

Case studies presentation: Lithuania

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On Line – Zoom Platform



LITHUANIAN
SOCIAL RESEARCH
CENTRE

ACTIONS OF TRADE UNIONS

for the society

- ▶ organisation of various “social events” – concert, TENT, interactive games, children zones; events for youth
- ▶ collaboration with NGOs, social media, TV and radio
- ▶ participation in various festivals, exhibitions, fairs
- ▶ consultations on the labour law, employees’ rights, wages

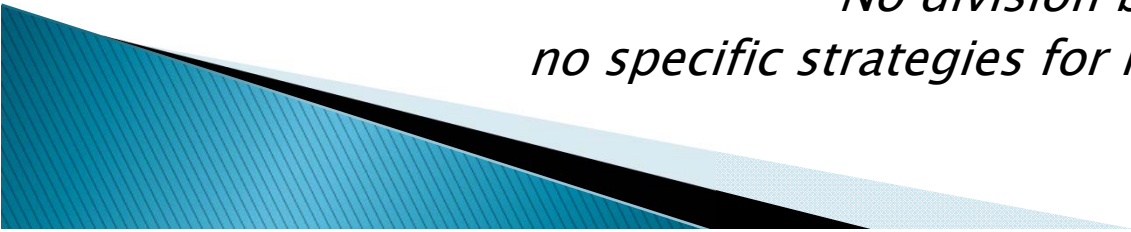
for TU members

- ▶ legal and economic consultation, support in CB and CA drafting
- ▶ representation of TU members in courts and LDC
- ▶ support during company restructuring
- ▶ “soviet heritage” – leisure centres

other

- ▶ active participation at tripartite councils and commissions
- ▶ organising, etc.

*No division between blue and white collar –
no specific strategies for high and low skilled employees*



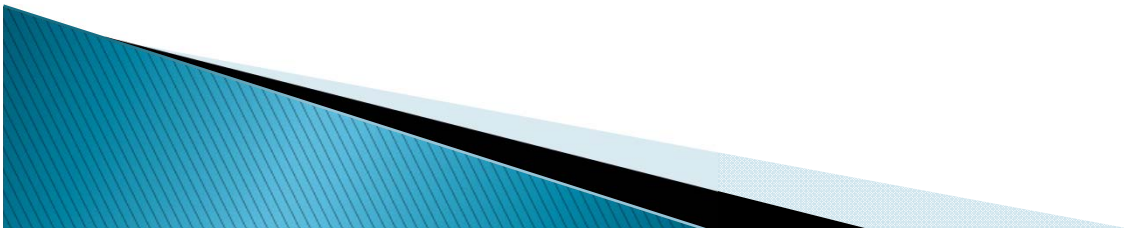
CASES

Case 1

- **Lithuanian Nurses' Organisation (Lietuvos slaugos specialistų organizacija – LSSO)**

Case 2

- **Trade Union 'Solidarumas' of Guides and tour guides (Gidų ir kelionių vadovų profesinė sąjunga „Solidarumas“ – GKVPS)**



CASES

Lithuanian Nurses' Organisation – LSSO

- is a branch TU of Lithuanian Trade Union Confederation, organising and providing services for nurses. LSSO organises professional development services for nurses – provides training and issues certificates, necessary for accreditation of nurses in Lithuania (<https://www.lssol.t/>)

Trade Union 'Solidarumas' of Guides and tour guides – GKVPS

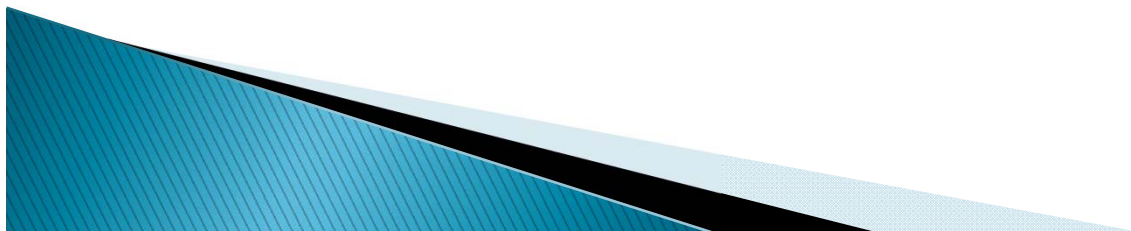
- is a branch TU of Lithuanian Trade Union 'Solidarumas', organising and providing services for self-employed guides, operating in Lithuania. GKVPS provides some training, represents interests of tour guides in state institutions, organises various actions and inspections against illegally working guides and unfair tourism agencies (<https://www.lps.lt/gidu-kontaktai>)



