



RESEARCH ARTICLE

LABOR PRECARIOUSNESS AND ITS PREVALENCE IN STUDENTS OF THE LAW AND PSYCHOLOGY SCHOOLS OF THE AUTONOMOUS UNIVERSITY OF GUERRERO, MEXICO AS A VULNERABLE SECTOR

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Abstract

Unquestionably, decent work contributes to the economic development of a country, allows the development of people to have access to a decent life; it is the one that is carried out with respect for the essential labor principles and rights; it is the one that allows a fair and proportional income to the effort made without discrimination of gender or any other type; it is the one that is carried out by providing social protection. The importance of decent work to achieve sustainable development is established in the 2030 Agenda for Sustainable Development in goal eight whose purpose is, among other things, to promote sustained economic growth and to achieve this it is necessary to generate productive employment and decent work for all. For this reason, the International Labor Organization considers that decent work is that which is carried out in conditions of labor stability, with a decent salary, with respect for labor principles and rights, and with social protection to achieve the improvement of economic and social well-being. from the workers. However, a current situation of job insecurity has a special impact on young people, not only because they are a majority sector in these work schemes, but also because they are in the vital period in which they develop their positive self-esteem or self-esteem (feelings of personal dignity, pride, self-esteem and their personality). The purpose of this project was to know the labor situation of the population of students of the schools of law and psychology of the Autonomous University of Guerrero whose ages fluctuate between 18 to 40 years through a survey questionnaire to know their labor conditions. The results obtained revealed situations of job instability, numerous jobs with very low wages and in many cases without social security benefits, which affects the quality of life of students.

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Introduction:-

In the National Survey of Occupation and Employment of the National Institute of Statistics, Geography and Informatics, the highest labor informality rate was reported in the states of Oaxaca with 78.5% in the fourth quarter of 2020, followed by Guerrero with 77.3% and Chiapas with 76.4% (INEGI, 2021)

The Organization for Economic Cooperation and Development (OECD, 2020) points out that, although the amount of work is not the main threat to the future of employment, there are large-scale challenges that, if not addressed with adequate public policies, could further degrade the quality of employment.

A situation derived from the SARS-CoV-2 pandemic is a deep economic crisis due to the loss of jobs, decrease in wages, increase in working hours, circumstances that favor or contribute to raising the rates of job insecurity and with it the inequality and social fragmentation.

The SARS-CoV-2 pandemic has caused an unprecedented crisis, in this regard, the regional director of the International Labor Organization in its 2020 annual report, points out that the SARS-CoV-2 pandemic has left a trail of high unemployment, inactivity and job insecurity in Latin America and the Caribbean, ensures that since the declaration of the pandemic some 30 million people are unemployed and 23 million will have left the labor force due to lack of opportunities. In 2021 employment will be in intensive care and the indicators could worsen. (OIT, Panorama Laboral 2020. América Latina y el Caribe, 2020)

Precariousness can be identified when the economic income received from work does not satisfy the basic needs of a person (food, clothing, medicines, housing and services such as water, gas and electricity) and if we also consider that in a society not only these elementary needs are essential for their survival, but also that the economic income must be sufficient for education, leisure and culture, undoubtedly we can realize that the economic income that workers in Mexico obtain by way of salary is not enough to cover these basic needs.

In this context, and because the central theme of this research revolves around precarious work and its repercussions on the personal development of students, it is important to define what is work and what is job insecurity.

Definitions

The ILO defines employment as: work performed in exchange for payment (salary, salary, commissions, tips, piece payments or payments in kind) "regardless of the dependency relationship (whether it is dependent-salaried employment, or self-employment-self-employment). (OIT, ¿Qué es el trabajo decente?, 09)

In Mexico, article 20 of the Federal Labor Law considers and defines the employment relationship as: ... whatever the act that gives rise to it, the provision of personal work subordinated to a person, through the payment of a salary ... (Diputados, 2021)

One of the first authors to define precarious employment is Guy Caire (Caire, 1982) who states that due to its unstable, ephemeral and uncertain nature, it is excluded from any misunderstanding. Caire further adds that, from a legal perspective, precarious employment is opposed to typical employment, which is characterized by its indeterminate duration with a single recognizable employer, while precarious employment is characterized by affecting the nature of the contract and employer identification.

This leads us to reflect on:

- a. If the reforms to the labor law in Mexico from 2012 to date have weakened social justice, even though with this reform the concept of worthy or decent work was incorporated.
- b. If the working conditions in which the students of the Schools of Law and Psychology of the Autonomous University of Guerrero develop their activities are in contexts of certainty, they have a job that satisfies their basic needs and consequently their personal and professional development.

Given the frequency of social injustice, labor instability and the proliferation of jobs with very low wages in Mexico, various social rights are systematically violated and the possibility of frustrations, anguish and feelings of uncertainty about the future increases, generating psychological suffering. which consequently will have effects on the mental health and quality of life of workers.

Justification.

In the last ten years, the precariousness of employment has become increasingly worrying because it is an economic, political and social phenomenon with clear scenarios of social injustice, which has spread throughout many countries of the world and has put a disturbing increase in diseases such as depression and anxiety has been revealed, possibly related to unfair working conditions, as has happened in recent years in Spain, a country in which, due to the serious economic crisis, it has led to severe stress among various sectors of the population, due

to the lack of work or because of the precariousness of the employment in which the workers carry out their activities.

