

Gender analysis for Resilient Puna: Ecosystem based Adaptation for sus- tainable High Andean communities and ecosystems in Peru

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Purpose for conducting the gender analysis	<input checked="" type="checkbox"/> for a new project <input type="checkbox"/> for a follow-on project <input type="checkbox"/> for a modification offer <input type="checkbox"/> for the GIZ portfolio in a country <input type="checkbox"/> other: Click here to enter text.	
Status of the gender analysis	<input type="checkbox"/> Provisional gender analysis <input checked="" type="checkbox"/> Finalised gender analysis	
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¹ According to the OECD DAC, all ODA-financed projects should be assigned a marker. The gender marker is requested for BMZ projects and EU co-financing arrangements. Other public German commission parties do not currently request it.

List of Abbreviations

ANA	National Water Authority
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CONAMUCC	National Committee on Women and Climate Change
CSW	Commission on the Status of Women
EbA	Ecosystems based Adaptation
ECOSOC	UN Economic and Social Council
ENAHO	National Household Survey
FEMUCARINAP	the National Federation of Peasant, Artisan, Indigenous, Native and Salaried Women of Peru
GG	GIZ Gender Equality Marker Policy
INEI	National Institute of Statistics and Informatics
IPCC	Intergovernmental Panel on Climate Change
JNE	National Election Jury of Peru
MESAGEN	Gender Roundtable for International Cooperation in Peru
MIDAGRI	Ministry of Agricultural Development and Irrigation
MINAM	Ministry of Environment
MIMP	Ministry of Women and vulnerable populations
NDC	Nationally Determined Contribution
NGO	Non-Government Organisation
ONAMIAP	Organisation of Andean and Amazonian Indigenous Women of Peru
PAGCC	Gender and Climate Change Action Plan
PEMIG	Multisectoral Strategic Plan for Gender Equality
PNIG	National Gender Equality Policy
SDG	Sustainable Development Goals
SERNANP	National Service for Natural Protected Areas
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
WEF	World Economic Forum

Chapter 1: Introduction

The “Resilient Puna: Ecosystem-based adaptation for sustainable High Andean communities and ecosystems in Peru” Project (hereafter “Resilient Puna”) aims to increase the resilience of Andean communities in the departments of Arequipa, Cusco, Puno and Apurímac, through the management, conservation and restoration of high Andean ecosystems; an increased access to public and private financing; and a stronger territorial planning towards Ecosystem-based Adaptation (EbA). It is organised into three components: (i) Puna ecosystems are restored, conserved and better managed to support climate resilient livelihoods, through the implementation of EbAs measures ; (ii) Public and private financing for EbA measures and climate resilient livelihoods are in place and accessible for vulnerable communities in the Puna Ecosystem; and, (iii) EbA and climate resilience are mainstreamed into multilevel landscape governance instruments. The project will invest in EbA and climate resilient value chains, providing technical support to communities and producer associations to achieve sustainable business plans; directly benefiting the conservation and restoration of 23,914 hectares of high Andean ecosystems.

Various international and national instruments have defined guidelines for gender equality in key climate change mitigation and adaptation actions². Not only from a social, but also from an economic and climate perspective. The link between gender, environment and climate encompasses a number of issues based on the socially constructed relationships between men and women, which vary across cultures, geographies and time. Gender gaps are still wide and trigger inequalities in access to their basic rights, opportunities and benefits throughout their life cycle, which are reflected in their health, education, employment, participation, decision-making power, access to and control of natural resources, capabilities, living a life free of violence, among others. Climate change represents a major driver of biodiversity loss, while ecosystem degradation undermines the resilience of people and nature to climate-related shocks and stressors. Persistent gender inequalities underpin both of these crises, which increase vulnerability to risks and reduce the options available to people, especially women, in maintaining their livelihoods and good living, and their access to rights, goods and services.

The gender analysis of the Resilient Puna (RP) Project is in harmony with these international principles and commitments (CEDAW, Beijing, Belém do Pará, SDGs), as well as with national ones (Gender and Climate Change Action Plan-PACC, National Policy on Gender Equality³, National Strategic Development Plan to 2050, National Plan against Gender Violence, among other policies) that support work in favour of gender equality and non-discrimination of women in the access to their social, political, cultural, climatic and economic rights and resources. According to the United Nations Economic Commission for Latin America and the Caribbean (ECLAC) (2017), the impacts of global warming that affect men and women differently, require adaptation and mitigation measures that recognise their different needs. It also implies promoting the mainstreaming of a gender perspective in public policies to address climate change, with the aim of observing, analysing and transforming inequalities and inequities in the condition, construction of roles and position of men and women in society (UN-Women, 2017).

The project has adopted as its main approach "Ecosystem-based Adaptation" (EbA), an approach that promotes working with nature to cope with gradual and extreme climate impacts, which affect people, their livelihoods and their economy. In this approach, two central characteristics are identified in order to better understand the gender approach:

- i) it is a people-based approach, as it seeks to reduce their vulnerability while at the same time generating social and economic benefits; and,

² Peru is committed to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action and its follow-up through the Commission on the Status of Women (CSW), the Sustainable Development Goals (SDGs), the United Nations Framework Convention on Climate Change (UNFCCC) and the Conferences of the Parties (COP) to the convention, among other standards, commitments and recommendations, permeate national spheres.

³ "The public need for a National Gender Equality Policy aimed at correcting the problem of structural discrimination against women stems both from constitutional norms and the Peruvian State's commitment to human rights treaties...". PNIG, 2019.

- ii) it is a collaborative process in which communities, public and private organisations, work together to have an impact at the landscape level and generate sustainable opportunities over time for all parties⁴.

Linking the gender EbA approaches is both challenging and enriching. It allows to move from analysing the resources, decisions, behaviours, roles and interrelationships of men and women with their environment, towards integrating ways and mechanisms to break down the barriers that have been hindering women's progress in the framework of their adaptation and resilience to climate change.

Specifically, the gender analysis has identified the main factors that are hindering women's progress and resilience in the face of climate change. Overburdened care and unpaid domestic work; low participation in decision-making; lack of income; vulnerability of their housing and household environment (e.g., health, food, gender-based violence, poor housing) are the main gendered barriers to more equitable climate adaptation. Although the response to this situation requires the involvement of both women and men, it is important to mention that the gender dimension addressed in the project defines actions that mainly strengthen the role of women, seeking to "levelling the playing field" for their real and effective involvement in the implementation of the project, as well as a better appropriation of the EbA issue and taking advantage of the opportunities and benefits provided by the project.

The project recognises that an adequate vision and inclusion of gender aspects in its different stages is one of the main pillars for the effectiveness and sustainability of the intervention. For this reason, both the Gender Analysis (GA) and the Gender Action Plan (GAP) of the Resilient Puna project focus on the mainstreaming of the gender approach from its formulation to its implementation, monitoring and evaluation. Therefore, the RP project will also conduct a monitoring strategy to evaluate and verify that no negative results are produced (under the principle of do no harm). The project will encourage women's participation and leadership to be promoted and recognised in the environments in which the project will be developed, in many of which they have been traditionally excluded. The central objective of the analysis and integration of the gender approach in the project is to make women's barriers visible to contribute to reducing asymmetric situations in the care, exploitation and use of natural resources, as well as the rights of people, especially women, within a natural ecosystem. In this sense, having a reading of the gender approach in this area leads us to build egalitarian processes that allow people to build climate resilience and exercise their rights, while protecting the ecosystems on which they depend.

Finally, the methodology to collect information to prepare this gender action plan involved a desk review of available data and fieldwork data collection techniques. Regarding desk review, it included analysis of available secondary data sources such as national policies and work of national mechanisms, as well as a comprehensive review of secondary literature that includes various research reports, articles and papers on the subject from both national and international organisations. Regarding fieldwork data collection, between August and November 2022, two fieldtrips were organised to potential districts of intervention in the departments of Arequipa, Cusco and Puno. During these fieldtrips, personnel from GIZ, MIDAGRI and FIAP conducted focus groups, in-depth interviews and surveys to analyse general perceptions about the Resilient Puna project, governance structures regarding management of natural resources, local livelihoods and gender gaps in rural communities. To address gender topics, 89 in-depth interviews were conducted, of which 40 were with women and 49 with men. The greater number of interviews with men was due to their greater willingness to be interviewed. Likewise, surveys were applied to build a baseline that gathers evidence and statistical data, for the definition of indicators of the Gender Action Plan of the project. Likewise, the baseline reflects as close reality of the situation of women and men at the territorial level as well as the actors involved in the context in which they develop.

⁴ UICN. Soluciones AbE. Información disponible en internet. Página: solucionesabe.org

Chapter 2: Information on gender dimensions in the country or the region

2.1 Meta level (norms)

Peru is the fourth country with the largest population in South America. In 2020, the population was 32.6 million inhabitants: 50.4% women and 49.6% men. This population lives mostly in urban centres (79%) and 21% in rural areas (INEI, 2020b). Peru also hosts great cultural diversity with 55 indigenous peoples, 51 from the Amazon and 4 from the Andes (Ministerio de Cultura, 2022). According to the last National Population Census (2017), 26% of the population identifies as part of an indigenous group, which makes around 6 million people (INEI, 2017).

Moreover, Peru is a country with high levels of inequality, in terms of income, property, access to basic social services, infrastructure and gender. In 2020, monetary poverty increased by 9.9 percentage points and reached 30% of the Peruvian population. This affected 46% of people living in rural areas (3.1 million people) and 26% of people living in urban areas (6.8 million people) (INEI, 2021b).

In terms of gender inequity, Peru has progressed launching different norms for the mainstreaming of a gender approach in public policy, but it is still insufficient. The most recent 2020-21 World Economic Forum (WEF) Global Gender Gap Index placed Peru 37th out of 156 countries in terms of gender gaps pertaining to economic participation and opportunity, education, health and survival, and political empowerment dimensions (WEF, 2020-2021) and 7th place in Latin America. Similarly, the Gender Inequality Index in 2019 placed Peru with 0.395 points, a position below the average of countries with high human development (0.340) (UNDP, 2022).

