

# Women in the Civil Service: Performance, Leadership and Equality

<sup>1</sup>Yaxkin Méndez Figueroa  
Faculty of Law  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

<sup>3</sup>Ángel Arnulfo Zepeda Quintero  
Faculty of Law  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

<sup>5</sup>Werclain Alejandro Gómez  
Faculty of Law  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

<sup>2</sup>Ivett Reyes Guillén  
Faculty of Social Sciences  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

<sup>4</sup>Delina Margarita Nañez Córdova  
Faculty of Law  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

<sup>6</sup>Raúl Vázquez Gutiérrez  
Faculty of Law  
Autonomous University of Chiapas  
San Cristobal de Las Casas, Chiapas, Mexico

**Abstract:- This document is the result of research into the participation of women in the civil service in Mexico. The condition of the female figure in the work and political positions, as well as opportunities to demonstrate leadership capacity, a condition that makes women fit for the performance of law enforcement functions in popular election positions, has been analyzed. Women's participation in these positions is considered a good opportunity to demonstrate skills, values, strength, and not just celebrate compliance with quotas. These gender quotas, while leading us to advance the representation of women in political positions, can also be a constant simulation.**

**Keywords:- Gender, Civil Service, Chiapas, Mexico.**

## I. INTRODUCTION

The main gender policies in Mexico were the right to vote, the amendment of article four of the political constitution of the United Mexican States, which in the letter reads: "All Mexican men and women, are equal before the law" and reform which transformed in the mid-1970s, women's hiring criteria to allow them to access different jobs, in equal opportunities.

However, this equal opportunity is not a plausible reality. There is inequality in corporate positions, in public offices, in the possibilities of participation in economic activities. About employment remuneration, there is inequity generated by the inequality of opportunities mentioned above.

One way to analyze this situation led us to investigate women in public office in the last 3 years, in which important election processes were conducted in Mexico, including the election by the presidency of the Republic. Also, review what the situation is for Chiapas, in this topic.

In Mexico, women rarely reach public office, despite having the necessary preparation. Even society at large is not yet inclined to support both genders and by tradition continue to confer power on men. Thus, the figure of a woman in society presents herds as "unfit" to serve as a public official.

According to the National Institute of Women (INMUJERES, 2018), and in relation to the 17 Sustainable Development Goals (SDGs) in particular under Objective 5 "gender equality", it is mentioned that despite the increase in the number of women who have incorporated into political positions (23.7%), remains well below the percentage represented by the male gender.

In the legal field, in writing, there is equality between men and women, so is marked by the constitutions of several countries, within them Mexico (Mexican Political Constitution, 1st, 4th, 25th), however, the United Nations (UN, 1979) in the convention on the Elimination of All Forms of Discrimination against Women, entering into force on 3 September 1981, endorse the little work that governments have done to carry out the inclusion of women in public office.

In Chiapas there is a wide gender gap for growth opportunities in the workplace, as discrimination is an issue still existing in the day-to-day actions of various areas of the public and private sector. We have a long way to go in the field of gender equality and equity, we live in a constant simulation.

It is necessary to analyze the extent to which the participation of women, in the positions of the civil service, has influenced daily life, with the purpose of representing a new way of working and leaving the scheme where the male figure is seen as the maxim job representation.

Women's participation has been transformed through major paradigm shifts; it was based on the idealistic conception and is currently a model that allows to establish conditions that favor active, capable and leadership representation. A necessary condition for establishing change is to generate experiential experiences through opportunities for representation and to emphasize leadership of a woman or a man, regardless of gender, without distinction or discriminatory acts to consider a fundamental part of social coexistence, everyday life and labor responsibility.

## II. METHODS

This study is analytical, cross-cutting and observational. It was carried out with the participation of teaching staff of the Faculty of Law of the Autonomous University of Chiapas, in San Cristóbal de Las Casas, Chiapas, Mexico, during the period 2018-2019. An information collection model was designed covering the period 2016-2019 in which it consisted of: 1) review of information on election results of public office and 2) qualitative analysis of equality and equity of opportunities between women and men.

## III. DISSCUTION

In Mexico, the Municipalities represent the collegiate body, of direct popular choice, which oversees the government and the administration of the municipality. They are composed of Municipal President, one or more *Sindicos* and the number of *Regidores* who establish the laws. Together, they form the collegiate assembly (*Cabildos*), deliberative and plural integration, for decision-making regarding the problems and needs of the community.

Recounting, during 2016, every 100 municipal presidencies nationwide, 12 are headed by representatives of the female sex. Quintana Roo is the federal entity with the highest participation of women, with 45.5% of the total, followed by the states of Querétaro with 44.4%, Baja California Sur with 40.0% and Tamaulipas with 38.1%. At the end are the states of Campeche and Baja California, where all municipal presidents are men, as well as Michoacán with 98.2 percent. Chiapas, 23.9%.

