

Welcome to our series of webinars "The world of PES"!

Today, we welcome Dr. Rossana Taquía Gutierrez, the General Director of the National Employment Service of Peru

Bienvenue à notre série de webinaires « Le monde des SPE » !

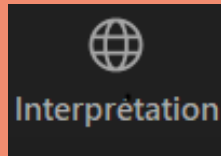
Aujourd'hui, nous accueillons le Dr Rossana Taquía Gutierrez, directrice générale du Service national de l'emploi du Pérou

¡Bienvenidos a nuestra serie de webinarios "El mundo de los SPE"!

Hoy damos la bienvenida a la Dra. Rossana Taquía Gutiérrez, Directora General del Servicio Nacional de Empleo del Perú

02.10.2025

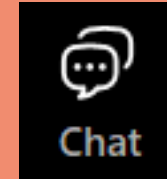




Please select your language (English, French or Spanish) by clicking on the globe icon below your screen.

Merci de sélectionner votre langue (anglais, français, espagnol) en cliquant sur le globe en bas de votre écran.

Por favor, seleccione su idioma (inglés, francés, español) haciendo clic en el globo situado en la parte inferior de su pantalla.



Questions can be asked via the chat only. Only a few questions will be answered live, the remaining ones will be attended afterwards, in the follow-up of the event.

Les questions peuvent être posées uniquement via le chat. Seules quelques questions recevront une réponse en direct, les autres seront traitées ultérieurement, dans le cadre du suivi de l'événement.

Las preguntas sólo podrán formularse a través del chat. Solo se responderán algunas preguntas en directo, las otras se atenderán después, en el seguimiento del evento.





The World of PES - Peru 02/10/2025

Dr. Rossana Taquía Gutierrez

Dr. Rossana Taquía Gutierrez is the General Director of the National Employment Service of Peru. A lawyer and public-private management expert, she brings over 25 years of experience in employment, social responsibility, and sustainable development.

Le monde des SPE - Pérou 02/10/2025

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El mundo de los SPE - Perú 02/10/2025

Dr. Rossana Taquía Gutierrez

La Dra. Rossana Taquía Gutierrez es Directora General del Servicio Nacional de Empleo del Perú. Abogada y especialista en gestión pública y privada, cuenta con más de 25 años de experiencia en empleo, responsabilidad social y desarrollo sostenible.

NATIONAL EMPLOYMENT SERVICE

ROSSANA PILAR TAQUÍA GUTIÉRREZ

DIRECTOR GENERAL

GENERAL DIRECTORATE OF THE NATIONAL EMPLOYMENT SERVICE

Lima, October 2025



PERÚ

Ministerio de Trabajo
y Promoción del Empleo



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1 | KEY INDICATORS OF THE PERUVIAN LABOUR MARKET

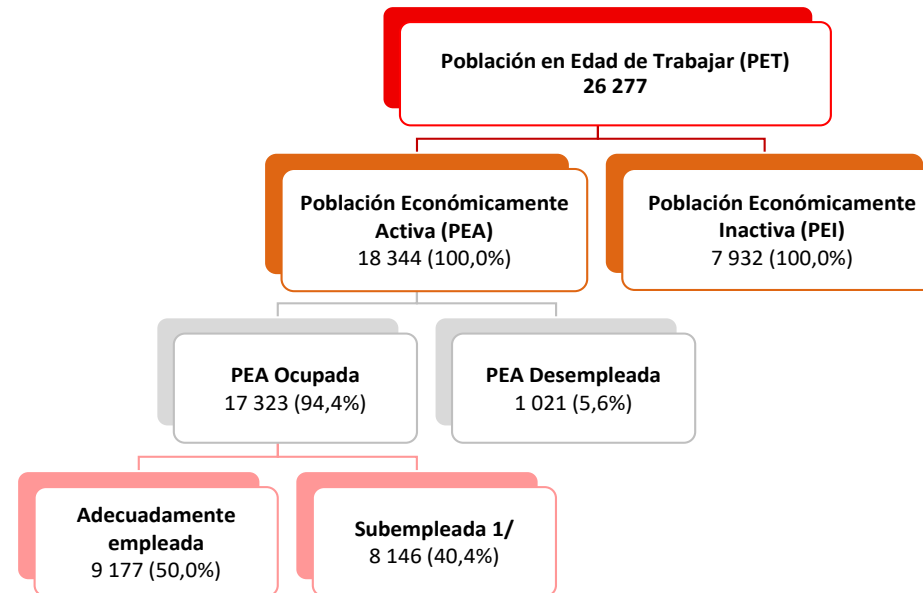
1 MAIN INDICATORS OF THE PERUVIAN LABOUR MARKET

WORKING-AGE POPULATION BY ACTIVITY STATUS, 2024

- In 2024, around 17,323,000 people were registered as **being engaged** in some form of economic activity, representing 94.4% of the EAP.
- Within this group, 9,177,000 workers were **adequately employed** (in terms of income and hours), representing 50.0% of the EAP.
- 5.6% of the EAP was **unemployed**, and the **economically inactive population** (not participating in the labour market) totalled 7,932,000 people.

