

Peru - Summary Report

WPS National Action Plan (NAP) Status:

Peru has not adopted a NAP.

Overall Assessment:

Despite not having adopted a NAP, Peru has made concrete progress toward gender equality and the adoption of WPS principles in the armed forces and the police. International commitments are reflected in national legislation and the National Plan for Gender Equality. The latter serves as a roadmap for progress. That said, more work needs to be done regarding the integration of gender equality norms in Peru's national security institutions.

National Importance/Political Will:

At the international level, Peru has shown commitment to UNSCR 1325 by supporting the legal international frameworks for gender equality, including the Convention on the Elimination of all forms of Discrimination against Women, the Inter-American Convention to Prevent, Punish and Eradicate Violence Against Women, and the Declaration and Platform for Action of the Fourth World Conference on Women. Additionally, Peru has advocated for the elimination of gender-based restrictions in the armed forces in multilateral forums, such as the Conference of Defense Ministers of the Americas.

At the national level, Peru has pursued a national gender equality agenda supported by the Constitution,¹ a legislative framework, and the National Plan for Gender Equality.² The Plan is intersectional in nature and addresses structural discrimination against women as a central problem in the country. Among its priorities, it includes guaranteeing women's access and participation in decision-making institutions as well as guaranteeing the protection of children, adolescents and women against all types of violence. Overall, the national gender equality policy is projected to be implemented by 2030, in accordance with the 2030 Agenda for Sustainable Development.

Peru has a Ministry of Women and Vulnerable Populations, which is active in the implementation of a gender mainstreaming in all ministries, including the Ministry of Defense (MoD) and the Ministry of the Interior (which includes the police). Therefore, although the MoD is not specifically identified as a main actor, it implements some policies related to the principles of the WPS agenda. For example, the gender policies of Peru's National Agreement³ and the national security and defense policy seek to reduce inequality gaps by promoting a human security approach; the White Paper on National Defense provides information related to the promotion of peace and security and the protection of human rights.

¹ For further reference see: subsection 2 of article 2 of the Political Constitution of Peru that establishes the right of every person to equality before the law, providing that no one should be discriminated against on the basis of origin, race, sex, language, religion, opinion, economic condition or of any other nature; see also Law 26628.

² Ministerio de la Mujer y Poblaciones Vulnerables (MIMP), *Plan Nacional para la Equidad de Género 2012-2017*, (Lima, Perú: MIMP, 2012), at: https://www.mimp.gob.pe/files/direcciones/dgignd/banner/planig_2012_2017.pdf

³ See: Congreso de la República, *Políticas de Estado del Acuerdo Nacional*, (Lima, Perú: Congreso, 2020), at http://www.congreso.gob.pe/DIDP/objetivos_acuerdo_nacional/#:~:text=El%20Acuerdo%20Nacional%20es%20el,y%20afirmar%20su%20gobernabilidad%20democr%C3%A1tica.

The national police started gender mainstreaming in the 1990s. It has included gender perspectives in its policies and provides training on both gender and women's rights.⁴

Institutional Policy and Practice:

Strategy, Plans, and Policy

Military: WPS principles, and gender analyses and gender perspectives are mentioned in military strategies, plans, and other policy documents on an ad-hoc, not systemic, basis. Gender is not integrated in operational planning processes. There is some recognition of the role that gender plays in military operations, and it is framed as a human rights issue.

The prevention of sexual violence is neither included in military strategic documents, nor is it part of military regulations. However, it is considered in the Law of the Disciplinary Regime of the Armed Forces (Law 29131).⁵ The Committee for Gender Equality of the Ministry of Defense (MoD) was created in 2017 to contribute to the follow-up and monitoring of the implementation of national policies and the strategic objectives of the National Gender Equality Policy. The latter has, as goals, the reduction of gender gaps in planning instruments and the actualization of a gender equal organizational culture. The MoD does not have a specific Gender Advisor position, nor does it have a specific budget allocation for gender related work.⁶

Police: Violence against women and the role of the police is specifically mentioned in the Institutional Strategic Plan of the Police 2020-2024.⁷ These issues are also covered in plans and protocols that mention the police as a main actor (for example, the National Plan Against Gender Violence 2016-2021). As a result, personnel of the national police are continuously trained in these issues.⁸ The police have also assigned a Commissioner for the Fight Against Violence Against Women.⁹ This position meets some of the characteristics of a GENAD, but it is mainly oriented to the external tasks of the institution.