The drastic fall in the salaries of Spanish citizens between the ages of 16 and 29 makes it practically impossible for them to design a life project with average annual salaries of between 8,000 and almost 16,000 euros. That is why it is not surprising that Spain occupies one of the last European positions in emancipation, along with Italy, Slovakia, Croatia and Malta, according to the study carried out by the Reina Sofia Center on Adolescence and Youth, which ensures that this is the gap big with Europe, ahead of employment. . (Sanmartín, Rubio, Tudela, Cebrián, & Megías, 2018)

For its part, the International Labor Organization (ILO), a specialized agency of the UN whose primary function is to promote social justice, the rights of workers as human rights established in the Universal Declaration of Human Rights defines decent work as : “the one that synthesizes the aspirations of people during their working lives. It means the opportunity to access productive employment that generates a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for individuals to express their opinions, organize and participate in the decisions that affect their lives, and equal opportunities and treatment for all, women and men”. ”. (OIT, Impulsar la justicia social, promover el trabajo decente, 2021)

Eradicate extreme poverty, hunger, halve the proportion of people whose income is less than \$1 a day; achieve full and productive employment and decent work for all, including women and youth; ensuring that boys and girls around the world can complete a full cycle of primary education are some of the other Millennium Goals but they are closely linked to having a job and not only that, but also that employment provides a fair wage and social protection.

The importance of the Millennium Goals is that, through decent work, the problems raised in the eight goals can be eradicated and for this it is necessary that access to decent work contributes significantly to making the aspirations of young people a reality and improve their life conditions.

The importance of decent work becomes relevant, which is contemplated in the first paragraph of article 123 of the Political Constitution of the United Mexican States, establishing that: “Every person has the right to decent and socially useful work; To this end, the creation of jobs and the social organization of work will be promoted, in accordance with the law” (Diputados., 2021).

It can be said then, that precariousness is that which is uncertain, insecure and of little economic income. From the labor sphere, precariousness is related to the payment of an insufficient salary that is not enough to satisfy the fundamental needs of the workers; with working conditions that put health at risk; with working hours that exceed the hours recognized and permitted by labor law and the latent possibility of losing one's job without receiving any compensation.

It cannot be denied that young people make up a large vulnerable socio-demographic group, exposed to contingencies caused by the progressive lack of social protection, job instability and the increase in jobs with very low pay that impede the personal and professional growth of young people. youths.

In this context, the objective of the study is to analyze the working conditions of the students of the Schools of Law and Psychology of the Autonomous University of Guerrero, mostly young people, and the repercussions on their expectations of developing a life project in conditions of dignity.

Literature Review:-

Workers' rights emerged to ensure better working conditions, job stability and quality of life; they represent the opportunity to have access to a dignified life through decent work; they symbolize the possibility of having access to other human rights related to social security. Job insecurity is an issue that impacts many aspects of workers' lives, such as their economic income, working hours, job stability, benefits established in labor law, their physical and mental health, and that hinders their personal development. and prevents their access to a decent life.

In 2021, the civil association "Citizen Action Against Poverty" released a research study "Decent Work Stoplight" in which they state that in Mexico there are almost 75 million people of age and with the possibility of working, but only 9 million have a decent job and more than 35.3 million workers lack social security and/or enough income to buy a family basket. . (Pobreza., 2021) In the case of the state of Guerrero, the situation of working conditions is classified as a red light. The report reveals that in the state of Guerrero there are 105,000 people with formal jobs who have social security and sufficient income to meet their basic needs. On the other hand, 1,092,000 people have precarious work, that is, they lack social security and sufficient income to meet their basic needs, and 646,000 people do not find a job or cannot look for a job because they do housework or care.



Citizen Action Against Poverty. Decent Work Traffic Light state of Guerrero recovered from: <https://drive.google.com/file/d/1EbYzphBrbiGR7uHUXq4YZ9U1b9O2laTi/view>

As professors of a public university, we consider it important to know the working conditions in which the students of the Schools of Law-Acapulco and of Psychology of the Autonomous University of Guerrero develop, because many of them work not only to contribute to the household expenses, but also as students, they do it to cover personal expenses such as transportation, food, electricity, water, gas and internet, books, registration, etc.

In the Federal Labor Law, in its article 2, second and third paragraph, it also defines decent work as:

“.... dignified or decent work is one in which the worker's human dignity is fully respected; there is no discrimination based on ethnic or national origin, gender, age, disability, social status, health conditions, religion, immigration status, opinions, sexual preferences or marital status; you have access to social security and receive a remunerative salary; Continuous training is received to increase productivity with shared benefits, and there are optimal safety and hygiene conditions to prevent work risks.

Dignified or decent work also includes unrestricted respect for the collective rights of workers, such as freedom of association, autonomy, the right to strike and collective bargaining...” ...” (Diputados C. d., 2021a)

We observe that it is increasingly common among young students to work in activities that are not as expected or that they have to submit to undesirable working conditions, that they struggle to survive to satisfy their basic needs, carrying out some activity in a job or underemployment (work informal).

We believe that as long as young people do not find opportunities that allow them to forge and put into practice a life project, they will experience insecurity that could place them at high risk of being part of criminal organizations and/or drug-related activities and that it will be very difficult to develop a life project in conditions of dignity.

Research questions.

What are the working conditions in which the young students of the Schools of Law and Psychology of the Autonomous University of Guerrero develop their work activities?

Materials And Methods:-

The establishment of a mixed approach (descriptive and correlational) will allow the design of this research, fundamentally the analysis of the data and the information that will allow the contrast.