PERU: WORKING-AGE POPULATION (PET), BY ACTIVITY STATUS, 2024

(Absolute in thousands and percentage)



PERU: EMPLOYMENT LEVELS, BY ACTIVITY STATUS, 2022–2024

(Absolute in thousands and percentage)

Niveles de empleo	Año			Var. 2024 / 2022		Var. 2024 / 2023	
	2022	2023	2024	(Absoluto)	(%)	(Absoluto)	(%)
PET	25 481,7	25 910,0	26 276,6	795	3,1	367	1,4
PEA	18 184,3	18 157,2	18 344,2	160	0,9	187	1,0
Ocupados	17 336,5	17 179,8	17 322,9	-14	-0,1	143	0,8
Desocupados	847,8	977,4	1 021,3	173	20,5	44	4,5
PEA Inactiva	7 297,4	7 752,8	7 932,4	635	8,7	179	2,3

1/ Includes: Population underemployed due to insufficient hours worked (visible underemployment) and underemployment due to income (invisible underemployment).

Note: The sum of the parts may not match the total due to rounding of figures.

Source: INEI - Permanent National Employment Survey (EPEN), 2024.

Prepared by: MTPE - DGPE - Directorate of Socio-Economic and Labour Research (DISEL).

1 MAIN INDICATORS OF THE PERUVIAN LABOUR MARKET

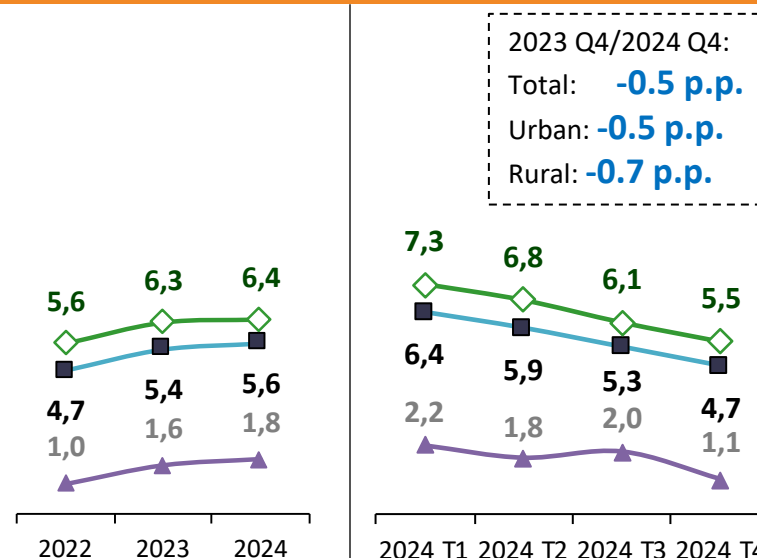
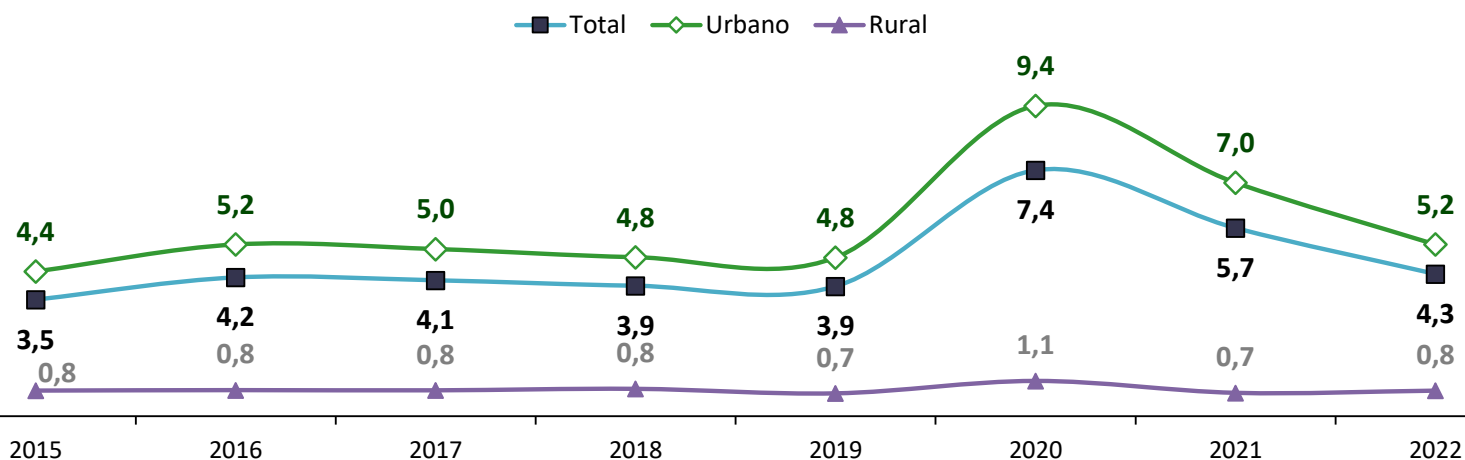
NATIONAL AND URBAN UNEMPLOYMENT RATE

- In the fourth quarter of 2024, the national unemployment rate reached **4.7%**, decreasing by **0.5 percentage points (p.p.)** in absolute terms compared to the same period of the previous year (5.4%).
- In 2024, the country's unemployment rate stood at 5.6%, 0.2 percentage points (p.p.) higher than the previous year (5.4%).

PERU: NATIONAL UNEMPLOYMENT RATE AND URBAN UNEMPLOYMENT RATE, 2015-2024 Q4
(Percentage)

ENAHO

EPEN



Note: The unemployment rate is the percentage of the economically active population (EAP) that is actively seeking employment and cannot find it. The formula is $(\text{unemployed EAP}/\text{EAP}) \times 100$

Source: INEI - National Household Survey on Living Conditions and Poverty, 2015-2022.

