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THE ROLE OF VETERINARY WOMEN IN THE UNIVERSITY COMMUNITY OF PAMPLONA NORTE DE SANTANDER

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ABSTRACT

The purpose of this research work is to understand the role of women veterinarians in society, a study conducted in the municipality of Pamplona. The paradigm used for this study is the interpretative one with the qualitative approach adopting the ethnographic method where semi-structured interviews were conducted with three women of profession in veterinary medicine who work in different contexts, both for the analysis of the information collected, data reduction and the grounded theory of Strauss and Corbin with the use of codes, dimensions, categories, emerging categories.

KEYWORDS: Role, Woman, Feminism, Veterinary, Social and Economic Empowerment.

1. INTRODUCTION

Globalization and the free market have caused various transformations in the world of work with more participation of women in their role as key agents of the new changes, which in effect causes their political and social empowerment, fulfilling the goals of seeking gender equality, a fact that seeks to improve their conditions in female employment (Roy, 2014).

In this sense, the actions of women in the construction of a new social disposition evident in the incorporation of veterinary medicine into the field of work, allows it to contribute to the development of a society among equals, has also transformed the definitions and roles of gender, in part due to the fact that it has given rise to catalytic factors such as globalization, the incorporation of new technologies, the development of projects and armed conflict in various parts of the world (Shalkwik, 2010).

However, in the case of women's social intervention, according to Valdés (2004), in the Latin American and Caribbean region, the situation of women's role in economic growth in different sectors has generated various needs to address some barriers imposed by the cultural structure of the area.

In general, the socio-economic panorama in Colombia on the financial empowerment of the female gender; even women have a lower monthly salary income compared to men, emphasizing this fact when it is more likely that women continue to occupy the position of head of household, a domestic situation in which the lowest income still persists in their case (Fonseca, 2018).

Regarding the profile of Colombian women in the world of work, the desire for self-improvement in the face of obstacles in their social conditions of inequality stands out with a high professional level, as an example of self-improvement and personal development (Cruz, 2017). In this sense, professional women in Colombia have certain personal mechanisms according to their motive and cause of achievement in the face of the gaps that are observed in the socio-cultural scenario at the local and national level.

However, public policies in Colombia are aimed at stimulating women's participation in the economic, social and academic sectors, which allows the legitimacy of women's social rights in their constant presence within public spaces that confront the stereotypes of traditional family structures (Reyes and Pérez, 2016). It is important to highlight that the infrastructure proposed by the Colombian state, to declare in the form of statutes the respect for

women's rights in order to provide for the achievement of their broader participation in the educational and labor fields for the development of the Nation.

Thus, according to Serrano and Arcila (2008), the intervention of the veterinary medicine professional has a considerable impact on society and public health, since it contributes to the growth of quality of life indicators and their effectiveness translated into sustainable economic development, supporting public and private companies in the restoration of food security care for the environment and rural development. According to the Pan American Health Organization (2007), currently the veterinary professional shares more spaces professionally in the social and business area that, in addition to assuming roles in the veterinary clinic, exercises their functions in the food industry, crisis management and research with the challenge of achieving the well-being of people and animals.

In general, the review of the current international reports of the WHO and the FAO in the present global conditions, according to Peralta (2006), poses the challenges to veterinary medicine in the fulfillment of its valuable role in the insertion of expert and competent scientific and technical leaders in its multisectoral and interdisciplinary participation. So in the future, the performance of the veterinarian in society is crucial according to organizations that are interested in the well-being of humanity, specifically in animal health that also has an impact on human health.

The previous twentieth century has favoured the development of various professions according to Abundis (2013) due to the development of knowledge and the emergence of a complex and changing social world, and under this social phenomenon the role of women has not been alien to these revolutions in the academic and labour fields.

