

CRISIS OF CAPITAL AND CRISIS IN THE TRADE UNIONISM IN CONTEMPORANEITY: debate in the political organization of caseworkers

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INTRODUCTION

This article aims to reflect on the capitalist crisis and its impact on work and the organization of the working class, discussing how the course of trade union organization in the growth scenario of bureaucratic unionism trends have repercussions on trade union organization of caseworkers. This question has been prompted by the resurgence of trade union debate within the Social Services, especially in the framework of the 2000s, with the establishment of the Federation and reopening trade unions across the country.

Given this scenario, it asks, because in the Brazilian unionism crisis context for the revival and growth of this particular phenomenon in social work, which the political and ideological frameworks and intervention spaces choices? Certainly, refuting endogenous analyzes trade unions, which take as the trade union center daily, which determine a simplistic appreciation and thus limited the relationship between union leaders and employers, union leaders and unionized workers. The extent to which "inconclusive transitory", the new unionism has contributed to rekindle this debate.

Thus, considering the concern of the capital crisis and its real impact on labor and working class organization process at the present time, search in this work, and understand the capitalist crisis, questioning on the future of unions in the scenario deconstruction of the new Carbonero, D.; Raya, E.; Caparros, N.; y Gimeno, C. (Coords) (2016) *Respuestas transdisciplinarias en una sociedad global. Aportaciones desde el Trabajo Social*. Logroño: Universidad de La Rioja.

unionism and growth of bureaucratic unionism trends, and their direct conflicts in trade union organization of caseworkers.

From a dialectical perspective, the present paper had reflected the dynamics of unionism crisis process and the strategies that are gestated by the segment of the working class toward the confrontation. Thus, it is considered the relevance of the study, to put into play, the relevance of trade unionism of the problem and the political organization of caseworkers with the reopening of trade unions in the context of Union Reform.

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1- The unionism in CONTEMPORARY CAPITALISM

To discuss the trade union movement in the contemporary world, it is considered appropriate to question the impact on work organization in the neoliberal context, given the need to demarcate the context in which it was the contemporary crisis of the labor movement.

Importantly, the current union crisis is associated with post-1970 capitalist crisis, which translates into an intense process of change in production mode (Ford-Taylor) and state regulation mode (interventionist) by inserting significant changes in world of work that directly impact on the living conditions of the working class.

Among the most evident traces to the situation of crisis out: falling rate of profit; Standard depletion Taylor accumulation / Fordist production; hypertrophy of the financial sphere; greater concentration of capital related to mergers of monopolistic and oligopolistic capitalism; sharp increase in privatization, deregulation of labor relations and ties. These issues caused a decline of the labor movement and an offensive political and economic capital in the dismantling of the welfare state process.

In Brazil, this process has a similar manner, although more roughly. But to understand the materiality of the labor movement in the contemporary crisis in Brazil, it is fundamental to discuss the challenges and prospects of struggles and resistance of the working class in the reverse context for social and labor rights. This means considering the critical context of the drastic consequences for the working class and the real impacts on their power of union organization.

With this, it puts in scene a new state functionality in the capitalist reproduction process that, from a set of reforms, contribute directly to disassemble the rights and public property, and the establishment of the era of finance capital.

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According Mattoso (1996), there is reversal in labor relations and employment of the workforce, by reducing the levels of security of work, wage relations, the consumption pattern and the disintegration of the union movement, in addition to structural unemployment.

In this scenario, the historical achievements of workers are reversed, weakened in the face of low wages and the loss of political power of unions. Thus, there is a tendency to elimination of job positions, trade union affiliation, casualization and outsourcing.

Within this logic, "the neoliberal diagnosed in the state crisis the source of all evils of Modernity" (Teixeira, 1996, p. 09). This fiscal crisis has eliminated the labor achievements to stage the competition for public funds. Combining this process, presence-the process of bureaucratization and union crisis.

It is in the midst of these new and old contradictions of capital which is designed / structured a response set directed to capital appreciation process: market flexibility and labor contracts, reducing union power, structural unemployment, privatization of state enterprises, drastic capital flight for the financial sector, the reduction in State funding of public policy and social regulation between capital and labor (NETTO, 1993; DRAIBE, 1993; MONTAÑO, 2002; Antunes, 2009).

This movement brought about drastic changes in the representation of workers by the labor movement crisis, and has led to a tensioning process of trade unions as representation of the working class,

To Netto (1996, p99) the process of "trade union dissonance and impasses of the popular political parties, and while that emerge in your space " new collective subjects" that the new social movements are the most significant sign ".

