



LABOUR FORCE IN THE EUROPEAN UNION IN THE CONTEXT OF ECONOMIC GLOBALIZATION

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Abstract *Employment is a main factor in promoting social inclusion of disadvantaged people, but they often need support more comprehensive strategies, which may include custom and include support and their families. Promoting more jobs and better integration and participation, supporting disadvantaged groups and the development of an inclusive society accessible to all is the major objective underlying investments.*

Key words:

Social security, European social law, employment, globalization

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1. Introduction

European social law concerns not only the public authorities but also directly impose rights and obligations not only them but also employees, enterprises or other social partners. (Voiculescu N. 2011, p. 17)

Technological development and the increased mobility of capital allows a growing number of companies to adopt measures such as hiring temporary or with half the norm, detaching the labour component of the process-subcontracting or external collaborations-and resorting to a huge reservoir of cheap labor in developing countries either to supplement or replace workers very well paid highly industrialized countries. (Condrea P., 2001, p.14)

Under the terms of a globalization more alerts in the world economy, developing countries need to find jobs for an increasing number of young people entering the labour market for most of the time without a particular specialization.

Finalization of policy labor market structures, it should be based on the liberalization of the market mechanisms, ensuring freedom of the social partners and also on reducing the role of the State.

The process of restructuring the economy as economic globalization to determine changes both on the volume and structure of the workforce; this being the obvious if it takes into account the fact that economic progress revolutionizes the very economic structures that affect the data volume and the structure of the demand for labor. (Condrea P., 2001, p.14)

The concept of globalization is a phase of internationalization, following the other two stages: internationalization through trade and foreign investment through capital of large capitalist firms. (Dumitrescu S., Bal A., 2002, p.396)

Most of the times, as a phenomenon, economic globalization is likened to the first industrial revolution, in the idea that it would lead to the creation of a new society, presume and the development of a new stage of humanity, namely information society. (UNCTAD, 1996)

Throughout time have tried various definitions in order to outline the concept of globalization; the process of integration of national economies as a result of cross-border flows, to perfect the system of trade where the tendency towards integration and competitiveness creates the mega markets pressure of the labor market and the liberalization of capital movements.

But the term globalization is one abstract, summing up all the above elements, without being able to be determined through statistical or mathematical formulas and at the same time without having a clear and intrinsic definition, definition which will include the totality of economic catalysts that have come in the third millennium economy to trace the course of labor.

Global trade policy transformations have a significant impasse over how to manage national economies and particularly on the capacity of Governments to ensure that national prosperity. (Lungescu L.M., 2009, p.34)

Because trade has spurred the evolution of global markets, the demand for labor is becoming more and more influenced by global competitive forces; increased intensity of trade relations have a higher sensitivity to

national economies to international fluctuations in demand for their products and prices.

The labor market was in ancient times the most fragile and most sensitive of markets, complementing that of the capital. Investing in human capital is the first priority in the contemporary society, increasingly confronted with the fast pace of scientific and technological news, but also with innovations in the sphere of trade and financial relations. (Romanescu L.M., Romanescu O.G., 2007, p.28)

2. Labor Force in the European Union

The process of building European Union as a legal entity of freestanding reflected forever, but at a different level gradually, the need for maintaining a balance between the economic and the social dimension, and the result of this phenomenon, the process of economic and social integration of the poor country was not one along straight lines.

The idea and development work in the community, the Council of Europe launched new and open Methods of coordination-the M.O.C. creating a new framework for cooperation between Member States to ensure the convergence of national policies in order to achieve common objectives.

The reforms of recent years have helped to increase the capacity of the labour market to cope with economic shocks, but if growth delay and continue the process of reform of this market, there is a risk that the stagnation of human labor and increasing unemployment to persist in an economy. (Popescu A., 2008, p.333)

The correlation of employment policies with the work social inclusion is treated differently by the Member States of the EU, some of them emphasizing the removal of barriers to labour market participation, while others accord greater attention to policies concerning groups excluded or the gap improved risk.

