

NAME	ORGANIZATIONS	DESCRIPTION
PAR, Ranking of Gender Equality in Organizations	Aequales in Peru in association with the Spanish Official Chamber of Commerce in Peru and Peru 2021	Instrument to measure progress in gender equality of participating organizations in Latin America. Prize for the most equitable organizations that practice good labor practices.
ABE Prize	Good Employers Association – Peruvian-American Chamber of Commerce	A prize is awarded to the most notable contributions of good labor practices, taking into consideration the respect for workers, innovation in practices, the impact both on the company and society, and the internal scope. One category is gender equality.
Gender equality seal certification program for public and private companies	United Nations Development Programme	The objective is closing the persistent gender gaps in the labor market. The program certifies companies and organizations that reduce gaps and meet the established requirements. It helps companies create more equal conditions for men and women.
<i>Mujeres de cambio</i> (Women for Change)	RPP Group	Communication project that seeks to raise awareness of the need to build a country vision for equal opportunities between men and women.
<i>Mujeres que transforman</i> (Women that Make a Change)	Red Científica Peruana and Arca Continental Lindley	Platform that seeks to make visible Peruvian women’s business initiatives, as well as the problems and challenges they face every day.

ACCESS TO AND USE OF FINANCIAL SERVICES

FINDING 8: There is a gender gap in women’s access to and use of financial services.

Although the country has shown progress in the percentage of women who have a bank account—which went from 23 percent in 2011 to 36 percent in 2014 and 51 percent in 2017—in Latin America, Peru ranks as ninth out of 10 countries in terms of financial inclusion of women (Asociación de Bancos del Perú [ASBANC] 2018).

In 2016, the gap between men and women in accessing savings accounts in the financial system was 10 percentage points (46 percent of men and 36 percent of women). The largest gap, 20 percentage points, was found in Callao and Lima (60 percent of men with accounts and 40 percent of women), followed by large cities (56 percent of men with accounts and 39 percent of women). In rural areas, financial

inclusion is lower, but the percentage of women with accounts is higher than that of men (26 percent of women and 22 percent of men), probably due to the opening of accounts as part of social programs. The gaps are reduced in the case of employed, salaried persons or income earners (Arbulú and Heras, SBS 2017).

There are gaps in access to credit in the financial system (12 percent of women and 15 percent of men) due to job segregation and wage gaps, which are reflected in lower earnings. Gaps outside the financial system that affect access to credit are the place of residence, age, and employment. In addition, there are inequalities in property tenure and financial education, where women are at a disadvantage compared to men (Arbulú and Heras, CIES 2017).

Regarding access to credit among small and medium enterprise leaders, both male and female business leaders maintain a similar probability of requesting financing (69.9 percent of male leaders and 67.3 percent of female). However, male small and medium enterprise leaders show greater probability of using financial services (28.4 percent) than female leaders (22.2 percent) (León et al., PUCP 2017).

ACCESS TO TECHNOLOGY AND INFORMATION

FINDING 9: Access to technology has advanced in the country, but gaps in Internet access remain, especially among the rural population, particularly women.

Until the third quarter of 2019, 93.7 percent of households had access to at least one information and communication technology. Of these technologies, households had greater access to mobile phones (92 percent) than landlines (21.9 percent); 39.8 percent had access to cable television; 33.7 percent to a computer; and 39.3 percent to the Internet (INEI 2019m).

Internet access rates in Peru have been increasing as technology spreads in the country. However, gaps in Internet access remain for people in rural areas, the poorest, adults and older adults, and people with lower educational levels. Within these groups, women are in a more disadvantageous position.

The gap in Internet access has remained the same for over a decade. In 2007, 34.9 percent of men and 27.2 percent of women had Internet access, which changed to 51.5 and 45 percent in 2017. Internet access is four times higher in urban than in the rural areas, but the digital gap between men and women is lower in rural than in urban areas. Consequently, 61.7 percent of urban men and 54.8 percent of urban women have Internet access—the gap is 6.9 percentage points. In rural areas, 17.9 percent of men and 12.5 percent of women have Internet access—the gap is 5.4 percentage points. The greatest gap in general, and for women in particular, is in the group of people aged 40 and over. Similarly, when people have less education, they have less access to the Internet: 16.4 percent of women and 22.3 percent of men with elementary education have access to the Internet, compared to 90.9 percent of women and 90.3 percent of men with higher education (INEI 2018c).

CORRUPTION

FINDING 10: Corruption affects men and women differently.

In 2019, corruption and crime were identified as the main problems in the country (63 and 40.7 percent, respectively) (INEI 2019k). Groups identified as the most corrupt are the national government authorities, local authorities, state officials, company executives, and journalists and the media (PUCP-IOP 2018).

No recent studies address corruption, because this is a new topic of interest. The document review did not find any analyses on the relationship between corruption and gender. One interviewee thought there was a perception that women were less corrupt, but because there was a gap in access to positions of power, there were fewer women in decision-making positions, leading to less corruption.

The following are some aspects where a relationship between gender and corruption can be observed (PROÉTICA 2019 and Solano 2019):

- Men are more exposed to corruption: men give more bribes than women (16 versus 11 percent).
- Women are more exposed to being victims of corruption in the entities where it is the most prevalent. In the Proética survey, the institutions with the most frequent requests for bribes were the police, municipality, hospitals, justice system institutions, and schools.
- Women are more exposed to being victims of corruption in entities they visit the most often. In the Proética survey, institutions with the most frequent requests for bribes were police stations, municipalities, hospitals, justice system institutions, and schools.
- Ten (10) percent of interviewees knew someone or were asked for or suggested some kind of sexual favor in exchange for solving a problem.
- Women are more exposed to requests for sexual favors in institutions they visit the most often. The Proética survey shows that institutions where sexual favors were requested were educational institutions or universities, schools or UGEL (*Local Offices for Educational Management in Peru*), justice system institutions, municipalities, police stations, and hospitals.

No studies were found that analyze the inverse relationship between gender and corruption, and interviewees were also unable to speak to this issue.

GENDER-BASED VIOLENCE

FINDING 11: Gender-based violence (GBV) is a national, structural problem that seriously affects rights violations.

GBV involves men and women of all ages and social circumstances; women are usually the victims, because of unequal power relationships between men and women. It entails physical, sexual, and psychological harm. GBV includes violence perpetrated or condoned by the government, and has serious social, economic, and political consequences (USAID 2008).

GBV violates women’s rights, in addition to reproducing and perpetuating the system of discrimination and subordination between genders. Among factors that influence the behavior of individuals or increase the risk of violence¹⁵ are structural causes, such as the macho culture, devaluation of women, and male superiority (Pan American Health Organization [PAHO] 2002).

Violence in Peru is sustained by beliefs, attitudes, and social expectations based on gender stereotypes, which support these practices. About 50 percent of the population, both men and women over 18 years, agree that “women must fulfill their role as mother, wife or housewife, and then realize their dreams,” and think that “if a woman does not look after her husband or partner, she deserves to be rebuked by him” and that “a woman’s love and patience will make her husband or partner stop being violent” (INEI 2015b).

PREVALENCE AND FORMS OF VIOLENCE AGAINST WOMEN

In Peru, national statistics (INEI 2019g) show a high prevalence of violence against women—about 7 out of 10 women suffered some a type of violence at certain time in their life (Exhibit 21). Although over the last 10 years, there has been a decrease in the rates of intimate partner violence against women, in 2018, the rate was 63.2 percent.

Despite these results, Exhibit 21 shows that psychological or verbal violence by husbands or partners is the most common form of violence in the country (58 percent in 2018). Physical violence affected 30.7 percent of women in 2018, placing the country in fourth place in Latin America by this type of violence, after Bolivia, Ecuador, and Colombia (World Bank 2019). Sexual violence represents 6.8 percent.

Exhibit 21: Rates of violence against women at some point in their life 2009–2018 (%); INEI 2019g and INEI 2018h

TYPE OF VIOLENCE	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Psychological and/or verbal	73.0	72.1	70.0	70.6	67.5	69.4	67.4	64.2	61.5	58.0
Physical	38.2	37.7	38.0	36.4	35.7	32.3	32.0	31.7	30.6	30.7
Sexual	8.8	8.6	9.3	8.7	8.4	7.9	7.9	6.6	6.5	6.8
Total	76.9	75.8	74.2	74.1	71.5	72.4	70.8	68.2	65.4	63.2

¹⁵ The Bronfenbrenner Ecological Model by Gifre and Guitart (2013) states that the development of individuals is determined by various factors that influence behavior or increase the risk for violence (individual, family, friend, partner, community, and structural violence of the society).

In terms of sexual violence, Peru is one of the countries in Latin America with the highest rates of rape—28 per 100,000 inhabitants (Mujica 2016). Only 5 percent of victims of rape report their case to the authorities. This percentage shows that the majority feel shame, fear, and stigmatization, and do not trust the justice system, because few cases get sentenced (Organization of American States [OAS] 2014). On the other hand, rape victims also suffer the risk of contracting sexually transmitted diseases, or having to face unwanted pregnancies and unsafe, life-threatening abortions. Seventeen (17) percent of girls and teenagers aged 10 to 19 who were victims of rape became pregnant (United Nations Population Fund [UNFPA] 2012).

Sexual violence, in its other forms, significantly affects children and teenagers of both sexes—35 percent of teenagers aged 12 to 17 have endured sexual comments and uncomfortable touching, or were forced to watch pornography (INEI 2015b). Data collected in the field show that girls' vulnerability and parents' fear that girls may be assaulted and raped on the way to school influence school desertion and dropout.

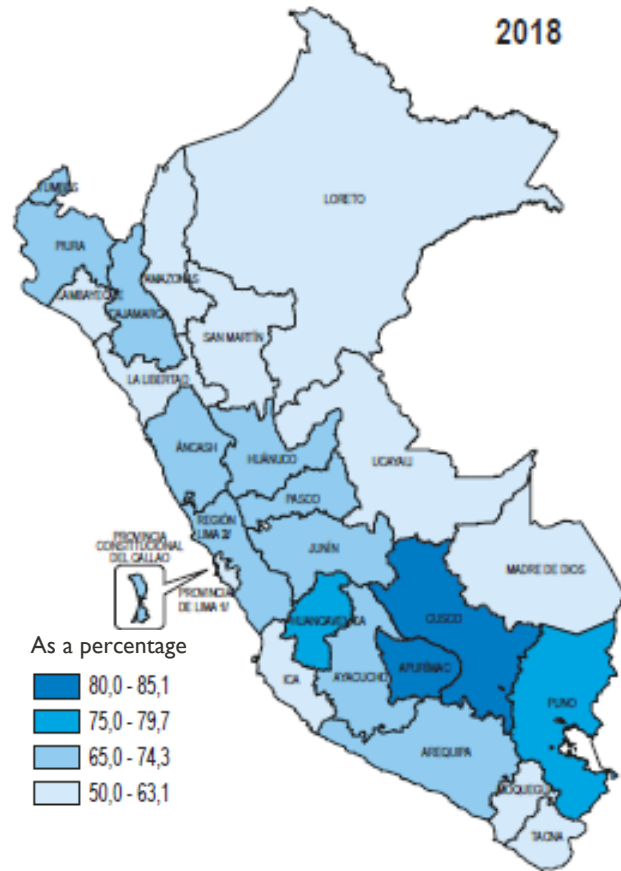
Parents do not send girls to study because high schools are located far from the farmhouses, in such a way that girls have to walk long distances through farms. Girls often experience sexual assault and are raped. Parents' fear of this violence and subsequent pregnancies are the reason why they do not send girls to high school. (Informant from Tingo María, 2016)

Peruvian National Police registered 222,376 complaints of domestic violence in 2018. On the other hand, MIMP's National Program against Family and Sexual Violence provided assistance to 133,697 victims of violence in 2018.

Violence against women is widespread in the Peruvian society and there are no significant differences by areas. In 2018, 63.3 percent of female victims of violence lived in urban and 62.8 percent in rural areas. In terms of education levels, violence was lower for those with higher education (54.1 percent), but the proportions of female victims of violence without education or with elementary and high school education are similar (62.8, 66.6, and 69.4 percent, respectively) (INEI 2019c).

Departments with the highest prevalence of violence are Apurímac and Cusco, where rates range from 80 to 85.1 percent. Machismo and high social tolerance of violence are some of the reasons for this. Society's tolerance for violence against women is very high. According to ENARES 2015, more than 40 percent of people agree that women deserve some type of punishment from their partner if they neglect their children, and 25 percent consider that men have the right to use force if their partner flirts with other people.

Exhibit 22: Women who have experienced violence at some time in their life, 2018 (%); INEI 2019c



Gender Violence among Vulnerable Populations

Indigenous Population

- Gender violence affects indigenous women in a greater proportion than non-indigenous women: 68.5 percent of indigenous women were victims of psychological or verbal violence by their partners, while the percentage of non-indigenous women victims was 57.1 percent. The prevalence of sexual violence is higher among indigenous women (4.1 percent) than non-indigenous women (2.3 percent) (INEI, ENDES 2018c).
- GBV is especially targeted at girls and teenagers, which constitutes a barrier in access to education or a cause of exclusion. Sexual violence by teachers in educational institutions against indigenous girls and teenagers is frequent (DP 2017). Between 2014 and 2015, there were 84 rape complaints at Condorcanqui Local Education Management Unit (UGEL) (MINEDU 2017).

People with Disabilities

- People with disabilities, especially women, experience higher prevalence of domestic violence. Of the total number of cases Women's Emergency Centers attended to, 1.3 percent were people with disabilities. Between 2017 and 2018, of the total number of cases involving people with disabilities, 74 percent were women (MIMP 2019).
- According to the risk of violence assessment—the probability of recurring violence or violence that endangers life or health—women with disabilities have a higher risk than women without disabilities: 53 and 28 percent of women with disabilities were deemed to be at moderate and severe risk, respectively. This percentage is 17 and 49 percent for women without disabilities (MIMP 2019).

LGTBI Population

- To date, the justice system has not been able to classify sexual orientation and gender identity as characteristics that aggravate crimes motivated by discrimination. There are also no reliable figures that reflect the complexity of the problem of violence against LGBTI people, because the official system does not register their identity. MINJUSDH and the Public Prosecutor's Office (MPFN) reported 38 violent deaths of LGBTI people between 2012 and 2014.
- From May 2016 to March 2018, the Women's Emergency Centers received 41 cases of LGBTI people victims of violence. Half of the cases were victims of psychological violence (DP 2018).

The Government has taken important steps through public policies to combat GBV, strengthening the legal framework:

- 1993 Act 26260 on Protection against Domestic Violence
- 2003 Act 27982 that eliminated consolidation of the Municipal Ombudsman Office for Children and Teenagers (DEMUNA in Spanish) and family prosecutors' offices in matters of domestic violence

- 2015 Act 30364 to prevent, punish, and eliminate violence against women and members of household, and ensuing Regulations
- Amendment of Act 30364 to strengthen prevention, elimination, and punishment of all forms of violence against women and household members¹⁶
- Adoption of the *2016–2021 National Plan against Gender Violence*¹⁷
- Adoption of the *Joint Action Plan to prevent violence against women, as well as provide protection and care for victims of violence, with emphasis on high-risk cases*¹⁸
- Creation of the Emergency Commission in charge of proposing actions for protection, prevention, and care for victims of violence against women¹⁹

On the other hand, in September 2019, MEF began to develop a multi-sector budget program to reduce violence against women. The government’s program is implemented through results-based budgeting methodology, but the proposal is novel because it covers multiple sectors. According to the interviewees, there are some questions regarding the definition of this program, such as which institution will lead this program, should existing interventions be adapted (after evaluating their effectiveness) or new ones be designed, what is the budget allocation, and who will develop a monitoring and evaluation system. It is not known whether the current *Budgetary Program 080 National Program against Domestic and Sexual Violence* will continue to be independent or be integrated into the new multi-sector program.

FEMICIDE AS A GENDER CRIME

Femicide is the most serious form of violence against women.²⁰ Peru and six other Latin American countries have legally defined femicide as a crime,²¹ which allows factors other than homicide to be considered in the investigation and judicial process, and response to the specific nature of this crime.

¹⁶ 2018 Legislative Decree No 1386

¹⁷ Executive Order 008-2016-MIMP

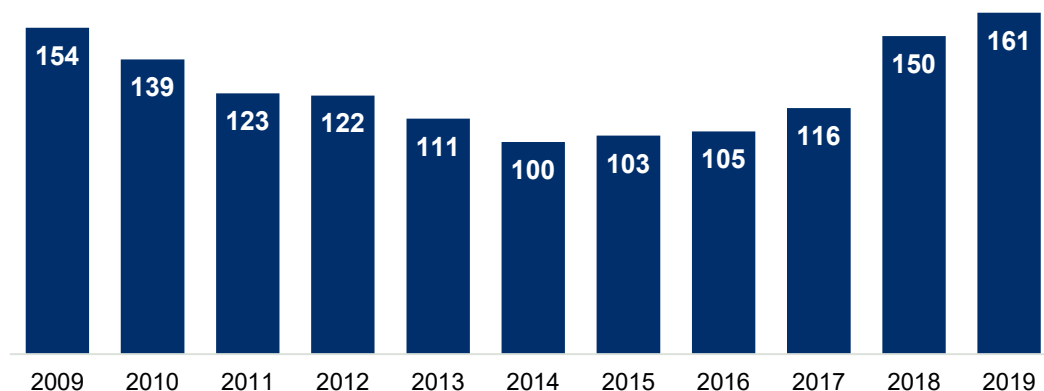
¹⁸ Executive Order 008-2018-MIMP

¹⁹ Supreme Resolution No 129-2018-PCM

²⁰ Femicide is the death of women that happens in the context of domestic violence, coercion, sexual harassment or harassment, abuse of power, trust, or any other position or relationship that confers authority on the aggressor. It takes place regardless of whether there is or has been a conjugal or cohabitation relationship with the aggressor. An attempted femicide occurs when the woman is able to save herself from death.

²¹ Chile, Costa Rica, El Salvador, Guatemala, Mexico, Nicaragua, and Peru.

