

EMPLOYERS' CONFEDERATION OF LATVIA



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Implementation and follow-up of EU social dialogue instruments: case of Latvia

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Conference «Promoting and Reinforcing the EU Social Dialogue»

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About the LDDK

The **largest organisation** in Latvia,
representing employers' interests

114 industry leaders (companies with
50+ employees)

62 sectoral and regional business
associations

Members of LDDK employ more than
44% of all employees in Latvia

Annual turnover of member companies
– **40 billion euros**

Together with the **Free Trade Union
Confederation of Latvia (LBAS)**, LDDK is
the **social partner** to the government



Mission of the LDDK

- To **establish an environment** that supports entrepreneurship in Latvia
- Facilitating the **competitiveness** of companies
- **Representing** employers in the framework of social dialogue at the national, EU and international level



General assessment of implementation and follow-up of EU SD instruments

Latvia: social partners' views



Latvia

Framework agreements

- Telework
- Stress
- Harassment and Violence at Work
- Inclusive Labour Market

Framework of Actions

- Lifelong learning
- Gender equality
- Youth employment

All implemented by joint social partners agreements, followed by amending existing legislation, where appropriate, and by awareness rising activities



Latvia

General approach*

by social partners – Employers' Confederation of Latvia (LDDK) and Free Trade Union Confederation of Latvia (LBAS):

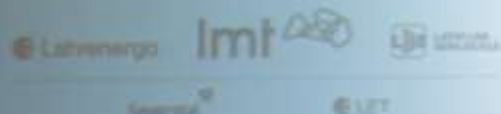
EU SD instruments - integral instrument of the way social partners' are reaching common interests and objectives



LDDK UN LBAS VIENOŠANĀS PARAKSTĪŠANA

JOINT SOCIAL PARTNERS' RECOMMENDATIONS TO DECISION MAKERS

16:00 – 16:20



Signature of Renewed General Agreement between LDDK and LBAS, 2013
By President of the LDDK Mr Gavrilovs and Chairman of the LBAS Mr Krigers

Latvia

LDDK and LBAS **common interests and objectives***

- ✓ Sustainability of national economy and tax policy promoting employment
 - ✓ Favourable social economic conditions and welfare of people
 - ✓ Qualitative education un qualification
 - ✓ Human resources management linked to qualification and pay
- ✓ Modernisation of labour market – balance between flexibility and security, work-life balance
- ✓ Enterprise competitiveness and sustainability in global economy
 - ✓ Reduction of unemployment and illegal employment
 - ✓ Health and safety at work
 - ✓ Equal opportunities in the labour market



Latvia

LDDK and LBAS tools at national level*

- ✓ Work at the National Tripartite Cooperation (NTSP) Councils and its 9 sub-councils
- ✓ Promotion of social dialogue and strengthening of social partners by law and by public awareness
 - ✓ Reasoned opinion of legislative proposals and amendments
- ✓ Promotion of general agreements at sectoral level and collective agreements at enterprise
 - ✓ Work of sector expert councils



TRIPARTITE SOCIAL DIALOGUE: Latvia

Channel to improve business environment

The National Tripartite Cooperation Council (NTSP)

Representatives of Employers' Confederation of Latvia (LDDK), Free Trade Union Confederation of Latvia (LABS) and Cabinet of Ministers of Republic of Latvia

