

Work and Family in the XXI Century

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Abstract

The recognition that the insertion employment of people is strongly influenced by the characteristics of the familiar unit, of which they form part, reinforces the interest of this study to achieve an analysis of the family job in small establishments as way to advance the discussion of the special features of the link work - family in specific areas of the labour activity. Based on the existence of a relationship between the work and family environment, the document proposed to deepen in the various ways in which the job participation occurs in the family members in the small Mexican establishments, seeking to know the participation characteristics and analyse the relationship between the familiar unit and economic unit.

Keywords: work, family, small establishments, Mexico

Introduction

The recognition that the insertion employment of people is strongly influenced by the characteristics of the familiar unit, of which they form part, reinforces the interest of this study to achieve an analysis of the family job in small establishments as way to advance the discussion of the special features of the link work – family in specific areas of the labour activity.

The approach of these dimensions considered relevant for the problem construction, some concerns are considered of fundamental importance to start the process, and have to do with arise questions as: The family labour is sufficient to ensure the reproduction?, In what sense make sure?, What you want to enquire about the connection between the family and the work areas?, What economic aspects are considered: market linkages with other enterprises, productivity?, What social aspects are considered of interest: sexual division work, differentiated roles in running the business, home, grade, and schooling?, Which are the cultural aspects that matter to emphasize, distribution of tasks between men and women, the role of the mother, father and children are?

Based on the existence of a relationship between the work and family environment, the document proposed to deepen in the various ways in which the job participation occurs in the family members in the small Mexican establishments, seeking to know the participation characteristics and analyze the relationship between the familiar unit and economic unit.

The document organizes this discussion around the microbusiness and link work – family considering different perspectives of the phenomenon of the labour participation in small establishments. Initially, from a contextual framework that allows identifying the object study and differentiate it from other concepts, while presenting a general view of the Mexican labour market. Advanced showing the link job – family from the consideration of production – reproduction duality, and from the place the family unit has into microbusiness. Thus, the conceptual framework does not pretend to be something else than a glance at the actual problems that the that the job market and workers in Mexico have, without either conceptually or methodologically cover the whole phenomenon, but simply pretending a better comprehension of it.

Some data of the dynamic and trends of the job market.

It is important to begin by pointing out the changes in the job dynamic in recent decades in Mexico, have been of real importance, including the evolution of the labour job force has been influenced by the transformations of various characters: political, economic and social.

In terms of work market, their relationships have changed from two perspectives; on the one hand the demand of the job force became insufficient to generate productive and well paid, and the supply-side dynamics of the labour market was concentrated in the population with higher skill levels, increasing polarization labour market.

In the background of these changes some authors as Cook (1999) also provide a distinctive feature of the Latin American region; the fact that the labour reforms often occurs after the economic reforms and more gradually. Specifically in the case of the work of Rendon and Salas (1996) identified a number of major changes from the eighties; 1) the loss of the relative

ability if the manufacturing sector to create new jobs, 2) the halting creation of wage labour, 3) the growth of economic activities of small scale, 3) the growing outsourcing of work (being also and inherent heterogeneity inside feature) and 5) the increased female labour force (Standing, 1999) indicate that along with the process has increased casualization (Mancini, 2003).

However, Garcia for 1999 pointed that the Mexican labour force grew considerably; from 20 million in 1980 to almost 40 million in 2000. This growth is mainly attributed to the increase in the population of working age and to the increasing entrance of women into the workforce. A breakdown of the growth that has taken the labour force in Mexico is seen in the table 1; the data indicates a continuous and constant increase since 1990 until 2010;

Table 1. The total workforce in Mexico 1990 - 2010

Year	Total workforce (Thousands of people)
1990	n/d
1991	31,229
1992	32,653
1993	33,652
1994	34,944
1995	35,559
1996	36,581
1997	38,335
1998	39,507
1999	39,751
2000	39,634
2005	
2010	

Source: Economic Information Base, National Institute of Statistics, Geography and Informatics (INEGI)

Thinking about what happened with the job market, it can be said that the most important periods have been the economic crisis of the last two decades of the twentieth century, which occurred in 1982, 1986 and the end of 1994, which led, among other things, and increasing deterioration in the living conditions of a large part of the population (Jusidman and Eternod, 1994). This linked to the insufficient of jobs that allow workers employed in dignity conditions.¹

In a certain sense the importance of the unwaged work (self-employed and unpaid family workers) has been used as an indirect indicator of the magnitude of this problem, which states that in the absence of unemployment insurance *"...the growing job market imbalance occurs, rather than increases in open unemployment, in the proliferation of microbusiness sole proprietorships and family, and in the deterioration of the work conditions"* (Rendon, 2004:53).

