

Unilever de México  
División HPC

Centro de Investigación Laboral  
y Asesoría Sindical A.C.

**SOMO**

**FNV**  
BONDGENOTEN

> *Werkt in je voordeel*





**Centro de Investigación Laboral y Asesoría Sindical A. C.**

*Report compiled by:*

**LUIS ANTONIO BONIFAZ MORENO  
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## Company Information

**Company Trade Name:** Unilever de México S.A. de R.L. de C.V., División HPC

**Production area:** Manufacture and marketing of personal hygiene and household products.

**Products manufactured:** Soaps, deodorants, shampoo, skin lotions, and scented products.

**Number of employees:** Approximately 600 in 2005.

**Brands marketed:** Dove, Sedal, Skin Care, Axe, Rexona, Ponds, Snuggle.

**Location:** CIVAC, municipality of Jiutepec, state of Morelos, Mexico.

**Director of Human Resources:** Enrique Bonifaz Molina

**Address:** Calle 21 Este No. 1, Ciudad Industrial del Valle de Cuernavaca, 62500, Jiutepec, Morelos. Tel. (52 777) 329 1000

**Internet portal:** <http://www.unilever.com.mx>

**Union:** Sindicato de Trabajadores de la Industria Química, Petroquímica, Carboquímica Similares y Conexos de la República Mexicana, Section 108 of the CTM.

**General Secretary:** Gilberto Muñoz Mosqueda.

**Union General Secretary in Unilever HPC:** Javier Francisco Cruz Mejía

**Address:** Av. Insurgentes Sur No. 756, Colonia Del Valle, Delegación Benito Juárez, 03100, Mexico City. Tel. 52+ (777) 329 1209.

### **Other *Unilever de México* Companies**

Corporativo Unilever de México	Av. Río Consulado No. 715, Col. Santa María Insurgentes, Mexico City, 06430
Unilever de México HPC	Planta CIVAC, Calle 21 Este No. 1, Ciudad Industrial del Valle de Cuernavaca, 62500, Jiutepec, Morelos
Helados Holanda	Planta Tultitlán, Av. Tepalcapa No. 2, Col. Rancho Santo Domingo, 54900, Tultitlán, state of Mexico
Unilever Foods	Km. 53.5 Carretera, México – Toluca, corredor Industrial, 52000

## Introduction

The purpose of the Company Monitor project is to describe, analyse and report on existing labour conditions in transnational companies. For this purpose, the project uses labour standards established in ILO agreements and the OECD Guidelines for Multinational Companies as reference points regarding dignified labour conditions, Corporate Social Responsibility (CSR), and accountability to society. The project also considers Mexican labour legislation itself.

The elaboration of the Company Monitor's studies aims at identifying the degree of adherence by companies to labour rights established in these national and international norms.

The objective of the study is to document the company's actions and progress in these areas while also identifying some of its problems and challenges. We hope that the document serves as a starting point for discussion among social actors, with the purpose to contribute to achieve the social and economic objectives established by these labour rights and obligations, within sustainable development and with social justice.

In the case of the Unilever de México, contact was pursued with the highest levels of the corporation to request its collaboration in the Company Monitor Project, similar to procedures followed in the cases of Philips Mexicana or the Akzo Nobel companies. However, we were unable to produce the desired response. The presidency of Unilever de México never directly responded to our request for co-operation for the research, and did not accept any personal appointments. The only contact we were able to achieve was by telephone or electronic mail. The responses to our communications persistently delayed providing concrete answers by transferring responsibility along a chain of command until we reached the last link, which then assumed absolute silence, by then very late in the year 2005.<sup>1</sup>

By then we were already exploring possibilities through the unions, which is a difficult route to pursue given that public registries of organisations in Mexico are limited and unreliable, in addition to the resistance of many unions perhaps due to unfamiliarity with this type of request and the tendency to associate such requests with political interests which compete with their own. Contact was pursued with three unions, only one of which, that of the Unilever HPC Company, accepted to sit down with us.

