



REVIEW ARTICLE

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## THE IMPACT OF CORPORATE SOCIAL RESPONSIBILITIES IN THE INDUSTRY AND LABOR FORCE OF AGUASCALIENTES, MEXICO

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### ABSTRACT

In the following article it is proposed to evaluate the impact of the strategies of the Corporate Social Responsibility (CSR) on Aguascalientes' industry and workforce based on official quantitative data. With the previous statement, it is intended to perceive how far the CSR's strategies have had bearing in the course of the industry and the conditions of the workforce in the state of Aguascalientes, Mexico, emphasizing mainly on the branches of the clothing and textile industry. This starts from a description of the state and its principal characteristics: Geographic location, population (its territorial distribution), employed population, economical units and the differentiation of its business name. Likewise some data is exposed which express the social security's condition and the laboral relations of the employed population in general, to disincorporate the indicators that fathom into their remunerations and incomes, in the textile and clothing industry. The objective is to retrieve every trace that evaluates the impact left by the CSR's strategies driven by the "Corporate interest group" with regard to the industry's structure and the conditions of the "Workforce's interest group" in the state.

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### INTRODUCTION

**Inputs and research methods:** The research method used in this case is the articulated reconstruction. The objective of this is to construct a diagnosis of the CSR in relation to the industry and the workforce's conditions. The inputs used in the presented article are statistical data.

**Hypothesis:** The hypothesis that guided the investigation states that the Aguascalientes' business interest group simulates developing the conditions of the workforce's interest group by using CSR strategies with the objective of continuing the industrial process of the state.

### RESULTS

**The territory of Aguascalientes and its industrial structure:** The state of Aguascalientes is found at the center of Mexico. Even if the geographers do not place it at the center, it is clearly found there just by visual determination. This can be confirmed if the following image is observed, locating the exact place where the state is found (See Figure #1).

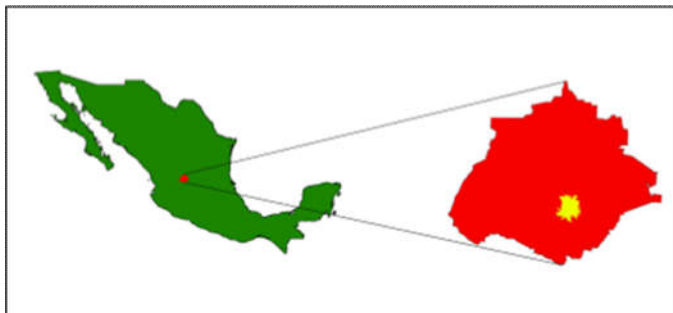
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In this graph you can see the actual location where Aguascalientes is defined in the national territory, as well as the dominant yellow urban spot for the entire state, since it has the largest population and industry in the region: The capital city of Aguascalientes. The state of Aguascalientes represents a 0.29% of the country's surface. Its population in 2015 was of 1, 312,544 inhabitants<sup>1</sup>, of which 877,190 are concentrated in the capital city. On the other hand, if the number of establishments and personnel employed is compared to the national, we have that in the country there are 4, 230,745 establishments, concentrate 17,998,111 employed people dependant on the *corporate name*<sup>2</sup> and 5, 578,247 occupied people non dependant of the corporate name. Instead,

<sup>1</sup> See at: <http://cuentame.inegi.org.mx/monografias/informacion/ags/poblacion/>

<sup>2</sup> The terms "dependent on the corporate name" and "not dependent on the corporate name" are extracted and defined according to the INEGI's glossary. For the case of the second term this institute defines it as follows: "they are all people who worked for the company, but who contractually depend on another corporate name and performed tasks related to the provision of services, production, marketing, administration and accounting, covering at least one third of the workday of this company. Excludes the personnel that worked in the company for contracting surveillance, cleaning and gardening services. Note: he personnel that worked in the company under study, for the hiring of a service such as those indicated in the row above, is not reported anywhere in this questionnaire, since the economic unit that provides the services contemplates them. What is captured is the expense that this company made."

Aguascalientes barely manages to concentrate 47,449 economic units, from which 269,467 workers can be found. From the latter, 233,725 belong to the employed staff that corresponds to "dependents of the corporate name" and 35,742 to the entry "not dependent on the corporate name"<sup>3</sup>. It should be noted that the indicator of employed personnel, in relation to those companies that hold the status of "not dependent on the corporate name", represent a crucial part of this investigation since it allows us to delve into the degree of effect (inferentially speaking) that CSR policies and strategies have and the ethical level that entrepreneurs maintain with their employees and their environment. Well, given that it is our interest to establish and make diagnoses of CSR in relation to the workforce employed by employers in the State, the concept of employed personnel "not dependent on company name", is one that allows this objective and that in the case of Mexico and Aguascalientes in particular, this class of workers are the ones with the least labor rights and the ones who suffer the most abuses from employers. Thus, in this way, it is important to first know the population group that is in this condition, since it introduces us to another that is the one that makes these facts visible, we will refer in this case to subcontracted workers and therefore, of those called workers in the outsourcing<sup>4</sup> industry. This other category, although it is not exactly the same, has the attribute to specify the exact point of how its employed personnel are used with respect to ordinary manufacturing economic units, denoting, in turn, elements that could correspond to the problem to be investigated: the CSR.



