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Artículos científicos

Una obra sin terminar: permanencia laboral de la mujer en la industria de la construcción

An Unfinished Work: Permanence of Women in the Construction Industry

Uma obra inacabada: permanência da mulher na construção civil

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Resumen

Debido a la existencia de normas sociales como los roles de género, la mujer es considerada desde un punto de vista machista como el ser humano destinado a procrear, dedicarse a labores sencillas que no la pongan en riesgo, además de ser considerada como la persona encargada de la educación y el cuidado de sus progenitores y de las labores domésticas. Dentro del mundo globalizado, esta situación se ha transformado, y la mujer cada vez va adquiriendo mayor respeto de sus derechos e igualdad de oportunidades. Asimismo, la Agenda 2030 para el Desarrollo Sostenible de las Naciones Unidas reivindica la igualdad de género, no solo como un derecho humano fundamental, sino como una base necesaria para lograr un mundo pacífico, próspero y sostenible. Sin embargo, a pesar de esto y del empoderamiento que la mujer ha adquirido, continúan existiendo situaciones en las que se le discrimina por el simple hecho de ser mujer, una de ellas es en el entorno laboral; en este caso, dentro de la industria de la construcción. Con esta investigación de enfoque cualitativo

y descriptivo, se pretende generar un panorama respecto a la situación que se continúa viviendo dentro del entorno laboral en la industria de la construcción, ya que es un ámbito considerado como exclusivo para los hombres, lo cual es una actitud discriminatoria.

Palabras clave: discriminación de género, industria de la construcción, inserción laboral, mujer.

Abstract

Due to the existence of social norms such as gender roles, women are considered from a macho point of view as the human being destined to procreate, to dedicate themselves to simple tasks that do not put them at risk, as well as to be considered as the person in charge of the education and care of their parents and of domestic work. Within the globalized world, this situation has been transformed, and women are increasingly acquiring greater respect for their rights and equal opportunities. Likewise, the United Nations 2030 Agenda for Sustainable Development claims gender equality not only as a fundamental human right, but also as a necessary basis for achieving a peaceful, prosperous and sustainable world. However, despite this and the empowerment that women have acquired, there continue to be situations in which they are discriminated against for the simple fact of being a woman, one of them is in the work environment; in this case, within the construction industry. This qualitative and descriptive research is intended to generate an overview of the situation that continues to exist within the work environment in the construction industry, since it is an area considered only to be exercised by men, which is a discriminatory attitude.

Keywords: gender discrimination, labor insertion, construction industry, women.

Resumo

Devido à existência de normas sociais como os papéis de gênero, a mulher é considerada do ponto de vista machista como o ser humano destinado a procriar, dedicar-se a tarefas simples que não a colocam em risco, além de ser considerada a pessoa encarregados da educação e do cuidado dos pais e do trabalho doméstico. No mundo globalizado, essa situação mudou, e as mulheres estão adquirindo cada vez mais respeito por seus direitos e igualdade de oportunidades. Da mesma forma, a Agenda 2030 para o Desenvolvimento Sustentável das Nações Unidas reivindica a igualdade de gênero, não apenas como um direito humano fundamental, mas como uma base necessária para alcançar um mundo pacífico, próspero e

sustentável. Porém, apesar disso e do empoderamento que as mulheres adquiriram, ainda existem situações em que elas são discriminadas pelo simples fato de ser mulher, uma delas é no ambiente de trabalho; neste caso, na indústria da construção. Com esta pesquisa qualitativa e descritiva, pretende-se gerar um panorama a respeito da situação que continua a ser vivida dentro do ambiente de trabalho na construção civil, visto que se trata de uma área considerada exclusiva para homens, o que é uma atitude discriminatória.

Palavras-chave: discriminação de gênero, indústria da construção, colocação profissional, mulheres.

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Introduction

Over time, it has been seen that women have had certain limitations to access the labor field or to carry out the profession of their choice. This is due to society's thinking regarding the female sex, which is that women are designed to carry out activities related to motherhood, domestic work or activities that do not put their physical integrity at risk, since this, considered as "fragile", is not suitable for carrying out abrupt or dangerous activities. In the same way, it has come to be believed that women cannot hold high positions or take command of an organization, since a woman is not designed to give orders, and is even seen with a certain weakness.

