

THE PERCEPTION OF DISCRIMINATION FROM THE GENDER PERSPECTIVE IN CONSTRUCTION WORKERS

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Abstract: This article presents an exploratory study that aims to examine the relationship between the perception of labor discrimination and Psychosocial Risk Factors (PSRF), utilizing two normative instruments: Reference Guide III (NOM-035-STPS-2018) (STPS, 2018) and the Workplace Climate and Non-Discrimination Perception Questionnaire (NMX-R-025-SCFI-2015) (Secretaría de Economía, 2015). The methodological integration of both instruments allowed for a comprehensive organizational diagnosis, demonstrating how psychosocial risk factors are linked to structural discriminatory practices. The findings reveal an increased exposure to psychosocial risk among women, particularly in dimensions such as workload, workplace violence, leadership and organizational belonging, compared to their male counterparts. Additionally, differentiated perceptions of unequal treatment and exclusion were identified. The study concludes with organizational recommendations and policy implications aimed at promoting substantive equality and preventing psychosocial risks in male-dominated work environments.

Keywords: gender equity, labor discrimination, psychosocial risk factors, NMX-R-025, NOM-035-STPS-2018

JEL Classification: L74, J28

Introduction

Gender-based discrimination perpetuates persistent inequalities in salaries, access to education, representation and workplace conditions (Rodríguez-Carrasquillo, 2024). Women face structural barriers rooted in cultural, economic and social norms,

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often exacerbated by traditional gender roles (Jiménez Figueroa & Hernández Reveco, 2020). Despite such challenges, labor participation has increased, motivated by economic necessity and shifting social paradigms, leading women into male-dominated fields like construction. However, mistreatment of women in positions of subordination continues to occur in male-dominated areas (McKinsey & Company, 2024).

The gender gap persists due to organizational practices such as wage disparities, underrepresentation in leadership, rigid schedules and hostile work climates (Jiménez Figueroa & Hernández Reveco, 2020). For women, especially those from low-income backgrounds, demanding shifts and insufficient emotional support contribute to psychosocial strain and exposure to Psychosocial Risk Factors (PSRF) (Zárate Negrete & Sánchez Ramos, 2022; ILO & WHO, 1984).

In this study, PSRF stands for Psychosocial Risk Factors, workplace conditions that can negatively impact emotional well-being, mental health and performance. These include excessive workload, unclear roles, lack of recognition, poor leadership, harassment and limited growth opportunities. Identifying these factors helps prevent stress, burnout and conflict. In Mexico, the NOM-035-STPS-2018 provides a framework to address such risks, recognizing their effects on health and productivity. International bodies like the ILO and WHO also stress the need for psychologically safe work environments (WHO & ILO, 2022). This research uses PSRFs to examine how working conditions shape well-being and organizational dynamics, aligning with the WHO–ILO report that identified these risks as key determinants of workers' physical and mental health (ILO & WHO, 1984). In construction, high workloads, unsafe conditions and instability intensify stress and diminish self-esteem among female workers (San Juan Pérez, 2021). Discriminatory environments hinder their integration and limit access to professional growth (Pellegrini, 2024), while negatively impacting organizational climate and emotional well-being (Meza Barajas, 2017).

Unfavorable conditions, linked to poor recognition and limited training, fuel turnover and reduce productivity. The absence of effective strategies to mitigate PSRF results in precarious work settings (Vargas Jaimes et al., 2021). Therefore, analyzing these risks from a gender perspective is essential to uncover harassment, exclusion and workplace invisibility.

This study aims to examine the relationship between discrimination and PSRF utilizing two normative instruments: Reference Guide III (NOM-035-STPS-2018) (STPS, 2018) and the Workplace Climate and Non-Discrimination Questionnaire (NMX-R-025-SCFI-2015) (Secretaría de Economía, 2015), contributing to more equitable and healthy organizational practices in the Mexican construction industry.

Literature review

The analysis of the documentary indicates that, despite widespread recognition of the gender gap both nationally and internationally, it continues to pose a persistent challenge. According to the report by the International Labor Organization (ILO), gender inequalities remain significant barriers to equitable job opportunities in Latin

America and the Caribbean. By the end of 2024, women represented 52.1% of the workforce compared to 74.3% of men, highlighting the impact these disparities have on women participation in the labor market (ILO, 2025).

In Venezuela, Atagua-Díaz (2024) exposes that the increasing visibility of gender issues in recent years has led to a misleading perception of gender equity. While the gap between the genders may appear to have narrowed on the surface, a more thorough examination indicates that the underlying inequalities remain. Although some changes in practices have occurred, substantial structural reforms are still necessary. As stated by Atagua-Díaz (2024), it is essential to recognize that inclusion policies and regulations alone are not sufficient. There is a pressing need for cultural transformation that challenges patriarchal paradigms within the workplace.

