

Psychological impact of the inclusion of women in the workplace in the public service in Mexico

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Abstract: According to the research to be carried out, it is intended to demonstrate the progress that the inclusion of women in the workplace in public organizations has had, avoiding discrimination and assuming a role due to their ability and professionalism, not only at home, but also by acquiring knowledge and performing them in public organizations, being a vulnerable factor at times to be discriminated against in the workplace, not aspiring to occupy spaces because they are women. That is why this research is based on the empowerment and psychological impact that women have had in acquiring this role in the workplace, not only because of their ability and knowledge, but also because of their multiple skills to perform fully.

Background: Materials and Methods: Methodology of documentary research

The method is qualitative-descriptive since it seeks to establish causal relationships between violence and sexist culture which does not accept gender equity, nor the inclusion of the female sex, being more vulnerable to present harassment, not only verbal, physical, psychological and psychological. why not say sexual, as well as psychologically generated impacts on women as well as on society.

Conclusion:

women are currently included in the workplace but in a partial way. From the point of view of the analysis, women are still violated in their rights. They are in the workplace but they are not recognized or valued.

Key Word: woman, work, equity.

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I. Introduction

In the country, 26.6 percent of women who work or worked, that is, one in 4, have experienced some violent act in the workplace, mainly of a sexual or discriminatory nature, (Luis María Alcaldeján, Secretary of Labor and Social Welfare). Statistics which indicates that in our country there is still violence towards gender equity and the human rights of individuals are not respected.

This is intended to reconsider and accept the changes that have impacted society, with successful women who play various roles before going to their workplace, in which they are not treated with dignity, valued, encouraged, for the sole fact to be women.

That is why, given the problems that exist in public administrations, this research will use the qualitative-descriptive paradigm since it seeks to establish causal relationships between violence and sexist culture, which does not accept gender equity, nor the inclusion of the female sex. being more vulnerable to present harassment, not only verbal, physical, psychological and why not say sexual, as well as psychologically generated impacts on women as well as on society.

The social impact that the labor inclusion of women in the workplace has had on society has been a phenomenon which leads us to analyze the empowerment and psychological change that it has caused in women. mention that we are facing a country with highly macho behaviors which have not allowed this inclusion to take place. As human beings we are capable of developing various skills which lead us to succeed in our personal lives, as a society we care more about physical health, but not about mental health, since these barriers have not been broken down which they prevent people from looking after their mental health as capable and thinking human beings. Going to mental health specialists can cause social conflicts, since there is no mental health culture, which is why we refrain from going to the psychologist. We can understand labor human rights as everything that enables men and women dependent on paid work to recognize and exercise their human dignity, allowing them to achieve material well-being, develop as individuals and as an organization, in conditions of freedom and dignity, of economic security and equal opportunities (Herrera, 2004, 240) Given this impact or phenomenon of gender equity so longed for, it is expected that both women and men can function in society in the public workplace, both with the same rights and obligations, For this reason, the labor

environment in a public agency and its impact will be analyzed. For much of the 20th century, work was organized into rigid and stereotyped roles. Currently there has been a paradigm shift originating a transformation of gender roles, linked to the massive labor incorporation of women. (ILO-UNDP, 2009) in which we can see that women must adopt various roles as mother, wife, housewife, daughter, and function in the workplace.

The insertion of women in the workplace is one of the most significant phenomena that has occurred worldwide in recent decades. (International Labor Organization. ILO, 1997, 2007; Valenzuela & Reinecke, 2000), this causes social rejection in the macho society, with women being a perfect target of vulnerability to be violated. In this sense, a large growth in the number of women participating in the labor market is observed, as well as an increase in their active years and an increase in technical and professional jobs. (Godoy, L and Mladinic, A, 2009) the number of women included in the workplace has increased but it has not been enough to express that this process has been equitable.

Despite the policies implemented by the government in terms of gender equality for their inclusion within this sector, no significant results have been achieved. Increasing the participation of women in the labor field is one of the main challenges that governments have to address in order to achieve true gender equality in society. Unfortunately, in the case of our country, Mexico, the rates of female participation in the labor force are low despite the fact that there has been a fight for equality for both women and men, violating the human rights of women for being the sex weak, he has to show that he really has the capacity to be in spaces, that he has the preparation to carry out functions in command. We get carried away by machismo or the way of saying not to let ourselves be commanded by a woman, this arises from the fear of being dismissed or believing ourselves more than the other sex, we have not understood the diversity of work and the social commitment that we must have towards the companies and public institutions, not only provide a quality service, but that the collaborators feel comfortable, creating healthy, healthy and fellowship environments. gender stereotypes refer to the social and cultural construction of men and women, due to their different physical, biological, sexual and social functions. The labor participation of women is well below that of men and is low compared to other countries, causing important economic impacts. Women's labor force participation was just 45 percent in 2019, compared to 77 percent for men, a gap of 32 percent. Only Turkey and Italy have a lower participation of women in the OECD, and in the region only Guatemala has a lower participation than Mexico. This has important economic impacts.

