



PERU GENDER SCORECARD

2025



OVERVIEW OF KEY GENDER GAPS



Young women in Peru are **6 percentage points more likely** than young men to be out of employment, not in education, or in training.



Although slowly declining, adolescent fertility remains **above the average** for upper-middle income countries.



More than 1 in 10 women have experienced physical and/or sexual intimate partner violence in the past 12 months.



Women are **13 percentage points more likely** than men to have vulnerable work arrangements.



Women have lower access to the internet than men, with a gender gap of 8 percentage points.



Women represent only **39%** of total senior and middle management positions in the country.


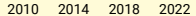




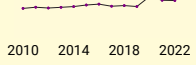

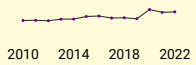



GENDER EQUALITY IN PERU COMPARED TO ITS REGIONAL, STRUCTURAL AND ASPIRATIONAL PEERS

The indicators below align with the objectives of the WB Gender Strategy 2024-2030. The table shows comparable data for the most recent year (within the period 2015 to 2023) and trends for the available years starting from 2010.





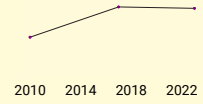
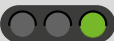
Comparators for Benchmarking (all consider the latest data point available for the period 2015-2023) :

- Regional: average for the LAC region.
- Structural: average for the country's income-level group (high, upper-middle, lower-middle, or low income).
- Aspirational: average of the top 5 countries in the Global Gender Gap Index 2024 (Iceland, Finland, Norway, New Zealand, and Sweden).

Topic	Indicator	Country	Benchmarks			Country's trend	Country's status relative to LAC
			Regional (LAC)	Structural (UMC)	Aspirational		
Foundational Well-being: Human Capital and Gender-Based Violence	 STEM fields Female graduates from tertiary education in STEM programs (%)	24.4* [2017]	11.9 ⁺	NA	14		
		36.8* [2017]	31.2 ⁺	NA	40.3		
	 School-to-work transition Share of youth not in education, employment or training, female (% of female youth population ages 15-24)	25.8 [2022]	25.4	NA	6.4		
		19.9 [2022]	13.2	NA	6.9		

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Foundational Well-being: Human Capital and Gender-Based Violence	 School dropout	Lower secondary completion rate, female (% of relevant age group)	93.6 [2023]	76	90.8	98.2		
		Lower secondary completion rate, male (% of relevant age group)	93.6 [2023]	71.7	87.8	99.7		
	 Teenage pregnancy	Adolescent fertility rate (births per 1,000 women ages 15-19)	43.9 [2022]	51.7	23.8	4.2		
		 Violence against women and girls	Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of ever-partnered women ages 15-49)	11* [2018]	8.2 [†]	NA	5	
Economic Opportunities and Participation	 More and better jobs	Vulnerable employment (contributing family and own account), female (% of female employment) (modeled ILO estimate)	55.6 [2022]	32.8	41.4	7.9		
		Vulnerable employment (contributing family and own account), male (% of male employment) (modeled ILO estimate)	42.5 [2022]	33	38.1	12		

Topic	Indicator	Country	Benchmarks			Country's trend	Country's status relative to LAC	
			Regional (LAC)	Structural (UMC)	Aspirational			
Economic Opportunities and Participation	 Ownership and control of productive assets	Account ownership at a financial institution or with a mobile-money-service provider, female (% of population ages 15+)	53 [2021]	70.1	82.3	99.7		
		Account ownership at a financial institution or with a mobile-money-service provider, male (% of population ages 15+)	62.3 [2021]	77	86.3	99.3		
	 Digital inclusion	Internet access from any device and location, female (% of population ages 15+)	66* [2023]	76.9 [†]	NA	97.8		
		Internet access from any device and location, male (% of population ages 15+)	74* [2023]	78 [†]	NA	98.2		
	 Time spent on unpaid household work	Proportion of time spent on unpaid domestic and care work, female (% of 24-hour day)	NA	NA	NA	14.1		
		Proportion of time spent on unpaid domestic and care work, male (% of 24-hour day)	NA	NA	NA	10.7		

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Female Leadership	 Women in management	Female share of employment in senior and middle management (%)	38.6 [2023]	39.6 ⁺	NA	37.7	 2010 2014 2018 2022	
	 Women entrepreneurs	Firms with female participation in ownership (% of firms)	55.3 [2023]	47.4	36.2	46.5	 2010 2014 2018 2022	

Sources: Data extracted on December 18, 2024, from the WBG World Development Indicators (WDI) and Gender Statistics databases, unless otherwise specified. The symbol (*) indicates any of the following complementary sources: STEM-related data is sourced from the UNESCO Database, digital access data from the Gallup World Poll 2023, and Violence Against Women and Girls data from the World Health Organization (WHO). NA indicates data is not available for specific countries or peer groups.