Exhibit 23: Femicide victims, 2009–2019 (absolute numbers); INEI, 2019h and INEI, 2018; Note: 2019 MIMP data



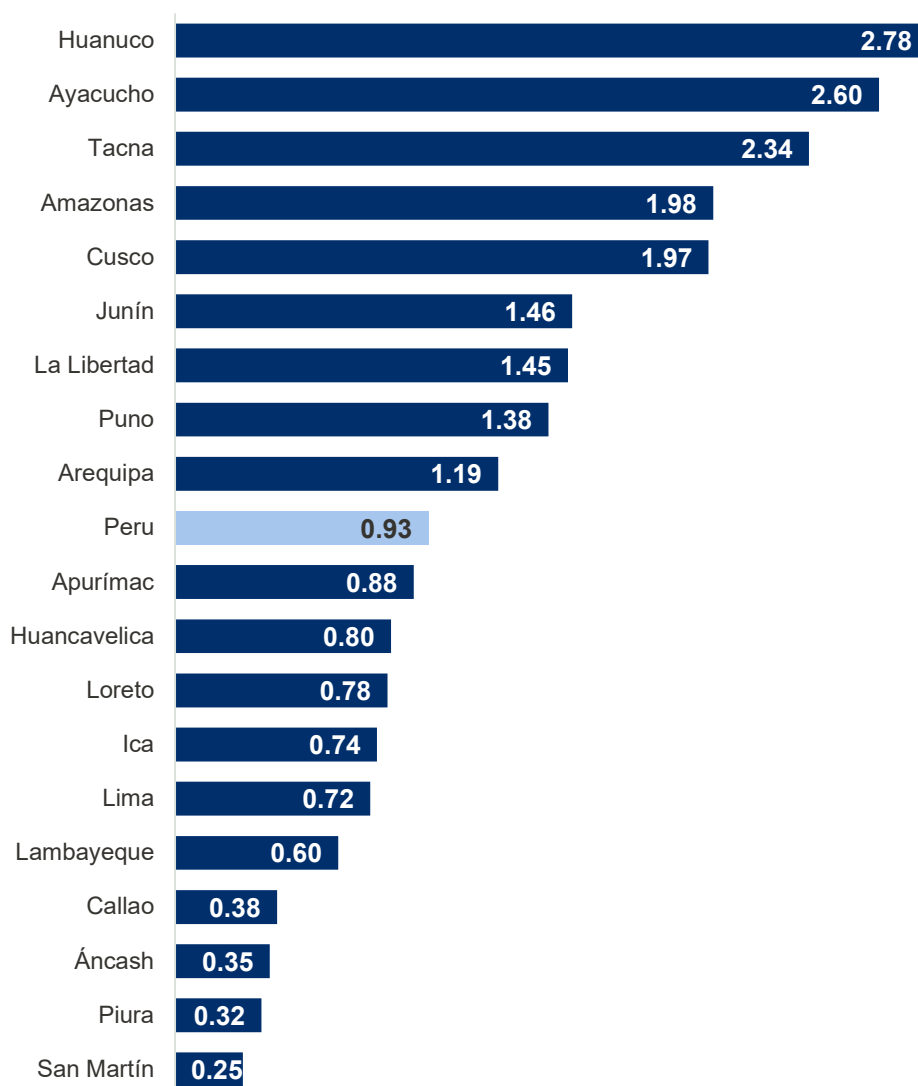
In 2016, Peru had a femicide rate of 3.3 per 100,000 women, which ranked it eighth out of 16 countries; however, in absolute numbers, it ranked fourth, after Mexico, Colombia, and El Salvador (INEI 2019h). In Peru, between 2009 and 2019, 1,384 deaths of women caused by their partners were recorded.²² In addition to femicide victims, there are survivors of the attempted murder. The MIMP 2019 registry stated that, as of October 2019, there were 140 victims of femicides and almost three times the number of survivors (343). As of the time of writing of this report, December 2019, the number has increased to 165 cases.

In 2018, the victims' characteristics showed that women were mainly young (44.7 percent between 18 and 29 years of age), the majority had homemaking as their main activity (69 percent), and 97.3 percent were Peruvian and 2.7 percent Venezuelan (INEI 2019h).

As for the aggressor, 46.2 percent of femicides were committed by a partner or cohabitant, 23.4 percent by an ex-partner/ex-cohabitant, and 9.7 percent by unknown people. In 2018, the main reasons for the victim's death were jealousy (50 percent) and revenge (17.6 percent). With regards to justice systems, although the rate of convictions for femicides increased between 2015 and 2018 (7.8 to 11 percent), it still remains very low (INEI 2019h).

²² There are differences in the figures from the available sources: the Public Ministry and the Women's Ministry, which vary according to their protocols.

Exhibit 24: 2018 femicide rate per 100,000 women; INEI, 2019h



In absolute terms, in 2018, the highest number of femicides occurred in Lima (317 cases from 2009 to 2016), followed by Junín and Arequipa. However, in terms of rates per 100,000 women, the first place is occupied by Huánuco, followed by Ayacucho and Tacna.

There are few studies related causes of femicide. A recent study (Hernández 2018) notes two factors that increase the risk of being a victim of violence with a higher risk of femicide: history of being a victim of sexual violence and the justification of violence against women, which reflects a power structure.

Another study (MINJUSDH 2019b) that tried to explain femicide from the profiles of perpetrators concluded that aggressors have high school and higher education (89.6 percent), the majority had no criminal records (97 percent), and 97 percent had a job.

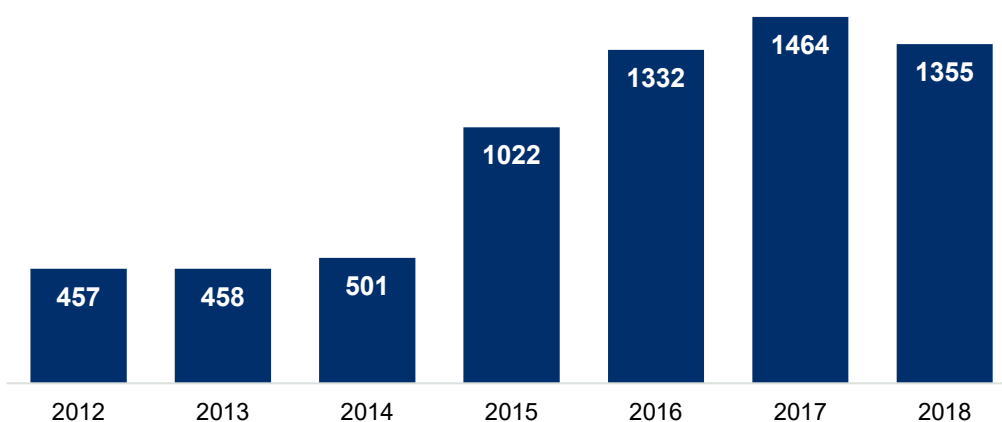
However, 60 percent of the perpetrators that participated in the survey stated that they had been attacked by one of their parents, generally the mother, and 25.3 percent stated that they had suicidal thoughts before committing the crime. In terms of femicide, 41 percent of perpetrators stated they had

fought with their partner before committing the crime, and 59 percent of femicides occurred at a time of conflict, instability, estrangement, and separation—during a relationship breakup.

TRAFFICKING IN PERSONS

Trafficking in persons for the purpose of sexual exploitation is a form of GBV. Peru is considered an origin, transit, and destination country for men, women, and children who are trafficked. According to the Public Ministry, between 2012 and 2018, there were a total of 6,589 cases of trafficking in persons. In 2018, there were 1,355 registered cases (INEI 2019e). In 2018, the fiscal districts with the highest number of registered complaints of trafficking in persons were Lima, Loreto, Madre de Dios, and Puno, (INEI 2019e).

Exhibit 25: Complaints of trafficking in persons (absolute numbers); INEI, 2019e



The registry of complaints of trafficking in persons from the Peruvian National Police allows us to know that women are the most at risk of being trafficked: of the total number of victims registered in 2018, 89.2 percent were women and 10.8 percent were men; 32.5 percent were women under 18 years of age and 56.3 percent were women aged from 18 to 29.

Most of the trafficking complaints the Peruvian National Police received in 2019 were complaints of trafficking for sexual exploitation (72.1 percent), followed by labor exploitation (26.3 percent), forced labor, and sale of children (both 1.6 percent) (INEI 2019e).

As for the forms of recruitment, the most frequent is fraudulent job offers, followed by recruitment through the Internet, seduction, study offers, or sponsorship.

The Peruvian government has strengthened the norms of the legal definition of trafficking crime and lately, protection, care, and restitution of the rights of trafficking victims:

- 2014 Act 30251 that perfects the legal definition of trafficking in persons.
- Executive Order No. 001-2016-IN, which approves the Regulations of Act 28950 against Trafficking in Persons and Smuggling of Migrants.
- National policy against human trafficking and its forms of exploitation (Executive Order No. 001-2015-JUS dated January 23, 2015). It is the guiding framework for the criminal policy in

this area, and establishes general and specific criminal justice guidelines for its development. It contains the following policy guidelines:

- The 2017–2021 National Plan against Human Trafficking (SD No. 017-2017-IN dated June 7, 2017) is the instrument that guides various government sectors' actions to combat this crime.
- The 2002–2021 Action Plan for Children (Act 30362 that grants SD No. 001-2016-MIMP dated October 26, 2015 the force of law) is the Peruvian government's public policy to articulate and link the policies pertaining to childhood and adolescence in the country, and the government's and civil society's actions toward integral development of Peruvian children and teenagers. Regarding trafficking in persons, Result 17 reads: girls, boys, and teenagers are fully protected against trafficking situations (sexual, labor, begging).
- Inter-sector Protocol for Crime Prevention and Persecution and Protection, Care and Reintegration of Human Trafficking Victims (Executive Order No. 005-2016-IN dated May 11, 2016) identifies different public actors that develop actions in crime prevention, prosecution, victim care, protection, and/or reintegration.
- Legislative Decree for Protection of Girls, Boys and Teenagers without parental care or at risk of losing them (Legislative Decree 1297 dated December 29, 2016) creates a new system of comprehensive protection for children and teenagers, including those affected by trafficking in persons and sexual exploitation. This new protection system prioritizes the care of minors in their families.
- The Regulations of LD No. 1297 for protection of children and teenagers without parental care or at risk of losing them (SD No 001-2018-MIMP dated February 8, 2018) establish the mechanisms to apply the principles and rights for children and teenagers without parental care or at risk of losing it; regulate provisional protection measures as solutions for the needs of children and teenagers, including family foster care, residential foster care, de facto foster care, and adoption; and establish the roles of different actors involved in the procedures related to family risk and lack of protection.
- Guide for the preparation of the *Individual Reintegration Plan* for people affected by trafficking in persons (Executive Order No. 009-2019-MIMP dated April 10, 2019) provides guidelines to develop individual reintegration plans for victims of trafficking in persons, whose preparation and management are implemented by MIMP through its specialized programs and services in coordination with sectors within its responsibility.

SERVICES FOR GBV VICTIMS

Recently, MIMP created the *National Program for Prevention and Elimination of Violence against Women and Household Members Group – AURORA*, which is based on the *National Program against Domestic and Sexual Violence* and conforms to current regulations to ensure the implementation of government services. The following changes will be made: emphasis on prevention, aimed at all members of the family group, decentralization of services.

Regarding services for victims of trafficking in persons, the *Inter-Sector Protocol for Crime Prevention and Persecution and Protection, Care and Reintegration of Human Trafficking Victims* (Executive Order No. 005-2016-IN) identifies institutions and care, protection, and/or reintegration services for victims of trafficking in persons, as shown in Exhibit 26.

Exhibit 26: Institutions and services that provide care, protection, and/or reintegration of victims of trafficking in persons;
Executive Order No 005-2016-IN

INSTITUTION	AREA	ATTENTION/ PROTECTION	REINTEGRATION
Public Ministry	Protection and Assistance Program for Victims and Witnesses – District unit for victims and witnesses	X	X
	Criminal or Multiple Forum Prosecutors’ Offices	X	
	Family Prosecutors’ Office		
	Provincial Prosecutor's Office Specialized in Human Trafficking	X	
	Office for Judicial, International Cooperation and Extraditions	X	
MIMP	General Directorate for Girls, Boys and Teenagers – Directorate for Foster Research	X	X
	National Program against Domestic and Sexual Violence:		
	• Emergency Centers for Women (CEM, in Spanish)	X	X
	• Urgent Care Services (SAU in Spanish)	X	
	• Line 100	X	
Comprehensive National Program for Family Welfare:	• Residential Care Centers for Girls, Boys and Teenagers (CAR)	X	X
	• Centers for Comprehensive Family Development (CEDIF)	X	X
MINSAs	General Directorate of Health Insurance	X	
	Nationwide Health Networks, Hospitals and Specialized Institutes	X	X
	National Health Superintendence – SUSALUD	X	
MINITER	General Directorate for Democratic Safety	X	X
	Decentralized Human Trafficking Research Departments	X	
	DIVINCRI (When there are no Decentralized Human Trafficking Research Departments)	X	
	Immigration Departments/Sections	X	
	Peruvian National Police stations		
	Directorate for Investigation of Human Trafficking and Migrant Smuggling Crimes	X	
	Missing Persons Search Division		
	Immigration Division (Lima)	X	
Highway Divisions and Police Stations	X		
Migratory Services Management/Migratory Movement Deputy Manager’s Office	X		
Ministry of Foreign Affairs	National Protection and Assistance Directorate	X	
MINJUSDH	Directorate for Legal Assistance and Victims Defense	X	X
MTPE	National Employment Service General Directorate	X	X
	National Youth Employment Program “Youth at Work”	X	X

INSTITUTION	AREA	ATTENTION/ PROTECTION	REINTEGRATION
MINEDU	General Directorate for Regular Basic Education (DIGEBER)	X	X
	National Scholarship and Student Loan Program – PRONABEC	X	X
Judiciary	Criminal Court	X	X
	Multiple Forum Court	X	X
National Registry of Identification and Civil Status	Identity Restitution and Social Support Management	X	X
Local Governments	Management Units/Social Development Areas/ Human Development Management Units/Inspection areas	X	X
Regional Governments	Regional Management Units and Directorates for Social Development/Labor and Employment/Education/Health/Tourism/ Transport and Communications Promotion	X	X

An informant reported that regulatory advances put a special emphasis on the prosecution of crime, but there was not much progress in terms of services targeting recovery, reintegration, and restitution of rights of victims of trafficking in persons. The few that existed were of low quality and not relevant to victims. A study shows that female teenagers who are rescued from traffickers and sent to residential care centers “far from promoting the recovery and exercise of rights, what they do is stigmatize them, deprive them of their freedom, condition the satisfaction of their basic needs—such as food and communication with their families—to a submissive and obedient behavior” (Barrantes 2016, p. 5).

Currently, *Comprehensive National Program for Family Care* (INABIF) has three shelters specialized in treatment of victims of trafficking in persons—two in Lima and one in Madre de Dios—where it provides protection to female teenagers aged 13 to 17 who are victims of trafficking in persons. At the end of 2019, four additional shelters were open in Cusco, Iquitos, Lima, and Puno, where MIMP will train and strengthen the capacities of professionals who provide care in these centers.

EFFECTS OF VIOLENCE

GBV has a high economic impact on companies’ productivity due to the loss of productive days, high business costs, and low job performance. The average number of productive days lost due to GBV in a formal microenterprise is 47 days for victims (USMP, GIZ 2015). The days lost for the attackers who work for companies located in Gamarra Business Cluster (ECG in Spanish) were estimated at 64 days (Ascencios 2017). Some calculations estimate that violence against women represents an annual cost of between \$1,982 and 2,497 million for the country, where 90 percent is opportunity cost and 10 percent to out-of-pocket expenses. Costs represent between 1 and 1.2 percent of GDP (Vara-Horna 2015).

Exhibit 27: Effects of violence in productivity and annual costs; *Vara-Horna 2015, Ascencios 2017, Diaz 2017*

TYPE OF COMPANY	PREVALENCE OF VIOLENCE AGAINST WOMEN BY THEIR PARTNER (%)	NUMBER OF PRODUCTIVE DAYS LOST PER YEAR (VICTIMS)	NUMBER OF PRODUCTIVE DAYS LOST PER YEAR (ATTACKERS)	ANNUAL COSTS
Formal microenterprise (1)	72	47.3	--	\$9,130 per small and medium enterprise led by a woman
Gamarra Business Cluster – EGG (2)	45.1	59	64	\$8,888.673 for ECG
Textile exporting company (3)	61.9	37	--	\$168,798.49

Violence has negative effects on job performance of female victims and their attackers because it wreaks havoc on people's physical and mental health. A study carried out in formal microenterprises (Vara-Horna 2015) found that women attacked by their partners are 1.8 times more depressed than women who do not endure violence; suffer 1.3 times more insomnia; feel 1.4 times more sick or in pain; faint 2.1 times more; have 1.6 times more bruises, dislocations, or sprains; have 2.2 times more cuts and 2.7 times more fractures; have experienced 2.3 times more miscarriages or gynecological infections; and have suffered 2.1 times more accidents with physical damage.

Another study conducted with Satipo and Chanchamayo coffee harvesters (Zevallos 2019) identified the negative effects of violence on the quality of coffee harvest because they affected the skills and competencies of bean harvesting at the optimum point of maturation. Both assaulted women and their aggressors tended to confuse ripe beans with brown beans because they were distracted (21.4 percent more), and mixed ripe beans with green beans because they were worried (19.1 percent more).

In the Gamarra Business Cluster, a greater number of incidents involving physical and emotional damage were observed in the group of saleswomen who had suffered violence (43.9 incidents on average) than women who had not experienced violence (33 incidents on average) (Chirinos 2019).

A study in Arequipa found that among female owners of informal micro-enterprises, victims of violence received 21 percent less income than female owners who were not GBV victims (Salazar and Serrano 2019).

Research conducted at an agro-industrial company in Lambayeque found that 23.8 percent of female victims of violence stopped working for a few days, had difficulties or arguments with coworkers (20.8 percent), or lost concentration or lowered their performance (19.7 performance). As for the aggressors, 16.4 percent got warnings from their boss, 16.1 percent stopped working for a few days, and 14.2 percent lost concentration or lowered their performance (Yabar 2019). The loss of concentration was also observed in 23.5 percent of attacked female artisans from the Textile Crafts Association in Huancavelica, as was lower performance and absence from work (14.7 percent) (Ventura 2019).

GBV also affects financial delinquency of microenterprise owners, leading to deterioration in payment behavior and credit rating, and debt increase due to payment rescheduling, refinancing, and/or loan write-off.

Puente (2016) studied delinquencies in a municipal fund and found that of the total of delinquent female clients, 25.7 percent lied when managing a loan and hid they had a partner; 66.2 percent of advisors noticed at least one sign of physical and/or emotional harm in their delinquent female clients (between 1 and 18 signs) who withheld credit information from their partner; and 80.9 percent noticed violent reaction by the partner when they discovered the credit loan at the moment of the visit and/or collection. Advisors who witnessed violent reactions (physical and/or emotional) from their female clients' partners, rescheduled the loan 3.61 times more, refinanced 2.91 times more, and assumed it as a bad debt (writing-off) 2.52 times more than those who did not see any reaction.

PERUVIAN GOVERNMENT POLICIES ON GENDER EQUALITY

FINDING 12: The current government prioritizes and lends considerable political support to gender equality efforts, but conservative positions of religious and political groups regarding gender equality hamper their implementation in public policy.

REGULATORY FRAMEWORK

Since the 1990s, the Peruvian government has designed several strategies to achieve gender equality at the national, regional, and local levels. After the Beijing Conference, in 1996, the Ministry for the Promotion of Women Affairs and Human Development, currently known as MIMP, was created and promotion plans for women were formulated. During the last decade, progress has been seen in the legal framework for equal opportunities between men and women, and the mainstreaming of the gender approaches²³ at all levels of the public sector.

In 2007, the Equal Opportunity Act 28983 (EOA) was approved, representing the regulatory framework to implement policies, programs, and actions aimed at achieving equality between men and women. This required mainstreaming the gender approach in the Peruvian government's public policies. Moreover, the 12 *National Policies of Mandatory Compliance*²⁴ for national, regional, and local government entities were issued that year. Policy No. 2 refers to Gender and Equal Opportunities between Men and Women²⁵ with the following objectives: (1) promote equal opportunities between men and women within public policies, government's plans, and practices concerning the hiring of public servants and their access to management positions; (2) guarantee full exercise of women's civil, political, economic,

²³ Gender mainstreaming, also known as integration and incorporation "implies that, in each public institution, people responsible for the design, implementation, monitoring, and evaluation of any public intervention are always aware of the impact that such actions will have in the life of men and women, guiding them towards equality results between them" (MIMP 2014b).

²⁴ The main objective of the *Policies of Mandatory Compliance* (Executive Order 027-2007) is that the group of institutions promotes them transversally in addition to their sectoral policies. There are 14 policies: (1) Decentralization, (2) Gender Equality, (3) Youth, (4) Andean and Amazonian Peoples, (5) Disability, (6) Inclusion, (7) Technological Expansion and Environment, (8) Increase of Social Capacity, (9) Employment and MSEs, (10) Administrative Simplification, (11) Anticorruption Policy, (12) Security and National Defense, (13) Civil Service, and (14) Disaster Risk Management.

