

ONZIEME RENCONTRE INTERNATIONALE DU GERPISA ELEVENTH GERPISA INTERNATIONAL COLLOQUIUM

Les acteurs de l'entreprise à la recherche de nouveaux compromis ?
Construire le schéma d'analyse du GERPISA

Company Actors on the Look Out for New Compromises
Developing GERPISA's New Analytical Schema

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EVOLUCION INDUSTRIAL DEL SECTOR DE AUTOPARTES EN MÉXICO Y CAMBIOS EN LA DIVISIÓN DEL TRABAJO¹

(Industrial Evolution of the Auto Part Sector in México and
Changes in the División of Labor)

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The author presented the evolution of auto parts maquiladoras in Mexico, the current status of the plants and their impact on labor issues. The evolution of firms is contrasted with the evolution of labor capabilities and the emergence of new roles of traditional actors (managers in manufacture OES plants).

The paper is structured in five sections. The introduction refers to the industrial evolution of the auto part sector in Mexico in terms of their productive, technology and labor complexity. The second section shows the results of the 150 auto parts plants in Mexico. The third section presents the results of a cluster analysis and the six types of plants. These results are related with employment, occupations and training. The fourth section refers to new roles of a one of the more success case in Mexico (Delphi technical center). Finally, the last section presented some results and lessons.

The study was conducted in 2002 with 150 plants (OES and suppliers) in three cities of northern border of Mexico. The study also include in site plant interviews with managers in different departments of Delphi facilities in Juarez.

The results show the structural heterogeneity in the auto parts sector, even though all are export oriented manufactures, and the different capabilities in order to confront the

1 Los autores agradecen el enorme apoyo brindado por la empresa Delphi, en especial por el Centro Técnico localizado en Ciudad Juárez. Así como los valiosos comentarios de Alfredo Hualde, Alexandre Vera-Cruz, Gabriela Dutrenit, Daniel Villavicencio y Oscar Contreras.

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challenge of loss of competitiveness (Mexico versus China, for example). Also one important result is the transformation of a technical center in Mexico in a 'fact parent company' incorporation of new activities based on coordination, information technologies and more autonomy from the parent company. These new roles of coordination are related with the supply chain management, the human resources, and the coordination of design activities. Skill upgrading is resulted from this process but external conditions (market and institutions) are pushing to reduce the working conditions