LSSO (1)

Lithuanian Nurses' Organisation – LSSO

- Unites nurses, paramedics, and some related professions, working in hospitals and clinics
- Established in 1992 as professional association (since 1995 TU)
- Large in the Lithuanian context – approx. 6000 members (out of approx. 15000–16000), 40%
- Based on regional structure – divisions in 8 Lithuanian regions (out of 10)



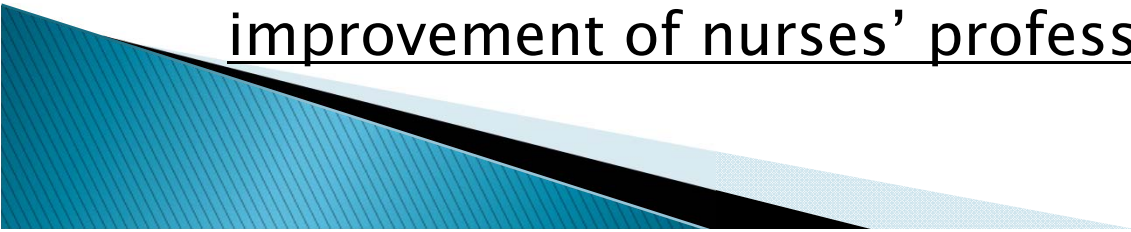
LSSO (2)

Reasons of establishment – need for reformation of the profession, due to poor working conditions and heavy workloads as well as the need to represent interest of the profession at national and international level.

Among the main aims of the LSSO were:

- improvement of nursing related legislation,
- establishment of decent professional standards,
- improvement of education of nurses.

Cooperation with Danish Nurses Organisation in 1993–1994 (staff training, PA → TU, member of International Council of Nurses): 2 main directions – TU activities and improvement of nurses' professional standards.



LSSO – improvement of nurses’ professional standards

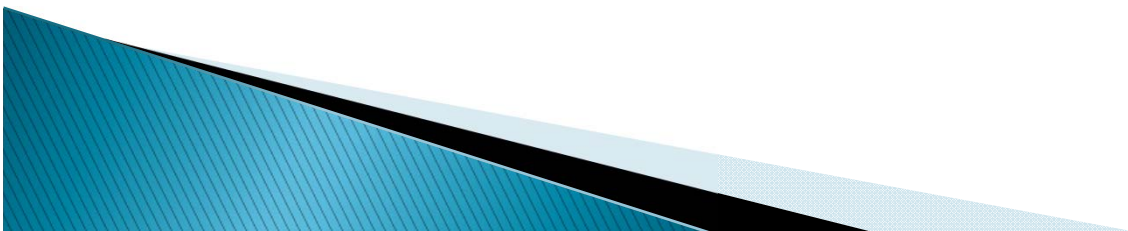
Since the mid of the 90s LSSO intensively worked in the area of improvement of nurses’ professional standards:

- Established subdivisions targeted at specific areas of competences: e.g. rehabilitation, surgery, mental health.
- Worked on the improvement of basic nursing education in order to ensure its conformity with WHO requirements.
- Initiated (again – with the help of Danish colleagues) reform of nursing education in Lithuania.
- Initiated and drafted a number of nursing standards, norms and methodologies.
- Finally – started itself to participate in the process of professional development for nurses.




LSSO – professional development for nurses (1)

- ▶ Implements through its regional structures, i.e. 8 regional departments.
- ▶ At the beginning of each year the training needs are identified in every region.
- ▶ Then programmes are developed and process of approval from the Ministry of Health is initiated.
- ▶ After approval, programme information is entered into the register of professional development of medical staff.
- ▶ Trainings typically are one or two days in length and usually include theoretical and practical components (usually training is aimed at professional development).



LSSO – professional development for nurses (2)

- ▶ The LSSO central office is responsible for the coordination of the programme with public authorities.
 - ▶ Regional LSSO departments and their directors are responsible for the entire training organisation process.
 - ▶ Once programme is prepared and approved, information about specific trainings is published on the LSSO website.
 - ▶ Trainings are often held in conference halls of healthcare institutions and lectures are often given by nurse practitioners, physicians, staff of the universities.
 - ▶ After completion of the training course, participants receive certificates which are then used for compulsory acquisition or renewal (every 5 years) of a nursing license (licencing process is managed by State Healthcare Accreditation Agency under MH).
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LSSO – service users

- ▶ Majority of the participants of professional development services are LSSO members (but non-member nurses may also participate).
- ▶ LSSO members are provided trainings free of charge (usually – funded by membership fees), while non-LSSO members have to pay attendance fees.
- ▶ Approx. 20 trainings per year are organised (in 2020 only 4 due to pandemic – but actively preparing to move the trainings online – though a lot of challenges).
- ▶ Number of participants 60–80 (up to 100 in some cases).