If women participated at the same rate as men, per capita income would be 22 per cent higher, far more than is seen in other OECD countries. Furthermore, if Mexico could implement policies to increase the labor participation rate by 0.6 percentage points per year (in line with what was observed in Spain, Ireland and Chile), this would contribute to the elimination of the gender gap in labor participation, and would lead to economic growth of 0.4 percent per year.

What explains the low rates of female participation in the labor force? The main barriers to women's labor participation can be divided into those that affect the demand for working women and those that affect the supply of work by women. On the demand side, both economic activity and labor regulations can be important barriers to the demand for working women. In Mexico, the labor participation of women is higher in urban areas and in areas where wages are higher. Likewise, legal barriers remain because the law does not

it explicitly prohibits potential employers from asking about a woman's family status during the hiring process, and while the law requires equal pay for equal work, it does not establish the broader principle of equal pay for men and women for work of equal value. The psychological impact generated by the labor inclusion of women in the public service in Mexico, will be studied in the municipality of Centro Tabasco, taking as a reference, the template of the public institution of the IFORTAB, to evaluate gender equity, and participation of women in the workplace. On the labor supply side, both individual characteristics and lack of access to productive inputs can be obstacles to labor participation. However, the most important barrier to women's labor supply is the need to provide care and the lack of confidence in childcare services. Similarly, social and gender norms, along with low expectations regarding building a career, can be important barriers to labor participation. Therefore, this study focuses on child care services as the main barrier to women's labor participation. Although single women and those with older children tend to participate more, the decision to work changes substantially after marriage and motherhood. On the one hand, lack of trust in child care services is reported as the most important reason for the decision not to work. On the other hand, the use of child care services in Mexico is low due to limitations of demand and supply; only 5 per cent of children between the ages of 0 and 2 attend childcare, compared to 35 per cent in the OECD. Thus, an important part of this study includes an analysis of supply and demand for care services.

On the one hand, the institutional supply of child care services has limited coverage, is fragmented and heterogeneous, with the presence of multiple providers with very different and inconsistent delivery modalities. The coverage of child care services is limited, with territorial heterogeneity (e.g. better availability in areas with greater activity economic) and is predominantly provided by the private sector. Fragmentation and lack of

harmonization result in inefficiencies; the lack of recognition of the right to care and discrimination based on gender and marital status generate exclusions and deepen inequality of opportunities, in addition to the fact that there are inconsistencies or contradictory regulations at different levels of legislation. Despite this, a positive association between the availability of these services and women's labor participation and income is identified (in line with international and national evidence), which indicates that there are areas of opportunity to improve care services for women. achieve greater labor participation of women.

II. Material And Methods

The method is qualitative-descriptive since it seeks to establish causal relationships between violence and sexist culture which does not accept gender equity, nor the inclusion of the female sex, being more vulnerable to present harassment, not only verbal, physical, psychological and psychological. why not say sexual, as well as psychologically generated impacts on women as well as on society. Formula to obtain sample Of the total staff assigned to this dependency, 115 people, distributed in both sexes, the total number of women will be taken as a reference, starting from interviewing 50% of the total number. And 10% will interview male people to find out their opinion regarding it. Instrument Description, structured interview, Test application man in the rain, Human figure test, traffic light of violence research instrument, Interview – duly digitized questions, evidence chamber, Interpretation of the mentioned tests, Workforce, Statistical data (Psychological assessment of the worker).

III. Discussion

During our daily lives we find paradigms or social taboos, which are transmitted from generation to generation, thus leading our children to repeat these behavior patterns.

We can observe that in the current public life in the political sphere, women have been involved in being in charge of public administrations, which suffer many criticisms, violating their rights and leaving their capacity in doubt.

By being part of public servants, a greater responsibility is acquired, which has to be combined with the roles to which she has as a woman, making this the heaviest workload, however, it cannot be aspired to. to serve in high-ranking positions due to the fact that our country, state, is not yet egalitarian. Causing women not only traumas, but also emotional problems, anxiety, fear, to be wrong, because they seem to monitor their work with a magnifying glass, waiting to be judged for not being able to perform such a valuable job, all this is because the impact that has been caused, thus leading women to be more independent and stop the violence to which they are subjected domestically, they face workplace violence. women are currently included in the workplace but in a partial way. From the point of view of the analysis, women are still violated in their rights. They are in the workplace but they are not recognized or valued.

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