

MEXICO: WOMEN AND FULL EMPLOYMENT

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“Although there has been an increase in the recognition of feminist economic work during the last decade, feminist economics is not new and has deep roots in both the political economy and feminist literature. In the mid-nineteenth century, for example, classical economist John Stuart Mill and feminist Harriet Taylor Mill offered a passionate defense of the rights of women and criticed the exclusion of women from certain occupations. As criticisms of industrial capitalism intensifies in the late nineteenth century, Friedrich Engels drew attention to the inferior status of women in the Victorian family as one of the flaws of the capitalist system. At the turn of the century, Thorstein Veblen focused a great deal of his scathing critique of US capitalism on the inferior (‘barbarian’ in his words) status of women, a condition that he felt in many ways defined the economy of that time. Many feminist of that era also addressed economic concerns and feminist writers, such as Charlotte Perkins Gilman and Beatrice Potter Webb, focused explicit attention on the importance of gender in economic relationships. Throughout the twentieth century, feminist economist have challenged the established doctrine on key concepts and issues within many economic traditions, enriching, and in many cases transforming, the literature on topics ranging from the economic significance of domestic labour to explanations of the gender wage gap and women’s roles in economic history”

Janice Peterson and Margaret Lewis, 1999
The Elgar Companion to FEMINIST ECONOMICS

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I. Introduction; II. Why a full employment for women?; III. Women's occupation in Mexico: a Panorama; IV. An employment with health and retirement benefits; V. The Program's minimum salary level; VI. The employment characteristics within the program, its multiplier effect and VII. Conclusions and VIII. Bibliography

ABSTRACT

This paper proposes the instrumentation of a Full Employment Program to offer unlimited paid employment for unskilled Mexican women. This program is designed to wipe away unemployment, but also to produce public goods, to contribute to poverty decline, and to increase work qualification level. Its implementation will allow, among other things, to create a salary and occupational floor to stop increased poverty; to produce indispensable goods and services to be able to elevate social welfare; to increase paid work culture, and to combat gender inequalities as well as to prevent illegal migration. The first part of the paper analyses women's occupational panorama in Mexico where several data is mentioned concerning women's occupational level where only one third of fifteen or more years old women are occupied. From these, less than a third have an instruction of 9 and less years, a half has no fixed income, two thirds have no fringe benefits and they work more than 40 hours a week. The second part of the paper exposes the main characteristics of the program that can be accomplished by steps. The program also establishes unlimited employment supply with minimum salary, plus benefits for a daily 6 hours job. In its top point, this program could occupy about ten million women. Mainly, this employment program could be applied for road building, water supplies, public services, schooling programs, environmental care, third age and childhood care, as well as public schools assistance and security. The program's financing can also be graded, and main sources could be achieved through: increasing taxpayers, allowing a public deficit of 2 per cent of GDP; drawing special taxes over real financial profits; and discounting foreign debt real interests. An employment and demand increase, which is created through this program, also raises public income and establishes the program's expenditure. Women represent 37 per cent of active economic population in Mexico, while their income's participation only represents 22 per cent of the total. This clearly reflects gender inequalities in our country.

I. Introduction

This paper pretends to bring into awareness the possibilities to increase the society's welfare in our country through feminine full employment, as an inalienable right of each woman, in a free, democratic society, to have a dignified and remunerated job.

Mexico has faced during the last years social and economic consequences of the dynamic growth of insecurity and poverty. Looking for solutions for the first one, It could be solved through instructing more policemen, having more weapons, through acting stronger punishment for criminal acts and the second one could be solved through increasing social assistance, which are always insufficient and limited.

Nevertheless, from the point of view of this paper, we consider it necessary to recuperate and to emphasise work ethics not only as the legitimate source of welfare increment but as also the basis for the individual's insertion in society, which is mainly expressed in our times in wages relations and entrepreneurs.

