

Gender Equality for the Growth and Development of the State of Tamaulipas

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ABSTRACT

The research is focused on identifying the discrimination that women have been subjected to in terms of employment, identifying gaps and gender equality regarding differences in salaries, difficulties in accessing formal employment, conciliation of work and family life, all this from the perspective of Sustainable Development Goal (SDG) 5 and its goal 5.5, for which a qualitative methodology was used.

In Mexico, there is a great disparity in workplace violence experienced by women between states, which ranges between 17.1% and 37.8%, despite the fact that several actions and regulations have been implemented, such as 035 (NOM-035) on factors of psychosocial risk at work with the aim of promoting favorable work environments and eliminating workplace violence, 73% of women do not know of the existence of any protocol for this in their workplace.

However, there are generational changes in the opinion of feminine and masculine roles. A smaller proportion of women in the younger generations tend to consider that the responsibility for the economic support of the home should fall to the man, as well as that women and men should be responsible for household chores.

Gender discrimination at work hinders the professional growth of women, as it can increase absenteeism, loss of opportunities and exit from the labor market, resulting in the informal economy continuing to increase.

KEYWORDS: equality, gender gap, unpaid work.

1. Introduction

The empowerment of women is a priority objective in the development agendas, most countries have adopted a set of agreements to combat discrimination and violence against women, as well as to promote actions to achieve their rights, in order to reduce all types of discrimination and promote gender equality. Women work longer hours than men, even though their work is not recognized or valued.

Most of the work they do (reproductive) is unpaid and their contribution to GDP and national accounts does not appear. At the same time, macroeconomic policies rely on the elasticity of this work for the survival of households.

On the other hand, women face specific difficulties in accessing independent income and economic resources in general. This is due to the lack of appreciation and remuneration for their work, the worst working conditions and the unequal treatment in the labour market. In many countries, they are also limited in their rights of access to inheritance, property, credit, technology, education and training, etc. If not prevented by law, other social and cultural factors may explain women's difficulties in accessing financial assets and economic and technological resources.

Within the framework of the United Nations Sustainable Development Goals, hereinafter SDGs, Goal 5 seeks to "achieve gender equality and empower all women and girls", seeking through its target 5.5: "Ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political life, economic and public economy" (UN Women, 2019).

Since 1975, when the United Nations declared International Women's Year, awareness has begun to be raised about the importance of promoting gender equality through greater access to education and women's work (UN Women, 2018).

Reducing the gender employment gap has positive effects on other factors, such as economic growth. The objective of this research is to analyze some factors related to gender equality that limit the growth and development of the state of Tamaulipas. The research is applied, documentary and descriptive.

2. Theoretical Framework

Human Rights VS Equality.

Equality is understood as the capacity of every person to enjoy rights, as well as to contract obligations, regardless of sex, gender, age, marital status, race, religious belief or social status (Kurczyn Villalobos, 2001, 8). The principle of equality has been defined as the universal nature of fundamental rights (Ferrajoli, 2010, 42). Human rights are the set of prerogatives inherent in the nature of the person, these rights, established in the Constitution and in the laws, must be recognized and guaranteed by the state.

Labor human rights are understood as everything that enables men and women dependent on salaried work to recognize and exercise human dignity, allowing them to achieve material well-being, develop as individuals and as an organization, in conditions of freedom, dignity, economic security and equal opportunities (Herrera, 2004, 240). Likewise, labor equality should be understood as the practice of the same working conditions, for all workers, men and women, minors and adults, regardless of sex, marital status, social class, religion or political ideology. (Kurczyn Villalobos, 2001).

It must be recognized that society has had an evolution in its thinking regarding equity/equality behaviors, however, we still find repetition of stereotypes that consist of two elements.

a) Heredity: the factor in charge of transmitting generation after generation, these practices of repulsion to people who behave in an incorrect way before society, by breaking the mold destined for their biological sex

b) Environment: it is the interaction that takes place in the social sphere, within which the different expressions of people with respect to what is socially normal are manifested (Coppolecchia, 2012)

Gender Equity

It is the ability to be just or to dispense justice based on the principle of equality, but considering the individual needs and circumstances of each individual. Equity as a component of human development broadly expresses the condition of each human being and his or her dignity, it originates from the desire to give to each one what he or she deserves, by recognizing the rights of each person, that is where the commitment of the organs of justice must appear.