INEI - Permanent National Employment Survey, 2022, 2024 and 2024 Q1-Q4.

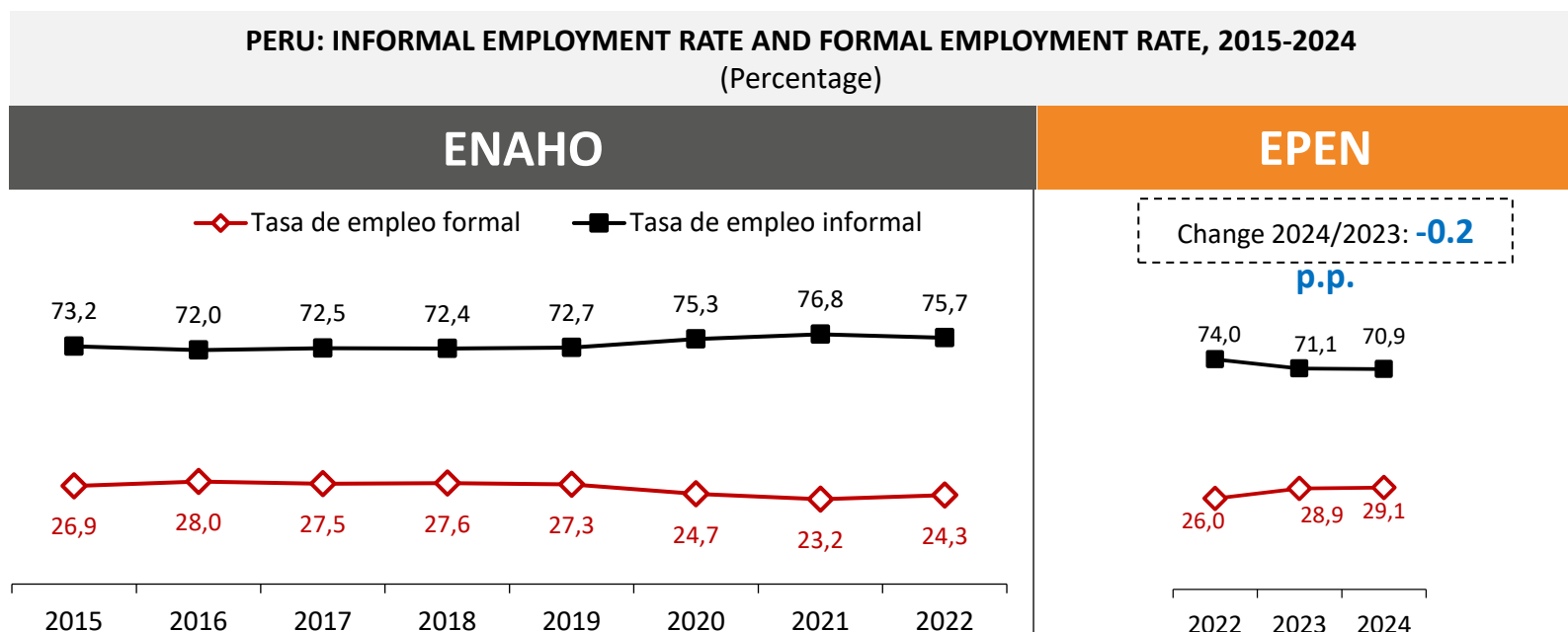
INEI - "Peru: Behaviour of labour market indicators at the national level and in 26 cities. Fourth Quarter 2024".

Prepared by: MTPE - DGPE - Directorate of Socio-Economic Labour Research (DISSEL).

1 MAIN INDICATORS OF THE PERUVIAN LABOUR MARKET

FORMAL AND INFORMAL EMPLOYMENT

- In 2024, the informal employment rate was 70.9%, meaning that 7 out of 10 workers were employed in production units not registered with the tax administration (SUNAT), as well as in salaried positions without social security or as unpaid family workers. It should be noted that this is the lowest rate recorded in the last 20 years.
- The result represented a **decrease of 0.2 percentage points (p.p.)** compared to the previous year (71.1%).



Note: The calculation formula is (informal employed EAP/total employed EAP)*100
Source: INEI-National Household Survey on Living Conditions and Poverty, 2015-2022.
 INEI-Permanent National Employment Survey, 2022 and 2024.
 INEI-EPEN Report "Peru: Behaviour of Labour Market Indicators at the National Level and in 26 Cities. Fourth Quarter 2024."
https://www.inei.gob.pe/media/MenuRecursivo/boletines/informe-tecnico_empleonacional.pdf
Prepared by: MTPE - DGPE - Directorate of Socio-Economic Labour Research (DISEL).

