

Labor inclusion analysis for people with disabilities in Huauchinango Puebla

Análisis de inclusión laboral para personas con discapacidad en Huauchinango Puebla

ORTEGA-ESPINOZA, Alejandra†, SAMPAYO-RODRÍGUEZ, Carmen Jeannette*, CASTILLO-QUIROZ, Gregorio and TORRES-JIMÉNEZ, Jacinto

Tecnológico Nacional de México / Instituto Tecnológico Superior de Huauchinango, Master's Degree in Information Technologies, Mexico.

ID 1st Author: Alejandra, Ortega-Espinoza / ORC ID:0000-0002-4865-6223, CVU CONACYT ID:1116197

ID 1st Co-author: Carmen Jeannette, Sampayo-Rodríguez / ORC ID: 0000-0001-8844-6055, CVU CONACYT ID: 951529

ID 2nd Co-author: Gregorio, Castillo-Quiroz / ORC ID: 0000-0002-1904-4172, Researcher ID Thomson: H-9402-2018, CVU CONACYT ID: 162009

ID 3rd Co-author: Jacinto, Torres-Jiménez

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Abstract

In Mexico, people with disabilities have difficulties to fully exercise their rights, due to social and cultural obstacles because of their physical, psychological and/or behavioral conditions; public spaces are not planned according to their needs and, in addition to this, most of them suffer a double discrimination because gender, socioeconomic status, race and ethnicity can accentuate this situation. In the Municipality of Huauchinango it is not known what are the employment opportunities for people with some type of disability, so in the following work an analysis was made based on an exploratory type of research, taking as a source of information the database of companies registered in the National Chamber of Commerce (CANACO) of Huauchinango, Puebla and surveys were applied to a representative sample of registered companies, which reflected that 33% of the companies have staff with disabilities. 60% of people who are hired by a company are in the age range of 26 to 40 years old and only 40% are between 18 and 25 years old. 90% of the companies are willing to hire people with disabilities and 81% of the companies know the benefits of hiring people with disabilities.

Resumen

En México, las personas con discapacidad tienen dificultades para ejercer con plenitud sus derechos, debido a obstáculos sociales y culturales en virtud de sus condiciones físicas, psicológicas y/o conductuales; los espacios públicos no están planeados en función de sus necesidades y aunado a esto sufren, en su mayoría, una doble discriminación pues el género, la condición socioeconómica, la raza y la etnia pueden acentuar esta situación [1]. En el Municipio de Huauchinango no se sabe cuáles son las oportunidades de empleo que tienen las personas con algún tipo de discapacidad por lo que en el siguiente trabajo se realizó un análisis a partir de una investigación de tipo exploratoria, tomando como fuente de información la base de datos de las empresas registradas en la Cámara Nacional de Comercio (CANACO) de Huauchinango, Puebla y se aplicaron encuestas a una muestra representativa de empresas registradas, las cuales reflejaron que el 33% de las empresas cuentan con personal que tiene alguna discapacidad. El 60% de personas que son contratadas por alguna empresa está en el rango de edad de 26 a 40 años y solo el 40% está entre la edad de 18 a 25 años. El 90% de las empresas si está dispuesta a contratar a personas con discapacidad y el 81% de las empresas conoce los beneficios de contratar a personal con discapacidad.

Business, Employers, Disability, Employment opportunity

Empresas, Empleadores, Discapacidad oportunidad

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* Author's Correspondence

† Researcher contributing as first author.

Introduction

In Mexico, people with disabilities have difficulties to fully exercise their rights, due to social and cultural obstacles because of their physical, psychological and/or behavioral conditions [2]. Public spaces are not planned according to their needs and, in addition to this, most of them suffer a double discrimination, since gender, socioeconomic status, race and ethnicity can accentuate this situation [3].