Furthermore, the research conducted by Quiroz Vinces et al. (2023) in Ecuador underlines the various manifestations of gender inequalities, particularly in access to education, job opportunities, and the distribution of family roles. The authors argue that public policies play a fundamental role in fostering change aimed at reducing the gender gap, job opportunities and securing fundamental women rights. Such advancement could facilitate greater economic independence for women and contribute to reducing disparities (Serrano et al., 2020; Quiroz Vinces et al., 2023).

According to these authors, the persistence of gender inequality in Ecuador is attributed to deeply entrenched cultural norms that are transmitted across generations, which perpetuate stereotypes and the idea that women's work is of lesser merit. This cultural condition hinders women's progression to leadership positions and underscores the need for increased awareness and education about equality and women's fundamental rights. As a result, achieving a profound cultural change and establishing a more equitable society will require a concerted effort. In Peru, research by Mejía Alvites (2024) examines working conditions, gender discrimination and emotional labor, asserting that mutual recognition serves as the cornerstone of trust-based labor relationships.

In Mexico, Magaña Carrillo (2023) emphasizes that gender inequality continues to be a significant barrier to economic and social development. Despite the progress in policies and legislation, notable gender gaps persist in employment, wages and the representation of women in senior management roles, leading to adverse economic outcomes for women. The implementation of effective policies to promote gender equality is challenged by various obstacles, including the pressing need for initiatives that facilitate work-family balance.

According to data from the World Economic Forum (2024), the consequences of the gender gap extended beyond the female population; the exclusion of female talent results in a 20% reduction in global Gross Domestic Product (GDP) disproportionately affecting developing nations. It is projected that achieving full gender parity may take up to 134 years, and economic parity may require as long as 152 years. However, in some of the world's leading economies, the gender gap has been reduced to over 80%.

In Spain, Grupo Atico34 (2023) explains that the gender gap is reflected in the unemployment rate for women, which was 3.7% higher than for men in 2022. Furthermore, women held only 26% of leadership positions. This underrepresentation

can be attributed to both direct and indirect discrimination, wage disparities, the glass ceiling phenomenon and sexual harassment. Data from Grupo Atico34 (2023) indicates that 17.3% of working women reported experiencing some form of harassment from colleagues or superiors in 2021. Additionally, San Juan Pérez (2021) highlights that discrimination against women in the Spain is rooted in androcentric patriarchy framework and the prevailing gender stereotypes. Her research emphasizes that occupational health issues have predominantly focused on men and their difficulties, often overlooking the unique challenges faced by women. The study identifies critical psychosocial risks from a gender perspective, such as sexual harassment, challenges in work-family balance and work-related stress. San Juan Pérez (2021) concludes that these psychosocial risks uniquely impact women due to the entrenched gender stereotypes and the broader societal tendency to render women's issues invisible.

Therefore, it is essential to establish rights and protections within the workplace, guided by the organization culture. When organizations foster a supportive environment, they can enhance employee performance and job satisfaction, regardless of their gender (Meza Barajas, 2017).

Although the literature on discrimination and gender gaps is extensive, especially in social and labor contexts, there is limited analysis linking these issues to Psychosocial Risk Factors (PSRF) and their gendered impact, particularly in male-dominated sectors like construction. This gap hinders a multidimensional understanding, as PSRF affect men and women differently. Addressing them from a gender perspective reveals specific effects on workers' psycho-emotional well-being and contributes meaningfully to equity and occupational health. This approach not only enhances organizational diagnosis but also provides essential tools for the design of interventions that foster substantive equality and labor inclusion, in alignment with NOM-035-STPS-2018 and NMX-R-025-SCFI-2015.

Research methodology

Instrument

For this research, we measured the perception of the work environment using the "Questionnaire of Perception of Work Environment and Non-Discrimination" suggested by the Mexican Standard NMX-R-025-SCFI-2015 (Secretaría de Economía, 2015); from now on, it will be referred to as NMX-R-025. This validated tool assesses employees' perception of policies, practices and behaviors related to organizational climate and non-discrimination. This instrument consists of 56 items, evaluating 9 dimensions:

- I. Recruitment and selection of personnel.
- II. Education and training.
- III. Permanence and promotion.
- IV. Co-responsibility in work, family and personal life.
- V. A climate free of violence.
- VI. Harassment and bullying.

- VII. Accessibility.
- VIII. Respect for diversity.
- IX. General working conditions.

