



EMPLOYMENT AND GENDER, ANALYSIS AND PROSPECTS IN THE EASTERN COLOMBIAN REGION (SANTANDER DEPARTMENT) FOR THE 2019-2021 PERIOD.

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Abstract

The research focuses on analyzing the behavior of employment, a topic that is passionate about various researchers and whose results depend on the behavior of relevant variables, the actions of world economic agents and economic policies in any order. A quantitative and qualitative descriptive methodology is implemented in representative municipalities of eastern Colombia whose data were obtained in different periods of time (2019 - 2021) within the framework of a longitudinal study in development for the period between 2019 and 2027. Evidence of a greater asymmetry in decent jobs obtained in the formal sector, which have lost importance, giving way to non-decent work provided in the informal sector, affecting the generation of employment and equity between men and women, with marked differences in salary matters. and working conditions, despite the constant agreements established by the ILO.

Keywords - Employment, Equity, Formality, Informality.

IDENTIFICATION OF THE RESEARCH PROJECT

Longitudinal study for the analysis and trends of employment and gender in Colombia for the period 2019 - 2027.

ORIGIN AND ITS FUNDING INSTITUTION

Pedagogical and Technological University of Colombia (No Funding).

INTRODUCTION

The economic and social events that took place between 2019 and 2021 due to global macroeconomic adjustments with new scenarios of power of some powers, generated trade confrontations between the United States and China, and for the control of oil prices in a fissured pact between Russia and Arab countries (Saudi Arabia). This condition led to a significant loss of growth in the dominant economies and a considerable impact on emerging and developing economies, coupled with the emergence of the virus called COVID-19 in December 2019, which spread with great speed from China to all parts of the global village, aggravated the economic and social situation in all countries (Caballero Arguez & Rodríguez, 2020).

Employment, one of the variables most affected by the loss of millions of jobs in the world, has caused a decrease in the income of people dependent on a salary, who carry out different activities of production of goods and services, and others have been forced to submit to new working conditions by carrying out less dignified activities different from those previously carried out in order to maintain some income. thus increasing informal employment and gender inequality in its positive relationship,



economic development and the achievement of better results in companies by women, as well as the increase of their participation in higher-level management bodies, better salaries, social leadership, among others (ILO, 2016).

Gender equity within the International Labour Organization (ILO) seeks to guide elements for the formalization of decent, well-paid, productive work carried out in optimal and dignified conditions for human beings; In the eyes of the ILO, gender equality is a key element in its activities related to the ILO's four strategic objectives: (1) To promote and fulfil fundamental standards and principles and rights at work; 2) Generate greater opportunities for women and men to have decent employment and income; (3) Improve the coverage and effectiveness of social security for all; 4) Strengthening tripartism and social dialogue (OIL, 2009; ILO, 2014). In the case of Latin America, studies carried out in Bolivia and Colombia (ECLAC, 2019b; O. ECLAC, 2020; ILO, 2014) where the ILO promoted women's business participation in order to enhance their actions in public and private organizations in the region, suffered a considerable setback, which is why these gender asymmetries are increasingly distant, as a result of the same economic conditions prevailing in each of the corners of the earth (ILO, 2019). Despite the constant regulatory advances by international organizations to guarantee gender equality in the workplace, such regulations in Colombia¹ it leaves gaps in the reality that is currently presented by the pandemic impact caused by the COVID-19 virus.

For the longitudinal study in development, it is based on the research dynamics of years ago, whose origin is based on the work of (Moreno et al., 2019; Moreno, 2016), with the purpose of deepening the variables related to employment in its formal and informal modalities and with special attention to gender equity and its behavior in eastern Colombia, which motivates a more in-depth investigation of the effects on employment and gender equity based on the new scenarios of the world order in economic matters, health and social issues.