Since the end of the eighties, Garcia (1989) particularized that the unwaged work in the urban economy had received an ever increasing attention.

Before the crisis of the eighties, the unwaged work in the urban economy was considered in clear disappearing; pointed to the trend decline. It was supposed that the least skilled free workers would disappear as the capitalist system production to expand it in the country. Occur far from that, the self and an unwaged worker had grown significantly, or was kept parallel to the crisis and economic restructuring of the country.

In the case of the less developed regions, it is possible that the existence of some non-wage sectors is more closely linked to the own nature of capitalist expansion in the Latin American economies. The greatest concentration of the population in these areas also contributes to proliferate there self-workers. In less dynamic urban areas could be assumed that the nature of the prevailing unwaged sectors is more connected with subsistence work in small production units, with frequent family participation.

The distinction between salaried and not-salaried works is not merely arbitrary, but is related both the type of relationships that each worker has with his workstation, and also allows to account for the so called labour heterogeneity. In addition, *"Recent studies show that the self-activities should not be considered a priori as synonymous with the deterioration of working conditions. It happens that, in contexts of strong contraction of wage levels, the self-workers can get to receive higher incomes than salaried workers"* (Pacheco, 2004).

¹ About several studies and authors have pointed out that both the crisis of the eighties, and the consequent restructuring of production processes, involved the problems intensification such as the insufficient generation of productive and remunerative works (Observe Garcia, 1999, Rendon and Salas, 2000, Garcia and Oliveira, 2003, Rendon, 2004)

² The National Survey Microbusiness (ENAMIN) understands that the employed worker is a person who in his occupation, trade, business or workshop, works alone, associate or using family labour, but without hiring paid workers (ENAMIN; INEGI, STyPS).

A relationship approach to production - reproduction

This research is based heavily on the axes linkage production and reproduction. The study made by Chayanov (1981) about the peasant economy is considered a basic starting point, because contains the elements of interest in the appreciation of the relationship between work-family.

Chayanov's proposed is meant as a heuristic approach that somehow constitutes an ideal type of analysis, thus understood as the study develops and based on peasant organization in rural areas, in situations where does not exist urban areas of economy. The rural becomes then a sort of ideal type that enables the analysis of the urban context (context in which the research takes place) from the Chayanov's study For this author the peasant economy can not be explained with the judgment of the capitalist business, because it does not work with other workers who are not part of the family (Chayanov, 1981).

Another important concept for the peasant economies analysis according to Chayanov, is what is called work – consumption balance, which indicates the effort to be performed for a given production, to meet the consumption of a particular welfare. According to this mechanism work – consumption balance, the peasantry operates marginally in the profits that can give production, since it is not necessary to obtain a surplus of his production that would work more for less consumption in a short term. The peasant stops working until he has an urgent need to obtain resources to have a good satisfaction "(...) *The peasant family, a family that not hire outside labour force, which has a certain amount of available land, their own production means and that are sometimes forced to use part of their workforce in non-agricultural rural jobs*" (Chayanov, 1974:54).

This unit of analysis selected by Chayanov (Russian peasants) the notion peasant economy derives as a special form of organization of production. The peasant economy would lock the agricultural sector where the productive process takes place in family type units, having the objective of ensuring the reproduction of their living and working conditions; that is to say the reproduction of the producers and of the same production unit (Chayanov, 1981).

In other words, the exploitation must generate the necessary means to ensure the biological support of the family members and the satisfaction of other needs, like culturally and historically determined, as well should provide the means to replace the benefits consumed in the performing production cycle (Chayanov, 1981).

