

2016

Annual Review of Labour Relations and Social Dialogue Estonia, Latvia, Lithuania

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- In 2016 Latvia became a full member of the Organisation for Economic Co-operation and Development (OECD) following Estonia, which became a member of OECD member in 2010. Lithuania still has candidate status at the OECD.
- At the macro level, all three Baltic States demonstrated slight economic growth in the third quarter of 2016 with GDP growth of 0.2 per cent in Estonia, 0.8 per cent in Latvia, and 0.1 per cent in Lithuania.
- Estonia's economy is expected to grow by 2.3 per cent in 2017 and 2.6 per cent in 2018, Latvia's by 2.8 per cent in 2017 and 3.0 per cent in 2018, and Lithuania's by 2.7 per cent in 2017 and 2.8 per cent in 2018.
- On 3 October 2016 Estonia elected a new State president, Kersti Kaljulaid. Both Estonia and Lithuania had governmental changes in late 2016; Estonian government is led by Prime Minister Juri Ratas, as of 23 November 2016, and the Lithuanian government by Prime Minister Saulius Skvernelis as of 22 November 2016.
- There have not been significant changes regarding trade union and employers' organizations. Trade union density, in particular, remains rather low in all three Baltic States. There are also signs that practices of collective negotiations and bargaining, as well as of social dialogue, albeit exercised by trade unions, other organizations and general public, often do not have the desired impact and effect on the policymaking process as they can be easily disregarded by policy-makers and legislators.
- From 2011 until 2016 Norway allocated €8.1 million of the Norway Grants to promote decent work and tripartite dialogue in 13 beneficiary countries, including Estonia, Latvia, and Lithuania. Norway involved its social partners in the implementation of a variety of projects to strengthen cooperation across national borders and transfer knowledge and experience from Norway, where a commitment to tripartite dialogue has helped to safeguard jobs and labour standards. Several such projects were carried out in Estonia, Latvia, and Lithuania.



Content

- Socio-economic developments
- State policies and legislation
- Industrial relations
- Tripartite social dialogue
- Forecasts

Annex - Information about:

- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



1. SOCIO-ECONOMIC DEVELOPMENTS

Estonia

Real GDP growth in Estonia in 2016 is forecasted to grow by 1.1 per cent (European Commission, 2016a: 83). In the first three quarters of 2016 it was registered at 0 per cent, 0.5 per cent, and 0.2 per cent (Trading Economics, (2016kk). Foreign Direct Investment was €40.2 million in the first quarter of 2016 and €114.9 million in the second (Trading Economics, 2016a). In September of 2016 a trade deficit of €62.26 million was recorded (Trading Economics, 2016b). The national public debt in the second quarter of 2016 was €1,987 million or 9.70 per cent of GDP – a decline by €28 million in comparison to the first quarter and by €56 million in comparison to the second quarter of 2015 (Expansión / CountryEconomy.com, 2016a). A government budget deficit of €9.45 million was recorded in September 2016 (Trading Economics, 2016c). Consumer price inflation rose in 2016, its rate was positive in August and at 0.62 per cent in October 2016 – an increase compared with negative 0.61 per cent in October 2015 (Global-rates.com, 2016a).

Average monthly gross wages decreased to €1118.64/month in the third quarter of 2016 from the all-time high (1991-2016) of €1163.42/month in the second quarter of 2016 (Trading Economics, 2016f). The unemployment rate increased to 7.5 per cent in the third quarter of 2016. At the same time a year earlier, the unemployment rate was at 5.2 per cent. In the third quarter of 2016 52,900 persons were unemployed (36,500 the year before) and the number of employed dropped to 653,300 (661,000 a year ago) (Trading Economics, 2016g). In 2015 the at-risk-of-poverty rate after social transfers in the age group 16-64 was 18.1 per cent (19.1 per cent males, 17.1 per cent females). The most at risk were unemployed persons (54.8 per cent) and retired persons (42.0 per cent), while employees and employed persons were facing a much lower level of risk (7.8 per cent and 10.3 per cent accordingly) (Eurostat, 2016). At the same time in the age group 65 years or over the at-risk-of-poverty rate was

significantly higher than in the age group 16-64 – 35.8 per cent (Eurostat, 2016). In 2015 the Gini-coefficient of equalized disposable income was 34.8 (Eurostat, 2016).

The new governing coalition has expressed the intention of selling off minority stakes in: the Port of Tallinn (up to 30 per cent of shares); Eesti Energia's renewable energy arm Enefit Taasutvenergi (up to 49 per cent); and rail cargo operator EVR Cargo (up to 49 per cent) as well as to divest all shares in the road construction and maintenance firm AS Eesti Teed. Valdo Karm, the CEO of the Port of Tallinn, has argued that as a result the administration of the port will focus more on business and improve its image and reputation outside of Estonia. Privatization of the port will expand capital-raising opportunities and it will become easier for a listed company to issue bonds (BNS, 2016a). Hando Sutter, the CEO of Enefit Taasutvenergi's parent company Eesti Energia, has argued that the listing of Enefit Taasutvenergi will help raise capital and better fulfil the company's renewable energy goals as well as make the company even more transparent (BNS, 2016b).

According to the National Audit Office, the goal of the government-initiated state property reform from 2001, to keep only the buildings in state use required for its performance and services, and to have them renovated, had not been completed by 2016. The objective was to have all state agencies transfer most of their developed property to a state-owned public limited company, Riigi Kinnisvara Aktsiaselts (RKAS) by 2003. Only around 25 per cent of the premises used by state agencies had been transferred to RKAS by 2015. The National Audit Office states that the main reason why the state property reform had not achieved its goals in 15 years was the government's inability to agree on a common property policy. Therefore, the reform had been undertaken without any coordination and had been slow and unpredictable, depending on single decisions made by ministries. The badly managed real estate properties will cost some €500 million to renovate at this time (BNS, 2016c).



Latvia

The economy has been constantly losing momentum since the third quarter of 2015. Economic growth has shown the worst economic performance since 2010, the end of economic crisis. Preliminary data show that GDP grew just 0.8 per cent year-on-year in the third quarter of 2016, which is the weakest point since the fourth quarter of 2010 (FocusEconomics, 2016a). Due to poor actual GDP data the Bank of Latvia has reduced GDP projections for 2016 to 1.4 per cent (Latvijas Banka, 2016a). Foreign Direct Investment increased by €43.54 million in September 2016 after having reached a record low in the period from 2000 until 2016 of €-339.12 million in May of 2016 (Trading Economics, 2016h). The Latvian trade deficit narrowed to €87.1 million in September 2016, compared to a €94.8 million gap a year earlier (Trading Economics, 2016i). During the first nine months of 2016, foreign trade turnover at current prices reached €16.37 billion, €584.6 million or 3.2 per cent less than in the corresponding period of 2015 (The Baltic Course, 2016a). The current account balance in 2016 is expected to be 0.0 per cent of GDP (European Commission, 2016b).