\*Source: www.aguascalientes.gob.mx/sedec. Free consultation. Retrieved on 10/06/2015.

**Figure 1. Geographic location of the state of aguascalientes and its capital city**

Once the similarity between these two terms has been determined, we will proceed to move around the situation of the employees who hold this condition, that of *outsourcing employees*. Well, normally when handling the term of subcontracting of employees, especially for the case of Mexico, it is understood that they are those workers who live in a precarious situation, since they subsist with very low wages and with almost no or no contractual relationships. They are companies in which there are no unions, therefore, there is

<sup>3</sup> According to the INEGI's data of the Economic census 2014 with date of update of 05/03/2016.

<sup>4</sup> The INEGI elaborated a document in which it denotes the similarity that exists between these two terms. In this case, the term refers to outsourcing companies. That is, those staff employed by subcontracted economic units dependent on company name. Due to the above, it is important to point out that the classification of employed personnel not dependent on the corporate name that is made in this document is a function of the categories of total employed personnel that are distinguished in the Economic Censuses. See here:

[http://internet.contenidos.inegi.org.mx/contenidos/Productos/prod\\_serv/contenidos/espanol/bvinegi/productos/nueva\\_estruc/702825083458.pdf](http://internet.contenidos.inegi.org.mx/contenidos/Productos/prod_serv/contenidos/espanol/bvinegi/productos/nueva_estruc/702825083458.pdf) 23/08/2018.

no union life, collective bargaining, collective bargaining and much less, benefits of law that are registered in the Federal Labor Law in Mexico, such as: distribution of profits, security social, contribution to the IMSS (they do not have social security) and to the AFORES (retirement funds). In the case of Mexico, the personnel employed by subcontracting have a condition that has not been fully regulated, despite the existence of laws that frame it approved in the labor reform in 2012. The essence of this reform is to prevent labor and Taxes by employers or employers are evaded, but even so, there are some experts who think otherwise:

"And it is that under this unnamed legal form -not regulated by the law at the time- they evaded labor benefits, social security and tax charges, as well as the payment of the Participation of Workers in the Profits of Companies (PPC) , being offered even as a straw company, that is, a scheme similar to that of "tax heaven" in the fulfillment of these obligations "<sup>5</sup>.

The problem of outsourcing and its subcontracted staff is that the attempts to be regulated, by the authorities, have not been entirely satisfactory. There are still some legal elements pending clarification, a fact that causes the existence of holes that are used by employers to continue evading responsibilities with workers, as is the case of the distribution of profits, among other things. For the time being, it should be made clear that when dealing with the issue of outsourcing companies, in some statistical table, it will be revised according to the conditions in which the personnel are employed by subcontractors and, on the other hand, to make reference to the almost no CSR that these live on the part of their employers. Therefore, to know such conditions of precariousness of outsourcing workers, will begin with the statistical review that makes mention of the real dimension of this industry, to then continue with the analysis of the workers and the authenticity of the CSR used by the bosses in Aguascalientes. Therefore, by reviewing the number of establishments registered in the year of 2014 in Mexico, corresponding to manufacturing "dependent on the company name", this group of companies in Mexico covers the number of 605,654 cases. These concentrate an employed population of 5,354,863. If we review table one we can confirm this data and others more than this one presents.

Chart # 1		
National Economic Censuses 2014		
	Total Census of Establishments	Total census of employed personnel
Manufactures	605,654	5,354,863
Up to 10 people	572,001	1,280,591
11 to 50 people	22,470	486,334
51 to 250 people	7,630	867,338
251 and more people	3,553	2,720,600

\* Establishments and personnel employed per year of beginning of operations, according to federal entity, economic activity and size of the establishment.