In Latin America, social phenomena such as the incorporation of women into the workforce were parallel to the effects of industrialization, migration from the countryside to the city, the political and social valuation of democracy, and the educational boom in various universities (Stuven, 2013). Social changes have historically led to social and cultural movements since World War II, and specifically with the feminist movement which, in its emancipatory nature, allowed the temporary insertion of women into public life, with their respective leading roles in any area of society.

Consequently, the United Nations stipulates that for development in the areas of science and technology in search of consequent economic

development, it is necessary to promote gender equality in society, where women participate in roles that contribute operationally to productive activities (Miroux, 2011).

The female initiative demonstrates a high competitiveness from their academic university training to undertake a successful work within the social and commercial institutions that merit their unique competencies. According to the Federation of Veterinarians of Europe (FVE, 2017), future projections consider that veterinary companies will employ more women than men by incorporating a large number of professionals in auxiliary veterinary clinics, with the inclusion of competent veterinarians and support staff, where clients feel more informed and demand more high-quality services.

On the other hand, public health is directly related to veterinary public health, since it involves actions and strategies developed in an institutional way with clear policies in favor of animal production and health for the development of human health, which implies a series of actions, tasks and responsibilities entrusted to the veterinarian as a health professional (García, 1994).

The high participation of women in animal welfare care and their prompt participation in assisted therapies is due in part to their convenient training from university cloisters, which demonstrates their constant work with a high level of professional and academic vocation in their career training (Castaño 2009).

The insertion of veterinary women in their field of work is notable in the future according to Henry, Baillie and Rushton (2010), as they stand out in their workplace, specifically in the first world, particularly in the Anglo-Saxon world, which in the future their participation trend is imposed by more than 51% in contrast to the male gender and consequently their academic presence in universities is projected at more than 80%.

The professional inclusion of women, where their permanent university training in the labor field and in their research work stand out, contributing to the advancement of science and the labor market to favor business growth in the animal area and in food products. For this reason, it is pertinent to mention Carretón (2020), who stresses that it is essential to raise awareness and educate society about the role of women in research.

In the future, the work of the veterinarian points towards the acquisition of extensive knowledge where the skills and abilities are generated that in the long term ensure the design of production processes to cause social change along with their social

protagonism with a more participatory and critical attitude (Bedolla, 2007).

The change in the face of medicine in America has in a certain way corresponded to the intervention of the professional and labor force of women and its image has generated changes in the health system in its work balance and its role in the family, since its rise as a leader in political changes has not stopped. social and cultural (Boulis & Jacobs, 2008).

However, according to Henry, Baillie, and Rushton (2010), in the rural sector, the activities involved in veterinary practice in the care of animals, due to its foreign location, are not attractive as employment for female participation, and their valuable presence and professionalization in this specific sector is absent. Consequently, there are spaces such as the rural sector where it is important to rethink the role of women for the necessary innovation of the rural space that continuously presents needs due to the country's situation and that requires more professional personnel, specifically the presence of veterinary women.

Undoubtedly, the current educational environment as a determining factor in the current state of the role of women in society, whose high level of education is related to their level of economic and social development, presenting their respective benefits due to their active role in different social scenarios (Singh, 2014). Among the social challenges of women, among others, is to be able to divide their professional and family roles, always attending with selflessness to their obligations in the attempt to maintain their functions to the fullest and that promote their professional development along with their traditional tasks in the home, reconciling their two major facets.

This situation has led to an excessive "urbanization" of the profession in recent decades, to which the change in vocation, motivation, and the profile of today's student has contributed. Thus, in a survey of students starting their degree by the Faculty of Veterinary Medicine of Barcelona, the ratio of women to men is 79:21, with 25% of students of rural origin and 75% of urban origin (ANECA, 2005)

According to Nassar and Pereira (2017), the service infrastructure of veterinary science in Colombia currently has no relationship between projects, programs, directions or areas with the promotion of veterinary education and service provision in rural areas, constituted in a set of concrete actions or activities

Also, the dynamics recorded in the years 2007-2013 show that there is an increasingly frequent segment of the female population that enrolls and is

admitted to the career of Veterinary Medicine. When looking at the relationship between those admitted and enrolled, it can be seen that 81% of women and 78% of men were enrolled in 2007-2013 (COMVEZCOL, 2015).

