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Policy Assessment for the Economic Empowerment of Women in Green Industry

Country Report: Peru



PERÚ Ministerio del Ambiente



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List of acronyms and abbreviations

AMEP	Association of Women Entrepreneurs of Peru
APEC	Asia-Pacific Economic Cooperation
APPCACAO	The Peruvian Association of Cacao Producers
CCV	The Vice-Ministerial Coordination Commission
CEDAW	The Convention on the Elimination of all Forms of Discrimination Against Women
CEO	Chief Executive Officer
CONCYTEC	The National Council of Science, Technology and Technological Innovation
CSR	Corporate Social Responsibility
DEVIDA	The National Commission for Development and Life without Drugs
DNA	Deoxyribonucleic Acid
EEWiGI	Economic Empowerment of Women in Green Industry
ENCC	National Strategy before Climate Change
FGDs	Focus Group Discussions
GDP	Gross Domestic Product
GHG	Green House Gas
ICTs	Information and Communication Technologies
INEI	National Institute of Statistics and Information
IOL	Law on Equal Opportunities
IT	Information Technology
KIIs	Key Informant Individual Interviews
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex
MIMP	Ministry of Women and Vulnerable Populations
MINAM	Ministry of the Environment
MSMEs	Micro, Small, and Medium Enterprise
MTPE	Ministry of Labour and Promotion of Employment
NC	National Coordinator
NDC	Nationally Determined Contributions
NEP	The National Energy Plan
NGO	Non-Governmental Organisation
OECD	The Organisation for Economic Co-operation and Development
OWIT	International Organisation of Women in Trade
PAGCC	Action Plan on Gender and Climate Change
PAGE	The Partnership for Action on Green Economy
PCP	Program for Country Partnership
PLANAA	National Plan of Environmental Action
PLANGRACC	The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector
PLANIG	National Gender Equality Plan
PNEF	Plan for Civic Citizen Education and Training
PNIG	National Policy of Equality of Gender
PRODUCE	The Ministry of Production
PROMUDEH	Ministry for the Promotion of Women Affairs and Human Development
PROMPERU	Peru Export and Tourism Board
R & D	Research and Development
SDG	Sustainable Development Goal
SECO	Swiss State Secretariat for Economic Affairs
SENATI	National Industrial Work Training Service

SIA	Sustainable Industrial Areas
SMART	Specific, Measurable, Achievable, Relevant and Timely
SMMEs	Small, Medium and Micro Enterprise
STEM	Science, Technology, Engineering and Mathematics
TVET	Technical Education and Vocational Training
UMEP	Union of Women Entrepreneurs of Peru
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFCCC	United Nations Framework Convention on Climate Change
UNIDO	United Nations Industrial Development Organisation
VAW	Violence Against Women

Glossary

Circular economy: is an alternative to the traditional linear economic model where resources are kept in use for as long as possible, maximum value is extracted from them and waste is relocated from the end of the supply chain to the beginning, giving used materials a new life.¹

Conventional industry: an industry that promotes industrial production at the expense of the environment or at risk of harm to human health. Conventional industry promotes unsustainable patterns of production and consumption i.e. patterns that are resource and energy-inefficient, high carbon intensive, high waste, polluting and unsafe. Conventional industrial activities are not directed towards reducing greenhouse gas emissions and are generally reliant on fossil fuels. Also commonly referred to as “traditional industry,” “non-green” and/or “conventional industry.”

Engendering: refers to the incorporation of gender issues and concerns into a policy’s content.² Engendering applied to assess the quality criteria of policy content includes determining whether a policy aims for gender equality, includes sex-disaggregated data consistently, considers gender differences to create more equality, challenges gender stereotypes and mainstreams gender.³

Feminist policy: prioritises gender equality and enshrines the human rights of women and other traditionally marginalised groups, allocates significant resources to achieve that vision and seeks through its implementation to disrupt patriarchal and male-dominated power structures. Informed by the voices of feminist activists, groups and movements.⁴

Gender equality: refers to “the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men are the same, but rather, the rights, responsibilities and opportunities of women and men will not depend on sex or gender. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women’s issue but should also concern and fully engage men. Equality between women and men is a human rights issue, as well as a precondition for, and indicator of, sustainable people-centred development.”⁵

Gender mainstreaming: the “process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s, as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.”⁶

Green economy: an economy “that ends extreme poverty, improves human well-being and enhances social equity while reducing carbon dependency and ecosystem degradation and furthering sustainable and inclusive growth.” This definition corresponds to the definition of sustainable development and its three dimensions: economic, social and environmental.⁷

Green employment: a labour market in which all employment is decent and in which jobs contribute to a reduction of energy use and raw material consumption, limit greenhouse gas emissions, minimise waste and pollution, protect and restore ecosystems, and enable the adaptation of companies and communities to climate change.⁸

Green industry: an industry that promotes industrial production without expense to the environment or adverse impact on human health. Green industry promotes sustainable patterns of production and consumption i.e., patterns that are resource and energy-efficient, low-car-

1 <https://www.unido.org/unido-circular-economy>.

2 Krizsan, A. & Lombardo, E. (2013). The quality of gender equality policies: A discursive approach. *European Journal of Women’s Studies*, 20(1), 77-92.

3 Druzca, K. and Rodriguez, C.M. (2018). *Feminist policy analysis: implications for the agricultural sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

4 Thompson, L. (2020). *Feminist Foreign Policy: A Framework*. Washington, DC: International Center for Research on Women.

5 UN Women (2012). Gender Equality Glossary. Available online: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=>.

6 This definition follows the UN Economic and Social Council Resolution 1997/2: Agreed Conclusions. See also UN Women: <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>. Cited in GWNET (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.90.

7 Petrović, N. (2016). Women in the Green Economy. *Journal of Women’s Entrepreneurship and Education*, 1-2: 976-110.

8 UNIDO (2016). Practitioner’s Guide to Strategic Green Industrial Policy, Vienna, UNIDO/PAGE.

bon and low waste, non-polluting and safe. Green industry is also related to sustainable industrialisation, an objective of Agenda 2030 as embodied in Sustainable Development Goal (SDG) 9.

Green industrial policy: an industrial policy that is meant to trigger and facilitate structural changes as entailed, or required, both to respond to environmental conditions or situations, and to develop a green, circular economy.⁹

Intersectionality: “a prism for seeing the way in which various forms of inequality often operate together and exacerbate each other”.¹⁰ This includes social variables such as age, ability, indigeneity, ethnicity, language group, religion, education, etc., that typically cause marginalisation from voice and agency in any context.¹¹

Women’s empowerment: is the process by which women who have been denied the ability to make strategic life choices acquire such an ability. The ability to exercise choice incorporates three interrelated dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making as well as less measurable manifestations of agency such as negotiations); and achievements (well-being outcomes).¹²

Women’s economic empowerment: a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.¹³

9 Ibid.

10 Crenshaw, K. (1989). Available online: <https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>.

11 GWNET (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.91.

12 Kabeer, N. (1999). Resources, Agency, Achievements: Reflections on the Measurements of Women’s Empowerment, *Development and Change* Vol. 30.

13 UNIDO (2014). Guide on Gender Mainstreaming Energy and Climate Change Projects, Vienna, UNIDO/UN Women, p.52.



1. Introduction

1.1 Background and rationale

This Peru country report is part of the global joint programme, “Women’s Economic Empowerment in Green Industry” (EEWiGI).

Its purpose is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender into green industry policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industry professionals.¹⁴

The United Nations Industrial Development Organization (UNIDO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) are working together to assess the need for gender-responsive green industrial policy actions in four participating countries: Cambodia, Peru, Senegal and South Africa.

The preparatory assistance project undertaken in 2017¹⁵ has led to a fully-fledged project to advise the ministries responsible for industry and women’s affairs; private sector associations and business on the design and implementation of gender-responsive green industrial policies. This country report for Peru is a component of Output 1.1. of Phase I of EEWiGI (see Figure 1.1).

See Figure 1.1 for output 1.1 within the EEWiGI framework.

Figure 1.1: Output 1.1. within the EEWiGI framework



14 UNIDO and UN Women (2019). Global Programme: Economic Empowerment of Women in Green Industry Phase 1: Policy Prioritisation, pp 1-21.

15 UNIDO (2019). The Economic Empowerment of Women in Green Industry: A Synthesis Report. Unpublished, pp 1-82.

1.2 Project objectives and expected outcomes

The objective of the project is to initiate a significant push to improve the representation of women as leaders, entrepreneurs and industry professionals. Ultimately, the desired outcome is to prepare the ground for the advancement of gender equality and green industrialisation, in accordance with the SDGs, in four participating countries: Cambodia, Peru, Senegal and South Africa.

To this end, the Peru project has conducted a detailed review, in order to identify needs, gaps and barriers to achieving higher levels of women as leaders, entrepreneurs and industry professionals. The project also identifies possible barriers to enhanced gender-responsive policy development in green industry.

This report aims to provide policymakers and practitioners with an evidence-base that will enable them to:

1. Establish and implement a policy framework to better integrate gender equality into green industry policies;
2. Formulate new, or reformulate existing, gender-responsive green industry policies and adopt them; and
3. Facilitate efforts to prioritise areas for workplan development.

In order to attain these objectives, the project undertakes further national gender and green industry diagnostics, technical assessments and policy analyses for evidence-based policymaking, including:

1. *Assessment of opportunities, constraints and possible measures to increase the representation of women leaders in green industry and green entrepreneurship*, including:
 - General research on the opportunities and synergies between green industry and gender mainstreaming; and
 - Detailed review of current green industry gender mainstreaming action plans.
2. *Identification of recommendations and specific measures to redress gender imbalances in selected industrial sub-sectors where women have high impact*, including:
 - Identifying the needs of women development schemes;
 - Identifying the needs of government, civil society and private sector stakeholder's capacity building; and
 - Identifying accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives.
3. *Study of constraints to entrepreneurship development; analysing formal and informal institutional barriers to female entrepreneurship*, including:
 - Analysis of institutional, cultural and societal inequalities.

1.3 Introducing Peru as a target country

The government of Peru is firmly committed to gender equality and women's economic empowerment as part of its social inclusion policy.

In 1995, Peru signed the Beijing Platform for Action. In 1996, the Peruvian State, through Legislative Decree No. 866, passed the Law for the Organisation and Functions of the Ministry for the Promotion of Women Affairs and Human Development (PROMUDEH). PROMUDEH is the governing body responsible for the "Promotion and development of women and family; the general population and minors at risk."¹⁶ PROMUDEH has led efforts to gender mainstream government policies aimed at gender equality and the empowerment of women.

Subsequently, the National Plan for Equal Opportunities for Women and Men, 2000-2005 (Decree No. 001-2000-PROMUDEH) and the National Plan for Equal Opportunities for Women and Men, 2006-2010 (Supreme Decree No. 009-2005-MIMDES) were established. On 16 March 2007, the Peruvian Congress approved the Equal Opportunities Act, Law N° 28983. This law was aimed at "establishing the regulatory, institutional and public policy framework at national, regional and local levels; to ensure women and men exercise their rights to equality, dignity, free development, well-being and autonomy; preventing discrimination in all spheres of their public and private lives; and establishing full equality."¹⁷

Decree No. 1098, dated 23 January 2012, approved the Law for the Organisation and Functions of the Ministry of Women Affairs and Vulnerable Populations (MIMP). MIMP also became the governing body of national and sectorial policies on women; and the promotion and protection of vulnerable populations. The MIMP is divided into two offices: the Office of the Vice Minister for Women; and the Office of the Vice Minister for Vulnerable Populations. The Vice Minister for Women oversees three directorates: gender equality and non-discrimination; gender mainstreaming; and gender-based violence.

Moreover:

- The General Directorate for Gender Equality and Non-discrimination regulates, coordinates, and monitors public policies and programs on gender equality and non-discrimination, women's rights, and women's economic autonomy;
- The General Directorate for Gender Mainstreaming leads intergovernmental, regional and local government coordination of gender mainstreaming;

¹⁶ Article 2, Dec. Leg. N° 866. Law of Organization and Functions of the Ministry for the Promotion of Women and Human Development (PROMUDEH).

¹⁷ Peruvian Congress, "Equal Opportunities Act", Law 28983 on 16 March 2007.

- The General Directorate for Gender-based Violence, MIMP's largest program, has rolled out a nationwide network of emergency centres, as well as a national hotline system for women facing gender-based violence. The General Directorate is in charge of directing, coordinating, controlling and evaluating the management of public policies for the prevention, care, punishment and eradication of all forms of gender-based violence (physical, psychological, sexual, or economic) in all spaces (interpersonal relationships, the family, the community and/or the State); and
- The National Program for the prevention and eradication of violence against women and members of the family group - AURORA, is an executing unit of the MIMP. Its purpose is to provide specialised services for the prevention of violence against women, family and people affected by sexual violence; as well as to oversee the care and protection of victims. It is part of the Vice-Ministerial Office for Women.

Other initiatives demonstrating the government commitment to gender equality and women's economic empowerment include: women and land ownership, both urban and rural; streamlined conditions for registering a business and accessing finance; and programs to address the devastating consequences of domestic violence (Figure 1.1).

Figure 1.1: Peruvian government strategy on gender mainstreaming and women's economic empowerment¹⁸

Minimum marriage age: the legal age to get married is 18 for both women and men (Código Civil, art. 241). This can be reduced to 16 with parental consent and the approval of a judge (art. 244). A National Plan of Action for Children and Adolescents, 2012-2021 was adopted in 2012. The Ministry of Women and Vulnerable People (MIMP) is responsible for its implementation. The plan lists reducing teenage pregnancy and increasing school attendance among its key goals, but does not directly mention early marriage.

Household responsibilities: the same rights are given to married men and women to be the head of a household and to choose where to live (Código Civil, art. 290). The law does not require a married woman to obey her husband and recognises husband and wife as equals. The Civil Code - same as above - (art. 660) guarantees men and women the same right to inherit assets. Men and women also have the same right to make a will (art. 686).

Gender-based violence: Peru signed the Belém do Pará Convention in 1995. However, there is no comprehensive legislative framework on the prevention of violence against women (VAW). Three different legislations that address aspects of VAW, include: Law N° 26260/1997 against domestic violence, Law N° 27942/2003 against sexual harassment, and the Law N° 29819/2012 that incorporates femicide into the penal code. The Ministry of Women and Vulnerable People (MIMP) is responsible for monitoring these legislations and has published two National Action Plans on the Prevention of Violence Against Women which run 2009-2015 and 2016-2021. Moreover, a National Plan for Gender Equality was in place 2012-2017. The most recent plan on the Prevention of VAW 2016-2021 focuses on two core objectives: to transform the socio-cultural causes of violence and to guarantee access to relevant services for women who have been the victims of violence.

Women are guaranteed the same rights as men to access lands and other assets by the Constitution (art. 2, 5, 70) and Law N° 24656/1987 on the autonomy of peasant communities to organise and cultivate their lands.

Access to finance: women and men have the same rights to open a bank account and obtain credit. The Civil Code of 1984 grants women legal majority and equal civil rights with men (art. 4). Women do not require the signature of their husband or a male relative to access or administrate financial resources. Similar to land titling, one of the barriers to access financial resources is the lack of identity documents and the low literacy rates in rural areas.

Equal labour rights: these are guaranteed by the Constitution (art. 26), the Law N° 26.772/1997 against discriminatory practices, and Law N° 28.983/2007 on equality of opportunities. The Law N° 28.983/2007 (art. 1) stipulates that access to employment and education opportunities cannot contain elements of discrimination or dispositions that would prevent equal opportunities.

Workplace equality: the law N° 28.983/2007 and the decisions N° 0020-2012-PI/TC, 12, 16, 18 and N° 00018-2013-P/TC, 84 and 88 of the Constitutional Court mandate equal remuneration for work of equal value. Furthermore, Peru is a signatory of the following ILO Conventions: C100 – Equal Remuneration, C111 – Discrimination, and C156 – Workers with Family Responsibilities (ILO, Normlex, Country Profiles). The Law N° 26.644/1996 mandates 12 weeks of paid maternity leave and an entitlement of 100% of their salary paid in social benefits. Pregnant women are protected from unfair dismissal and guaranteed that they can return to their position after maternity leave. Fathers are entitled to 4 days paternity leave, with 100% of their salary paid in social benefits (law N° 29.409/2009). Finally, the Law N° 26.772/1997 against discriminatory practices fines companies if found to discriminate against their employees on the basis of their sex or gender. The law is enforced by the Ministry of Labour (Congreso de la República, InformeTemáticoN°43/2015-2016).

Unpaid work: the Peruvian government increasingly recognises that the unequal division of household responsibilities and insufficient care services for children and the elderly are a barrier for women's workforce participation. For example, the Ministry of Labour and Promotion of Employment (MTPE) is implementing two initiatives promoting work-life balance. Firstly, it developed the Guide of Good Practices in Reconciling Work and Family and Personal Life, which promotes legislation alongside voluntary agreements and practices to create work-life balance and improve productivity. Secondly, the ministry offers training for employers in innovation and technology, to support teleworking initiatives.

Political rights: gender quotas have been incorporated into the Peruvian national electoral legislation since 1997. The 2000 national election was conducted with one national constituency. In addition, the 25% quota provision was almost met; 21.7% of elected candidates were women, up from 10.8% in the 1995 election. During the 2001 national election, the country was divided into electoral districts and the number of women elected dropped to 18.3%. During the 2006 election, women's representation increased and the new 30% quota provision was almost met. In 2019, new legislation has established, that this quota will be increased to 40% for the 2021 General Elections of 2021. This quota will increase 5% for the following elections until gender parity is reached: 45% in 2026 and 50% in 2031. On 14 June 2020, the Peruvian Congress approved a gender equality policy for election lists, to be effective at the next presidential polling in 2021. The Constitution and Regulations Commission and Women and Family Committees developed the bill; which states that either the president or the vice-president must be female.

¹⁸ SIGI, (2019). <https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/PE.pdf>.

On 4 April 2019, the Peruvian government's Women & Vulnerable Population Groups Ministry (MIMP) published its National Gender Equality Policy¹⁹ to tackle the causes and effects of structural discrimination against women; in compliance with international obligations on human rights. These policies are implemented via the National Agreement²⁰ and the National Development Strategic Plan of Peru 2030²¹. In addition, the policy entered into force immediately and is mandatory for all public administration bodies. The MIMP will lead and manage oversight and evaluation. The policy has the following strategic goals in order to eliminate structural discrimination:

- Reduce violence against women;
- Guarantee the exercise of women's sexual and reproductive health rights;
- Guarantee the access of and participation by women in decision-making;
- Guarantee the exercise of women's economic and social rights;
- Reduce institutional barriers that block equality in public and private spheres between women and men; and
- Reduce discriminatory socio-cultural patterns.

The policy aims to reach and reduce structural discrimination against women through the following targets:

- Reduce the rates at which wider society tolerates the violence ;
- Apply gender mainstreaming practices to the institutional structures of all government ministries;
- Reduce the annual rate of women who are victims of intimate partner violence to 2.4%;
- Increase the representation of women in Congress to 40%, and the level of representation of women as mayors to 2%; and
- Increase the rate of income equality between women and men to 86.8%.

In addition, a monitoring process was established by Supreme Decree N° 002-2020 -MIMP²² of the Multisectoral Strategic Plan for Gender Equality which is within the framework of the National Policy on Gender Equality .

Despite the aforementioned policies; women in Peru continue to face blocks and challenges in accessing education, work, entrepreneurship and leadership opportunities in green industry.²³ The majority of businesses in Peru, particularly those owned by women, are informal. As a result, these businesses are nominally engaged with the legal requirements of registration, regulation, and taxation; and employ few people. Most woman-led businesses remain in the informal economy or remain a micro-enterprise. According to the Peru National Survey of Businesses 2015 INEI,²⁴ women represent only 33% of personnel employed in businesses and only 28% of businesses are led by women. Furthermore, women are heavily concentrated in micro and small businesses. The reasons why women are overrepresented in the informal sector and are more likely to remain there, is increasingly a matter of public discussion in Peru.

In 2014, APEC's Women's Entrepreneurship initiative created a profile for Peru that illustrates the range of networks and associations available to women business owners. Examples of networking opportunities that are available to woman-owned enterprises and companies of all sizes include:²⁵

- *WEConnect International's* national chapter in Peru connects women entrepreneurs to major global corporations seeking to diversify their supplier base. As of 2015, WEConnect Peru had worked with over 400 women entrepreneurs and certified at least 83 women-owned businesses. WEConnect Peru holds regular training and networking events for women entrepreneurs;
- *Association of Women Entrepreneurs of Peru (AMEP)* founded in 2009, AMEP advocates for policies that promote equal opportunities for men and women in business, including equal pay. AMEP provides entrepreneurs with business-skills training and has partnered with WEConnect and the Chamber of Commerce of Lima on a series of Women in Business Roundtables in Lima; and
- *International Organisation of Women in Trade—Peru (OWIT-Peru)*, is a chapter of OWIT International. It brings together over 200 women entrepreneurs, executives and professionals of women-owned businesses in Peru. Established in 1998, OWIT Peru offers networking opportunities, training, conferences, and professional development workshops as well as mentoring opportunities with experienced professionals. Women must apply and go through a selection process to join.

The economy of Peru remains highly dependent on its natural resources. Therefore, the importance of a transition to a green economy is clear. Peru has experienced a decade of economic prosperity, predominately driven by raw material exports. This includes trade in fisheries, mining and agriculture.²⁶

It is important to consider the intersectionality of various characteristics and identities beyond gender. Ethnicity, age, and socio-economic background also contribute to inequality between women and men. Current statistics on the participation of women in these specific sectors are scarce. However, the Peruvian labour force participation rate of women is 69.9%, whilst that of men is 84.7%.²⁷ Women across all sectors experience lower wages, less employment and less training rates. Women are also less likely to be promoted to management positions. Socially constructed gender roles and the gendered division of labour are embedded in the cultures and traditions of Peru and will take a sustained efforts to change over time. Hence, in order to increase women's participation in green industry, the systems and behaviours be-

19 Supreme Decree No. 008-2019-MIMP (04/04/2019).

20 The National Agreement is a forum that prepares and approves guidelines on State policies based on dialogue and agreement between the three levels of government and the political and social institutions of Peru. The agreement was signed on July 22, 2002.

21 Directive N° 001-2017-CEPLAN / PCD.

22 Supreme Decree No. 002-2020-MIMP March 7, 2020.

23 Nathan Associates Inc., (2016). Women's economic participation in Peru.

24 https://www.inei.gob.pe/media/MenuRecursivo/publicaciones_digitales/Est/Lib1430/index.html.

25 Nathan Associates Inc., (2016). Women's economic participation in Peru.

26 Ibid.

27 UNDP (2019). Human Development Report 2019.

hind intersecting inequalities must be addressed. Indeed, they must be systematically deconstructed, if we are to achieve a balanced and just green economy.

“Green industry” incorporates many traditional sectors that mainstream environmental and social factors into their operations; from agriculture and energy to waste management and tourism. Data on the synergies between women’s economic empowerment and the advancement of green industry is lacking. This report contributes to addressing this gap by providing insights into the factors that affect the levels of women participating fully in the emerging green industry. According to representatives from the Ministry of Women and Vulnerable Populations, Ministry of Production, and Ministry of the Environment, the following sectors are particularly relevant to progressing towards gender quality in green industry in Peru:

- Textile industries (sub-sectors: tanneries for leather and footwear industry);
- Agro-foods (sub-sectors: coffee and cocoa); and
- Waste management (sub-sector: waste recycling).

The analysis used and evaluated each sector and sub-sector through points matrix based on the following five criteria :

- 1) Gender mainstreaming and presence of women;
- 2) Market size and potential;
- 3) Entrepreneurship;
- 4) Environmental consciousness of sector players; and
- 5) Potential synergies with PCP projects.

Each sub-sector was rated based on the indicators of each aspect. The sub-sectors with the highest score were selected. The selection matrix can be found in Appendix 1.

See Table 1.1 for sectors and sub-sectors examined

Table 1.1: Sectors and sub-sectors examined

Sectors	Sub-sectors
Textiles	Tanneries for leather and footwear industries
Agro-foods	Coffee and cocoa
Waste management	Waste recycling

The impact of COVID-19 on women’s economic empowerment in green industry in Peru

Women around the world earn less, save less, hold less secure jobs, are more likely to be employed in the informal sector. Women have fewer resources to overcome economic shocks than men.²⁸ Women are disproportionately affected because they are overrepresented in precarious employment, including in the informal sector, where their benefits and protection are inadequate or lacking. COVID-19 has major impacts on women across entire supply chains, including – executives of large firms, women working in the service sector, women who own or work in small and medium-sized enterprises (SMEs); women in manufacturing, including the informal sector and women migrant workers. This is also accentuated by the unequal division of unpaid care and domestic work at home due to gendered social expectations, which limit women’s livelihoods.²⁹ Young women entrepreneurs are particularly vulnerable to ruptures to their local and national supply chains. Many depend on their daily income from street and market businesses from catering and retail to tailoring and beauty products. Most of these businesses are due to lockdown measures, which drastically affect cash flow and income to young entrepreneurs and their dependents.³⁰

Despite these challenges, the COVID-19 crisis also offers unique opportunities to empower women and bring transformative changes to address longstanding climate, social and environmental issues and inequalities, which contributed to the devastation of this pandemic. Prioritising women and equal economic recovery is not only ethical; it is also economically imperative. Women have long been seen as critical agents of post-crisis recovery; investing in gender equality has the potential to stimulate the economy and reverse global wealth losses.³¹ Additionally, gender mainstreaming needs to be prioritised in all sectors to both help women entrepreneurs start green businesses and sustain their businesses. As green industry is new, innovative and part of a growing market pushed by a more conscious consumer, it offers many opportunities for women. In support of a “just transition” for Peru, this report highlights the various gaps and opportunities for women’s economic empowerment in green industry and recommendations for the design and implementation of policies and strategies that advance gender equality.

The report is structured as follows:

- Conceptual and analytical frameworks;
- Data collection methods;
- Policy review and analyses;

²⁸ United Nations (2020). Policy Brief: The Impact of COVID-19 on Women.

²⁹ Ibid.

³⁰ <https://plan-international.org/blog/2020/06/economic-impacts-covid-19-girls-and-women>.

³¹ CARE (2020). COVID-19 Condemns Millions of Women to Poverty, When They Could be a Solution to Prosperity.

- Assessing women's engagement as entrepreneurs and professionals in green industries;
- Barriers;
- Opportunities;
- Recommendations for closing gender and green industry gaps; and
- Conclusion.

A person is shown in profile, writing on a whiteboard with a blue marker. The whiteboard is covered with numerous colorful sticky notes (yellow, green, pink, blue) arranged in a grid-like pattern. The scene is dimly lit, with a blue tint. The person is wearing a striped shirt. The background is a plain white wall.

2. Conceptual and analytical frameworks

2.1 Understanding the problem in question

The Economic Empowerment of Women in Green Industry (EeWiGI) programme contributes towards the 2030 Agenda for Sustainable Development by championing the Sustainable Development Goals (SDGs), in particular: Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5).³² It also contributes to a lesser extent to Decent Work and Economic Growth (SDG 8) and Responsible Consumption and Production (SDG 12).