Peru is a state that prohibits discrimination and recognises equality as a fundamental human right (Political Constitution of 1993, Art. 2 numeral 2). Article 191 of the Constitution establishes the responsibility of the Peruvian State to remove obstacles that limit the right to equality or that constitute discriminatory acts. However, there is structural discrimination against women in Peru, which is systematic, generalised, and massive. This discrimination generates multiple oppressions for women, limiting their opportunities and systematically violating their rights. Women are affected by multiple discriminations that are evident in the persistence of limitations to their autonomy (physical, economic and decision-making), as well as the existence of gaps in different dimensions (reproductive health, empowerment and labour market) and areas (health, education, employment, participation, use of time, among others), with the situation worsening in the rural settings. Structural discrimination based on gender does not affect all women equally, who do not constitute a homogeneous group, since there are indigenous, Afro-Peruvian, disable, displaced, poor and non-poor women.

The supremacy of the masculine over the feminine is institutionalised in social relations, in public and private institutions and in politics, through discriminatory sociocultural patterns (beliefs, prejudices, dogmas, and customs), which are reproduced, transmitted intergenerationally and, therefore, perpetuated. The origin of these sociocultural norms lies in the differences in power between women and men and male privilege. Discrimination against women is rooted in norms and an institutional culture that reinforce women's subordination. Violence against women is one of the main instruments used to maintain women in a situation of subordination and as a means of disciplining them to prevent their access to rights. This not only prevents their participation in social, political, economic, and cultural decision-making processes, but also makes it impossible for them to transform these spaces that reproduce patriarchal structures of domination.

According to the National Social Relations Survey in 2019 (ENARES, for its acronym in Spanish), the index of social tolerance towards violence against women is 59% of the surveyed. When referring to attitudes that support such violence, 53% of male and female respondents

state that women should first fulfil the role of mother and wife, and only then can achieve their personal projects (INEI, 2019).

Gender inequality has an impact on development and the economy, but above all on families' wellbeing, where unpaid labour and care roles are still locked by stereotypes, and stigmas, in which women tend to have a heavier burden than men and fewer opportunities to achieve their wellbeing. In the context of confinement due to the Covid 19 pandemic, there was a difference of 19 percentage points between men and women, regarding the time spent on household chores (MIMP, 2020). This burden for women made it more difficult for them to re-enter the job market under similar conditions as their male counterparts. In 2022, 82% of women perform domestic care work as opposed to 16% of their male counterparts, showing that women spend 27 hours more on unpaid domestic work per week (Flora Tristan & IEP, 2021).

By positioning the gender approach with key partners throughout the project implementation process, it will be ensured that the impact of the project will contribute to promote the improvement of living conditions for the entire population in general, and for women in particular. To do this, it is necessary to strengthen the process of making visible the disadvantaged conditions in which rural women's participation in communities and decision-making spaces related to natural resources' management takes place. The political and economic empowerment of rural women has positive effects on household income, food security and nutrition, in general in families' wellbeing.

2.2 Macro level (policies and laws)

At the international level, Peru has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 2010). It has also ratified the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará), which establishes international standards to prevent, punish and eradicate violence against women in the public and private spheres. It has also signed commitments such as the Beijing Declaration and World Platform (1995) and the 2030 Agenda, whose Sustainable Development Goal (SDG) 5 establishes gender equality and whose target 5.5 seeks to ensure women's full and effective participation and equal opportunities for leadership at all decision-making levels in political, economic and public life.

At the national level, in addition to the constitutional norms, the Peruvian State has laws, regulations and guidelines that are mandatory for all levels of government. There are different policies that promote equal opportunities between men and women in public policies and plans, the main one being the National Policy on Gender Equality, which establishes 6 priority objectives: 1.To reduce violence against women; 2. To guarantee women's access to and participation in decision-making spaces; 4.To guarantee the exercise of women's economic and social rights; 5.To reduce institutional barriers that hinder equality in the public and private spheres between men and women; and 6.To reduce the incidence of discriminatory socio-cultural patterns in the population. This policy has a Multisectoral Strategic Plan for Gender Equality (PEMIG, for its acronym in Spanish).

These policies stipulate the obligation to promote the adoption of egalitarian values, practices, attitudes and behaviours between men and women, to guarantee the right to non-discrimination and the eradication of violence against them. They seek to guarantee the full exercise of all their rights (civil, political, economic, social, and cultural). They also establish obligations to promote the physical, economic, and decision-making autonomy of women in society and in public administration. They also contemplate the intersectionality approach, paying special attention to the most vulnerable groups. With respect to gender mainstreaming in the State, it basically involves capacity building for civil servants, the generation of differentiated information, the participation of women in spaces for dialogue and decision-making, as well as the incorporation of this approach in management documents, programs and projects.

Main national instruments on gender

- Political Constitution of Peru (1993). Art. 2 inc. 2 (equality and non-discrimination based on sex). Art. 191 (State responsibility for removing obstacles to equality or that constitute discriminatory acts).

National Policies

- National Agreement (2002). Policy 11 (seeks to combat discrimination and promote equal opportunities between men and women).
- Supreme Decree N° 054-2011-PCM Bicentennial Plan: Peru to 2021 (throughout the text, non-discrimination, equity between men and women, affirmative actions and equal opportunities and universal access to basic services are proposed).
- National Agreement (2019). Vision of the country to 2050; proposes to eradicate discrimination and ensure equal access to opportunities and conditions, in a fair and inclusive society that leaves no one behind.

Laws and regulations of legal rank

- Legislative Decree N°635 Criminal Code (1991) amended by Legislative Decree N° 1323 (2017) and Legislative Decree N°1410 (2018); criminalises the delinquencies of discrimination and incitement to discrimination, aggravated in the case of public officials and harassment, sexual harassment, sexual blackmail and dissemination of images, audio visual materials or audios with sexual content and modifies the procedure for sanctioning sexual harassment.
- Law N°26772 (1997), prohibits discrimination, annulment or alteration of equal opportunities or treatment in job offers and access to educational training.
- Law N° 27942 (2003), to prevent and punish sexual harassment.
- Law N° 28983 (2007), to promote equal opportunities between women and men.
- Legislative Decree N°1098 (2012). Law of Organisation and Functions of the Ministry of Women and Vulnerable Populations - MIMP. Governing body for public policies for women and gender mainstreaming.
- Law N° 30314 (2015), to prevent and punish sexual harassment in public spaces.
- Law N° 30364 (2015), to prevent, punish and eradicate violence against women and members of the family group.
- Law N° 30982 (2019), amends Law 24656, General Law of Peasant Communities, to strengthen the role of women in Peasant Communities.
- Legislative Decree N°1470 (2020), establishes measures to guarantee the care and protection of victims of violence against women and members of the family group during the health emergency declared by COVID-19.
- Law N° 31030 (2020), modifies norms of the electoral legislation to guarantee parity and gender alternation in the lists of candidates.
- Law N° 30982, (2021) that amends Law 24656, General Law of Peasant Communities, which strengthens the role of women by establishing that at least 30% of the members of the Community Board, the body responsible for the government and administration of the community, must be women.
- Supreme Decree N° 010-2022-MIMP, promotes mandatory training on gender perspective for the prevention of violence and discrimination in public administration.

Supreme Decrees and Resolutions

- Supreme Decree N° 005-2017-MIMP: Public entities of the National Government and Regional Governments create a commission, committee or working group, for Gender Equality.
- Supreme Decree N° 002-2018-JUS: National Human Rights Plan 2018 – 2021; establishes four strategic objectives for the protection of women: (1) Reduce violence against women, (2) Promote the participation of women in decision-making spaces, (3) Guarantee the exercise of women's sexual and reproductive rights, (4) Guarantee the generation of women's own income.

- Supreme Resolution N° 129-2018-PCM, creates the multisectoral commission of a temporary nature against VAW, the fight against which constitutes a national priority.
- Supreme Decree N° 056-2018-PCM, approves the General Policy of the Government to 2021 and sets as a priority guideline to promote equality and non-discrimination between men and women, as well as to guarantee the protection of women against all types of violence.
- Supreme Decree N° 008-2019-MIMP, approves the National Policy on Gender Equality.
- Supreme Decree N° 014-2019-MIMP: Regulation of Law N° 27942, Law for the Prevention and Punishment of Sexual Harassment.
- Supreme Decree N° 002-2020-MIMP, approves the Multisectoral Strategic Plan for Gender Equality of the National Gender Equality Policy.
- Supreme Decree N° 012-2016-MINAM, approves Peru's Gender and Climate Change Action Plan.
- Chief Resolution N°187-2020-ANA conforms the Commission for Gender Equality of the National Water Authority.

Although these regulations are in place, the main challenge is their limited implementation. The persistence of inequality between women and men is reflected in the insufficient political will for the effective mainstreaming of the gender approach, the absence of adequate diagnoses, inter-institutional coordination, unified records, and a trained and sensitised civil service, so that they understand that if they are not committed to closing gender gaps and their adequate management, the actions carried out within the framework of their function are contributing to deepening them.

2.3 Meso level (institutions)

Peru has a governing body for public policies for women since 1996 (Legislative Decree N°866, then MIMDES, Organic Law 27779). Since 2012, it changed its name to the Ministry of Women and Vulnerable Populations (MIMP, for its acronym in Spanish), with Legislative Decree N° 1098. Today, this is the governing body for addressing national and sectoral policies on women's rights, as well as prevention, protection and care against violence against women, promotion and strengthening of gender mainstreaming in policies, plans, programs and projects of the state and public and private institutions. Although this ministry has the steering role, it needs to be strengthened, especially for the articulation with all sectors and levels of government. Its main weakness lies in the limited capacities, institutional resources, and budget to fulfil its role. This weakness expands with the continuous political instability, absence of long-term state policies, and political willingness of some key sectors of the government, like the current Parliament that avoids debates on key issues like the sexual rights for women and girls.

However, there is a strong social movement that defend women's and LGBTQ+ human rights, including the National Network for the Promotion of Women, the Stop Street Harassment collective, the Manuela Ramos Movement and the Flora Tristán Peruvian Women's Centre (a member of the Latin American Women and Habitat Network), among others. There is also a rural and indigenous women's movement with groups and organisations such as: the National Organisation of Andean and Amazonian Indigenous Women of Peru (ONAMIAP), the National Federation of Peasant, Artisan, Indigenous, Native and Salaried Women of Peru (FEMUCARINAP), among others. All these organisations do influence the issuance of regulations and public policies favourable to women, carrying out awareness campaigns towards public opinion and defend emblematic cases before national and international judicial instances.

In Peru, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH participates in the Gender Roundtable for International Cooperation in Peru (MESAGEN). This is a coordinating body for international cooperation in Peru. Its objective is to contribute to gender equality and the empowerment of women, girls and adolescents, within the framework

of national plans and policies, international commitments and obligations signed by Peru. Currently, MESAGEN is made up of diplomatic representations and international organisations of official cooperation (bilateral and/or multilateral) that work in gender equality and the promotion of women's human rights in Peru. Currently, GIZ is implementing a project on the prevention of gender violence against women, supporting the consolidation of the Specialised Justice System on Violence (SNEJ) for the protection and punishment of violence against women and family members.