The national public debt increased by €720 million in the second quarter 2016 and was at €9,575 million. Hence, the debt had reached 38.9 per cent of GDP, while in the first quarter it was at 36.3 per cent. Within a year, by the second quarter of 2016 the debt had increased by €1139 million (Expansión / CountryEconomy.com, 2016b). The current account surplus reached 86.7 per cent in September of 2016 (Trading Economics, 2016j). The 12-month inflation level in 2016 in Latvia remained low and the year-on-year increase in the harmonized consumer price index only in July, for the first time in 2016, became positive (0.1 per cent). The 12-month inflation rate continues to be negatively impacted by the contribution of energy prices, but this impact has a tendency to decrease (Latvijas Banka, 2016a). Inflation shot up from 0.6 per cent in September to 1.1 per cent in October 2016, the highest level in 17 months (FocusEconomics, 2016b). The

increase in inflation was due to the impact from oil prices reflected in fuel prices (+4.2 per cent within one month) and the rise in prices of several food products (The Baltic Course, 2016b). The minimum monthly wage in 2016 was set at €370, which is an all-time high (1999-2016) (Trading Economics, 2016k).

Average monthly wages reached an all-time high (1997-2016) in December 2015 – €664/month. In June 2016 the average monthly wage was €623/month (Trading Economics, 2016l). In the second and third quarter of 2016 the employment rate was 61.80 per cent (Trading Economics, 2016m). The unemployment rate decreased to 9.5 per cent in the third quarter of 2016 from 9.7 per cent a year earlier. The number of unemployed persons fell by 2,500 to 94,400 and employment decreased by 7,000 to 895,000 (Trading Economics, 2016n). In 2015 the at-risk-of-poverty rate after social transfers in the age group 16-64 was 18.6 per cent (18.2 per cent males, 18.9 per cent females). The most at risk were unemployed persons (54.9 per cent) and retired persons (32.9 per cent), while employees and employed persons were facing a much lower level of risk (8.0 per cent and 9.4 per cent respectively) (Eurostat, 2016). At the same time in the age group 65 years or over the at-risk-of-poverty rate was significantly higher than in the age group 16-64 – 34.7 per cent (Eurostat, 2016). In 2015 the Gini-coefficient of equalized disposable income was 35.4 (Eurostat, 2016).

Lithuania

The GDP growth rate stood at 0.6 per cent, 0.4 per cent and 0.1 per cent in the first, second, and third quarters of 2016. The decrease in the growth rate resulted from contracting agricultural production. Growth was registered in wholesale and retail trade, repair of motor vehicles and motorcycles; transportation and storage; accommodation and food service and manufacturing (Trading Economics, 2016o). Foreign Direct Investment reached a record low of €-521.89 million in the first quarter of 2016 but increased to €33.85 million in the second



quarter. It is expected that by the end of the fourth quarter Foreign Direct Investment will be €-1.71 million (Trading Economics, 2016p). Lithuania recorded a trade deficit of €86.80 million in September of 2016 (Trading Economics, 2016r). In the second quarter of 2016 the surplus balance of services and secondary income did not offset the increasing foreign demand and primary income balance deficits, therefore, the account deficit reached €389.6 million. The financial account balance was also negative – €175.2 million – due to liabilities to non-residents increasing more than claims. Similarly, the international investment position balance was negative as well (€17.9 billion) (Bank of Lithuania, 2016a).

Lithuania recorded an all-time high (1995-2015) government budget deficit equal to 0.20 per cent of the GDP in 2015 (Trading Economics, 2016s). The general government deficit for 2016 is projected at 0.8 per cent of GDP (The Baltic Course, 2016c). The gross debt in the second quarter of 2016 amounted to €31.4 billion, or 83.5 per cent of GDP, while the net debt was €11.3 billion, or 30.1 per cent of GDP (Bank of Lithuania, 2016a). At the same time the national public debt was €15.177 billion (40.10 per cent of GDP) – an increase by €1,328 million from the second quarter of 2015 (Expansión / CountryEconomy.com, 2016c). Consumer prices in Lithuania increased 0.9 per cent in October 2016, following 0.8 per cent growth in the previous period (Trading Economics, 2016t). The inflation rate is expected to be 0.9 per cent by the end of the fourth quarter of 2016 (Trading Economics, 2016u).

Minimum wages, effective from 1 July 2016 to 31 December 2016 were €2.16/hour and €380.00/month. In the previous six months, the minimum monthly wage had been set at €350.00 (Trading Economics, 2016v). Average monthly wages reached an all-time high (2000-2016) in the third quarter of 2016 (Trading Economics, 2016z). The employment rate reached an all-time high (2002-2016) in the second quarter of 2016 – 69.50 per cent (Trading Economics, 2016w). The unemployment rate in September 2016

was 7.2 per cent (Trading Economics, 2016x) – a decrease in comparison to the average unemployment rate of 8.8 per cent in 2015 (FocusEconomics, 2016c). In 2015 the at-risk-of-poverty rate after social transfers in the age group 16-64 was 20 per cent (20.6 per cent males, 19.4 per cent females). The most at risk were unemployed persons (62.3 per cent) and retired persons (35.6 per cent), while employees and employed persons were facing a much lower level of risk (8.8 per cent and 10.2 per cent respectively) (Eurostat, 2016). At the same time in the age group 65 years or over the at-risk-of-poverty rate was higher than in the age group 16-64 – 25 per cent (Eurostat, 2016). In 2015 the Gini-coefficient of equalized disposable income was 37.9 (Eurostat, 2016).

2. STATE POLICIES

Estonia

From 1 July 2016, the implementation of the Work Ability Reform started, introducing new conditions to apply for work ability benefit/support. The goal of the reform is to help every person with reduced working ability, with sufficiently good health, to find suitable employment that will promote independent living and coping. In order to qualify for the allowance/benefit/support, persons with reduced ability to work will have to meet some requirements: be registered as unemployed; participate in activation measures; study or work. Persons who have fully lost their working ability have a right to take part in labour market measures but they are not required to participate in them, and neither are persons who raise children under the age of three or take care of a person with a disability. The working ability allowance will begin to decline after 90-times the daily rate, which in 2016 was €1,012.50. Thus, in the future, the working ability allowance will also be paid to people earning an average salary. The allowance will no longer be paid if the person's income reaches €1,397.25. If there is deficient working ability, the allowance lapses when the person earns €1,687.50 per month (Republic of Estonia Ministry of Social Affairs, 2016a). As of January 2016, there



were 106,000 people permanently incapable to work in Estonia between the age of 16 and 62 (ERR, BNS, 2016a).

