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INFORMATION

ITALIAN CATHOLIC SOCIAL WEEK

1—THE HOLY SEE AND CO-MANAGEMENT

Following the letter of Msgr. Montini at the Italian Catholic Social Week, Benjamin L. Masse, s.j., makes the following remarks in the December 6th 1952 issue of "America", published weekly by the America Press at 116 Main Street, Norwalk, Conn., U.S.A.

"In a letter to the Italian Catholic Social Week, which was held at Turin, September 21-27, Monsignor Giovanni B. Montini, Vatican Substitute Secretary of State, included an obviously authoritative summary of the Pope's entire teaching on co-management:

"Our Holy Father, Pius XII, has many times referred to the juridico-social position of workers in the enterprise, distinguishing what belongs within the sphere of natural right and what forms part of the aspirations of working classes and which, therefore, can be pursued by legitimate means as an ideal.

He has warned that "a danger is present when it is claimed that the wage-earners in an enterprise have the right to economic co-management, especially when the exercise of this right rests in reality, directly or indirectly, with organizations managed from outside the enterprise."

In the main, therefore, there is actually no true right of a worker to co-management; but this does not prevent employers from granting participation in some form and measure to the workmen, just as it does not impede the state from conferring upon labor the means to make its voice heard in the management of certain industries and in certain cases where the overwhelming power of anonymous capital, left to itself, manifestly harms the community."

"From the tenor of that passage, and from the circumstances in which it was written, one can conclude, I think, that it was intended to be the Holy See's final word on the co-management discussion. The doctrine is clear. Workers have no natural right to co-management. They may, however, through legitimate means — among which, presumably, collective bargaining is one — seek it as an ideal. In the past, such voluntary agreements granting workers a share in management have been productive, as Pius XI noted, of "no small gain for both wage-earners and employers". Finally, where the common good indicates the need, the state may legitimately provide that in certain enterprises the workers be given a voice in policy-making."

2—THE ENTERPRISE IN MODERN ECONOMY

*Saturday, September 27th, Msgr. Pietro Pavan, Secretary of the permanent committee of Social Weeks of Italian Catholics, read the conclusions of the 25th Social Week which was held at Turin. Here is the text of these conclusions*¹:

(1) Cf. Osservatore Romano, Sept. 29-30th, 1952.

1. Personal initiative source of the economic world

The economic world is first of all a creation of the free initiative of men acting individually or in free association.

2. Reconciliation of private interests with the needs of the common good

Man is naturally social; in the carrying out of his economic activity, he is obliged to reconcile his personal interests with those of others in harmony with the needs of the common good. Economic activity must also be lived as a service rendered to the community.

3. The intervention of the State in the economic sphere

With the aim of safeguarding and realizing the common good, the State has the right and the duty to intervene in the economic sphere. The intervention of the State in the economic sphere is generally made by a coordinated action of orientation, encouragement and integration. The extent and nature of intervention cannot be determined "a priori" as it relates to the concrete historical contingency.

The State is therefore obliged, also in the economic sphere, to take into account in its intervention of the principle of supplementing deficiencies; that is to say that the State must not attempt in general to accomplish itself what individuals, singly or freely associated, accomplish within the limits of common good.

4. The enterprise

In the economic sphere, man exercises his own activity in the enterprise, harmonious combination of factors of production, in view of the more efficient realization and expansion of the economy on the community scale. The nature and size of the enterprise varies with the historical contingencies. The contemporary era is characterized by the large-scale enterprise.

5. The handicraft enterprise

The handicraft enterprise is characterized by the fact that the work, the organization of the enterprise and the capital are found concentrated on one person or on a limited number of persons, and in the product appears mainly the personality of the craftsman. The handicraft enterprise is a school of responsibility and particular technical capacities; it is an element of stability and cohesion for family and social life; it is an efficient preparation for civic tasks. The various forms of organizations and associations which are included in handicraft enterprises help towards the realization of these ends.

Economic policy should tend to protect and favour handicraft enterprise in harmony with economic-social progress.

6. Family-size agricultural enterprise

In the countries which are more developed economically and socially, the family-size agricultural enterprise has been more and more supported and developed as it presents unquestionable advantages of a moral and social order.

The family-size agricultural enterprise in order to live must be capable of absorbing the capacities for work of the family and produce sufficient income to ensure it a reasonable standard of living, which requires moreover, in order to harmonize with the progress of science and skills, that the farmers be educated professionally, organized economically and by unions, and helped technically. It requires an economic policy appropriate to the requirements of progress and to general and social economy.

7. The cooperative enterprise

The cooperative enterprise has arisen in modern economy to correct the damage caused by excessive profit-mindedness and as an instrument of protection for the weaker economic units. The cooperative enterprise permits, in the various sectors, assuring a greater value to work and a more efficient protection of the consumer. It serves, moreover, a function of indispensable integration in relation to the handicraft enterprise and that of the family-size agricultural enterprise. In Italy, cooperation is destined to exercise an indispensable function in the realm of land reform. The cooperative enterprise contributes in developing among its members the social sense and in preparing them to assume responsibilities in the economic, technical and administrative spheres. The cooperative enterprise requires an economic policy which favours its development in harmony with the requirements of the contemporary economy.

