



Workers' rights in Mexico

The violation of fundamental labour rights and the chance of international regulation

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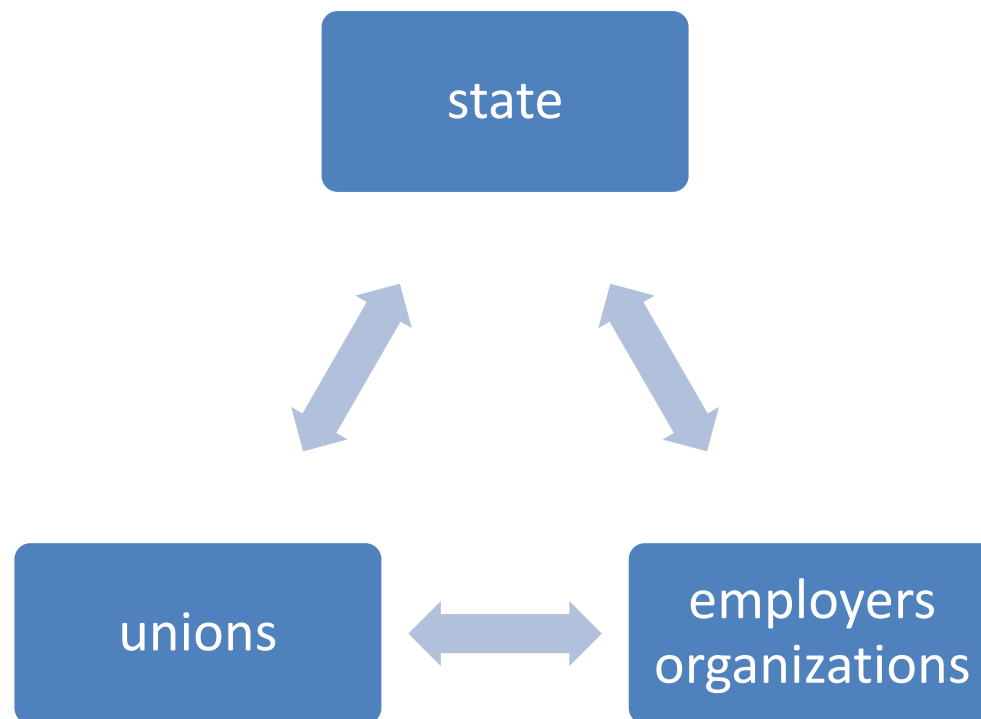
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Content

- Labour regulation and labour relations in Mexico
- Labour rights in Mexico
- International labour regulation in Mexico
- Chances for an international labour regulation in TNCs
- Conclusions

Labour regulation and labour relations in Mexico

- Ley Federal del Trabajo: reform underway
- Labour relations: unions separated in traditional unions (CTM, CROC, CROM), independent unions (UNT, FAT) and yellow unions



Labour rights in Mexico

- Main problem in the formal sector: “contratos de protección”
 - ...exclude workers from collective bargaining and establish poor working conditions
 - ...constitute 90 % all the trade agreements in Mexico
 - ...exist in TNCs and their suppliers in Mexico
 - ...violate ILO conventions no. 87 and 98



International labour regulation in Mexico

- ILO core conventions:
 - freedom of association and the effective recognition of the right to collective bargaining;
 - elimination of all forms of forced or compulsory labour;
 - effective abolition of child labour;
 - elimination of discrimination in respect of employment and occupation
- NAALC, EU
- OECD-Guidelines, ILO-Guidelines
- CSR: Codes of conduct, Global Compact
- International Framework Agreements (IFA)

Chances for an international labour regulation in TNCs in Mexico: IFAs and strong labour relations in TNCs