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<sup>1</sup> Contact initiated in December 2004 with the Engineer Juan José Hurtado, Vice President of Human Resources of Unilever de México, who received the request. After three months — never directly nor picking up the phone, but rather through his assistant, Miss Laura Rodríguez — he referred us to Mr. Enrique Bernal, Human Resources Director at the Tultitlán plant. However, after three months, that person informed us that he was about to be replaced in the company, thereby passing along the contact to his successor, Miss Sandra Quintana, who took another two months to look over the project and provide no response. Finally, Miss Quintana informed us that she could not handle the issue and referred us to Mr. Cristobal Fonseca, person in charge of Labour Relations. He in turn never received our phone calls, or responded to our messages, or confirmed our proposed appointments to address our cooperation request. Further attempts to establish fruitful contacts were finally called off in the Autumn of 2005.

This report was therefore elaborated exclusively through interviews carried out in January 2006 with the General Secretary of the head union in Unilever de México HPC, the “Union of Workers of the Chemical, Petrochemical, and Carbo-Chemical Industry and Allied Workers of the Mexican Republic” (*Sindicato de Trabajadores de la Industria Química, Petroquímica, Carboquímica, Similares y Conexos de la República Mexicana*).

## General Characteristics of the Company

### Unilever De México Corporation

Concrete data available on the corporation is rather scarce. In 2002 the company was reported to occupy position 106 among the 500 most important companies in the country, with total assets of \$7.350 billion pesos and liabilities of \$3.388 billion pesos.<sup>2</sup> In 2004 its sales totalled 1.3 billion dollars, and it reported a total of 5,000 employees, three manufacturing centres, 19 distribution centres, and eight sales divisions.<sup>3</sup>

The Unilever de México Corporation is made up by the Divisions of Food Business, Personal Care Products, Ice Creams, and Professional Market. Below we present the history of each of these divisions as summarised by the company in its official web page.

### Foods Division

In 1986, **Unilever** acquired the Mexican company Anderson Clayton & Co., and since then it has maintained itself as leader in consumer products manufacture, with the backing of the group, which over the years transformed into its current Foods Division with central offices in Tultitlán in the state of Mexico. The Tultitán Plant was inaugurated in March 1974, operating as mill for oleaginous seeds and cooking oils refinery. A year later it was sold to Conasupo Industries, which duplicated its oils production capacity.

In February 1990, Unilever acquired this industrial complex built on a 146,000-m<sup>2</sup> plot. Manufacture of the majority of this division's products is concentrated at the Tultitlán plant: Inca lard, Capullo cooking oil, Primavera and Iberia margarines, and Clemente Jacques sauces, jams and ketchup.

This plant is also the site of Development Centre facilities, Mexican sales district offices, the Computer Centre, and more recently, the personnel of the head office of Unilever Mexico.

For its part, the Vallejo plant initiated activities on 16 November 1970 with production of detergents, moles, chicken consommés, jams, and hot sauces.

The plant went through various modifications over the years, including discontinuing the line of Rico products, and expanding its warehouses for storage of raw materials and finished products.

The Foods Division occupies an important place in the consumer products market. Its operations span across more than 78 locations throughout the Mexican Republic and represent a significant source of employment for more than 400 employees and 800 labourers. Its annual oils production reaches 140,000 tons.”

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<sup>2</sup> *Expansion*, 25 June 2003, Mexico, pp 273-274. No data on the corporation appears in subsequent issues.

<sup>3</sup> Press conference by Baptist Coopmans, 25 May 2005, <http://www.unilever.com.mx/f39/f39.html>

## Personal Care Products Division

“Pond’s products arrived to our country in the 1930s through Lyausa Laboratories, nevertheless it was not until the year 1967 that the Pond’s Mexico company was constituted, inaugurating the manufacturing plant in Cuernavaca, Morelos in 1972. Since then, Pond’s has maintained strong participation in the hair care, fragrance, and cosmetics markets.

Pond’s now constitutes the **Personal Care Products Division** of **Unilever Mexico.**”

## Professional Market Division

“The Professional Market Division currently has two divisions:

### **Bakery**

Marga is leader in the bakery market with the Flex margarines line, brand which holds second place in importance for Unilever in Mexico, and other products of excellent quality such as Clemente Jacques jams, Mastermix prepared baking mixes, and the Pronto line, which offers pastry creams, chocolate sprinkles and frostings.”

### **Food service**

“Division in charge of the institutional sale of food products such as Clemente Jacques ketchup, soups and Mexican salsas, Sir Thomas Lipton tea, and Pronto pancake and flan mixes. The main brands of the Markey Subdivision include: Flex, Inca, Mastermix, Triunfo, Volumax and Volupan.”