2.4 Micro level (target groups)

In Peru, there are marked patterns of gender-based roles and/or behaviours, and historically established stereotypes and social expectations about women's and men's aspirations and opportunities persist and are clearly discriminatory in that they limit women's options for full development. In both political and economic participation, men have a large advantage over women, for example, in access to paid employment, in the quality of employment accessed, and in control over time available for work and training. According to the World Economic Forum (WEF, 2020), Peru is one of the countries in the world that shows only setbacks in the wage gap, ranking 128th out of 144 countries in the world.

Health: Andean and indigenous women are the population group with the least access to prenatal check-ups by a medical professional. During 2020, only 13.1% of women were attended by a medical professional compared to 39.5% of women living in urban areas. Likewise, in the same year, limited access to institutionalised deliveries were reported, with a difference of 15.8% between urban (96.9%) and rural (81.1%) institutional deliveries. In addition to the limited institutional care for deliveries, the deliveries that took place in a health facility were carried out by nurses and not by medical professionals (17.4% rural versus 4.2% urban) (INEI, 2021).

Regarding the birth rate and teenage pregnancy, although the departments prioritised by the project do not have the highest teenage pregnancy rates at the national level, the department of Apurímac presents a rate of 10.7% of teenage pregnancy, compared to 5% in the departments of Arequipa, Cuzco and Puno. Also, 5% of women reported unmet needs for family planning in the same departments, with Puno having the lowest percentage of modern contraceptive use of the four departments prioritised by the project (See Table N°1) (INEI, 2021).

Table N° 01
Percentage of adolescent pregnancy, use of modern contraceptive methods, and family planning needs, in the prioritised departments

Department	(%) Adolescents 15-19 years ever pregnant	(%) women using modern contraceptive methods	(%) women with unmet needs for family planning
National	6.6%	78.1%	5.5%
Apurímac	10.7%	79.9%	5.9%
Arequipa	5.0%	80.7%	5.0%
Cusco	4.6%	80.1%	7.1%
Puno	5.7%	75.3%	5.1%

Source: INEI, 2021

In 2020, acute respiratory infections (ARI) in children under five years of age were higher in rural areas (7.2%) compared to 4.9% in urban areas. ARI in children is more prevalent in households where charcoal is used as fuel for cooking, 12.9% compared to 7.3% of cases where firewood, straw or agricultural waste is used. On the other hand, acute diarrhoeal disease (ADD) continues to be an important cause of mortality in children, with 9.4% of children under five years of age suffering from the disease, with a higher percentage of boys (9.9%) than girls (8.9%) (INEI, 2021).

Education: Illiteracy rates of women in the departments prioritised by the project exceed the national average (8% for women and 3% for men). In the case of Apurímac, 20% of women are illiterate compared to 5.8% of illiterate men. The same occurs in Cusco, 16% of women are illiterate and 3.8% of illiterate men; in Puno, 14.2% of women are illiterate and 3% of men. Arequipa has a lower percentage of illiteracy, with 4.7% of illiterate women (4.7%) and illiterate men (1.5%) (INEI/ENAH, 2019).

In 2021, the net school attendance rate was 91.4% for females and 91.1% for males (INEI 2022). Also, by 2021, Cusco had a higher net primary school attendance rate for girls than for boys, in contrast to Apurímac, Arequipa and Puno. On the other hand, Cusco has a higher net secondary education attendance rate for adolescent girls aged 12 to 16 than for boys in the same age group, while Puno has the largest gap in favour of adolescent boys (MINEDU, 2020).

At the primary level, the access gap between girls and boys has been closed at the national level (See Table N°2). However, at the secondary level, inequality reappears, to the detriment of adolescent girls. In 2020, 71.9% of females compared to 76.7% of males attended a secondary educational centre. Part of the explanation for the gaps at secondary level is due to dropping out of school, caused by economic or family reasons (45.8% rural, 43.9% urban); pregnancy or early marriage (24.9% rural and 16.8% urban), and graduation or studies at an academy (11% rural and 27.5% urban) (MINEDU, 2020).

Table N° 02
Illiteracy, school attendance and dropout rates

Department	Illiteracy rate for people aged 15+ (a)		Net attendance ratio (*) in regular education (b)			Dropout rate in regular education (b)
	Women	Men	Early childhood Education	Primary Education	Secondary Education	Total
National	8.1%	3.0%	81.2%	94.4%	83.5%	9.1%
Apurímac	20.0%	5.8%	99.0%	97.7	87.0%	1.1%
Arequipa	4.7%	1.5%	82.9%	95.6%	90.2%	3.8%
Cusco	16.0%	3.8%	84.4%	98.8%	89.8%	4.7%
Puno	14.2%	3.1%	65.0%	99.3%	93.8%	2.3%

Source: MIMP Policy Monitoring and Evaluation Office

(a) INEI/ENAH, 2019

(b) MINEDU, 2020

(*): number of persons attending a given level of education (pre-primary/primary/secondary) who are in the age group set for that level, as a proportion of the total population of that age group (INEI, MINEDU)

Income and employment: Between 2010 and 2019, the department with the largest income gap was Apurímac, with 28.2% more women than men with no income of their own. It is followed by Cusco and then Arequipa and Puno, all below the national average. In 2020 during the pandemic, the income gap narrowed in all department, but with two different dynamics. In Apurímac, Cusco and Puno, while the percentage of men with no income of their own had risen, the percentage of women fell significantly. One possible explanation is that, faced with the loss of formal employment for men, women started new activities and enterprises to generate income. In Arequipa and at the national level, the reverse is true: confinement has affected many enterprises and employment. As a consequence, both percentages of people with no income of their own have risen sharply, men more than women, narrowing the gap between the two (INEI, 2020).

Table N° 03
Women and men with no income of their own, 2010-2019 and 2020

Department	2010-2019 (%)			2020 (%)		
	Women	Men	Gap W-M	Women	Men	Gap W - M
National	31.3	12.1	19.2	36.0	19.7	16.3
Apurímac	39.6	11.5	28.2	32.8	12.1	20.7
Arequipa	28.4	12.0	16.4	38.1	22.3	15.8
Cusco	33.4	13.7	19.7	30.5	18.2	12.3
Puno	29.6	15.9	13.7	25.1	17.4	7.7

Source: INEI; Gender Indicators, 2020.

Regarding employment, in rural areas, 68% of women are engaged in agricultural work. Sales and service jobs represent 41.9% of job positions for women in urban areas and 18.7% in rural areas (INEI/ENDES, 2021). At the national level, 28.1% of women aged 15-49 who are self-employed have an agricultural job, while 36.2% have a non-agricultural occupation. In the case of women in agricultural occupations, 37.6% are unpaid family workers and only 46.3% of women in agricultural occupations received cash income. Of the total number of women who did not receive income in cash or in kind in return for their work, 32% were in agricultural occupations (INEI/ENDES, 2021).

Paid and unpaid domestic work: In general, in Peru, there is a higher percentage of women in informal sectors who carry a greater burden of unpaid domestic work, which reduces or prevents them from having a paid job. Domestic chores and care for family members, like children, the elderly, and sick/disable family members fall mainly on women. On average, women assume 23 hours more unpaid work per week than men (39 hours and 28 minutes vs. 15 hours and 54 minutes) (INEI/ ENUT, 2011). Moreover, analysing women's employment is challenging as some of the occupations they carry out are not perceived as work and are not reported, especially when it is agricultural work on family plots, family businesses or in the informal sector (INEI/ ENDES, 2021). While the burden of unpaid and care work at home has historically fallen on women, during the pandemic, the closure of schools and the saturation of the health system affected them doubly, placing a greater burden of unpaid work on them for the duration of their confinement at home.

Participation in decision-making: Since the implementation of the Parity and Alternation Law in 2021 for parliament Congress and sub-national authority candidates, there has been an increase in women's participation at these levels⁵. In 2021, 49 women and 81 men were elected for Parliament (See Table N° 4). Political participation of women increased from 27.7% in the previous period (2016 – 2021) to 37.30% today. However, women's subnational representation in the Parliament is still limited, with women representing half the number of male representatives from the departments of Apurímac, Arequipa and Cusco. For Puno, there is no representation of women in Parliament, compared to five male congressmen representing this department (ONPE, 2022).

Table N° 04
Political participation, by prioritised department

Region	N° seats at national parliament 2021-2026	
	Women	Men
National	49	81
Apurímac	1	1
Arequipa	2	4
Cusco	2	3
Puno	0	5

Source: ONPE, 2022

Regarding female sub national authorities, out of 25 departments, only 2 are governed by women (See Table N°5). Of these two women, none of them correspond to the departments

⁵ In 2021, the Law No. 30996, of parity and alternation for elected positions became mandatory. This law stipulated that in the 2021 women should occupy 40% of the lists, in 2026 45% and in 2031, 50%.

prioritised by the RP project. In terms of local authorities, Cusco has 2 from 13 provinces with female mayors. Neither Apurímac, Arequipa, nor Puno have women mayors at the provincial level. Despite the parity and alternation rule applied on sub national elections on 2022, the position of women's political participation in the prioritised departments were critical (INEI 2022)⁶.

Regarding female local authorities, out of more than 1800 municipalities, only 90 municipalities have a female mayor. In the prioritised departments, Apurímac has two elected female mayors from 84 municipalities. In Arequipa, out of 109 municipalities, only 9 have a female mayor. In Cusco, out of 112 municipalities, only two are female mayors; in Puno, out of 109 municipalities, only four are women.

Table N° 05
Number and percentage of subnational government authorities

Department	Sub national governors		Provincial mayors		Municipal mayors	
	Women	Men	Women	Men	Women	Men
National	2 (8%)	23 (92%)	8 (4,8 %)	188 (95, 2%)	90 (4,9%)	1772 (95,1%)
Apurímac	0	1	0	7 (100%)	2 (2,4%)	82 (97,6%)
Arequipa	0	1	0	8 (100%)	9 (8,3%)	100 (91,7%)
Cusco	0	1	2 (15,4%)	11 (84,6%)	2 (1,8%)	110 (98,2%)
Puno	0	1	0	13 (100%)	4 (8,3%)	105 (91,7%)

In general terms, the situation of women's political participation reflects the situation of all forms of women's participation in decision-making, whether at national, sub-national or community level. This situation deserves special attention if the project aims at strengthening climate governance and adaptation from a gender perspective.