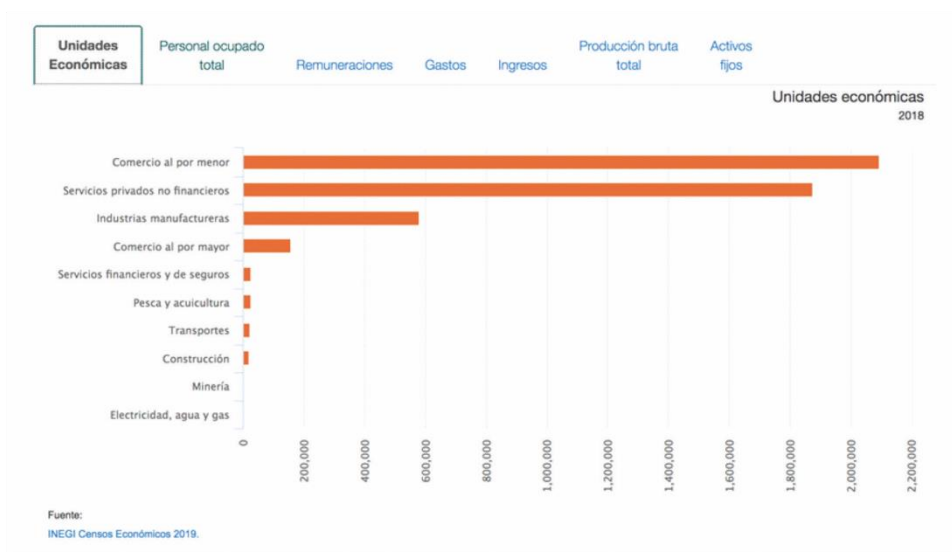
Institutions in defense of equal opportunities, as well as in defense of the female gender, and above all the daily struggle of women have collapsed many of the false preconceptions that supported such ideas. Nowadays, a woman has greater access to study whatever she prefers, or to hold a position according to her aptitudes and knowledge.

With this exploratory research, it is intended to provide an overview of the current situation of the labor insertion of women within the construction industry, in order to take a moment of reflection regarding the situation in Mexico, despite the creation of said organisms.

Justification

Data from the 2019 Economic Censuses of the National Institute of Statistics and Geography [Inegi] (2019a) indicate that in Mexico there are 19,501 economic units in the sector in question (see Figure 1).

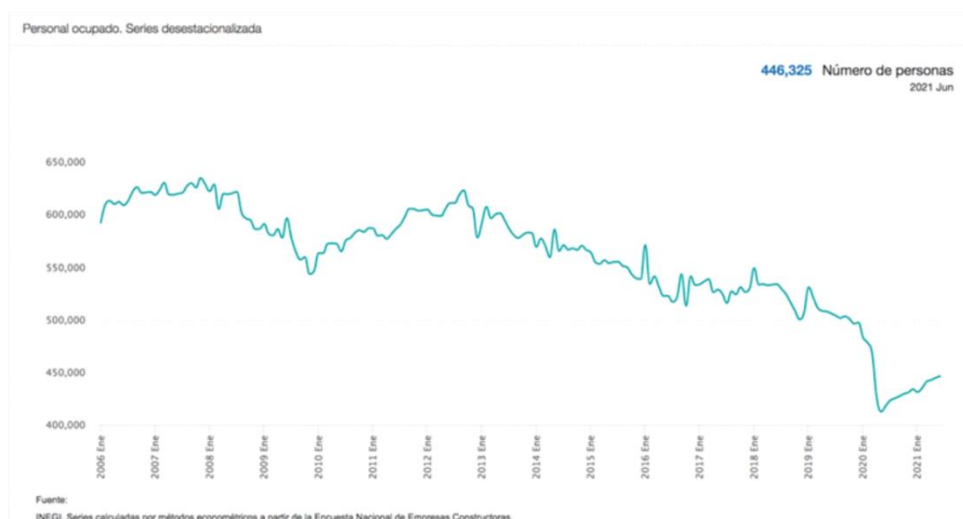
Figura 1. Número de unidades económicas



Fuente: INEGI Censo Económico (2019)

Regarding the distribution by gender of personnel employed in the construction sector at the national level (676,301 positions in total), 87% were men and 13% women (Inegi, 2019a). In 2021, 446,325 jobs were created.

Figura 2. Comparativo del Personal Ocupado en el Sector de la Construcción



Fuente: INEGI Censo Económico (2019)

Figura 3. Personal ocupado en el sector de la construcción por entidad federativa.



Fuente: INEGI Censo Económico (2019)

Now, in Guanajuato, a total of 242,534 economic units were registered during 2018 in the private and parastatal sectors, a figure that includes manufacturing activities, financial and non-financial services, commerce, fishing and aquaculture, transportation, mail and storage, construction, mining, electricity, water and gas, among others.

