For expats who can embrace an altogether different lifestyle, moving to Peru is a true adventure. Peru boasts a rich culture and extraordinary scenery, from charming cobblestone streets to the ruins of the lost city of Machu Picchu and the Peruvian Andes. Peru’s economy is strong, and over the past ten years has generated an increasing amount of business from abroad. This has enriched the country’s economy, but has also driven an increase in housing costs.

BUSINESS AND PERSONAL RELATIONSHIPS

While Peruvians are open and friendly, business is conducted in a more conservative and bureaucratic fashion. It can also appear contradictory: while business protocol is formal, the sense of time in Peru is relaxed, which means that a Peruvian business meeting may start as much as half an hour after the scheduled starting time. And while the Peruvian host may be quite late to the meeting, foreign visitors are expected to show up on time!
Family is key in Peru, and business relationships are built on familiarity and trust. Assignees should not be surprised when asked what may seem like rather personal questions about their families and personal lives; it is all done in the spirit of building rapport and showing interest. In fact, assignees might need to be prepared to discuss several matters of a personal nature before the subject of business is even broached!

Much as in a business situation, customs can seem contradictory. For example, formal titles should be used initially, but personal questions are considered a standard way to form relationships. Questions can cover how things are done in the person’s country of origin, family, or personal interests. Bragging and shows of wealth are discouraged.

Gift giving is an expected way to express affection and appreciation, and gifts are usually exchanged on any special occasion. It is common for foreigners to be invited into a Peruvian home, and if so, host or hostess gifts, such as flowers, chocolates, or wine, are appreciated.

TOP TIPS FOR SUCCESS

• Be prepared for personal interchanges before any business is discussed and, in fact, as a basis for establishing any relationship.
• Be on time for business meetings, even though the host may arrive late and the meeting may not start until as late as thirty minutes past the scheduled time!
• Despite Peruvians’ emphasis on relationship building, assignees should understand that business is conducted formally and proper salutations and protocol should be followed.
• Learn Spanish! It is essential for both business and personal relationships.
• The DNI (Documento Nacional de Identidad, or National Identity Document) is only issued to Peruvians. Foreigners will receive a “Carnet de Extranjería” or “Foreign Card.”
• The common practice for tipping or gratuities is 10% for any service.
SAFETY AND SECURITY

Although some of the information and safety measures listed below may seem to be simply common sense, it is worthwhile to keep them in mind.

Assignees should always be aware of their surroundings and temper their behavior accordingly. They should be careful to avoid showy displays of jewelry, money or electronics, and keep their belongings close to them. While relationships are important to Peruvians and they will typically ask many personal questions in the process of forming more long term relationships, refrain from providing personal information to strangers.

TOP TIPS FOR SUCCESS

- Avoid displaying jewelry or expensive electronics.
- USE ATMs in well populated locations, such as shops, as opposed to on the streets.
- Be careful of providing personal details, such as vacation plans, to strangers.
- While driving or leaving your car parked, do not leave personal belongings on display.
TRANSPORTATION

Public transportation systems in Peru are not very efficient and are rarely used by expats.

Taxis are a good option for transportation. They are accessible and economical, and well known taxi companies usually work 24/7. Some of the most reputable companies include:

- Uber App
- Cabify App
- Peru Taxi: 317-4040
- Taxi Peru Remisse: 242-5877
- Cabtech: 277-7777

Driving in Peru

Driving in Lima is challenging due to traffic and congestion. Assignees can drive in Peru for six months with an existing/Foreign Driver’s License, but a Peruvian Driver’s License must be obtained within 30 days of when the Foreign Card is issued.

Note: In order to be exempt from the Driving Test, the assignee must present a certificate stating that his or her original Driver’s License is active (Drivers Record). In some countries this document can be obtained online from the organization that issued the license in the country of origin. Without this document, the assignee will need to take the Driver’s Test to obtain a Peruvian license.

TOP TIPS FOR SUCCESS

- It is advisable for companies to provide a car and driver for the first few months an assignee is in Peru, due to chaotic traffic and local driving habits.
- Avoid public transportation; use UBER or authorized taxis rather than other public transportation, and do not hail taxis on the street.
Driver’s License
In order to apply for the Driver’s License; there will be several requirements:

- Foreign Card ("Carnet de Extranjería"): original and five extra copies
- Driver’s License from the country of origin: original and five copies.
- Apostilled copy of the University Degree certificate. **Note:** If the certificate is in English, it will need to be officially translated to Spanish.
- Apostilled driver’s record

Applicants for the Driver’s Test should study the Transit Rules of Peru, detailed in the Driving Manual. They will be required to take a medical test in authorized polyclinics.

