

APPENDIX A

CLASSIFICATION OF POPULATION ACCORDING TO OCCUPATION

An effort was made in the 1910 census to classify the population of Mexico according to occupation, and while the results are in many instances obviously incorrect, and often misleading, the data is of considerable value. The census returns may be grouped as follows:

Laboring Classes

Middle and Upper Classes

AGRICULTURE

Farm laborers (peones de campo)	3,130,402	Hacendados	834
Live stock hands (ganaderos)	12,869	Ranchers	24,417
Shepherds	875	Farmers	410,566
Horticulturists	10,868	Overseers	4,763
Herdsmen	164		
	<u>3,155,178</u>		<u>440,580</u>

MINING INDUSTRIES

Miners	79,024	Mining administrators	494
Smelter employees	<u>15,921</u>	Assayers	<u>439</u>
	94,945		933

MANUFACTURING INDUSTRIES

Factory employees	58,840	Industrial administrators	2,099
Cotton manufacturers	32,209	Building foremen	502
Cigarette makers	6,893	Printers and engravers	5,577
Millers	621	Electricians	1,411
Fiber manufacturers	5,829		
Mechanics	<u>23,383</u>		
	127,775		<u>9,589</u>

NATIVE INDUSTRIES.

Adobe brick makers	655
Artificial flower makers	1,689
Basket makers	1,086
Canoe makers	692
Chandlers	2,590
Charcoal burners	9,155
Chocolate makers	305
Fireworks makers	3,237
Hat makers	17,895
Lace makers	8,606
Lime burners	1,255
Mat weavers	22,684
Potters	22,654
Pulque makers	1,375
Reboso weavers	7,346
Sweetmeat makers	5,995

Laboring ClassesMiddle and Upper Classes.

Tamale and biscuit makers	1,042
Water carriers	2,002
	<u>111,263</u>

TRANSPORTATION.

Chauffeurs	369
Coachmen	6,470
Expressmen and freighters	6,008
Locomotive firemen	41
Motormen	621
Muleteers	25,629
Sailors and shipworkers	5,931
Railway employees	560
Wagoners	6,518
	<u>52,147</u>

PUBLIC SERVICE.

Police	6,817	Teachers	21,007
Soldiers	25,814	Army officers	3,703
Navy	603	Civil service employees	27,602
		Navy officers	555
		Diplomatic corps	62
	<u>33,234</u>		<u>52,929</u>

MISCELLANEOUS TRADES AND PROFESSIONS.

Bakers	29,410	Actors	1,485
Barbers	9,498	Architects	542
Blacksmiths	22,568	Artists	1,773
Bookbinders	1,173	Business Agents	1,888
Bricklayers	61,762	Clerks and bookkeepers	19,057
Brickmakers	3,220	Decorators	7,576
Butchers	10,360	Engineers	4,256
Carpenters	67,346	Merchants	236,278
Chicle workers	790	Midwives	3,027
Coppersmiths	1,173	Musicians	14,214
Cigar makers	3,374	Photographers	1,206
Fishermen	4,528	Physicians	3,721
Founders	1,020	Roman Catholic priests	4,405
Furriers	1,433	Silversmiths	3,670
Harness makers	7,177	Sculptors	699
Lumbermen and woodworkers	6,415	Stenographers	732
Pastry cooks	1,782	Telegraph operators	2,550
Peddlers	8,165	Watchmakers	1,078
Plumbers	1,754	Writers	559
Sailmakers	2,834	Other trades and	
Shoemakers	44,114	professions	3,503
Soap makers	960		
Stonecutters	7,526		
Tailors	25,865		
Tanners	8,312		

Laboring ClassesMiddle and Upper Classes.

Tinsmiths	2,252
Slaughter house employees	6,337
Minor occupations	2,556
	<u>344,894</u>

312,219PERSONAL SERVICE.

Dressmakers	8,452
Janitors	3,841
Laundresses	64,737
Millers (domestic)	252,737
Seamstresses	82,926
Servants (criados y servientes)	241,306
Personal servants (em- pleados particulares)	83,442
Tortilla makers	26,419
	<u>764,860</u>

NO CLASS DISTINCTIONS.

