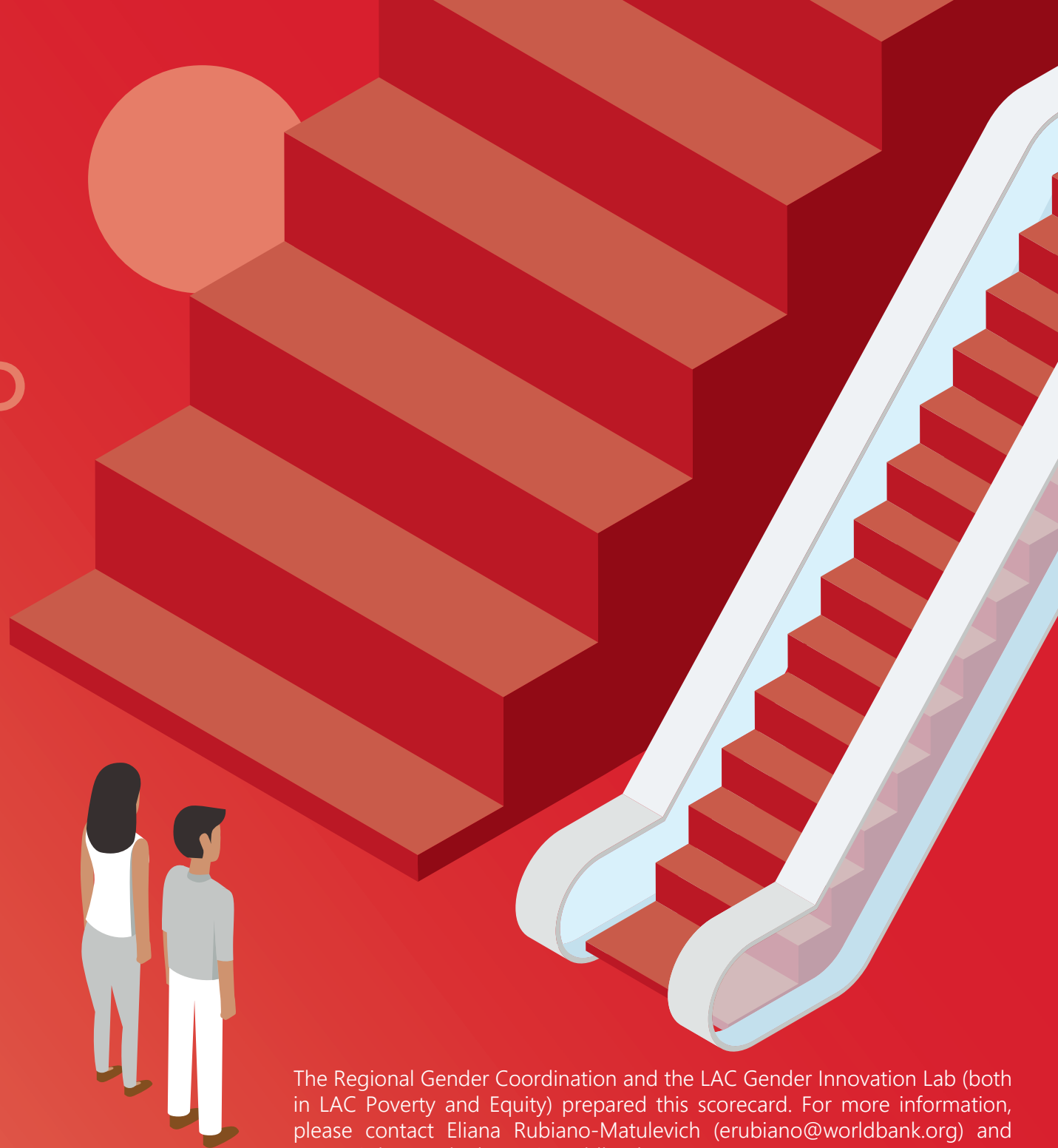


PERU COUNTRY GENDER SCORECARD

December 2021



WORLD BANK GROUP
Poverty & Equity

The Regional Gender Coordination and the LAC Gender Innovation Lab (both in LAC Poverty and Equity) prepared this scorecard. For more information, please contact Eliana Rubiano-Matulevich (erubiano@worldbank.org) and Diana Galeano (dgaleano@worldbank.org).