Notes: LAC average includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group. When regional averages were unavailable, weighted averages were constructed (denoted with the symbol †) using population data of relevant age groups from the WDI and for the countries with available data on the corresponding indicator. These represent 90-99% of the respective age population in the LAC region.

The country's status is assessed using a Traffic Light System: yellow if the country is within a ±3 percentage-point range of the regional average; green or red if the country scores 3 percentage points higher or lower than the regional average, depending on the expected trend for the specified indicator. A missing traffic light indicates that comparisons could not be made due to insufficient data.

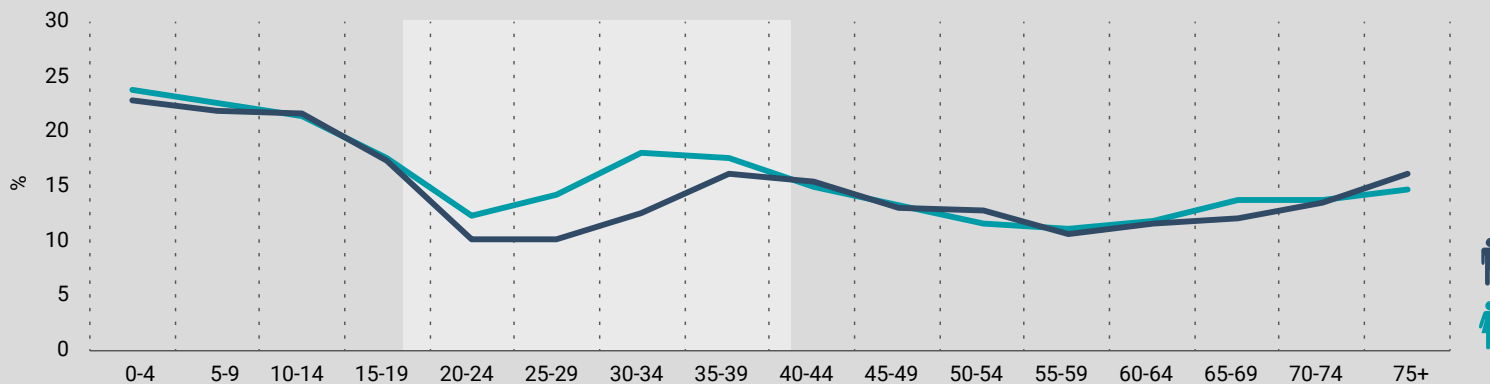
For FY25, income groups are defined according to 2023 gross national income (GNI) per capita (in USD), calculated using the World Bank Atlas method:

- HIC: high-income group aggregate; economies with a GNI per capita higher than \$14,005.
- UMC: upper middle-income group aggregate; economies with a GNI per capita between \$4,516 and \$14,005.
- LMC: lower middle-income group aggregate; economies with a GNI per capita between \$1,146 and \$4,515.
- LIC: low-income group aggregate; economies with a GNI per capita of \$1,145 or less.

THE POVERTY AND GENDER NEXUS IN PERU

Female and male poverty rates

(USD 6.85 per day 2017 PPP) by age group, circa 2023



Source: The numbers presented in the graph are based on the regional data harmonization effort known as the Socio-economic Database for Latin America and the Caribbean (SEDLAC) - a joint effort of the World Bank and CEDLAS from the National University of La Plata (Argentina) using 2022-ENAH0.

During productive and reproductive ages, **women are more likely to live in poor households than men.**

TURNING RESEARCH AND EVIDENCE INTO ACTION

Below are **persistent gender gaps**¹ in LAC and corresponding **evidence-based interventions that can help** close them.