The peasant production management, pursuing the objectives described, based on "(...) a different and individual rationality that characterizes the managerial agricultural". As stated Chayanov, the economic activity of the peasant family is governed by the balance between the members of it and the job self-exploitation: "*The worker's production in the domestic exploitation will stop at this natural point balance because any increase in the wastage workforce will prove subjectively disadvantageous. Any domestic unit of agrarian exploitation has a natural limit to their production, which is determined by the mix between intensity of annual work family and the satisfactions of their needs*" (Chayanov, 1981:23).

In the theoretical pattern of Chayanov's economic status is only visible the job remuneration, equivalent to the annual entry available to the family after deducting expenses. There are not wages attributable to the family work, also any gain (unsearchable, since the level of the activity is regulated by the satisfaction of the family needs), and any rent (in the capitalist sense). The benefit of the exploitation is obtained through work – consumption balance, established by the "basic economic" balance between the hardships and the satisfaction of needs. The crude product of the unit if formed by the amount of all annual incomes thereof, such as agricultural and extra agricultural; discounting the exploitation costs and capital renewal, the crude product is obtains. This will be recognized as satisfactory or not by the subjective assessment of their own fatigues of the work that each peasant family performs (Chayanov, 1981).

Therefore it is necessary to take into account that the domestic reproduction units, in addition to meeting the physical and psychological strain of its members as individuals, also encompasses generational replacement, and should refer to the reconstitution of all its capabilities. It involves elements that exceed the replenishments of its members. Involves the recreation of the everyday practices through individual ideological, cultural, emotions and relationships of authority and might between genders and generations elements. The undertaken activities in the domestic sphere have a dual function, daily maintenance and transmission from one generation to another underlying ideological aspect of basic social distances (Oliveira and Salles, 1989).

The production – reproduction relationship is one of the axes of analysis presents in this research. These axes frame the analysis unit; the family and the microenterprise, the family unity and the work of this unit in the small establishment. Therefore the next step in the discussion is to understand how the work and the family frame in the theoretical discussion.

Family and work: the linkage of both dimensions

The traditional unit in the study of the labour market has historically been the people. However, in the context of the changes and transformations that the labour dynamic has suffered over the decades, it has been considered more and more clearly, the importance of involving the people in their family groups as analytical units.

That is why, that the interest is to discuss the role of work as a central element in the family life, considering that the study of the participation in the economic activity is enriched when the people is considered in the context of their domestic units.

(Garcia and Pacheco, 2000).

Over the gap of the family and the relationship that in its structured have influenced and continuously influence in the social changes in different ways that enable the generation of new forms of organization of family and domestic gap (Lopez, Salles and Tuiran, 2001).

The households, while social relations that operate on the demand for goods and services, the workforce reproduction and relationships of everyday life, have not been left of these changes and of the process of economic restructuring and neither the recession crisis sustained in the last years in Mexico. In fact manifold evidences¹ indicate that the effects of the macroeconomic context on this particular area have generated an important component of social change in recent years.

Regard, is it known that the changes in the real revenues and jobs opportunities require to the domestic groups to strengthen their role as direct economic agents, while the specialized units of production and management of workforce and consumption (Cortes and Rubalcava, 1994).

The importance of the family as a unit for the economic analysis is based on the supposed that it is an entity that takes joint decisions regarding the generation and revenue allocation. It is this possibility of action that makes the family is constituted as a fundamental unit of importance in the study of ingress inequalities (Kuznets, 1978).

According to the scheduling or Rubalcava (2001), from a socioeconomic and demographic perspective, the family incomes are an alternative study to understand the strategies adopted to survive by domestic groups, while provide insight into to use the family resources to generate revenues needed for their subsistence.

In a very important proportion the main resource for monetary income constitutes the workforce of people, who are the responsible for generating the family revenues. Regards Garcia y Pacheco (2000) mark out that the most majority of people that is part of the Mexican society organize their daily and generational support together in their homes.

In this regard it must be remembered that the differences between the forms considered by households to provide a revenue will vary depending on a number of features among the once can not be neglected domestic household composition and domestic organization (who and how tasks are responsible for allowing the reproduction of the unit inside or outside the home), as they are factors that help understand the changes in the distribution of household and in inequality (Rubalcava, 2001).

Thus, the work takes place in small establishments receive an increasing attention as a possible alternative for some population groups versus the recession that Mexico has experienced as an expression of struggle for survival of the groups family, and also as an increase response to the inequality of the macro structural context.