It is necessary to consider an issue that has been little explored, which are family relationships and their link with the employment problem. Women's role and their role within the family has been modified due to their growing participation in economic activities, whether they are remunerated or not. At the same time, it constitutes a part of the global change that reflects into accessibility to education of a growing part of the feminine population, on one hand, and by the other, due to the precarious conditions of labour conditions to which feminine population is highly vulnerable.

On the other hand, in Mexico like in other countries women's work under valuation is large and diverse, so, it is sustained that "... statistics show that a large proportion of the Active Economic Population (AEP) of women is placed in non specified activities. That is why working conditions of this population are not known."² That is why it is necessary not only to re-state all the methodological framework of the statistical quantification, but also to refine, for the time being, the estimations that are being elaborated.

During the last times, several countries have been rescuing human values. It is well recognise that these ones are founded within the family. It has been the role of women as a mother and a teacher to preserve these values that allow to

² *New York Times*, January 24, 1996.

maintain and recreate the democratic institutional framework to which the society aspires to.³

Women's employment and the time they spend out of their homes are very important not only because they take time from family's care, but also as an active presence within the society. That is why, women's employment should be designed to make it possible to face family responsibilities, so that in the XXI Century the society may face values scarcity that, to a great extent, has resulted in family disintegration.

During the last years there has been a world-wide awareness about poverty and inequality challenges.⁴ The numerous assistance programs have not been able to stop their growth, so that the World Bank's proposal about poverty decrease considers that this "... faces itself nowadays economic growth through the productive use of the most abundant resource for the poor: their labour force..."⁵

In our society, feminine labour has not meant a deep change within the social - cultural position of women, particularly because it deals with jobs poorly remunerated or non remunerated at all, and it is linked to traditional productive structures. Nonetheless, a trained, remunerated job will put them in contact with values that will convert them into a "changing agent" that will allow them to be the transformation basis of their reality.

It has started to be recognised the multiple roles that women do in society, as values transmitter, as crisis and poverty cushioning and as a transformer of participation conditions in the building of a democratic society.

The present paper proposes that the new government of the Mexican Republic implements a **Full Employment Program for Women**, that offers without limitations, waged jobs mainly aimed to feminine population without qualification, since 15 years old.

Most feminine population in Mexico has no schooling, they possess informal and unstable jobs and low salaries. One of the suggested characteristics for the program to function is a 6 hours labour day. Due to the nature of the tasks that this program pretends, it is linked to family care.

³ **Mujeres en la Pobreza**, Alatorre, Javier. Committee Coordinator, GIMTRAP, Mexico, El Colegio de México. Sociological Studies Centre, Interdisciplinary Group about Women and Poverty, 1997, p.126.

⁴ The gap between income and the fifth part of the population that lives in the wealthiest countries of the world, and the fifth part of the poorest population was 74 to 1 in 1997, growing from 60 to 1 in 1990, and 30 to 1 in 1960. According to the United Nations' Human Development Inform from 1999, the two hundred wealthiest people of the world doubled their net wealth more than 1 billion dollars during the last four years. The three greatest billionaires' assets are larger compared with the combined product of all less developed countries where 600 million people live.

⁵ World Bank, 1990b and 1992.

Its instrumentation would allow:

1. To create an occupational and wages floor to stop poverty growth.
2. To increase and maintain an aggregate demand, with a multiplying impact upon economy and public finances.
3. To produce indispensable goods and services to increase social welfare.
4. To increase waged jobs culture, as a substantial basis to elevate social productivity.
5. To combat gender inequities.
6. To stop illegal immigration.
7. To incorporate families, from women's perspectives, to work ethics and education.

II. Why a Full Employment Program for Women?

Full employment for women is proposed here as a public policy, not only to wipe away unemployment, but also to produce public goods; not only to contribute to poverty decline, but also to increase work qualification levels and social productivity.

Why an employment program? Contrary to the successive policies of poverty combat through assistance programs, it is sustained that these have been insufficient, or they can be eternally prolonged if increased conditions of the population's welfare is not generated through a strong work arrangement.⁶ **Job for Everybody**, could start with an employment program for women precisely to produce goods and services, in general, satisfactory products that contribute to increasing levels of welfare for the different communities and neighbourhoods.⁷

Why a program only for women?