## Ice Cream Division

“In 1969 the North American company Beatrice Foods promoted expansion of Helados Holanda, acquiring state-of-the-art equipment which allowed sustained growth between 1968 and 1982.”

*“Since then Helados Holanda has consolidated itself as the largest ice cream producer in Mexico and as company leader in the market. It has an extensive distribution network reaching more than 40,000 sales points at the national level, including self-service stores, pharmacies, convenience stores, and ice cream shops, with brand presence even in Central America.*

*(...) Unilever, Helados Holanda and Bing achieved a strategic alliance through which these companies integrated within Unilever.*

*The main brands of the Markey Subdivision include: Bing, Calippo, Cornetto, Mágnum, Mordisko, children’s products, and Viennetta.”<sup>4</sup>*

In recent years, Unilever has modified its investment strategy, detaching itself from several companies: “companies such as: Zwan, Malta Clayton, National Starch and

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<sup>4</sup> <http://www.unilever.com.mx/divisiones/index.html>

Quest International were bought and sold, allowing acquisition of new key businesses such as Helados Holanda and Bing, and Carracedo in Industrial Margarines.”<sup>5</sup>

In 2004 the corporation closed the “La Perla” Unilever plant, a unit with more than 800 employees in the state of Aguascalientes, to transfer production to the state of Mexico. The company closed and issued severance benefits to its employees with no major conflicts. This plant was later acquired and reopened in 2005 by General Alliance, which rehired 250 former Unilever de México workers.

The Latin American regional President is Dr. Alberto Sobredo and the General Director of Unilever de México is Mr. Baptiest Coopmans. The company is entirely formed by foreign capital and is not traded in the Mexican Stock Market.

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<sup>5</sup> <http://www.unilever.com.mx/unilever/index.html>

## Unilever Mexicana HPC

### Employment

Regarding the Unilever de México HPC company, we will attempt to characterise the aspects we were able to detect in the interviews. Company production has not decreased over the past five years, but in fact has remained stable. According to the union's General Secretary, the company has attempted to provide income and job security for its workers. Nevertheless, he concedes that the base workforce shrank notably in the years preceding 2005. In mid-2006, the company reported 290 unionised workers of a total of 500 Unilever de México HPC employees. Although precise figures were not provided, the General Secretary affirms that some production areas have been eliminated, along with corresponding job posts. The union states that those workers fired received severance compensation exceeding that stipulated by law. As an additional gesture of support toward workers who lost their jobs, the company disseminated their curricula among companies in the region to attempt to facilitate their relocation, and the company is also said to have offered courses for their promotion.

The decline in employment may be sustained in a clause of the Collective Bargaining Agreement (*Contrato Colectivo de Trabajo* — CCT). The company has an agreement with the union to accept the voluntary retirement of five of its workers per year, among those who have completed at least ten years of service, paying them the equivalent of three months' wages plus 20 days' wages for each year of service, plus the seniority premium and other additional benefits. However, no data was provided on use of this clause.

## Corporate Social Responsibility (CSR)

Unionised workers are familiar with the Unilever Code of Ethics. According to those interviewed, the company carries out social responsibility activities directed to employees and their families. Other activities they include within CSR policy are community benefit actions and holiday events.

Mr. Alejandro Morales, Human Relations assistant, is responsible for CSR policy. According to the union, CSR policies have produced a positive impact on the work atmosphere, respect between hierarchies, and adherence to norms. The company disseminates information on activities carried out as part of its CSR policies and monitors and evaluates achievements.

The company has not faced problems related to environmental pollution, employee corruption, human rights violations, or conflicts with the local community or authorities.

### Conditions in the Supply Chain

Those interviewed affirm that the company disseminates the Ethics Code with the intention that it be known and adhered to in supplier and subcontractor companies, for which pamphlets on the subject are distributed.<sup>6</sup>

Certain requirements are applied to suppliers regarding the quality of their products and services as well as labour conditions. The company may suspend its service contracts with suppliers in case of non-compliance.

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<sup>6</sup> Regarding this Code, the version distributed by Unilever de México states as follows:

“Unilever expects its employees to avoid both personal activities as well as financial interests which may enter in conflict with their responsibilities toward the company.

Unilever employees must not use their position to obtain profits for themselves or for others.

