

Lithuanian trade union membership, strategies, actions and services implemented

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THE TRENDS IN UNION MEMBERSHIP

- ▶ decrease in membership until 2010 (due to emigration, changing structure of the economy)
 - ▶ more or less **stable 2010–2020**; fluctuations +/- 5000 (decrease in railways, manufacturing; increase in education, public servants and officers, medical and care workers, water supply, trade, road maintenance);
 - ▶ more **significant growth in 2019–2020** (due to “visibility” strategy, positive attitudes from the Government – signing of national CA, activities at the Tripartite Council; increased consultations, “fight for the rights“ in education, health care, social care (signing of the first “real” sectoral CAs), migrants, officers; more active work in regions; requirement to establish WCs in the new LC)
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STRATEGIES AND ACTIONS

- ▶ increase in membership is the main goal of Lithuanian TUs
- ▶ main strategies: A. awareness rising, increase of visibility, “image” formation (results after 1,5 year);
- ▶ actions:
 - organisation of various “social events” for the society – concert, TENT, interactive games (special game “Game of Thrones” was prepared together with well know psychologist – “Check if you are sitting in your own throne”, where person may test himself on the “type of employee” he belongs to), children zones
 - social media, TV and radio
 - participation in various festivals, exhibitions, fairs
 - moving (with “social events”) through the regions,
 - collaboration with NGOs and LOCAL MEDIA(!),
 - services (within “social events”) – consultations on the labour law, employees’ rights, wages, schedules – people have a lot of questions

The main idea – TUs do not agitate people to become TU members!

STRATEGIES AND ACTIONS

- ▶ **main strategies B. active participation at the national level – TCRL, signing of national CA;**
- ▶ actions:
 - active participation and significant achievements at TCRL
 - signing of national and sectoral CA with special “bonuses” for TU members – e.g. 2 additional holiday days;
- ▶ **main strategies C. information, consultation and support for TU members and non-members**
- ▶ actions:
 - for TU members: legal and economic consultations, support in CB and CA drafting, representation of TU members in courts
 - for non-members: TENT, consultation in Centres and regions, WC of migrant workers
 - For both: support during company restructuring; e-consultations

SERVICES

- ▶ Traditional “services”:
 - legal consultations, expertise services and representation in courts – for TU members,
 - support in CB and drafting of CA,
 - organising (e.g. waiting for employees at 11 p.m.),
 - leisure centre for TU members in Palanga

SERVICES

- ▶ Innovative practices as services (?):
 - additional 2–3 holiday days – increased membership,
 - attracting of members through support to companies under **restructuring**;
 - through TCRL and tripartite commissions under the PES – requalification and reintegration of unemployed,
 - for **posted** workers – TCN in transport sector; national workers in retail trade and **self-employed** in tourism (guides): direct membership in sectoral trade union,
 - LPSK Youth – project for secondary school and students “my first job”: TU went to schools and universities and told for youngsters about their rights in the labour market, other
 - **bipartite councils in the social care institutions**
 - labour inspection of TU

SERVICES

▶ “real” services

- consultations – for society (**TENT**, games)
- (vocational) training for TU members, including issuing of certificates, in social care sector AND LSSO (slaugos specialistų) – Lithuanian Nurses’ Organization – management of **qualification improvement system**.
- legal **e-consultations**, establishment of **e-trade union**,
- social initiative “stop to poverty” – TU helped for **unemployed in regions to find a job**
- representation of member interests in courts

SERVICES

- ▶ possible services for cases:
 - “TENT” activities
 - training for WC members
 - “services” for youth: youth camps, various events for youth, participation in career days, e-consultation (?)
 - vocational training for TU members
 - services for (organising of) migrants

NOTES

- ▶ **There is no division between blue and white collar – no specific strategies for high and low skilled employees,**
 - ▶ TU are too poor to provide (wide range of) services (?)
 - ▶ TU: need for EU regulation, common “EU rules” to control the spread of freelancers (shift from labour to civil relations in the labour market is significant and one country is not able to tackle this problem, therefore there is a need for common actions within EU),
 - ▶ TU: need for group of experts to provide consultations to both – TU members and non–members, research capacities, training centre,
 - ▶ 1% support for TU
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