The new government's coalition partners are discussing the coalition's tax and economic policies. A comprehensive tax reform is set to be implemented in which the income tax-exempt minimum will increase from €170 to €500 beginning 1 January 2018. It means that anyone earning a monthly wage up to €1,200 will begin taking home €64 more per month. Beginning at €1,200, the income tax-exempt minimum will steadily drop and €1,758 is the ceiling for wages for which the exemption will apply – the take-home pay of those earning above that amount will remain the same as it is today. Currently, 86 per cent of Estonia's working population earns 1,758 €/month or more. As for the rest, beginning at wages of €2,100/month, the basic exemption will disappear and the take-home pay of anyone earning above that amount will be €38 smaller than currently. Tax hikes on wine, hard cider and beer are set to continue as a bill on the tightening of the country's alcohol policy is set to soon be sent to parliament by the government. A bank tax will be introduced in order to increase banks' solidary contributions to Estonian society. The new coalition is also planning to restrict the tax-free removal of profits from Estonia and simplify the taxation of company cars. The corporate income tax burden will be reduced from 20 to 14 per cent in the case of stable dividend payments (meaning, even if earnings fluctuate, steady dividend payment is maintained). A new tax will also be introduced on sugared drinks, which will not include foodstuffs which naturally contain sugar or other foodstuffs normally containing it but rather to target sugary soft drinks. Various tax difference measures will be introduced at a level of €20 million/year in order to encourage job creation in particular. Other changes are possible as well (ERR, 2016a).

The Fiscal Council of Estonia has recommended that a state budget is passed that sets a target of a small structural surplus for 2017, since with strong domestic growth,

there is no justification for weakening the budget position (Eelarvenõukogu Fiscal Council, 2016a).

Changes to the Aliens Act came into force on 1 January 2016, simplifying application procedures for residency permits and procedures for hiring third country nationals as temporary workers (Eurofound, 2016a). The government approved additional changes to the Aliens Act to ease the salary criterion set for employers who hire workers from outside the European Union. Previous provisions required employers to pay foreign workers an amount equal to (at least) the annual average gross monthly salary of the employer's main area of activity, but not less than the annual average salary, multiplied by a coefficient of 1.24 (according to the most recent official data). With the new amendments, employers are only required to pay the average gross monthly wage of the employer's main area of activity. If the average salary of the main area of activity is higher than the average salary in Estonia, the employer is obliged to pay at least the average Estonian gross monthly salary. In response to the lack of skilled information and communications technology (ICT) workers in Estonia, the changes also exclude ICT workers from the current immigration quota. According to the Aliens Act, these employees cannot exceed 0.1 per cent of the permanent population of Estonia annually (Eurofound, 2016b).

Amendments to the Working Conditions of Employees Posted to Estonia Act, which were necessary for the transposition into Estonian law of the Enforcement Directive (2014/67/EU), were passed at their first reading in Parliament. Proposed changes will enable labour dispute committees to deal with issues related to working conditions (for example, health and safety at work), arising from a collective agreement as well as financial claims exceeding €10,000 (Eurofound, 2016c).

The Estonian Investment Agency has launched a project where investment aid will be given to international service centres and



R&D centres to increase their international competitiveness. A sub-target is to develop and introduce (execute) services, products and technologies of higher value. Applicants must be registered in Estonia, have a group turnover of at least €100 million/year, be present in at least two foreign countries and offer either support or R&D services to the company's core activity. By the end of the project, full-time employment must have increased by at least 20 persons and average gross salary per employee must be at least equal to or higher than 1.5 times the county average (Estonian Investment Agency, 2016a).

Latvia

The OECD Council invited Latvia to join the organization on 11 May 2016. On 1 July 2016 Latvia deposited its instrument of accession and became a full member of the organization (OECD, 2016a).

The Free Trade Union Confederation of Latvia (LBAS) supported the increase of the minimum monthly wage for 2017 but insisted that the minimum amount of non-taxable personal income should also be increased to at least the pre-crisis amount of € 130/month. It also proposed that differentiated non-taxable income (introduced in 2016) should be abolished. LBAS said that, despite planned increases, the minimum wage in Latvia was the lowest in the Baltic States (Eurofound, 2016d).

The Latvian Employers' Confederation (LDDK), together with the Latvian Chamber of Commerce and Industry (LTRK), has repeatedly sought reforms to the public administration system. The first condition for successful change, according to a report published by SIA Fontes Management Consulting in the third quarter of 2016, is to ensure that salary levels, especially for key positions, are in line with those in the private sector. A study showed that 90 per cent of those employed in public administration were paid substantially less than those working in the private sector. The biggest gaps were experienced by senior experts, IT professionals, and high-level managers. The

report called for an increase in salaries across the board for public administration employees in 2017 (Eurofound, 2016d).

On 9 August 2016, the social partners signed a cooperation agreement with the government. It expressed a strong commitment to create an effective State revenue service. This agreement, defined as a common vision on joint actions, cooperation and the principles of social dialogue, envisages that the government will not only reform the public administration system, but also provide for better economic development and create a stable and transparent tax policy. The agreement was signed by the Prime Minister, the presidents of the Latvian Chamber of Commerce and Industry (LTRK), the Latvian Confederation of Employers (LDDK), the Latvian Association of Local and Regional Governments (LPS) and the Latvian Academy of Sciences, but LBAS did not participate. The social partners agreed that the government, in collaboration with the social partners, should produce a tax policy for 2017-2021 by 1 April 2017; it should remain in place until 2020. The social partners asked that the only changes implemented in 2017 be those agreed with the social partners within the National Tripartite Cooperation Council (NTSP). These include tax regulations in the taxi sector, expansion of the use of reverse value-added tax (VAT), tax relief for meals provided by companies, wage-based tax relief for enterprises where collective agreements are signed, and revision of solidarity tax and the tax regime for start-ups (Eurofound, 2016d).

The government introduced compensation for workers who have suffered impaired health while on active service in the internal security services. It also introduced a minimum social insurance payment (calculated at a rate of 75 per cent of the State statutory minimum wage in 2017 and using the minimum wage from 2018) (Eurofound, 2016d).

After two years of negotiations, at the end of June an agreement between social partners about a "new model for teachers' pay" was finally reached, after several amendments as



well as strike threats and public protests from the Latvian Trade Union of Education and Science Employees (LIZDA). The new model was approved at a meeting of the Cabinet of Ministers on 5 July and became valid on 1 September 2016. The new model provides for a pay raise for teachers in general, vocational and interest education (music, arts and sports schools) and for pre-school education workers. It is estimated the agreement will lead to increases in the lowest salaries in the education sector, from €420 to €680 per month, but these increases will not be across the board. Teachers' workloads are also to change. The new model will also encourage further reforms in the education system, which is expected to result in the closure of smaller schools (Eurofound, 2016e; LSM.LV, 2016a).