It is not presumed that full employment is an exclusive right for women, on the contrary the program is based upon the idea that women are society's conscience, they are culture's creators and reproducers, they are the family's nucleus and they are engaged with reproduction and sustenance of society.

⁶ Social Assistance programs, which are undoubtedly very useful for several aspects should continue operating. Nevertheless, they cannot be the centre of poverty contention. Work ethics requires to fully permeate societies, such as ours, as a condition not only to swipe away poverty, but even, fundamentally, to increase national productivity.

⁷ Concerning full employment with stability prices' proposals, the following can be read: Wray, L. Randall, **Understanding Modern Money, The Key to Full Employment and Price Stability**, edited by Edward Elgar, United States, 1998; Gerard de Bernis, "A World of Work for Everybody", in *Economía Informa*, October, 1993; Faculty of Economics, UNAM, México.

Besides, to effectuate women's work right means a great step towards a real gender equity.

In this sense, a **Full Employment Program for Women**, as the one proposed here, has a multiplier effect for a democratic society, even greater than the economy has upon it.

Why is it accompanied by a **Pension Program for Women Older than 65** that are not able to work?

It is not only for social solidarity reasons, for it would be a motif enough, but because we know that it is the population's segment which has greater extreme poverty indexes. Also it is a relatively low cost program that in the long run will not have a significant raise. On the contrary, it will tend to disappear to the extent in which the younger population is covered by the Full Employment Program.

This program is not a panacea. It is only to begin a path to recuperate sustained growth bases and poverty diminishing. Nevertheless, it also contributes to stop illegal immigration towards the United States, and in this sense, it could be financed by social organisations of this country, as well as by state governments. To the extent to which illegal immigration stabilises, the United States governments could allocate greater resources to cooperate with Mexico in this program and would destine less funds for the surveillance and construction of preventing fences in the boarder with Mexico.

III. Women's occupation in Mexico: a Panorama.

According to the most recent data available (1998), in Mexico there is a total of 49 million women, for which 16 million are younger than 15 years old, 2.4 are older than 65, which leaves 30.6 million women between 15 and 64 years old.⁸

It is considered that there are 13.3 million women as active economic population (AEP) (statistically, it is included here women who are twelve years old and more), 12.9 are occupied and 0.4 belong to the open unemployment segment; 388 thousand are between 12 and 14 years old, and 402 thousand are older than 65. Men's active economic population is 26.2 That is to say that from each three people occupied, two are men and one is a woman.

There are 22.8 million women who are considered as inactive economic population (IEP) (they have no employment or they had not looked for a job

⁸ Data from: INEGI. EMPLOYMENT NATIONAL ENQUIRY, 1998.

during the week before the enquiry was performed); from these, 2.9 million are between 12 and 14 years old, and 2.2 are older than 65.

According to their instruction, from the 13.3 million women that conform the AEP, 4.6 million have higher instruction than secondary studies (more than 9 years of studies), while 8.7 million have less instruction than secondary studies.

From the 22.8 million women that are inactive, 18.6 million have less instruction than secondary studies, and 4.2 million have higher education.

From the 13.3 million that are AEP, 6.9 live in urban areas and 6.4 live in less urban areas (locations with less than 100 thousand inhabitants).

From the 22.8 million inactive population of women, 10.4 live in urban areas, while 12.4 million live in less urban areas.

