



Por una cancha pareja

Igualdad de oportunidades para
lograr un México más justo

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Authors

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Echaleganismo:
«Who doesn't make it»
is because they did not
put enough effort
into it. They do not
deserve greater rewards.

Is inequality just a matter of effort?

The problem:
Assumes that inequality is
not a *structural* but an
individual problem: no
history, no corresponsability.

It transforms a material
condition into a moral
one, seeking to legitimize
the inequities observed in
society. Material rewards
become determined by
moral virtues.

The evidence unambiguously shows it is not



Circumstances —factors out of the control of a person— influence their life outcomes.



At least **50% of economic inequalities in Mexico** is due to differences in factors outside the control of the person.



This high level of inequality of opportunity translates into **low levels of social mobility (both upwards and downwards)**.

Socioeconomic origin



For those born at the lowest quintile of the distribution of economic resources, the **probability of remaining in poverty is nearly**

75 %



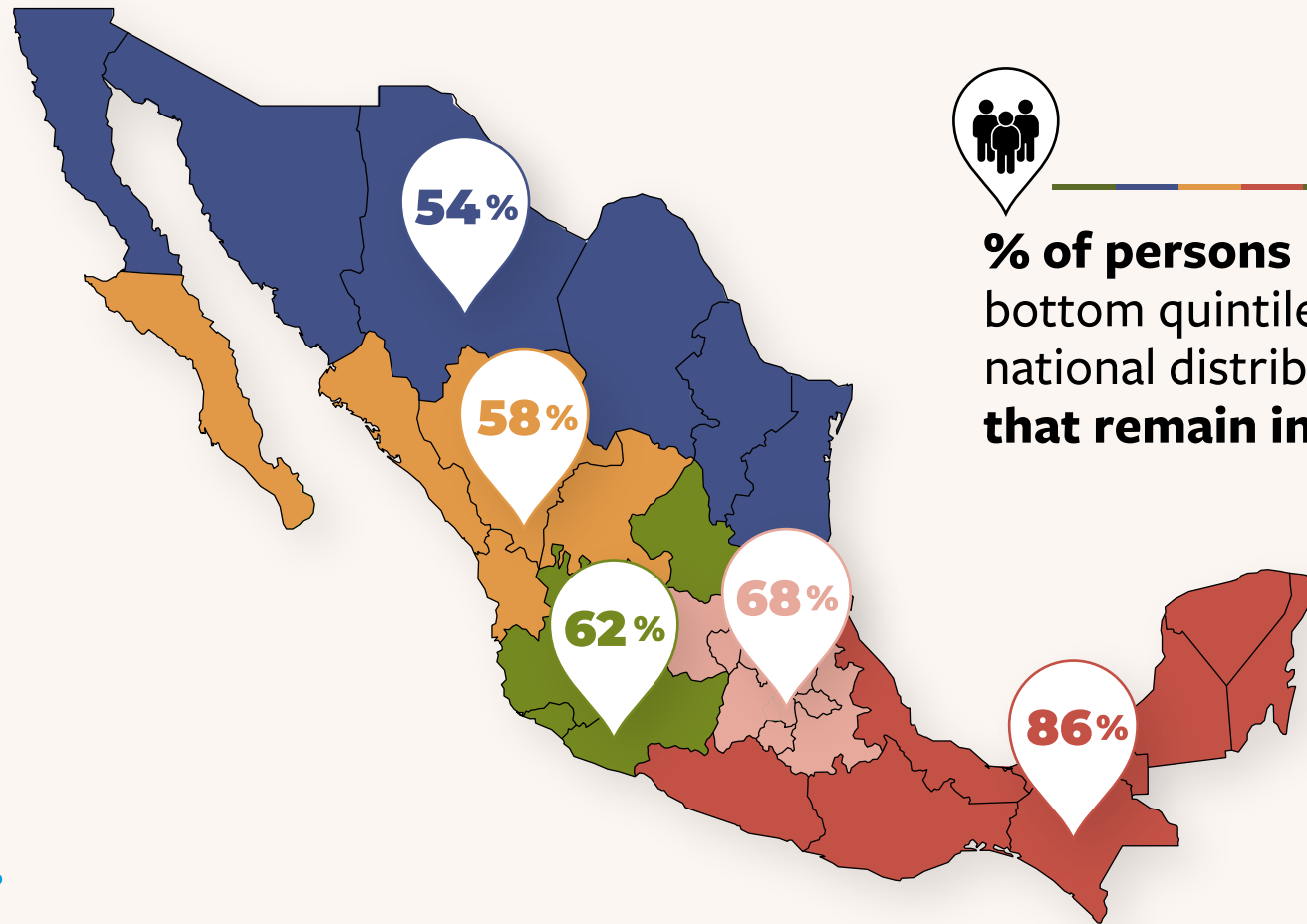
Only **5 %** of Mexicans with parents without any formal education **reach tertiary education.**