*Regidores* are part of the collegiate body that deliberates, analyzes, resolves, evaluates, monitors and monitors the acts of administration of the Municipal Government, in addition to monitoring the correct provision of municipal public services. It is important to clarify that the statistic for *regidores* and *sindicos* does not apply to delegation governments the territorial demarcations in which Mexico City is now divided.

Nationally, by 2016 the distribution of rules according to sex indicates that 59.4% of people in that position are men and 40.6% are women. The analysis by federal entity reveals that in Campeche the female representation is greater, with 57.4% of the total

regulations; on the contrary, in Oaxaca, the participation of women is only 17.3 percent. Chiapas 57.1%

As far as unions are concerned, the figures show that, in Mexico, four out of ten of these instances are occupied by women. Among the states of the Republic the distribution is quite heterogeneous, since while in Coahuila 92% of the unions are occupied by women, in Oaxaca there are only 4.9% of women occupying that position. Chiapas 66.1%

In 2017, as far as officials of the Judiciary of the Federation are concerned, among the judges and Magistrates of the high chamber and the regional chambers of the Electoral Tribunal, 24 eight are women (33.3%). Among the holders of the Council of the Federal Judiciary, of seven councilors, two are women (28.6%); similar situation is observed in the Supreme Court of Justice, of 11 ministers two are women (18.2%). Finally, out of 303 judges of the Jurisdictional Bodies of the Council of the Federal Judiciary, 15.8% are women.

Nationally, by 2017 42% of the curules of the state congresses and the Legislative Assembly of Mexico City are occupied by women. In six federal entities the percentage of women in these positions greater than 50% are: Chiapas (60%), Coahuila (56%), Campeche (54.3%), Zacatecas (53.3%), Querétaro (52.0%) Chihuahua (51.5%).

In 2018, the figures have been balanced in terms of gender representation in the Chamber of Deputies 58% male, 42% women. However, for the 2017-2018 election process, just over 9,300 nominations for municipal presidencies were registered (Excelsior, 2018), 47% of these nominations were represented by women. The reason why parity was not reached is in the independent candidacies, 12% of the nominations under this figure were women. In this sense, it is worth noting that there were 74 municipalities where all the candidates for municipal president were women.

Of the 4,405 candidates for a municipal presidency, 440 were elected. This meant that 27% of the 1,613 town halls in dispute in the 2018 elections are now led by women (Excelsior, 2018), an unprecedented proportion.

Currently 540 of the 2,043 municipalities that elect authorities by the political party system have municipal presidents. The entities with the highest number of mayors are Veracruz (54/212), Oaxaca (54/153) and Puebla (46/217); although in percentage terms the entities with the most municipal presidents are Tabasco: (41%), Baja California (40%) And Sonora (38%).

In Congresses, parity rules have proven greater effectiveness, currently in Mexico there are 1,113 local legislators, of which 546 (49%) they're women. The entities whose legislatures have the greatest female presence are Morelos (14/20), Chiapas (26/40) and Tlaxcala (15/25).

About government, there are still obstacles women face when it comes to single-member positions. After the death of the governor of Puebla, currently only 2 of the 32 holders of the local executive branch are women, representing only 6.25% of the governors in the country.

In the Union Congress, for the first time in the history of Mexico, has the same number of men as women. Of 500 curules in the Chamber of Deputies, 241 are occupied by women (48%), while in the Senate of the Republic they are 63 of the 128 seats (i.e. 49%) those occupied by women. Accordingly, the deputies approved to inscribe the legend "LXIV Legislature of gender parity" in the communication platform, as well as in the official documentation.

The current proportion of federal legislators places our country in first place among the member countries of the Organization for Economic Co-operation and Development (OECD) (IMCO, 2018), with the highest percentage of women in parliaments and in the fourth (IPU, 2019).

As for the positions within the presidential cabinet of the current government in Mexico, 40% of those headed by the different secretariats of state are women, in many cases the first women to represent those secretariats in the history of Mexico.

The women-occupied secretariats are:

- Secretary of the Interior
- Welfare Secretary
- Secretary of Environment and Natural Resources
- Energy Secretary
- Economy Secretary
- Civil Service Secretary
- Secretary of Labor and Social Prevention
- Secretary of Culture

There are visible changes and we can reflect on the progress that exists in Latin America and specifically for Mexico. These changes have been generated both in the appointment of the women's status to important positions in the State, and the very access to the positions of popular election. Citizens are changing the way they analyse the options of representativeness, not only because of the political offer of the parties, but also by the gender that shows the best choice of leadership.