Housewives	4,138,501
Scholars	843,741
Students	30,646
Without occupation	243,377
Minors	4,302,435
Beggars	96
Mesalinas	2,699
Trade unknown	65,554
	<u>9,627,049</u>

APPENDIX B

Philosophy and Program of the Confederación Regional Obrera Mundial

"The following is an exposition in summary form of the principal ideas of the CROM as these have been expressed in the public statements of its leaders and in the resolutions adopted in its meetings:

"The form of the present organization of society is determined by the existence of two different social classes: the exploiters and the exploited. This form of social organization is unjust, in that it permits some to live in abundance and even in an excess of luxury, while, at the same time, it condemns others to scarcity and even beggary.

"The exploited, which includes the majority of manual workers, has^{ve} the right to establish a war of the classes with a view to improving moral and economic conditions of the workers and freeing them from capitalistic tyranny.

"In order to resist the organization of the exploiters, which each day grows stronger, the exploited class should also organize, the basis of its organization being the union (sindicato). Regional and industrial federations of workers should be formed just as capital is organized in the form of local groups associated with the National Chambers of Commerce, Industry, etc. And just as, in turn, the groups of possessors and exploiters of the natural and social riches form integral parts of the International Association of Industry, Commerce and of Banking, the disinherited class should also integrate itself through its Regional Federations into one single union of all of the workers of the world.

"However, the CROM believes that the single world union (frente único) of the proletariat should be achieved only on the basis of

respect for the particular form in which the struggle may be sustained by the organized proletariat in each region or nation. The solidarity and the international cooperation of the groups of laborers should not be achieved by the subjection of any one or all of these groups to any one group or several groups in combination; the geographical environment, race, the historical tradition and many other special factors determine in each nation the particular form of the class war. In a word the people should be united against the world capitalist regime not by a uniformity of tactics, but the unanimity of their desire to transform the actual system of social organization...

"[It is this principle] which will explain why the CROM, representing not only a syndicalist but also a socialist movement, from time to time unites with and embraces the program of the Mexican government; and why the Mexican government has always struggled to defend not only the so-called sovereignty of the nation but also those fountains of public wealth from which ought to come the liberation of the people, and which are precisely the objectives of the assault of international capitalism.

"To the extent that the governments of Mexico are truly revolutionary, they will...dictate measures tending to convert into common property, property of the State, the natural sources of wealth -- the land, the waters, the mineral products, etc. etc. -- which in the hands of capitalism are used to the serious detriment of national liberty and the liberty of socialistic action. And the labor movement, to the extent that official efforts tend to realize this program of national recovery of the means and sources of the collective life, will deliberately and instinctively unite with the government. Thus placed on the same plane, the Government and the

worker's organization perforce have the same enemies both within and without, work for the same ends...and present a united front today before the world.

"From the point of view of Mexican labor there is no contradiction in working in a single world union (frente único) of the proletariat and at the same time upholding the right of Mexico to govern itself without the intervention of the other nations of the world.

"After fifteen years of armed struggle the nation must work to recover that which has been lost and to produce enough to permit it to comply with its promises and its necessities. The labor movement understands that the protection necessary to defend its primary rights as a class now exist; it understands that the conquests in this respect have been achieved and that nothing can destroy them; it understands, also, from experience, that the present struggle for the successful carrying out of its program requires other methods involving the help and the domination of the technical and differing from the methods used in the struggle of 1915-20 in which the problems and their solutions resembled from necessity mechanical equations rather than sociological questions.

"The labor movement realizes, also, that the national life and, for that matter, its own life, will not be possible without the development of industry and agriculture and without the growth of small business; it realizes that without this progress neither will it be possible to achieve its final goal: the socialization of wealth and the reform of the organization of the State.