The impact of the consequences of climate change and environmental degradation are gender specific, for example with regards to loss of livelihood. Notably, the exploitation of natural resources further exacerbates existing gender inequalities and social vulnerabilities. Transitioning to green industry and economies contributes towards a future that is more environmentally sustainable by introducing science-based responses to climate change and facilitating systematic socio-political transformation.

Transitioning to sustainable industrialisation and global gender equality requires inter-related action and coordination among diverse policy stakeholders. At present, the implementation of the Peru gender-responsive green industry policy is a joint effort between Ministry of Environment, Ministry of Production (PRODUCE) and Ministry of Women and Vulnerable Populations. Together they aim to mainstream gender issues into industrial policies, strategies and action plans. Together they coordinate gender mainstreaming into industrial policies, strategies and action plans. For these ministries to create relevant and meaningful policies to integrate gender equity into green industrial issues; research studies and statistics are needed on the gender-specific realities of women working as entrepreneurs and professionals in green industry in low- and middle-income countries.

This project aims to address the gap in available research by providing an empirical baseline of gender-specific barriers and opportunities for women working as entrepreneurs and professionals in green industry in Cambodia, Peru, Senegal and South Africa. Studies conducted within the project will look into possibilities to meet the dual needs of alleviating environmental threats, whilst realising women's potential in green industry, green economy and entrepreneurship. The findings in this report will be available to policymakers and practitioners as a baseline to inform the effective development of gender-responsive green industrial policy in the future.

2.2 Research questions

In alignment with the aims and objectives of the broader EeWiGI project, this study addresses two main research questions:

- (1) What are the country specific needs, opportunities, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry:
 - As industry professionals?
 - As entrepreneurs?
- (2) How should countries develop or revise existing gender-responsive green industrial policies?

Alongside these main research questions; the analysis considered the following sub-questions in developing a suitable methodology, collecting data and reviewing policies. Therefore, the following elements also contributed to a holistic understanding of green industry, green economy and entrepreneurship:

- Are current policies delivering results in line with the promises on which they were initially formulated?
- Are current green industry policies gender-responsive?
- Are the policies having a positive/negative impact on women and/or their relations with others?
- Which policies are hindering gender equality and the inclusion of women?
- Which policies are helping? How are these implemented?

The conceptual and analytical frameworks applied in the study were designed with these research questions in mind. A conceptual framework on women's economic empowerment was used to understand the root causes of barriers and gaps in gender equality in green industry; both for women entrepreneurs and women working as professionals in green industry.

2.3 Conceptual framework addressing research question 1: conceptualising women's economic empowerment

The project defines women's economic empowerment as the combination of women's ability to succeed and advance economically alongside the power to make and act on economic decisions. To succeed and advance economically, women need skills and resources to compete in markets; as well as fair and equal access to economic institutions. In order to have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions; and control resources and profits.³³

³² SDG 9: to 'build resilient infrastructure, promote inclusive and sustainable industrialization' and SDG 5: to achieve "gender equality and empower all women and girls".

³³ Ibid.

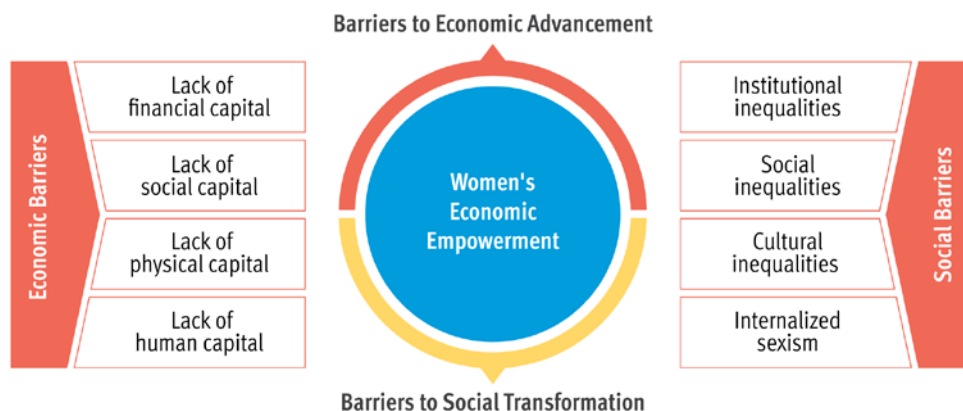
Taking these definitions as a starting point, the project conceptualises women’s economic empowerment as requiring advancement and transformation:

- Advancement: includes increased resources, income, employment, human capital (education, skills, training), financial capital (loans, savings), social capital (networks, relationships, mentors), and physical capital (land, machinery, tools and inventory); and
- Transformation: necessitates women having the power and agency to make decisions over control and use of newly gained skills and resources.

Advancement and transformation require the disruption of accepted social norms and structural gender constructs.³⁴

See Figure 2.1: Study’s conceptualisation of women’s economic empowerment.

Figure 2.1: Study’s conceptualisation of Women’s Economic Empowerment



In order to understand women’s economic advancement and economic transformation in green industry, this report analyses gendered norms, power relations and inequalities in the overlapping spheres of agency, structures and relationships (Figure 2.2).

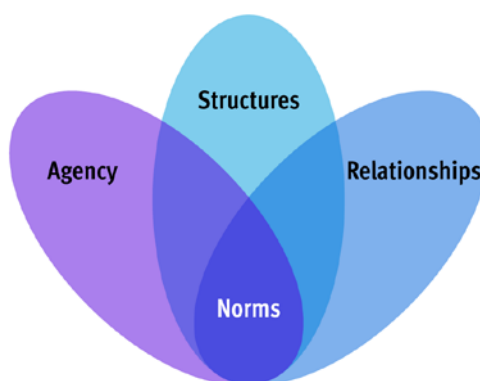
Empowerment requires:

- Agency: the ability to make choices and act upon them. This is similar to autonomy but more comprehensive;
- Structures: processes to enable change rather than resist change. This is also known as an enabling environment; and
- Equal relationships: assurance that power does not corrupt, exploit or block access to opportunities.

This conceptual framework facilitates an analysis of the institutional, cultural and societal inequalities causing barriers to women’s economic advancements. These concepts also guide the transformation required to enable positive change towards gender equality. Approaching women’s economic empowerment through this conceptual framework will enable policymakers and practitioners to better understand and identify the pathways to advancing gender equality and improving the leadership and participation of women as entrepreneurs and industry professionals in green industry in Cambodia, Peru, Senegal and South Africa, in line with the SDGs.

See Figure 2.2 for the relationship between norms and empowerment.

Figure 2.2: Relationship between norms and empowerment



³⁴ GWNEN (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.52.

2.4 Conceptual framework addressing research question 2: towards a gender-responsive green industrial policy framework

The purpose of EEWiGI is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industry policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industrial professionals. Based on the study's conceptualisation of women's economic empowerment applied in this project, gender-responsive green industrial policies must work to address both advancement and transformation.

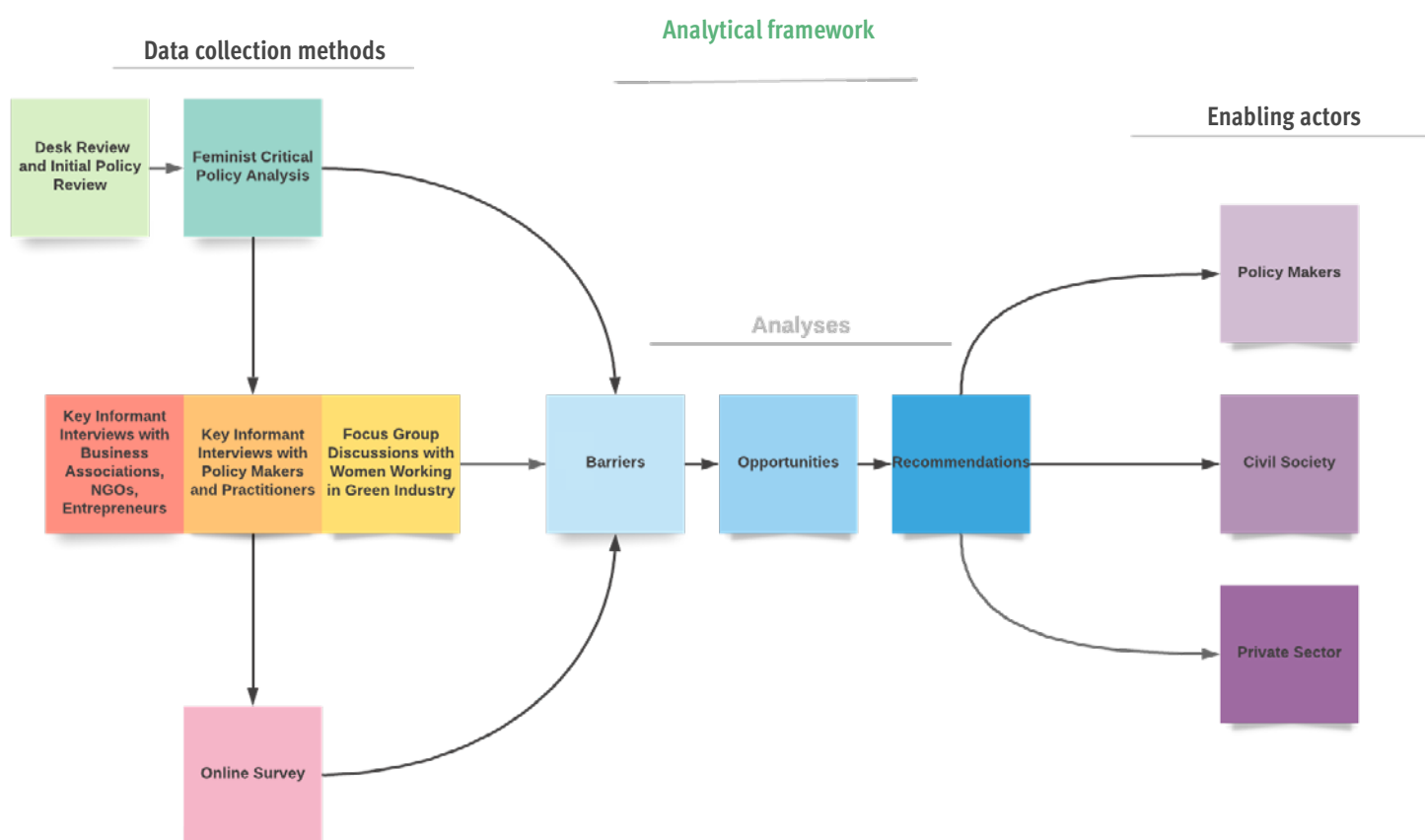
The qualitative and quantitative components of the study reveal key factors underpinning the barriers and opportunities women face in accessing economic empowerment in green industry. These findings, combined with critical feminist criteria, form the framework to assess the gender-responsiveness of current policies and their contents; policy process and adaptation. Furthermore, these policies will be evaluated on their commitments to gender equality.

2.5 Analytical framework

An overview of the applied analytical framework and data collection methods used in the study is covered in Figure 2.3.

See Figure 2.3 for the analytical framework of the study.

Figure 2.3: Analytical framework



A large stack of papers, some with yellow tabs, is shown against a light blue background. A magnifying glass is positioned in the lower right corner, focusing on the papers. The entire image has a light blue overlay.

3. Data collection methods

3.1 Research design

The process began with a preparatory assistance project, undertaken by UNIDO and UN Women in Cambodia, Peru, South Africa and Senegal in 2017. The objectives of this phase were to gain a better understanding of the challenges facing governments in coordinating gender-responsive green industry policy and identify the needs of female entrepreneurs in business development. The methodology of this research was shaped by the findings of the preparatory phase and inputs from UNIDO and UN Women staff in 2019-2020.

A mixed-methods approach has been applied, which combines qualitative and quantitative data collection methods. The research was collected in four phases:

- i. Phase 1: desk review and initial policy review;
- ii. Phase 2: feminist critical policy analysis;
- iii. Phase 3: qualitative data collection in the form of key informant individual interviews (KIIs) and focus group discussions; and
- iv. Phase 4: quantitative data collection in the form of an online survey.

The data collection phase took place in January-February 2020, the data cleaning, translation and analysis in February - April 2020 and the finalisation of individual country reports and a single synthesis report in April - July 2020.

In each of the four countries – Peru, Cambodia, South Africa and Senegal - key informant individual interviews took place in the capital cities (Lima, Phnom Penh, Pretoria and Dakar). In addition, focus group discussions took place in areas outside of the capitals (except Cambodia). Through this approach, it was possible to capture the heterogeneity of the baseline context for green industry and women's economic empowerment in each country.

3.2 Desk review and initial policy review

A desk review of current policies and projects was conducted with two components: one component focused on existing policies and projects promoting the advancement of green industry; the other component focused on the baseline situation in each country vis-à-vis women's economic empowerment. The desk review also identified research on successful women entrepreneurs operating in the green sector in each country.

The desk review and initial policy review served the following purposes:

- (1) Providing context for feminist critical policy analysis by presenting an overview of policies aimed at empowering women in each country, thereby identifying overlaps with green industry policy;
- (2) Building a network based on the case studies of successful women in green industry;
- (3) Identifying relevant gender and green industry policies that could be reviewed in-depth using the critical feminist policy analysis; and
- (4) Informing the development of qualitative and quantitative tools by identifying key themes to be explored further in key informant individual interviews and focus group discussions.

3.3 Feminist critical policy analysis

The feminist critical policy analysis exposes gender inequalities and power relations embedded in the policies of each country with the objective of addressing gender bias in existing and future policies (McPhail, 2003).

The feminist critical policy analysis herein is based on the works of Kanenberg et al. (2019),³⁵ Druzca and Rodriguez (2018),³⁶ Krizsan and Lombardo (2013)³⁷ and McPhail (2003).³⁸ The analysis is based on three steps: policy selection, assessment I and assessment II.

Policy selection criteria: a maximum of 10 policies were selected in consultation with the project's national coordinator (NC), national focal points and the respective UNIDO Country Representative; based on their relevancy to at least one of the following tiers:

- Tier 1: national laws, policies and strategies with “green”, “green industry”, “green economy”, “green jobs”, “entrepreneurship”, “low carbon”, identified in the title;
- Tier 2: national laws, policies and strategies that specifically address the sectors and sub-sectors identified and prioritised in this project in the title;
- Tier 3: national laws, policies and strategies with “climate change”, “adaptation”, and/or “environment” identified in the title, or “sustainable development”, “circular economy”, or “bio economy” and/or other type of green industry sector; and/ or
- Tier 4: national laws, policies and strategies related to general industrial development and growth.

After the final list of policies was selected, three assessments were conducted.

35 Kanenberg, H. and Leal, R. (2019). Revising McPhail's Feminist Policy Analysis Framework. *Advances In Social Work*, 19(1), 1-22.

36 Druzca, K. and Rodriguez, C.M. (2018). *Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

37 Krizsan, A. and Lombardo, E. (2013). The Quality of Gender Equality Policies: A Discursive Approach. *European Journal of Women's Studies*. Vol 20, Issue 1: 77 – 92.

38 McPhail, B. (2003). A Feminist Policy Analysis Framework. *The Social Policy Journal*, (2), 39-61.

Assessment I

The first assessment³⁹ depicted in Table 3.1, is an index for assessing the quality of policies using a ranking system. For each of the seven quality criteria categories, the research questions are scored on a scale of 0-1, whereby:

- 1 indicates that the criteria are met;
- 0.5 indicates that the policy meets the criteria to a certain extent; and
- 0 indicates that the policy poorly meets the criteria.

The first assessment used seven different criteria categories:

- (1) Gendering of the policy;
- (2) Structural understanding of gender equality;
- (3) Intersectionality;
- (4) Women’s empowerment;
- (5) Incremental transformation;
- (6) Gender responsiveness; and
- (7) International and regional contextualisation.

Regarding the quality criteria categories, note that:

- Quality criteria categories 1-3 focus on policy content;
- Quality criteria categories 4-5 focus on the process to ensure women’s participation and inclusion in the policy-making process; and
- Quality criteria categories 6-7 focus on the intersection of gender and green industry policies, and on how the national policies relate to regional and international gender frameworks.

Table 3.1: Feminist policy analysis criteria and research questions

Quality criteria categories	Research questions
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy consistently include sex-disaggregated data? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being an add-on to a separate section)?
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider structural factors that impact gender equality? Examples include historical, legal, socio-cultural, economic and political factors.
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (see definition of intersectionality in glossary).
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment to increase women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?
5. Incremental transformation (policy process)	5.1. Does the policy build on national previous gender-equality achievements/policies?
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs and women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?
7. Regional and international contextualisation (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments to safeguard women’s rights? ⁴⁰

39 The criteria and research questions for the first exercise are adapted from: Drucza, K. and Rodriguez, C.M. (2018). *Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

40 Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

The second assessment in the feminist critical policy analysis assesses the quality of the policy's conclusions on specific gender planning targets/commitments/indicators and/or "next steps". In order to ensure the accountability of gender targets/plans, these findings are rated based on the following criteria:

- (0) = No mention of gender in the conclusion;
- (1) = Irrelevant/tokenistic conclusion;
- (2) = Has some sex but not gender conclusions;⁴¹
- (3) = Has some gender conclusions but basic or unhelpful; or
- (4) = Highly relevant gender-aware conclusion.

Lastly, the policies were assessed based on their level of implementation to date, as of April 2020. The results of the critical feminist policy analysis are presented further in detail in Section 4 of this report.

3.4 Key informant individual interviews

The two target groups for the Key Informant Individual Interviews (KIIs) were policymakers and practitioners (KII Type 1 – government actors) and entrepreneurs, members and/or leaders of a business organisation, NGO leader/management, or other persons of influence in green industry (KII Type 2 – business actors). KIIs with policymakers and practitioners were conducted to develop an in-depth understanding of government priorities, interests and incentives in the green economy, including current competing priorities and its effects of current policies on gender issues. The aim of KIIs with members and/or leaders in the industry was to understand specific barriers and constraints faced by women entrepreneurs, businesses, NGO and community leaders and influencers; and identify ways to change policies to better support women entrepreneurs.

In total, 31 interviews were conducted in total. 16 of these were interviews with industry professionals and entrepreneurs, while 15 interviews were with policymakers and practitioners. The sample represents a cross-section of leaders in green industry. It included heads and deputy heads of departments, facilitators of green industry sector networks, entrepreneurs, business owners and employees. Respondents were enthusiastic and engaged. They answered questions in full and provided deep insight into the subject matter.

3.5 Focus group discussions

Two focus group discussions were held with 13 women working in green industry in a professional role. The purpose of these FGDs was to get a more in-depth understanding of issues identified in the KIIs (e.g., specific barriers and constraints faced by women working in green industry). The full sample details are listed in Table 3.2.

Focus group participants: during the interview process, the team identified stakeholders that had contact with women participants in green industry sub-sectors selected for the study. These stakeholders supported the team and organised the participation of women in the FGDs.

The following FGDs were conducted in Peru:

- FGD1, MINAM (Lima): the participants were women who worked in the eco and bio-business sector. 34 women were identified to participate through a MINAM database and relevant contacts from the researchers;
- FGD 2, Sinba⁴² (Transforming food waste into social and environmental impact) workers in waste management (Villa el Salvador): the participants were invited by Sinba, a green business dedicated to recycling organic waste produced by restaurants. 9 participants were invited, including factory operators, managers and representatives of local recycling associations;
- FGD3, Arequipa Chamber of Commerce (Arequipa): the participants were women that worked in different sectors in Arequipa, including textiles, jewellery, construction and services. More than 30 women were invited by the Arequipa Chamber of Commerce; and
- FGD4 and FGD5, San Ignacio de Loyola University (Cuzco): the participants were women that worked in green companies in different sectors, including textiles, food, jewellery, education, and services. More than 50 women were invited by the university to participate in two FGDs.

See Table 3.2. for a detailed list of data samples.

⁴¹ "Sex" includes reference to "women" or "men". "Gender" refers to the relations, social norms and power dynamics between "women" and "men".

⁴² "Sinba" is short for "sin basura", meaning "without waste" in Spanish.

Table 3.2: Sample by instrument type

Instrument type	Total number of participants	Disaggregation
Key informant interviews: policymakers and practitioners	15	8 women, 7 men
Key informant interviews: business associations, NGOs, Entrepreneurs	16	12 women, 4 men
Focus group discussions	5 FGDs	FGD 1- 34 women Location: Lima FGD 2- 9 women Location: Lima FGD 3- 30+ women Location: Arequipa FGD 4- 25+ women Location: Cuzco FGD 5- 25+ women Location: Cuzco
Online surveys	42	26 women green entrepreneurs 16 women conventional entrepreneurs

3.6 Online surveys

The last data collection method was the quantitative online survey, which was sent to women entrepreneurs in both green and conventional industry through the online platform SoGo Survey. The survey identified opportunities and challenges faced by women entrepreneurs in the green industry, and how these overlap with or differ from women entrepreneurs outside the green industry. The results of the survey were used to analyse the current situation experienced by women entrepreneurs in and outside green industry in each country. The survey included information on the type of enterprise (size, sector, number of employees, years in operation), linkage to green industry; identified opportunities; and constraints.

A total of 42 women entrepreneurs completed the survey. Of these, 26 were from green industry and 16 were from conventional industry.

3.7 Research limitations

Despite the best efforts of all contributors, the project has faced the following research limitations:

1. **Lack of clarity on the term “green industry”:** since the green industry is a new concept, there is a lack of clarity about the concept and what businesses require to be considered within the term “green”. Hence, it was difficult to segregate the sectors and sub-sectors into “green” versus “conventional”/ “non-green” industry.
2. **Recruitment of key informants:** the recruitment of the key informants started at the end of December 2019. Due to the Christmas and New Year holidays, it was difficult to recruit participants. For example, it was difficult to schedule interviews in January 2020 because either the key informants were still on leave or busy catching up on their work schedule.

The key informant individual interviews were mostly conducted in the capital cities. The inclusion of women entrepreneurs and policy influencers from other cities would have provided useful viewpoints.

3.8 Research strengths and advantages

1. **A novel initiative:** this research is the first of its kind to investigate women’s economic empowerment in green industry; as both entrepreneurs and industry professionals.
2. **Research across the globe:** the research has produced an impressive international dataset, with qualitative and quantitative data gathered in 4 countries on 3 different continents.
3. **Robust, gender-responsive policy analyses:** the bespoke feminist critical policy analyses used in the study is an innovation in international development research. While there are several policies in the country on climate change and sustainable development; the extent to which these policies have been gender mainstreamed was previously unknown. Our analyses create a way forward for

policies in this area to be revisited and strengthened based on their gender-responsive content and commitments.

4. ***Involvement at the policy level:*** government stakeholders and policymakers are involved from the inception phase in evaluating the research findings.
5. ***Bottom-up approach:*** the study used a bottom-up approach to elicit the perceptions and everyday challenges of green industry women entrepreneurs and professionals. The data they shared will be used as a baseline and facilitate the design and revision of green industry policies according to the needs and priorities identified.
6. ***Bridging the green industry knowledge gap:*** the study revealed a persistent knowledge gap of existing green industry policies in the country among entrepreneurs, professionals and policymakers. By exposing this gap, this report proposes recommendations for raising awareness and exposing others to the opportunities present in green industry.

3.9 Research ethics

The research received ethical approval from the Internal Ethical Review Board of Includovate on 6 January 2020.⁴³

Participant recruitment

Individual participants were selected based on criteria (see Appendix 1) defined jointly by the national coordinator (NC) and in-country researchers, in close consultation with UNIDO. Together, the NC and researchers compiled individual lists of prospective interviewees. These lists emerged from desk-based reviews and in consultation with relevant stakeholders. Relevant stakeholders included ministries, industry institutions, and women's economic empowerment programme implementors.

Consent

Key informant individual interviews, focus group discussions and online quantitative surveys were subjected to two forms of consent from participants. In all three interactions, informed consent was obtained at the time and place of the interview by the enumerator or interviewer. Additionally, in the case of the online interviews, there was an explicit statement preceding the questions advising participants that their participation was voluntary and could be withdrawn at any time. When the survey was considered completed and returned by the participant, their consent was implied.

⁴³ A full copy of the approved ethics application is available upon request via email: o.iti@unido.org.



4. Policy review and analyses

4.1 Policies promoting the advancement of green industry and gender equality in Peru

The Peruvian government prioritises policies and programs that help the nation adapt and mitigate climate change. Green growth and the promotion of green industries is one of the strategies within these overarching priorities. This section highlights the synergies between the sectors and sub-sectors chosen for this study and women's economic empowerment.

Agro-foods

The Ministry of Agriculture has provided significant support to the coffee sector in recent years. In particular, the governmental organisation DEVIDA (Comisión Nacional para el Desarrollo y Vida sin Drogas) has coordinated many projects in the coffee sector, co-financed by international donor organisations. Similar to coffee, cocoa production also falls under the responsibility of the Ministry for Agriculture; likewise, DEVIDA coordinates projects in the cocoa sector within their anti-drug programmes. Smallholder producers and/or cocoa smallholder producer groups are organised in APPACAAO (The Peruvian Association of Cacao Producers). The following national laws are relevant for coffee and cocoa marketing:

- Decreto Legislativo N° 1062, Ley de Inocuidad de los Alimentos;
- Decreto Supremo N° 034-2008-AG, Reglamento de Inocuidad Agroalimentaria;
- Decreto Legislativo N° 1062, Ley de Inocuidad de los Alimentos; and
- Decreto Supremo N° 034-2008-AG, Reglamento de Inocuidad Agroalimentaria.

Where present in an organisation, the Corporate Social Responsibility policy (CSR) often points out the following aspects in the Peruvian coffee and cocoa sector:

- The decision-making power of women at household level is often greater than their decision-making power in coffee or cocoa production; and
- Declining yields and productivity on coffee and cocoa farms decrease household income. As a result, families increasingly rely on their children as farmhands which can be hazardous to their health and safety and result in absence from school.

The Peruvian National Coffee Action Plan 2018-2030: The National Plan of Action for Peruvian Coffee 2018-2030 was approved in 2019 by Supreme Decree N° 010-2019-MINAGRI. It aims to promote sector growth, environmental sustainability and the well-being of 223,000 farmer households who depend on growing coffee.⁴⁴ This initiative is promoted by the United Nations Development Program in Peru through the Green Commodities Program and financed by the Swiss State Secretariat for Economic Affairs (SECO). It supports the Ministry of Agriculture and Irrigation and the National Coffee Council with active stakeholder participation across the supply chain.⁴⁵ Additionally, UNIDO is implementing the Global Quality and Standards Programme, “Strengthening the quality of coffee and cocoa exports from Peru” project, within the framework of the Peru Country Partnerships Program (PCP).