In this study, we can see Chiapas with major changes, with signs of inclusion and equity that deserve the opportunity to respect each other and rely on better development options.

#### IV. CONCLUSION

Making a historical account of women's political participation in Mexico requires a closer review of the 20th and 21st centuries; the objective of this study was to reflect on the near years that have shown seemingly important changes in female participation in leadership with public office in the country.

While achievements and limitations can be seen, it is also visible that women continue to wage obstacles within their not only political, but also economic, cultural and unfortunately life participation, let us not forget that femicide continues becoming present and continues to be ignored to a high degree.

It is necessary that women's participation in these positions be a good opportunity to demonstrate their skills, values, strength, and not just celebrate compliance with quotas. These gender quotas, while leading us to advance the representation of women in political office (Aquino, 2002), can also be a constant simulation.

That is, quoting Peschard (2002), compliance with the rules may not respond to the spirit; it is common for political parties to play with the figures and genders to meet quotas as requirements for the minimum presence of women (which is becoming increasing, by political and social demands). Let's celebrate; but let's keep moving forward in terms of showing true female leadership and the openness of new forms of social relationship, based on fairness and respect for diversity.

This can be achieved through education in society as a basis for the integral development of peoples. UN Women (2019) has exposed girls' education as an opportunity for achievement and no inconvenience; however, globally, girls continue to be left out of access to domestic bond education. Cultural barriers continue to exert the forces that impede gender equity.

Let us remember that there are several decades that we have worked globally and locally, as human and human seeking equitable development. One of the factors of progress in human development and in the fulfilment of globally recognized human rights is precisely to achieve this equitable, recognized as equal opportunities for participation in the public and private spheres. In the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, UN 1979) this is evident as part of the agreements that committed States to promote equality and non-discrimination against women, through public policy momentum with these characteristics.

Similarly, do not forget that in 1995, the Report of the Fourth World Conference on Women issued a commitment to take necessary actions, from local to global, to contribute to "Removing all obstacles to active participation of women in all areas of public and private life, through full equal participation in the decision-making process in the

economic, social, cultural and political spheres" (UN Women, 2019).

### REFERENCES

- [1]. Aquino, J.A. (2002): Cuota femenina, circunscripciones electorales y listas de candidaturas, Ciencia y Sociedad, Volumen XXVII, Número 3, Instituto Tecnológico de Santo Domingo, República Dominicana
- [2]. Excelsior (2018). Presidentas municipales. Consultado en: <https://www.excelsior.com.mx/opinion/javier-aporicio/presidentas-municipales/1256512>
- [3]. IMCO, Instituto Mexicano para la Competitividad. (2018). Paridad de Género en el poder legislativo. Consultado en: <https://imco.org.mx/temas/informe-legislativo-2018-paridad-genero-poder-legislativo-2/>
- [4]. INMUJERES (2018). Perspectiva de género y ODS 5 en la Estrategia Nacional de la Agenda 2030. Consultado en: [https://www.inegi.org.mx/eventos/2018/genero/doc/DIA\\_1\\_pdf/1.5\\_ANA%20PINEDA\\_ODS%205\\_Indicadores%20nacionales.pdf](https://www.inegi.org.mx/eventos/2018/genero/doc/DIA_1_pdf/1.5_ANA%20PINEDA_ODS%205_Indicadores%20nacionales.pdf)
- [5]. IPU, Women in national parliaments. Interparliamentary Union. Consultado en: <http://archive.ipu.org/wmn-e/classif.htm>
- [6]. Peschard, J. (2002): El sistema de cuotas en América Latina. Panorama general, Mujeres en el Parlamento. Más allá de los números, Capítulo 4, Institute for Democracy and Electoral Assistance (IDEA), Estocolmo, Suecia.
- [7]. UN Mujeres (2017). Informe anual ONU-Mujeres, México. Consultado en: <https://mexico.unwomen.org/es/digiteca/publicaciones/mayo-2018/mayo/informe-anual>
- [8]. UN (1979). Convención sobre la eliminación de todas las formas de discriminación contra la mujer. Consultado en: <https://www.ohchr.org/sp/professionalinterest/pages/cedaw.aspx>
- [9]. UN Mujeres (2019). Declaración de la Directora Ejecutiva de ONU Mujeres Phumzile Mlambo-Ngcuka con ocasión del Día Internacional de la Juventud, 2019: Transformando la educación para crear una nueva generación de líderes. Consultado en: <https://www.unwomen.org/es/news/stories/2019/8/statement-ed-phumzile-international-youth-day>
- [10]. ON Mujeres (2019). La Plataforma de Acción de Beijing: inspiración entonces y ahora. Consultado en: <https://beijing20.unwomen.org/es/about>