PERU



- **Peru has made significant progress in advancing gender equality over the past two decades, particularly in access to education and health, outperforming many Latin American countries.** The country also has the highest female labor force participation (FLFP) in the region. However, key gender differences persist and require urgent attention, such as quality of employment, unpaid work, and violence. Some of these issues have become more apparent with the COVID-19 crisis.
- **Gender gaps in primary education are non-existing in Peru, small differences are present in secondary education, and women have higher enrollment rates than men in tertiary education.** Female secondary education enrollment increased from 61.5% to 87.7% in the past two decades and female tertiary enrollment increased from 30.3% to 72.7% over the same period.
- **The maternal mortality rate has dropped significantly in the past two decades but remains higher than the average in the region and above the average for upper middle-income countries, with 88 maternal deaths per 100,000 births.** This is partly explained by heterogeneous access to health services. Women in

remote areas of the country, particularly rural settings, have less access to health services. Sexual and reproductive health also lags other Latin American countries. For example, only 76.3% of women reported having access to contraceptives in Peru in 2018; and abortion is still criminalized even in the case of rape (WB, 2018).

- **Although Peru leads the region in terms of FLFP – with over 70% of women participating in the labor market – the quality of jobs among women is lower than among men.** Women are underrepresented in wage employment (38.3% of women compared to 53.2% of men), overrepresented in informal employment – with a difference of 5 percentage points – and overrepresented in non-remunerated family work (WB, 2018). This makes women much more vulnerable to economic shocks.
- **When the COVID-19 shock hit the country, the most affected were vulnerable workers and workers in the service sector, where women tend to be overrepresented.** In May 2021, 14% of women who were employed before the pandemic report being unemployed compared to only 5% of men (HFS, 2021). This is the natural level of unemployment for the country. Thus, men's employment has completely recovered to its pre-pandemic level (82%), while women's employment is almost 10 percentage points below – 75% of women reported being employed before the pandemic and only 66% of women are currently employed (HFS).
- **The difference in the gendered recovery of employment is partly explained by the unequal distribution of unpaid domestic and care work.** Even before the pandemic hit, women dedicated twice as much time as men to unpaid work activities, including household chores (WB, 2018). As a result of the pandemic, women reported an average increase in unpaid domestic tasks that was 10 percentage points higher than that reported by men. Specifically, women reported an increase of 31% in housework, 42% in childcare, 51% in schoolwork help, and 18% in elderly care (HFS).
- Finally, **gender-based violence is widespread in Peru, and the issue has worsened with the pandemic.** According to DHS data (2014), more than 70% of ever-partnered women experienced violence in their lifetime (WB, 2018). During the first 6 months of the pandemic the emergency hotline for gender violence received 100% more calls than the previous year.

