CONSIDERATIONS ON THE EUROPEAN SOCIAL DIALOGUE

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Abstract:

At the moment, worldwide, social dialogue is considered to be a very useful tool in solving serious social problems caused by globalization or as a consequence of the way the costs and benefits of the economic changes are distributed.

Promoting social dialogue at European level remains a strategic objective of the European Union, which must be sustained by all appropriate means, and in the same time it should be used as an instrument for Stability and Development. Improving the convergence of the social partners' actions from the Member States with the social partners' actions from the Community level is required for the effectiveness of European social dialogue.

Social dialogue will be applied, in the next period, into the trans-national system, at regional and inter-regional levels, given the trends of decentralization, integration and globalization that affect all communities.

Democracy presupposes, first of all, participation and retention of social actors in the management of the company. Decision-making is based on a system totally opposed to authoritarian States, typology with a single power centre, through the involvement of all components of civil society.

Civil society must be understood in the sense of non-governmental institutions, and completely different, strong enough to counterbalance the State prevent him to fulfil his role as peacekeepers, but judging impartially, objectively, the major interests of the society. It adds, however, force them to prevent the dominant trend and abuse, of the rule of atomize the rest of society.

Political sciences have founded a concept expressing the plurality decision poliarhia respectively, involving a variety of social organizations with a broad autonomy from each other. Every organization, in turn, has a number of leaders to lead the work, engage in skilful action to promote specific interests.

Instead of "messianic" leader, who directs followers to acquire supremacy, slim head appears in the attitudes, promoting their own persuasive beliefs. Poliarhia complicates their leaders network enhancing relations of mutual dependence of both the ruling structures, vertical and horizontal landing on each of their correspondence. Poliarhia asked in essence, active citizens from the political point of view, to push political structures in the direction of separation of powers.

It takes the support of citizens, to the individuals so that their activities must be intense, by understanding through active participation in decisions that obviously concerns them.

Within participatory culture citizens are aware of their political system, as well as their ability to influence the course of events by means of specific political democratic participation: referendum, elections, protest actions, strikes, etc.

Political participatory culture corresponds to a democratic political structures in which the citizens are aware of the tremendous role that should have every individual to defend democratic values.

Democratic State differs from the authoritarian or totalitarian in that it allows the Association of citizens for the purpose of establishing civic bodies with legal personality in order to defend them and promote their interests.

From this perspective, political sociology considers democracy a negotiating mechanism, assembly and a plurality of interests and organization of the community in a uniform and coherent leadership.

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The consensus, as an instrument of negotiation, it is essential for effective decision making, by assuming and accepting them, and their finality.

Development of social partnership and civil society represents the cultural and historical processes that are closely linked to economic and social realities, of mindsets and human values, culture and maturity of a given community. Tolerance, social responsibility, recognition of pluralism and cultural characteristics that volunteering is endorsing a certain evolution of the dialogue in society, whether it be of social dialogue and civil dialogue.

Civil dialogue is the mechanism by which citizens shall consult, it organizes or collaborates, spontaneously or in organised structures to rule or participate in the management of public affairs, to analyze, criticize the decisions or claims of the authorities, but also to promote the interests of professional, cultural, social or economic.

Social dialogue is the concrete way to transpose the principles in consultation with socio-economic and specific consensus democracy. At the table of dialogue, negotiations are brought the two sides of industry, trade unions and employers or when the situation so requires, the social partner becomes even State or local public administrations.

Organised civil society represents an integrated whole, and organized civic life, actors of economic and social, including the social partners-employers and trade unions; representative organizations of other economic and social interests-professionals, farmers, etc. non-governmental organizations; religious communities.

From this conception and depending on the nature of the rights and interests represented on the socio-economic, civic, or dialogue with and between the social partners, and other interest groups economic and social is titled social dialogue and dialogue with non-governmental organizations and civic dialogue-religious community. Both components belong to the macroeconomic dialogue, meant to ensure a democratic Government, close to his citizens of the options, their needs and interests.

The dialogue between the Administration and the social partners should be developed concurrently with the independent dialogue between the social partners and between them and other representative organizations of civil society in an efficient manner.

A role in the development of this social dialogue lies with the public authorities to be, beyond the recognition of the autonomy of the social partners and independent process of dialogue, to give importance to the results of this process-opinions, recommendations, agreements.

Construction of national mechanisms in support and recognition of the results of bipartite social dialogue by Member States ' administrations are important actions in the development of social dialogue. Monitoring the implementation of the agreements made between trade unions and employers ' associations must be implemented so as to be known how much better their impact, with a view to the construction of future actions.

Everywhere in the world the social dialogue is considered extremely useful in solving social problems, tackling major consequence of globalization, how are assigned costs and advantages of economic exchanges. That's why the State is interested to train employers and representative organizations of workers in decision-making, allowing them to express their views and participate in the elaboration and implementation of economic measures, of a particular or general.

Social dialogue helps to prevent social instability and prevent misunderstandings that could arise if the two sides would not be consulted and taken into account their point of view. His positive effects extend not just to the economy or social issues, but even the Government.