Disability in the workplace has traditionally been viewed in a negative or problematic way, using approaches based on concepts such as stereotype, prejudice, stigma, disability or discrimination [4]. People with disabilities are often underemployed or unemployed compared to people without disabilities [5]. Employment rates in most countries remain disproportionate to the general population [6]. Some data even indicate that employment levels of people with disabilities are declining in recent years [7]. Although there has been progress in the hiring of personnel with disabilities by companies, public agencies and organizations [8]. At present, certain myths and prejudices persist on the part of employers when making the decision to hire workers with disabilities repeatedly [9]. People with disabilities should be poor performers, but actually it is quite the opposite because they are people with high motivation to work in their eagerness for self-improvement have the ability to face new challenges with great interest and willingness to learn [10].

In Huauchinango there is no recorded knowledge of the existence of inclusion for people with disabilities in the labor field. For this reason, an exploratory and descriptive analysis is carried out through surveys conducted to a representative sample of companies that are registered in the CANACO of Huauchinango Puebla with the objective of knowing the employment opportunities that companies offer to people with disabilities.

The document describes the methodology used to conduct the research and presents the tables and graphs of the surveys conducted and finally concludes with the findings on the employment opportunities that people with disabilities have in the companies of Huauchinango, Puebla.

Methodology

The methodology used is that of the authors Hernández et al. (2006), which consists of the following steps [11]:

1. Scope and focus of the research.
2. Hypothesis.
3. Research design.
4. Sample selection.
5. Data collection.
6. Data preparation.

1. Scope and focus of the research

An exploratory, descriptive research was carried out with a quantitative and qualitative approach, based on a random sample taken from the database of companies registered in the CANACO of Huauchinango, Puebla, to which a survey was conducted with the intention of finding out whether or not there are employment opportunities for people with disabilities.

2. Definition of the research hypothesis

H0: Currently, companies in Huauchinango Puebla do offer employment opportunities to people with disabilities.

H1: Currently companies in Huauchinango Puebla do not offer employment opportunities to people with disabilities.

3. Research design

The research was designed with a non-experimental qualitative and quantitative approach.

4. Sample selection

A sample of 30 companies was chosen from the database of companies registered in the CANACO of Huauchinango, Puebla, which currently has 350 affiliated companies, the best known companies were chosen, the type of sample that was used, were classified by the best known and those companies that agreed to conduct the survey.

5. Data collection

The data collection instrument was a survey based on a series of previously designed questions.

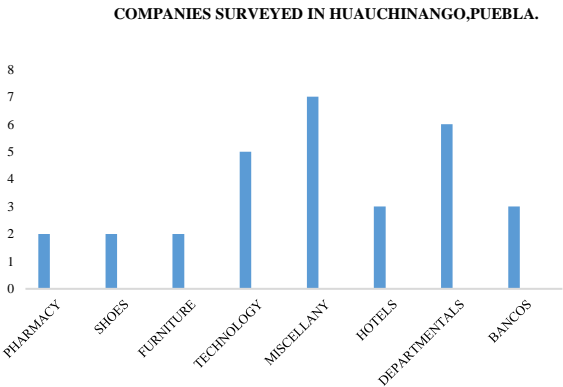
6. Presentation of results

The data obtained from the surveys were captured in a spreadsheet and the data were analyzed through a descriptive statistical analysis to present the results in graphs and tables.

Pharmacies	Shoe stores	Furniture stores	Technology
San Ángel	Exclusivas Marcel	La Imperial	Contino
Farmacia del ahorro	Morelos	Casanova	iOTelecom
			Microtec Distribuidor Autorizado Telcel
			Orbitanda Huauchinango
			Telmex Huauchinango
Miscellaneous	Hotels	Department stores	Banks
Bodega Aurrera	Villa de Cortéz	Coppel	BanCoppel
Sabritas	La Casona	Elezzion	Banco Azteca
Pepsi	Casa Real	El paje	Banorte
Coca-cola		Galassi	
Oxxo		Capriccio	
Galaviz		Bella época	
Cravioto			

Table 1 Companies surveyed in Huauchinango, Puebla
Source: Own elaboration

Graphic 1 Shows the number of companies surveyed in different industries.

