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FM AMEMBASSY SAN SALVADOR
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ALSO FOR S/IL

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TAGS: KPRP, ELAB, ES
SUBJECT: JUNE 1989 - JUNE 1990
- ANNUAL LABOR REPORT - EL SALVADOR

LABOR TRENDS IN EL SALVADOR JUNE 1989 - JUNE 1990

1. OVERVIEW AND INTRODUCTION:

THE INAUGURATION OF VICTORIOUS NATIONAL REPUBLICAN ALLIANCE (ARENA) PRESIDENTIAL CANDIDATE ALFREDO CRISTIANI ON JUNE 1, 1989 MARKED THE FIRST PEACEFUL TRANSFER OF POWER BETWEEN CIVILIAN PRESIDENTS IN EL SALVADOR'S HISTORY. DEMOCRATIC LABOR ORGANIZATIONS HAD BEEN ACTIVE PARTICIPANTS IN THE PRESIDENTIAL CAMPAIGN, BACKING DEFEATED CHRISTIAN DEMOCRATIC PARTY (PDC) CANDIDATE FIDEL CHAVEZ MENA, AND VIEWED THE ARENA VICTORY AS CAUSE FOR CONCERN.

THIS CONCERN DEEPENED AS THE NEW GOVERNMENT BEGAN TO IMPLEMENT A RIGOROUS ECONOMIC STRUCTURAL ADJUSTMENT
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PROGRAM, INCLUDING THE ELIMINATION OF PRICE CONTROLS ON 246 PRODUCTS AND AN INCREASE IN WATER AND ELECTRICITY RATES. THESE MEASURES HAD AN IMMEDIATE NEGATIVE IMPACT ON WORKERS' PURCHASING POWER, WHICH WAS ONLY MARGINALLY EASED BY A GOVERNMENT-DECREED INCREASE IN THE MINIMUM WAGE IN APRIL, 1990, FOLLOWED BY AN INCREASE IN PUBLIC SECTOR SALARIES IN AUGUST, 1990.

GOES PLANS TO PRIVATIZE STATE-OWNED ENTERPRISES.
REVIEW AUTHORITY: Janina Slattery, Senior Reviewer

PARTICULARLY THE BANKING SECTOR, ALSO BECAME A BOOGEYMAN FOR THE LABOR MOVEMENT. BANK WORKERS AND OTHERS FEAR LOSS OF EMPLOYMENT AND BENEFITS. PUBLIC SECTOR WORKERS SEE PRIVATIZATION AS AN EXCUSE FOR LAYOFFS, AND FEAR OVERT REDUCTIONS IN FORCE WILL TAKE PLACE EVEN IN UNAFFECTED MINISTRIES. FINALLY, BENEFICIARIES OF AGRICULTURAL REFORM PROGRAMS, WHO HAVE RECEIVED FAVORED CREDIT STATUS FOR THE LAST TEN YEARS, FEAR THAT BANK PRIVATIZATION WOULD AFFECT THEIR ACCESS TO CAPITAL.

LABOR ORGANIZATIONS PROTESTED OTHER GOVERNMENT MEASURES WHICH IMPACTED ON THE AGRARIAN SECTOR, INCLUDING THE APPOINTMENT OF SEVERAL ARENA HARDLINERS TO POSITIONS OF IMPORTANCE IN THE VARIOUS AGRARIAN AGENCIES. LEFTIST AND TRADITIONALLY MORE CENTRIST ORGANIZATIONS REPRESENTING AGRICULTURAL WORKERS ALIGNED IN OCTOBER, 1989 IN THE CAMPESINO'S DEMOCRATIC ALLIANCE (ALIANZA DEMOCRATICA CAMPESINO - ADC) TO PROTEST GOVERNMENT EFFORTS TO EXTEND BENEFICIARY RIGHTS TO MEMBERS OF AGRICULTURAL COOPERATIVES FORMED UNDER THE FIRST PHASE OF THE AGRARIAN REFORM PROGRAM. WHILE THE GOVERNMENT'S

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PROPOSAL, WHICH HAS NOT YET BEEN SUBMITTED TO THE LEGISLATIVE ASSEMBLY FOR ACTION, OFFERS VARIOUS OPTIONS TO PHASE ONE AGRARIAN REFORM BENEFICIARIES, SEVERAL LARGE AGRARIAN UNIONS VIEW THE LAW AS AN EFFORT TO SUBVERT THE COOPERATIVE SYSTEM AND ERODE THE ACHIEVEMENTS OF THE AGRARIAN REFORM PROGRAM.

THE WAR REMAINED THE DOMINANT NATIONAL PROBLEM, AND THE GOVERNMENT FULFILLED ITS CAMPAIGN PLEDGE BY INITIATING PEACE DISCUSSIONS WITH THE FARABUNDO MARTI LIBERATION FRONT (FMLN). AFTER SESSIONS IN MEXICO CITY AND SAN JOSE DURING LATE 1989, THE FMLN BROKE OFF THE TALKS AND LAUNCHED ITS "FINAL OFFENSIVE" IN NOVEMBER, 1989. DURING THE SIX WEEKS OF HEAVY, INTERMITTENT FIGHTING IN THE CAPITAL AND OTHER URBAN CENTERS, LABOR LEADERS FLED THE COUNTRY, SOME REMAINING OUTSIDE FOR SEVERAL MONTHS. OTHERS MOBILIZED LIMITED RESOURCES TO PROVIDE ASSISTANCE TO WORKERS WHOSE HOMES WERE IN ZONES OCCUPIED BY FMLN INSURGENTS. THE GOVERNMENT IMPOSED A STATE OF EMERGENCY, WHICH LASTED IN MODIFIED FORMS UNTIL APRIL, 1990.

A SECOND ROUND OF PEACE DISCUSSIONS BEGAN IN APRIL, 1990 IN GENEVA. SOCIO-ECONOMIC ISSUES ARE AMONG THE SEVEN POINTS ON THE JOINTLY AGREED UPON AGENDA FOR THE TALKS, AND LABOR HAS PARTICIPATED SPORADICALLY IN

A GOVERNMENT-SPONSORED TRIPARTITE SOCIO-ECONOMIC COMMISSION TO PREPARE CONSENSUS POSITIONS FOR THE DIALOGUE PROCESS. THE GOVERNMENT HOPES A CEASE-FIRE WILL BE IN PLACE BY SEPTEMBER, 1990.

DEVELOPMENTS WITHIN THE LABOR MOVEMENT

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SHORTLY AFTER HIS INAUGURATION, PRESIDENT CRISTIANI
MADE HIS FIRST OVERTURE TO ORGANIZED LABOR BY
ATTENDING THE CLOSING SESSION OF THE DEMOCRATIC
GENERAL CONFEDERATION OF WORKERS (CGT) GENERAL
ASSEMBLY -- BUT WITHIN TWO MONTHS DEMOCRATIC AND
LEFTIST LABOR FORCES HAD JOINED IN AN HISTORIC ACCORD
PROTESTING THE GOVERNMENT'S ECONOMIC POLICIES.
GROWING COOPERATION BETWEEN LEFTIST AND DEMOCRATIC
LABOR FORCES WAS SUSPENDED DURING THE NOVEMBER 1989
OFFENSIVE, BUT RECEIVED NEW IMPETUS AS STATE OF
EMERGENCY RESTRICTIONS AND THEIR OCCASIONAL
OVER-ZEALOUS IMPLEMENTATION BY MEMBERS OF THE
MILITARY RENEWED LABOR'S SUSPICIONS REGARDING
GOVERNMENT INTENTIONS.

ON MAY 1, 1990 DEMOCRATIC AND LEFTIST LABOR FORCES
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PARTICIPATED IN THEIR FIRST JOINT MAY DAY MARCH, AND
FORMED THE "INTERGREMIAL," A FORMAL ALLIANCE ON
ISSUES OF MAJOR IMPORTANCE TO THE NATION. RELATIONS
WITH THE GOVERNMENT BECAME INCREASINGLY STRAINED,

DESPITE SEVERAL MEETINGS BETWEEN LABOR AND THE PRESIDENT OR MEMBERS OF HIS CABINET, AND BY JUNE 1990 ALL BUT THE MOST CONSERVATIVE LABOR FACTIONS WERE AT ODDS WITH THE GOVERNMENT.

FORMATION OF THE INTERGREMIAL WAS FOLLOWED BY THE CREATION OF THE "INTERESTATAL," A COALITION OF PUBLIC WORKERS' ASSOCIATIONS INTENDED TO PRESENT A UNIFIED SLATE OF DEMANDS TO THE GOVERNMENT. THE INTERESTATAL SPONSORED A SERIES OF COORDINATED WORK STOPPAGES TOWARDS MID-1990 INTENDED TO PRESSURE THE GOVERNMENT ON A SERIES OF ISSUES RANGING FROM IMPROVED RETIREMENT BENEFITS TO REVOCATION OF A CONTROVERSIAL EDUCATION LAW. THE WORK STOPPAGES SUCCEEDED IN SLOWING MAIL SERVICES AND SALARY PAYMENTS TO GOVERNMENT WORKERS. THE GOVERNMENT APPROVED A 150 COLON/MONTH (USDOL \$19/MONTH) INCREASE FOR PUBLIC SECTOR WORKERS, BUT THE INTERESTATAL ARGUED THAT WAS INSUFFICIENT TO MEET EVEN COST OF LIVING INCREASES.