The research contribution of the longitudinal study will allow us to continue deepening the analysis of more variables and their behavior in other areas of the country or the Latin American region. Obtaining the results from the methodology expressed by the ILO (ECLAC, 2012; DANE, 2020), and applied to the Colombian case by the National Department of Statistics (DANE) was more complicated for this event, due to the isolation process that occurred due to the pandemic in 2020, the surveys and interviews were combined in a physical and telephone sweep, in turn, interviews based on the qualitative method were incorporated under the remote modality, seeking to eliminate possible errors that may arise (Baptista Lucio et al., 2006; Baptista et al., 2006). The research will allow to identify in a specific way the situation that has been occurring in this area and in the municipalities under study, on the other hand, it also leaves great lessons to the three (3) research groups that were actively linked², defying all the drawbacks that occurred in the period of applicability of the instruments.

METHODOLOGY

The study area includes the eastern area of Colombia, corresponding to the department of Santander, a border region with the neighboring country of Venezuela and of great importance because it is a road corridor connected to the country's capital. In addition, it is a supplier of agricultural and livestock products, with a promising tourism and industrial development that makes it an attraction

¹ Conventions approved by the International Labor Organization (ILO) that were later ratified by the member states of which Colombia is a member. For this reason, the ILO approved four conventions aimed at protecting gender equality at work: Convention No. 100 of 1951 on Equal Remuneration, Convention No. 111 of 1958 on Discrimination in Employment and Occupation, Convention No. 156 of 1981 on Workers with Family Responsibilities and finally Convention No. 183 of 2000 on Maternity Protection. Convention Nos. 100 and 111 are among the eight core Conventions of the ILO Declaration on Fundamental Principles and Rights at Work (ILO, 2008, 2016). The Colombian government, an active member of the multilateral organization, ratified them and in turn implemented actions such as the plan aimed at formalizing employment and strengthening their supervision and compliance. Subsequently, it elevated it to a constitutional norm in its article 13, which prescribes the right to equality, and develops it in article 10 of the Substantive Labour Code, which exercises a legal mechanism for the equality of workers. It is important to mention that the Colombian government regulated these postulates provided for in Conventions 100 and 111 and ratified them on June 7, 1963 and March 4, 1969, from which important actions have been developed such as the Colombia Works Formal Plan, drawing up an information kit to promote formalization; On the other hand, it strengthened the capacity of the Labour Inspectorate to improve supervision over the use of contracting modalities, so that abuses committed by companies can be identified and punished, creating legal space and important enforcement.

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For this reason, the study focused on municipalities whose population is within the range of one hundred thousand and two hundred thousand inhabitants (See municipalities in the results section), however, for the National Department of Statistics (DANE), these are not considered important for the delivery of statistics in national decision-making. focusing on the most important cities in the country, in addition to metropolitan areas, a decision that directed the research seeking to obtain data through primary sources in order to find the answers to the research question aimed at the generation of employment and gender equity. The result is the delivery of new data, based on the non-existence of statistics by the aforementioned organization; However, the research project focused on obtaining updated data and aimed at other variables different from those obtained in previous studies with greater participation of new research groups and projecting future data collection for the periods 2022 to 2024 and 2025 to 2027. The topics of exploration are based on primary and secondary sources in order to obtain relevant information; With regard to primary sources, it was decided to follow the ILO parameters, as reflected in the formats and procedures of the Colombian institution DANE (DANE, 2020).

To find the different conceptual frameworks applied to labor market indicators, the recommendations issued by the ILO are based on the recommendations to classify the population of each of the study variables, according to the concepts and definitions of the labor force established by the International Conference of Labor Statisticians (ICLS), of the Office of the International Labor Organization of 1983 and its updates in 2018. where the theoretical and conceptual framework for the different variables of the labor force (employment, unemployment and inactivity) was established and standardized, concept and definition of each variable, reference periods, main activity, priority rules of the variables, etc., and also introduced the differentiation of the population (ILO, 2018; Moreno et al., 2019).

In the area of labor statistics in Latin America, and in particular in Colombia, household surveys have been applied regularly for more than four decades, during which time theoretical and methodological developments have been made based on the harmonization approach of the main concepts and methodologies for measuring employment (Negrete Prieto & Ramírez Reynoso, 2015).