If you think that the family division is "(..) *A social process of work distribution based on the family status* ", will undoubtedly have reciprocal effects of the work sphere on the family life and vice versa, considering an inextricable link between both phenomenoms (Barrerre-Maurisson, 1999:9).

Taking into account the relationships between the structure, the domestic unit organization and the different jobs their members performed, it is thinking of the people involved in two action spheres at the same time; the family and the work. This conception implies the need for an analysis that integrates both activity spheres; the family life organization together with the operational dynamic of the workplace.

The analysis of the links that the work keeps with the family realizes the close overlap of the workplace and domestic spheres. That is why both work and family should be defined specifically in relation to each other. This is because the family is inextricably understood because of their relation with the work, because the family is the place where a forced distribution of work activities is performed.

The operation necessarily induces the work negotiations among its members, to ensure the survival of the family unit, since the maintenance of this cell is constituted therefore housework as job resources that come from the work. The family can then be understood as the unit of reference governing the distribution between the work and the home, allowing the regulation of both aspects (Barrerre-Maurisson, 1999)⁴.

Specifically it should take into account that the modes in which this distribution is organized and the family forms are associated may be in different ways. Therefore it is important to review briefly how the links have been between the family and the work, and fundamentally how have been studied, with which kind of analysis unit, by which methodologies, the results they have been reached, and how it has been present the analysis in the small establishments in relationship between the work and the family. But before giving way to this brief review, it should stop for a moment in considering the role it will play the family which is understood as a reproduction unit.

³Look for Garcia and Oliviera (1994), Garcia, Muñoz and Oliviera (1989), Garcia and Pacheco (2000), Cortes (2001) inter alia

⁴From this perspective, it can be think in the family playing a role of mediator between the development activities of its members in a domestic sphere and in a work sphere, between the home and the work (spheres that in this project are imbricated).

To discuss the ways in which the work and the family have been articulated in an academic research, following a Garcia and Oliveira (1998) and Garcia and Pacheco (2000), it is proposed a periodization that allows shed some light on the nature and features that this link has been presented in time.

During the fifties and sixties, characterized by urbanization and precipitated process, and also because strong changes in the economic structure, topics such as the analysis and the macro structural processes grasp dominated as the academic attention sphere. The outstanding topics analyzed in this period had to do with the dynamics and the characteristics of the industrial jobs, the changes in the organization forms of production, the expansion and the tertiary sector heterogeneity and the migration (Garcia and Oliveira, 1998).

Parallel to this process are beginning to study how economic and demographic changes were shaping different structures of opportunities for the people. Likewise, several studies begin to incorporate the concern about the characteristics of the families and the influence of kinship in acquiring and employment and the occupational success, by analyzing the variables such as social mobility patterns and the origin social (Garcia and Oliveira, 1998).

In the seventies, stand out the study of migration to metropolitan areas of the country and how this phenomenon got an interrelation with the transformations in the work markets and also with the occupational structure, of many studies made in that context,⁵ the most important results indicates that the netting of relationships between family and friends that came to demystify arrived alone to the cities. In these studies the traits and characteristics of the origin families are present as determinant of schooling and the occupation of the persons (García and and Oliveira, 1998).

Even though in these studies the family is not yet a central goal in the investigations about the work markets, were important backgrounds to understand the emphasis subsequently granted to the families, as units of analysis in the process of the supply work training.

During the last years of the seventies depletion development model (based on import substitution industrialization) began to become increasingly evident in Latin America. In this context became the limitation of a conception of the socio-demographic behavior, based only on aggregate of isolated people, so we attempted to retrieve items as modes of production, social classes, the conflict, so as to understand the reproduction of the society and the work force as a part of the reproduction of society as a whole. It began to be emphasized the plane structures, the interest in social groups, their interaction areas, and their influence on the demographic behavior (Garcia and Oliveira, 1998)

Thus emerges a clear and explicit interest in the domestic unit and the family, understood as places where the persons organize their daily and generational reproduction, and where the socialization of new members take place and the strengthening of meanings and motivations that the group activities based on (Garcia and Oliveira, 1998).