8. The capitalist enterprise

The capitalist enterprise in the proportions it has reached in its development since the era of the Industrial Revolution during the twentieth century, must be considered as one of the factors that has contributed to the economic progress realized in the modern age and to the raising, consequently, of the standard of living of the masses, in spite of the unprecedented increase in population. However, the individualistic milieu in which the enterprise has lived and prospered, has also determined a treatment which is not human to the detriment of the working-classes and has caused inequalities and social injustices, which, even to-day are waiting to be eliminated. This seems to necessitate in the present historical evolution an increasing admission of formulas of participation in the life of the enterprise which permit in the carrying out of appropriate responsibilities, the affirmation and the development of the personality of the worker.

9. Particular aspects of the large-scale enterprise

The recent changes in the economic system, determined also by the evolution of the enterprise, have given rise to deficiencies in this same system in regard to its capacity to realize its natural aims of economic and social well-being.

It would also appear to be opportune to adopt more appropriate measures to realize these aims to which should be directed, in particular, the policy of the large-scale economic organizations.

As to the large-scale enterprises in the form of joint-stock companies, the concentration of power of the management, without proper controls and appropriate juridical responsibilities and the great accumulations of capital turning easily against the community, are specific phenomena which must be carefully studied for the protection of labour, the guarantee of savings, the defence of the consumer and the safeguard of the vitality of small enterprises.

In the light of these conceptions, a revision of the legislation of joint-stock companies must also be carried out.

10. Public enterprise

Reasons of common good, under certain conditions, may cause it to be advisable or necessitate that the State or public organization assume the functions of the employer by way of public or nationalized enterprises or in mixed forms.

Among these reasons of common good, may be pointed out: a) the opportunity to assure the availability of commodities and services, interesting all or important categories of the population, at a different price or other conditions than those that would result from private enterprise; b) the necessity to prevent the formation of private monopolies, when it is not possible to keep an efficient control on them for the protection of the community; c) special reasons of public security and economic efficiency; d) insufficiency of private initiative.

In the case of nationalization or, in any way, of expropriation of private enterprise, the payment of compensation is obligatory.

Public or nationalized enterprises should not extend to the point of paralyzing personal initiative.

11. Human relations in the enterprise

Whatever the nature of the private or public enterprise, all those interested in it must do everything possible to make the relations between the people working in it more human. The position of neutrality and passive performance in which are to be found all the workers of many enterprises, cause of misunderstanding between the various parties and frequent struggles, must be carefully changed and overcome by the introduction of appropriate initiatives and in favouring a new social atmosphere. All efforts must be made so that such relations be inspired by a conscientious solidarity and an active cooperation; and that each economic agent, in the carrying out of his specific activity, find stimulation for the affirmation and the development of his own personality.

12. Economic activity and moral law

Moral law must direct the whole world of economics, either in fixing the limits in which activity for pecuniary gain may be carried on, or in guiding in a positive manner the conscience in definite choices which continually present themselves in the realization of economic exchanges. In a Christian atmosphere, economic activity must be inspired by the law of love, in the service of those who may be considered as our own brothers, and in whom may be seen Christ himself. It is only on this condition that economic activity may reach all its perfection.

13. The responsibility of the head of the enterprise

In harmony with the responsibilities which belong to all the personal factors cooperating in the enterprise, the head of the enterprise, in the light of Catholic thought, is responsible for the efficiency of the enterprise, to adapt to justice and solidarity all relations through which the life of the enterprise is carried on, introduce in it the spirit of Christian love, to exert himself so that each worker, in carrying out his own activity, asserts and develops his personality and raises his economic and social condition, and to make every endeavour to convert his own enterprise in a community drawing its inspiration from the principle that all its members, equal by nature, participate in the dignity of the Son of God.

THE C.C.C.L. AND POLITICAL ACTION

Text of the resolution as adopted by the Bureau Confederal at its meeting of March 27, 1952, ratified by the convention, Wednesday Sept. 16, 1952 and reported at the 31st convention of the C.C.C.L.:

A—The C.C.C.L. as such, will not support any candidate or any political party.

B—The officers and members of the Bureau Confederal, with the exception of the general president and general secretary who, because of their functions involve more directly the C.C.C.L., will be free to exercise all the rights conferred by their title of citizen;

C—The political orientation committee could make use of the paper "Le Travail" or any other method at its disposition to indicate to the electors such candidates that could be particularly hostile to the workers or to labour unionism.

D—The political orientation committee would prepare radio talks and articles in order that the C.C.C.L.'s point of view on the political parties' programmes and on the existing legislation be made known.

E—The paper "Le Travail" could publish the photographs of the candidates to an election giving biographical notes which might guide the electors and enlighten them on the value of the candidates and on the interests to which they might be attached.

F—The political orientation committee will publish information on the distribution of ridings to show that some districts, in particular the urban centres, are under-represented in the Legislative Assembly.

G—The political orientation committee will undertake a campaign of education among the worker in order to get them to use their right to vote. They could cooperate with the other labour organizations to this end.

H—A special fund will be created to permit the political orientation committee to fulfil its role efficiently. Only the unions and union members could subscribe to this special fund.¹

HUMAN PROBLEMS IN ADMINISTRATION

The New York State School of Industrial and Labor Relations at Cornell offers an intensive four-week program for selected middle management personnel who are preparing for position of greater responsibility. The program will begin on January 18, 1953 and continue through February 14, 1953.

The course fee of \$750 covers the cost of instruction, materials, books, and five luncheons and two dinners each week. Participants will live and study at the Statler Inn, on the Cornell University campus.

(1) Minutes, thirty-first meeting of the C.C.C.L. convention, Shawinigan Falls, P.Q. 1952, Appendix "B", Report of political orientation committee, pages 80-81.