"Finally, the Mexican labor movement recognizes that for its action to be efficient it will be necessary to educate and prepare its members; that whereas the labor movement has marched at the side

of and in agreement with the revolutionary governments, from now on its program must diverge from that of the government in so far as the government is not controlled absolutely by elements coming from the ranks of labor...

"This situation of the Mexican labor movement and the principles which it supports explain, also, the position which it has taken with respect to the international organization of labor: it has never accepted the invitation to affiliate with the Red International because Bolshevism does not permit the autonomy of action which the CROM upholds. For the same reasons it is not a member of the Amsterdam International (although the CROM has cultivated friendly relations with this group and with other international European labor organizations) because it has not yet clearly recognized the CROM's thesis of the rights of regional unions and because the European organizations of workers which are members of the International do not yet control all of the local associations of workers. While these conditions remain the CROM does not desire to add its forces to the partial forces of foreign organizations; the CROM will wait until unification is achieved before uniting with the International and will work for the realization of this great end.

"The CROM, on the other hand, does belong to the Pan-American Federation of Labor...not because it wishes to follow the lead of the Yankee labor movement...but because the organized proletariat of the United States is the only force (if any can be said to exist) that has the power to resist the imperialistic policies of its own nation with relation to the Ibero-American countries."

Toledano, Lombardo -- La Libertad Sindical en México, Mexico, 1926, pp. 123-126.

APPENDIX C

Article 123 of the Mexican Constitution of 1917

Title VI. -- Of Labor and Social Welfare

Art. 123. The Congress and the State Legislatures shall make laws relative to labor with due regard for the needs of each region of the Republic, and in conformity with the following principles, and these principles and laws shall govern the labor of skilled and unskilled workmen, employees, domestic servants and artisans, and in general every contract of labor.

I. Eight hours shall be the maximum limit of a day's work.

II. The maximum limit of night work shall be seven hours. Unhealthy and dangerous occupations are forbidden to all women and to children under sixteen years of age. Night work in factories is likewise forbidden to women and to children under sixteen years of age; nor shall they be employed in commercial establishments after ten o'clock at night.

III. The maximum limit of a day's work for children over twelve and under sixteen years of age shall be six hours. The work of children under twelve years of age shall not be made the subject of a contract.

IV. Every workman shall enjoy at least one day's rest for every six days' work.

V. Women shall not perform any physical work requiring considerable physical effort during the three months immediately preceeding parturition; during the month following parturition they shall necessarily enjoy a period of rest and shall receive their salaries of wages in full and retain their employment and the rights they may have acquired under their contracts. During the period of lactation they shall enjoy two extraordinary daily periods of rest of one-half each, in

order to nurse their children.

VI. The minimum wage to be received by a workman shall be that considered sufficient, according to the conditions prevailing in the respective region of the country, to satisfy the normal needs of the life of the workman, his education and his lawful pleasures, considering him as the head of a family. In all agricultural, commercial, manufacturing or mining enterprises the workmen shall have the right to participate in the profits in the manner fixed in Clause IX of this article.

VII. The same compensation shall be paid for the same work, without regard to sex or nationality.

VIII. The minimum wage shall be exempt from attachment, setoff or discount.

IX. The determination of the minimum wage and of the rate of profit-sharing described in Clause VI shall be made by special commissions to be appointed in each municipality and to be subordinated to the Central Board of Conciliation to be established in each State.

X. All wages shall be paid in legal currency and shall not be paid in merchandise, orders, counters or any other representative token with which it is sought to substitute money.

XI. When owing to special circumstances it becomes necessary to increase the working hours, there shall be paid as wages for the overtime one hundred per cent more than those fixed for regular time. In no case shall the overtime exceed three hours nor continue for more than three consecutive days; and no women of whatever age nor boys under sixteen years of age may engage in overtime work.

XII. In every agricultural, industrial, mining or other class of work employers are bound to furnish their workmen comfortable and sanitary dwelling-places, for which they may charge rents not exceed-

ing one-half of one per cent per month of the assessed value of the properties. They shall likewise establish schools, dispensaries and other services necessary to the community. If the factories are located within inhabited places and more than one hundred persons are employed therein, the first of the above-mentioned conditions shall be complied with.

