National Development Plan 2013-2018 Approaches. Transversal Strategy: Gender Perspective

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Introduction

On this 21st Century, the growing incorporation of women into several decision-making areas such as economics, politics and society on developed countries has thrust and strengthened gender perspective and equality as a form of development and constant evolution of global society, favoring a vision in which women are subjects of development over that which gives them an inferior and subordinate role.

Mexico is a country where education and work opportunity are still denied to most women. Furthermore, gender-based violence is still an issue that needs a forceful solution. Recent research furnishes documentary evidence of features and expressions of prevailing gender inequality in Mexico, which are aggravated by poverty, low levels of education, antidemocratic practices, and a poor enforcement of human rights. The prevailing situation is that of discrimination and exclusion.

There are still many national affairs in which gender perspective has still not taken roots, and its effects are seen as poverty, marginalization, discrimination, violence and abuse; it is necessary for the State and different sectors of society to take on the obligation and commitment of collaborating in a coordinated manner in order to achieve effective equality amongst genders.

In this sense, the National Development Plan 2013-2018, the Government makes clear its commitment to women and men to implement actions that promote and equality culture and a violence-and-discrimination-free

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TN: “Equality” can be translated into two different concepts in Spanish, “equidad” and “igualdad”. The meaning is different, but since the author later on stresses the importance between these two, the concept “equity” (commonly used in financial jargon but also in gender literature) is adopted.
life through strategies such as the transversal implementation of gender perspective policies throughout the Federal Public Administration, and at local and municipal levels within its powers.

I. Context

40 years ago, Mexico was a country of 48 millions people, of which 49.9% were men and 50.1% women; a little more than half, 59% of the population, lived in urban areas; only 47,600 young people, only 6% of the 19 to 23 year rate, went to higher education, and out of 100 students only 17 were women, which means that only 8,100 women went to college. In 2010, forty years later, the country changed, since we were a little over 112 million Mexicans –more than double-, the proportion between sexes has barely changed, 51.2% are women and 48.8% men; most live in urban areas, 77%; 2,766,000 students attend higher education, which represents 29% of the 19 to 23 year old rate, and out of 100 students, 50 are women.2

The challenges that women still face to access knowledge and stand up for their right of freedom of thought are considerably large, since today, on the 21st Century, little has changed as to context, obstacles, last-century mentalities, which stresses the need to claim the right to participate in social problem solutions through academic work and construction of knowledge. It is important to stress out the meaning of equality, gender equity, and transversality.

On these past few years, on a global level, next to the gender equality-based conceptualization, another has emerged called gender equity, a difference that is not trivial. According to Adrián de Garay and Gabriela del Valle-Díaz-Muñoz,3 subject matter experts, gender equality emphasizes the fact that women can do anything men do in different institutions and practices. Gender equity enriches the perspective, since justice and balance are stressed out, without leaving equality behind.

Beyond the struggle for mathematic equality of results, something that must not be forgotten, the concept of equity includes equal treatment, or a differential treatment, but people are considered equivalent in terms of rights, benefits, and opportunities. Thus, whilst equity is an empirical concept, equity constitutes an ethical imperative associated with principles such as social justice and human rights.

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On the other hand, gender transversality aims to “transform the way in which public agencies operate, specially the technical processes of formulation and execution of public policies. This is why transversality strategies consider incidence actions, in both work procedures and organizational culture, in order to make sense of everyday work...”\textsuperscript{4} within Public Administration.

Coherent with global tendencies, Mexico has begun to change when it comes to gender equality and equity, when the General Act on Women’s Access to a Life Free of Violence was issued on February 1, 2007, and the National Agreement on Equality between Women and Men was signed on March 8 of the same year. The latter is an agreement made between the three branches of all government levels, and civil society in order to integrate the principle of gender equality in the Mexican society.

However, the current marginality of some sectors of society is outstanding, it is here where women’s vulnerability is evident. Women have struggled over the years to attain civil and political rights, exerting governability, when the reality is, that these rights are not fully exercised. It is on this aspect where the relation between gender and democracy should concur.

\textbf{II. Democracy and gender perspective}

In general, the Mexican State’s duty under a democratic regime is to ensure the permanence of plurality, where gender perspective must be understood as the interaction of individuals of both sexes in an environment of reciprocity, that concentrates both public and private space, and creating a full and consistent coexistence.

A full democracy means an open society to new mind-set, open to adopting different cultural model, to include values that promote coexistence between genders that break down into equality and equity parameters.