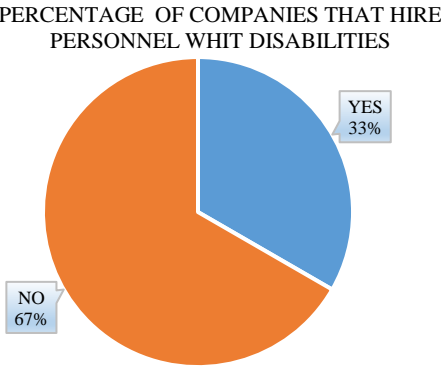


Graphic 1 Number of companies surveyed in Huauchinango, Puebla
Source: Own elaboration

Table 2 Shows the responses obtained to find out which companies have personnel with disabilities.

Companies	Affirmative Respons	Negative Response
Farmacia San Ángel	X	
Farmacia del ahorro	X	
Zapatería Exclusivas Marcel		X
Zapatería Morelos	X	
Mueblería La Imperial		X
Mueblería Casanova		X
Contino		X
iOTelecom		X
Microtec Distribuidor Autorizado Telcel		X
Orbitanda Huauchinango		X
Telmex Huauchinango		X
Bodega Aurrera	X	
Sabritas		X
Pepsi		X
Coca-cola		X
Oxxo	X	
Papelería Galaviz		X
Dulcería Cravioto	X	
Hotel Villa de Cortéz		X
Hotel La Casona		X
Hotel Casa real	X	
Coppel	X	
Elezzion	X	
El paje		X
Galassi		X
Capriccio		X
Zapateria Bella época		X
Banco BanCoppel	X	
Banco Banco Azteca		X
Banco Banorte		X

Table 2 Responses obtained from companies, Puebla
Source: Own elaboration

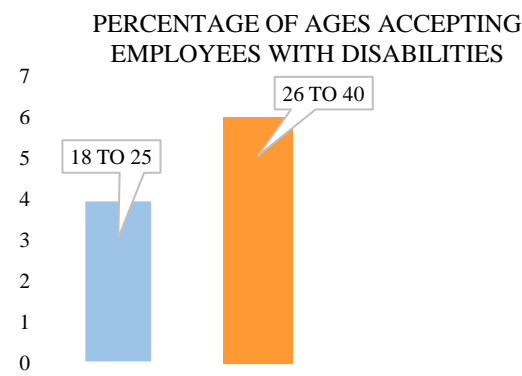


Graphic 2 Percentage of companies that hire personnel with disabilities in Huauchinango, Puebla
Source: Own elaboration

Table 3 Shows the age proposed by the companies for hiring personnel with disabilities.

Companies	18 to 25	26 to 40
Farmacia San Ángel		x
Farmacia del ahorro		x
Zapateria Morelos	x	
Bodega Aurrera		x
Oxxo	x	
Dulcería Cravioto	x	
Hotel Casa Real		x
Coppel		x
Elezzion	x	
Banco BanCoppel		x

Table 3 Working ages of people with disabilities in Huauchinango, Puebla
Source: Own elaboration

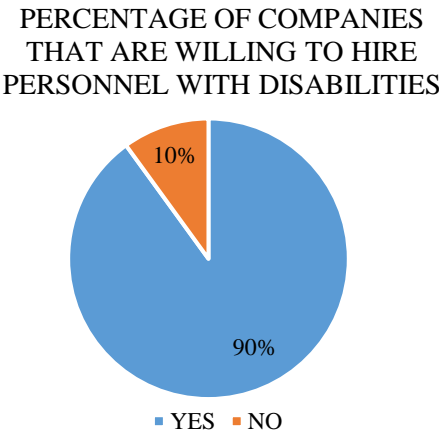


Graphic 3 Percentage of proposed ages to work in Huauchinango, Puebla
Source: Own elaboration

Table 4 Shows the name and number of companies that are willing to hire personnel with disabilities.