The origin of female inequality and poverty lies in the sexual division of labor, which assigns women almost exclusive responsibility for domestic chores and care work, which is a significant barrier to entry for women into the labor market (CIM, 2011).

Likewise, automation brings changes in the organization of paid work, mainly affecting activities that concentrate routine tasks. It is estimated that 50.1% of women work in unskilled or service jobs, occupations with a high probability of automation, in addition, according to ECLAC 2020, it is necessary to design public equality policies that recognize the contribution of women to the environment.

the economy through unpaid domestic and care work, and that promote co-responsibility and a fairer distribution of workloads.

If the state fails to provide adequate public benefits and services, women will increasingly have to respond individually to the demands of caring for the elderly, often at the expense of their participation in the labour market, their well-being and personal fulfilment.

Gender Perspective

It is a scientific, analytical, and political view on women and men that aims to eliminate the causes of gender oppression such as inequality, injustice, and gender-based hierarchization of people. Promotes gender equality through the equity, advancement and well-being of women; It contributes to building a society where women and men have equal value.

Gender gap

It is the unequal position between women and men based on the sexual division, placing the former in a disadvantageous position to access the same opportunities for development and control of resources, generating sexual discrimination in decision-making positions.

Discrimination means altering or modifying equality between people, whether by reduction, exclusion or restriction. The alteration in the conditions of equality at work constitutes employment discrimination in any of its forms (Kurczyń Villalobos, 2004). These conditions may be of opportunity, treatment, benefits or payment and may be based on sex and gender, as well as nationality, political ideology, religious belief, racial origin, or any other attribute that modifies the equality scheme.

A recent analysis by Cerquera-Lozada et al (2020) analyzes the causes of gender gaps from the perspective of human capital theory. Using the Blinder and Oaxaca decomposition, the authors find that there is a wage difference of 27.31% in favor of men, even when women have higher productive characteristics such as level of education and experience.

From a gender perspective, economic participation and paid work have a complementary counterpart: domestic work or reproductive work, which is unpaid. The economic contribution of women to societies through paid and unpaid work, and the need to implement measures to create conditions of greater equality between women and men, are issues that have been put on the international agenda because of what they represent.

In the same way, discrimination affects the hiring of women for jobs that do not conform to the distribution of roles between the sexes in a society. All things being equal, employers prefer to hire men, and in view of this, women must accept lower wages for the same work. (García, B., & Mendoza, C., 2017).

Sex/Gender Differences

Sex are the biological characteristics that distinguish women and men, while gender are the characteristics that each society and culture attributes to each sex based on the socioeconomic context.

Glass ceiling

This concept was used to analyze the careers of women who, having a professional trajectory and a high level of competence in their workplaces, encountered a brake when trying to advance in their careers (Bustos, 2002). It is a term used since the late eighties to designate an invisible barrier that prevents highly qualified women from attain positions of responsibility in the organizations where they work (Morrison, White, & Van Velsor, 1986)

According to ECLAC (2019), women's participation and decision-making power in all areas of society, based on the full exercise of their autonomy, is an essential condition for development and its sustainability.

Studies related to gender perspective and gender equity have shown that women continue to perform more disadvantageously than men in the labour market. The sources of this inequality vary, however, the most determining factors point to gender discrimination that stems from a historical construction that assigns roles, attributes and responsibilities to women because of their biological condition.

Mejía-Lleras (2018), on the other hand, carried out a comparative analysis of wage

gaps through different statistical methodologies. In all the methodologies presented, the results indicate that there are wage differences in favor of the male population and that this widens in the groups of people at the bottom and the top of the income distribution, confirming the existence of a "glass ceiling" effect

The International Labour Organization highlights the recent presence and important role of women in the labour market for economic growth and development, both at the national and enterprise levels, and that as their educational attainment exceeds that of men in almost all regions, they constitute a remarkable pool of talent and a national resource" (ILO, 2015)

For some researchers, a heterogeneous management team leads to a better corporate image, a broader vision of the business environment, an improved quality of the decision-making process and, in addition to facilitating creative processes and driving innovation, it helps to better understand the market and improve service (Singh and Vinnicombe, 1999). 2004; Smith and Verner 2006).

