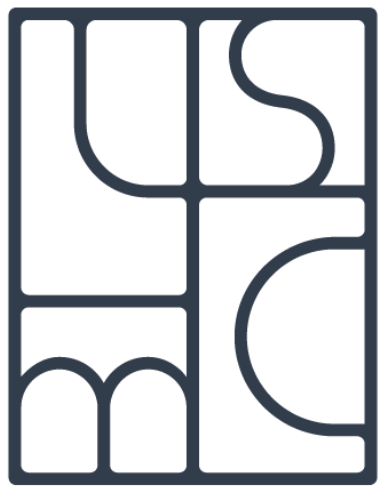


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# Industrial relations and social dialogue in Lithuania

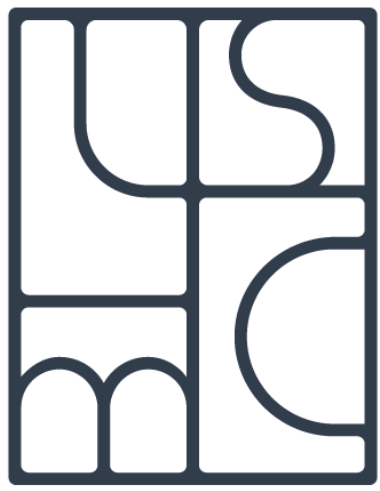
Boguslavas Gruzevskis, Inga Blaziene  
21 September, 2022





## Content

- Features of social dialogue/industrial relations levels in Lithuania
- Main indicators of social dialogue/industrial relations
- Recent trends and opportunities



# Social dialogue/industrial relations levels in Lithuania

## ✓ **National level**

main national social dialogue institution – Tripartite Council of the Republic of Lithuania, TCRL (est. 1995):

- 7 reps from the Government (Office of the Government, Ministry of Social Security and Labour, Ministry of Finance, Ministry of Economy and Innovations)
- 7 reps of trade unions (LPSK, Solidarumas, RJPS)
- 7 reps of employers (LPK, IF, LDK, LVK, LPPAR, ŽŪR)

*Tripartite and bipartite committees and commissions under the TCRL (e.g. Commission for Labour Relations, for Remuneration Policy, for Civil Service, for Social Partners Competence Improvement, Culture Committee)*

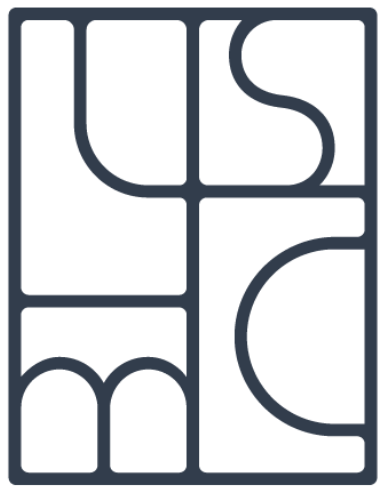
## ✓ **Sectoral level**

Private sector: absence of mandate for bargaining, sectoral “mismatch”