At the national level, Guanajuato ranked sixth in gross census value added, registering 450,628 million pesos. The municipalities that concentrated the greatest participation were León with 25.8% and Celaya with 15.7%.

Figura 4. Indicadores Estratégicos de Guanajuato

TOTAL

Instituto Nacional de Estadística y Geografía											
Encuesta Nacional de Ocupación y Empleo trimestral. Indicadores estratégicos											
Total											
Guanajuato											
Indicadores	2018				2019				2020		
	Primer trimestre	Segundo trimestre	Tercer trimestre	Cuarto trimestre	Primer trimestre	Segundo trimestre	Tercer trimestre	Cuarto trimestre	Primer trimestre	Tercer trimestre	Cuarto trimestre
2. Población de 15 años y más											
2.1. Población económicamente activa	2578931	2680884	2632274	2659163	2590890	2649112	2678128	2682748	2618777	2576399	2656885
Población ocupada	2489383	2590155	2536753	2557936	2488257	2550814	2578088	2595510	2525501	2408078	2517241
3. Población ocupada por:											
3.2. Sector de actividad económica	2489383	2590155	2536753	2557936	2488257	2550814	2578088	2595510	2525501	2408078	2517241
Primario	262106	257854	295772	233278	228230	244114	276378	245400	206667	281669	194685
Agricultura, ganadería, silvicultura, caza y pesca	262106	257854	295772	233278	228230	244114	276378	245400	206667	281669	194685
Secundario	896060	940890	929170	1009234	955577	974178	925357	912604	933168	851588	910929
Industria extractiva y de la electricidad	8666	15305	12162	16729	23499	19204	16367	12488	12087	12865	13529
Industria manufacturera	655830	690666	684924	744845	709308	709982	683862	692738	700075	622638	673754
Construcción	231564	234919	232084	247660	222770	244992	225128	207378	221006	216085	223646
Terciario	1327798	1382449	1300343	1313016	1293726	1326869	1371715	1433691	1381905	1270277	1409385
Comercio	454902	485862	439430	453973	436060	474868	489741	495201	493266	471521	512741
Restaurantes y servicios de alojamiento	180345	195057	179586	173332	163598	190617	176849	202603	190166	149945	177816

Fuente: La información del primer trimestre de 2019, y hasta el primer trimestre de 2020, proviene de la Encuesta Nacional de Ocupación y Empleo (ENOE); a partir del tercer trimestre de 2020, la información procede de la Encuesta Nacional de Ocupación y Empleo, Nueva edición (ENOE).

Figura 5. Mujeres empleadas por sector en Guanajuato

Instituto Nacional de Estadística y Geografía											
Encuesta Nacional de Ocupación y Empleo trimestral. Indicadores estratégicos											
Mujeres											
Guanajuato											
Indicadores	2018				2019				2020		
	Primer trimestre	Segundo trimestre	Primer trimestre	Segundo trimestre	Primer trimestre	Segundo trimestre	Tercer trimestre	Cuarto trimestre	Primer trimestre	Tercer trimestre	Cuarto trimestre
2. Población de 15 años y más											
2.1. Población económicamente activa	968526	1030883	983476	1014194	1013123	1063447	1073138	1096987	1060512	988185	1071608
Población ocupada	937187	1006811	950617	971026	971563	1025859	1032226	1067462	1037061	936311	1015603
3. Población ocupada por:											
3.2. Sector de actividad económica	937187	1006811	950617	971026	971563	1025859	1032226	1067462	1037061	936311	1015603
Primario	48793	37918	60657	35130	22854	35196	37643	37586	33508	46525	37551
Agricultura, ganadería, silvicultura, caza y pesca	48793	37918	60657	35130	22854	35196	37643	37586	33508	46525	37551
Secundario	232093	252694	250990	272980	265131	280588	265228	263735	263815	242506	248951
Industria extractiva y de la electricidad	2647	3071	4730	1929	2627	2231	2006	2886	2909	2528	1697
Industria manufacturera	224555	240820	238098	265289	256084	268561	256416	255745	257106	234492	244998
Construcción	4891	8803	8162	5762	6420	9796	6806	5104	3800	5486	2256
Terciario	655562	712740	635017	661952	678873	706143	727222	764597	737568	646136	728485
Comercio	226668	249406	215680	234454	245442	263931	260896	275262	276429	247980	275586
Restaurantes y servicios de alojamiento	112191	128743	110244	100560	91038	110919	109434	129615	122282	93506	113214
Transportes, comunicaciones, correo y almacenamiento	7405	4772	6210	9289	4731	10273	7016	10046	14805	4844	12222
Servicios profesionales, financieros y corporativos	65797	76215	67408	69743	56394	50040	56765	58622	63953	53686	57412
Servicios sociales	96508	103675	95294	100898	100808	99451	109183	106607	101582	102267	113152
Servicios diversos	125858	133085	120639	111169	140763	133473	144922	147861	132648	113403	126735
Gobierno y organismos internacionales	21135	16844	19542	35839	39697	38056	39006	36584	25869	30450	30164

