

ROGOLLEAU S.A.

Memorandum to Rigolleau SA company staff from Enrique Shaw - Executive Director

Reflections about present situation of work reduction due to lower demand

Basic considerations:

Men work is a reality wanted by God and sanctified by Christ. **Unemployment, therefore, is a moral evil, rather than an economic harm.** Its consequences should be carefully considered before any layoffs and suspensions are made.

It is a moral evil, and not a mere economic fact, as argued by certain theories, which could not hesitate to suggest that in certain cases it may be a useful solution and even convenient to facilitate economic recovery. **We shall never accept these materialism that sacrifices human person to money and profit.**

1) **Unemployment** is in the first place a moral evil, because it **affects human beings with all its sufferings, in their flesh and in their hearts.** The loss of employment, the total or partial loss of salary causes, in affected families, sadness and restriction, even in the essential needs of life. It also gives place to uncertainty, fear for the future and frequently, misery. **No Christian, no good person can remain indifferent to the possibility of such suffering.**

2) **Unemployment is a moral evil** because it **threatens men dignity.** A worker is a human being who has committed his personality as a man to his job, not only with his physical energy, but also with his intelligence, his competence, his sensitivity, his moral awareness and his rights as a honest man.

He is frequently a husband, a father or a son, who carries to work his worries, his responsibilities, his burdens, his intention and the right to obtain with his work the necessary resources for a happy life and the welfare of the people he loves, his wife, his children or his parents. Such dignity and mission shall be respected.

Employees and employers share such dignity, thus all of them must ensure each other, in a joint effort, to avoid, as it depends on them, any circumstance to make unemployment inevitable. Therefore, both shall keep calm and have control in discussions and

disagreements, avoiding violence, malice and bad will which are always bad advisers and therefore generate bad results.

3) **Finally, unemployment is a moral evil because it violates God's plans, as He wants men to work and obtain from his work the means so that he and his family may live a useful human life for the community.** In a fair and well-organized society, there shall not be place for unemployment.

Actions to follow:

1) Therefore, under economic conditions, layoffs shall not be the first solution to take.

It shall only take place when:

- a. There is no other possibility to avoid it, and
- b. Common good calls for it,

It shall take place in accordance with justice, equity and charity, and after all legal measures set for the case have been taken.

2) Supervisors and Foremen shall now make **a special effort** to assign tasks to excess staff in a real useful manner.

3) In addition, the only real defense of everyone's interests is to produce at costs, which enable us to compete and sell our products, thus keeping our source of work.

4) **The aforesaid applies to those people who really want to work.** Doing nothing to avoid having persons who steal or put obstacles, to everything is to diminish the possibility of keeping the persons who really need to work and pursue progress.

5) In summary, our attitude shall be clear and, at the same time, calm and not demagogic; do not make promises neither threats, but a conscious and permanent effort so that as many persons as possible who depend on us may be able to have a permanent job if they really desire it (even when they do not show gratitude)

Buenos Aires, September 11, 1959

Enrique E. Shaw
Managing Director