²⁵ This policy requires from all executive entities that receive a budget from the state to include activities aimed at at least one of the objectives of Policy No. 2 in their annual plans; include their indicators in the computer application Sistema Informático de Políticas Nacionales (SISPNA); and prepare annual evaluation reports and submit them to the PCM within the first 2 months of the year following their formulation.

social, and cultural rights; (3) promote a life free of domestic and sexual violence against women; and (4) advance women's access to layers of power and decision making in society and public administration.

The third policy, *2012–2017 National Gender Equality Plan (PLANIG)*, approved in 2012, is the multi-sector management and policy articulation instrument. With the approval of PLANIG, the Permanent Multi-Sector Commission for Follow-up, Evaluation and Monitoring was created; it is made up of representatives from all 29 ministries and public bodies from the executive, legislative, and judicial branches. Since then, the annual EOA implementation reports and the quarterly reports complying with Policy No. 2 are articulated to the PLANIG goals. The PLANIG has 8 strategic objectives, 60 results, and 97 impact, effect, and process indicators. It also includes actions to eradicate stereotypes and discriminatory practices based on gender and sexual orientation differences,²⁶ which in practice, have not achieved a real impact regarding the protection of the LGBTI population's rights because they have not been duly implemented.

It is worth mentioning that since 2016, a national campaign led by the largest political group of the Congress of the Republic, with the support of religious radical groups, was launched against the new MINEDU's *National Basic Education Curriculum*. The campaign promotes fear of the so called "gender ideology" and opposition to the contents, and spreads misinformation, intolerance, and discrimination against the LGTBI population.

Despite the above, the Government of Peru expressed its support to gender equality by including it in the *General Government Policy* as of 2021 (Executive Order 056-2018-PCM), which has a specific guideline aimed at gender equality:

4.6 Promote equality and non-discrimination between men and women, as well as guarantee child, adolescence and women protection against any type of violence.

This policy requires mandatory compliance of public entities and there are mechanisms to monitor its implementation.

In 2019, the Government of Peru enacted the *National Gender Equality Policy* (Executive Order 008-2019-MIMP), which has six priority objectives:

1. Reduce violence against women
2. Guarantee the exercise of rights to sexual and reproductive health of women
3. Guarantee access and participation of women in decision making
4. Guarantee the exercise of women's economic and social rights
5. Reduce institutional barriers to equality of men and women in public and private settings
6. Reduce the incidence of discriminatory sociocultural patterns in the population

Currently, MIMP is designing management instruments to implement the *National Gender Equality Policy*. In this regard, a *Multi-Sector Strategic Plan of the National Gender Equality Policy* and defining matrices of the policy services are being prepared for each entity and its services. Service protocols are being developed

²⁶ The actions refer to dissemination of messages that reinforce women's presence in media (result 2.3), the implementation of healthcare protocols that observe people's sexual orientation (result 4.4), and the decrease of hate crimes based on victim's sexual orientation (result 6.4).

and/or tailored to include a gender approach and strategic criteria that contribute to compliance with priority objectives of the Policy, which will be approved in the short term.

The Policy has identified 51 services from 21 institutions who report to the Policy. Of all services identified, 80 percent exist and 20 percent must be created. The challenge, according to the women interviewed, is to include gender approach in the services and later, develop them with regional and local governments. Some identified services are presented in Exhibit 28.

Exhibit 28: Services identified in the *National Gender Equality Policy; Appendix No. 5*

SUPPLIER	SERVICE
JNE	<ul style="list-style-type: none"> • Education and technical assistance to social and political organizations to strengthen women’s political participation
MINAGRI	<ul style="list-style-type: none"> • Formalization of agricultural ownership of individual rural land for women engaged in agricultural activities • Granting of rights related to water and associated assets in rural areas, for domestic and productive use
MINAM	<ul style="list-style-type: none"> • Management of conservation, recovery, and sustainable use of ecosystems and natural resources, with women’s participation, within a climate change context
MININTER	<ul style="list-style-type: none"> • Recording and following up on protection measures for victims of violence against women and family members
MPFN	<ul style="list-style-type: none"> • Timely investigation by the MPFN’s office specializing in violence against women and family members (Specialized Criminal Prosecutor’s Office)
MINJUSDH	<ul style="list-style-type: none"> • Public defense to protect and sanction violence against women, family members, and sexual crimes against boys, girls, and teenagers • Interdisciplinary specialized intervention program for sexual abuse treatment to decrease the likelihood of criminal recidivism or criminogenic risk factors in cases of sexual violence crimes through re-socialization processes
MTPE	<ul style="list-style-type: none"> • Working competencies certification to acknowledge with documents the work experience of women who master a trade • Training and technical assistance to improve employability and professional integration of women
MTPE: Private company SERVIR: Public administration	<ul style="list-style-type: none"> • Support, guidance, legal, psychological, intercultural, accessible, timely, available, and quality assistance to workplace sexual harassment victims • Production and dissemination of information nationwide, and with intercultural approach on complaints and sanctions to workplace sexual harassment
National Office of Electoral Processes (ONPE)	<ul style="list-style-type: none"> • Electoral technical assistance to political organizations and electoral education aimed at prioritized groups to strengthen women’s participation through affirmative measures for gender equality and political harassment elimination, with cultural and timely relevance
PCM – SERVIR	<ul style="list-style-type: none"> • Development of capacities and competences in public management with a gender approach for male and female public servants
Judicial branch	<ul style="list-style-type: none"> • Granting of protection measures to women and family members who are victims of violence, publicized through several institutional channels

SUPPLIER	SERVICE
PRODUCE. MINCETUR. MINAGRI.	<ul style="list-style-type: none"> • Training and technical assistance in business management, productivity with technological innovation, and company internationalization targeting women • Financing for women who lead business initiatives and companies in a sustainable and effective manner

National and Regional Plans Aimed at Gender Equality:

- 2016–2021 National Plan against Gender Violence, Executive Order 008-2016-MIMP
- 2018–2021 Human Rights National Plan, Executive Order 002-2018-JUS
- 2012–2021 National Plan of Action for Children and Teenagers – Executive Order 001-2012-MIMP (passed into law through Act 30362)
- 2017–2021 National Plan against Human Trafficking, Executive Order 017- 2017-IN
- 2013–2021 Multi-Sector Plan for Prevention of Teen Pregnancy. Executive Order 012-2013-SA
- Climate Change Gender Action Plan, Executive Order 012-2016-MINAM

Other Legal Regulations Aimed at Gender Equality

- Law prohibiting wage discrimination between men and women (Act 30709-2017)
- Executive Order 005-2017-MIMP, providing for the creation of a mechanism for gender equality in national and regional government entities
- Law on the Prevention, Punishment, and Eradication of Violence against Women and Family Members (Act 30364–2015)
- Law for the Prevention and Punishment of Sexual Harassment in Public Spaces (Act 30314–2015)
- Law for the Promotion of School Reintegration in Pregnancy Cases (Act 29600–2010)
- Law granting the right to Parental Leave for Workers in the Private and Public Sector (Act 29409–2009)
- Law against Human Trafficking and Smuggling of Migrants (Act 28950–2008)
- Law on Equal Opportunities between Men and Women (Act 28983–2007)
- Law on the Prevention and Punishment of Sexual Harassment (Act 27942–2003)
- Law for the Promotion of Education of Rural Girls and Teenagers (Act 27558–2001)

GENDER MAINSTREAMING IN PUBLIC MANAGEMENT

Among its responsibilities, MIMP strives to promote and strengthen the mainstreaming of gender approaches in public institutions and government policies, plans, programs, and projects (Legislative Decree 1098). To that end, the General Directorate of Gender Mainstreaming was created as an agency

within the Vice-Ministry of Women. This was recognized as one of government’s major achievements in terms of gender equality (MESAGEN 2015).

To consolidate the gender mainstreaming strategy, a regulatory provision was approved to establish mechanisms with representatives of several areas of the directorate, who coordinate and develop actions to institutionalize gender approaches in policies, programs, projects, and institutional management (Legislative Decree 005-2017-MIMP). These mechanisms are known as Commissions for Gender Equality.

The purpose of the Commissions for Gender Equality is to: (1) promote the inclusion of gender approaches in policies, plans, programs, and projects; (2) ensure the efficiency of public interventions; and (3) contribute to closing the gaps between men and women. Additionally, the regulation stipulates preparation of an annual activity plan to reduce gender gaps prioritized by the directorate and coordination with various areas to include them in the planning instruments, proposing strategies to identify good institutional practices and generate a gender equality organizational culture; monitor the implementation of national policies in terms of gender equality and the alignment of management instruments to objectives, goals, and indicators of such policies; and issue reports on progress and results of gender equality policies, plans, programs, and projects.

Based on this regulatory provision, various commissions, committees, or work groups created to promote gender equality inside each entity within the PLANIG or EOA framework had to adjust their structure and functions.

To date, 98 Commissions for Gender Equality have been implemented in 98 institutions nationwide; 19 in sectors (see Exhibit 29) and 79 in various entities. [Annex F](#) presents details of established mechanisms. As seen there, the commissions have a small number of people trained in gender—some have no trained persons and others have up to seven people; MIMP has 17 trained people.

Exhibit 29: Commissions for Gender Equality; MIMP, 2019c

SECTORS	
MINSA	PRODUCE
MINCUL	MEF
PCM	MIDIS
MTPE	MRE
MINCETUR	MTC
MININTER	MINAM
MIMP	MINJUSDH
VIVIENDA	MINEDU
MEM	MINAGRI
MINDEF	

Establishing of the Commissions has led to creation of work plans, the allocation of budgets in operative plans, and implementation of activities; progress is visible in all these efforts. Exhibit 30 shows institutions comply with these criteria, except for SERFOR. As mentioned before, a surprisingly small number of people who participate in the commissions are trained in gender.

Exhibit 30: Gender mainstreaming progress in selected institutions; *MIMP, 2019c*

ASPECTS	PCM	MINAM	DEVIDA	CEPLAN	SERVIR	SERFOR
With a commission	√	√	√	√	√	X
With an activity plan	√	√	√	√	X	X
With budget	√	√	√	√	√	X
With inclusive language standards	√	√	√	√	√	√
People in the Commission trained in gender	0	1	1	0	3	0

Note: √ = YES
X = No

Below are problems related to the implementation of Commissions for Gender Equality identified to date, according to people interviewed:

- Duplication of functions and lack differentiation between gender equality mechanisms and the fight against GBV stipulated by Act 30364, the law for prevention, punishment, and elimination of violence against women and family members
- Officials' reluctance and lack of understanding of gender equality
- Lack of knowledge for determining gender approach in budget planning and allocation
- Work on communicating territorial approaches to strengthen government's interventions
- Poor communication between regional and local levels
- Poor communication between regional and local government and civil society, and international cooperation
- Some regional governments that already formed Committees for Gender Equality are still in the process of organizing their new functions

GENDER MAINSTREAMING IN REGIONAL GOVERNMENTS

Within the framework of 2012-2017 PLANIG and the *Law on Equal Opportunities between Men and Women*, the regional governments formulated gender equality plans. Until 2017, when PLANIG ended, 17 regional plans had been formulated, 12 of which are not in force. Currently, only five regional plans are still in force, as shown below. The strategy MIMP will use to develop regional planning within the framework of the *Gender Equality Policy* remains unknown.

- Ayacucho: 2010–2020 Regional Plan of Equal Opportunities between Men and Women–Regional Ordinance 019-2010-GRA/CR
- Callao: 2013–2021 Regional Plan of Gender Equality toward Women, Ordinance 000021–2013
- La Libertad: 2014–2021 Regional Plan of Gender Equality, pending publication, Regional Executive Resolution N 670-2014-GRLL/PRE
- Lambayeque: 2016–2021 Regional Plan of Gender Equality–Regional Ordinance 001-2017-GR, LAMB/CR57
- Piura: 2016–2021 Regional Plan of Gender Equality–Regional Ordinance 346–2016/GRP-CR

On the other hand, between 2017 and 2019, Commissions for Gender Equality were created in the 25 regional governments and 9 municipalities. The regional regulations created are described in [Annex F](#).

People interviewed stated that a specific strategy to implement the *Gender Equality Policy* in subnational entities was being developed.

CONCLUSIONS

Q1: What are the current gender gaps, needs, and opportunities relevant to the CDCS development goals?

<p>Conclusion 1</p> <p>The country’s gender gap is at 24 percent, which indicates significant progress, particularly in education and health, where the indexes indicate virtual equality between men and women. However, there are still gaps in equality in the areas of economic and political participation, which stand at 37 and 80 percent, respectively.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 1
<p>Conclusion 2</p> <p>The main inequalities, including gender inequalities, are found among vulnerable populations, such as LGBTI people, people with disabilities, and recently, Venezuelan migrants, who are unable to meet their basic rights to education, health, income, and political participation. This situation is compounded by discrimination, which hinders individual development and exacerbates exclusion.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 3 • Finding 4 • Finding 5
<p>Conclusion 3</p> <p>The percentage of uneducated indigenous women (19.1 percent) is 10 times higher than non-indigenous men (1.9 percent). The economic activity rate of persons with disabilities differs by sex, with women (32.1 percent) having a lower economic activity rate than men (49.7 percent). The experience of discrimination results in 56.5 percent of the LGBTI population being afraid to express their sexual orientation and/or gender identity.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 2 • Finding 3 • Finding 4

Q2: What are the key gender gaps, needs, and opportunities that affect full and equitable engagement, and access to economic, political, and social opportunities in the regions where USAID/Peru programs operate?

<p>Conclusion 4</p> <p>The gaps affecting equitable participation and access to equal economic opportunities are caused by division of labor between men and women. The roles assigned to women (reproductive and domestic) create an excessive workload for women (47 hours a week in rural areas), with no effective recognition of their contribution, which is equivalent to 66 percent of the average household income.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 6
<p>Conclusion 5</p> <p>Women's economic contribution to the cocoa and coffee value chains is largely unknown because the tasks they perform in terms of input</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 6

<p>preparation, production, and harvesting are perceived as an extension of domestic work, despite the fact that they account for 38 and 31 percent, respectively, of the cost of production labor. In the cocoa value chain, women's contribution to the production of one hectare per year is the equivalent of 57 wages, while men's contribution amounts to 93 wages. In the case of coffee, women are estimated to receive the equivalent of 73 days' wages, while men receive 166 days' wages. Additionally, because their contribution is not visible, training and income-generating opportunities for women are restricted.</p>	
<p>Conclusion 6</p> <p>In forestry, the roles of men and women are differentiated, with the same consequences of overwork and lack of knowledge about women's contribution to the household economy. Women participate in forest conservation tasks and carry out non-timber activities, whereas men participate in timber activities that are considered more “masculine.”</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 6
<p>Conclusion 7</p> <p>Women are undervalued and invisible in water resource management and water user organizations because of underlying issues of access to property and education, which become barriers to women’s participation in decision-making positions.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 6
<p>Conclusion 8</p> <p>GBV has structural roots—machismo and patriarchy underlie society—and takes on different forms, such as high tolerance for violence against women. A decade ago, figures did not vary significantly, and showed that 6 or 7 of 10 women suffered violence at some point in their life. Violence is manifested in its worst forms such as femicide, which in 2019, cost the lives of 165 women.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 11
<p>Conclusion 9</p> <p>GBV has an individual impact, with physical and emotional consequences that affect people's work performance. Among the coffee harvesters in Chanchamayo and Satipo, violence impairs the skills and abilities of women who harvest the beans at their optimal point of ripeness; women micro entrepreneurs who suffered violence received 21 percent less income than those who were not assaulted, and financial delinquency leads to a deterioration in payment behavior.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 11
<p>Conclusion 10</p> <p>A total of 1,355 cases of human trafficking were reported in 2018; teenage women were the most frequently sexually exploited. The country has made</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 11

significant regulatory advances to address this crime, but assistance, protection, and restitution of victims' rights are still nascent.	
<p>Conclusion 11</p> <p>The current government prioritizes fighting GBV in its public policy, which has led to significant legislative, institutional, and budget allocation changes.</p>	<p>Related findings</p> <ul style="list-style-type: none"> Finding 11

Q3: What is the Government of Peru’s legal and policy framework to support inclusion of gender considerations, not only at the level of central institutions, but also in sub-national governments where USAID/Peru works?

<p>Conclusion 12</p> <p>Peru has made strides in establishing a legal framework for gender equality the government prioritizes in its policy. For the first time in the country's history, a <i>Gender Equality Policy</i> was drafted and adopted, and its implementation is bringing about institutional changes to provide public services with a gender perspective. However, conservative religious and political groups pose an obstacle to progress in including gender in government programs, especially in education.</p>	<p>Related findings</p> <ul style="list-style-type: none"> Finding 12
<p>Conclusion 13</p> <p>Since 2017, within the framework of the policy, 98 commissions or working groups for gender equality have been created to integrate a gender equality approach into policies and institutional management (including PCM, MEF, MINAM, DEVIDA, and SERVIR), and work plans have been developed and implemented. Such progress is at odds with the small number of people with gender training, which ranges from zero to seven people trained by mechanism, not including the MIMP.</p>	<p>Related findings</p> <ul style="list-style-type: none"> Finding 12

Q4: To what extent does the private sector address gender equality issues (especially in the production of coffee and cocoa forestry value chains, and credit programs)?

<p>Conclusion 14</p> <p>In the private sector, gender stereotypes that prevent women from fully and equitably participating in positions of power persist. Gaps remain between men's and women's incomes, and there are barriers for women in accessing fields that are perceived as “masculine.” Women account for only 22.2 percent of directors and 30 percent of the entry levels of organizational structure. Only 24.3 percent of women are at the top of the salary scale.</p>	<p>Related findings</p> <ul style="list-style-type: none"> Finding 7
<p>Conclusion 15</p> <p>The size of the company and the gender of its manager are inversely correlated—37.5 percent of managers in microenterprises are women, while</p>	<p>Related findings</p> <ul style="list-style-type: none"> Finding 7

<p>in medium and large enterprises, they account for 21.8 percent. Women micro entrepreneurs have lower levels of education than their male counterparts, which reflects a gap in access to education for women.</p>	
<p>Conclusion 16</p> <p>The business sector is concerned about gender inequities and has proposed several initiatives over the past 4 years to raise awareness of this situation and gauge progress in terms of equality.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 7
<p>Conclusion 17</p> <p>Gender gaps remain in access to credit in the financial system (12 percent of women and 15 of men), stemming from different opportunities in access to employment and income, property ownership, and financial education. Women managers for micro and small enterprises are less likely to use credit than men (22.2 vs. 28.4 percent, respectively).</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 8

Q5: How can USAID/Peru programs address major gender gaps, needs, and opportunities in the areas and sectors where USAID/Peru works?

<p>Conclusion 18</p> <p>An opportunity to mainstream gender is its connection to corruption. Women are more vulnerable to corruption than men, especially when it comes to sexual favors, which occur where corruption is the most prevalent. Another opportunity is in generating research that links gender equality and corruption to fill information gaps.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 10
<p>Conclusion 19</p> <p>Encouraging greater participation of women at all levels of decision making and in sectoral areas is an aspect that strengthens governance.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 1 • Finding 6 • Finding 7
<p>Conclusion 20</p> <p>There is an opportunity to bring a gender perspective to the issue of Venezuelan migration. The Venezuelan migrant population is highly vulnerable economically and socially, as well as to discrimination, violence, and human trafficking, especially women.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 5
<p>Conclusion 21</p> <p>There is an opportunity to mainstream gender in the country by strengthening gender equality mechanisms to fulfil their purpose, and share</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 12

<p>gender-based assessments of their projects and good practices in gender equality.</p>	
<p>Conclusion 22</p> <p>Access to information technologies and the Internet reveals that rural areas, women, indigenous people, and older persons are disadvantaged.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 9
<p>Conclusion 23</p> <p>Intersectional analysis (gender, ethnicity, age) is an element that supports gender gap analysis.</p>	<p>Related findings</p> <ul style="list-style-type: none"> • Finding 1 • Finding 7 • Finding 9

RECOMMENDATIONS

On January 27, 2020, the gender analysis team conducted a workshop with USAID/Peru in Lima to present and validate findings and conclusions, and collaboratively brainstorm recommendations to address them. The inputs from this co-creation workshop informed the development of the recommendations listed below.