The present research seeks to fulfill the purpose of understanding what is the social role of veterinary women in the community, observing them in their particular rural and urban context that the community of Pamplona presents, reviewing their future vision of their professional practice in the locality. And to elucidate the stereotypes of the professions of the masculine and feminine genders, assigned to each role according to patriarchal or matriarchal culture

In this case, the main question that guides this research is the following: What is the social and labor role of veterinary women in the university community of Pamplona?

2. THEORETICAL REFERENCES

2.1. *Feminism and its Social Contribution. A Sociological Study*

Feminism understood as a social movement, with the development of its particular ideological vision for the incorporation of women into society and in its struggles against discrimination and the face of the gender gap in the face of men's position of power in a traditional society of a patriarchal social nature.

Women represented in their role as political subjects in the rescue of power in full defense of their rights and labor demands, historically beginning with the opportunity to exercise the vote in their democratic participation and in the full exercise of their civil and political rights, this social fact contributed to enhance their role as citizens, transforming their new image into a new sociocultural context in the face of an extinct traditional patriarchal regime.

The feminist movement theoretically proposes, according to Heras (2008), that women historically developed a moral learning that prompted them to occupy their current role in the social, cultural, economic and family context, manifesting the new power structures in the various labor and social institutions.

Feminism in its narrative within the social discourse by highlighting its critical thinking by systematically questioning the current codes and norms of society, where the male gender is privileged in the dominance of the scientific, philosophical and political spheres. In this case, feminism in its philosophical current of a social nature seeks to dismantle the discourses of the predominance of one

gender over the other (Montero, 2006). In particular, this current proposes new ways of thinking and the promotion of various social practices that are aimed at renewing the social image of women and that favor their growth and development in an integral way, together with their participation for positive change in organizations where their presence is key.

Specifically, liberal feminism theoretically considers that the current situation of women in their gender role in the family, school, media, and society influences the creation of specific skills in their domestic work at home and their work life that is reproduced from one generation to another (Badenas, 2015).

Socially, it is therefore decisive to highlight the beliefs and stereotypes that are accompanied by values or anti-values of each member of society and have a particular influence on the image of women in the society where appropriate or inappropriate relationships with women are manifested, since their work could pose obstacles or opportunities for promotion. In the same line of thought, Steinke (1999) considers that the change in women's attitudes regarding their role in the social and scientific world is promoted as a model for the participation of young women in their future insertion into the academic world, changing their perception of the gender stereotypes that today's society tries to implement.

2.2. *The Role of Women in Veterinary Science*

The social and scientific dynamics of the veterinary medicine professional, according to the Federation of Veterinarians of Europe (2008), requires a good academic training that merits practices circumscribed in the wide spectrum of activities that are not limited to their performance only in the private clinical field.

The control and surveillance of easily spread diseases such as Zoonosis, as a common disease, is not only convenient for the protection of humans and animals, but also affects the development of production and the consequent economic development of the population (Mantilla, 2010).

Under this perspective, the role of the veterinarian in the future, reasonably proposes the change of paradigms for the achievement of animal care in order to reduce the negative impact on the environment and livestock development within the American, Latin American and Caribbean regions, always considering the assurance of sustainable development in the region, the promotion of good policies, the monitoring of scientific practices and the new proposal for the management of social media are dispensable (Taylor, 2012).

Academic training is vital in the profile of the veterinary professional, as they assume their leadership in society in terms of management framed in the improvement of food quality levels, their safety and hygiene as a necessary requirement for the prevention of risks in the care of maintaining consumer expectations (Otrotsky, 2004).

By the way, according to Taylor (2013), the future training of veterinarians is highlighted in the perspective of maximizing animal production due to the high demand for protein, as a result of demographic growth in large urban cities, conveniently improving production systems with the balance of the environment and with the support of Biotechnology.

