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Labor equity: Gender perspective

Equidad laboral: Perspectiva de género

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Abstract

In a world in constant movement, which in recent years has seen progress in women's struggles for equal treatment, there are still situations of gender discrimination, lower participation of women in the labor market, and situations of gender violence in the workplace. To analyze gender equity in the workplace; Materials and methods: An exploratory systematic review was carried out, making a pre-selection of 35 articles that met the inclusion criteria: articles of primary studies, articles that contain in their abstract key words related to the search, as exclusion criteria the notes to the author, postgraduate research, articles older than 10 years, at the end there were 20 articles of an exploration of the last 10 years.

Resumen

En un mundo en movimiento constante, que se encuentra en movimiento constante, que en los últimos años se ha observado los avances en las luchas de las mujeres a tratos de igual, aún existe en el mundo laboral situaciones de discriminación de género, menor participación del género femenino en el mercado laboral, situaciones de violencia de género. Analizar la equidad de género en el ámbito laboral; Materiales y métodos: Se ejecutó una revisión sistemática exploratoria, realizándose una preselección de 35 artículos cuales

cumplían con los criterios de inclusión: artículos de estudios primarios, artículos que contienen en su resumen palabras clave con relación a la búsqueda, como criterios de exclusión las notas al autor, investigaciones de posgrado, artículos de más de 10 años, al finalizar quedaron 20 artículos de una exploración de los últimos 10 años.

Palabras clave/ Keywords

equidad laboral de género, participación laboral, igualdad de oportunidades laborales

gender equity in the workplace, labor participation, equal opportunity in the workplace

2 Introduction

The gender as the entrenched institutionalization of historically and socially constructed differentiation between the sexes Aspiazu (2013). In his studies, he was also able to show that women reveal that they spend a greater part of their time working, unlike men in all developed and underdeveloped regions, with the exception of North America and Australia, where the hours worked were practically the same. In the research that studied how members perceive the fair distribution of activities in the household, they consider that the allocation of tasks should be done in a fair manner that favors the development of individuals within the family and of the family itself Duque, Ortiz, & Vargas (2013); Urrutia & Figueroa (2015) In the reproductive age, a drop in women's employment supply is reflected, because these are dedicated to the family, female labor participation decreases, even more as they have more children Urrutia & Figueroa (2015). In addition, there is low involvement in household chores. Work and family are two important points for the personal and social development of populations, balancing work and family with the obligation to admit with the obligation to cover several roles creates conflict and stress in individuals (Figueroa, 2020). It is significant to mention the responsibility of organizations to have policies that reconcile work and family through the implementation organizational practices.

Hochschild considers that traditional gender roles affect women of all social statuses who work, not just upper middle class (Aspiazu, 2013).

Hochschild tried to show that there is an impasse, that the massive incorporation of women into the labor market was not accompanied

by a change in the structure of the labor environment, there is still an overload of work for women Aspiazu, (2013). At this point it can be established that despite the advances produced in labor equity issues there is still a lack of policies that make domestic and work responsibilities compatible, in addition to the family commitment to equitably share household chores Argas, Merino, & Perrotini Hernández, (2015) Urrutia & Figueroa, (2015) Urrutia & Figueroa, (2015). In recent decades, the entry of women into the labor market has been increasing, their ascent in the corporate ladder has proven to be slower Torres, Ortiz, Eduardo, & Restrepo, (2012).

Equality of opportunity became more evident in the middle of the last century, when the pressure of different social movements to achieve a more equitable treatment allowed the advance towards the construction of new thoughts, these social estates began in the 18th century together with the French revolution (Torres et al., 2012).

Young 2020 addresses the issues of justice and politics of differences through a debate on the elements that are considered as key such as the distributive paradigm and the fairness of the distribution of work, the transfer of power, decision making and practices that undermine the autonomy and full development of women's capabilities (Moya, Mafla, & Luna, 2017).

In the ISO 2600-2010 standards that deals with social responsibility, it touches on issues of labor equity within society (Gomez, 2019).

In Colombia in recent years there has been equal participation in senior leadership positions; the rate of women who reach this level is higher than in other Latin American countries, doubling that of Mexico and Venezuela. Such variations between countries are due to different reasons, among them, business activities, levels of development, cultural characteristics, and access to education in each country (Torres et al., 2012).