Other research highlights that an inclusive selection process will lead to better performance and reduce the chances of encountering a lack of talent due to the exclusion of women's participation in the process (Daily, Certo & Dalton, 1999)

In relation to the above, considering the points of view of young university students, according to studies carried out, it can be affirmed that university women perceive their affectation in self-concept and autonomy, since they perceive in a greater context the domestic burden and an unfavorable reality in the work situation because they come with equal opportunities and are willing to fight against this. (Jiménez L, Castillo J, Contemporary Dilemmas, 2022)

Unpaid work

According to the United Nations Organization for Gender Equality and the Empowerment of Women, unpaid work is work that is done without payment. It mainly covers domestic work and care for children, the elderly, people with disabilities and/or sick people (UN Women, 2015).

Unpaid workers are those who work without pay. These can usually be members of a family or cooperative; conscripts or forced labor; volunteer workers working for charity or amusement purposes; students taking on intern positions as work experience; or conventional workers who are not paid because their company is short of money. Internships are a very common type of unpaid work.

Another important type of unpaid work is the work that family members do to keep a household running. Unpaid domestic work has regularly been performed by women (e.g. wives and mothers). Their work among many other activities may include cooking, cleaning, raising children, or managing household expenses.

These situations are due to factors exclusive to the Latin American area, such as the lack of capital in the nations, barriers to access credit, levels of education, and others. (ILO 2019) In these areas, the right to equal pay for equal work has been enacted in their constitutions; however, this right is not respected, which means that there is

resistance in the application of the legislation (ILO, 2019).

The relevance of unpaid work, in terms of its magnitude and responsibility, leads us to consider, as Carrasco (2001:5) pointed out, "in the existence of an invisible hand much more powerful than Adam Smith's, which regulates daily life and allows the world to continue functioning", it is elementary for the reproduction of the labor force and for the sustainability of human life.

Domestic Work

The characteristics of unequal participation between men and women in labour markets are closely related to domestic obligations, as well as to social and cultural norms and values. Likewise, the social distribution of duties and responsibilities by gender, between market and non-market activities, determines in principle women's participation in paid work as well as in other activities (political, cultural, social or recreational).

The time allocated to different types of work marks a significant inequality in the lives of men and women, which is expressed, for example, in the features that employment assumes for both men and women, and in free time (recreation, personal care) (Espino, 2012).

In the case of Mexico, as documented by Pacheco (2018), women spend three times more time than men on domestic work and almost two and a half times more on care work, which increases at reproductive ages (between 20 and 40 years old).

The overload of domestic and care work affects the exercise of women's rights, while often reproducing the situations of disadvantage that historically and culturally have placed them in a place of subordination and lack of autonomy (UN Women, 2018).

This is aggravated by the fact that, in a context with insufficient public provision of care services, access to them is left in the hands of the market and conditioned by the economic resources available in households (Rodríguez Enríquez, Marzonetto, & Alonso, 2019).

Informal economy

The informal economy has been distinguished by the fluidity of liquidity in the working capital, which is not included in the regularized fiscal sector, giving rise to an erroneous indicator in the collection of money in the formal framework of the economy. (Rabossi, 2019)

Theoretical Perspectives on Informality

According to Alter Chen (2012), the four theoretical perspectives of informality are: duality, which reflects on the lack of relationship between the formal and informal economy, as well as the lack of competition between the two, since the productivity of informal firms is lower than that of formal ones. On the other hand, for the structuralist perspective, there is a relationship between the informal and formal sectors. In an attempt to lower their costs, formal capitalist enterprises hire informal staff. The legalistic approach, in which micro-entrepreneurs decide to be part of the informal sector to avoid high costs, efforts and time.

Concept of informal economy

This issue is important, given that in a context lacking job opportunities and formal work, an increasing number of people are self-employed, carrying out various informal activities such as sales, taxi driver, field laborer, among others (Rivera Huerta & Sánchez Rodríguez, 2018).