Also in the relation with the work markets, became more noticeable that the economic dynamics it did nothing, only emphasize the importance of the nettings and family characteristics in the maintaining people. The research on job market from this perspective *"(...) is to analyze how the participation of men and women in the economic activity is affected by the fact that they live the most of the time in their families and organized their support together. Belonging to a home implies sharing an experience of common life, to find multiple stimuli or obstacles to the individual action"* (Garcia, Muñoz and Oliveira, 1989).

In the same line of analysis, other authors more emphatically state that *"(...) the survival of the people depend largely on the domestic unit, as is the main defense against unemployment, the insufficient personal entrance, the old age or the disease"* (Margulis, Rendon and Pedrero, 1981:298).

In the period of the nineties and the continuity and deepening of the economic problems of the country, some authors suggest that the family strategies are beginning to exhaust its possibilities while no longer give as an answer to the problem of the survival of domestic units (Garcia and Pacheco, 2000).

From this moment began to be evident that the increased participation in the work markets of wives, not only constituted an answer of the house with the lowest incomes, also extended with domestic units of media sectors with labour schooled (Garcia and Pacheco, 2000). The increased participation in the work market of the wives has been associated with the expansion of employment opportunities for some women with higher pupilage, with the decline in fertility and especially with the answer that many women adopted to confront the decline in their living ties.

The research findings may arise in two dimensions: the first one as a methodological and the other as a level of theoretical and empirical results. From the methodological perspective, the research on the work and the family has allowed to discuss the use of relevant concepts such as strategies for survival and reproduction, referring both to the set of activities that develop the domestic units to ensure their daily maintenance. The economic family participation is an essential component of strategies, while it is necessary to consider in this analysis other aspects, such as the unit counts or not with its own productive resource, the domestic work and the migration among others (Garcia and Pacheco, 2000).

⁵ Among the studies that stand out are the study of Monterrey of Balan, Browning and Jelin, 1974 and the one of Mexico city of Muñoz, Oliviera and Stern, 1981, aforementioned in Garcia and Oliviera, 1994. are basic in the process of adaptation to the destination of the migrants, a situation

Of the main results some conclusions can make stand out: a) the domestic units guided by self-employed registered an important participation of women and children (Garcia, Muñoz and Oliveira, 1982), b) the labour participation of the members' families 'can be associated to agents at multiple levels; individual, family and the broader socio-economic context (Garcia, Muñoz and Oliveira, 1982), c) In this same investigation the authors found that in the poor homes who base their support on the work of head household salaried manual, the economic participation of other members found to be low (in Mexico, for the contexts and analyzed periods) and d) From these and other researchers findings Garcia and Pacheco (2000) indicate that the increase in the educational level of women, have helped to shift gradually the demands of the monetary support family from the children to the wives and other adult relatives.

These findings and the recognition of the growing importance of women's work make it necessary to consider, in the articulation of the dimensions work and family, the studies of women's work.

The female work within the peasant domestic units has been studied in many studies that address the problem of the behavior of peasant economies in Mexican society. Overall these studies can be divided into two major branches. On the one hand those in which, nevertheless the role of women in the domestic groups is revealed as a determinant of the daily reproduction family, his work is displayed in a diluted form within the set of economic activities of the unit production and secondary to the one the family chief performed, and in general to the other male members. In this aspect the women's participation, within the social and sexual division of work at the inner of the domestic group is considered inherent to the natural condition women and her social role as housewife or mother. This slope is derived from the theoretical approach of "The peasant economic unit organization" of Chayanov (1981), and its reproduction in a social system determined by capitalist relations of production.

Otherwise, in a second aspect, the economic participation of women claimed the importance of the social role it plays in the reproduction of the domestic group. In this it is argued that women's responsibility is not limited to the realization of activities intended for the daily maintenance of the house, but also covers those that generate economic incomes, but are considered marginal to the ones that the chief family performed, and it assimilated even by themselves, as part of their domestic activities. Thus, Garcia and Pacheco marked out that "*the female work is the cheapest resort when you have business or services are provided in the family sphere*" (2000:53).

In this aspect, in the first instance is a possible value of domestic work not only for the social reproduction of the family component, also as a producer of the job that will be consumed in the work market. Secondly, can be read as a way to assert their participation in the household production unit and as important survival strategies that the rural and working classes of Latin American societies are confronted with the necessity to perform, in order to address the deteriorating of their living conditions and the development process of capitalist relations of production.