Country Performance¹



Human Endowments	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	UMC	YEAR
School enrollment, secondary, female (% net)	61.5	2000	87.7 ●	2018	79.1	2018	83.9	2018
School enrollment, secondary, male (% net)	62.5	2000	90.9 ●	2018	76.0	2018	80.7	2018
Lower secondary completion rate, female (% of relevant age group)	74.3	2000	99.6 ●	2019	82.0	2019	88.2	2019
Lower secondary completion rate, male (% of relevant age group)	76.3	2000	103.7 ●	2019	77.3	2019	86.2	2019
School enrollment, tertiary, female (% gross)	30.3	2001	72.7 ●	2017	59.7	2019	58.2	2019
School enrollment, tertiary, male (% gross)	30.2	2001	68.7 ●	2017	45.9	2019	48.6	2019
Female share of graduates from STEM programmes (%)	n.a.	n.a.	47.8	2017	n.a.	n.a.	n.a.	n.a.
Share of youth not in education, employment or training, females (% of female youth population) ²	18.1	2002	20.2	2019	27.4	2019	n.a.	n.a.
Share of youth not in education, employment or training, males (% of male youth population)	9.5	2002	13.6	2019	14.6	2019	n.a.	n.a.
Maternal mortality ratio (modeled est. per 100,000 births)	144.0	2000	88.0 ●	2017	74.0	2017	41.0	2017
Births attended by skilled health staff (% of total)	59.3	2000	92.1 ●	2019	93.8	2018	98.4	2018
Prevalence of HIV, female (% ages 15-24)	0.1	2000	0.1	2019	n.a.	n.a.	n.a.	n.a.
Prevalence of HIV, male (% ages 15-24)	0.1	2000	0.1	2019	n.a.	n.a.	n.a.	n.a.
Contraceptive prevalence, any methods (% of women ages 15-49)	68.9	2000	76.3	2018	n.a.	n.a.	78.7	2017
Economic Opportunity	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	UMC	YEAR
Labor force participation, female (% of female population 15+) ◇	54.9	2000	70.6 ●	2019	52.5	2019	56.0	2019
Labor force participation, male (% of male population 15+) ◇	80.3	2000	85.3 ●	2019	76.7	2019	74.8	2019
Account at a financial institution, female (% age 15+)	n.a.	n.a.	34.4 ●	2017	52.0	2017	69.3	2017
Account at a financial institution, male (% age 15+)	n.a.	n.a.	51.0 ●	2017	58.6	2017	77.0	2017
Vulnerable employment, female (% of female employment) ◇	63.9	2000	58.7 ●	2019	33.8	2019	38.1	2019
Vulnerable employment, male (% of male employment) ◇	47.6	2000	45.6 ●	2019	33.4	2019	35.6	2019
Voice and Agency	COUNTRY BASELINE	YEAR	PERFORMANCE	YEAR	LAC	YEAR	UMC	YEAR
Women who were first married by age 18 (% of women ages 20-24)	18.7	2000	17.4	2018	n.a.	n.a.	n.a.	n.a.
Adolescent fertility rate (births per 1,000 women, ages 15-19)	72.5	2000	55.0 ●	2019	61.2	2019	29.5	2019
Proportion of seats held by women in national parliaments (%)	18.3	2001	26.2 ●	2020	32.8	2020	26.5	2020
Firms with female top manager (% of firms)	n.a.	n.a.	19.9 ●	2017	20.1	2020	19.1	2020
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of women 15-49)	n.a.	n.a.	10.8	2016	n.a.	n.a.	n.a.	n.a.

Sources: World Bank World Development Indicators, World Bank Gender Statistics, and World Health Organization. Country Baseline provides a reference point for the indicator. Circa 2000

LAC = Includes the 42 countries (all income levels) in Latin America and the Caribbean, as classified by The World Bank Group

UMC = In FY21, upper-middle-income countries are those with a GNI per capita between \$4,046 and \$12,535 (calculated using the World Bank Atlas method)