Each dimension is evaluated using the Likert scale, since this questionnaire does not provide specific guidelines for interpreting the results. For this reason, it was decided to follow the methodology used by Hernández and Cisneros (2022) as shown in Table 1, which applies percentage weighting on a scale from 0 to 100%. Additionally, we utilized the Chi-Square test (χ^2) as an inferential analysis technique; it performed at a significance level of 5% using the statistical software Statgraphics Centurion XVI (Version 16.1.03) for data processing. This test was pertinent to evaluate the independence between variables and explore differential patterns in the perception of workers, thereby strengthening the rigor of the analysis (Table 1).

Table 1. Percentage interpretation scale of the questionnaire applied

Percentage (%)	Rating
0-25	Very negative
26-50	Negative
51-59	Neutral
60-74	Positive
75-100	Very positive

Source: Adapted from (Hernández, Cisneros 2022)

The purpose of using this percentage scale is to link the findings obtained with the main results obtained from Reference Guide III, corresponding to NOM-035-STPS-2018, which will henceforth be referred to simply as Reference Guide III, facilitating a comparative analysis between the indicators of the organizational environment and the perceptions. The data collection period is designated for the month preceding the administration of the instruments, adhering to the established guidelines. This temporal framework is intended to ensure an accurate and current representation of the organizational environment, thereby mitigating potential distortions that could arise from outdated or irrelevant work experiences at the time of the assessment.

Research and sampling design

This study adopts a cross-sectional descriptive methodology, with a non-experimental exploratory design, focusing on the analysis of gender discrimination perception among workers in the construction sector. The research utilized a non-probabilistic sampling approach, specifically intentional and convenience sampling methods. The study comprised a population of 86 workers, with a response of 98% resulting in 84 valid responses that formed the final sample for analysis. The validity of the sample was calculated for a total population; it is important to emphasize that the

selected workers agreed to answer the questionnaire at their workplace and during working hours. The validity of the sample was calculated, for a total of 86 participants, using a margin of error of 5% and a confidence level of 95%, using the

$$\text{formula: } n = \frac{z^2(pq)}{\frac{e^2 + (z^2(pq))}{N}} \quad (1)$$

To ensure the validity of the study, a minimum of 70 participants was required according to the established formula, whose components mean, n:sample size; z:confidence level; p:expected proportion; q:non-occurrence of the phenomenon; e:sampling error; N:population size. Therefore, the 84 responses obtained were sufficient to meet this criterion. This research was conducted in a construction company located in the State of Oaxaca. Participants for the study were selected based on specific inclusion criteria. The participants had to be of legal age, have a minimum of one year of employment with the company and express their willingness to participate freely and voluntarily, by signing an informed consent form. The process ensured that the ethical principles of confidentiality and autonomy were respected.

Data collection procedure

The instrument was administered in person during workdays coordinated with the participating organization. Area supervisors supported the process by facilitating recruitment and ensuring appropriate logistic conditions. Participants were informed about the purpose of the study, assured of confidentiality, and offered assistance during questionnaire completion. Data collection occurred in controlled settings, free from operational interruptions, fostering engagement and focus.

The 98% response rate is attributed to the organizational context. The participants worked in the construction industry, where hierarchical structures and directive compliance are common. With managerial endorsement and integration into regular work activities, participation was encouraged and facilitated. In such environments characterized by operational coordination and institutional trust, high response rates are more likely.

This section presents results from two regulatory tools: Reference Guide III (NOM-035-STPS-2018) and the Work Climate and Non-Discrimination Questionnaire (NMX-R-025-SCFI-2015). Their application aimed to identify organizational conditions affecting psychosocial well-being and gender-based discrimination, focusing on risks and equity for women in construction. Reference Guide III (NOM-035-STPS-2018) identifies key Psychosocial Risk Factors (PSRFs) such as work environment, workload, leadership, recognition and relationships. The perception questionnaire complements this by revealing gender-based exclusion and discrimination, linking workplace conditions to inclusion or segregation. Comparing both tools highlights risks and barriers to equal access to work. Their integration enables a comprehensive, regulation-aligned diagnosis of equity and occupational health. To explore possible associations between the participants' gender and their perceptions regarding the different dimensions, a Chi-Square independence test (χ^2) was

used. This statistical approach assesses whether there is a significant relationship between employees' gender and their perception regarding different aspects of the work environment. An association with a p-value of < 0.05 was considered statistically significant. The findings are presented in Table 2, facilitating the identification of any statistically significant differences in how the employees perceive the aspects related to the work environment and issues of non-discrimination.