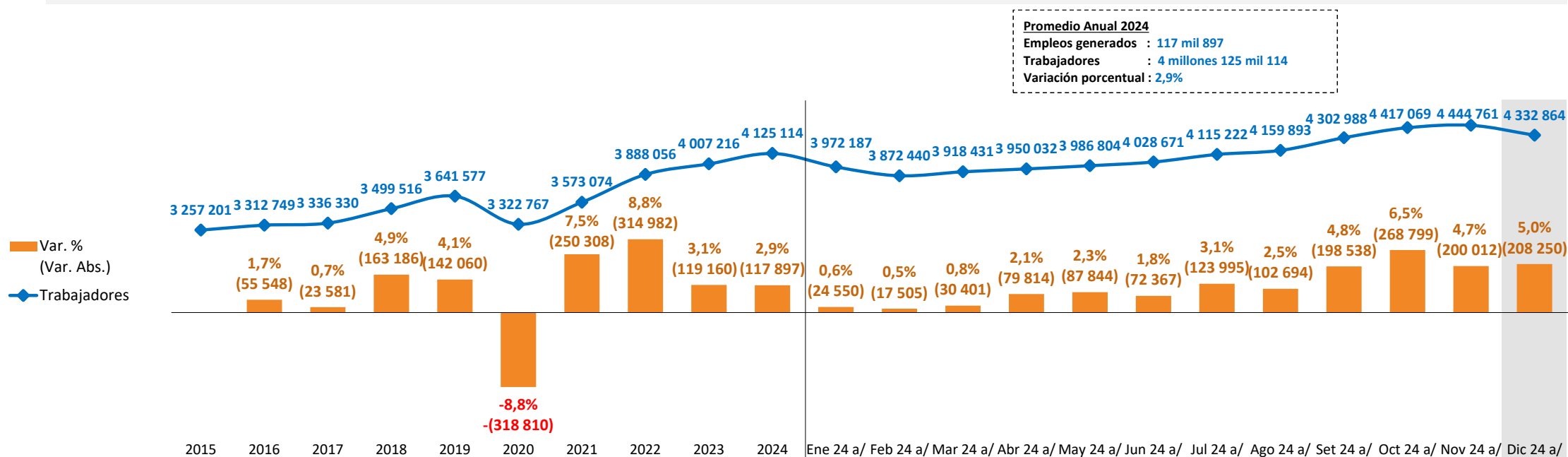
Informal employment: includes
 -Employers and self-employed workers whose production unit is not registered with the tax administration SUNAT.
 -Salaried employees without social security financed by their employer.
 -Unpaid family workers.

1 MAIN INDICATORS OF THE PERUVIAN LABOUR MARKET

WORKERS (JOBS) IN THE FORMAL PRIVATE SECTOR

- In December 2024, the number of workers in the formal private sector was **4,332,864**, **5.0%** higher than in the same month of the previous year. In absolute terms, this represented an **increase of 200,012 jobs** compared to December 2023.
- In 2024, the formal private sector performed well, achieving a growth rate of **2.9%** and an absolute increase of **117,897** formal jobs compared to 2023.

PERU: WORKERS (JOBS) IN THE FORMAL PRIVATE SECTOR, 2015-2024
(Absolute and percentage change)



Note: Refers to the number of registered workers for each year, considering the annual average.

a/ The variation is with respect to the same period of the previous year.

Source: MTPE - Electronic Payroll (PLAME and T-Registro).

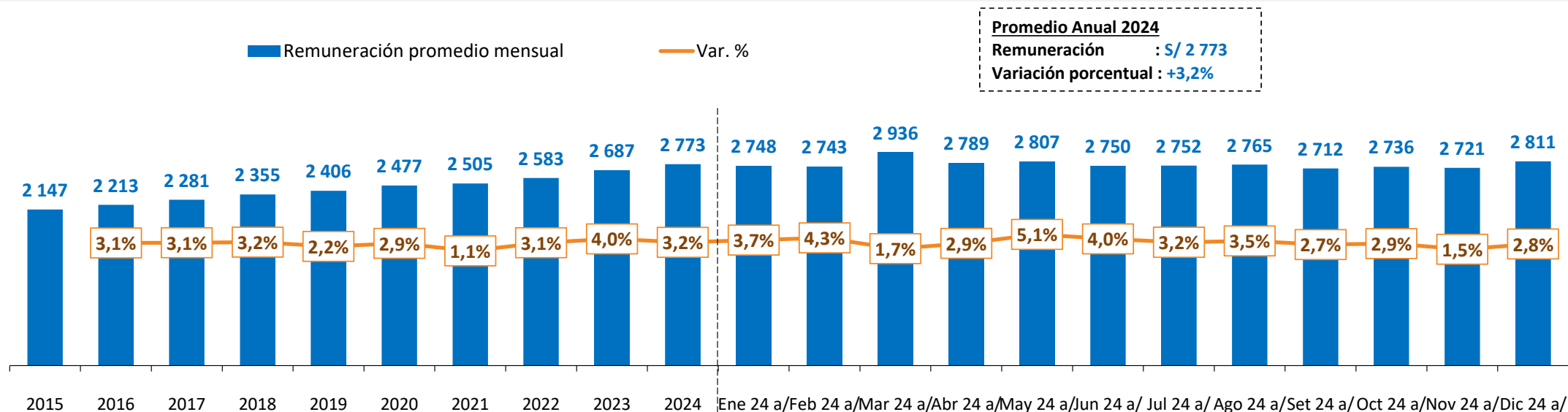
Prepared by: MTPE - DGPE - Directorate of Socio-Economic Labour Research (DISEL).

1 MAIN INDICATORS OF THE PERUVIAN LABOUR MARKET

AVERAGE REMUNERATION OF WORKERS IN THE FORMAL PRIVATE SECTOR

- Monthly remuneration in the formal private sector in December 2024 reached an average of **S/ 2,811**, a **positive variation of 2.8%** compared to the same month of the previous year.
- Monthly remuneration in the formal private sector in 2024 reached an average of **S/ 2,773**, **which is 3.2% higher** than in 2023 (S/ 2,687). In absolute terms, this represented an increase of S/ 86.