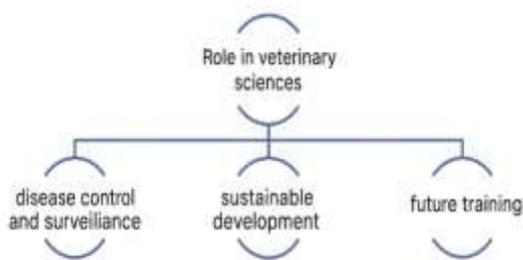


Figure 1: Scientific Role of Veterinary Women.

The above figure, which summarizes the scientific role of women veterinarians, includes these three activities theoretically highlighted and involves the daily work with the supervision of the state of domestic animals to ensure an integral development in the environment where they develop to ensure the well-being of the community they support with their knowledge and professional practice.

2.3. The Social Role of Women

According to Bradshaw (2013), economic development considers that the role of women is deserved, since their own work is distinguished by their role as caregivers of children and the elderly, faithfully fulfilling their responsibilities.

The full integration of women is described by Melero (2011), when she portrays their role as agents for change, together with their fair recognition of their noble work in today's society, which promotes the transformation of their environment by always maintaining their equality and equity with men.

The definition of gender in a cultural way is integrated into its role through the gestation of the ideas collected at the social level, which in turn originates the identity of women, differentiating each gender according to the categories ordered by the

regulations of the assumed socio-cultural context, leading to this framework of behaviors and interactions in the dynamics both in the private and public space (Inchaustegui et al., 2016).

In addition, the social role of women as leaders in formal organizations at their outstanding hierarchical level during the management of work groups is associated and substantiated by Fariati (2015) to the degree of maturity developed in their role as housewives, where their skills as caregivers are manifested, with their high responsibility assumed in efficient decision-making.

The political participation of women in their role as leaders is considered successful in many countries, causing the improvement of people's quality of life positively due to educational development, in the infrastructure system and health, considering well the impact of experiences in democratic societies (Wollack, 2010).

The new changes in the roles of the family, in which there is more evidence of women's participation in the labor field, pose new relationships in the family, and the balance of power where men intervene more in the care of children and in the distribution of domestic tasks in the home (Olah, Ritcher & Kotowska, 2013).

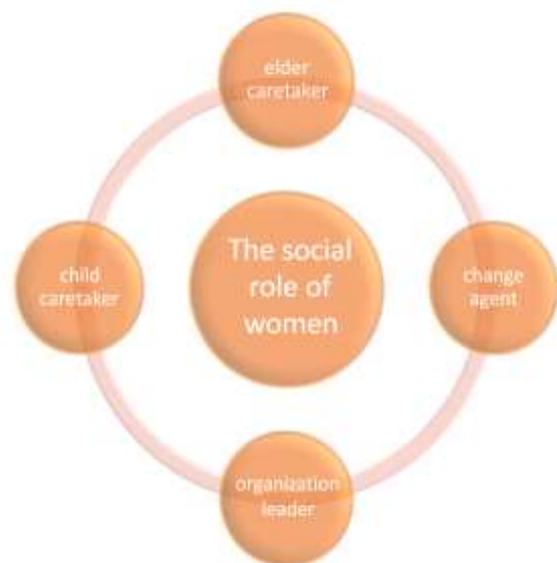


Figure 2: Social Role of Veterinary Women.

In view of the above scheme, which reflects in synthesis the social work of veterinary women, she manifests a set of skills and tasks that she executes to guarantee the care of her family, her vocation with the care of animals and her entrepreneurship as a natural leader both at work and in her family space, reinforcing its positive image and of great value in society.

2.4. The Professional Role of Veterinary Women in the Labor Field

Within the profile of the veterinarian in the labor field, in addition to their technical skills, they must develop capacity in administration, economics, policy design, production, and community development that allows them to better link their knowledge in the various social areas of impact (Rocha & Avila, 2009).