Let's talk now about the thirteen million women who are occupied:

- ◆ 0.4 million women are not occupied and 12.9 are.
- ◆ 237 thousand women are employees in the trading and services sectors.
- ◆ 1.7 million are professional women, they do technical work or they are teachers; 1.7 do office work; 2.6 are shop assistants or saleswomen; 1.6 do domestic work; 1.1 work in agriculture; 2.4 do crafts work or are workers; and one million are employed in services.
- ◆ 2.8 million women work by their own. Mainly in trading and services.
- ◆ 7.8 million women receive a salary; 1.7 of them work in the manufacturing industry and the rest work mainly in trade and services.
- ◆ 0.6 work by the piece within the manufacturing industry and in trading.
- ◆ 5 million have no workplace; 3.2 million work at home.
- ◆ 3.3 million women earn less than one minimum salary; 3.7 million earn between 1 and 2 minimum salaries; women who earn more than ten minimum salaries are only 111 thousand. So, 7 million women earn less than two minimum salaries.
- ◆ 2.1 million do not receive a salary, almost a million have agriculture activities and a similar amount work in trading.
- ◆ Only 7 million have a fixed salary.
- ◆ From 7.8 million women are workers who receive a salary, 3.2 million have a verbal contract, from which half a million women work in the manufacturing industry, and a similar amount work in trading and 1.5 million in services.
- ◆ 7.7 million enjoy no fringe benefits.

- ◆ 6.3 million women work 40 or more hours a week, they are mainly clerks, shop assistants, saleswomen, services' employees, domestic workers, craftswomen, they work in agriculture or are simple workers.
- ◆ 5.4 are single; 5.3 are married; 0.9 free union; 0.7 are separated; 0.3 are divorced and 0.8 are widows.
- ◆ 5 million have no children; 3.4 have between 1 and two children; 2.6 have between three and four children; and women who have 5 children or more are 2.1 million.
- ◆ It is estimated that about 800 thousand women employed in the bonding industry (maquiladoras) contribute to generate a positive trade balance of 8 billion dollars, more than the total of exports oil incomes.

Let's see now the 22.8 million women that statistically are considered inactive economically population.

- ◆ 4.6 million women are students; and 17.8 million do housework and other activities.
- ◆ 7.8 million women are single; 11 million are married; 1.7 free union; 0.4 are separated; 0.1 are divorced; and 1.7 are widows.
- ◆ 8.3 million have no children; 4.9 have between 1 and 2 children; and 9.6 million have three or more children; (4.2 have between 3 and 4 children, and 5.4 have 5 children or more).

So, to sum up, women have jobs with no remuneration or with very low incomes and no fringe benefits, mainly within the informal sector. Most of them have a very low instruction or no instruction at all, and they are mothers of three or more children. We could say that they obtain non qualified jobs, with no stability, contract or benefits and these jobs are of 40 hours a week and more.

Besides, it is necessary to consider that in general poor working women are not incorporated as such in the statistics, and they appear as part of the inactive economic population dedicated to domestic labour. Tasks that women do, and non-monetary goods and services they obtain, may represent a part of the family income, the greater the proportion, the lower the economic sector.

IV. An employment with health and retirement benefits.

The **Full Employment Program for Women**, consists of establishing an unlimited employment offer with a minimum salary of the Program plus health and retirement benefits, for a workday of 6 hours. It is employment

aimed, mainly, at women with null or low instruction and labour qualification. Therefore, it should be an employment that also offers conditions to increase instruction and skills.

We estimate that a program as such, could probably offer, in its peak, occupation for about 8 million women. This Program, due to its characteristics, works as an anti-cyclic compensatory, so that the demand's volume of jobs increases precisely when jobs offer decreases in all the economy. That is why its anti-cyclic function allows to soften the economic decrease and it offers a minimum defence to the most vulnerable and poor population sectors.

This program would attract a proportion of women that work without remuneration or with lower salaries than the minimum of the program. Besides, women that are considered economically inactive would demand work.

It is estimated a population of 1.5 million women for the **Pension Program for Women Older than 65 that Cannot Work**.

It is possible to plan the execution of the program in four Stages:

First Stage: in living areas with less than 100 thousand people, mainly with the idea to stabilise conditions that have been expelling workers towards larger cities, and with an increasing life level precisely where extreme poverty is more abundant. This would mean at its highest point about 4 million women.