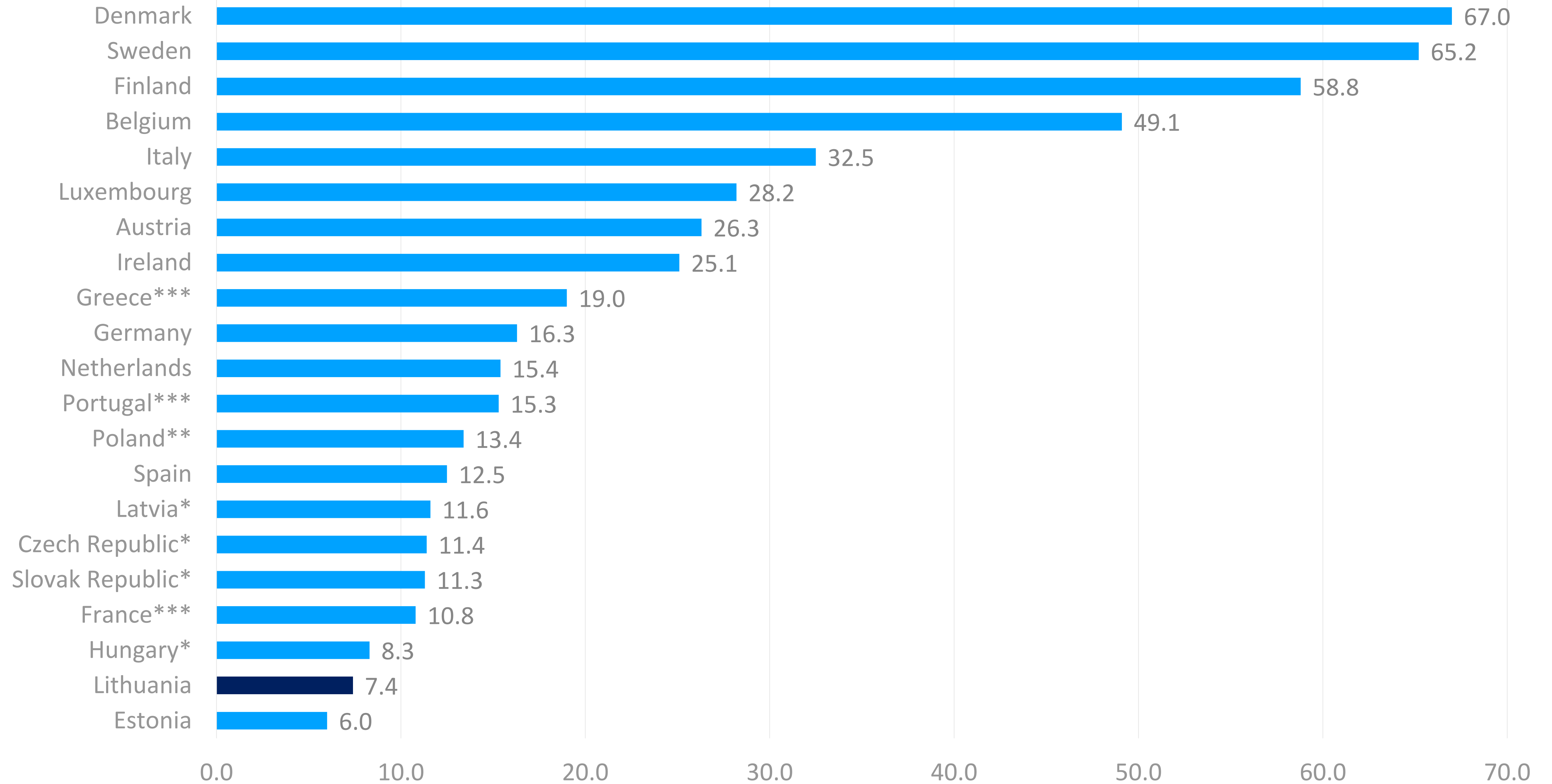
Public sector: strict national regulation

## ✓ **Company level**

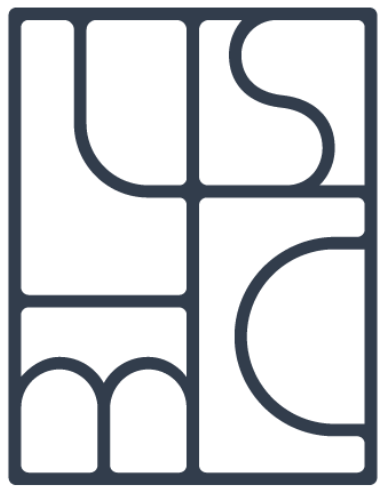
low CB coverage, but in majority of private companies with active trade unions CB takes place and collective agreement have being signed