The statistical design used in the survey is probabilistic, multistage, stratified, unequal cluster and self-weighted sampling, covering the universe of the Great Integrated Household Survey, which is made up of the non-institutional civilian population, resident in all the municipalities under study and the number of homes inhabited by families. The sampling unit is the Size Measure (MT) or segment, made up of an average of ten households surveyed, which include all households in each household and each person in each household (Table 1). The unit of observation is those sets of elements that make up the universe with a specific characteristic, in this case, the basic unit of observation is the home. The period of application of the instrument in the urban area was developed in three stages in the periods 2019, 2020 and 2021. In 2019 in the months of October to December, in 2020 in June, July, August and September and for the year 2021 in the months of May, June and July (Statistics, 2006) (Statistics-DANE, 2020).

Table 1. Large Integrated Household Survey - Eastern Colombia

Departments and Municipalities	Number of People Surveys by Household	Number of Homes Selected	Urban Homes	Housing
SANTANDER				
Barrancabermeja	488	195	44.380	44.598
Girón	344	117	29.697	26.639
Foothills	285	92	23.530	20.937

Note: Authors' elaboration based on the surveys, following the methodology of (Estadística-DANE, 2020; Statistics, 2006; ILO, 2003)

Initially, the study is exploratory in nature, since by examining any research object of little study where the researcher has previous knowledge, it allows him to refine it in order to expand to other



fields (Moreno, 2016; Sampieri et al., 1998). At the same time, it is explanatory because through the investigation of the problem being addressed, the results provide new data for the analysis of the phenomenon posed. At the same time, it is descriptive since there are several aspects that are monitored, among them, economic decisions that make it possible to determine the impact on the generation of decent or indecent employment, observing gender equity (Baptista et al., 2006).

Secondary sources were used, supported by the available literature through a search in Scopus³, and governmental and non-governmental institutions, multilateral organizations, academic organizations such as those published by entities such as: DANE, National Planning Department (DNP), Bank of the Republic, Secretariat of Economic Development, Foundation for Higher Education and Development (Fedesarrollo), National Federation of Merchants (Fenalco), National Association of Entrepreneurs of Colombia (ANDI), National Association of Financial Institutions (ANIF), Colombian Chamber of Construction (Camacol), Financial Superintendence, América Economía Intelligence, Economic Commission for Latin America and the Caribbean (ECLAC), World Bank, ILO, World Trade Organization (WTO), International Monetary Fund (IMF), Organization for Economic Cooperation and Development (OECD), Chambers of Commerce of Bogotá, Girardot and Facatativá, among other sources that support the search for the consolidation of the project to the results obtained.

Likewise, the primary source allowed direct access with the community of the region to determine the phenomenon raised in the topics concerning the research, in this regard, given the existence of different types of sources, it is necessary and important to distinguish between those that have direct access to the phenomenon studied and the primary sources, being a direct witness of the same phenomenon. Indirect or secondary sources, in which case the description and analysis of the phenomenon is based on the information provided by another intermediary source that allows access to it indirectly, through a compiling agent or researcher who acts as an intermediary (origin of secondary documents) and concludes in this sense that the empirical aspect is fundamental for information and reliability of the results (de Salazar Serantes, 2003; Moreno-Corredor, 2016).

"The objective of content analysis is fundamentally empirical, exploratory and predictive, since it transcends the conventional notion as manifest content" (de Salazar Serantes, 2003, p. 202), and is linked to the symbolic character of the phenomena analysed through messages that cannot be studied in isolation. Content analysis is, first and foremost, a research technique for making valid inferences from data analyzed in a context. The elaboration of evaluated information is characterized by a process that ranges from the collection of the relevant data to the final transmission of the message to the recipient. In this process, the data is converted into evaluated information, that is, analyzed and interpreted to make inferences and conclusions. The analysis of the reliability and intentionality of the source is part of the research process for its development, in the first stage the Nvivo software was used for qualitative research and bibliographic exploration with the Scopus search technique. In the second stage, regarding the primary source, the statistical software SPSS and Statgraphics Centurión were used to consolidate the respondents' data.

