

# Peru's Equal Pay Law (Ley 30709): Mandatory Job Classification, Persistent 25% Wage Gap

Gender Equality · Good practice · Peru

Quality score: 41/100

Evidence strength: Moderate

## Summary

Peru's 2017 equal pay law requires bias-free job classification and salary structures, enforced by labour inspectorate SUNAFIL. Seven years on, INEI's national employment survey still finds a 25.2% gender wage gap, illustrating the limits of classification mandates alone.

## Key dimensions

| Dimension                       | Score |
|---------------------------------|-------|
| Transferability / replicability | 2/3   |
| Impact on gender equality       | 0/1   |
| Effectiveness                   | 0/1   |
| Efficiency                      | 0/1   |
| Evaluated outcomes              | 1/1   |
| Sustainability                  | 1/1   |
| Achievement / evidence          | 0/1   |
| Gender-mainstreaming embedding  | 1/1   |
| Curator validation              | 0/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-09-10

[Ministerio de Trabajo y Promoción del Empleo / SUNAFIL / INEI](#) — accessed 2026-09-10

[La República \(citing INEI EPEN 2023-2024\): wage gap remains above 25%](#) — accessed 2026-09-10

[Juridicamente: Igualdad Salarial en Perú — Ley 30709 y su Regulación](#) — accessed 2026-09-10

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