NTSP Secretariat At the State Chancellery

Sub-Council
for
Social
Security

Sub-Council
for
Labour
Issues

Sub-Council
for
Vocational
Education
and
Employment

Sub-Council
for
Health Care
Industry

Sub-Council
for
Regional
Development

Sub-Council
for
Environment
Protection

Sub-Council
for
Transport,
Communicati
ons and
Information

Sub-Council
for
Public Safety

Sub-Council
for
Budget and
Tax Policy

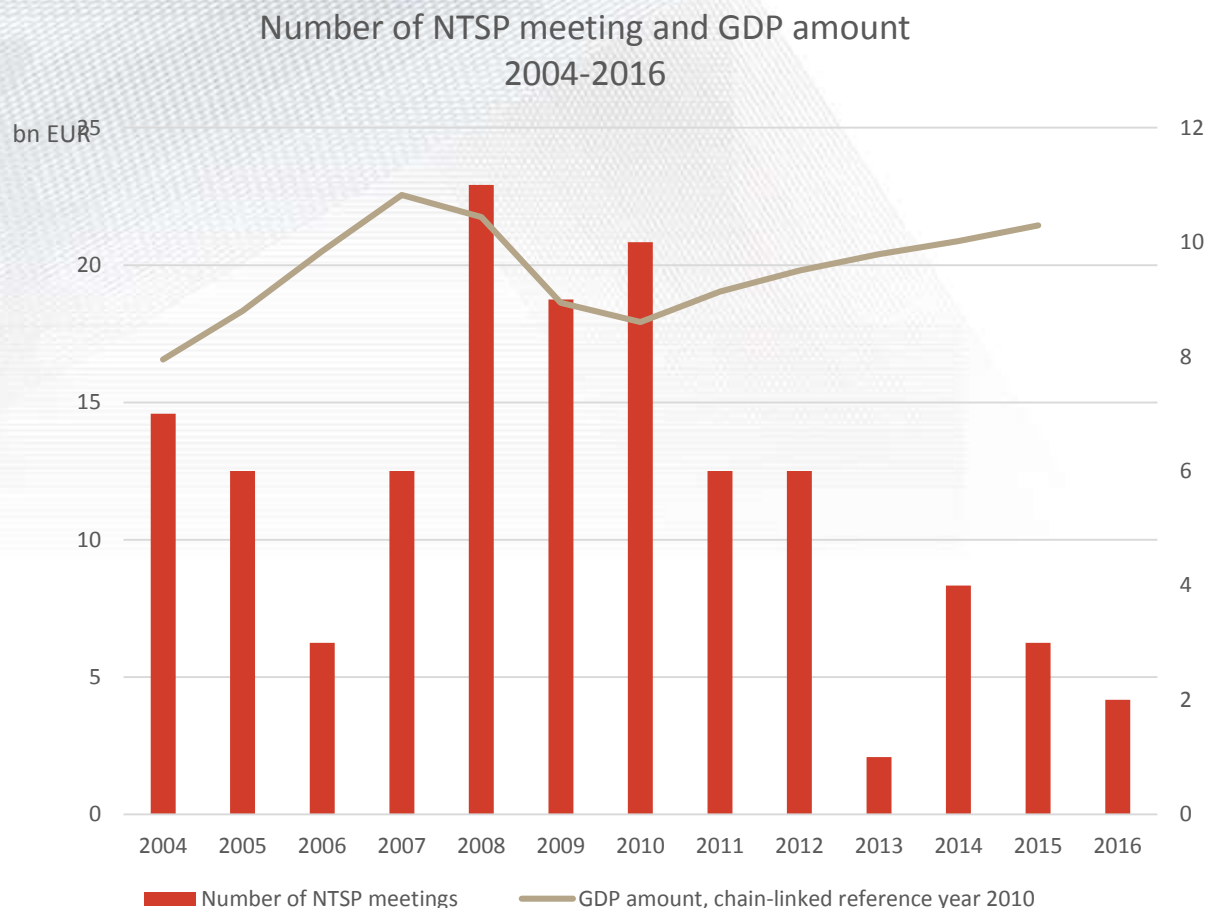


National Tripartite Cooperation Council (NTSP), 2015



National Tripartite Cooperation Council (NTSP), 21 April 2016

- **Meetings of the National Tripartite Cooperation Council (NTSP):**
Government, Trade Union Confederation of Latvia (LBAS) and Employers' Confederation of Latvia (LDDK)



- ***Most frequent during crisis and looking for short-term solutions, sharing responsibilities***
...



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Source: Compiled by the LDDK from the website of Cabinet of Ministers of Republic of Latvia and Central Statistical Bureau of Latvia

LDDK RESULTS IN 2015 – opinions taken into account in the legislative process



opinions taken into account: **74%**

LDDK experts are representing Latvian employers in 104 councils and working groups

mostly at national level (line ministries), also at the EU and international level and in the framework of social dialogue



Cases of implementation

Examples



Framework of Action: Lifelong development of competencies and qualifications

- ✓ At political/legislative level: reasoned opinions to coordinate policy in the area
- ✓ Training of employees by companies – financed by the ESF and implemented by the LDDK to promote investments in human resources and qualification
- ✓ As of 2016 Adult Education Management Council – objective to coordinate the contents of life-long learning programmes





Training Course on business process simulation, Riga 2015

Framework of Action: Youth employment

- ✓ LDDK and LBAS participation in the design of the implementation of Youth Guarantee in Latvia (2014)
- ✓ Participated in an ESF financed project (2011-2015) on restructuring of VET system
- ✓ Establishment of Sectoral expert councils as advisory tool for improvement of VET (as of 2011)
- ✓ Organisation of annual information campaigns targeting young people
- ✓ Participation in international projects – study visits to Austria and Germany and other countries to exchange best practice
- ✓ Public discussion on the implementation of WBL - need for appropriate legislation, quality and payments for students





Seminar on Work Based Learning, Riga 2016

Thank you for attention!

www.lddk.lv