The National Action Plan acknowledges the adaptation and mitigation of climate change, as well as human rights and gender equality. It states that the equal participation of men and women will be promoted in this sector throughout the value chain. The plan aims to address “participation, asymmetries, inequalities, inequities and exclusions resulting from conceptions of female and male conditions in the coffee value chain.”⁴⁶ One of its goals is to “promote the equitable participation of men and women in training programs and technical assistance.”⁴⁷

Limitations and obstacles that women face in this sector with respect to men

In the Peruvian highlands, women do the same agricultural work as men, in addition to caring for their children and homes. However, their work is not sufficiently valued. Their voices and interests are often overlooked in decision-making.⁴⁸ The growth of the cacao sector has generated important new income opportunities for resource-poor households. Yet, there has been limited discussion about the role of women in cacao production and the potential barriers to their economic engagement. Studies found barriers to women's participation, included: access to and control of resources such as education and training, opportunity for land ownership; and time constraints due to household responsibilities and family care.⁴⁹ Women can play a critical role in smallholder-based value chains and have made significant contributions to crop production.⁵⁰

44 Ministry of Agriculture and Irrigation (2018). National Plan of Action for Peruvian Coffee 2018-2030. Lima, Peru. Available online: <http://repositorio.minagri.gob.pe/xmlui/handle/MINAGRI/386>

45 Peru Country Guides. Green Commodities Programme in partnership with the Peruvian Ministry of Agriculture, the National Coffee Board and the Peruvian Chamber of Coffee and Cocoa: <https://www.greencommodities.org/content/dam/gp-commodities/Peru%20-%20Sustainable%20Coffee%20In%20Detail.pdf>.

46 Plan Nacional de Acción de Cafe, pp.11, unofficial translation from Spanish. See: <https://www.greencommodities.org/content/gcp/en/home/media-centre/a-national-action-plan-for-the-future-of-peruvian-coffee.html>.

47 Ministry of Agriculture and Irrigation. (2018). National Plan of Action for Peruvian Coffee 2018-2030. Lima, Peru: Ministry of Agriculture and Irrigation. Available online: <http://repositorio.minagri.gob.pe/xmlui/handle/MINAGRI/386>.

48 WHO (2013). How can women in the rural highlands of Peru become empowered?

49 Stacy et al. (2019). Women's time use and implications for participation in cacao value chains: evidence from VRAEM, Peru.

50 Quisumbing et al. (2015). Gender, Assets, and Market-Oriented Agriculture: Learning from High-Value Crop and Livestock Projects in Africa and Asia.

Waste management

The Peruvian government established a series of policy levers and strategy tools to improve the waste management sector while developing key market players through public, private, and international investment. Government objectives, coupled with a growing demand for comprehensive waste management, are focused on managing the volume of waste in the country and promoting green growth. For example, the founding of the Ministry of the Environment (MINAM) in May 2008 marked a milestone in developing a broad institutional framework in environmental policy.

By law, MINAM is the government body responsible for the national coordination and management of solid waste by adapting the National Solid Waste Policy.⁵¹ As part of this mandate, MINAM develops and implements comprehensive solid waste management plans at provincial and district levels. In accordance with MINAM's goals, the Ministry has led a series of investment projects to tackle different aspects of comprehensive waste management. This includes Municipal Modernisation Programmes, Sorting-at-Source Programmes, and Formalisation of Recyclers Programmes. Moreover, MINAM manages the IT systems behind the data management of solid waste; publishes reports and publishes evaluations of environmental impact of waste management in Peru.

The 2016 Legislative Decree N° 1278 approved the law on the Integral Management of Solid Waste which entered into force in 2017. Article 53 of this law includes circular economy principles and stipulates that municipal waste management plans must adequately sort their recyclable waste, provides guidance on sorting objectives, be cost-efficient, be gender-sensitive, address social inclusion principles, promote local employment⁵² and support neighbourhood action.

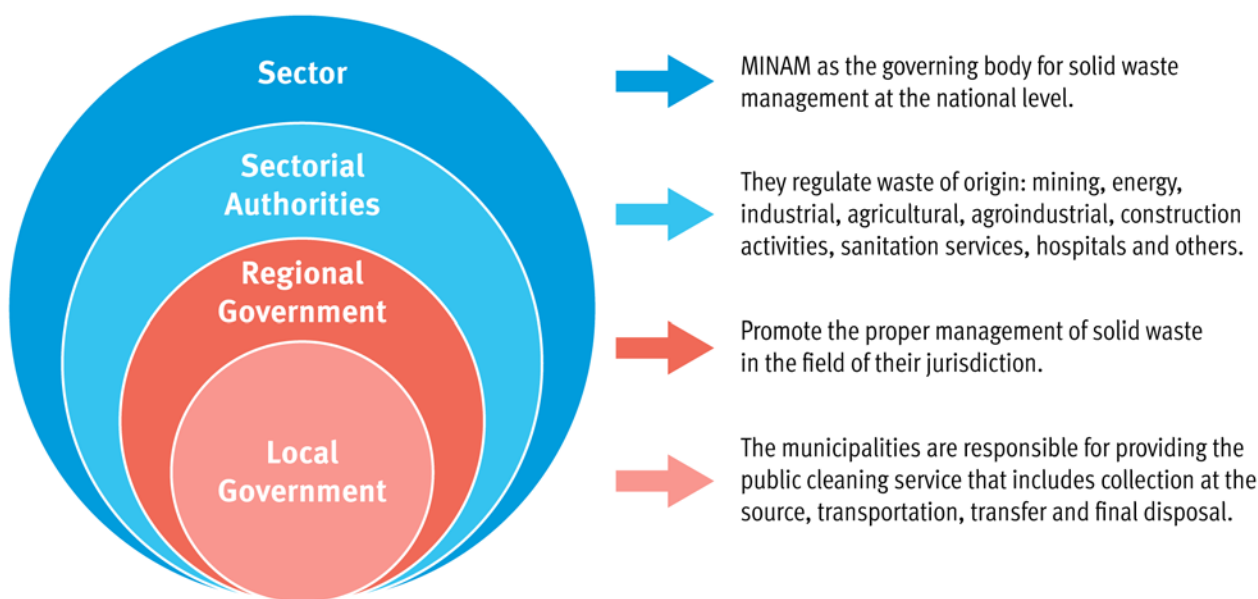
MINAM leads the implementation of the National Environmental Policy, as well as the National Environmental Action Plan (PLANAA Peru, 2011-2021); a national environmental planning policy that sets priorities for recycling integral and solid waste in 2021.

Following the development of PLANAA, the government developed the Plan Nacional de Gestión Integral de Residuos Sólidos, 2016-2024. This occurred in partnership with the United Nations and 800 stakeholders from the public, private and civil society sectors representing 271 institutions in Peru.

The waste management regulatory structure of Peru is further explained through 4 levels (Figure 4.1).

See Figure 4.1 for the waste management regulatory structure of Peru.

Figure 4.1: Waste management regulatory structure of Peru



Gendered limitations and obstacles of women in this sector, include:⁵³

- Women have less access to higher-value recyclable material and tend to work fewer hours of paid work than men due to additional unpaid care and domestic work, which lowers their daily income;
- Activity distribution is based on a sexual division of labour. A greater number of women worked in sorting processes, while a greater number of men collect materials from the streets or large waste producers. These divisions of labour solidify female and male-gendered roles and stereotypes in the sector;
- Both women and men are exposed to numerous health risks when working with waste. This lack of safety rises in informal production and business due to unhealthy and unregulated work conditions. However, women are more vulnerable and do not always have ac-

51 <https://www.oecd-ilibrary.org/sites/g789264283138-11-en/index.html?itemId=/content/component/g789264283138-11-en>.

52 Supreme Decree No. 014-2017-MINAM - Regulation of Legislative Decree No. 1278, Legislative Decree that approves the Law of Integral Management of Solid Waste.

53 Martínez, L.G. (2018). Gender approach applied to integrated solid waste management in Peru.

cess to bathrooms. They are also more exposed to sexual harassment and other violence may arise while collecting waste and lack of safe public places; and

- Women have limited access to decision-making and political participation.

The underlying causes for these obstacles are due to patriarchal relations, a lack of knowledge and skills and/or a lack of self-confidence.

Textile industries

Peru has a longstanding tradition in the textile and garment industry dating back to the pre-Columbian cultures of the Incas, who used advanced dyeing and weaving techniques to produce clothing. Today, Peru is home to suppliers of several multinational brands in the clothing industry. After mining and fishing, the textile and garment sector is the third most important export sector in the country. It is considered one of the most important sectors to generate employment.⁵⁴

We did not find any programs and policies specifically for tanneries in the leather and footwear industry in Peru.

Limitations and obstacles that women face in this sector with respect to men

Many assembly plants employ a small number of (usually male) fixed-term workers and, according to production peaks and lows, hire and fire (usually female) temporary workers. These forms of flexible labour in export-oriented production sectors are characterised by low wages, considerable job insecurity, (forced) overtime to complete orders, and little unionisation. The processes of outsourcing, informalisation and flexibilisation of labour have been associated with the feminisation of labour. Women are most likely to be employed on temporary contracts, many women are found in the lowest tiers of the production chain as informal workers or home workers.⁵⁵ However, women are very active in footwear marketing and clothing sales.

Green economy and green growth have been addressed explicitly by top officials at ministries, such as the Ministry of Labour and Employment, to promote green jobs. In addition, pertinent new issues recently appeared in the policy agenda of the green economy and green growth. For example, Law N° 30884 was approved in December 2018, which established a regulatory framework on single-use plastic, other non-reusable plastics and containers or disposable expanded polystyrene (technopor) containers for food and beverages to protect public health and marine ecosystems.

As highlighted in the workshop held by UNIDO for the EEWIGI programme, industries linked to export markets have better quality opportunities for women due to better company labour standards and the widespread presence of corporate responsibility policies. These industries include textiles, leather garments, footwear, and the wood industry.

A summary of current policies related to green industry and women's empowerment is presented in Appendix 2.

Overview from key informants

According to the key informants, draft legislation are often approved but take too long to become laws and even longer, to be implemented into specific plans. For instance, the National Policy on Gender Equality, which addresses discrimination against women as a central and structural problem in the country, was approved in April 2019. However, its implementation mechanisms are still under development.⁵⁶

Laws often lack specific guidelines for implementation and accountability. Key informants of the public sector have expressed that policies have vague actions to reach its stated objectives. Ministries that are not focused specifically on women need more gender-responsive guidelines to develop programmes and action plans.

*“The Política Nacional de Igualdad de Género should lead interventions/programs to promote the involvement of women in different sectors - it is not specific to green industries though. It is important to prioritise sectors and dive in with specific plans. We need to operationalise this policy. For this and to close gaps, it is important to understand the specific limitations women face in each sector”.*⁵⁷

4.2 Summary results of the Feminist Critical Policy Analysis

This section summarises the in-depth analyses of ten policies (listed in Table 4.1) used to review gender integration inclusion in policy content and formulation. As outlined in the methodology section (see section 3.3 Feminist critical policy analysis), set criteria were used to review each policy. Appendix 4 presents the full individualised analysis for each policy.

See Table 4.1 for the List of National Laws, Policies and Strategies examined.

⁵⁴ <https://www.somo.nl/wp-content/uploads/2011/04/Gender-aspects-in-the-Latin-American-garment-industry.pdf>.

⁵⁵ Ibid.

⁵⁶ Supreme Decree No. 008-2019-MIMP.

⁵⁷ Kill, Man, Director, Ministry, Lima, Peru.

Table 4.1: List of national laws, policies and strategies examined⁵⁸

No.	Name	Date	Criteria match
1	Intended Nationally Determined Contributions ⁵⁹	2015, 2017-2018	Tier 1: Environment
2	Peruvian National Coffee Action Plan ⁶⁰	2018-2030	Tier 2: Sub-sector: coffee and cocoa
3	Circular Economy Roadmap in Industry Sector ⁶¹	2020	Tier 2: Sub Sector: Industry
4	Action Plan on Gender and Climate Change ⁶²	2016-2021	Tier 3: Climate change
5	The Framework Law on Climate Change - Law N ^o 30754 ⁶³	2018	Tier 3: Climate change
6	The National Climate Change Strategy ⁶⁴	2024	Tier 3: Climate change
7	The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector, 2012 -2021: The PLANGRACC	2012 -2021	Tier 3: Climate change
8	The National Forest and Climate Change Strategy ⁶⁵	2015	Tier 3: Climate change
9	Peru 2021 Bicentennial Plan ⁶⁶	2021	Tier 4: General Development
10	National Plan for Competitiveness and Productivity ⁶⁷	2018-2030	Tier 4: General Industrial Development

Assessment I (Table 4.2)

ENGENDERING THE POLICY

The Intended Nationally Determined Contributions, Action Plan on Gender and Climate Change (PAGCC) and the Peru 2021 Bicentennial Plan are gender mainstreamed. Policies with limited mention of “gender” or “women” are the Peruvian National Coffee Action Plan, The Framework Law on Climate Change - law N^o 30754, and The National Forest and Climate Change Strategy. However, all the policies would benefit from enhanced measures to address gender equality, tackle gender stereotypes and collect sex-disaggregated data.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The majority of policies reviewed do not consider structural factors that impact on gender equality. Exceptions are the Intended Nationally Determined Contributions, Action Plan on Gender and Climate Change (PAGCC), The National Forest and Climate Change Strategy, and Peru 2021 Bicentennial Plan. The ten policies reviewed do not reference historical, legal, and/or socio-cultural factors that influence gender equality.

INTERSECTIONALITY

Limited consideration is given to the intersection of gender with other factors such as disability, race, youth and/or rurality. Exceptions are the Intended Nationally Determined Contributions, the Peruvian National Coffee Action Plan, the Framework Law on Climate Change - Law N^o 30754, the Action Plan on Gender and Climate Change (PAGCC), and the Peru 2021 Bicentennial Plan. These policies all address women and other vulnerable groups, such as children, elderly people; and ethnic and religious minorities.

WOMEN’S EMPOWERMENT

The reviewed policies have limited mention of women’s empowerment except for Intended Nationally Determined Contributions, Action Plan on Gender and Climate Change (PAGCC); and the Peru 2021 Bicentennial Plan. No policies mention engaging women or women’s civil society groups and associations meaningfully during their development. Although stakeholders were clearly consulted; it is not clarified in the policy document whether women’s groups or advocates were included.

⁵⁸ These policies were selected by the Project’s Country Coordinator and National Focal Points using selection criteria listed on page 25 of this report. Using these criteria, the National Coordinator and Country Focal Points narrowed their selection to 10 policies based on consultation with national stakeholders.

⁵⁹ Republic of Peru (2015). Intended Nationally Determined Contributions (2015, 2017-2018). Lima, Peru. Available online: <https://www4.unfccc.int/sites/ndcstaging/PublishedDocuments/Peru%20First/iNDC%20Per%C3%BA%20english.pdf>.

⁶⁰ Ministry of Agriculture and Irrigation. (2018). National Plan of Action for Peruvian Coffee 2018-2030. Lima, Peru: Ministry of Agriculture and Irrigation.

⁶¹ Ministry of Production (PRODUCE) and the Ministry of the Environment (MINAM) (2020). Roadmap towards a Circular Economy in the Industry Sector (2020). Supreme Decree No. 003-2020-Produce. Lima, Peru: PRODUCE and MINAM.

⁶² Ministry of the Environment and Ministry of Women and Vulnerable Populations (2014). Action Plan on Gender and Climate Change (2016-2021). PAGCC- Perú. Available online: <https://www.minam.gob.pe/cambioclimatico/wp-content/uploads/sites/11/2015/12/PLAN-G%3%a9nero-y-CC-16-de-JunioMINAM+MIMP.pdf>.

⁶³ Congress of the Republic (2018). The Framework Law on Climate Change – Law No. 30754 (2018). Lima, Peru. Available online: <https://www.lse.ac.uk/GranthamInstitute/wp-content/uploads/2018/04/1638161-1.pdf>.

⁶⁴ Ministry of the Environment (2014). The National Climate Change Strategy (2024). Lima, Peru: Ministry of the Environment. Available online: https://www.minam.gob.pe/wp-content/uploads/2014/07/Estrategia-Nacional-ante-el-Cambio-Climatico_ENCC.pdf.

⁶⁵ MINAM (2016). The National Forest and Climate Change Strategy (2015). Lima, Peru: MINAM. Available online: <http://bosques.gob.pe/archivo/enbcc-ds-007-2016-minam.pdf>.

⁶⁶ Republic of Peru. Peru 2021 Bicentennial Plan (2021). Lima, Peru. Available online: <https://www.mindbank.info/item/2826>.

⁶⁷ Republic of Peru. National Plan for Competitiveness and Productivity (2018-2030). Lima, Peru. Available online: https://www.mef.gob.pe/contenidos/archivos-descarga/Politica_Nacional_de_Competitividad_y_Productividad.pdf.

INCREMENTAL TRANSFORMATION

The Intended Nationally Determined Contributions, Action Plan on Gender and Climate Change (PAGCC) is the only policy to build on previous national gender-equality achievements and/or policies. The lack of coordination across policies is a missed opportunity given the robust national framework to ensure gender equality.

GENDER-RESPONSIVENESS

Policies that focus on gender-responsiveness are the Intended Nationally Determined Contributions, Circular Economy Roadmap in Industry Sector; and the Peru 2021 Bicentennial Plan. The remaining policies do not consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry. Moreover, the policies do not address the steps necessary to increase women's leadership roles in green industry. The Action Plan on Gender and Climate Change (PAGCC) mentions that women are poorly represented in designing policies due to a lack of women in leadership roles. One section states that efforts have been made to improve the number of women leaders, but the policy does not state how, or to what extent or it has been successful.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

None of the policies analysed mentions international normative frameworks for gender equality, such as the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW). This is a missed opportunity to build on and revise current legislation; such as the Peruvian National Coffee Action Plan, the Action Plan on Gender and Climate Change (PAGCC) and the Peru 2021 Bicentennial Plan. However, the Intended Nationally Determined Contributions policy does build on the National Plan on Gender Equality (PLANIG 2012-2017) and the Gender Action Plan and Climate Change policy.

See Table 4.2 for the Summary Table of Assessment I

Table 4.2: Summary table of assessment I

	Engendering of the policy	Structural understanding of gender equality	Intersectionality	Women's empowerment	Incremental transformation	Gender responsive	Regional/ international context	Total Score
Intended Nationally Determined Contributions	5/5	0.5/1	0.5/1	4/4	1/1	0.5/3	0.5/1	12/16
Peruvian National Coffee Action Plan	2/5	0/1	0.5/1	0.5/4	0/1	0/3	0.5/1	3.5/16
Circular Economy Roadmap in Industry Sector	0/5	0/1	0/1	0/4	0/1	1/3	0/1	1/16
Action Plan on Gender and Climate Change (PAGCC)	3/5	0.5/1	1/1	3.5/4	1/1	0/3	1/1	10/16
The Framework Law on Climate Change - Law N ^o . 30754	2/5	0/1	0.5/1	0/4	0/1	0/3	0/1	2.5/16
The National Climate Change Strategy	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16
The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012 -2021): The PLANGRACC	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16
The National Forest and Climate Change Strategy	1/5	0.5/1	0/1	0/4	0/1	0/3	0/1	1.5/16
Peru 2021 Bicentennial Plan	3/5	0.5/1	0.5/1	2.5/4	0/1	0.5/3	0.5/1	7.5/16
National Plan for Competitiveness and Productivity	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II (Table 4.3)

Six of the examined policies do not mention “gender” in their conclusions. The Intended Nationally Determined Contributions, Action Plan on Gender and Climate Change (PAGCC), The Framework Law on Climate Change - Law N° 30754, Peru 2021 Bicentennial Plan have some mention of sex and gender in their conclusions.

See Table 4.3 for the summary table of assessment II.

Table 4.3: Summary table assessment II

No.	Name	Year	Score
1	Intended Nationally Determined Contributions	2015, 2017-2018	3
2	Peruvian National Coffee Action Plan	2018-2030	0
3	Circular Economy Roadmap in Industry Sector	2020	0
4	Action Plan on Gender and Climate Change	2016-2021	2
5	The Framework Law on Climate Change - Law N° 30754	2018	1
6	The National Climate Change Strategy	2024	0
7	The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012 -2021): The PLANGRACC	2012 -2021	0
8	The National Forest and Climate Change Strategy	2015	0
9	Peru 2021 Bicentennial Plan	2021	1
10	National Plan for Competitiveness and Productivity	2018-2030	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender aware conclusion.

Assessment III (Table 4.4)

Overall, the reviewed policies have established implementation plans, but there is limited documentation on their current level of implementation. As a result, the level of implementation is unclear.

See Table 4.4 for the Summary table of level of Implementation for each policy.

Table 4.4: Summary table of the level of implementation for each policy

Name	Implementation levels	Score
Intended Nationally Determined Contributions	Partially implemented	0.5
Peruvian National Coffee Action Plan	Undetermined	n/a
Circular Economy Roadmap in Industry Sector	Not yet implemented	0
Action Plan on Gender and Climate Change	The policy continues until 2021. Hence, it can be said that the policy is partially implemented.	0.5
The Framework Law on Climate Change - Law N ^o 30754	Undetermined	n/a
The National Climate Change Strategy	Undetermined	n/a
The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector, 2012 -2021: The PLANGRACC	Undetermined	n/a
The National Forest and Climate Change Strategy	Undetermined	n/a
Peru 2021 Bicentennial Plan	Undetermined	n/a
National Plan for Competitiveness and Productivity	The National Plan for Competitiveness and Productivity was approved at the end of July 2019 and it covers the period between 2019 and 2030. Its level of implementation is almost nil.	0

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.



5. Assessing women's engagement as entrepreneurs and industry professionals in green industry

This section addresses research question 1: *“What are the key country specific drivers and engagements as entrepreneurs and industry professionals in green industry?”* using the primary quantitative and qualitative data collected. The key factors underpinning women’s economic empowerment in green industry are also identified and discussed.

5.1 Women's engagement in green industry as entrepreneurs

Although there are no statistics available, anecdotal accounts from interviews conducted during this project suggest that there are fewer women entrepreneurs in the industrial sectors; partly due to gender stereotypes. For example, there is the widely held belief that women may not have the analytical skills to perform well in science, engineering and math (STEM). They are often assumed to be predisposed to work in roles that are soft skills focussed and are dissuaded from pursuing STEM careers. The National Industrial Work Training Service (SENATI) is one of the largest Technical Education and Vocational Training (TVET) institutions in Peru and has 77 locations across the country. TVET reported that, although they were able to increase the number of female students from 7,878 to 16,123 between 2015 and 2019; women still represented only 18% of the total student population in 2019.

Within the industrial sector, private sector KIIs noted that women tend to gravitate towards the “greener” end of the business. According to the former dean of the School of Environmental Engineering and Urbanism of the Universidad Científica del Sur, approximately 70% of students of this school are women. The former dean suggested that this is due to the fact that women are more “caring” than men, hence are drawn towards industries that “care for” the environment. An analysis of women in green industry sectors and sub-sectors has been conducted below as part of this report.

Textile: sub-sectors, tanneries for the leather and footwear industries

Women are strongly represented in the textile sector; particularly in the sub-sectors linked to fashion apparel. Within the leather tanneries of the footwear industry; no specific data or statistics were found on women's participation as entrepreneurs. However, several KIIs did point out that, if the whole value chain is considered, women are highly present in the footwear sub-sector as designers and consumers.

Agro-foods: sub-sectors, coffee and cocoa

The proportion of women present in the agro-foods sector is very high. The cultural perception of women as natural caretakers is possibly a contributing factor in the high numbers of women working in cooking and nutrition related activities in the agro-foods sector. As a result, women-owned start-ups in this sector do transition to larger agro-industrial enterprises. Moreover, women are often responsible for the management of the family orchard for household consumption in rural Peru. This has led to examples where communities of rural women have succeeded in generating additional income by selling their surplus and/or using the family plots for consumer destined crops. An example of this is the Yanke community which provides herbs to “La Clotilde”, one of the first Peruvian tea companies that uses local herbs in their herbal mixes.

“What sometimes starts as a “hobby” for women, often turns into a small business. We have seen countless cases of women who started making muffins in their kitchen and now have a company that supports the whole family and often even employs their husbands!”⁶⁸

Waste management: sub-sector, waste recycling

Women have high levels of participation in and across the value chain in the waste management sector. The owners consider soft skills, such as good communication, empathy, and engagement, as key to worker performance – perhaps, even more than formal educational attainment. This may be due to the fact that these skills are associated with faster learning, better problem-solving skills, and a positive working environment.

Interestingly, soft skills like empathy, good communication, active listening and aptitude for collaboration, were mentioned by private sector KIIs and focus group participants as “typical women traits” and particularly beneficial for green industry. One KII said:

“In green industry you need collaboration more than competition; empathy more than individualism; and a long-term focus on the common good rather than a short-term attention to profitability. Women are better in all those things.”⁶⁹

Beyond these observations, the ability to assess women's participation in green industry is complex due to a lack of data from the government and sub-sectors. The online survey of this study contributes to filling this gap. The small but robust sample of 26 green entrepreneurs and 16 conventional entrepreneurs who completed the online survey shed light on the lives of women entrepreneurs in green industry and conventional sectors. It also provides an interesting baseline of characteristics, challenges and perspectives of women entrepreneurs. Table 5.1 lists the basic demographic information for the survey population.

See Table 5.1 for the demographics of women entrepreneurs in green and conventional industry.

68 KII, Woman, Director, Lima, Perú.

69 KII, Woman, Director, Lima, Perú.

Table 5.1: Demographics of women entrepreneurs

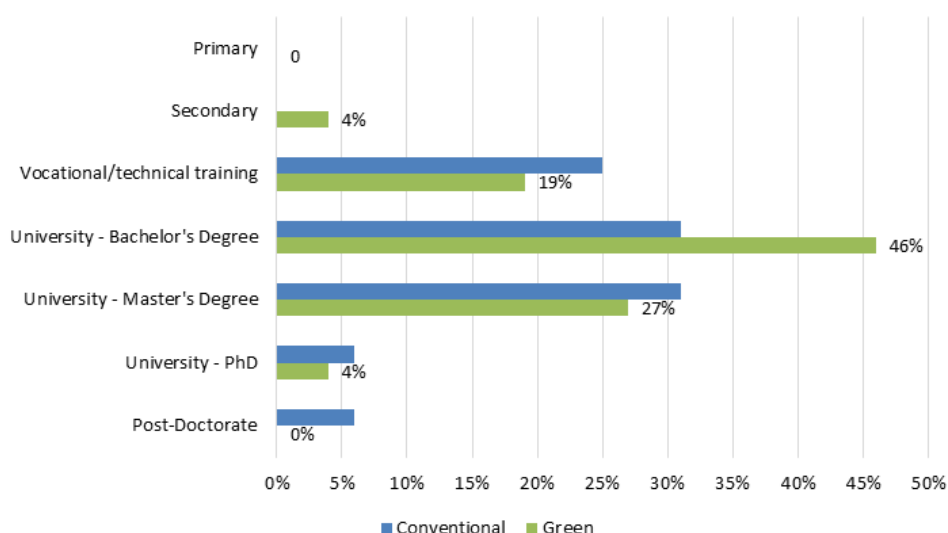
Demographics	Green (n=26)	Conventional (n=16)
Average age	38 years	50 years
Age range	24-70 years	34-67 years
% Vocational training	19%	25%
% Master's degree	27%	31%
% Married	35%	63%
% with children	77%	88%

Green entrepreneurs tended to be younger with an average age of 38 years old compared to an average age of 50 years old in conventional industry. Green entrepreneurs had lower levels of vocational training and fewer Masters-level degrees. While there was only a 10% difference in having children between green (77%) and conventional entrepreneurs (88%); there was a nearly 30% difference in marriage rates at 35% for green entrepreneurs and 63% for conventional entrepreneurs.