Recommendations Developed in the Co-Creation Workshop (January 2020)

1. Greater participation by women at all decision-making levels, as well as the sectoral and community levels is a critical element to close gender-based gaps and strengthen governance. USAID-supported interventions should emphasize this point by creating opportunities for women and an enabling environment for gender equality.
2. USAID and its partners should promote political participation of women through political advocacy to implement the political reform that ensures gender alternation in the lists of candidates to be voted on.
3. USAID and its partners must strengthen compliance with current laws in the intervention areas that aim at providing childcare and closing wage gaps in public and private institutions to promote greater women's economic participation.
4. USAID-supported interventions should recognize the existence of structural inequalities that place the indigenous population at a disadvantage. Besides relying on an intercultural and inclusive approach, interventions that involve these populations must engage closely with government institutions to address structural barriers.
5. Vulnerable groups (indigenous people, people with disabilities, LGTBI people, and migrants) require comprehensive policies aimed at guaranteeing their fundamental rights. USAID must support government initiatives toward this end. Likewise, USAID partners should strengthen the capacity of civil society organizations of these vulnerable groups to program and promote gender equality, and identify and include these vulnerable groups in their efforts.
6. USAID-supported interventions should include gender-specific analyses that identify the root causes of inequalities so as to increase understanding of the key gender equality issues and devise gender-transformative strategies accordingly.
7. A major element is to support the Peruvian Government in implementing its Gender Equality Policy and its integration into national, regional, and local policies to close political and economic gaps, as well as those related to GBV.
8. USAID and its partners must support the public sector to carry out actions to address gender stereotypes and prejudices in all fields (social, economic, and political). An issue to consider is the visibility and perceived value of the role of women in all production processes, community management, and participation in public and private decision-making positions.
9. USAID must support government policies targeting gender equality and the fight against GBV. USAID and its partners must incorporate specific actions to prevent GBV in the intervention areas; provide sufficient information to refer cases of violence against women, girls, and adolescents; strengthen GBV referral systems; and promote new ideals of masculinity to prevent GBV.

10. USAID interventions can assist the MIMP in gender mainstreaming actions within public institutions at the national, regional, and local levels (support the constitution of Gender Equality Commissions and train their members on gender issues, and support members in the preparation of work plans and their implementation).
11. The USAID team and implementers need to deepen their knowledge of gender issues and ways to mainstream gender into interventions, including taking a gender-transformative approach that both empowers women and engages men as supportive agents of change and allies in gender equality.
12. USAID-supported interventions must include specific gender analyses that identify root causes of inequality in order to increase knowledge of key gender equality issues and consequently, design gender-transformative strategies.
13. Intersectional analysis (examining the relationships between gender, ethnicity, age, and other key variables) is required to support gender-based gap analysis, and should be present in the intervention design to acknowledge and address the multiple vulnerabilities and disadvantages that affect the lives of community members.
14. Gender indicators must be identified in the process of project and activity programming to report on their progress toward gender equality goals that will further support the achievement of project and activity objectives.
15. USAID and implementers should include gender considerations in assessments at the activity, project, and Development Objective (DO) levels.
16. USAID should generate and expand knowledge of gender-based gaps at different intervention levels—from the community to the regional level, as well as in areas where knowledge gaps exist, such as those related to gender and corruption.
17. To disseminate learning and scale-up results, USAID experiences need to be systematized, and best practices should be identified to contribute to the gender transformation needed to achieve Peru's development goals.

Relevant Recommendations from the 2016 Gender Analysis

In addition, the gender analysis team reviewed the recommendations from the 2016 Gender Analysis to determine which are still relevant given the 2019 gender analysis findings. They are listed below.

FOR USAID

Planning and design

1. Integrate gender considerations in the design and planning of projects and activities, identifying at least one gender result in each DO of the new country strategy.
2. Design projects and activities with an intersectional lens that integrates considerations for gender, ethnicity, and poverty, and takes into account the practical needs of men and women, as well as some strategic needs, such as prevention and protection against GBV.
3. Develop rapid gender analysis to determine the gender gaps and needs of men and women in the intervention areas that are new or do not have updated information.
4. In the requested activities' scope of work, include an objective that reflects gender considerations.

5. In the evaluation criteria and selection of implementers, take into account the treatment of gender mainstreaming and indicators.
6. In the requested activities' scope of work, include a profile for a member of the technical team who will be responsible for gender integration in management and intervention activities.
7. Develop an orientation guide to integrate gender into activities under the new strategy.

Management

8. Designate a person at USAID who will be responsible for gender and provide support and specialized technical assistance, as well as monitor the integration of gender in activities.
9. Fund studies to identify and describe in detail the tasks men and women assume in the value chains of alternative crops, forestry, water resources, and so on to determine and make visible women's contribution through unpaid work.

Monitoring and evaluation

10. Socialize standard and adapted gender indicators, their definitions, and operationalization; and supervise and provide feedback on data updating and reporting.
11. Using a longitudinal design, conduct follow-up with families or individuals to monitor, adjust strategies, and evaluate the scope of gender integration in the intervention.
12. Evaluate the current and potential application of the self-reliance scale used in USAID activities as a monitoring indicator to evaluate the effect of training on gender results.

FOR IMPLEMENTING PARTNERS

13. Use the orientation guide USAID provided to integrate gender in the management and implementation of activities, as well as internal meetings of the technical implementing team.
14. Develop a monthly and seasonal calendar of agricultural, forestry, and water resources management activities, as appropriate, as well as domestic and care tasks to harmonize the needs and planning of activities with local practices.
15. Identify local restrictions for the participation of women and men in the interventions and opportunities generated by the activities. This will supply the technical team in the field with information related to restrictions based on practices and customs.
16. At the level of regional and local governments, promote the implementation of services that alleviate the burden of domestic work to facilitate the participation of women in training, productive, and community activities. This task must be included in the work plan.
17. Coordinate with the regional and local government agencies the intervention strategies in cases of GBV, trafficking in persons, racial or gender discrimination, and where possible, translate them into protocols the implementing team can execute.
18. Manage the certification training by accredited institutions that strengthens technical or specialized skills of men and women.
19. Train women and men who are beneficiaries of different activities in the use of digital resources to improve their income opportunities. For example, provide training in the purchase of inputs (agricultural or any type), marketing of their products, banking or credit operations, and so on.

20. Develop capacities of women from native communities to manage economic resources, such as tourism or sale of handicrafts and food through fairs organized by local governments.

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ANNEXES

ANNEX A: RESUMEN EJECUTIVO

El presente documento actualiza el Análisis de Género 2016 de USAID/Perú. El propósito es proporcionar información para el proceso de elaboración de la Estrategia de Cooperación para el Desarrollo del País 2020-2025 (CDCS por sus siglas en inglés). La pregunta general del análisis de género es ¿Qué brechas, necesidades y oportunidades de género deben abordar los programas de USAID/Perú para alcanzar los objetivos de desarrollo planteados en el CDCS?

PROPÓSITO Y PREGUNTAS DEL ESTUDIO

El propósito del Análisis de Género es proporcionar información para el proceso de elaboración del CDCS 2020-2025 y asegurar que las consideraciones de género se integren en el marco de resultados para alcanzar los objetivos de desarrollo del Perú, en las áreas de desarrollo alternativo, gobernanza y medioambiente (identificados durante el proceso de desarrollo de la fase I del CDCS).

Las preguntas que guiaron el estudio fueron:

1. ¿Cuáles son las actuales brechas de género, necesidades y oportunidades relevantes para los objetivos de desarrollo de los CDCS?
2. ¿Cuáles son las principales brechas de género, necesidades y oportunidades que afectan la participación plena y equitativa y el acceso a oportunidades económicas, políticas y sociales en las regiones donde operan los programas USAID/Perú?
3. ¿Cuál es el marco legal y político del Gobierno del Perú para apoyar la integración de las consideraciones de género, no sólo en las instituciones de nivel central, sino también en los gobiernos subnacionales donde trabaja USAID/Perú?
4. ¿En qué medida el sector privado aborda las cuestiones de igualdad de género? (especialmente en las cadenas de valor de la producción de café, cacao, forestales y programas de crédito)
5. ¿Cómo pueden los programas USAID/Perú abordar las principales brechas de género, las necesidades y oportunidades en las áreas y sectores en los que USAID/Perú trabaja?
6. ¿Cómo pueden los programas de USAID / Perú promover una economía lícita que sea transformadora de género y socialmente inclusiva?

METODOLOGÍA

El estudio incluyó dos fases: la primera parte se realizó la revisión del Análisis de Género 2016 de USAID/Perú para identificar las necesidades de información. Se recolectó y procesó información secundaria y se presentaron los primeros hallazgos a USAID/Perú. En una segunda etapa se identificaron temas clave para profundizar y se inició un proceso de recolección de datos primarios a través de entrevistas a 16 personas expertas en los temas identificados.

HALLAZGOS

1. Después de una década de crecimiento económico, en el Perú las brechas de género se mantienen, especialmente en la participación económica y política.
2. La población indígena de la Amazonía constituye un grupo tradicionalmente excluido económica, política y socialmente por el Estado peruano, por lo cual presenta mayores desigualdades socioeconómicas en comparación a la población no indígena. La exclusión y las desigualdades se manifiestan de manera diferenciada al interior de los grupos indígenas, siendo las mujeres las que muestran mayores desventajas
3. La población lesbiana, gay, bisexual, transgénero e intersexual (LGBTI) se encuentra desprotegida en el ejercicio de sus derechos, lo incrementa su situación de exclusión
4. Persisten brechas entre las personas con discapacidad en el ejercicio de los derechos a la salud, la educación y la participación laboral, encontrándose las mujeres en mayor desventaja, especialmente en las zonas rurales.
5. Las mujeres migrantes venezolanas son más vulnerables que los hombres porque necesitan sobrevivir y satisfacer sus propias necesidades en Perú, así como las necesidades de sus familias en Venezuela.
6. La división del trabajo por sexo es la principal limitación basada en el género para la participación equitativa y el acceso a las mismas oportunidades en los sectores económico, político y social.
7. Los estereotipos de género conducen a una baja participación de las mujeres en el sector privado, tanto como empleadas o como empresarias, subsisten las brechas en el acceso a puestos de poder y salarios entre hombres y mujeres.
8. Existen diferencias de género en el acceso y uso de los servicios financieros.
9. El acceso a la tecnología ha avanzado en el país, pero subsisten brechas en el acceso a internet especialmente de la población rural y en particular de las mujeres.
10. La corrupción afecta de manera diferenciada a los hombres y mujeres.
11. La violencia de género es un problema nacional de carácter estructural por lo que representa un serio problema de vulneración de derechos.
12. El Gobierno actual prioriza y brinda un alto apoyo político a los esfuerzos de igualdad de género, pero el contexto es negativo para la implementación de políticas públicas debido a las posiciones conservadoras de grupos religiosos y políticos frente al tema de género.

CONCLUSIONES

PI: ¿Cuáles son las actuales brechas de género, necesidades y oportunidades relevantes para los objetivos de desarrollo de los CDCS?

1. La brecha de género en el país se encuentra en un 24%, lo cual muestra un avance significativo especialmente en los campos de la educación y salud donde los índices muestran casi una igualdad entre hombres y mujeres. Sin embargo, falta cerrar brechas en los ámbitos de la participación económica y política, donde las brechas para llegar a la igualdad son de 37% y 80% respectivamente.

2. Las mayores desigualdades, incluyendo las de género, se presentan en las poblaciones vulnerables como, LGTBI, personas con discapacidad y, recientemente, migrantes venezolanos, quienes no llegan a satisfacer derechos básicos de educación, salud, ingresos, así como la participación política. A esta situación se aúna la discriminación, lo cual impide un desarrollo de las personas y la exclusión.
3. La proporción de mujeres indígenas sin educación (19.1%) es 10 veces más que los hombres no indígenas (1.9%). La tasa de actividad de las personas con discapacidad difiere según sexo, siendo menor en las mujeres (32.1%) que los varones (49.7%). La experiencia de la discriminación conlleva a que el 56.5% de la población LGBTI tenga temor de expresar su orientación sexual y/o identidad de género.

P2: ¿Cuáles son las principales brechas de género, necesidades y oportunidades que afectan la participación plena y equitativa y el acceso a oportunidades económicas, políticas y sociales en las regiones donde operan los programas USAID/Perú?

4. Las brechas que afectan la participación equitativa y el acceso a iguales oportunidades económicas es la división del trabajo entre hombres y mujeres. Los roles asignados a las mujeres (reproductivo y doméstico) genera una excesiva carga de trabajo en las mujeres (47 horas a la semana en áreas rurales), sin un reconocimiento efectivo de su aporte, equivalente al 66% de los ingresos de un hogar promedio.
5. Existe un desconocimiento de la contribución económica de las mujeres en las cadenas de valor del cacao y del café debido a que las tareas que realizan en la preparación de insumos, producción y cosecha son percibidas como una extensión del trabajo doméstico, a pesar de que contribuyen con el 38% y 31%, respectivamente, del costo de la mano de obra para producción. En la cadena de valor del cacao el aporte de la mujer para producir una hectárea por año equivaldría a 57 salarios, en tanto que el del hombre a 93 salarios. En el caso de café, se estimó que las mujeres reciben el equivalente a 73 jornales y los hombres 166. Un efecto adicional es que al no ser visible su aporte, se restringen sus oportunidades de capacitación y generación de ingresos.
6. En la actividad forestal, los roles de hombres y mujeres son diferenciados, con las mismas consecuencias de sobrecarga de trabajo y desconocimiento de la contribución de las mujeres a la economía familiar. Por el tipo de tareas que realizan las mujeres, son aliadas en la conservación del bosque y las actividades no maderables, mientras que los hombres a las actividades maderables por ser más “masculinas”.
7. Existe una subvaloración e invisibilización de las mujeres en la gestión de los recursos hídricos y en las organizaciones de usuarios del agua debido a que subyacen problemas de acceso a la propiedad y a la educación, que se vuelven obstáculos para su participación en cargos de decisión.
8. La violencia de género tiene raíces estructurales, donde el machismo y la sociedad patriarcal subyacen en la sociedad y se manifiesta de diferentes maneras como la alta tolerancia hacia la violencia contra la mujer. Hace una década, las cifras no varían de manera contundente y muestran que 6 o 7 mujeres de cada 10 sufrieron violencia alguna vez en su vida. La violencia se manifiesta en sus peores formas como el feminicidio que en el 2019 ha costado la vida de 165 mujeres.
9. El impacto de la violencia de género se manifiesta a nivel individual con secuelas físicas y emocionales, que afecta el desempeño laboral de las personas. En las cosechadoras de café

de Satipo y Chanchamayo la violencia afecta las habilidades y competencias de la recolección de granos en su punto óptimo de maduración, las microempresarias que fueron víctimas de violencia percibieron 21% menos de ingresos que las mujeres no agredidas y la morosidad financiera deteriora el comportamiento de pagos.

10. En el año 2018 se registraron 1,355 casos de trata de personas, la mayor frecuencia de explotación se observa en mujeres adolescentes y con fines de explotación sexual. En el país se han dado importantes avances normativos para el abordaje de este crimen, pero todavía son incipientes los servicios para la atención, protección y restitución de derechos a las víctimas.
11. Durante el presente Gobierno, la lucha contra la violencia de género constituye una política pública prioritaria, lo que ha llevado a importantes cambios legislativos, institucionales y de asignación presupuestal.

P3: ¿Cuál es el marco jurídico y político del Gobierno del Perú para apoyar la integración de las consideraciones de género, no sólo en las instituciones de nivel central, sino también en los gobiernos subnacionales donde trabaja USAID/Perú?

12. El Perú ha avanzado en el establecimiento de un marco legal para la igualdad de género y se han incluido como prioridad de las políticas de gobierno. Por primera vez en la historia del país se formuló y aprobó una Política de Igualdad de Género y su implementación está llevando a cambios institucionales orientados a servicios al ciudadano/a con perspectiva de género. Sin embargo, los grupos conservadores religiosos y políticos son un obstáculo para el avance en la inclusión del género en los programas gubernamentales, especialmente en el sector educación.
13. En el marco de la Política, desde el 2017 se han creado 98 Comisiones o Grupos de Trabajo para la Igualdad de Género para la incorporación del enfoque de género en las políticas y la gestión institucional (entre ellos PCM, MEF, MINAM, DEVIDA y SERVIR), así como el desarrollo e implementación de planes de trabajo. Este avance se contradice con el número reducido de personas con capacitación en género, que se encuentra en un rango de 0 a 7 personas capacitadas por mecanismo, sin contar al MIMP.

P4: ¿En qué medida aborda el sector privado las cuestiones de igualdad de género?

14. En el sector privado existen estereotipos de género que impiden una participación plena y equitativa de las mujeres en los cargos de poder, subsisten brechas en los ingresos de hombres y mujeres y barreras en el acceso a áreas que son consideradas como “masculinas”. Las mujeres solo representan el 22.2% de los directorios y alcanzan el 30% del total de los puestos en el primer nivel de la estructura organizacional. Solamente el 24.3% de las mujeres se encuentran en el primer nivel de la escala salarial.
15. Existe una relación inversa entre el tamaño de la empresa y el sexo de sus conductores. El 37.5% de conductores de microempresas son mujeres, mientras que en la mediana y gran empresa representan el 21.8%. Las microempresarias presentan menores niveles educativos que sus pares hombres, lo cual refleja una brecha en el acceso a la educación de las mujeres.
16. El sector empresarial se encuentra preocupado por las inequidades de género por lo que en los últimos cuatro años han propuesto diversas iniciativas para visibilizar esta situación y medir avances en la equidad.

17. Existen brechas de género en el acceso al crédito en el sistema financiero (12% mujeres y 15% hombres) que responden a las diferentes oportunidades en el acceso al empleo e ingresos, la tenencia de la propiedad y la educación financiera. Las conductoras de MYPE tienen menos probabilidades de utilizar los créditos que los hombres (22.2% y 28.4% respectivamente).

P5: ¿Cómo pueden los programas USAID/Perú abordar las principales brechas de género, necesidades y oportunidades en las áreas y sectores en los que USAID/Perú trabaja?

18. Una oportunidad de integrar el tema de género es su vinculación con la corrupción. Las mujeres son más vulnerables a la corrupción que los hombres especialmente cuando se trata de favores sexuales y esta situación se presenta en lugares donde tiene mayor frecuencia. Otra oportunidad surge en la generación de investigación que vincule la igualdad de género y la corrupción para cubrir vacíos de información.
19. Fomentar la mayor participación de las mujeres en todos los niveles de decisión y ámbitos sectoriales es un elemento que fortalece la gobernanza.
20. Existe una oportunidad de integrar el enfoque de género en el tema de la migración venezolana. La población migrante venezolana es un grupo de alta vulnerabilidad económica, social y a situaciones de discriminación, violencia y trata de personas, especialmente las mujeres.
21. La oportunidad que se presenta para integrar el tema de género en el país es el fortalecimiento de los mecanismos de igualdad de género para el cumplimiento de sus funciones, compartir los diagnósticos de género de sus proyectos y las buenas prácticas para la igualdad de género.
22. El acceso a las tecnologías de información e internet revela una situación de desventaja de las zonas rurales, las mujeres, las personas indígenas y las de edades mayores.
23. El análisis interseccional (género, etnia, edad) es un elemento que apoya el análisis de las brechas de género.