According to Bartley (1999), women's way of life defines their employment situation depending on the psychological and economic factors that determine their economic income in a certain way, and that, in addition to their social class and their partner's occupation, it has an important effect on the employment position of the female gender.

According to Hodges (2017), there are several dimensions that mark women's labor field for obtaining opportunities for gender balance, and these dimensions are intrinsic in women's capacities such as their emotional intelligence, collaboration, authenticity, and their ability to operate in an economic world in full development.

In such a way, it is important to recognize the career of this professional where his figure in food security, rural development with trade and agricultural entrepreneurship stands out, having his valuable participation that ensures development at the regional and national level.

The social discourse in the perception and assessment of the current state of women and their employment position is basically determined by two elements such as personal and emotional involvement in the role played by women in their professional field, and the role of the media in how they represent the social image as a reference (Rincón, 1995).

On the other hand, one of the personal competencies according to Shen, Knippenberg and Dicks (2015), which she has demonstrated in the veterinary labor world, and which has also earned her the occupation of high positions that merit medical reliability in proportion to the male gender, is that women in their role inspire more confidence due to the level of clinical confidence they demonstrate to the work group and the client.

According to Fladun (2016), women's economic empowerment comes from their high incomes aimed at both their health care, their nutrition, and their educational investment to provide more opportunities in society, impacting changes in their lives and in their gender image as a project, causing more decision-making power in their family and their employment.



Figure 3: Professional Role of Women Veterinarians.

According to the above figure, the professional role of veterinary women is observed, which is the reflection of their capacities and attitudes that are developed to achieve their goals at the academic level, in their work performance and subsequent growth at the personal level, in the search for favorable conditions for a better future in the position occupied in society.

3. THE METHODOLOGICAL APPROACH OF THE STUDY

The nature of this research was framed in the interpretative paradigm that, according to Hernández and Baptista (2014), focuses on examining the way in which individuals perceive and experience the phenomena that border it, and aims to deepen their interpretations and meanings from their particular points of view.

The design of the present research, supported by Taylor and Bogdan (1987) in the study setting, was a participant observation in a flexible way and within a real process with questions and general interests of the researcher that adapts to the field of study and the nature of the informants, establishing the respective rapport.

Thus, the epistemological framework that guided the study from the interpretative approach, specifically the hermeneutical current, since the interpretation of the discourse was carried out, in order to locate the notions about feminism and its role in the field of veterinary medicine that the informants have, that is, the meaning reworked by the person for himself or herself of the phenomenon.

The proposed scenario for the research is the city of Pamplona with the participation of veterinary women who belong to this context with all its sociocultural details and with their unique working conditions, which these informants highlight professionally; as a teacher and two veterinary women with performance in the work of animal care

in veterinary clinics and in a pet care establishment.

Table 1: Key Informants.

Employment	Years of Experience	Code
Veterinary Teacher	18	M1
Clinical Veterinarian	10	M2
Clinical Veterinarian	10	M3

Coding within a qualitative research provides inputs for the respective analysis that allows differentiating and comparing the data in what the researcher is facing, allowing moments of reflection on the information obtained from the meaningful data in order to be able to interpret and draw the respective conclusions (Coffey & Atkinson, 2003).

The process of selecting the categories started inductively from the object of study: the role of veterinary women in society, where a set of categories associated with this topic of study are gathered.

The analysis of the content segments was carried out according to Strauss and Corbin (2002), considering the interaction between the researcher and the data, integrating processes typical of art and science, making room for creativity as the ability to name the categories with the aim of making comparisons that allow the creation of innovative schemes on the set of raw data.

The method is based on the approach of the Ethnographic Study, which will be based, according to Martínez (1998), on traditions, roles, values and norms according to regularities in individual or group behavior, contributing to the understanding of population sectors.

The versatility of the ethnographic method proposed by Santana and Gutiérrez (2003) is developed in the collaboration of interpretation based on the analysis of what people say, do and think, according to their actions and thoughts.