**Compliance, Control and Information** Compliance with these principles is essential for the success of our business.

The Board of Administration of Unilever is responsible to guarantee that the principles established in this Code are transmitted, understood and adhered to by all its employees.”

<http://www.unilever.com.mx/f39/f39.html>

## **Labour Relations**

### *Union's Organisation*

The bargaining agent of the collective bargaining agreement in Unilever de México HPC is the *Sindicato de Trabajadores de la Industria Química, Petroquímica, Carboquímica Similares y Conexos de la República Mexicana*, organisation formed in 1962 as Section 108 of the *Confederación de Trabajadores de México* (CTM). Its current General Secretary is Mr. Javier Francisco Cruz Mejía. The union's slogan is: "For the Emancipation of Mexico."

It is a national industrial sector union falling under federal jurisdiction, with conflicts aired within the Federal Conciliation and Arbitration Board based in Mexico City. Union representation vis-à-vis the company is integrated by permanent company workers. The union is financed through fees handed over directly by the company, which are obtained through payroll deductions.

The current Collective Bargaining Agreement establishes an exclusion clause for which the company is obligated to request from the union the personnel it needs to operate and maintain the industrial unit, and all base workers are therefore affiliated to the union. Furthermore, any worker expelled from the union will be separated from his functions in the company within a strict time limit.

Non-unionised personnel carry out functions in the management, inspection, surveillance, and accounting departments.

The union has no relations with unions of the company's suppliers or subcontractors.

### *Union Freedom*

There is only one union organisation of base workers in the company. Union delegates and committees have specific permits to carry out their functions, and the General Secretary is dedicated on a full-time basis to his union duties in the company.

The collective bargaining agreement includes an exclusion clause establishing that no person may join the base workforce without affiliating him or herself to the union.

According to the General Secretary, there have been no cases of discrimination against workers for union motives, and no sanctions or other reprimands have been applied to union members for their union activities.

The union is free to distribute information among its members inside the company, and union representatives may enter work places to personally talk with workers.

Members of the section's executive committee operating in Unilever HPC are elected through worker assemblies and serve three-year terms. The committee includes a general secretary and eight additional members, each representing one of the following areas: Labour, Finances, Social Action, Organisation, Education, Political Action, Statistics and Agreements, and Culture and Recreation. The other decision-

making body is the sectional Assembly, which meets monthly and before which all unionised members must be presented.

### Collective Bargaining

The union maintains a co-operative posture regarding company objectives and initiatives. There have been no strikes or noteworthy conflicts in the company in the past five years, and no complaints or suits have been filed against the company within international entities.

The most recent contract and wage review took place in April 2006. The point of view of the union is that priority is assigned in these processes to a posture of negotiation.

Union leaders who are company workers and a labour advisor participate in the union committee for negotiations with the company. Only the eight-member union committee may attend wage and/or contract negotiation sessions. The committee is allotted 50 days per year to carry out its activities. During the duration of negotiation talks, the company pays the eight members of the committee the equivalent of twice the daily wage of the highest level of the wage scale. This is not a common practice among unions, but it is established in those that have achieved said incentive “as recognition of the delicate work of representation of members’ interests.”<sup>7</sup>

The following joint committees also operate in the company: the training committee, safety and health committee, and profit sharing committee.

Company workers also form production work teams, sports groups (soccer, basketball and volleyball), and computer and English study groups.

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<sup>7</sup> Interview with the General Secretary of the STIQPCSCRM, Unilever HPC, CILAS, 16 January 2006, Cuernavaca, Morelos, Mexico.

## Labour Conditions

### Child Labour

There are no workers under the age of 18 employed in the company, and the union affirms that the company does not carry out underage hiring. The collective bargaining agreement establishes the minimum age of 18 for eligibility to a Unilever HPC job post.

### Forced Labour and Discrimination

There have been no cases in the company of workers forced to carry out functions. Disciplinary sanctions exist ranging from written reprimands, to suspension for up to eight working days, and individual contract cancellation. Investigations are required prior to application of suspension or contract cancellation.

