

EMPLOYERS' CONFEDERATION OF LATVIA



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

**Liga Mengelšone**

Director General

Employers' Confederation of Latvia (LDDK)

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):

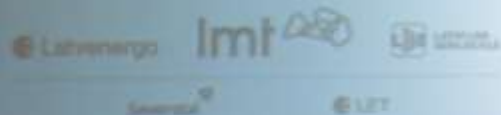
**EU SD instruments - integral instrument of the way social partners' are reaching common interests and objectives**



# 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



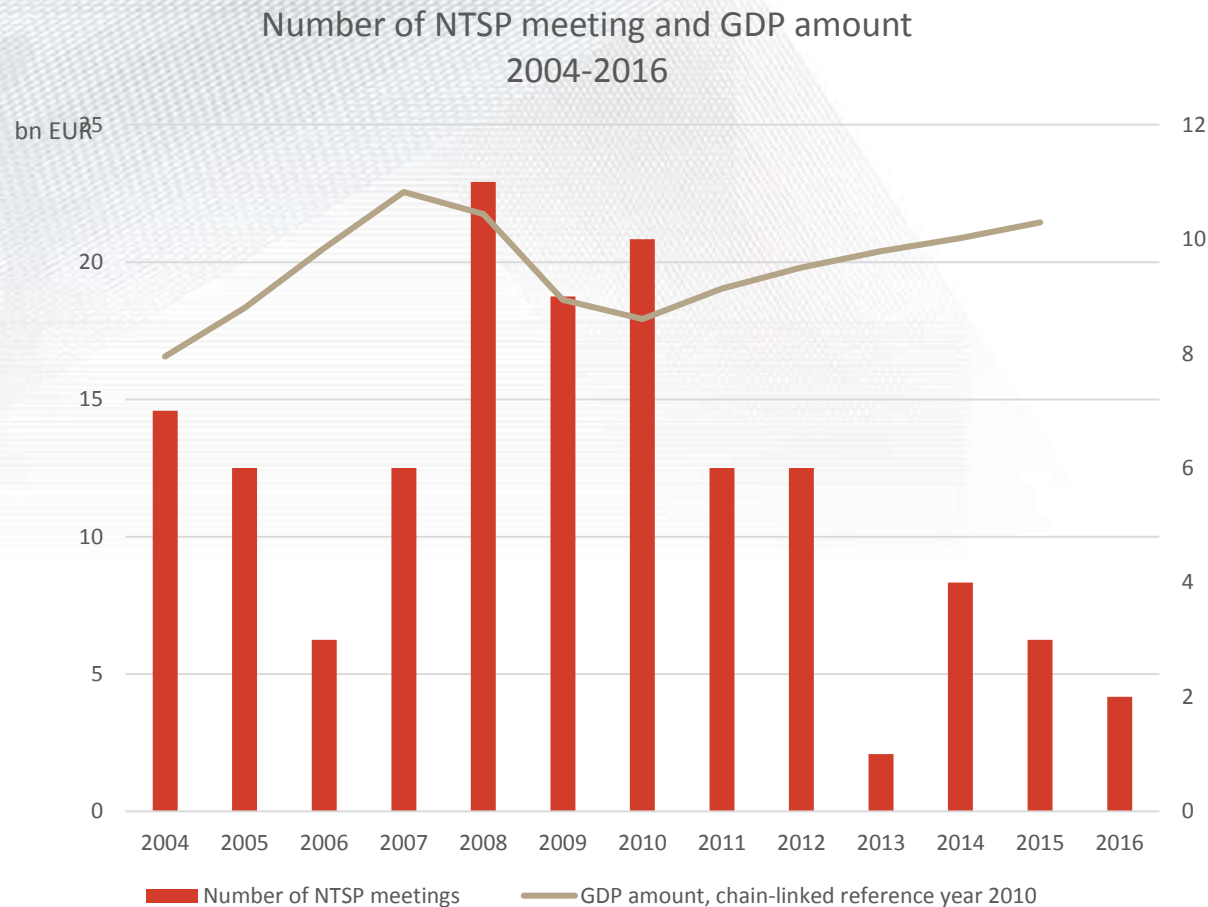


National Tripartite Cooperation Council (NTSP), 2015



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**  
...



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