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

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

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Average gender gap 20%

% average: 32.3%

% average: 12.3%
UNPAID WORK AND FAMILY CARE

(In millions of S/)

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

- **Mujeres**: 58,807
- **Hombres**: 26,157

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(UNPAID WORK AND FAMILY CARE

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

- **Mujeres**: 69%
- **Hombres**: 31%
The average income of women represented 68.3% of the income of men.

Fuente: INEI (2019)
Indicadores de Género (ene-feb-mar 2019)
STRUCTURAL DISCRIMINATION TOWARDS WOMEN

✔ Media and social media campaign: “Hombres por la Igualdad” (Men for equality)

✔ Work meetings with press and communicators, including Comedians
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
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
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.
3) EQUAL PAY
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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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