



**Asia-Pacific
Economic Cooperation**

2019/SOM3/EC/WKSP1/005

**APEC Gender and Structural Reform Workshop:
Improving the Environment for Women in the
Workplace - Peruvian Experience**

Submitted by: Peru



**APEC Gender and Structural Reform
Workshop: Improving the Environment for
Women in the Workplace
Puerto Varas, Chile
25 August 2019**



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Ministerio
de la Mujer y
Poblaciones Vulnerables

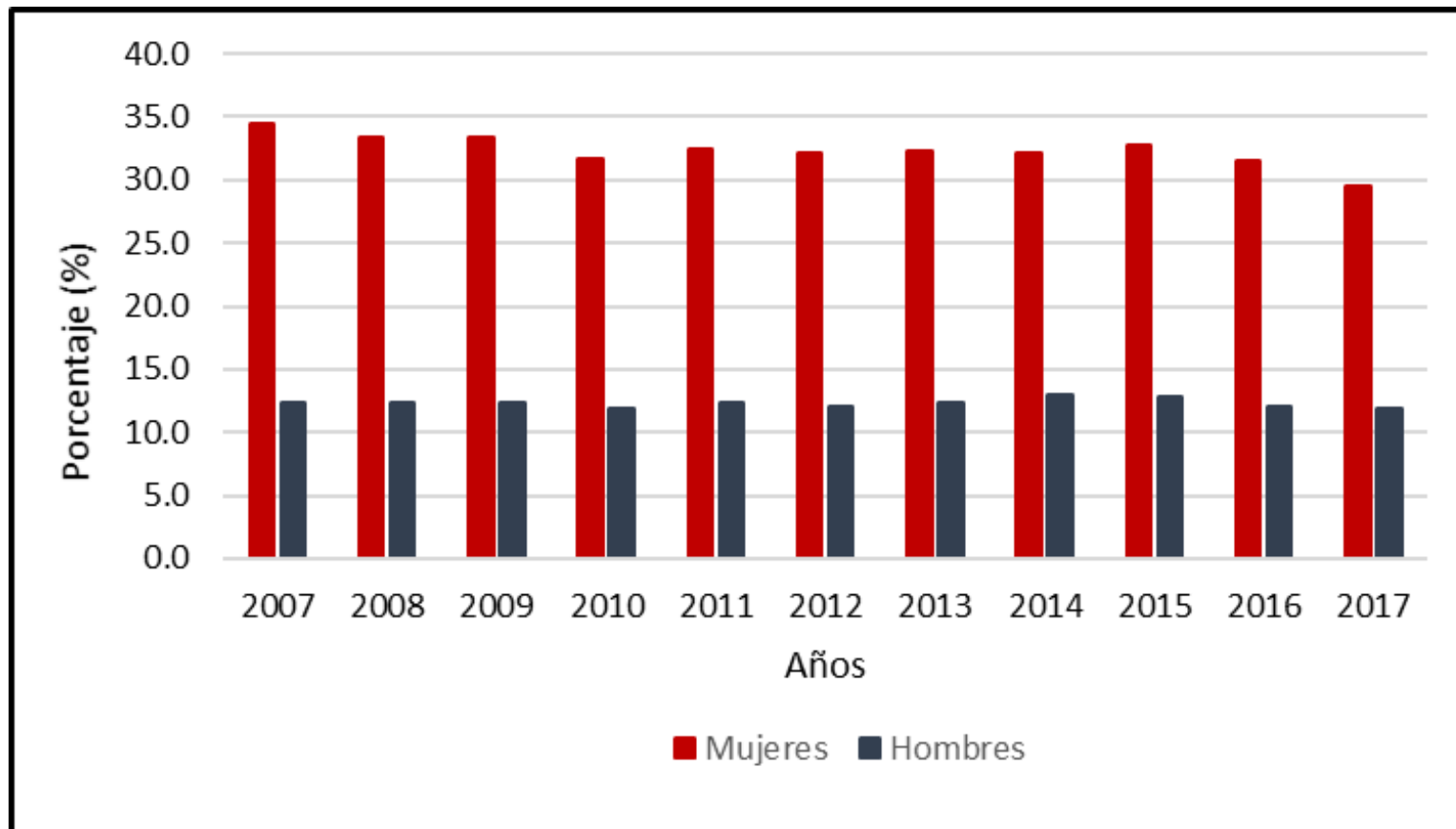
APEC Gender and Structural Reform Workshop: Improving the Environment for Women in the Workplace

Peruvian Experience

PPWE PERU María Rosa Morán Macedo
Director for the Promotion and Development of
Women's Economic Autonomy

