

**Inequalities in the labor markets between indigenous and non-indigenous women in Mexico**

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**Abstract.** The objective of this paper is to show how labor markets behave towards indigenous women and non-indigenous women considering: 1) the category of ethnicity as a factor that could generate inequality in the work realized by woman and 2) how are the conjugal arrangements that could cause violence in the relationship, if at all when women work or when they do not work. Based on the data provided by the National Survey on the Dynamics of Relationships in Households (ENDIREH in spanish 2016), indicators were constructed that show, in the first place, the jobs that indigenous women perform compared to those of non-indigenous women; In 2016, in addition, prevalence of gender violence among indigenous and non-indigenous couples. Applying multivariate analysis showed the factors most strongly associated with gender violence to be low schooling, engagement in some sort of economic activity, and receipt of income from government programs and / or family members or acquaintances. The intersectional approach translates the idea that these factors are most strongly associated with gender violence, when combined, increase vulnerability among indigenous women who flee from traditional gender patterns.

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## **1. BACKGROUND: GENDER AND ETHNICITY IN MEXICO**

The general objective of this research is to contribute to the discussion on Social Inequality in Mexico, specifically, the inequality of opportunities that Mexican women experience based on the intersectional approach. Some of the questions that will try to answer are: Do the factors that influence women to experience inequality of opportunity affect, to the same extent, indigenous and non-indigenous women? Do indigenous women have the same opportunities for access to work, health and education as non-indigenous women? What happens if in addition to the gender we take into account the ethnicity category to analyze the inequality of opportunities that Mexican women experience? How to build an intercultural dialogue on social inequality?

The approach through which this study is conducted is intersectionality. This approach is a tool of theoretical-methodological analysis that aims to examine the interaction between power relations and the categories of gender, ethnicity and class. This approach has been developed from different disciplines, both by academics and activists. It is also considered a form of feminism that attempts to reconcile the demands of gender with those of ethno-racial minorities; it is, therefore, a feminism sensitive to at least three key categories: gender, ethnicity and class. Thus, the intersectional approach translates into the idea that when these categories intersect, they potentiate and generate greater vulnerability and / or inequality among women.

To insert this research in the discussion on inequality in the labor market of women, inequality is not only thought through gender, that is, to analyze women as a homogeneous group, it is intended to reflect on how many other factors such as ethnicity and income help explain the insertion of women in the labor market.

## **2. DATA**

In recent years, National Institute of Geography and Statistics (INEGI) and National Institute of Women (INMUJERES) planned research raising the National Survey on the Dynamics of Relationships in Households (ENDIREH). It actually has four rounds: 2003, 2006, 2011, and 2016. ENDIREH is a domicile survey that provides sociodemographic and socioeconomic information on indigenous and non-indigenous Mexican women and also cases of gender violence exerted against women.

ENDIREH is considered to be one of the most innovative surveys of gender violence, since few surveys around the world have been able to capture information directly from households. The target population of the ENDIREH have been women, indigenous and non-indigenous, aged 15 years and older living in urban and rural housing. This national survey used the linguistic criteria and self-identification to identify indigenous women. In the meantime, it should be noted that only bilingual indigenous women were interviewed, that is, they spoke Spanish and their native language.

The ENDIREH questionnaires are designed to know if the women have suffered gender violence in both the public and private spheres. The results allow accounting for cases of gender violence in Mexico and, in addition, to classify them in their different types: physical, economic, emotional / psychological and sexual violence.

### **3. MEASUREMENTS**

This study employs descriptive analyses and multivariate logistic regressions. The descriptive analysis offers a panorama regarding the marital status of this population, traces the social-demographic and socioeconomic profile of indigenous women (15+ years). One variable was used as a proxy of gender violence: have suffered physical violence (yes or no).

The considered explanatory variables are: area of residence: rural or urban; age at the time of the interview; educational level; spoken language; type of union; and age at the first union; suffered violence in childhood.

### **4. RESULTS**

Through a descriptive analysis, the socioeconomic characteristics of indigenous women are shown, what types of jobs they perform and also their income. Applying multivariate analysis showed the factors most strongly associated with gender violence. When indigenous women marry very young, they become more exposed to the risk of violence at the hands of partners. Finally, the data revealed that women who suffer violence during childhood are more likely to suffer in adulthood.