The conditions of inequity are observed in lower incomes for women and fewer opportunities to ascend to hierarchical organizational positions despite having high levels of professionalization. (Stevenson, 2003; Torres et al., 2012), discrimination of women in the workplace is not something new it is an old problem, despite the fact that the number of women entering the workforce has been increasing dramatically in recent decades. The recommendations of equity and fairness of social comparison processes of organizations that influence

satisfaction and productivity. From an occupational health point of view it explains the interaction between the person and the work and whose exposure can have positive and negative impact Barros-Bastidas & Gebera, (2020), Noroña & González, (2020).

The socio-economic and political conditions in which globalization is introduced today are characterized by a high degree of uncertainty, low level of predictability, complex environments, floating economies, and interdependence (Godoy & Mladinic, 2009).

"The growing female labor force in Mexico, with almost a third of all women now working outside the home, has brought more jobs, but at a very high social cost" (Stevenson, 2003). Despite all this, there is still another point, which is gender segregation, women are concentrated in those occupations conceived as feminized jobs.

For women, it not only represents opportunities for exchanges, but also becomes an exercise in female empowerment, since in this way they gain greater control over different key aspects of their lives Stevenson (2003). In this way, women renegotiate relationships for participation and exercise relevant roles in the different spheres of work, both public and private, which translates into opportunities for a fairer and more democratic social distribution of power (Stevenson, 2003).

Gender equity is the recognition of the diversity of the individual, in order to promote conditions of greater justice and equal opportunities, equity is to speak of a complete diversity in the individuals hired without discrimination (Vargas et al., 2015).

Thus, the general objective of this study is to analyze gender equity in the labor field in Latin America.

Materials and Methods

The present research was based on the criteria of the exploratory systematic review methodology (Manchado et al., 2009) of the publications that have been carried out on gender labor equity, and gender equity and labor participation, labor discrimination by gender. A search was carried out through academic Google, Lilacs; Redalyc, for which the key words used to search for research on the topic were: gender labor equity, labor equity and labor participation.

This research was not limited to geographical location; from this exploratory inquiry 65,310 articles were found on the topic chosen to perform the article, making a pre-selection of 35 articles based on a quick reading of title and abstract, which met the inclusion criteria: articles of primary studies, articles that contain in their abstract keywords related to the search, as exclusion criteria (Carrizo & Moller, 2018), notes to the author, postgraduate research, articles older than 10 years, among the inclusion criteria were articles from the last 10 years, containing the keywords, at the end were left 20 articles of an exploration of the last 10 years.

A data collection protocol was included for the information search, with information on the author and year of publication, sample size, results found (Guirao-goris, Vida, & Mindfulness, 2014).

The variables chosen were: gender equity in the workplace, labor participation, and dual presence.

(Weil, 1995) Ethical requirements in documentary research were taken into account, authors' rights were protected, the document was properly cited according to APA standards.

Results

Table 1. Existing normative agreements on gender equity

Regulatory agreements	
Universal Declaration of Human	
Rights 1948	
Convention and	
recommendations on combating	
discrimination in education	
Forward-looking strategies for	
the advancement of women to the	
year 2000	
Report on the world	
decade for cultural	
development	
World Conference on	
Education for All	
united nations conference on	
environment and development	

World Summit on Social Development
International Conference on Population
and Development
4th World Conference on Women
united nations conference on
human settlements

Source: Data obtained from exploratory systematic review
Prepared by: Author of the systematic review

Table 2. Spaces granted to gender equity established

Table 2.	Spaces granted	to gender	r equity (established in
chronolog	gical order.			

Year	Spaces
1945	UN Charter
1948	Universal Declaration of Human Rights UN
1948	Seneca Falls Statement
1952	Convention on the Political Rights of Women UN
1967	UN Declaration on the Elimination of Discrimination against Women
1975	First world conference on women
1975	World Women's Conference in Mexico
1979	Convention on the Elimination of All Forms of
	Discrimination
1980	Second World Women's Conference
1985	Third world conference on women, equality, development and peace
1993	World Conference on Human Rights
1994	Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women
1994	International Conference on Population and Development
1995	IV World Conference on Women
2000	Women in the Year 2000: Gender Equality, Development and Peace in the 21st Century
2000	Millennium Summit: Millennium Declaration
2001	World Conference against Racism, Racial
	Discrimination, Xenophobia and Related Intolerance
	and Related Intolerance

2002 Meeting of women leaders and environment
2005 Bling Conference

Source: Data obtained from exploratory systematic review

Prepared by: Author of the systematic review

(Aspiazu, 2013; Bedoya, Martín, & Romero, 2014; Figueroa, 2020; Godoy & Mladinic, 2009; Stevenson, 2003; Torres et al., 2012; Vargas et al., 2015). These studies agreed that there is female concentration in certain branches of production, with low quality jobs, lack of social protection, low income, gender inequality in the labor market, and in income distribution, as well as that women are segregated in those occupations that present greater instability and are considered female careers.