STRUCTURAL DISCRIMINATION TOWARDS WOMEN

Women and men without their own income in Peru



| Año | DOMESTIC | |
|------|----------|---------|
| | Mujeres | Hombres |
| 2007 | 34.4 | 12.3 |
| 2008 | 33.4 | 12.3 |
| 2009 | 33.3 | 12.4 |
| 2010 | 31.6 | 11.9 |
| 2011 | 32.4 | 12.4 |
| 2012 | 32.1 | 12.1 |
| 2013 | 32.3 | 12.3 |
| 2014 | 32.2 | 12.9 |
| 2015 | 32.8 | 12.8 |
| 2016 | 31.5 | 12.0 |
| 2017 | 29.5 | 11.9 |

**Average gender gap
20%**



☐ % average: 32.3%

☐ % average: 12.3%

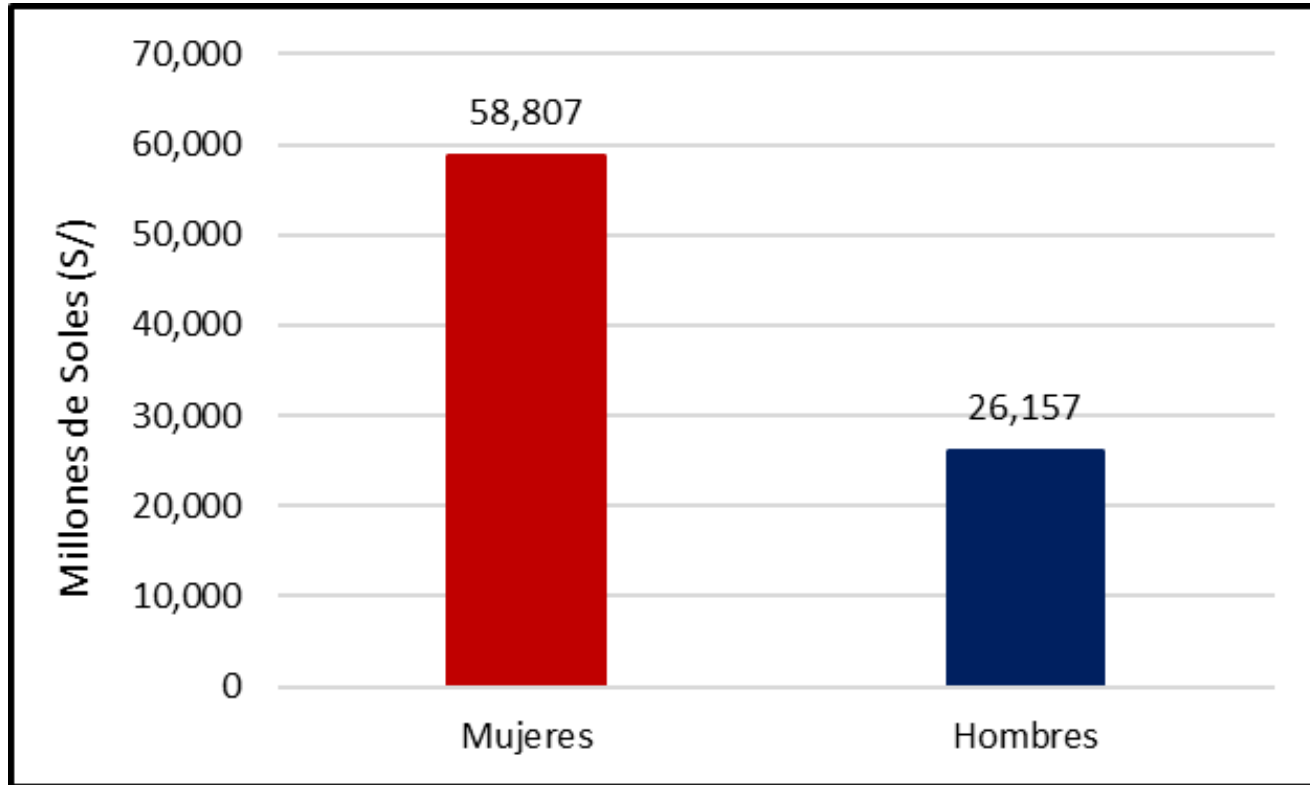


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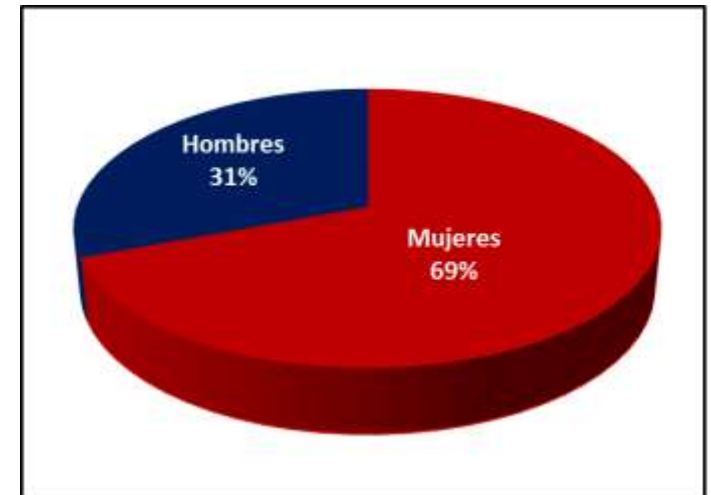
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UNPAID WORK AND FAMILY CARE

(In millions of S/)



Percentage of monetary contribution to the value of unpaid work and family care



- ☐ **Week average: 39 h 28''**
- ☐ **Contribution to the PBI(2010): 14.1%**

- ☐ **Week average: 15 h 53''**
- ☐ **Contribution to the PBI(2010): 6.3%**



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STRUCTURAL DISCRIMINATION TOWARDS WOMEN

The average income of women represented 68.3% of the income of men.

Fuente: INEI (2019)
Indicadores de Género (ene-feb-mar 2019)



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STRUCTURAL DISCRIMINATION TOWARDS WOMEN



- ✓ Media and social media campaign: “Hombres por la Igualdad” (Men for equality)
- ✓ Work meetings with press and communicators, including Comedians



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Directorate for the Promotion and Development of Women's Economic Autonomy

What you found worked?

1) Creation of rules and establishment:

- The establishment of Directorate for the Promotion and Development of Women's Economic Autonomy
- The National Policy of Gender Equality



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What you found worked?

2) Identify key issues:

Strengthen the Domestic Structure, MIMP with:

- Society
- Business Sector
- Ministries or sectors related to economy

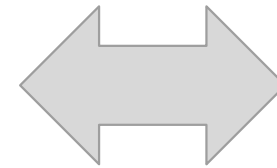


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Understanding of the problem



- Access
- Maintaining the work
- Freedom to end



- Remuneration equality
- Reconciliation of work and family life.
- Education
- Capacity Building

- sexual harassment in the work
- Income gap
- cyber bullying

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Examples:

1) LAWS AND REGULATIONS:

- Equal opportunities for women and men
- Prohibiting remuneration discrimination between men and women
- Right to rest before and after birth
- Sexual harassment prevention and sanction



2) ACTION AGAINST HARASSMENT

COMPANIES:

- Creation of sexual harassment intervention committee
- Process of investigation and sanction against sexual harassment with guarantees.
- The harassment case investigation process has a maximum of 30 days.

STATE:

- Web: work without harassment.
- Phone Line 1819
- Labour Inspection
- Sexual harassment is a crime that has a term of imprisonment not less than 3 nor more than 5 years.

Test de identificación | ¿Qué es el acoso sexual en el trabajo? | Mitos y verdades | ¿Qué hacer? | Contáctanos | DESCARGAR MATERIAL

¿ESTÁS SIENDO ACOSADA(O)?

El primer paso para detener el hostigamiento o acoso sexual en el trabajo es detectarlo. Si tienes dudas, llena este test y averigua si eres víctima de este problema.

COMPLETA EL TEST Y DETÉCTALO →

ECONOMÍA

Empresas serían multadas con hasta S/ 189,000 por no prevenir el hostigamiento sexual

La denuncia tiene que ser presentada en los 30 días de ocurrido el hecho, asimismo las empresas deben implementar un procedimiento para resolver situaciones de hostigamiento sexual.

22 de julio del 2019 - 10:15 AM | Redacción

Ubicáanos en:
Av. Primavera 1953, Surco.
¡Separa tu cita!
Teléfonos: 2501139 - 4357075
965296520



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3) EQUAL PAY

REVISANUESTRO PLAN DE ACCIÓN DE DISCRIMINACIÓN SALARIAL

INGRESA AQUÍ



SUN.FIL

EL PERÚ PRIMERO

Guía para la **IGUALDAD**

1 Igualdad salarial




Trabajo con dignidad es respeto e igualdad

EL PERÚ PRIMERO

PERÚ Ministerio de Trabajo y Promoción del Empleo

PERÚ Ministerio de Trabajo y Promoción del Empleo

“GUÍA METODOLÓGICA PARA LA VALORACIÓN OBJETIVA, SIN DISCRIMINACIÓN DE GÉNERO, DE PUESTOS DE TRABAJO Y ELABORACIÓN DE CUADROS DE CATEGORÍAS Y FUNCIONES”



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4) SEAL "SAFE COMPANY"

- Creation: 17 de junio de 2011.
- Private companies at Domestic level
- This recognition has four evaluation criteria that must be implemented in organizations to be certified.
- The Seal gives companies an additional score in public procurement procedures.
- Competition 2019: 433 companies were registered, 216 submitted their file. We are in the evaluation stage...