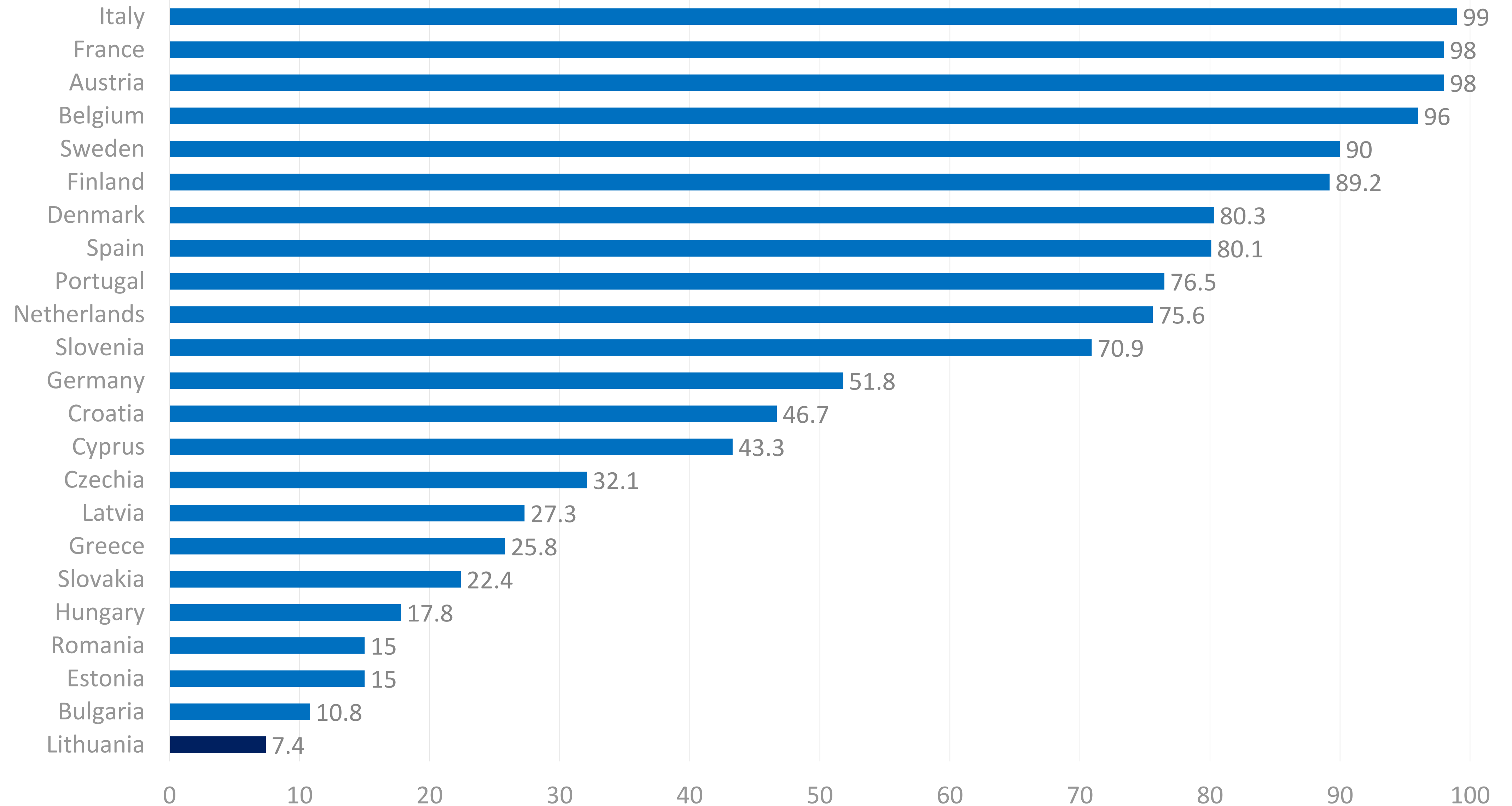
# Trade union density in EU countries in 2019, %



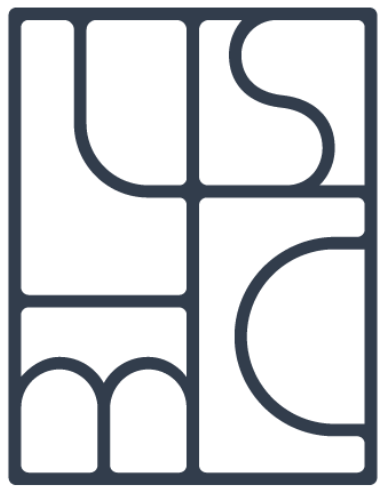
Source: OECD, \* 2018, \*\* 2017, \*\*\* 2016