XIII. Furthermore, there shall be set aside in these labor centers, whenever their population exceeds two hundred inhabitants, a space of land not less than five thousand square meters for the establishment of public markets, and the construction of buildings designed for municipal services and places of amusement. No saloons nor gambling houses shall be permitted in such labor centers.

XIV. Employers shall be liable for labor accidents and occupational diseases arising from work; therefore, employers shall pay the proper indemnity, according to whether death or merely temporary or permanent disability has ensued, in accordance with the provisions of law. This liability shall remain in force even though the employer contract for the work through an agent.

XV. Employers shall be bound to observe in the installation of their establishments all the provisions of law regarding hygiene and sanitation and to adopt adequate measures to prevent accidents due to the use of machinery, tools and working materials, as well as to organize work in such a manner as to assure the greatest guarantees possible for the health and lives of workmen compatible with the nature of the work, under penalties which the law shall determine.

XVI. Workmen and employers shall have the right to unite for the defense of their respective interests, by forming syndicates, unions, etc.

XVII. The law shall recognize the right of workmen and employers to strike and to lockout.

XVII. Strikes shall be lawful when by the employment of peaceful means they shall aim to bring about a balance between the various factors of production, and to harmonize the rights of capital and labor. In the case of public services, the workmen shall be obliged to give notice ten days in advance to the Board of Conciliation and Arbitration of the date set for the suspension of work. Strikes shall only be considered unlawful when the majority of the strikers shall resort to acts of violence against persons or property, or in case of war when the strikers belong to establishments and services dependent on the government. Employees of military manufacturing establishments of the Federal Government shall not be included in the provisions of this clause, inasmuch as they are a dependency of the national army.

XIX. Lockouts shall only be lawful when the excess of production shall render it necessary to shut down in order to maintain prices reasonably above the cost of production, subject to the approval of the Board of Conciliation and Arbitration.

XX. Differences or disputes between capital and labor shall be submitted for settlement to a board of conciliation and arbitration to consist of an equal number of representatives of the workmen and of the employers and of one representative of the Government.

XXI. If the employer shall refuse to submit his differences to arbitration or to accept the award rendered by the Board, the labor contract shall be considered as terminated, and the employer shall be bound to indemnify the workmen by the payment to him of three months' wages, in addition to the liability which he may have incurred by reason of the dispute. If the workman reject the award, the contract will be held to have terminated.

XXII. An employer who discharges a workman without proper cause or for having joined a union or syndicate or for having taken part

in a lawful strike shall be bound, at the option of the workman, either to perform the contract or to indemnify him by the payment of three months' wages. He shall incur the same liability if the workman shall leave his service on account of the lack of good faith on the part of the employer or of maltreatment either as to his own person or that of his wife, parents, children or brothers or sisters. The employer cannot evade this liability when the maltreatment is inflicted by subordinates or agents acting with his consent or knowledge.

XXIII. Claims of workmen for salaries or wages accrued during the past year and other indemnity claims shall be preferred over any other claims, in cases of bankruptcy or composition.

XXIV. Debts contracted by workmen in favor of their employers or their employers' associates, subordinates or agents, may only be charged against the workmen themselves and in no case and for no reason collected from the members of his family. Nor shall such debts be paid by the taking of more than the entire wages of the workman for any one month.

XXV. No fee shall be charged for finding work for workmen by municipal offices, employment bureaus or other public or private agencies.

XXVI. Every contract of labor between a Mexican citizen and a foreign principal shall be legalized before the competent municipal authority and viséed by the consul of the nation to which the workman is undertaking to go, on the understanding that, in addition to the usual clauses, special and clear provisions shall be inserted for the payment by the foreign principal making the contract of the cost to the laborer of repatriation.