Fuente: La información del primer trimestre de 2019, y hasta el primer trimestre de 2020, proviene de la Encuesta Nacional de Ocupación y Empleo (ENOE); a partir del tercer

trimestre de 2020, la información procede de la Encuesta Nacional de Ocupación y Empleo, Nueva edición (ENOEN).

Taking into account the data mentioned above, in the last year in Guanajuato 44.2% of women's jobs in the construction sector have been lost, which indicates a serious situation for the female economy.

Organizations that promote equal opportunities

There are organizations that promote equal opportunities for both sexes, since the fact that a woman has problems or difficulties in exercising her profession is considered a discriminatory act.

Labor inclusion is linked to decent work, which, according to the Federal Labor Law, is defined as:

Article 2. Labor standards tend to achieve a balance between the factors of production and social justice, as well as promote decent or worthy work in all labor relations.

Worthy or decent work is understood as that in which the worker's human dignity is fully respected; there is no discrimination based on ethnic or national origin, gender, age, disability, social status, health conditions, religion, immigration status, opinions, sexual preferences or marital status; you have access to social security and receive a remunerative salary; Continuous training is received to increase productivity with shared benefits, and there are optimal safety and hygiene conditions to prevent work risks.

Dignified or decent work also includes unrestricted respect for the collective rights of workers, such as freedom of association, autonomy, the right to strike and collective bargaining.

The substantive or de facto equality of male and female workers against the employer is protected.

Substantive equality is what is achieved by eliminating discrimination against women that undermines or nullifies the recognition, enjoyment or exercise of their human rights and fundamental freedoms in the workplace. It supposes access to the same opportunities, considering the biological, social

and cultural differences of women and men (Presidencia de la República, 5 de abril de 2022).

Thus, a decent work environment is one that fully respects human dignity and in which there are no discriminatory conditions based on gender or marital status. Based on this definition, and taking into account the analyzed statistics of the Inegi, some organizations are mentioned that have among their functions the promotion of a decent work environment:

- 1) The United Nations (UN) is an organization created approximately between 1942 and 1945 for the resolution of conflicts between countries in a peaceful manner. Its functions include supervising peace and security, sustainable development, human rights and humanitarian assistance, as well as promoting and protecting human rights through some organs and councils.
- 2) The International Labor Organization (ILO) is an organization whose purpose is to establish labor standards and promote decent work with equal opportunities, freedom, equity and security for men and women in order to achieve development in society. This organization has its first antecedents in 1919, after the First World War, as a reflection of the conviction that social justice is essential in the permanent development of universal peace.
- 3) The Ministry of Labor and Social Welfare (STPS) is an agency at the federal level in Mexico that is responsible for, among other things, carrying out the powers of the Federal Labor Law and the Mexican Standard NMX-R-025-SCFI- 2015 in Labor Equality and Non-Discrimination, which for the purposes of this investigation are essential.
- 4) The Federal Labor Law proclaims everything related to work in Mexico: definitions of worker and employer, as well as work, regarding working hours, contract, wages, benefits, obligations of workers and employers, as well as their rights. It contains everything to consider within a company by both parties.
- 5) For its part, the Mexican Standard NMX-R-025-SCFI-2015 on Labor Equality and Non-Discrimination has as its main objective the promotion of equal opportunities in work spaces between men and women.
- 6) The National Council to Prevent Discrimination (Conapred) is a body created from the Federal Law to Prevent and Eliminate Discrimination, whose main focus is to guarantee and promote the right to social equality.

By the way, as an aside, it is worth mentioning that the National Survey on Discrimination 2017 (Inegi, 2018), which aims to provide information regarding the prevalence of attitudes or manifestations of discrimination in Mexico, showed that 44% of women aged 18 and over consider that, in their country, their rights are respected little or not at all. In addition, 13% mentioned that among the three main problems they face is the lack of opportunities to find employment.