According to Hart (1973), the informal sector is easily accessible, caused by low capital and few requirements to operate. In this regard, it would be necessary to consider entrepreneurs who are not in the formality, nor are they under the subordination of an employer. According to Fagoaga López (2014), the informal economy lacks controls, so it becomes vulnerable and a niche in which illicit money laundering activities are hidden, evolving to such a degree that it has taken the impulse to enter the formal economy.

It should be borne in mind that under the informal economy scheme, people must foresee their situation in terms of social coverage and conditions of human dignity through the recognition and guarantee of human rights.

3. Materials and Methods

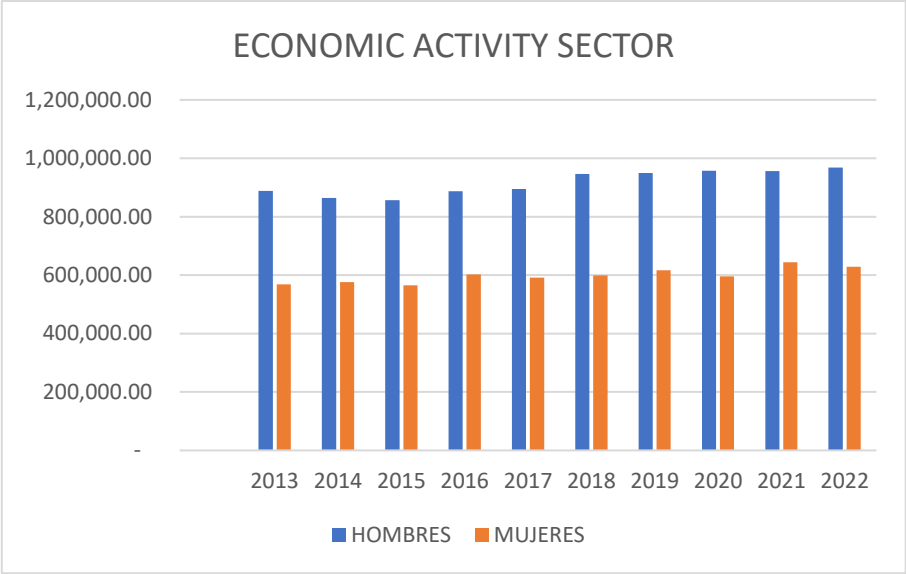
The research is applied, documentary and descriptive, because it is a planning that seeks concrete results, it is descriptive because it allows to point out the particularity of the research problem and documentary because it focuses on the study of data analysis of the National Institute of Statistics and Geography (INEGI)

Considering that economic growth based on the reduction of gender inequality must be based on four principles such as the formulation of growth strategies, promotion of financial insertion in the labour market, investment in the development of capacities and multidimensional mediations that generate economic results. Therefore, according to studies, women's empowerment is part of the dimensions that make it possible to achieve sustained economic growth and the development of society in general.

GENDER GAP

Busso and Messina (2020) point out that women in Latin America have a labor market participation rate that ranges between 50% and 80%, while the male participation rate is close to 80%, this translates into barriers that impede women's development

Figure 1



FD. Authors' own elaboration of data from ENOE (National Survey of Occupation and Employment) 2023. In original language: Spanish

This graph shows the level of participation of men and women, which according to INEGI has been higher since 2013, it can be seen that in the case of women their participation in any of the economic activities has changed little, however, men, although there is little variation, far exceeds women. The hiring preference of men over women is shown.