THEORETICAL FOUNDATION

Regarding the Economic Scenario identified, in the five years prior to the start of the study, the Colombian economy showed a marked slowdown due to several internal factors and external shocks. In the domestic case, due to the reduction of productive capacity in imports of agricultural products, the decrease in the level of consumption and the constant social protests due to dissatisfaction in the loss of purchasing power (Caballero Argaez & Rodríguez, 2020). In studies supported by (Soto, 2017), it is established that in the external field, the growing devaluation of the currency against the dollar and the vertiginous reduction of international oil prices of close to 70%, generated the fall in the terms of trade that Colombia faced from the second half of 2014 to the third quarter of 2016, consequently, in ECLAC studies, It can be inferred that the behavior of the Gross Domestic Product

³ (gender and AND equity in Colombian AND companies) OR (gender and equity AND in Colombian AND companies) AND (LIMIT-TO (SUBJAREA, "SOCI"))



(GDP) in the last two years has led to a decrease in domestic demand and public spending, an essential element for economic growth (ECLAC, 2020).

With the economic performance, it can be deduced that this economy would have some kind of importance, as determined by the reports of the World Bank and the International Monetary Fund, in the agricultural, information and communications sectors, and in public expenditure on public administration, defense and education, especially destined to infrastructure works and economic and social support to the population for the following years. For this reason, social and economic investment would be subject to internal and external variables, as well as to the dynamics of tax collection and the behavior of international oil prices. Thus, the outlook was uncertain and would depend on the economic policies implemented by the national government for economic reactivation, aimed at the sectors that promote it, especially micro and small enterprises, as well as the aggressiveness of strategic public spending, focused on the new scenarios of the current situation (Cazumbá & Minayo, 2020; World & Americas, 2020).

The different variables indicated above establish the degree of incidence in the economic activities of the most dynamic productive sectors in Colombia and its regions, impacting companies, job creation, income level, unemployment, formal and informal economies and the asymmetric gender of production and remuneration. At the regional level, this national economic situation did not escape the departments of Boyacá, Cundinamarca and Santander, characterized by a diversity of the agricultural sector and little industrial fabric, with a presence in the area of family businesses, micro and small enterprises, which represented 90% according to reports from the chambers of commerce of the region (from Bogotá, 2020; Fajardo & Ladino, 2019).

Applying the matrix regression model, which showed a correlation of 95%, it was possible to demonstrate that the growth rate of the departments under study is a reflection of the national economy, in the same sectors foreseen under the DANE methodology ($y_1 = B_1 + B_2x_{2i} + B_3x_{3i} + B_kx_{ki} + u_i$, $i = 1, 2, 3, \dots, N$) (Gujarati & Porter, 2010).

It is specified that the deceleration of the departmental economies in previous years is decreasing, with a negative GDP in dynamic sectors such as manufacturing, construction and commerce, where these represent an average of 53% and also occupy a number of jobs close to 70%, as corroborated by the reports of the chambers of commerce (from Bogotá, 2020). According to statistics reported by DANE, for the department of Santander, the performance of GDP contracted in its most dynamic historical sectors of productive activity, such as the manufacturing industry and construction, in a considerable drop.

In this vein, year after year the relationship between job creation in the formal and informal sectors has been affecting the supply of decent employment, with repercussions on gender equity. Despite the different resolutions issued by the ILO, closing this gap will depend on all economic actors and their effective actions, although the state through the government is a main actor, the rest must be linked to this new scenario that has been developing and that was deteriorated by the appearance of the COVID-19 virus (Caballero Arguez & Rodríguez, 2020).

Regarding Employment Generation and Gender, there are prominent elements to highlight that make informality have these results with respect to Latin America, the low levels of investment feed back the low rates of labor productivity (PL) and the strong correlation with Total Factor Productivity (TFP), its behavior has been historically negative on average. with the exception of a few periods, including again the commodity supercycle and global boom (ILO, 2019, p. 31) (ECLAC, 2020), and the imminent declines in human capital levels and the lack of infrastructure, make the levels of Foreign Direct Investment (FDI) unattractive (ECLAC, 2019). For the ILO, in a more detailed look, more important heterogeneities of productivity are determined between modern and traditional sectors and companies, hence, in both indicators, Latin America and the Caribbean (LAC) consistently lag behind the world and other emerging regions.