Table 2. Summary of results of the test of independence between gender and perception by dimension

Variable	χ^2	p-value	Statistical result
1. Staff recruitment and selection	1.937	0.164	Not significant
2. Training and development	2.469	0.481	Not significant
3. Permanence and promotion	1.117	0.773	Not significant
4. Co-responsibility in working life	3.021	0.388	Not significant
5. Violence-free work environment	1.466	0.690	Not significant
6. Harassment and bullying	0.701	0.402	Not significant
7. Accessibility	7.474	0.0582	Trend (marginally significant)
8. Respect for diversity	4.578	0.2055	Not significant
9. General working conditions	9.645	0.0218	Significant ($p < 0.05$)

Source: Authors' elaboration based on the analysis in Statgraphics Centurion XVI of the data collected through the NMX-R-025 questionnaire

The information presented in Table 2 indicates that eight of the nine dimensions did not demonstrate statistically significant differences between male and female respondents. This finding suggests that perceptions of the work environment are largely consistent across genders, which may be interpreted as a positive indication of progress toward equity or a reflection of a cohesive organizational culture. However, the dimension related to General Working Conditions did reveal significant differences, highlighting a gender perception gap in structural areas such as benefits, perks and formal conditions. Additionally, the Accessibility dimension had a P-Value close to the threshold (0.0582), which should be considered in future qualitative studies.

However, comparing the results in a more detailed way was carried out through a percentage weighting on a scale of 0-100%, following the methodology proposed by Hernández and Cisneros (2022) (Table 1). This approach facilitated the categorization of responses and the visualization of significant trends in relation to the work environment as perceived by employees (refer to Table 3). Additionally, percentages of the perception of the work environment were compared between men and women (illustrated in Figures 1 and 2). Notably, in the dimension of "Recruitment and selection", women perceived this process much more favorably. They assessed the hiring process as fair and did not identify any discrimination in accessing employment, whereas men have a less clear perception of the situation. These findings are supported by a non-significant p-value ($p = 0.164$), indicating a difference in the mean.

For the dimension of “Education and training”, men maintained a neutral perception, while women considered that access to training was not equitable. Although the difference between both groups was not statistically significant ($p = 0.481$), this finding could have practical implications, especially in relation to development opportunities. Regarding the dimension of “Permanence and promotion”, both groups perceived equality in this area. The lack of difference was also supported by the chi-square result ($p = 0.773$), making it the dimension with the highest level of perceptual agreement between the genders.

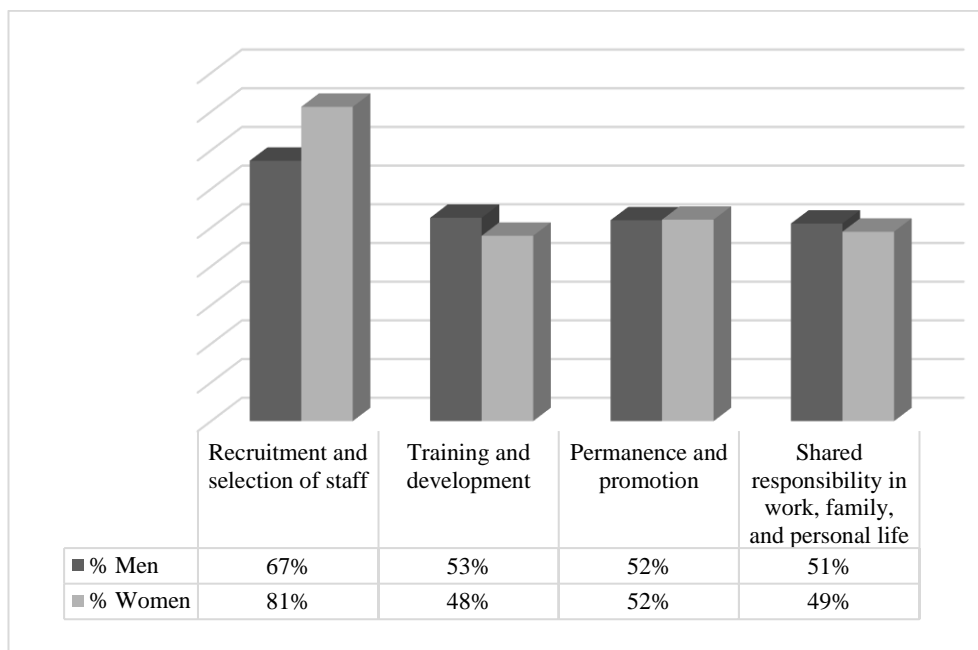


Figure 1. Percentage of perception of the work environment in men and women

Source: Authors' elaboration based on the analysis in Statgraphics Centurion XVI of the data collected through the NMX-R-025 questionnaire

In terms of “Co-responsibility in work and family life”, women perceived slightly more obstacles in balancing work and family life, though the difference was relatively low and not statistically significant ($p = 0.3884$). This may reflect concrete experiences regarding flexibility or organizational support. Nevertheless, both men and women agreed in identifying deficiencies in work-family balance, which transcends gender.

Regarding the dimension of “Work climate free of violence”, both groups similarly distinguished the importance of respect and the absence of workplace violence. The consistency observed with the chi-square test ($p = 0.6902$) indicates that there is no significant perceptual difference between the two groups.