All this procedure leads us to note that in the dynamics of capitalism intensified an accelerated development process, whose characteristics are marked by "[...] an evil association: on the one hand by the overexploitation of labor [...] and on the other a containment of social struggles that were historically kept under the control of the State and the Dominant Classes "(SOUZA, 2012, p. 437).

2 Syndicalism DILEMMAS IN BRAZIL IN THE NEWS

The new unionism represented a golden moment of struggle and resistance of the labor movement, in the construction of classist unionism, strengthening the organization of workers and branch production, and in defense of freedom and union autonomy.

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The historic building of the Brazilian trade union movement struggle in the new unionism perspective, puts into collapse with the rise of the neoliberal project and the reformist trade union proposals. Which has its peak in the materialization of the Union Reform which proposes a new legal and institutional reorganization in the field of work (labor law, labor law and procedural law of the work) towards easing further labor relations and organization.

From the Trade Union Reform, syndicalism considerable changes your perspective of a combative union to a national union - negotiation, eat direct participation of their representatives in the management of pension funds. With this, the floor was opened to reorganize the opening of trade unions.

Such questions have directly affected the working class sociability process, causing actual impacts in the process of setting up and strengthening the particular struggles, that is, taking a more conservative character / reformer, especially in the context of crisis in the CUT and crisis new unionism. It is against this background that the CUT, which had a historic role in the construction of syndicalism in Brazil, loses the horizon of a critical perspective built at the stage of dictatorship.

From the perspective of contrast, the reformist perspective that the CUT acquires, creates the CONLUTAS in 2004, with a movement of struggle against CUT, and the reformist perspective that develop CUT under the Vincentian command, to accept "the thesis that the contribution of time and service time were indifferent which has led to despair workers in the private order in time to retire, but also of the Center positions on the strikes of civil servants" (DIAS, 2006, p. 188).

They put in new debate reclaiming issues for the struggles scenario, such as gender issues, racial, environmental and generational, which tend to strengthen the perspective of sectoral struggles at the expense of broader struggles. What is post is loss of defense of social class category, as a reference to understand the struggles in the context of capital x labor relations, to defend the new social movements. Losing sight of your character struggle for emancipation and taking a more conservative character / reformer, especially in the context of crisis in the CUT and the new unionism crisis. What presence is a drastic change from the combative unionism of the 1980s to a defensive unionism conciliation in the 1990s Thus, if presence was a significant change in the profile of workers. And as it says Antunes (1998), the formation of a heterogenous working class, fragmented and complexified.

Despite the contradictions put, it can be said that making the PT government, did not change the expected framework, and not far spread a privately the prospect of change. Thus, it can be said that under the "personifications of capital can change the skin, but could not eliminate the antagonisms of the capital system, or remove the dilemmas that confront the work" (Meszaros, 2011, p.764) .

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3 CHALLENGES AND PROSPECTS OF THE ORGANIZATION OF POLITICS CASEWORKERS.

Given the above, it may be noted this whole process has been a challenge for political organizations, given the tension of the professionals on the precarious working conditions and the pay gap. Coupled with the "exponential growth of surplus labor force in the face of capitalist interests" (NETTO, 2012, p. 417) that has passed directly into the labor market with the precarious process of working and living conditions of the working classes. And this bulge, the peculiarities and contradictions put the process of extinction and resumption of trade unions are built.

It must be reaffirmed that the extinction of trade unions of caseworkers, as a result of a political project toward the construction of a new union structure representing the path to the strengthening of the struggles of the working class on the one hand, and on the other, the political reconstruction of the Federal Council with a view to reaffirming the specific struggles of caseworkers, would be instrumental in strengthening the fight.

Such actions, however, were not sufficient to cope with pressure category, especially if considered the peculiarities of the political landscape of the capitalist context that puts collapsing the trade union movement, from the 1990s, in the face of significant changes in the forms of confrontation to a trade union, especially the CUT, passing "a unionism from confrontation to conflictive cooperation" (RODRIGUES, 1995 cited ALVES, 2000, p. 121).

It is in this political context, of the trade union movement crisis, which is observed in the real dynamics, despite the clashes, the fragility of the involvement of caseworkers in unions by production branch and his resentment at political direction on wage and trade union struggle.

These developments have raised today the discussion of bias on the reactivation of the union of caseworkers. And consequently, the debate has reflected directly in training and professional practice process.