Similarly, in a Modern State, in a Social Democratic Rule of Law, the contribution and cooperation amongst both genders, masculine and feminine, in order to address public issues, is necessary and constitutes a stepping stone for the construction of an effective democratic social and political order.

Each society defines the values, rules, ways of acting, feeling, and thinking of its subjects, getting them to live in a particular way. Difference and inequality are experienced in different social spaces, but it is in the domestic space, the family institution, where most everyday sexual roles are created and reproduced, through a structure of classifications that tell the subject who he or she is, and how he or she must act in several situations that

\textsuperscript{4} Instituto Nacional de las Mujeres, \textit{Glosario de Género}, p. 126.
have been classified too. All this while the person is informed about being and the actions of those with whom he or she interacts.\textsuperscript{5}

Gender equity insists upon taking care of the insufficiencies of different groups of women, by understanding that these are caused by power relations and inequality conceived by long term culture.

Hence the chief importance of equal opportunities and rights for both women and men and gender equity as a main component of all the Public Administration’s activities, achieved through the establishment of a social policy with gender perspective.

\textbf{III. Social Policy in Mexico and Gender Perspective}

Facing inequality, a complex issue, actually means to transform asymmetrical power relations in order to articulate several policy instruments in economic, politic, social, and cultural spheres. Jusidman\textsuperscript{6} states that despite several government administrations attempts, the situation of precariousness, insecurity, and frailty in which millions of urban and rural inhabitants live has not changed.

Inequality remains as a determining condition for opportunities to improve skills and access to resources and incomes throughout life, and becomes a trap that relates to gender, ethnical origin, social status, and birthplace.\textsuperscript{7} It is very complex, achieving a State capable of designing and executing a social policy that guides towards a more equitable and cohesioned society, based on law and individual rights, because of the multifactorial origin of inequality. This is why it cannot face simple, unidirectional, and sole public programs.

The concern over innovation and efficiency of management has led governments, amongst other strategies, to focusing their social interventions. When we talk about social development policies, we mean the ones that set long-term goals through the investment of human and social (education, healthcare, food, networking, gender equity, promotion of social enterprises, etc.) capital. Getting to know the processes, results, and effect of social development policies constitutes a fundamental element to improving decision-making, and to attain better effectiveness of designed policies, a better strategy implementation, and better efficiency in resource allocation.\textsuperscript{8}

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\textsuperscript{7} \textit{Ibid}, p. 206.
\textsuperscript{8} Cardozo Brum, Myriam; “Evaluación de políticas de desarrollo social” en \textit{Política y Cultura}. Otoño, No. 20, México, 2003, pp. 139-154.
\end{flushleft}
The historical discrimination of women, women murders in Ciudad Juarez and other border towns, are the manifestation of violence that comes from a social gender inequity in these regions, as well as the discrimination of indigenous women in marginalized areas, a reason why the effort of the Mexican State in the past term offices must be recognized, on both federal and local levels, and also by civil society organizations, and both public and private universities, to encourage gender equity. Everyone, both women and men, have the responsibility to contribute in order to change inequality situations, exploitation situations, discrimination, and abuse, no matter the gender, it must be pointed out and fought against.

Recent research furnishes documentary evidence of features and expressions of prevailing gender inequality in Mexico, which are aggravated by poverty, low levels of education, antidemocratic practices, and a poor enforcement of human rights. The prevailing situation is that of discrimination and exclusion.

The idea of achieving equal opportunities amongst men and women through gender perspective is a considerable concern of federal authorities of Enrique Peña Nieto’s government.

Mexico has undertaken by political will a crusade for women’s human right to an equal and equitable inclusion in the public professional practice. An example is the General Act on Equality between Women and Men, issued on the Official Journal of the Federation on August 2, 2011, a law that gave to the legal framework several guidelines to design, implement and evaluate gender perspective public policies.

**IV. Public Policies and Gender Perspective**

A topic of most importance for governments is to specify their plan of action, which shall be materialized to a large extent through public policies. It is therefore one of the main government’s activities the creation of programs to satisfy social demands. A government’s recognition and legitimacy is of chief importance, nevertheless a government must also be legitimized by what it does, and as such, design and execution of public policies are fundamental elements to guarantee the governments capacity and competence.\(^9\)

Statecraft through public policies consists of, according to Santibáñez y Lahera,\(^10\) careful design while selecting a set of lines of action; furthermore,

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they shall be useful and efficient instruments to give the electorate what it seeks, in terms of problem solving. Lahera states that a good government is the one that “… achieves the closest results to the optimum, for which it is necessary to design, execute, and evaluate them in the best possible conditions and with most social utility”.