The woman takes the largest workloads in this process, because in addition to having to perform the domestic chores assigned to her in the sexual division of the work, have to participate more directly in the generation of incomes through the productive activities family and the paid work. In the context of this discussion, there is a need to vindicate the value of women's work compared to the exercised by the man, such as in the domestic sphere as in the work market sphere, and the need to establish the legal frameworks that grant equal rights to both.

But not only the woman requires special attention in this research. The role of the sons and daughters is also highlighted in the work in small establishments.

Regarding the work of the daughters and sons can say that the jobs like Garcia and Pacheco (2000), found that in the case of the daughters civil status and schooling, are variables that increase the probability of work outside the house. Likewise, these authors reported that the characteristic of income and employment of the house chief are significant for the probability of the outside work: if the boss is not paid manual worker probabilities that restrict daughter to work.

Regarding the children the authors indicate a higher propensity to work if they are between 30 and 39 years old and have at least the complete primary. Also, report that the propensity that the children work is higher when the head of the house engaged an economic activity independently. Indicates that; "*The family business and the businesses of all kinds certainly rely significantly on labour for sons; also, it is a source of employment perhaps irreplaceable for the young in times of economic crisis when scares employees' work*" (Garcia and Pacheco, 2000:55).

The joint family and work in this research involves the link of two units; the domestic and the labour. Also involves the joint of people who assume different roles and the social relationships established between them. From a werebian approach a social relationship is a behavior that implies the other, as it goes beyond the other's behavior, and rests on the possibility that socially act in an expected sense. Thus people in their relationships guide their actions mainly for three reasons: the habit or rules, the emotions and the feelings, is subjective, and the goals or rationality, compromising, among others, expectations and resource acquisition and media (Weber, 1996).

This action orientation, the people need to consider to the others to interact and socialize; required to negotiate their participation both within the family that are part and beyond. And that negotiation entails the exercise of power and authority, and the establishment of different hierarchies y all areas in which people related.

Within the family as an economic group there is a necessary division and differentiation of tasks accomplished reciprocity and dependence among its members. It is valid to ask whether the division of activities associated with the subordination of one sex to another function; In what way are constructed and valeted the hierarchies in the family? By what mechanisms the division of task established? (Levi-Strauss, 1985).

These elements strongly linked with social relationships that people develop, are discussed and analyzed from a qualitative approach that was carried out in the investigation. Once positioned as family labour, is proposed to analyze this familiar involvement in the specific case of small establishments.

The family unit into small establishments

However, factor that have also led the increasing presence of microbusiness are present in the analysis of the incorporation of family members in the economic activity; increasing economic difficulties, the diversification of the few job opportunities, and the demographic characteristics (changes in schooling and fertility) take the family looks to incorporate increasingly in the work market (Garcia and Pacheco, 2000).

The selection of the microbusiness as developments places where the family is involved due to the hypothesis that within the small establishment is often a closely relationship between the work unit and the family unit. The family is thus formed at the same time as a unit of production and reproduction. Therefore, the relationships that are held within the family are both family relations of production and reproduction (Garcia and Pacheco, 2000).

From the moment that the interest of this research is in searching the interaction between the family unit and the small establishment, it becomes necessary to think about the construction of the problem discussing the literature that contributes to the understanding of the incorporation of the labour family to the microbusiness work.

Returning to the discussion of the labour participation of the family, but focusing it on small establishments, Alba and Krujit (1995) indicated for they analysis of the Mexican micro establishments, that in these works spheres include the family participation *"(...) extend roles assumed by each member before, reinforced or redefined the authority relations"* (Alba and Krujit,1995:113)

The extension of the roles that are assumed and awarded often involves identifying a person of the father's role (in the orbit of the family unit) and the pattern (in the field of the labour unit), (Alba and Krujit, 1995). And not only the identification of roles, also the integration of activities, organization forms, relationships, exercise of power and authority, which can confuse and integrate as a single unit the family and the establishment.

