

# The empowerment of women must be at the center of policies



The research presented by Álvaro Cano (Universidad del Pacífico) found that, in the CSR aimed at promoting local development, the training of the workforce and the creation of local suppliers decrease considerably after the construction phase of the operation. His study focused on the companies Minera Chinalco Peru, operator of the Toromocho project (Junín), and MMG, operator of the Las Bambas project (Apurímac).

**Do Canada and Peru have to a greater or lesser degree the same challenges and objectives regarding gender equality? The ambassador of Canada in Peru, Gwyneth Kutz, believes that despite the social and economic differences between the two countries, the challenges are similar. Next, a look at policies underway (and to be developed) that seek to improve the living conditions of women.**

The challenges that societies face in advancing the empowerment of women are clear. Ambassador Kutz mentioned a set of facts that impelled the process of policies in favor of equal rights in her country. Among them, she pointed out for example that the first women got the right to vote in 1917, when they could represent in the federal elections the relatives soldiers who were participating in the First World War. The

right was extended to the majority of Canadians in 1918, but –due to racism– there were delays in extending it to all until 1960, when indigenous women were included in the elections.

Another important event occurred in 1929. A group of women from the province of Alberta - known as “the five famous ones” - asked the Supreme Court to answer the simple question of whether the word “people”, in the Constitution, included

1/ The presenters of this event were Gwyneth Kutz, ambassador of Canada in Peru and Bolivia; Ana María Choquehuanca, Minister of Women; María Eugenia Mujica, Vice Minister of the Ministry of Development and Social Inclusion; Gustavo Yamada, researcher at the Universidad del Pacífico; and the anthropologist Norma Correa, member of the Sofia Group. María Amelia Trigos, project coordinator at CIES, modeled.

the women. At that time, only “people” could be named in the Senate. Thanks to this, women managed to be recognized to serve in the Senate.

In 1967, the Royal Commission on the Status of Women was established, whose mission was to investigate and report on the situation of women and recommend how to guarantee equal opportunities to men in all aspects of Canadian society. Ambassador Kutz commented that this measure, in addition to being a platform of diverse voices, generated a “wave of awareness about the situation of women”, and managed to create a government agency in Canada similar to the Ministry of Women in Peru.

Kutz also highlighted the management of the current Canadian Prime Minister, Justin Trudeau, who has appointed the first joint cabinet, and has reformed the nomination process for the Canadian Senate on the basis of meritocracy. This has allowed, for example, that Rosa Gálvez, an engineer and professor of Peruvian roots, be the first Latina to hold a seat in the Canadian Senate.

The Ambassador highlighted two current tools that promote the incorporation of a gender perspective in Canadian public policy. One of them is the Gender-based Analysis Plus (GBA+), which offers a methodology to better adapt the design and execution of government programs, taking into account not only the gender criterion, but also others such as ethnicity, age, income and sexual orientation. The other tool is the implementation of the Gender Statement of the annual budget, whose objective is to analyze how all the measures taken in this framework can affect women. The ambassador also cited the 2015 McKinsey Report, which talks about the million-dollar cost of excluding women from the economy. “To integrate them would be to add a China or a new India to the global economy,” she says. On the other hand, the economic cost of violence against women represents, according to UN Women, approximately 2% of world GDP, a similar amount, according to Ambassador Kutz, size of the Canadian economy.

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*“La gestión del actual primer ministro canadiense, Justin Trudeau, que ha nombrado el primer gabinete paritario, y ha reformado el proceso de nombramientos para el Senado canadiense sobre la base de la meritocracia, ha permitido que Rosa Gálvez, ingeniera y profesora de raíces peruanas, sea la primera latina con escaño en el Senado canadiense”.*

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Finally, she presented Canada’s new feminist international assistance policy, which is based on the evidence that the most efficient way to reduce poverty and build a more peaceful, inclusive and prosperous world is to emphasize gender equality and empowerment of women and girls.



The participants of this public event agreed that a real mainstreaming of the gender approach in the design and implementation of public policies is key.



The Minister of Women and Vulnerable Populations, Ana María Choquehuanca, said that the estimated wage gap between men and women in the country is US \$ 200

## POLICIES FOR GENDER EQUALITY IN PERU

The Minister of Women and Vulnerable Populations of Peru (MIMP), Ana María Choquehuanca, said that the ministry she represents is committed to the 2030 Agenda for Sustainable Development; specifically, with Objective No. 5, which aims to “achieve gender equality and empower all women and girls.”