The previous table offers several readings of the same because it is grouped of a certain number of people occupied by establishment. If we take only the case of the establishments that have more than 50 people of occupied personnel. This

<sup>5</sup> Antonio Alberto Vela Peón, AVP's partner Business Lawyers. <https://www.ccpm.org.mx/avisos/OUTSOURCING%20PDF.pdf> 21/082018.

leads to infer that, in theory and according to Article 364 of the Federal Labor Law, there should be, minimally, about 1,398<sup>6</sup> unions in the country, since the same law establishes that from 20 active employees or with three employers, you can create a union in a company<sup>7</sup>. Why is this data calculated? The reason is that each establishment with 20 or more active employees must have, as part of the rights of the worker, a union that represents them as a worker, as well as having social security, contributing with contributions to INFONAVIT and the AFORES, and have the right to receive profits annually. Therefore, it must also be affirmed that 3,587,938<sup>8</sup> active workers must represent an estimate of the unionization rate, all registered in the social insurance, contributors to INFONAVIT and quotas in an AFORE in the country and, in addition, have the right to receive profits and bonuses.

in the manufacturing branch of Aguascalientes, of which 92,461 are employed. In the case of the first data it is inferred that there must be, locally, the same number of unions and therefore, the same number of unionized for the second empirical data. While it is true that it is not possible to do the same analysis that was done with the first statistical table, it is also true that it is possible to make other comments about it. For example: if you take the heading of youth, adults and seniors, it gives us a total of 80,719 people employed in the manufacturing industry of Aguascalientes. This other data leads us to infer, with certain possibilities of error, that these people have social insurance, that they contribute to INFONAVIT and that they quote in some AFORE, something that we do not know. This is another constructed fact that opens the possibility of being used for further analyzes according to unionization rates and even of unions and

**Chart 2. Establishments and personnel employed per year of start of operations in Aguascalientes**

				Total Census of Establishments	Total Census of busy staff
1)Manufactures	Sector 31-33		Sector 31-33 Manufacturing industries	6,002	92,461
	Sector 31-33	1) Recently created	Recently created (up to 2 years)	1,725	11,742
	Sector 31-33	2) Young adults	Young adults (from 3 to 5 years)	913	5,491
	Sector 31-33	3) Adults	Adults (from 6 to 10 years)	1,145	22,832
	Sector 31-33	4) Elderly	Elderly (more than 10 years)	2,220	52,396

\* Establishments and personnel employed per year of commencement of operations in Aguascalientes. INEGI, data 2013-2014.

**Chart 3. Total population by state based on condition of affiliation and type of institution. 2013**

Total population a/		Affiliation condition				
		Without affiliation		With Affiliation		
		Total	IMSS	Others	Not specified	
Mexico 1	118,563,412	26,960,893	91,540,602	40,000,144	51,540,458	61,917
Aguascalientes	1,254,331	200,970	1,053,200	622,221	430,979	161

\*Chart prepared with data from the 2017 Statistical Yearbook of INEGI.

**Chart 4. Employed population by condition of access to health institutions**

Aguascalientes		2010		2013	
Employed population by condition of access to health institutions		January to march	April to June	January to march	April to June
Total		435 860	458 865	485 402	501 062
With access		204 085	209 414	224 849	230 622
		46.82%	45.63%	46.32%	46.02%
Without access		229 798	247 215	258 375	268 354
		52.72%	53.87%	53.22%	53.55%
Non specific		1 977	2 236	2 178	2 086
		0.45%	0.48%	0.44%	0.41%

\*Chart prepared by the author of the statistical yearbooks of Aguascalientes 2010 and 2013.

The problem is that these statistics are only in theory, since in fact there is no such number of unions (and we are far from that), this without forgetting the levels of income of employed personnel (something that will be discussed later). But, everything seems to indicate that this reality has been transformed so that this does not happen in Mexico with the so-called *social peace* and *labor peace*, terms that will also be dealt with later on. Now, what is the situation in the state of Aguascalientes with respect to this analysis approach for the same year? Although it is true that a table with the same descriptive structure is not presented, if a similar analysis can be done in this respect with another one that is shown below. The following chart shows that there are 6,002 establishments

therefore, of CSR analysis (see chart # 2). That is, they are insured belonging to other productive branches in the entity. On the other hand, if the information in the following chart is revised, the number of insured persons in the IMSS for 2014 in Aguascalientes had a total of 252,153 insured in the IMSS. If we subtract this figure from the 92,461 active personnel, there have been 159,692 people who were insured without being part of the manufacturing personnel employed in the State. Currently, until May 2018, the insured in the State are: 316,019<sup>9</sup>. This chart shows how the population affiliated with social security institutions is concentrated. In it, it shows how many were registered to social insurance in Aguascalientes. For now, it should be mentioned that in the case of Aguascalientes, out of a total of 1,254,331 inhabitants, they

<sup>6</sup>n this case, if you remove those manufactures that only have up to 50 people and calculate the above from the establishments that have 51 and more, the approximate calculation is taken with the following operation:  $7630 + 3553 = 11.183 / 20$  (minimum workers to form a union) =  $559.15 * 2.5$  (two and a half times the minimum rank to form a union) = 1.398.

<sup>7</sup>See Federal Labor Law, Article 364.