7) The National Human Rights Commission (CNDH) is an organization that has its first direct antecedents in 1989; a year later, in 1999, it began to be considered as an autonomous institution. The main purpose of this body is the defense and promotion of human rights in Mexico.

Human rights are the set of prerogatives based on human dignity, whose effective realization is essential for the integral development of the person. This set of prerogatives is established within the national legal order: the Constitution, international treaties and laws (CNDH, s.f.b). These are equally applicable to all people and include both rights and obligations of citizens. In addition, they are governed by the principles of universality (they apply to all people), interdependence (all human rights are related to each other), indivisibility (each and every one of them make up a whole) and progressivity (the State must ensure and promote them). your progress). Within human rights, among others, are the right to equality and prohibition of discrimination, equality between men and women and the right to work, which mention that all human beings are equal before the law, they must enjoy the rights in the same way, as well as the full development within a job.

8) On the other hand, the Institute for Guanajuatensian Women (IMUG) is a state institution whose purpose is to promote equity, inclusion and tolerance for Guanajuatensian women within any sphere. This institution has programs that promote the empowerment of women, as well as their inclusion in work areas.

Theoretical framework

Background

The integration of women in the workplace has been the product of the constant struggle and hard effort that many women have made for decades, and despite this, they are still not considered or taken into account as they should be. Although the right to vote for

women was an event that marked history, her fight did not begin from then but from years ago.

However, starting in 1970, thanks to surveys carried out on the Mexican population, an increase in the participation of women in the labor field was detected. In addition, it was detected that many of the women who work do not do so to generate additional income, but to cover all or most of the family expenses, since they are the mainstay of these.

However, different forms of discrimination have not ceased to survive, especially in relation to salary issues, positions, occupations, growth, or in itself in obtaining a job. Much of this discrimination is derived from the culture that exists in Mexico, from the myths or beliefs that are held regarding women, which means that they are generally given office or commercial jobs (such as selling food, cleaning or domestic activities).

Previously, the woman was seen only as the one in charge of carrying out the domestic chores, of being responsible for the care of the children and the home in general, while the male figure was the one responsible for providing the economic resources of the home. They, unlike women, had the freedom to work in the workplace of their choice, while women did not even have the right to express their opinion, due to the discrimination of which they were victims; they were seen as weak and even as a leading zero.

After the industrial revolution, and especially after the First World War, it was when women (Western and white, first) began to obtain rights and benefits, in addition to having job opportunities in the office, as a secretary or with simple tasks.

Currently, within the new reforms applied to the Federal Labor Law, those who require a domestic worker are obliged to provide benefits, insurance, vacations, a salary, among others. This is a consequence of housework beginning to be seen for what it is: a job like any other, such as that of an electrician or an accountant.

In addition, we can see that the percentage of unemployed women is 4.58 against 4.65 corresponding to men, which indicates a great advance in the labor insertion of women; and although it is not possible to know what position each woman has, today it is more frequent that it is in something related to her studies or her tastes.

Labor insertion

The concept is defined as the process in which certain unemployed or excluded people are incorporated into the labor market, according to their interests or abilities. It is presented below in table 1 definitions of various authors

Tabla 1. Definiciones de Inserción Laboral

Definición	Autor
Es un proceso integral en el que intervienen distintos factores para su realización, desde las características que presentan las personas y las oportunidades que ofrece el mercado laboral originándose un encuentro efectivo entre la empleabilidad y la ocupabilidad.	Bisquerra, R. (1992), citado en Pelayo M, B. 2013).
Cuando una persona, normalmente estudiante o desempleado, consigue un puesto de trabajo acorde a sus conocimientos, habilidades e intereses.	Gestión.org (2018).
Acciones para incorporar al mercado laboral a aquellas personas que tienen dificultades para el acceso normativo, personas normalmente, en situación de riesgo de exclusión	Gabarda, C. (2018).

Fuente: Elaboración propia (2021)

Construction Industry

The construction industry is an important part of the development of a country, since the infrastructures in which the markets or any type of organization are installed depend on it, whether for public, private, urban or rural use. This, despite producing a large number of products, has not been highly developed, since most of the companies dedicated to it are small. It is made up primarily of architects, civil engineers, construction engineers, and civil builders (of both genders). In turn, this encompasses three large blocks:

- Building: referring to the construction of real estate.
- Civil engineering or heavy work: related to the construction of infrastructure and urbanization.
- Specialized services: installation works or construction finishes.

The importance of construction in Mexico is historical. Several buildings now considered cultural heritage, the pyramids of pre-Hispanic cultures, for example, were previously considered temples or sacred places.