Gender Violence: In 2022, 55% of Peruvian women were victims of violence perpetrated by their husband or partner. Both physical violence and sexual violence were reported in higher proportions in rural areas, 28.6% and 7.2%, respectively; if ethnic self-identification⁷ is taken into account, the proportion of women who were victims of violence was higher in rural areas, 28.6% and 7.2%, respectively, women of native origin represent the highest percentage of violence victims with 54.4%⁸. In the case of psychological and/or verbal violence, it occurred more frequently in women in urban areas (51.5%). Of the four prioritised departments, Apurímac shows higher percentages of violence against women (total and psychological violence); the percentage of physical violence is higher in Cusco and sexual violence is higher in Puno (See Table N°6). Reasons stated by women victims of physical violence for not reporting nor seeking help was because *it was not necessary* (42.9%), followed by a *feeling of shame* (16.8%) and *lack of knowledge* (they did not know where to go or did not know about services, 11.0%), among other reasons was fear of being beaten or their children, fear of causing problems to the person who hit them, fear of divorce/separation (INEI/ENDES 2021). Women victims of trafficking registered with the National Police of Peru have also been reported in the departments prioritised by the project. In 2020, Cusco reported 19 trafficked women and Arequipa reported 13, the highest figures of the four prioritised departments (National Prosecution, 2020). Regarding feminicides; in 2022, 7 feminicides were reported in Cusco and 4 in Arequipa (MIMP, 2022).

⁶ It is likely that the Law of Parity and Alternation has been confronted with the "preferential vote" since, although the list of candidates would have a 50% representation of men and 50% of women, the preferential vote gives you the possibility of being able to vote without respecting the alternation. Another explanation is given by the diversity of political parties or movements whose participation is generally led by men.

⁷ Quechua, Aymara, native of the Amazon, belonging to or part of another indigenous or aboriginal people.

Table N° 06
Percentage of family, physical and/or sexual violence, trafficking and feminicide

	Violence against women ever perpetrated by a husband or partner (a)			Physical and/or sexual violence by spouse or partner in the last 12 months (a)		Women victims of trafficking(b)	Number of feminicide (c)
Department	Total	Psychological	Physical	Total	Sexual	Total	Total
National	54.9%	50.8%	26.7%	33.6%	5.9%	342	67
Apurímac	64.1%	60.7%	37.8%	43.3%	11.8%	4	1
Arequipa	60.7%	54.0%	36.3%	36.0%	9.5%	13	4
Cusco	62.2%	58.6%	38.7%	42.0%	11.4%	19	7
Puno	62.2%	57.8%	36.3%	38.5%	12.2%	1	4

Source: MIMP; Policy Monitoring and Evaluation Office.

(a) INEI/ENDES, 2021

(b) National Prosecution, 2020

(c) MIMP/ National Programme for the Prevention and Eradication of Violence against Women and Family Group Members; 2022

Conclusion 1 for the project

The formal right to equality faces multiple barriers that are expressed in the persistence of gender gaps at all levels and in all social spheres, constituting one of the main obstacles to sustainable development that leaves no one behind. In Peru, there is still no adequate guarantee for the full realisation of the right to equality and the context of the health emergency due to the presence of COVID-19 placed women in a situation of vulnerability. In spite of this, there is a fairly advanced regulatory framework that obliges all sectors of the State and all levels of government to mainstream a gender perspective in public policies. In this line, working with political partners and agriculture and water stakeholders and users provides an opportunity to contribute to closing the gaps through gender mainstreaming, making visible the need to carry out actions that, in the long term, collaborate in achieving a social and institutional transformation towards greater equality in highly masculinised sectors and in a post-pandemic context.

Chapter 3: Gender dimensions in the sector

3.1 Meta level

On July 28, 2022, the UN General Assembly adopted resolution A/RES/76/300, that recognises access to a clean and healthy environment as a human right, as well as the need for full implementation of environmental agreements. It also recognises that climate change, overuse of natural resources, air, land and water pollution, loss of biodiversity, among other factors, prevent the full enjoyment of this right. According to the Intergovernmental Panel on Climate Change (IPCC) in addition to impacting women and girls in different ways, climate change can aggravate gender inequalities and increase women's vulnerability.

One of the most important international instruments in the field of women's human rights is the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979). This instrument provides an understanding of the gender equality dimension in order to take measures against discrimination against women and to guarantee their access to the same rights and opportunities as men. In 2018, the CEDAW Committee highlighted the importance of reinforcing the collection and analysis of disaggregated data, ensuring policy coherence, improving coordination between sectors, promoting the role of subnational governments, and capacity building and access to technology. Similarly, with regard to rural women's rights, it recommended reinforcing rural economies, promoting local employment and livelihood opportunities for women.

The Declaration and Platform for Action of the Fourth World Conference on Women in Beijing, 1995, is another key international instrument. It was one of the first platforms to state the importance of gender mainstreaming in all areas, including the environment. This platform includes 12 prioritised axes, one of which is "Women and the environment", highlighting the need for women's participation in decision making spaces, the incorporation of their interests and concerns in programmes and policies, and the need to establish mechanisms to measure the impact of environment and development policies on women's lives. In this framework, the Commission on the Status of Women (CSW), under the UN Economic and Social Council (ECOSOC), focused exclusively to gender equality and the empowerment of women and to the follow-up of the Beijing Platform for Action, stated that gender equality and the empowerment of women and girls is a key aspect of climate change and risk disaster reduction (CSW66). It also highlights and reaffirms the leadership of women and girls as key agents of change in safeguarding the environment and addressing the adverse effects of climate change. (E/CN.6/2022/L.7. United Nations. Economic and Social Council. Commission on the Status of Women Sixty-sixth session).

The United Nations Framework Convention on Climate Change (UNFCCC) seeks to stabilise greenhouse gas concentrations at levels that prevent human intervention that puts the environment at risk. In 2014, the UNFCCC Conference of the Parties (COP) in Lima adopted the Lima Work Programme on Gender to promote gender balance and gender-responsive⁹ climate policy. In 2017, the Bonn Gender Action Plan (GAP) was agreed to advance gender mainstreaming in all climate action. In this framework, the Paris Agreement, a commitment by UNFCCC member states to limit global warming to less than 2 degrees Celsius, includes three lines of action linked to: emissions reduction, adaptation to climate impacts and financing of actions, including mentions linked to gender equality and women's empowerment, as measures that must be respected, promoted and taken into account in responses to climate change.

The 2030 Agenda and the Sustainable Development Goals (SDGs) include SDGs linked to gender equality, in addition to SDG 5, which aims to achieve gender equality and the empowerment of women and girls, as well as other SDGs that include gender-specific targets. For example, SDGs 6, 10, 13 and 15 are closely linked. Target 6.2 addresses equitable access and the need to pay special attention to women, girls and people in vulnerable situations; SDG 10 is about reducing inequalities and including all people in social, political and economic life; SDG 13 is about taking urgent action to combat climate change and its impacts; and SDG 15 is linked to the conservation and sustainable use of terrestrial ecosystems and includes the promotion of fair and equitable participation. In sum, the agenda highlights that gender equality is necessary to achieve the SDGs.

3.2 Macro level

At the national level, Peru was one of the first countries to have a Gender and Climate Change Action Plan (PAGCC, for its acronym in Spanish), aimed at state action to reduce gender gaps in the fight against climate change. This Plan focuses on eight priority areas: forests, water resources, energy, food security, health, education, risk management. The PAGCC emphasises the greater disadvantage of women in rural areas and indigenous populations. Its objectives are mainly focused on technical capacity building, generation and management of disaggregated information (and recognition of ancestral and local knowledge and practices), development of policies and instruments, and the development of mitigation and adaptation measures with a gender perspective, which are also included in the Regulations of the Framework Law on Climate Change.

⁹ Please note that the GIZ working definition for gender responsive follows the OECD Gender Equality Continuum (2022): A gender-responsive approach not only considers gender differences, inequalities, ratios and aspects, e.g., by targeting and including a certain number of women in project activities but goes a step further in responding to gender specific needs and/or requirements, or by collecting gender-disaggregated data for monitoring purposes. Gender responsiveness aims to ensure that all people can engage in and/or benefit from certain measures regardless of their gender (e.g., trainings or strategies are developed that consider gendered needs, preferences, and constraints).

Peru's National Policy on Gender Equality (PNIG) is in line with the main international declarations and agreements on the protection of women's rights and gender equality¹⁰, identifies structural discrimination against women as a public problem. This policy points out that discrimination against women is caused by socio-cultural patterns that privilege the masculine over the feminine, assigning them unequal social roles to the detriment of women, reinforcing inferior and subordinate treatment that restricts their rights, opportunities and economic, social, political and cultural benefits (MIMP, 2019).

In 2019, the National Policy on Gender Equality (PNIG, 2019) was approved, whose objective is to "address, from various angles, the causes and consequences of the persistence of structural discrimination against women", in accordance with the CEDAW and the Beijing Platform for Action. The priority objective 4 of the PNIG states "to guarantee the exercise of women's economic and social rights" and considers the guidelines 4.2: Increase women's access to and control of natural, productive and patrimonial resources, whose related services are: 4.2.3: Grant rights linked to water and its associated goods in rural areas, for domestic and productive use and 4.2.4: Management of the conservation, recovery and sustainable use of ecosystems and natural resources, with the participation of women, in a context of climate change; where it is expected to work on the formalisation of agrarian property, women's rights linked to water and associated goods, management of the conservation, recovery and sustainable use of ecosystems and natural resources, training, technical assistance and financing for women's enterprises. Priority objective 5 is also linked to the development of capacities for public management with a gender perspective and the elimination of institutional and socio-cultural barriers that hinder equality (services 5.1.1, 5.3.1, 5.4.2) and objective 6, associated with information management, such as the generation of disaggregated statistical information and follow-up information on public investment and expenditure with a gender.

Regarding spaces and mechanisms for the advancement of women and gender equality associated with adaptation to the impacts of climate change, the government of Peru has the Ministry of Women and Vulnerable Populations (MIMP) and the Ministry of Environment (MINAM). Both ministries are governing bodies for national gender equality and environmental policies, respectively. They are responsible for designing guidelines, policies, norms, programmes and budgets related to women, environment and climate change respectively.