The technique developed will be the semi-structured interview with emphasis on the ethnographic element which, according to Flick (2007), was expanded into a field of participant observation, requiring a friendly environment and questions should arise spontaneously by establishing continuous contact with the informants within their local context.

The prior submission of the instruments used in this research, to the consideration of experts in order to rigorously corroborate the internal and external validity of each instrument, of each of its items and in the same way the aspects referred to the content, criterion, construct, allowed the triangulation of the data to be carried out through the contrast of the

three informants consulted. It should be noted that the analysis of the data through triangulation avoids prior controls or possible prejudices on the part of the researcher, thus obtaining truthful information, with a high degree of credibility and not manipulated, which was decisive in the present research.

Validity and reliability, according to Martínez (2009), points to qualitative research from the ethnographic position as a methodology that can present a high degree of validity, only if the appreciation of reality is directly evidenced, that is: the results echo a representative image of an institutional situation that has occurred. In this research, internal validity was considered, since it is a methodological process that for Martínez (2009) refers to the way in which data are taken from reality.

The interviews applied and the information obtained, considered those aspects that arose from the experience of the interviewees and the relevant theoretical constructs in accordance with the objectives of the research, safeguarding their identity, and maintaining the originality and objectivity of the information issued by the key research actors.

From the analysis of the answers issued by the key informants, namely: M1, M2 and M3, veterinarians who work in various areas of work, in clinics and teaching, the answers issued by each of them were coded, from which dimensions, subcategories and categories emerged, which allowed estimating new aspects generated by this research. In this case, Strauss and Corbin (2002) recommend open coding for data encoding, which is associated with the identification of concepts and the discovery of data from their properties and dimensions, thus leading to the construction of codes and categories. Another consideration used was the axial coding technique, which relates the categories with emerging categories to reach the levels of conceptualization, and selective coding, which induces the processes of integration and refinement of the emerging information to the formation of a "theory" or new argumentation referring to the research process.

Grouping data based on the type of codes that represent it is understood as a categorization, as Rodríguez and García (1996) point out as a set of data that share a meaning, that is, categorization: "... it supposes in itself a conceptual operation of synthesis..." (p. 211). That is, the analysis process is structured in several systematized activities that induce the general procedure on data analysis, which revolve around three (3) aspects, namely: a) Reduction, b) Disposition and transformation, c) Obtaining and verification, and their constant

interaction justifies the analytical and inductive process.

Making use of interpretation and taking into account the theoretical or practical criteria, the conceptual maps were organized which provide a visual schematization of the different emerging scenarios of the research, relating the codes characterized by the most repeated opinions, selecting the most significant information through textual quotations, grouping this information into codes to indicate the most relevant properties at the first level of the dimension, followed by the subcategories, then the families of categories are grouped and at the end the emerging conceptual relations are unified to conclude in the researcher's own "theoretical constructions" based on a reality.

4. DATA ANALYSIS AND INTERPRETATION

In relation to the information generated by the key informants interviewed, for the application of each interview, the data reduction was carried out in the interviews, then the systematization of the data was established from the emerging categories, of the three (3) informants consulted. The aim was to express as close as possible to the answers of the interviews in order to give more certainty and validity in the answers.

The informant was coded as M1, M2 and M3 are the key informants who work as veterinarians in various areas of knowledge and in this particular case **the answers issued by him are exposed**

What are your references, symbols, and representations of being a woman?

Answer M1: for me being a woman is synonymous with strength, commitment we are at the level of men, I mean our profession

Answer M2: My references are those transmitted to me by my mother and grandmother, work and family.

Answer M3: I see myself represented in being a woman, as a fighter who is not discouraged by obstacles, many women stand out in these fields related to science and technology, with sports and so on.

In your opinion, how do you assess the participation of women in the economy and rural development?

