



(RESEARCH ARTICLE)



## Gender equity: A brief overview in Puebla City-Mexico

Rivera-Vega N <sup>1,\*</sup>, Vega-Benitez M <sup>2</sup> and Rivera A <sup>3</sup>

<sup>1</sup> Faculty of Law and Social Sciences, Benemerita Universidad Autonoma de Puebla, Mexico.

<sup>2</sup> Eastern Institute of Puebla, Mexico.

<sup>3</sup> Science Institute, Benemerita Universidad Autonoma de Puebla, Mexico.

International Journal of Science and Research Archive, 2022, 06(01), 195–199

Publication history: Received on 19 April 2022; revised on 22 May 2022; accepted on 25 May 2022

Article DOI: <https://doi.org/10.30574/ijrsra.2022.6.1.0124>

### Abstract

Gender equity is an ethical consideration with which we try to apply measures that correct the historical imbalance between genders, however the current panorama reflects differences in treatment and opportunities between men and women, the latter being the most vulnerable sector. The objective was to analyze gender equity in our society through the design of an instrument applied to an open population. In the present study, an observational, prospective, cross-sectional and descriptive design was used, applying an ad-hoc questionnaire to a total of 130 individuals in Puebla city during the months of november-december 2021, in order to collect information that It would allow us to know the possible causes and consequences that are involved in gender inequality.

The analyzed sample showed that the percentage of participation for women was 79.2% and for men 20.8%. Individuals surveyed 89.2% reported that they do not consider that there is gender equality in our society. Regarding the fact of whether men and women receive the same treatment at work, school or other environment, 53.1% answered no and 46.9% affirmed yes. 70.7% of the responses state that human rights violations affect both genders, and only 29.3% state that their impact is due to or based on the sex of the victim. There is agreement on the fact that there is no gender equity in our society and that it also happens in almost all areas of social activities.

**Keywords:** Equity; Gender; Population; Puebla; Mexico

### 1. Introduction

Throughout history, it has been documented that inequalities based on sex have always existed, because of stereotypes and radically different roles between men and women, these "natural differences" are evident in all areas. This phenomenon has a considerable impact on societies and the degree to which it manifests itself will be greater or lesser depending on the legal, political and economic regulations of each country [1].

Gender inequality has been present at all times and can even manifest itself from the first years of life of individuals. Its expressions are `multiple: sexual, physical, psychological, economic violence; femicides, sexual harassment, the salary gap, discrimination, the unpaid exercise of domestic and care work (which for women implies twice the time, compared to men) and/or multiple limitations in the exercise of sexual rights , among others [2].

Undoubtedly, an issue is becoming more important every day in our society, which is why the following work is proposed, whose objective is to analyze gender equity in our society; and the causes and consequences that are involved in gender inequality.

\* Corresponding author: Rivera-Vega N  
Faculty of Law and Social Sciences, Benemerita Universidad Autonoma de Puebla, Mexico.

Gender equity is an ethical consideration with which it is tried to apply measures that correct the historical imbalance between genders. It helps us to identify the inequality of treatment and opportunities between genders, it is useful to propose changes in the organization and structure of institutions and to make women aware of how important it is to have a notion of their rights in order to exercise them. Moreover, its purpose is to achieve the participation of women in decision-making in all areas of social, economic, family and cultural life [3].

On the other hand, we must take into account the term “gender equality” since equality and equity do not mean the same thing; equality is defined as the equal rights, responsibilities and opportunities of women, men, girls and boys [4].

A report by the United Nations of Mexico indicates that currently no country has achieved gender equality since even women and girls continue to be undervalued because they work more, earn less and have fewer opportunities [5].

These differences in treatment and opportunities go against human rights and consequently are reflected every day in situations such as domestic violence, discrimination based on sex or pregnancy to obtain a job, femicides, sexual harassment, the prostitution of girls and women, gender violence, the wage gap, attacks on human or reproductive rights and the lack of co-responsibility [5].

Regarding these consequences that are triggered, it is observed that discrimination, violence and other acts that violate and harm women have existed at all times and most of the time all this has been the result of cultural beliefs that are within the society [6].

In Mexico, only 45% of the female population participates in the labor market compared to 78% of the male population; similarly, women receive a salary approximately 15.6% lower than that of men [5].