At the subnational level, through the Supreme Decree 005-2017-MIMP, the government of Peru established a mechanism for Gender Equality in each of the entities of the national and subnational governments. The main purpose of this decision is to advance towards the mainstreaming of the gender approach within state institutions and the reduction of gender inequalities at the institutional level, but also at the level of goods and services of state bodies at the national, subnational and local levels of government, including the agencies involved in the implementation of the Resilient Puna Project.

There is also a National Committee on Women and Climate Change - CONAMUCC. This organisation was set up by MINAM and made up of representatives of more than 50 organisations to strengthen women's participation in climate action. The CONAMUCC was created in response to the need to support the presence and participation of women and indigenous peoples in environmental decision-making. This space was created in the framework of the development of the Regulations of the Framework Law on Climate Change, which included a prior consultation with indigenous organisations in Peru (including women's organisations), highlighting the need to work with a gender focus and cultural and linguistic relevance between sectors and levels of government, taking the PAGCC and the PNIG as a reference and considering it as a space to make indigenous women visible, the valuation of their knowledge and the promotion of education for women and girls. The Multisectoral Strategic Plan (PEMIG) operationalises the implementation of the PNIG in the 52 services prioritised for the 21 public institutions responsible. As the MIMP is the lead agency for gender issues, the sectors must

¹⁰ Like CEDAW, Beijing Declaration 1995, Belén Do Pará, among others.

report to it on their progress in implementing the PEMIG. It is important to note, as an opportunity, the current process of formulating the National Climate Change Strategy 2050, which proposes the inclusion of cross-cutting approaches (gender, interculturality, intergenerational) and includes a participatory process that includes indigenous and women's organisations, among other key actors at the national level.

3.3 Meso level

Women in the Andes, due to their socially constructed roles and responsibilities, and the still existing conceptions of male superiority struggle with a position of inferiority regarding access and control over natural resources such as land, water, production and commercialisation of agricultural products. Moreover, their responsibilities in the reproductive sphere, like domestic labour and family care limit their availability of time and opportunities for education, training, paid employment and participation in decision-making spaces. This translates into under-representation in different type of organisations. Despite this, women actively participate in the management of key natural resources such as water and land. While men concentrate their participation and decision making in agriculture and husbandry, women are responsible for water supply for subsistence farming, food preparation, cleaning and hygiene of family members, including the ill and disable (Carrillo & Remy, 2022).

The livelihoods of rural communities in the Andes are scarce and quite vulnerable to climatic factors: sale of alpaca fibre and vicuña wool, sale of alpaca meat, sale of textile handicraft products, sale of natural salt and iodine. The quantities available for the sale of these products are highly variable because they depend on the quality of their productive resources (quality of pastures for livestock feed, access to water sources) and environmental factors (timely and sufficient rainfall), so that their monetary income is also highly variable. The harsh climate (strong winds, low temperatures) as well as the scarcity of water sources do not allow them to grow agricultural crops or high nutritional quality pastures for livestock. Due to this precarious livelihood situation, young and middle-aged women and men travel frequently to nearby urban centres to earn supplementary income. In the absence of husbands and young people, household chores and child rearing fall more heavily on women in rural households, who may also wish to migrate permanently to the cities if their husbands can find income opportunities to make and sustain this decision.

Family economy in rural households: During fieldwork, on the question of who contributes the most money to household expenses, women's answers reveal a new situation: 40% of women contribute the most money to the household; then 30% of women state that the contribution is equal from both sides: husband and wife; while men's answers are different: 46% think that husband and wife contribute in a similar way, but 42% state that it is men who contribute the most. Women interviewed mentioned six main products as income sources, the most important being textile handicrafts (33%), alpaca on foot (20%) and guinea pigs (13%). Raising and selling guinea pigs is the most important economic activity for women, as it allows them to obtain a greater income for their households. On the other hand, men control the income obtained from the sale of livestock and by-products (alpaca on the hoof, 38%; alpaca fibre, 19%). They show little or no participation in the commercialisation of textile products (2%).

Domestic labour: Interviews conducted in the field with rural women from Cusco and Puno (November 2022) indicate that 58% of rural women dedicate 4 hours of domestic work per day, and 20% more than 4 hours. In contrast, the hours reported by men are significantly lower: only 21% of rural men spend 4 hours on domestic chores, and only 9% spend more than 4 hours. In this respect, 18% of women mentioned the acquisition of improved cookers or liquefied gas cookers, as options to alleviate the time spent cooking. In the case of rural women, if we add 4 hours of domestic work to 9 hours of productive work, the total workload is at least 13 hours a day, and the time can be longer, because many of them declare that each day they start their work at 4 am and finish at 8 pm, which means a total of 16 hours. It is known that in

many cases women do not recognise as “work” activities such as tending livestock, fetching water or firewood. On the other hand, 70% of rural men reported a domestic workload of less than 4 hours, and 52% a productive workload of more than 9 hours. This makes a total of less than 13 hours of work per day. This imbalance is greatest in households where men are absent to work outside the community, and where women head the household (40%). In terms of cooking devices, more than 80% of the respondents stated that they do not own improved cookstoves. Most rural women have traditional cookers and use firewood and dung as fuel. Even in the case of rural households that have electricity, it is used only for internal lighting, and is avoided for electric cookers or cookers, because of the costs it could generate. Firewood and dung are used to heat houses to mitigate low temperatures in the highlands.

Participation and leadership: The interviews conducted in the field indicate that rural women do not have equal access to communal government positions compared to men. In the interviews, 55% of women report having held community government positions, 20% lower than that reported by men (75%). This gap is caused by several barriers faced by rural women, such as lower levels of formal education, speaking a language other than Spanish, low empowerment and leadership, and the burden of domestic and productive work, among others. To date, there is still a wide gap in the presence of women as decision-makers. As noted above, women's political participation in decision-making in the departments prioritised by the project represents 25% compared to 75% for men. This same gap is reflected in the decision-making spaces in the territories and in the community, participation spaces in the four prioritised departments.

Access to water: According to interviewed women during fieldwork, the availability of safe water is less than or equal to 50%. The other half of households obtain water from various sources, some unreliable in the sanitary sense. According to the 2017 National Demographic Census, 48% of rural households receive water supply from a public network inside the dwelling, 13% obtain water from a well, 9% from a public network outside the dwelling, and 8% from a river, ditch or spring (INEI, 2018). In the rural Andes, the main carriers of water for human and animal consumption are women (Carrillo & Remy, 2022). According to the field results, the task of carrying water from a spring to the household is not a burden assigned only to women in rural households. It is likely that families can easily access to springs that arise from the proximity of glaciers. Regarding, access to water for farming, 51% of interviewed persons during fieldwork indicated that they have the chance to irrigate their plots when there is no rainfall, using water from streams and brooks. However, there were almost no mention to available reservoirs to capture rainwater. Irrigation tasks in plots and pastures in highland areas are considered masculine tasks.

Health: In addition to the scarcity and distance of the health posts, a significant proportion of rural women and men distrust the medical personnel who provide healthcare. Only 43% of women have declared that they have confidence in the services of the health posts, but it is worth mentioning that this degree of acceptance is higher in the districts of Puno: Nuñoa (57%) and Santa Rosa (63%). Rural men show a higher degree of trust in health posts (50%), and even more so in the districts of Puno. The reasons for rural women's distrust are mistreatment and communication difficulties due to the use of a language other than Spanish. The main reason cited by men was language differences. Regarding domestic violence, 93% of interviewed women stated that this is a reality that they face frequently. 85% of men had the same opinion. In terms of where to report violence episodes and request protection, 44% mentioned that they appeal to peasant round (*ronda campesina*), mostly made up of men.

Education: Education among farmer population of the SHAP area shows very low rates (See Table N° 7). Cusco and Puno are the departments with the highest level of population that did not pass the primary level of education, with 50% or more of their population, about one third (31%) of the population over 25 years old had only primary education, while 17% had no or only initial education. The level of access to higher education in the Apurímac area stands out as 21%, while in the rest of the departments this level is around 8%. The gender gap across

the four prioritised departments for primary and secondary education is between 9 and 17 points with a more dramatic situation in Puno.

Table N° 07
Gender gaps in education among farmer population in prioritised departments

Department	Education level achieved (%)						Gender gap (W-M) (%)		
	At most primary		Secondary		Superior 1/		At most primary	Second-ary	Superior 1/
	Women	Men	Women	Men	Women	Men			
National	74.0	63.8	19.5	28.7	6.5	7.5	10.2	-9.2	-1.0
Apurímac	77.6	61.8	17.1	30.4	5.3	7.7	15.8	-13.3	-2.4
Arequipa	51.7	39.3	14.5	29.2	17.2	20.1	12.4	-14.7	-2.9
Cusco	74.6	62.9	19.8	30.6	5.6	6.5	11.7	-10.8	-0.9
Puno	72.3	54.9	23.7	36.9	4.0	8.2	17.4	-13.2	-4.2

1/ Includes non-university and university higher education.

Source : INEI/ IV Agrarian Census 2012.

For women and men aged 25 and over with secondary education, Puno and Apurimac are the two departments with higher gender gap, followed by Cusco (See Table N°8). Gender gaps in secondary education rates between 10 and 21 points. These three departments overcome the national average, except for Arequipa which is slightly below. For the RP project, acknowledging the gender gap in secondary and primary education is essential to strengthen capacity building for women in EbA.

In terms of the labour force, the gap between women and men aged 15 and over is also considerable, with Arequipa having the largest gap (-22.9%), above the national average (21.8%). The participation of women and men in Arequipa is also far below the other departments and the national level. Apurímac comes second (-14.6%), while Cusco and Puno have a much smaller gap, around 10%.

Table N° 08
Gender inequality in terms of education and employment of the population at regional and national level - 2020

Department	(%) Population 25+ with at least secondary education			(%) Labour force participation rate for population 15+		
	Women	Men	Gap W- M	Women	Men	Gap W - M
National	65.9	76.4	-10.4	55.4	76.2	-21.8
Apurímac	47.9	69.0	-21.2	73.2	86.8	-14.6
Arequipa	74.5	84.5	-10.1	49.2	71.1	-22.9
Cusco	54.1	69.9	-16.8	70.6	79.5	-9.9
Puno	51.4	75.1	-24.6	73.3	81.8	-9.5

Source: INEI – Gender Indicators, 2020

Participation of women and men in farming: Between the 1994 and 2012 agrarian censuses, women's participation in farming increased significantly in the four prioritised departments. Therefore, gender gap in this section reduced by about half, especially in Apurimac, Cusco and Puno (See Table N°9). These rates are similar to the national level (from 59.5% in 1994 to 38.4% in 2012), with the exception of Puno where the reduction of the gender gap was lower. Unfortunately, the increased participation of women in farming production is not necessarily linked to the improvement of their living conditions. Indeed, rural women have felt an increase workload in farming and reduced participation of men in this sector. The low expectation of men to improve their net income from subsistence agriculture and the low productivity led men to leave farming and migrate looking for better off jobs like mining, construction, and transport. In these scenarios women are usually left to take care of the children and the elderly, the house and the farm, with few prospects for a real increase in income, due to lack of time, technology, infrastructure, access to water, to training, linkage to markets, and funding.

