

July 28, 2017

Secretary Jesús Alfonso Navarrete Prida  
Labor and Social Welfare Secretariat  
Government of Mexico  
Paseo de la Reforma 98, Piso 3  
Col. Tabacalera, Delegación Cuauhtémoc  
Mexico City, Mexico

Honorable Secretary Navarrete Prida:

On behalf of the undersigned multi-stakeholder organization and apparel and footwear companies that source textile and footwear products from Mexico, we would like to extend our congratulations to the Mexican government on reforming the Constitution of the United States of Mexico to promote labour justice. In particular, we commend the creation of labour tribunals and an independent, decentralized institution for the registration of trade unions and collective bargaining agreements.

As you will recall, in a communication on 22 September 2015, many of the signatories to this current letter expressed their support for the International Labour Organization (ILO) Committee on Application of Standards' request that Mexico enact reforms to better comply with ILO Convention 87 and, specifically, to address the problem of "protection contracts," which have allowed the registration of collective bargaining agreements by unrepresentative trade unions that cannot demonstrate through a democratic process the legitimate support of the workers they intend to represent. That September 2015 letter also expressed support for Mexico's consideration of the ratification of ILO Convention 98, and we would like to reiterate our support for your government taking that important step, which would reinforce the Mexican Government's commitment to freedom of association and the right to bargain collectively.

We are encouraged that the constitutional reform, published in the *Diario Oficial de la Federación* on 24 February 2017, includes the creation of new labour institutions as part of the judicial system to replace the tripartite conciliation and arbitration boards, paving the way for workers in Mexico to more fully enjoy their internationally recognised rights to freedom of association and collective bargaining, as protected under ILO Conventions 87 and 98, and for a stronger Mexican labour justice system.

We look forward to the necessary secondary legislation being expeditiously approved and enacted to fully implement the constitutional reforms and reflect their underlying spirit and intention, ensuring that the new decentralized institution charged with registering trade unions and collective bargaining agreements is composed of independent and objective experts to help guarantee the impartial, transparent, and efficient administration of labour justice.

We are also hopeful that the new legislation will guarantee Mexican workers the right to be represented in collective bargaining by a union of their free choice and where all procedural

rules particularly the right to democratically elect the union and union representatives of their choice and to vote on any collective bargaining agreement before it is registered are observed and respected.

Thank you for your efforts to achieve these very important reforms to strengthen Mexico's labour justice system. We look forward to hearing more about the proposals for secondary legislation to implement these historic constitutional labour reforms and would also welcome the opportunity to discuss these matters further with the appropriate representatives of Mexico's Government.

Yours truly,



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Cc:

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