Thus, according to Regulation (EC) No. 1927/2006 of the European Parliament and of the Council of 20 December 2006 on establishing the European Fund for adjustment to globalization is the professional reintegration of European workers affected by redundancies resulting from the profound transformations suffered by international trade.

Aid granted to an individual and is thus limited in time.

Long-term, substantive measures aim to support workers made redundant when finding a new job and to keep it.

Until 31 December 2011, the Fund has granted aid to workers who have lost their jobs due to the global economic and financial crisis.

European Fund for Adjustment to Globalization (FEG) has helped a total of 15 700 workers made redundant due to the economic crisis and the effects of globalization to find new opportunities for jobs in 2012,

according to a report adopted today by the European Commission. FEG has provided more than EUR 73.5 million to help workers in 11 Member States (Austria, Denmark, Finland, France, Germany, Ireland, Italy, Netherlands, Romania, Spain and Sweden), which were supplemented by EUR 51,7 million coming from national resources.

Based on this experience, the Commission has proposed continuing the operation of the Fund during the period 2014-2020. On 11 October 2013, the Council and the European Parliament agreed on the text of the new regulation Member States allowing the FEG seek EGF co-financing under the new rules beginning in January 2014.

Employment has become an absolute priority in the context of the revised Lisbon strategy. This is reflected in the programming of Community financial instruments for the period 2007-2013 (European Programme for employment and social solidarity, European social fund and European regional development Fund).

At the same time, the Commission supports the fight against unemployment and undeclared work through the modernization of public employment services and by promoting flexibility among employers and employees.

For a better promotion of the principle of equality between men and women, the Commission adopted in 2010 women's Charter which stresses the need to consider gender equality in all its policies, proposing five priority areas of action. The five priority areas identified are: equal economic independence, equal remuneration for the same work and the provision of an equivalent, equality in decision making, dignity, integrity and ending gender-based violence, equality between women and men in the framework of external actions. (Radu D., 2012, p.226)

It encourages the adoption of different political approaches depending on key economic sectors such as the service sector, as well as according to the categories of employees who could be better integrated in the labour market (e.g., women and the elderly). The Commission shall allow Member States to use state aid and VAT reductions as instruments for promoting employment.

At the community level was created the program PROGRESS which aims to support financially the implementation of the objectives of the European Union in the field of employment and Social Affairs. PROGRESS finances the activities of analysis and mutual learning, awareness and dissemination, as well as the aid of key players during the period 2007-2013.

The program is divided into five sections corresponding to the five main areas of activity: employment, social inclusion and protection, working conditions, anti-

discrimination and diversity, and equality between women and men.

So far, the community activities relating to employment, social protection and integration, promoting equality between men and women and the principle of non-discrimination were supported by separate action programs.

In order to improve coherence and effectiveness, the European Commission proposed to be consolidated in a single framework program, PROGRESS.

The program has six objectives:

- improved knowledge and understanding of the social situation in the Member States through analysis, evaluation and close monitoring of policies;
- supporting the development of statistical tools and methods and common indicators;
- supporting and monitoring the implementation of legislation and policy objectives;
- to promote the creation of networks, mutual learning, and identification and dissemination of good practice at EU level;
- informing stakeholders and the public about the policies of the European Union (EU) in terms of employment, social protection and inclusion, working conditions, combating discrimination and diversity, equal opportunities between women and men;
- increase the capacity of key EU networks to promote and support EU policies.

3. Conclusions

European society is changing, and is influenced by various factors, such as: technological progress, globalization of trade and population ageing. European policies in the field of employment, Social Affairs and equal opportunities will contribute to improving the living conditions of citizens, aimed at sustainable growth and greater social cohesion. The European Union (EU) holds a role of social stimulation. It has introduced a legal framework designed to protect European citizens. The EU encourages cooperation between Member States, the coordination and harmonization of national policies, as well as the participation of local authorities, trade unions, employers' organizations and all parties concerned.

The priority objectives of this policy are to increase employment, improving workers' mobility, the quality of jobs and working conditions, information and advice workers, combating poverty and social exclusion, the promotion of equality between men and women and modern social protection systems.

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