Of course that unit that integrates the familiar and work areas is not without of conflicts inside. Even the linking family and work can generate a shift in conflict situations; *"(...) of their social and institutional dimensions, to an area of personalized relationships in where the psychological occupies a prominent place"* (Alba and Krujit, 1995:114) In relation with this shift roles, activities and even conflicts, Alba and Krujit (1995) stated that in the case of family business transfer is generated from the house to the establishment and vice versa, problems that can be outside from some of both worlds.

Another situation that can be reached when the units of production and reproduction have a strong link is that *"(...) the size of the production unit allows the owner of the micro industry exercise a total control over the personnel"* (Alba and Krujit, 1995:114). This linking of extreme closeness between the owner of the establishment and its employees, beyond the scope of labour relations and crosses and introduced into the innermost world of workers; family life. *"The owner has a history of family worker, likes and weakness, capabilities and problems, between the industry members a personalized involvement with functions of integration and identity and serves as a vehicle of ideological forms that give cohesion and continuity to the production unit"* (Alba and Krujit, 1995:115)

In the analysis of small industry of Guadalajara Alba and Krujit observed that:

- Once the economic units grow to be able to start expanding and not reinvested in the business itself, but generate other small units or property purchased.
- There is an important diversification of economic activities across sectors, finding that the sectors with greater participation of family units and crafts workshops outside the family are agriculture and livestock, while manufacturing workshops involved in other industries.
- *"The brake position for small businesses to the vertical growth of its industries (...) is an alternative to maintain the social control within the company. This also explains that in many cases, the medium enterprises being divided into several small workshops, as well as increasing their ability to maneuver to the physicist, sectioning workers, taking away force and cohesion and capitalize on cultural resources associated with the small"* (Alba and Krujit:115-116).

Thus, the form of organization that acquires work in small establishments provides insight the nature and the function of the small production and the family relationships that *"(...) exert a social pressure on work and constrict in around the domestic*

unit" (Alba and Kruijt, 1995:116).

This situation has been analyzed and discussed in research such as Beneria and Roldan (1987), who suggest that the distribution patterns and monetary control constitute an essential point of a style of marital interaction that form the basis of the household exchanges through its link in a variety of reciprocity, expressed through sexuality, parenting, personal attention, free domestic work, as well as the opportunity or the obligation for various household members engaged in paid work.

From an analytical perspective of Beneria and Roldan (1987) is within this grid of exchanges where it is possible to understand the integration of women into paid work as well as the limits and capabilities of their trading strategies. The flow mechanisms, allocation and control of money into the domestic unit part of the sphere of decision making.

⁷Industrial survey of Jalisco in which micro and small industries were classified in three substrata; cottage industry (3/4 staff are familiar), extra workshop (36.0% of workers are familiar) and manufacturing workshops (15.0% of workers are familiar) (Alba,1995).

These mechanisms are considered as distribution channels and exchanges of unpaid domestic work, exchange of quantifiable unpaid domestic work, and are links by axis (husbands and wives contributions) that work differently depending on the stage of the family life cycle or the kinship composition or the households.

One important category (to start the discussion of the valuation unwaged work and the different forms to appreciate according to age and sex) to analyze the participation of family labour in small establishments, is compensation for work. The importance of unwaged workers can be understood as a response to households to assume economic problems and low incomes levels.

This type of unpaid work has been characterized by a number of elements; women are more the ones that are inserted into unpaid work activities, is higher their presence in the retail sector, and basically in micro business (setting 1-5 workers) (Pacheco, 2004).

Some final comments.

We develop this document with the idea of providing answers about the form in how the micro business in the Mexican market has been conceived. In this respect we can say that the small, micro and the small production units have had various forms of representation in the academic discussion of the work market; from underemployment and the underground economy to vulnerability, the quality work and the discussion of the micro company generating job opportunities.

The universe of small establishments in Mexico has included from small family units framed in the informal sector, to the micro business segment producers, both ends with very different economic logic of production between them.

In each one of these discussions, each characterizing that the various currents postulated theoretical discussion, can be organized distinctive micro elements of the micro business as known in Mexico at the current time; precarious with low productivity, mostly unpaid workers and family, with a little relation to the credit system, nevertheless, in continuous growth. It could be said that an "unfortunate" while no growth goes hand with an improvement in working conditions: that is to say, increase jobs but the quality of them.

As the working conditions inside seem to become increasingly unstable, to the extent that work market heterogeneity complicates the relationship of these small establishments with the workplace, the participation of workers in this niche market has been growing.

