



# e l e k t r o n

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Affiliated organization to the WORLD FEDERATION OF TRADE UNIONS  
[www.fte-energia.org](http://www.fte-energia.org) | [prensa@fte-energia.org](mailto:prensa@fte-energia.org) | <http://twitter.com/ftenergia>  
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PROPOSALS OF THE FTE OF MEXICO

## 7. Labor, salaries and social security

**ABSTRACT:** The rights to work, remuneration and social security are constantly breached by the capitalist crisis. Is the challenge of workers to organize appropriate responses within the movement of the workforce.

### 1. Introduction

In capitalism, employment is a result of the sale of the workforce within the orbit of circulation or exchange of goods. Even in its technologised phase, capital can not operate automatically; you need labor force of manual and intellectual workers.

Work is a fundamental social right of workers by the social nature of it. The right, however, it is not meet in practice. Only a minority of people have a job. Worse, the capital tends to further limit the right by way of extending the working day, or even abolish, or, reducing labor pay and conditions.

The formation and differentiation of class in contemporary capitalism is changing. The movement of the workforce is integrated into the capital. The monopolies and the state have transformed the interaction of capital and competence expressed in the flow of movement of the workforce. The limit is the existence of the workforce as a commodity. This prevents the final and permanent settlement of monopoly in any branch of industry.

The capitalist form of exploitation continuously recreates the conditions for the exploitation and vice versa. The movement of the workforce is a prerequisite for the movement of capital. If capital flows is due to the movement of goods, in a first instance, of the labor force.

For workers the crisis has a visible impact on their life and productive cycle. The wage relationship is the concept that allows us to understand what determines the workers directly sell their work skills to meet the capital productive tasks.

The phases of the movement of the labor force are: the reproduction of labor power in its various forms, the sorting and distribution of workers in the capitalist division of labor, as well as determining wage levels and structures, and the ways in which consumption occurs in the process of productive work.

### 2- Employment, wages and social security

Workers can produce its workforce but that does not mean they can sell it. They can also

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be selected according to their production capacity but is only guaranteed to consume their labor productively during a period of time.

The work is constantly transformed into capital in exchange for wages. But wage levels do not involve mechanical adjustments between supply and demand for different types of productive capacities. This produces tensions, but also limits the space for workers in times of crisis.

The trend is the increase in the number of employees. This extension of the wage ratio leads to consequences, like more social mobility of workers as they move between different types of productive activities and at the same time, lines of demarcation not only by occupational differences but by the effects they have on the productive cycle, social, racial, age and sex. The state has become more involved in new forms so the ability of work continue producing, whether the state achieves to sell or not this ability to the workers.

Moreover, changes in technology and work organization are making increased exploitation of workers, directing the pace and content of production tasks to be performed.

Aims to the concerted reduction in wages are significant, both for workers who receive minimum wage and for those belonging to the industrial and service branches. This leads to a homogenization that divides and pits workers.

Moreover, the process of capital accumulation tends to transform much of productive tasks, such as undifferentiated in terms of capacity erected to implement them. This implies that more workers are interchangeable with the introduction of new technologies.

The criteria for selection, distribution and wage-fixing have political and ideological effects. The discrimination is been revealed in the inequality of working conditions for youth and women.

The qualification process of the work allows the development of productive forces but at the same time, degrading working conditions. This causes the displacement and the disqualification of workers belonging to different occupational groups.

Additionally, the payment of deferred work tends to be reduced by increasing age extension for pensions and retirement, and reducing them.

### 3- Conclusions

For capitalism, the cost of the crisis burden on workers. But every crisis involves a restructuring of the labor movement. The crisis poses new challenges in class relations with the capital.

Conventional unions have not its own exit to the crisis, assumed tasks are resistance tasks and almost at the level of survival tasks, limited to the economic struggle. It is therefore necessary to promote conditions of greater scope, to include the struggle in the realm of production itself. Three key tasks are the defense of the acquired labor conquests, the struggle in the space of knowledge and building workers' unions, which allow a better response.

### PROPOSALS

The FTE of Mexico presents to the 16th World Trade Union Congress the following proposal:

- 1- The WFTU calls on its members to defend the labor conquests, especially employment, wages and social security.
- 2- The WFTU calls for promoting a alternative exit to the capitalist crisis extending the trade union movement, reorganizing the work processes and building organizations in the field of wage struggle, and worker control of production.