Indeed, over time various structures of cultural value have been built. For example, in Mexico City, there is the Palace of Fine Arts, the Palace of Communications and the National Theater, which were part of a promotional project to launch the country towards modernity by Porfirio Díaz.

The construction industries that dominated in Mexico around 1933 were foreign. It was not until 1953 that the Mexican Chamber of the Construction Industry (CMIC) was created, with the support of the federal government, which is responsible for supporting all small companies dedicated to this line of business for their training, advice, management, training professional, as well as the integration of technologies to work, in addition to providing support on contract and payroll issues. At the end of the 1950s, actions began to be implemented in response to the strong demand of urbanization, to which a large amount of resources was allocated. The main function of this sector lies in the development and growth of the country, and mainly influences the development of roads, facilities and underground roads. Upon detecting the economic impact of this sector, greater support begins to be given to it.

This institution currently has approximately 12,000 affiliated companies throughout the Mexican Republic, which implies a high number of workers to serve.

Role of women: work, family, society

The documentary analysis on the definitions studied for this document starts from the beginning of the 20th century, where the concept of woman is defined as that person of the female sex, declared by her anatomy and her functions (including motherhood), as a being for and of the others and without autonomy (see table 2).

Currently, the issue of equal opportunities is constantly evolving, but the perception still prevails that women are an "inferior" being or with less power, due to their own anatomical conditions.

Tabla 2. Definiciones de mujer

Definición	Autor
1. f. Persona del sexo femenino. 2. f. mujer que ha llegado a la edad adulta. 3. f. mujer que tiene las cualidades consideradas femeninas por excelencia. 4. f. Esposa o pareja femenina habitual, con relación al otro miembro de la pareja.	RAE. (2019).
Las mujeres son definidas según su sexo anatómico y por las funciones que le posibilitan, entre ellas la maternidad.	Anderson, B. S. y Zinsser, J.P. (1992, citado en Collazo, L. M. 2005, p. 05).
Ser social y cultural genérico, como ser-para y de-los-otros.	Basaglia, F. (1983, citado en Lagarde, M. 1990, p.03).

Fuente: Elaboración propia (2021)

From very ancient times, from 2700 a. C. approximately, it is known that there were women who were teachers, biologists, doctors, alchemists and astronomers. However, during the Middle Ages the patriarchal system was the one that dominated, so women were punished if they did not follow the instructions of the man (either father or husband). In addition, the woman was considered an inferior being, both because of her physical appearance and because of her intellect and emotions; that is to say, if a woman stood out for being intelligent and came to impart her knowledge, she was accused of witchcraft and was burned at the stake, because she contradicted the stereotype, that is, she should be submissive, quiet, reserved and not incite lust.

In the past, religion and the Church imposed the proper way of behaving and punished those who did not comply. Subsequently, the Church was separated from the State, and there was a greater protection of human dignity and rights, a process during which morality and ethics were adapted that would influence the education of people to act correctly.

Dorothy Smith and Nancy Harstsock, whose works date back to 1979, are pioneers in research on feminism from sociology. For example, Smith stresses the importance of sharing experiences as a woman, as a mother, and as a wife, as well as observing women in

their environment (Campbell, 2003). Along the same lines, although through point of view theory, Harding (2012) exposes the different ways in which women assume responsibility for daily life, and distances herself from the sociologists and political theorists who characterize the housework and child care as natural activities, however, the tasks performed by men are edifying.

In the globalized environment, it is more common to hear the opinions of women who have interests or priorities other than giving birth. For example, in Mexico, and within the state of Guanajuato, the goal is to achieve equal opportunities and respect for women's rights, as well as to reduce sexist attitudes, which has manifested itself in the form of marches and strikes. Despite the fact that there are laws or organizations that promote or protect these points, there are situations in which women, even having a position equal to that of a man, earn less. The workplace is another example where the idea prevails that they should be assigned domestic or office tasks and, due to their anatomy, they should not carry out activities that could harm or put them at risk.

The incursion of women into the paid labor market led to the female identity developing between the family and work context, which causes conflicts between the internal (person) and the external (social system) (Cánovas, 2017). Currently, women want to grow professionally and also contribute to household expenses (which are not necessarily for life as a couple, but even for independent life).