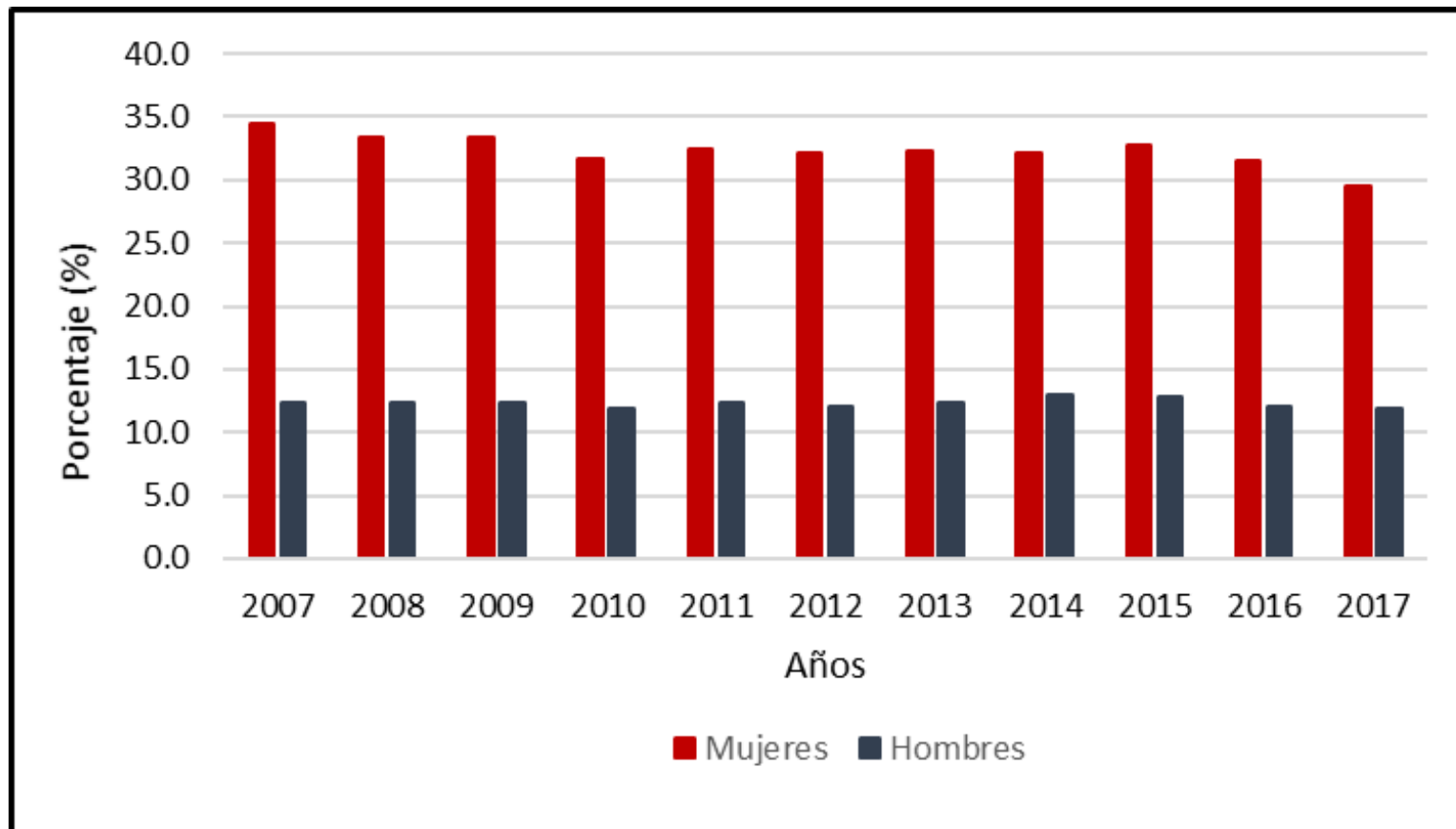


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