It has been documented that in government positions the participation and presence of the female gender is minimal, today there are only two women governors and only eight women are part of the President's cabinet. In the Supreme Court of Justice of the Nation, of eleven ministers that compose it, only three are women. In Mexico we have a law that ensures gender equity, but the facts and events mentioned above make us reflect and see how far we are from being able to make it a reality [7].

Although there is no gender equity and equality present in our society, there are various organizations and institutions at the national and global levels that promote these two concepts [2].

The national instruments and organizations are: The Political Constitution of the United Mexican States, The General Law on Women's Access to a Life Free of Violence, The General Law for Equality between Women and Men, and The Federal Law to prevent and Eliminate Violence. Discrimination [2].

Among the international instruments and organizations are: The Charter of the United Nations (1945), The Universal Declaration of Human Rights (1948), The Convention on the Political Rights of Women (1954), The International Convention on the Elimination of All Forms of Racial Discrimination (1965), The International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (1966) and The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) [2]. The objective was to analyze gender equity in our society through the design of an instrument applied to an open population.

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## **2. Material and methods**

### **2.1. Participants**

The work was carried out in an open population of the City of Puebla-Mexico, during the period November-December 2021, with the participation n=130.

### **2.2. Design and instrument**

In the present study, an observational, prospective, cross-sectional and descriptive design (descriptive survey) was used, applying an ad-hoc questionnaire, which contained items referring to sociodemographic aspects and the theme of gender equality. Informed consent was obtained from all individual participants included in the study, according to the Declaration of Helsinki. The data obtained was managed by means of descriptive statistics (Instant 2.0 Software).

### 3. Results and discussion

In the present investigation, a sample of 130 individuals with an average age of 32.9 (range 15-67 years) was included. The analyzed sample showed that the percentage of participation for women was 79.2% and for men 20.8%.

Regarding what they reported about what they understood by gender equity, most of the participants referred that both men and women should receive the same opportunities, conditions and forms of treatment in any area in which they work. It should be noted that confusion is detected in the interpretation of the concepts of gender equality and equity by the sample surveyed. There is talk of two concepts that are very different, however it has been established that both are of the utmost importance since their application is necessary to achieve equal treatment within society. These two concepts are: gender equality and equity, on the one hand the first term refers to a provision, which derives from a human right and is defined by the UN as "the equal rights, responsibilities and opportunities of women and men". men and girls and boys" -, on the other hand, the second term is an ethical consideration with which it is tried to apply measures that correct the historical imbalance between genders [4].

Different strategies are documented to demonstrate the need to adopt good practices and that gender equality is really applied in society [8-10], therefore, the question if they believe that there is gender equality in Mexico, 89.2% referred that no and 10.8% that yes. Regarding the fact of whether men and women receive the same treatment at work, school or other environment, 53.1% answered no and 46.9% affirmed yes.

In the question regarding gender participation in work environments, respondents reported that there are more women than men (67.7%), only 32.3% answered that there are more men than women in their work environment.

When questioning the participants about whether they had known someone who had experienced gender inequality, 53.1% said no and 46.9% said yes, stating that this lack of gender equality is related to inequality and segregation. towards the female sex, machismo, culture, values and the same social role showing as the main expression's workplace harassment, discrimination and violence.

The participants indicated the frequency with which they have witnessed the absence of gender equity, highlighting the response frequently with 42.3%, occasionally with 45.4% and never with 12.3%.

Seventy-nine-point seven percent of participants reported that the environments where people are victims of unequal opportunities, injustice, discrimination and violence are at home, on the street, at work and at school.

Fifty-four-point nine percent of the participants are unaware of the existence of national organizations or institutions involved in the application of gender equality, while 45.1% indicated having knowledge of said organizations or institutions.

Seventy-point seven percent of the participants responses state that human rights violations affect both genders, and only 29.3% state that their impact depends on the sex of the victim.

The results obtained in the present investigation allow establishing a relationship with the organization of indigenous and rural women in productive groups and micro-enterprises that intends to be a mechanism towards empowerment, the fight against poverty and gender equity, being the three Objectives of Sustainable Development of the United Nations 2030 Agenda for Development. In Mexico, these objectives are addressed from the Plan the gender perspective to be applied in the design and implementation of sectoral policies, programs and budgets [11].