Second Stage: it contemplates to realise The Pension Program for Women Older than 65 that cannot work, which includes about 1.5 million women in its highest point.

Third Stage: in areas with more than 100 thousand people of the poorest regions, which would represent around 3 million women in its highest point.

Fourth Stage: in all the country.

The economic effort of a program like this one is enormous, for it means at least an increment of 50 % of people to enjoy health benefits, and an equal increment of people to enjoy retirement benefits.

It is to try to reach centralised funds provisions, with a non - centralised Program's administration at municipal and state levels.

Remuneration with minimum salary of the Program plus health and retirement benefits would require a maintenance procedure and a gradual increase of the acquisition power of these incomes through a **Full Employment Law for Women** that incorporates the need that such remuneration increases each year at the basic products prices growing rate, plus, at least, 1 percentage point over the real economic growth.⁹

This Program in its functioning' highest point could have a cost of about 288 billion pesos, which means 5.5 % of GDP of year 2000.¹⁰ We estimate that this cost is equivalent to 70% of the total resources amount collected by the Federal Government through the added value tax, plus resources collected through income taxes in 1999. Hence, we point out the possibility of its instrumentation through stages, while the Federal Government is able to increase its tributary income needed for its instrumentation.

Nevertheless, it is possible to remark that the tributary collection should increase, while this is realised with the specific end of the Program, that is to say through fiscal imposition exclusively destined for these aims. This is what is known as "label tax". Although other financing resources can be established, the main must remain precisely over tributary income increase.

Let's see now which financing resources could be possible for the Program:

1. To increase the contributor's basis. In 1998, there were 6.3 million active contributors; 5.9 million individual contributors and 0.5 million enterprises contributors. Clearly, to increase the contributor's basis is an urgent task and it could be rapidly increased with legal taxation procedures, specially over enterprises who earn higher incomes.¹¹

⁹ Mexico's economic growth average between 1988 and 1999 was 3%. It would be desirable to expect that, with the implementation of this program, the economic growth would mean for the next years 4% annually.

¹⁰ If this salary expenditure would immediately be done, the worker's income would increase to 27% of GDP, lower than 40% that was reached in 1976, which allows us to consider the program as feasible .

¹¹ According to the Ministry of Finances, Mexico has one of the lowest tax burdens in the western countries. Tax burden in our country, in relation to the size of the economy is inferior in 15 percentage points compared with the OECD countries, and it is below other Latin American countries, like Argentine, Brazil and Chile. Taxes collection diminished its GDP participation from 5.1 % in 1994 to 4.5 % in 1998. Mexico also registers one of the lower burdens of enterprises taxes collection world-wide (1.9% of GDP). In the case of added value tax, Mexico presents the less including tributary basis, when it leaves complete sectors out, as well as a good number of goods and services. The effective average rate of VAT in Mexico is 8.9% per cent. Non - tributary incomes have shown great volatility in its evolution because this entry registers non - recurrent incomes, such as incomes by dis - incorporation's, the Banco de Mexico operation's remnant, and oil extraction duties. The fact that in year 2000 taxes collection could be inferior to the one registered in

2. To allow a budget deficit equal to 3 % of GDP, which means about 156 billion pesos for year 2000. At this level it cannot be inflationary, if we consider, for instance, that the European Union rises upon a convergence of 3 % with lower inflationary levels than ours and even the North American one.
3. To impose a special tax whose funds would be destined for the Program so as to be able to tax a part of real earnings obtained by greater savers. This is, to tax 0.2% of depositors and savers in government bonds in their financial earnings in real terms. A tax of 30% upon holders' real earnings from Cetes, Bondes and others, would mean, at present, a fiscal income of about 18 billion pesos.¹²

Other financing resources could be added to the program via other sort of negotiations, for example:

1. A discount upon real interest amounts generated by the foreign debt which mean only 50 per cent, which would allow a positive real interest rate higher than two per cent and that would generate about 40 billion pesos at the present exchange rate.
2. An agreed taxation convergence between Mexico and the United States, over the enterprises taxation, which would allow to increase these income at least 3 % of GDP.