LSSO – self–assessment

The main challenges

- Among the main challenges LSSO named current challenge of remote training (minority of nurses are prepared for such type of training) and absolute lack of time (currently nurses are loaded with work and cannot afford to spend a full day (or two days) in training).

Advantages of LSSO services

- In general LSSO considers its activities in organising professional development as positive.
 - Very positive impact on membership.
 - High quality services provided also increase the organisation's awareness, trust and prestige in general.
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GKVPS (1)

TU 'Solidarumas' of Guides and tour guides – GKVPS:

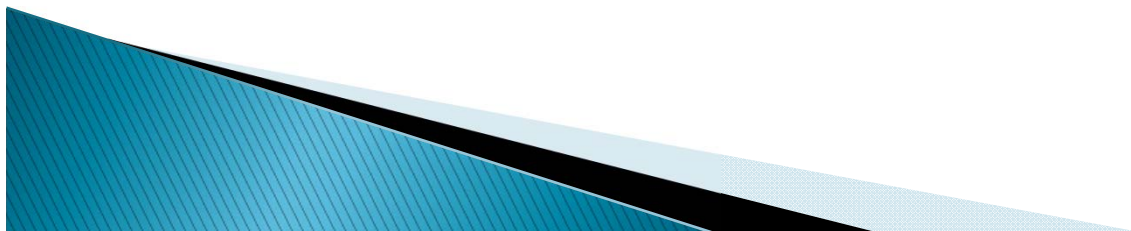
- Unites self-employed guides working under business certificates
- Established in 2009
- Small – 80 members (out of approx. 500), 16%
- But active and not traditional



GKVPS (2)

Reasons of establishment – extremely poor working conditions of tour guides:

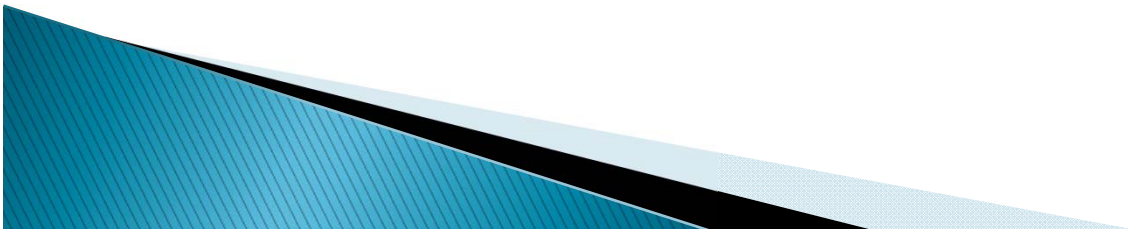
- Self-employed – less social guarantees and less possibilities to negotiate
- Unfavourable working environment – high share of illegally working guides, unfair competition, low income
- Inappropriate legal regulation, unclear jurisdiction
- High seasonal impact (4–5 active months)



GKVPS (3)

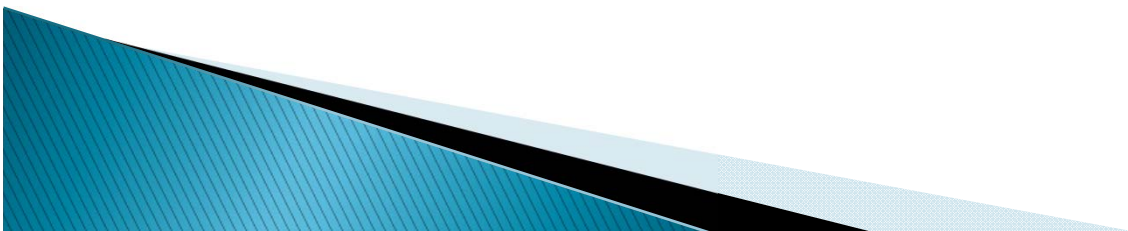
Accordingly – several directions of GKVPS activities:

- Improvement of working conditions, social guarantees and qualification of tour guides
- Fight against illegally working guides
- Improvement of sector's regulation and management



GKVPS – Improvement of working conditions, social guarantees and qualification of guides

- ▶ In order to enhance members' abilities to negotiate, improve self-confidence and ensure better working conditions, GKVPS organises trainings for self-employed guides on such topics as business negotiations, information warfare, podiatry.
- ▶ In order to ensure decent pay for guides' services, GKVPS fights against illegally working guides, not paying taxes and therefore providing cheaper services.
- ▶ In order to create more favourable conditions for work GKVPS initiated negotiations with State Tax Authority on the conditions of issuing business certificates for guides work.



