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Diocese of New Ulm Social Concerns Office August/September 2010

Human Work: Part II
from the} *Compendium of the Social Doctrine of the Church*

Work is a foundation for the formation of family life…It is necessary that businesses, professional organizations, labor unions and the State promote policies that, from an employment point of view, do not penalize but rather support the family. #294

The feminine genius is needed in all expressions in the life of society, therefore the presence of women in the workplace must also be guaranteed. #295

Child labor, in its intolerable forms, constitutes a kind of violence. #296

Immigration can be a resource for development rather than an obstacle to it. #297

Countries must keep careful watch to prevent the spread of the temptation to exploit foreign workers, denying them the…rights that are to be guaranteed to all without discrimination...The right of reuniting families should be respected and promoted. #298

Agricultural labor merits special attention. #299

In some countries a redistribution of land as part of sound policies of agrarian reform are indispensable. #300

The rights of workers:

- just wage,
- rest,
- a working environment and manufacturing processes which are not harmful to workers' physical health or their moral integrity,
- one's personality (dignity and conscience) in the workplace,
- appropriate subsidies for the subsistence of unemployed workers and their families,
- pension and insurance for old age/ sickness/work-related accidents,
- social security connected with maternity,
- to assemble and form unions.

#301

The just wage is the legitimate fruit of work…It must not be below the level of subsistence…natural justice precedes and is above the freedom of the contract. #302

The economic well-being of a country is not measured exclusively by the quantity of goods it produces but also by taking into account the manner in which they are produced and the level of equity in the distribution of income. #303

The right to strike is recognized when it cannot be avoided, or at least when it is necessary to obtain a proportionate benefit, when every other method for the resolution of disputes has been ineffectual. #304

Labor unions are connected with the right to form associations to defend the vital interests of workers. #305

Relations within the world of work must be marked by cooperation…Properly speaking, unions are promoters of the struggle for social justice, for the rights of workers… Being first of all instruments of solidarity and justice, unions may not misuse the tools of contention. #306

Beyond their function of defending and vindicating, unions have the duty of acting as representatives working for the proper arrangement of economic life and of educating the social consciences of workers. #307

Today, unions are called to act in new ways. #308

Workers' association must focus their efforts on the acceptance of greater responsibilities not only in relation to the traditional mechanisms for redistribution but also in relation to the production of wealth and the creation of social, political and cultural conditions which will permit all who are able and willing to work to exercise their right to work in full respect for their dignity as workers. #309

Globalization causes change in the organization of work…[requiring international] safeguards, minimum essential rights and equity. #310

The new organization of work is characterized by the fragmentation of the cycle of production, promoted in order to obtain greater efficiency and greater profits. #311

Globalization of the economy, with the liberalization of markets, the stiffening of competition, the increase of specialized businesses in providing goods and services, requires greater flexibility in the labor market and in organizing and managing production processes. #312

Work is going through a phase that marks the passage from an industrial-type economy to an economy essentially built on services and technological innovations. #313

The transition signals the move from dependent work with no prescribed time limit, understood as a stable job, to a series of jobs characterized by many kinds of work activities…uncertainty and instability. #314

Decentralization of production gives vitality to the area of small and medium-sized businesses …the work of artisans and independent work can represent an occasion to make the actual work experience more human. #315

The human person must remain the true protagonist of work. #316

Meaningful work is a free and creative activity of the human person. #317

New forms of solidarity must be envisioned and brought about [that develop] respect of the inalienable human rights of workers. #319

Men and women of science and culture are called to make their particular contribution to solving the vast and complex problems connected with work. #320

Economic and social imbalances in the world of work must be addressed by restoring a just hierarchy of values and placing the human dignity of workers before all else. #321