This new configuration of women's roles represented an important change in the conventional patriarchal female identity: they went from being beings-for-others to beings-for-themselves, historical subjects that provoked movements in all sectors of society: educational, labor, political and cultural as a result of the transition of women from the private to the public sphere (Lagarde, 1996). However, these modifications of the feminine identity, based on changes proposed by those who ventured to take care of themselves, implied new ways of living motherhood, due to the difficulty that the accumulated double shift entails, especially for poorer women. and with less access to education (Lagarde, 1990, 1996).

Methodological framework

The present investigation was carried out with a qualitative methodological paradigm. This model was chosen because it seeks to understand the social imaginary in which women develop.



The qualitative paradigm is more than a set of techniques to collect data: it allows us to see and observe the social phenomena detached from the different conceptualizations. This model enables the understanding of the events from its participants and facilitates an approach to the problems and working conditions of women from the perspective of their day to day in the construction industry. To achieve a relevant approach to the phenomenon of women in the construction industry, it is essential to know the value judgments they make about their working life. The choice of the qualitative paradigm is also subject to the researcher's own subjectivity, to the commitment to the reality to be investigated and to the available means (material resources, time, etc.).

Taking into account the above aspects, the focused interview was used as the main technique for data collection. The interview consisted of 13 questions specially designed to cover all the aspects planned for this research. According to the objectives, some of the most useful data were the professional vocation, working conditions, obstacles and inequities present in the work of professionals in the construction industry.

Data triangulation was used to interpret the qualitative data obtained by the instrument using the Atlas.ti software. The applied research methods were phenomenological, ethnographic and hermeneutical for discourse analysis. The verification and validity of the instrument was obtained through the verification of the discourse by the informants, as well as the guarantee of the protection of their personal data. Sampling was done for the convenience of the researcher. The informants were selected for having suitable characteristics for the investigation. The dimensions of the semi-structured interview are the following (see table 3):


Tabla 3. Dimensiones de la entrevista

Dimensiones	Ítems
Vocación profesional	<p>1. Nos puede platicar, ¿cómo fue que se interesó en la industria de la construcción?</p> <p>1. ¿Cuáles eran las reacciones de las personas al saber que estudiaba ingeniería civil?</p> <p>1. En general, ¿cómo se visualiza a la mujer en la industria de la construcción?</p> <p>1. ¿Qué consejo le daría a una mujer interesada en estudiar y laborar como Ingeniera civil?</p>
Condiciones laborales	<p>1. Nos puede describir, ¿cómo fue su proceso de incorporación a la industria de la construcción?</p> <p>1. ¿Qué tan fácil o difícil fue ingresar a laborar como Ingeniera civil?</p> <p>1. ¿Qué diferencias nota en su desempeño laboral en esta industria en comparación con otros trabajos que haya tenido?</p> <p>1. ¿Cómo combina su rol familiar con su vida profesional?</p>
Obstáculos e Inequidades	<p>1. ¿Cuál ha sido el mayor obstáculo al que se ha enfrentado para poder fungir como ingeniera civil?</p> <p>1. ¿Ha sufrido algún tipo de discriminación o trato diferente por el hecho de ser mujer?</p> <p>1. ¿Nos podría platicar alguna situación en la que haya resultado difícil dar órdenes a otros? (varones, específicamente)</p> <p>1. ¿Ha modificado su lenguaje o estética femenina a la hora de laborar dentro de este ámbito?</p> <p>1. ¿Considera que mantiene alguna distancia emocional para evitar ser malinterpretada al momento de relacionarse con sus compañeros de trabajo?</p>

Fuente: Elaboración propia (2021)

The format used for the applied interview was as follows:

Figura 6. Guion de entrevista.

 <p>UNIVERSIDAD DE GUANAJUATO</p>	<p>Entrevista de integración laboral de la mujer en la construcción: inequidades, logros y retos</p>
<p>Nombre:</p> <p>Edad:</p> <p>Estado civil:</p> <p>Hijos:</p> <p>Cargo que desempeña:</p> <p>Nombre del entrevistador</p> <p>Fecha:</p> <p>Observaciones:</p>	

Fuente: Elaboración propia (2021)

Objective: Discern the reasons, achievements, obstacles and challenges in the process of incorporating women into the labor market in the construction industry.

The data provided will be treated confidentially, for educational research purposes.

- 1) Can you tell us how you became interested in the construction industry?
- 2) What were people's reactions when they found out that he was studying civil engineering?
- 3) Can you describe to us how was your process of joining the construction industry.
- 4) What has been the biggest obstacle she has faced to be able to work as a civil engineer?
- 5) How easy or difficult was it to start working as a civil engineer?
- 6) In general, how are women viewed in the construction industry?
- 7) What differences do you notice in her job performance in this industry compared to other jobs she has had?
- 8) What advice would you give to a woman interested in studying and working as a civil engineer?
- 9) How do you combine her family role with her professional life?
- 10) Has she suffered any kind of discrimination or different treatment for being a woman?

