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Scientific articles

***El empoderamiento de la mujer en el contexto universitario en
una sociedad con oportunidades para todas y todos***

***The empowerment of women in the university context in a society with
opportunities for everyone***

***O empoderamento das mulheres no contexto universitário numa sociedade
com oportunidades para todos***

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Resumen

La igualdad de género, que se alcanza cuando todos los géneros son tratados de manera justa y se les brinda igualdad de oportunidades, es una cuestión compleja de derechos humanos para todos los países del mundo. Las estadísticas recientes son alarmantes. Según el Foro Económico Mundial, se necesitarán más de 100 años para lograr la paridad de género. Las mayores brechas se encuentran en el empoderamiento, que debe fomentarse desde las universidades y otras instituciones de educación superior, ya sea como estudiantes mujeres y hombres o vinculando el “poder hacer” de los conocimientos emanados de la investigación universitaria con las mujeres que no tienen acceso a estudios de nivel superior.

Además, actualmente solo hay seis países que otorgan a mujeres y hombres los mismos derechos laborales legales. A continuación, se describe una sociedad inclusiva y equitativa que, sin embargo, se opone a la plena integración de la perspectiva de género, lo cual impide el empoderamiento femenino.

Palabras Clave: empoderamiento, oportunidades, géneros, universidades.

Abstract

Gender equality, which becomes a reality when all genders are treated fairly and allowed equal opportunities, is a complicated human rights issue for all countries in the world. The recent statistics are alarming. According to the World Economic Forum, it will take more than 100 years to achieve gender parity. However, the greatest gaps are found in the empowerment that must be promoted from universities and/or higher education institutions, either as female and male students or in the vast majority of cases; linking the “power to do” immersed in the knowledge emanating from university research with women who do not have the benefit of higher-level studies.

Additionally, there are currently only six countries that grant women and men equal legal employment rights. Below, an inclusive, equitable society is described that is also opposed to the total integration of the gender perspective that does not leave room for female empowerment.

Key words: empowerment, opportunities, genders, universities

Resumo

A igualdade de género, que se torna uma realidade quando todos os géneros são tratados de forma justa e têm oportunidades iguais, é uma questão complicada e complexa de direitos humanos para todos os países do mundo. As estatísticas recentes são alarmantes. De acordo com o Fórum Económico Mundial, serão necessários mais de 100 anos para alcançar a paridade de género. No entanto, as maiores lacunas encontram-se no empoderamento, que deve ser promovido a partir das universidades e/ou outras instituições de ensino superior, quer como estudantes do sexo feminino e masculino ou na grande maioria dos casos; vincular o “poder de fazer” imerso nos saberes emanados da pesquisa universitária com mulheres que não têm o benefício do acesso a estudos de nível superior.

Além disso, existem actualmente apenas seis países que concedem a mulheres e homens direitos laborais legais iguais. A seguir, descreve-se uma sociedade inclusiva, equitativa e que também se opõe à integração total da perspectiva de género que não deixa espaço para o empoderamento feminino.

Além disso, existem actualmente apenas seis países que concedem às mulheres e aos homens os mesmos direitos legais de emprego. O seguinte descreve uma sociedade inclusiva e equitativa que, no entanto, se opõe à plena integração da perspectiva de género, o que impede o empoderamento feminino.

Palavras-chave: empoderamento, oportunidades, géneros, universidades.

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Introduction

In a society, all people have the right to live without suffering any discrimination. For some, this represents a universal panacea, while for others it is an unattainable utopia. However, in this work, the first statement will be chosen. When a state is achieved in which all individuals are considered equal, regardless of their gender, we can speak of equality. The most prevalent discrimination is gender inequality. Even in progressive societies and leading organizations, numerous examples of gender bias are observed. Gender equality will only be achieved when women adopt an empowered attitude.

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most prevalent discrimination is gender inequality. Even in progressive societies and leading organizations, numerous examples of gender bias are observed. Gender equality will only be achieved when women adopt an empowered attitude (Buquet, 2013).

Gender discrimination is a social disease that creates distance and makes teamwork difficult, making collaboration between both sexes infrequent. Not everything is lost. University information and dissemination on the gender perspective towards society promotes and will promote the empowerment of women in any social field. However, this social stigma should not be ignored; The separation by different entities of society and the customs of various cultures have deeply affected society for centuries.

Gender discrimination remains a reality, even though some maintain that gender inequality is a thing of the past, pointing out that men and women are creating history together in all segments. This is what it should be. Although in this century, women and men enjoy the same privileges, the gender perspective is changing, albeit slowly but steadily. Today's society is more aware of its rights. Furthermore, it has been shown that when women and men hold the same position and participate equally, companies progress and, therefore, so does the community (Moreno, 2008).

