

Engaging Mexico's Auto Sector Employers in Labor Law Reform Implementation



PROJECT OVERVIEW

PADF is working to promote employer compliance with new labor requirements and improved working conditions in the Mexican automotive supply chain. Initially, the project worked in the states of Mexico, San Luis Potosí, and Guanajuato. Through a project extension in 2023, the states of Chihuahua, Coahuila, Nuevo León, Querétaro, Durango, Puebla and Tlaxcala were added.

- ✓ Create greater awareness among employers in the automotive supply chain of labor law reform and increased capacity to implement relevant provisions of the USMCA.
- ✓ Encourage employers in the automotive supply chain to take proactive steps to strengthen workplace dialogue and promote productive industrial relations.
- ✓ Encourage employers in the automotive supply chain to take proactive measures to prevent labor reform and USMCA violations, including by adopting new policies and procedures for compliance and mediation.

MAIN RESULTS SO FAR

- 🌀 Comprehensive diagnostic completed, including mapping 1,800 auto sector companies and surveying more than 200 companies to assess labor conditions in the industry.
- 🌀 More than 2,130 participations of employers in training to understand their new role regarding gender equity and non discrimination, freedom of association, collective bargaining, and mediation.
- 🌀 Four cohorts of a diploma program on labor justice and labor rights for 191 human resources and legal counsel staff from auto sector companies; since completing the program, participants have joined a community of practice to continue learning and to share best practices.
- 🌀 PADF delivered over 630 hours of virtual and in-person training on the labor law reform to companies.

ABOUT PADF

The Pan American Development Foundation (PADF) believes in creating a hemisphere of opportunity, for all. We work across Latin America and the Caribbean to make our region stronger – more healthy, peaceful, just, inclusive, resilient, and sustainable for current and future generations.

OUR PARTNERS

PADF and the Department of Labor implement this project in close coordination with industry organizations such as the Industria Nacional de Autopartes (INA) and the Red Nacional de Clusters Automotriz (Clusters) – as well as select academic institutions – Universidad Iberoamericana and Universidad de Celaya.

PROJECT SUCCESSES AND IMPACT

Ayudado por el
Departamento de
Trabajo de los Estados
Unidos



ACOMPANIAMIENTO A LA
INDUSTRIA AUTOMOTRIZ
PARA LA REFORMA LABORAL

PADF
FUNDACIÓN PANAMERICANA PARA EL DESARROLLO

“ Thanks to the training I received, I have been able to work on an inclusion program for persons with disabilities at my company. ”

David, Guanajuato

David participated in the Diploma program for the automotive sector. He is an employee at KAMAX MEXICO, a company that produces metal components for the automotive sector.



PADF has carried out over 60 training activities; webinars, courses, workshops, and diploma certificates where participants have learned to identify best practices and fundamental principles of gender equity, non-discrimination, freedom of assembly, union independence, as well as procedures to comply with validation of collective bargaining agreements in accordance with the Labor Reform.

OPPORTUNITIES AND NEXT STEPS

-Increase and maximize project impact through the increased funding for the project, authorized by USDOL to \$7.25 million.

-Update the baseline study on the automotive sector with a special emphasis on project extension states: Chihuahua, Coahuila, Nuevo León, Querétaro, Durango, Puebla and Tlaxcala to identify new areas of opportunity in compliance.

-Increase PADF's free training options on social dialogue, collective bargaining, negotiation, and prevention of workplace violence, with the goal of implementing new policies, procedures, and initiatives.

-Develop a competency standard on gender equity and violence in the workplace, non-discrimination, as well as business seals on labor rights.

“ I had a lot of doubts about the [CBA legitimization] process and the steps to follow. As I had hoped, the workshop clarified these, and I will put this in practice to raise staff awareness during the legitimization process at my company. ”

Helda, Teknia, San Luis Potosí

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