For the fulfillment of this objective, she pointed out that her administration has given priority to the implementation of policies and to the execution of actions to face discrimination and violence. It also seeks to improve women’s access to economic resources.

Achieving gender equality and guaranteeing the full exercise of women’s rights constitutes a challenge for Peru, because although normative advances can be shown, it can not be said that equality is effective and forms part of the daily experience of the country.

The National Gender Equality Plan 2012 - 2017 incorporated the concept of equality, for the first

time, into national policies. This was reaffirmed in July 2017, when Supreme Decree No. 005-2017-MIMP was passed, which provides for the creation of a mechanism for gender equality in national and regional government entities to consolidate mainstreaming of gender in the public apparatus.

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*“Las mujeres son dueñas del 47% de las pequeñas empresas y microempresas en el Perú. En el rubro exportación, 12% de las empresas son conducidas por mujeres”.*

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The minister also referred to the political participation of women in Peru. Although the political organizations complied with the gender quota in the last elections, in 21 of the 26 electoral districts, female participation -explained Choquehuanca- represents the lower third, “thus diminishing their possibilities

of election, since sometimes women do not they have real opportunities for participation. ”

Another variable to consider is the economic participation of women in the Peruvian labor market and the inequalities they face. Regarding salary, the minister stressed that there is a law, promulgated by the Congress of the Republic, which prohibits remunerative discrimination between men and women. This norm aims to close the salary gap estimated at US \$ 200. The average income of women is approximately US \$ 400, while that of men is close to US \$ 600. “Men earn 30% more than women earn, approximately,” she said.

Among other relevant data, the minister mentioned that women own 47% of small businesses and micro-enterprises in the country. And in the export sector, 12% of companies are run by women.

To continue strengthening its economic empowerment, she pointed out that in Congress there is an initiative that proposes that women have access to financing of up to 10 UIT, without having to have the approval of their spouse.

Choquehuanca also announced the implementation of a program aimed at men, with the aim of preventing violence against women and children, through meetings with specialized accompaniment. A pilot project of this type was executed in Cura Mori (Piura) and aims to be applied at the national level.

## APPROACHES AND EVIDENCE

María Eugenia Mujica, Vice Minister of Policies and Social Evaluation of the Ministry of Development and Social Inclusion (Midis), said that the country has

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"great inequalities that are marked by a plurality of axes: territorial, ethnic, socioeconomic and gender. " These inequalities, she said, condition access to opportunities for women. She added that it is because of the "intertwining of these axes" that we must move forward in the implementation, monitoring and evaluation of public policies that have a positive impact. For Mujica, there is a series of emergencies in this line of work, in which the contribution of the academy is extremely important. She mentioned, for example, the identification of effective interventions that ensure the eradication of gender violence;

the real mainstreaming of the gender approach in the design and implementation of public policy; the integration of the gender approach in education with a view to a cultural change; the prevention of adolescent pregnancy, together with better access to sexual and reproductive health services; the economic and financial inclusion of women, especially those living in rural, peri-urban and marginal areas, and heads of households; and finally, the strengthening of the statistical system that guarantees an adequate and differentiated analysis of the situation of women.

## COMMENTS

Gustavo Yamada, researcher at Universidad Pacífico, recalled that there are researches that answer important questions in this matter. In one of them, the effect of discrimination by sex is shown. A random exercise of distribution of resumes was carried out, in which only the sex of the people was varied, but not the experience or the skills. In positions where professional staff were required, the response rate to male applicants was 44% higher than for women. Yes, there are, he said, prejudices that are present in the labor market and in employers, which go beyond the difference in levels of education.

Anthropologist Norma Correa Aste considered that there is a serious risk if efforts to promote gender equality prioritize only the increase in the number of women in senior management positions in the public sector and the private sector. Although it is very important to increase the participation of women in corporate management positions, it is essential to recognize that leaderships in favor of gender equity also occur in other spaces. In this regard, she stressed the importance of making visible and supporting the work of people and social organizations that promote changes in favor of gender equity in daily life. On the other hand, she considered it fundamental that social programs incorporate an approach of masculinities, so that men participate more actively in care tasks, responsibilities that tend to fall disproportionately on women users.