

**MEXICO'S SECRETARY OF LABOR AND SOCIAL WELFARE  
SUBSECRETARY OF EMPLOYMENT AND LABOR POLICY  
EMPLOYMENT GENERAL COORDINATION  
DIRECTION OF JOB LINKING**

This document presents the programs that are currently being implemented by the Government of the United States of Mexico to improve the contacts between individuals that are seeking for work and potential employers. These are administered by the Ministry of Labor and Social Welfare (STPS) through the General Employment Coordination Office (CGE), and by the National Employment Service (SNE), a decentralized organ of the Federal Government created in 1978.

Under Mexican Law, the SNE is in charge of designing a national labor policy, creating employment programs and action plans that facilitate the opening of employment opportunities. It works to link those seeking for jobs to the individuals and businesses requiring their services, while conducting research to better understand the causes of unemployment and underemployment. It also updates the National Job Description Catalogue.

At the same time, the Mexican federal system requires that joint actions are implemented with the authorities of all 31 states and of the Federal District (Mexico City). In fiscal year 2006, the employment programs are administered by 2,700 employees in 147 offices located all over the country. Most of them are paid for by state governments. The official objective for the 2001-2006 period for this network is to provide assistance to 11 million people, and to connect the right persons to 3 million job opportunities.

The following strategies and programs are in operation:

**1. Job Centers**

This long-standing strategy of the SNE, in place since the 1970s, is known as the Workers Placement Project. It seeks to contribute to the linking up of labor supply and demand through the operation of job centers located throughout the country.

**2. Employment Fairs**

The SNE organizes Employment Fairs, year-round, throughout the country. The main objective of these events is to facilitate the access to job opportunities in many different productive sectors (commerce, industrial and services) and both small and medium size businesses. Direct contacts between job-seekers and potential employees are an indispensable part of the companies' recruitment and personnel pre-selection processes, and thus these events significantly reduce the time and financial resources spent by the recruiters and the individuals who participate.

**3. Job Seeker's Workshops**

These Workshops seek to increase the chances of placement for those who are jobless due to factors such as communication difficulties, incorrect business practices, or lack of knowledge of specific techniques required by employers. This program complements the workers placement/job seekers workshops organized by the SNE.

#### **4. The Temporary Agricultural Workers Program México- Canada**

This bilateral program has been in operation since 1974, even before the creation of the National Employment Service. Through this scheme, currently coordinated in Mexico by the SNE, Mexican workers are recruited for employment by Canadian farms, and are given temporary contracts. The system generates employment opportunities abroad through a controlled and pre-established timetable, and creates an inflow of remittances to our country. Since people return to their home communities at the end of their stay in Canada, the social and family disintegration associated to emigration is avoided.

#### **5. *Becate***

In 1983-84 the SNE started operating the Scholarship Program for the Training of Unemployed Individuals, *Probecat*. Having concluded that one of the difficulties faced by some individuals in finding a job is their poor initial training or an outdated knowledge, this system seeks to help job seekers develop a profile that better matches the requirements of the productive system. The importance of this scheme increases as the productive base increases and more specialized workers are required. The current program, now known as *Becate*, is open to both youngsters with no work experience and to experienced workers that need to update their knowledge and skills.

#### **6. Diversification of the Active Labor Market and the Extension of its Coverage**

Since the year 2000, the enhancement of the previous *Probecat* program has been enhanced with the creation of systems specifically focused on different segments of the unemployed population. They seek to attend the specific requirements of each sector, and have recently expanded to include the agricultural labor market. The areas covered are:

##### *a) Formal Employment*

This system provides support to the unemployed individuals who have labor experience in formal jobs. The beneficiaries receive 2,200 Mexican pesos (196 USD), to be used to cover expenses associated to job searching, including purchasing a telephone card and paying transportation costs. The money is given in two equal installments. Individuals can only be awarded one payment per calendar year.

##### *b) Project for Productive Investment (Pips) and Project for Productive Investment Second Generation (Pips 2G)*

The *Pips* program supports the creation of new job opportunities and the improvement of the standard of living of unemployed individuals, through the support of feasible productive projects. It aims at promoting the medium and long-term development of micro-regions through the creation of integral productive chains.