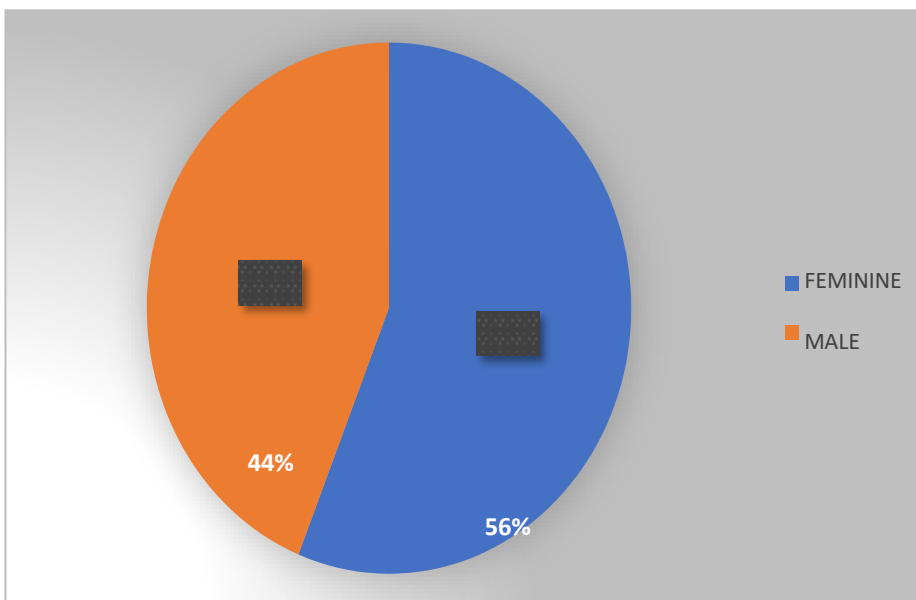
In descriptive and correlational research the purpose is to describe situations and events. That is, to say how a certain phenomenon is and how it manifests itself, the purpose of which was to determine the degree of relationship or association between two or more variables.

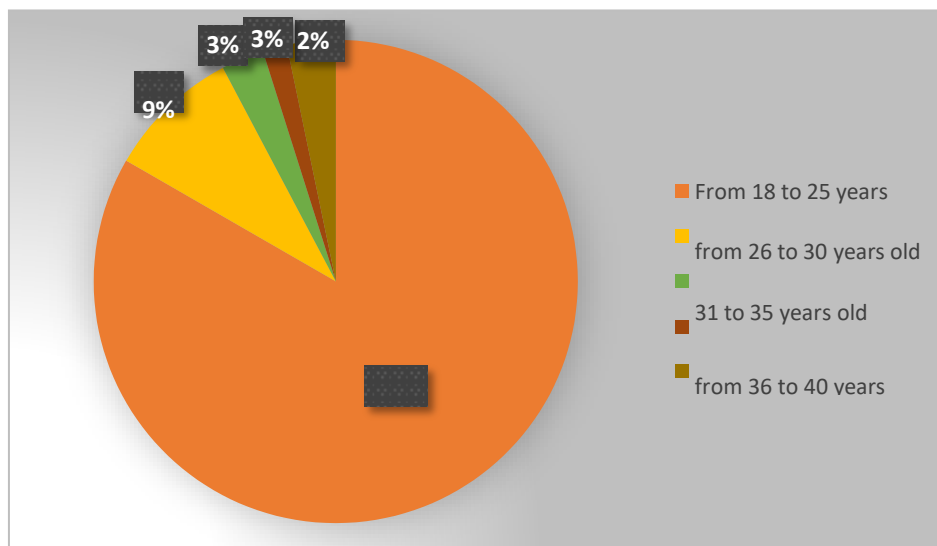
In this sense, and under a descriptive and correlational study, we seek to expose the reality of the working conditions in which the students of the Schools of Law and Psychology of the Autonomous University of Guerrero develop, as well as their impact on the hopes of development of a life project in conditions of dignity.

The widely used survey technique will be applied as a research procedure, since it allows obtaining and processing data quickly and efficiently, through which a series of data from a sample of a population is collected and analyzed, from which it is intended to explore, describe, predict and/or explain a series of characteristics. We believe that through this technique the information is collected in a standardized way through a survey that allows intergroup comparisons to be made.

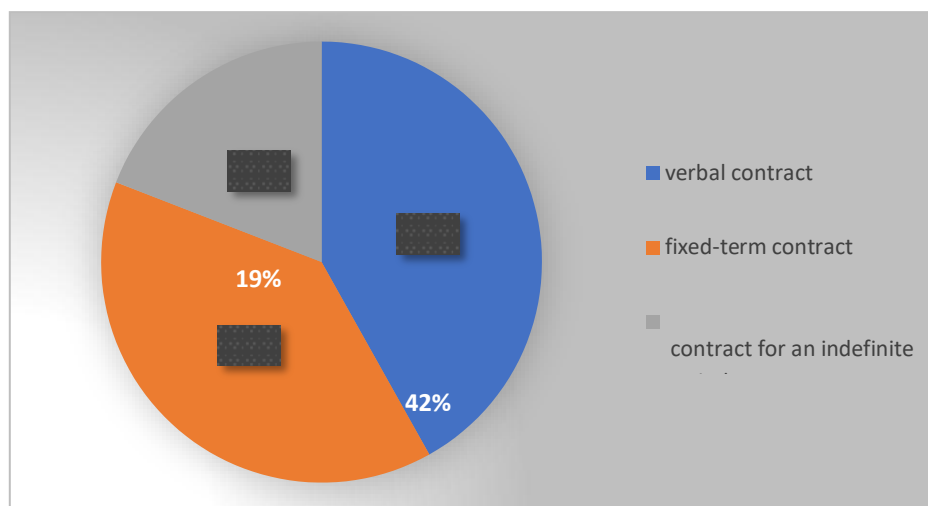
Results and Discussion:-

246 surveys were applied in the Faculty of Law-Acapulco and the Faculty of Psychology of the Autonomous University of Guerrero, of which 56% (136) corresponded to women and 44% (108) corresponded to men. 83% of the total number of interviewees were students whose ages fluctuate between 18 and 25 years, this percentage being the highest among the interviewees, 9% corresponded to students between the ages of 26 and 30, 3% to students with ages between 31 to 35 years old, another 3% of students aged between 36 to 40 years old and 2% of students over 40 years old.