The General Act on Equality between Women and Men, and the General Act to Eradicate Violence against Women, establish public policies that seek to transform gender-based inequality and discrimination conditions, as a fundamental task for democracy building in the country.

These laws, as well as public policies that come from them, gender equity, and gender perspective transversalization constitute the pillars on which the Public Administration is building new relationships between Government and society, based on principles such as equality, justice, equity, and freedom, among others, that lead to a more equalitarian and democratic society.

Public policies are therefore without a doubt the executive part of the Public Administration. Public policies that are healthy, efficient, and that attend to social issues, mean a State with an Administration capable of dealing safely with any adversity.11

V. Transversal Strategy: Gender Perspective to achieve national development. National Development Plan 2013-2018

According to Indicator VIII.A.4 of the National Development Plan 2013-2018, the Gender Inequality Index states as follows:

**Gender Inequality Index**

**Indicator:** Gender Inequality Index

**General description:** The Gender Inequality Index (IDG) reflects the disadvantage women face in three dimensions: reproductive health, empowerment, and labour market.

**Observations:** The index is composed of three dimensions measured through five indicators:

1) Maternal Mortality Rate.
2) Adolescent Fertility Rate.
3) Women and men with at least secondary school degree.

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4) Participation of women and men in parliament seats.
5) Participation rate of women and men in labour force.

It is measured in a “0” to “1” scale, where “0” is the most equal.

**Periodicity:** Biannual.

**Source:** United Nations Development Program (UNDP).

**Historical Behavior:**

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Source: PND 2013-2018

This means that in order to get Mexico to achieve its full potential, there will be during this term office five National Goals:

1. Mexico in Peace;
2. Inclusive Mexico;
3. Mexico with Quality Education;
4. Prosperous Mexico;
5. Global Responsible Mexico.

The present Administration shall put special emphasis on three Transversal Strategies in order to achieve the aforementioned goals:

i) Democratize Productivity;
ii) Near and Modern Government; and
iii) Gender Perspective in all actions of the present Administration.

Concerning this last transversal strategy, which is the main object of this article, the National Development Plan states as follows:

“The present Administration considers as fundamental to guarantee substantive equality of opportunities amongst women and men. Mexico cannot reach its full potential when over half its population faces gender gaps in every sphere. This is the very first National Development Plan to incorporate gender perspective as an essential principle. This means that it considers the need to carry out specific actions oriented to guarantee women’s rights, and to prevent gender differences from being a cause for inequality, exclusion, or discrimination.

The main goal is to promote a profound change process that begins from the inside of government agencies. All this with the objective to avoid
that gender roles and stereotypes that derive in inequality, exclusion, and discrimination are reproduced, since they have a negative impact on public policy success. In this sense, the Mexican State shall make tangible all commitments that were taken on when the Committee on the Elimination of Discrimination against Women (CEDAW) was signed, as well at what articles 2, 9, and 14 of the Planning Law state about the incorporation of gender perspective in national planning.

Therefore, the National Development Plan instructs all Administration agencies to align all sectorial, institutional, regional, and special programs around concepts such as Democratize Productivity, Near and Modern Government, as well as Gender Perspective".\(^\text{12}\)

When we talk of gender perspective,\(^\text{13}\) we speak of a conceptual tool that attempts to show that differences between women and men do not exist because of biologic determination, but because of cultural differences assigned to human beings.

Analyzing a situation from gender perspective allows us to understand that the lives of women and men can be modified since it is not determined \textit{by nature}. This means that this perspective enables us to understand in a deeper way the lives of women and men, as well as the relationship between them. This outlook questions the stereotypes with which we are educated, and enables the possibility of creating new socialization and relation contents.

When applied to the development process, gender perspective questions the contributions and differential benefits of public policies in life quality of women and men, and it contributes to tackle the neutrality myth in the design and execution of said policies.

That is to say the goal is to incorporate a gender equality perspective as strategy and line of action for public policies, programs, projects, and compensatory measures such as affirmative actions of the Federal Public Administration in each of the five national goals throughout this term-office.