LABOR-MANAGEMENT RELATIONS

LABOR GENERALLY PERCEIVES THAT ARENA REPRESENTS THE WEALTHIER SECTORS OF SOCIETY, AND INITIALLY SUSPECTED THAT WITH THE NEW ADMINISTRATION IN OFFICE, MANAGEMENT WOULD TAKE A MORE INTRANSIGENT ATTITUDE TOWARDS UNIONS THAN IN THE PAST. MINISTRY OF LABOR STATISTICS INDICATE THAT MORE COLLECTIVE CONTRACTS

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WERE SIGNED IN THE JUNE 1989-1990 PERIOD THAN IN THE PREVIOUS 12-MONTH PERIOD. COMPLAINTS HANDLED AGAINST EMPLOYERS BY THE MINISTRY OF LABOR HAVE ALSO FALLEN OVER THE PREVIOUS YEAR (ALTHOUGH THE PERCENTAGE OF THOSE RESOLVED HAS ALSO FALLEN).

THE MINISTRY OF LABOR REPORTS RESOLVING SEVEN STRIKES OVER THE JUNE 1989-1990 PERIOD, COMPARED TO 13 THE PREVIOUS YEAR. AT LEAST ONE STRIKE CONTINUED INTO ITS THIRD YEAR, WHILE ANOTHER LINGERED ON INTO ITS SECOND YEAR. LABOR LEADERS COMPLAINED OF ARBITRARY DISMISSALS OR TRANSFERS OF WORKERS IN BOTH THE PRIVATE AND PUBLIC SECTORS.

LABOR STANDARDS

REFORM OF THE LABOR CODE AND RELATED LEGISLATION, AN ONGOING ISSUE BETWEEN LABOR AND THE GOVERNMENT DURING THE PREVIOUS ADMINISTRATION, DID NOT ADVANCE MUCH DURING THE CRISTIANI ADMINISTRATION'S FIRST YEAR.

THE MINISTER OF LABOR ON SEVERAL OCCASIONS STRESSED THE IMPORTANCE OF BRINGING THE LABOR CODE (DRAFTED IN 1972) INTO CONFORMITY WITH THE CONSTITUTION (DRAFTED IN 1983), BUT TO DATE THE CRISTIANI ADMINISTRATION HAS NOT PRESENTED ANY SUCH REFORMS TO THE LEGISLATIVE ASSEMBLY. TWO DRAFT BILLS PRESENTED IN PAST YEARS REMAIN PENDING IN THE ASSEMBLY, WHICH IS NOT EXPECTED TO TAKE ANY ACTION ON THEM.

AFTER THE FMLN LAUNCHED ITS "FINAL OFFENSIVE" IN NOVEMBER, 1989, THE GOVERNMENT IMPOSED A STATE OF EMERGENCY WHICH, INTER ALIA, LIMITED WORKERS' ABILITY

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TO HOLD MEETINGS, ORGANIZE MARCHES OR CONDUCT OTHER UNION ACTIVITIES WITHOUT SPECIAL PERMISSION FROM APPROPRIATE GOVERNMENT AUTHORITIES. SUCH PERMISSIONS WERE NOT ALWAYS HONORED. THE GOVERNMENT ALSO CONDUCTED SEARCHES OF LABOR AND OTHER POPULAR ORGANIZATIONS' OFFICES DURING THE PERIOD OF THE OFFENSIVE. WHILE MOST DEMOCRATIC LABOR UNION PREMISES WERE NOT DAMAGED, LEFTIST UNION LEADERS ALLEGED THEIR OFFICES HAD BEEN SEVEWELY DAMAGED BY OCCUPYING GOVERNMENT FORCES.

THERE IS CURRENTLY ONE FREE TRADE ZONE, MANAGED BY THE MINISTRY OF ECONOMY, OPERATING IN SAN SALVADOR. A PRIVATE FREE TRADE ZONE IS CURRENTLY IN THE PLANNING STAGES. THERE ARE NO SPECIAL LABOR PROVISIONS FOR THE FREE TRADE ZONES, AND EMPLOYERS WITHIN THE ZONE HAVE THE SAME RESPONSIBILITIES AS THOSE OUTSIDE OF THE ZONE. END SUMMARY AND UNCLASSIFIED

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INTRODUCTION.

2.

I. KEY LABOR INDICATORS

(ALL ESTIMATES OR DATA ARE FOR 1989 UNLESS OTHERWISE INDICATED. SOURCES INCLUDE U.S. EMBASSY, MINISTRY OF LABOR, MINISTRY OF PLANNING, ADMINISTRATION OF STATISTICS AND CENSUS. EXCHANGE RATE: 7.85 COLONES/DOLLAR)

1. PER CAPITA GNP, CURRENT PRICES (USDOL) 913
2. PER CAPITA GNP, CONSTANT PRICES (USDOL)
(1986 BASES) 822
3. POPULATION, TOTAL (MILLIONS) 5.33
4. POPULATION, MAJOR ETHNIC GROUPS

MESTIZO 95 PERCENT

CAUCASIAN 5 PERCENT

5. POPULATION IN MAJOR URBAN AREAS 48 PERCENT
6. BIRTH RATE (PER THOUSAND) 36
7. IN-MIGRATION BY NATIONALITY NEGLIGIBLE

8. OUT-MIGRATION
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PERIOD 1980-1989 1.4 PERCENT
- NET EMIG.

9. LIFE EXPECTANCY AT BIRTH - TOTAL 62
10. LIFE EXPECTANCY - MALE 60
11. LIFE EXPECTANCY - FEMALE 64
12. ADULT LITERACY RATE 54 PERCENT
13. LABOR FORCE, CIVILIAN (MILLIONS) 1.745
14. LABOR FORCE, MALE 0.838

- 15. LABOR FORCE, FEMALE 0.907
- 16. EMPLOYMENT, CIVILIAN (MILLIONS) 1.187
- 17. EMPLOYMENT, INDUSTRY 15 PERCENT
- 18. EMPLOYMENT, AGRICULTURE 34 PERCENT
- 19. EMPLOYMENT, SERVICES 21 PERCENT
- 20. UNEMPLOYMENT RATE 12 PERCENT
- 21. UNDEREMPLOYMENT RATE 20 PERCENT
- 22. LABOR PRODUCTIVITY N/A
- 23. WORK-RELATED ACCIDENTS AND ILLNESS N/A
- 24. PCT WORK TIME LOST FROM INDUSTRIAL

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DISPUTES 10 PERCENT

25. MINIMUM WAGE RATES (USDOL) 3.20/DAY
(INCLUDES .50 TO COVER BENEFITS)

26. AVERAGE HOURLY OR WEEKLY EARNINGS
BY MAJOR INDUSTRY N/A

27. AVG. MONTHLY EARNINGS BY MAJOR OCCUPATION
(USDOL)

LABORER 171.50

CLERK TYPIST 271.90

MECHANIC (TRADE) 230.35

COMMERCIAL SPECIALIST 719.75
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28. VALUE OF SUPPLEMENTARY BENEFITS: 20 PERCENT

29. AVERAGE HOURS WORKED PER WEEK
- 44 HOURS

30. UNIONIZATION OF LABOR
- 15 PERCENT

31. AVG. PERSONAL INCOME PER YEAR,
CURRENT PRICES (USDOL)
- 750

32. AVG. DISPOSABLE INCOME AFTER TAXES AND
MANDATORY WITHHOLDING (USDOL)
- 700

33. PERCENT OF POPULATION BENEATH THE ABSOLUTE
POVERTY LEVEL 40

34. RATE OF CHANGE IN CONSUMER PRICES

1987	24.9 PERCENT
1988	19.8 PERCENT
1989	17.6 PERCENT

II.

LABOR AND GOVERNMENT

MINISTRY OF LABOR: MAURICIO GONZALEZ DUBON WAS
APPOINTED MINISTER OF LABOR BY THE CRISTIANI
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ADMINISTRATION IN JUNE, 1989. A CIVIL SERVANT,
GONZALEZ BEGAN HIS CAREER IN THE MINISTRY OF LABOR
BEFORE JOINING THE SALVADORAN DIPLOMATIC CORPS.
PRIOR TO HIS APPOINTMENT, HE HAD SPENT SEVERAL YEARS
IN VARIOUS SALVADORAN DIPLOMATIC MISSIONS IN EUROPE.

THE DIRECTOR GENERAL'S OFFICE (DGT) OF THE MINISTRY
OF LABOR (MOL) OVERSEES THE IMPLEMENTATION OF
COLLECTIVE BARGAINING AGREEMENTS AND SERVES AS

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CONCILIATOR IN LABOR-RELATED DISPUTES IN THE PRIVATE SECTOR AND IN AUTONOMOUS GOVERNMENT INSTITUTIONS. ACCORDING TO MOL, BETWEEN JUNE 1, 1989 AND MAY 31, 1990 THE DGT TOOK PART IN THE NEGOTIATION OR ADAPTATION OF 137 COLLECTIVE CONTRACTS. DGT ALSO PARTICIPATED DIRECTLY IN 1562 INDIVIDUAL WORKER-MANAGEMENT COMPLAINTS, WHICH RESULTED IN MANAGEMENT PAYING 1,288,239 COLONES (USD 164,106 AT RATE OF EXCHANGE OF 7.85; THIS RATE FLUCTUATED THROUGHOUT THE PERIOD IN QUESTION) TO EMPLOYEES. THE DGT ALSO HANDLED IN 263 LABOR-MANAGEMENT CONFLICTS, OF WHICH ONLY 40 HAD BEEN RESOLVED BY MAY 31, 1990, INCLUDING SEVEN STRIKES. THE DGT CARRIED OUT 32,618 WORKSITE INSPECTIONS, AND LEVIED FINES OF 74,500 COLONES (USD 9490.45 AT 7.85 COLONES/DOLLAR).

