

Peru

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Lima). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Peru scores 95.0 out of 100.0**. The overall score for Peru is higher than the regional average observed across Latin America and the Caribbean (81.2). Within the Latin America and the Caribbean region, Peru obtains the highest score.

Peru - Scores for *Women, Business and the Law 2024*

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2024 Index Score
100	100	100	80	80	100	100	100	95

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Peru gets a perfect score.

Areas for Improvement

When it comes to constraints related to marriage, and laws affecting women's work after having children, Peru could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Peru is on the indicator measuring constraints related to marriage (the WBL2024 Marriage indicator). To improve on the Marriage indicator, Peru may wish to consider giving women the same rights to remarry as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Peru are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/peru/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 290
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de solicitud de pasaporte
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Código Civil, Art. 293
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 26772, Arts. 1 y 2
	Is there legislation on sexual harassment in employment?	Yes	Código Penal, Art. 176-B; Ley Núm. 27942, Arts. 1-5
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	Criminal: Código Penal, Art. 176-B Civil: Ley Núm. 27942, Arts. 8 y 12; Código Penal, Art. 92
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Ley Núm. 28983/2007, Art. 6; Ley Núm. 30709/2017, Arts. 1-5
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Arts. 287 y 288
	Can a woman be head of household in the same way as a man?	Yes	Código Civil, Art. 290
	Is there legislation specifically addressing domestic violence?	Yes	Ley de Protección Frente a la Violencia Familiar; Ley Núm. 30364
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 348-357
Parenthood	Does a woman have the same rights to remarry as a man?	No	Código Civil, Art. 243(3)
	Is paid leave of at least 14 weeks available to mothers?	Yes	Ley Núm. 26644/1996, Art. 1; Ley Núm. 30367/2015, Art. 2; Ley Núm. 30792/2018, 2da Disposición Complementaria Final
	Does the government pay 100% of maternity leave benefits?	Yes	Ley Núm. 26790/1990, Art. 12
	Is paid leave available to fathers?	Yes	Ley Núm. 29409/2018, Art. 2; Ley Núm. 30807, Art. Único
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Ley Núm. 30367/2015, Art. 1; Ley Núm. 30709/2017, Art. 6
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Código de protección y defensa del consumidor, Arts. IV(2)(4), 1.1(d) y 38.1
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil, Arts. 303, 313 y 315
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Art. 818
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 825-826
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil, Arts. 292 y 313
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 310 y 323
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Decreto Supremo Núm. 054-97-EF de 1997, Art. 41; Ley Núm. 26504/1995, Art. 9
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Decreto Supremo Núm. 003-97-TR, Art. 21
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decreto Ley Núm. 1999, Arts. 70 y 73