### Wages

The wage chapter is an issue which must be viewed in the context in Mexico of progressive loss of purchasing power among the majority of wage earners, exacerbated over the past decades by recurring devaluation, inflationary growth, and wage limits. In this sense we would like to quote the following regarding this issue, particularly in recent years:

*“The policy (of the Vicente Fox government) to maintain and toughen wage containment provoked maintenance of wages in permanent lag behind inflation: for example, 2004 inflation projections were raised from 3.0% to 4.0%, (and then in fact) were surpassed by actual inflation which reached 5.18%, while raises observed in minimum wages and in the industrial and service sectors were 4.2%, 4.5% y 4.5% respectively.”<sup>8</sup>*

This general situation undoubtedly affects Unilever employees and workers. However, the lowest base wage paid by the company, corresponding to temporary workers, is \$147.22 pesos per day, equivalent to almost three minimum wages. The next lowest wage on the base worker wage scale is \$195.59 per day corresponding to machinist “A.” This amount, a little over four times the minimum wage, as sole income is sufficient to cover the basic food basket of an average family.<sup>9</sup> In comparison with other indicators, it maintains a level close to national averages: the median wage in 2005 in the industrial manufacture industry was \$196.46 pesos per day, and in the chemical industry in particular \$224.63.<sup>10</sup>

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<sup>8</sup> Interview of Laura Juárez Sánchez, “Dramático escenario laboral en cinco años de gobierno foxista” Revista Trabajadores no. 51, UOM, November-December 2005. As point of reference, we note that the Universidad Obrera de México (UOM) has determined that the minimum wage currently earned by a worker (\$46.80 pesos in 2005) is only enough to purchase 26% of the Basic Food Basket, and represents an accumulated loss of more than 70% of its 1980 value.

<sup>9</sup> Interview of Laura Juárez Sánchez, “Dramático escenario laboral en cinco años de gobierno foxista” Revista Trabajadores no. 51, UOM, November-December 2005.

<sup>10</sup> Data of the STPS, see in [www.stps.gob.mx/](http://www.stps.gob.mx/)

The base workers wage scale is presented in the following table:

**Table 2: Unionised Workers Wage Scale, 2005 (Pesos)**

Classification	Daily Wage
Temporary	\$147.22
Machinist A	\$195.59
Machinist AA	\$214.64
Machinist AAA	\$234.02
Production Machinists	\$266.96
Mechanic B	\$343.37
Mechanic A	\$392.08
Mechanic AA	\$430.06

Source: JFCA, Collective Bargaining Agreement Unilever de México S.A. de R.L. de C.V. 2005-2007.

The company always pays on schedule and on time for all hours worked.

The following items are deducted from worker wages: ordinary and extraordinary union fees, taxes as indicated by law, and Infonavit (housing fund), IMSS (social security), and Fonacot (credit for consumption goods) quotas.

### Work Days

The union affirms that the company respects the maximum work day.<sup>11</sup> Permanent workers with normal shifts enjoy two paid rest days for every five days of labour. Those with continuous shifts also enjoy two days of rest but for every six days worked. Weekly rest days are designated based on the operative calendar the company presents to the union in accordance with its needs and in conformity with the union.

The company provides two days of notice regarding existence of overtime work. Workers may refuse to work overtime if and when they provide justification. Workers are paid extra for overtime hours in conformity with norms established in Federal Labour Law (*Ley Federal de Trabajo* — LFT).

### Bonuses and Profit Sharing

The company pays a cash bonus for punctuality and attendance equivalent to one day's wages (according to the wage scale), for each month in which the worker has not been late or missed a day of work, has not been incapacitated or reprimanded, and has not forgotten to punch his or her card. This bonus is paid in the month of December. Four additional days' wages are also offered as an incentive for workers who complete 12 consecutive days of punctuality and attendance.

There is an additional productivity or performance bonus of \$300 pesos per three-month period for fulfilment of daily productivity criteria.

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<sup>11</sup> According to the law, the maximum work day is 8 hours in the day shift, 7 hours in the night shift, and 7.5 hours in the mixed shift (art. 61 LFT).

Extra compensation equivalent to 10% of the daily wage is paid to workers employed in the second shift and 15% compensation to those covering the third shift.

The company has provided information on profits to the workers or union for implementation of profit sharing schemes, and profit shares have been distributed in the past five years.

### Benefits

Base workers have several benefits established in the collective bargaining agreement, the most important of which are listed in the following table.