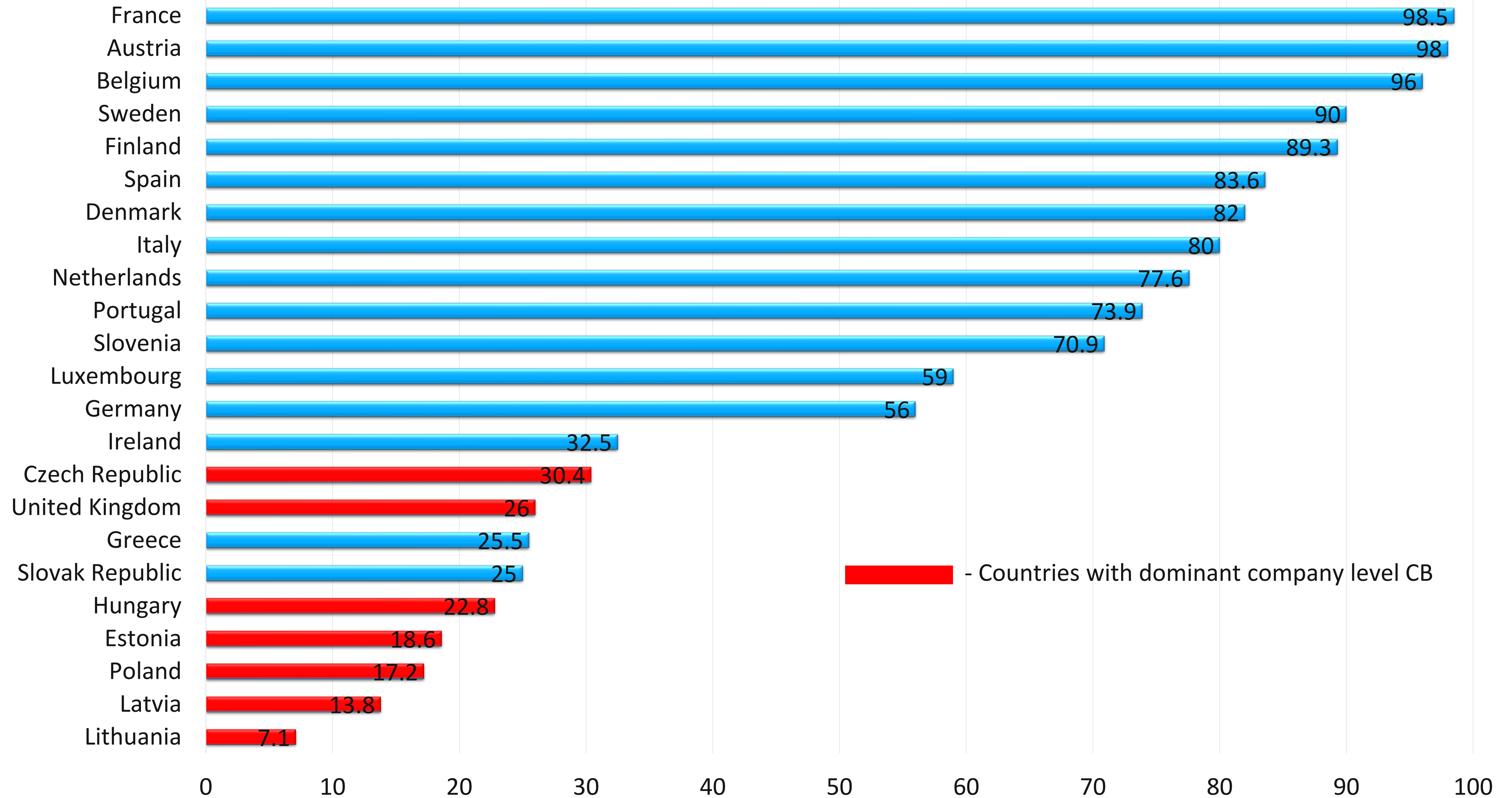
# Collective bargaining coverage in EU countries in 2016-2019, %