For the LAC region, employment generation showed a significant distance from formal to informal employment in 54%, on the other hand, in terms of gender equity, there are greater opportunities in a considerable percentage in favor of men compared to women; A downward trend of 12 percentage points (pps) was expected to be detrimental to women, according to the behavior of this difference



in subsequent years, due to greater vulnerability of performance and confidence in the work and activities of the different sectors (Maldonado & Moriarty, 2019) (ECLAC, 2019a; Farah et al., 2020; Kimbu & Ngoasong, 2016). A situation that was aggravated by the coronavirus pandemic, causing the loss of jobs, a decrease in wages, working hours and therefore a lack of social protection in both the formal and informal sectors (Hernandez, 2020); Due to the relevance presented, one of the sectors most affected by the contagion was health, where 72.8% of women, indicated that they have been more vulnerable to job loss, less social protection, increase in unpaid work, greater exposure to domestic violence and less access to sexual and reproductive health. Hence, it has been shown that women perform three times as much domestic work and unpaid work in the home compared to men (ECLAC, 2019b; Mejía et al., 2020).

In 2019, the unemployment rate among Colombian women was 4.8% higher than that of men (ECLAC 2020, p. 6), therefore working women were considered more vulnerable to this situation for various reasons, including a greater probability of being informal, less possibility of obtaining remote work at home and holding professional and managerial positions due to distancing and prohibition of movement, producing lower incomes for women in the formal sector (O. ECLAC, 2020, p. 8; Hevia & Neumeyer, 2020).

RESULTS

With regard to Gender Equity and Informality in Eastern Colombia (Department of Santander), the municipalities in Santander with the greatest productive presence are involved in the manufacturing sector, and in the case of Barrancabermeja, the oil activity developed by the Colombian state-owned Ecopetrol S.A. predominated.⁴tags.

Barrancabermeja. Of the total number of employed people, informality in Barrancabermeja for the year 2021 was around (66%), increased by 6% compared to 2019 (60%), the occupation by women in the labor force reached 53% in the informal sector. In this municipality, women trained more vigorously than men, at 4% at the higher level. The loss of earnings amounted to \$111 and the pay was \$130, \$100 less than the men's earnings. Pay conditions between women and men in terms of security also worsened by 12.8% over the 2019-2021 period. Pension contributions differed in favour of men by 9 per cent, but for both genders it fell by 10 per cent. Jobs in the informal sector were carried out in fixed premises with 20% and in places uncovered on the street with 18%, while for formality it was in fixed premises with 18% and in construction 6%.

Girón. Of the total number of employed people, informality in Girón for the year 2021 was (71%), grew by 11.2% compared to 2019 (59.8%), the level of employment by women in the labor force with precarious conditions reached 52%. In this municipality, the level of preparation of women exceeded that of men at all levels and marked a difference of 5% compared to men. The wage reduction for women was \$99 and then they received \$120, that is, \$100 less than what men are paid for their labor power. Pay conditions between women and men in terms of security also differed by 10% from the 2019-2021 period. The gap in pension contributions in favour of men was 12 per cent, but for both genders it decreased by 9 per cent. Of the people employed in the informal sector, they are involved in commerce, hotels and restaurants with an average of 15%, and for formal employment in commerce and services with 12%. Jobs developed in the informal sector in uncovered places such as street premises or street vendors with 23%, fixed 18%, and in their homes with 12%, while for formality it was in fixed premises with 11% and in their homes 8%.

Foothill. Of the total number of employed people, informality in Piedecuesta for the year 2021 is (68.8%), increased by 8.22% compared to 2019 (60.6%), the employment of women reached 54%. In this municipality, the level of preparation of women was higher than that of men by 9%, with the majority at the level of higher education at 7%. The reduction in income for women was \$110 during the period and their remuneration is now \$115, which is \$118 less than what is paid to men. Pay

⁴ From the Mares concession gave rise to the Colombian Petroleum Company in 1951, since that date it has been transformed into a dynamic and international company, the company carries out exploration, production, refining, petrochemical, transportation and marketing. It is currently the most important company in the country, due to its size it is one of the 40 most important companies in the world and the fourth in Latin America. (<https://www.ecopetrol.com.co/wps/portal/Home/es/NuestraEmpresa/QuienesSomos/NuestraHistoria>)

conditions between women and men in terms of security worsened by 15% in the 2019-2021 period. In terms of pension contributions, there is a gap of 16% in favour of men.