<sup>8</sup>See Chart # 1, which results from the sum of the two groups last groups of employed personnel.

<sup>9</sup>The annual data is an arithmetic average of twelve months. As of July 1997, the Mexican Institute of Social Security (IMSS) modified the methodology to register the number of Insured Workers. Excludes voluntary insurance groups, students and voluntary continuation. And the information that is presented includes casual workers from the field, which were not previously considered in this variable. Source: IMSS.

have 1, 053,200 affiliated. Of the latter, registered to the IMSS are 622,221 beneficiaries, and Others and Not specified they reach the amount of 431,140. It is worth mentioning that for that year there were 200,970 inhabitants, without affiliation. This last data is interesting because it represents 16.02% of the population that does not have social insurance or is without affiliation, a situation that leaves this group vulnerable. It would be necessary to see how much of this population belongs to the employed population, since it is a fact of interest for this study because it reflects the failure of employers to register their workers before the Social Security Institute in Mexico and, therefore, the data becomes one that implicitly evaluates the CSR of the businessmen of the entity and the degree of ethics they show in relation to their workers. For the time being, we can not know this information, but here are others that contribute explicitly in our analysis.

**Condition and status of the workforce in Aguascalientes:** In this section, another chart is observed in which the population totals that have access to health institutions and those that do not, organized by trimesters, are differentiated. It describes the totals and percentages of the employed population with access to health institutions and those that do not have access. Well, it is necessary to mention that for the year of 2013 in the first two quarters the employed population that did not have access to health institutions was greater than the one that did have access, reaching figures of 53.22 before 46.32 in the January-March quarter. , the same was for the quarter of April-June with 53.55 before 46.02. This fact makes it clear that the problem of access to health in the entity is considerable since the same trend was presented in the year 2010 (see chart # 4).

**Chart 5. Subordinated workers and remunerated due to access to health institutions**

Aguascalientes	2010		2013	
	Enero a marzo	Abril a junio	Enero a marzo	Abril a junio
Subordinated workers and remunerated due to access to health institutions				
Total	329 076	341 864	369 677	380 195
With access	203 837	209 198	224 753	230 331
	61.94%	61.19%	60.79%	60.58%
Without access	123 472	130 919	142 975	147 778
	37.52%	38.29%	38.67%	38.86%
Not specific	1 767	1 747	1 949	2 086
	0.53%	0.51%	0.52%	0.54%

\*Chart prepared by the author of the statistical yearbooks of Aguascalientes 2010 and 2013.

**Chart 6. Subordinated workers and remunerated in Aguascalientes for availability of written contract**

Aguascalientes	2010		2013	
	January- march	April- June	January- march	April- June
Subordinated workers and remunerated in Aguascalientes for availability of written contract				
With written contract	187 910	192 557	213 416	215 203
	57.10%	56.37%	57.73%	56.60%
Temporary	25 480	30 003	33 857	33 935
Base, permanent or indefinite time	160 787	160 422	177 355	178 276
Unspecified contract type	1 643	2 132	2 204	2 992
No written contract	134 302	141 908	149 147	158 707
	40.81%	41.51%	40.34%	41.74%
Not specific	6 864	7 399	7 114	6 285
	2.08%	2.16%	1.92%	1.65%

\*Chart prepared by the author of the statistical yearbooks of Aguascalientes 2010 and 2013.

Although, Chart #4 is interesting in the aspect alluded to, it is not very relevant with respect to the computer problem (CSR), since the category of employed population exempts, to a certain extent, the entrepreneurs from this burden because it is not can determine whether or not there is an employment relationship. That is, it may be that some of these workers belong to family businesses, where they normally do not have social security. Not so, in that population that is subordinated

with remunerations. In this other case, it becomes interesting for the present article because when reviewing the percentages of the following table we have that in the years referred to, and in both quarters, a third of this population is without access to health institutions, something that It is linked to the problem of CSR and the strategies implemented by entrepreneurs. This is so because from the moment in which there is subordination in one in an economic unit and remunerations as such, there is or should be a population registered in some health institution, and therefore, one that must be quoted before the INFONAVIT and in some AFORE (see chart # 5). Well, if we review the case of the subordinated and remunerated population that does not have access to health institutions for the year 2013 and according to the first quarter, 38.67% are in this condition, giving a total of 142,975 people, while in the case of the second quarter this group reaches a figure higher than the previous 38.86% corresponding to a total of 147,778 people. Everything indicates that this trend has been maintained over the years, since it is the same statistical phenomenon that we have for the year 2010. In this case, if we focus the analysis of the data in relation to the problem of CSR and the ethics that have been carried out by employers in the economic units of Aguascalientes that have not granted access to health institutions to their workers, demonstrates the falsity or nonexistence of these policies among these economic social actors in relation to the responsibility they must assume with your employees. The same applies to those populations of subordinated and paid workers without a written contract. This fact leads to a more complete review of the type of CSR policy in the entity carried out by local entrepreneurs at the labor market level.