When society adopts a gender perspective, everyone enjoys the same privileges and achieves similar goals in education, health and politics. In the family environment, an environment where men and women are treated equally is the best place to develop, train and create a culture based on ethics (Fabbri, 2016).

Every country requires appreciating all genders equally to prosper. It is important to highlight that a society achieves better development in all aspects when both genders have the right to similar opportunities. Equal rights in decision-making, health, politics, infrastructure and profession will surely advance our society to a new level. The social stigma of women staying at home has changed. Nowadays, girls compete equally with boys in school and are creating historic development in their respective professions. Women now seek financial independence before getting married. It gives them the confidence to stand up to oppression and make better decisions for themselves (Flores-Sequera, 2020).

The culture established that women should stay at home while men went to seek sustenance, a practice that originated in times when the outside world was not safe. Now that time has changed and the environment has been made safer, women can step forward, educate themselves, pursue their passion, achieve economic balance in their families, and share the

burden of a family with men. This, between other factors, will surely result in the empowerment of women in the society.

Gender equality can be measured and a country's growth can be tracked using the following methods.

- The Gender Development Index (GDI) is a gender-based calculation that is performed similarly to the Human Development Index.
- The Gender Empowerment Measure (GEM) is a detailed calculation method of the percentage of female members in decision-making roles.
- The Gender Equality Index (GIE) considers economic participation, education and empowerment.

Once the gender perspective is accepted and women are empowered with their rights, all families will understand their value and our country will truly achieve gender equality. Beyond the forums and presentations; that perfectly emanate from the university, Women are creating examples everywhere and everyone should highlight this to change the scenario and give them equal rights (Fabbri, 2016).

Development

The issue of women's empowerment and gender equality is high on agendas around the world, as gender inequality is widespread in all cultures. In developing countries, gender disparity is very widespread compared to developed countries. Discrimination and inequalities based on gender are very evident, although the government is working aggressively to alleviate these problems. It is the university that will provide the expected solution to promote strategies to combat the low empowerment of women and the high gender gap that still impede the country 's development process (Moreno, 2008).

Although the country is making progress in several aspects of development, the sustainability of these achievements is in doubt due to the marked gender disparity. This document highlights the need to empower women and achieve gender equality to ensure sustainable development in the nation (Buquet, 2013).

Conceptualization of terms

What is women empowerment? Empowerment can be defined as a

multidimensional social process that helps people gain control over their own lives. It is a process that fosters power in people, to use it in their own lives, their communities and in their society, acting on issues that they define as important (Moreno, 2008). ”

Likewise, women's empowerment refers to “the ability of women to make strategic decisions in life where they had previously been denied that ability (Colbeck, 2006). ” Consequently, empowerment is fundamental to the processes of maintaining women's benefits at the individual, family, community and broader levels. Which implies the action of enhancing the condition of women through literacy, education, training and awareness. Therefore, women empowerment is about enabling and equipping women to make decisions that determine their lives on different issues of the country (Siles, 2012).

In short, sustainable development requires comprehensive and integrated development.

Why should women be empowered and gender equality achieved?

Several studies have shown that sustainable development is impossible without women's empowerment and gender equality. Accordingly, it is stated that gender equality is both a human rights issue and a precondition and indicator of sustainable development. It is also stated that gender disparity is prevalent in all cultures around the world and that without serious measures to address it, sustainable development cannot be achieved (UNESCO, 2021).

Economic growth

One of the main justifications for why we should work so hard for women's empowerment and gender equality is economics. Economic development, as a component of sustainable development, is unthinkable without the participation of women . However, like many developing countries, the female workforce has not been adequately utilized. Despite some improvements resulting from government efforts, women's economic opportunities and participation remain low. This is due to male-oriented development projects and the exclusion of women from the formal employment sector, which confines women to unpaid and tedious domestic tasks. Furthermore, women still suffer from a lack of adequate access to training, extension and credit services, financial support and modern technology in some rural areas of Mexico . Furthermore, inadequate access to education has excluded them from jobs that require different skills and qualifications. All this leads women to continue being passive observers in the country's economic sector (López-Guerrero, 2021).

Fighting for economic growth without recognizing the efforts of women is like trying to clap with one hand. For effective and sustainable economic growth, the equal participation of both sexes is essential. It is a well-established fact that the achievement of economic growth depends on the full use of women's skills and qualifications (Huerta-Mata, 2017).

Furthermore, it is worth noting that women's economic strength is essential to achieving other pillars of sustainable development. More importantly, the economic empowerment of women is crucial for them to become active participants in the country's politics. Those who live in economic poverty will not have the time or attention necessary to dedicate themselves to politics. This reinforces the idea that the university must play a crucial role in the economic empowerment of women, thus allowing them to influence politics more effectively. Therefore, women's economic empowerment also has several non-economic advantages (IESALC-UNESCO, 2021).

