Women’s career in Quebec and Jalisco (Mexico): an international perspective

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- Introduction
- Context: Mexico vs Québec
- Methodology
- Results
- Discussion
Introduction

- Gender equity
- More and more educated women
- What factors influence (positively or negatively) educated women’s career in Jalisco (México) and Québec (Canada)?
### Women’s participation in Canada and Mexico

<table>
<thead>
<tr>
<th></th>
<th>Mexico</th>
<th>Canada</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation rate of women</td>
<td>44%</td>
<td>62%</td>
</tr>
<tr>
<td>% of university student</td>
<td>53%</td>
<td>55%</td>
</tr>
<tr>
<td>% of time dedicated to paid work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>33%</td>
<td>24%</td>
</tr>
<tr>
<td>Women</td>
<td>16%</td>
<td>20%</td>
</tr>
<tr>
<td>Unpaid work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Women</td>
<td>26%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Enquête OCDE 2014 – World Bank
<table>
<thead>
<tr>
<th>Country</th>
<th>Care for household members</th>
<th>Routine housework</th>
<th>TV or radio at home</th>
<th>Sports</th>
<th>Sleeping</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada (2010)</td>
<td>44</td>
<td>21</td>
<td>133</td>
<td>99</td>
<td>123</td>
</tr>
<tr>
<td>Finland (2009-10)</td>
<td>31</td>
<td>13</td>
<td>137</td>
<td>91</td>
<td>111</td>
</tr>
<tr>
<td>France (2009)</td>
<td>35</td>
<td>15</td>
<td>158</td>
<td>98</td>
<td>103</td>
</tr>
<tr>
<td>Italy (2008-09)</td>
<td>23</td>
<td>10</td>
<td>204</td>
<td>57</td>
<td>106</td>
</tr>
<tr>
<td>Japan (2011)</td>
<td>26</td>
<td>7</td>
<td>199</td>
<td>24</td>
<td>140</td>
</tr>
<tr>
<td>Korea (2009)</td>
<td>48</td>
<td>10</td>
<td>138</td>
<td>21</td>
<td>120</td>
</tr>
<tr>
<td>Mexico (2009)</td>
<td>53</td>
<td>15</td>
<td>280</td>
<td>75</td>
<td>71</td>
</tr>
<tr>
<td>New Zealand (2009-10)</td>
<td>44</td>
<td>16</td>
<td>142</td>
<td>76</td>
<td>118</td>
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<tr>
<td>Spain (2009-10)</td>
<td>42</td>
<td>20</td>
<td>127</td>
<td>76</td>
<td>139</td>
</tr>
<tr>
<td>United States (2010)</td>
<td>41</td>
<td>19</td>
<td>126</td>
<td>82</td>
<td>136</td>
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<tr>
<td>OECD 26</td>
<td>40</td>
<td>16</td>
<td>168</td>
<td>74</td>
<td>112</td>
</tr>
</tbody>
</table>

[Link to OECD website](http://www.oecd.org/gender/data/balancingpaidworkunpaidworkandleisure.htm)
Methodology

- Qualitative methodology
- In-depth interviews with graduated women
Social Factors

- Traditional work division
- Public policies encouraging women participation in the Labour market
- Strong stereotypes
- Vocational choice
- Legal context (work law, family law, parental leave...)

Organisational factors

- Norms / Culture
- Organisational process and practices
- Organisational support (including management and top management support)
- Tokenism
- Mentors (inside and outside)
- Networks (inside and outside)
Individual (professional) factors

- Political skills
- Training and development of human capital
- Mobility
- Leadership: double bind
- Ambition
- Self-confidence
- Hard work (work-family arrangements allowing hard work)
Family Factors

- Work-family conflict
- Family / spouse support
- Age / number of children
- Spouse’s career
Other factors

- Coherence between individual and organizational values
- Models
- Divorce
- Height
- Health
Discussion / Conclusion

- National/ institutional context, but...

- Optimism ?