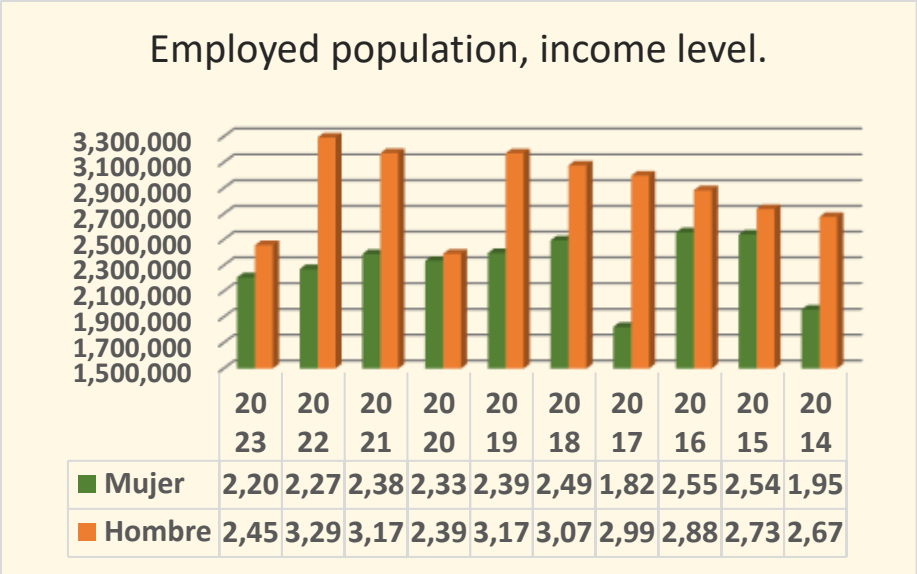
GLASS ROOF

In Latin America, maintaining equal pay to men is a frequent problem, a large percentage of women do not achieve a balance between family and work. I can see in this graph that there are wage differences in favor of the male population, confirming that the existence of the "glass ceilings" effect continues

Glass ceiling refers to the fact that women face difficult situations to obtain a high-level job, considering that they usually occupy technical positions, therefore, with lower income.

The concept of horizontal segregation refers to the traditional way of distributing activities between men and women, where the reproductive role of women is considered, which is why they are devalued professionally, socially and financially (ILO; 2019)

Figure 2



FD: ENOE 2023 own elaboration. In original language: Spanish

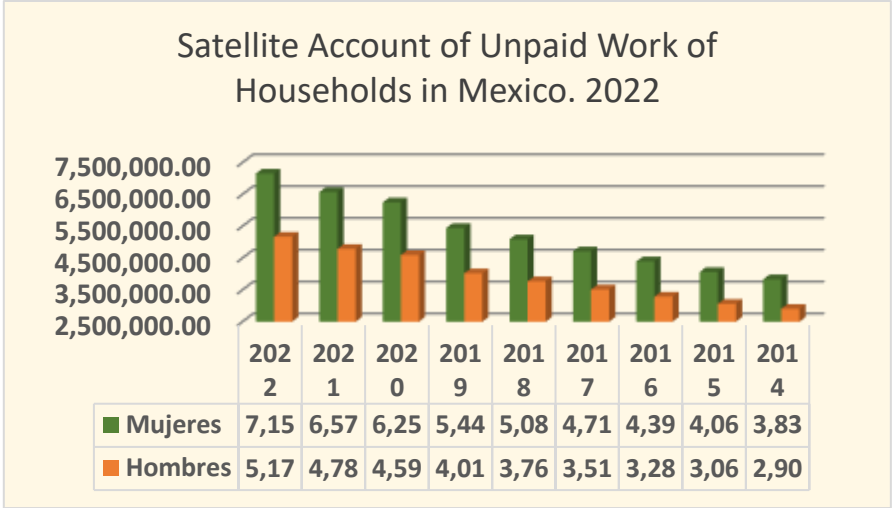
In this graph we can see the difference in income level between women and men from 2014 to 2023. Despite the efforts made, efforts still need to be made to achieve cultural changes, to recognize women's rights; This is evidenced by the great difficulty of occupying a managerial position. (Ayala J., Cabezas, A & Filippis, 2011)

UNPAID WORK

The increase in labor force participation has not been accompanied by a redistribution of the time dedicated to caring for the family between men and women, this is intensified in large cities where hours of the day are spent commuting. In addition, no public policies or investments have been generated to provide care services to those who require them.

This generates more inequality, since high-level families can hire support services, while most households are not in a position to face this expense and it is the women of the family who are in charge of this.

