

Labor experiences of the administrative and manual labor personnel of a Higher Education Institution. An analysis from the gender

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Abstract

The generation of knowledge about the employment status of men and women in universities is of interest because it shows an overview of the social dimension of gender and the way in which social relations are woven in Higher Education dependencies, both in terms of to formal education refers to the incorporation of its personnel in the workplace. In the educational field, gender inequalities are not visible in terms of access because children attend school in very similar percentages; neither in terms of academic and academic qualifications, given that women and men do not present differences. However, in the light of the new visions, education is insufficient if it does not contribute to the deconstruction of the coercive bases of gender inequality. This implies questioning the sexual division of labor, which is based on gender stereotypes. Therefore, an analysis with a gender perspective is necessary so that prejudices about sexual differences are recognized and eradicated. From the perspective of human rights, the goal is to give a decent treatment to all people without making differences of any kind, which is the basic condition that every human being deserves.

Gender, work experiences, administrative staff and manual

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Introduction

The generation of knowledge about the situation of men and women in the field of the universities is a topic of interest at present, mainly because it shows an overview of the social dimension of gender and the way in which social relations are woven in the Higher Education dependencies, both in terms of formal education and the incorporation of their personnel in the workplace.

According to data from Carvajal et al., (2012: 37) in the educational field, gender inequalities are not visible in terms of access because girls and boys attend school in very similar percentages; neither in terms of academic and academic qualifications, given that women and men do not present differences. However, in the light of the new visions, education is insufficient if it does not contribute to the deconstruction of the coercive bases of gender inequality. This implies questioning the sexual division of labor, which is based on gender stereotypes (InWomen 2008). Therefore, an analysis with a gender perspective is necessary so that prejudices about sexual differences are recognized and eradicated. From the perspective of human rights, the goal is to give a decent treatment to all people without making differences of any kind, which is the basic condition that every human being deserves.

The sexual dimorphism that pretends to rigidly separate men and women, masculine and feminine, increasingly yields more ground, even in empirical research, in favor of a multidimensional and contextualized position that takes behavioral changes into account.

Throughout history in different societies in relation to what is meant by masculinity and femininity (Fernández, 2011).

The recognition of gender as a social construction, opens the possibility of conceptualizing the world and creating alternative behaviors (Stromquist, 2006) which leads not only the modification of notions of masculinity and femininity, but also the ratification of broad notions of citizenship. However, Stromquist points out that, apart from the differences in the conceptualization of gender, it is clear that this is not only a social indicator among many others; it also functions as an articulating principle that affects social interrelations and that, for this reason, gender inequalities manifest themselves at the macro and micro levels of everyday life and affect people of all social classes, in a transversal manner.

In the labor field, González (2004) indicates that traditionally in companies the male presence predominates, which tends to create environments of competition, lack of communication, individualistic attitudes and a huge bureaucracy; However, at present we can already imagine a different work environment, if we are able to reconcile the skills of men and women in relation to work.

There is no doubt that the greater participation of women in paid employment throughout the world makes their economic contribution more visible and may indicate lower levels of discrimination in access to employment. But has the situation of the woman really improved?

To answer this question, it is necessary to observe the nature and quality of the jobs to which women have access, in comparison with men. The employment situation of men and women presents different characteristics. Men are more likely to occupy key positions, fixed positions or better paid, while women tend to occupy peripheral, insecure and less prestigious positions. In addition, they are excluded from certain kinds of jobs due to the existence of hiring practices favorable to men or obstacles to promotion or professional progress (González 2004).

Once a person has overcome the difficulty of entering the labor market, he or she can continue to be a victim of discrimination. It is only necessary to observe the distribution of people within the labor market to realize that public transport operators, for example, are generally men, while women remain in clothing and domestic work (horizontal segregation). Similarly, if we focus on a single occupation, we will see how women make up the majority of the workforce of production while men tend to dominate production (vertical segregation) (González 2004).

For all the above, the objective of this paper is to describe the work experiences of administrative and manual labor personnel Education Institution, in order to contribute to the knowledge of the advancement in gender policy based on equal opportunities; and lay the foundations for strengthening the gender perspective in dependency.