Table N° 09
Women and men working in farming

Department	Agricultural producers (Thousands of people)				Participation in agricultural production (in %)					
	1994		2012		1994			2012		
	Women	Men	Women	Men	Women	Men	Gap W-M	Women	Men	Gap W-M
National	346.0	1 360.9	691.9	1 554.8	20.3	79.7	-59.5	30.8	69.2	-38.4
Apurímac	12.9	54.7	26.1	56.6	19.1	80.9	-61.8	31.5	68.5	-36.9
Arequipa	11.0	32.7	19.9	37.8	25.3	74.7	-49.5	34.5	65.5	-31.0
Cusco	26.4	116.6	55.3	125.4	18.5	81.5	-63.1	30.6	69.4	-38.8
Puno	45.8	136.2	85.0	128.4	25.2	74.8	-49.6	39.8	60.2	-20.3

Sources: INEI, Gender Indicators, 2022/ Agrarian Census 1994 and 2012.

Farming land managed by women and men: On average women manage between 30% to 34% less farming land than men in the four prioritised departments (See Table N°10). Available non-farming land per capita (mainly grassland) in Arequipa and Puno is higher than in Cusco and Apurímac and the national average. These gender gaps are considerable, similar to the national level, which limits the prospects of raising women's income due to lack of innovation and diversification to increase land and labour productivity. In the area of influence of the RP project it will be necessary, in addition to knowing the areas managed by women and men, to verify the ownership of the land, its productive potential (arable and non-arable, with and without access to irrigation) and who uses it, considering that within the high Andean peasant communities it is very common to allocate communal land for grazing without possession titles, let alone formal ownership titles.

Table N° 10
Farming area managed by women and men

Department	Farming land						Gender gap (W-M)					
	(Per capita in hectares)						(Surface in hectares)			(in %)		
	Total		Farming		Non-farming		Total	Farming	Non-farming	Total	Farming	Non-farming
	Women	Men	Women	Men	Women	Men						
National	4.6	7.0	1.8	3.0	2.8	4.0	- 2.4	- 1.2	- 1.2	-34%	-40%	-30%
Apurímac	2.3	3.4	1.9	2.7	0.4	0.7	- 1.2	- 0.8	- 0.3	-34%	-31%	-46%
Arequipa	17.8	21.6	1.7	2.7	16.0	18.8	- 3.8	- 1.0	- 2.8	-18%	-36%	-15%
Cusco	4.6	6.7	1.6	2.2	3.0	4.5	- 2.1	- 0.6	- 1.5	-31%	-27%	-33%
Puno	9.2	13.3	1.3	1.7	7.9	11.6	- 4.1	- 0.4	- 3.7	-31%	-26%	-32%

Source: INEI, Gender Indicators/Agrarian CENSUS 2012

Cultivated area managed by women and men by type of irrigation: In all four prioritised departments, women manage between 25% and 35% of the irrigated arable area, while men, in between 65% and 76% of the irrigated arable area. In rainfed land (rainfall only) the gap is wider, with only 15% to 31% of women managing arable area, while men manage between 69% and 85% (See Table N°11). In terms of irrigated area, the gap between women and men in Arequipa is similar to the national level, far exceeding Cusco, Puno and Apurímac. In the rainfed gap, Apurímac and Cusco are well above Arequipa. Puno has the smallest gap. The availability of irrigation water all year round is a key factor to increase the productivity of family farming, particularly for families in the Andean region, that raise livestock, such as camelids and small farming animals (guinea pigs, poultry). Livestock raising is an activity mostly carried out by women and requires fodder in the dry season (from June to October or November) to maintain the size of the herds, their productivity and income. In order to establish the baseline for the RP project in selected communities and districts, in addition to quantifying the irrigated and rainfed arable land available to women and men, it will be necessary to collect disaggregated by sex information about grasslands with irrigation potential through sowing and water harvesting.

Table N°11
Cultivated farming area managed by women and men by type of irrigation

Department	Cultivated area by type of irrigation (Thousands of hectares)				Percentage of cultivated area driven by women and men by irrigation type					
	Under irrigation		Rainfed		Under irrigation			Rainfed		
	Women	Men	Women	Men	Women	Men	Gap W- M	Women	Men	Gap W- M
National	369.7	1 148.9	412.5	1 859.3	24%	76%	-51%	18%	82%	-64%
Apurímac	27.3	50.9	10.0	55.3	35%	65%	-30%	15%	85%	-69%
Arequipa	23.9	71.5	0.1	0.3	25%	75%	-50%	31%	69%	-38%
Cusco	28.0	57.8	32.9	115.2	33%	67%	-35%	22%	78%	-56%
Puno	3.7	7.3	48.2	105.0	34%	66%	-33%	31%	69%	-37%

Source: INEI, Gender Indicators/Agrarian Census 2012

Plots managed by women and men: In all four departments, women manage a lower number of plots (2.65 hectares in average) than men (3.12 hectares) (See Table N°12). In Andean family farming, the number of plots is related not only to the total cultivable area per person and the volume of production, but also to risk management: the greater the number of plots located on different ecological levels, the lower the agro-climatic risk (whether from frost, hailstorms, drought and pests or diseases) that the farmer has to face, and the higher the production expectation.

Table N°12
Average number of plots driven by women and men

Department	Average number of plots		Gap (W – M)
	Women	Men	
National	2.2	2.4	- 0.2
Apurímac	2.5	3.2	- 0.7
Arequipa	2.2	2.5	- 0.3
Cusco	2.4	2.8	- 0.4
Puno	3.5	4.0	- 0.5

Source: INEI, Gender Indicators/ Agrarian Census 2012

Farming land tenure for women and men: Although women manage fewer plots than men in all departments, women are more frequent owners than men in Apurímac, Cusco, Arequipa and at the national level, with the exception of Puno. Conversely, there are more male communal landowners than female communal landowners in these same regions, with the exception of Puno (Table N°13). Leasing is less common, except in Arequipa, and particularly by men, with a significant gender gap¹¹.

Table N° 13
Farming land tenure for women and men

Department	Tenure status of the plot of land											
	Owner			Community owner			Tenant			Possessor		
	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M
National	76.5	71.1	5.4	11.6	15.8	-4.1	5.0	5.5	-0.5	3.5	4.5	-1.0
Apurímac	73.2	65.9	7.4	17.1	23.9	-6.8	4.6	4.2	0.3	4.0	4.9	-0.8
Arequipa	80.7	76.5	4.1	1.2	1.3	-0.1	9.2	13.3	-4.1	2.9	3.1	-0.2
Cusco	36.3	30.7	5.5	55.4	61.4	-6.1	3.0	2.5	0.5	3.6	4.0	-0.4
Puno	90.7	91.5	-0.8	5.1	4.8	0.3	2.0	1.4	0.6	0.9	1.3	-0.4

Source: INEI, Gender Indicators/Agrarian Census 2012

¹¹ In both situations, it will be essential to delve into the territory to understand this gap and achieve a more accurate explanation of this situation, since it does not match the social and economic situation reflected in both sexes

Farming area cultivated by women and men according to the destination of production:

The largest area cultivated for commercialisation is in Cusco and Arequipa followed by Apurímac, with a gap in favour of women in Apurímac and Arequipa. In Puno, self-consumption and animal feed production predominate, accounting for more than 80% of the cultivated area. For self-consumption, women cultivate more area than men in all four regions, particularly in Apurímac and Puno, but below the national average. Both results show the connection women producers have with markets and also their greater concern than men for feeding their families.

Table N°14
Farming area cultivated by women and men by destination of production

Department	Destination of production (%)											
	Sale			Self-consumption			Feed for their animals			Self-supply		
	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M
National	58.1	61.2	-3.0	22.1	16.4	5.7	18.9	21.6	-2.7	0.9	0.9	0.0
Apurímac	48.3	44.4	3.9	39.0	35.2	3.8	12.5	19.9	-7.4	0.2	0.5	-0.3
Arequipa	65.6	63.9	1.8	7.0	5.6	1.3	26.9	29.9	-3.0	0.5	0.6	-0.1
Cusco	65.0	65.1	-0.1	23.6	22.8	0.8	11.0	11.1	-0.1	0.5	1.1	-0.6
Puno	12.6	15.6	-3.0	45.0	42.6	2.5	40.1	40.1	0.1	2.2	1.8	0.5

Source: INEI, Gender Indicators/ Agrarian Census 2012

Women and men who manage plots and received training, technical assistance or business counselling: With circa 15% of women and 25% of men receiving training, technical assistance (TA) or entrepreneurship assistance (EA), the gap between women and men varies between -4.4% and -10.2%, exceeding the national average in three of the four departments (See Table N° 15). The training, technical assistance and business advice received, when they are conducted timely and appropriate to the circumstances of producers, are key to improve producers' access to markets and to non-financial and financial services, resulting in higher productivity and income.

Table N° 15
Women and men who manage plots and received training, technical assistance or business counselling

Department	Total agricultural producers (x 1000 pp)		Received training, TA or EA 1/ (x 1000 pp)		Percentage receiving training, TA or EA 1/		Gender gap (W – M)
	Women	Men	Women	Men	Women	Men	
National	691.9	1 554.8	65.8	253.5	9.5	16.3	-6.8
Apurímac	26.1	56.6	2.3	9.1	8.7	16.1	-7.4
Arequipa	19.9	37.8	3.1	9.7	15.4	25.6	-10.2
Cusco	55.3	125.4	8.1	28.9	14.6	23.0	-8.4
Puno	85.0	128.4	8.3	18.2	9.8	14.2	-4.4

1/ Includes those receiving technical assistance (TA) and business advice (EA).

Source: INEI, Gender Indicators / Agrarian Census 2012

Access to credit for women and men working on farming: Of the total number of farming producers, only between 5% and 20% of men took out a loan; and for women it is even lower, between 4% and 12%, with a negative gap for women and a ratio of 1 to 8 among departments in both cases (See Table n°16). Arequipa and Apurímac are above the national average, Cusco and Puno below. For both women and men who took out a loan, the approval rate is

high, between 89% and 95%, and the gap between the two is small, around + 1%. Unfortunately, after a loan is approved, there is no available public information on payment conditions and arrears.