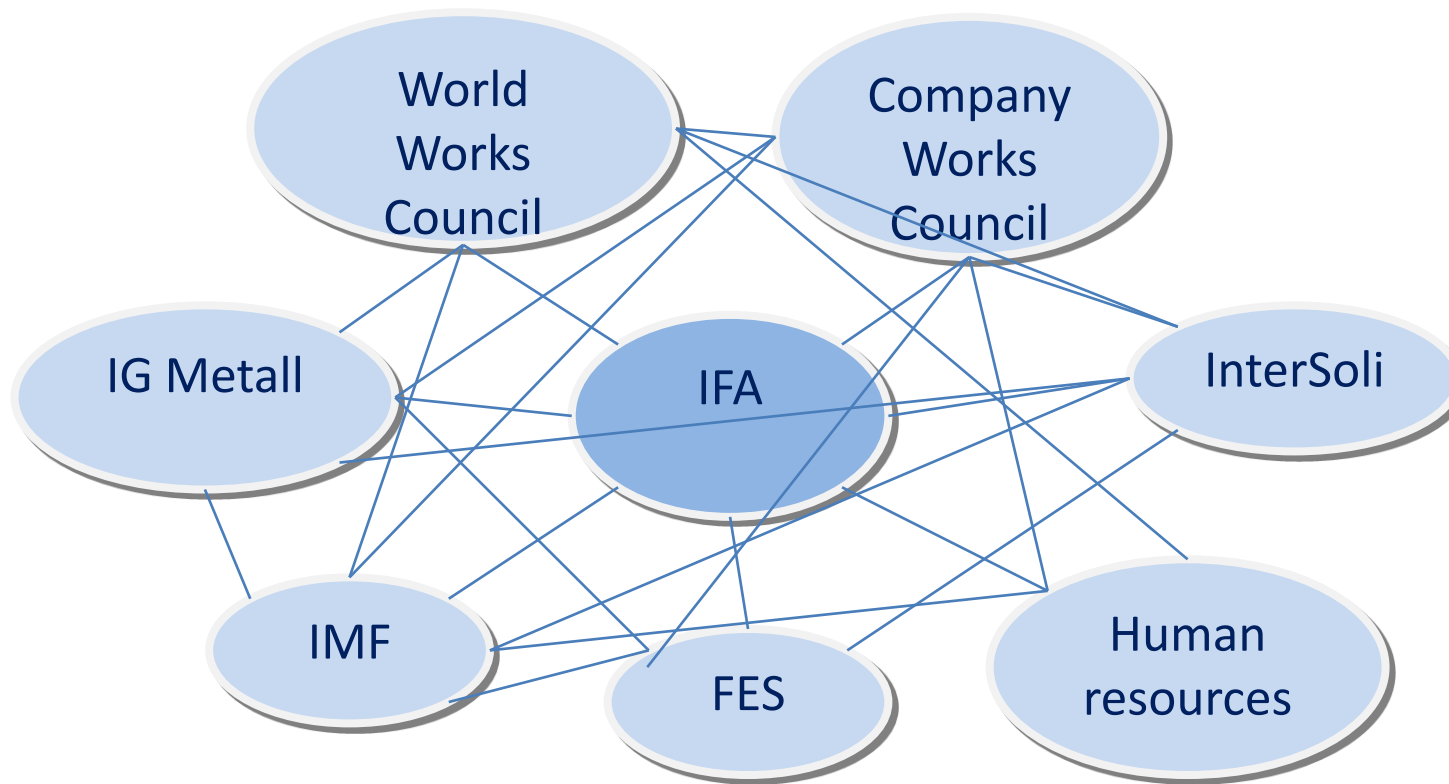
- IFAs are agreed by TNCs and workers' representation
- ...contain ILO core conventions
- ...are valid in plants worldwide
- IFAs have a strong binding character

- Do IFAs and strong labour relations in TNCs avoid violations of labour rights in Mexico?

Volkswagen in Mexico



Labour relations at Volkswagen in Mexico



Volkswagen in Mexico

- Independent union SITIAVW
- Violations of labour rights in the supply chain



Conclusions

- There are violations of national and international labour rights in Mexico, mainly by the “contratos de protección”
- Company related agreements and international labour relations are an opportunity for international labour regulation
- TNCs have a responsibility to respect labour rights worldwide
- Respecting labour rights is an important tool for marketing, labour relations and risk management

Thank you very much!