Both green and conventional survey participants were highly educated. 46% of green entrepreneurs have a Bachelors-level degree and 27% have a Masters-level degree.

See Table 5.1 for the highest levels of education achieved by green and conventional entrepreneurs.

Figure 5.2: Highest level of education achieved by green and conventional entrepreneurs



The survey also captured an overview of business by women entrepreneurs in green and conventional industry, which are presented in Table 5.2A and Table 5.2B. Most survey participants operated their business full-time, although this was slightly higher among green entrepreneurs at 69% compared to 63% of conventional entrepreneurs.

See Table 5.2A: Business overview.

Table 5.2A: Business overview

General business information	Green	Conventional
Average # of years in business in operation	11	19
Range # of years business in operation	1-50	3-38
Average # of men employed	2.96	2.43
Average # of women employed	8.04	6.86
% Full time	69	63

See Table 5.2B for leadership positions.

Table 5.2B: Leadership positions

Leadership positions	Green	Conventional
Average # women in leadership	3.7 (range 1-35)	1.64 (range 1-3)
Average # of men in leadership	1.22 (range 0-8)	0.55 (range 0-2)

In addition to multiple-choice and ranking questions in the survey, there were several open-ended questions where entrepreneurs shared their experiences in more depth. We were particularly interested in how green entrepreneurs started their businesses, who influenced their decisions and where they obtained their skills. Figure 5.4 presents several experiences of this.

See Fig. 5.2. for the responses to, “Why did you start your business?”

Figure 5.2: Why did you start your business?

“When traveling through the coast, mountains and jungle of Peru, you see an enormous amount of single-use plastics on the floor, sea and rivers. It was in 2016 where I began to investigate how other countries solve their problem. When I saw their initiatives, I had the idea of modifying it to the Peruvian reality, which is the same as that of the Amazon. We have the bijao leaf in the jungle of all Latin America and we can transform it into wrappers, plates, trays with the help of machines that adapt Asia to our reality” (Survey Respondent #18, Peru).

“Qaya began when we saw the need in our country and in the world for sustainable materials, we began to investigate and in other countries they made fish leather but with chromium, in Peru we are rich in marine products, so we decided to start our tests with the fish skins that we obtained by buying the fillets at the fishing terminals, my husband and I started tanning with tea and the result was a hard material, we did not give up since our strength is our children, teaching them that we can do things different that help. So, we continued until we can reach a natural tanning using tannins such as the tare for tanning and in the dyeings using ancient techniques with natural products such as purple corn, turmeric, huito and other natural resources. Now at Qaya we dedicate ourselves to the research of new sustainable materials so that the world knows the wealth of our country and thus be able to revalue the ancient techniques” (Survey Respondent #61, Peru).

“We started as a family business with more than 10 years of experience in the sector, the fashion industry went through a crisis, which is why in 2016 I decided to innovate our business model by entering into sustainable fashion. I was invited to visit a women’s prison for the first time where I met their art and work, this was the takeoff of AEROESPACIAL, our brand that becomes a space where we use work as an instrument of recovery and women’s economic empowerment. We propose to enhance their work skills in textile techniques so that after regaining their freedom they develop in the textile sector and become entrepreneurs” (Survey Respondent #62, Peru).

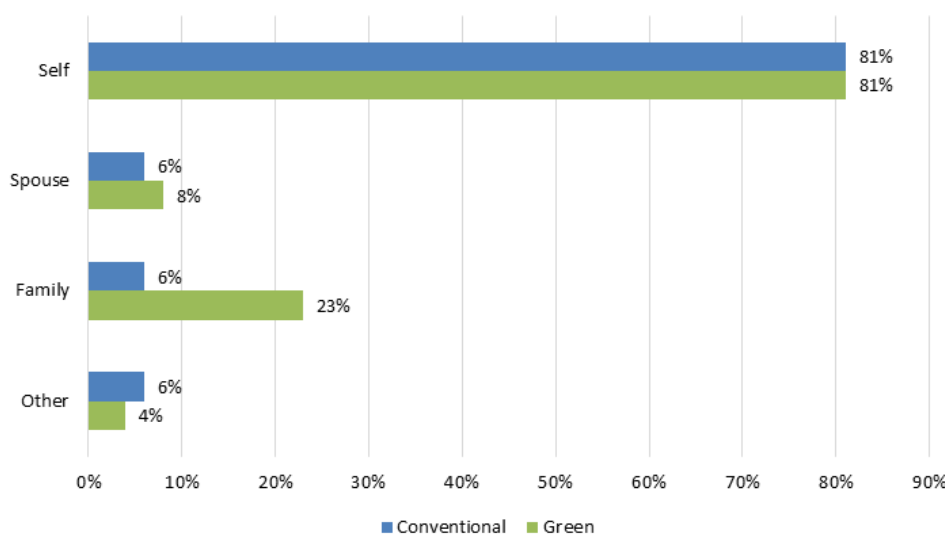
“There were several factors: having more income, being independent, having time to be with my children, being able to do what I really love and having something safe for my old age” (Survey Respondent #86, Peru).

These narratives illustrate several important themes. These green entrepreneurs followed their passions, maximised their skill sets outside of the traditional corporate workplace, and also created opportunities aligned with their diverse roles as caregivers. These themes were also

evident in key informant interviews with decision-makers and industry leaders who, coincidentally, were also green entrepreneurs and provided their input from this perspective. Both respondents (81%) identified as “self-starters”; their motivation influenced their decision to start their business (Figure 5.2).

See Figure 5.3 for the responses to “Who influenced your decision to start your business?”

Figure 5.3: Who influenced your decision to start your business?

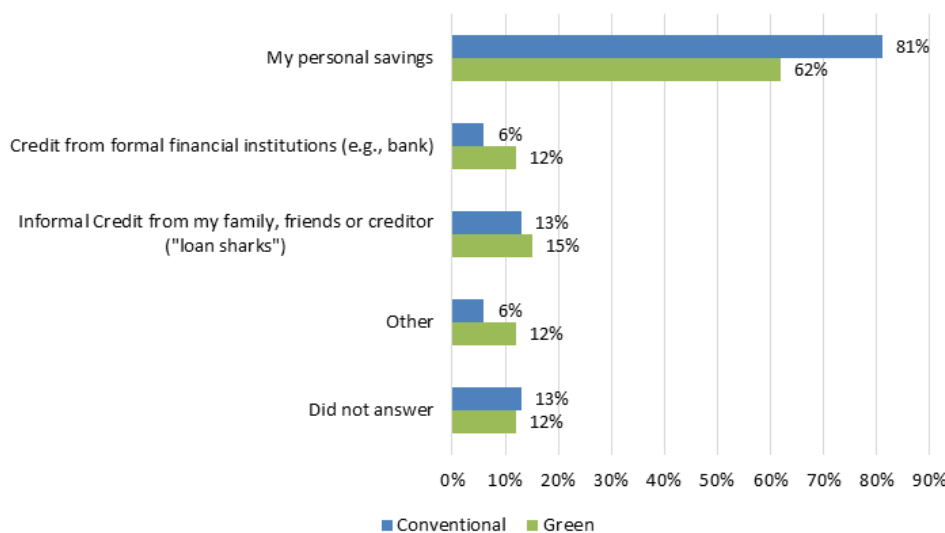


Gender norms and sexist stereotypes were frequently highlighted in interviews as barriers, yet only 19% of green entrepreneurs and 13% of conventional entrepreneurs considered if they would be judged negatively by their family when starting their businesses. As motivations for start their businesses, 77% of green entrepreneurs reported their concern for the environment, in comparison to 38% of conventional entrepreneurs.

In both the surveys and interviews, funding emerged as a key barrier to starting and maintaining a business. For example, 62% of green entrepreneurs and 81% of conventional entrepreneurs reported using their savings as seed money and start-up capital. This point will be covered in more depth in the next section.

See Figure 5.4 for responses to “When you decided to start your business, where did you find seed funding and start-up capital?”

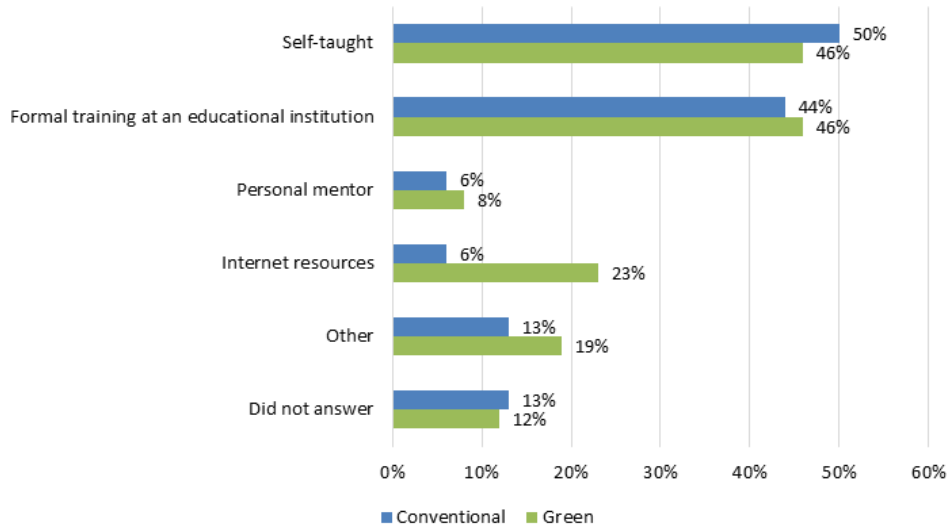
Figure 5.4: When you decided to start your business, where did you find seed funding and start-up capital?



Participants predominately identified as “self-taught”, while acquiring their technical knowledge and managerial skills to start and run their business. Levels varied slightly between green at 46% and conventional entrepreneurs at 50% (Figure 5.4). Moreover, formal training at an educational institution was at 46% for green entrepreneurs and 44% for conventional entrepreneurs. Green entrepreneurs consulted mentors at 8% compared to 6% of conventional entrepreneurs. Green entrepreneurs also used internet resources at higher rates- 23% compared to 6% of conventional entrepreneurs.

See Figure 5.5 for responses to, “Where did you acquire the technical knowledge to start your business?”

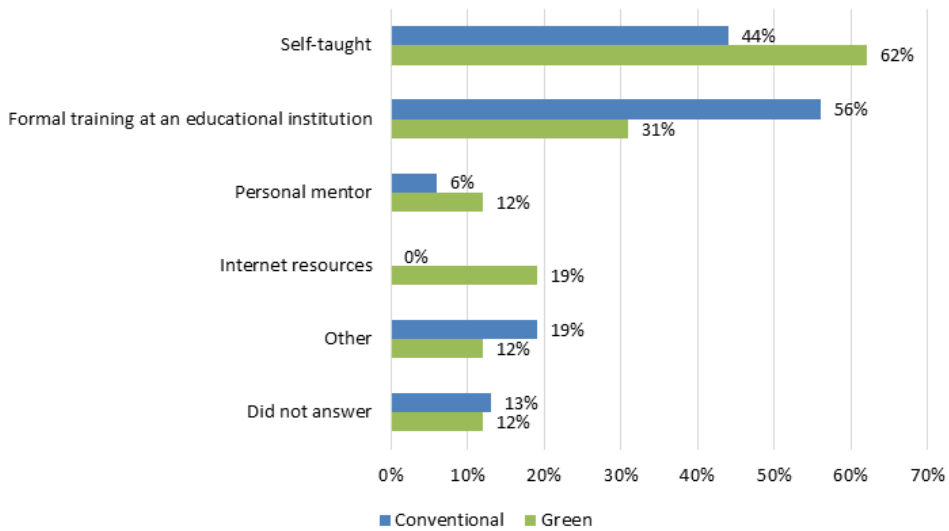
Figure 5.5: Where did you acquire the technical knowledge to start your business?



In acquiring the managerial skills to run a business, 62% of green participants identified as “self-taught”. In contrast, 56% of conventional entrepreneurs were formally taught by a an institution. In contrast, green entrepreneurs had higher rates of consultation with mentors and internet resources than conventional entrepreneurs (Figure 5.6).

See Figure 5.6 for responses to “Where did you acquire the managerial skills to run your business?”

Figure 5.6: Where did you acquire the managerial skills to run your business?



Additional reporting on the barriers and opportunities of green entrepreneurs is also provided in the following two sections of the report.

See Figure 5.7 for green entrepreneurs’ thoughts regarding their long-term legacies.

Figure 5.7: The legacy you wish to leave (all green entrepreneurs)

“Promote the care of the environment and give sustainability to our artisans of a decent job without losing their art of weaving that they carry in their DNA. Economic development for my Country. For a better world for my children and the children of the world” (Survey Respondent #2, Peru).

“That people feel safe that we can all have a company that has the 3 pillars of sustainability, you can not only have a company that performs economically but also help the environment and other people such as vulnerable populations, remote populations, that when they hear Qaya Peruvian Fish Leather is synonymous with sustainability and they know that we can all help not only to be better people taking care of the environment having products that do not pollute and at the same time are highly requested for new lifestyles, which also we can feel better helping to spread our own the wonders that our country has in so many sustainable materials” (Survey Respondent #61, Peru).

“Help the fashion industry generate a positive impact on the environment and society. In our experience being a sustainable fashion brand that generates employability for women who are deprived of their freedom, we reinvent ourselves with the purpose of contributing to their social reintegration and empowerment, which will allow them their economic independence. We want to promote responsibility and solidarity among women. Aerospace since last year began to recycle our wastes and transform them into turbans that are donated to cancer patients, thus becoming agents of change” (Survey Respondent #62, Peru).

“Minimally impact the environment, that all women who work with us feel and act empowered” (Survey Respondent #72, Peru).

“Continue to empower women, tell the world that it is possible to have independence not only financially but in personal decision-making. Be aware when taking a resource from the planet, how it affects or benefits us, knowing what we are leaving or how we are affecting our world. And finally, that this business is self-sustaining over time, preserving its particular characteristics” (Survey Respondent #86, Peru).

5.2 Assessing women’s engagement as green industry professionals

The Peruvian government has not yet collected sex-disaggregated data on the sectors and sub-sectors featured in this study; nor on the wider green industry. Moreover, the concept of “green industry” was not clear for many key informants as the transition to green industry is ongoing. In general, there is a lack of information and understanding around gender policy and green businesses. Despite this, qualitative observations and opinions provided by key informants and focus group participants do shed light on the breadth and depth of women’s engagement as green industry professionals. Participants in focus group discussions shared the perception that women are generally more drawn to “greener” industry than to conventional industry for diverse reasons.

In the Andean regions of Peru, an interviewee mentioned a key factor for women’s professional participation in green industry is the belief that women are more connected to the Pachamama (Mother Earth). This connection encourages higher levels of interest and participation by women in green industry.

“Our interest on taking care of the planet is the result of our connection to the Mother Earth – we feel identified.”⁷⁰

⁷⁰ Woman, Focus group participant, Cuzco, Perú.

“As women, we have that energy from Mother Earth ... we have that caring energy. For us it is easier to be environmentally conscious. Men only think about numbers.”⁷¹

All of the private sector participants interviewed expressed that there are fewer women represented at the higher levels of the corporate ladder; especially in large corporations. Women have higher participation rates under the employment category of “non remunerated family member”.

Gendered division of labour among professionals in green industries

The gendered division of labour within the waste management sector was described in FGDs with professionals working in green industry as follows:

1. Tasks associated with waste collection and transportation are perceived as “better performed” by men because they require a certain level of physical strength;
2. However, women participants emphasised that these tasks could also be done by women with the right technology and equipment;
3. Women work more in waste selection and sorting than men. These tasks are labour intensive and require great attention to detail; and
4. Sinba, a green business which recycles organic waste produced by restaurants, has women in roles across the entire production chain, including in strategy and quality control processes.

⁷¹ Woman, Focus group participant, Arequipa, Perú.

A photograph of a road with a guardrail in the foreground. A circular sign with a red border and a white center is mounted on the guardrail. The background shows a road with a dashed white line and green grass on the sides. The entire image has a blue tint.

6. Barriers

The next two sections address research question 1 *“What are the key country specific needs, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected. The key factors underpinning women’s economic empowerment in green industry are also identified and analysed.

6.1 Online survey findings

As presented in Figure 6.1, green entrepreneurs reported accessing markets to sell products as the biggest barrier (58%), followed by accessing basic supplies for their business (31%), sexual harassment while conducting business (27%), obtaining technical trainings (27%), obtaining a business license (27%), dealing with law enforcement officials (27%), and paying kickbacks (12%). Conventional entrepreneurs reported additional barriers; including accessing markets to sell products (44%), followed by obtaining a business license (31%), sexual harassment while conducting business (25%), obtaining technical training (25%), paying kickbacks (13%), dealing with law enforcement officials (13%), and accessing basic supplies for their business (6%).

See Table 6.1 for the responses to, “Based on your experiences as a female entrepreneur, have you ever faced any barriers in the following areas?”

Table 6.1: Based on your experiences as a female entrepreneur, have you ever faced any barriers in the following areas?

Challenges	Green	Conventional
Obtaining a license to run business	27%	31%
Dealing with law enforcement officials	27%	13%
Paying kickbacks ⁷²	12%	13%
Obtaining necessary technical training	27%	25%
Accessing basic supplies for business to operate	31%	6%
Accessing markets to sell products	58%	44%
Sexual harassment while conducting business	27%	25%

In a separate question, 19% of green entrepreneurs and 50% of conventional entrepreneurs reported it would be more difficult or much more difficult to identify new markets compared to men.

See Table 6.2 for responses to, “How easy to identify and access new markets for your business compared to men?”

Table 6.2: How easy to identify and access new markets for your business compared to men?

Level of difficulty	Green	Conventional
Very difficult	4%	0%
Difficult	15%	50%
Neutral	50%	13%
Easy	8%	6%
Did not answer	23%	31%

When asked to explain and elaborate further on their answers to identifying and accessing new markets, several participants shared their perspectives (Figure 6.1).

See Figure 6.1. for responses on identifying and accessing new markets.

⁷² ‘Kickbacks’ defined in the survey as a percentage of income given to a person in a position of power or influence as payment for having made the income.

Figure 6.1: Respondents challenges identifying and accessing new markets



Further barriers include work-life balance. For example, 73% of green entrepreneurs reported worrying often or always about work-life balance. This connects to the 73% of green entrepreneurs who worry often or always about childcare access. However, 44% of conventional entrepreneurs reported worrying often or always about work-life balance; 75% reported worrying often or always about childcare access.

Environmental trade-offs were less common. Only 42% of green entrepreneurs and 25% of conventional entrepreneurs reported that while growing their business, they faced competition between making money, stopping consumption and environmental pollution.

A series of questions related to credit and growth shed light on the diverse financial burdens of increasing production. 27% of conventional entrepreneurs and 35% of green entrepreneurs reported growing their production by 25% through primarily formal or informal credit lines. In contrast, 8% of green entrepreneurs used their savings. 44% of conventional entrepreneurs reported growing their production by 25% primarily through their savings instead of using formal (25%) or informal (0%) credit (Tables 6.3). However, with regards to looking for funding sources, in order to increase production by 50%, the main source of capital is formal credit at 42% for green entrepreneurs and 38% of conventional entrepreneurs (Tables 6.4).

See Table 6.3 for sources of capital of green and conventional entrepreneurs to increase production by 25%.

Table 6.3: If you wanted to increase production by 25%, what would be the main source of capital you would use?

Source of capital	Green	Conventional
Personal savings	8%	44%
Formal credit	27%	25%
Informal credit	35%	0%

See Table 6.4 for sources of capital of green and conventional entrepreneurs to increase production by 50%.

Table 6.4: *If you wanted to increase production by 50%, what would be the main source of capital you would use?*

Source of capital	Green	Conventional
Personal savings	0%	19%
Formal credit	42%	38%
Informal credit	19%	6%

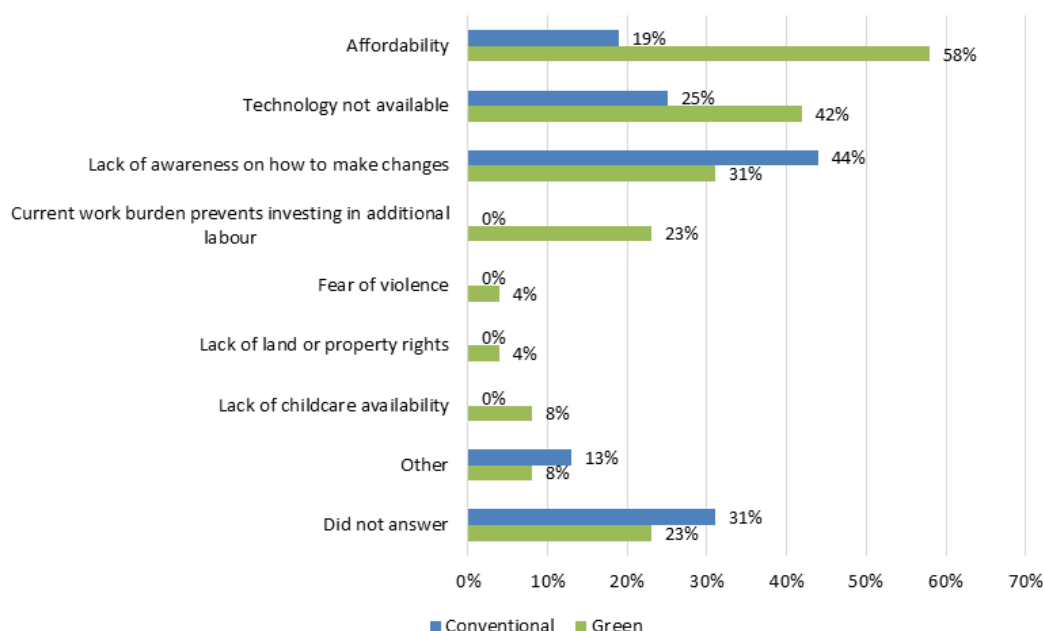
Awareness barriers

Lack of awareness is a considerable barrier among women entrepreneurs. 38% of green entrepreneurs and 13% of conventional entrepreneurs reported that they are aware of policies or programmes to encourage women to start businesses. Only 12% of green respondents and no conventional entrepreneurs were aware of any policies or programmes encouraging women to start businesses in green industry. Similar patterns of awareness are visible regarding international green agreements and conventions; 12% of green entrepreneurs were aware compared to 0% conventional entrepreneurs.

The main barriers to businesses becoming greener for green entrepreneurs were: affordability (58%), technology not available (42%), lack of awareness of how to make changes (31%), current work prevents investment in additional labour (23%), lack of childcare availability (8%), fear of violence (4%), lack of land or property rights (4%). The main barriers to a businesses becoming greener for conventional entrepreneurs were lack of awareness on how to make changes (44%), technology not available (25%), and affordability (19%).

See Figure 6.2 for responses to “What are the main barriers to your business from becoming greener?”

Figure 6.2: *What are the main barriers to your business from becoming greener?*



6.2 Interviews and focus group discussion findings

Barriers women entrepreneurs, leaders and professionals face in green industry

While some interviewees highlighted that the barriers in emerging green industry overlap with those faced by women in conventional industry; there were certain divergences based on the following criteria:

1. The nature of the barriers faced by women as entrepreneurs and professionals in green industry compared to conventional industry; and
2. How these barriers are perceived by policymakers and practitioners.

1. Barriers faced by women entrepreneurs and professionals in green and conventional industry

Almost all public and private sector informants consider barriers to women’s leadership in green industry as entrepreneurs and leaders the same as those in conventional industry. Moreover, policymakers, women entrepreneurs, and women working as green industry professionals agree. The following list describes the barriers most often mentioned:

1.1 Patriarchy and machoism at home and in the community

In rural communities and religious families; women are expected or forced to quit their work to fulfil unpaid care and household responsibilities. Patriarchical structures are present across the socio-economic and cultural landscape of Peruvian society. Together, patriarchy and machoism encompass a series of beliefs, attitudes and conducts that impose male control over women in diverse aspects of life. At one end of the spectrum, these dynamics result in the violence and oppression of women, including domestic violence, emotional abuse and financial dependence on men. At the other end of the spectrum, patriarchy and machoism maintain the belief that men are the head of the household and responsible for the economic stability of the home; limiting women to the role of family caretakers.

“Many women do not work; they depend on their husbands and are totally dedicated to their families. The problem is that working women are compared against non-working women and criticized for not being there for their families.”⁷³

These differentiated gender roles are recognised in the National Gender Equality Policy⁷⁴ which states, “While women are usually identified as mothers and caretakers, men are seen as the economic providers and heads of household”.⁷⁵ The National Survey of Social Relations 2015⁷⁶ shed light on the persistence of macho attitudes and beliefs. According to this survey, 54.7% of the population (both men and women) over 18 years old agreed with the statement, “all women should first comply with their role as mother, wife or housewife and after that pursue her dreams”. and 44.3% of the population over 18 years old agreed with the statement, “women who do not take care of their children deserve some kind of punishment from their husband or partner”.⁷⁷

1.2 Disposable time and gender disparities

Data analysed in the report, Gender Gaps in Time Use (Brechas de Género en el Uso del tiempo)⁷⁸ issued by the Ministry of Women in 2011, reveals that there is an unequal distribution of paid and unpaid work performed by women and men in the home. In general, women spend more time providing unpaid labour and spend less time in paid work than men. In Peru, women spend close to 40 hours a week on unpaid household activities; including caring for children and the sick, cleaning, cooking, and house maintenance. Although the time men spend on paid work is higher than women; their contributions to unpaid labour are considerably lower.⁷⁹ As a result, women have little to no free time at their disposal to network, research, access information, invest in their own capacity building, apply for credit or grants, or conduct other activities that would help them to grow a business.

Figure 6.3: What other barriers have you faced?

“In Peru, there is no clear and effective policy to support female entrepreneurship; each of us independently seeks financial resources to improve the family economy. Given that there are state programs developed in the country that do not contribute in practice to remote places where we are installed” (Survey Respondent #19, Peru).

“Segregation is not only for being a woman, it is for being a woman from another culture or another way of speaking ... there are several factors” (Survey Respondent #24, Peru).

“Education is an invaluable resource for the development of women. Access to education will empower them to do what they want and believe, not to be subjugated to a man out of economic necessity. We seek to minimize our impact on the environment, as well as sustainable material alternatives, but we see that there is still a need in our country to empower women to achieve their dreams without being repressed or killed” (Survey Respondent #72, Peru).

1.3 Reduced mobility

Women’s roles and responsibilities as primary caretakers limit their mobility compared to men. According to the National Survey of Social Relations 2015 (ENARES), 37.6% of the population 18 years or older agreed with the statement, “when a woman goes out of the house, she neglects her household work.”⁸⁰ This reduced mobility affects women’s ability to explore other markets, further their ed-

73 Woman, Focus group participant, Arequipa, Peru.

74 Supreme Decree No. 008-2019-MIMP.

75 Ibid.

76 https://www.inei.gob.pe/media/MenuRecursivo/publicaciones_digitales/Est/Lib1390/libro.pdf.

77 Ibid.

78 <https://www.mimp.gob.pe/files/direcciones/dgignd/publicaciones/Brechas-de-genero-en-el-Uso-del-Tiempo.pdf>.