Social dialogue was originally designed as a formal relationship between labour market actors and the public authority responsible for labour policy, tripartite institutions having to deal with General issues with private ones in the field of employment and labour. However, today, the social dialogue has a much wider. It encompasses all forms of negotiation and consultation, and the exchange of information between representatives of

Governments, employers ' and employees regarding subjects of common interest economic and social order.

The notion of social dialogue comprises the traditional term of professional relations, collective bargaining at the level of bi-unit or branch of activity, as well as relations between the social partners and the State. it shall, however, and tripartite cooperation on labour market issues and takes place in the tripartite bodies widened.

At european level the concept of social dialogue was established after 1980, when, under the aegis of the Council of Europe, have organized the first meeting between the two sides, namely the European Trade Union Confederation, the European Union and the Union of employers of public undertakings of General interest.

Dialogue with the social partners and other organised civil organizations in an efficient manner, as well as their involvement in the process of socio-economic development were the tools and strategic objectives for the European Union, which faced over the last ten years with new challenges arising from the enlargement of the European space, switching to information society and the process of globalization.

She identified in the dialogue with the social partners, the new pillars of stability and development.

The Val Duchesse dialogue, named after the place where the first meeting took place in 1985, built between three European organisations representative of national industrial employers ' cross-industry trade union, and on the voluntary and informal, coordinates generated dozens of joint statements, opinions and four agreements signed and over seven summits in the area of social dialogue.

But a series of conventions such as, for example, the framework agreement on fixed term work are signed and the European Association of Craft and Small Manufacturers (European Association of Craft Small and Medium-Sized Enterprises end-UEAPME).

Mutual recognition of the status of dialogue partner, of the importance of the debate on the issues faced by each other, are the ingredients of this product.

Thus, it was concluded that this form of dialogue must be supported and promoted both at European level and at national level, reflecting the level of maturity and responsibility of the social partners. Independent trade unions-employers are a key factor in taking responsibilities and proper recognition of the autonomy of the social partners. Furthermore it has been decided that the concept should be promoted Val Duchesse dialogue at all levels in Europe, up to enterprise level and beyond the current borders of the European Union and in the candidate countries.

You may find an accelerated dynamic of social dialogue, especially at the level of the past 10 years, significant in this sense of the inclusion in the Treaty on European Union regulations to support and promotion of this tool of economic and social development.

Social dialogue is already for the twenty-first century, an important component of the Community Foundation for making decisions in the face of economic and social challenges which the European Union will face. Assuming the new roles of the social partners, to use in a higher degree of instruments provided by the Treaty of the European Union, increasing the quality of industrial relations and emphasizing the principle of subsidiarity in implementing the agreements made between the two sides are expected trends at Community level.

In the context of accelerating technological change, economic and social, the 21st century will mark the balance between adaptability and security of workers ' organizations, in substantially changing employment relationships and industrial relations.

Managing change can no longer be, in this context, the responsibility of a single type of organizations, institutions or structures, cooperation and dialogue representing viable tools to these new challenges. The social partners should play an important role in

achieving the balance and in the management of change. Relations between the European institutions and the social partners and between them is reflected in the debates, briefings, consultations, negotiations, agreements and joint actions.

Representative organisations of the various economic interest groups can thus inform their social members over the decisions that affect them; they can influence or participate in their implementation.

These lead to an improvement in relations and the stability of the European legislative framework, increasing social actors responsibilities regarding the improvement of living conditions of employees, the widening of economic agents competitiveness, to the observance of human rights and European values.

The effectiveness of industrial relations platforms, level of maturity, and representativeness of social partners at the level of each Member State of the Union, are essential prerequisites for a modern building of the social dialogue at European level.

Today, there are structures of social dialogue in all the European Union countries, where the social partners can be consulted and where they can express their views on the various decisions of the administration. In many countries, social partners participate directly in the implementation of strategies and social policies, by participating in the management of various institutions with roles in these areas. In this way, the responsibilities to achieve the objectives are split, the consent becomes an instrument of social policy management.

The creation of a consolidated system of social dialogue fits and integrated into the development and implementation of Community policies should be a priority for the future evolution of the European Union.

Promoting the social dialogue at European level remains a strategic objective for the European Union, which must be supported with all appropriate steps concurrent with its use as an instrument of stability and development. An improvement of the convergence social partners ' actions at Member State level, with the actions of the social partners at Community level is necessary for the effectiveness of the European social dialogue.

In this way Member States should reconsider the measures that can stimulate and at the same time recognize the importance of social dialogue, taking into account the nature of the instruments covered by article 137-139 of the Amsterdam Treaty. The current coordinates of consultation between the European institutions and the social partners are determined by a set of Community rules, structured, including a special significance of the agreement on Social Policy annexed to the Treaty of Maastricht. This document confers on the Community administration's ability to deal with the social challenges and provides an important instrument of social dialogue in this process.

Consultation of the social partners under the auspices of the Treaty of the European Union, calls for construction of a new balance between the terms of time and effectiveness of the process, between procedural and dynamic stability of the organizations to be consulted. This new challenge will consider it necessary to adapt the procedures for consultation to accelerate socio-economic changes and technological.