SEVERAL MULTI-YEAR STRIKES WERE THE SUBJECT OF DGT MEDIATION, BUT REMAINED UNRESOLVED AT THE END OF THE YEAR. WORKERS OF PEZCA, S.A., WHO WENT OUT ON STRIKE IN 1987, CONTINUED TO OCCUPY THE FIRM'S FLEET OF 34 BOATS, MOST OF WHICH ARE CURRENTLY NON-SEAWORTHY. BANKRUPTCY PROCEEDINGS AGAINST THE OWNERS OF THE FIRM WILL LEAVE WORKERS NEGOTIATING WITH THE MOL AND THE BANK FOR SALARIES, BENEFITS AND INDEMNITIES RELATED

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TO THE STRIKE. WORKERS AT FUNICULAR WENT ON STRIKE
IN JUNE, 1989, AND DESPITE MEDIATION BY THE MOL HAVE
STILL NOT YET REACHED A SETTLEMENT WITH THE OWNERS OF
THE FACILITY, WHO ALSO DECLARED BANKRUPTCY.

LABOR AND THE PRESIDENCY: ON JUNE 24, 1989,
PRESIDENT CRISTIANI ATTENDED THE CLOSING SESSION OF
THE CGT GENERAL ASSEMBLY IN A GESTURE OF GOOD WILL
TOWARDS THE ORGANIZED DEMOCRATIC LABOR MOVEMENT. BY
LATE SUMMER, HOWEVER, GOVERNMENT POLICIES REGARDING

ECONOMIC STRUCTURAL ADJUSTMENT AND THE AGRARIAN REFORM PROGRAM HAD RESULTED IN AN UNPRECEDENTED ALLIANCE BETWEEN DEMOCRATIC AND LEFTIST LABOR ORGANIZATIONS. THE PRESIDENT THEN LAUNCHED A SERIES OF MEETINGS WITH INDIVIDUAL LABOR ORGANIZATIONS, INCLUDING THE NATIONAL UNION OF WORKERS AND PEASANTS (UNOC), THE LEFTIST NATIONAL UNION OF SALVADORAN WORKERS (UNTS), FENASTRAS AND OTHERS IN ORDER TO UNCLASSIFIED

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IMPROVE COMMUNICATION ON GOVERNMENT POLICIES. THE PRESIDENT MET AGAIN WITH DEMOCRATIC LABOR ORGANIZATIONS IN DECEMBER, 1989.

IN THE WAKE OF APRIL 1990 AGREEMENT BETWEEN THE GOVERNMENT AND THE FMLN TO REINITIATE TALKS, THE PRESIDENT FORMED TWO DOMESTIC COMMISSIONS TO PROVIDE INPUT TO THE PROCESS. ONE OF THESE, THE SOCIO-ECONOMIC COMMISSION, WAS A TRIPARTITE GROUP OF FORTY PERSONS REPRESENTING THE GOVERNMENT, THE PRIVATE SECTOR AND LABOR. THE SOCIO-ECONOMIC COMMISSION FORMED SIX SUBCOMMITTEES IN JUNE, 1990, TO DISCUSS SPECIFIC TOPICS OF CONCERN, INCLUDING REFORM OF LABOR LEGISLATION, PARTICULARLY THE LABOR CODE. LABOR'S PARTICIPATION IN SUBCOMMITTEE MEETINGS WAS SPORADIC BECAUSE OF DIFFERENCES OVER PROCEDURAL ISSUES.

LABOR LEGISLATION: ARTICLE 47 OF THE CONSTITUTION RECOGNIZES THE RIGHT OF PRIVATE SECTOR EMPLOYEES AND EMPLOYEES OF AUTONOMOUS PUBLIC INSTITUTIONS TO ORGANIZE UNIONS. IT ALSO PROVIDES THAT MEMBERS OF UNION BOARDS AT THE TIME OF THEIR ELECTION, THROUGHOUT THEIR TERM, AND DURING ONE YEAR FOLLOWING THEIR TERM SHALL NOT BE FIRED, SUSPENDED FOR DISCIPLINARY REASONS, REMOVED OR DEBASED IN THEIR WORK CONDITIONS EXCEPT FOR LEGAL CAUSE AS DETERMINED PREVIOUSLY BY COMPETENT AUTHORITY.

THE LABOR CODE REQUIRES THAT LABOR DISPUTES GO THROUGH STAGES OF DIRECT BARGAINING, CONCILIATION AND ARBITRATION BEFORE A STRIKE OR A LOCKOUT CAN BE CALLED. PRIOR TO INITIATING THIS PROCEDURE, THE UNCLASSIFIED

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COMPLAINANT MUST PRESENT A LIST OF GRIEVANCES TO THE DGT. LABOR COURTS ARE COMPETENT TO DETERMINE THE LEGALITY OR ILLEGALITY OF A STRIKE OR LOCKOUT (LABOR

COURTS ARE INDEPENDENT ENTITIES WHICH ARE PART OF THE JUDICIAL SYSTEM AND ULTIMATELY RESPONSIBLE TO THE SUPREME COURT).

MANY UNION LEADERS VIEW THE LEGAL REQUIREMENTS FOR A STRIKE AS ONEROUS AND TOO TIME CONSUMING. AS A RESULT, UNIONS OFTEN IGNORE THE LEGAL REQUIREMENTS, AND MOST STRIKES IN EL SALVADOR ARE DETERMINED TO BE ILLEGAL (THE LAST LEGAL STRIKE WAS DECLARED IN 1987 - ONLY THREE STRIKES HAVE BEEN DECLARED LEGAL SINCE AUGUST, 1984). MOST PUBLIC EMPLOYEES ARE PROHIBITED FROM FORMING UNIONS OR STRIKING. EMPLOYEES AT THE NINE AUTONOMOUS INSTITUTIONS (TELEPHONE, ELECTRICAL UTILITY, SOCIAL SECURITY INSTITUTE, ETC.) ARE EXEMPT FROM THESE PROHIBITIONS. IN REALITY, ALMOST ALL PUBLIC EMPLOYEES HAVE ASSOCIATIONS WHICH ACT AS UNIONS AND CALL STRIKES.

REFORM OF THE LABOR CODE HAS BEEN ON THE GOVERNMENT'S AGENDA SINCE AT LEAST 1982, WHEN A TRIPARTITE COMMISSION WAS FORMED TO DRAW UP A NEW LABOR CODE PROPOSAL. THE COMMISSION RAN INTO PROBLEMS, HOWEVER, AND THE BUSINESS SECTOR REPRESENTATIVES WITHDREW FROM THE COMMISSION CLAIMING THAT LABOR AND GOVERNMENT WERE ALIGNED IN OPPOSITION TO PRIVATE BUSINESS. THE REMAINING MEMBERS OF THE COMMISSION FINISHED THE STUDY IN 1985 AND PASSED THEIR PROPOSAL TO THE EXECUTIVE BRANCH, WHICH IN TURN PRESENTED THE PROPOSAL TO THE LEGISLATIVE ASSEMBLY. THERE IT LANGUISHED THROUGH THE REMAINING YEARS OF THE DUARTE

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ADMINISTRATION. IT MAY NONETHELESS SERVE AS A BASE
FOR RENEWED TRIPARTITE DISCUSSIONS ON LABOR CODE
REFORM INITIATED AS PART OF THE GOVERNMENT-FMLN
DIALOGUE PROCESS (SEE ABOVE).

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IN APRIL THE GOVERNMENT PRESENTED DECREE 483, A MEASURE DESIGNED TO ENSURE FISCAL RESPONSIBILITY AT THE AUTONOMOUS AGENCIES BY, INITIALLY, REQUIRING THE AGENCIES TO SUBMIT REQUISITIONS TO THE TREASURY FOR ALL EXPENSES LARGER THAN A SPECIFIED SUM. THE TEXT OF THE DECREE ALSO INDICATED, INITIALLY, THAT THE DECREE WOULD OVERRULE ANY CONTRADICTIONARY LEGISLATION WHICH MIGHT ALREADY EXIST. LABOR, JOINED IN THIS CASE BY MANAGEMENT, OBJECTED TO THE DECREE, WHICH IT FELT THREATENED HARD-EARNED BENEFITS, AND COULD VIOLATE THE RIGHTS GUARANTEED TO LABOR IN THE CONSTITUTION. IN JULY, 1990 THE GOVERNMENT AMENDED THE DECREE TO ELIMINATE PROVISIONS DISTASTEFUL TO

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BOTH LABOR AND MANAGEMENT. LABOR'S OPPOSITION TO THE DECREE CONTINUES, HOWEVER, SINCE IT FEARS THE DECREE MARKS THE FIRST STEP IN CONVERTING THE AUTONOMOUS AGENCIES (EMPLOYEES OF WHICH HAVE THE RIGHT TO FORM UNIONS) TO GOVERNMENT AGENCIES (THE EMPLOYEES OF WHICH ARE LIMITED BY LAW TO WORKERS' ASSOCIATIONS).

LABOR AND THE LEGISLATIVE ASSEMBLY

THE LEGISLATIVE ASSEMBLY HAS A SEPARATE COMMITTEE FOR LABOR ISSUES, MEMBERS OF WHICH HAVE CONSISTENTLY COMMENTED ON NEED FOR REFORM OF THE LABOR CODE. THE LEGISLATIVE ASSEMBLY COMMITTEE ON LABOR AFFAIRS MEETS FREQUENTLY WITH REPRESENTATIVES OF VARIOUS LABOR ORGANIZATIONS, AND HAS ON OCCASION ATTEMPTED TO MEDIATE BETWEEN AN EMPLOYER AND COMPLAINING WORKERS, WITH LIMITED SUCCESS. UNIONS WITH LABOR GRIEVANCES ROUTINELY CALL ON THE ASSEMBLY, HOWEVER, SINCE IT PROVIDES AN EXCELLENT OPPORTUNITY TO PUBLICIZE LABOR'S SIDE OF THE DISPUTE.