PERU: TOTAL AND VARIATION IN AVERAGE REMUNERATION OF WORKERS IN THE FORMAL PRIVATE SECTOR, 2015-2024
(Soles and percentage variation)

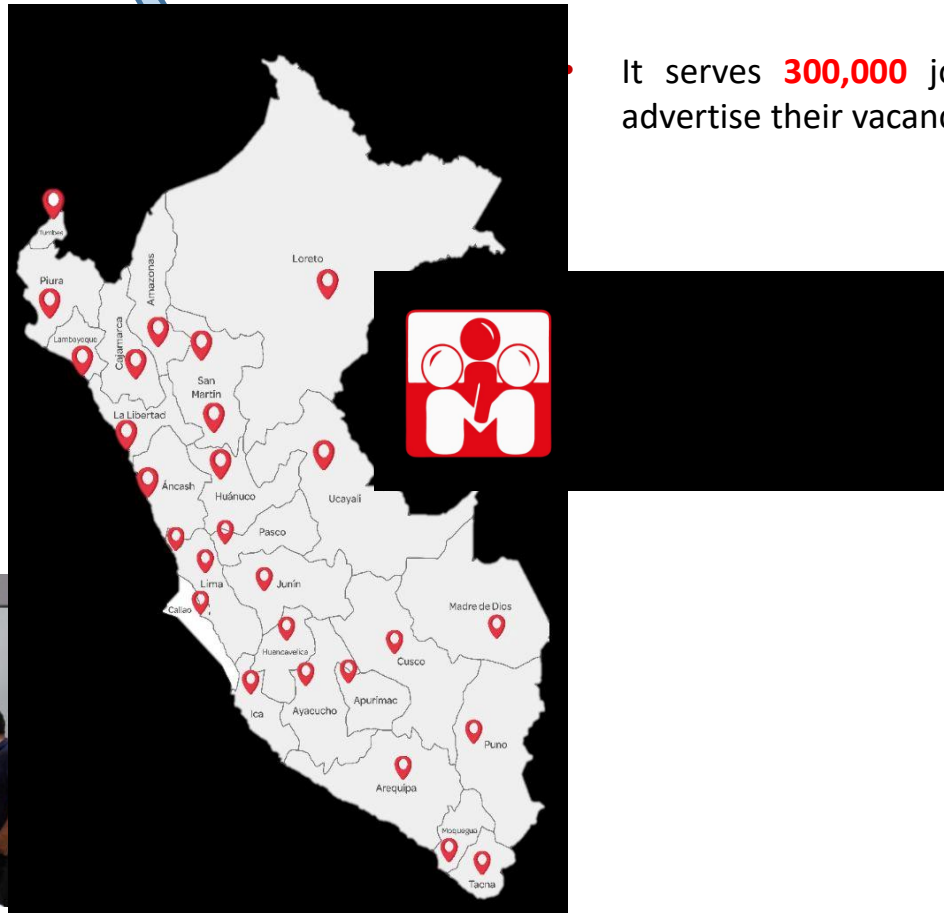


Note: The information on workers refers to jobs. The variation in workers refers to the percentage variation in the current month compared to the same month of the previous year.
Source: MTPE - Electronic Payroll (T-Registro – PLAME).

2 | PUBLIC EMPLOYMENT SERVICE OF PERU

2 | PERU PUBLIC EMPLOYMENT SERVICE

PUBLIC EMPLOYMENT SERVICE: EMPLOYMENT CENTRE



- Provides free public employment services to the population **in order to stimulate the labour market** and improve the competitiveness and efficiency of companies throughout the country.
- It serves **300,000** job seekers annually and more than **3,000 companies** that advertise their vacancies to find the human capital they need.

Employment promotion services

1. job bank
2. Single Employment Certificate
3. Job search advice
4. Business Outreach
5. Temporary Employment

Services to improve employability

6. Job Training
7. Work Skills Certification
8. Training Entrepreneurship
9. Vocational Guidance and Occupational Information
10. Entrepreneurship Guidance

Guidance Services

11. Labour Market Information
12. Guidance for Migrants



2 | PUBLIC EMPLOYMENT SERVICE OF PERU

NATIONAL EMPLOYMENT SERVICE NETWORK



530

Public Employment Service Providers (UPSEP)
registered with RENUPEP

Regional Government

31



Local Government

17

Office of
Liaison

Higher Education
Institutions

110

Local Employment
Agency
Employment

37

Public
University

336

Public
Institute



The intervention of the National Employment Service contributes to the process of **accession to the OECD**, which is also included in various **policy management instruments of the country** (09 National Policies).

2 | PUBLIC EMPLOYMENT SERVICE OF PERU

TYPES OF CARE

Virtual service

Empleos Perú web portal

<https://www.empleosperu.gob.pe/portal-mtpe/#/>



In-person service

National Network of Offices

31 Employment Centres and 499 Employment Offices



Mobile service

Job fairs

In all regions of the country



3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

JOB BOARD



- 1 Free and unlimited job vacancy postings.
- 2 We use AI on the portal and will soon be launching the Smart CV.
- 3 AI identifies the percentage match between the vacancy and the applicant's profile.
- 4 Job vacancies for people with disabilities.
- 5 We have a database of candidates who match the job vacancy.
- 6 Personalised advice from our specialist consultant at each Employment Centre in the country.
- 7 Multi-channel service: in person, mobile and through the Empleo Perú portal.