In the healthcare sector, the Latvian Trade Union of Health and Social Care Employees (LVSADA) also battled for wage increases, repeatedly threatening protest actions, but stopping short of taking action. Employer organisations, such as the Latvian Family Physicians Association, claimed that activities by the Minister of Health were leading to a general deterioration in the sector, and unlike LVSADA, continued protesting until the Minister of Health resigned (Eurofound, 2016e). The European Commission granted Latvia's request to allow a temporary deviation from its medium-term budgetary objective in order to carry out the planned health reform. Representatives of the Finance Ministry explained that Latvia has been allowed to increase its budget deficit by 0.1 per cent of GDP in 2017, or an estimated €35 million. The allowed deviation makes up 0.5 per cent of GDP, but Latvia is already using 0.4 per cent of GDP in relation to the development of the second pillar of the pension system. In accordance with the European Commission's recommendations, Latvia has to ensure that the deviation from the adjustment path towards the medium-term budgetary objective in 2016 and 2017 is limited to the allowance linked to the systemic pension reform and the major structural reform in the healthcare sector (The Baltic Course, 2016d).

In 2016, various banks in Latvia restricted opening of bank accounts for companies registered in the typical offshore jurisdictions (Bennet Bernstein & Partners, 2016a). The Financial and Capital Markets Commission (FKTK) imposed restrictions on the Latvian boutique bank, Trasta Komercbanka, early in 2016 following previous warnings regarding several key priorities (increasing capital, improving the bank's development strategy and internal control system) that the bank had failed to respond to adequately. Because the bank had been linked to massive money-laundering investigations, restrictions prescribe that customers now have a €100,000 limit each on withdrawals and debits, likely to affect around 7 per cent of its customer base (LSM.LV, 2016b). FKTK also suspended the activities of the electronic payment company AlfaPay after finding it to be in breach of anti-money laundering and terrorism financing prevention regulations (LSM.LV, 2016c). According to the amendments to the Law on Taxes and Fees from 1 April 2016 all credit institutions and payment institutions must submit information about suspicious transactions to the State Revenue Service. The list of factors that render a transaction suspicious is set out in the Cabinet of Ministers Regulation No.1071 of 22 December 2008 "Regulation on the list of indications of suspicious transactions and the procedure on how to report unusual and suspicious transactions" (Eversheds, 2016a).

On 23 November 2016, the Latvian parliament approved a new law to create a special flat tax regime, currently €252/month per employee, regardless of the salary paid, for minimal social benefits. Moreover, innovative start-ups who meet certain criteria in hiring highly qualified employees with a PhD or MA degree or more than five years of professional experience will benefit from a special tax regime, where all their employees' social and personal taxes are covered by the state, while they receive full social benefits (StartupEurope 2016; Regulations, Cabinet of Ministers No 566). The law enters into force on 1 January 2017.



Lithuania

The Lithuanian government has approved amendments to migration law that will make it easier for Lithuanian employers to recruit top specialists from non-EU countries. The new legislation includes a range of measures aimed at streamlining the migration process and attracting top talent in key industries. Once the amendments are adopted, foreign start-up entrepreneurs from non EU countries will be eligible for a one-year, temporary residence permit in Lithuania, with the option to extend it for another year. After two years, they could then apply for a temporary residence permit as the manager or shareholder of the company. Furthermore, foreign specialists in key industries, a list of which will be drawn up once these reforms have been approved by parliament, will benefit from even shorter application times of either 15 days or one month. Another focus of the amendments is to establish eligibility criteria for issuing three-year temporary residence permits to foreigners who manage a company but who have not invested their own funds into the company. These new criteria will apply to companies with an equity capital of at least €500,000 and at least 10 employees, who must be paid at the national average salary or above. The proposed amendments will allow international students in Lithuania to work up to 20 hours per week from the start of their studies rather than only from the second year of studies as is the case at the moment. The new legislation would also make any foreigners who have completed studies or vocational training programs in Lithuania exempt from the requirement to have authorisation from the Labour Exchange for their permit applications (InvestLithuania, 2016a).

On 29 June 2016, the Lithuanian parliament agreed to start a reform of the pay-as-you-go social security system in 2017 that provides for introducing a ceiling on social insurance contributions and for using state budget funds to pay basic pensions. The ceiling on employees' contributions to the state social insurance fund (Sodra) would be set at 120 average monthly wages per year (around €7,480/month) in 2017 and would be then

gradually lowered to 108 in the second year, 96 in the third year, 84 in the fourth year, 72 in the fifth year, and 60 in 2022, the sixth year. The rate of the employers' contribution to Sodra will decline by 1 per cent in 2017. From 2018 on, decisions on this will be made on an annual basis after weighing the impact on the sustainability of public finances. The law makes it mandatory to set up a social insurance reserve fund consisting of two parts, one of which will be for pensions and the other for other social security benefits (The Baltic Course, 2016e).

After an indefinite teachers' strike affecting about 10 per cent of the country's educational establishment, an agreement between trade unions and the government was reached in March. The unions signed an agreement with Prime Minister Algirdas Butkevičius and the Minister for Education and Science, Audronė Pitrėnienė. It was agreed to provide an extra €8 million to increase teachers' pay from 1 September 2016, and to continue negotiations on the education collective agreement (Eurofound, 2016f). At the end of August, teachers' representatives received a promise from the government that, in September, a collective agreement would be signed to provide for a new payment procedure and pay increases. After the amendments to the pay procedure for teachers were approved, the salaries of some categories of teachers were increased on 1 September 2016. However, the collective agreement has not yet been signed. At the end of September, a meeting took place between the unions and the Ministry of Education and Science, the Ministry of Social Security and Labour, and the Ministry of Finance. This led to another amendment of the draft agreement, which was submitted for the government's consideration. On 13 September, the Tripartite Council of the Republic of Lithuania (LRTT) met to discuss resolutions adopted by the LRTT's Education Committee that supported union demands for a separate law to determine teachers' pay. Despite some results from this lengthy bargaining, the education unions remained dissatisfied and on 5 October (Teachers' Day) organised the satirical campaign 'Thank



you, Prime Minister ...' to give 'thanks' to the Prime Minister from all of Lithuania's teachers (Eurofound, 2016d).

Lithuania's new Labour Code was adopted by the Parliament in June 2016. The code will come into force on 1 January 2017 together with the other legislation that is part of the "new social model". The new code provides for more liberal conditions for dismissal, more types of employment contracts allowing for greater flexibility, and new rules on overtime. The new code has been strongly opposed by the unions as they claim that the significant liberalisation of industrial relations will reduce employment security and even lead to emigration. On 10 September, the unions organised a rally near the Parliament, urging its members to support the President's veto and adopt a more balanced version of the Labour Code that would better serve the interests of employees, and criticised politicians for adopting the new code without taking into account discussions and decisions by the social partners (Eurofound, 2016d).