Table 3. Percentage of perception of the work environment by gender and size

Sample classified by gender							
Variable	Mean (score) Men	Men (%)	Classification men	Mean (score) Women	Women (%)	Classification women	Difference
1. Staff recruitment and selection	8.08	67	Positive	9.75	81	Very positive	+ 14 points in favor of women
2. Training and development	6.31	53	Neutral	5.75	48	Negative	- 5 points in favor of men
3. Permanence and promotion	9.35	52	Neutral	9.38	52	Neutral	- 0 points
4. Co-responsibility in working life	13.79	51	Neutral	13.22	49	Negative	- 2 points in favor of men
5. Work environment free of violence	21.58	51	Neutral	21.25	51	Neutral	- 0 points
6. Harassment and bullying	13.85	58	Neutral	12.75	53	Neutral	- 5 points in favor of men
7. Accessibility	7.31	49	Negative	8.13	54	Neutral	+ 5 points in favor of women
8. Respect for diversity	3.0	50	Negative	3	50	Negative	- 0 points
9. General working conditions	6.62	55	Neutral	6.63	55	Neutral	- 0 points

Source: Authors' elaboration based on the analysis in Statgraphics Centurion XVI of the data collected through the NMX-R-025 questionnaire

For the dimension of “Harassment and bullying”, men reported a greater sense of respect for physical and sexual integrity. While the difference was not statistically significant ($p = 0.402$), it may warrant further attention due to the sensitive nature of the topic. In the dimension of “Accessibility”, a relevant difference was observed: men considered that the physical space or working conditions were less accessible, with a marginally significant p-value of 0.058.

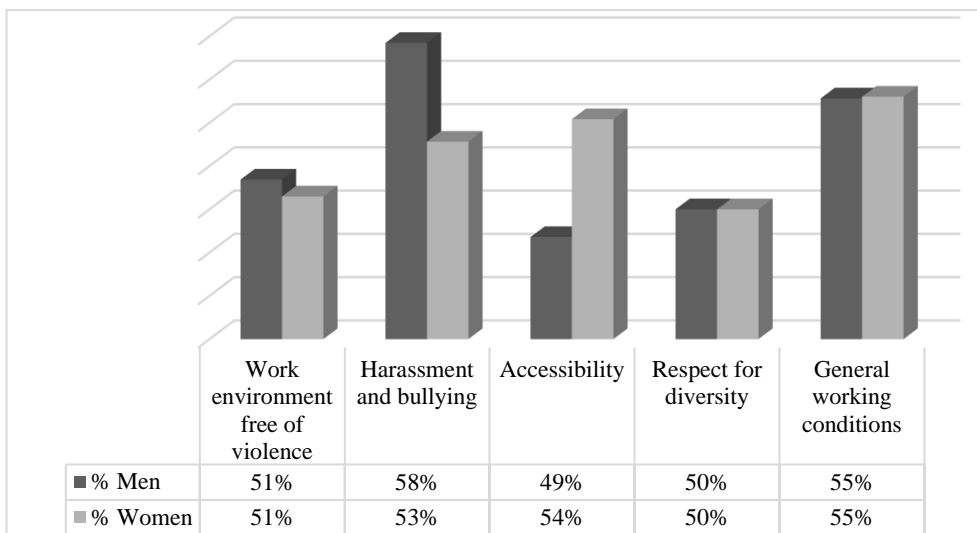


Figure 2. Percentage of perception of the work environment in men and women

Source: Authors' elaboration based on the analysis in Statgraphics Centurion XVI of the data collected through the NMX-R-025 questionnaire

In relation to “Respect for diversity”, both groups displayed a low perception level, suggesting that there is a possible area for improvement in fostering inclusion and respect for differences. In regard to “General working conditions”, although the average percentage was the same, the distribution of responses varied statistically between genders, indicating a potential perceptual gap concerning specific working conditions.

Table 4. Correspondence between the dimensions of Guide III and the categories of the perception questionnaire

NOM-035 Domains	Dimensions NMX-R-025	Linked indicators
Workload	General working conditions	Equal pay, distribution of tasks, perception of overload
Leadership and Relationships at Work	Work environment free of violence / Harassment and bullying	Dignified treatment, respect, follow-up on complaints, open leadership
Working time	Work-family co-responsibility	Flexibility, leave, reconciliation of schedules
Recognition	Permanence and promotion / Performance recognition	Fair Assessment, Promotion Opportunities, Equal Treatment
Workplace violence	Harassment and bullying / Respect for diversity	Offensive comments, unequal treatment, discrimination based on gender, age, appearance
Belonging and job instability	Accessibility / General working conditions	Inclusion, stability, perception of belonging