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3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

SINGLE EMPLOYMENT CERTIFICATE

PERÚ Ministerio de Trabajo y Promoción del Empleo

República del Perú
Firma Digital
Firmado digitalmente por:
Ministerio de Trabajo y Promoción del Empleo
Motivo: Servidor de Apérea automatizado.
Fecha: 25/11/2024 17:29:54-0500

Fecha de emisión:
Noviembre 25, 2024 17:29
Fecha de caducidad:
Febrero 25, 2025 17:29
Vigencia: 3 meses

CERTIFICADO ÚNICO LABORAL

El Ministerio de Trabajo y Promoción del Empleo CERTIFICA que en la Plataforma Nacional de Interoperabilidad y el Sistema de Planillas Electrónicas se registra la siguiente información:

IDENTIDAD: Fuente - RENIEC

Nombres : [REDACTED]
Apellidos : [REDACTED]
Nacionalidad (PAÍS) : [REDACTED]
Tipo de documento : [REDACTED]
N° de documento : [REDACTED]
Fecha de nacimiento : [REDACTED]
Domicilio : [REDACTED]

Verificalo aquí

ANTECEDENTES POLICIALES: Fuente - PNP
No registra antecedentes.

ANTECEDENTES JUDICIALES: Fuente - INPE
No registra antecedentes.

ANTECEDENTES PENALES: Fuente - Poder Judicial
No registra antecedentes.

TRAYECTORIA EDUCATIVA RESPECTO A FORMACIÓN UNIVERSITARIA: Fuente - SUNEDU
No se registra información sistematizada para el documento consultado.

TRAYECTORIA EDUCATIVA RESPECTO A EDUCACIÓN SUPERIOR PEDAGÓGICA, TECNOLÓGICA Y ARTÍSTICA: Fuente - MINEDU / SUNEDU
No se registra información sistematizada para el documento consultado.

TRAYECTORIA EDUCATIVA RESPECTO A EDUCACIÓN TÉCNICO - PRODUCTIVA: Fuente - MINEDU
No se registra información sistematizada para el documento consultado.

TRAYECTORIA EDUCATIVA RESPECTO A EDUCACIÓN BÁSICA: Fuente - MINEDU
No se registra información sistematizada para el documento consultado.

EXPERIENCIA LABORAL: Fuente - Planillas Electrónicas

Ruc	Razón Social	Desde	Hasta
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

- 1 Free certificate that certifies criminal, judicial and police records, and also validates academic and work history.
- 2 It also extends to persons with disabilities and foreigners, promoting inclusion in the labour market.
- 3 The CUL can be verified on Empleos Perú, which reinforces the reliability and authenticity of the information.
- 4 Available 24 hours a day, 7 days a week on Empleos Perú.
- 5 Multi-channel service: in person, mobile and through the Empleos Perú portal.

3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

JOB SEARCH ADVICE



- 1 Identify and highlight citizens' skills to stand out in the job market.
- 2 Guidance on writing CVs focused on strengths.
- 3 Prepares individuals for successful job interviews.
- 4 Provides tools for effective job searching.
- 5 Management model focused on women victims of violence (Deputy Ministerial Resolution No. 002-2025-MTPE/3).
- 6 Multi-channel service: in person, mobile and through the Empleos Perú portal.



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3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

BUSINESS APPROACH



- 1 We provide direct advice to companies through our employment consultants throughout the country.
- 2 We assist companies in registering to publish their job vacancies.
- 3 Receive guidance on how to employ people with disabilities.
- 4 We invite companies to participate in our Job Fairs and Business Meetings.
- 5 Multi-channel service: in person, mobile and through the Empleos Perú portal.



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3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

SOVIO – MY CAREER

Contents:

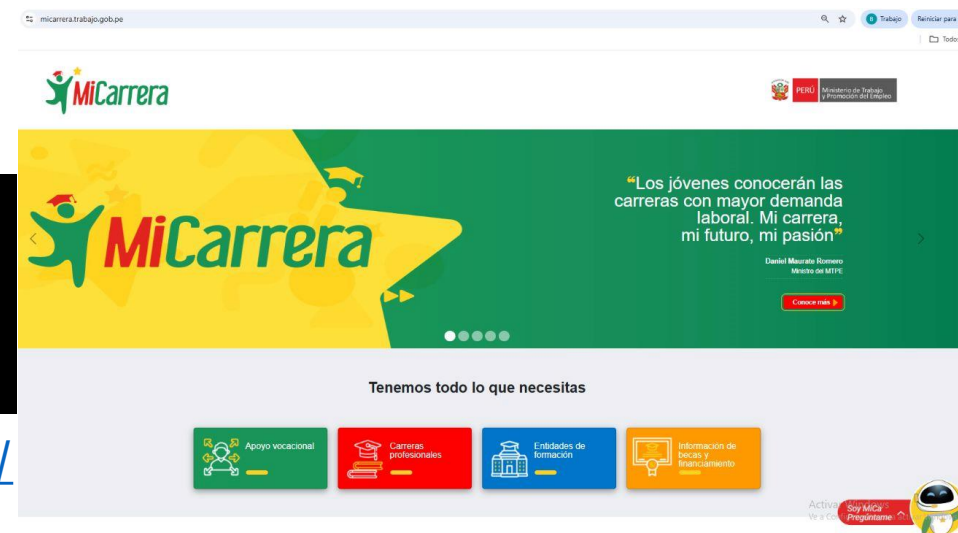
- ✓ Professional careers
- ✓ Universities and Institutes
- ✓ Financing and Scholarships
- ✓ Vocational Support

Platform:



<https://micarrera.trabajo.gob.pe/>

(Tool that uses information from the MTPE Electronic Form)



Seeks to address the problem of occupational mismatch due to a lack of information when making decisions about what to study in the future.