LABOR AND THE MILITARY

LABOR LEADERS ACROSS THE POLITICAL SPECTRUM HAVE SOUGHT CONTACTS WITH MILITARY LEADERS OVER A RANGE OF PROBLEMS INCLUDING PERSONAL SECURITY, DISPUTES OVER LAND TENURE CASES, ARRESTS OF UNION MEMBERS AND COMPLAINTS AGAINST EMPLOYERS. FREQUENTLY, LABOR LEADERS WILL GO TO KEY MILITARY FIGURES PRIOR TO ESTABLISHING CONTACT WITH APPROPRIATE CIVILIAN OFFICIALS -- CONSULTING WITH THE MILITARY CHIEF OF

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STAFF, FOR EXAMPLE, BEFORE GOING TO THE MINISTRY OF LABOR.

IN THE CAPITAL, DEMOCRATIC LABOR LEADERS HAVE HAD GOOD ACCESS TO MILITARY LEADERS, AND HAVE BEEN ABLE TO PRESENT COMPLAINTS AND RESOLVE DISPUTES WITH SOME REGULARITY. LEFTIST LABOR AND POPULAR ORGANIZATIONS HAVE A MUCH MORE PROBLEMATIC RELATIONSHIP WITH THE MILITARY IN SAN SALVADOR, AND FREQUENTLY ALLEGE THAT MEMBERS OF THE MILITARY (OFTEN THE FIRST BRIGADE, WHICH HAS RESPONSIBILITY FOR THE PART OF SAN SALVADOR WHERE MANY UNION OFFICES ARE LOCATED) HAVE SURVEILLED THEIR OFFICES, HARASSED THEIR MEMBERS AND, DURING THE NOVEMBER 1989 FMLN OFFENSIVE, DESTROYED THEIR PROPERTY.

IN RURAL AREAS, THE RELATIONSHIP BETWEEN LABOR LEADERS AND THE MILITARY IS SOMEWHAT MORE DEPENDENT ON THE PERSONALITIES OF THE PLAYERS AND THE LEVEL OF CONFLICT WITHIN THE ZONE. GENERALLY, HOWEVER, LABOR LEADERS HAVE HAD ACCESS TO BRIGADE COMMANDERS AND HAVE RECEIVED AT LEAST SOME COOPERATION. PEASANT ORGANIZATIONS COMPLAIN MOST LOUDLY ABOUT MEMBERS OF THE NATIONWIDE CIVIL DEFENSE FORCES, ALLEGING THAT THEY ROUTINELY ABUSE THEIR AUTHORITY AND EXTORT MONEY OR FAVORS FROM AGRICULTURAL WORKERS ORGANIZED IN COOPERATIVES. THIS PATTERN OF BEHAVIOR BY THE CD FORCES IS NOT LIMITED OR AIMED SPECIFICALLY AT MEMBERS OF ORGANIZED LABOR, BUT AFFECTS RURAL RESIDENTS IN GENERAL.

DURING THIS YEAR, AS IN THE PAST, MEMBERS OF LABOR ORGANIZATIONS CONTINUED TO BE ARRESTED BY PUBLIC

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R 102203Z SEP 90
FM AMEMBASSY SAN SALVADOR
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UNCLAS SECTION 07 OF 14 SAN SALVADOR 12205

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SUBJECT: JUNE 1989 - JUNE 1990

SECURITY FORCES, ALTHOUGH NOT BECAUSE OF THEIR UNION AFFILIATIONS. MOST DETENTIONS WERE JUSTIFIED ON THE GROUNDS OF SECURITY FORCE SUSPICIONS THAT THE DETAINEES WERE INVOLVED WITH THE FMLN. DURING THE NOVEMBER 1989 OFFENSIVE, INTERNATIONAL MEDIA REPORTED THAT MEMBERS OF PRO-FMLN UNIONS HAD JOINED THE GUERRILLA ATTACKS. IN ONE CASE, SOME 60 MEMBERS OF THE LEFTIST UNION FENASTRAS WERE DETAINED IN SEPTEMBER, 1989 AFTER PARTICIPATING IN A PROTEST MARCH THAT BECAME VIOLENT. THERE WERE CREDIBLE ALLEGATIONS THAT UNION MEMBERS, AS WELL AS OTHER SALVADORANS, HAVE BEEN TORTURED WHILE IN THE CUSTODY OF PUBLIC SECURITY FORCES OR THE MILITARY.

THE MILITARY HAS INTERVENED DIRECTLY IN THREE STRIKES OVER THE JUNE 1989-1990 PERIOD. IN ALL THREE CASES, THE ACTION WAS TAKEN TO PROTECT PROPERTY IMPROPERLY CONFISCATED OR OCCUPIED BY WORKERS -- ONE CASE UNCLASSIFIED

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INVOLVED A LEGAL STRIKE, THE OTHER TWO INVOLVED ILLEGAL STRIKES. IN ALL THREE CASES, THE STRIKES CONTINUED EVEN AFTER THE MILITARY INTERVENTION -- TWO OF THEM CONTINUE TODAY. IN ONE OF THE THREE CASES ONE UNION MEMBER WAS BEATEN; NO INJURIES WERE REPORTED IN THE OTHER TWO CASES. THERE HAVE BEEN NO INSTANCES OF MILITARY INTERVENTION IN LABOR-MANAGEMENT DISPUTES SINCE AUGUST, 1989.

III. LABOR AND THE ECONOMY

STRUCTURAL ADJUSTMENT IN WARTIME

THE UNPRECEDENTED FMLN OFFENSIVE IN NOVEMBER 1989 CONCENTRATED IN THE CAPITAL CITY OF SAN SALVADOR AND OTHER URBAN CENTERS REVERSED EL SALVADOR'S ECONOMIC PROGRESS IN 1989 BY HALF. ALTHOUGH THE ECONOMY QUICKLY REBOUNDED TO PRE-OFFENSIVE LEVELS, THE HEAVY BURDEN OF THE WAR REMAINS THE PRINCIPAL PROBLEM FACED BY EL SALVADOR'S AGRARIAN-BASED ECONOMY. BETWEEN 1979-1983, EL SALVADOR SUFFERED A 22 PERCENT DECLINE IN GDP AS A RESULT OF THE INSURGENCY. SINCE THEN THE ECONOMY HAS REGISTERED MODEST REAL ECONOMIC GROWTH AVERAGING 1.5 PERCENT/YEAR. IN 1989, REAL GNP GROWTH WAS ONE PERCENT.

ELECTED WITH THE TWIN RESOLVES TO BRING PEACE AND ECONOMIC STABILITY TO EL SALVADOR, PRESIDENT CRISTIANI SPENT HIS FIRST YEAR IN OFFICE IMPLEMENTING

A RIGOROUS STRUCTURAL ADJUSTMENT PROGRAM. HIS ADMINISTRATION HAS ELIMINATED PRICE CONTROLS ON 246 PRODUCTS, COMPRESSED TARIFFS TO A 5-35 PERCENT RANGE, UNCLASSIFIED

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REFORMED THE TAX SYSTEM AND RAISED WATER AND ELECTRICITY RATES. INEFFICIENT GOVERNMENT MARKETING MONOPOLIES FOR SUGAR AND COFFEE HAVE BEEN DISMANTLED AND THE COLON HAS BEEN DEVALUED BY 28 PERCENT. INITIAL STEPS TO PRIVATIZE THE BANKING SYSTEM ARE ALSO UNDERWAY.

WHILE THE FREE MARKET MEASURES HAVE ENCOURAGED INCREASED PRIVATE SECTOR INVESTMENT, PARTICULARLY IN AGRICULTURE, THEY HAVE HAD A SEVERE IMMEDIATE IMPACT ON URBAN WORKERS. INFLATION, 18 PERCENT IN 1989, ROSE TO AN ANNUAL RATE OF 28 PERCENT IN MAY 1990. BASIC FOOD PRICES HAVE INCREASED 33 PERCENT. ORGANIZED LABOR HAS HARSHLY CRITICIZED THE GOVERNMENT FOR UNFAIRLY BURDENING THE POOR WITH THE COSTS OF STRUCTURAL ADJUSTMENT WHILE NOT EXACTING EQUAL SACRIFICES FROM THE WEALTHY. DISSOLUTION OF GOVERNMENT ENTITIES HAS COST HUNDREDS OF JOBS, THEY ARGUE, AND PRIVATIZATION OF THE BANKING SYSTEM WILL MEAN FURTHER UNEMPLOYMENT, AND WILL LESSEN WORKERS' ACCESS TO CREDIT. LABOR'S ENERGETIC RESPONSE TO THE GOVERNMENT'S ECONOMIC REFORMS PROMPTED THE HISTORIC ALLIANCE BETWEEN THE DEMOCRATIC UNOC AND THE PRO-FMLN UNITS (SEE DEVELOPMENTS IN THE LABOR MOVEMENT, BELOW). THIS PROMISES TO BE A KEY ISSUE IN THE MARCH 1991 LEGISLATIVE AND MUNICIPAL ELECTIONS.