(Torres et al., 2012) This study considered that there are still barriers that prevent women from accessing leadership positions, this effect known as glass ceiling, ("Gender equity: utopia or reality?," 2013; Moya et al., 2017; Stevenson, 2003) women receive inferior treatment in terms of the possibilities of obtaining jobs in better conditions as well as it happens in populations discriminated by sexual orientation, religion, or race (Torres et al., 2012). This research found that in the 500 largest companies in the world, only 1% of them are preceded by women, in North American companies women have better remuneration in their jobs, but only 6% of the workforce is female and 1% of the companies are preceded by women; as well as determined according to the results that in Europe the top management positions are occupied by women in 11%, and come to precede companies 4% of these women. In 2007 in the United States the corporate boards had 14.8% of women, a similar percentage with 13.7% in Canada, in France and Spain did not exceed 8%.

The study on gender equity as part of social responsibility found that in 2010 on average salary difference between men and women was at 60% with some variations depending on the educational level achieved, 69% of a man's salary; furthermore this research agreed with Meentzen (Gomez, 2019). According to his criteria, there should be a strategic reorganization that integrates both women and men. In Latin America (Bedoya et al., 2014). (Bedoya et al., 2014), it is still considered that care work is associated with female roles, such as medical careers where the percentage of female students is higher than the percentage of male students. (Romero, 2008) this scientific

exploration found that in the last 30 years, the number of women in higher education has tripled, although an increase of women in careers considered as masculine has been observed, this did not occur with careers classified as feminine.

Figueroa, (2020) y von Feigenblatt, O. F. (2020). "Inserción laboral y salud mental: una reflexión desde la psicología del trabajo," 2013) coincide with those previously mentioned in previously analyzed articles, that the participation of women does not determine that there is gender equality in the labor sectors, since labor discrimination persists, labor segmentation, and several difficulties that are detrimental to the opportunities to occupy more important positions and higher salaries (Vargas et al., 2015). The participation of women in companies listed on the stock exchange barely reaches 7.2% and only 3.5% manage to position themselves as independent directors (González et al., 2015), This study conducted by health professionals revealed that there is little presence of women in management positions, that they perceive that they must make greater efforts and that they obtain less rewards (Duque et al., 2013), this study determined that there is a commitment to promote gender equality and women's autonomy in all areas of life.

Rodriguez (2010) this research investigation determined that domestic work influences the quantity and quality of paid work, as well as that unemployment and underemployment rates are higher in women than in men (Gomez, 2019), according to the study of gender equity in 2012, the organization for economic cooperation and development concluded that in the last 50 years salaries were 16% lower than those of men, in Mexico women occupied 29% of informal jobs (Duque et al... 2013), this research showed that between 2003 and 2005 61% of women in the Colombian labor market did so informally (Godoy & Gladenic, 2013), 2013), this research showed that between 2003 and 2005, 61% of women in the Colombian labor market worked informally (Godoy & Mladinic, 2009; Urrutia & Figueroa, 2015). The aforementioned studies indicate in their results that women move away from working life to devote themselves to housework, and that the more children the household has, the fewer opportunities there are to enter full-time jobs.

Romero (2008) this study also found that women with higher education accept low-paid jobs, hourly or part-time jobs, the latter in order to be able to reconcile household chores with work.

(González et al., 2015). This study, which focused on health professionals, found that women felt less valued than men, in addition to the fact that there are still specialties in the health field that are considered feminized careers. When patients were consulted on the quality of care, it was found that patients consider that women provide longer care, with more information and that they are involved in emotional aspects.

The study on the double working day ("Productivity, work and health, the psychosocial perspective," 2007), investigated that by 1906 in France women constituted 40% of the female labor force, segregated in companies, government offices, and insurance companies. It also found that 11% of women had been victims of gender-based violence at some point in their working lives, and 22% performed household chores alone, these women felt that they should pay more attention to their physical, psychological, and social well-being, have leisure spaces, and recreational activities.

