

PESSIS



Promoting employers'

social services in social dialogue

**Latvia**

*Social Dialog*

*in the Social Services Sector*

**Reality or Desires**



## Status Quo

- Developing sector
- Legislation in place
- **No sectoral or territorial trade union** (but several others, including Trade Union of Local Governments, Trade Union of Employees of State Institutions, Local governments and Finance Sector, Latvian Health and Social Care Workers Trade Union, Latvian Medical Treatment and Care Workers Union and others)
- **No general agreement within the sector**

# PESSIS Promoting employers' social services in social dialogue

- Low-active employees
- Weak protection of interests and rights
- The dialogue between workers and employers on the individual level
- Small interest for collective uniting
- Falling number of trade union members
- Mass media publications on the inability of trade unions



## Pros and Cons

- trade union is needed *versus* the trade unions shall be liquidated at all
- 'open door' principle *versus* employers know better what employees need
- extensive opportunities for social dialogue *versus* relatively few issues to be addressed within the framework of social dialogue

## Future perspectives

- Education and information of the general public and employees about the spheres of influence, best foreign practices and examples in the representation of the rights and interests, the role of trade unions
- Training of selected representatives or active employees in the field of social services
- Exchange of best practices
- Implementation of international cooperation projects

Social dialogue in the social service  
sector is needed

*but*

*How to motivate people to unite together?*

*How to find charismatic, purposeful and  
responsible person who could bring others  
together?*

We have already everything, but  
**what to do next?**

Thank You for your attention!

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