Methodology. The study was cross-section, through a census and via email the administrative and manual staff was informed about the objective of the study and requested their informed consent for the application of a questionnaire, which collected data on type of hiring, acknowledgments, way of entry to the institution, promotions, as well as their experiences in the work environment. The data analysis was made based on the calculation of absolute and relative frequencies: values in the range of 20% to 100% were considered as "urgent and immediate attention", values between 5% and 19.9% are interpreted as "priority attention "And the values between 0% and 4.9% as " area of opportunity".

Results

A total of 58 people were surveyed, 28 (48.28%) corresponded to administrative personnel and 30 (51.72%) to manual personnel (Table 1).

Type of personnel	Men		Women		Total	
	F	%	F	%	F	%
Administrative	5	17.86	23	82.14	28	48.28
Manuals	13	43.33	17	56.67	30	51.72
Total	18	31.03	40	68.97	58	100.0

Table 1 Distribution of the type of personnel in relation to sex.

Source: Surveys conducted at CIR-Biomedical in May 2012

Administrative personnel

The reading of data of the labor situation of the administrative personnel at the moment of the application of the instrument, shows of the group of men that 80.00% are basic workers and 20% are trusted personnel; while, of the group of women, 52.18% are basic (Table 2).

Labor status of administrative staff	Men		Women		Total	
	F	%	F	%	F	%
Base worker	4	80.00	12	52.18	16	57.14
Eventual worker	1	20.00	8	34.78	9	32.14
Trusted worker	0	0	3	13.04	3	10.72
Total	5	100.0	23	100.0	28	100.0

Table 2 Distribution of administrative personnel by category in relation to sex

Source: Surveys conducted at CIR-Biomedical in May and June 2012

Regarding the recognition of the different activities, 40.00% of men and 52.17% of women said they had received some recognition. On the other hand, 60.00% of men and 47.83% of women answered no. It can be noted that in the group of people who have received some recognition, the percentage is higher for women, while those who have not received some recognition the highest percentage is for men.

About the income to the dependency, 80% of the men and 52.17% of the women were incorporated with the category of basic worker; 20% of men entered by contract; It should be noted that, in the group of women, a percentage entered as temporary (17.39%), others did as confidence (13.05%) and there was also a percentage (17.39%) that did so by contract.

Regarding the request for promotions in the last three months, 40% of men and 56.52% of women have requested it; Similarly, 60% of men and 43.48% of women have not done so. Of the men who requested their promotion none obtained it, while of the women 53.85% obtained it. It is interesting to show that among the reasons referred by men, aspects such as: "sic" "stand out because they do not take into account the experience, nor the responsibilities, nor the work load and own initiative". Among the women's responses to why the promotion was not obtained, it stands out: "for not fulfilling the requirements", "for policies of dependency", "for social or political relations".

Manual personnel

Regarding the distribution of manual personnel by category and sex, 100% of men are basic workers, that is, they have definitiveness; while 82.35% of women are basic. The rest of the women, that is, 17.65% are workers for a determined period of time (Table 3).

Labor situation of manual personnel	Men		Women		Total	
	F	%	F	%	F	%
Base worker	13	100	14	82.35	27	90
Worker for a determined time	0	0	3	17.65	3	10
Total	13	100	17	100	30	100

Source: Surveys conducted at CIR-Biomedical in May and June 2012

Table 3 Distribution of manual personnel by category and sex

Regarding the acknowledgments received for work performance, 61.54% of men and 41.18% of women answered affirmatively. Of those who responded not having received any recognition, 38.46% corresponded to men and 58.82% to women; This shows that the highest percentage of those who have received any recognition is for men; the opposite occurs in the group that has not received any recognition where the highest percentage is for women.

About the scholarship to the labor performance, 53.85% of the men have had it what contrasts with the 11.76% of the women who say to have had some scholarship; however, in the group that said they did not receive the scholarship, it is the women who indicated the most in 88.24% compared to 44.15% of the men.

The working condition at the time of admission to the institution showed that 76.93% of the men entered as basic personnel, 7.69% did so as an eventual worker, the same percentage was for those who entered as trusted; while 58.82% of the women entered as basic personnel, 23.54% as new income, 5.88% as trusted, and 11.76% said otherwise.