The Parliament adopted amendments to the Law on Competition and the Law on Local Self-Government initiated by the President of the Republic of Lithuania. From 1 January 2017, public administrative bodies will face fines for breaches of competition law and stricter regulation related to economic activities carried out by municipal companies. The amendments will also enable the Competition Council of Lithuania to apply interim measures and oblige public administrative bodies to terminate illegal actions or perform certain actions necessary to avoid harming other undertakings or the society. Amendments to the Law on Local Self-Government will prevent municipalities or municipal companies from engaging freely in economic activities, which, so far, has often resulted in competition restrictions. If, during a competitive procedure, it turned out that no private undertakings are able to provide certain services, with the permission of the Council, the municipalities will be able to authorize their companies to provide these services. In this way municipalities will be encouraged to serve not only their own

interests, but also those of the society (Global Competition Review, 2016a; Competition Council of the Republic of Lithuania, 2016a).

3. INDUSTRIAL RELATIONS

Estonia

On 1 June 2016, the European Trade Union Committee for Education (ETUCE) and the European Federation of Education Employers (EFEE), in the framework of their joint project on social dialogue capacity building, gathered around the table social partners of Estonian education. ETUCE's member organization, Estonian Education Personnel Union (EPU), discussed the need to develop and strengthen social dialogue with representatives from the Estonian Ministry of Education and Research. Participants used the opportunity to assess the present state of Estonian social dialogue related to educational issues. Throughout the round table the discussion touched upon many current challenges to education in Estonia such as teachers' working conditions, teachers' wages, the lack of attractiveness of the teaching profession, governance issues of municipalities, and the low rate of unionizations of teachers. This round table also presented the possibility to give the Estonians a broader picture of social dialogue at the European level. The detailed presentations provided a better understanding about cross-sectoral social dialogue at the European level such as the development of European social policy, the objectives of the new European sectoral social dialogue in education (ESSDE) work programme and achievements and even more, the need to strengthen dialogues between social dialogue delegates (Estonian Trade Union Committee for Education, 2016a).

On 15 June 2016, within the framework of the Baltic Organising Academy, Nordic Financial Unions signed an agreement of cooperation with the Association of Estonian Financial Sector Employees (EFL) and the Estonian Communication and Service Workers' Union for a project to organize union members in the finance sector in Estonia. The project will



run for three years and provide funds to employ an organizer who will work on the ground in the Estonian finance sector to grow the finance union and help to build stronger union structures for the future (Nordic Financial Unions, 2016a).

Latvia

The Free Trade Union Confederation of Latvia held a major protest calling for "respectable jobs and respectable remuneration for healthy and educated people in Latvia" at the Dome Square in Riga on 1 May 2016, International Workers' Day. The unions were unhappy about the long queues to medical exams, the outflow of doctors from the regions of Latvia, the people's inability to pay their medical bills and lack of funding for the industry as a whole. The Health Care Workers Union chairman Valdis Keris stated that the medics' demands were simple: to reintroduce the plan to increase the healthcare budget to 4.3 per cent of the GDP by 2018. Latvia's current healthcare expenditures are 3 per cent of GDP, which is twice below the EU average (LSM.LV, 2016d).

Another protest was held on 29 September 2016 in front of the Parliament Building (Saeima) as the World Health Organization, the European Commission, and the Latvian public healthcare organizations and institutions invited the Cabinet of Ministers and the Saeima to significantly increase public funding for health care without any delay. According to the more modest estimates it must reach 3.25 per cent in 2017, 3.5 per cent in 2018, 3.75 per cent in 2019 and 4 per cent of GDP in 2020. The government, however, argued that there was not enough money (Latvijas Brīvo Arodbiedrību Savienība, 2016a).

On 23 November 2016, when the final reading of draft amendments to the law on micro enterprise tax was planned to be held, over 250 people assembled at the parliament building to picket against lawmakers' plan to abolish the micro enterprise tax. The picket was arranged to push for the abolition of the mandatory social insurance contributions

payers of the micro enterprise tax will be obligated to make as of 2017, even if their businesses do not produce any income, according to a representative of the picket's organisers (The Baltic Times, 2016a).

In October 2016, the Foreign Investors Council in Latvia (FICL) launched a new initiative – a pilot project with the Ministry of Finance "Mediation in Tax Disputes" that welcomed applications from corporate and associate members volunteering to test the possibility for mediation in tax disputes. The aim of the pilot project is to find and highlight benefits of mediation for taxpayers and the State Revenue Service, perform mediation within the existing legal administrative process framework (where mediation is not envisaged yet) and on the basis of the pilot project results offer amendments to the legislation in order to introduce mediation as a fully legitimate way of handling certain kinds of tax disputes. The involvement of FICIL members in this project would mean providing access to sound tax dispute cases from FICIL members and possibly their clientele to test the possibility of mediation in tax disputes. The Council of Certified Mediators has expressed their support by agreeing to provide three test mediations free of charge (Foreign Investors Council in Latvia, 2016a).

Lithuania

On 21 June 2016, the Lithuanian parliament (Seimas) voted on a new and highly liberal Labour Code to come in effect on 2017 despite the employees' contrarian interests, expressed throughout two years of negotiations by their representatives, in decisions of the Lithuanian Tripartite Council and in discussions with politicians at the Social Affairs and Labour Committee. On 16 June 2016, trade unions held a protest action at the Seimas: "We will live here and will keep voting against the liberalization of the Labour Code"; against zero-hour employment contracts; against the reduction of severance pay; limitation of information-consultation rights, against restriction of workers' rights during a strike; against extension of



mandatory social insurance record, and similar.

In the same month, trade unions and students jointly protested in the square near the Government building, waiting for the decisions regarding the Labour Code, hoping that Lithuanian President Dalia Grybauskaitė would exercise her right to veto the new Labour Code adopted in Parliament (International Trade Union Council Pan-European Regional Council, 2016a). Protesters argued that the amendments would weaken the position of trade unions, have a negative impact on workers' protection because of lax limits to overtime and could also be dismissed more easily and with less cost on the employers' side. The campaign was called "No Slavery at Work" (European Public Service Union, 2016a). The European Public Service Union expressed solidarity and support to affiliated unions in Lithuania in an open letter (European Public Service Union, 2016b). The President eventually vetoed a number of the code's provisions at the beginning of July but during its autumn session Parliament refused to accept the veto (Eurofound, 2016d). These events highlight the lack of social dialogue practice in Lithuania.

In May 2016, the so-called "cauliflower revolution" emerged in Lithuania to protest against skyrocketing food prices. A posting on Facebook of a woman's receipt for a cauliflower she bought for €3.49 triggered tens of thousands of responses to the post, and a three-day boycott of supermarkets. Milk farmers joined in on it, handing out free dairy products in Vilnius, the capital of Lithuania, to highlight the way supermarkets inflate producers' prices. The public expressed dissatisfaction with the fact that Lithuania imposes a 21 per cent VAT on all fresh produce, compared, for example, with 3-5 per cent in neighbouring Poland (The Baltic Times, 2016b).