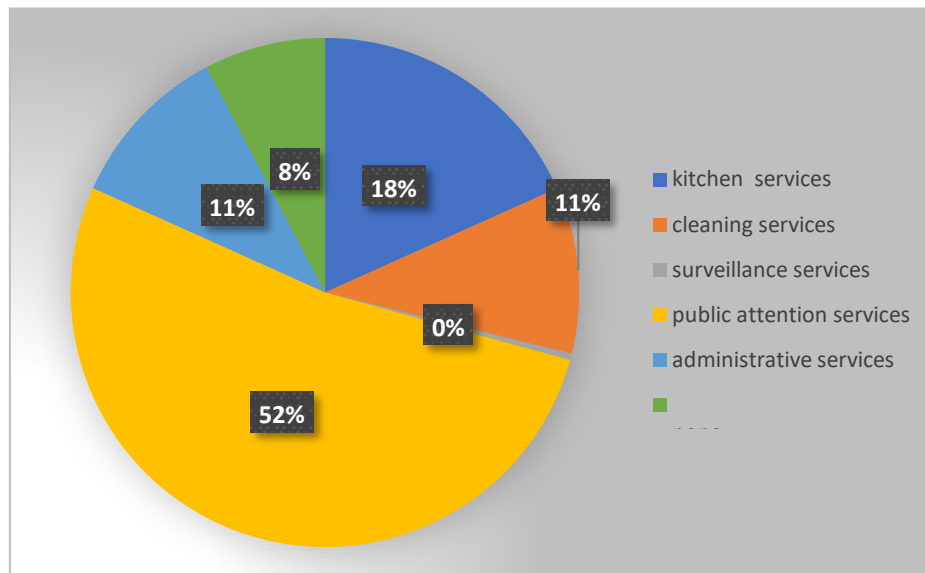




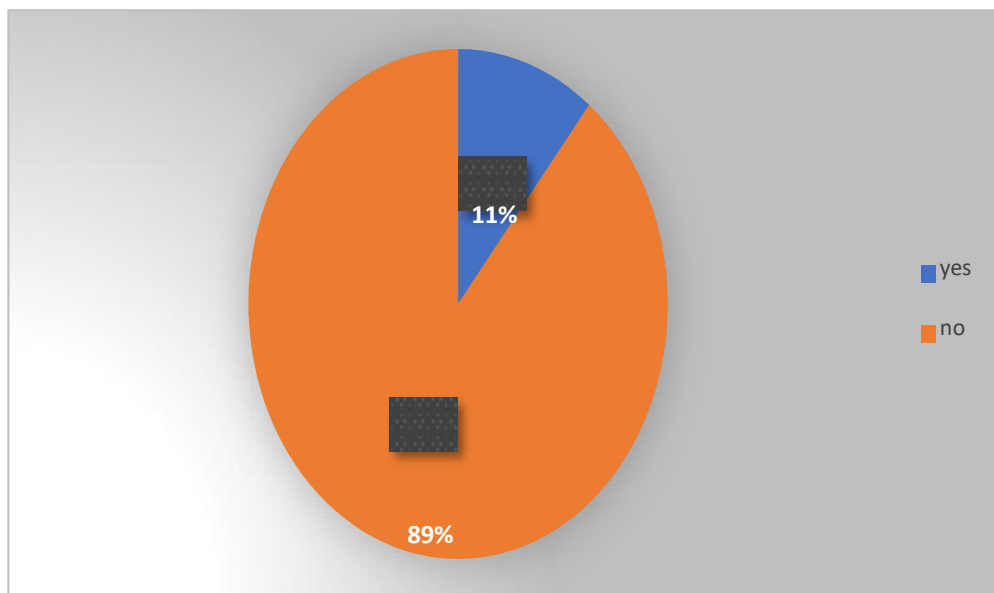
In question number one of the survey about what type of contract the respondents perform their services under, the result was as follows: 42% responded that they work under a verbal contract and although this form of contracting is valid, problems can arise when the worker or the employer can interpret the working conditions in their own way or that the workers are not clear about their rights or social benefits and women were the most contracted gender verbally. 19% of those interviewed responded that they had a contract for an indefinite period of time and 39% had a contract for a fixed period of time, to which the Federal Labor Law indicates in which cases it can be stipulated in this way.



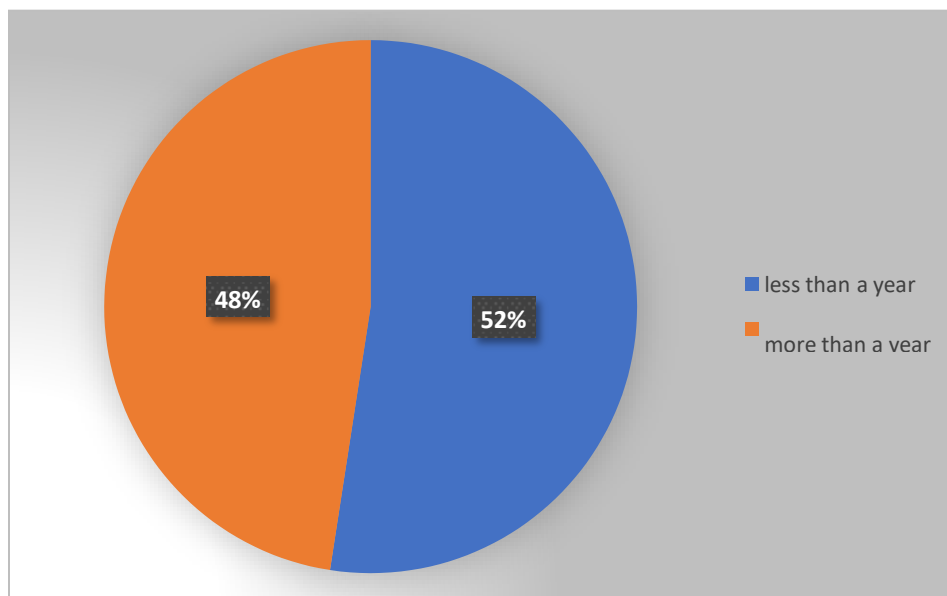
Regarding question number two and three about what services it offers and what type of activity they carry out in the sector in which they work, 52% of the interviewees said they provide their services in work centers that offer products and deal with the public, as it is in chain stores such as Oxxo, Aurrera, Soriana, Walmart, Chedraui, Sams, clothing stores, hardware stores, construction material, fast food restaurants or traditional ones, etc., 18% of the interviewees expressed developing their work exclusively in the kitchen, 11% carry out cleaning activities, another 11% in administrative work such as accounting, messaging or human resources, while 8% did not specify the area where they carry out their activities.



