



Restorative Justice in Mexico: An Interconnected Approach for International Policy Alignment and Labor Redevelopment

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Abstract

Background: Beginning with foundational information about restorative justice, its benefits, and how it is used internationally, the poster then presents two pocket discussions for support of adoption. Conventionality control and the alignment of state-level policy change to come more in alignment with restorative justice-focused international policies highlights the progress that has been made. Historical context is given to labor/land reform, progress from leadership corruption to transparency, and union redevelopment so that progress may be again highlighted. Finally, justification is given as to how these leadership-driven changes align with local cultural identity. This is significant because of the lack of extant research that moves away from the theoretical discussions about the benefit of adopting restorative justice policies at the organizational development or governmental levels, instead offering readership an example of how implementation functionally works.

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Foundation: Restorative Justice

Tierrita Dynamic

- Restorative justice (RJ) is an alternative dispute resolution mechanism (ADM) that moves away from punitive measures and focuses on a culture of justice for victim support, offender reparation, and community healing.
- RJ is associated with positive victim outcomes, lower rates of recidivism, increased organizational transparency, and increased trust.

Globally-Differing Approaches

- Learning through the 17 UN criminal justice systems, RJ has only flourished in pockets of practice industries, active communities, and multiple indigenous communities.
- RJ is gaining popularity due, in part, to its alignment with bottom-line benefiting international business practices including corporate citizenship, humanistic care, change leadership, and global mindset development.

Alignment: International Policy Adoption

Conventionality Control: Analyzing National Actions Against International Standards

- In part of the larger reform movement starting in 2008, Mexico has moved towards RJ and ADM incorporation, and has contextualized this process into an 8-year long justice reform that concluded in 2014.
- To accomplish these goals, Mexico is adapting legislation to meet international standards such as aligning the Mexican National Human Rights Commission to meet the UN's Human Rights Committee in 2015, and the signing of the General Law on Alternative Dispute Resolution Mechanisms in 2014. The law stipulates how ADM is processed through the country and is aimed at producing RJ results.
- Shared goals are to humanize the justice process, to align with international policies, and to increase leadership transparency.

Context & Connection: Labor Redevelopment

Foundations for Worker Justice, Labor Reformation, & Land Identity

- The 1910 Mexican Revolution grew out of the simultaneous development of land reform and labor organization due to the interconnectedness of the post-NAPTA major exports of agriculture products and oil – creating interconnectedness.
- In 1910 unions began consolidation under the Confederation of Mexican Workers (CTM) which was closely tied to the Institutional Revolutionary Party (PRI) – both have suffered from corruption scandals decreasing the perception of trust.

Need for Change, Leadership Transparency, and Anti-Corruption Efforts

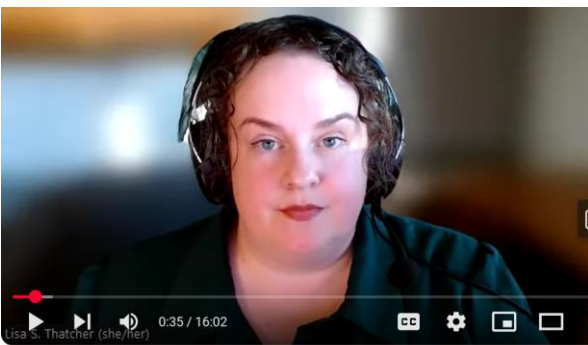
- CTM, with its large membership base, has been accused of silencing local groups and taking the side of companies and government officials instead of working on behalf of union members. Some included unions operate on paper only, and function as a place for the sale of the benefit of NAFTA and the automotive industry, now Mexico's largest export field.
- In 2013 the first case of the UNAC trade agreement passed, setting an Labor Reformation Mechanism into motion using RJ and ADM for organizational accountability, and ensuring the development of independence, democratic unions with lower rates of corruption and higher levels of international policy adherence.

Progress: Moving Forward

Cultural Identity Fit & Room for Growth

- The UN has recognized that Mexico could see RJ practice coming from indigenous practices, including the Zapotec community, to mirror cultural practices with international policy alignment and increase its humanistic style.

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About the author



Lisa S. Thatcher's current work with Indiana University's Center for Evaluation, Policy, & Research (CEPR) positions her to have frequent collaboration with universities, governmental agencies, and global foundations to conduct social and behavioral sciences research along with both policy and program evaluations for data-driven decision-making. Ms. Thatcher incorporates her all-ages history museum educator past with her anthropology background to contextualize her work inside of socio-cultural constructs. She focused on LGBTQ+ HR policy change during her Master's in Leadership Development and is currently pursuing her PhD in Global Leadership by examining the dynamics of restorative justice in organizational leadership and development. Although her dissertation work is set to take a critical theory interpretivist phenomenological qualitative approach, she often works with quantitative quasi-experimental design through CEPR.

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