Regarding the request for promotions in the last three months, 69.23% of men and 23.53% of women have done so. 30.77% of men and 70.59% of women have not requested it. As can be seen, in the group of those who have requested promotion, the highest percentage is for men, a situation that is reversed in those who have not, where the highest percentage is of women.

Experiences in the workplace: administrative and manual labor personnel

The personal relationships that are established in the work environment call the attention of the administrative staff, those who manifest receiving unwanted comments about the appearance, jokes, comments or uncomfortable questions about sexual life and friction or unwanted physical contact are the mens; whereas in the manual staff, unwanted comments about appearance, phone calls, emails and / or messages of an unwanted sexual nature and jokes, comments or uncomfortable questions about sexual life are more often referred to by women; however, in this last person, the pressures to accept unwanted invitations outside of work, friction or unwanted physical contact, as well as the use of physical force or psychological pressure to have sexual relations were more marked by men (Table 4).

Human rights in the labor climate	Sexo	Type of staff			
		Administrative		Manual	
		F	%	F	%
1. Unwanted comments about my appearance.	Mens	1	20	0	0
	Women	2	8.70	8	47.06
2. Telephone calls, emails and / or unwanted messages of a sexual nature, from the staff of the institution.	Mens	0	0	0	0
	Women	0	0	1	5.88
3. Jokes, comments or uncomfortable questions about your sex or love life.	Mens	1	20	2	15.38
	Women	3	13.04	6	35.29
4. Pressures to accept unwanted invitations outside of work	Mens	0	0	3	23.08
	Women	1	4.35	1	5.88
5. Rubbing or unwanted physical contact.	Mens	1	20	3	23.08
	Women	2	8.70	3	17.65
6. Use of physical force or psychological pressure to have sex.	Mens	0	0	1	7.69
	Women	0	0	0	0

Source: Surveys conducted at CIR-Biomedical in May 2012

Note: f = frequency; % = percentage.

Table 4 Experiences in the work environment according to sex and type of personnel

Discussion and conclusion. Today, the work space undergoes significant changes, among which the increasing incorporation of women into paid activities plays a fundamental role (Falquet, 2003).

On this aspect we can observe in the dependency that, the distribution by sex of the administrative and manual personnel there is a tendency in its conformation predominantly by Women, that can be explained by the functions themselves or by uses or customs. Data that coincides with what was pointed out by Dora Cardaci (2005: 138) and Chiavenato (2011) that there is no single model for the incorporation of personnel into institutions, the income possibilities are mediated by the dynamics of the institutions; that is, by their specific operating styles linked to the forms of administration, the structure of the governing bodies and a host of traditions that are often accepted without discussion.

Although the data collected in this study reveal the presence of women in the institution, it is also true that there are still inequalities in job opportunities for women. As González (2004) mentions, it must be clear that changing the structure based on gender in the labor market and eliminating the obstacles to be able to make free and informed choices is a very slow process everywhere. Although it is undeniable that some improvement in horizontal segregation has been observed for reasons of sex, models of vertical segregation in occupation for this same reason are still repeated throughout the world.

The marked tendency of Women in the administrative staff is a revealing fact that they are still thinking about attributes to carry out jobs nuanced by old prejudices based on gender which will persist, unless the new work opportunities are accompanied by policies of Support for Women and with a gender perspective.

The forms of violence evidenced in the work environment respond to conditions of inequality that deprive the interior of Mexican society (Castañeda et al., 2015) as well as dependencies; Therefore, it is important to consider the economic and political contexts in which violence is manifested, since it is a reflection of the economic model and the power structure that prevails at local, regional, national and global levels.

In conclusion, it can be said that in conjunctural times like those we are now living, implementing an equal opportunities policy for Men and Women is not merely an addition to an existing institutional practice. Changes are needed in many aspects that require the revision and improvement of some of these structural systems as well as the participation of all the parties involved, since it is everyone's responsibility and above all due to the increasing labor pressure for the generation of new forms of hiring and evaluation for permanence that have a direct impact on quality and work experience in a differential manner, which shows unprecedented female participation in the labor market.

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