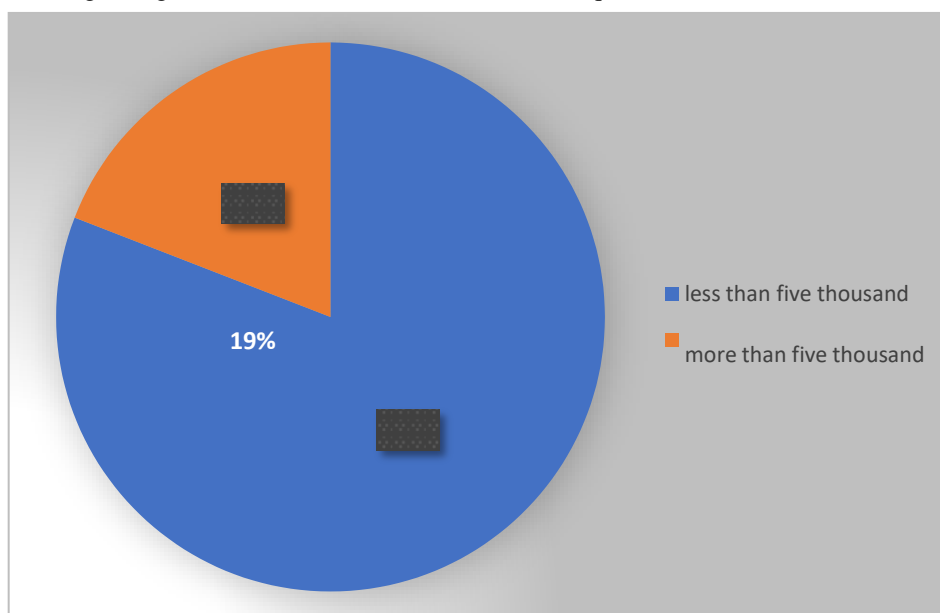
To question number four about whether they changed their residence in the last two years to be able to work, 89% of those surveyed answered no and 11% answered yes. Due to the fact that they are young people and that they are studying, it is likely that it will be difficult for them to leave their place of residence to work, however, we have cases in the school of young people that due to the closure of sources of employment due to the SARS pandemic -CoV-2, they have migrated to other cities in search of work and taking advantage of the fact that classes continue virtually.



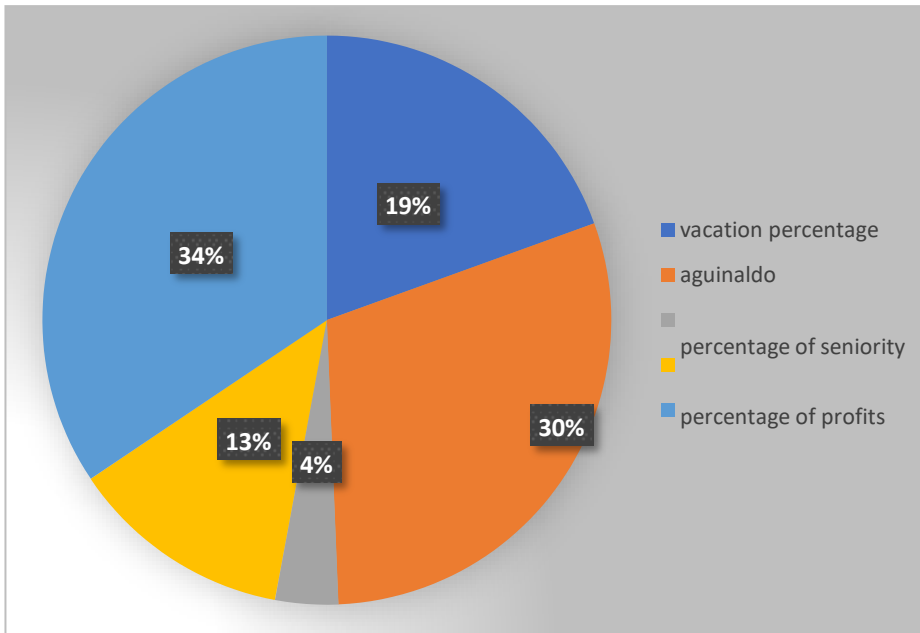
In relation to question number five about how long they have been working in the current company, 52% stated that they had been working for less than one year while 48% stated that they had worked for more than five years.