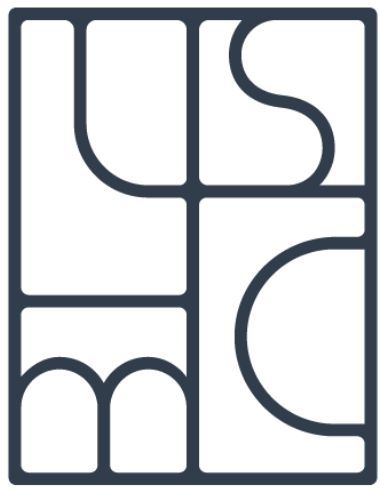


Source: ILOSTAT, Statistics on collective bargaining, 2022

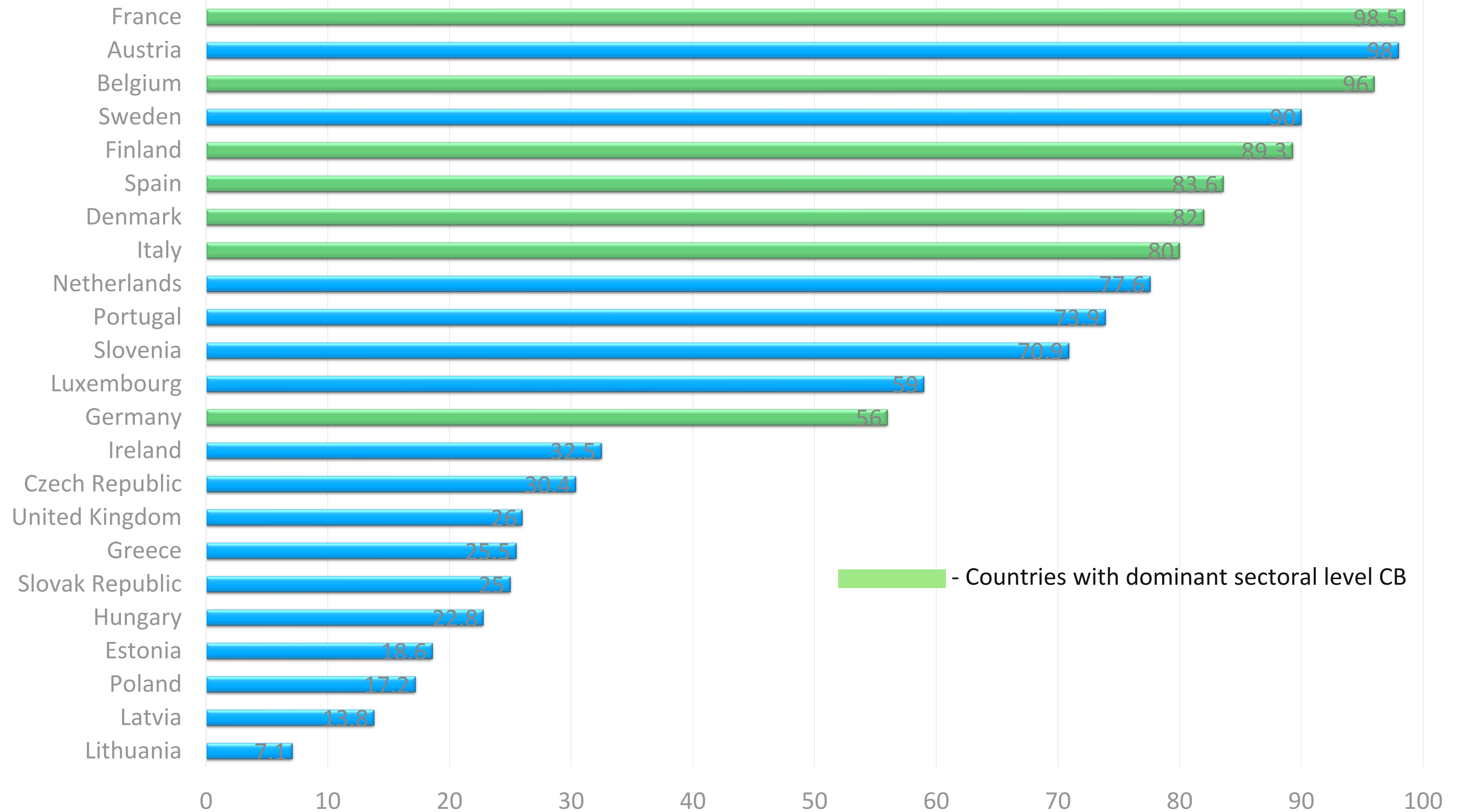


