

With support from the Government of Canada, PADF is working to strengthen Mexican industrial sectors and guarantee compliance with labour legislation

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The Pan American Development Foundation (PADF), with funding from the Labour Program of Employment and Social Development Canada (ESDC), is launching a project to work closely with businesses in the aerospace, automotive, and electronic component manufacturing industries on the following key topics:

1. Improve labour conditions for workers, through strengthening negotiation and social dialogue skills.
2. Prevent workplace discrimination and violence.
3. Promote gender equality and non-discrimination.

The above are key elements contained in Chapter 23 and the Rapid Response Labour Mechanism (RRLM) from CUSMA, as well as the Mexican Labour Reform of 2019.

This work is important, given that Mexico is the second largest economy in Latin America, and has one of the most important manufacturing industries in the region. Manufacturing represents 18% of its GDP.¹ Additionally, the sector generates more foreign exchange than any other.² Globally, Mexico is the 7th largest producer of vehicles, the 4th largest producer of auto parts and the 4th largest exporter of light vehicles. The Querétaro aerospace cluster is the 2nd most important cluster in the region, and the most dynamic industrial sector in the country, which has seen sustained 14% annual growth over the past fifteen years.

Mexican businesses, in particular small and medium sized businesses (MiPymes for their acronyms in Spanish), have been key pieces in achieving these results. However, there are still new challenges faced to fully implement the Labour Reform and the CUSMA. Through

¹ <https://es.statista.com/temas/6404/la-industria-automotriz-en-mexico/#topicOverview>

² <https://dialogoautomotriz.com.mx/wp-content/uploads/2024/05/Dialogo-Automotriz-2024.pdf>

this initiative, PADF offers the tools and necessary support to help create workplaces that are more just, safer, and inclusive, where workers feel respected and valued.

To accomplish this, PADF will implement awareness raising campaigns, training, certifications, and technical assistance to businesses- regardless of size or number of employees- to the indicated sectors in six states of the Republic of Mexico: Aguascalientes, Baja California, Ciudad de México, Estado de México, Jalisco, Nuevo León, and Querétaro. This will include coordination with federal and state government institutions, chambers of commerce, business associations, clusters, academic institutions, civil society organizations, as well as businesses and other key actors in the supply chain.

“Canada is joining countries around the world to protect workers’ rights, and to make sure all workers have the safe, respectful workplaces they deserve. By providing targeted support to our trading partners in Mexico and around the world, we’re working to make these kinds of workplaces a reality everywhere.” – Minister of Labour and Seniors, Steven MacKinnon



“ In PADF we are committed to strengthening Mexican industries to improve their compliance with labour legislation, given the obligations established in the CUSMA and the Labour Reform of 2019. Through continual technical assistance and proactive training programs, PADF not only seeks legal compliance for its own sake, but also the promotion of safer and more equal work environments ” -Valeria Uribe
Director of PADF in Mexico, implementing partner

For more information contact Valeria Uribe Robles, Director of PADF Mexico, vuribe@padf.org or Roberto Carlos Gutiérrez, Project Director, rcgutierrez@padf.org

^[1] <https://es.statista.com/temas/6404/la-industria-automotriz-en-mexico/#topicOverview>

^[2] <https://dialogoautomotriz.com.mx/wp-content/uploads/2024/05/Dialogo-Automotriz-2024.pdf>