Companies	Yes	No
Farmacia San Ángel	x	
Farmacia del ahorro	x	
Zapateria Exclusivas Marcel	x	
Zapateria Morelos	x	
Mueblería La Imperial	x	
Mueblería Casanova	x	
Contino	x	
iOTelecom		x
Microtec Distribuidor Autorizado Telcel		x
Orbitanda Huauchinango		x
Telmex Huauchinango	x	
Bodega Aurrera	x	
Sabritas	x	
Pepsi	x	
Coca-cola	x	
Oxxo	x	
Papelería Galaviz	x	
Dulcería Cravioto	x	
Hotel Villa de Cortéz	x	
Hotel La Casona	x	
Hotel Casa real	x	
Coppel	x	
Elezzion	x	
El paje	x	
Galassi	x	
Capriccio	x	
Zapateria Bella época	x	
Banco BanCoppel	x	
Banco Banco Azteca	x	
Banorte	x	

Table 4 Companies that have a culture of inclusion in Huauchinango, Puebla
Source: Own elaboration

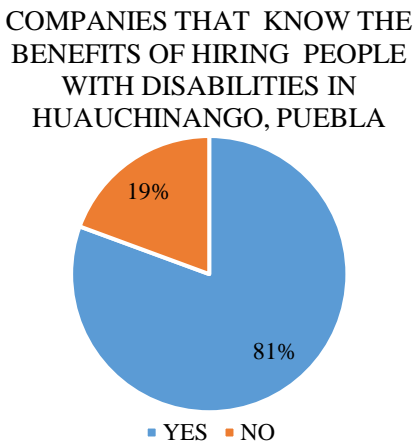


Graphic 4 Percentage of companies that wish to promote the inclusion of people with disabilities in Huauchinango, Puebla
Source: Own elaboration

Table 5 and Graphic 5 show the percentage of companies that are aware of the benefits of hiring personnel with disabilities.

Companies	Yes	No
Farmacia San Ángel	x	
Farmacia del ahorro	x	
Zapateria Exclusivas Marcel	x	
Zapateria Morelos	x	
Mueblería La Imperial	x	
Mueblería Casanova		x
Contino		
iOTelecom		x
Microtec		x
Distribuidor Autorizado Telcel		
Orbitanda Huauchinango		x
Telmex Huauchinango	x	
Bodega Aurrera	x	
Sabritas	x	
Pepsi	x	
Coca-cola	x	
Oxxo	x	
Papelería Galaviz		x
Dulcería Cravioto	x	
Hotel Villa de Cortéz	x	
Hotel La Casona	x	
Hotel Casa real	x	
Coppel	x	
Elezzion	x	
El paje	x	
Galassi	x	
Capriccio	x	
Zapateria Bella época	x	
Banco BanCoppel	x	
Banco Banco Azteca	x	
Banco Banorte	x	

Table 5 Companies that know the benefits of hiring personnel with disabilities in Huauchinango, Puebla
Source: Own elaboration



Graphic 5 Percentage of companies that know the benefits of hiring people with disabilities in Huauchinango, Puebla
Source: Own elaboration

Acknowledgment

We would like to thank the National Chamber of Commerce (CANACO) of Huauchinango Puebla for facilitating access to their database of registered companies and to the companies that supported the survey.

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Conclusions

From the sample selected for the study, it can be observed that:

33% of the companies have personnel with a disability and 67% do not.

60% of people who are hired by a company are in the age range of 26 to 40 years and only 40% are between the ages of 18 to 25 years old.

90% of the companies are willing to hire people with disabilities and only 10% said they are not.

81% of the companies know the benefits of hiring people with disabilities and 19% do not.

The companies in Huauchinango Puebla are willing to hire people with disabilities, we believe that the reason may be because they know the benefits they can obtain by hiring them, we also believe it may be due to the fact of including this group of people in the labor sector.

Through this research we were able to realize that, currently the companies of Huauchinango, Puebla do offer employment opportunities to people with disabilities and although it is little, we hope in the future to be able to carry out actions making use of technologies and approach companies that are willing to hire them and include them.

It is recommended that more publicity be given to employment opportunities offered by companies to people with disabilities in order to achieve greater inclusion and equality in the labor market.

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