RECOMENDACIONES

El 27 de enero de 2020 se realizó un taller con USAID/Perú para presentar y validar los hallazgos y conclusiones del Análisis de Género y elaborar de manera colaborativa la forma de cómo abordarlos. Los aportes de este taller de co-creación permitieron el desarrollo de las recomendaciones que se enumeran a continuación.

Elaboradas en el Taller de Co-creación de Recomendaciones (enero de 2020)

1. La mayor participación de las mujeres en todos los niveles de decisión, ámbitos sectoriales y comunitarios es un tema crítico para cerrar las brechas de género y fortalecer la gobernanza, por lo cual las intervenciones apoyadas por USAID debe poner énfasis en este aspecto creando oportunidades para las mujeres y un entorno propicio para la igualdad de género.
2. USAID y sus socios deben promover la participación política de las mujeres a través de la incidencia política para la culminación de la reforma política que garantice la alternancia de género en las listas de candidatos a ser elegidos por votación electoral.

3. USAID y sus socios deben fortalecer el cumplimiento de las leyes vigentes, en las zonas de intervención, orientadas al cuidado infantil y el cierre de brechas salariales en las instituciones públicas y privadas para promover la mayor participación económica.
4. Las intervenciones apoyadas por USAID deben reconocer la existencia de desigualdades estructurales que colocan a la población indígena en desventaja. Además de incorporar un enfoque intercultural e inclusivo, las intervenciones que involucran a estas poblaciones deben comprometerse estrechamente con las instituciones gubernamentales para abordar las barreras estructurales.
5. Los grupos vulnerables (indígenas, personas con discapacidad, personas LGTBI, personas migrantes) requieren de políticas integrales orientadas a garantizar sus derechos fundamentales, de tal modo que USAID debe apoyar las iniciativas de gobierno orientada a este fin. Asimismo, los socios de USAID deben fortalecer la capacidad de las organizaciones de la sociedad civil de estos grupos vulnerables para programar y promover la igualdad de género, identificar e incluir en sus intervenciones a estos grupos vulnerables.
6. Las intervenciones respaldadas por USAID deben incluir análisis específicos de género que identifiquen las causas fundamentales de las desigualdades a fin de aumentar la comprensión de los temas clave de igualdad de género y, consecuentemente, diseñar estrategias de transformación de género.
7. Un elemento importante es apoyar al Gobierno Peruano en la implementación de la Política de Igualdad de Género y su integración en las políticas nacionales, regionales y locales para cerrar las brechas políticas, económicas y de violencia basada en género.
8. USAID y sus socios deben apoyar al sector público para realizar acciones orientadas a la culminación de estereotipos y prejuicios de género en todos los campos (social, económico y político). Un tema para considerar es la visibilización y valoración del rol de las mujeres en todos los procesos productivos, la gestión comunitaria, la participación en puestos de decisión públicos y privados.
9. USAID debe apoyar las políticas de gobierno orientadas a la igualdad de género y la lucha contra la violencia de género. USAID y sus socios deben incorporar acciones específicas para prevenir la violencia de género en los ámbitos de intervención, contar con información suficiente para derivar los casos de violencia en mujeres, niñas y adolescentes, fortalecer los sistemas de derivación de violencia de género y promover nuevas masculinidades para la prevención de la violencia de género.
10. Las intervenciones de USAID pueden apoyar al MIMP en las acciones de la transversalización del enfoque de género en las instituciones públicas del nivel nacional, regional y local (apoyar la constitución de Comisiones de Igualdad de Género, capacitar a sus integrantes en los temas de igualdad de género, apoyar en la elaboración de planes de trabajo y su implementación).
11. El equipo de USAID, así como los implementadores, necesitan profundizar su conocimiento de los problemas de género y las formas de incorporar el género en las intervenciones, incluida la adopción de un enfoque transformador de género que empodera a las mujeres y compromete a los hombres como agentes de cambio y aliados de la igualdad de género.

12. Las intervenciones respaldadas por USAID deben incluir análisis específicos de género que identifiquen las causas fundamentales de las desigualdades a fin de aumentar la comprensión de los temas clave de igualdad de género y, consecuentemente, diseñar estrategias de transformación de género.
13. El análisis interseccional (que examina las relaciones entre género, etnia, edad y otras variables clave) es necesario para respaldar el análisis de brechas basado en el género y debe estar presente en el diseño de las intervenciones para reconocer y abordar las múltiples vulnerabilidades y desventajas que afectan las vidas de los miembros de las comunidades.
14. Los indicadores de género deben identificarse durante el proceso de programación de proyectos y actividades para reportar sobre su progreso hacia los objetivos de igualdad de género, lo cual apoyará aún más el logro de los objetivos del proyecto y la actividad.
15. USAID y sus socios deben incluir consideraciones de género en las evaluaciones a nivel de actividad, proyecto y objetivo de desarrollo.
16. USAID debe generar y expandir el conocimiento de las brechas basadas en género en los diferentes niveles de intervención, desde el comunitario al nivel regional, así como en las áreas donde existen brechas de conocimiento, como las relacionadas con el género y la corrupción.
17. Para difundir el aprendizaje y escalar los resultados a niveles mayores, las experiencias de USAID deben ser sistematizadas identificando las buenas prácticas, para contribuir a la transformación de género y alcanzar los objetivos de desarrollo del Perú.

Recomendaciones vigentes del Análisis de Género 2016

Además, el equipo de análisis de género revisó las recomendaciones del Análisis de género 2016 y seleccionó las que aún son vigentes dados los hallazgos del Análisis de Género de 2019, que se muestran a continuación.

PARA USAID

Planificación y diseño

1. Integrar el enfoque de género en el diseño y planificación de proyectos y actividades, identificando al menos un resultado de género en cada objetivo de desarrollo de la nueva estrategia de país.
2. Diseñar proyectos y actividades desde la interseccionalidad, considerando las dimensiones de género, etnia y pobreza, y tomando en cuenta las necesidades prácticas de hombres y mujeres, así como algunas necesidades estratégicas, como por ejemplo la violencia contra la mujer.
3. Desarrollar diagnósticos rápidos de género a fin de conocer las brechas de género y las necesidades de hombres y mujeres en las zonas de intervención nuevas o que no tienen información actualizada.
4. Incluir, en los términos de referencia de las actividades que se soliciten, un objetivo que incluya la perspectiva del género.

5. Considerar, entre los criterios de evaluación y selección de implementadores, el tratamiento de la integración del enfoque de género y los indicadores.
6. Incluir en los términos de referencia de las actividades que se soliciten, el perfil adecuado, dentro del equipo técnico, para ser responsable de la integración de género en la gestión y en las actividades de intervención.
7. Desarrollar una guía de orientación para integrar el género en las actividades en el marco de la nueva estrategia.

Gestión

8. Designar a una persona responsable de género en USAID, a dedicación exclusiva para proporcionar acompañamiento y asistencia técnica especializada y monitorear la integración de género en las actividades.
9. Financiar estudios para identificar y describir en detalle las tareas asumidas por hombres y mujeres en las cadenas de valor de cultivos alternativos, en áreas forestales, recursos hídricos, etc., a fin de conocer y visibilizar el aporte del trabajo no remunerado de las mujeres.

Monitoreo y evaluación

10. Socializar los indicadores de género —estándar o adaptados—, sus definiciones y operacionalización; además de supervisar y retroalimentar la actualización de datos y reporte.
11. Realizar, a través de un diseño longitudinal, el seguimiento de familias o personas, para monitorear, ajustar estrategias y evaluar los alcances de la integración de género en la intervención.
12. Evaluar la aplicación actual y potencial de la escala de autoeficacia que se utiliza en las actividades de USAID como indicador de monitoreo para evaluar el efecto de las sesiones de capacitación en resultados de género.

PARA LOS SOCIOS IMPLEMENTADORES

13. Utilizar la guía de orientación proporcionada por USAID para integrar el género en la gestión e implementación de las actividades, así como en las reuniones internas del equipo técnico implementador.
14. Desarrollar un calendario mensual y estacional de las actividades agrícolas, forestales y de gestión de recursos hídricos, según corresponda, así como de las tareas domésticas y de cuidado a fin de armonizar las necesidades y la planificación de las actividades con las prácticas locales.
15. Identificar las restricciones locales para la participación de mujeres y hombres en las intervenciones y oportunidades que generan las actividades. Esto permitirá ofrecer un paquete de información al equipo técnico en campo relacionado con restricciones basadas en las prácticas y costumbres.
16. Promover en las instancias de los Gobiernos regionales y locales la implementación de servicios que alivien la carga del trabajo doméstico a fin de facilitar la participación de las mujeres en actividades de capacitación, productivas y comunitarias. Esta tarea debe ser incluida en el plan de trabajo.

17. Coordinar con las instancias del Gobierno regional y local las estrategias de intervención en situaciones de violencia de género, trata de personas, discriminación racial o de género, y en lo posible traducirlas en protocolos que puedan implementarse por el equipo implementador.
18. Gestionar la certificación de las capacitaciones por instituciones acreditadas que fortalecen competencias técnicas o especializadas de hombres y mujeres.
19. Capacitar a mujeres y hombres, beneficiarias(os) en las diferentes actividades y en el uso de recursos digitales a fin de mejorar sus oportunidades de ingresos. Por ejemplo, capacitarlos en la compra de insumos (agrícolas o de cualquier tipo), en la comercialización de sus productos, en las operaciones bancarias o de crédito, etc.
20. Desarrollar capacidades en las mujeres de las comunidades nativas para la gestión de recursos económicos tales como el turismo, venta de artesanía y comida a través de ferias con el auspicio de los Gobiernos locales.

ANNEX B: EVALUATION TEAM

EVALUATION TEAM

Susana Guevara, team leader

Diana Santillán, gender advisor

TEAM QUALIFICATIONS AND EXPERIENCE

Susana Guevara, Evaluation and Inclusion Specialist, USAID MELs Project, Team leader

Sociologist with a master's degree in public policy evaluation and a master's degree in social management. She has more than 25 years of experience in project design and development of monitoring and evaluation systems in social programs, sexual and reproductive health, HIV/AIDS, gender equality, and human rights. She has designed and directed performance, impact, and process evaluations, as well as gender evaluations and analyses, emphasizing participatory and utilization-focused approaches. She has worked with government and international institutions, NGOs, and USAID partners.

Diana Santillán, Senior Gender and Social Inclusion Advisor, EnCompass, Gender Advisor:

Diana specializes in the Anthropology of Gender and Sexuality, with three master's degrees in anthropology, women's studies, and philosophy of the human sciences. She has over 25 years of experience in research, evaluation, training, and technical assistance to advance gender equality in international development. She served as Gender Advisor for the USAID Office of Population and Reproductive Health and has worked for various international organizations and academic institutions in diverse contexts, including Latin America and the Caribbean, Africa, and Asia.

Collection, summary, and processing of secondary data:

Anna Kinzer, Monitoring and Evaluation Specialist, EnCompass

Jenny Menacho, Capacity Building and Learning Specialist, EnCompass

Sandra Mangiante, Consultant

Collection and summary of primary data:

Elizabeth Aliaga, Consultant

ANNEX C: CONCEPT NOTE



2019 CDCS GENDER ANALYSIS

DESIGN / PERU MELS

August 2019

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PURPOSE AND CONTEXT

PURPOSE

The purpose of this gender analysis is to inform the forthcoming revisions to Peru's Country Development Cooperative Strategy (CDCS) and to ensure that its revised results framework integrates gender considerations for the achievement of Peru's development objectives (reframed during the phase I CDCS development process):

DO-1: Coca reductions sustained in target areas through strengthened state presence and more inclusive markets.

DO-2: Strengthened integrity of key government processes to reduce corruption

DO-3: Peru's natural resource management and water security strengthened in targeted areas

Our gender analysis will take into account USAID/Peru's geographical focus of the development objectives that were updated in August of 2019 and will use an appreciative, utilization-focused, mixed methods approach to update the gender analysis completed in 2016 and answer the following overarching question:

- What key gender gaps, needs, and opportunities need to be addressed by USAID/Peru programming to achieve its CDCS development objectives?

CONTEXT

National reports have noted important progress in gender equality in the country, both in terms of policies, as well as in closing gaps, especially in social arenas (such as health and education). The National Gender Equality Policy was passed this year—an expression of the State's commitment to eliminate gender gaps between men and women. Nonetheless, inequality between men and women still exist in many areas such as political representation, access to paid work, and access to economic resources, among others. Gender-based violence is also a problem that has worsened in recent years, ultimately manifested as femicide with rates that locate Peru among the highest in Latin America. These aspects are heightened among vulnerable groups such as rural, indigenous, and afro-Peruvian populations.

USAID/Peru is currently embarking on the process of revising its CDCS to guide its programming in support of Peru's social inclusion goals and its journey to self-reliance. This gender analysis will update the 2016 gender analysis to address information gaps and deepen understanding of the key gender gaps, needs, and opportunities that affect the achievement of the CDCS development objectives, with a specific focus on key topics of interest, such as Amazon rural inhabitants, indigenous and afro-Peruvian populations, and other vulnerable and marginalized groups, including lesbian, gay, bisexual, transgender, and intersexual (LGBTI) persons, youth, people with disabilities, etc., gender-based violence prevention and response, and private sector engagement.

GENDER ANALYSIS APPROACH

Our approach will use the gender analysis domains framework recommended by USAID's Automated Directives System (ADS) 205 to identify key gender gaps, needs, and opportunities that affect the achievement of the CDCS development objectives noted above. These analysis domains are:

1. Laws, policies, regulations, and institutional practices
2. Cultural norms and beliefs
3. Gender roles, responsibilities, and time use
4. Access and control over assets and resources
5. Patterns of power and decision-making

Our approach will follow the guidance of USAID/ Peru and give priority to both the private sector and the Government of Peru which is reflected within the guiding questions.

DESIGN CONSULTATION MEETING

In July 2019, the MELS team conducted an initial two-hour design consultation meeting with key actors involved in the development of the CDCS to understand the vision for this gender analysis, and priority areas of focus. Taking into account the inputs from this meeting, we propose the following guiding questions and methodology for this gender analysis.

GUIDING QUESTIONS

The following questions and sub-questions will guide our gender analysis and will be refined and prioritized in an iterative manner throughout the gender analysis process in consultation with USAID/Peru:

1. What are the current gender gaps, needs, and opportunities relevant to the CDCS development objectives?
 - a) What are the gender gaps, needs, and opportunities in the rural and indigenous amazon populations?
 - b) What are the gender gaps, needs, and opportunities in the LGBTI population, youth, and person with disabilities?
2. What are the key gender gaps, needs, and opportunities that affect full and equitable participation and access to economic, political, and social opportunities in the regions where USAID/Peru programs operate?
 - a) What is the specific impact on women, in particular of indigenous origin, of actions taken by illegal economies (illegal mining, logging, drug trafficking, trafficking in persons) and to what extent do they affect USAID/Peru programs?
 - b) What is the effect of gender-based violence in the participation and access to opportunities?

3. What is the Government of Peru's legal and political framework to support the integration of gender considerations, not only at central-level institutions but also in sub-national governments where USAID/Peru works?
 - a) Are gender and social inclusion issues addressed in national policies?
 - b) What is the level of implementation of gender policies in the government institutions that work with USAID/Peru? (DEVIDA, MINAM, SERFOR, PCM, SERVIR, MEF, OSCE, General Comptroller)

4. To what extent does the private sector address gender equality issues? (especially in the production of coffee, cacao, forestry value chains, and credit programs)
 - a) What are the ways private sector actors contribute to or detract from progress toward gender equality?
 - b) What are private sector actors' perspectives regarding the role of women?
 - c) In what ways could engagement and collaboration with the private sector be employed to reduce the gap between the status of males and females; change socio-economic dynamics; create avenues for participation; and expand opportunities for women and youth?
 - d) In what ways do regulatory factors prohibit or discourage women's economic activity?

5. How can USAID/Peru programs address the key gender gaps, needs, and opportunities in the areas and sectors in which USAID/Peru works?
 - a) What are the opportunities for gender integration in the following areas?
 - Governance and corruption
 - Rural economic development, financial services, value chains (coffee, cacao, forestry products)
 - Natural resource management, including water security
 - Institutional strengthening of Government of Peru counterparts
 - Venezuelan migration
 - b) How can USAID integrate best practices around GBV prevention and response into programming?

6. How can USAID/Peru programs promote a licit economy?
 - a) How can USAID address key gender gaps, and opportunities in the following areas?
 - Trafficking of persons
 - Environmental crimes
 - Drug trafficking

METHODOLOGY

Our gender analysis approach will employ two phases of secondary and primary data collection and analysis to answer the guiding questions.

PHASE I: SECONDARY DATA COLLECTION AND ANALYSIS

DOCUMENT REVIEW

The analysis team will conduct an initial document review of secondary data, both qualitative and quantitative, to surface existing knowledge and evidence on the current context, along with key areas of focus. The document review will focus on national level data, as well as data specific to the relevant Andean and Amazon regions.

The analysis team will begin by reviewing and analyzing the 2016 Gender Analysis to identify: a) the topics that need updated, b) the new topics that should be included.

USAID/Peru will provide access to relevant documents (such as recent gender analyses completed or in process by DO teams), and the analysis team will collaborate with USAID to identify additional key documents to fill information gaps, such as updated statistics, new research studies and legal regulations, etc. We will include the following data sources: National Population and Household Census 2017, Indigenous Population Census 2017, National Household Surveys 2018 and 2019, Demographic and Family Health Survey 2018, among others. At the same time, we will review information about the USAID projects (gender action plans, baselines, and specific studies) which will allow us to complement the analysis.

The team will use the USAID ADS 205 gender analysis domains to create a document review template to summarize and code the key information from the document review, using Dedoose Version 7.0.23, a web-based application for managing, analyzing, and presenting qualitative and mixed-methods research data.

PRESENTATION OF DOCUMENT REVIEW FINDINGS

After the document review, we will share and discuss the key emerging findings with the USAID/Peru mission staff and collaboratively develop conclusions and recommendations for revisions to the CDCS results framework to ensure gender considerations are integrated in the development of intermediate results and sub-intermediate results. During this presentation, we will also begin discussion of the suggested areas that will need to be prioritized for the collection of primary data for the gender analysis during phase 2 described below.

PHASE 2: PRIMARY DATA COLLECTION AND ANALYSIS

DESIGN MEETING

Immediately after the presentation and discussion of emerging findings from the document review, we will conduct a design meeting with USAID/Peru mission staff to determine the scope of the second phase of the gender analysis which will include primary data collection and analysis. Together, the MEL team and mission staff will update and refine the key areas of inquiry and guiding questions for the gender analysis. The design meeting will provide an important opportunity for the MELS team to draw on the deep technical and local knowledge within the mission and hone in on key areas of inquiry. During the design meeting, the MELS team will also define the sample and methods with the mission, ensuring the data are being collected from the right people and in the most effective way (e.g.,

interviews, focus group discussions) to answer the key questions. This will help to secure that the final product is both useful and used. The MELS team will use an inclusive approach to sample selection, making sure marginalized groups are represented in research. After the design meeting, we will finalize the sample, methods, and timeline (based on inputs from the design meeting); develop data collection tools; and draft the field protocol for data collectors. We will also prepare all documents required for our internal institutional review board's review.

PRIMARY DATA COLLECTION

Primary data collection will likely consist of mainly semi-structured interviews with key informants. Sample selection will be made with mission staff and key stakeholders during the design meeting. Susana Guevara will lead data collection with a team of local data collectors [Sandra Mangiante]. The MELS team will prepare an initial list of key informants, which will be expanded during the design meeting based on inputs from the mission and key stakeholders. Key informants may include USAID/Peru implementing partners; relevant government officials; USAID personnel, both at national subnational levels. We will develop an interview guide and closely follow informed consent processes throughout primary data collection.