Low wages and unemployment in peripheral regions have led Lithuanians to look abroad for better opportunities for years now, which has translated into a shortfall of skilled workers in the domestic economy. To tackle

supply-side constraints in the labour market, the previous government had envisaged a new Labour Code in its 2017 budget draft, which would introduce a more flexible set of job regulations. However, on 7 November 2016, the political party Peasant and Greens Union, which won the most seats in Parliament in the late-October elections, jeopardized the pace at which the reform will be implemented by postponing the reform for at least six months (Focus Economics, 2016e).

There are two primary national employers' organisations in Lithuania – the Lithuanian Confederation of Industrialists (LPK) and the Confederation of Lithuanian Employers (LDK). They participate regularly in national-level negotiations at the Tripartite Council of the Republic of Lithuania and also in sectoral level bargaining. The LPK unites and represents mainly large enterprises, whereas LDK represents SMEs. However, both usually work together and coordinate their positions and activities. In 2015 LPK's members were 47 sectoral and 9 regional associations, and 28 direct member companies, 2,346 member companies in total, and 22,637 employees of its members. At the same time LDK had 1,800 member companies (Eurofound, 2016h).

4. TRIPARTITE SOCIAL DIALOGUE

Norway has allocated €8.1 million of the Norway Grants to promote decent work and tripartite dialogue in 13 beneficiary countries, including Estonia, Latvia and Lithuania for the Global Fund for Decent Work and Tripartite Dialogue and the programme of Decent Work and Tripartite Dialogue carried out in its framework (EEA Grants, 2016a).

Estonia

The findings of the programme show that, generally, tripartite dialogue in the public sector is yet to materialize, although there is a growing understanding and better recognition of the role and value of the trade union in improving working and safety conditions to the benefit of improved services, according to the state and local



government employees' union (ROTAL). ROTAL has been able to negotiate a collective bargaining agreement with a local public employer for the first time that recognizes the role of the union. This is still to be brought onto the national level. Adapting the Norwegian prevention system against third party violence and reducing tensions between social workers and clients has led to improvements in working conditions and the public employers have begun to see the value of this. Using these gains as a leverage tool to organize more members has not yet materialised. The conclusion is perhaps that the Tripartite Dialogue and Social Dialogue practices are still in a development phase, but with some positive signs that will need further support to take root. The employers' disinterest is a major concern, however (EEA Grants, 2016b: 69.-70.).

Latvia

Four projects were implemented under the programme in Latvia. Two of them had Norwegian partners. All four of the project promoters in Latvia responded to the online survey sent out by the Review Team. The Employers' Confederation of Latvia was generally very positive about the programme operator, Innovation Norway (IN), and the potentials for introducing the Nordic model of social dialogue. They thought the project very beneficial to improving social dialogue. The Latvian Builders' Trade Union was also very positive about IN and the management of the programme. They had had some difficulties in engaging government. They also thought the Nordic model had some relevance in Latvia. The Free Trade Union Confederation of Latvia (LBAS) was very positive regarding IN's management of the programme and the reporting requirements. LBAS thought social dialogue might not work in Latvia as people were afraid of change. There was also some doubt about the relevance of the Nordic model (EEA Grants, 2016b: 74).

Lithuania

Review of the programme shows that the six social partners supported in Lithuania through the Decent Work and Tripartite

Dialogue programme have certainly contributed to improved social dialogue processes, but mainly at local level where tripartite structures have been revitalised in areas where the organisations were active. The project results have been reached, but without continuity it is difficult to sustain the achievements especially since the capacity and representation at local level is quite weak. The activity level has been high and networks, Social Dialogue Councils as well as concrete improvements in working conditions have been achieved. A common position from the social partners and stakeholders is that the Nordic model, as experienced through study tours and by working with Norwegian partners, is not immediately applicable given the national and specific context. A new Tripartite Dialogue and Social Dialogue model has to be constructed based on the existing framework. A rather firm national regulation of the labour market and minimum salaries implies that elements of the Nordic model are relevant in some cases, and that the established structures and labour legislation can be used to achieve improved policy dialogue. The concrete improvements in working conditions have been achieved at the enterprise level (EEA Grants, 2016b: 70).

Major societal actors are consulted through institutionalized arrangements such the Tripartite Council, as well as through various ad hoc means. The practice of prior consultation in developing regulations is mandated by the Law on the Basics of Legislation. However, the scope of consultation with societal actors remains insufficient, as the consultation process is limited to an exchange of information and positions, with little attempt to achieve consensus among the stakeholders involved. In addition, according to the 2015 OECD report on regulatory policy in Lithuania (OECD, 2015a), both the time allocated to consultation and the quality of feedback are insufficient. Moreover, the impact-assessment process also suffers from a lack of consultation, despite the adoption of new legal provisions in recent years to address this issue. For these reasons, the OECD



recently recommended that the country develop public-consultation guidelines and allow more time for consultation (Sustainable Government Indicators, 2016a).

5. FORECASTS

Estonia

Real GDP growth is expected to recover to 2.3 per cent in 2017 and 2.6 per cent in 2018 (European Commission, 2016a: 82). Foreign Direct Investment is forecast to decrease slightly in the fourth quarter of 2016 (€83.29 million) as well as in 2017 (€107, €84.45, and €114 million in the first three quarters of 2017). Foreign Direct Investment is projected to trend around €104.14 million in 2020 (Trading Economics, 2016a). The Central Bank has forecast 2.9 per cent inflation in 2017 (FocusEconomics, 2016d). The minimum wage is set to increase by €40 and reach €470/month in 2017. Therefore, the minimum wage will have risen 47 per cent over a four-year period (2013-2017) (NewEuropeInvestor, 2016a). Labour market activities are envisaged to stimulate inactive persons, e.g., to integrate people with disabilities into the labour market. As a result of people partially incapable of working entering the Estonian labour market, unemployment is projected to rise to 9.8 per cent in 2020 while without the reform it would be 6.4 per cent (The Baltic Course, 2016g). State-subsidized Estonian electric car infrastructure program ELMO (Electromobility Programme) of the nationwide charging network is scheduled to come to an end at the end of 2017 and one possibility to be considered regarding its future is privatization. So far, however, the decision on whether the network should remain a public service or whether it might find a private owner has not been made (ERR, 2016b).