⁴ Gobierno del Perú, *Informe de los Avances en el Cumplimiento de la Ley N° 28983 de Igualdad de Oportunidades entre Mujeres y Hombres*, (Lima, Perú: CDN, 2007), at:

https://cdn.www.gob.pe/uploads/document/file/199106/2007-Informe_LIO.pdf

⁵ See Law 29131 and legislative Decree N° 1145 Law, both related to the disciplinary regime of the Armed Forces. Also see Legislative Decree that establishes rules of employment and use of force by the Armed Forces in the national territory: El Peruano, *Reglamento del Decreto Legislativo N° 1095, Decreto Legislativo que establece reglas de empleo y uso de la fuerza por parte de las Fuerzas Armadas en el territorio nacional*, (Lima, Perú: El Peruano, March 2020), at <https://busquedas.elperuano.pe/normaslegales/reglamento-del-decreto-legislativo-n-1095-decreto-legisla-decreto-supremo-n-003-2020-de-1864943-1/>

⁶ Redacción Andina Agencia Peruana de Noticias, “Ministerio de Defensa crea Comité para la Igualdad de Género”, *Andina*, (August 23rd 2017), at: [https://andina.pe/agencia/noticia-ministerio-defensa-crea-comite-para-igualdad-genero-679585.aspx#:~:text=El%20Ministerio%20de%20Defensa%20\(Mindef,las%20pol%C3%ADticas%20y%20gesti%C3%B3n%20institucional.&text=La%20norma%20lleva%20la%20r%C3%ABrica%20del%20ministro%20de%20Defensa%2C%20Jorge%20Nieto](https://andina.pe/agencia/noticia-ministerio-defensa-crea-comite-para-igualdad-genero-679585.aspx#:~:text=El%20Ministerio%20de%20Defensa%20(Mindef,las%20pol%C3%ADticas%20y%20gesti%C3%B3n%20institucional.&text=La%20norma%20lleva%20la%20r%C3%ABrica%20del%20ministro%20de%20Defensa%2C%20Jorge%20Nieto)

⁷ Ministerio del Interior (MININTER), *Plan Estratégico Nacional 2020-2024*, (Lima, Perú: MININTER, June 27th 2020), at: [https://cdn.www.gob.pe/uploads/document/file/925453/550-2020-](https://cdn.www.gob.pe/uploads/document/file/925453/550-2020-IN_Aprobar_el_Plan_Estrat%C3%A9gico_Institucional_PEI_2020_-_2024_del_Ministerio_del_Interior_.pdf)

[IN_Aprobar el Plan Estrat%C3%A9gico Institucional PEI 2020 - 2024 del Ministerio del Interior .pdf](https://cdn.www.gob.pe/uploads/document/file/925453/550-2020-IN_Aprobar_el_Plan_Estrat%C3%A9gico_Institucional_PEI_2020_-_2024_del_Ministerio_del_Interior_.pdf)

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⁹ Redacción Andina Agencia Peruana de Noticias, “Mininter presenta a comisionado de la lucha contra la violencia hacia la mujer,” *Andina* (December 20, 2018), at: <https://andina.pe/agencia/noticia-mininter-presenta-a-comisionado-de-lucha-contra-violencia-hacia-mujer-736703.aspx>

Gender in the Ranks (Military and Police)

Service	Men	Women	Percent Women
Army			11%
Army Senior Women			.5%
Navy			9.6%
Navy Senior Women			.3%
Air Force			9.6%
Air Force Senior Women			.2%
National Police			18.0%
National Police Senior Women			.4%
Women Deployed		29	12% ¹⁰

In the armed forces, there are no legal limitations for women to serve in all positions. However, there are no women serving in combat positions. Women do participate actively in UN missions. Among the three branches of the military, there are at least 12 women who serve in the rank of colonel. This number is expected to increase in the coming years due to the fairly recent incorporation of women into the armed forces (since 1997).¹¹ No recruiting goals have been established to increase women's participation, but the recruitment system does target women.