3 | FEATURES OF EMPLOYMENT SERVICES

JOB TRAINING – CAPACÍTA T



<https://capacitacionlaboral.trabajo.gob.pe/>

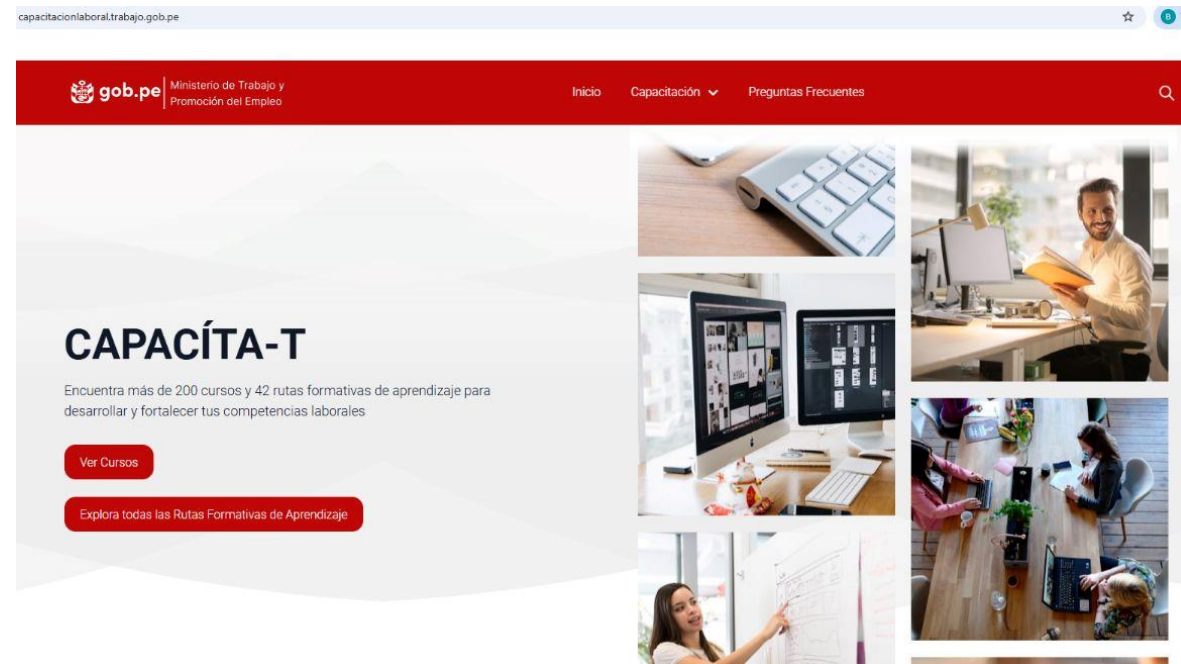
(In strategic partnership with the private sector, such as CISCO, Fundación Romero, among others)

Provides:

+40, r learning paths consisting of courses organised by subject area and level of complexity

+200, r **100% virtual** and free **training courses.**

It offers courses in English, indigenous languages (Quechua and Aymara) and Peruvian sign language.



3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

TRAINING



The aim is to strengthen and improve the employability of people aged 15 to 29 who are living in poverty, extreme poverty and/or socio-occupational vulnerability.

Provides:

- Training services, with an emphasis on dual training.
- Work skills certification services
- Training services for productive self-employment



3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

TEMPORARY EMPLOYMENT



Programa “Llamkasun Perú”

Fortalecer la generación de empleo temporal como medida de reactivación económica, para la población de 18 a 70 años desempleadas y subempleadas, con pocas oportunidades de acceso al mercado laboral.

para acceder al mercado laboral

- + En situación de pobreza o pobreza extrema
- + Incluye a mujeres víctimas de violencia y a personas con discapacidad y otros grupos.
- + En contextos de situaciones económicas desfavorable, emergencias o desastres.



Beneficios del empleo temporal



(Coordination with local governments: participation in competitions to finance basic infrastructure projects through the Programme)

3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

GUIDANCE SERVICES

Labour market information

Monthly official information on labour market indicators: job supply, occupational demand, average wages, among others; guides young people, citizens and businesses to make better decisions.



Entrepreneurship Guidance

Guidance for people who wish **to start a business or strengthen an existing one**, through personalised advice and certified theoretical and practical workshops.



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3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