Latvia

The European Commission estimates that Latvia's economy might grow by 2.8 per cent in 2017 and by 3 per cent in 2018 (European Commission, 2016a: 1). On a national level it is estimated that in 2017 the economy could increase by 3.0 per cent as a result of

increased activity in EU-financed investment projects – both in construction and other branches – which were delayed in 2016. Despite some inflation raising factors (growing world food prices; slight rise of oil prices in recent months in the world market; positive core inflation in Latvia, determined by the raise of telecommunication service prices and housing management becoming more expensive because of VAT basic rate being imposed on it; rise of the regulated prices for heating energy, water and waste disposal services in some towns), the average 12-month inflation in 2016 will be around 0 per cent (Latvijas Banka, 2016a). The inflation rate is expected to stand at 0.9 per cent in the third quarter of 2017 and at around 1.9 per cent in 2020 (Trading Economics, 2016y). Projections show that Foreign Direct Investment in the first three quarters of 2017 will be €29.67, 29.00, and 28.67 million, and in 2020 it will trend around €28.8 million (Trading Economics, 2016q). The balance of trade is expected to be €-127.36 million by the end of the fourth quarter of 2016. In the third quarter of 2017 the balance of trade is projected to stand at €-131.70 million, but in 2020 – at around €-131.85 million (Trading Economics, 2016aa). The current account deficit is set to expand moderately in the coming years, to 1.5 per cent of GDP in 2016 and 2.3 per cent of GDP in 2017 according to forecasts (BMI Research, 2016a). Government debt to GDP is forecast to be 33.77, 33.23, and 32.7 per cent in first to third quarters of 2017, and to trend around 34.5 per cent in 2020 (Trading Economics, 2016bb). The current account is expected to be €-1.72 million in the third quarter of 2017 (-3.13 per cent to GDP), and around €-34.3 million (-0.7 per cent to GDP) in 2020 (Trading Economics, 2016cc; Trading Economics, 2016dd). The average monthly wage is expected to reach a new all-time high by the end of the fourth quarter of 2016 at €668. In the third quarter of 2017 the average wage is projected to be at €619.23/month and in 2020 at €677.00/month (Trading Economics, 2016ee). The employment rate is expected to be 61.49 per cent by the end of the fourth quarter of 2016, 61.69 per cent in



the third quarter of 2017, and 61.63 per cent in 2020 (Trading Economics, 2016ff). The unemployment rate is expected to be 9.5 per cent by the end of the fourth quarter of 2016, 9.38 per cent in the third quarter of 2017, and around 8.7 per cent in 2020 (Trading Economics, 2016gg).

Lithuania

The European Commission estimates that Lithuania's economy might grow by 2.7 per cent in 2017 and by 2.8 per cent in 2018 (European Commission, 2016a: 1). In more detail, the GDP growth rate is estimated to stand at 0.6 per cent, 0.5 per cent and 0.7 per cent in the first, second, and third quarters of 2017, and to trend around 0.5 per cent in 2020 (Trading Economics, 2016o). Current forecasts show positive tendencies of Foreign Direct Investment for 2017. In the first three quarters, Foreign Direct Investment is expected to amount to €28.44, 21.57 and 47.04 million. It is projected that in 2020 Foreign Direct Investment will be €42.04 million (Trading Economics, 2016hh). Lithuania's budget for 2017 is being planned with a small deficit of 0.6 per cent of GDP that the European Commission is expected to approve if the country's new Labour Code and other social protection system changes are recognized as structural reforms (The Baltic Course, 2016h). The inflation rate is expected to stand at 1.4 per cent in the third quarter of 2017 and to trend around 2 per cent in 2020 (Trading Economics, 2016u). The unemployment rate is expected to be 7.4 per cent by the end of the fourth quarter of 2016, to stand at 7.3 per cent in the third quarter of 2017, and to trend around 7.2 per cent in 2020 (Trading Economics, 2016ii). The employment rate is expected to be 69.93 per cent by the end of the fourth quarter of 2016, 71.23 per cent in the third quarter of 2017, and to trend around 72.05 per cent in 2020 (Trading Economics, 2016jj).



ANNEX OF DATA

• Collective Bargaining System

Estonia

Collective bargaining in Estonia is very decentralised and the dominant level of collective bargaining for setting pay, working time or any other issues in Estonia is the enterprise level. After signing, the collective agreement becomes legally binding and is valid for one year. The only public source of official information on enterprise-level collective agreements is the collective agreements register organised by the Ministry of Social Affairs. However, the register does not include comprehensive data on all concluded collective agreements and not all collective agreements have been registered. The reason for this is that no surveillance system has been implemented and no penalties for violations of agreements are issued. Thus, exact information on the number of enterprise-level agreements is not collected (Eurofound, 2016i). However, according to the database of collective agreements maintained by the Ministry of Social Affairs, 48 new collective agreements were concluded in 2013. The conclusion of collective agreements slowed down as the economic recession set in and after then around 50–60 collective agreements have been concluded every year (Republic of Estonia Ministry of Social Affairs, 2013a: 33).

There are only two sectoral-level collective agreements currently concluded in Estonia: one in the transport sector and the other in healthcare. The sectoral collective agreement between Estonian Transport and Road Workers' Trade Union (ETTA) and the Union of Estonian Automobile Enterprises (AL) regulating passenger transport (covers 14,000 employees) was valid from 1.02.2012 till 31.12.2012 and freight transport (covers 3,500 employees) from 01.01.2013 till 31.12.2013. The collective agreement in health care is valid till 31.12.2016 covering 25,000 employees. Although the collective agreement between ETTA and AL has expired, employers and employees are required by law to comply with the conditions

of the open-ended collective agreement until they have reached a new agreement or until it is cancelled by one of the parties. According to available information, none of the parties have unilaterally terminated the agreement.

At national level, only minimum wages are negotiated. Since 1992, the national minimum wage has been agreed between social partners – bipartite meetings between the Estonian Trade Union Confederation (EAKL) and the Estonian Employers' Confederation (ETTK) – and thereafter determined by government decree. Usually social partners bargain annually (Eurofound, 2016i).

Latvia

Collective bargaining is regulated by Part B of the Labour Law (Section 17 – Section 27). The law describes the content and form of collective agreements, parties to a collective agreement, effect of collective agreements over time, effect of a collective agreement on workers, procedures for entering into a collective agreement, approval of a collective agreement, amendments to provisions of a collective agreement, familiarisation with a collective agreement, and settlement of disputes. Collective bargaining is voluntary, usually initiated by trade unions. It has neither increased nor decreased in recent years. Sector level collective bargaining is weak.

Wage bargaining coverage is not monitored at a national level and can only be roughly characterised by using data from the annual Free Trade Union Confederation of Latvia (LBAS) survey where the data is collected on voluntary basis and, therefore, should be used with caution. During 2014, 1,284 collective agreements were concluded by LBAS affiliates and covered 119,484 employees.

The main level of collective bargaining is enterprise level. Efforts by social partners have been focused on developing sectoral and regional social dialogue institutions, but without any success. Collective agreements usually include a wider scope of issues but



do not tackle issues of wages and working time, because these issues are sufficiently regulated by the law. Regarding working time, most typical collective agreements provide more holidays or time for education (Eurofound, 2016j).

