Peru

*Women, Business and the Law* 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Lima). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Peru scores 95 out of 100.** The overall score for Peru is higher than the regional average observed across Latin America and the Caribbean (80.9). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

**Peru - Scores for Women, Business and the Law 2023**

<table>
<thead>
<tr>
<th></th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2023 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>80</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>95</td>
</tr>
</tbody>
</table>

**Relative Strengths**

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

**Areas for Improvement**

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

For example, one of the lowest scores for Peru is on the indicator measuring constraints related to marriage (the WBL2023 Marriage indicator). To improve on the Marriage indicator, Peru may wish to consider giving women the same rights to remarry as men.

**Recent Reforms**

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can a woman choose where to live in the same way as a man?</td>
<td>Yes</td>
<td>Código Civil, Art. 290</td>
</tr>
<tr>
<td>Can a woman travel outside her home in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman travel outside the country in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman get a job in the same way as a man?</td>
<td>Yes</td>
<td>Código Civil, Art. 293</td>
</tr>
<tr>
<td>Does the law prohibit discrimination in employment based on gender?</td>
<td>Yes</td>
<td>Ley Num. 26772, Art. 1</td>
</tr>
<tr>
<td>Are there restrictions on the ability of women to travel outside their</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>home?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Decreto Legislativo Núm. 1350 de migraciones, Art. 19; Procedimientos de</td>
</tr>
<tr>
<td></td>
<td></td>
<td>solicitud de pasaporte</td>
</tr>
</tbody>
</table>