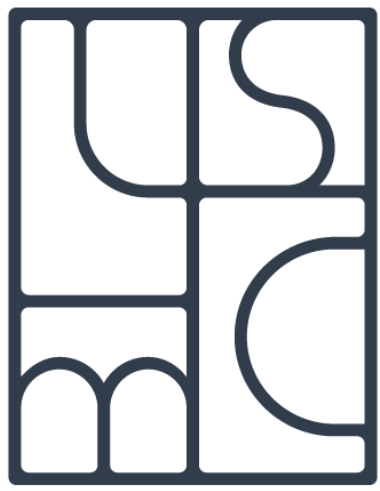
# Collective bargaining coverage, %



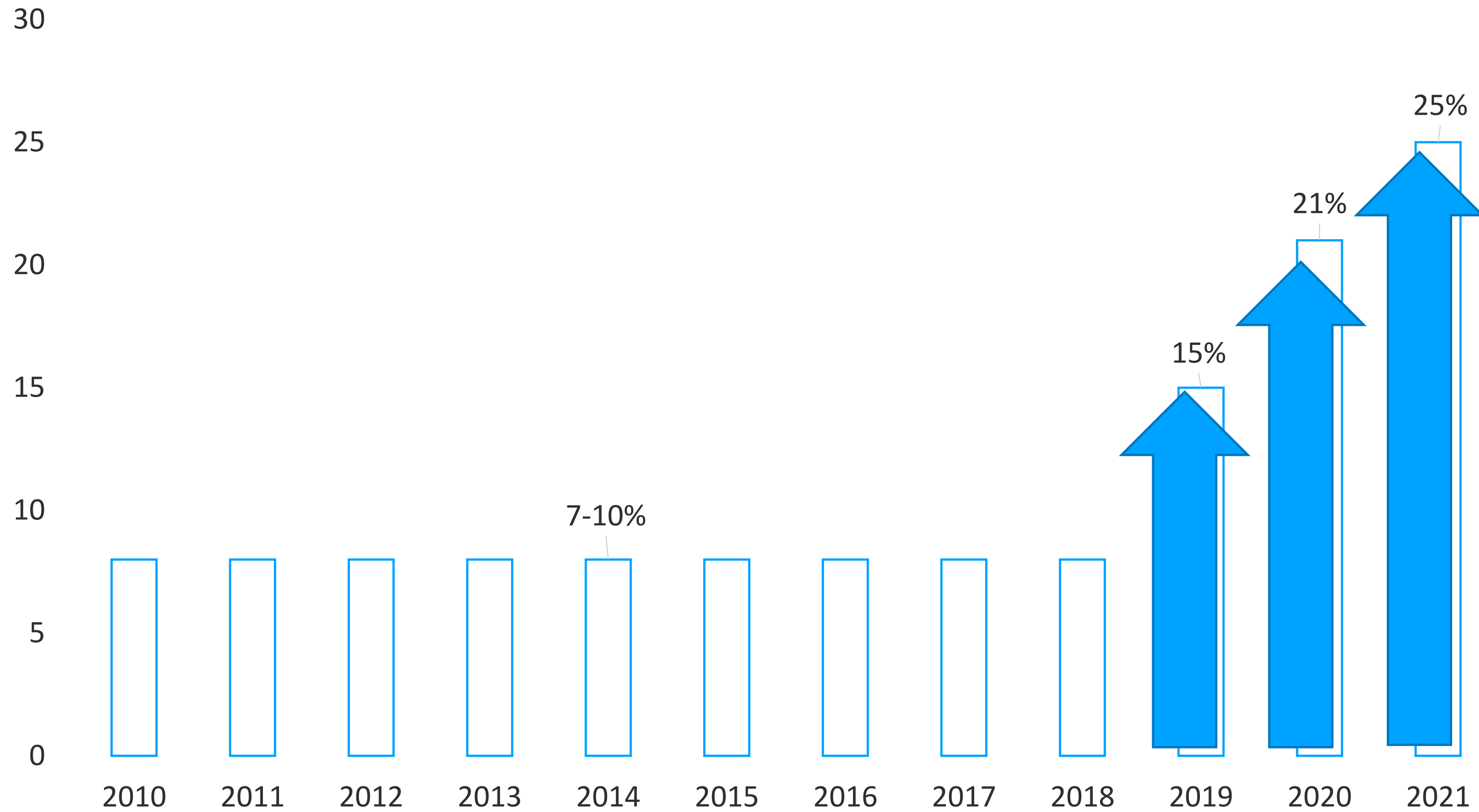


# Collective bargaining coverage, %