Source: Own elaboration based on the NOM-035 and NMX-R-2015 standards

In order to establish a relationship between the obtained results and the PSRF, we present the findings derived from the application of Reference Guide III below. The results are organized in two blocks, as illustrated in Figures 3 and 4, to facilitate the comparison between men and women. These figures represent the domains of “Conditions in the Work environment”, “Working hours”, “Lack of Control Over Work” and “Interference Between Work and Family”. Additionally, Figures 5 and 6 show the domains of “Leadership”, “Relationships at Work”, “Violence”, “Recognition of Performance” and “Insufficient Sense of Belonging” and “Instability”. These domains show the greatest impact on workers and provide comparative data on men and women, which is essential for assessing psychosocial risk by gender. The connection between the domains and the dimensions of the applied questionnaires is detailed in Table 4.

This crossover allows us to connect the findings and demonstrate how PSRF are linked to discriminatory practices, thus reinforcing a gender perspective. In relation to the general conditions of the work environment, most women reported experiencing high risk levels, while men, for the most part, indicated a zero or negligible risk level. This suggests that perceptions of the organizational environment differ according to gender.

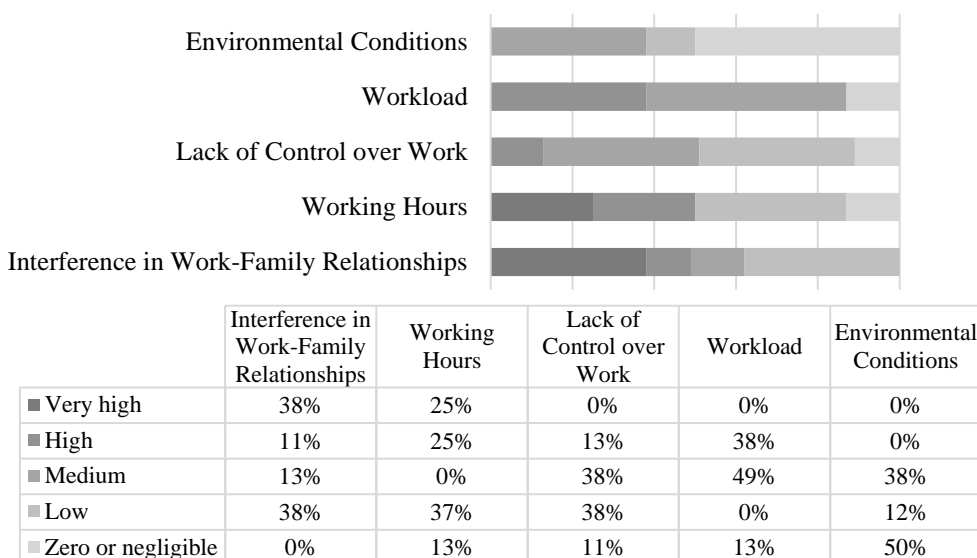


Figure 3. Dominance of men

Source: Own study based on research

When examining the workload, it was observed that men were mostly at medium risk levels, while women reported high-risk levels in their responses, evidencing a greater perceived impact. In terms of lack of control over work, both groups agreed that their experiences fell between medium and high-risk levels. These findings reflect a shared perception of limited autonomy in work performance (Martínez & Martínez, 2023).

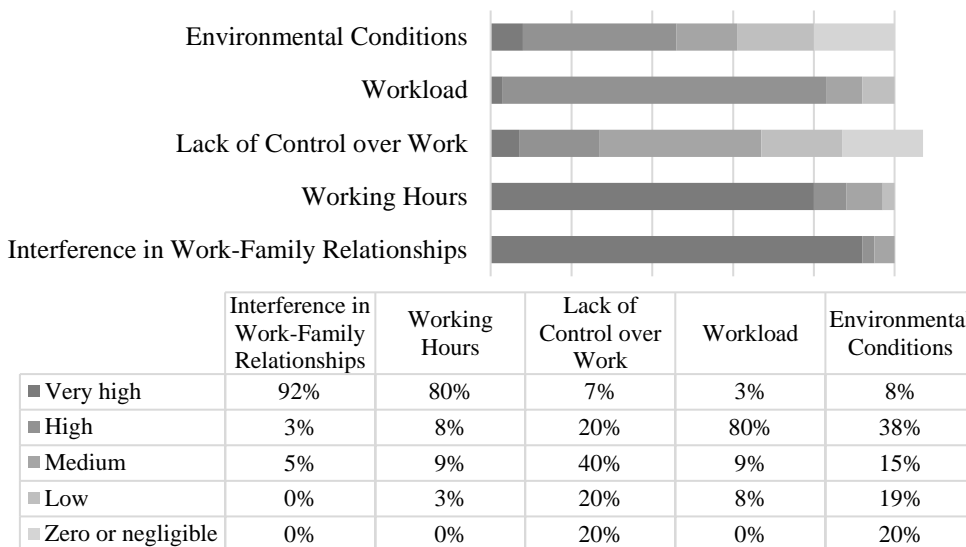


Figure 4. Women's domain

Source: Own study based on research

As to the working time, 80% of women considered it as a very high-risk situation, in contrast to 50% of men who placed it at a high/medium risk, in the same category. For the work-family interference domain, most women perceived it as having a very high level of risk, while only about a third of men shared this perception (Aguilar Guzmán & Arrieta Sancho, 2022).