XXVII. The following stipulation shall be null and void and shall not bind the contracting parties, even though embodied in the contract:

- (a) Stipulations providing for inhuman day's work on account of its notorious excessiveness, in view of the nature of the work.
- (b) Stipulations providing for a wage rate which in the judgment of the Board of Conciliation and Arbitration is not remunerative.
- (c) Stipulations providing for a term of more than one week before the payment of wages.
- (d) Stipulations providing for the assigning of places of amusement, eating places, cafés, taverns, saloons or shops for the payment of wages, when employees of such establishments are not involved.
- (e) Stipulations involving a direct or indirect obligation to purchase articles of consumption in specified shops or places.
- (f) Stipulations permitting the retention of wages by way of fines.
- (g) Stipulations constituting a waiver on the part of the workman of the indemnities to which he may become entitled by reason of labor accidents or occupational diseases, damages for breach of contract, or for discharge from work.
- (h) All other stipulations implying the waiver of any right vested in the workman by labor laws.

XXVIII. The law shall decide what property constitutes the family patrimony. These goods shall be inalienable and shall not be mortgaged, nor attached, and may be bequeathed with simplified formalities in the succession of proceedings.

XXIX. Institutions of popular insurance established for old age, sickness, life, unemployment, accident and others of a similar character, are considered of social utility; the Federal and State Governments shall therefore encourage the organization of institutions of this character in order to instill and inculcate popular habits of thrift.

XXX. Coöperative associations for the construction of cheap and

sanitary dwelling houses for workmen shall likewise be considered of social utility whenever these properties are designed to be acquired in ownership by the workmen within specified periods.

The Annals of the American Academy of Political and Social Science, May, 1917, pp. 94-102.

APPENDIX D

STRIKES IN MEXICO CLASSIFIED BY CAUSES - 1927
AND TOTALS FOR 1922-1926 ¹

Causes	Number of cases	No. of workers involved	Losses involved (000's of pesos)	
			to workers	to em- ployers
Violation of labor contract	-	-	-	-
Reduction of wages	-	-	-	-
Unjustified dismissal	-	-	-	-
Increase of wages denied	1	106	-	-
Refusal recognize wage scales	4	486	17	8
Refusal to recognize unions	1	19	-	-
Refusal establish labor contract	2	200	8	25
Violation legal working hours	-	-	-	-
Poor Administration	-	-	-	-
Bad machinery	-	-	-	-
Sympathetic strikes	-	-	-	-
Miscellaneous	7	173	-	-
Total for 1927	15	984	25	33
Totals for 1922 to 1926				
1922	197	71,736	1,215	4,135
1923	146	62,070	1,479	2,984
1924	138	33,985	1,805	4,627
1925	51	9,861	190	313
1926	24	2,977	60	202

¹ Sec. de Industria Comercio y Trabajo, Dep. de Trabajo, 1928.

APPENDIX E

CONFLICTS SETTLED BY BOARDS OF CONCILIATION AND ARBITRATION
IN MEXICO 1927
AND TOTALS FOR 1925-1926

Causes of Conflict	No. of Petitioners	No. of Defendants	Settlement in favor of		Settlements (in 000's of pesos)	
			Workers	Employers	In Dispute	Awarded
Industrial accidents	317	308	243	41	166	136
Violation of labor contract	279	157	97	33	18	18
Withholding wages	1,978	1,367	765	64	147	83
Unjustified dismissal	4,422	2,421	1,646	458	240	255
Increase wages denied	426	11	9	-	-	-
Failure observe legal working hours	102	23	22	-	4	-
Professional diseases	19	19	12	3	4	1
Miscellaneous	2,622	259	136	44	6	5
Total 1927	<u>10,165</u>	<u>4,565</u>	<u>2,930</u>	<u>643</u>	<u>586</u>	<u>499</u>
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Totals for						
1925	27,614	7,413	5,270	195	720	732
1926	20,889	6,469	3,276	396	452	584
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Sec. de Industria Comercio y Trabajo, "La Industria, El Comercio, y el Trabajo en México," Tomo III, p.430 ff.

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37. Interview with President Portes Gil published in the Universal, Dec. 10, 1928.
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