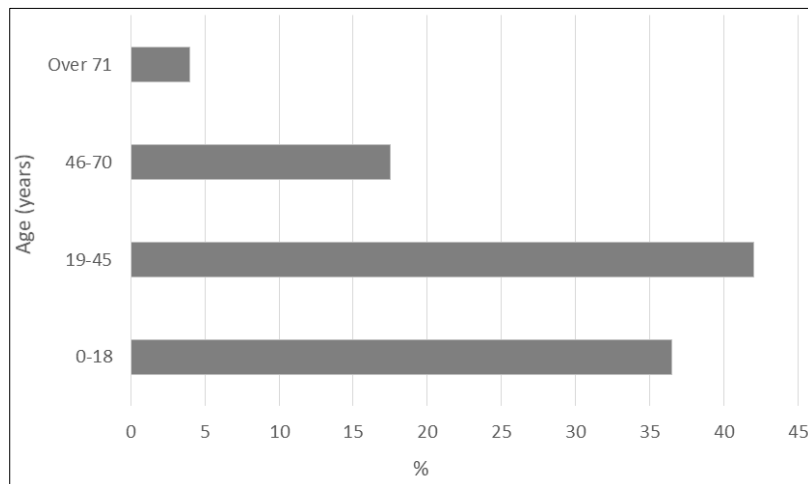
Previous research shows that there is resistance to the mainstreaming of the gender perspective in Higher Education Institutions, in such a way that the gender perspective should provide a historical vision of the progress made in equity public policies and what exactly are the approaches of the institutions. various academic positions on the subject [12].

It is important to highlight the work that analyzed the scientific production of Mexico registered in the Web of Science from 1900 to 2000 in the areas of exact sciences and engineering to characterize the way in which women researchers are incorporated into the development of these fields of study. The work was based on the quantitative bibliometric method through the application of indicators of gender, production and scientific impact and the analysis of bibliometric networks of co-authorship. In Mexico, the exact sciences and engineering register their first contributions during the first half of the 20th century. Women did it from the 1940s through Syntex laboratories where they published their initial contributions. The participation of female researchers increased between 1960 and 1970 with the recognition of women in higher education and research, as well as the creation of different research institutions in the country, in

addition to changes in women regarding the choice career and the existence of international conventions for the active participation of women [13-17].

Data regarding gender inequality in Mexico, in the period 2010-2014 with a female population of 61.2 million, reflect a reality that is urgently needed. Reporting that 25% of households were represented by a woman, 63% of women over 15 years of age had been victims of violence at some point in their lives, and in the aspect of poverty, 42% in the age group of 19-45 years (Figure 1), data that allow proposing initiatives to improve these gender conditions [18]. Chukwuma *et al.*, (2022) says that there can be no effective education, especially among women, without effective harnessing of innovations, literacy, adoption and use necessary to harness the economic empowerment of women in society and science [19].

It is also important to highlight the relevance of including works where the results of the evaluation of an instrument on gender institutional culture are analyzed, where the principal components method was used, which allows describing the structure and parameters of its validity and reliability, as well as the differences that can be analyzed by sex [20].



**Figure 1** Poverty by age group in women in the period 2012-2014 (ONU Mexico 2014)

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#### 4. Conclusion

Through the present investigation that involved the analysis of gender equity in our society and the possible causes and consequences related to gender inequality, we can conclude that in said work the participation of the female sex stands out. Both men and women perceive that gender equity is an issue that involves both genders.

There is agreement on the fact that there is no gender equity in our society and that it happens in almost all areas of social activities, since more than fifty percent of the analyzed sample report that they have witnessed manifestations of gender inequality.

The contributions of this type of work represent an advantage for society itself, but also for organizations aimed at promoting gender equity and the institutions that integrate researchers in this field of study. It is essential that in order to achieve greater equity it is necessary for society in general to overcome gender stereotypes, which are still deeply rooted.

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#### Compliance with ethical standards

##### *Acknowledgments*

To the institutions for the facilities to carry out this research.

##### *Author's contributions*

All authors collaborated equally in the design, execution and writing of this work.

*Disclosure of conflict of interest*

The authors declare that they have no competing interests.

*Statement of informed consent*

Informed consent was obtained from all individual participants included in the study.

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