79 Nathan Associates Inc., (2016). Women’s economic participation in Peru.

80 Instituto Nacional de Estadística e Informática, Encuesta Nacional sobre Relaciones Sociales 2015 Peru, February 2018. Available: https://webinei.inei.gob.pe/anda_

education, network and engage in other activities that require them to be, “out of the house” during certain periods or times of the day. In addition, mobility is constrained by the high risk of gender-based violence in Peru. In January 2020, MIMP reported that more than 16,000 sexual crimes were reported in 2019; women were victims of 152 femicides (the intentional killing of women or girls because they are female) between January-November alone.

1.4 Safety

Urban cities and rural areas are generally unsafe for women who are disproportionately the targets of hate crime and femicide. This lack of minimum safety provisions reduces the mobility of women and prevents them from furthering their education in the evening, networking outside of daytime office hours and engaging in any activity that might require them to be out of the house at night. This issue affects all women, including those active in green industry and conventional industry.

1.5 Low self-confidence

Some key informants and focus group participants voiced that women tend to have lower self-confidence than men; they are less positive about the future of their businesses and tend to take fewer risks and investments than men.

“We [women] build our own barriers based on historical and cultural contexts. We don’t believe in ourselves. We need to be more empowered.”⁸¹

1.6 Gender discrimination in business deals

Women entrepreneurs often face gender discrimination during business activities, such as negotiating with suppliers and buyers or applying for credit. 54% of green entrepreneurs surveyed believe that men have more opportunities to obtain credit for their businesses than women.

“I believe the scepticism I faced when negotiating with clients and suppliers comes from the fact that in general, most businesses in the waste management sector are led by men. Thus, doing business with a woman or receiving directions from a woman is not common and somehow strange. Also, I felt that they did not trust or believe in my leading or negotiating capacities. I faced this mostly when Sinba started and not too many people knew about us. Now that Sinba is well known, has won prizes and has important businesses as partners it is different, and I am treated as an equal.”⁸²

1.7 Bias and discrimination against women

In the corporate sector in Peru, top executives often decide against promoting women at work. They have the perception that women will be reluctant to take on increasing levels of responsibility at work due to unpaid care and domestic obligations, reduced mobility, maternity and maternity leave.

“The day after I told my (female) boss that I was pregnant, she fired me alleging downsizing.”⁸³

1.8 Lack of childcare support

Neither businesses nor universities provide childcare. However, a draft law⁸⁴ was approved in March 2019 by Congress requiring public and private entities, with 50 or more workers or students with children aged 0-5 years to provide childcare. This policy does not differentiate between men and women and does not apply to micro or small businesses.

1.9 Lack of networking opportunities and prevalence of a “boys club” mentality

People tend to help people they know and identify with, resulting in men privileging other men. Since men already hold higher positions across all industries, they are inclined to help, network, promote and mentor more men than women.

“I often miss networking opportunities, particularly at night, because I am not invited to go out with the guys after work or because I have to go back home to my kids. And that is where business relationships are consolidated.”⁸⁵

1.10 Gender discrimination in job candidate selection

Due to cultural norms, women are denied jobs in specific industries, positions with force and outdoor activities. In the mining sector, women are forbidden from entering the mines because of the traditional belief that it is bad luck. Similarly, in fishing, women are forbidden from going out at sea because of the fear that the ocean will be jealous.

ineilindex.php/catalog/581.

81 Woman, Focus group participant, Arequipa, Perú.

82 KIII, Woman, CEO, Lima, Peru.

83 Woman, Focus group participant, Lima, Peru.

84 <http://www.indirahuilca.pe/sala-cuna-guarderia-aprobado-trabajo/>.

85 Woman, Focus group participant, Arequipa, Peru.

2. *Different barriers faced by women in green and conventional industry*

While some interviewees highlighted that the barriers to women in green industry overlap with those faced by women in conventional industry; there were certain areas of divergence:

2.1 *The barriers faced by women are less pronounced in green industry*

Private sector participants interviewed with significant experience in green industry, mention that some discrimination and gender-bias barriers are less present in green industry than in other industrial sectors. One participant explained that workers and managers in green industry tend to be more socially conscious; they are generally more prone to inclusion; and they are less gender-biased. Many respondents believe that women have better opportunities in green industry than in a conventional industry.

2.2 *Women are perceived to have more skills suited for green industry*

Soft skills like empathy, good communication, active listening and aptitude for collaboration, were mentioned by private sector KIIs and focus group participants as “typical women traits” and particularly beneficial for green industry.

2.3 *Opportunities for green industries are growing*

The government has prioritised the transition from a linear economic model to a circular economic approach across sectors. The circular economy is a priority of the National Competitiveness and Productivity Plan approved in 2019, which included the approval of the first Roadmap towards a Circular Economy in the Industrial Sector.

In addition, the Ministry of the Environment and Production is promoting Clean Production Agreements as part of the Law for Integral Management of Solid Waste (Ley de Gestión Integral de Residuos Sólidos By 2020 6 out of 9 agreements had been signed). The Ministry of the Environment and Ministry of Production are working on promoting financing opportunities for companies to implement green industry practices. However, there is no evidence that the government will promote women’s participation as part of this process.

3. *Specific barriers of entrepreneurs in green industry*

3.1 *Lack of statistics and clarity on green industry*

Respondents agreed that there is little common understanding of how to define green industry. Moreover, Peru lacks both general statistical data and specific sex-disaggregated data on the state of green industry. Without access to this baseline of data, it is almost impossible for women’s participation in green industry to be monitored or measured; whilst goals and action plans to promote women’s participation lack accountability. Clear guidelines on green industry practices are also missing.

3.2 *Consumers prioritise price over environmental impact*

Although consumers are increasingly evaluating products based on their environmental impact, they remain very price sensitive. The production costs in green industry are higher than in conventional industry. This price difference is passed on to the consumer and products from conventional industries are often less expensive than those produced by green industries. In this sense, women and men in green industry face the additional challenge of convincing consumers to opt for green products despite the price difference.

4. *Policymakers and practitioners’ perspectives of barriers*

Policymakers and practitioners perceive the barriers to increasing the participation of women leaders, entrepreneurs or professionals in green industry as identical to those in conventional industry. The following list states the barriers most often mentioned by policymakers.

4.1 *Poorly targeted government programmes*

Most government programmes are “gender-neutral”. However, gender neutrality tends to indirectly benefit the male status quo. Men tend to have more access to information, increased mobility and fewer household responsibilities. If government programmes do not explicitly target women, they will limit and hinder their participation. As shown by this study, women face gender-specific issues regarding mobility, safety, and social pressures which impact the planning of an effective policy response, e.g. regarding accessibility to training programmes. Gender neutral programmes do not reach women beneficiaries in the numbers required and offer limit their opportunities to participate.

4.2 *Low self-confidence*

Some of the practitioners interviewed perceived that women tend to have lower self-confidence than men. They believe that this lack of confidence makes women less positive about the future of their businesses and are less likely to take calculated risks or make investments.

“Women have historically been considered “secondary citizens” and put at the “service of men” (fathers, husbands, brothers). This has undermined their self-confidence and as a result has reduced women’s assertiveness and willingness to pursue their professional advancement.”⁸⁶

86 KIII, Woman, Advisor, Lima, Peru.

See Table 6.5 for the summary table of reported barriers to women’s economic empowerment in green industry.

6.3 Synthesis: key factors undermining women’s economic empowerment in green industry

Table 6.5: Summary table of reported barriers to women’s economic empowerment in green industry

Barriers to advancement
Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry
<ul style="list-style-type: none"> - 38% of green entrepreneurs reported that they are aware of any policies or programmes to encourage women to start businesses - 12% of green entrepreneurs were aware of any policies or programmes encouraging women to start businesses in green industry
Reduced mobility and safety
<ul style="list-style-type: none"> - Women’s unpaid care and domestic work reduce their mobility compared to men - Women find it challenging to further their education after office hours and meet potential investors or network to grow their business, especially in the late evening
Women lack access to mentoring and networks for investment funding and job opportunities
<ul style="list-style-type: none"> - The prevalence of “Boys Clubs” blocks and limits women’s opportunities in these industries, while this system helps men access the necessary social capital, networks and investment funding - The industries are male-dominated; men may learn about unadvertised job opportunities from personal connections
Gender-based discrimination during business deals
<ul style="list-style-type: none"> - Women face gender-based discrimination during business activities, such as negotiating with suppliers, buyers or banks for credit - 54% of green entrepreneurs surveyed believe that men have more opportunities to obtain credit for their businesses than women
Women lack access to markets to sell their products
<ul style="list-style-type: none"> - 58% of green entrepreneurs reported lack of access to markets to sell their products as a key barrier
Women face other value chain challenges and “hidden costs” of doing business
<ul style="list-style-type: none"> - Accessing basic supplies for the business (31%), sexual harassment while conducting business (27%), obtaining technical trainings (27%), obtaining a business license (27%), dealing with law enforcement officials (27%), and paying kickbacks (12%) were also listed as barriers by women entrepreneurs
Time availability and gender disparities
<ul style="list-style-type: none"> - Unequal distribution of paid and unpaid work time between women and men; women hold disproportionately higher responsibility for unpaid care and domestic work and spend less time in paid work than men
Consumers prioritise price over environmental impact
<ul style="list-style-type: none"> - Products produced by conventional industries are often less expensive than those produced by green industry, putting green industry products at a disadvantage, particularly when targeted at mass consumption
Poorly targeted government programmes
<ul style="list-style-type: none"> - Most government programmes attempt to reach the general population through “gender-neutral” programmes. This lack of targeting benefits men at the expense of women’s participation and outcomes
Barriers to transformation
Harmful social norms
<ul style="list-style-type: none"> - Social norms that discourage women from starting businesses - Reputational risks associated with working late or travelling and working with men
Institutionalised and internalised sexism
<ul style="list-style-type: none"> - Women entrepreneurs lack self-confidence
Unpaid care and domestic work
<ul style="list-style-type: none"> - Domestic and community obligations, alongside a lack of access to childcare services and subsidies. 73% of green entrepreneurs surveyed often worry or always about work-life balance - Inflexible work schedules clash with childcare needs. 73% of green and 75% of conventional entrepreneurs worry often or always about childcare arrangements
Barriers to businesses becoming greener
<ul style="list-style-type: none"> - The three main barriers listed that prevent businesses from becoming greener for green entrepreneurs were affordability (58%), technology not available (42%); and lack of awareness of how to make changes (31%)

Violence and harassment

- Only 19% of green businesses in the online survey and 6% of conventional businesses have written policies regarding the prevention of harassment and sexual harassment

Discriminatory recruitment, retention, and promotion practices

- Women are not hired or promoted based on their potential to take maternity leave
- Prevalence of “Boys Clubs” and gatekeepers
- Organisations give women less-skilled positions

Lack of clarity regarding the definition of “green industry”

- Lack of statistics and lack of clarity on the scope and definition of green industry
- Absence of available statistics on women’s participation in green industry

7. Opportunities



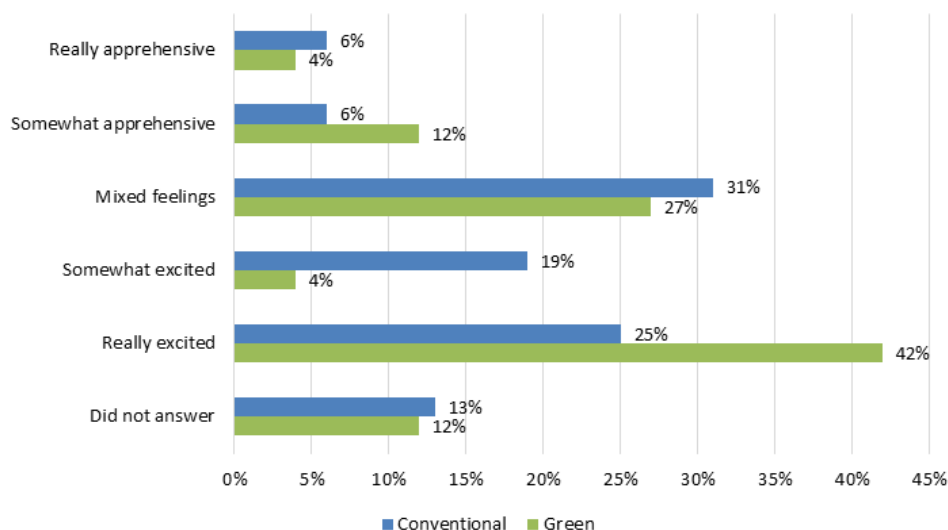
The next three sections address research question 1: *“What are the key country specific opportunities, specific drivers to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected.

7.1 Opportunities for women to advance as entrepreneurs or leaders in green industries

Data collected from the online surveys and interviews revealed that despite the multifaceted challenges faced by women entrepreneurs, there are many opportunities to advance women as entrepreneurs and leaders in green industry. During the current COVID-19 crises, these opportunities are urgent. Women can be the architects of solutions to challenges to implement environmental action across all sectors; transition to a green economy and promote a resilient, low-carbon economy. The majority of green entrepreneurs surveyed feel positive about the growth potential of their businesses. As presented in Figure 7.1, 42% of green entrepreneurs reported being “really excited” that their business will grow compared to 25% of conventional entrepreneurs.

See Figure 7.1 for responses to, “How excited or apprehensive do you feel that your business will grow?”

Figure 7.1: How excited or apprehensive do you feel that your business will grow?



While it is clear that harmful social norms are barriers to women’s economic empowerment in green industries, there were also several key indicators that there is high potential for gender equality and social transformation (Table 7.1).

See Table 7.1 for key social transformation indicators highlighted in the online survey.

Table 7.1: Key social transformation indicators highlighted in the online survey

Indicators green industry has a high potential for gender equality and social transformation
42% of entrepreneurs in green industry and 44% in conventional industry reported that they did not feel that family obligations have limited their opportunities as an entrepreneur;
88% of green businesses and 75% of conventional businesses provide equal pay for work of equal value to women and men;
65% of entrepreneurs in green industry and 56% in conventional industry reported receiving, “a lot of support” from their family since starting their business.

When discussing the opportunities available to women working in green industry as entrepreneurs and professionals, interviewees’ answers often clustered around the idea that green industries are new and offer new opportunities:

“Green businesses are growing; new green businesses are being born and those businesses that are not green are trying to become greener. This brings large opportunities for all those who want to engage in the green industry.”⁸⁷

Green industries present vast opportunities for men and women because they are new, innovative and part of a growing market, pushed by a growingly more conscious consumer. However, there is a common perception in Peru that women may actually benefit more from these opportunities due to their so-called “intrinsic” characteristics. Female KIIIs often expressed the perception that certain characteristics such as, empathy, collaborative skills, ability to listen and long-term vision, are more common among women. Such skills are deemed essential for professionals to thrive in green industry because it is focused on long-term benefits, rather than short-term profitability. It is a belief that reflects widely internalised gender stereotypes.

In addition to market-driven opportunities, opportunities often stem from policies and programmes promoted by the government. In the case of Peru, both MINAM and PRODUCE have prioritised the transition from a linear economic model to a circular economy as a central strategy to

⁸⁷ KIII, Woman, Owner, Lima, Peru.

promote sustainable production and consumption. As a result, these processes minimise the use of resources in production processes, while generating a new value to waste. Initiatives promoted by the government, include:

- Public and private investment in the waste management industry promoted under the Nueva Ley de Gestión Integral de Residuos Sólidos Decreto Legislativo N° 1278 and the Fondo Nacional de Inversión en Residuos Sólidos;
- Approval of the first Roadmap towards a Circular Economy in the Industry Sector;
- Support to R&D projects by the program Innovate Peru from the Ministry of Production which has supported more than 3,000 R&D projects in research, development, innovation and entrepreneurship; as well as promoting technological solutions focused on energy efficiency, waste management, business eco-design and recycling;
- MINAM has compiled a catalogue showcasing entrepreneurs that, “give value to the natural assets of the country and make efficient use of resources.”⁸⁸ This catalogue was updated last on August 2019. It includes businesses in the food industry (14 entrepreneurs), efficient use of resources (11 entrepreneurs), cosmetics and wellbeing (2 entrepreneurs), eco-tourism (2 entrepreneurs) and fashion and accessories (9 entrepreneurs);
- PRODUCE launched the Bio Challenge, a contest to co-finance innovative solutions that value the natural resources of Peru. The contest is aimed at innovative entrepreneurs and companies of all sizes with technical solutions in agriculture, food production and water purification industries; and promotes the visibility of businesses that use and enhance natural resources sustainably;
- National Biocommerce Strategy: the “National Biocommerce Strategy and its 2025 Action Plan” is the result of joint coordination between the members of the National Commission for the Promotion of Biotrade and other stakeholders. This network aims to foster the development and promotion of native biodiversity-derived products based on the highest environmental, social and economic sustainability standards.

The following list includes key programmes, laws, and policies for women’s economic empowerment mentioned by KIIs during this study:

- The Law on Equal Opportunities for Women and Men (Ley de Igualdad de Oportunidades entre Hombres y Mujeres Ley 28983⁸⁹) guarantees women and men the right to equality, dignity, free development, well-being and autonomy; free discrimination in all spheres of their public and private life;
- The National Policy on Gender Equality (Politica Nacional de Igualdad de Genero⁹⁰) addresses structural discrimination against women by recognising that gender discrimination generates inequality and limits the exercise of fundamental rights and opportunities for women’s development across Peru. In addition, it states that this discrimination is a social construct, that has been reproduced and passed on from one generation to the next throughout the country’s history. The National Policy on Gender Equality was approved in April 2019 and has six objectives: (1) reduce violence against women; (2) guarantee sexual and reproductive rights for women; (3) guarantee women access to participation in decision-making spaces (4) guarantee economic and social rights for women (5) reduce the social barriers that pose an obstacle to equality in the public and private spheres for men and women (6) reduce the incidence of discriminatory social norms in the population. The National Policy on Gender Equality covers 14 guidelines, 52 services and 21 institutions. This policy aims to lead interventions and programmes to promote the participation, engagement and involvement of women in different sectors. Its implementation mechanisms are still under development;
- The “Women Entrepreneur Contest,” launched by the Innova program of PRODUCE. This initiative aims to support women to attain leadership positions in companies and enterprises in Peru;
- EconomíaVerde.pe is a private initiative that, “connects entrepreneurs and consumers that seek to change the world.”⁹¹ The platform provides a directory of nearly 200 businesses with a positive impact on the environment, organises networking opportunities, and shares information. Although this programme is not targeted specifically at women, it has drawn a significant number of women entrepreneurs;
- Networks of women entrepreneurs: MIMP established five networks in Cajamarca, Huancavelica, Lima, Ucayali and Apurimac to support women entrepreneurs from different sectors access state services and programmes. Through these networks, women can access information about these services (e.g. TU EMPRESA). They receive coaching and mentoring on how they could benefit from these programmes; and
- Centres for women’s empowerment: a project within the MIMP to support women in entrepreneurship. The project is currently on standby as it does not have a core funding and is not integrated into the regular ministerial budget.

Key informants proposed the following additional actions to increase women’s engagement as entrepreneurs:

- Promote and create positive role models by highlighting the contributions of women entrepreneurs as leaders in the green economy. Create opportunities for them to share their stories and inspire others to venture into the sector;
- Promote access to information by creating online platforms with consolidated information about funds, new market trends, new technologies and capacity-building opportunities in green industry sectors;

88 <http://www.minam.gob.pe/economia-y-financiamiento-ambiental/catalogo/>.

89 https://www.mimp.gob.pe/files/programas_nacionales/pncvfs/legislacion/nacional/ley_28983_lio.pdf.

90 https://cdn.www.gob.pe/uploads/document/file/305292/ds_008_2019_mimp.pdf.

91 <https://economyaverde.pe>.

- Generate additional capacity building programs by supporting the development of women’s soft skills; in particular by building up their self-confidence, presentation and negotiation skills. Key informants often mentioned that, although women are generally perseverant, they often drop their businesses or fail to grow because they do not believe in themselves. Key informants with significant experience in capacity building programmes targeted at women mentioned that programmes run by women are more successful; have higher family participation rates and higher retention rates than “gender-neutral” programmes. According to key informants, women-only programmes focus on “women’s issues” which may increase participation, such as scheduling trainings at times of the day that accommodate childcare responsibilities. Moreover, all-female programmes are more easily “accepted” by husbands who feel less “threatened.” Also, women participate in workshops more actively when only women are present. It is important to support women to develop hard and soft skill; in particular to build their self-confidence. On the other hand, co-ed programs may offer other benefits like helping women to be more comfortable dealing with men in business settings and familiarising men with gender issues. Whether co-ed or women-only, programmes must include raising awareness of the importance of gender inclusion, and reducing gender-based gaps as core learning objectives;
- Engage men in women’s inclusion and gender equality in order to achieve real change. An example is the HeForShe campaign, a solidarity movement for gender equality created by UN Women. This programme convenes male leaders worldwide and provides a systematic approach for them to become change agents of gender equality;
- Assist girls in their career paths by promoting the visibility of positive role models as a powerful way to promote girls’ participation in different careers. For example, showcasing prominent female scientists or engineers in school textbooks in order to encourage girls to explore careers in science or engineering;
- Connect girls and women advancing in their careers to women mentors and coaches in green industry who understand the pressure to juggle the multiple roles of women in Peruvian society. This is particularly important for women working in male-dominated fields, where it is likely to be more difficult for women to share their challenges with peers.

In the online survey, participants talked about the legacy that they would like to leave behind:

“Continue to empower women, tell the world that it is possible to have independence not only financially but in personal decision-making. Be aware when taking a resource from the planet, how it affects or benefits us, knowing what we are leaving or how we are affecting our world. And finally, that this business is self-sustaining over time, preserving its particular characteristics is important.”⁹²

“Demonstrate that through fashion and crafts we can also generate social impact and responsible consumption with the environment and people, claiming our identity and culture as Peruvians.”⁹³

“I would like us to be a benchmark when it comes to recycling construction and demolition waste, and to be influential in making the construction sector more and more sustainable since it is an industry that depletes and pollutes in enormous quantities.”⁹⁴

7.2 Opportunities for women to advance as green industry professionals

Similar to opportunities for women as entrepreneurs, private sector informants stated that expanding green industry provides new and innovative opportunities for women as professionals. The common perception is that certain soft skills such as empathy, collaborative skills, ability to listen and foresight, are more present in women. This supports the perspective that there is a high potential for women to thrive as professionals in green industry through approaches that foster long-term benefits, rather than short-term profitability.

The following initiatives were mentioned by KIIs:

- *Mentoring and networking programmes* for women help advance in their careers. The CISCO Connected Women Programme⁹⁵ is an example of this. Through the programme, female workers at CISCO can connect, network outside of the company, receive professional development training and coaching; and the opportunity to participate in a half-day executive shadowing scheme;
- *Teleworking* presents opportunities for women to work flexibly, safely; and balance home and professional responsibilities more easily. In November 2015, the Peruvian Congress approved the Telework Law and introduced regulations “as a special way to provide services through the use of Information & Communication Technologies (ICTs) in public and private institutions.”⁹⁶ The law allows employees to work entirely outside their place of work, or to alternate between inside and outside the workplace. It applies to full time and part-time workers.

Although telework is not widespread in Peru; large international brands, including ORACLE and CISCO; and government institutions, such as Indecopi, allow telework and workplace flexibility as a way to attract and retain talent, particularly professional women. According to Indeco-

⁹² Survey respondent #86, Peru.

⁹³ Survey respondent #94, Peru.

⁹⁴ Survey respondent #50, Peru.

⁹⁵ <https://newsroom.cisco.com/feature-content?type=webcontent&articleId=1851826>.

⁹⁶ <https://busquedas.elperuano.pe/normaslegales/decreto-supremo-que-aprueba-el-reglamento-de-la-ley-n-30036-decreto-supremo-n-009-2015-tr-1307067-3/>.

pi, their Telework pilot in 2019 generated several benefits for workers and the institution. On average, workers saved 47 hours per month in reduced commuting time and more than USD100 in transportation costs. 75% of participating teleworkers could spend more time on family responsibilities, and worker productivity increased by 30%.^{97 98}

During to the COVID-19 crisis, the Peruvian Government issued several exceptional, temporary and flexible measures to contain the virus. The Emergency Decree No. 026-2020 allowed “remote working” and work outside the designated workplace. Although the positive and negative effects of these new work practices are still to be assessed, the introduction of these measures by government demonstrates that remote working is a feasible standard. This presents opportunities to increase work flexibility and significantly reduce Greenhouse Gas Emissions in Peru.

Participants from the Focus Groups Discussions suggested the following actions to increase women’s participation as green industry professionals:

- Raise awareness of gender imbalances through campaigns to encourage women and men to question gender inequalities; gather data exposing the gender-wage gap;
- Promote visibility of women leaders as role-models through media campaigns to highlight women entrepreneurs as leaders in the green economy. Use media to share stories that inspire other women to venture into green industry;
- Promote women collaborative networks and spaces so that women have safe spaces to listen and learn from their peers. It is important to promote and use women collaborative networks and as platforms to exchange learning processes, tips, contacts and information.

7.3 Policy makers and policy practitioners’ perspectives of opportunities

The following were mentioned as established policies that promote opportunities for women in green industry:

- *The National Policy on Gender Equality* (Decreto Supremo N° 008-2019-MIMP) which addresses structural discrimination against women as a central problem across the country and recognises the harm it does by generating inequality, limiting fundamental rights and closing women off from accessing development opportunities;
- *The Framework Law on Climate Change* (Law N° 30754), *the National Climate Change Strategy and the National Forest and Climate Change Strategy* containing instruments to tackle gender inequality, support intercultural identities and foster intergenerational equity through policy as cross-cutting approaches to climate change;
- *The framework of the Intended Nationally Determined Contributions* (NDC) contains 91 adaptation measures and 62 mitigation measures. The main objective of the NDC is to report the technical information needed to ensure the effective implementation of climate change adaptation and mitigation measures. Each must incorporate three cross-cutting approaches, in their design, implementation, execution, monitoring and reporting. Gender is featured as one of those cross-cutting issues; mainstreamed across the whole document, and considered critical in understanding the vulnerability of populations and their capacity to adapt and respond to the impacts of climate change;
- *The Action Plan on Gender and Climate Change* (PAGCC) prepared by the Peruvian Government, lists eight priority areas, identified to close gender gaps, manage information; and improve capacities, policies and management instruments. These eight priority areas include forests, water resources, food security, energy, solid waste, education, health and wellness, and disaster risk management. The PAGCC is the only policy that explicitly supports women entrepreneurs, leaders and professionals in green industry;
- *The Circular Economy Roadmap in the Industry Sector* (Supreme decree N° 003-2020-PRODUCE) outlines a roadmap to reutilise waste production and promote sustainable production and consumption practices in sectors characterised by the intense use of natural resources. The roadmap focuses on the fishing and manufacturing sectors and envisions several opportunities for women in green industry including; (i) capacity-building programs for MSMEs to train in circular economy approaches; (ii) non-economic incentives for private businesses implementing sustainable production and consumption models; (iii) communication and education programmes to support sustainable consumption among consumers; (iv) start-up support, with a focus on a circular economy approaches in the manufacturing and fishery sectors; (v) support for the development of policies and guidelines on the implementation of clean production systems in different sectors; (vi) promote and fund innovative initiatives and research on the efficient use of resources, clean technologies, waste valorisation, etc.