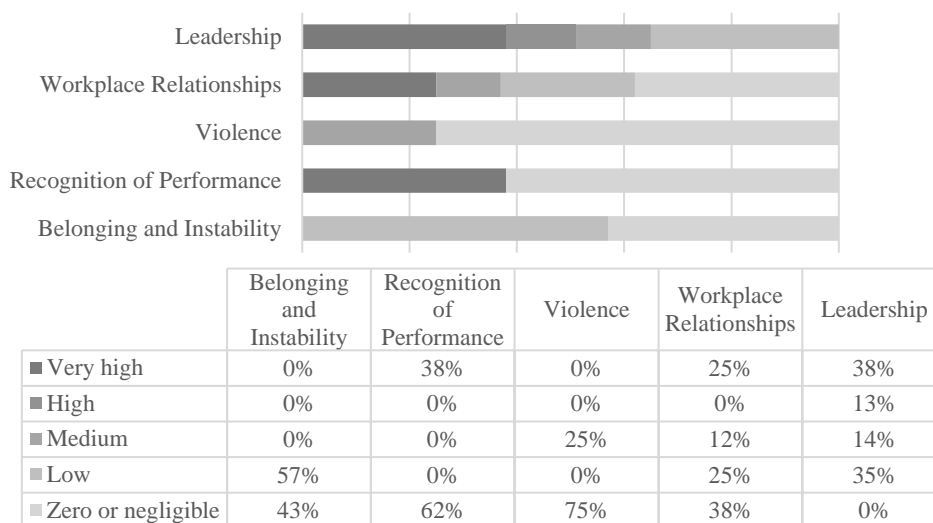


Figure 5. Men's dominance

Source: Own study based on research

When it comes to leadership style, women were mostly positioned at a very high-risk level, in contrast to men, who expressed a more varied distribution of opinions. For the dimension of labor relations, women were also predominantly at very high risk, while most men expressed their perceptions at zero or negligible risk levels.

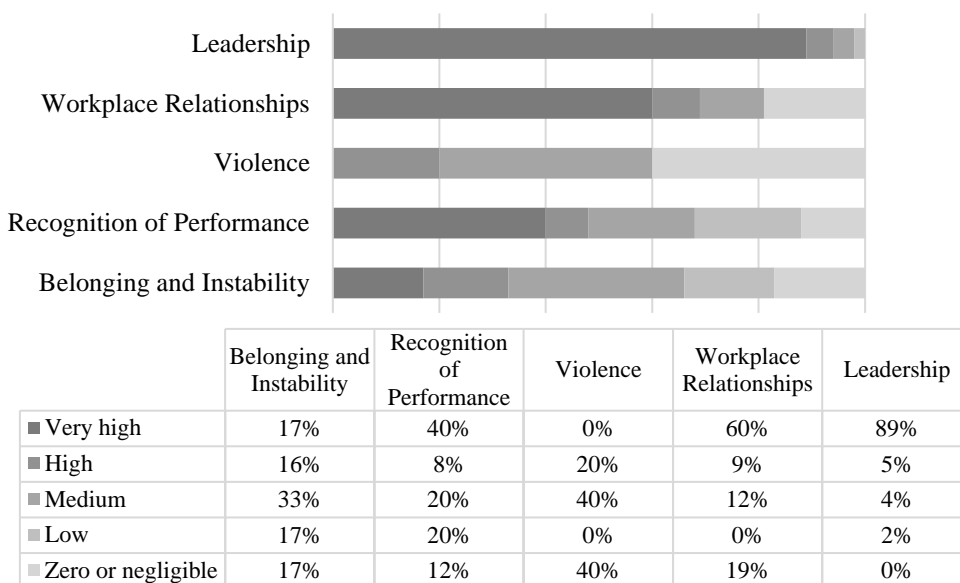


Figure 6. Women's domain

Source: Own study based on research

In the domain of workplace violence, men reported zero or negligible risk, while women reported medium or high risk. Regarding the recognition of performance, both genders placed it as a very high risk. Additionally, women perceived greater risk concerning the feeling of belonging and instability, compared to men. These findings show a gender-specific impact on psychosocial factors, emphasizing the need to implement specific actions to promote substantive equality in the workplace (STPS, 2018; NMX-R-025-SCFI-2015).