Political development / good governance

Political development and good governance are essential instruments for sustainable development. There is a strong assertion that balanced achievement of all pillars of sustainable development depends on deliberate strategic and operational intervention of the government. Consequently, good governance undoubtedly corroborates the achievement of economic and social development and environmental protection (García-Salord, 2004). As a result, there is a need for a quality and well-established political or governance system (Flores-Sequera, 2020). To this end, the participation of women in decision-making positions will help foster the overall quality of governance in terms of boosting accountability and transparency, reducing corruption and protecting the interests of marginalized sectors of society. ; Without women, achieving sustainable development is impossible . However, women around the world are underrepresented. Similarly, despite their significant numbers, women's representation at different levels of political decision-making remains insufficient to improve governance. They do not have the same power in leadership and decision-making at all levels of government. Women legislators, high-level officials and managers at the federal level are significantly fewer than their male counterparts (Flores, García, Nava, & Ortiz, 2017). Likewise, evidence in all territories of Mexico shows that the participation of women in leadership and local political, administrative and development decision-making is insignificant. (Cerva, 2018). This shows that women are unequally represented at different levels of government. This has led women to perceive politics as an area reserved exclusively

for men (Colbeck, 2006). Overall, even though the government strives to empower women and achieve gender equality in all areas through various legal frameworks, the role of the university in this matter is crucial through forums and programs. information and dissemination (Fabbri, 2016). Therefore, to improve the quality of governance as an element of sustainable development, a practical effort must be made to ensure women's empowerment and gender equality (Buquet, 2013).

Therefore, women's political empowerment has also produced positive results that go beyond politics, showing a multifaceted impact. To conclude, the empowerment of women and the provision of fair representation in legislative bodies, responsible for enforcing the law and interpreting the law, as well as in government institutions, play a prominent role in political development and in the sustainable development of a country in general. The university also plays an important role through its students, teachers and graduates (Anderson & Zinsser, 1991).

Social development

Social development is a key pillar of sustainable development, and social transformation as a component of sustainable development is unthinkable without the participation of women. Although Mexico has made commendable progress in social development, its progress on gender and women's empowerment indicators is slow and it still faces considerable challenges within development frameworks. This situation is similar in countries in Central and South America, where gender problems continue to be prevalent and hinder social development (Flores-Sequera, 2020).

The world population is growing at an alarming rate, and Mexico is no exception. This rapid population growth highlights the importance of addressing the situation of women, whose lives are often undermined. Equal access to education for women and girls is a crucial instrument of empowerment. The education of girls and women plays a fundamental role in social development. However, although a portion of women are well educated compared to men, their access to education has been hindered by traditional attitudes . For this reason, women's knowledge about family planning is very poor, especially in rural areas. As a result, they procreate children in an unplanned manner, thus contributing to the alarming increase in population (Flores, García, Nava, & Ortíz, 2017).

Health is an essential aspect of social development, closely linked to other sustainable development outcomes, such as better education and greater productivity. Health problems



increase human costs in various areas, including health care costs, and can ultimately drive people into poverty. Providing women with adequate care in these aspects is imperative to maintain their health and, therefore, the country's workforce.

Furthermore, to achieve social development, it is equally important to eliminate society's stereotyped and poorly socialized perceptions towards women. Gender is a socially and culturally constructed identity. Culture and social practices determine the roles, jobs and status attributed to women, even though they were not born to play those specific roles. Society's stereotypical perceptions of women harm their well-being and hinder the development of the entire country.

It is necessary to eliminate such culturally and socially ingrained attitudes so that women are considered equal to men and enjoy their rights, determine their lives and contribute fully to the development of their country. Unless those harmful perceptions are addressed at their root, all other efforts will not address gender inequality effectively. Despite vigorous efforts by Mexico's current government to protect and promote women's rights and gender equality, deep-seated cultural attitudes continue to prevent meaningful practical impact (Huerta-Mata, 2017).

It is essential to empower women at the family level to achieve sociocultural transformation and, consequently, achieve sustainable development. This will help alleviate the socially constructed misperceptions towards women mentioned above. Human beings are formed through socialization, influenced by various agents such as our peers, school, the media, religion and our family, among others. The family acts as the psychological agent of society, since parents, in their role as representatives of the social character of their class, transmit to their children what we can call the psychological atmosphere or the spirit of a community simply through their own being. Therefore, the attitudes and perceptions developed towards women regarding their status, role and jobs are importantly learned from the family. Therefore, the mother's role in shaping children's behavior cannot be undermined. From early childhood, it is the mother who raises the children and maintains frequent and direct interactions with them. Thus, when the mother is educated, treated equally, empowered, and has a voice in raising and managing the family, children are less likely to develop discriminatory perceptions toward women. Therefore, the stereotypical perception of the society must be addressed at the family level to transform the society at large and achieve sustainable development (Baeza-Reyes & Lamadrid-Álvarez, 2019).