In the online survey, green entrepreneurs were asked, “How should your country increase women’s leadership and participation as entrepreneurs in the green industry? Please rank each of the below government initiatives from 1 to 5, where 1 is the most important and 5 is the least important”. The prioritisation of strategies to increase women’s participation and leadership in green industry differed between green and conventional entrepreneurs. Green entrepreneurs ranked increased access to finance as the most important priority, followed by changing inequitable laws, increasing access to education, investing in women’s development schemes, and positive action. Conventional entrepreneurs also selected increasing access to finance as their first priority, followed by increasing access to education and changing inequitable laws, positive action, and lastly investing in women’s development schemes.

97 <https://peru21.pe/economia/teletrabajo-aumento-en-30-la-productividad-de-los-trabajadores-segun-indecopi-noticia/?ref=p21r>

98 <https://www.indecopi.gob.pe/-/indecopi-expone-resultados-positivos-de-su-programa-piloto-de-teletrabajo-como-experiencia-pionera-en-el-sector-publico-en-peru>

See Table 7.2 for prioritised strategies to increase women’s leadership for women entrepreneurs in green and conventional industry.

Table 7.2: *Green entrepreneurs’ ranking of potential government strategies to increase women’s leadership and participation as entrepreneurs in green industry*

Prioritized strategy	Green	Conventional
Increase access to education	3	2
Increase access to finance	1	1
Invest in women’s development schemes	4	4
Change inequitable laws	2	2
Positive action/positive discrimination	5	3



8. Recommendations for closing the gender gap in green industry

This section provides a synthesis of gender gaps in green industry, and addresses the study's second research question, *“How should countries formulate new, or reformulate existing, gender responsive green industry policies?”* Solutions to close those gaps are centred around the promotion of women as green industry entrepreneurs and professionals.

8.1 Towards a gender-responsive green industry policy framework

The purpose of a gender-responsive green industry policy framework is to enable countries to develop new, or revise existing, gender-responsive green industry policies to adopt and implement. Based on the conceptualisation of women’s economic empowerment in this project, gender-responsive green industry policies must work to address both advancement and transformation. The qualitative and quantitative components of the study have identified key factors underpinning women’s economic empowerment in green industry that feed directly into the framework (Table 8.1).

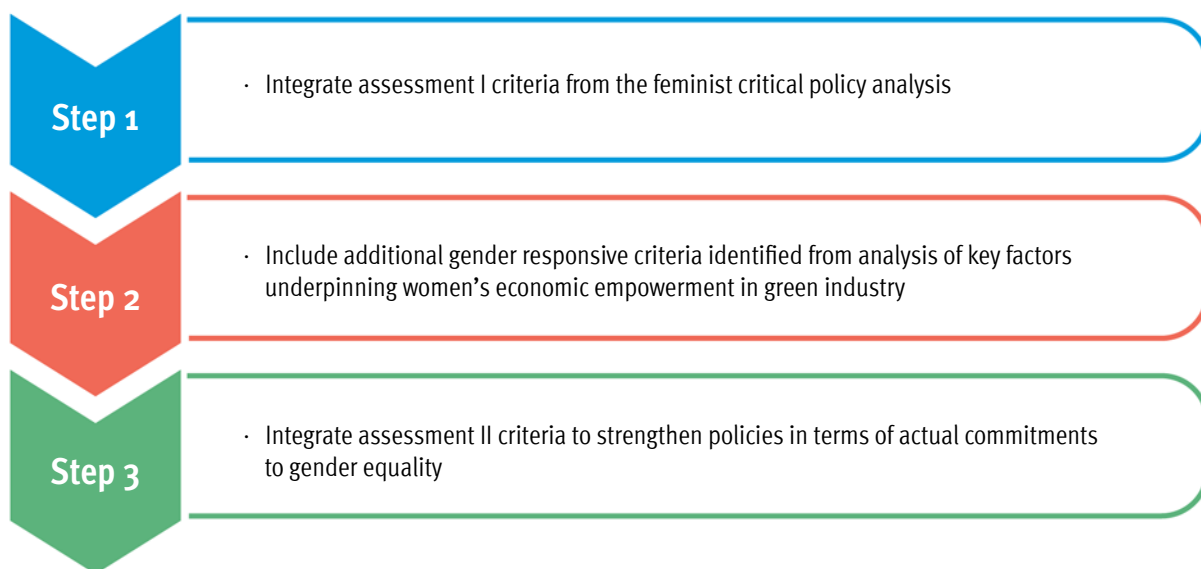
See Table 8.1 for key factors undermining women’s economic empowerment in green industry.

Table 8.1: Key factors undermining women’s economic empowerment in green industry

Barriers to advancement	Barriers to transformation
Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry	Harmful social norms that discourage women from starting their own business
Reduced mobility and safety	Institutionalised and internalised sexism affect women’s self-confidence
Lack of access to mentoring impacts funding and job opportunities	unequal caretaking responsibilities
Gender discrimination during business deals	Barriers for businesses to becoming greener
Women lack access to markets to sell their products	Violence and harassment
Women face other value chain challenges and “hidden costs” of doing business	Discriminatory hiring practices
Time availability and gender disparities	Lack of clarity regarding the terms and scope of the definition of “green industry”
Consumers consider a product’s price more important than its environmental impact	
Poor targeting of government programmes	

This report proposes using the following framework to formulate gender-responsive green industry policies (Figure 8.1):

Figure 8.1: Gender-responsive green industrial policy framework



- **Step 1:** this would include content criteria from assessment I of the feminist critical policy analysis to ensure the core characteristics are foundational to the policy. These elements of the feminist critical policy, include engendering of policy; structural perspectives of gender equality; intersectionality; women’s empowerment; incremental transformation; and contextualisation.
- **Step 2:** gender-responsive criteria would be identified based on the key factors underpinning women’s economic empowerment in green industry to ensure and include criteria to support women’s advancement and transformation.
- **Step 3:** assessment II criteria would be integrated to improve policies’ commitments to gender equality. This step is crucial; 8 out of 10 policies reviewed did not mention gender in their conclusions and did not have further plans or commitments for gender monitoring and evaluation.

In addition to these three steps, and on the basis of the outcomes of this study, general recommendations are proposed to enhance gender equality and the empowerment of women in green industry policy.

See Table 8.2 for recommendations for proposing new gender-responsive green industry policies.

Table 8.2: General recommendations for proposing new gender-responsive green industry policies

General recommendations for proposing new gender-responsive green industry policies	
Contents/topics to be covered in policy	
-	Include specific gender targets and indicators and collect sex-disaggregated data and gender statistics for monitoring and evaluation
-	Eliminate gendered language (e.g. Chairman to Chair)
-	Generate S.M.A.R.T. indicators (specific, measurable, achievable, relevant, and timely) using robust sex-disaggregated data
Process	
-	Integrate women's agency and meaningful, equal participation and decision-making at home, in the economy and in government
-	Address the needs of women through an intersectional perspective that considers the multiple, intersecting forms of discrimination based on gender, rurality, race, migration status, and poverty and other
-	Support education and awareness (e.g. STEM courses, knowledge and skills transfer, mentorship programmes, partnerships and networking platforms)
-	Create and ensure access to financial products, services and information including through gender-responsive budgeting and gender-responsive procurement from women in green industry
-	Ensure the engagement of women at every stage of the planning and policy process, including consultation, monitoring and evaluation
-	Conduct gender impact assessments and ensure consultation and dialogue with local women's groups and organised civil society
-	Diversify women's access to financial resources and start-up capital
-	Promote women's equal access to education and vocational studies to provide technical knowledge and skills in green industry
-	Identify strategies to root out institutionalised sexism/discrimination, especially in the private sector

Furthermore, regarding the existing green industry policies that were reviewed in-depth, specific recommendations are given for each in terms of improving their quality and implementation (Table 8.3).

See Table 8.3 for recommendations for improving existing policies in quality and implementation.

Table 8.3: Recommendations for improving existing policies in quality and implementation

Current national laws, policies, plans, strategies	Recommendation for improvement
Intended Nationally Determined Contributions, 2015, 2017-2018	<p><i>In content quality:</i> gender is treated as a cross-cutting issue, mainstreamed across the whole document, and considered critical to understanding the vulnerability of populations and their capacity to adapt and respond to the impacts of climate change.</p> <p><i>Conclusions:</i> the actions identified in the report are relevant but general and focused on empowering women to increase their participation in the adoption and implementation of climate change mitigation and adaptation measures.</p> <p><i>In implementation:</i> the MTG-BDC report was completed in 2018. Grupo de Trabajo Multisectorial para la implementación de las NDC (GTM-NDC).</p>
Peruvian National Coffee Action Plan 2018-2030	<p><i>In content quality:</i> the policy mentions some ideas for achieving gender equality, but should focus on women's economic empowerment to help female coffee growers.</p> <p><i>Conclusions:</i> create measurable steps to help support women in the industry.</p> <p><i>In implementation:</i> needs to be assessed every five years to ensure it is reaching the stated goals.</p>
Circular Economy Roadmap in Industry Sector (2020)	<p><i>In content quality:</i> policy does not include gender considerations except a slight mention of "gender responsiveness."</p> <p><i>Conclusions:</i> the policy does not mention gender at all.</p> <p><i>In implementation:</i> the policy launched in February 2020. It still requires a clear plan for the monitoring, evaluation and implementation of measures to mainstream gender.</p>
Action Plan on Gender and Climate Change (PAGCC), 2016-2021	<p><i>In quality content:</i> although a clear gender equality agenda is pushed, it could build in the area of female entrepreneurs and leaders to make sure they are involved in more of the decision making.</p> <p><i>Conclusions:</i> have more clear data usage to show improvements.</p> <p><i>In implementation:</i> evaluate to ensure progress is still being made.</p>
The Framework Law on Climate Change - Law N ^o 30754, 2018	<p><i>In quality content:</i> this document has limited evidence on "gender" and "women".</p> <p><i>Conclusions:</i> work with women's organisations or associations to create a revised law that takes into consideration climate change's different impacts on women and men.</p> <p><i>In implementation:</i> update the law.</p>
The National Climate Change Strategy, 2024	<p><i>In quality content:</i> this policy does not consider gender and should follow steps 1-3 of the proposed framework.</p> <p><i>Conclusions:</i> this policy needs to include women in its strategy by using data to understand their situation and what needs to change to provide and equal opportunity to women during this climate crisis.</p> <p><i>In implementation:</i> revise the strategy by following international standards for gender awareness.</p>
The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector, 2012 -2021: The PLANGRACC	<p><i>In quality content:</i> this plan completely lacks a gender perspective in all dimensions.</p> <p><i>Conclusions:</i> there are no specific targets/commitments/indicators and/or "next steps" regarding gender planning in this document.</p> <p><i>In implementation:</i> with the information available, it is not possible to assess the level of implementation of this Plan (PLANGRACC).</p>
The National Forest and Climate Change Strategy, 2015	<p><i>In quality content:</i> there should be more consideration given to women's role in climate change, such as women leaders or entrepreneurs.</p> <p><i>Conclusions:</i> reasonable attempt at gender inclusivity but needs to go more in-depth to tackle gender norms and other relevant dimensions.</p> <p><i>In implementation:</i> collect data to evaluate results before updating.</p>
Peru 2021 Bicentennial Plan (2021)	<p><i>In quality content:</i> a big improvement on older policies with specific numerical goals but could focus more on women in green industry and women in other stages of life rather than just childbearing age.</p> <p><i>Conclusions:</i> it would be good to include a broader range of impacted women as there are still a lot excluded from this policy.</p> <p><i>In implementation:</i> need to start talking to the relevant stakeholders to involve key players in problem-solving to ensure the intended impact is achieved.</p>
National Plan for Competitiveness and Productivity (2018-2030)	<p><i>In quality content:</i> this policy largely lacks a gender perspective in all dimensions.</p> <p><i>Conclusions:</i> there are no specific targets, commitments, indicators and/or "next steps" regarding gender planning in this document.</p> <p><i>In implementation:</i> requires a clear plan for monitoring, evaluation and implementation integrating gender.</p>

Table 8.4 presents a summary table of potential barriers and opportunities impacting women’s participation and leadership with potential policy interventions.

See Table 8.4 for policy interventions for key constraints and opportunities.

Table 8.4: Policy intervention for key constraints and opportunities

Constraints	Opportunities	Policies & programmes
The research did not find policy instruments directly promoting green businesses in the sectors prioritised.	The Peruvian Government prioritises policies and programs that help the nation adapt to and mitigate climate change. Green growth and the promotion of green industries is one of the strategies that falls within this overarching priority and promoting sustainable production and consumption minimising the use of resources in production processes while generating a new value to waste.	<ul style="list-style-type: none"> - The Framework Law on Climate Change - Law N° 30754 - The National Climate Change Strategy - The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012 -2021) - The National Forest and Climate Change Strategy - Intended Nationally Determined Contributions (NDC) - MINAM Strategic Plan 2019-2022 - National Plan for Competitiveness and Productivity 2019-2030
There are fewer women entrepreneurs in the industrial sectors in general, partly because gender stereotypes have led them away from careers related to STEM.	Ministry of Education, private sector and TVET institutions should develop effective initiatives that fight against gender stereotypes in STEM careers.	<ul style="list-style-type: none"> - Ley de Igualdad de Oportunidades entre Hombres y Mujeres (Law N° 28983) - The National Policy on Gender Equality (Supreme decree N° 008-2019-MIMP) - Gender Action Plan in Climate Change - National Plan for Competitiveness and Productivity 2019-2030
There is a poor understanding of the context of women working in the prioritized sectors and the information available regarding green businesses in these sectors is scattered.	MINAM, MIMP, PRODUCE and PROMPERU have programs under implementation promoting (green/women-led) entrepreneurship: <ul style="list-style-type: none"> - MINAM Catalogue - Bio Challenge - Women Entrepreneur Contest (PRODUCE) - Networks of women entrepreneurs (MIMP) 	<ul style="list-style-type: none"> - Intended Nationally Determined Contributions (NDC) - The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012 -2021) - The National Forest and Climate Change Strategy - National Biocommerce Strategy - Ley de Igualdad de Oportunidades entre Hombres y Mujeres Ley 28983 - Gender Action Plan in Climate Change - The National Policy on Gender Equality (Supreme decree N° 008-2019-MIMP)
Women are extremely underrepresented as leaders in business.	Women’s economic empowerment programs are needed to address women’s under-representation, and comprehensive gender analyses are required to guides those programs looking at power relations, wage gaps and promotions.	<ul style="list-style-type: none"> - National Care System (MIMP) - Ley de Igualdad de Oportunidades entre Hombres y Mujeres (Law N° 28983) - Networks of women entrepreneurs (MIMP) - Centres for women’s empowerment (MIMP) - Gender mainstreaming committees at each Ministry (MIMP) - The National Policy on Gender Equality (Supreme decree N° 008-2019-MIMP)
Laws often lack specific guidelines on how to implement them. In particular, when it comes to gender-specific goals they are generally too vague in terms of specific actions required to reach objectives stated in the policy.	Capacity development programmes for policymakers should be practical and include a guideline on how to operationalise the Policy on Gender Equality in each sector prioritised.	<ul style="list-style-type: none"> - Reporting progress at the Consejo de Coordinación Vice-Ministerial (CCV). - Gender mainstreaming committees at each ministry.

Summary table 8.5 presents key barriers and opportunities in advancing women’s participation and leadership in green industry with potential policy interventions.

Table 8.5: Key barriers and opportunities in advancing women’s participation and leadership in green industry

Barriers	Opportunities	Policies & programmes
Reduced free time available because of gender disparities; unpaid care work; unpaid work	<ul style="list-style-type: none"> - Generating awareness of gender imbalances - Promote access to information - Promoting women collaborative networks/ spaces - Mentoring and networking of women entrepreneurs - Increase childcare support 	<ul style="list-style-type: none"> - <i>Ley de Igualdad de Oportunidades entre Hombres y Mujeres</i> (Law N° 28983) - The National Policy on Gender Equality (Supreme decree N° 008-2019-MIMP) - Networks of women entrepreneurs (MIMP)
Gender discrimination in business deals, candidate selection; bias against women; old boys club; networking	<ul style="list-style-type: none"> - Generating awareness of gender imbalances - Promoting women collaborative networks/ spaces - Mentoring and networking of women entrepreneurs - Generating visibility and role-models for women - Promote access to information 	<ul style="list-style-type: none"> - <i>Ley de Igualdad de Oportunidades entre Hombres y Mujeres</i> (Law N° 28983) - The National Policy on Gender Equality (Supreme decree N° 008-2019-MIMP) - Networks of women entrepreneurs (MIMP) - Centres for women’s empowerment (MIMP)
Low self-confidence	<ul style="list-style-type: none"> - Generating visibility and role-models of women leaders - Mentoring and networking of women entrepreneurs - Promoting women collaborative networks/ spaces - Generating awareness about gender imbalances 	<ul style="list-style-type: none"> - MINAM Catalogue showcasing enterprises that “give value to the natural assets of the country and make efficient use of resources”⁹⁹ - Bio Challenge (PRODUCE) a contest to co-finance innovative solutions that value the natural resources of our country - Women Entrepreneur Contest (PRODUCE) - Networks of women entrepreneurs (MIMP)
Lack of childcare support; the pressure of patriarchal social constructs and machoism at home	<ul style="list-style-type: none"> - Teleworking - Generating awareness of gender imbalances - Promote access to information 	<ul style="list-style-type: none"> - <i>Ley de Igualdad de Oportunidades entre Hombres y Mujeres</i> (Law N° 28983) - National Care System (MIMP)
Reduced mobility and safety	There are interesting voluntary sustainability standards and certifications that could be used as a reference point to promote gender equality in the sectors prioritised for green development (e.g. Empresa Segura).	<ul style="list-style-type: none"> - <i>Ley de Igualdad de Oportunidades entre Hombres y Mujeres</i> (Law N° 28983) - The National Policy on Gender Equality (DECRETO SUPREMO N° 008-2019-MIMP)

8.2 Closing the gaps between policy and implementation on the ground

Many interview respondents stated that current policies were supposed to be tackling gender inequalities but had minimal impact due to ineffective implementation. Interviewees highlighted that women are likely not taking advantage of opportunities due to hidden barriers. These covert barriers and discrimination must be addressed to improve gender equality and promote gender inclusion in the implementation of green industry policies.

Table 8.6: Closing the gap between policy and implementation on the ground

	Key gaps between policy and implementation on the ground	Closing gaps between policy and implementation on the ground
1	Few programmes are specifically targeted towards women , although these programmes are often more effective.	Raise awareness of the benefits of gender equality and women’s economic empowerment through gender mainstreaming capacity building for policymakers.
2	Draft legislation is often approved but takes too long to become law and even longer to be implemented through specific plans. The National Policy on Gender Equality, which addresses discrimination against women as a central and structural problem in Peru, was approved in April 2019. However, its implementation mechanisms are still under development. ¹⁰⁰	Provide practical guidelines on how to apply and operationalise the Policy on Gender Equality in each prioritised sector. In general, capacity building programmes should be practical and include concrete guidelines on how to apply the concept in practical terms.
3	Laws often lack specific guidelines for effective implementation and accountability. Key informants in the public sector have expressed that policies are too vague to reach the objectives outlined in the policy. Ministries that are not focused specifically on women need more gender-responsive guidelines to develop programmes and action.	Aim to develop a common understanding of key concepts and ensure policymakers are able to explain them clearly.
4	All sectors lag behind on key issues facing women and green industries due to the scarcity of data and information; as well as the lack of prioritisation by authorities. Gender equality and mainstreaming indicators are currently developed with a focus on generating indicators on violence, labour, wage gaps, unpaid labour, etc.	Provide data that can help policymakers understand the economic opportunities the country is missing because of the limited participation of women as business leaders in the green industry.

⁹⁹ MINAM, May 2016. Guide for the Economic Valuation of Natural Heritage.

¹⁰⁰ Supreme Decree No.; 002-2020 approved the Multisectoral Strategic Plan for Gender Equality of the National Gender Equality Policy, which incorporates the matrix for monitoring the implementation of services. <https://cdn.www.gob.pe/uploads/document/file/545925/1862100-1.pdf>

All the women's empowerment policies reviewed in the green industry indicate an implementation gap. A specialised action plan should be created and enacted on how to economically empower women in green industry.

Accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives are recommended; including:

- Enhancing accountability and transparency through monitoring and evaluation;
- Prioritising the collection of sex-disaggregated data on women's participation at all levels; including management, technical and decision-making in green industry;
- Establishing safe mechanisms for women to report harassment or discrimination in the workplace with stricter repercussions for discrimination;
- Implementing policy plans with targets and timeframes. The National Policy on Gender Equality (DECRETO SUPREMO N° 008-2019-MIMP) is a good practice example for future policies;
- Introducing performance assessments on gender mainstreaming targets, including an independent compliance audit;
- Conducting reviews to determine what has (and has not) worked to improve policies;
- Establishing mechanisms for parliamentary oversight to investigate and determine if each department is gender mainstreaming in green industry;
- Enhancing the power of the Ministry of Women to monitor and report on government actions, attitudes and compliance; and
- Maintaining equal gender representation in key government steering committees and cross-departmental committees.

Specific recommendations for government, civil society, universities and the private sector

Recommendations for policymakers to develop or revise current **gender-responsive green industry policies** and implement them:

1. Ensure laws pertaining to climate change and green industry are non-discriminatory with specific guidelines and work plans to help different ministries and sectors implement gender-responsive policies;
2. Incorporate gender-responsive budgeting due to its transformative potential;
3. Accelerate the approval and/or adequate implementation of laws that pertain to women, gender equality, and green industry;
4. Create programmes targeted at private corporations that recognize the importance of green industry and advance gender equality in the workplace, marketplace and community using the WEPS.¹⁰¹ For example:
 - a. Design voluntary sustainability standards and certifications to promote gender equality in the sectors prioritised for green development (e.g., Empresa Segura).
 - b. Offer tax incentives for businesses operating in green industry that develop gender-responsive policies, practices and outcomes (similar to "Obras por Impuestos" and MEF); and
 - c. Offer differentiated tax brackets for "green businesses" led by women;
5. Promote women's participation as entrepreneurs and/or the growth of green industry, led by women, by implementing actions such as:
 - a. Developing programmes that help identify green industry potentials in different communities and train women to help them to gain from these opportunities;
 - b. Establishing gender-responsive procurement measures that create purchase quotas from government entities and/or large corporations. A certain percentage of purchase values should be procured from women-led businesses that adhere to certain "green" actions;
 - c. Creating innovation labs that focus on helping women-led/women-owned businesses in green industry, generating product and manufacturing innovations for growth and/or transforming women-led/women-owned businesses into "green businesses". This can be replicated from the FAB Woman model;
 - d. Providing added incentives and financing to incubators and accelerators sponsored by the PRODUCE, focused on women in green industries (Innovate Peru);
 - e. Continuing current programmes, but adding a specific target for women participants (such as the Bio-Challenge, R&D projects promoted by the Innovate Peru programme from the Ministry of Production); and
 - f. Integrating a gender-responsive approach in the UNIDO project "Development of Sustainable Industrial Zones in Peru", which

¹⁰¹ Established by UN Global Compact and UN Women, the Women's Economic Principles (WEPS) are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. For more information, see <https://www.weps.org/about>.

seeks to develop a model of sustainable industrial zones in Lima and Callao that could be replicated in other industrial zones of the country with cleaner production methods, energy efficiency, renewable energy, etcetera;

6. Promote access to information and capacity building programs for women entrepreneurs, for example by:
 - a. Generating a database of green industry led by women and distribute key information to government programmes, civil society and the private sector;
 - b. Building a “good practices” depository of successful national and international cases of green industries and/or guidelines on how to “become green” that can be easily replicated; and
 - c. Creating an “Online Academy” for women and girls to learn about new, environmentally-friendly technologies, circular economy and other topics in order to spur the growth of green industry. While an online academy would take into consideration the physical mobility limitations women face, barriers to women’s access, use and control of relevant technologies would need to be considered;
7. Start building new generations of conscious consumers, gender-sensitive population and green industry professionals by raising awareness among girls and boys about green industry in education institutions; actions such as adding topics and activities on climate change and green industry to the national curricula (pre-school, school and university).

Recommendations for civil society

1. Advocate and establish accountability mechanisms to remove discriminatory laws, promote the equal participation of women in green industry and ensure a supportive environment for gender equality and women’s economic empowerment;
2. Raise awareness of gender inequalities by engaging as partners with the public to establish accountability mechanisms and advocate for gender equality and women’s empowerment:
 - a. Campaigns to promote both women and men to take action on eliminating gender inequality in the workplace, including encouraging equal unpaid care and domestic work responsibilities;
 - b. Campaigns to raise awareness and present on gender-based pay differences and sexual harassment, particularly in the recycling sector and other green industry sectors; and
 - c. Raise awareness about covert forms of discrimination, as well as raise visibility of all gender inequalities in green industry;
3. Raise visibility and promote role models for women: raise visibility and position women entrepreneurs as leaders in the green economy; create opportunities for them to share their stories and inspire others (especially, women and girls);
4. Promote women collaborative networks and spaces: It is important to promote and use collaborative networks and spaces for women as platforms for exchanging learning processes, tips, contacts, and information. A good option would be to support programmes promoted by the government, such as the networks of women entrepreneurs created by MIMP and centres for women’s empowerment, a project within the MIMP to support women in entrepreneurship; and
5. Leverage relationships with labour unions, collective bargaining, and social dialogue to advance gender equality and women’s empowerment in the workplace.¹⁰²

Recommendations for private sector stakeholders¹⁰³

1. Eliminate gender-based discrimination in all workplace and marketplace (e.g. along the supply chain);
2. Measure and eliminate gender pay gaps and establish measures for equal pay for work;¹⁰⁴
3. Raise visibility and position women entrepreneurs as leaders in the green economy, create opportunities for them to share their stories and inspire others (especially, women and girls) to venture in the sector;
4. Ensure women have equal access to decision-making and leadership roles;
5. Establish and enforce family-friendly workplace policies that encourage sharing equal unpaid care and domestic labour at home;¹⁰⁵

¹⁰² For example, see ILO.(2016). Labour relations and collective bargaining: Negotiating for gender equality, Issue Brief No 4, pp1-12. Available online from: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_528947.pdf.

¹⁰³ For additional recommendations for the role of the private sector in closing gender and green industry gaps, see: UN Women, Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development (New York, 2018). Available at: <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018>; UN Women, Progress of the World’s Women 2015-2016; ILO. 2019. A Quantum Leap for Gender Equality: For a Better Future of Work for All. ILO, Geneva. https://www.ilo.org/global/publications/books/WCMS_674831/lang-en/index.htm; and International Labour Organization (ILO), World Employment and Social Outlook: Trends for Women 2018: Global Snapshot (Geneva, 2018). Available at: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_619577.pdf.

¹⁰⁴ See for example: WEPs Guidance Note on Closing Gender Pay Gaps to Achieve Gender Equality at Work <https://www.weps.org/resource/closing-gender-pay-gaps-achieve-gender-equality-work>.

¹⁰⁵ See for example, WEPs Guidance Note on Attracting and Retaining Talent through Inclusive Family-Friendly Policies <https://www.weps.org/resource/attracting-and-retaining-talent-through-inclusive-family-friendly-policies>.