**Table 3: Benefits and Bonuses specified in the CCT**

15 days of holidays per year
Vacations (at least 12 working days, increasing with seniority up to 20 days per year) and vacation premium (ranging between 85% and 100% of wages of corresponding days, depending on seniority)
Sports uniforms and balls for 3 soccer teams, 2 volleyball teams, and 2 basketball teams
2 days leave for marriage or for the birth of wife or concubine's child.
2 to 4 days leave for death of direct relatives.
Breakfast, lunch, or dinner service depending on the corresponding shift, for which the worker pays 20% of the Mexico City daily wage (less than \$10 pesos)
General bus transportation to the plant
End-of-year bonus (ranging between 24 days of wages following one year of service up to a maximum of 40 days after six or more years of service)
Collective life insurance for workers
Savings fund (company and worker each contribute the equivalent of 13% of the daily wage)
Monthly bonus in the form of grocery vouchers equivalent to 2.5 days of wages of the highest wage scale classification.
150 educational grants equivalent to three days of the regional minimum wage for 12 months to children of permanent workers.

Other benefits allocated to workers through governmental institutions are outlined as follows:

**Table 4: Benefits received through Public Institutions**

Credit for housing purchase through INFONAVIT
Child care services for children of workers through IMSS
Maternity leave with pay
Maternity services through IMSS

Base workers, temporary workers and *trabajadores de confianza* (employees with a position of trust within the company) are all registered in the Mexican Social Security Institute (IMSS).

## Labour Conditions

According to the union, there were few accidents in 2005, and no critical cases of job-related illness were detected.

The company carried out training activities to prevent job-related risks and accidents in 2004-2005. Approximately nine days of training were provided to each worker over a one-year period, which is above the national average, according to the union. Workers have access to an infirmary staffed by personnel trained to respond to any accident.

The company provides safety equipment as determined by the Safety and Health Committee for accident prevention.

# **Reorganisation, Subcontracting, Work Flexibility and Temporary Workers**

## **Company Reorganisation**

Unilever HPC has not participated in any fusion, reorganisation, co-investment, or alliance with other companies, and it has not acquired other plants, relocated, or sold any plant or production or service unit in the past five years. There have been changes in the company's upper management, but they have not affected other employees.

## **Subcontracting**

The company subcontracts services in the following areas:

- Surveillance
- Cafeteria
- Maintenance

It is stated that the subcontracting of these services does not affect the labour situation in the plant or labour relations between union and company.

## **Temporary Workers**

At the moment of the interview (January 2006) the company had 32 temporary workers. There are no differences in working conditions, benefits or gratification between temporary workers and base workers. The attitude of permanent workers toward temporary workers is one of acceptance and integration. Following completion of 120 consecutive or non-consecutive working days in a year, these workers are considered permanent.

## Conclusions

Corporate collaboration for this study was null, characterised by delays and lack of response to multiple requests submitted. We have no elements with which to comprehend this attitude on the part of the company, given the fact that they never provided any clear response in this regard. Regarding the unions, two of them also declined to participate, perhaps out of distrust or fear of participating without company consent. In this context, the collaboration of the Unilever HPC union is noteworthy.

For this reason, the labour and corporate social responsibility policy situations of companies identified as part of the Unilever de México corporation are unknown. This is paradoxical given that there have apparently been no labour conflicts, and in fact the company appears to offer positive working conditions.

In particular, the following conclusions may be summarised regarding Unilever HPC:

- a) First of all, there have been downward adjustments in total workforce number. Workers fired have received severance payments (within terms established in the collective bargaining agreement) and the company carried out additional actions to facilitate their reinsertion within the labour market;
- b) Social responsibility norms and activities are disseminated, but their actual impacts are unknown;
- c) There is a head union responsible for administration of the collective bargaining agreement, which exercises regular activities in the broad range of issues related to labour relations. There is communication with the company and union activities are allowed;
- d) No cases have been filed against the company regarding child labour, forced labour, or discrimination;
- e) Wages are within levels consistent with national averages and adequate to cover the basic food basket of an average family;
- f) Several benefits and bonuses exist that complement the direct wage.

## Annex 1

### UNIONS OF OTHER UNILEVER PLANTS

#### UNILEVER FOODS TULTITLÁN

**Union “April 18th” of Workers of the Production Industry of Foods, Cooking Oils and Fats, Packing, Bottling, Canning, and Allied Workers of the Mexican Republic** (*Sindicato 18 de abril de Trabajadores de la Industria Productora de Alimentos, Aceites y Grasas Comestibles, Empacados, Envasados, Enlatados, Similares y Conexos de la R.M.*)

General Secretary: **Fernando Alberto García Cuevas**

Member of the Workers and Farmers Central (*Central de Trabajadores y Campesinos — CTC*) and the Democratic Federation of Union Associations (*Federación Democrática de Asociaciones Sindicales*), affiliated to the CTM.