WAGES AND SALARIES

IN RESPONSE TO PRESSURE FROM THE LABOR SECTOR, THE GOVERNMENT AUTHORIZED ON APRIL 15, 1990 THE FIRST INCREASE IN THE MINIMUM WAGE SINCE 1986. WORKERS IN

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COMMERCE, INDUSTRY AND THE SERVICE SECTOR RECEIVED INCREASES OF 3 COLONES/DAY FOR A MINIMUM SALARY OF 21 COLONES/DAY IN THE CAPITAL, 20 COLONES/DAY IN OUTLYING AREAS. AGRICULTURAL WORKERS RECEIVED AN INCREASE OF 1.50 COLONES/DAY TO 11.50 COLONES/DAY. AT THE SAME TIME, THE GOVERNMENT APPEALED TO THE PRIVATE SECTOR NOT TO RAISE PRICES AS A RESULT OF THE WAGE INCREASES. LABOR, WHILE PLEASED THAT SOME INCREASE HAD AT LAST BEEN AUTHORIZED, WAS NOT SATISFIED WITH THE AMOUNT. IN ADDITION, MOST ORGANIZED WORKERS RECEIVE MORE THAN THE MINIMUM WAGE, AND THERE WAS NO AUTOMATIC ADJUSTMENT IN COLLECTIVE CONTRACTS TO REFLECT THE GOVERNMENT AUTHORIZED INCREASE.

IN JUNE, 1990 PUBLIC SECTOR WORKERS IN BOTH THE GOVERNMENT AND AUTONOMOUS AGENCIES BEGAN DEMANDING WAGE INCREASES AND IMPROVED BENEFITS. AT LEAST

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THIRTEEN PUBLIC SECTOR WORKERS' ORGANIZATIONS JOINED TOGETHER IN THE INTERESTATAL TO PURSUE A COMBINED SLATE OF DEMANDS WHICH INCLUDED A 500-COLON/MONTH INCREASE IN SALARY FOR ALL WORKERS. THE INTERESTATAL PROMOTED A CALENDAR OF COORDINATED WORK STOPPAGES AMONG ITS MEMBER ORGANIZATIONS IN ORDER TO INCREASE PRESSURE ON THE GOVERNMENT. AS THE WEEKS PASSED, SEVERAL WORKERS' ORGANIZATIONS REACHED SEPARATE AGREEMENTS WITH THE MANAGEMENT OF THEIR SPECIFIC INSTITUTION. IN JULY, 1990 THE GOVERNMENT ANNOUNCED A 150 COLON/MONTH RAISE FOR ALL PUBLIC SECTOR WORKERS, TO TAKE EFFECT ON AUGUST 1. THE INTERESTATAL CONTINUED ITS PROTESTS, HOWEVER, NOTING THAT THE INCREASE WAS NOT ENOUGH, AND CITING OTHER POINTS ON ITS SLATE OF ISSUES WHICH REMAINED TO BE ADDRESSED (SEE ALSO DEVELOPMENTS IN THE LABOR MOVEMENT, BELOW).

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IV. LABOR AND POLITICS

LABOR IS AN ACTIVE AND VOCAL PARTICIPANT IN THE POLITICAL LIFE OF EL SALVADOR, AND WAS A SIGNIFICANT FORCE DURING THE MARCH, 1989 PRESIDENTIAL ELECTIONS,

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DURING WHICH DEMOCRATIC LABOR ORGANIZATIONS SPONSORED VOTER REGISTRATION DRIVES, CAMPAIGNED ACTIVELY FOR SPECIFIC CANDIDATES, AND MANNED POLLING TABLES DURING THE ACTUAL VOTING. (LEFTIST LABOR UNIONS GENERALLY SUPPORTED THE FMLN BOYCOTT OF THE ELECTORAL PROCESS).

THE DEFEAT OF CHRISTIAN DEMOCRAT, FIDEN CHAVEZ MENA, DEMOCRATIC LABOR'S PREFERRED CANDIDATE IN THE UNCLASSIFIED

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PRESIDENTIAL CONTEST, CAUSED GREAT CONCERN WITHIN THE LABOR MOVEMENT, IN PART BECAUSE ARENA WAS VIEWED AS BEING PRO-BUSINESS, AND IN PART BECAUSE OF THE WIDESPREAD BELIEF THAT AT LEAST SOME ARENA MEMBERS HAD LINKS TO RIGHT-WING DEATH SQUADS WHICH, BETWEEN 1979-1983, WERE CONSIDERED LARGELY RESPONSIBLE FOR THE ASSASSINATIONS AND DISAPPEARANCES OF MORE THAN 1500 LABOR LEADERS AND ACTIVISTS.

LABOR'S FIRST CONFRONTATION WITH THE GOVERNMENT CAME OVER THE ISSUE OF THE AGRARIAN REFORM. TO DATE, THE GOVERNMENT HAS IMPLEMENTED TWO OF THE THREE PHASES ENVISIONED IN THE AGRARIAN REFORM PROGRAM INITIAILY DESIGNED IN 1979. PHASE THREE, THE SO-CALLED "LAND TO THE TILLER PROGRAM," HAS EVOLVED FAIRLY SMOOTHLY. LABOR'S MAJOR CONCERN WITH PHASE THREE OF THE REFORM IS THE STRONG POLITICAL IDENTIFICATION OF THE ADMINISTRATOR, WHO UPON OCCASION APPEARS TO MANIPULATE THE PROGRAM FOR THE POLITICAL BENEFIT OF ARENA.

TO IMPLEMENT PHASE ONE OF THE AGRARIAN REFORM, THE GOVERNMENT CONFISCATED ALL RURAL PROPERTIES GREATER THAN 500 HECTARES AND PLACED COOPERATIVES OF PEASANTS ON THE LAND, PROVIDING (IN THEORY AT LEAST) TECHNICAL ADVICE AND ACCESS TO CREDIT TO ASSIST THE COOPERATIVES. HOWEVER, ISTA ESTIMATES INDICATE THAT 53 PERCENT OF THE CONFISCATIONS WERE MADE INAPPROPRIATELY, AND 24 CASES CHALLENGING THE CONFISCATIONS ARE NOW PENDING IN SALVADORAN COURTS. DURING THE FIRST MONTHS OF THE CRISTIANI ADMINISTRATION, THE HOLDOVER SUPREME COURT REITERATED EARLIER RULINGS FINDING THAT TWO COOPERATIVES WOULD HAVE TO ABANDON LANDS THEY HAD

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ALSO FOR S/IL

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TAGS: KPRP, ELAB, ES
SUBJECT: JUNE 1989 - JUNE 1990

OCCUPIED FOR THE LAST TEN YEARS, AND THE PROPERTIES WOULD HAVE TO BE RETURNED TO THE ORIGINAL OWNER. AGRICULTURAL WORKERS' ASSOCIATIONS CHARGED THAT THIS WAS PART OF A PLOT TO ROLL BACK THE AGRARIAN REFORM, AND VOWED TO RESIST ANY FORCED REMOVALS OF PEASANTS FROM PHASE ONE PROPERTIES. SO FAR THE GOVERNMENT HAS NOT ENFORCED THE SUPREME COURT'S RULING.

THE CRISTIANI ADMINISTRATION ALSO ANNOUNCED PLANS TO PREPARE A BENEFICIARY RIGHTS LAW FOR PHASE ONE COOPERATIVE MEMBERS IN AN EFFORT BOTH TO MAKE MORE EFFICIENT USE OF THE LAND AND TO FACILITATE EXPANDING THE BENEFITS OF THE REFORM TO A GREATER NUMBER OF PEASANTS. AS ENVISIONED BY THE GOVERNMENT, THE LAW (WHICH HAS STILL NOT BEEN PRESENTED TO THE LEGISLATIVE ASSEMBLY) WOULD ALLOW PHASE ONE COOPERATIVE MEMBERS TO CHOOSE FROM AMONG A RANGE OF OPTIONS INCLUDING RECEIPT OF AN INDIVIDUAL LAND TITLE. LABOR UNCLASSIFIED

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OBJECTS TO THE PROPOSAL ON SEVERAL GROUNDS, AND HAS BEEN IN CONSULTATION WITH THE GOVERNMENT ABOUT SOME OF THESE OBJECTIONS. IN ESSENCE, LABOR ARGUES THAT THE GOVERNMENT SEEKS TO DIVIDE THE STRENGTH OF THE COOPERATIVES (AND THE PEASANT MOVEMENT), MAKING IT EASIER FOR THE ORIGINAL LANDOWNERS TO MANIPULATE ONE FARMER AT A TIME, AND EVENTUALLY REGAIN THEIR PROPERTY. WHILE THERE ARE CONSTITUTIONAL LIMITS ON THE AMOUNT OF RURAL LAND WHICH CAN BE HELD BY AN INDIVIDUAL, LABOR ARGUES THAT THE PROVISION IS NOT ENFORCED, BUT THEY HAVE NOT PROVIDED EVIDENCE TO SUPPORT THIS CONTENTION. ALTHOUGH NEVER ADMITTED BY THE LEADERS, ORGANIZED LABOR'S CONCERN OVER A BENEFICIARY'S RIGHTS LAW IS BASED, AT LEAST IN PART, ON THE FACT THAT SUCH A LAW WOULD LOOSEN ITS INFLUENCE OVER THE MEMBERS OF THE COOPERATIVES.

LABOR'S CONCERN OVER LAND REFORM SPARKED ITS FIRST

POLITICAL ATTACKS AGAINST THE GOVERNMENT, WHICH WOULD SOON BE FOLLOWED BY ATTACKS ON THE GOVERNMENT'S ECONOMIC POLICIES (SEE ABOVE) AND ITS HUMAN RIGHTS PRACTICES. BOTH DEMOCRATIC AND LEFTIST LABOR ORGANIZATIONS JOINED VARIOUS COALITIONS OF OPPOSITION GROUPS TO TRY TO INCREASE PRESSURE ON THE GOVERNMENT.