\textbf{Goal no.1 Mexico in Peace}

Strategy III is proposed in order to promote and strengthen democratic governance, and achieve Objective 1.1 of Goal no. 1 Mexico in Peace. The lines of action are as follow:


\(^\text{13}\) Instituto Nacional de las Mujeres; \textit{ABC de género en la Administración Pública}; Secretaría de la Función Pública, México, D.F. 2007, p. 127.
• To promote participation and a balanced political representation of women and men.
• To establish special measures in order to eradicate gender-based violence in all levels of Public Administration.
• To guarantee the fulfillment of general agreements of the National System to Prevent, Care, Punish, and Eradicate Violence against Women through effective coordination of all levels of government.
• To strengthen the National Data Bank on Violence against women, with participation of federal entities.
• To simplify processes and to improve coordination in federal, local, and municipal levels in order to prevent, care, punish, and eradicate violence against women.
• To accelerate exact application of protection orders for women that are exposed to risks.
• To harmonize of police investigation protocols regarding women’s homicides.
• To promote criminalization of human trafficking, and its harmonization with current legal framework.
• To carry out national campaigns to raise awareness on risks and consequences of women-oriented human trafficking, as well as on gender discrimination and different kinds of violence against women.
• To train civil servants in charge of enforcing the Migration Act and its regulations, as well as all applicable legal framework, on causes, consequences and impact of women trafficking and other exploitation forms, as well as on crime victims support.
• To promote gender-based performance of Federal Public Administration agencies
• To include specific actions to guarantee safety and integrity of women.

To achieve a Mexico in Peace under the transversal axis of gender perspective, it is mandatory that all lines of action involve citizens of women and men. This in order to develop their public and private skills and expertise, but considering in the meanwhile a full hierarchized legal framework. Out of over 22,000 articles that make up the secondary laws of general application, only about 400 deal specifically on women. Such is the case of the General Act on Women’s Access to a Life Free of Violence, made out of 59 articles and 8 transitory provisions, and its Regulation of 65 articles; the General Act on Equality between Men and Women, with 48 articles and no Regulation; and the National Institute for Women Act, with 35 articles.

Furthermore, bearing in mind the very essence of the national legal system, the Government may not develop policies or carry out plans and programs successfully without a constitutional State policy to support it, since all constitutional principles and all laws that emanate from the Constitution are in themselves public policies in the broad sense.
Bearing this in mind, the federal laws that develop and implement constitutional principles, provide specific goals, specific interpretations, clear concepts, and uniform criteria to public policies displayed by the Government through all Public Administration levels.

In this way, the fundaments that support the legality of all plans, programs, projects, actions and tasks enforced by the administrative machinery are given to the public authorities, and the main goals of social, political, economic, cultural, environmental, and administrative development are being fulfilled.

Thus, the development of a secondary legal framework creates the conditions to define administrative processes, objectives and organizational goals, institutional development, and specific tasks in order to take care and respond social demands of a fully identified sector of society, which is the case of equality and gender equity.

**Goal no.2 Inclusive Mexico**

The way Strategy III is involved in Objective 2.1 of Goal no. 2 in order to guarantee enjoyment of social rights for the entire population is through the following lines of action:

- To promote equal opportunities amongst women and men for the enjoyment of their rights, reducing the gap in matters of labour access and permanence.
- To develop and strengthen support and attention schemes that enable women to improve their conditions of access to social security and their economic welfare.
- To promote policies directed to men that favor their participation in domestic chores and responsibilities, as well as their rights in family matters.
- To prevent and take care of violence against women, through coordination of public and social institutions involved in this matters.
- To design, execute and promote family support policies and services, including attainable, accessible, and quality services such as child support and care for other family members that need it.
- To evaluate current attention schemes of social programs in order to determine which are the most effective mechanisms to reduce gender gaps, this way achieving an equitable social policy.

The Institutional Goal “Inclusive Mexico” will be relevant in order to raise awareness on family coexistence values, since they have an important influence in the community, and to reflect on ways to build citizenship from the family basis.
It is relevant to recognize that family is the sphere where human beings begin to interact with others in order to recognize him or herself through values, actions, and concepts that allow her or him to feel part of a unity. Through lines of action we can reinforce the knowledge of the family role in social behavior of women and men, through identification of attitudes that either obstruct coexistence or are plainly inequitable. This is why it is so important to acknowledge values such as democracy, but defining them according to family situations. That is to say, what is the meaning of equality in the family, of tolerance, respect, equity, freedom, dialogue, responsibility, and agreement, among other concepts. This will generate an expectation and identification in everyday life.