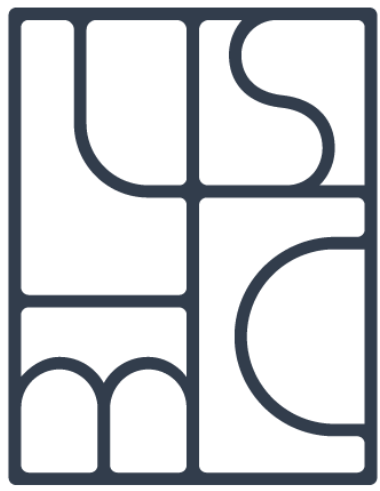




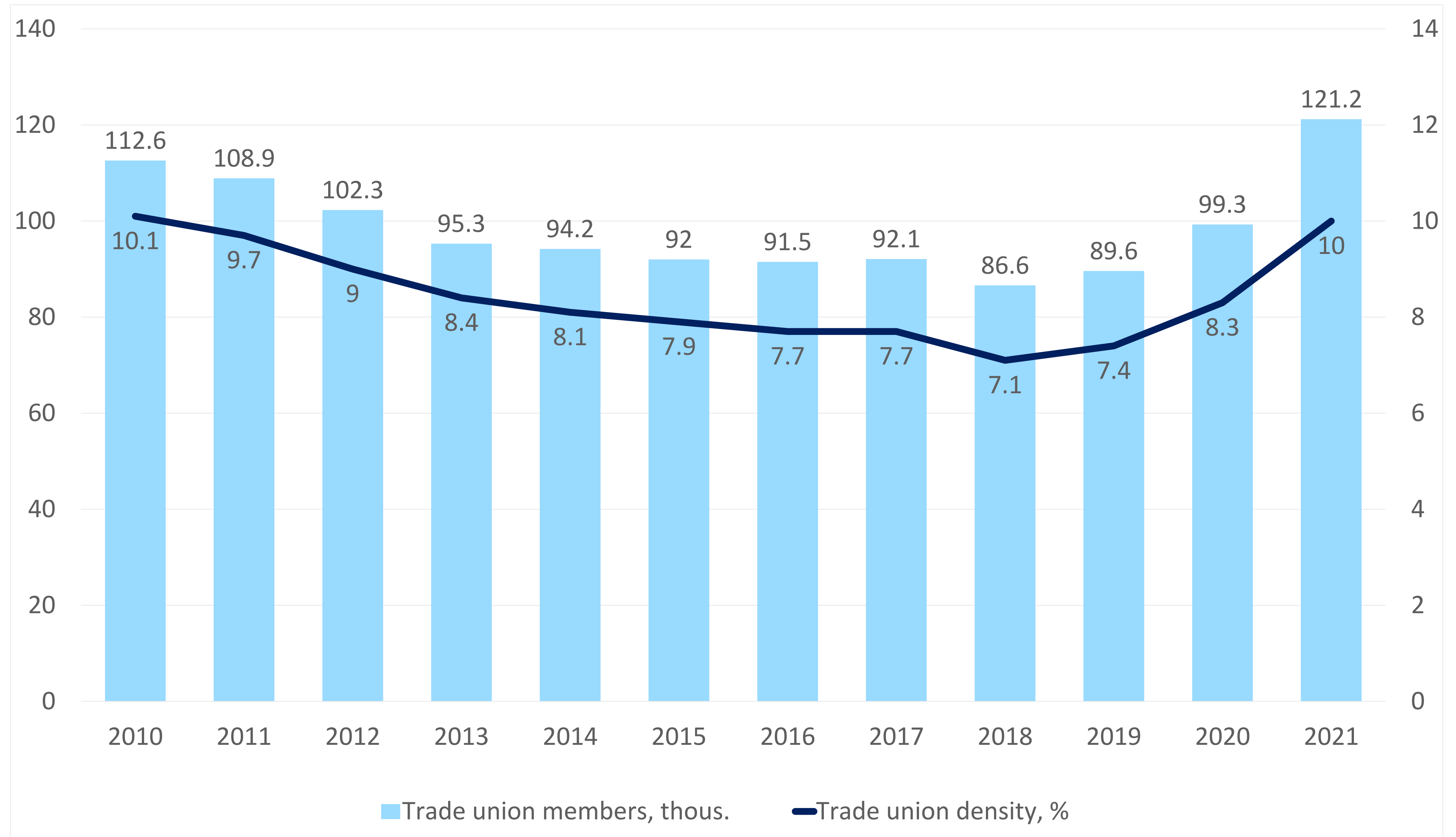
# Recent developments in collective bargaining coverage in Lithuania