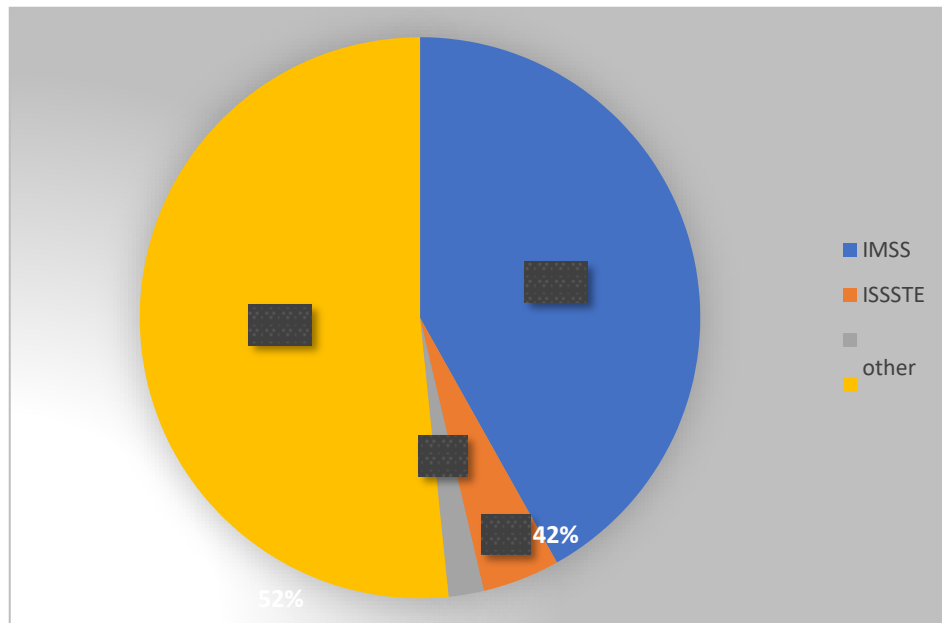
In relation to question number six about what is their approximate monthly net salary or remuneration, 81% said they had a net monthly income of less than five thousand pesos, while 19% said they earned more than five thousand pesos a month. The frequent salary among the interviewees is less than five thousand pesos, which represents not being enough to cover their basic needs, as stated in question number nine.



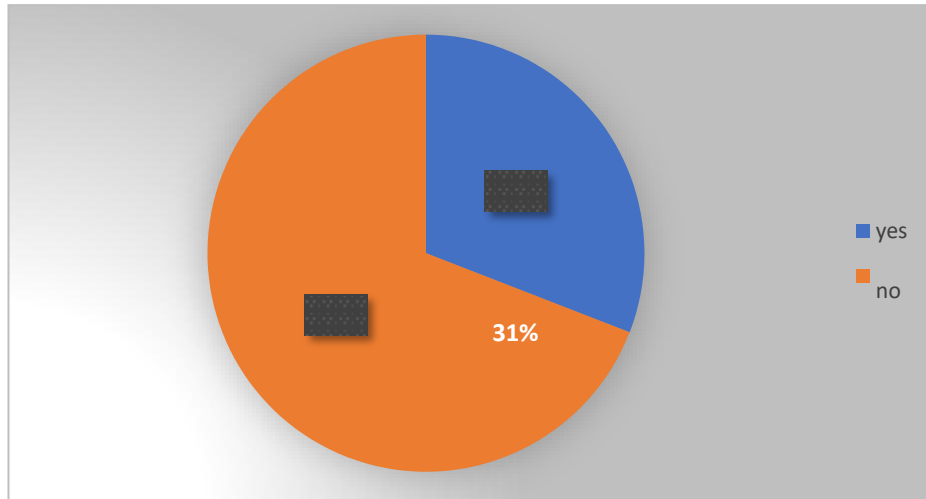
In relation to question number seven about what are the labor benefits that are granted to them, 34% stated that none. Undoubtedly, in any employment relationship, workers must have rights such as fair wages, maximum working hours, rest days, vacations, Christmas bonus, seniority bonus, distribution of profits, etc. This 34% of the interviewees represented a considerable amount among young people who do not have employment benefits, which is worrying because we are in the presence of precarious work if we consider that there are labor aspects that must be considered to avoid and eradicate precarious work as low income, the absence of social benefits and employment instability are factors that cause an impact on people and societies, undermining the quality of life conditions.



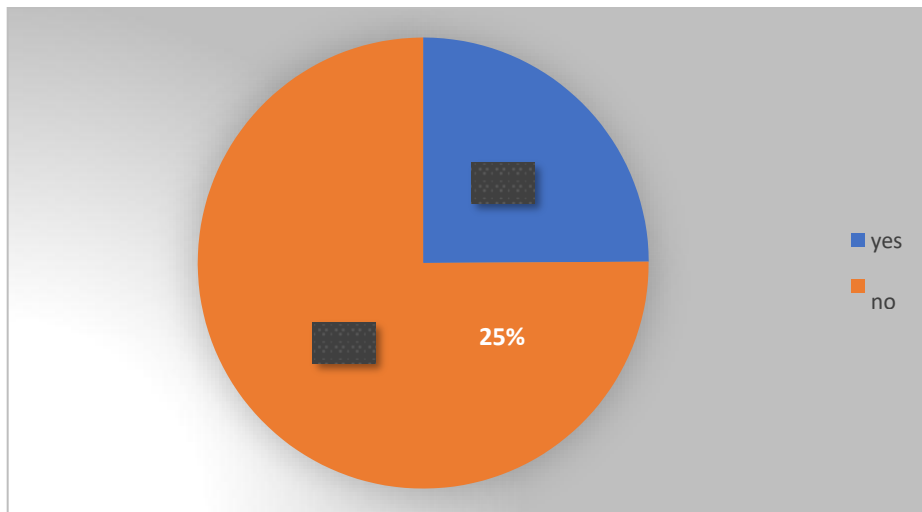
In relation to question number eight, about the health system to which they are incorporated, 52% answered that there is no health service, which is worrying because the workers must have safety conditions, that is, the employers. They are obliged to guarantee that workplaces do not imply any risk to the health of workers, not only because it is an essential factor in labor relations, but also because health is a fundamental right. While 42% said they belong to the health system provided by the Mexican Social Security Institute (IMSS), 4% belong to the Institute of Security and Social Services for State Workers (ISSSTE) and 2% said they have other types of services. social.



In relation to question number nine of the survey on whether with the salary they receive they can pay for basic expenses (transportation, food, electricity, water, internet), 69% of the interviewees stated that their salary is not enough to cover basic expenses. and 31% stated that they can afford basic expenses. Even though the minimum wage in Mexico has increased from \$141.70 to \$172.87 pesos per day, the continuous increase in the prices of most of the products of the basic basket and services are a reality.