Through the programs, supported projects receive tools and equipment for the production of goods or services with a total value of up to 25,000 Mexican pesos (2,232 USD) per participant. The total number of participants per project cannot exceed five, so the total maximum payment per project is 125,000 Mexican pesos (11,161 USD).

The *Pips Second Generation* scheme provides complementary economic support to the beneficiaries of *Pips*, in order to consolidate the jobs that were generated. The awarded amounts range from 3,500 to 10,500 Mexican pesos (313 to 938 USD) per project, and

can be spent on the purchase of raw materials, equipment maintenance, and as working capital, but not for the payment of wages.

*c) Agricultural Workers.*

In 2002 the SNE designed the System of Economic Support for the Internal Labor Mobility, later renamed Agricultural Workers Program. It helps the estimated 1.2 million people who move throughout the country every year following this type of seasonal employment. Participants receive training opportunities, transportation support and economic help when searching for job opportunities in agricultural areas.

*d) Repatriated at Work.*

With the objective of dealing with the problems related to the mobility of the labor population, the SNE has designed this strategy as a pilot project to help people that decide to repatriate from the United States to México. It supports those who wish to receive training and job-placement assistance, whether in the border area or in their home towns, providing also economic support that enables them to live in a dignified way after their repatriation to Mexico. The training process lasts one month, and can be extended for an additional four weeks when a company decides to hire an individual who has already finished the courses or when the border region labor market offers suitable vacancies for the profiles of the repatriated individuals. Those who decide to return to their home towns receive support for their insertion into the labor market.

*e) Opening Spaces*

This program aims at facilitating access to promotion, training and work opportunities for handicapped workers and senior citizens, enabling their insertion in the productive and social activities of the country. The establishment and operation in each federative entity of specialized job centers called *Chamba-Par* has been encouraged. These facilities include Assessment Centers for the identification of skills and capabilities, and the establishment of a shared responsibility scheme between public and private organisms for the creation of Service Networks.

The program provides information and counsel on this issue to businesses, helping them with the paperwork associated to the identification of the necessities of these employees. It also support their selection and training processes for handicapped and elderly individuals.

## **7. Modernization and Diversification of the Linking Mechanisms.**

Taking advantage of new information technology, the SNE has designed services to support the population in their search for jobs, always considering the productive sector's requirements. Between 2000 and 2006, the following tools were created:

*a) Chambatel*

It is a telephone service that provides information on employment options and helps job seekers find a suitable offer. The phone call is toll-free from anywhere in the country. Callers receive fast, opportune and personalized attention, getting useful information in not more that six and a half minutes. *Chambatel* is attended by a group of well-trained telephone executives from a modern call center that operates from 8:00 am to 8:00 pm, Monday to Friday.

*b) Chambanet*

It is a completely free internet employment interactive system that offers consulting, selection and hiring services. It is available 24 hours a day, 365 days of the year through the [www.chambanet.gob.mx](http://www.chambanet.gob.mx) web site. Job seekers can upload their curricula in order to consult and request job offers that could be potentially attractive, and businesses can register and publish their vacancies and identify and hire the more suitable candidates. It is possible to get access to Chambanet via the internet *kiosks* that the SNE has installed in all its offices, as well as in several public squares and attention centers, with user friendly touch-screen personal computers.

*c) "Mi Chamba" Newspaper for Employment Consulting.*

The main objective of "Mi Chamba" newspaper is to offer the job seeker population free, detailed and frequently updated information on work opportunities, sorted according to the employers' required educational level. Currently, 29 employment services publish "Mi Chamba" newspaper every two weeks, with a printing that goes from 1 thousand to 75 thousand copies each, and include from 150 to 5,000 vacancies in every issue. The "Mi Chamba" newspaper is distributed through the SNE offices, other Government offices, educational institutions, self-service and departmental stores, entrepreneurial chambers, unions, non governmental organisms and social associations, and is also available in a digital form at the Chambanet web site.

*d) Centers of Labor Intermediation (CIL)*

The Centers of Labor Intermediation (CIL) are located in 26 of the Job Centers administered by the SNE. They are equipped with PCs with Internet access, e-mail, printers, photocopy machines, fax and telephones, which Job seekers can use on a self-service basis while looking for employment.