



## Federal Government and Private Initiative sign agreement on discussion of subcontracting reform (Outsourcing)

In order to bring until February the discussion, and, where appropriate, approval, of the Subcontracting Reform Initiative, the business sector and the Federal Government, through the Secretariat of Labour and Social Security, signed a Tripartite Agreement establishing 4 commitments:

01. The parties agree and undertake to resolve the problem of abuse of staff outsourcing. The companies of the country will immediately begin the process to regularize their templates within the framework of the law initiative presented by the Federal Executive.
02. The profit-sharing scheme in the context of the Executive's initiative, in which staff cannot be outsourced, has not been sufficiently defined, nor socially debated. As a result, sufficient time is needed for open discussion between sectors to define a fair, equitable utility-sharing system that avoids discretion in its payment. This consultation process will be initiated to be resolved prior to the discussion of the initiative.
03. Given the scale of the reform and its operational impacts, the companies requested a period of time to carry out this process.

The Legislative Power is therefore respectfully requested to postpone to February 2021 the parliamentary discussion of the initiative, which will be designated as preferential, so that, within a period of no more than 30 days, it can be discussed and, where appropriate, approved.

04. Payroll companies are called on to immediately stop developing irregular practices harmful to workers, such as de-leaving them massively in December. The IMSS, Infonavit and SAT will make a formal exhortation to these companies and, if irregularities or possible commission of crimes are found, it will proceed immediately, administratively or criminally.

**Different positions of the Private Initiative:**

The Agreement was worked with the Business Coordinating Council, under the commitment to extend the discussion time on two topics: Utilities and Time for reform to take effect, with a number of chambers agreeing.

However, the National Chamber of the Transformation Industry (Canacintra), the National Agricultural Council and the Employers' Confederation of the Mexican Republic (Coparmex) have expressed a diverse stance to that set out in the agreement, on the grounds that "the Initiative of the Federal Executive intends to address the freedom of outsourcing and to combat the creation and preservation of formal jobs," so they called for further analysis and to consider the figure of outsourcing in that initiative.

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