Protection of human rights

Although the concept of human rights can be interpreted in various ways by different authorities, there is a general consensus that these rights are inherent to all human beings simply by being human. Their protection is essential to live with dignity and promote development. Despite debates about the relationship between development and these rights, there is a strong argument that they must be respected in the process of progress. Especially, the implementation of the rights of a large number of marginalized women to fully participate in all levels of human activity will play a crucial role in accelerating and sustaining the country's development (Buquet, 2013).

Environmental Protection

Another crucial aspect of sustainable development is the protection of the environment, which is the basis of a country's progress. Mexico's sustainable development depends largely on the goods and services obtained from its natural resources, such as land, water, forests, biodiversity, marine ecosystems and minerals. This requires proper management of natural capital. Without proper conservation of these resources, all efforts to achieve sustainable development will be in vain. It is clear that the environment is fundamental for life, economic activities and social development, so the other pillars of sustainable development depend on its preservation. Therefore, the natural environment deserves equal or even greater attention compared to other dimensions of sustainable development. Given the dependence on these resources, environmental conservation is an imperative need for all countries, including Mexico (Buquet, 2013).

As noted above, the need to protect the environment is very urgent in Mexico. To this end, each and every resident of the country is desperately obliged to play their part. However, given the marginalization of a significant part of society (women), it is highly unlikely that the environment will be adequately protected, meaning that sustainable development will be difficult to achieve. Therefore, it is essential to empower women to play an equal role in protecting and managing the environment, with their special knowledge and experience (Flores, García, Nava, & Ortíz, 2017).

Discussion

The concept of sustainable development is a multidimensional concept. It covers economic and social development, as well as environmental protection. In this essay, however, the issues of political development/good governance and protection of human rights are discussed with the same degree of emphasis, as they have equal and direct relevance to the achievement of sustainable development. This work aims to reveal the importance of the issues seen with the importance of the empowerment of women that despite the fact that they represent more than half of the total population of the country, the full use of their potential for economic, social, political and environmental is not being carried out due to the wide gender gap (López-Guerrero, 2021).

Conclusions

This work concludes that achieving balanced development between all the pillars of sustainable development is inconceivable without the empowerment of women and the achievement of gender equality. Realizing the country's full potential requires women to fully participate in all spheres of life, which is not only a fundamental human right but also a practical necessity for sustainable progress.

To this end, it is suggested that the government must undertake significant efforts to transform the current position of women in society. This includes implementing policies that promote equal opportunities in education, employment and political participation, as well as combating discrimination and gender violence.

Achieving gender equality will not only benefit women, but will also have a positive effect on the sustainable development of the country. By including women in economic, social and environmental development, perspectives are diversified and solutions to the challenges facing the nation are enriched.

Future Research Lines

By outlining all attention to gender as a position of study, as a sociocultural and socioeconomic construction, a result of the intervention between the historical, economic, governmental and especially the individual subjective in continuous transformation, likewise, subscribed to parallelism and individuality; and the entire very particular process

and psychic and social structuring, linked to the involuntary and to what has already been experienced, the following lines of future research are proposed:

1. Try to rethink gender identities, outside of the stereotypes and schemes traditionally imagined as healthy, proper or normal, the duty to be, act and function as if one were masculine or feminine, within a specific cultural context. .
2. Conceive gender studies in Latin America, on the construction of new models of femininity or masculinity.
3. Study, deepen and renew the discourse in all its expressions.
4. Propose new comparisons, associations and images, challenging the study towards cultural change, and resistance to the transformations that daily make their way into everyday life
5. Discuss the notion of synergy between two empowered genders as a distinctive mental map of society,
6. Rethink the traditional approach to gender relations, as well as the social representations that are decontextualizing cultural appearances.
7. New roles of women's participation from the stereotypes of female empowerment.

Recommendations

- Empower women and leverage their workforce: Encouraging women's full participation in economic growth is essential. This involves not only removing barriers to employment, but also creating an environment that values and utilizes the talent and capabilities of women.
- Education and health to improve productivity: Investing in women's education and health is essential to increase productivity and foster social development. Inclusive educational programs and access to quality health services will improve women's opportunities and well-being.
- Fair representation in decision-making: Ensuring that women have equal representation at all levels of the government structure is crucial to protecting their interests and improving the quality of governance. This includes the implementation of policies that promote women's participation in political and administrative decision-making.
- Protection of women's rights: ensuring that women can actively participate in the economic, social, political and cultural spheres is vital for the development of the

country. The protection of their rights facilitates their comprehensive contribution to national progress.

- Environmental protection for sustainable development: Preserving the natural environment is essential for the country's economy and well-being. Furthermore, empowering women to participate in the protection and management of the environment, taking advantage of their knowledge and experiences, is key to achieving sustainable development.

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