DATA ANALYSIS

The MELS team will prepare a data analysis plan that clearly outlines roles and steps for coding and data analysis of interview data. A structured codebook will be created based on the guiding questions and a review of a sample of transcripts. After piloting the codebook, all transcripts will be coded using Dedoose Version 7.0.23, the same software used for coding the document review data. The coding team will consist of Susana Guevara, Janina Yates, Anna Kinzer. After coding, the team will draft summaries of each theme, analyzing the data according the gender analysis domains for each of the development objectives, with a focus on the key topics of interest to answer our guiding questions.

PHASE 3: REPORT WRITING

After the primary data has been collected, coded, and analyzed, we will hold a data analysis, triangulation, and interpretation workshop to share key themes and collaboratively develop draft findings based on the data collected in phase 1 and 2 of the gender analysis. After the workshop, the MELS team will prepare a draft report that will briefly summarize the methodology, sample, and limitations of the data and present emerging findings. These emerging findings will be presented and discussed at a virtual data consultation meeting held with key actors to validate and interpret findings and collaboratively develop conclusions and recommendations for the final draft report. The MELS team will submit the final draft report for USAID's review and feedback, which will be incorporated into the final report.

MANAGEMENT

SUMMARY OF IMPLEMENTATION ACTIVITIES

1. Onboard analysis team
2. Develop coding structure
3. Gather, code, and analyze documents using software
4. Draft and present document review findings
5. Conduct interviews
6. Code and analyze interview data using software
7. Conduct internal data analysis triangulation, and interpretation workshop to derive initial findings
8. Data consultation meeting to share initial findings and collaboratively develop conclusions and recommendations to inform finalization of new CDCS.

TEAM STRUCTURE

POSITION	TASKS	NAME	LOE ESTIMATES (DAYS)
Team Lead	Lead all analysis activities	Susana Guevara	N/A (part of MELS core field team)
Data collection and analysis team	Collect, code, and analyze documents, conduct interviews, code and analyze interview transcripts	Susana Guevara	N/A (part of MELS core field team)
		Janina Acevedo-Yates ²⁷	10 days
		Anna Kinzer	15 days
		Sandra Mangiante	8 days
COP	Technical oversight	Brenda Bucheli	N/A (part of MELS core field team)
EnCompass Corporate Officer	Quality assurance and general support	Diana Santillan	5 days

Follow on design activities and initial data collection might reveal a need for additional resources beyond the LOE estimates noted in the Team Structure LOE above. If needed, EnCompass will submit a SOW covering additional resources to USAID for approval.

²⁷EnCompass will provide a SOW and biodata for CO approval for Janina Acevedo-Yates by August 16.

DELIVERABLES, WORK PLAN, AND SCHEDULE

DELIVERABLE	TASKS AND ACTIVITIES	MELS	USAID	Jul 22	July 29	Aug 5	Aug 12	Aug 19	Aug 26	Sept 2	Sept 9	Sept 16	Sept 23	Sept 30	Oct 7	Oct 14	Oct 21	Oct 28	Nov 4
DESIGN																			
	Conduct design consultation meeting	X																	
Concept Note	Finalize concept note																		
	Review and approve concept		X																
	Onboard analysis team	X																	
	Develop document review template	X																	
PHASE I: SECONDARY DATA COLLECTION, ANALYSIS, AND INITIAL FINDINGS																			
	Gather, review, and summarize documents	X																	
	Code and analyze document review data	X																	
	Develop emerging findings	X																	
Phase I Findings and Recommendations	Submit summary phase I findings. Hold meeting with USAID to present, validate, and interpret findings and develop conclusions and recommendations	X	X																
PHASE 2: PRIMARY DATA COLLECTION AND ANALYSIS																			
	Design meeting to	X	X																

DELIVERABLE	TASKS AND ACTIVITIES	MELS	USAID	Jul 22	July 29	Aug 5	Aug 12	Aug 19	Aug 26	Sept 2	Sept 9	Sept 16	Sept 23	Sept 30	Oct 7	Oct 14	Oct 21	Oct 28	Nov 4	
	identify further data collection and analysis needed																			
	Conduct interviews	X																		
	Code/analyze interview data	X																		
PHASE 3: REPORT WRITING																				
	Data analysis, triangulation, and interpretation workshop	X																		
Draft Report	Develop draft report	X																		
	Review draft report		X																	
	Hold virtual meeting with USAID to present and validate draft findings and develop conclusions and recommendations	X	X																	
Final Report	Submit final report that incorporates USAID feedback. Post to the DEC as appropriate.	X																		
	Facilitate learning/review session with USAID	X	X																	

ANNEX D: STAKEHOLDERS INTERVIEWED

INSTITUTION	POSITION
GOVERNMENT INSTITUTIONS	
Ministry of Environment Directorate of Climate Change and Desertification	Expert in Vulnerable Populations and Gender
Ministry of Women and Vulnerable Populations Directorate of Gender Equality Policies	Director Expert
Ministry of Women and Vulnerable Populations General Directorate of Mainstreaming and Gender Approach	General Director
Ministry of Women and Vulnerable Populations National Program against Domestic Violence and Sexual Abuse	Executive Director
Ministry of Women and Vulnerable Populations National Program against Domestic Violence and Sexual Abuse	Executive Directorate Advisors
Ministry of Women and Vulnerable Populations General Directorate of Mainstreaming and Gender Approach	Former General Director
USAID AND IMPLEMENTERS	
IDEA	Program Officer
USAID	Project Management Specialist
USAID INSH Project	Former Director of Gender Mainstreaming and current gender expert of the project
USAID PROBOSQUES Project	Expert in Gender
OTHER	
Transparency	
UNFPA	Program Analyst
UNFPA	Gender Expert
PNUD	National Coordinator of EBA Amazonia

ANNEX E: GENDER STATISTICS

2018 INDICATORS OF GENDER INEQUALITY INDEX

Department	Economic Participation Rate (15 years and over)			Monthly Average Income from the Working Population (Soles)			Working Population with Formal Jobs (Thousands of people)			Economy (average)
	Women	Men	Women/Men	Women	Men	Women/Men	Women	Men	Women/Men	
National	64.0	80.7	0.79	1052.7	1588.6	0.66	1830.4	2793.5	0.66	0.70
Amazonas	71.0	86.3	0.82	737.6	1030.3	0.72	13.7	21.3	0.64	0.73
Ancash	64.8	83.0	0.78	768.4	1165.1	0.66	44.3	77.3	0.57	0.67
Apurímac	77.6	86.3	0.90	735.2	1024.8	0.72	11.6	19.8	0.59	0.73
Arequipa	62.9	78.1	0.81	1006.4	1809.5	0.56	96.0	148.6	0.65	0.67
Ayacucho	69.7	83.0	0.84	661.7	1046.4	0.63	20.9	27.2	0.77	0.75
Cajamarca	71.2	85.9	0.83	587.4	957.5	0.61	36.9	54.6	0.68	0.71
Cusco	70.8	81.7	0.87	905.5	1107.8	0.82	59.4	76.0	0.78	0.82
Huancavelica	79.1	86.8	0.91	533.9	817.9	0.65	8.6	14.2	0.61	0.72
Huánuco	67.8	83.3	0.81	764.8	1016.2	0.75	24.1	34.5	0.70	0.76
Ica	59.1	80.0	0.74	1001.8	1460.5	0.69	65.4	98.6	0.66	0.70
Junín	69.2	81.3	0.85	855	1328	0.64	45.4	74.5	0.61	0.70
La Libertad	62.4	80.6	0.77	922.1	1271.5	0.73	104.2	169.7	0.61	0.70
Lambayeque	59.0	79.8	0.74	731.9	1192.9	0.61	63.8	105.4	0.61	0.65
Lima (1)	62.0	77.4	0.80	1448.5	1992.3	0.73	901.7	1272.3	0.71	0.75
Loreto	57.5	81.6	0.70	893.2	1222.5	0.73	33.2	60.4	0.55	0.66
Madre de Dios	68.5	86.8	0.79	1416.9	1762.6	0.80	7.4	13.1	0.56	0.72
Moquegua	62.4	80.6	0.77	1107.9	2202.8	0.50	12.5	24.1	0.52	0.60
Pasco	68.9	85.1	0.81	597.4	1039.2	0.57	8.2	23.8	0.34	0.58
Piura	59.9	81.9	0.73	691.8	1075.7	0.64	83.3	121.7	0.68	0.69
Puno	74.0	82.6	0.90	558.2	988.8	0.56	35.7	63.1	0.57	0.68
San Martín	58.8	86.7	0.68	809.5	1223.5	0.66	26.2	46.2	0.57	0.64
Tacna	63.1	76.5	0.82	976.5	1565.8	0.62	20.2	27.8	0.73	0.73
Tumbes	63.3	83.8	0.76	794.8	1367.3	0.58	12.1	20.2	0.60	0.65
Ucayali	65.1	84.7	0.77	942.3	1288.6	0.73	21.8	70.5	0.31	0.60
Callao	57.5	80.5	0.71	1204.7	1745.9	0.69	74.8	158.6	0.47	0.63

Note: (1) It includes Metropolitan Lima and Province Lima

Source: INEI. Perú: Evolución de los Indicadores de Empleo e Ingreso por Departamento, 2007-2018. Lima, August 2019

Department	Literacy Rate (15 years and over)			School Enrolment Gross Rate (6 to 11 years old)			School Enrolment Gross Rate (12 to 16 years old)			Population with the least high school education (25 and older)			Education (average)
	Women	Men	Women/Men	Women	Men	Women/Men	Women	Men	Women/Men	Women	Men	Women/Men	
National	91.7	97.1	0.94	99.5	99.5	1.00	95.1	96.1	0.99	63.3	74.1	0.85	0.95
Amazonas	87.5	95.1	0.92	99.3	98.5	1.01	95.2	95.3	1.00	41.9	53.0	0.79	0.93
Ancash	84.9	95.7	0.89	99.8	100.0	1.00	94.9	98.4	0.96	53.2	66.8	0.80	0.91
Apurímac	77.4	94.1	0.82	100.0	100.0	1.00	98.7	98.8	1.00	41.2	62.1	0.66	0.87
Arequipa	94.0	99.0	0.95	100.0	99.4	1.01	96.6	99.6	0.97	71.6	83.4	0.86	0.95
Ayacucho	80.5	95.1	0.85	98.7	100.0	0.99	95.2	95.4	1.00	42.4	63.8	0.67	0.87
Cajamarca	82.8	94.2	0.88	99.6	100.0	1.00	91.2	95.7	0.95	31.5	46.0	0.68	0.88
Cusco	82.9	95.8	0.87	99.3	100.0	0.99	96.5	95.0	1.02	48.8	66.3	0.74	0.90
Huancavelica	80.8	94.3	0.86	100.0	100.0	1.00	97.5	98.7	0.99	32.1	57.9	0.55	0.85
Huánuco	81.2	92.7	0.88	99.1	99.6	0.99	95.0	94.5	1.01	39.8	52.1	0.76	0.91
Ica	97.3	98.7	0.99	100.0	100.0	1.00	98.5	97.6	1.01	77.5	86.6	0.90	0.97
Junín	90.7	96.5	0.94	98.5	99.1	0.99	94.9	96.6	0.98	55.8	70.7	0.79	0.93
La Libertad	91.9	97.0	0.95	99.7	99.6	1.00	94.5	92.0	1.03	58.1	65.5	0.89	0.97
Lambayeque	92.4	95.4	0.97	99.5	99.6	1.00	93.2	95.1	0.98	61.8	71.9	0.86	0.95
Lima (1)	97.0	99.1	0.98	99.8	99.3	1.01	95.3	96.7	0.99	79.8	88.0	0.91	0.97
Loreto	90.6	96.2	0.94	97.9	98.6	0.99	91.3	94.8	0.96	52.9	65.2	0.81	0.93
Madre de Dios	92.4	97.9	0.94	98.9	98.8	1.00	98.5	96.4	1.02	63.5	76.2	0.83	0.95
Moquegua	92.3	98.1	0.94	100.0	98.9	1.01	100.0	98.2	1.02	69.3	81.1	0.86	0.96
Pasco	89.7	97.1	0.92	99.7	99.3	1.00	96.2	94.4	1.02	56.3	68.7	0.82	0.94
Piura	89.6	94.5	0.95	99.3	99.8	0.99	95.0	94.7	1.00	52.3	63.3	0.83	0.94
Puno	85.7	96.7	0.89	100.0	99.5	1.01	96.6	98.7	0.98	45.3	72.0	0.63	0.87
San Martín	89.4	95.4	0.94	100.0	99.4	1.01	90.8	93.9	0.97	44.6	50.6	0.88	0.95
Tacna	94.4	99.0	0.95	100.0	100.0	1.00	98.6	97.4	1.01	67.0	82.9	0.81	0.94
Tumbes	96.7	97.3	0.99	100.0	100.0	1.00	96.8	96.8	1.00	67.3	71.0	0.95	0.99
Ucayali	94.2	96.6	0.98	97.5	98.7	0.99	93.8	89.3	1.05	59.6	70.8	0.84	0.96
Callao	96.9	99.2	0.98	100.0	98.9	1.01	97	98.7	0.98	80.1	89.1	0.90	0.97

Nota:

(1) It includes Metropolitan Lima and Province Lima

Source:

INEI. Perú: Indicadores de Educación por Departamentos, 2008-2018. Lima, July 2019.

INEI. Perú: Brechas de Género, 2018: Avances hacia la igualdad de mujeres y hombres. Lima, November 2018.

Department	Percentage of 6 to 59 months of age of girls and boys with anemia 2018			Percentage of girls and boys less than 5 years old with chronic malnutrition (WHO pattern) 2018			Health (average)
	Women	Men	Women/Men	Women	Men	Women/Men	
National	41.6	45.4	0.92	12.0	12.4	0.97	0.94
Amazonas	34.2	34.7	0.99	21.7	19.1	1.14	1.06
Ancash	28.7	38.2	0.75	18.1	14.8	1.22	0.99
Apurímac	38.2	40.4	0.95	19.8	20.4	0.97	0.96
Arequipa	27.2	28.4	0.96	5.4	5.2	1.04	1.00
Ayacucho	33.6	39.5	0.85	18.2	22.1	0.82	0.84
Cajamarca	21.8	23.9	0.91	25.6	29.1	0.88	0.90
Cusco	42.2	46.9	0.90	14.0	14.1	0.99	0.95
Huancavelica	45.4	47.6	0.95	30.4	33.4	0.91	0.93
Huánuco	29.6	36.0	0.82	23.2	21.7	1.07	0.95
Ica	28.4	33.2	0.86	4.4	5.6	0.79	0.82
Junín	44.0	40.9	1.08	17.9	20.4	0.88	0.98
La Libertad	27.1	25.2	1.08	13.8	15.7	0.88	0.98
Lambayeque	27.1	27.9	0.97	9.2	9.5	0.97	0.97
Lima (1)	24.2	28.9	0.84	4.0	5.0	0.80	0.82
Loreto	49.8	47.4	1.05	19.6	20.3	0.97	1.01
Madre de Dios	40.4	42.7	0.95	8.3	5.7	1.46	1.20
Moquegua	24.3	28.6	0.85	1.8	2.7	0.67	0.76
Pasco	41.4	43.8	0.95	16.8	21.7	0.77	0.86
Piura	27.8	33.9	0.82	13.7	12.6	1.09	0.95
Puno	50.6	60.0	0.84	16.3	13.9	1.17	1.01
San Martín	35.0	40.9	0.86	10.3	10.7	0.96	0.91
Tacna	29.1	23.0	1.27	0.8	1.8	0.44	0.85
Tumbes	34.4	35.3	0.97	8.6	7.6	1.13	1.05
Ucayali	45.2	45.8	0.99	17.0	18.5	0.92	0.95
Callao	26.0	30.4	0.86	7.6	4.4	1.73	1.29

Nota:

(1) It includes Metropolitan Lima and Province Lima

2) It includes Metropolitan councilmen

Source:

INEI. Encuesta Demográfica y de Salud Familiar 2018. Informe Principal.

Department	Number of Seats in the National Parliament: 2016-2021			Number of Regional Counselors 2019-2022			Number of District Mayors 2019-2022			Policy (average)	IGBG
	Women	Men	Women /Men	Women	Men	Women /Men	Women	Men	Women /Men		
National	37	93	0.40	63	264	0.24	83	1589	0.05	0.23	0.71
Amazonas	1	1	1.00	3	7	0.43	5	72	0.07	0.50	0.80
Ancash	3	2	1.50	6	19	0.32	5	141	0.04	0.62	0.80
Apurímac	0	2	0.00	1	9	0.11	0	77	0.00	0.04	0.65
Arequipa	2	4	0.50	3	11	0.27	9	92	0.10	0.29	0.73
Ayacucho	1	2	0.50	4	12	0.33	4	104	0.04	0.29	0.69
Cajamarca	0	6	0.00	2	17	0.12	1	113	0.01	0.04	0.63
Cusco	1	4	0.25	5	16	0.31	2	97	0.02	0.19	0.72
Huancavelica	0	2	0.00	3	8	0.38	7	86	0.08	0.15	0.66
Huánuco	1	2	0.50	2	17	0.12	3	70	0.04	0.22	0.71
Ica	1	3	0.33	2	7	0.29	5	33	0.15	0.26	0.69
Junín	1	4	0.25	2	11	0.18	5	110	0.05	0.16	0.69
La Libertad	2	5	0.40	4	11	0.36	1	70	0.01	0.26	0.73
Lambayeque	1	4	0.25	3	7	0.43	1	34	0.03	0.24	0.70
Lima (1) (2)	14	26	0.54	14	38	0.37	15	146	0.10	0.34	0.72
Loreto	2	2	1.00	3	13	0.23	1	44	0.02	0.42	0.75
Madre de Dios	0	1	0.00	2	7	0.29	0	8	0.00	0.10	0.74
Moquegua	0	2	0.00	2	7	0.29	0	17	0.00	0.10	0.60
Pasco	0	2	0.00	1	8	0.13	0	26	0.00	0.04	0.60
Piura	3	4	0.75	0	11	0.00	5	52	0.10	0.28	0.72
Puno	0	5	0.00	5	14	0.36	4	93	0.04	0.13	0.67
San Martín	1	3	0.33	3	12	0.25	8	59	0.14	0.24	0.68
Tacna	0	2	0.00	1	7	0.14	0	24	0.00	0.05	0.64
Tumbes	1	1	1.00	0	7	0.00	1	9	0.11	0.37	0.76
Ucayali	0	2	0.00	1	9	0.11	1	12	0.08	0.06	0.65
Callao	2	2	0.00	5	4	1.25	0	6	0.00	0.42	0.82

Note:

(1) It includes Metropolitan Lima and Province Lima

2) It includes Metropolitan councilmen

Source:

INEI. Perú: Brechas de Género, 2018: Avances hacia la igualdad de mujeres y hombres. Lima, November 2018,