◇ Modeled ILO estimate

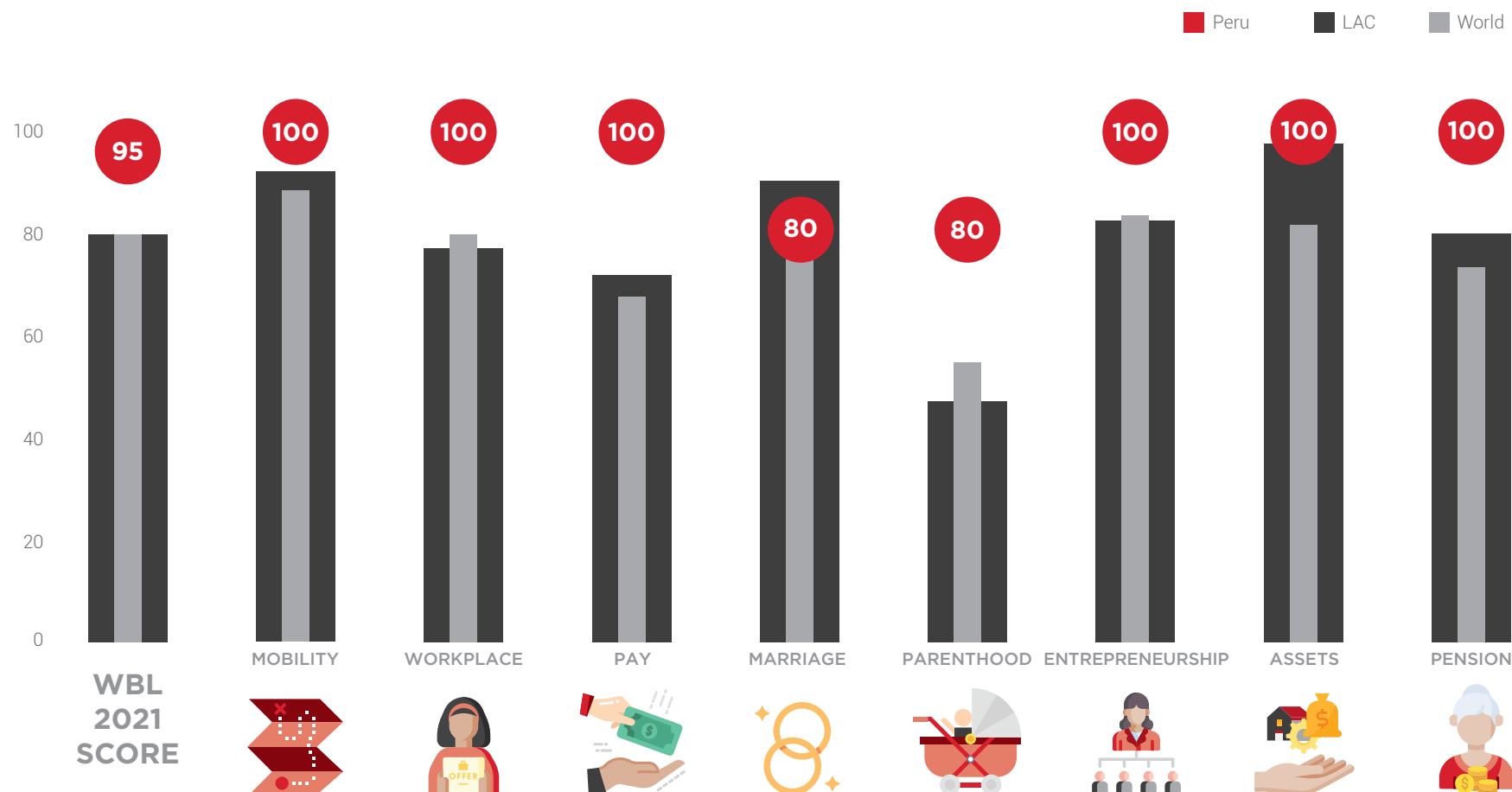
1. The scorecard shows the latest country data available and comparisons of country performance with the LAC region and the country's income-level group in the same or similar year. The country performance is scored relative to the comparison groups using a Traffic Light System: **green** ● if the country performs better than the two comparison groups (LAC and the similar-income group); **yellow** ● if the country performs better than one comparison group; **red** ● if both comparison groups perform better than the country. N/A means lack of data. No color indicates that comparisons cannot be made. This scorecard features available sex-disaggregated data (men/women).

2. Share of youth not in education, employment or training (NEET) is the proportion of young people who are not in education, employment, or training to the population of the corresponding age group: youth (ages 15 to 24); persons ages 15 to 29; or both age groups. When data are available for more than two age groups in a given year, one value for persons ages 15 to 29 is taken, considering that not all people complete their education by the age of 24. World Development Indicators.

Gender Equality in the Law

The Women Business and the Law index³ score presents the share of good laws in the economy and it is structured around a woman's working life









Peru - Latin America & Caribbean - World Comparison (2021)



3. Thirty-five data points are scored across eight indicators composed of four or five binary questions, with each indicator representing a different phase of a woman's life. Indicator-level scores are obtained by calculating the unweighted average of responses to the questions within that indicator and scaling the result to 100. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score, meaning that the country gives women and men equal legal rights in the measured areas. Source: [WBL 2021](#).

Gender Equality in the Law

In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score.

