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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

**Sector expert  
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)

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 expert 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<sub>+</sub> 20(12)



# 13<sup>th</sup> 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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