6. Eliminate sexual harassment in the workplace;¹⁰⁶ and
7. Ensure women have equal access to participation in mentoring and learning programmes.

8.3 Future research questions

The four phases of this research study were comprehensive and included a wide range of information, data, and findings. However, there are questions that evolved during the research process that could be further explored in future studies to understand the advancement of gender equality and women's empowerment in green industry, namely:

1. What measures can be taken to ensure the success of **current women-led green businesses and promote new entrepreneurs and professionals during the COVID-19 pandemic?**
2. What are the trends and patterns – power relations, division of labour, decision making, and opportunities for **women's participation**, etc.– of women's participation across the **sectors' and sub-sectors' value chains?**
3. Are there any **differences in economic empowerment** for women who are entrepreneurs by choice (e.g. financial independence) or need (e.g. additional family income) in green industry?
4. How could **social media** be leveraged **to create awareness** among entrepreneurs, professionals and aspirants about **current policies and laws** that promote green industry opportunities and gender equality?
5. Emergent research suggests that the transition to **digital services** is a critical survival factor for businesses during the COVID-19 crisis and recovery. Due to the digital gender divide, women are less likely to have access to digital resources and/or be employed in technology-oriented sectors. What **measures** can **encourage more women to pursue businesses and employment** in these sectors?
6. As an emerging industry, what can green industry learn and incorporate from other industry with family-friendly policies to promote sharing equal care responsibilities and facilitate equal access for women in the labour market?
7. What are the implications of this research for women in diverse, intersectional positions and identities?

¹⁰⁶ See for example, WEPs Guidance Note on Tackling Sexual Harassment in the World of Work. <https://www.weps.org/resource/tackling-sexual-harassment-world-work>.



9. Conclusion



This study has highlighted the many opportunities to advance gender equality and women's empowerment in the emerging green industry of Peru. **There is no clear definition of "green industry", as well as what makes a business "green", in Peru. The sectors and sub-sectors identified in this study have** not yet fully adopted green practices, but have great potential for improving their sustainability and environmental impact. There is limited documentation to understand how women are marginalised within the sectors identified. Sex-disaggregated information and data on green businesses are scattered. However, participants from the government, industry professionals and entrepreneurs in the textile, agro-food and waste management sectors are optimistic about women's opportunities in their respective sectors. Most importantly, women entrepreneurs are excited about their businesses and are optimistic that their business will succeed.

The government of Peru has taken positive steps towards enhancing green policy. MINAM and PRODUCE are working to promote private and public financial opportunities for companies transitioning into green industry. However, there is no evidence that the government will take additional effort to promote women's participation during this process. **Key informants voiced the common perception that green industry focuses on caring for the environment; therefore, the sector is more inclusive and less gender-biased with more potential for women to grow and advance in green industry.** Another commonly articulated belief is that many women are attracted to green industry because these professional roles build on gendered roles that women are expected to undertake at home. This allows women to become leaders and/or professionals in green businesses with less "backlash" from men. These gendered dynamics are also connected to a wide range of professional activities in green industry, such as producing organic food for health and recycling waste to improve the sustainability of the planet.

The Peruvian government has made positive commitments in their policies. Peru has incorporated gender equality in national laws and its ambitious green industry plans. However, implementing current policies is a key weakness in Peru. **As indicated in the Circular Economy Roadmap, there needs to be more intersectoral collaboration between the private and public sectors for businesses to meet and adopt the ambitious government targets.** Although gender equality is protected by the constitution, women continue to face discrimination.

Women in Peru spend more than twice as much time as men on unpaid care and domestic work. Unequal division of household responsibilities strongly impacts the participation of women in the economy, from disproportionate representation in the informal economy to their relatively weak use of technology to build and expand their businesses. Although there are woman-run enterprises throughout the Peruvian economy, they need more support. Due to limited sex-disaggregated data on women's participation in the economy, neither the government nor the public fully understands the unfilled economic potential of women in the economy. **Narrowing these information gaps regarding the economic conditions affecting women would demonstrate the case for the government, private sector, and civil society to prioritise reform and take action to tackle gender inequalities in green industry.**

Managers continue to not hire women of child-bearing age who are eligible for maternity leave. Men in the workplace demean women when they assume that women are not capable of jobs with physical activity or are outdoors. Furthermore, additional practices prevent and stop women from participating fully at work. These measures include inflexible working hours and expecting all staff to attend meetings or conferences in the evening or late at night. Women interviewed stated and stressed their difficulties balancing unpaid care and domestic work with their jobs.

In order for women to succeed and subsequently, the country's economy to succeed, businesses and industry professionals need to address the demands of childcare. There should be harsher penalties for employers who do not hire a woman because she is of child-bearing age and could take maternity leave. Furthermore, it is important to make clear to men in the workforce that women are equally capable in all aspects of work, including physical labour. Furthermore, there is a need to design inclusive job descriptions, implement gender-neutral language in job vacancies, standardise and diversify job candidate short-listing. Finally, panel interviews are also important in job interviews to prevent and avoid a biased selection process. Flexible workplace policies should also be included in strategies for an inclusive workplace.

Peru has several public-private or private initiatives that provide mentorship programmes and showcase the accomplishments of women in science. For instance, the multinational IT company Cisco is developing a mentorship programme for its employees. Moreover, L'Oréal Peru, UNESCO and CONCYTEC established the National Prize for Women in Science (Por las Mujeres en la Ciencia) to recognise the contribution of women in science in Peru. However, more of these initiatives are needed to support and promote the visibility of women's participation in science.

The government should implement strategies to build transparency and accountability as a key enabler to overcome gender equality barriers. Robust monitoring and indicators linked to targets with national and international data collection organisations will enable the government to be held accountable for ambitious targets. Additionally, promoting and raising awareness of policies and gender mainstreaming amongst public sector employees is crucial.

"Green industry" is new in Peru. Integrating gender in programs and policies will help Peru to achieve the global Sustainable Development Goals (SDGs), such as Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5). During the current COVID-19 crisis, gender mainstreaming must be prioritised in all sectors, not only to help women entrepreneurs start green businesses, but also to generate the human resources needed for an efficient economic recovery.¹⁰⁷ Empowering women would bring the necessary transformative change to address climate and environment issues. Green industry is new, innovative, and a part of a growing market pushed by conscious consumerism. It offers many opportunities, especially with regards to the effective implementation of measures to achieve gender equality and the economic empowerment of women.

107 For detailed recommendation on post COVID recovery, please refer to UNIDO (2020). The Impact of COVID-19 on the Private Sector: Firms/Enterprises in Cambodia. Survey Report. UNIDO Cambodia.

A stack of books with colorful tabs (blue, yellow, red, white) protruding from the pages, set against a solid blue background. The books are arranged in a slightly curved, overlapping manner, creating a sense of depth and volume. The tabs are of various colors and lengths, some pointing upwards and others downwards.

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Appendixes

Appendix 1: Sub-Sector Selection Matrix for Peru

Sector analysis (High: 3, Medium: 2, Low: 1, Non-existent: 0)/ Textile Industry sub-sector	Tanneries for the leather and footwear industry	Waste management/ industrial recycling	Cotton textiles	Wool industry
Gender				
Gender mainstreamed policies exist (high = non-existent / low = exist)	1	1	1	1
Number of jobs currently	3	3	3	3
% women employed	3	3	3	3
Potential increase of number of jobs	3	3	3	3
Potential increase of number of women employed	3	3	3	3
Positive conditions for women formal employment (Family friendly conditions)	3	3	3	3
Share of women employed vs wage	3	3	3	3
% of women in decision-making positions	3	3	3	3
Potential for women to achieve decision-making positions	3	3	3	3
Market size				
Number of companies	3	2	3	3
Size of companies (high = small/ low = large)	3	3	3	3
Industry growth in the last 10 years	3	3	3	3
Industry potential growth next 10 years	3	3	3	3
% of industry that contributes towards GDP	3	3	3	3
Entrepreneurship				
% of SMMEs	3	3	3	3
% of women owned companies	3	3	3	3
% change in the last 5 years	3	3	3	3
Potential for women entrepreneurship	3	3	3	3
Environmental				
Green policies for the sector exist (high = exist / low = non-existent)	2	2	2	2
Industrial sector in transition/conventional or green	2	2	2	2
Energy-related CO2 emissions	3	3	3	3
Intensity of energy related CO2 emissions	2	2	2	2
Energy consumption	3	3	3	3
Energy efficiency of manufacturing sector	1	1	1	1
Synergies				
Synergies exist with other PCP projects (high = exist / low = non-existent)	3	3	1	1
Synergies exist with other projects in country (high = exist / low = non-existent)	3	3	2	2
Other				
Prioritisation by Government	3	3	3	3
Availability of data	3	3	3	3
Level of innovation	3	2	2	2
Total	80	78	76	76

Sector analysis (High: 3, Medium: 2, Low: 1, Non-Existent: 0)/Agro Food Sub-sector	0161 Support activities for crop production	Andean grains	Cocoa and coffee	Aquaculture and other forestry activities
Gender				
Gender mainstreamed policies exist (high = non-existent / low = exist)	2	2	2	2
Number of jobs currently	3	3	3	3
% women employed	3	3	3	3
Potential increase of number of jobs	3	3	3	3
Potential increase of number of women employed	3	3	3	3
Positive conditions for women formal employment (Family friendly conditions)	3	3	3	3
Share of women employed vs wage	2	2	2	2
% of women in decision-making positions	2	3	3	2
Potential for women to achieve decision-making positions	3	3	3	3
Market size				
Number of cics	3	3	3	3
Size of cics (high = small/ low = large)	3	3	3	3
Industry growth in the last 10 years	2	3	3	3
Industry potential growth next 10 years	3	3	3	3
% of industry that contributes towards GDP	3	3	3	3
Entrepreneurship				
% of SMMEs	3	3	3	3
% of women owned cics	3	3	3	3
% change in the last 5 years	2	3	3	3
Potential for women entrepreneurship	3	3	3	3
Environmental				
Green policies for the sector exist (high = exist / low = non-existent)	2	2	2	2
Industrial sector in transition/conventional or green	2	2	2	2
Energy-related CO2 emissions	2	2	2	2
Intensity of energy related CO2 emissions	3	2	3	3
Energy consumption	2	2	2	2
Energy efficiency of manufacturing sector	1	1	1	1
Synergies				
Synergies exist with other PCP projects (high = exist / low = non-existent)	2	2	3	3
Synergies exist with other projects in country (high = exist / low = non-existent)	3	3	3	3
Other				
Prioritisation by Government	3	3	3	3
Availability of data	3	3	3	3
Level of innovation	3	3	3	3
Total	75	77	79	78

Sector analysis (High: 3, Medium: 2, Low: 1, Non-Existent: 0)/Waste management/ recycling SUB SECTORS	3811 Collection of non- hazardous waste	3821 Treatment and disposal of non- hazardous waste	3830 Materials recovery
Gender			
Gender mainstreamed policies exist (high = non-existent / low = exist)	1	1	1
Number of jobs currently	3	3	3
% women employed	3	3	3
Potential increase of number of jobs	3	3	3
Potential increase of number of women employed	3	3	3
Positive conditions for women formal employment (Family friendly conditions)	2	3	3
Share of women employed vs wage	2	2	2
% of women in decision-making positions	3	3	3
Potential for women to achieve decision-making positions	3	3	3
Market size			
Number of cies	3	2	2
Size of cies (high = small/ low = large)	3	2	3
Industry growth in the last 10 years	3	3	3
Industry potential growth next 10 years	3	3	3
% of industry that contributes towards GDP	2	2	2
Entrepreneurship			
% of SMMEs	3	3	3
% of women owned cies	3	3	3
% change in the last 5 years	3	3	3
Potential for women entrepreneurship	3	3	3
Environmental			
Green policies for the sector exist (high = exist / low = non-existent)	3	3	3
Industrial sector in transition/conventional or green	3	3	3
Energy-related CO ₂ emissions	3	3	3
Intensity of energy related CO ₂ emissions	3	3	3
Energy consumption	2	2	2
Energy efficiency of manufacturing sector	2	2	2
Synergies			
Synergies exist with other PCP projects (high = exist / low = non-existent)	3	2	3
Synergies exist with other projects in country (high = exist / low = non-existent)	3	3	3
Other			
Prioritisation by Government	3	3	3
Availability of data	3	3	3
Level of innovation	1	3	3
Total	78	78	80

Sector analysis (High: 3, Medium: 2, Low: 1, Non-Existent: 0)/Forestry Industry SUB SECTORS	Wood	Paper, prints & recycling	Bionegocios (ecosistemas naturales)
Gender			
Gender mainstreamed policies exist (high = non-existent / low = exist)	1	1	1
Number of jobs currently	2	2	3
% women employed	3	3	3
Potential increase of number of jobs	3	3	3
Potential increase of number of women employed	3	3	3
Positive conditions for women formal employment (Family friendly conditions)	2	2	3
Share of women employed vs wage	2	2	3
% of women in decision-making positions	2	3	3
Potential for women to achieve decision-making positions	2	3	3
Market size			
Number of cics	2	1	3
Size of cics (high = small/ low = large)	2	2	3
Industry growth in the last 10 years	3	3	3
Industry potential growth next 10 years	3	3	3
% of industry that contributes towards GDP	3	3	3
Entrepreneurship			
% of SMMEs	2	3	3
% of women owned cics	3	3	3
% change in the last 5 years	2	3	3
Potential for women entrepreneurship	3	3	3
Environmental			
Green policies for the sector exist (high = exist / low = non-existent)	2	2	2
Industrial sector in transition/conventional or green	2	2	2
Energy-related CO2 emissions	3	3	2
Intensity of energy related CO2 emissions	3	3	2
Energy consumption	2	2	2
Energy efficiency of manufacturing sector	2	2	2
Synergies			
Synergies exist with other PCP projects (high = exist / low = non-existent)	3	3	3
Synergies exist with other projects in country (high = exist / low = non-existent)	3	3	3
Other			
Prioritisation by Government	3	3	3
Availability of data	2	3	2
Level of innovation	3	3	3
Total	71	75	78

Appendix 2: Summary of existing policy related to green industry and women's empowerment

Gender policy	Purpose:	Level of implementation
National Gender Equality Plan	On 4 April 2019, the Peruvian government's Women & Vulnerable Population Groups Ministry (MIMP) published its National Gender Equality Policy to tackle the causes and effects of structural discrimination against women, in compliance with the Peruvian state's international obligations on human rights, state policies set out in the National Agreement, the Strategic National Development Plan and the Peru Prepares for 2030 Plan.	This was created in 2019, so there is no data on its success. However, there will be bi-annual and annual assessments. The policy establishes the future scenario it hopes to reach and has set the following targets: <ul style="list-style-type: none"> - reduce tolerance of violence against women by 36.8%; - incorporate gender mainstreaming in the institutional management of 100% of ministries; - reduce to 2.4% the proportion of women who have been victims of physical and/or sexual violence from their partner in the previous 12 months; - increase the number of women in Congress by 40%, and increase the number of female mayors by 20%; and - increase the rate of income equality between women and men to 86.8%.
Law on Equal Opportunities (IOL) between men and women: Law N° 28983 (2007)	The aim of this law is: <ol style="list-style-type: none"> 1) the establishment of equal opportunities for women and men in the political, economic, social, educational, cultural, health, civil and any other sphere of social life; 2) the establishment of equal opportunities shall be a concern of the entire society, i.e. of all entities in the public and private sector and shall constitute the elimination of the obstacles and creation of conditions for the achievement of full equality between women and men.¹⁰⁸ 	In 2020, Peru scored 0.71 in the gender gap index, which shows a gender gap of approximately 29% (women are 29% less likely than men to have equal opportunities). That same year, the gender gap in the area of political empowerment in Peru ¹⁰⁹ amounted to 75%.
CEDAW	The Convention aims to eliminate all forms of discrimination against women, including in the areas of politics, economy, society, culture, civil and family life. Its goal is to recognise and achieve the equality of women and men, which is to be achieved by a policy of eliminating all forms of discrimination against women incorporating all appropriate legislative and programmatic measures. ¹¹⁰	Yes. The last report demonstrated that Peru continues to aim for CEDAW targets and reports on those that are / not being met, and which actions are being made to address these.
Action Plan on Gender and Climate Change	The Climate Change Gender Action Plans are nationally recognized strategies with a unique methodology for training and building the capacity of women and women's organisations on the linkages between gender and climate change. This is done through a series of workshop trainings with local women identified as leaders in their communities and women's advocacy organisations that support their rights and development, not only in the environmental sector but across sectors to increase their knowledge on these issues. ¹¹¹	Yes
Law N° 30364, the National System for the Prevention, Punishment and Eradication of Violence against Women and Members of the Family Group was created in 2015. Peru also created "The National Plan against Gender Violence 2016-2021"	The aim is to prevent, punish, and eradicate violence against women and family members.	According to the Demographic and Family Health Survey 2017, 65.4% of women in Peru suffered some form of violence by their husband or partner. While this rate reduced by 8.7 percentage points compared to 2012, a very high percentage of women are still subject to violence.

108 <https://www.refworld.org/pdfid/44b26f664.pdf>

109 gender gap in the area of political empowerment in Peru: <https://www.statista.com/statistics/802674/peru-gender-gap-index-area/>

110 See: <https://legal.un.org/avl/ha/cedaw/cedaw.html>

111 <https://genderandenvironment.org/resource/peru-climate-change-gender-action-plan-ccgap-report/>

Peru signed the Sustainable Development Goals, including Goal 5: Gender Equality and Women's Empowerment	<p>Goal 5: Gender Equality and the Women's empowerment.</p> <p>6 sub-targets, include: ending discrimination, eliminating violence against women and all harmful practices, recognising and valuing unpaid care work, ensuring women's full participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, and universal access to sexual and reproductive health and reproductive rights.¹¹²</p>	<p>Peru reports on some of the indicators within SDG5. The following sub-targets have never been reported on:</p> <p>Indicator 5.3.2: Proportion of girls and women aged 15-49 who have undergone female genital mutilation.</p> <p>Indicator 5.5.2: Proportion of women in senior and middle management.</p> <p>Indicator 5.6.1: Proportion of women who make their own decisions on sexual relations, contraceptive use and reproductive healthcare.</p>
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Green industry policy or programme		Is this gender mainstreamed?
2018-2022: National Plan for Green Jobs	Supported by PAGE, the Ministry of Labour and Employment Promotion (MTPE) initiated the formulation of a National Plan for Green Jobs in Peru in 2015 to promote green jobs, mainly in vulnerable populations. The Plan was updated in 2018 and adjusted to trends and good practices, as well as international commitments signed by Peru (Agenda 2030, Paris Agreement, accession process to the OECD).	Yes
Peruvian National Coffee Action Plan 2018-2030	The Peruvian National Coffee Action Plan, 2018-2030 officially launched in October 2018 to promote sector growth, environmental sustainability, and the well-being of 223,000 farmer families that depend on this crop. ¹¹³	Yes. One of its goals is to "Promote the equitable participation of men and women in training programs and technical assistance" (pp.22). ¹¹⁴
Peru's "National Competitiveness and Productivity Policies" (2018)	The National Competitiveness and Productivity Policies was adopted on 31 December 2018. Among its nine priorities, the policy calls for environmental sustainability and aims to create green jobs and growth through 1) clean technologies and green industry; 2) circular economy and sound waste management and 3) biotrade.	No
National Environmental Education Plan (2016)	The National Environmental Education Policy sets the objectives, policy guidelines and expected results in forming and strengthening citizenship requiring national sustainable development. Although environmental education has a long history in Peru, it was recently prioritized in the first National Environmental Agenda approved by CONAM in 1996 and efforts to have the first formulation of policy dates from 2006.	Yes
National Strategy for Sustainable Development in 2015	This is Peru's national strategy for achieving the UN sustainable development goals.	Yes, indirectly as the Sustainable Development Goals include Gender Equality.
Sustainable industrial zones	Industrial areas are a motor of industrialisation and technology development worldwide. The concept of "Sustainable Industrial Areas (SIA)" balances economic, ecological and social factors in industrial zones.	No
National Energy Policy, 2010-2040 and National Energy Plan, 2014-2025	The National Energy Plan 2014-2025 (NEP) includes the key target of reducing energy demand by 12.5% (if the GDP grows at 6.5%) or by 14.8% (if the GDP grows at 4.5%) by 2025.	No
National Plan for Citizen Civic Education and Training, 2012-2015 and the National Plan for Citizen Civic Education and Training (PNEF), 2016-2019	The PNEF, 2016-2019 considers human rights, gender, intercultural and intergenerational approaches in educational interventions.	Yes - specific actions to reduce the gaps in political representation of women, youth, and members of native communities. It establishes as priority target groups: women, young people, people with disabilities, Afro-descendants and LGBTQI people.

112 See <https://sustainabledevelopment.un.org/sdgs>

113 <https://www.greencommodities.org/content/gcp/en/home/media-centre/a-national-action-plan-for-the-future-of-peruvian-coffee.html>

114 MINAGRI. Ministry of Agriculture and Irrigation. (2018). National Plan of Action for Peruvian Coffee 2018-2030

Appendix 3: List of regulations under gender equality law¹¹⁵

Supreme Decree No. 027-2007-PCM defines and establishes the National Policy binding on the institutions of the government, establishes the responsibility of the Ministry of Women Affairs and Vulnerable Populations - MIMP in monitoring compliance with its Policy 2: Equality between women and men by State agencies at national, regional and local government.

- 2.1 Promote equal opportunities between men and women in public policies, national plans and practices of the State and in the hiring of public servants and access to management positions.
- 2.2 Promote in society, in its actions and communications, the adoption of equitable values, practices, attitudes and behaviours between men and women, to guarantee the right to non-discrimination of women and the eradication of domestic and sexual violence.
- 2.3 Ensure the full exercise of civil, political, economic, social and cultural rights of women.
- 2.4 Promote access by women to positions of power and decision-making in society and public administration.
- 2.5 Deal with, on a priority basis, families in extreme poverty, poverty or social risk as well as families headed by women.

According to the National Plan for Equal Opportunities, the Peruvian State has incorporated the gender mainstreaming in the following complementary regulations:

- General National Budget System Act - Law N° 28411, published on December 8, 2004, as amended.
- The Political Parties Act - Law N° 28094, published on November 1, 2003.
- Law for the Promotion of Education of Rural Girls - Law N° 27558, published on October 31, 2001.
- Law for the Promotion of School Reintegration in pregnancy cases - Law No. 29600, published on October 15, 2010.
- Consolidated Text of Law N° 26260, Law for the Protection against Domestic Violence, published on June 27, 1997.
- Law for the Prevention and Punishment of Sexual Harassment – Law N° 27942, published on February 27, 2003, as amended.
- Law amending Article 107 of the Criminal Code, incorporating femicide - Law N° 29819, published on December 27, 2011.
- Law against Human Trafficking and Smuggling of Migrants - Law No. 28950, published on January 16, 2007, and its regulations Supreme Decree N° 007-2008-IN, published on November 30, 2008.
- Law granting the right to parental leave for workers in the public and private sector - Law N° 29409, published on September 20, 2009.
- Law for domestic workers - Law N° 27986, published on June 3, 2003.
- Law to include unpaid work in national accounts - Law N° 29700, published on June 4, 2011.
- Law amending Article 2 of Law N° 28457, law that regulates the judicial process extramarital paternity affiliation - Law N° 29715, published on June 21, 2011.
- Law N° 29988, the definitive dismissal of faculty or administrative staff for acts involving sexual violence, to punish sexual violence in education and to achieve greater preventive efficacy against such acts.
- Law N° 29990 prohibits the reconciliation of family violence processes in all areas, as part of the State's obligation to adapt the rules for guaranteeing the right of women to live a violence-free life.
- Law N° 29992, establishing the extension of postnatal leave for cases of birth of children with disabilities, valuing tasks related to care and to improve the harmonization of work and family responsibilities.
- Law N° 30007, guaranteeing equal inheritance rights for women and men who are associated to unions, offering legal protection to promote equality for intra-gender equal status of women who decided to have live-in relationships as compared to women united by marriage ties.
- Law N° 30068, criminalizing femicide as a separate offense. It develops aggravating circumstances and suppresses the application of prison benefits such as semi-liberty and conditional release. It is a breakthrough in the fight against one of the most serious expressions of violence against women severely punished for these facts.
- Law N° 30076, establishing criminal reforms, such as: i) exclusion of the reduction of sentences in the case of crime of violation of sexual freedom or femicide, ii) inclusion of aggravating circumstances with respect to crimes of sexual violation and rape of minors, and iii) establishment as an aggravating circumstance of the punishment when the execution of a crime has taken place as a result of intolerance or discrimination of any type.

¹¹⁵ As listed in: Pautrat, L.O. (2015). Gender mainstreaming in the public policies of the Peruvian state. Available at: <http://www.keneamazon.net/Documents/Publications/Gender-Equality/Transversalizacion-del-Enfoque-de-Genero.pdf> (Accessed on 1st July, 2020).

Appendix 4: Individual Policy Assessments

1 Nationally Determined Contributions

Assessment I

ENGENDERING POLICY

The main objective of the GTM-NDC report is to generate the technical information needed to ensure the effective implementation of climate change adaptation and mitigation measures. Gender is treated as a cross-cutting issue, mainstreamed across the whole document, and considered critical in understanding the vulnerability of populations and their capacity to adapt and respond to the impacts of climate change.

The document does not include sex-disaggregated data. The document builds on the National Plan on Gender Equality (PLANIG 2012-2017) and the Gender Action Plan and Climate Change of Peru. Actions recommended by the report include the use of sex-disaggregated data to assess if women and men are benefiting equally from the adaptation and mitigation measures implemented by each sector.

Most adaptation and mitigation actions recommended in this report consider gender differences and identified actions to foster gender equality (e.g. ensure women's involvement in decision making processes, etc). The recommendations and actions in the GTM-NDC report build on the National Plan on Gender Equality (PLANIG, 2012-2017) and the Gender Action Plan and Climate Change of Peru. The PLANIG closed in October 2019 and replaced with the PNIG National Policy for Gender Equality "Política Nacional de Igualdad de Género".¹¹⁶ The later establishes objectives, goals and indicators for closing gender gaps in: (i) the management of information, (ii) strengthening capacities at different levels, (iii) policies and management instruments related to climate change.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

There is not a specific analysis of the structural factors of gender equality in the report. The actions recommended aims to increase and generate income opportunities for women by creating working opportunities in non-traditional activities; reduce unpaid care and domestic work generally assumed by women and girls; increase participation of women in the implementation of local projects and capacity building initiatives. The actions recommended in the report are built on the conclusions and recommendations of the National Plan on Gender Equality (PLANIG, 2012-2017) and the Gender Action Plan and Climate Change of Peru. However, the PLANIG closed in October 2019 and was replaced with the PNIG National Policy for Gender Equality "Política Nacional de Igualdad de Género".

INTERSECTIONALITY

The policy does not directly incorporate the concept of intersectionality. As the report builds on the National Plan on Gender Equality (PLANIG, 2012-2017) and the Gender Action Plan and Climate Change of Peru, it draws from the conclusions and recommendations of these documents to identify concrete actions and recommendations to mainstream gender equality and increase women participation in the implementation of climate change mitigation and adaptation measures.

