



## Our Work in Mexico

### Strengthening Government Labor Law Enforcement (SGLLE)

Under the **SGLLE: Mexico** project,<sup>1</sup> funded by the U.S. Department of Labor Bureau of International Labor Affairs (ILAB), AIR is helping address some of Mexico's most pressing and immediate needs in the transition to a new labor justice system. With a team of widely respected U.S.-based and local Mexican experts in international and Mexican labor law and practice; technology; training; monitoring, evaluation, and learning; data analytics; and institution building, among other critical areas, and in consultation with labor stakeholders, AIR is supporting

- development of union democracy registration and verification platforms for the Federal Center for Conciliation and Labor Registration (FCCLR);
- FCCLR institution building;
- worker organization compliance with the new union democracy procedures and requirements;
- creation of a public, searchable, analytical union democracy database; and
- Mexican government efforts to combat unlawful practices that undermine union democracy during worker election procedures.

### Compliance in Auto Parts Through Labor Law Enforcement (CALLE)

- Under the **CALLE** project,<sup>2</sup> also financed by ILAB, AIR is working to strengthen government protection of workers' rights in the auto parts sectors in the states of Estado de México, Puebla, and San Luis Potosí, in particular to combat unlawful subcontracting, anti-union intimidation and retaliation, and gender discrimination. With an auto parts sector-specific focus, AIR is helping
  - enhance the Ministry of Labor and Social Welfare (*Secretaría del Trabajo y Previsión Social* [STPS]) labor inspectorate's electronic case management system (ECMS);
  - develop and upgrade new labor inspection tools, including checklists, templates, protocols, and guides;



Photo by Scopio from Noun Project

### AIR at a Glance

American Institutes for Research® (AIR®) is a nonprofit research and technical assistance organization that for 75 years has been working to develop and implement evidence-based solutions to urgent challenges in the United States and globally. Our experts in education, labor, health, workforce, human services, and international development support policy makers, organizations, and communities in improving evidence-based decision making and developing and implementing more effective policies, systems, and programs to advance inclusive economic growth and development around the world.

<sup>1</sup> Funding is provided by ILAB under cooperative agreement number IL-32809-18-75-K. One hundred percent of the total costs of the project or program is financed with federal funds, for a total of \$28,750,000 (\$25,750,000 in Mexico). This material does not necessarily reflect the views or policies of ILAB, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

<sup>2</sup> Funding is provided by ILAB under cooperative agreement number IL-34326-19-75-K. One hundred percent of the total costs of the project or program is financed with federal funds, for a total of \$5,659,872.

Source: Road Between Green Trees Near High Rise Buildings In Mexico by Scopio from NounProject.com

- incorporate analytics and metrics dashboards into the ECMS to promote transparency and accountability;
  - create a data intelligence system that uses predictive analytics to identify priority employers at high risk for labor law violations and facilitate a data-driven, targeted, inspection strategy;
  - develop and provide practical training for all project-developed substantive and technology tools; and
  - develop and implement a rigorous professional training program for labor inspectors, in coordination with the *Facultad Latinoamericana de Ciencias Sociales en México* (FLACSO).
- As a subgrantee of the **Sembrando Derechos, Cosechando Mejores Futuros (SENDEROS)** project led by Verité, AIR is engaging in similar activities to help increase labor inspectorate capacity to enforce labor laws related to child labor, forced labor, and occupational safety and health and other acceptable conditions of work in the sugar cane sectors in the states of Nayarit and Jalisco.

### Enhancing Labor Conciliation (ENLACE)

- Under the ILAB-funded **ENLACE** project, AIR and our partner, the *Instituto Tecnológico Autónomo de México* (ITAM), are working to increase the effectiveness of new Mexican conciliation mechanisms at the federal level and in 16 states.<sup>3</sup> Our team is adopting a multipronged, data-driven approach to
- build institutional, legal, technical, administrative, and technological capacity of state labor conciliation institutions, including upgrading and adapting existing conciliation tools and technology systems;
- facilitate and strengthen coordination among federal and state governmental institutions involved in labor conciliation;
- train state and federal conciliators in legal, technical, technological, and soft conciliation skills; and
- develop tools and training to strengthen workplace dialogue and incentivize conciliation for workers, unions, and employers.

### Compliance Through Mexican Labor Inspections (CAMINOS)

- Under the **CAMINOS** project, also funded by ILAB,<sup>4</sup> AIR seeks to strengthen the institutional capacity of federal and state labor inspectorates to improve labor inspections, labor law enforcement and compliance strategies, and labor inspector engagement with supply chain actors in U.S.-Mexico-Canada Agreement (USMCA) priority sectors. In partnership with Verité and Global Ties, AIR is working in the target states of Baja California, Chihuahua, Coahuila, Nuevo León, and Sonora to
  - strengthen the legal, technical, data analytic, technological, and soft skills of federal and state labor inspectors and inspectorate authorities;
  - co-create and co-deliver with the federal labor inspectorate a practical, sustainable, national labor inspector training program for federal and state labor inspectors; and
  - support the development of strategic labor inspection plans and co-enforcement partnerships between federal labor inspectors and private actors and unions in USMCA priority sectors.

---

<sup>3</sup> Funding is provided by ILAB under cooperative agreement number IL-37949-21-75-K. One hundred percent of the total costs of the project or program is financed with federal funds, for a total of \$10,000,000.

<sup>4</sup> Funding is provided by ILAB under cooperative agreement number IL-38973-22-75-K. One hundred percent of the total costs of the project or program is financed with federal funds, for a total of \$12,000,000.