Women serve in all occupations in the national police and throughout the national territory, including in the Emergency Squad, Explosives Deactivation, and Criminalistics and the Police Aviation Unit.¹² There are women in all specialties, but few women serve in the most senior ranks and not at the same rate as men.

Work Environment

Family Policies: Women in the military and the police receive 98 days of paid maternity leave.¹³ Childcare assistance is provided.

¹⁰ Summary of Troops Contributing Countries by Ranking Police, UN Military Experts on Mission, Staff Officers and Troops (2020), at: https://peacekeeping.un.org/sites/default/files/2_country_ranking_13.pdf

¹¹ See: Congreso de la República, *Ley N° 26628 de acceso de las mujeres a las escuelas de oficiales y suboficiales de las Fuerzas Armadas*, (Lima, Perú: Congreso de la República, June 19th, 1996), at: <https://docs.peru.justia.com/federales/leyes/26628-jun-19-1996.pdf>

¹² Redacción Andina Agencia Peruana de Noticias, "Policía: más de 25,000 mujeres trabajan con valor y arrojo en el Perú", *Andina* (March 7, 2018), at: <https://andina.pe/agencia/noticia-policia-mas-25000-mujeres-trabajan-valor-y-arrojo-el-peru-702343.aspx>

¹³ Redacción Actualidad Laboral, "Se publica ley que regula el uso de descanso pre y postnatal del personal femenino de las Fuerzas Armadas y Policía Nacional del Perú", *Actualidad Laboral* (October 10, 2019), at: <https://actualidadlaboral.com/se-publica-ley-que-regula-el-uso-de-descanso-pre-y-postnatal-del-personal-femenino-de-las-fuerzas-armadas-y-policia-nacional-del-peru/#:~:text=El%20d%C3%ADa%20de%20hoy%2C%2010,y%20Polic%C3%ADa%20Nacional%20del%20Per%C3%BA>

Equipment and Facilities: Equipment and uniforms designed to maximize women's performance exist, but they are not always available and must be constantly adapted.¹⁴ Facilities including restrooms and accommodations are available for women at military and police facilities and during deployment for peacekeeping operations.

Anti-Harassment and Abuse Policies: The Police Disciplinary Regime Law (No. 30714) and the Armed Forces Disciplinary Regime Law (No. 29131) regulate and/or punish serious offenses related to harassment.

Training, Education, and Exercises

In the educational curriculum, there are no specific courses on gender equality. However, compulsory courses on international humanitarian law and human rights are part of the training of personnel who participate in military operations inside the country and those who participate in UN missions abroad. These courses are based on the notion of respect and the idea of human life as a fundamental right. In general, mandatory training on WPS principles in the armed forces has not been considered. This type of training is only mandatory for personnel deployed to UN missions. In the case of the police, police personnel are constantly trained on preventing and responding to sexual violence and sexual exploitation and abuse of civilians, and they actively collaborate with the Ministry of Women.

Monitoring/Reporting and Evaluation:

There are efforts to inform and evaluate the implementation of gender equality in the armed forces and police. The presentation of reports and evaluation is carried out through the Personnel Directorates of each institution. However, there is no gender office in either institution that focuses exclusively on gender mainstreaming. The data that is collected and analyzed is confidential. This is also the case with the police.

Recommendations: Peru should deepen and codify its commitment to UNSCR 1325 by developing a NAP. Specific goals with transparent performance indicators for advancing gender equality and WPS agenda are highly recommended, as well as resources to accomplish established goals. Peru should consider the creation of gender offices in security and defense institutions to focus on monitoring gender integration strategies. These offices would benefit from having GENADs to monitor and evaluate national policies and plans. It is also advisable to incorporate a gender perspective in the curriculum for all levels in the armed forces and the police. It is further advisable to encourage the training and education of women in all specialties of the armed forces as well as to increase the participation of women at all decision levels. Gender specific uniforms, equipment and facilities that are fully adapted to women are also important steps to ensure the full participation of women in all aspects of duty.

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¹⁴ Ministerio de Defensa (MINDEF), *Reglamento de Uniformes del Ejército*, (Lima, Perú:MINDEF, 2004), at: <https://es.scribd.com/doc/131125940/RE-670-10-Reglamento-de-Uniformes>

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