JNE. Website

ANNEX F: EXISTING MECHANISMS FOR GENDER EQUALITY

ENTITY	RESOLUTION NO.	DATE	PROVISION	PERIOD
SECTORS				
MINSA	Ministerial Resolution 795-2018/MINSA	08/31/2018	Implements the working group responsible for coordinating, communicating, and supervising integration of gender in the policies and institutional management of the Ministry of Health	Undetermined
MINCU	Ministerial Resolution 352-2018-MC	08/31/2018	Creates the sectoral commission for mainstreaming gender approaches and interculturality	12/31/2021
PCM	Ministerial Resolution 053-2018-PCM	03/14/2018	Establishes the <i>Working Group for Gender Equality</i> in the Presidency of the Council of Ministers	Undetermined
MTPE	Ministerial Resolution 048-2018-TR	02/09/2018	Implements the <i>Working Group for Gender Equality</i> in the Ministry of Labor and Employment Promotion	Permanent
MINCETUR	Ministerial Resolution 032-2018-MINCETUR	01/29/2018	Creates the <i>Committee for Gender Equality</i> in the Ministry of Foreign Trade and Tourism	Undetermined
MININTER	Ministerial Resolution 043-2018-IN	01/17/2018	Creates the <i>Working Group for Gender Equality</i> in the MININTER	Permanent
MIMP	Ministerial Resolution 296-2017-MIMP	10/19/2017	Creates the <i>Sectoral Commission for Gender Equality</i> in MIMP	Undetermined until the objective is complied with
VIVIENDA	Ministerial Resolution 369-2017-VIVIENDA	09/29/2017	Creates the temporary <i>Sectoral Commission for Gender Equality</i> , which reports to the MCVS	1 year
MEM	Ministerial Resolution 394-2017-MEM/DM ²⁸	09/29/2017	Creates the <i>Committee for Gender Equality</i> of the Ministry of Energy and Mines	Undetermined until the objective is complied with
MINAGRI	Ministerial Resolution 0347-2017-MINAGRI	08/29/2017	Creates the <i>Sectoral Commission for Gender Equality</i> in the MINAGRI	3 years
MINDEF	Ministerial Resolution 1152-2017-DE/SG	08/23/2017	Creates the <i>Committee for Gender Equality</i> of the Ministry of Defense	Undetermined until the objective is complied with
PRODUCE	Ministerial Resolution 377-2017-PRODUCE	08/18/2017	Creates the <i>Working Group for Gender Equality</i> in the Ministry of Production	Permanent
MEF	Ministerial Resolution 292-2017-EF/41	08/18/2017	Implements the <i>Working Group for Gender Equality</i> in the MEF	Permanent

²⁸ Ministerial Resolution 091-2019-MEM/DM, Reconstitutes the Ministry's Committee for Gender Equality. Ministerial Resolution 390- 2019-MEM/DM (12.09.2019)

ENTITY	RESOLUTION NO.	DATE	PROVISION	PERIOD
MIDIS	Ministerial Resolution 167-2017-MIDIS	08/17/2017	Implements the <i>Working Group for Gender Equality</i> in the Ministry of Development and Social Inclusion.	Undetermined
MRE	Ministerial Resolution 0566-2017-MRE	08/16/2017	Creates the permanent <i>Sectoral Working Group</i> known as <i>Working Group for Gender Equality</i>	Permanent
MTC	Ministerial Resolution 795-2017 MTC/01	08/11/2017	Implements the <i>Working Group for Gender Equality</i> in the Ministry of Transport and Communications	Undetermined
MINAM	Ministerial Resolution 225-2017-MINAM	08/04/2017	Creates the <i>Working Group for Gender Equality</i> in the MINAM	Undetermined
MINJUSDH	Ministerial Resolution 0236-20137-JUS	10/23/2013	<i>Temporary Sectoral Commission for Mainstreaming the Gender Approach in the Justice and Human Rights Sector</i>	Temporary
MINEDU	Ministerial Resolution 0035-2013-ED	01/28/2013	<i>Sectoral Commission for Mainstreaming the Human Rights, Interculturality, and Gender Equality Approach</i>	Undetermined

TOTAL 19

ENTITIES	RESOLUTION NO.	DATE	PROVISION	PERIOD
CENEPRED	General Secretariat Resolution 011-2019-CENEPRED/SG	08/15/2019	Creates the <i>Working Committee for Gender Equality</i> of the National Center for Estimation, Prevention, and Reduction of Disaster Risk (CENEPRED)	Undetermined
SIS	Administrative Resolution 086-2019/SIS	06/06/2019	Implements the <i>Working Group for Gender Equality</i> of the Comprehensive Health Insurance	Undetermined until the objective is complied with
PRESIDENCIAL OFFICE	General Secretariat Resolution 028-2019-DS/SG	05/24/2019	Establishes the <i>Working Group for Gender Equality</i> in the Office of the President	Permanent
COMPTROLLER'S OFFICE	R.C. 136-2019-CG	05/07/2019	Implements the <i>Committee for Gender Equality</i> of the Comptroller General of the Republic	Undetermined until the objective is complied with
CENFOTUR	Board Resolution 074-2019-CENFOTUR/DN	04/02/2019	Implements the <i>Working Group for Gender Equality</i> in the Tourism Learning Center	Undetermined
SUTRAN	Superintendence Resolution 021-2019-SUTRAN/01.2	03/14/2019	Implements the <i>Committee for Gender Equality</i> in the Superintendence of Land Transport of People, Cargo, and Merchandise (SUTRAN)	Permanent
ESSALUD	Executive Presidential Resolution 1074	12/20/2018	Creates the <i>Committee for Gender Equality</i> of the National Health Insurance (ESSALUD)	Undetermined
IPD	Presidential Resolution 222-2018-IPD/P	11/05/2018	Creates the <i>Committee for Gender Equality</i> of the Peruvian Institute of Sport (IPD)	Permanent
INS	Administrative Resolution 206-2018-J-OPE/INS	10/24/18	Implements the <i>Working Group for Gender Equality</i> in the National Health Institute	
SUNAFIL	Superintendence Resolution 178- 2018-SUNAFIL	10/01/2018	Creates the <i>Committee for Gender Equality</i> of the National Superintendence of Labor Inspection (SUNAFIL)	Permanent

ENTITIES				
CORPAC	General Management Resolution	09/27/2018	Designates the implementation of the Committee for Gender Equality of CORPAC S.A.	Undetermined
SINEACE	Ad Hoc Standing Committee Presidential Resolution 159-2018-SINEACE/CDAH-p	09/19/2018	Creates the <i>Committee for Gender Equality</i> of the National Quality Assurance System for Accreditation, Evaluation, and Certification (SINEACE)	Undetermined
PAIS	Board Resolution 073-2018-MIDIS/PNPAIS	09/11/2018	Approves the implementation of the Committee for Gender Equality for the National Program <i>Action Platforms for Social Inclusion – Countr</i>	Undetermined
OSINFOR	Presidential Resolution 131-2019-OSINFOR	09/03/2018	Implements the <i>Working Committee for Gender Equality</i> of the Agency for Supervision of Forest Resources and Wildlife (OSINFOR)	Undetermined
INDECI	Administrative Resolution 193-2018-INDECI	08/27/2018	Implements the <i>Committee for Gender Equality</i> of the National Institute of Civil Defense (INDECI).	Undetermined
DINI	National Intelligence Directorate Resolution 107-2018-DINI-01		<i>Committee for Gender Equality</i> for the National Intelligence Directorate	Undetermined
SERNANP	Presidential Resolution 204-2018-SERNANP	08/23/2018	Implements the <i>Working Group for Gender Equality</i> in the National Service of Natural Areas Protected by the State (SERNANP)	Undetermined until the objective is complied with
OSITRAN	Presidential Resolution 031-2018-PD-OSITRAN ²⁹	08/17/2018	Implements the <i>Committee for Gender Equality</i> of OSITRAN	Undetermined until the objective is complied with
JUNTOS	Executive Directorate Resolution 096-2018-MIDIS/PNADP-DE	08/17/2018	Provides for the implementation of the <i>Committee for Gender Equality of the National Program of Direct Support to the Poorest</i> (JUNTOS)	Undetermined
AATE	Board Resolution 85-2018-MTC/33.1	08/16/2018	Provides for the establishment of the <i>Working Group for Gender Equality in the Autonomous Authority of Lima and Callao Electrical Transport System</i> (AATE)	Undetermined
SUSALUD	Superintendence Resolution 120-2018-SUSALUD/S	08/16/2018	Creates the <i>Committee for Gender Equality</i> of SUSALUD	Undetermined
SUNARP	Public Registry National Superintendence Resolution 198-2018-SUNARP/SN	08/15/2018	Creates the <i>Committee for Gender Equality</i> of the National Superintendence of Public Registries (SUNARP)	Undetermined until the purpose is complied with
PROINVERSION	Executive Directorate Resolution 95-2018	08/14/2018	Implements the <i>Commission for Gender Equality</i>	2 calendar years
INEN	Administrative Resolution 447-2018	08/08/2018	Implements the <i>Working Group for Gender Equality</i> of the National Institute of Neoplastic Diseases (INEN) ³⁰	Permanent

²⁹ Implementation modified by Presidential Resolution 0022-2019-PD-OSITRAN (04.30.2019)

³⁰ Approves the regulations of the INEN's Work Group for Gender Equality. Administrative Resolution 01-2019-J/INEN (01.04.2019)

ENTITIES				
OPSITEL	Presidential Resolution 00084-2018-PD/OPSITEL	08/13/2018	Implements the <i>Working Group for Gender Equality</i> of OSIPTEL	
BNP	Administrative Resolution 119-2018-BNP	08/10/2018	Creates the <i>Working Group for Gender Equality</i> in the National Library of Peru	Undetermined
INDECOPI	INDECOPI Standing Committee Presidential Resolution 095-2018-INDECOPI/COD	05/24/2018	Creates the <i>Committee for Gender Equality</i> of the National Institute for the Defense of Free Competence and the Protection of Intellectual Property (INDECOPI)	Undetermined
FONDECYT	Executive Directorate Resolution 035-2018-FONDECYT-DE	04/20/2018	Creates the <i>Committee for Gender Equality</i> of FONDECYT	Undetermined until the objective is complied with
CUNA MAS	Executive Directorate Resolution 308-2018-MIDIS/PNCM	04/18/2018	Implements the <i>Committee for Gender Equality of the Cuna Más National Program</i>	Undetermined
FIREFIGHTERS	Intendency Resolution 031-2018-INBP	03/02/2018	Creates the <i>Working Group for Gender Equality of Peru's National Intendency of Firefighters (INBP)</i>	Undetermined
SALUDPOL (MININTER)	General Management Resolution 030-2018-IN-SALUDPOL-GG	02/28/2018	Creates the <i>Committee for Gender Equality of the Health Insurance Fund of the National Police of Peru (Saludpol)</i> ³¹	Undetermined until the objective is complied with
APN	Board Resolution 012-2018-APN/DIR	02/14/2018	Creates the <i>Committee for Gender Equality of the National Port Authority</i>	Undetermined until the objective is complied with
SBN	Resolution 013-2018/SBN ³²	02/06/2018	Implements the <i>Committee for Gender Equality</i> of the Superintendence of National Assets	Undetermined
ITP	Executive Resolution 14-2018-ITP/DE ³³	02/02/2018	Creates the <i>Working Group for Gender Equality</i> of the Technological Institute of Production (ITP)	Undetermined
SENAMHI	Executive Presidential Resolution 022-2018/SENAMHI	02/02/2018	Creates the <i>Group for Gender Equality of the Peruvian National Service for Meteorology and Hydrology (SENAMHI)</i> ³⁴	Undetermined
AGN	RJ 003-2018-AGN-J	01/08/2018	Establishes the <i>Working Group for Gender Equality</i> of the National Archives	Undetermined
SUCAMEC	Superintendence Resolution 060-2018-SUCAMEC	01/23/2018	Creates the <i>Committee for Gender Equality of the National Superintendence for the Control of Security Services, Arms, Ammunition, and Explosives of Civilian Use (SUCAMEC)</i>	Undetermined

³¹ Implementation modified through General Secretariat Resolution 127-2018-IN-SALUDPOL-GG (07.20.2018)

³² Implementation modified through Resolution 013-2018/SBN (02.06.2018)

³³ Implementation modified through Executive Resolution 29-2018-ITP/DE (03.02.2018)

³⁴ SENAMHI Gender Committee had already been implemented through General Secretariat Resolution 31-2016/SENAMHI.

ENTITIES				
INACAL	Executive Presidential Resolution 125-2017-INACAL/PE	12/29/2017	Implements the <i>Working Group for Gender Equality</i> in the National Institute of Quality (INACAL)	Undetermined
SEDAPAL	General Management Resolution 433-2017-GG	12/22/2017	Creates the <i>Committee for Gender Equality</i> of the Lima Potable Water and Sewer System Service (SEDAPAL)	Undetermined
MI VIVIENDA	General Management Resolution 66-2017-FMV/GG	12/21/2017	Creates the <i>Working Group for Gender Equality</i> of the MI VIVIENDA fund	Undetermined
OTASS	Board Resolution 023-2019-OTASS/DE ³⁵	03/20/2019	Creates the <i>Working Group for Gender Equality of the Technical Organization for the Administration of Sanitation Services</i> (OTASS)	Undetermined until the objective is complied with
SENCICO	Executive Presidential Resolution 136-2017-02.00	12/15/2017	Creates the temporary <i>Institutional Commission for Gender Equality in the National Training Service for the Construction Industry</i> (SENCICO)	Temporary
IMARPE	Scientific Executive Directorate Resolution 229-2017-IMARPE/DEC	12/11/2017	Implements <i>IMARPE Working Group for Gender Equality</i>	Undetermined
SANIPES	Executive Directorate Resolution 087-2017-SANIPES-DE	11/29/2017	Creates the <i>Working Group for Gender Equality in the National Fisheries Health Organization</i> (SANIPES)	Permanent
PNAEQW	Executive Directorate Resolution 465-2017-MIDIS/PNAEQW	11/27/2017	Establishes the working group as mechanisms for <i>Gender Equality in the National School Feeding Program Qali Warma</i>	Undetermined
IGP	Presidential Resolution 261-IGP/2017	11/27/2017	Implements the <i>Working Group for Gender Equality in the Geophysical Institute of Peru</i> (IGP)	Undetermined
COFOPRI	Board Resolution 159-2017-COFOPRI/DE	11/27/2017	Implements the <i>Gender Equality Commission of the Agency for Formalization of Informal Property</i> (COFOPRI)	Undetermined
ONP	Administrative Resolution 120-2017-JEFATURA/ONP	11/21/2017	Creates the <i>Working Group as mechanisms for Gender Equality</i> in the Office of Previsional Normalization (ONP)	Undetermined until the objective is complied with
DEVIDA	Executive Presidential Resolution 124-2017-DV-PE	10/31/2017	Implements the <i>Committee for Gender Equality of the National Commission for the Development of Life without Drugs</i> (DEVIDA)	Undetermined until the objective is complied with
OSINERGMIN	Standing Committee Presidential Resolution 060-2017-OS/PRES	10/11/2017	Implements the <i>Committee for Gender Equality del Supervisory Body on Investment in Energy and Mines</i> (OSINERGMIN)	Undetermined
SENACE	Administrative Resolution 074-2017-SENACE/J	09/08/2017	Creates the <i>Working Group for Gender Equality in the National Service of Environmental Certification for Sustainable Investments</i> (Senace)	Undetermined

³⁵ The implementation modified through the Work Group for Gender equality of the Technical Organization for the Administration of Sanitation Services (Organismo Técnico de la Administración de los Servicios de Saneamiento – OTASS), valid until 2018, had already been previously created.

ENTITIES				
ANA	Administrative Resolution 221-2017-ANA ³⁶	09/05/2017	Creates the <i>Gender Equality Commission of the National Water Authority (ANA)</i>	2 years
MIGRACIONES	Superintendence Resolution 000178-2017-MIGRACIONES	08/23/2017	Implements the <i>Committee for Gender Equality of the National Superintendence of Migrations (MIGRACIONES)</i>	Undetermined
RENIEC	Administrative Resolution 105-2017/JNAC/RENIEC	08/23/2017	Implements the committee responsible for implementing <i>Gender Equality Policies</i> in RENIEC	Undetermined
CEPLAN	RPCD 047-2017-CEPLAN/PCD ³⁷	08/22/2017	Provides for the implementation of a <i>Working Group for Gender Equality of the National Center of Strategic Planning (CEPLAN)</i>	Undetermined
SUNEDU	Superintendence Resolution 0079-2017-SUNEDU	08/21/2017	Establishes the <i>Committee for Gender Equality of the National Superintendence of Higher Education (Sunedu)</i>	Undetermined
PNCB	Executive Directorate Resolution 013-2017-MINAM/VMDERN-PNCB	08/21/2017	Creates the <i>Committee for Gender Equality of the National Forest Conservation and Climate Change Mitigation Program</i>	Undetermined
SUNASS	Presidential Resolution 027-2017-SUNASS-PCD ³⁸	08/21/2017	Implements the <i>Working Group for Gender Equality in SUNASS</i>	Undetermined
BN	RPE EF/92.1000 N° 041-2017	08/21/2017	Creates the <i>Working Group for Gender Equality in the National Bank</i> in compliance with the provisions of Executive Order 005-2017-MIMP	Undetermined
PERU COMPRAS	Administrative Resolution 077-2017-PERÚ COMPRAS	08/18/2017	Establishes the <i>Working Group for Gender Equality of the Public Central Purchases (PERÚ COMPRAS)</i>	Undetermined
MP-FN	Prosecutor's Office Resolution 2888-2017-MP-FN ³⁹	08/18/2017	Implements the <i>Committee for Gender Equality</i> mechanism of the Prosecutor's Office	Undetermined
OEFA	RPCD 089-2017-OEFA/PCD	08/18/2017	Implements the <i>Committee for Gender Equality of the Environmental Assessment and Control Agency (OEFA)</i>	Undetermined
FONDEPES	Administrative Resolution 058-2017-FONDEPEZ/J	08/18/2017	Creates the <i>Commission Mechanisms for Gender Equality of the National Fund for the Development of Fisheries (FONDEPES)</i>	2 years
SUNAT	Superintendence Resolution 214-2017/SUNAT	08/18/2017	Implements the <i>Gender Equality Commission of the National Superintendence of Customs and Tax Administration (SUNAT)</i>	Undetermined

³⁶Implementation modified through Administrative Resolution 146-2018-ANA (05.09.2018)

³⁷Implementation modified through STANDING COMMITTEE PRESIDENTIAL RESOLUTION 42-2018/CEPLAN/PCD (08.03.2018)

³⁸ Implementation modified through Presidential Resolution 017-2019-SUNASS-PCD.