For example, if we take from the following chart the data referring to the total population without a written contract per semester for each of the aforementioned years, we have that about a third of it is in that condition. This fact leads to questioning the type of CSR policy carried out by local entrepreneurs, since this condition affects the workers' lives in many other ways: not having an INFONAVIT, an AFORE, the non-payment of profits and even the non-existence of unions that represent them before the bosses (see chart # 6).

**Table 7. Characteristics of the large textile and clothing manufacturing establishments<sup>1</sup> of the private and parastatal sector that carried out activities in 2013, according to the activity in the state of Aguascalientes, (ME: Manufacturing establishments)**

	Establishments		Employed personnel	
	Total	Large ME	Total	Large ME
			number of people	
Class 313111 Preparation and spinning of natural hard fibers	13,691	14	26,767	1,782
Class 313112 Preparation and spinning of natural soft fibers	161	40	9,869	8,443
Class 313113 Manufacture of threads for sewing and embroidery	196	26	6,067	4,164
Class 313210 Manufacture of wide weft fabrics	516	91	32,170	25,130
Class 313220 Manufacture of narrow fabrics of weft and trimmings	124	28	4,728	3,303
Class 313230 Manufacture of non-woven fabrics (compressed)	25	12	3,114	2,827
Class 313240 Manufacture of knitted fabrics	82	22	6,312	4,731
Class 313310 Finishing of textile products	220	19	10,960	1,623
Class 313320 Manufacture of coated fabrics	35	18	4,911	3,902
Class 314110 Manufacture of carpets and rugs	910	6	2,676	653
Class 314120 Confection of white linen	1,393	44	12,766	6,129
Class 314911 Confection of sacks	57	20	5,116	4,150
Class 314912 Manufacture of coated textile products and substitute materials	444	32	3,413	528
Class 314991 Confection, embroidery and the unraveling of textile products	17,442	6	27,670	334
Class 314992 Manufacture of nets and other rope products	8,137	22	14,201	1,918
Class 314993 Manufacture of recycled textile products	84	20	3,232	2,488
Class 314999 Manufacture of flags and other unclassified textile products	32	*	581	142
Class 315110 Manufacture of knitted stockings and socks	186	42	12,144	8,224
Class 315191 Manufacture of knitted underwear	76	12	2,532	1,870
Class 315192 Manufacture of knitted outerwear	1,651	51	16,506	5,720
Class 315210 Manufacture of clothing of leather, fur and substitute materials	64	4	490	172
Class 315221 Confection in a series of underwear and sleepwear	308	47	17,756	10,353
Class 315222 Confection in a series of shirts	742	33	11,118	3,022
Class 315223 Confection in a series of uniforms	3,728	113	42,723	14,707
Class 315224 Confection in a series of costumes and traditional garments	2,357	3	4,608	123
Class 315225 Manufacture of clothes made to measure	9,015	9	20,165	872
Class 315229 Confection in a series of other outerwear of textile materials	9,521	393	167,593	50,796

Furthermore, it should be mentioned that even with the existence of a written contract it cannot be assured that the following mentioned exist: AFORES (Retirement Fund Management), social security, profit sharing and, unions. It is noteworthy that, this information ceased to appear in the website of the INEGI (National Institute of Statistics and Geography), the last time these records were available was in the year 2013, a situation that surely was reported by an individual who understood that this kind of empirical data should not circulate or be of free access. Continuing with the interpretation of the data, if we consider the subordinate and remunerated population of the year 2013 that did not have a written contract in the first quarter of that year, it reaches the number of 149,147 people, representing the 40.34%, compared to 41.74% in the following quarter.

These numbers are revealing the true policies and strategies of CSR (corporate social responsibility) of Aguascalientes' entrepreneurs, leaving much to be desired in terms of how they act in relation to their employees. Therefore, it can be said that the statistical tables described so far, express, in fact, the non-application of criteria of CSR by Aguascalientes' entrepreneurs; consequently, they show an almost null ethic of responsibility when these carry out their productive and business activities. Returning to the hard data in which the manufacturing industry of the state is structured in the textile and clothing sectors, both in the private and parastatal sectors, another data was found that is interesting for this job. In the following statistical table, we can see the manufacturing sub-branch of textiles and clothing in Aguascalientes. In the table, the large companies that concentrate the largest number of employed personnel in the state are exposed. If it is observed carefully, in 2013 there were a total of 71,197 establishments, of which 1,127 were large companies. In these establishments, there were a total of 470,188 employed people, of which only five of these occupied 296,923 of them.

