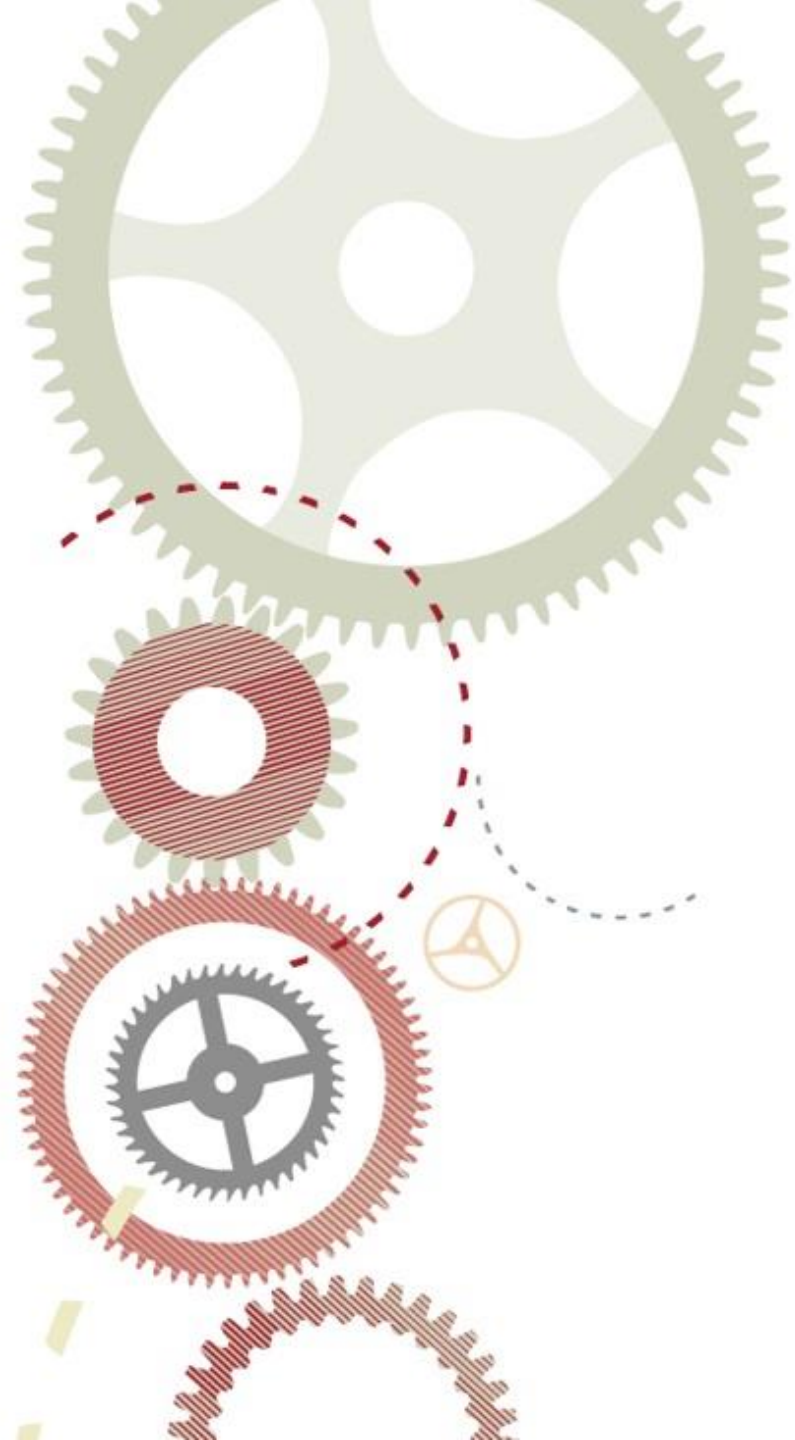


# SOCIĀLAJAM DIALOGAM LATVIJĀ 20



***Natalja Mickevica, Free Trade Union Confederation of Latvia***

***Ilona Kiukucane, Employers Confederation of Latvia***



# Action Plan priorities

- (1) Social partners' capacity building
- (2) Social partners' activities for implementation of the Framework Agreements
- (3) Social partners' contribution to the National agenda

# (1) Social partner capacity building. Planned.

- ✿ Attracting new members
- ✿ Establishing criteria for Employers' organizations and arrangement of the Employers' Register
- ✿ Development of modern trade union legal regulation



# Attracting new members

- ✿ Working with young people (young workers, young entrepreneurs)
- ✿ Defining the benefits of membership ('selling points') of each social partner organization
- ✿ Promotion of „Sustainability Index” project

# Results. LBAS



- ✚ LBAS Youth Council
- ✚ Projects for young people
- ✚ Discussions on the role of trade unions in the modern economy