**Goal no. 3 Mexico with Quality Education**

In order to achieve Goal 3, Mexico with Quality Education, Objective 3.1 means to develop Mexicans human potential through quality education. For this, Strategy III on Gender Perspective considers the following lines of action:

- To promote throughout all levels, especially in secondary and higher education, access and permanence of women in the Education System, as well as their timely conclusion.
- To encourage that all study plans assimilate gender perspective, to teach from an early stage equality between women and men.
- To promote participation of women in all areas of knowledge, particularly those related to sciences and research.
- To strengthen follow-up mechanisms to encourage women’s participation in workforce through education.
- To amplify girls’ and women’s participation in sports, to improve their health and human development.
- To encourage equitable participation of women in cultural activities.

It is important to mention in this context that according to the International Labour Organization (ILO), there is strong evidence of inequalities in Latin America when analyzing the relation between schooling of men and women, and their respective chances and conditions of labour insertion. The highest levels of education cannot guarantee women more or better job opportunities in relation to men. They need significantly higher education credentials to access the same job opportunities as men: an average of four more years to have the same remuneration and two more years to have the same opportunity to access the formal employment sector.\(^{14}\)

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Women have increasingly gained access and maintained high percentages of superior education graduation, exceeding levels reached by men in several fields of study. Despite these improvements, tendencies reflect that women continue to participate more in certain fields and careers that are culturally associated to the feminine gender such as nursery, nutrition, humanities and social sciences, whilst in areas such as engineering and exact sciences are still fields associated to men.

In Papadupolos and Radakovich words, inclusion of gender perspective in higher education by expanding the access of women and other groups of society to higher education institutions constitutes a necessary to deal with inequality, but insufficient to guarantee equity.

**Goal no. 4 Prosperous Mexico**

Objective 4.1 intends to maintain the country’s macroeconomic stability in order to achieve the Prosperous Mexico Goal. To this end, according to the Transversal Strategy of Gender Perspective, the following lines of action must be accomplished:

- To promote women’s inclusion in economic sectors by financing productive initiatives.
- To develop financial products that consider gender perspective.
- To strengthen financial education for women to ensure a proper financial system integration.
- To encourage economic empowerment of women through elimination of obstacles that prevent their full participation in paid economic activities.
- To promote job training programs that help women to actually integrate in sectors with higher productive potential.
- To enforce participation of women in the entrepreneurial sector through technical assistance.
- To develop evaluation instruments on effective use of public resources destined to promote and enforce equal opportunities between women and men.

In the new agenda of population, gender equity, and women empowerment policies, these are fundamental conditions to reach sustainable development.\(^{16}\)


\(^{16}\) We understand for Sustainable Development the integral process that demands different actors of society commitment and responsibility when applying economic, political, enviromental, and social models, as well in consumption patterns that determine life quality.
In order to achieve this, Mexican federal, local, and municipal governments have constantly been exhorted to orchestrate the necessary institutional changes, as well as legal and constitutional reforms to safeguard women’s rights and promote gender equity. The international community and Governments are also encouraged to adopt measures to strengthen, reorganize or expand reproductive health services, education and financial systems, and work programs, in order to ensure women’s access to a Prosperous Mexico in equal conditions.

Permeating institutions so that they take charge and enforce in effective way social and economic policies with gender perspective, and so that they democratize their actions from the inside and towards the population, means to make deep institutional changes that can only be enabled if there is enough political will and resources.

However, beyond the limited impact of women’s participation in the exercise of an active citizenship or inclusion in economic sectors and democratization of institutions, evaluations of several experiences of local participation and women entrepreneur projects indicate that self-esteem is promoted, and they are appraised positively by women. Women’s participation in a local level is a necessary experience to move forward in the construction of identity as it strengthens women as people and legitimizes them as economic agents and social actors.\(^\text{17}\)

To influence effectively in public policies and participate in decisions, women must position themselves as political, social, and economic actors in all spheres.

**Goal no. 5 Global Responsible Mexico**

Finally, Goal number 5 on achieving a Global Responsible Mexico, has as main objective to amplify and accentuate Mexico’s global presence, through the following lines of action:

- To promote and follow up on gender-related international commitments.
- To harmonize the existing legal framework with international treaties on women’s rights.
- To evaluate the effects of migration policies on female population of migrant sending communities.
- To enforce an intersectoral strategy that aims to take care and protect migrant women who are victims of trafficking and abduction.