ONE OF THESE, THE NATIONAL COMMISSION FOR PERMANENT DEBATE (CPDN), CONCERNED ITSELF PRIMARILY WITH THE PROSPECTS FOR PEACE. CPDN DELEGATIONS, OFTEN HALF OF WHICH WERE LABOR LEADERS, TRAVELLED SEVERAL TIMES OVER THE COURSE OF THE YEAR TO VISIT THE FMLN. THEY SPONSORED SEVERAL PEACE MARCHES, AND ORGANIZED THE 1990 MAY 1 WORKERS' MARCH.

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EARLY IN THE CRISTIANI ADMINISTRATION, LABOR AND OTHER OPPOSITION LEADERS COMPLAINED ABOUT A LACK OF "POLITICAL SPACE" FOR ACTIVITIES CRITICAL OF THE GOVERNMENT. NEWSPAPERS (ALL PRIVATELY-OWNED, ONE BY AN EMPLOYEES' COOPERATIVE) WOULD NOT GIVE COVERAGE TO OPPOSITION PRESS CONFERENCES, AND GROUPS WERE FORCED TO RESORT TO PAID ANNOUNCEMENTS PRESENTING THEIR OPINIONS. NEWS ORGANIZATIONS WERE ALSO QUICK TO REPORT ALLEGATIONS MADE BY PUBLIC SECURITY FORCES AGAINST CAPTURED INDIVIDUALS, WITHOUT ALLOWING THE INDIVIDUAL, EVEN IF VINDICATED, EQUAL TIME. SIMILARLY, TV AND RADIO NEWS (MOST OF WHICH ARE PRIVATELY OWNED) GAVE LIMITED COVERAGE TO OPPOSITION GROUP ACTIVITIES.

THESE COMPLAINTS INTENSIFIED DURING THE STATE OF EMERGENCY IMPOSED BY THE GOVERNMENT DURING AND AFTER THE NOVEMBER 1989 FMLN OFFENSIVE. CRITICISM OF THE GOVERNMENT WAS SHARPLY CONSTRAINED, PUBLIC DEMONSTRATIONS WERE PROHIBITED, AND (AS THE STATE OF EMERGENCY WAS MODIFIED OVER TIME) UNIONS HAD TO APPLY FOR SPECIAL PERMISSIONS TO HOLD MEETINGS. WHILE WE ARE NOT AWARE THAT SUCH PERMISSION WAS EVER DENIED, ON ONE OCCASION A GROUP OF 20 DEMOCRATIC LABOR LEADERS WERE ARRESTED FOR HAVING AN UNAUTHORIZED MEETING, DESPITE THE FACT THAT THEY DID HAVE THE NECESSARY PERMIT.

BY MID-1990, HOWEVER, THE NEWSMEDIA WAS GIVING GREATER COVERAGE NOT ONLY TO LEGAL OPPOSITION GROUPS, BUT EVEN TO THE FMLN (WHICH HELD SEVERAL IN-COUNTRY PRESS CONFERENCES, INCLUDING AT LEAST ONE IN THE CAPITAL). BOTH NEWSPAPERS AND BROADCAST MEDIA WERE

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TAGS: KPRP, ELAB, ES
SUBJECT: JUNE 1989 - JUNE 1990

GIVING GREATER TIME TO LABOR AND POLITICAL GROUPS,
SOME MORE THAN OTHERS. THREE PUBLIC DEMONSTRATIONS
IN SUPPORT OF STRIKING WORKERS, THE PEACE PROCESS AND
IN PROTEST OF A PROPOSED EDUCATION LAW TOOK PLACE
WITHOUT INCIDENT IN A SINGLE WEEK IN JUNE.

RELATIONS BETWEEN THE GOVERNMENT AND LEFTIST, OFTEN
PRO-FMLN LABOR ORGANIZATIONS, UNITED UNDER THE
UMBRELLA ORGANIZATION UNTS, ARE STRAINED AT BEST.
MANY UNTS LEADERS ARE CLOSELY IDENTIFIED WITH THE
FMLN, ALTHOUGH THEIR RANK AND FILE MAY NOT SHARE
THEIR POLITICAL PERSUASIONS. WHILE IN 1988 UNTS WAS
A FAIRLY VIOLENT ORGANIZATION (SPONSORING VIOLENT
DEMONSTRATIONS, CALLING FOR GENERAL STRIKES,
SUPPORTING THE FMLN BOYCOTT OF THE ELECTIONS, AND
FORCEFULLY OCCUPYING THE MINISTRY OF LABOR), IN THE
1989-1990 PERIOD IT ESSENTIALLY ABANDONED THESE
PRACTICES. OUTSIDE OF A SINGLE VIOLENT MARCH
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SPONSORED BY UNTS AFFILIATE FENASTRAS (SEPTEMBER
1989), MOST OTHER PUBLIC ACTIVITIES BY THE UNTS WERE
PEACEFUL, PERHAPS IN PART BECAUSE OF ITS ALLIANCE
WITH THE DEMOCRATIC UNOC.

LEFTIST PRO-FMLN LABOR ORGANIZATIONS WERE THE VICTIMS
OF SEVERAL, PROBABLY POLITICALLY-MOTIVATED ATTACKS
DURING THE PERIOD. SMALL BOMBS WERE THROWN AT
FENASTRAS OFFICES IN FEBRUARY, 1989 AND SEPTEMBER,
1989 -- ON BOTH OCCASSIONS FENASTRAS DENIED ACCESS TO
POLICE INVESTIGATORS, AND ALLEGED GOVERNMENT
COMPLICITY. ON OCTOBER 31, 1989 A LARGE EXPLOSIVE

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DEVICE DETONATED ON FENASTRAS PROPERTY, KILLING TEN PERSONS INCLUDING FEBE VELASQUEZ, A LEADER OF BOTH FENASTRAS AND THE UNTS. ALTHOUGH PLANNING FOR THE OFFENSIVE HAD BEEN UNDERWAY FOR MANY MONTHS, THE FMLN CITED THE EVENT AS CAUSE FOR ITS DECISION TO BREAK OFF PEACE TALKS WITH THE GOVERNMENT AND LAUNCH ITS FINAL OFFENSIVE (TALKS RESUMED IN APRIL 1990 WITH UN MEDIATION). THE PERPETRATORS OF THE CRIME HAVE NEVER BEEN IDENTIFIED, DUE, AT LEAST IN PART, BY FENASTRAS' REFUSAL TO PERMIT GOES OR INTERNATIONAL INVESTIGATORS ACCESS TO THE SITE UNTIL ALMOST ALL PHYSICAL EVIDENCE HAD BEEN REMOVED..

DURING THE NOVEMBER, 1989 OFFENSIVE, GOVERNMENT FORCES SEARCHED THE OFFICES OF ALMOST EVERY MAJOR POPULAR, POLITICAL AND INTERNATIONAL ORGANIZATION IN THE CAPITAL, INCLUDING LABOR HEADQUARTERS. HOWEVER, LEFTIST UNION LEADERS ALLEGED THAT THEIR OFFICES WERE OCCUPIED BY GOVERNMENT MILITARY FORCES WHO DESTROYED UNION PROPERTY AND RANSACKED UNION FILES. THE MILITARY ADMITS TO HAVING CONFISCATED MATERIALS FROM

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SOME OFFICES, BUT LITTLE PROGRESS HAS BEEN MADE IN GETTING THE MATERIALS RETURNED. INTERNATIONAL MEDIA REPORTED THAT DURING THE OFFENSIVE MEMBERS OF SEVERAL PRO-FMLN LABOR ORGANIZATIONS HAD TAKEN UP ARMS TO SUPPORT THE GUERERILLAS.

V. LABOR-MANAGEMENT RELATIONS

MUTUAL SUSPICION REMAINED THE RULE FOR RELATIONS BETWEEN LABOR AND MANAGEMENT. LABOR, MISTRUSTFUL AT BEST OF THE PRIVATE SECTOR, FELT THAT THE ARENA VICTORY WOULD STRENGTHEN MANAGEMENT'S DISINCLINATION TO DEAL WITH ORGANIZED LABOR. THE INSINCA STRIKE IN AUGUST, 1989, HEIGHTENED THESE CONCERNS AS MANAGEMENT REFUSED TO ATTEND MEETINGS CHAIRED BY THE MINISTRY OF LABOR; CUT OFF FOOD AND WATER TO STRIKERS OCCUPYING THE PLANT PREMISES, AND LATER CALLED ON PUBLIC SECURITY FORCES TO REMOVE THE STRIKERS (WHO LEFT PEACEFULLY).

DESPITE THIS INAUSPICIOUS BEGINNING, MANAGEMENT'S ATTITUDE DID NOT NOTABLY WORSEN. IN THE WAKE OF THE NOVEMBER 1989 OFFENSIVE, FOR EXAMPLE, MANY PUBLIC AND PRIVATE SECTOR EMPLOYERS PROVIDED BONUSES TO EMPLOYEES WHO ARRIVED AT WORK DESPITE THE FIGHTING, AND PROVIDED SPECIAL ASSISTANCE TO EMPLOYEES WHOSE HOMES HAD BEEN DESTROYED. WHERE WORKPLACES WERE DESTROYED OR DAMAGED, SOME EMPLOYERS CONTINUED TO PAY

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WORKERS WHILE REPAIRS WERE UNDERWAY. OTHERS HOWEVER, INCLUDING AN AMERICAN FIRM, SHUT DOWN THE BUSINESS ENTIRELY, LEAVING THE WORKERS WITHOUT RECOURSE.