If we observe this last fact, we can see that in such large companies are those specialized in: Preparation of natural hard fiber spinning, Manufacturing of wide fabrics of weft weaving, Making, embroidery and unraveling of textile products, Confection in series of uniforms and Confection in series of other outerwear of textile materials, occupying almost three quarters of this group of workers. The interesting thing here is that the number of establishments and personnel employed is greater in this table than in the figure shown in table 2, this is so because the establishments belonging to the parastatal sector were added, including the producers of goods or services that carry out economic activities, such as individuals or companies incorporated as companies. Including those with state participation and state productive enterprises whose purpose is the production of goods and market services. But, in addition we can know which are the five most dynamic productive branches that have recently recovered and that belong to the textile and clothing industry. Thus, it can be mentioned that with these latest data we can have a broader idea of industrial dynamism of the sector: textiles and clothing in the State which is what concerns us in this research.

**Condition of the workforce in the textile and clothing industry:** In the set of statistics reviewed in advance it was observed that the specific statistics of the textile and clothing industry is organized by size of economic unit and by the differentiation of companies that are within those that are dependent on the corporate name and those that are not. It is a set of data that comes to offer a comprehensive descriptive panorama of the condition in which the companies of this productive sub-branch in Aguascalientes are organized. In the following statistical table (table # 8), the fact that companies that are not dependent on the corporate name, have not complied with the minimum working conditions with their workers (especially due to the subcontracting condition), is highlighted.

**Table 8. Main characteristics of the economic units of the private and parastatal sectors that carried out activities during 2013 in Aguascalientes, by activity and size of the economic unit**

	Employed personnel	Dependent on the Corporate name	Non dependent on the corporate name
Subsector 315 Manufacture of clothing	9,977	9,933	44
Up to 2 people	242	242	0
From 3 to 5 people	319	316	3
From 6 to 10 people	301	287	14
From 11 to 15 people	342	341	1
From 16 to 20 people	162	144	18
From 21 to 30 people	365	365	0
From 31 to 50 people	201	199	2
From 51 to 100 people	824	818	6
From 101 to 250 people	1,021	1,021	0
From 251 to 500 people	1,175	1,175	0
Strata grouped by the principle of confidentiality	5,025	5,025	0
Branch 3151 Manufacture of knitted garments	263	262	1
Up to 2 people	10	10	0
From 3 to 5 people	14	14	0
From 11 to 15 people	37	37	0
Strata grouped by the principle of confidentiality	202	201	1
Sub-branch 31511 Manufacture of knitted socks and stockings	13	13	0
Strata grouped by the principle of confidentiality	13	13	0
Class 315110 Manufacture of knitted stockings and socks	13	13	0
Strata grouped by the principle of confidentiality	13	13	0
Sub-branch 31519 Manufacture of other knitted garments	250	249	1
Up to 2 people	8	8	0
From 11 to 15 people	37	37	0
Strata grouped by the principle of confidentiality	205	204	1
Classes grouped by the principle of confidentiality	250	249	1
Strata grouped by the principle of confidentiality	250	249	1
Branch 3152 Clothing making	9,687	9,644	43
Up to 2 people	211	211	0
From 3 to 5 people	299	296	3
From 6 to 10 people	291	277	14
From 11 to 15 people	305	304	1
From 16 to 20 people	144	126	18
From 21 to 30 people	322	322	0
From 31 to 50 people	129	128	1
From 51 to 100 people	765	759	6
From 101 to 250 people	1,021	1,021	0
From 251 to 500 people	1,175	1,175	0
Strata grouped by the principle of confidentiality	5,025	5,025	0
Sub-branch 31522 Manufacture of textile materials clothing	9,687	9,644	43
Up to 2 people	211	211	0
From 3 to 5 people	299	296	3
From 6 to 10 people	291	277	14
From 11 to 15 people	305	304	1
From 16 to 20 people	144	126	18
From 21 to 30 people	322	322	0
From 31 to 50 people	129	128	1
From 51 to 100 people	765	759	6
From 101 to 250 people	1,021	1,021	0
From 251 to 500 people	1,175	1,175	0
Strata grouped by the principle of confidentiality	5,025	5,025	0
Class 315223 Confection in a series of uniforms.	1,421	1,387	34
Up to 2 people	63	63	0
From 3 to 5 people	88	86	2
From 6 to 10 people	113	99	14
From 11 to 15 people	49	49	0
From 101 to 250 people	475	475	0
Strata grouped by the principle of confidentiality	633	615	18
Class 315224 Confection in a series of costumes and traditional garments	36	36	0
Up to 2 people	11	11	0
Strata grouped by the principle of confidentiality	25	25	0
Class 315225 Manufacture of clothes made to measure	118	118	0
Up to 2 people	63	63	0
From 3 to 5 people	12	12	0
Strata grouped by the principle of confidentiality	43	43	0
Class 315229 Confection in a series of other outerwear of textile materials	8,091	8,082	9
Up to 2 people	71	71	0
From 3 to 5 people	175	174	1
From 6 to 10 people	142	142	0
From 11 to 15 people	256	255	1
From 16 to 20 people	106	106	0
From 21 to 30 people	274	274	0
From 51 to 100 people	585	579	6

