

OBJETIVO: El alumno de acuerdo con estructuras gramaticales aprendidas con anterioridad identificará y comprenderá la información que presenta la lectura: "Cuestiones laborales".

V. 2. READING

B) LABOR AFFAIRS

LABOR.- This word implies several meanings, and its origin is Latin. Basically, it means physical or mental toil or exertion. Speaking in this elemental sense, the words work, occupation and service may be synonymous for labor.

From this, it is obvious that the word "worker" refers to the individual who performs labor. However, the meaning of this word has changed in keeping with the resultant variation in man's condition and the values held by him.

In very early times, perhaps the first work that was performed by man was the making of weapons. He had the need to kill animals to get their furs and flesh for himself. His struggle for existence was dictated by his natural desire to live; therefore, he made great efforts to find means of subsistence. Later on, as civilization improved man's way of living, the fields of work grew wider day by day. During certain times men worked the land and it became the source from which they earned their livelihood.

But it is really unnecessary to go back to either the early part of human life on the Middle Ages, as the labor affairs referred to in this reading will be chiefly focused on the age at which industries and enterprises began to operate, thus requiring large groups of people to work in accordance with the owners and managers' needs and desires.

Employers, trying to avoid paying high salaries, began hiring women and children, thus limiting the labor for male workers, and demanding oppressive and inhuman labor from these people.

Man was being exploited by man at the time when political thought had reached its highest degree, due to the fact that all the rights of individuals had been acknowledged within the law, in accordance with the principles of "Autonomy of Will".

Employers and managers had just one goal: to get the maximum profit while disregarding the human rights and the needs of the workers.

The governments of most countries began realizing this fact, and the subsequent need of enacting laws to protect the laboring class.

In order to operate machinery it was necessary a large number of workers to build it, as well as to maintain such equipment. In this way, the worker began to come in contact with his co-workers identifying himself with them, and becoming aware that both had

the same problems and rights, and that they were subject to the same kind of threats. As a result, of this, the idea of grouping together was born, and labor unions were created.

As stated above, it was necessary to enact laws defending the laboring class, since the laws existing at that time protected the material patrimony rather than the worker himself, pretending to ignore that moral values also require protection. Due to the circumstances mentioned above, "labor laws" were created.

England, France and Germany were countries in which laws protecting the laboring class were established during the nineteenth Century. In 1839 and 1842, there were two movements in England which set forth a series of advantages of a political character for the workers. In 1848, after the French Revolution, the French government enacted labor legislation containing every important point for the protection of the worker.

Germany was very advanced in the industrial field by the middle of the nineteenth century; however, it reacted rather late in regard to the labor legislation matter. Nevertheless, late in the same century it dictated laws protecting the laboring class.

V. 2.1. Translate to Spanish the reading: "Labor affairs".

"CUESTIONES LABORALES"

LABOR - Esta palabra implica varios significados y su origen es latino. Básicamente quiere decir fuerza mental o física o esfuerzo. Hablando en este sentido elemental las palabras Trabajo, ocupación y servicio pueden ser sinónimos de labor. De esto, es obvio que la palabra "trabajador" se refiera al individuo que realiza un Trabajo. Sin embargo el significado de esta palabra a cambiado para conservar la variación resultante en las condiciones del hombre y en los valores sostenidos por él. En tiempos muy remotos quizás el primer Trabajo que fué realizado por el hombre fué el de hacer armas. Él tuvo la necesidad de matar animales para obtener las pieles por su deseo natural de vivir, por lo tanto, él hizo grandes esfuerzos para encontrar medios de subsistencia. Más tarde cuando la civilización mejoró la manera de vivir de el hombre, los campos de Trabajo crecieron ampliamente día con día. Durante ciertos tiempos los hombres trabajaron la Tierra, y esto llegó a ser la fuente de la cual ellos se ganaron la subsistencia. Pero es realmente innecesario regresar a la parte más remota de la vida humana en la edad media ya que los asuntos de labor referidos en esta lectura serán enfocados principalmente a la edad en la cual las industrias y las empresas, empezaron a operar, requiriendo así grandes grupos de gentes para trabajar de acuerdo con las necesidades y los deseos de los propietarios y gerentes. Los Patrones, tratando de evitar el pago de salarios altos empezaron a emplear mujeres y niños limitando así el Trabajo para los Trabajadores varones demandando un Trabajo inhumano y opresivo de esta gente.