# Results. LDDK

## Nr. of regional and professional associations – members of LDDK

• 2006	<b>25</b>
• 2007	<b>36</b>
• 2010	<b>51</b>
• 2013	<b>63</b>

## SOCIAL DIALOGUE STRUCTURES IN LATVIA



- LDDK regional employers' consulting centers
- Cities which LDDK has made an agreement with about promotion of social dialogue in the region

# Results. LDDK (2)

- Close partnership with **Junior Achievement – Young Enterprise (JA-YE Latvia)** – agreement in preparation
- **Partnership agreement (2011) with NGO «Jauniešu konsultācijas» :**
  - [www.prakse.lv](http://www.prakse.lv) info about vacancies, practice placements, voluntary work, etc.
  - computer game on health and safety
  - [www.virtualaprakse.lv](http://www.virtualaprakse.lv) interactive information about different professions and jobs in 200 enterprises

## Results. LBAS + LDDK



- Joint project ***Sustainability Index*** (since 2010)
- Common work on **Youth guarantee**



# Establishing criteria for Employers' organizations and arrangement of the Employers' Register. Results.

- October 3, 2013

**Amendments to the Law on Associations and Foundations** stating that **associations** founded according the Law on Employers' organizations and asociations **are registered** in Associations and Foundations Register **as Employers' organization**

# Development of modern regulation of trade unions. Results.

- ✿ Draft law «**Trade Union Law**»
- ✿ Second reading in the Parliament



## (2) Social partner activities for implementation of the Framework Agreements. Planned.

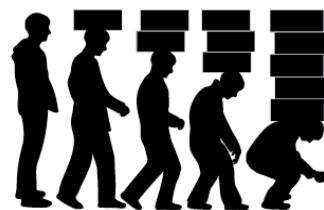
- Information campaigns
- Erga omnes* collective agreement between LDDK and LBAS in a form of a pilot project
- Adoption of guidelines
- Preparation of regular joint reports on framework agreements to the European social partners

# Results. LBAS + LDDK

- Informative materials on workers' rights
- Joint Reports on the Framework agreements (Inclusive Labour market)



UN CIK TU SPĒJ  
**NEST?**



Kaspars Rācenājs  
Natalja Mickeviča

Vienkārši  
par  
Darba likumu

$$1 + 1 = 2$$

### (3) Social partners' contribution to the national agenda

- 🌐 Submission of good case practice to the government
- 🌐 Cooperation of social partners in the implementation of the monitoring mechanism



### (3) Social partners' contribution to the national agenda

#### Bipartite social dialogue

- **General Agreement** between Employers' Confederation of Latvia (LDDK) and Free Trade Union Confederation of Latvia (LBAS)
  - ✓ 2004: Commitment to cooperate in number of areas – setting a minimum wage, health and safety at work, vocational education etc.
  - ✓ 2007: Aimed at sustainable development of Latvian economy, favourable social economic conditions, welfare of people, improving work relations and work environment, strengthening organized civil society.
  - ✓ 2010: Aimed at sustainable development of Latvian economy, social welfare, balance between flexibility and security, reduction of undeclared labour.
  - ✓ 2013: Aimed at sustainable development of Latvian economy, rising labor productivity, continuing structural reforms, creation of products and services of high added value to ensure competitive working places and adequate wages.

### (3) Social partners' contribution to the national agenda

#### Social partners' Cooperation Agreement 2013



### (3) Social partners' contribution to the national agenda

*Inter alia* common goals:

- Improvement of health and safety conditions of workers
- Facilitation of equal opportunities for men and women, families with children, persons with disabilities, youth, pre-pension age persons and pensioners in the labour market
- Facilitation of favourable social conditions
- Quality education and improvement of qualification of workers
- Common implementation of Framework of Actions on Youth Employment

# Results. LBAS + LDDK

## THE NATIONAL TRIPARTITE CO-OPERATION COUNCIL (NTSP)

Representatives of the LDDK, LBAS and Cabinet of Ministers

### NTSP SECRETARIAT

Tripartite  
Cooperation  
Sub-Council  
on Professional  
Education and  
Employment

(PINTSA)

Tripartite  
Cooperation  
Sub-Council  
on Labour  
Issues

(DLTSA)

Sub-Council  
on Social  
Security

(SDA)

Sub-Council  
on Health  
Care

(VANA)

Tripartite  
Cooperation  
Sub-Council on  
Transport and  
Communica-  
tions

(TSNTSA)

Tripartite  
Cooperation  
Sub-Council on  
Environmental  
Protection

(VALTSA)

Tripartite  
Cooperation  
Sub-Council  
on Regional  
Development

(RATSA)

Tripartite  
Cooperation  
Sub-Council  
on Public  
Safety

(SDTSA)



LATVIJAS DARBA DEVĒJU KONFEDERĀCIJA



# Thank you for your attention!

[www.lddk.lv](http://www.lddk.lv)

[www.lbas.lv](http://www.lbas.lv)