.....Continue

From 101 to 250 people	546	546	0
From 251 to 500 people	866	866	0
From 501 to 1 000 people	2,553	2,553	0
Strata grouped by the principle of confidentiality	2,517	2,516	1
Classes grouped by the principle of confidentiality	21	21	0
Strata grouped by the principle of confidentiality	21	21	0
Branch 3159 Manufacture of clothing accessories and other garments not classified elsewhere	27	27	0
Strata grouped by the principle of confidentiality	27	27	0
Sub-branch 31599 Manufacture of clothing accessories and other garments not classified elsewhere	27	27	0
Strata grouped by the principle of confidentiality	27	27	0
Class 315991 Manufacture of hats and caps	3	3	0
Up to 2 people	3	3	0
Class 315999 Manufacture of other accessories and clothing not classified elsewhere	24	24	0
Strata grouped by the principle of confidentiality	24	24	0
Subsector 316 Tanning and finishing of leather, and manufacture of leather and substitute materials	393	384	9
Up to 2 people	32	30	2
From 3 to 5 people	21	21	0
From 6 to 10 people	45	39	6
From 11 to 15 people	41	40	1
Strata grouped by the principle of confidentiality	254	254	0
Branch 3169 Manufacture of other leather, fur and substitute materials	342	333	9
Up to 2 people	18	16	2
From 3 to 5 people	14	14	0
From 6 to 10 people	45	39	6
Strata grouped by the principle of confidentiality	265	264	1
Sub-branch 31699 Manufacture of other leather products, and substitute materials	342	333	9
Up to 2 people	18	16	2
From 3 to 5 people	14	14	0
From 6 to 10 people	45	39	6
Strata grouped by the principle of confidentiality	265	264	1
Class 316991 Manufacture of handbags, suitcases and similar products	39	39	0
Strata grouped by the principle of confidentiality	39	39	0
Class 316999 Manufacture of other leather, fur and substitute materials products	303	294	9
Up to 2 people	17	15	2
From 3 to 5 people	11	11	0
From 6 to 10 people	32	26	6
Strata grouped by the principle of confidentiality	243	242	1
Branches grouped by the principle of confidentiality	51	51	0
Strata grouped by the principle of confidentiality	51	51	0
Sub-branches grouped by the principle of confidentiality	51	51	0
Strata grouped by the principle of confidentiality	51	51	0
Classes grouped by the principle of confidentiality	51	51	0
Strata grouped by the principle of confidentiality	51	51	0

Table elaborated by the author with data from INEGI

That according to the CSR criteria, this would be a simulation on the part of these economic units and the governments that consent to it: the problem of outsourcing in Mexico. It was also observed that the majority of employed persons are concentrated in establishments whose economic units belong to those dependent on the corporate name and to a lesser extent those that are not dependent on the corporate name. For example, if we take the first box (subsector 315 Manufacture of garments), we have that the employed personnel corresponding to the establishments dependent on the corporate name have a total of 9,933 people and that those who are not dependent on the corporate name is only 44 people. This is, according to the descriptive reading that has been carried out, since the beginning of this chapter, it could be affirmed that the establishments, in their majority, occupy a smaller number of subcontracted personnel, since the economic unit that occupied the most personnel in this genre only employed 18 people (It is the establishment with a range of 16 to 20 people). It should be remembered that at that time there was no regulation regarding the problem of outsourcing in the country and how it occupied, occupationally speaking, its employees. Therefore, it seems that there is no irregularity in the compliance of CSR in companies regarding workers' rights.

The problem is that in Aguascalientes it is well known that the vast majority of companies and above all in the textile and clothing sub-branches there are no unions that represent the rights of workers: the so-called protection contracts<sup>10</sup>, otherwise, they would have what is known as: protection union<sup>11</sup>. Something that has left Aguascalientes' workers helpless for several decades. It is worth mentioning that, for the aforementioned case, table # 8 also shows a section of those establishments that have the figure of "Strata grouped by the principle of confidentiality". In this group you can see how it concentrates the total of employed personnel: 5,025 people. This other figure violates the principles of CSR by not respecting and / or abiding by the vision and mission established in the green book, since it covers the number of employed personnel corresponding to subcontracting or of

<sup>10</sup> Term used by labor sociologists to mention those companies that do not have a union that represents their workers before employers at the time of collective bargaining, but one that is registered in the JLCA (Local Board of Conciliation and Arbitration) by a local labor union without those represented having knowledge of it, and the registration of a Collective Labor Contract.

