

STARPTAUTISKAIS ARODBIEDRĪBU JAUNIEŠU FORUMS

„ARODBIEDRĪBU JAUNIEŠU
LĪDZDALĪBAS STIPRINĀŠANA
LĒMUMU
PIEŅEMŠANĀ EIROPAS UN
NACIONĀLAJĀ LĪMENĪ”

5. - 7. JŪNIJS 2015
RĪGĀ
TECH HUB

„STRENGTHENING THE TRADE
UNION YOUTH PARTICIPATION
IN DECISION MAKING ON
EUROPEAN AND NATIONAL
LEVEL”

INTERNATIONAL TRADE UNION YOUTH FORUM

5 – 7 JUNE, 2015
RIGA
TECH HUB



Latvijas prezidentūra
Eiropas Savienības
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Role of social partners during the implementation of youth employment programmes

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No youth employment strategy but:

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1) Employment policy:

- Europa 2020
- Employment guidelines (since 2010)
- Initiative – Youth guarantee

2) Education policy:

- Education and training 2020
- Bruges Communiqué (2011-2020)

3) European social partners initiatives – The framework of actions on youth employment

4) National policy planning documents – National development plan, Reform program, guidelines etc.

Youth unemployment in Latvia

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- High youth unemployment level (11.8% in 2008, from 2009- more than 20%))
- 88% aged 20-25 years
- 65 % with low or no qualification (pre-primary, primary or secondary education)
- 47% with former work experience
- 11.8% school drop outs, in VET – 19%

Youth in education system

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- Wrong profession/school choice, skill miss-match
- Early leavers from education and training (drop outs in Latvia 11.8%, 2011)
- Lack of knowledge's about Labour legislation, work safety (33% of all accidents in work are for those employees who has worked less than 1 year)
- Unused potential of traineeship – chance to gain first work experience, to start and improve career
- Transition from school to work (no information about labour market, labour legislation, social rights)

Actions for TU

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- Improvement of legislation – tripartite consultation mechanisms
- Involvement in education processes – in VET, also by sector TU (sector expert councils)
- Actions at workplace, capacity central bureau of TU

National Tripartite Social dialogue in Latvia

National Tripartite Cooperation Council (NTCC)
Representatives are from LDDK, LBAS and Cabinet of Ministers.
Established in 1999.

Secretariat of NTCC

Vocational Education and Employment Tripartite Cooperation Sub-council

Labor Affairs Tripartite Cooperation Sub-council

Social Security Sub-council

Health Care Sector Sub-council

Transport, Communications and Information Technologies Sub-council

Tripartite Public security Sub-council

Environmental Protection Affairs Sub-council

Regional development Tripartite Cooperation Sub-council

Free Trade union
confederation of
Latvia

Employer's
Confederation of
Latvia

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**Sector skills
councils
since 2011**

Representatives of
employers
(sector associations,
enterprises)

Representatives of
sector trade unions

Representatives of
sector ministries

Representatives of sectors, experts
(who fulfil prescribed criteria for improving quality of VET)

Quality and efficiency of VET according to labour market needs (1)

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ESF project “Development of a sector qualifications system and improvement of the efficiency and quality of vocational education and training” for period 2010-2015

Main targets/results:

- ❖ Established 12 sector skills councils (trade unions, employers, government) as advisory tool for improvement of vocational education
- ❖ Created national sector qualification structure - all qualifications classified by main professions related professions and specializations (useful for career planning)
- ❖ New or to updated occupational standards,
- ❖ Introduced module approach in initial VET, improved content of qualification exams;
- ❖ Approbated recognition of informal education.

Main issues

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- ✓ Evaluation of sector enrolment plan in IVET
- ✓ Establishment of new occupational standards, education programmes, qualification exams according sector needs
- ✓ New regulations for traineeship – improved requirements of work health and safety, provided insurance in time of apprenticeship
- ✓ Sector experts trained and nominated for quality assurance in IVET
- ✓ Sector qualification system worked out
- ✓ Carried out short term prognosis – evaluating training of unemployed
- ✓ Actualization of problems of sector VET

Main benefits

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- 1) Involvement of sector social partners in improvement of vocational education quality – occupational standards, content of programs, quality assessment etc. – higher responsibility and commitment
- 2) Improvement of employees mobility and career prospects- European qualification framework, national qualification system, career guidance, lifelong learning, recognition of informal skills
- 3) Better cooperation with school administration, but also access to provide information / presentations about TU in vocational schools

Main benefits (for TU) (2)

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- 4) Improved cooperation with employers organizations (negotiation about cooperation, general agreements)
 - 5) Raised qualification of members (recognition of informal learning, discussion of qualification rising workers – collective agreements, quality of apprenticeships at enterprises, training of TU accreditation experts)
 - 6) Cooperation with Vocational education schools (recognition/ popularization of TU, consultations, easier access to pupils, cooperation agreements, participation in qualification exams, accreditation process)
- ✓ Main benefits for trade unions – improved involvement and responsibility of sectoral trade unions in vocational education and in preparing qualified workforce of sectors

Competitions for vocational and secondary school pupils

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- Already 6 years LBAS in all Latvia organizes **competition “Profs” for vocational school students** to increase knowledge of labour rights and work safety
Average 1000 pupils every year take part in competition from more than 30 vocational schools
[Additional motivation to study Labour Law, to find information about trade unions.](#)
- **Competition “Smarts” for secondary school pupils** about labour rights, work safety, give information about labour market-how to write CV, what to say in job interview.
- More than 250 last grade pupils participated.
- Special handbook made for coming employee.

Pr→o**f**S₊ 20(12)



13th Baltic Trade Union Youth Forum, on October 11 – 13, 2012 in Riga (1)

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At legislation/ national level:

- support improving the conditions for qualitative and effective apprenticeships;
- draw attention of state labour inspections to perform sufficient 'checks' against abuse of apprenticeship possibilities;
- reduce financial burden on employer involving trainee in his work place in order to motivate employers facilitate trainees in gaining first professional experience;
- introduce a quota system of young employees as a criteria for getting state support grants

Proposals for TU (2):

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At TU level:

- Raising membership and authority of trade unions
- To improve image of TU – improve skills, competences and personal qualities of leaders of trade unions
- To improve TU leaders' abilities to work with youth.
- to involve trade unions into the research of labour market
- to educate pupils and students on their labour rights using the ESF project funding.
- to promote inclusion into collective agreements issues supporting young employees and studying employees, namely: mentoring programs, possibilities to reimburse tuition fees and possibilities to improve professional skills

Proposals of TU for Youth guarantee

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- Involvement of social partners in implementation of YG
- More activities (apprenticeships, work contracts) for those without qualification
- In cooperation with sector TU& employers provide career guidance and more information about labour market needs
- Education youth (pupils, students, young employees) about :
 - labour rights, trade unions (Labour law)
 - work safety, protection
 - Social rights

In the result – social partners are involved only in Advisory committee!!!!



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