Women and business leadership this article revealed that in Colombia 40% of the labor force comes from the female gender, when talking about the types of leadership this research concluded that it is not about copying the male roles but to lead from the characteristics related to the sex of biological beings and gender. It also determined that women have characteristics linked to emotional intelligence, while men have characteristics linked to rational intelligence, that women have leadership based on interpersonal relationships, that they use verbal strategies to resolve conflicts, while men are more rational, women are more democratic, participative, men are more competitive, leadership of command, control, power and competition. Discrimination. This research revealed that for the employer's imaginary, the female leadership style generates a contrary sensation, since it is believed to be motivated by emotions, in addition to the fact that women are considered to have less productive periods due to maternity leave, which prevents them from developing in managerial positions.

Vargas et al. (2015) this study resolved that "the business world is a complex world, and neither the male work model nor the female work model could provide a balanced organization without the complement of the other". In addition this study revealed in Latin America for 2016 4.2% of companies had at least one female executive director while 8.5% of board members were women, which shows that Latin America is living an apparently labor equitable society, this study also indicated

that according to data revealed by the United Nations Organization, at the end of 2017 17. 3% of managerial positions are held by women, and in developed country markets this index rises to 20, 4%. The countries with the highest percentage of women in management positions are Norway with 47%, France with 34%, and Switzerland with 34.1% in these last three countries more than 90% of the companies had at least one woman on the board. In Europe as a whole, 25% of management positions were held by women, while in the United States it was 20%. However, the article on the challenges of gender equity in higher education in Mexico and the insertion of women in the labor market reveals that 66% of the illiterate population in the world are women, and that in sub-Saharan Africa for every 100 men enrolled in higher education only 33 are women, and that in developed countries for every 100 men in the labor market there are 50 women working. These women who participated in the study considered that there are discriminatory practices in professional promotions appointments, that there are tensions derived from the dual family and professional role, interruptions in the professional career due to cultural stereotypes, a male cultural alienation and a continuous resistance to women occupying management positions, and that in the health field women tend to have several studies in order to access relevant positions Rodriguez & Caminotti (2010).

Vargas et al., (2015) this study established that due to the importance of establishing a reconciliation between family and work, companies implement organizational policies that assume social responsibility safeguarding the quality of life of workers, this article found that in Chile there is a national platform called Gender Parity Initiative, which is carried out by authorities belonging to the government and representatives of the private sector that aim to bring more women into the economy and put an end to gender inequalities in both the public and private sectors. It also determined that not implementing labor measures specifically in charge of family and work reconciliation issues, are often detrimental to the quality of life of workers, revealing themselves in desires of abandonment when they interfere with the compatibility to perform family work Stevenson, (2003). This article determined that the assignment of attributes turns gender into a basic criterion for social organization in which there is an unequal distribution of roles and responsibilities, which also fosters a hierarchization of powers in which men are the dominant agents, making these spheres more valued, remunerated and of higher order. This research also found that women perceive the work environment is different for them, because they must face obstacles on the way to reach higher positions in organizations, which is called glass ceiling, which is perceived as a transparent barrier that prevents them from ascending, for this study the barriers that make up the glass ceiling are subjective, fueled by gender stereotypes.

Conclusions

Although the issue of labor equity has been addressed over the years, there is still a lack of policies to help create jobs that reconcile work and family, and many women decide to work part-time, with lower salaries, or do work that can be performed from home. Despite the progress that has been made in terms of access to education, there is still much work to be done to modify careers that are socially conceived as masculine, as well as access to higher hierarchical jobs that are not determined by gender. Although in recent years women have had greater access to the labor market, there is still a need to work on discrimination in access to hierarchical positions. participation in the labor market has increased in recent years, although it is still far from achieving equity. Women must have higher education levels in balance with men's education levels to access similar or the same positions, as well as they must toughen their character to obtain leading jobs in areas considered as exclusive work areas for men.

There are very few policies implemented on the reconciliation of work and family, despite the fact that the ISO 2600 2010 standard has established this issue. The progress of female inclusion in recent years has been increasing significantly in contrast to later years. The biggest existing problems for this inclusion, and even lower female labor participation are the double presence, the lack of male collaboration in household care tasks, in addition to the lack of work on masculinities, and the lack of work on breaking paradigmatic concepts of gender roles pre-established for decades that affect the female presence in the labor market.

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