On the other hand, the trend of re-opening of unions in the labor movement crisis context becomes worrisome today, as in the name of a seemingly progressive discourse, reinforces conservative practices in professional breast and professional practice that can "[. ..] helps maintain the political consciousness of the category in economic and corporate level, strengthening isolated practices of all the struggles of the working classes ". (Santos, 2010, p.133).

Therefore, it becomes apparent complexity that arises for employees and consequently to caseworkers. This understanding is fundamental to place the trade union debate within the Carbonero, D.; Raya, E.; Caparros, N.; y Gimeno, C. (Coords) (2016) *Respuestas transdisciplinarias en una sociedad global. Aportaciones desde el Trabajo Social*. Logroño: Universidad de La Rioja.

category, and discuss the resumption of trade unions of caseworkers in the context of struggle and working class resistance. Especially in the setting of "precarious work" (BRAGA, 2012) that has driven a process of heterogeneity of the working class.

In this respect, Montano and Durigueto (2011, p.94) state that "this heterogeneity of the working class cannot make us lose focus its central and universal character", so that "what determines membership in the working class not It is being employed (with its alienated labor force), but missing from the sale of their labor power to survive "(ibid., p. 95). It is noteworthy, therefore, that the working class is made for "mere owners of the workforce, dispossessed of the fundamental means of production and consumption, thus forced to sell their labor power" (p.94).

Considering the social worker as a worker, it is noted that its sales conditions of the workforce have been fierce at present, especially in addition to the precarious bonds, the formation of a surplus of semi-skilled workers, with the expansion of education mode Distance Learning (ODL) and private higher education growth, coupled with the precarious intensive process of higher education in the country, which will condition the cheapening of the workforce.

Therefore, the dilemmas and challenges under the defense training and professional practice are increasing. And it has stressed the CFESS-CRESS set to answer the pressures of professionals by union demands, coupled with the absence of union representatives to discuss the specific issues. Hence elucidate the decisions that influenced the resumption of trade unionism process in social work in the contemporary world and its contradictions.

Faced with these issues, if presence-at the present time, the pressure of caseworkers, as participate in the fragmented working class, for answers at the destruction of working conditions. Fact that has been fed over the growth of distance education courses and precarious process of hiring the workforce.

In the meantime, it is clear that the unfinished transitory process of trade unions together with intensification of precarious process of the conditions of the working class and, consequently, caseworkers, has raised constant questions of professionals as the trade union reorganization, considering the actual impasses of the working class to perceive the real advances / retreats / dilemmas posed in training and professional practice.

It is important to consider that advances historically built for political organization of caseworkers to the consolidation of trade union structure in the 1980s and the process of extinction of trade unions in the 1990s, resulted in the political maturity of the category in its historical time, the strengthening of struggles the working class, via insertion of caseworkers in unions by branches of production and the political redirection process the role of the councils, which have assumed a political connotation.

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However, the political landscape of intensifying the precarious process of the conditions and labor relations and the labor movement crisis was crucial so as not to move forward in the direction of the new unionism construction, and launch the basis for the new union structure consolidation, marked through a process of fragmentation of the union movement, especially in the political redirection of the CUT, which assumes the trend of propositional unionism as opposed to unionism fights, built in the wake of the new unionism movement. Such propositions are embedded in designing liberal state.

It is in this political landscape reconfiguration of the CUT that, from 2000, is gaining ground the reopening process of the unions of caseworkers with the creation of FENAS- National Federation of Caseworkers. Thus opens up a wide-ranging political clash between FENAS and CFESS-CRESS Set in the spaces of representation of the category. And that has sparked a wide-ranging debate on the political organization strategies within the category. Such a debate, according to Santos (2010) has polarized the confrontation of ideas, represented in three distinct trends. •

Such reopening of movement has not been quiet within the profession, causing tension between the representative bodies of the set CFESS - CRESS and representative segments of FENAS. Although some political gains in the scenario, the representations of FENAS unable to legitimize itself in the representation of a category, such as the electoral defeat the claim CFESS of management in 2008.

On the other hand, against the CFESS / CRESS together after the extinction of ANAS, takes on a political direction, which happens to be sued by the professionals to take action in the trade union context, has a direct impact on working conditions and professional practice. It can be inferred that this political tension between the set CFESS / CRESS and FENAS, has contributed to the intensification of conceptions / professional practices, and consequently, a feedback of professional conservatism.