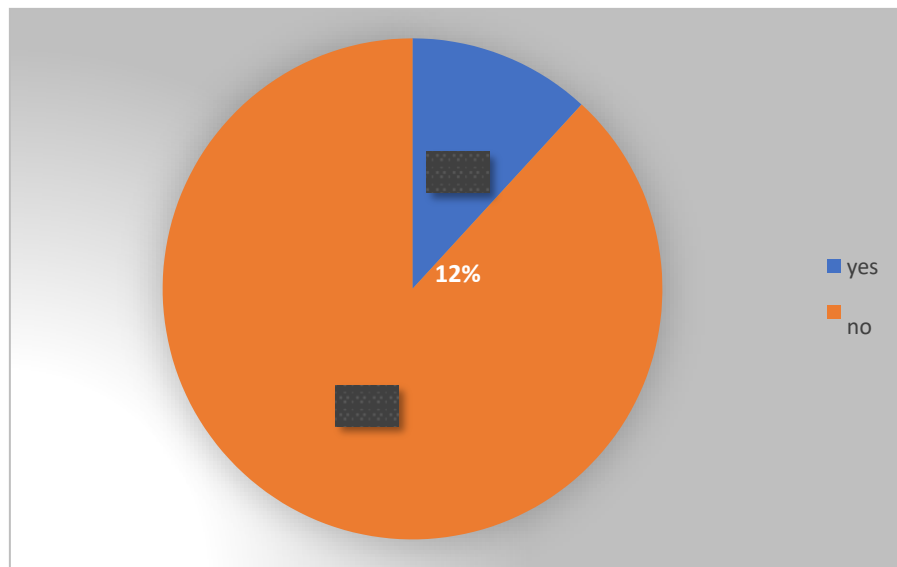


In question number ten of the survey regarding whether the interviewees work overtime on a mandatory basis, 75% answered no, while 25% answered yes and even when the labor law stipulates that overtime work must be voluntary, the worker must be paid for this excess time with two hundred percent more than the salary that corresponds to the hours of the day, however, this 25% stated that they work overtime, they do so on a mandatory

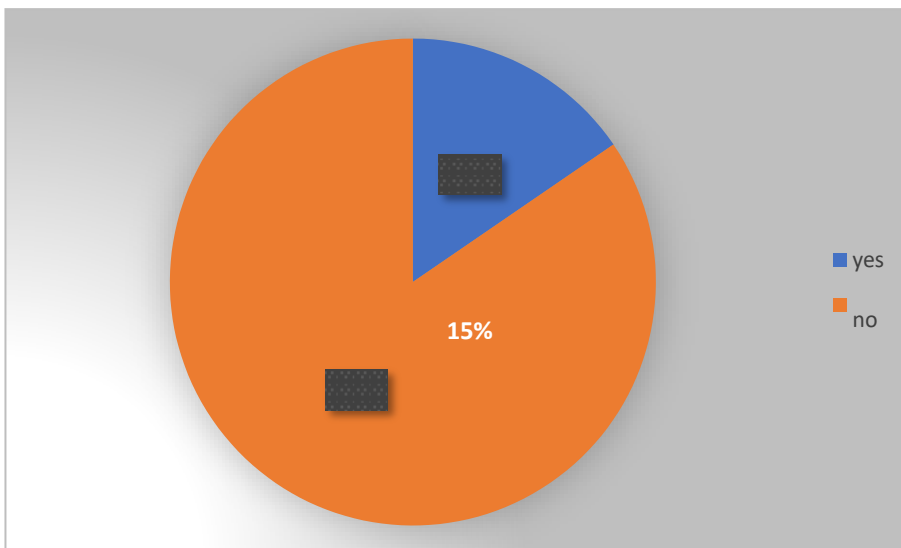


basis.

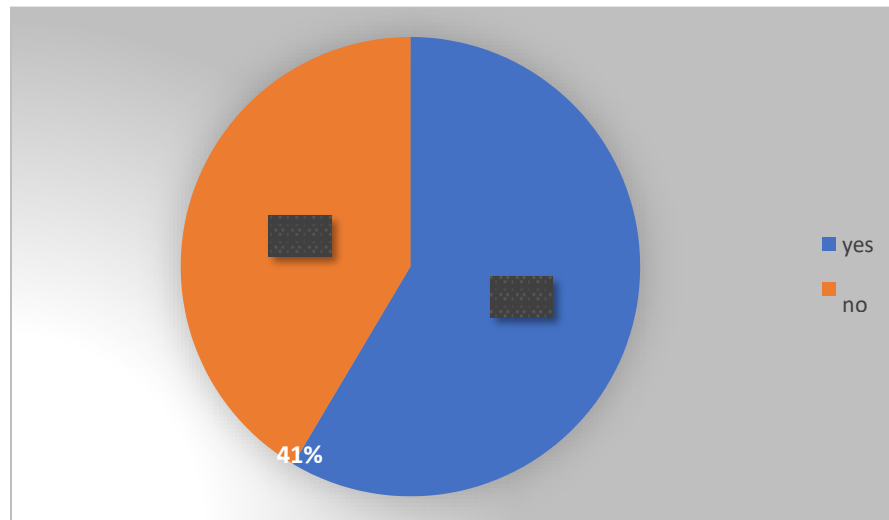
Regarding question number eleven about whether they have suffered workplace harassment (psychological violence from their superiors) for requesting better working conditions in their current job, 88% answered no and 12% answered affirmatively, and even when the number of interviewees who responded that if they suffer from workplace harassment it is less than those who do not suffer it, this behavior of employers towards workers in most cases can have the purpose of forcing the worker to leave their source of work so as not to pay severance pay or force him to submit to different working conditions for the one for which he was hired.