Women in STEM Fields



Women are **underrepresented** in STEM graduate programs and careers

Evidence-based solutions

- Address gender biases in teaching and build a 'science identity' for girls.
- Expose young girls to female mentors and role models in STEM.
- Fund female students and researchers through scholarships, postdocs, and internships to retain women in STEM careers.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

School-to-Work Transition



Young women are **more likely** than young men to be out of employment, not in education or training

Evidence-based solutions

- Promote women's participation in non-traditional skills training programs by subsidizing attendance costs.
- Supplement in-classroom training with on-the-job internships.
- Strengthen labor intermediation with local and private entities for better training and targeting of vulnerable women.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Boys' School Dropout



Fewer boys complete lower secondary school than girls

Evidence-based solutions

- Inform boys on wage returns to secondary education to raise interest to stay in school.
- Offer financial incentives like CCT or vouchers conditional to school attendance and academic progress.
- Train teachers on how to identify at-risk students and offer remedial learning to those falling behind.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Teenage Pregnancy



Girls from lower socio-economic status face **higher risk** of teenage pregnancy

Evidence-based solutions

- Offer peer-to-peer sexual and reproductive health education.
- Include goal-setting and critical thinking activities in life skills trainings.
- Avoid teen mothers' school dropout through CCT programs.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

¹ There are more gender gaps in LAC beyond the ones presented here. However, this scorecard focuses on the priority areas identified by the Regional Gender Action Plan FY21-FY25.

Violence Against Women and Girls



On average, **1 in 3** women are subjected to violence

▼ Evidence-based solutions ▼

- Supplement economic empowerment programs with activities like community activism and school-based interventions to prevent dating violence.
- Create and ensure safe spaces in schools and public transport.
- Develop intersectoral response as well as phone and internet helplines to improve the prevention and detection of gender-based violence.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

More and Better Jobs



In most LAC countries, the average woman has a **vulnerable job**

▼ Evidence-based solutions ▼

- Offer certification in non-traditional sectors, combined with on-the-job training.
- Guarantee parental leave and equal pay for equal work between men and women.
- Adopt workplace strategies that promote the recruitment of women such as quotas in short lists and gender-inclusive language in job postings.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Ownership and Control of Productive Assets



Women are **less likely** to own and control assets than men

▼ Evidence-based solutions ▼

- Formalize joint titling and registration of property rights for female heads of households.
- Simplify procedures for women's access to housing.
- Train land administration staff on gender-equitable governance.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Women Entrepreneurs



Women tend to segregate in **less profitable sectors**

▼ Evidence-based solutions ▼

- Combine business training with increased women's access to grants and lending assistance.
- Match female entrepreneurs to male role models and mentors.
- Expand women's credit access using alternative forms of collateral.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Time Spent on Unpaid Household Work



Women spend **significantly more time** on unpaid domestic and care work than men

▼ Evidence-based solutions ▼

- Expand the supply of good-quality childcare services that meet families' needs (location, times, ages served).
- Subsidize childcare services to increase mothers' labor participation and earnings.
- Complement paternity or parental leave policies with parenting guidance for fathers offered via virtual workshops and SMS messages.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Digital inclusion



Women face specific **barriers to accessing the internet**

▼ Promising approaches ▼

- Expand digital infrastructure to address women's specific needs in access, affordability and usage.
- Develop digital skills for girls and adult women through hands-on exposure to technology and practical trainings.
- Promote women's use of digital financial services through payments, social assistance, or agricultural transfers.

Find the policy note on this topic for more solutions and examples of WB-supported operations [here](#).

Gender data gaps



Gender data are limited: often incomplete, methodologically inaccurate, or completely lacking.

▼ Evidence-based solutions ▼

- Mainstream the adoption of [international best practices](#) in the production of gender data.
- Leverage existing engagements with National Statistical Offices [regionally](#).

COUNTRY RESOURCES

Legislative and regulatory framework

- [Peru WBL – brief on laws and regulations affecting women’s economic opportunities](#)
- [Peru: National Gender Equality Policy – Ministry of Women and Vulnerable Population](#)

Gender strategic framework

- [Peru Country Partnership Framework FY23-FY27 \(2022\)](#)
- [Peru Systematic Country Diagnostic \(2022\)](#)
- [Peru Gender Assessment \(2018\)](#)

Country-specific data and analysis

- [Peru Poverty and Equity Assessment \(2023\)](#)
- [Peru WB Gender Landscape](#)
- [GBV: Rethinking the future of Peru: Policy Notes to transform the State into a welfare and development manager – WBG \(2021\)](#)
- [10 Mensajes Sobre la Violencia Contra las Mujeres en el Perú: Un Análisis de las Inversiones Públicas en Esta Agenda \(Vol. 2\): Informe Principal \(2019\)](#)
- [Gender Indicators – National Institute of Statistics and Information of Peru](#)
- [Peru: Gender Gaps in 2020 – National Institute of Statistics and Information of Peru](#)
- [Peru Country Profile – Gender Equality Observatory, ECLAC](#)
- [Peru Fact Sheet – UN WOMEN](#)