Territory

For people in the **north**, the possibility of climbing out of poverty is **3 time larger** than for those born in the **South**.

Regiones

- North
- North-West
- Center-North
- Center
- South



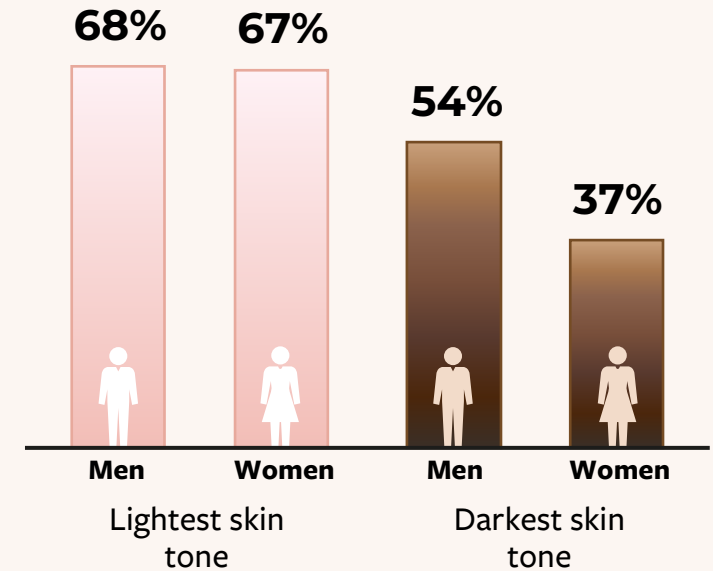
% of persons born at the bottom quintile of the national distribution **that remain in poverty.**

Personal characteristics

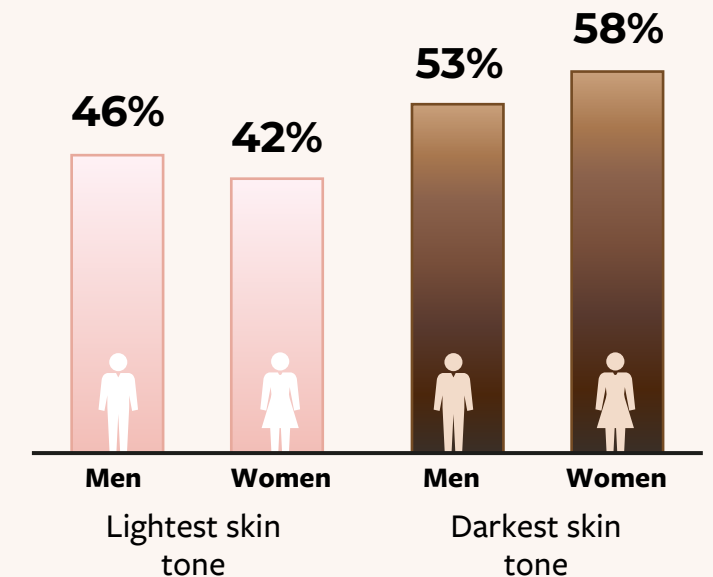


For women with the darkest skin tone it is more likely to **fall from the top and harder to climb out of poverty.**

People born in the **top quintile of the economic resources distribution** and **maintain that position in adulthood.**



People born at the **bottom quintile of the economic resources distribution** that **maintain that position in adulthood.**



The «market» does not treat everyone equally



Education's capacity of allowing a person to climb out of poverty **varies depending of the ethnicity of the person.**

% of people who are born at the bottom of the distribution of economic resources and that remain in poverty, **after completing 3 educational levels more than their parents.**

51%



Non-indigenous

72%



Indigenous

The reality of Mexican society



Socioeconomic origin

Differences in **economic resources** and **education** represent the largest contributors to inequality of opportunity.