Figure 3

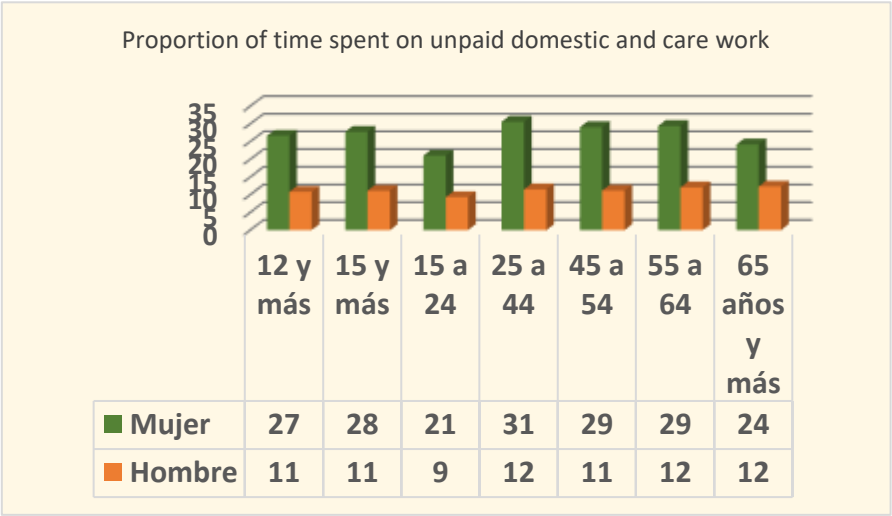


FD: Authors' own elaboration with data from ENOE 2023. In original language: Spanish

This graph shows the high level of unpaid work from 2014 to 2022 which, although it has made great progress in involving men, it is still women who work more hours in unpaid care, and it can also be noted that the resistance of employment preferences for men than for women continues.

DOMESTIC WORK

Figure 4



FD: Authors' own elaboration with data from ENOE 2023. In original language:

Spanish

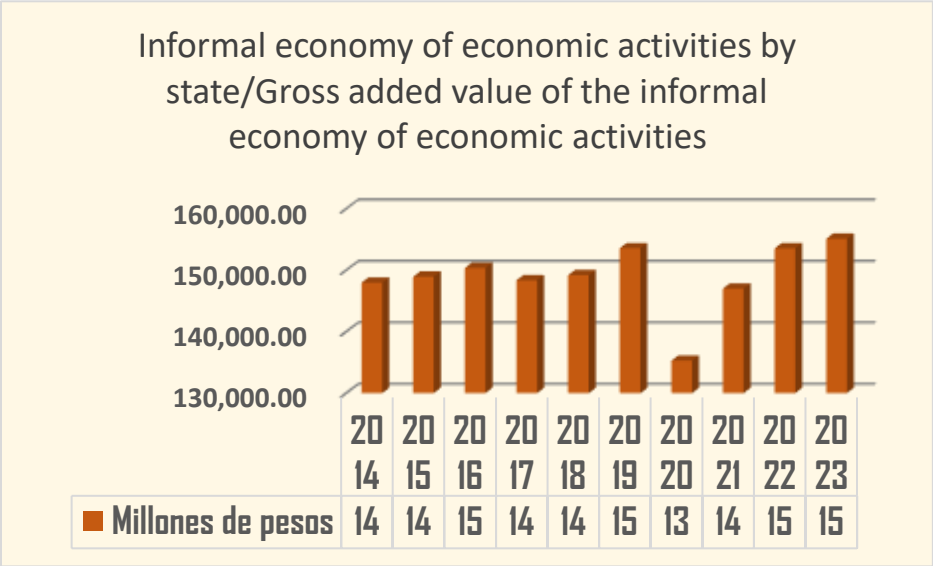
However, wage discrimination is the result of greater wage exploitation and inequality at work experienced by women, from the moment they enter the labour market and throughout their careers, which has its origin in social inequalities, culture, education and tasks such as caring for children or relatives. what they develop throughout their lives. (Blasco, 2018)

In the case of Mexico, according to the table, it is confirmed that women spend three times more time than men on domestic or care work.

INFORMAL ECONOMY

The high incidence of informal work is an obstacle to sustainable development, because informal enterprises do not contribute to public expenditure and usually have little capacity to grow. In the same way, informal workers are more likely to be poor than those working in the formal sector, because they have no coverage, reportable income, or lower educational level.

Figure 5



FD: Authors' own elaboration with INEGI data. In original language: Spanish

This figure shows the increase until 2019 in informal activities, it stopped during the pandemic, however, it grew rapidly during 2021, 2022 and 2023, increasing more than in 2019. Fighting informality is essential to reducing poverty.