Union representative: **Rubén Domínguez Todd** (also town councillor of Cuautitlán Izcalli for the PRI party, telephone: 5864 2549.)

Address: Andador Islandia no. 4, Cuautitlán Izcalli, state of Mexico, next to Operagua offices.

#### DISTRIBUTOR OF HELADOS HOLANDA

**Progressive Union of Foods Sector Workers of the Mexican Republic** (*Sindicato Progresista de Trabajadores del Ramo de Alimentos de la R.M.*)

Address: Pitágoras 903, esquina con Av. Eugenia, colonia del Valle, Mexico City.

General Secretary: **Ramón Gámez Martínez**

Contact: **Lic. Jorge Trejo Hernández** (tel. 5543 7259)

**José Luis Patchen**, union lawyer

Torre de Telmex 1er. Piso Oficinas de La Sección Amarilla, Plaza Cuicuilco, Mexico City. (tel. 5400 0008)

**Armando Cruz** General Secretary of the **Union of Helados Holanda Distribution Workers** (*Sindicato de Trabajadores de Distribución de Helados Holanda*)

Address: Calle Lerdo 331 col. San Simón Tolnahuatl, delegación Cuauhtemoc, Mexico City.

## Annex 2

### PRIMARY PRODUCTS OF UNILEVER HPC, MEXICO<sup>12</sup>

#### Personal Care and Household Products Division

- Dove Soap
  - Baby Dove 75 gr.
  - Moisturising bar 100 gr.
  - Moisturising bar 135 gr.
  - Twin Pack moisturising bar (2 de 100 gr. c/u)
  - Four pack moisturising bar (4 de 100 gr. c/u)
  - Creamy liquid soap 200ml.
- Dove daily exfoliation
  - Daily exfoliation 100 gr.
  - Daily exfoliation 135 gr.
  - Twin Pack daily exfoliation (2 x 100 gr.)
- Skin Care
  - Moisturising liquid cream 200 ml
  - Moisturising liquid cream 400 ml
  - Liquid cream “nutricare” 200 ml
  - Liquid cream “nutricare” 400 ml
  - Reaffirming liquid cream 200 ml
  - Reaffirming liquid cream 400 ml
- Dove Deodorants
  - Dove regular antiperspirant
  - Dove sensitive antiperspirant
  - Dove fresh antiperspirant
- Dove shampoo and conditioner
  - Dove Essential Care
  - Dove Therapy
- Sedal
  - Sedal Ceramidas with “Proretinol” for damaged hair
  - Sedal ColorVital for coloured hair
  - Sedal Honey and Wheat Germ for dry hair
  - Sedal with vegetable DNA for long hair
  - Sedal Selective for mixed hair
  - Sedal Control Humect for dandruff control
  - Sedal Hidraloe for curly hair
  - Sedal Anti-sponge with “hidracate”
- Axe
  - Adrenaline
  - Conviction
  - Enigma
  - Fusion
  - Marine

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<sup>12</sup> <http://www.unilever.com.mx/unilever/index.html>

- Touch
- Unlimited
- Rexona
  - Bamboo
  - Oxygen
  - Spring
  - Cotton
  - Creme
  - Powder
  - Forces
  - Extreme
  - Active
  - Ionic
  - Cobalt
- Pond's
  - Cream C with cucumber extract
  - Cream C original formula
  - Bio-moisturising dual cleansing lotion
  - Bio-moisturising astringent lotion
  - Soft tonic lotion
  - Make-up remover wipes
  - Nutritive moisturising cream S
  - Bio-moisturising fresh cream
  - Bio-moisturising light cream with SPF-15 solar protection
  - Cream H
  - Balancing cream E
  - Clarant B3
  - Rejuveness
  - Dual anti-wrinkle cream renascent
  - Renascent perfect look
  - Natural lifting cream with ceramidas
  - Lifting natural eye zone
  - Lifting natural softening capsules
  - Compact powder with luminous sparkles
  - Compact powder
- Snuggle
  - Fragrances:
    - Iris and *flor de riz*
    - Tangerine and green tea
    - Violet petals and Ylang Ylang