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## SINDICALISMO EN MÉXICO AL FINAL DEL MILENIO

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conformar en el futuro inmediato y que podrían determinar si el éxito de la UNT puede proyectarse a largo plazo, o es solamente una unión coyuntural.

*Palabras clave:* proyectos de la organización laboral, sindicalismo.
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*La clase y el género, ¿dos conceptos irreconciliables a finales de milenio?: notas para un debate*

Patricia Ravelo

Este artículo expone los principales puntos de debate respecto al grado de determinación que tienen los conceptos de clase y género sobre la división sexual del trabajo, la cultura laboral y las formas de resistencia de las trabajadoras en la sociedad capitalista. Estas notas son un pretexto para invitar a la reflexión acerca de la pertinencia o no de usar y pensar a las trabajadoras con estas categorías haciendo el cruce de dos identidades: el ser mujer y el ser obrera en un mundo patriarcal.

*Palabras clave:* género, obreras, trabajadora, clase social.
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# Abstracts

*The unionist corporate system and its transformations*

Armando Rendón Corona

This work develops a corporate systems typology, attempting to determine its specific characteristics in contrast with the democratic pluralism. For that reason, four types of systems are compared and the Mexican corporate system is classified as authoritarian. The premise states that the unionist corporate system goes through a structural crisis in order to formulate four possible scenarios in the future of the system: the continuity with a selective pluralism, the company-type corporate system, the new corporate system and the democratic pluralism.

The mediation of interests on modern society constitutes the core of the issue, in the relationship between society and State, and its form contributes to determine

the shape of the political regime. The corporate system is defined according to the degree of integration into the State or the intervention of the latter in the regulation of the social and/or labor relations.

*Key words:* corporate system, unionism, labor organization, Mexico.

*The Mexican labor movement after Fidel Velázquez: erosion in the corporate system during Zedillo's period*

James G. Samstad

When Fidel Velázquez, leader of the Confederación de Trabajadores de México (Mexican Workers Union) since the beginning of the 40's, died on June of 1997, many expectations for a change emerged. The methods of the traditional labor leaders seemed to be in conflict with the process of democratization that president Zedillo was promoting during his government (1994-2000). Nevertheless, paradoxically until the end of Zedillo's government, the structure of this system hasn't change yet. This article analyzes the paradox in order to have a better understanding of the relationship between the democratization processes in Mexico and the role of the unionist corporate system. It also studies the institutional characteristics of the Mexican corporate system in three dimensions: macro, micro and of party, to explain it's resistance. And concludes that in spite of the difficult relationship between democracy and the corporate system, it can't be assumed that democracy will automatically replace the latter.

*Key words:* Mexico after 1994, democratization, labor movement, unionism.

*Unionism and social sciences*

Sergio G. Sánchez Díaz

In this article, the author reviews the diverse theoretical perspectives for the research on unions in Mexico. It goes back to the views generated during the 70's, basically historiographical; it mentions the main works on this regard; and reports the most recent theoretical proposals: the regulationist, corporate system, the cultural and the subjective. It also dedicates a section to the studies on women and unions. To conclude, it points out some of the challenges of these kind of studies in a time in which unionism is not at its best.

*Key words:* labor movement, unionism, corporate system, Mexico.

*Organizational experiences in the assembly and fabricating industry in Mexico*

Cirila Quintero Ramírez

This article has two main purposes. First, to show the distinctions regarding objectives, boundary line of action and the existing relationship of the labor organizations, especially unions, with its members in the assembly and fabricating workshops of the northern frontier. And second, to expose certain types of organization that are not very well known, such as independent unionism and the labor coalitions, that have been part of the assembly and fabricating industry and that may become important feedback in future labor movements. It is through these two topics that the author intends to demonstrate the importance the unions have had in the establishment of labor conditions in the assembly and fabricating industry, as well as showing the main legal obstacles —from both the company and the government— that must be faced.

*Key words:* Mexico's Northern Border, unionism, labor organization, maquila industry.

*The Northern American Free Trade Agreement (NAFTA) and the problems of the unionism in the three nations*

Sylvia Narváez

This work analyzes the considerations about some of the unionist organizations of the three participant countries of the NAFTA related to the possible effects of the trade agreement in the labor and salary contexts. The Canadian unions have had a negative experience in an agreement with the United States. For the US unions the Mexican labor force represented a threat, due to its low cost. Some Mexican unions seized the opportunity to promote a negotiation tending to equal the Mexican salaries with those of the other two countries. The mentioned above led to the organization of an Action Net towards the Free Trade Agreement (Red de Acción frente al Tratado de Libre Comercio), which impelled the negotiation of the Parallel Agreements on Labor Issues (Acuerdos Paralelos en Materia Laboral).

*Key words:* NAFTA, wages, labor force, unionism, labor organization strategies, free trade.

*The National Union of Workers (La Unión Nacional de Trabajadores, UNT): an uncertain future*

Hugo Azpeitia y Rogelio Morales

In this work, the authors explain, generally, which are the structural causes that have contributed to the creation of the National Union of Workers. They also offer a general description of its gestation process, as well as some characteristics of the unionism project that it intends to promote. And, finally, they establish the political-unionist scenarios that may emerge in the immediate future and that may determine if the UNT success is likely to be expanded in the long term or if it is only occasional.

*Key words:* unionism, labor organization proyects.

*Class and gender, ¿two irreconcilable concepts at the end of millennium?: notes for a debate*

Patricia Ravelo

This article exposes the main topics of debate on regards the degree of determination that the concepts of class and gender have about the sexual division of work, labor culture and ways of resistance of the female workers in the capitalist society. These notes are a pretext to incite reflections about how pertinent is it to use and think on this basis regarding female workers, and thus involving two identities: that of being a woman and that of being a female worker into a patriarchal world.

*Key words:* gender, workers, social class.