Topic	Question	Answer	Indicator Score
MOBILITY 	Can a woman choose where to live in the same way as a man?	Yes	100
	Can a woman travel outside her home in the same way as a man?	Yes	
	Can a woman apply for a passport in the same way as a man?	Yes	
	Can a woman travel outside the country in the same way as a man?	Yes	
WORKPLACE 	Can a woman get a job in the same way as a man?	Yes	100
	Does the law prohibit discrimination in employment based on gender?	Yes	
	Is there legislation on sexual harassment in employment?	Yes	
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	
PAY 	Does the law mandate equal remuneration for work of equal value?	Yes	100
	Can a woman work at night in the same way as a man?	Yes	
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	
	Can a woman work in an industrial job in the same way as a man?	Yes	
MARRIAGE 	Is there no legal provision that requires a married woman to obey her husband?	Yes	80
	Can a woman be head of household in the same way as a man?	Yes	
	Is there legislation specifically addressing domestic violence?	Yes	
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	
	Does a woman have the same rights to remarry as a man?	No	
PARENTHOOD 	Is paid leave of at least 14 weeks available to mothers?	Yes	80
	Does the government pay 100% of maternity leave benefits?	Yes	
	Is paid leave available to fathers?	Yes	
	Is there paid parental leave?	No	
	Is dismissal of pregnant workers prohibited?	Yes	
ENTREPRENEURSHIP 	Does the law prohibit discrimination in access to credit based on gender?	Yes	100
	Can a woman sign a contract in the same way as a man?	Yes	
	Can a woman register a business in the same way as a man?	Yes	
	Can a woman open a bank account in the same way as a man?	Yes	
ASSETS 	Do men and women have equal ownership rights to immovable property?	Yes	100
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	
	Does the law provide for the valuation of nonmonetary contributions?	Yes	
PENSION 	Is the age at which men and women can retire with full pension benefits the same?	Yes	100
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	
	Is the mandatory retirement age for men and women the same?	Yes	
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	
WBL 2021 Index Score			95

Click on the links below for more information



Interventions to close Gender Gaps

Human endowments

- [Facilitating school-to-work transition](#)
- [Attracting more women into STEM fields](#)
- [Reducing boys' school dropout and helping boys at risk](#)

Economic opportunity

- [Expanding access to affordable and quality care](#)
- [Improving women's access to quality employment](#)
- [Improving the performance of women-owned firms](#)
- [Increasing women's ownership and control of productive assets](#)

Voice and agency

- [Preventing and addressing violence against women and girls](#)
- [Reducing teen pregnancy](#)

Project-Level Indicators to monitor progress in narrowing Gender Gaps

- [Illustrative progress indicators aligned with the LCR Gender Action Plan \(RGAP\) priority areas](#)

Useful resources

Legislative and regulatory framework

- [Peru 2-page snapshot of laws and regulations affecting women's economic opportunities \(2021\)](#)

Gender strategic framework

- [Gender Assessment - Gender Gaps in Peru: An Overview \(2018\)](#)
- [Peru Country Partnership Framework FY17-21](#)

Country-specific data and analysis

- [10 Mensajes Sobre la Violencia Contra las Mujeres en el Perú: Un Análisis de las Inversiones Públicas en Esta Agenda \(Vol. 2\): Informe Principal \(2019\)](#)
- [Peru Country Profile – Gender Equality Observatory, ECLAC](#)
- [Peru Fact Sheet – UN WOMEN](#)

Evidence on what works to close gender gaps

- [LAC Gender Innovation Lab](#)
- [Umbrella Facility for Gender Equality](#)
- [IDB's Gender and Diversity Knowledge Initiative - GDLab](#)

IN ACTION: Integrating Gender into Project Design

Centralized Emergency
Response System Project
(P170658)

Objective: To provide a more efficient response to emergencies, urgencies, and associated helpline requests from the population of Lima Metropolitan area and Callao.



GAPS

- Multiple challenges of the GBV hotline, including long wait times, high percentage of malicious calls, and lack of awareness among potential survivors.

ACTIONS

- Digital integration of GBV hotline with the 911 platform to increase efficiency.
- Campaigns to raise awareness of the correct use and service offering of the GBV hotline.
- Establish response protocol for GBV emergencies.

INDICATORS

- Reduction of malicious calls received by the GBV hotline.
- Total effective calls made to the GBV hotline.
- Number of calls transferred and handled by the GBV hotline.
- GBV emergency protocol designed and in use by 911 operators, emergency response units and GBV hotline operators.