WOMEN'S EMPOWERMENT

Gender is approached as a crosscutting issue and mainstreamed across the whole document. Actions recommended in the report aim to reduce gender gaps in managing information, accessing to capacity building opportunities, and participating in the design and development of policies that support women participation in the implementation of climate change mitigation and adaptation measures. Empowerment was associated with women under the climate change mitigation section identified for the agricultural sector. Further, the GTM-NDC report involved public consultation processes conducted through *Dialoguemos sobre las NDC* (Spanish for "Let's talk about the NDC"), a public consultation initiative led by the Ministry of Environment.

INCREMENTAL TRANSFORMATION

The policy builds on national previous gender-equality achievements and policies, specifically, on the National Plan on Gender Equality (PLANIG, 2012-2017) and the Gender Action Plan and Climate Change of Peru. The PLANIG closed in October 2019 and was replaced with the PNIG National Policy for Gender Equality "Política Nacional de Igualdad de Género".

GENDER-RESPONSIVENESS

The main objective of the GTM-NDC report was to generate technical information necessary to lead the effective implementation of climate change adaptation and mitigation measures in the prioritized sectors. Recommended gender responses and actions are general and applicable to both green and conventional industries. Also, there is not a specific mode to overcome gender norms and social traditions that impair women's involvement in green industry. The actions recommended in the report aim to reduce gender gaps in managing information,

¹¹⁶ <https://www.gob.pe/institucion/mimp/normas-legales/271118-008-2019-mimp>

accessing capacity building opportunities, and participating in the design and development of policies that support women participation in the implementation of climate change mitigation and adaptation measures.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

The report builds on the National Plan on Gender Equality (PLANIG, 2012-2017) and the Gender Action Plan and Climate Change of Peru.

1 Nationally Determined Contributions		
Quality Criteria Categories	Research Questions	Score
1. Engendering policy (Policy Content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 1 1.2 = 1 1.3 = 1 1.4 = 1 1.5 = 1
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1= 0.5
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1= 1 4.2= 1 4.3= 1 4.4= 1
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1= 1
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industries?	6.1= 0 6.2= 0.5 6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹¹⁷	7.1= 0.5
Total Score:		12

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The GTM-NDC report builds on the National Plan on Gender Equality (PLANIG, 2012-2017) and the Action Plan on Gender and Climate Change of Peru (PAGCC-Peru), framed in the National Strategy before Climate Change (ENCC). The report was gender mainstreamed across the different climate change mitigation and adaptation measures identified for the sectors prioritized. The actions identified in the report are relevant but focus on empowering women to increase their participation in the adoption and implementation of climate change mitigation and adaptation measures. The PLANIG closed in October 2019 and was replaced with the PNIG National Policy for Gender Equality “Política Nacional de Igualdad de Género”.

Results of Assessment II

No.	Name	Year	Score
1	Nationally Determined Contributions	2017-2018	3

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender aware conclusion.

¹¹⁷ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Level of Implementation

The GTM – NDC report was completed in 2018. Recommendations are under implementation. Its level of implementation varies across the different sectors prioritized.

No.	Name	Level of Implementation	Score
1	Nationally Determined Contributions	Partially implemented.	0.5

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

2 Peruvian National Coffee Action Plan

Assessment I

ENGENDERING POLICY

There is a section clarifying the policy's "approach to gender" that outlines the policy's goal of gender equality among participants in the coffee industry. The plan states that equal participation from men and women is required to avoid asymmetries, inequalities, and exclusions based on gender.

In the section on targets for sustainable coffee production, the plan specifies that there will be improved access to training and technical assistance with a focus on equal participation for men and women in training and technical assistance programs. This is an example where there is mention of women, but also men's involvement in the industry. Overall, the policy aims to include women, but not as a priority segment.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy mentions explicitly some structural impacts on women (e.g. women are less involved in financial decision making than men). There is no reference to what factors have caused this situation, a thorough analysis of the issues is missing.

INTERSECTIONALITY

This policy states that involving multiple departments and persons has helped the plan achieve its goals. Diagram 2.2 (page 20) of the policy explains all the groups involved in the multi sectorial approach and which groups benefit from this, one of which is women due to "increased physical, political and economic autonomy" at the state and national level due to the coffee initiative.

WOMEN'S EMPOWERMENT

Through mention of managing rural property for coffee growers, there is a specific goal of "granting property titles and formalisation of land tenure for women heads of household."¹¹⁸ This improves their status, rights, and financial power, hence empowering women in the coffee industry.

There is no direct mention of "women's empowerment" or consultation with women's groups. Although there is mention of increasing women's economic power, this is also explained for male coffee producers.

INCREMENTAL TRANSFORMATION

There is mention of the Strategic Plan for the Agriculture Sector, in which some of the goals for the National Coffee Action Plan have been based on. However, there is nothing specific on what elements of success from that strategic plan they will be continuing in this policy.

GENDER-RESPONSIVENESS

This policy has no mention of gender norms, women's leadership or women entrepreneurs. It does mention women in the green industry of coffee making without any indication of what women specifically need to prosper in this type of work.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

This policy states it has been formulated as part of the human rights approach developed by the United Nations which is an important aspect to women's rights, but it lacks any mention of other commitments to women's rights.

¹¹⁸ Ministry of Agriculture and Irrigation. (2018). National Plan of Action for Peruvian Coffee 2018-2030. Lima, Peru: Ministry of Agriculture and Irrigation.

2 Peruvian National Coffe Action Plan		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0.5
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0.5
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements?	4.3 = 0.5
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industries?	6.3 = 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹¹⁹	7.1 = 0.5
Total Score:		3.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The document’s conclusion focuses on goals for the sector with particular measurements to aim for in 2020, 2025 and 2030. However, none of the listed measurements or outcomes are women focused. Looking at the policy’s entirety, it lacks detail on the specific role of women and how they will be supported in the sustainability-focused industry.

Results of Assessment II

No.	Name	Year	Score
2	Peruvian National Coffe Action Plan	2018-2030	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender aware conclusion.

Level of Implementation

There are key measurements in the Peruvian national coffee action plan (on pages 78-95) with measurable goals for 2020, these could be assessed to see if the policy is on track, but the document does not outline any achievements to date.

No.	Name	Level of Implementation	Score
2	Peruvian National Coffe Action Plan	Not assessable	N/A

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

¹¹⁹ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

3 Circular Economy Roadmap in Industry Sector

Assessment I

ENGENDERING POLICY

This roadmap is an indicative list of actions to reach a circular economy in industry. This plan completely lacks a gender perspective in all dimensions. Gender and/or women are not even mentioned in the entire document. Hence, all of the other aspects of this assessment are non-existent.

GENDER-RESPONSIVENESS

The document outlines a road map to promote sustainable production and consumption practices in sectors characterized by the intense use of natural resources and reutilised waste production. Special attention is given to the fishery and manufacturing sectors.

The road map envisions several interesting opportunities for women in the green industry which include: (i) capacity-building programs for MSMEs to train women in the circular economy approach; (ii) implement non-economic incentives for private businesses implementing sustainable production and consumption models; (iii) Implement communication and educational programs to support sustainable consumption among consumers; (iv) Support the development of start-ups with a focus on a circular economy approach in both manufacturing and fishery sectors; (v) Support the development of policies and guidelines regarding the implementation of clean production systems in different sectors; and (vi) Promote and fund innovative initiatives/research promoting the efficient use of resources, clean technologies, waste valorisation, etc.

Waste management

The road map has identified actions to support the formalization and certification of workers in the sector and aims to develop guidelines supporting the adequate management of waste in both the manufacturing and fishery sectors. Likewise, the road map envisions to support initiatives that promote the use of materials that substitute plastic in the food and beverage industry.

Organic agriculture

The road map envisions the development of technical guidelines for the production and use of organic fertilizers and composts.

The roadmap does not consider ways to overcome gender norms and social traditions that impair women's involvement in green industry, nor does it address steps necessary to increase women's leadership roles in green industry.

3 Circular Economy Roadmap in Industry Sector		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of "intersectionality"? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women's lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0
4. Women's empowerment (Policy Process)	4.1 Does the word "empowerment" appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women's economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1 = 0

6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in green industry? 6.3 Does the policy address steps necessary to increase women's leadership roles in green industries?	6.1= 1 6.2= 0 6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹²⁰	7.1= 0
Total Score:		1

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The policy does not mention gender at all.

Results of Assessment II

No.	Name	Year	Score
3	Circular Economy Roadmap in Industry Sector	2020	0

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

Policy launched in February 2020.

No.	Name	Level of Implementation	Score
3	Circular Economy Roadmap in Industry Sector	Not yet implemented	0

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

4 Action Plan on Gender and Climate Change (PAGCC)

Assessment I

ENGENDERING POLICY

Overall, this policy focuses on creating equal opportunities for women and men. This policy mentions how an Intergovernmental Panel on Climate Change sees “inequalities, poverty, gender discrimination and lack of institutions”¹²¹ have increased women's vulnerability to climate hazards. Further in the policy, it mentions women's increased vulnerability due to climate change, limiting their adaptive capacity, which in turn, reduces efforts to lower GHG emissions.

Although the policy refers to data on rural women's limited access to resources such as “land ownership, credit, information, participation in decision-making, technology, etc.”¹²² the data presented does not have a reference for its source. However, throughout the policy, there is mention of sex- disaggregated data in most instances; for example, the number of females and male deaths caused by diseases. More could be done here, e.g. the number of homes supplied by a river for water could be further broken down into what percentage of those homes are female-headed households. While the policy has no significant reference to gender stereotypes, mention of gender and female participation can be seen throughout the policy.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

This policy recognises that social and economic inequality “impacts men and women differently”. However, there seems to be a little analysis to explain existing inequalities.

120 Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

121 MINAM. Ministry of the Environment and Ministry of Women and Vulnerable Populations. (2014). Action Plan on Gender and Climate Change (2016-2021). PAGCC- Perú

122 Ibid.

INTERSECTIONALITY

The policy effectively uses the concept of intersectionality. There are overarching statements that mention how social, economic, cultural, political and/or institutional marginalisation can impact females differently depending on their class, ethnicity, age, etc. There is mention of the impact or actions of indigenous women and the unique experiences of rural women. This policy also refers to the national policy in which there are more intersectional considerations.

WOMEN'S EMPOWERMENT

The Ministry of Environment and the Ministry of Women's Affairs and the Advisory Consultative Committee worked together to create some parts of this policy. This policy also states that, "women and their organisations have contributed as agents of change"¹²³ and have been represented in these decisions. Later in the document, it states that female local authorities in communities have limited decision making power, without a clear correlation to how this policy will solve this situation. This policy mentions empowerment in relation to needing to emphasize the women's economic empowerment as recyclers, as well as The Gender and Environment Index, as a tool to monitor gender equality and women's empowerment in the environment. While there is a strong focus throughout the policy on women's economic advancement, it ultimately fails to go deeper into looking at ways to solve the current issue. Thus, there is an awareness of the need to empower women in some areas, but no solution is explained in this policy.

INCREMENTAL TRANSFORMATION

This Peruvian Action Plan on Gender and Climate Change was created by the Peruvian Government in collaboration with the Global Gender Office of the International Union for Conservation of Nature. They announced this commitment in recognition of the importance of incorporating a gender perspective in the process of planning actions to address the effects of climate change. This policy builds on the following previous gender-equality policies:

- Law Nº 28983 of Equal Opportunities between men and women¹²⁴
- National Plan of Gender Equality (Plan Nacional de Igualdad de Género - PLANIG 2012-2017).¹²⁵

GENDER-RESPONSIVENESS

The document mentions that women are poorly represented in creating and designing policies because of a lack of women in leadership roles. One section states that there have been efforts to improve the number of women leaders, but the policy does not state how, to what extent, or levels of success. There is one mention of "green jobs" for men and women. There is also no mention of women entrepreneurs; however, the policy discusses that qualified women are needed in the industry to help provide a fair assessment of producers in the future.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy states that it was created with the United Nations Framework Convention on Climate Change (UNFCCC) and the Tenth Meeting of the Parties to the Kyoto Protocol (COP20/CMP10). Some of the policy decisions were a result of the Lima Work Plan on Gender, which commits the parties to the UNFCCC to promote gender equity and achieve gender-sensitive policies that include the participation of women in decision making bodies. Peru also committed to the Beijing Platform for Action, which aims to close the gender gap. Section 3.1 is solely focused on international influences on this gender policy which is then followed by a section on national policies makers. Thus, it seems international commitments have played a big role in the formation of this policy.

4 Action Plan on Gender and Climate Change (PAGCC)		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0.5
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of "intersectionality"? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women's lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 1

123 MINAM. Ministry of the Environment and Ministry of Women and Vulnerable Populations. (2014). Action Plan on Gender and Climate Change (2016-2021). PAGCC- Perú

124 http://www.mimp.gob.pe/files/programas_nacionales/pncvifs/legislacion/nacional/ley_28983_lto.pdf

125 http://www.mimp.gob.pe/files/planes/planig_2012_2017.pdf

4. Women's empowerment (Policy Process)	4.1 Does the word "empowerment" appear in the policy associated with women? 4.2 Does the policy refer to women's economic empowerment? 4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.1=1 4.2=1 4.3= 0.5 4.4=1
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1=1
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in green industry? 6.3 Does the policy address steps necessary to increase women's leadership roles in green industries?	6.1= 0 6.2= 0 6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹²⁶	7.1= 1
Total Score:		10

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The document ends with a glossary of key terms related to gender issues, all listed as segregated topics. It gives an overall summary on these topics impacting women. This document lacks any general conclusion or summary of main desired outcomes.

Results of Assessment III

No.	Name	Year	Score
4	Action Plan on Gender and Climate Change (PAGCC)	2016-2021	2

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

Evidence about the level of implementation of this policy was found in the Ministry of the Environment's web page¹²⁷ dating from 2016. Among the most significant achievements mentioned were:

- In August 2016, a Gender and Climate Change Capacities Workshop was implemented with the participation of 50 representatives of 27 organizations, mainly grassroots and women organizations as well as NGOs; and
- In September and October 2016, four "macro-regional" workshops were established to validate the PAGCC-Perú with more than 300 participants from 142 organizations from all 24 departments (provinces).

No.	Name	Level of Implementation	Score
4	Action Plan on Gender and Climate Change (PAGCC)	Since the policy is till 2021, the level of implementation can be scored as 0.5.	0.5

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

5 The Framework Law on Climate Change (Law Nº 30754)

Assessment I

ENGENDERING POLICY

The policy mentions women having a unique vulnerability to climate change. This particular law states that, "public entities have a responsibility" to ensure equality between the genders. It further states the need to prioritise the interests of women. However, this is solely mentioned in Article 3.9 "approach to equality" section and is not referred to throughout the policy. This document does not refer to any data;

¹²⁶ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

¹²⁷ <http://www.minam.gob.pe/pagcc/>

hence no assessment can be made from what has been included or has not, in previous research. The finance section mentions that financial resources will be prioritised for vulnerable groups like indigenous persons or women. Gender is not mainstreamed throughout the entire document, but a clear emphasis on improving the quality of life for women facing climate-related issues can be seen.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

This document focuses on how improvements will be made without mentioning why such problems exist. Hence the vulnerable group mentioned, which includes women, are listed in isolation and simply as a statement to “promote the participation of women.” This document is also missing an analysis of how women will be given extra attention and support when dealing with the climate crisis.

INTERSECTIONALITY

An intersectional approach occurs when considering that women and those of indigenous descent are particularly vulnerable. However, this is the only reference. In Article 3.8, it specifically mentions that “It designs, executes, monitors, and evaluates climate change mitigation and adaptation measures, considering their impact on human rights, particularly those of women, children, indigenous or indigenous peoples, and other vulnerable human groups.”¹²⁸

WOMEN’S EMPOWERMENT

There is no mention of empowering women, but there is mention of involving the Ministry of Women to look into the unique effects of climate change on women.

INCREMENTAL TRANSFORMATION

There is no mention of previous achievements and continuations in relation to women.

GENDER-RESPONSIVENESS

This document does not include anything in relation to women working in the green industry. Women are referred to in this document solely as a “vulnerable group” that should be focused on rather than their current involvement in solving the problem or working in the industry. There is no mention of overcoming current gender disparities in the industry.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

In section 3, there is a focus on a “human rights approach” that aims to consider women’s human rights when monitoring the situation, implementing changes and other impacts. It does not specifically mention abiding by other regional or international policies or agreements.

5 The Framework Law on Climate Change – Law Nº 30754		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	6.1 = 0,5
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0.5
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0.5
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0

128 Congress of the Republic. (2018). The Framework Law on Climate Change – Law No. 30754 (2018). Lima, Peru.

5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1=0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1= 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in green industry?	6.2= 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industries?	6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹²⁹	7.1= 0
Total Score:		2.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

There is a clear mention of gender throughout the document to ensure improving opportunities for women. This is also summarised in the conclusion. In general, this policy lacks detail on how women will be assisted, aside from financial assistance.

Results of Assessment II

No.	Name	Year	Score
5	The framework law on climate change – Law N ^o 30754	2018	1

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

The law is enacted but one cannot determine to what extent it has been implemented by just reading that policy.

No.	Name	Level of Implementation	Score
5	The framework law on climate change – Law N ^o 30754	Not assessable.	N/A

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

6 The National Climate Change Strategy

Assessment I

ENGENDERING POLICY

This policy has no specific mention of women. The main objective of the policy sets out an approach to climate change through an adaptive economy and population, as well as reserving carbon stocks. The policy seems to use, “social inequality” to include the inequality faced by women. In this respect, the policy states there should be consideration of “social inequality” when implementing the policy and even suggests a, “gendered approach”, however, there are no specific details on how to implement this. The policy specifically mentions rural and indigenous people as priority groups for the policy.

There is no sex-disaggregated data used in the policy.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

As there is no mention of women or men as individuals, the structural impacts on women as a disadvantaged group facing climate change are ignored.

INTERSECTIONALITY

This policy mentions vulnerable groups, however not through an intersectional approach.

¹²⁹ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

WOMEN'S EMPOWERMENT

Women's empowerment is not mentioned; there is no specific reference on how to assist those facing climate-related problems.

INCREMENTAL TRANSFORMATION

This policy mentions it was structured according to the National Plan for the Modernization of Public Policy, but there is no discussion of development on previous gender equality achievements.

GENDER-RESPONSIVENESS

There is no mention of the role women will play in green industry, nor any way to increase their involvement.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

The policy states that Peru is open to working with international organizations to adapt to the current climate crisis. The policy also mentions trying to meet the interests of international "agreements and synergies" but does not mention is made gender in these statements.

6 The National Climate Change Strategy		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	6.1 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of "intersectionality"? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women's lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0
4. Women's empowerment (Policy Process)	4.1 Does the word "empowerment" appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women's economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industries?	6.3 = 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹³⁰	7.1 = 0
Total Score:		0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

This policy does not have a clear conclusion. Thus, there is no final focus on women in this climate change policy.

¹³⁰ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Results of Assessment II

No.	Name	Year	Score
6	The National Climate Change Strategy	2024	0

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

The policy does not indicate how it will achieve its objectives.

No.	Name	Level of Implementation	Score
6	The National Climate Change Strategy	Not assessable.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

7 The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012-2021): The PLANGRACC

Assessment I

ENGENDERING OF THE POLICY

This plan completely lacks a gender perspective. Gender and/or women are not mentioned at all in the 90 pages document. Hence, all of the other aspects of this assessment are not applicable.

7 The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector (2012-2021): The PLANGRACC		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	6.1 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industries?	6.3 = 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹³¹	7.1 = 0
Total Score:		0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

¹³¹ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Assessment II

There are no specific targets, commitments, indicators and/or “next steps” for gender planning in this document.

Results of Assessment II

No.	Name	Year	Score
7	The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector, 2012-2021: The PLANGRACC	2012-2021	0

It is not possible to assess the level of implementation of this Plan (PLANGRACC) with the information available.

Level of Implementation

The policy does not indicate how it will achieve its objectives.

No.	Name	Level of Implementation	Score
7	The Management Plan of Risks and Adaptation to Climate Change in the Agricultural Sector, 2012-2021: The PLANGRACC	Cannot assess	N/A

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

8 The National Forest and Climate Change Strategy

Assessment I

ENGENDERING POLICY

The policy states that the gap between men and women should be reduced so that equal opportunities are provided. However, it does not consider gender stereotypes and social norms when discussing women, it is separated into a “vulnerability” or “local initiatives” sub-section. The vulnerability section discusses how women and children’s workload will be impacted by reduced access to water and firewood. While these tasks are framed as a part of their gendered responsibilities, the norms underpinning these gendered expectations are not mentioned in the policy. The data used in this policy is primarily related to climate factors; however, it notes women as a percentage of the total population as the only sex-disaggregated data.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy does seem aware of women’s more vulnerable position in a climate crisis, acknowledging their livelihoods will be impacted and their access to certain raw materials needed to maintain their household. The policy also considers the position of women living in “highly exposed rural areas” as they are sensitive to the effects of climate change and need priority to ensure their survival.

INTERSECTIONALITY

Aspects that can increase a women’s vulnerability are not mentioned as an intersectional approach. Indigenous persons are mentioned as needing more assistance, but marital status and disability, etc. are not mentioned at all in this policy.

WOMEN’S EMPOWERMENT

This policy does not mention women’s empowerment. The policy also does not specify getting input from women’s groups while creating the objectives of the policy.

INCREMENTAL TRANSFORMATION

There is no mention of the policy’s gender-related focus points being a continuation or addition to a previous policy.

GENDER-RESPONSIVENESS

Women leaders or entrepreneurs are not included in this policy. There is also no discussion provided on ways to overcome gender norms in the green industry.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy does not mention the promotion of women’s human rights.

8 The National Forest and Climate Change Strategy		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 0.5 1.2 = 0 6.1 = 0.5 1.4 = 0 1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1= 0
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1=0 4.2=0 4.3= 0 4.4=0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1=0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industries?	6.1= 0 6.2= 0 6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹³²	7.1= 0
Total Score:		1.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The final part of this policy is an analysis of how the policy will be implemented, but there is no inclusion of women.

Results of Assessment II

No.	Name	Year	Score
8	The national forest and climate change strategy	2015	0

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

This policy consisted of three phases, phase two should have been completed in 2018 and phase three will be fully implemented by 2021. However, this policy does not provide any progress updates.

No.	Name	Level of Implementation	Score
8	The national forest and climate change strategy	Cannot assess	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

9 Peru 2021 Bicentennial Plan

Assessment I

ENGENDERING POLICY

The policy implies that it is working towards gender equality; however, there is no specific mention of “gender equality” instead, the policy

¹³² Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

refers to “equal opportunities” throughout the document. It states that they will measure the gender inclusiveness through the number of women in senior governmental positions (aiming for parity) and income comparisons with males (aiming for a ratio of men’s income at 1.3 more than a woman, down from 1.55). Another element of gender equality is that it aims to eliminate discrimination between the sexes and ensure full access to education for women at all levels. There is little sex-disaggregated data, but when setting targets, this policy provides specific numerical goals, ratios and targets for women. There are no challenges to gender stereotypes; however, women are brought into different topics beyond the inequality section.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy does mention some structural impacts on gender equality. For example, it mentions that rural-urban migration has increased the participation of women in the economy and labour markets. There was also a big focus on women’s health issues, particularly maternal health, and how the rate of anaemia needs to decrease. Another factor mentioned is land rights between men and women to make this more equal. However, not all structural impacts are addressed; hence full marks are not awarded for this policy.

INTERSECTIONALITY

The policy states explicitly that women living rurally or in poverty and extreme poverty are more susceptible to pregnancy risks. Women heads of household are also mentioned as a different group to consider.

WOMEN’S EMPOWERMENT

The term empowerment is not mentioned in this policy. However, an economic outcome for women is that the policy will “encourage women heads of household from poor rural families to be linked to social programs to learn about and use financial mechanisms for savings and credit” (p.52). This statement suggests that women would be economically empowered by this policy. While the authors of the policy consulted the Ministry of Women, the statement above is the policy’s only reference to women’s agency.

INCREMENTAL TRANSFORMATION

The policy does refer to earlier policies; however, they are not often related to addressing women.

GENDER-RESPONSIVENESS

The policy states that to achieve Objective 6, on citizen security, it will implement a national plan on violence against women. Another gender norm it plans to tackle is increasing women’s access to education, but there is no mention to green industry or female entrepreneurs. Although not specifically mentioned, many of the objectives aimed at helping women, such as increasing access to the labour market, can help them potentially find work in green industry.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

There is mention of human rights as an international obligation, but nothing specifically identified for women.

9 Peru 2021 Bicentennial Plan		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0.5
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0.5
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 1
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/ or achievements?	4.3 = 1
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0.5

5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1=0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1= 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in green industry?	6.2= 0.5
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industries?	6.3= 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹³³	7.1= 0.5
Total Score:		7.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The policy ends with contingency plans, but there is only little mention of women.

Results of Assessment II

No.	Name	Year	Score
9	Peru 2021 Bicentennial Plan	2021	1

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

Implementation set for 2021.

No.	Name	Level of Implementation	Score
9	Peru 2021 Bicentennial Plan	Cannot assess	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

10 National Plan for Competitiveness and Production

Assessment I

ENGENDERING POLICY

This policy is organised around 9 “Prioritised Objectives” that contain different “Policy Measures” that seek to attain an improvement in the country’s economic competitiveness. As a whole, this document mostly lacks a gender perspective. In fact, gender and/or women are only mentioned tangentially three times in the 90 pages of the document in three of the nine “Prioritized Objectives”:

- in Prioritised Objective # 2 (Strengthening Human Capital), there is one mention of gender when gender-based geographic gaps in access to education and labour markets are briefly acknowledged;
- in Prioritised Objective #3 (Generate the Development of Capacities for Innovation, Adoption and Transfer of Technological Improvements), one Policy Measure (3.3 Innovation Centre - Space and Science) mentions that this centre will include “support in favour of women who are innovative, entrepreneurial and/or researchers;”¹³⁴ and
- In Prioritised Objective #5 (Create the Conditions for a Competitive and Dynamic Labour Market for the Generation of dignified Employment), one Policy Measure (5.2 Part-Time Labour) mentions that promoting part-time work is particularly relevant for women because 54% of part-time employees are women.

All the other aspects of this assessment are not dealt with in the policy.

¹³³ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

¹³⁴ Republic of Peru. National Plan for Competitiveness and Productivity (2018-2030). Lima, Peru SIGI (2019).

10 National Plan for Competitiveness and Production		
Quality Criteria Categories	Research Questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)?	3.1 = 0
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on national previous gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industries?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industries?	6.3 = 0
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹³⁵	7.1 = 0
Total Score:		0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The policy ends with contingency plans, but there is only little mention of women.

Results of Assessment II

No.	Name	Year	Score
10	National Plan for Competitiveness and Production	2018-2030	0

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender aware conclusion.

Level of Implementation

The National Plan for Competitiveness and Productivity was approved at the end of July 2019 and it covers from 2019 to 2030. Information about its level of implementation was not found. However, as it is a new policy, it is not possible to determine its level of implementation.

No.	Name	Level of Implementation	Score
10	National plan for competitiveness and productivity	The National Plan for Competitiveness and Productivity was approved at the end of July 2019 and covers from 2019 to 2030. Its level of implementation is almost nil.	0

Table Key: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented; n/a = level of implementation not assessable based on available data.

¹³⁵ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



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