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
• 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!

Daina Podzina
independent researcher
dainapo@inbox.lv