The extreme shortage of capital of small producers does not allow them to invest in infrastructure (e.g. planting and harvesting water, sheds, greenhouses, road improvements), or to introduce new cultivation and grazing practices (e.g. sprinkler irrigation for pasture cultivation, mobile roosts to facilitate herd management) for the benefit of their families, and particularly women.

Table N° 16
Women and men working on farming that access to credit

Department	Total farming producers (x 1000 pp)		They managed credit					They granted (him/her) a loan				
			Thousands of people		% producers			Thousands of people		% producers who obtained a loan		
	Women	Men	Women	Men	Women	Men	Gap W - M	Women	Men	Women	Men	Gap W - M
National	691.9	554.8	44.2	161.2	6.4	10.4	-4.0	39.6	146.0	89.5	90.6	1.1
Apurímac	26.1	56.6	2.2	7.2	8.6	12.7	-4.1	2.1	6.8	93.1	94.1	1.0
Arequipa	19.9	37.8	2.4	7.7	12.1	20.5	-8.4	2.3	7.4	94.4	95.6	1.2
Cusco	55.3	125.4	3.9	11.1	7.0	8.8	-1.9	3.5	9.8	89.6	88.7	0.9
Puno	85.0	128.4	3.4	6.4	4.0	4.9	-1.0	3.0	3.6	89.6	88.6	1.0

Source: INEI, Gender Indicators/Agrarian Census 2012

Reasons why women and men farmers do not apply for credit: In Apurímac, Arequipa the main reason why women and men do not apply for credit is because they consider "not to need it" (Table N° 17). For all reasons for not applying for credit, the gap between women and men in the four departments is variable and less than or equal to 2%. Both, women and men, have the same reasons for not taking out a loan. For people who "think they will not get it", there is a positive gap in all departments, but less than 2%, which could reflect some degree of women's insecurity or fear of credit. As for "other reasons" (at least 3 very different reasons), the gap is slightly negative in all departments and at the national level.

Table N° 17
Reasons why women and men farmers do not apply for credit

Department	Reasons for not taking out credit (as a percentage of total who did not take out credit)																	
	No need			High interest rates			Lack of collateral			Believe will not get			Cumbersome formalities			Other reasons 1/		
	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M	Women	Men	Gap W- M
Apurímac	42.1	42.7	-0.5	30.1	29.5	0.7	10.5	12.2	-1.7	6.6	4.8	1.8	5.7	5.4	0.3	4.9	5.4	-0.5
Arequipa	38.2	38.3	-0.1	30.4	30.1	0.3	12.5	12.4	0.2	5.3	4.4	0.9	6.7	7.0	-0.3	6.9	7.9	-1.0
Cusco	35.4	33.4	2.0	38.2	39.3	-1.0	8.9	10.1	-1.1	5.2	4.3	0.9	7.4	7.5	-0.1	4.9	5.4	-0.6
Puno	21.1	20.7	0.4	46.0	46.2	-0.2	13.2	13.9	-0.8	8.0	6.2	1.8	6.7	6.5	0.1	5.1	6.5	-1.4
National	36.8	34.9	1.9	30.0	28.0	2.0	15.2	18.1	-2.9	6.5	5.9	0.6	5.6	5.8	-0.2	5.9	7.4	-1.5

Source: INEI, Gender Indicators/Agrarian Census 2012

Farming women and men that belong to an association: With more than 72% of women and men organised in associations, committees or cooperatives, Arequipa far exceeds the other departments, including the national level (See Table N° 18). It is followed by Cusco and Apurímac, with 25% or less, and lastly by Puno with less than 6% and 8%, respectively for women and men.

Table N° 18
Farming women and men that belong to an association

Department	If you belong to an association committee or cooperative (in %)		Gap gender (W-M)
	Women	Men	
National	22.0	23.3	- 1.3
Apurímac	19.8	23.3	- 3.5
Arequipa	72.5	72.4	0.2
Cusco	25.5	24.4	1.1
Puno	5.8	7.8	- 2.0

Source: INEI, Gender Indicators/Agrarian Census 2012

Membership in a producer´ organisation, be it an association or a cooperative, is key to enable both women and men to adapt to climate change. This membership provides manageable transaction costs in commodity markets, as well as non-financial and financial services to increase their resilience, based on the ecosystems in which they live. For this reason, although there is no apparent wide gap in any of the departments, this variable of women's and men's membership in a productive organisation is central to a project baseline, as well as to the Gender Action Plan to be implemented, in order to prevent a gap from opening up during project implementation. Finally, in addition to their participation as members, the occupation of leadership positions by women in the organisations will facilitate the closing of gaps, particularly those related to access to assets, training, technical advice and financing to improve their living conditions, both at the level of their families and their communities.

Conclusion 2 for the project

In general terms, women in the SHAP area face more barriers than men that hinder the achievement of gender equity in climate change adaptation measures. Women face unequal access to resources (use, control) and receive lower income. They also have limited access to microfinance; less opportunities and time for education, training, and technical assistance/capacity to develop and implement nature-based solutions and climate-resilient agribusinesses. It is important not only to work to close these gender gaps but also to address the weaknesses in institutions and regulation policies, to implement nature-based solutions and climate resilient value chains, while also increase availability of still limited gender-desegregated information (data, systematization of experiences, lessons learnt, behavioral changes). For this, it is essential that the actions undertaken within the project do not result in an increased workload for women who already have a double burden between productive and reproductive work (domestic and care work). For this, the project must recognize women's knowledge, needs and expectations to generate effective responses in terms of building social and technical capacities, as well as opportunities for their economic autonomy, participation, and representation in decision-making.

Chapter 4: Gender responsiveness and expertise, as well as gender equality in the partner organisation(s)

Public Partner Organisations

Peru is one of the first countries to have a Gender and Climate Change Action Plan (PAGCC, 2015), aimed at state action to reduce gender gaps in the fight against climate change. This Plan focuses on eight priority areas: forests, water resources, energy, food security, health, education, risk management. Among the main scopes designed, this policy proposes the

strengthening of technical capacities, generation and management of disaggregated information (and recognition of ancestral and local knowledge and practices), development of policies and instruments and the development of mitigation and adaptation measures with a gender focus, which is also included in the Regulation of the Framework Law on Climate Change.

In 2019, the National Policy on Gender Equality was approved (PNIG, 2019)¹² whose objective is to *"address, from various angles, the causes and consequences of the persistence of structural discrimination against women"*, in accordance with the CEDAW and the Beijing Platform for Action. Priority objective 4 of the PNIG states "Guarantee the exercise of women's economic and social rights" and considers the guidelines 4.2. Increase women's access to and control of natural, productive and patrimonial resources, whose related services are: 4.2.3: *Granting of rights linked to water and its associated assets in rural areas, for domestic and productive use, and;* 4.2.4: *Management of the conservation, recovery and sustainable use of ecosystems and natural resources, with the participation of women, in a context of climate change.*

In both cases, it is expected to work on the formalisation of agrarian property, women's rights linked to water and associated goods, conservation management, recovery and sustainable use of ecosystems and natural resources, training, technical assistance and financing for women's enterprises. Likewise, priority objective 5 of the PNIG is linked to the development of capacities for public management with a gender perspective and the elimination of institutional and socio-cultural barriers that hinder equality; and objective 6 of the same policy, associated with the generation and management of statistical information disaggregated by sex, and follow-up information on public investment and expenditure with a gender perspective. In the sense of the previous paragraph, through Supreme Decree 005-2017-MIMP, the Peruvian government established a mechanism for Gender Equality in each of the entities of the National and Regional Governments, including the attached bodies. The main purpose of these spaces is to advance towards gender mainstreaming within State institutions and the reduction of gender inequalities at the institutional level, as well as at the level of goods and services of State bodies at the three levels of government, including the sectors and agencies involved in the implementation of the Resilient Puna Project.

At national level, public agencies in Peru are required by regulation (Supreme Decree N° 005-2017-MIMP) to establish a gender instance (Committee, Commission or Working Group) in their institutions. Specifically, the Ministry of Women and Vulnerable Populations (MIMP) and the Ministry of Environment (MINAM), are governing bodies for national gender equality and environmental policies, respectively. They are the main governing bodies for guidelines, policies, norms, programmes and budgets related to women, environment and climate change respectively.

MINAM is the ministry that has shown greater interest in incorporating the gender approach both at the institutional level and in its public policies. In 2017, MINAM created the Working Group for Gender Equality (Ministerial Resolution N° 225-2017-MINAM). MINAM created and installed the first National Committee on Women and Climate Change - CONAMUCC, made up of representatives of more than 50 organisations at the national level, whose objective is to strengthen women's participation in climate action. This committee responds to the need to strengthen the presence and participation of indigenous peoples and women in environmental decision-making. This space was created in the framework of the development of the Regulations of the Framework Law on Climate Change, which included a prior consultation with indigenous organisations in Peru (including women's organisations), highlighting the need to work with a gender perspective and cultural and linguistic relevance between sectors and levels of government, taking the PAGCC and the PNIG as a reference and considering it as a

¹² Supreme Decree 008-2019-MIMP, April 2019. The PNIG-PEMIG Multisectoral Strategic Plan operationalises the implementation of the PNIG in the 52 services prioritised for the 21 public institutions responsible. At the same time, it also sets out the corresponding budget allocations and the executing units in charge. As the MIMP is the lead agency on gender issues, the sectors must report to it on their progress in implementing the PEMIG.

space with emphasis on indigenous women, valuing their knowledge and promoting the education of women and girls.

SERNANP as part of MINAM

SERNANP, in 2018, launched the Working Group for Gender Equality through Presidential Resolution N° 204-2018-SERNANP. SERNANP has recently modified its regulations to promote and guarantee the full and effective participation of women and men in the Management Committees of each of the 70 Natural Protected Areas (NPAs), which are located in 22 departments of the country. It has also designed the tool *¿How are we doing?* to analyze the processes, progress, and priorities of these management committees. This tool promotes the dialogue, collaborative decision-making, and the implementation of joint actions, while integrating intergenerational, intercultural and gender approaches. Together with PROFONANPE¹³, these institutions have organised two contests "*Entrepreneurs by nature and Entrepreneurs by Cotahuasi*". These contests aimed at strengthening private entrepreneurship that contribute to the sustainable use of natural resources associated with PNAs. The contests also seek to empower the role of women, promoting that 20% of the winning proposals must be led by women.