Moreover, this scenario indicates the resumption of trade unionism in Social Work is presented in a context of labor's crisis, or crisis that raged in CUT, through an intense internal dispute process, and some of the unions begins to reorganize with different positions, going to defend the disaffiliation of unions and building new bases, with the emergence of CONLUTAS.

Touches it, a 'gradual attrition of fighting unionism, direct action of the masses, localized and general strikes, a grassroots organization in the workplace, for a majority share within the institutional framework through the sectoral layers. "(Abramides, 2006, p. 45). What is disadvantaged in the new unionism building trend, and has given support to the reopening process and membership of trade unions by categories.

These issues have contributed significantly to investigate and unravel in the context of a union crisis, marked by the regressive phase of its political clashes, are built alternative / Carbonero, D.; Raya, E.; Caparros, N.; y Gimeno, C. (Coords) (2016) *Respuestas transdisciplinarias en una sociedad global. Aportaciones desde el Trabajo Social*. Logroño: Universidad de La Rioja.

coping in the face of pressures from the demeaning process of working conditions, "trade unionism begins its phase regressive, before the advance of neoliberalism on the one hand and on the other the political illusion in the field of institutions, on the other "(ibid, p.51).

Before elucidated, it was observed that the strengthening of trade unions by category could contribute positively to fragmentation of the working class, and to constitute the consolidated basis of resistance to implementation of proposals / actions toward the dismissal of workers' rights. It is understood, therefore, that the "employee is not only to fight for his physical means of life, but must fight for acquiring work, that is, the possibility, the means to be able to carry out their activity." (MARX 2010, p . 25).

Considering the actual coping difficulties of workers in the current scenario, the intensive context of "disqualification of trade unions, the implementation of an anti-union legislation it is necessary and use of police force to suppress strikes and social protests" (entropy, 2009, p .23), which has strained the fragmentation of the working class organization through corporate practices and separatists of the working class, and this has contributed dramatically to the decline of strike activity, decrease in membership rates and hence the basis for the collapse of the horizon of the new unionism.

Considering the questions posed, and considering the obstacles that the union movement has passed into contemporary asks himself how far this unionism resumption process in Social Work able to build answers to reverse the proposed framework, and that does not mean losing sight of the prospect of political organization, but check the direction of the working class. One wonders that the problem lies not in the reopening of the trade unions, however, it is clear that there is in the process a veiled conservative trend of this movement that insists on disregarding the assured political advances, exposing the dilemmas of the union of the category.

This fact leads us to think about the real determinants of the unfinished transience in the midst of working class organization, together with the issue of not losing sight of the condition of the working class as a social worker. That is, "the social worker suffers the same conditions that affect the whole of the working class, in particular for workers in the public service and in the development of their professional activity in the framework of public policies" (Abramides, 2006, p. 330). It is understood, therefore, that one cannot question the insertion, dissociated from the contemporary setting of impacts on working class and the real possibilities of coping.

On the other hand, there is the illusion of the resumption of trade unions as strengthening strategy of the political organization of caseworkers becomes simplistic, to disregard all political gains historically constructed by the entities and the challenges of resistance placed against the neoliberal offensive.

Therefore, it is necessary to better understand all these determinations that have driven this process of reopening of Caseworkers unions with a view to situate the challenges posed to his political organization and therefore class struggle inherent in the profession and working conditions, while working class.

Final considerations

Given the above, it is pertinent to think of the advances, setbacks and dilemmas of the labor movement and its impact on political organization of caseworkers in the framework of continuity, or break with conservatism. It is in this uncovered framework, that arises in debate on contemporary resumption of trade unionism in Social Services, not by organizational inclusion of the category of trade unions by branch of production, but through an intensive movement reopening of Caseworkers unions in the country.

Corroborating Ramos and Santos (2008, p.56) "[...] the return to union organizing by category contributed even more to the insulation category and their struggles, which reinforces the dimension of corporatism and backward around the construction of the political class consciousness. ". So one wonders that this strategy is configured as a concern, since open space for spreading the conservative trend, building up as a prospect "that apparently shows progressive, but in essence is reactionary, as it helps maintain the political awareness of the category in economic and corporate level, strengthening isolated from all the struggles of the working class practices "(RAMOS; SANTOS, 2008, p.57)..

Hence the need to understand this unionism resumption process in social work, not as a continuation of the past, but as a political act to place your story in the dynamics of unionism crisis context and union reform, gestated along nineties in order to observe the political organization strategies in the neoliberal context, alliances and strengths of the political organization of caseworkers in the trade union movement crisis context.

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