

Personal characteristics, gender, dedication to paid activities and their association with the profile of the Mexican employer

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Abstract

This study aims to identify the individual characteristics and variables that influence the probability that the economically active population of Mexico will occupy leadership positions in the formal labor market. Based on 38,878 observations from the National Time Use Survey (ENUT) 2019, it was found that the profile of the employer in Mexico is determined by the male gender with marital status of married, who works more than 57 hours per week, has a postgraduate level of education and is over 39 years of age. Therefore, people with these characteristics have greater opportunities to position themselves in senior management positions. The relationship between variables was analyzed with a logistic regression model where the dependent variable adopted the values of one if the individual had an employer position and zero if he does not. The results showed a negative sign for the gender variable, which means that women are less likely to hold employer positions, while the variables educational level, marital status, age and time dedicated to paid activities obtained positive signs, which means that the higher the values in these, the greater the probability of being an employer. Likewise, the variables with the highest odds ratios were postgraduate educational level (5.5), age over 50 years of age (5.4) and time dedicated to paid activities greater than 57 hours (2.7).

Keywords: Leadership position, Gender, Employer, Paid activities