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TAGS: KPRP, ELAB, ES
SUBJECT: JUNE 1989 - JUNE 1990

A BREAKTHROUGH IN WORKER-MANAGEMENT COOPERATION RESULTED FROM THE OFFENSIVE WHEN THE CONSTRUCTION UNION SUTC, WITH STRONG SUPPORT FROM THE AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT (AIFLD), INITIATED A RECONSTRUCTION PROGRAM WITH THE CONSTRUCTION COMPANY UMBRELLA ORGANIZATION CASALCO. THE HISTORIC MANAGEMENT-EMPLOYEE EFFORT FACILITATED THE RECONSTRUCTION OF OVER 800 HOUSES PLUS INFRASTRUCTURE IN THREE NEIGHBORHOODS SEVERELY DAMAGED BY THE FIGHTING.

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LABOR IS ALSO SITTING DOWN FOR THE FIRST TIME SINCE 1982 WITH MEMBERS OF THE GOVERNMENT AND PRIVATE SECTOR

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TO DISCUSS, IN THE CONTEXT OF THE ONGOING GOVERNMENT-FMLN DIALOGUE, THE PROSPECTS CONSENSUS ON KEY SOCIO-ECONOMIC ISSUES INCLUDING REFORM OF THE LABOR CODE.

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HOWEVER, LABOR CONTINUES TO COMPLAIN THAT THE MINISTRY OF LABOR HAS NO LEVERAGE ON THE PRIVATE SECTOR, AND THAT MANAGEMENT ITSELF PREFERENCES TO BREAK UNIONS THAN DEAL WITH THEM.

VI. DEVELOPMENTS IN THE LABOR MOVEMENT

THIS YEAR WAS CHARACTERIZED BY GREATER ACTIVISM AND DYNAMISM WITHIN THE LABOR MOVEMENT AS ALLIANCES SHIFTED AND RE-FORMED, LARGELY IN RESPONSE TO GOVERNMENT POLICIES.

MAJOR LABOR ORGANIZATIONS

NATIONAL UNION OF WORKERS AND PEASANTS (UNOC), CLAIMING SOME 200,000 MEMBERS, REMAINS BY FAR THE COUNTRY'S LARGEST LABOR UMBRELLA ORGANIZATION, DESPITE THE LOSS OF THE CGT AS AN AFFILIATE (SEE BELOW). UNOC LEADERS VIEW THEIR ORGANIZATION AS FUNDAMENTALLY IMPORTANT TO THE PROCESS OF EXPANDING THE DEMOCRATIC BASE OF SALVADORAN LABOR. UNITY AMONG DEMOCRATIC UNIONS HAS BEEN A TRADITIONAL TENET OF THE ORGANIZATION. IT HAS RECENTLY EXPANDED THIS CONCEPT TO ENCOMPASS BROADER LABOR UNITY IN THE FACE OF PERCEIVED GOVERNMENT OPPOSITION TO LABOR'S AIMS.

UNITED WORKERS' FRONT (FUT): THE FUT HAS TWO MAJOR AFFILIATES: THE GENERAL ASSOCIATION OF PUBLIC AND MUNICIPAL WORKERS (AGEPYM), AND THE SMALLER SALVADORAN WORKERS CENTRAL (CTS), WHICH IS THE MORE DYNAMIC OF THE PARTNERS. BOTH REPRESENT PUBLIC SECTOR WORKERS.

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NATIONAL UNION OF SALVADORAN WORKERS (UNTS): BELIEVED TO HAVE ROUGHLY 55,000 MEMBERS, THE PRO-FMLN UNTS ACTUALLY INCLUDES A NUMBER OF POPULAR (VS LABOR) ORGANIZATIONS. WHILE IN THE PAST UNTS HAS PROVOKED VIOLENT DEMONSTRATIONS, IN THE LAST YEAR IT HAS

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SHIFTED TACTICS IN ORDER TO PROMOTE UNITY WITHIN THE LABOR MOVEMENT.

THE ABOVE UMBRELLA ORGANIZATIONS, PLUS A FEW INDEPENDENT UNIONS AND SMALLER UNION FEDERATIONS, UNITED IN MAY 1990 IN THE INTERGREMIAL.

GENERAL CONFEDERATION OF WORKERS (CGT): THE CGT IN ESSENCE WITHDREW FROM UNOC IN SEPTEMBER, 1989, TO PROTEST UNOC'S JOINT DECLARATION WITH FUT AND UNTS CRITICIZING GOVERNMENT ECONOMIC POLICIES. SUFFERING FROM A LEADERSHIP VACUUM AND ISOLATION, THE CGT'S INFLUENCE IN THE LABOR SECTOR DIMINISHED NOTABLY THIS YEAR.

UNITED AGAINST THE GOVERNMENT

DEMOCRATIC LABOR ORGANIZATIONS, AND UNOC IN PARTICULAR, HAD CLOSE TIES AND GOOD ACCESS TO THE DUARTE ADMINISTRATION AND THE CHRISTIAN DEMOCRATIC PARTY (PDC). UNOC WAS THE LEADING NON-POLITICAL PARTY SUPPORTER OF PDC PRESIDENTIAL CANDIDATE FIDEL CHAVEZ MENA. HIS MASSIVE DEFEAT LEFT UNOC STUNNED. A BETTER CRITIC OF CRISTIANI MARKET-ORIENTED POLICIES, UNOC WAS NOT IMPRESSED BY THE PRESIDENT'S EARLY GESTURES OF GOODWILL (LIKE HIS ATTENDANCE AT THE CGT -- THEN AN

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FM AMEMBASSY SAN SALVADOR
TO SECSTATE WASHDC 1331

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ALSO FOR S/IL

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TAGS: KPRP, ELAB, ES
SUBJECT: JUNE 1989 - JUNE 1990

UNOC AFFILIATE -- GENERAL ASSEMBLY). AS A PRIZE FOR
GOOD RELATIONS, UNOC DEMANDED THAT CRISTIANI ABANDON
HIS ECONOMIC REFORM PROGRAM, AN INTEGRAL PART OF HIS
POLITICAL PLATFORM. CRISTIANI DECLINED.

THE INITIAL IMPLEMENTATION OF ECONOMIC ADJUSTMENT
MEASURES PROMPTED UNOC (WITH THE FUT) TO SIGN AN

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HISTORIC JOINT DECLARATION WITH ITS ERSTWHILE RIVAL, THE UNTS. THE DECLARATION, ISSUED IN AUGUST, 1989, CRITICIZED THE GOVERNMENT'S ECONOMIC REFORM POLICIES, CALLED ON THE GOVERNMENT TO CONSULT WITH SOCIAL FORCES BEFORE DECIDING ON ECONOMIC OR AGRARIAN REFORM MEASURES, AND STRESSED THE NEED TO END THE WAR.

AS A RESULT OF THE DECLARATION, THE CGT (CLAIMING 70,000 MEMBERS) WITHDREW FROM UNOC, ARGUING THAT THE DECISION TO ALLY WITH THE UNTS, EVEN IF JUST ON THIS ONE OCCASION, WOULD FURTHER POLARIZE THE SALVADORAN UNCLASSIFIED

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SITUATION. CGT PRESIDENT JOSE LUIS GRANDE PREZA SPENT A GREAT DEAL OF TIME OUT OF THE COUNTRY IN THE MONTHS THAT FOLLOWED, AND IN HIS ABSENCE THE CGT FLOUNDERED. FIVE OF THE 11 NATIONAL DIRECTORATE MEMBERS HAD LEFT THE COUNTRY BY MID-1990, FURTHERING THE CGT'S LEADERSHIP PROBLEMS. FINALLY, THE CGT'S INABILITY TO RESOLVE A THREE-YEAR LONG FISHERMAN'S STRIKE COST THE CONFEDERATION CREDIBILITY WITH SOME MEMBERS, ACORDING TO CGT LEADERS. IN MID-1990 THE CGT WAS PLANNING AN EXTRAORDINARY CONGRESS TO ELECT NEW LEADERSHIP.

WHILE THERE WAS NO IMMEDIATE FOLLOW-UP TO THE AUGUST 1989 UNOC-FUT-UNTS DECLARATION, AFFILIATES OF ALL THREE ORGANIZATIONS FORMED THE DEMOCRATIC ALLIANCE OF PEASANTS (ADC) TO "DEFEND" THE AGRARIAN REFORM AGAINST PERCEIVED GOVERNMENT EFFORTS TO ROLL IT BACK. BY OCTOBER 1989 THE ADC WAS GIVING PRESS CONFERENCES DENOUNCING SUPREME COURT DECISIONS FAVORING THE ORIGINAL OWNERS OF AGRARIAN REFORM PROPERTIES, AND VOWING TO PREVENT ANY FORCED REMOVALS OF PEASANTS (NONE WERE ATTEMPTED). THE ADC ALSO PREPARED A REBUTTAL TO THE GOVERNMENT'S PROPOSED BENEFICIARY RIGHTS LAW, AND CLAIMED TO BE PREPARING ITS OWN DRAFT LAW.