The first stage of the program which includes its implementation in all communities of less than 100 thousand inhabitants, could reach a maximum demand, in full operation, of 4 million women with an estimated cost for year 2001 of 158 billion pesos. Nevertheless, if the program works partially, it would be required about 100 billion pesos, which represents about 28% of the estimated tributary income for that year, or an inferior amount of oil fiscal rights. So, even when the budgetary effort for this program is enormous, the possibility of its partial implementation through stages, would allow it to develop simultaneously in the tributary income widening.

On the other hand, its execution through stages would allow to correct and to improve the instruments employed for its implementation and to culminate in less than 4 years with a total coverage. That is to say, as it was pointed above, first for communities of less than 100 thousand inhabitants, then for urban communities with greater poverty indexes, and finally in all the country.

1994, leads to urgent reflection about the measures that need to be instrumented to be able to avoid severe consequences that would be caused if there were not enough resources to alleviate retardation to cover social expenditure programs, or to invest on vital growth programs.

¹² Estimated data from the V Government Inform, September, 1999, Mexico.

V. The Program's Minimum Salary Level.

A particularly important issue is the initial level definition of the Program's minimum salary. If its initial level is too low, besides the possible inefficiency of the Program, it could act as a deflationary element of the general level of wages and salaries. On the other hand, a too elevated initial level could, besides encountering immediate obstacles for its financing through tributary incomes, to stop middle and small enterprises expansion that operate on a low salaries basis.

Besides, a very low level could be totally insufficient to satisfy some of the basic needs that would allow to stabilise the growing rhythm of poverty and extreme poverty.

Even more, the Mexican economy faces the fact of a growing integration with the North American economy. An initial level for the Program's minimum salary should consider as desirable the productive and salary confluence of both economies in the course of the years to come. So, for example, if the departure's point is the present minimum salary for year 2000, and considering constant minimum salary in the United States in real terms, the possible salary confluence would last 54 years, with a real salary increment in Mexico of 4%. If this last one would increase 5%, then the confluence would be in 48 years.

That is why this proposal stated a departure's point of a minimum salary of 76 pesos a day for the Program plus health and retirement benefits for year 2000. This initial level would allow, in a scenario of an annual real growth of 4 %, a confluence in 29 years.¹³

Besides, this salary is equivalent to almost 50% of the present cost of the minimum consumption of a five members worker's family, which includes food, and excludes education, clothing, shoes, housing, health, recreation and culture.¹⁴

So, the proposed initial salary level is found above the average services and industrial salary in Mexico, which points out that the selected level for the Program's salary will not radically modify the actual salary's structure in the short term.¹⁵

¹³ **The present economic asymmetries between both nations, that have also had a commercial integration trajectory, is enormous. Nevertheless, the same commercial opening is increasingly leading to relative prices structures in both countries. Even so, the salary prices fiscal productive structures homogenisation process will take several years.**

¹⁴ **Estimations elaborated by Centro de Análisis Multidisciplinario, Facultad de Economía, UNAM.**

¹⁵ **Data from the V Government Report.**

VI. The Employment Characteristics within the Program and its Multiplier Effect

Women's income is lower than men's income upon equal or similar jobs and empowerment, which is explained by cultural elements of gender discrimination. This Program looks to closing the gap in gender's inequality and to raising a minimum basis for occupation and income at national level.

We consider that for certain jobs where skilfulness and accuracy is needed, women are traditionally hired, but they are less remunerated due to gender discrimination as well as due to lower retribution no matter their greater work power. For women who work in the agricultural field there is an additional element: it is feminine work together with children's work, and it is women's work retribution not children's.

This Program requires to be fully developed by a multi - disciplinary work team, a social salary for the poorest and less qualified women. In it, people from different disciplines are required: lawyers, social workers, sociologists, teachers, economists, accountants, architects, doctors, and specialised people on trading, public tariff and foreign trade.