The following table shows how economic activity decreased during 2019 to 2020, as well as we can see that Tamaulipas has a low GDP considering its strengths such as maritime area, borders, ports, beaches, and the wealth of its land, according to the

color map shown below, compared to other states.

Table 1

Impacto de la COVID-19 en el PIB per cápita		
Debido a las medidas sanitarias impuestas a causa de la COVID-19, la actividad económica del país disminuyó considerablemente, lo que afectó también al PIB per cápita del año 2020. En la siguiente tabla puedes comparar el PIB per cápita de tu entidad de 2019 con 2020.		
Entidad federativa ☺	PIB per cápita 2019 (pesos) ☺	PIB per cápita 2020 (pesos) ☺
Nacional	139,597	127,425
Aguascalientes	157,304	142,703
Baja California	160,898	152,317
Baja California Sur	201,759	151,590
Campeche	525,822	481,697
Chiapas	46,146	44,387
Chihuahua	152,122	141,532
Ciudad de México	346,975	316,761
Coahuila de Zaragoza	190,258	166,389
Colima	141,768	128,953
Durango	110,135	101,500
Estado de México	91,481	85,184
Guanajuato	113,810	104,393
Guerrero	66,031	59,922
Hidalgo	89,538	78,891
Jalisco	146,238	133,857
Michoacán de Ocampo	88,685	82,199
Morelos	99,420	87,849
Nayarit	95,184	83,135
Nuevo León	248,248	225,862
Oaxaca	61,305	57,239
Puebla	91,146	80,424
Querétaro	180,054	160,301
Quintana Roo	172,315	128,903
San Luis Potosí	129,552	119,143
Sinaloa	127,437	117,150
Sonora	191,089	179,296
Tabasco	176,111	160,564
Tamaulipas	142,994	129,590
Tlaxcala	76,108	65,899
Veracruz de Ignacio de la Llave	94,423	86,373
Yucatán	118,378	107,364
Zacatecas	91,715	87,211

FD: Cuéntame de México, Revista de Economía. In original language: Spanish

The following map shows the level of GDP per capita by area, if informal work, unpaid work, were accounted for, the level of GDP in Tamaulipas and throughout the republic would improve.

According to the Sustainable Development Goals, this study analyzes Goal 5 Gender Equality, although Goal 8 Decent Work and Goal 10 Reduction of Inequalities are also involved. The following map shows the level of GDP that each state has, noting that Tamaulipas has an average level.

Figure 1



FD Cuéntame de México, Revista de Economía

In original language: Spanish

4. Results

Considering the above, according to INEGI in the National Survey of Occupation and Employment (ENOE) in the state of Tamaulipas, during the last 10 years, from 2013 to 2022 in the Economic Activity sector, although progress has been made in gender equality, there is no perceived relationship between gender equality and economic growth, even when women have gained space. Economic growth is at the same level.

According to IMCO, only 4 out of 10 women in Mexico have or are looking for paid employment. This proportion of female participation in the labor market is below the global average and the Latin American region. Despite progress in bringing more women into the economy, change is slow and women's access to well-paid or paid jobs is still low.

5. Conclusions

The employment gap is a problem of systemic origin of great complexity, which is produced by various factors, which limit the possibility for women to obtain greater incomes that guarantee their empowerment, with the use and distribution of time being a fundamental element.

One of the main challenges in terms of development is the autonomy and

empowerment of women through the reduction of the gender employment gap. Women's employment continues to retain the characteristics of informality and precariousness, due to various factors that deepen the gender gap in the labour market.

According to the 2021-2023 bibliography found, as well as data from ENOE (National Survey on Occupation and Employment), published on the INEGI portal, according to economic censuses, it is concluded that the adoption of new working conditions focused on gender equality does not depend solely on the legislative part, although a more active and determined participation by the State can lead to greater acceptance and progress. Implementing management conditions and practices that promote gender equality derives from a human resources approach with awareness of the need for gender equality and the benefits it brings, as well as a culture with values based on equality and commitment to development, whereby, both adequate and aligned management and leadership, are crucial to achieving this goal.

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