GKVPS – Fight against illegally working guides

Very common phenomenon – not paying taxes – stealing jobs – providing low quality services and incorrect information.

- In order to change the situation GKVPS applied to and started discussions with the Ministry of Economy and the Government of the Republic of Lithuania on the issue.
- In order to proceed further more effectively, GKVPS initiated and actively participated itself in the inspections of illegally working guides and unfair tourism agencies (GKVPS acted both – alone and together with public institutions).

Since 2015 when the first (South Korean) guide was convicted, situation changed significantly (though GKVPS continue inspections).



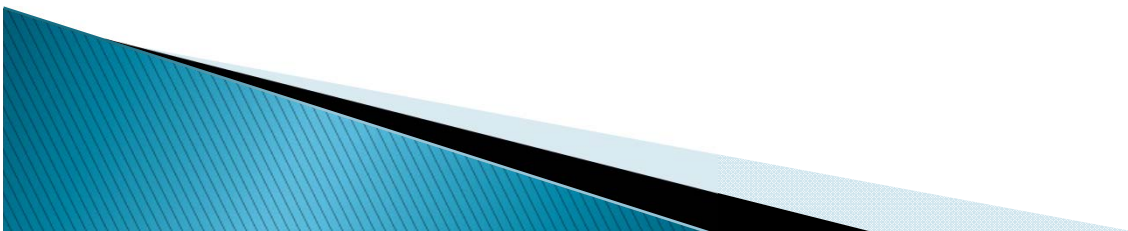
GKVPS – Improvement of sector's regulation and management

Tourism in Lithuania is managed by different institutions – the subdivision of the Government, institutions under supervision of the Ministry of Economy, Ministry of Justice, some NGOs.

- GKVPS helps guides to **communicate and negotiate** with various public institutions as individually it would be not possible for self-employed persons.

Long time Lithuanian guides worked under very unequal conditions comparing to foreign guides.

- GKVPS initiated discussion and **succeeded to initiate changes in the legislation** establishing more favourable conditions for Lithuanian guides.



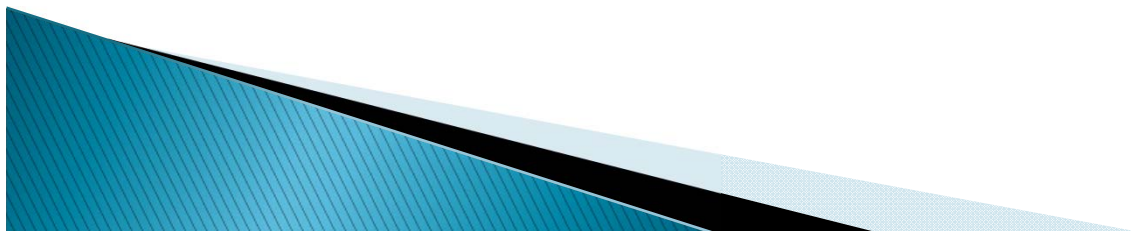
GKVPS – service users

- As very high qualification requirements are set for Lithuanian guides by national authorities and the tourism season is very short, only some specific groups of people might choose this profession.
- Usually as tour guides in Lithuania work teachers (during school holidays), translators (as they have other sources of income) and pensioners.
- In some cases being a GKVPS member, a person benefits not only from GKVPS activities, but also (s)he benefits from better working conditions established by CAs signed by peak trade union ‘Solidarumas’ in his main job (e.g. CA of education sector).



GKVPS – self-assessment

- According to the president of GKVPS, TU performs very hard, but necessary work. Without GKVPS Lithuania would not only not have qualified Lithuanian guides, but guests of the country would receive unreliable or even false information about the country.
- Among the main weaknesses GKVPS mentions poor resources of trade union to act more actively all-over the country – currently the main activities of the union are focused in Vilnius, though there is a need to extend activities to other regions as well.



THANK YOU FOR ATTENTION