The micro businesses in Mexico are a segment that has traditionally been expected much, but about which little is known regarding the expectations and real problems they face. Face with such a question, Briones (1998) indicated that small establishments expected to fulfill functions such as employment generation and thus become an efficient tool to fight poverty, and achieve further be flexible to adapt to the environment in which they are inserted.

If we are analyzing or just watching what has occurred in the Mexican work market in recent years, in recent decades, the loss and deterioration of the quality of jobs, the worsening working conditions (in terms of low wages, lack of benefits, lack of training, long hours, etc., etc.) the insecurity of workers, the growth of self – employment and the growth of small business, small establishments, micro changarro, microenterprises or micro industries (depending on the actor mentioned) seem to be more associated with these poor conditions of life and work that holds the majority of the population, a better state of the economy and creating new jobs. Sure, do not rush, maybe this kind of conclusions can be drawn to see numbers and quantitatively analyze the phenomenon. Now considering the theoretical framework of analysis, what can be said of micro business?

Surely the first thing that jumps out is the recognition of the small units linked strongly with informality and poverty. Eye, not with the fight against poverty, but poverty rather as way of life. Thus, from the different theoretical currents considered, the microbusiness associated with the subsistence, the precariousness, the survival, in the end, with the problematic situations

in the work market.

One thing that is very clear: the work market can maintain its operation and continue its existence without the full and complete inclusion of a large number of workers in it. In this sense, the supply and demand of the work can become social constructions with great power differentials between them, that is one of the characteristics of the actual labour market as a social construction composed of the previous two (Of Garza, 2000).

The relationship between the presence and growth of microbusiness and the development model and the type of current work market, may well be the context of growing insecurity, associated as already noted, to the processes of crisis and subsequent reforms and structural adjustments that followed. It is necessary to account for these situations not only by the equal importance of these processes, but by the need to frame the theoretical in a historical, social and economic context that helps to better understand the interpretations that are made.

The transformations that are occurring in a development model of almost all Latin American countries, also impacted in the generation of changes in the workforce. The prevailing development model (accumulation, based on the industry, with salaried jobs) somehow determined the characteristics of the jobs. Characteristics before the changes have been blurred. Now, what was good and generous this model or should be a regrettable loss? Again there are options to consider. Reminding the theme of the historical contextualization, Castell (1997) indicates that in the early nineteenth century the salaried worker was practically a slave, devoid of freedom and independence. Ironic when you consider that in the early twenty-first century he is paid as an essential mechanism of inclusion and social mobility (Mancini, 2003)

The import substitution model had in the marginality its main characteristic analysis- Worth remembering the work of Lomnitz (1975) in which the author first defines the underserved as those occupations and unskilled manual devalued by the urban work market: "the common denominator of all these occupations is the lack of social and economic security". Secondly the author defines the social group as marginal through its structural position in the urban economy. Currently vulnerability appears as the common denominator of studies on Latin American social structure (Pizzaro, 2001) and may help to identify the characteristics and conditions inside the microbusiness, and you could say that units are exposed to multiple risks.

Then, in what specific sense can theoretically relate the micro business with the characteristics of the work market and the dominant development model? First, both self-employed such as micro-workers are exposed to situations of increased vulnerability from the conditions imposed by the external opening to the work market, since it implies higher demands of competitiveness in general and deregulation of the work market in particular. This in turn is related with the deterioration of the welfare state, which purchased the system in Mexico import substitution corporate and selective (Mancini, 2003)

Moreover, the incorporation of the family into the work market reflects the impact of the labour market dynamics have on family units, and has also demonstrated the depletion of family strategies and the increasing incorporation of spouses and children to the work activities.

In this regard, he noted that "*family dynamics affects a variety of phenomena (...) so it is up to the theme of the wider world of work, among the phenomena that stand out are the social and occupational mobility, the choice of inserts the work market, and, of course, the career paths*" (Blanco, 2001) One might then wonder about issues such as the transmission of this type of work activities from one generation to another (one can speak of micro business and family traditions?), the possibilities or otherwise of social mobility involving and real job opportunities involved? Again, the question is how far and how small family establishments are small areas of quality in Mexico?

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