11) Could you tell us about a situation in which it has been difficult to give orders to others? (men, specifically)

12) Has she changed her feminine language or aesthetics when working in this area?

13) Do you consider that she maintains some emotional distance to avoid being misunderstood when relating to her co-workers?

14) Would you like to add any comments?

Results

The interview was applied to 25 professional women in the areas of civil engineering, architecture and design in the state of Guanajuato who work both in the field and in the office. When analyzing the results and comparing them, it was decided to make a map with the main concepts mentioned by the interviewees through the Atlas.ti software. Of the sample, 15 of them were single, 10 married, with an average of two children, with professional studies and with an age range that went from 23 to 40 years.

The data analysis indicates the most recurrent meaning units in the informants' discourse, which are presented below.

- 1) Professional vocation dimension: family influence, self-interest, family support, men's career, independent work, easy entry to work
- 2) Working conditions dimension: working time, organization of times, jobs-salaries, office work, news, higher demand
- 3) Equity and obstacles dimensions: field experience, constancy, perseverance, persistence, language, strong character, comfortable clothing, taking emotional distance, acceptance of men, complying.

Discussion

- The choice of career in the interviewees was due to family influence or curiosity and self-interest in carrying out an infrastructure project. Some mentioned having the support of their relatives, but there were those who did not receive it because the career was considered for men.
- They comment that it is necessary to organize their time to be able to give time to their work, family and themselves, since the working hours in this sector are quite extensive.

- All mentioned that they had an easy income to practice their profession; however, they began with office work, since, due to the danger of working in the field, they preferred to assign something "more related" to them.
- From their point of view, they believe that it is easier to generate independent work, since you form your work team and you have control of the entire project, in addition to the fact that this generates better income for you.
- They comment that there is variability in the wages they receive, since, even if they perform the same job in the same position as a man, there is less income for them. In addition to variability in work areas, economic remuneration is higher in field work than in office work.
- They mention that, currently, it is difficult for men to obey orders from a woman, as is the fact of assimilating that a woman is in charge. Some mentioned a certain situation in which they felt intimidated.
- They mention that nowadays it is more common to see a woman lean towards studying a career related to construction. The empowerment of women in the field is also visible, according to the point of view of the participants.
- They have changed their language for a stronger one, with more character, since they have learned that this makes men take them seriously. In addition, regarding their personal grooming, they prefer more comfortable clothes for work in the field, as well as maintaining emotional distance to avoid misunderstandings and generate respect from their co-workers.
- Finally, they consider that field work is what provides more work experience, so they advise those who wish to get involved in this industry not to deny themselves this, to be constant, persevering and persistent, in addition to preparing very well, always respect and respect each other, since this field is still dominated by men.

The future lines of research that emerge from the study are oriented towards emotional salary, resilience, as well as the empowerment of working women in the post-Covid stage, since this new business reality 4.0 in companies brings with it challenges of adaptation, training and permanence. labor.

Conclusions

Currently, women have access to study what they want; however, when entering the labor field, and more so in the field of construction, it is a bit difficult for her to practice her profession, since either she is seen as not suitable for giving orders, or she is assigned housework. office.

The corresponding organizations and authorities must continue working to guarantee equal job opportunities with greater visibility in any field and in any area, as well as not cease their efforts to eradicate these macho thoughts regarding the female sex and their personal and professional development. .

It is worth highlighting the fact that today it is more common for women not to want to form a family, or not to work to be the pillar of it, but rather to do so for their own pleasure, for personal growth, to be independent and to generate empowerment. Of her self.

The woman has won several struggles regarding the obtaining of certain rights, however, there is still a need to generate greater awareness in the male sex regarding her thoughts, opinion or vision of women. Among the main challenges faced by women in the labor field, the perception of being seen with less authority or with less seriousness when implementing orders can be rescued; the fact that she has to change her way of dressing or expressing herself to be able to coexist in the workplace with people of the male sex; the macho thought that continues to exist regarding the tasks that a woman must perform; the balance that women should consider in their professional development when wanting to start a family, and, most importantly, continuing to motivate other women to fight for their professional and personal growth, to always choose what makes them happy or whatever she wants, since there is no greater satisfaction than feeling self-fulfillment and pride for what is being achieved thanks to one's own efforts.

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