El hombre estaba siendo explotado por el hombre en el Tiempo que el pensamiento político había alcanzado su más alto grado, debido al hecho de que Todos los derechos de los individuos habían sido reconocidos dentro de la ley de acuerdo con los principios de "Autonomía de la voluntad". Los patrones y gerentes tenían solo un punto. Obtener la ganancia máxima mientras hacían caso omiso de los derechos humanos y las necesidades de los Trabajadores. Los gobiernos de la mayoría de los países empezaron a comprender este hecho y la necesidad urgente de establecer leyes para proteger a la clase Trabajadora. Para operar maquinaria fué necesario un gran número de Trabajadores para construirla, así como para mantener tal equipo. De esta manera el Trabajador empezó a estar en contacto con sus compañeros trabajadores, identificándose con ellos, y es tan enterado que a veces tenían los mismos problemas y derechos, y que ellos estaban sujetos a la misma clase de amenazas. Como resultado de esto, la idea de agruparse nació y los sindicatos fueron creados. Como se afirmó arriba fué necesario establecer leyes defendiendo a la clase laboral, ya que las leyes existentes en ese tiempo solo protegían el patrimonio material en lugar del Trabajador mismo, pretendiendo ignorar que los valores morales, También requieren protección. Debido a estas características mencionadas arriba, las leyes laborales fueron creadas en Inglaterra, Francia, y Alemania. En los países en los cuales las leyes protectoras de la clase laboral fueron establecidas durante el siglo 19, en 1839 y 1842. Estuvieron 2 movimientos en Inglaterra, los cuales impulsaron una serie de ventajas de carácter político para los Trabajadores. En 1848 después de la Rev. Francesa, el gobierno francés estableció una legislación laboral, conteniendo 9 puntos importante para la participación del Trabajador. Alemania está ya muy avanzada en el campo industrial, para la mitad del siglo XIX, sin embargo reaccionó tarde con respecto a la materia de legislación laboral. Sin embargo más tarde en el mismo siglo, dictó leyes, protegiendo a la clase Trabajadora.

OBJETIVO: El alumno respondiendo por escrito a los ejercicios comprobará el grado de comprensión alcanzado sobre la información que presenta la lectura: "Cuestiones laborales".

B) COMPREHENSION EXERCISES

V. 2.2. Briefly answer in Spanish the following questions according to the reading: "Labor affairs".

1. What's the origin of the word "labor" and basically what's its meaning?
Es de origen latino y significa Trabajo ocupación y servicio.
2. What does the word "worker" refer to?
Al individuo que ejerce una labor
3. When did industrialization begin; and how did the employers and managers treat the workers?

4. What was the only goal of the employer's and managers?
Obtener el máximo provecho mientras que se omite de los derechos humanos y necesidades de los Trabajadores
5. What countries established laws in the 19th. century to protect the laboring class?
Inglaterra, Francia, y Alemania

V. 2.3. Choose the corresponding letter to the correct answer and place it in the parenthesis.

1. Who received an inhuman treatment in the early stages of industrialization? (b)
a) Men.
b) Women and children.
c) Employer's and managers.
2. According to what principles were the rights of individuals acknowledged? (a)
a) The Autonomy of Will.
b) The Labor Affairs.
c) The principles of Germany.
3. Who were the ones that considered necessary the establishment of laws to protect the laboring class? (b)
a) The workers.
b) The government of almost all the countries.
c) The employer's and managers.

4. The idea of labor unions was born of: (b)

- a) The contact among employers.
- b) The contact and identification among the workers.
- c) The contact among the governments.

5. When did the French government enact an important labor legislation? (c)

- a) After Germany did.
- b) After England did.
- c) After the French Revolution.

V. 2.4. Write true (T) or false (F) in the following sentences.

1. The origin of the word Labor is Latin. T
2. In very early times, perhaps the first work that was performed by man was the making of weapons. T
3. The employers hired women and children to pay high salaries. F
4. The governments were never worried about the workers. F
5. Germany dictated laws that protected the laboring class after France did. _____

V. 2.5. Fill in the blanks in the following sentences.

1. The word LABOR implies several meanings.
2. In very early times, man made great efforts to find contratar
3. England, France and Germany were countries in which laws protecting the laboring class were established during the nineteenth century.
4. After the French Revolution the French government enacted labor legislation.
5. Germany was very advanced in the industrial field.

V. 2.6. Relate both columns inserting the number that corresponds.

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| 1. Affair | |
| 2. Laboring class | () Means of existence, support, employment. |
| 3. Work | |
| 4. Worker | (10) One who manages, specially a person who directs an enterprise or business. |
| 5. Labor law | |
| 6. Goal | () That which is ^{hecho} done or to be done, ^{material} matter, ^{interés} concern. |
| 7. Libelihood | |
| 8. Governments | (8) Persons entrusted with the administration of the affairs of state, act of governing. |
| 9. Word | |
| 10. Manager | (3) To put forth physical and mental effort. |

V. 3. READING.

C) BACKGROUND OF LABOR LAW IN MEXICO.

With ^{respecto} regard to its political organization, the history of Mexico can be divided into several periods. They are: pre-colonial, colonial, independence and contemporary. The last period dates from the Constitution of 1857 up to the present.