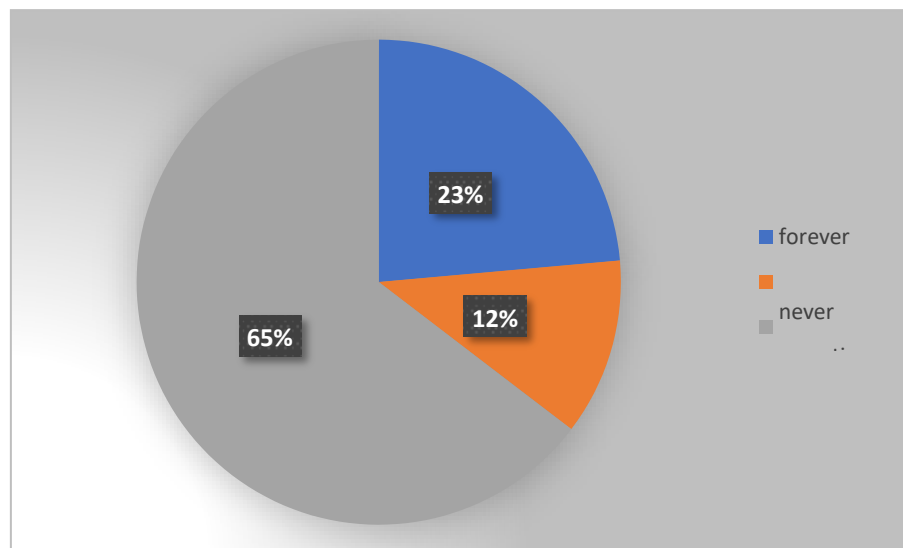
In relation to question number twelve of the survey on whether they have suffered workplace harassment (mistreatment by co-workers) and that it affects psychological stability and dignity in your current job, 85% answered negatively and 15% affirmatively. Even though the number of interviewees who answered that if they have been or are victims of workplace harassment, workers receive unjustified psychological violence through negative and hostile acts at work by their colleagues or superiors in a systematic and recurrent manner, for a long time or over months and even years.



In relation to question number thirteen regarding whether the salary they receive is in accordance with the activities they carry out in their current job, 59% answered yes, while 41% answered no and regarding this last percentage of 41%, a The current situation in the labor area is the hiring of workers who carry out various activities and who do not correspond to the salary they earn, as well as the increase in jobs with salaries that are not consistent with training and experience.



Regarding the fourteenth question of the survey about how often they experience stress at work, 65% answered sometimes, 23% answered always and 12% answered never. The results of those who experience stress at work, even if they have answered that sometimes, this happens. Undoubtedly at various times in our lives we are exposed to stress situations for different reasons, but stress at work can cause a reduction in productivity and consequently job loss.



Conclusions:-

The survey has revealed several unfair situations such as the fact that verbal contracts prevail among the young people interviewed, the majority have a net monthly income of less than five thousand pesos, which is insufficient, because the salary, as established in article 123 According to the Political Constitution of the United Mexican States, every person has the right to a decent job and that the minimum wages must be sufficient to satisfy the normal needs of a family head, according to the National Survey of Occupation and Employment (ENOE) of the second quarter of 2021.(INEGI, Resultados de la Encuesta Nacional de Ocupacion y Empleo., 2021a), 8 million 559 thousand people earn around 3 thousand 690 pesos per month; while 16 million 44 thousand people earn around 7 thousand 380 pesos per month and only 813 thousand 326 people earn the equivalent of 18 thousand pesos per month. These data are really disturbing because the income that students earn coincides with the information that was previously cited at the national level on the income that the vast majority of workers earn and if we consider that the annual rate of inflation in December 2021 was of 7.36%, then a monthly salary of less than five thousand pesos is not enough to cover their basic needs and also coincides with the fact that the majority of the interviewees stated in another question that the salary they receive is not enough to cover their own basic needs of their status as students such as: transportation, food, electricity, water, internet, books, registration, etc.

The labor benefits granted to them were also significantly unfair within the framework of social justice, since the majority stated that they did not have any labor benefits and another percentage stated that they only receive a Christmas bonus without having the right to receive any other benefit, and according to the Organization International Labor Organization (ILO) precarious employment is an employment relationship where job security, one of the main elements of the employment contract, is lacking (OIT, Decimosexta Conferencia Internacional de Estadísticos del Trabajo, 1998).

Another worrying situation is the fact that more than half of the interviewees stated that they did not have access to any health system, when legally the worker and his family must have access to minimum guarantees of health protection. According to the National Institute of Statistics and Geography, 44% of workers do not have access to a health institution salud (INEGI, Resultados de la Encuesta Naional de Ocupacion y Empleo, 2021b) This means that 4 out of 10 subordinate and paid employees do not have this benefit, despite the fact that the labor legislation establishes it as mandatory and regardless of the nature of the work. The lack of provision of this service contributes to the precariousness of employment and contradicts what the International Labor Organization considers decent work.

The survey also revealed that the majority of those interviewed experience stress at work. In 2019, the World Health Organization incorporated burnout (exhaustion) into the international classification of diseases and it was described as a syndrome resulting from chronic stress at work (ONU, 2005). According to the International Labor Organization, Mexico is the country with the highest work stress, it is estimated that in Mexico it affects more than 40% of workers. (OECD, Usual average weekly hours worked in the main job., 2020). Instability in employment, job uncertainty, low wages and lack of job benefits are associated with possible work stress, which can cause mental health damage, that is, psychological damage that generates anguish, anxiety, sleep imbalance, irritability or depression.

It seems that precarious employment is becoming systematized and that workers are increasingly exposed to unstable and insecure situations; workers' rights have deteriorated and today it is more common to find themselves in situations of job insecurity; employment has become an environment where the worker is defenseless and his vulnerability has intensified.

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