HEALTHCARE OUTCOMES IN 2025

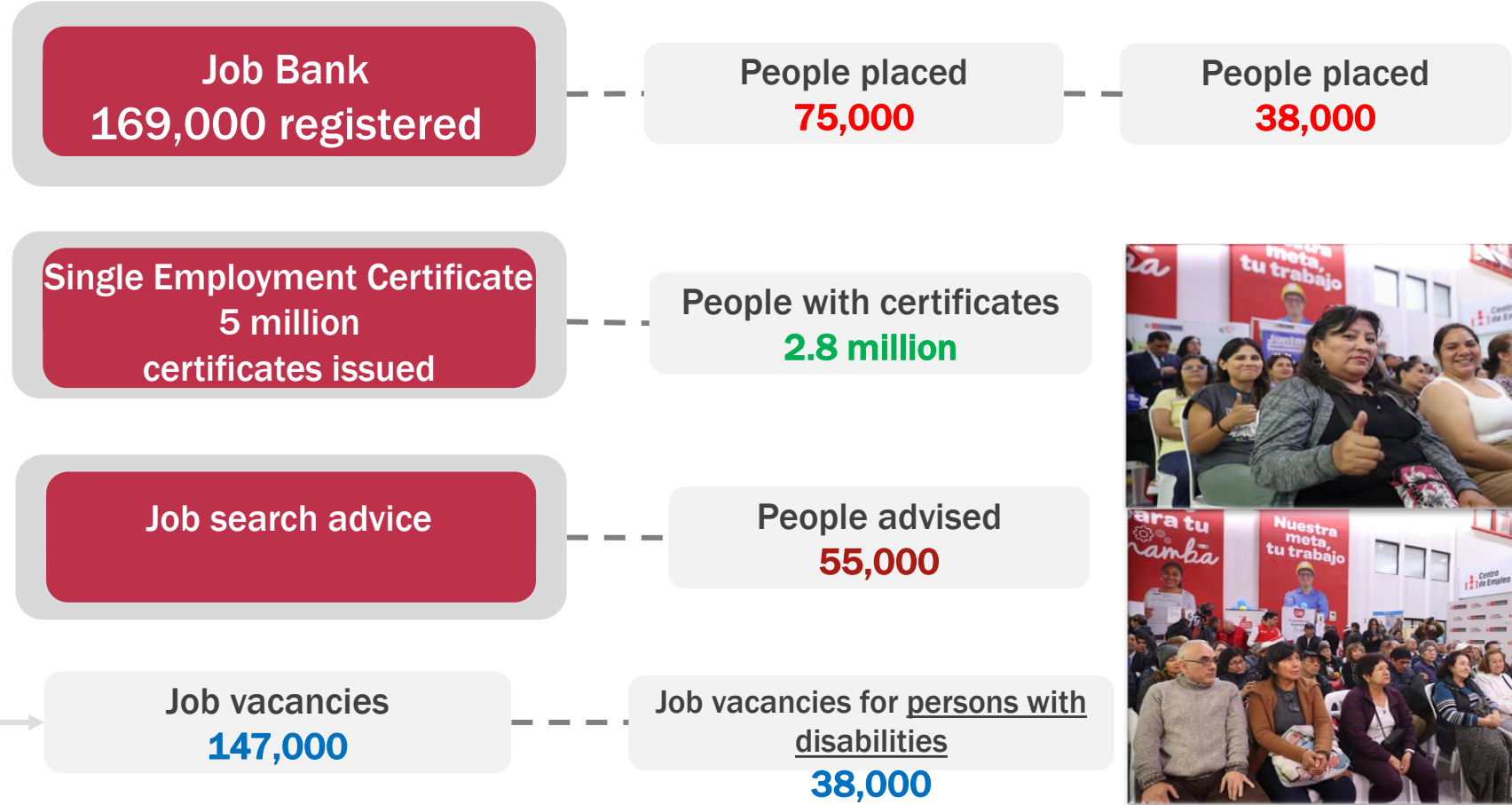


4.9 million

People assisted by the
Employment Centre

2,500

Registered
companies



Note: As of 18 September 2025

Source: General Directorate of the National Employment Service.

3 | CHARACTERISTICS OF EMPLOYMENT SERVICES

RESULTS OF CARE FOR VULNERABLE GROUPS IN 2025

	Job Vacancies	Unique Employment Certificate	Job Search Advice
Women	71,000 Registered 15,000 Placed	1.5 million emissions	31,000 visits
Persons with disabilities	1,000 registered 230 placed	15,400 emissions	400 cases handled
Young people	90,000 registered 18,000 placed	1.6 million emissions	34,000 cases
Older adults	7,000 registered 620 placed	83,000 emissions	1,300 visits
Foreign nationals	2,600 registered 178 placed	41 thousand emissions	180 services

Note: As of 18 September 2025
Source: General Directorate of the National Employment Service.



4 | CHALLENGES FOR STRENGTHENING THE PUBLIC EMPLOYMENT SERVICE

4 CHALLENGES FOR STRENGTHENING THE PUBLIC EMPLOYMENT SERVICE

1

Strengthen labour intermediation services to improve their quality and effectiveness, with an inclusive, productive and territorial approach.

2

Strengthen intersectoral, intergovernmental and private sector coordination of employment, employability and self-employment services.

3

Strengthen the management of the National Employment Service network with regional governments, local governments and public higher education institutions.

4

Strengthen the role of the National Employment Service with regard to technical mechanisms for ongoing relations with companies.



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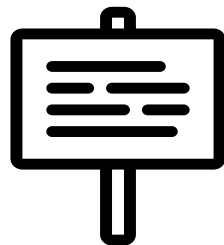


www.gob.pe/mtpe

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Extension 6021



All documents will be sent to the participants afterwards.

Tous les documents sarong envoyés aux participants à la fin du webinaire.

Mandaremos todos los documentos a los participantes al final del webinario.



All questions will be summarized after the webinar. If you have any additional questions, please contact Nicole Clobes.

Touts les questions sarong traitées à la fin du webinaire. Pour toutes questions additionnelles, merci de contacter Nicole Clobes.

Todas las preguntas serán atendidas después del webinario. Para cualquier otra pregunta, pueden contactar con Nicole Clobes.



nicole.clobes@wapes.org



A short survey will be available at the end of the webinar. We thank you in advance for your feedback.

Une courte enquête sera disponible à la fin du webinaire. Nous vous remercions d'avance pour vos commentaires.

Se compartirá una breve encuesta al final del evento. Les agradecemos de antemano sus comentarios.



Merci !
¡Gracias!
Thank you!