The written exam is only in Spanish, but they do allow a translator to be present.

The road test must be taken with the applicant’s own car at a designated location.

Driving Do’s and Don’ts
The following are some common Do’s and Don’ts when driving in Peru:

- **Car Seat:** This is a requirement for children. It is not mandatory for others, but strongly recommended as traffic can be quite chaotic.
- **Ambulances/Fire Truck:** If an ambulance or fire truck is on the street, the standard is to move to the side and give those vehicles the right of way.
- **Police:** Anyone stopped by a police officer should park safely on the side of the road and provide the “Tarjeta de Propiedad” (Property Document of the Vehicle), Driver’s License and SOAT (Mandatory Insurance).
- **Pumping Gas:** In Peru, all gas stations have personnel to pump gas. Tipping is not required.
REAL ESTATE MARKET

Real estate costs have increased steadily over the past few years. Housing costs are considered expensive and real estate is in high demand due to the stable economic conditions that currently prevail.

Most expats coming to Peru live in Lima, which is home to more than 30% of the country’s population. Other locations desired by expats include Cajamarca and Arequipa, which are closer to, or in, the mountains where there is a lot of mining activity.

Two of the most popular expat communities close to the ocean are Miraflores and Barranco, which has many lovely apartment buildings. San Isidro is the most exclusive, expensive and desirable area, preferred by most expats because it is modern, and close to many parks, restaurants, medical facilities, grocery stores, gyms and beauty salons, all within walking distance. Several office and commercial buildings are also located in San Isidro.

Choosing Your Neighborhood

In areas such as San Isidro, Miraflores, Barranco and Chacarilla (Surco), the predominant housing style is apartments. Modern apartment buildings tend to have big social areas and kitchens. Master bedrooms are usually a good size, although additional bedrooms are usually smaller, with three bedrooms being common and four bedrooms being much more difficult to find. Surco is East of San Isidro, and has the advantage of being close to the only American International School as well as the American embassy.

In La Molina (on the East side of the city) assignees can find houses of all sizes, furnished and unfurnished. Many of these properties come with large grounds and pools which are very desirable, but they usually come with a high maintenance cost. Average size houses can also be found in gated communities, which are preferred by many expats, with or without families, for security reasons. One disadvantage in La Molina is the traffic, which can make commuting a bit of a challenge.
Typical Lease Process/Customs

Lease Term: 12 months with a 30 day written notice for renewal (or as agreed in terms of agreement).

Realtor Fee: This fee is covered by the Landlord.

Security Deposit: This is typically two month’s rent (depending on the landlord or the terms of agreement) and must be paid when signing the lease.

First Month’s Rent: This is due at the time the lease is signed.

Diplomatic Clause: Negotiable

Lease Currency: USD

Guarantee Requirements: A lease Guarantor is not typically required, but some landlords may request it. A corporate letter of introduction will be required.

Arbitrios Tax or Condo/Building/Maintenance Fee: This is not included in the rental cost and is billed separately.

Appliances: Although not considered customary, some properties will include appliances and some landlords are open to negotiate inclusion of basic appliances such as oven/stoves, refrigerators, washers and dryers.

Main Utilities (Water, Electrical and Gas): Utilities are not included in the rent; they stay in the landlord's name and will be billed separately.

Utilities (Phone, Internet and TV): These will be in the tenant’s name and billed separately. Assignees will require their Foreign Card (“Carnet de Extranjería”) in order to contract services.

TOP TIPS FOR SUCCESS

- Lima is a fast moving market—leases must be signed quickly and initial payments made promptly in order not to lose a desired property.
- Time home finding properly—assignees must have their Foreign Cards (“Carnet de Extranjería”) in order to sign a lease.
## HOUSING COSTS IN LIMA

### APARTMENTS

<table>
<thead>
<tr>
<th>Accommodation size &amp; level</th>
<th>Studio</th>
<th>1 bedroom</th>
<th>2 bedrooms</th>
<th>3 bedrooms</th>
<th>4 bedrooms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Management</td>
<td>N/A</td>
<td>$1,000 - $1,500</td>
<td>$1,400 - $2,000</td>
<td>$2,000 - $3,000</td>
<td>N/A</td>
</tr>
<tr>
<td>Manager</td>
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<td>$1,700 - $2,200</td>
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<td>$2,500 - $3,300</td>
<td>$4,000 - $5,000</td>
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<tr>
<td>Senior Management</td>
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<td>$3,000 - $4,500</td>
<td>$4,500 - $6,000</td>
<td></td>
</tr>
</tbody>
</table>