As to the Global Responsible Mexico Goal, it should be noted that, internationally, progress towards gender equality date from previous years to 1945, year in which the United Nations was founded. From that day on, the organization’s work for the benefit of women has been fruitful.

Recognition of the need to incorporate women in the decision-making process began to arise throughout a series of world conferences held by the United Nations in the early 90’s, regarding several aspects of development such as environment, human rights, and social development. In every conference was stated the importance of full participation of women in decision-making. As of the Beijing Conference of 1995, Member States, including Mexico, committed themselves to include effectively a gender dimension in all their institutions, policies, planning processes, and decision-making. This meant that before decisions were made or plans were executed, an analysis had to be made concerning its impact on men and women, and their needs.

Incorporation of gender perspective demands a thorough examination of society as a whole and its basic structure of inequality, in order to center the attention in restructuring institutions and adopting political and economic decisions instead of only focusing on women and their social and legal status.

An innovative element of the National Development Plan 2013-2018 is the establishment of actions related to Transversal Strategies in which indicators will be established in order to measure work productivity, accountability, modernization of government, and gender equality. Further evolution of these indicators will constitute a most useful tool when designing public policies and, given the case, its modification.

As to sectorial programs, the National Development Plan 2013-2018 contemplates the creation of the following gender perspective-based programs:

- National Program on Equal Opportunities and no Discrimination Against;
- National Program on Social Prevention of Violence and Crime;
- Comprehensive Program to Prevent, Care, Punish, and Eradicate Violence against Women.

VI. Conclusions

One of the main challenges of current democracies is to encourage amongst women and men participation and political incidence processes that enable them to become people who know, demand, and defend their rights.
Hence that the Public Administration has an arduous task ahead, so that the State is responsible of strategic actions to eradicate stereotypes, taking the challenge of enforce gender equality and gender equity as Transversal Axis of planning, creation of programs, and budgeting with gender perspective.

The importance of gender perspective in development processes is that it makes women visible as potential subjects of development, overcoming fragmentary views that consider them a vulnerable group or second-rate citizens.

Gender perspective data basis must be made. This means that there must be precise indicators in order to institutionalize gender perspective.

It is recognized that, even though there have been advances on budgeting with gender perspective and on programs to promote it, these are not a proper State policy. The challenge consists on enforcing a National State Policy with gender perspective.

Hence that transversal annexes are considered in planning necessary to promote an inclusive culture of gender perspective, supported by methodology with the same approach.

Inclusion of gender perspective in higher education is mandatory. We should not and must not continue with a lack of insertion of women in our universities. Despite national and international efforts to revert this, it is still not enough. Likewise, we cannot continue to accept scarce participation of women in management positions. In order to achieve this, it is necessary that laws, regulations, and collective labour agreements encourage women's equity. We must recognize social and legal conditions must change in our universities.

If and only if incorporation of gender perspective in public policies are implemented considering: existence of an explicit personal and institutional will to promote a redistribution amongst genders in terms of public resources, civil rights, and participation, power positions, and authority; appreciation of the work of women and men; having information about differences between men and women (statistics disaggregated by sex), as well as a legal ban on discrimination when revising and modifying laws, codes and regulation, rules of operation, among other elements that solve unbalances between men and women, and anticipate effects of public policies on inequality of opportunities, results, and treatment between men and women, and, above all, create measuring and evaluation instruments that make both improvement and position of women visible.

Finally, if it is considered that over 50% of this country's inhabitants are women, public and development policies should be consistent with their
growth, avoiding lags that affect political and social development. It is necessary to seek quality in education, access to education, to learning, the search for innovation in education. But reaching these goals is impossible as long as we do not include women.

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**Legislación**

— Constitución Política de los Estados Unidos Mexicanos.
— Ley Orgánica de la Administración Pública Federal.
— Ley del Instituto Nacional de la Mujeres y su reglamento.
— Ley Federal de Responsabilidades Administrativas de los Servidores Públicos.
— Ley Federal para Prevenir y Eliminar la Discriminación.
— Ley General para la Igualdad entre Mujeres y Hombres.
— Ley General de Acceso de las Mujeres a una Vida Libre de Violencia y su reglamento.
— Ley General de Planeación.
— Acuerdo Nacional para la Igualdad entre Mujeres y Hombres y su Plan de Acción.