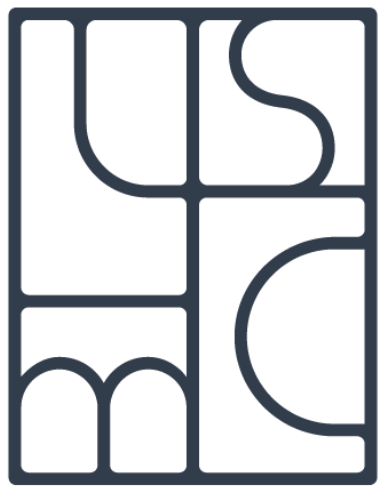




# Trade union members and trade union density in Lithuania in 2010-2021, %

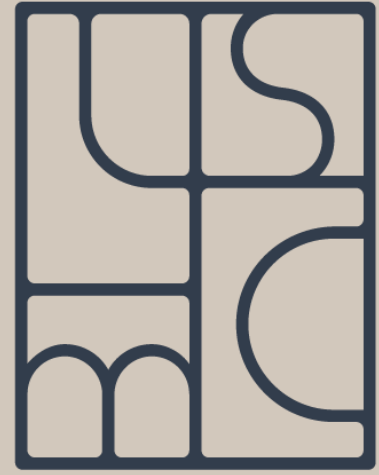


Source: Statistics Lithuania, 2022



# Main trends of and opportunities for Lithuanian trade unions

- ✓ Great attention to trade union awareness raising and ensuring visibility in society (through participation in various debates, actions, mass media and social media, developing cooperation with NGOs (e.g. *Fridays for Future*))
- ✓ National and sectoral level collective agreements in the public sector since 2018 (with additional benefits for union members) → a good example for the private sector → positive impact on union membership
- ✓ Persistent importance of the role of the TCRL
- ✓ Dependence to 'European family' (EC, ETUC, international cooperation)
- ✓ Focus on large, relatively low-wage industries (retail trade, social care) or industries undergoing restructuring
- ✓ Attention to non standard employees – self-employed, platform workers, TCN



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Thank You!