Pre-Colonial.- The Aztecs society was divided into two main groups: noblemen and common people. The noblemen were ^{comerciantes} traders, priests and warriors. The common people were the "Macehuales" who, in turn, were divided into the "Tlamenes" who took care of carrying loads, the "Mayeques" who worked in country labor, and war prisoner slaves who were used for manual work. Of course, the Aztec slaves differed from those of the Roman age; they were able to marry and to have property. They could obtain their freedom by easier means. Therefore, there was no reason for applying a labor law because there was not a subordinate work situation as we know it in the modern sense.

Colonial.- When the Spaniards arrived in America they tried to get the land as well as the inhabitants of it. They also had the idea of sharing lands with the Indians as part of their allotment. The Spaniards introduced juridical practices disregarding the previous social conditions of New Spain. These laws established the age of twelve years as being the minimum age for working. They also set a resting day once a week, which was intended for attendance at religious ceremonies.

Independence.- That war of Independence of 1810 dealt with political and economic features. There was no change in the juridical field. The laws prevailing in colonial times were still the same, following the thought of liberal legislation.

Contemporary.- The Constitution of 1857 includes the concept of Labor Law as being a protection for the economically weakest group of people. It followed the formula of a liberal constitution until late in the nineteenth century, thus remaining behind in comparison with the advanced legislations of other countries.

^{Principios} Early in this century certain state laws, such as those of the states of Yucatán and Coahuila, were devoted precisely to meeting the problems of the laboring class. These laws were not applied on a national level until the Constitution of 1917.

This constitution was the first one of any country that incorporated the labor law as a minimum of constitutional warranties for the benefit of workers, and established, as per Article No. 123, the following:

OBJETIVO: El alumno de acuerdo con estructuras gramaticales aprendidas con anterioridad identificará y comprenderá la información que presenta la lectura: "Antecedentes del Derecho Laboral en México".

a) Conciliation and arbitration boards for the settlement of disputes between employer and employees.

b) The maximum duration of a working day to be eight hours, and that of night work to be seven hours; the prohibition of unhealthy and dangerous labor for women younger than 16 years; the prohibition of labor to workers younger than 14 years; protection to woman before and after childbirth.

c) Minimum wages, that should be enough to meet the normal needs of the worker and his family identical salary for identical work; protection of the salary against embargo, compensations or discounts; prohibition of making salary payments by means other than money.

d) Payment and limitation of extra-work hours; furnishing workers with lodgings, schools and medical services; employers' responsibility for work casualties and adequate sanitary conditions of the working area; indemnity for unfair layoff.

e) A share of the enterprise profits among the workers.

f) Preference to cover the credits in the worker's favor, in case of a failure, before those of other creditors.

V. 3.1. Translate to Spanish the reading: "Background of Labor Law in Mexico".

Antecedentes del Derecho Laboral en México
Con respecto a su organización política, la historia de México puede ser dividida en varios periodos estos son: precolonial, colonial, independencia y contemporáneo. el último periodo data de la const. de 1857 hasta el presente.
Pre-Colonial.- Las sociedades aztecas estaban divididas en 2 grupos principales: la nobleza y la gente en común. los nobles eran comerciantes, sacerdotes y guerreros. la gente común eran los "Macehuales", quienes a su vez, estaban divididos en los "Tlamemes", quienes se encargaban de llevar los cargamentos, los "Maqueques" quienes trabajaban en las labores del campo y los esclavos prisioneros de guerra, quienes eran usados para trabajos manuales. Por supuesto los esclavos aztecas diferían de aquellos de la era romana, ellos podían casarse y tener propiedades, ellos podían obtener su libertad por medios más fáciles, por lo tanto no había razón para aplicar una ley laboral, porque no había una situación de trabajo subordinado, como lo conocemos en un sentido moderno.

Colonial.- Cuando los españoles arrivaron a América ellos trataron de lograr la tierra, así como a los habitantes de ella, ellos también tenían la idea compartir tierras con los indios como parte de su repartimiento, Los españoles introdujeron prácticas jurídicas, haciendo caso omiso de las condiciones sociales previas de la nueva España. Estas leyes establecieron la edad de 12 años, como la edad mínima para trabajar. Ellos también establecieron un día de descanso a la semana, con la intención de atender a las ceremonias religiosas.

European reign.- Aquella guerra independencia en 1810 tuvo características políticas y económicas. No hubo cambio en el campo jurídico. Las leyes prevalentes en tiempos coloniales eran todavía los mismos, siguiendo el pensamiento de la Legislación Federal.

OBJETIVO: El alumno, para demostrar el grado de comprensión alcanzado sobre la información que presenta la lectura: "Antecedentes del Derecho Laboral en México", será capaz de traducirla al español.