In the context of enlargement of the European Union, to speed up the change of all kinds, globalization, the emergence of new technologies and forms of work, the social partners will play an active role in several new areas.

In this sense, social dialogue will expands towards the areas of modernisation of work organisation, anticipating structural changes, the development of continuing vocational training, reconciliation of professional life with family life, the integration of disadvantaged persons, etc.

Extension of the consultation of social partners should be effected as to ensure representation degree, to get to implement the Community acquis and of the manifestation

of their interest for other areas which are not provided for in the Treaty on European Union, as well as stepping up the European institutions support to meet these requirements.

Reformation of the social dialogue at Community level shall take into account the results, effectiveness and efficiency of the sectoral social dialogue structures, institutionalized by decision 98/500/EC on the establishment of sectoral dialogue committees promoting the dialogue between the social partners at European level.

A regular functioning and assessment of the results generated within these committees is necessary for the identification of new measures to strengthen the sectoral social dialogue in the community. New sectoral social dialogue committees can occur due to challenges in the period ahead that derives from economic and social developments of the 21st century.

The actions of those factors which causes substantiation of actions and reaction of the social partners in the framework of these structures should be intensified so that statements and opinions common to represent the constructive inputs for each community measure.

Consultation procedures for decentralization at the level of the European institutions is still a necessity, so that the process to be carried out at the level of components and new solutions to be identified at the periods of reply of the European economy. The Standing Committee on Employment, established in 1970 and which reflects the dialogue, consultation and joint action of the Council, the Commission and the social partners in the co-ordination of employment and human resources, is a large pillar of community social dialogue for the future period.

The reform of the Standing Committee on employment determined the new coordinates of the social dialogue at the level of the European employment policy. Involvement of the social partners at all stages of the coordinated strategy for employment work force contributes to a highly effective safety programs related to the employment guidelines.

The establishment of mechanisms for the evaluation of this contribution should be imposed both at European level and at national level. Involving the social partners in the employment system coordination of human resources has generated new roles at their level, expanding their role in the European plan.

Greater decentralization of decision-making on Community policies in the field of the social and labour can be expected for the future, taking into account the necessity to increase the capacity of the European institutions to respond to changes in what the fastest in the economic, social, technological or political.

Another cause of this decentralization and the involvement of social partners in the management of various social policies and is a requirement of the Community institutions, among its citizens increasingly emphasized in the last period. New models of consultation within the intersectoral social dialogue will have to take into account the results of ongoing projects and experience deficiencies advisory committees in existence up to now.

An effective participation of the social partners and the use of inputs that were generated within these structures can lead to an improvement of the economic and social situations in terms of the conditions of employment of employees, but also the competitiveness of companies.

Another important aspect is the shaping consultation systems through the use of information technologies in development and communication. Teleconferences, e-mail, electronic discussion groups are potential tools for use in quick and effective consultation of the social partners. The dynamic evolution of the social partners, particularly in the context of European integration, requires periodic evaluations of their representation. New tools for assessing sectoral representation degree and cross-sectoral participation should be developed for monitoring organizations in the framework of social dialogue.

Uniform criteria for representativeness at Member State level is one way that can streamline the system of evaluation of the social partners represented at European level. The procedure for consultation of the social partners, under the rules of the Treaty on European Union, must be based on new mechanisms of evaluation and certification of representativeness organizations will be consulted, in particular in accordance with the nature and purpose of the proposed Community regulatory acts. In this way you will ensure the transition from independent representativeness to representativeness-variable dependent on the purpose and nature of the issue in the debate.

Access of social partners to information is critical for the proper functionality of the social dialogue. The Community institutions must build new information systems of the two sides, using in particular the advantages generated by information and communication technologies.

The information must relate to a better knowledge of Community policies, positions and intentions of various institutions at European level. Undoubtedly, the process must be built upon, envisaging the need for Community administrative structures to know activities, and positions of both sides, before consideration of actions, facilitating in this way the development of proactive consultation processes at the expense of those liabilities.

A better understanding of the results of the process of social dialogue between trade unions and employers' associations (deals, reviews, recommendations) should be promoted at all levels of the community.

It is important that the results of the process of social dialogue between the social partners, or between them and the Community institutions, resulting in agreements, deals, opinions or common recommendations, to be known by the basic structures of employers ' and workers ' organizations, other institutions and not the last, to all Community citizens.

A well structured communication system between the European institutions and the social partners, between the social partners and their members and a system of information on the results of the process of social dialogue is the main objective in order to ensure the normal component of the information functions to the social dialogue.

Information channels, diversification of means of communication and outlining a system closer to citizens, businesses and their representatives are new directions of action at European level. In the context of the new Europe, an important component of the dialogue with the social partners and social dialogue platform returns from the candidate countries which will definitely affect the current parameters of the European dialogue.

Representativeness and the maturity of the social partners, information systems and consulting social partners are preconditions of an integrating system of social dialogue in these countries in the European space.