

# THE WAGE POLICY AND SOCIAL RESPONSIBILITY OF THE PARTNERS INVOLVED IN COLLECTIVE BARGAINING

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## **Abstract**

*The parties involved in negotiating collective labour contracts define and follow their objectives from the perspective of interests that determine their existence. After 1989, in Romania, due to privatisation, at the companies' level substantial changes have occurred with respect to the hierarchy coefficients.*

*As a result, companies endowed with modern technologies and producing for export have motivational policies for their personnel, so that these are concerned with respect to the performance increase.*

*Trade unions almost gave up direct involvement in determining and executing the incomes and expenditures budget, being concerned lately with achieving safe labour conditions, increasing professional training, and maintaining and raising the actual wage.*

*The responsibility for optimising the relationship between labour and capital is with employers and trade unions, and the efficient solving of labour market issues cannot be done but through government, employers' organisations and trade union.*

**Key words:** *wage policy , social responsibility, collective bargaining*

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