<sup>11</sup> Term created by the doctors Daniel Gutiérrez and Pablo Gutiérrez to describe those cases in which the workers of a company have a union representation that is characterized by defending the employer's interests to the detriment of the workers. See the text "El sindicalismo en Aguascalientes (Syndicalism in Aguascalientes)" from the book *Democracia y cambio sindical en México (Democracy and trade union change in Mexico)*, edited by UNAM, P y V editores, El caballito, and various foundations.



another type, a situation that opens the possibility of questions about those companies that use it, referring to both productive branches. This can be corroborated for each of the sub-branches that make up the aforementioned statistical table. In them, there is one with 18 subcontracted people at the most. And in the rest, only some appear with a subcontracted person (see chart # 8). The problem is that the companies that adhere to the figure strata grouped by principle of confidentiality, for the Mexican case and to a greater extent the existing ones in Aguascalientes, are that they normally seek to avoid and cover up the different responsibilities that businessmen should have with their workers, with the environment and with the ecology. In general, it can be said that the industries referred to in this table are those that describe the most distinctive features of the idiosyncrasy of Aguascalientes businessmen, since the degrees of violation of labor rights incurred by local entrepreneurs since many years ago can be traced in these industries. Those are the real conditions to which the workers are subjected to by the various collusions built between the various interest groups. Something that contravenes what is stated in the books cited on CSR and / or Corporate, whose conventions have been carried out to make a world more benevolent and less destructive of the environments in which various productive activities and respect for the rights of the employees in the factories are carried out.

## Conclusions

The statistical information analyzed expresses two readings in its interpretation: one referring to the objectives of those who developed the indicator (INEGI)<sup>12</sup>, whether territorial, population, industrial (establishments and their differentiation by corporate name), labor market (salaried employees, with or without affiliation to health institutions, with or without a contract, among other things) or the disaggregated combination of the type of establishment with or without a business name in the textile and clothing industry; and a second reading which has the function of evaluating certain conditions and presence of vestiges of CSR in the industrial and occupational structure of the workforce, with its category of employed personnel. Therefore, it can be affirmed that both readings discover in essence that there is a structural condition of the Aguascalientes industry that contravenes the CSR principles, since it combines a type of formal enterprise that complies with the specific aspects of an employment relationship, with its employed personnel: the "dependents of the corporate name", but coexisting with another (those not dependent on a company name), which serves the former to simulate the responsibility of employers in labor matters with their employees, avoiding the costs to the companies of all that employed personnel which does not directly contribute to the production. The previous fact leads to determine that the impact of CSR strategies on the State industry, and specifically on the textile and clothing industry, is null, and it can be stated that entrepreneurs do not have a clear vision of how to apply the agreements embodied in the green books of CSR and Corporate. This conclusion is supported by the fact that, observing the combination of types of companies in

Aguascalientes and the rest of the country (according to their corporate name), leads to see that there are two types of people engaged in two work status, and that there are two CSR degrees, where the subcontracted personnel is located in the lowest condition, according to the interest group to which they belong. Here, subcontracted workers are degraded as a group of interest to conditions of precarious work: contractual, wage and as social individuals, because they do not perceive or have the same working conditions as those who occupy the status of companies belonging to the dependent groups of corporate names. In addition to the above, it should not be forgotten that structurally the outsourcing in the state does not offer their employees the minimum labor conditions stipulated in the labor law, since these, with no social security, do not quote in a bank a voluntary quota for their retirement and they do not quote before the INFONAVIT (National Workers' Housing Fund Institute) in Mexico to have right to a credit for a house. Everything indicates that the companies that are "dependent on a corporate name" lack CSR at the moment of recruiting employed personnel belonging to the "non-dependent companies" or better known as outsourcings. Therefore, CSR is directed by employers' interest groups that fail to comply with their obligation and responsibility to their workers. This is so from the moment they make use of their right of confidentiality about how many of their staff belongs to outsourcings. On the other hand, it should also be mentioned that the most criticizable case in local entrepreneurs is that there are workers in their companies who do not have a written contract. Employers, in these cases, completely fail to comply with the principles of CSR and ethics, as they leave the workers' interest group in complete defenselessness. Thus, it can be affirmed that the condition of the structure of the job market in Aguascalientes, as an interest group, is the one that least enjoys a Corporate Social Responsibility because of its businessmen. On the contrary, everything indicates that CSR is conditional on the unilateral will of employers, one that apparently is far from being respectful of labor rights.

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<sup>12</sup> National Institute of Geography and Information Statistics, Mexico.