Jobs by branch of activity in the informal sector are in commerce, hotels and restaurants, with an average of 18%, and in the manufacturing industry it amounts to 9%. For formal employment, it was in trade and services with 10.7%, and manufacturing industry with 5.8%. Informal jobs were advanced in residences 20%, in fixed premises 19%, in their homes 18%, while for formality it was in fixed premises with 32% and in their homes 12%.

The eastern region was affected in its economic activity, in all branches of the productive sectors, due to global fluctuations and the COVID-19 pandemic, it was possible to establish that the generation of employment decreased considerably above the national level, and the loss of jobs, income and assigned hours, producing the transfer of people employed in the formal sector to the informal sector, in self-employed activities, on the street and in local premises. The most dynamic sectors, such as commerce and food supply, recovered productive activity with the authorization of the national and territorial governments. It should be noted that those surveyed expressed their dissatisfaction with the measures to help the formal productive sectors and the frequent threats by the security forces to prevent them from working. Likewise, 95% of respondents stated that they did not allow themselves to be tested to stop the virus because it made it impossible for them to carry out any activity, on the other hand, in the event of a positive result, they restricted their income for survival.

For the municipalities of Santander, unemployment on average increased by 10%, in the three municipalities, it was observed that the unemployment rate for the department increased by 2% (7.7% to 9.1%). It can be deduced that the unemployment rate increased in the departments and their municipalities, but with less impact it was generated in the capital cities.

It is important to mention that 70% of respondents in the informal sectors did not comply with the safety measures and protocols required by the government to carry out their activities, due to the high cost and the profit margin is very small. Respondents stated that the average daily income is \$7,000 (\$2). 6% of respondents are beneficiaries of a government program⁵. For the international community, the government presents positive programs and results to mitigate the current scenario (Home; World & Americas, 2020) (Table 2).

Table 2. Summary of employment, formality, informality and gender in the eastern region - Santander

Municipality: BARRANCABERMEJA											
	Busy		Total health of employed people			Contributions	Education Employed			Informal	Remuneration for Informal Employees
	Informality	Formality	R. Contributory	A. Subsidized	A. Special	Pension	No	Primary	High school	Superior	
Year 2019											
Men	28,0%	20,0%	30,40%	11,48%	1,02%	28,61%	0,86%	27,19%	17,08%	1,91%	55%
Women	32,0%	20,0%	28,14%	12,52%	12,52%	24,47%	0,94%	29,63%	18,61%	3,08%	45%
Year 2020											
Men	28,0%	18,5%	28,52%	11,68%	1,06%	26,70%	0,90%	27,80%	16,27%	2,95%	55,70%
Women	33,0%	20,5%	23,26%	12,73%	1,15%	20,47%	0,98%	30,29%	17,74%	5,12%	44,30%
Year 2021											

⁵ The government's Emergency Mitigation Fund (FOME) programs: 1. Families in Action; 2. Social protection for the elderly; 3. Youth in Action, contemplated in Legislative Decree 659 of May 13, 2020.