The analysis of the results from Reference Guide III and the NMX-R-025 showed significant correlations regarding perceptions of unequal treatment, limited opportunities for advancement, hostility towards women and the absence of preventive measures against discrimination. These findings reinforce the presence of PSRF and show how structural discriminatory practices affect women workers in a distinct way. The methodological convergence of these findings reveals that PSRF are interrelated with experiences of exclusion and lack of recognition, contributing to a workplace environment that jeopardizes psychosocial well-being. This comprehensive approach strengthens the organizational diagnosis and guides the design of strategies aligned with NOM-035 and NMX-R-025 to promote equality and the prevention of psychosocial risks within the workplace.

Conclusion

This study reveals a strong link between psychosocial risk factors (PSRFs) and labor exclusion practices rooted in gender inequality within the construction sector. These risks are not only individual but embedded in organizational structures that perpetuate unequal treatment. Women reported higher perceptions of risk across most dimensions, indicating limited access to opportunities, recognition and stability, while men perceived lower levels of risk, reflecting a differentiated workplace experience.

The findings underscore that PSRFs are not gender neutral and require an intersectional lens to understand how workload, leadership and recognition relate to explicit and symbolic discrimination. As Aguilar Guzmán and Arrieta Sancho (2022) note, male-dominated environments often obscure the impacts on excluded groups. Ridgeway & Markus (2022) similarly highlight that organizational culture remains a barrier to equity despite some progress.

International research supports these conclusions. Edirisinghe et al. (2024) identify “pipeline leaks” in female participation across Australia, the U.S., the U.K. and Brazil due to masculinized cultures and weak inclusion mechanisms. Monash Lens (2022) shows that even in regulated contexts, women face structural barriers to leadership, affecting their well-being and retention. Norberg & Johansson (2021) examine how idealized gender norms reinforce stereotypes and hostile environments, while Triana et al. (2019) link perceived gender discrimination to poorer health outcomes, especially in less egalitarian cultures.

These insights contribute to global debates on labor equity and highlight the urgency of gender-sensitive organizational policies with robust evaluation and participatory mechanisms. The findings support the need to strengthen regulatory frameworks like NOM-035-STPS-2018 and NMX-R-025-SCFI-2015 through effective monitoring and enforcement, particularly in sectors with entrenched gender gaps.

Incorporating gender indicators into national well-being assessments and promoting women’s participation in policy design are essential. Organizational measures, such as inclusive leadership, balanced workloads, antiviolence protocols, transparent recognition criteria and ongoing climate monitoring, are critical to fostering equity.

Bennett (2024) warns that many corporate efforts fail due to a lack of direct oversight and continuous evaluation. This study confirms structural inequalities in construction and proposes future research lines, using larger samples, intersectional variables, and mixed methods to deepen the analysis of labor equity. Despite limitations, such as non-probabilistic sampling, cross-sectional design, and limited emotional depth, the research offers a solid foundation for understanding exclusion and PSRFs from a gender perspective and informs more inclusive, transformative approaches.

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POSTRZEGANIE DYSKRYMINACJI Z PERSPEKTYWY PŁCI U PRACOWNIKÓW BUDOWLANYCH

Streszczenie: W niniejszym artykule przedstawiono badanie eksploracyjne dotyczące psychospołecznych warunków pracy i postrzegania dyskryminacji ze względu na płeć wśród pracowników firmy budowlanej w mieście Meksyk. Zastosowano dwa instrumenty normatywne: Przewodnik Referencyjny III z NOM-035-STPS-2018 oraz Kwestionariusz Percepcji Klimatu w Miejscu Pracy i Niedyskryminacji z NMX-R-025-SCFI-2015. Wyniki wskazują na większe narażenie na ryzyko psychospołeczne wśród kobiet, szczególnie w takich wymiarach jak obciążenie pracą, przemoc w miejscu pracy, przywództwo i przynależność do organizacji, w porównaniu z mężczyznami. Ponadto zidentyfikowano zróżnicowane postrzeganie nierównego traktowania i wykluczenia. Metodologiczna integracja obu instrumentów pozwoliła na kompleksową diagnozę organizacji, pokazując, jak psychospołeczne czynniki ryzyka są powiązane ze strukturalnymi praktykami dyskryminacyjnymi. Badanie kończy się zaleceniami organizacyjnymi i implikacjami politycznymi mającymi na celu promowanie istotnej równości i zapobieganie zagrożeniom psychospołecznym w środowiskach pracy zdominowanych przez mężczyzn.

Słowa kluczowe: równość płci, dyskryminacja w pracy, czynniki ryzyka psychospołecznego, NMX-R-025, NOM-035-STPS-2018

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