RELATIONS BETWEEN UNOC AND UNTS CHILLED SOMEWHAT IN THE WAKE OF THE NOVEMBER 1989 FMLN OFFENSIVE. THE GOVERNMENT WIDELY ACCUSED UNTS MEMBERS OF ABETTING THE OFFENSIVE, ALTHOUGH NO FORMAL CHARGES WERE BROUGHT AGAINST THEM. LABOR LEADERS OF ALL POLITICAL PERSUASIONS FLED THE COUNTRY IN LATE NOVEMBER - DECEMBER 1989, LARGELY TO ESCAPE THE INCREASING CYCLE OF VIOLENCE. MOST HAD RETURNED BY THE NEW YEAR. UNCLASSIFIED

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THE STATE OF EMERGENCY AND THE GOVERNMENT'S EVIDENT MISTRUST OF THE LABOR SECTOR (THE STATE OF EMERGENCY WAS AMENDED TO ALLOW POLITICAL PARTIES, BUT NOT SOCIAL ORGANIZATIONS, TO HOLD MEETINGS) QUICKLY OVERCAME THE RETICENCE BETWEEN UNTS AND UNOC PROMPTED BY THE OFFENSIVE. SEVERAL MONTHS LATER, IT AGAIN TURNED TOWARDS THE POLICY OF PROMOTING LABOR UNITY AS THE BEST LEVERAGE AGAINST GOVERNMENT POLICIES.

AFTER PRELIMINARY MEETINGS IN APRIL, 1990, THE INTERGREMIAL WAS UNOFFICIALLY LAUNCHED ON MAY 1, 1990 WITH A WORKERS' MARCH INCLUDING REPRESENTATIVES FROM SOCIAL AND POLITICAL GROUPS. THE INTERGREMIAL, ACCORDING TO ITS MEMBERS, IS COMMITTED TO PEACEFUL PROTEST, AND WILL ISSUE STATEMENTS ONLY ON TOPICS OF NATIONAL AND HISTORIC IMPORT, SUCH AS THE PEACE PROCESS AND ECONOMIC REFORM.

FOLLOWING THE FORMATION OF THE INTERGREMIAL, THE INTERESTATAL WAS FORMED IN LATE JUNE, 1990, INCLUDING AT LEAST 13 PUBLIC SECTOR EMPLOYEES' ORGANIZATIONS WHICH SHARE A COMMON SLATE OF DEMANDS. THE INTERESTATAL'S PLATFORM INCLUDES RETIREMENT ELIGIBILITY AFTER 30 YEARS OF SERVICE, REGARDLESS OF AGE, A 500 COLON/MONTH SALARY INCREASE FOR PUBLIC SECTOR WORKERS, AND THE ABROGATION OF BOTH DECREE 483 (SEE ABOVE) AND A PROPOSED EDUCATION LAW.

THE INTERESTATAL THEN DEVELOPED A CALENDAR OF COORDINATED WORK STOPPAGES, INVOLVING AS MANY AS SIX GOVERNMENT OR MUNICIPAL AGENCIES AT A TIME. THE WORK STOPPAGES WERE MOST EFFECTIVE IN THE POST OFFICE,

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TO SECSTATE WASHDC 1332

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ALSO FOR S/IL

E.O. 12356: N/A
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WHERE MAIL DELIVERIES VIRTUALLY HALTED FOR SEVERAL

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DAYS IN EARLY JULY, 1990, AND IN THE TREASURY, WHERE WORKERS' PAYCHECKS WERE REPORTEDLY DELAYED BECAUSE OF WORK STOPPAGES. THE GOVERNMENT ANNOUNCED A 150 COLON/MONTH INCREASE IN JULY, 1990 (TO TAKE EFFECT IN AUGUST), BUT THE INTERESTATAL REMAINED COMMITTED TO ITS SLATE OF DEMANDS. HOWEVER, SEVERAL AFFILIATES OF THE INTERESTATAL HAD, BY EARLY JULY, NEGOTIATED SEPARATE SETTLEMENTS WITH MANAGEMENT, AND IT IS NOT CLEAR HOW LONG THE INTERESTATAL WILL BE ABLE TO MAINTAIN ITS UNITY. SINCE, HOWEVER, THE GOVERNMENT'S ADJUSTMENT PROGRAM WILL INEVITABLY REQUIRE ACTION TO CONTAIN THE HUGE PUBLIC SECTOR WAGE BILL, IT IS PROBABLE THAT THE INTERESTATAL WILL RESURFACE.

VII. LABOR STANDARDS

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CONTINUED DEBATE OVER REFORM OF THE LABOR CODE, DETENTIONS OF LABOR LEADERS AND THE IMPACT OF THE STATE OF EMERGENCY ON LABOR ARE ALL DISCUSSED ABOVE. WITH THE EXCEPTION OF THE PERIOD NOVEMBER 1989-APRIL 1990, DURING WHICH THE STATE OF EMERGENCY WAS IN PLACE, LABOR WAS ALLOWED TO CARRY OUT LEGITIMATE UNION ACTIVITY WITHOUT MAJOR PROBLEMS. STRIKE ACTIVITY, DISGUISED IN SOME CASES AS WORK STOPPAGES, BECAME MORE COMMON IN MAY-JUNE 1990 AS PUBLIC SECTOR WORKERS INCREASED THEIR PROTESTS AGAINST GOVERNMENT POLICIES. IN ADDITION, TEACHERS HELD SEVERAL THREE-DAY STRIKES IN JUNE AND JULY 1990 TO PROTEST A NEW EDUCATION LAW.

THERE IS CURRENTLY ONE ACTIVE FREE TRADE ZONE IN SAN SALVADOR, MANAGED BY THE MINISTRY OF ECONOMY. EMPLOYERS IN THE FREE TRADE ZONE HAVE THE SAME RESPONSIBILITIES TO THEIR WORKERS AS THOSE OUTSIDE THE ZONE. ON TWO OCCASIONS IN THE PAST FOUR YEARS EMPLOYERS IN THE ZONE HAVE ABANDONED THE COUNTRY, LEAVING THEIR EMPLOYEES STRANDED. IN BOTH CASES THE MINISTRY OF ECONOMY HAS UNDERTAKEN TO NEGOTIATE WITH POTENTIAL BUYERS INDEMNIZATION FOR THE ABANDONED WORKFORCE. ONE CASE HAS BEEN BROUGHT TO LITIGATION. A SECOND, PRIVATELY MANAGED FREE TRADE ZONE IS CURRENTLY BEING PLANNED.

VIII. INTERNATIONAL LABOR

INTERNATIONAL TRADE UNION MOVEMENTS:

THE FOLLOWING THREE INTERNATIONAL TRADE UNION MOVEMENTS HAVE TIES WITH SALVADORAN UNIONS:

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-- THE INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS (ICFTU). THE INTER-AMERICAN REGIONAL ORGANIZATION OF WORKERS (ORIT) IS THE ICFTU'S WESTERN HEMIOSPHERE REGIONAL ORGANIZATION.

-- THE WORLD CONFEDERATION OF LABOR (WCL) TRACES ITS ORIGINS TO THE FOUNDING OF THE INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS AT THE HAGUE IN 1920. THE WCL ADVOCATES "A REAL SOCIALIST SOCIETY" AS AN ALTERNATIVE TO MARXIST SOCIALISM AS WELL AS CAPITALISM. THE LATIN AMERICAN CONFEDERATION OF WORKERS (CLAT) IS THE WCL'S WESTERN HEMISPHERE REGIONAL ORGANIZATION.

-- THE WORLD FEDERATION OF TRADE UNIONS (WFTU) RECEIVES MOST OF ITS MEMBERSHIP FROM SOVIET BLOC AND OTHER FORMERLY COMMUNIST STATES.

THE DEMOCRATIC WORKERS CENTRAL (CTD), AN UMBRELLA ORGANIZATION OF DEMOCRATIC LABOR UNIONS, IS AFFILIATED WITH THE ICFTU AND ORIT. THE INDEPENDENT GENERAL CONFEDERATION OF WORKERS (CGT), THE SALVADORAN WORKERS CENTRAL (CTS) AND THE GENERAL ASSOCIATION OF PUBLIC AND MUNICIPAL EMPLOYEES (AGEPYM) ARE ALL AFFILIATED TO THE CLAT -- THE CGT, HOWEVER, HAS THE STRONGEST TIES.

FENASTRAS HAS A LOOSE ALLIANCE WITH THE WFTU, AS DOES THE LEFTIST LABOR UMBRELLA FUSS.

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E.O. 12356: N/A
TAGS: KPRP, ELAB, ES
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THE AFL-CIO'S AMERICAN INSTITUTE FOR FREE LABOR
DEVELOPMENT (AIFLD) HAS A SIGNIFICANT AND GROWING
PROGRAM IN EL SALVADOR TO DEVELOP AND STRENGTHEN THE
DEMOCRATIC LABOR MOVEMENT IN BOTH THE URBAN AND RURAL
SECTORS. AIFLD PARTICIPATION HAS BEEN KEY IN
ADVANCING THE AGRARIAN REFORM (OVER WHICH TWO AIFLD
EMPLOYEES WERE KILLED IN 1980) AND, MOST RECENTLY, IN
PROMOTING LABOR-MANAGEMENT COOPERATION ON CIVIC ACTION
PROJECTS.

ILO

THE MINISTER OF LABOR PARTICIPATED IN THE 76TH MEETING
OF THE ILO WITH THE PURPOSE OF OFFERING A REPORT ON
THE NATIONAL SITUATION AND TO CONTEST COMPLAINTS
AGAINST ALLEGED VIOLATIONS OF WORKERS' RIGHTS.
ACCORDING TO A MINISTRY OF LABOR REPORT, A REGIONAL
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DIRECTOR OF THE ILO, DR. EMILIO MORGADO VALENZUELA,
VISITED EL SALVADOR TO DISCUSS TWO POTENTIAL PROJECTS
--- TRAINING FOR THE HANDICAPPED, AND STRENGTHENING AND
MODERNIZATION OF THE MINISTRY OF LABOR.

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