

Template for the IAP (2020)

Economy: Peru

<p>Ratio of women's representation in leadership* in both the public and private sectors ( * based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>The representation of women in leadership positions in the Peruvian public and private sector has increased in recent years, however, the gap is still wide compared to men. Thus, the progress made from 2016 to 2021 (in percentages) is shown below:</p>						
	<b>PUBLIC SECTOR</b>						
		<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
	Representation in Congress	27.69	27.69	30	30	26.15	28.5
	Ministerial Cabinet	31.6		26.31	52.63	42.10	31.6
	Government institutions (average percentage of women in decision making positions)	34.6	34.2				NA
	All women judges	40.7	39.6	36.9	42.4		26.5
	All women prosecutors	46.4	43	48	49.8		49.3
	Provincial mayors	2.6	2.6	4	4.08	4.08	4.5
	District mayors	2.9	3	5	5.04	5.04	5
	Regional councilors	23.0		19.3			19.3
	[Municipal councilors]						NA
	Provincial councilors	26.1	26.0	30.7			NA
	District councilors	29.3	29.3	25.8			NA
<p>NA: Not available (for the term).                  Source: Peruvian Ombudsman Office (2020) / National Jury of Elections (2020) /</p>							

Judicial Branch (2020).

PRIVATE SECTOR	%					
	2015	2016	2017	2018	2019	2020
Women CEOs / Presidents	23	29	24	25	30	21.3
Women on Board of Directors of companies	16	20	22	22	22.2	22.9
Directors, managers or equivalent	37	35	35	33	39.3	35.3
Subdirectors, submanagers, heads or equivalent			39	38	42.6	40.7
Women on Board of Directors of companies listed in the stock market		9.9	NA	9.3	NA	NA

NA: Not available (for the term).

Source: Equales Par Survey (2020).

It is essential to highlight that the increase in the participation of women in the Ministerial Cabinet (from 31.6% in 2016 to 52.63% in 2019) has been mainly due to the political will shown by Mr. Martín Vizcarra, former Leader of Peru. Although Mr. Francisco Sagasti (current Leader) has attempted to maintain the parity, recent changes have decreased the representation. The promotion of parity and alternation is a fundamental initiative to support the participation of women in political and public decision-making positions. This positive step can be seen as a growing awareness of gender equality in Peru; however, at the sub-domestic government level (regional and local governments) the gap is still huge and requires concrete action.

As for the private sector, progress in the representation of women in leadership positions is slow, but increasing in the 2016-2019 period. In 2020, some ratios have been reduced. These data show that, as the hierarchical level increases, the representation of women decreases; and reveal the existence of a series of invisible barriers that prevent women from moving up the corporate ladder. This situation raises the alternative of implementing a gender quota in executive selection processes to accelerate the creation of a more inclusive and equitable workplace culture.