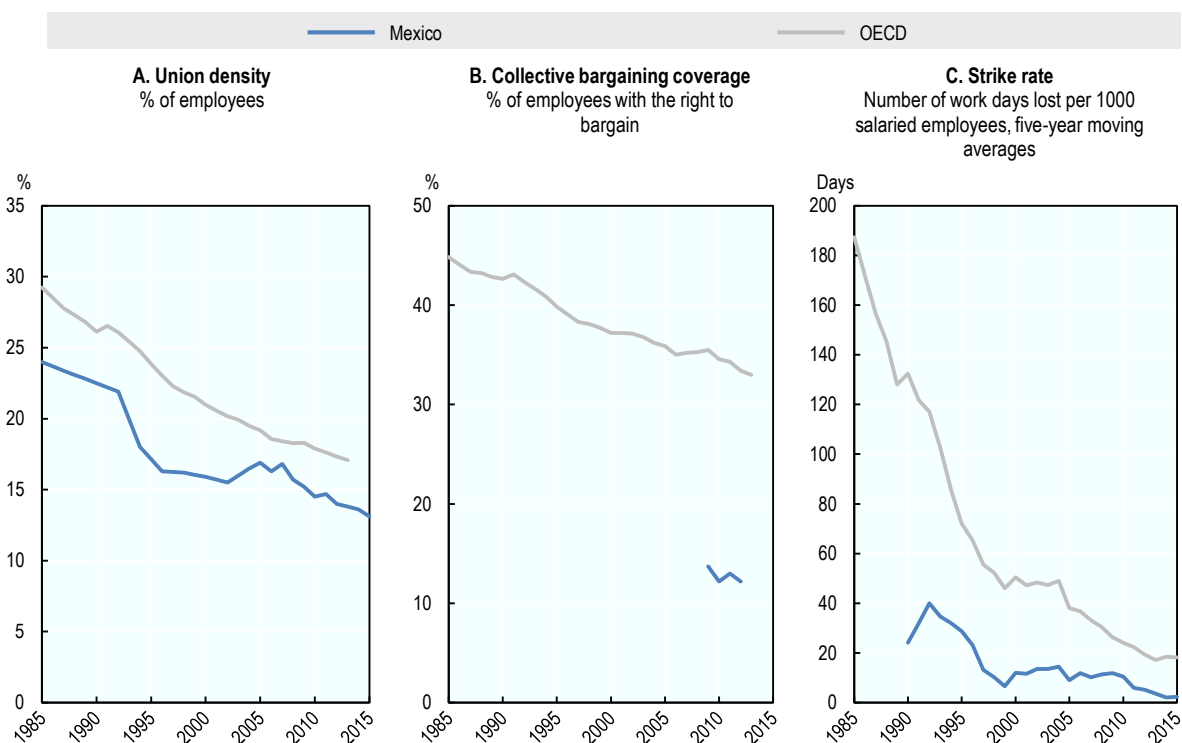


Mexico

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	5-10%
Employer's organisation density	Information not available
Collective bargaining coverage rate	10-20%
Quality of labour relations	Low

TRENDS IN INDUSTRIAL RELATIONS IN MEXICO, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions *Erga omnes*

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Yes, but uncommon.

Procedure Extensions are issued by the Government upon a formal request of both parties.

Representativeness criteria No

Public interest criteria No

Exemptions or possibility of appeal Exemptions are rare but the decision can be appealed.

Duration of collective agreements

Average duration 12 months

Maximum duration of collective agreements Yes, agreed by social partners (agreements can be fixed-term or indefinite, but wages have to be revised every year), 12 months (at firm and sectoral levels).

Can contracting parties terminate an agreement before its expiry date? No, agreements remain valid until the end.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No, but social partners can agree on it.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? No

Does retroactivity apply only to members of signatory parties or does it cover all parties? To signatory parties including the non-UMs in member firms of signatory EO.

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	No	Not allowed.
Do agreements typically include a mediation/arbitration procedure?	No	No
Is it compulsory?	Not relevant	Not relevant

Worker representation at the workplace

Union or union representatives.

Board-level employee representation

Public sector Not relevant

Private sector Not relevant

Scope Not relevant

Proportion/number of workers' representatives Not relevant

Nomination of candidates Not relevant

Appointment mechanism Not relevant

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