Moreover, SERNANP's Annual Welfare and Social Development Plan 2022 includes the need to address gender inequalities and address gaps. SERNANP has also to promote and measure women's participation in national protected areas. The organisation has a gender specialist responsible for reporting on the SERNANP indicators of the PNIG but has not been involved in the elaboration of the RP project concept note. As part of the Annual Staff Welfare Plan, training on gender, audio-visual pieces on violence, reporting and harassment and knowledge on reporting channels have been proposed. Different contributions that women can make in "traditionally" male activities are recognised, e.g. trail building, and work as park rangers. However, some signs, such as the internal work regulations, suggest that there is no comprehensive knowledge of gender equality and that there is a need to strengthen institutional knowledge of the institution's internal regulations and the projection of its functions. In the formulation of the people development plan (2022) the diagnoses of training needs and demands are gender neutral and do not show the differentiated needs and interests of women and men, considering gender roles, the use of time, the reconciliation of family, personal and work life, and aspects of the organisational climate that allow for egalitarian relationships.

MIDAGRI

MIDAGRI has a Commission for Gender Equality (Ministerial Resolution N°. 0347-2017-MINAGRI). In 2021, it launched the Directorate for the Promotion of Farming Women to articulate, propose and promote technical and regulatory instruments and mechanisms to increase the participation of women in agriculture interventions from the three levels of government. In 2022, MIDAGRI approved the Strategy "Entrepreneurship of Rural and Indigenous Women" to finance enterprises formed by rural and indigenous farming women and to provide them with technical advice in agriculture, forestry, husbandry, and handicraft. MIDAGRI intervenes in the study area through: Agrorural, the Sierra Azul Fund and the Agroideas Programme. Agrorural seeks to contribute to the competitiveness of agricultural production of small and medium producers through the promotion of associativity, the adoption of agricultural technology, among others. Interventions are mainly focused on improving cultivated pastures and sheds.

MIDAGRI has shown through different projects, its willingness to mainstream gender and/or equal opportunities between women and men. However, there is still a need to strengthen awareness and knowledge on the subject and to provide guidance on how the gender ap-

¹³ PROFONANPE is a non-profit institution under private law, whose purpose is to promote the scientific and technical management of the biological diversity of the country's protected areas, and for the fulfilment of this purpose, its objective is to capture, administer and channel resources that can be transferred to it; to contribute to the conservation of biodiversity, and the adaptation and mitigation of climate change.

proach can be applied in programmes and projects throughout the entire cycle. During fieldwork, it was possible to recognise that knowledge on gender issues is dispersed and heterogeneous within MIDAGRI and the Agrorural and Agroideas, for example. Some representatives interviewed did not identify gender inequalities in their institutions. A few representatives even considered no need for a gender perspective in the work, as "there is no discrimination against women". Nor Agrorural or Agroideas have gender specialists.

For Agrorural, it is still necessary to consider the gender approach as an integral part of the work (not a separation between "technical" issues and the invisibilization of the "social" during implementation). The same case is not measured for Agroideas. The projects do not include a gender perspective, it is not introduced, it is not monitored. In the few cases where women have been considered, at least in the narrative of the plans, no disaggregated goals or indicators are considered, and the differentiated needs of men and women are not taken into consideration in order to achieve equal benefits; these could not be measured either, given that, as has been mentioned, no disaggregated indicators (or initial analysis) are considered, nor do they include strategies that aim to change unequal power relations.

Concrete facts within the sector can strengthen/sensitise the need for gender work: Knowledge and evidence that demonstrates the existence of gender gaps, the different ways in which men and women can be affected by a given phenomenon, is a factor that contributes to the internalisation of gender work. For example, the case of the SODEGA system, which includes information disaggregated by sex and age, once it was identified that women are at a disadvantage when negotiating their products. The same case with successful experiences that can be used as a future reference, such as the case of FORMAGRO, which is present among the officials who learned about the case.

The creation of the Directorate for the Promotion of Women Agricultural Producers (DPMPA), as well as the strengthening/promotion of family farming, provide an opportunity to strengthen the work in favour of gender equality, particularly within the framework of the RP project. However, the DPMPA needs to be strongly involved in the design of the project and, in general, in connection with the other programmes and projects of MIDAGRI, in order to ensure their articulation and the strengthening of the inclusion of the gender approach in the initiatives, in accordance with the objectives of this directorate.

The publications on social media, as well as the calls for personnel reviewed, generalise the jobs as male, which from the invitation shows a gender bias. This demonstrates the need to strengthen gender awareness and knowledge across the entire sector. Considering these results, it can be recommended to strengthen gender knowledge at the organisational level as a starting point for the design of management documents and institutional policies and to overcome the challenges identified.

Finally, despite the efforts and initiatives in the public stream, gender instances are still weak mechanisms, characterized by high turnover and lack of resources and capacities for the optimal fulfillment of their functions. An evaluation conducted in 2017 of The National Plan for Gender Equality (PLANIG), points out that no institution reaches the 12 indicators proposed for the implementation of this plan, although MINAM complied with 10 of them, being in the group with more indicators fulfilled, while MINAGRI reached 8 indicators (Guevara, 2017).

Other Partner Organizations

PROFONANPE

PROFONANPE is responsible for mobilising, managing and channelling resources for the implementation of programmes and projects linked to the country's environmental sustainability. It coordinates and contributes to the development of proposals jointly with public and private

institutions, as in the case of its participation in the elaboration of the Concept Note and the formulation process of the Resilient Puna Project. In this context, both in the development of proposals and in the management and implementation of the funds obtained, Profonanpe must ensure compliance with the administrative-financial regulations, as well as the social, environmental and gender standards (including policies to prevent harassment, violence and exploitation) of the donors. Profonanpe has a series of policies, strategies and tools compiled in an Environmental and Social Management System (ESMS), which responds to international standards to which the entity is accredited, such as the Green Climate Fund (GCF) and the Adaptation Fund (AF). The ESMS comprises two main elements: the Social and Environmental Policies (SEP) and the Social and Environmental Safeguards Manual, which allows the SEP to be operationalised. SEP 7 refers to the mainstreaming of the gender approach, the differentiated effects on men and women in the interventions and the promotion of greater participation of women, as well as the contribution to maintaining equitable power relations. SEP 8 is linked to indigenous peoples, both SEPs linked to the RP project. Leadership positions are distributed between men and women; in the management area, women represent 67%. As for the Board of Directors (representatives of the public sector, NGOs, private sector/cooperation), women represent 25%. Profonanpe has an Equity, Diversity and Inclusion Policy for the areas of intervention of the organisation. It also has a Gender Policy and an Institutional Gender Plan for work within the institution. Yet, Profonanpe does not have a gender specialist within its team.

Instituto de Montaña (IdM)

IdM has expressed its willingness to mainstream gender and/or equal opportunities between women and men and has collected some good practices that reflect this work. Yet, no policies, plans or management instruments have been accessed in order to review the level of gender mainstreaming in these documents and how it is carried out in practice in the organisation. IdM counts with gender specialist to highlight the work done for women's empowerment and their contributions to environmental conservation. In addition, IdM has good practices in the empowerment of women in environmental projects. An interesting fact has been the promotion of the slogan for the Mountain Day in which IdM has participated: "Women who move mountains" and the different spaces for dialogue that have taken place around this theme.

Conclusion 3 for the project

Public institutions

Although there is a formal institutional framework for gender mainstreaming in public institutions, the mechanisms to operationalise them are fragile. This is characterised by a high rotation of human capital and a type of management that usually lacks resources and capacities for the fulfilment of its functions. Despite these challenges, MINAM and SERNANP has shown a sustained interest in incorporating the gender approach in their actions that should be strengthened and visible. In the case of MIDAGRI, some efforts have been made to promote gender equity. This is indeed an opportunity to better promote the incorporation of the gender approach into MIDAGRI actions.

Other partner organizations

PROFONANPE has the instruments and capacities to mainstream gender in its activities. In general, the Resilient Puna project has the potential to contribute to gender mainstreaming both in management and planning instruments and through greater participation of women in training, dialogue, and decision-making processes.

Chapter 5: Gender responsiveness and expertise in the project/ among project staff in the country

5.1 Equal opportunities in the team

The team members have not yet been appointed, but all of them will be trained in gender equity and interculturality approaches. Nevertheless, it is important to mention that the project will also count with a focal point for safeguards and gender. It is recommended, that this person should have expertise in the field of natural resources management, climate change, and a gender expertise, with clear know-how in mainstreaming gender in projects implementation from a cross-cutting perspective.

In addition, the project will be part of GIZ South Cone (*Cono Sur*), to which the offices of GIZ in Peru belong. GIZ South Cone has an Intercultural and Gender Group (GIG). This group follows the guidelines established by the Strategy as well as the BMZ Gender Action Plan (2014; 2016) and the GIZ Gender Strategy (2019). Additionally, GIZ South Cone in Peru has a Policy and Protocol against sexual harassment and gender discrimination in the workplace in accordance with Law N° 27942, as amended by Legislative Decree N°1410, and its regulation (Supreme Decree N° 014-2019-MIMP). In 2020, staff received a specialised training about institutional instances of counselling and/or listening and action against sexual harassment, such as the Sexual Harassment Intervention Committee (IHS). Twenty-five people participated, 18 women and 7 men from various GIZ programs and projects in Peru. Also, in 2020, a sensitisation process of six workshops was carried out for GIZ staff in Peru, with the participation of 25 employees in average, in each one of these sessions. An analysis of the staff shows that out of 152 employees, 56% are women (GIZ Peru, 2020). There are no differences in remuneration between male and female staff (GIZ Peru 2019). Currently, there are five colleagues with national contracts in the management team, three of whom are project managers.

5.2 Gender expertise of the team members

All GIZ South Cone staff in Peru receive a training in gender topics during their induction process. Therefore, new staff will be aware of the existence of an internal policy of zero tolerance to discrimination and gender violence. GIZ South Cone in Peru has a gender focal point, supported by the Gender and Interculturality working group (GIG), which allows for the exchange of experiences among colleagues from different projects and sectors, as well as collegial advice related to gender-responsive project design.

Conclusion 4 for the project

It is recommended that the team, once constituted, should have the necessary support to strengthen its knowledge and skills in gender mainstreaming, in order to ensure that project implementation is gender-responsive and careful not to generate negative impacts. Gender mainstreaming with intersectionality must be considered in all the activities to be carried out within the framework of the project.

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