Answer M1: For that to happen, there is still a long way to go. We are still not valued as such because society thinks that we do not have capabilities just because we are women, this is a society of a lot of machismo, nor can we talk about development without ensuring the physical safety of women, in the 21st century we see murders of women that is not

normal in a civilized society.

Answer M2: In rural development you don't see women veterinarians working, it is true that it is a very hard job from the physical point of view, but not impossible to do, in my case I work in small clinics, the work the physical effort is not as demanding as the work on a farm, but one is still exhausted.

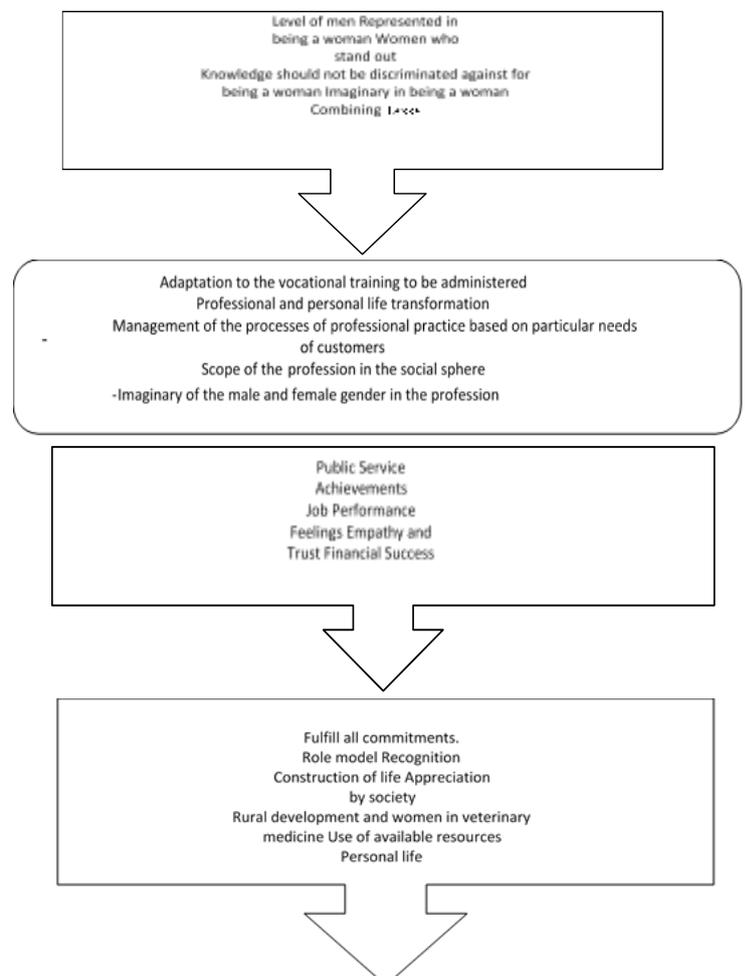
Answer M3: Our work is very important, we are on a par with that of men, there is no difference, we contribute to the development of the country in any of the areas we are performing.

What is your opinion on how you get personally and emotionally involved in your professional activity?

Answer M1: that's a problem, one gets too involved, sometimes I feel sadness and helplessness in cases that I can't solve because the grief of animals doesn't allow it, it's hard to feel that way because you don't want animals to suffer,

Answer M2: I try not to get involved but it's very very It's hard not to, ehhhh I try to be tough and not being so sentimental isn't easy.

Answer M3: I can't do it, I always end up getting involved.



5. REFLECTIONS BY WAY OF CLOSING

Globalization, viewed as a phenomenon of human behavior, with respect to the worldview of women, is generalized, since it bases its actions from the cultural, patriarchal and economic aspect and this decants on other social processes of women's work. In such a way, the processes of acculturation increase in the different processes of women's psychosocial

development, especially in those whose areas of professional training are limited to careers that were initially only exercised by men. Finally, in this research, the influence of gender stereotypes on the labor development of professionals immersed in work environments considered as feminine and masculine was analyzed, emphasizing veterinary medicine and women in the performance of this profession.

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