³⁹ Implementation modified through Prosecutor's Office Resolution 1386-2019-MP-FN

ENTITIES				
SMV	Superintendence Resolution 076-2017-SMV/02	08/18/2017	Creates the <i>Commission for Gender Equality in the Superintendence of Securities Market (SMV)</i>	Undetermined
SERVIR	Executive Presidential Resolution 143-2017-SERVIR-PE	08/17/2017	Establishes the <i>Working Group for Gender Equality of the National Civil Service Authority (SERVIR)</i> in compliance with Executive Order 005-2017-MIMP, permanently	Permanent
CNM	RPCNM 124-2017-P-CNM	08/16/2017	Adapts the implementation and functions of the <i>Committee for the Promotion of Gender Equality Policies in the Magistrates' National Council</i> , which was created by means of Resolution 125-2016-P-CNM	Undetermined
INGEMMET	Presidential Resolution 108-2017-INGEMMET/PCD	08/11/2017	Creates the <i>Working Group as mechanisms for Gender Equality in the Geological, Mining and Metallurgical Institute (INEGEMMET)</i>	2 years, but may be renewed
INAIGEM	Executive Presidential Resolution 046-2017-INAIGEM/PE	08/11/2017	Creates the <i>Commission for Gender Equality in the National Institute for Research on Glaciers and Mountain Ecosystems (INAIGEM)</i>	Undetermined
PROMPERU	General Secretariat Resolution 081-2017-PROMPERU/SG	07/25/2017	Implements the <i>Working Group for Gender Equality of the Commission for the Promotion of Peruvian Exports and Tourism (PROMPERU)</i>	Undetermined
APCI	RDE 086-2017/APCI-DE	07/25/2017	Implements the <i>Working Group for Gender Equality of the Peruvian Agency for International Cooperation (APCI)</i>	Undetermined
JNE	Resolution 193-2016-PJ/JNE	12/14/2016	Implements the <i>Gender Committee of the National Electoral Board</i>	Undetermined
FONCODES	RDJ N° 139-2016-FONCODES/DE	09/30/2016	Designates the <i>Committee for Mainstreaming the Gender and Disability Approaches</i>	Undetermined
PROVIAS DESCENTRAL.	Board Resolution 488-2016-MTC/21	08/29/2016	Designates the <i>Commission for Gender Mainstreaming of the Special Project on Decentralized Transport Infrastructure (PROVIAS DESCENTRALIZADO)</i>	Undetermined
INIA	Administrative Resolution 0125-2016-INIA	07/07/2016	Creates the intra-institutional network to implement the mainstreaming strategy of the gender approach in the National Institute of Agricultural Innovation (INIA)	2 years
INPE	Presidential Resolution of the National Penitentiary Institute 409-2015-INPE/P	12/31/2015	Implements the permanent <i>Commission for Mainstreaming the Gender Approach in the National Penitentiary Institute</i>	2 years
PROVIAS NACIONAL	Board Resolution 141-2015-MTC/20	03/10/2015	Designates the <i>Gender Committee of the Special Project on National Transport Infrastructure (PROVIAS NACIONAL)</i>	Undetermined
ONPE	Administrative Resolution 251-2013-J/ONPE	12/19/2013	Implements the <i>Committee responsible for implementing Gender Equality Policies</i> in the ONPE	Undetermined
SENASA	Administrative Resolution 615-2009-AG-SENASA	12/30/2009	Establishes the <i>Commission of Equal Opportunities between Men and Women</i> in SENASA	Undetermined
Total 79				

REGIONAL GOVERNMENTS	RESOLUTION NO.	DATE	PROVISION	PERIOD
LIMA	Regional Executive Resolution 503-2018-PRES	11/07/2018	Creates the <i>Committee for Gender Equality of the Regional Government of Lima</i>	Permanent
TACNA	Regional Executive Resolution 698-2018-GR/GOB.REG.TACNA	10/31/2018	Creates the <i>Committee for Gender Equality of the Regional Government of Tacna</i>	
ANCASH	Regional Ordinance 007-2018-GRA/CR	09/13/2018	Creates the <i>Committee for Gender Equality of the Regional Government of Ancash</i>	
HUANUCO	Regional Executive Resolution 355-2018-GRH/GR	06/07/2018	Implements the <i>Permanent Regional Commission for Mainstreaming Gender of the Huánuco Region</i>	
CUSCO	Regional Executive Resolution 047-2018-GR-CUSCO/GGR	03/20/2018	Creates the <i>Committee for Gender Equality of the Regional Government of Cusco</i>	
PUNO	Regional Executive Resolution 321-2017-GR-GR-PUNO		Implements its <i>Commission for Gender Equality of the Regional Government of Puno</i>	
AMAZONAS	Regional Executive Resolution 307-2017 of the regional Government of Amazonas/GR	09/04/2017	Establishes the <i>Permanent Regional Commission for Mainstreaming Gender of the Amazonas Region – CRP AMAZONAS</i>	
MOQUEGUA	Regional Executive Resolution 215-2017-GR/MOQ	08/24/2017	Implements the <i>Gender Equality Commission of the Regional Government of Moquegua</i>	
LORETO	Regional Executive Resolution 287-2017-GRL	07/13/2017	<i>Establishes the Regional Technical Commission to Mainstream Gender in Policies and Management of the Regional Government of Loreto – COTER</i>	
CAJAMARCA	Regional Executive Resolution 295-2017-GR-CAJ/GR	06/13/2017	Implements the <i>Regional Technical Commission to Mainstream Gender in the Regional Government of Cajamarca – COTEG</i>	
LAMBAYEQUE	Regional Executive Resolution 013-2017-GR.LAMB/PR	01/06/2017	Implements the commission to include the gender in institutional policies and management	
ICA	Regional Executive Resolution 469-2016-GORE - ICA/GR	12/30/2016	Establishes the <i>Regional Technical Commission of the Regional Government of Ica – COTER ICA</i>	
PASCO	Regional Ordinance 597-2016-G.R.P-GOB	10/21/2019	Recognize the <i>Regional Technical Commission of Pasco</i> as a mechanism for coordination, supervision, and evaluation of technical guidance implementation	
APURIMAC	Regional Executive Resolution 477-2016-GR.APURIMAC/GR	11/28/2016	Implements the <i>Implementation Committee of Gender Policies within the Regional Government of Apurímac</i>	

REGIONAL GOVERNMENTS	RESOLUTION NO.	DATE	PROVISION	PERIOD
UCAYALI	Regional Executive Resolution 673-2016-GRU-GR	09/22/2016	Establishes the regional technical commission – COTEG UCAYALI	
HUANCAVELICA	Regional Ordinance 347-GOB-REG-HVCA/CR	08/05/2016	Implements the regional technical commission – COTER HUANCAVELICA	
MADRE DE DIOS	Regional Executive Resolution 159-2016-GOREMAD/GR	06/28/2016	Establishes the regional technical commission – COTER MADRE DE DIOS	
TUMBES	Regional Executive Resolution 448-2019/GOB.REG.TUMBES-CR	12/04/2019	Implements the Technical Commission of the Regional Government of Tumbes – COTER TUMBES	
LA LIBERTAD	Regional Ordinance 005-2016-GR-LL/CR	03/15/2016	Establishes the regional multisectoral commission responsible for coordination, supervision, implementation, and evaluation of the <i>Technical Guidelines for Gender Mainstreaming</i> in regional policies and management	
PIURA	Regional Executive Resolution 666-2015/GOBIERNO REGIONAL PIURA-GR	11/09/2015	Implements the regional technical commission for implementation of gender mainstreaming in the management of public services in the region of Piura	
JUNIN	Regional Executive Resolution 454-2015-GRJ/CR	09/04/2015	Implements the regional technical commission – COTER JUNIN	
AYACUCHO	Regional Executive Resolution 538-2015-GRA/GR	07/24/2015	Establishes the regional technical commission – COTER AYACUCHO	
CALLAO	Regional Ordinance 000019 (2014)	10/21/2014	Creates the Technical Commission to Mainstream Gender in the regional policies and management of Callao and its decentralized bodies	
SAN MARTIN	Regional Executive Resolution 908-2014-GRSM ⁴⁰	06/26/2014	Establishes the regional technical commission responsible for the implementation of Regional Ordinance 005-2013-GORESAM/CR, whose objective is to institutionalize gender mainstreaming in all areas and management processes	
AREQUIPA	Regional Ordinance 226-AREQUIPA ⁴¹	05/08/2013	Creates the technical commission for multisectoral implementation of gender approaches in the region of Arequipa	
Total 25				
LOCAL GOVERNMENTS				

⁴⁰ Implementation modified through Regional Executive Resolution 537-2015-GRSM/CR. (10.06.2015)

⁴¹ Implementation modified through Ordinance 317- Arequipa (10.30.2015)

LOCAL GOVERNMENTS	RESOLUTION NO.	DATE	PROVISION	PERIOD
LIMA METROPOLITAN MUNICIPALITY	Major's Office Resolution 381	07.09.2019	Creates the Gender Equality Commission of the Metropolitan Municipality of Lima	
ATALAYA PROVINCIAL MUNICIPALITY	Municipal Ordinance 035-2018-A-MPA	12.04.2018	Creates Gender Equality Commission of the Provincial Municipality of Atalaya	
COMAS DISTRICT MUNICIPALITY	Municipal Ordinance 555/MC	11.18.2018	Implements the Gender Equality Commission of the Municipality of Comas	
HUANCAYO PROVINCIAL MUNICIPALITY	Municipal Ordinance 593-2018-MPH/CM	05.02.2018	Implements the Gender Equality Commission of the Provincial Municipality of Huancayo	
ISLAY DISTRICT MUNICIPALITY	Municipal Ordinance 0238-MDI	01.16.2018	Implements the Gender Equality Commission of the District Municipality of Islay	
LAMBAYEQUE PROVINCE MUNICIPALITY	Major's Office Resolution 015-2018/MPL-A	01.15.2018.	Implements the working commission to include the gender approach in institutional policies and management	
SAN ROMAN PROVINCE MUNICIPALITY	Municipal Ordinance 021-2017-MPSR	10.23.2017	Implements the Gender Equality Commission of the Province of San Román	
CARABAYLLO DISTRICT MUNICIPALITY	Municipal Ordinance 382-2017/MDC	09.13.2017	Implements the Gender Equality Commission of the Municipality of Carabayllo	
PUNO PROVINCE MUNICIPALITY	Municipal Ordinance 018-2016-MMP	07.30.2016	Implements the Provincial Technical Commission-COTEG Puno	
TOTAL 8				
TOTAL 132				

ANNEX G: 2016 GENDER ANALYSIS RECOMMENDATIONS

The recommendations below have been prepared with representatives of the three USAID offices, which are responsible for the development objectives of the current cooperation strategy for Peru. As they have been discussed, we consider that they gather feasibility criteria so as to include them in the projects and activities of the new strategy.

I. FOR USAID

Planning and Design

- Integrate the gender approach in the design and planning of projects and activities, identifying at least one gender result in each development objective of the new country strategy.
- Design projects and activities with an intersectional approach considering the gender, ethnicity and poverty dimensions and taking into account the practical needs of men and women, as well as some strategic needs; for example, violence against women.
- Develop quick gender diagnosis in order to learn about gender gaps and the needs of men and women in the new intervention zones or which do not have updated information.
- Include, in the terms of reference of activities requested, an objective that addresses the gender perspective.
- Consider, among the implementers' evaluation and selection criteria, the treatment of the gender approach integration and the indicators.
- Include, in the terms of reference of activities that are requested, the proper profile within the technical team, to be responsible for gender integration in management and intervention activities.
- Develop an orientation guide⁴² to integrate gender in the activities within the framework of the new strategy. This guide, addressed to implementers, will state the following:
 - The purposes and benefits of integrating gender in management and interventions.
 - What to do to integrate gender within the organization and the interventions.
 - How to apply the *Topics of Reflection* in the activities aimed at the target population.
 - How to monitor gender integration in the activities and the target population.

Management

- Designate a person responsible for gender matters in USAID, exclusively dedicated to provide support and specialized technical assistance, and monitor gender integration in the activities.
- Finance studies to identify and describe in detail the tasks undertaken by men and women in the value chain of alternative crops, in forest areas, water resources, etc., in order to learn about and visualize the unpaid work contribution of women.

⁴² An Orientation Guide has been proposed at the end of the recommendations.

Monitoring & Evaluation

- Disclose gender indicators —standard or adapted—, their definitions and operationalization; in addition to supervising and providing feedback to data update and report.
- Carry out, through a longitudinal design, follow up on families and people, to monitor, adjust strategies and evaluate the scopes of gender integration in interventions.
- Evaluate the current application and potential of the self-efficacy scale used in the activities of USAID as a monitoring indicator to evaluate the effect of the training sessions in gender results.

2. FOR IMPLEMENTERS

- Use the orientation guide provided by USAID to integrate gender in management and implementation of activities, as well as in internal meetings of the implementer technical team.
- Develop a monthly and seasonal calendar of agricultural, forest, and water resources management activities, as appropriate, as well as domestic and care chores in order to harmonize the needs and the planning of activities with local practices.
- Identify local restrictions for women and men participation in interventions and opportunities generated by the activities. This will allow offering an information package to the technical team in the field related to restrictions based on practices and customs.
- Promote in regional and local Government instances the implementation of services that alleviate domestic workload in order to facilitate the participation of women in training, productive and community activities. This task must be included in the work plan.
- Coordinate with the regional and local Government instances the intervention strategies in gender violence situations, human trafficking, racial or gender discrimination and, if possible, translate them into protocols that the implementer team could put into practice.
- Manage the training certifications by recognized institutions that strengthen technical or specialized competencies of men and women.
- Train women and men, male and female beneficiaries, in different activities and use of digital resources in order to improve their income opportunities. For example, train them in the purchase of inputs (agricultural or of any type), commercialization of their products, bank and credit operations, etc.
- Develop capacities of native community women to manage economic resources such as tourism, selling of handicrafts and food through fairs with the endorsement of local Governments.

3. SUPPORTING THE PUBLIC SECTOR

- Consider the establishment, in the agreements or addenda between USAID and the Government of Peru, of effective integration of the gender perspective in public institutions. For example, development plans with gender approach in the regions including budget and staff for their execution.
- Agree with other donors, for example, through the MESAGEN, to include among their agreements with the Government, conditions aimed at a more effective gender integration in public management.

- Support the application of the gender mainstreaming model proposed by the MIMP, which suggests tools for its application and measurement in the intervention sectors and areas of USAID.
- Assist the MIMP in implementing the National Gender Inclusion System (SNIG, for its Spanish initials), in addition to contributing with the dissemination and preparation of information and reporting collection tools in USAID intervention sectors and areas.
- Contribute to strengthening the capacities of officers and public servants in gender mainstreaming, articulated to people development plans, within USAID intervention sectors and areas.
- Support awareness of authorities at sub-national levels, with information on social and economic benefits to include the gender approach in public management.
- Support the MINAM in starting up the Climate Change Gender Action Plan (PAGCC, for its Spanish initials) in work environments of USAID's projects, identifying the activities that require technical support.
- Offer technical assistance to DEVIDA in implementing their guidelines for gender mainstreaming in their regional offices and in places where USAID carries out its activities.
- Participate as change agents in public-private interaction spaces that are organized in the regions —roundtables—, promote the development or inclusion of educational content aimed at eliminating beliefs and attitudes that perpetuate the patriarchal system, asymmetric power relationships, gender-based violence, and identity discrimination.

Proposal of an Orientation Guide to Integrate Gender in Projects

Planning & Design

- Identify gender gaps and practical and strategic needs of the beneficiaries, within the area of intervention, from a quick gender diagnosis or gender analysis previously developed.
- Add, at least, one result aimed at gender integration in the tasks proposed per activity, as well as gender indicators in the Monitoring & Evaluation (M&E) plan, definitions, recollection and report.

Institutional Management and Institutional Culture

- Designate within the technical team a person responsible for gender matters with the necessary competencies to include the topic in the project activities from the design stage.
- Formulate a minimum plan for including gender matters in the implementer organization.

Management and Human Resources Development

- Apply good employment practices to harmonize work with family and personal life (regulations of the Ministry of Labor: paternity leave, breastfeeding room implementation, time off work for men and women to care for their children's needs, flexible work schedules, institutional gender balance, gender quotas for executive positions, etc.).
- Sensitize and train all personnel in the gender approach and its mainstreaming, systematically and monitoring through staff performance in the project's activities (see some topics of Reflection below).

Interventions in Capacity Development

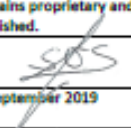
1. Focus tasks around sustainable human development of men and women based on the diagnosis of their specific needs.
2. Prioritize the work with community organizations that exist and are recognized in the towns so as to promote people's participation.
3. The project or program's activities must take into account the overload implied in women's roles that make it difficult for them to participate. Their participation can be promoted through the following:
 - I. Checking more convenient days and schedules with time availability to ensure their participation.
 - II. Bearing in mind that capacity strengthening activities cannot be too frequent; women participation may be intermittent; thus forgetting the lessons learnt.
 - III. Providing care for small children, as required, to prevent distractions in the participant. If public services are available, they can be good allies.
4. All meetings, regardless of their type: informative, awareness-raising, training, etc., must include a "Topic of Reflection" whose content will be provided by USAID and shall include a proposal, a dynamic exercise and a discussion time. In the next meeting, all attendees to the first meeting will be asked about the topic and their opinion.
5. These topics are aimed at making the audience reflect on reducing beliefs, stereotypes, imagination, discrimination and rights around men and women that are within a gender patriarchal system.

Proposal of "Topics of Reflection" for Men and Women

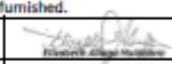
- Equality between men and women.
- Gender-based violence.
- Productive and reproductive work.
- Discrimination and peoples' rights (LGTBI population, the disabled, afro-Peruvian people)
- Roles of women and men at home and outside home.
- Difference in the work of women in the field (farm, forests).
- Participation in social organizations and political positions of men and women

ANNEX H: CONFLICT OF INTEREST DISCLOSURES

Disclosure of Conflicts of Interest for USAID Evaluations Team Members

Name	Susana Guevara
Title	Evaluation and Inclusion Specialist
Organization	EnCompass (USAID MEL5)
Evaluation Position?	<input checked="" type="checkbox"/> X Team Leader <input type="checkbox"/> Team member
Evaluation Award Number (contract or other instrument)	72052719000001
USAID Project(s) Evaluated (include project name(s), implementer name(s) and award number(s), if applicable)	CDCS Gender Analysis 2019
I have real or potential conflicts of interest to disclose.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No X
<p>If yes answered above, I disclose the following facts:</p> <p>Real or potential conflicts of interest may include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Close family member who is an employee of the USAID operating unit managing the project(s) being evaluated or the implementing organization(s) whose project(s) are being evaluated. 2. Financial interest that is direct, or is significant though indirect, in the implementing organization(s) whose projects are being evaluated or in the outcome of the evaluation. 3. Current or previous direct or significant though indirect experience with the project(s) being evaluated, including involvement in the project design or previous iterations of the project. 4. Current or previous work experience or seeking employment with the USAID operating unit managing the evaluation or the implementing organization(s) whose project(s) are being evaluated. 5. Current or previous work experience with an organization that may be seen as an industry competitor with the implementing organization(s) whose project(s) are being evaluated. 6. Preconceived ideas toward individuals, groups, organizations, or objectives of the particular projects and organizations being evaluated that could bias the evaluation. 	
<p>I certify (1) that I have completed this disclosure form fully and to the best of my ability and (2) that I will update this disclosure form promptly if relevant circumstances change. If I gain access to proprietary information of other companies, then I agree to protect their information from unauthorized use or disclosure for as long as it remains proprietary and refrain from using the information for any purpose other than that for which it was furnished.</p>	
Signature	
Date	September 2019

Disclosure of Conflicts of Interest for USAID Evaluations Team Members

Name	Elizabeth Aliaga-Huidobro
Title	
Organization	
Evaluation Position?	<input type="checkbox"/> Team Leader <input checked="" type="checkbox"/> Team member
Evaluation Award Number (contract or other instrument)	72052719000001
USAID Project(s) Evaluated (Include project name(s), implementer name(s) and award number(s), if applicable)	CDCS Gender Analysis
I have real or potential conflicts of interest to disclose.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<p>If yes answered above, I disclose the following facts:</p> <p><i>Real or potential conflicts of interest may include, but are not limited to:</i></p> <ol style="list-style-type: none"> 1. Close family member who is an employee of the USAID operating unit managing the project(s) being evaluated or the implementing organization(s) whose project(s) are being evaluated. 2. Financial interest that is direct, or is significant though indirect, in the implementing organization(s) whose projects are being evaluated or in the outcome of the evaluation. 3. Current or previous direct or significant though indirect experience with the project(s) being evaluated, including involvement in the project design or previous iterations of the project. 4. Current or previous work experience or seeking employment with the USAID operating unit managing the evaluation or the implementing organization(s) whose project(s) are being evaluated. 5. Current or previous work experience with an organization that may be seen as an industry competitor with the implementing organization(s) whose project(s) are being evaluated. 6. Preconceived ideas toward individual(s), group(s), organization(s), or objectives of the particular projects and organizations being evaluated that could bias the evaluation. 	
<p>I certify (1) that I have completed this disclosure form fully and to the best of my ability and (2) that I will update this disclosure form promptly if relevant circumstances change. If I gain access to proprietary information of other companies, then I agree to protect their information from unauthorized use or disclosure for as long as it remains proprietary and refrain from using the information for any purpose other than that for which it was furnished.</p>	
Signature	
Date	December 04, 2019