It is important to pinpoint the employment characteristics that are pretended to look for through this Program. Mainly, it is to offer employment for women with non - skilled jobs in roads' building, bridges, potable water facilities, irrigation, public building services, construction and services in parks and gardens, plague extermination and sanitation, literacy campaigns, clearing, environmental care, community and rural care, educational campaigns, third age care campaigns, public schools assistance, streets, airports and public places security, community children schools, etc. In general, it is community services programs.¹⁶

So, several objectives are conjugated in this Program. On one hand, the full employment objective, mainly making use of the poorest population labour force; on the other, the objective of goods and public services production which is indispensable for general life level increase; and, finally, the objective of education and work empowerment.

¹⁶ The United Nations recognises the need for International Cooperation in the next century focused on national States concerning production in what is considered world "public goods", as actions to prevent pollution. environmental care, and ecological recuperation; actions to eradicate illnesses; to advance or to consolidate democracy; law accomplishment and prevalence.

On the other hand, it is considered that the proposed Program increases demand, therefore there is public income increase, so it contributes to compensate public expense increase derived from this Program's financing.

The Program should be sustained upon a **Women's Full Employment Law** that guarantees the state compromise with this program, as well as it should establish the salary and maintenance level in real terms. Due to its character, the program generates contractual relationships where it is necessary to guarantee the remuneration's acquisition power as well as a length of six hours a day.

In Mexico, 37% of active economic population are women, while participation of women's income represents 22% of the total, according to the United Nations Human Development Inform from 1995. This clearly reflects gender inequalities in our country. So, men receive a larger amount from the income. It must be added that part of the feminine job is not recognised or valued, and when she receives an income, her economic contribution is under-valued.

During the last years, the public sector net expense was drastically reduced, for it went from 36% in 1981 to 22% of GDP in 1999. The small level of public expenses constitutes the first restriction to continue this way, due to the existent social slow-down. Also, fiscal collection scarcely means 10% of GDP. The circle less expenses - less fiscal incomes, has led not only to a slow and unstable economic growth, but also to unemployment and sub-employment growth. To change this dynamics through a Program as the one that is being proposed, means a step forward in the building of a fairer society in terms of gender and also more democratic.

Gender logic in social, political and institutional structures can draw our practices, discourses and social representations as we are capable of setting cultural gender norms. A work ethics that offers the means to clarify and to order human normative principles. To aspire to justice and to want equity may be born in a society where gender difference is recognised but not used to maintain inequalities.¹⁷

¹⁷ See. Marta Lamas (Compiler), **Género: la construcción cultural de la diferencia sexual**. Ed. Miguel Angel Porrúa, Mexico, 1996. *This documents complements itself with our paper on Education and Sustained Development recently realised. We consider that both programs should go hand by hand. It is expected that with the conjugation of both programs the children's basic levels in education which would make possible a larger women's working level that would avoid youngsters to look for jobs to survive, which repeatedly stops their studies. It can be seen: Eugenia Correa y Patricia Pérez "Educacion y Desarrollo Sustentable", paper presented at the Seminary Mujeres y Educacion, Federación de Mujeres Universitarias, Mexico, November, 1997.*

VII. Conclusions

The program full employment for women correspond to the urgency of generar empleo para combatir a la pobreza que durante las dos últimas décadas ha agravado el poder de compra de la gran mayoría de familias de ingresos inferiores y escasez de oportunidades. Every day growing number of women finds part time, temporary employments and very bad payment. Most of them by the deep scholarship they can't be promoted to higher salaries. These make a circular negative effect in women employment. First we have to induce the full employment and the the government must increase education program for women by a higher budget and a special educational program. It is inadmissible that at the beginning of the century XXI, mexican women, achieve all the responsibilities of the family having not only a formal salary, an informal salary and the domestic fare without payment.

The mainstream policy employed in economic policy has induced to increase the gap between male and female salaries taking out women in the role of economic development. This program will be enmarcado in the postkeynesian economic theory with its own particularities adaptade to Mexico.

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