### UNFURNISHED

<table>
<thead>
<tr>
<th>Accommodation size &amp; level</th>
<th>Studio</th>
<th>1 bedroom</th>
<th>2 bedrooms</th>
<th>3 bedrooms</th>
<th>4 bedrooms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Management</td>
<td>N/A</td>
<td>$900 - $1,200</td>
<td>$1,300 - $1,800</td>
<td>$1,700 - $2,200</td>
<td>$2,000 - $2,500</td>
</tr>
<tr>
<td>Manager</td>
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<td>$1,200 - $1,800</td>
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<td>$2,200 - $3,300</td>
<td>$3,500 - $4,500</td>
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<td>N/A</td>
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<th>5 bedrooms</th>
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<tbody>
<tr>
<td>Non-Management</td>
<td>N/A</td>
<td>N/A</td>
<td>$3,000 - $3,500</td>
<td>$3,500 - $4,500</td>
<td>Very difficult to find</td>
</tr>
<tr>
<td>Manager</td>
<td>N/A</td>
<td>N/A</td>
<td>$4,000 - $5,000</td>
<td>$4,500 - $5,500</td>
<td>Very difficult to find</td>
</tr>
<tr>
<td>Senior Management</td>
<td>N/A</td>
<td>N/A</td>
<td>$4,500 - $7,000</td>
<td>$6,500 - $8,000</td>
<td>Very difficult to find</td>
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EDUCATION

Public Schools are not considered the best option for expats. The expat community will mostly use private schools in Peru, which will have higher standards and provide a higher level of education.

There are limited vacancies in all schools and grades. Early year grades sometimes have as much as a two year waiting list.

Academic Calendar

The Peruvian school year calendar runs from March 1st to mid-December. There are only two schools which follow the American calendar, which runs from August through the end of June. There are several private schools which run on the Peruvian calendar and which have the IB program; these include International, Faith and Bilingual Schools.

Options for private schools following the American calendar are very limited—in fact, there are only two schools that follow that calendar. Many of these private schools have good infrastructures and offer sports and extra curriculum activities.

Schools will evaluate children in grades two and above.

Documents typically required to enroll include:

- Copy of passport or residence card
- Copy of birth certificate
- Apostilled academic record from home country school. Translation may be required.
- School reference/recommendation letters from home country school.
- Immunization record
- “Introduction letter” of parent from employer

Depending on the school, more specific documents may be required.

TOP TIPS FOR SUCCESS

- There is high demand from both local and expat students in almost all school grades. It is recommended that expats start planning early and have back up school options, in case a child isn’t accepted for their primary choice.
- Parents should initiate the application process as soon as possible. Applications can be initiated online. Enrollment Fees may apply, and fees and refund policies will vary per school.
BANKING

A Foreign Card is required for assignees to open bank accounts. Foreign debit cards can be used to take out cash. Withdrawal limits and bank fees may apply and will vary depending on the bank.

MEDICAL SERVICES

Private hospitals in Peru (“Clinicas”) have very high standards. The two most preferred by the expat community are the Clinica Anglo Americana and Clinica San Felipe, where most doctors are bilingual.

Although many public hospitals have good doctors, they tend to be too crowded and not suitable for expats.

Insurance (Private & Public)

International insurance is accepted in private hospitals. Public insurance, although more economical, does not provide the best coverage, and is not recommended. For emergencies, assignees can go directly to the Emergency Rooms of any of the Clinicas mentioned above; most emergencies are covered at 100%, depending on the form of insurance.

Appointments made in advance with doctors or specialists usually require at least one week’s notice, and vary in cost from approximately US$90.00 - US$150.00.

Note: For additional information regarding Healthcare Insurance Plan/Coverage, assignees should discuss directly with their employers.

PERU: BASIC FACTS

Capital: Lima
Official Language: Spanish
Acceptable currency: US$ and Peruvian Soles
Main Cities: Lima, Cuzco and Arequipa
Climate: Two seasons: Summer (December - April) and Winter (June - October). May and November are generally transition months.
Sports: The most popular sport among Peruvians is soccer. Adventure sports are very common in Peru and can be practiced all over the country. Although Peru is home to the oldest bullfighting ring in the Americas and the second oldest in the world, the sport is becoming less popular.

Content for this publication was provided by Cartus Supply Chain and LARM Peru.