Territory

Region, urban-rural condition and **characteristics of the neighborhood of origin** act as another factor affecting life trajectories.



Personal characteristics

The intersection of the previous elements with the social valuation of personal characteristics such as **gender, ethnic adscription and skin tone**, reinforce inequality of opportunity.



What do we need to change this reality?



Everyone must have **access to the same opportunities to develop their life projects**. Thus, access to basic goods and services **must not be mediated by circumstances**.



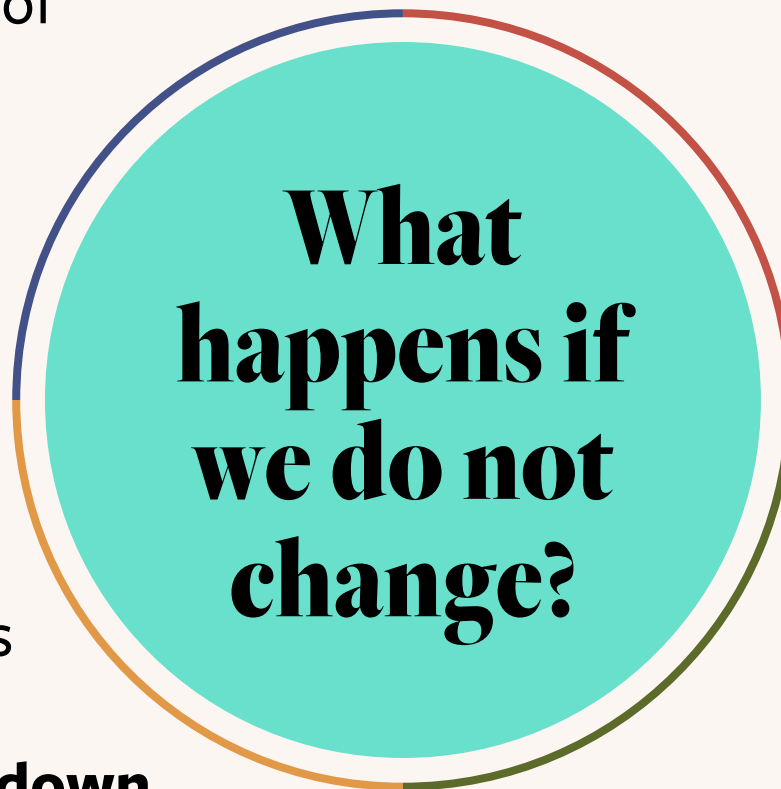
Markets should be regulated so that rewards are not assigned according to the social valuation of personal characteristics or other circumstances.

1.

Inequality of outcomes and wealth concentration (and of political power) increases

3.

Increasing political polarization and lower capacity to reach agreements about society's direction: **the social contract breaks down.**



What happens if we do not change?

2.

The **rights of the people, their social participation and economic productivity**, are negatively affected.

4.

All of this in the middle of two social transformative processes: **job automation and climate change.**

Proposals to achieve equality of opportunity and a fair competition

1

Public, universal systems of education, healthcare, care and social security to delink the access to them from the circumstances of the person.

2

Changes in the formal institutions that regulate markets to reduce the social penalization faced by members of specific adscriptive groups: labor market regulation.

3

Strict vigilance of the enforcement of **equal treatment policies** and incentives for their adoption by all market participants.

4

Compensatory policies targeted to those who start with largest disadvantages: 1 quotas.

How can we face the new challenges?

1

Reduce the vulnerability of the labor market to automation.

2

Focus on the development of cognitive and socioemotional skills that favor employability in nonautomatable sectors.

3

Given the asymmetric exposure to climate change, adaptation policies necessarily require a regional approach.

4

Adapt the economic and educational infrastructure to the new climatic conditions.



In conclusion

1

The rules of the game give a better hand to certain groups of Mexican society, based only in **factors out of the control of the person.**

2

For everyone to have a **fair chance in life**, we need to change the current rules.

It is not enough to just teach the players to play better.

3

It is necessary to change the institutions that regulate the distribution of opportunities and rewards in Mexican society.





Thanks!

Book available in:
Amazon and Barnes and Noble (digital).