Men	31,0%	16,0%	25,44%	11,88%	1,16%	22,55%	0,9 1%	26,9 8%	16,78%	3,25 %	60,80%
Women	35,0%	18,0%	20,17%	12,95%	1,26%	12,40%	0,9 9%	29,4 0%	18,29%	7,13 %	38,20%
Municipality: GIRÓN											
Year 2019											
Men	28,2%	18,9%	29,38%	11,33%	0,62%	29,71%	1,0 4%	19,4 6%	22,99%	1,55 %	60,50%
Women	31,7%	21,20 %	23,03%	12,75%	0,69%	18,29%	1,1 7%	21,8 8%	25,85%	1,74 %	40,50%
Year 2020											
Men	28,4%	18,6%	28,34%	11,41%	0,77%	28,46%	1,0 4%	19,6 3%	23,76%	1,56 %	61,20%
Women	32,0%	21,0%	20,00%	12,83%	0,87%	17,35%	1,1 7%	22,0 7%	27,59%	1,75 %	38,80%
Year 2021											
Men	33,5%	18,2%	26,37%	11,34%	0,90%	25,64%	1,0 3%	19,6 6%	24,51%	1,57 %	63,00%
Women	37,5%	20,8%	16,02%	12,75%	1,02%	13,21%	1,1 6%	22,1 1%	29,31%	1,77 %	37,00%
Municipality: PIEDECUESTA											
Year 2019											
Men	28,5%	18,6%	33,16%	11,97%	0,66%	31,18%	0,5 0%	24,7 8%	18,77%	2,89 %	57,00%
Women	32,0%	20,9%	32,75%	13,34%	0,75%	29,67%	0,5 6%	31,8 3%	21,08%	8,25 %	43,00%
Year 2020											
Men	29,5%	17,5%	30,98%	11,97%	0,62%	25,04%	0,5 2%	25,4 2%	18,06%	3,91 %	58,00%
Women	33,0%	20,0%	26,56%	13,45%	0,69%	22,51%	0,5 9%	33,4 3%	24,28%	9,27 %	42,00%
Year 2021											
Men	31,8%	14,5%	25,09%	11,96%	0,58%	22,19%	0,5 3%	26,4 5%	19,97%	4,11 %	61,00%
Women	37,0%	16,7%	23,68%	13,43%	0,66%	20,68%	0,6 0%	35,2 7%	29,19%	10,2 7%	39,00%

Note: Authors' elaboration based on the surveys, with a methodology of (Estadística-DANE, 2020; Statistics, 2006; ILO, 2003)

CONCLUSIONS.

The world economies are going through one of the worst economic and social circumstances in recent years, due to several global events: 1. The trade differences between the United States and China due to hegemony in their relations and the geopolitical-economic adjustment; 2. Difficulty due to oil supply agreements between Russia and the countries of the Middle East (Saudi Arabia), which led to a reduction in the prices of this important non-renewable resource; and 3. The emergence of the so-called COVID-19 pandemic, which began at the end of 2019 in China and spread with alarming speed to all continents, forcing countries into mandatory confinement to contain its spread and deaths, generating an effect on the main economic indicators with social repercussions.

The economic incidences could not be contained despite the economic policies established by the governments which, in the case of Colombia, their effects in terms of unemployment reached close to 20%, triggering informality in the different sectors. In the eastern region under study, the result of which made it possible to determine a high level of employment in the informal economy close to 70%, with women being the most affected by this situation, who lost the level of income for their




work, forging a wage and working conditions gap of around 40% compared to men, despite the fact that every day they are trained more and are more competitive in the labor field.

In the surveyed population, this predominant informality in the region also reflected the lack of protection and compliance with safety protocols to avoid contagion, due to the fact that the so-called scavenging is imperative to obtain income and in turn the lack of state aid at all levels prevails over compliance with government regulations.

The result of this study offers new data for the region in the formal and informal sectors and the ability to offer current statistics that will make it possible to avoid disproportionality and differences in terms of gender, in order to find government actions implementing sectoral policies, for compliance with international agreements on the subject. It also motivates other studies in its field in other national and international spheres where statistics do not exist on the subject. They also lay the foundations for the continuation of the longitudinal study that is being carried out for the periods 2022 to 2024 and 2025 to 2027, where it is expected to have a detailed follow-up over time of the labor trends of men and women in various sectors and roles. This is expected to reveal persistent patterns of wage inequality, occupational segregation, and opportunities for growth, shedding light on the underlying causes of these disparities, providing a solid basis for evaluating the effectiveness of gender equality policies and programs, guiding decision-making, and fostering positive change towards a more equitable labor market and a fairer society in Colombia.

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