Lithuania

Collective bargaining takes place mostly at the enterprise level. Despite the efforts of the social partners to increase the importance of sectoral-level collective bargaining, the practice still does not have wide acceptance. Wage bargaining takes place at the company level only.

According to the European Company Surveys (ECS) almost 20 per cent of employees are covered by collective bargaining in Lithuania (in private sector companies with establishments of more than 10 employees). There are no national data/surveys on collective wage bargaining coverage in Lithuania. According to expert evaluations, the overall collective bargaining coverage in Lithuania might be less than 15-20 per cent.

Working time in Lithuania is set in the national legislation (particularly in the Labour Code), however at a company level some working time flexibility arrangements might be agreed on. Wages in the private sector are mainly set at a company (or even individual) level, but in the public sector wages are set mainly by legislation (Eurofound, 2016j).

- **System of tripartite social dialogue**

Estonia

The system of tripartite decision-making is not well institutionalised in Estonia but social partners do take part in the consultative phase of drafting legislation. In addition, the social partners are members of the supervisory boards of the Estonian Health Insurance Fund (EHIF) (national level body), the Estonian Unemployment Insurance Fund (EUIF) (national level body), and the Estonian Qualification Authority (EQA) (sectoral and national level body), which is responsible for developing the professional qualifications system in Estonia. While the aim of tripartite

discussion is to come to an agreement that satisfies all parties, in recent years, social partners have quite often expressed their dissatisfaction as they are not included in the final political decision-making process as often as they would like, or they are included only in later stages of the process. There have also been cases where a tripartite agreement was reached but later changed unilaterally by the state, regardless of the social partners' opinions (Eurofound, 2016i).

Latvia

The main tripartite body is the National Tripartite Cooperation Council (NTSP). Its operation is regulated by the Statutes of NTSP (adopted on 30 October 1998, valid from 1 January 1999), where it is stated that NTSP is formed on the principles of parity from representatives of the Cabinet of Ministers, Employers' Confederation of Latvia (LDDK) and the Free Trade Union Confederation of Latvia (LBAS). NTSP examines policy-planning documents and drafts on normative acts and sets out proposals for their improvement in the following areas: social security; guidelines of the state budget; strategy of economic and regional development; health; development of general and vocational education; employment and classification of occupations; implementation of international commitments.

The NTSP is a two-stage discussion platform: at the first stage discussions are carried out in the commissions, and second stage discussions are in the NTSP main body.

The legal status of the Council is directly responsible to the President of Ministers. The secretary of the Council is subordinated to the State Chancellery in institutional matters and to the President of Ministers in functional matters. Meetings of the Council are organised on request, but at least once every two months. Institutional regulation and work organisation of the NTSP has not changed within the last three years.



There are some bodies, such as consultative councils and working groups, where social partners must be invited, but these are not created specifically for social dialogue purposes. An example of such an organisation is the Council of Economy and its committees, where LDDK and LBAS are represented in the main council and in committees. National-level social partners LBAS and LDDK have concluded one tripartite cooperation agreement in 2004 and three mutual cooperation agreements – in 1994, 2007 and 2013 (valid until 2020), aimed at the creation of a favourable economic environment and social peace (Eurofound, 2016j).

Lithuania

There are several tripartite councils and commissions in Lithuania. Most are specialised and operate at the national level, while some are also active at regional level. The main tripartite organisation, the Tripartite Council of the Republic of Lithuania (LRTT), was established in 1995 following the agreement on trilateral partnership between the Lithuanian Government, the trade unions and the employer organisations in accordance with the provisions of the International Labour Organization (ILO) in its Tripartite Consultation (International Labour Standards) Convention (Convention No. 144) of 1976. The LRTT consists of 21 members, including seven representatives each from the trade unions, employer organisations and the Government of the Republic of Lithuania. Several councils and commissions dealing

with particular areas of social and working life function under the LRTT.

According to the law, legislative drafts that are submitted to the government on relevant labour, social and economic issues should be agreed in advance with the LRTT. During 2012-2014 the main issues discussed at the LRTT were related to liberalisation of labour relations, the minimum monthly wage, and legislation regulating industrial relations as well as contemporary social and economic issues.

There are also other tripartite councils and commissions operating in some state institutions. They deal with the particular areas (for instance, education, labour market policy) or issues (for instance, European Social Fund, migration) that the institutions are responsible for. Such bodies are, for example, the Tripartite Council of the Lithuanian Labour Exchange, the Tripartite Council of the State Social Insurance Fund Board, and the Occupational Health and Safety Commission under the LRTT.

Similar types of tripartite committees/commissions also function at the regional level – there are tripartite councils of the regions and various local level public institutions have tripartite committees/commissions. Such bodies are, for example, Tripartite Councils of the Local Labour Exchanges (Eurofound, 2016h).

- **Social security systems**

Cases of sickness benefit paid, thousands

Country; year	2012	2013	2014	2015
EE	201.8	220.9	217.6	229.2
LV	n/d	n/d	n/d	n/d
LT	468.8	582.0	554.4	719.8

Sources: Statistics Estonia, Central Statistical Bureau of Latvia, Statistics Lithuania



Persons receiving old-age pensions, thousands

Country; year	2012	2013	2014	2015
EE	298.0	297.4	300.0	300.2
LV	482.1	476.6	472.1	466.7
LT	590.1	590.4	588.6	584.6

Sources: Statistics Estonia, Central Statistical Bureau of Latvia, Statistics Lithuania

Persons receiving unemployment benefit, thousands

Country; year	2012	2013	2014	2015
EE	27.3	26.9	24.5	25.2
LV	30.2	32.5	35.8	38.1
LT	35.0	n/d	n/d	n/d

Sources: Statistics Estonia, Central Statistical Bureau of Latvia, Lithuanian Labour Exchange

- **Education and vocational training**

Estonia

Although older and smaller, Estonia's labour force is becoming more highly-qualified. This is explained by older less-qualified people leaving and younger more highly-educated people entering the labour market. By 2025, the share of Estonia's labour force with high-level qualifications is forecast to rise to 47 per cent compared to 40 per cent in 2013 and 34 per cent in 2005. People with medium-level qualifications in 2025 will account for 39.7 per cent of the labour force, compared to 48.9 per cent in 2013. The share of the labour force with low-level or no qualifications is forecast to be 13.3 per cent in 2025, above the 10.9 per cent in 2013. According to CEDEFOP's forecasts, by 2020, in Estonia, around 63 per cent of 30 to 34 year olds will have high level qualifications, above the EU's educational attainment benchmark of 40 per cent by 2020. On current trends around 73 per cent of 30 to 34 year olds in Estonia will have high-level qualifications by 2025. In 2013, in Estonia, 9.7 per cent of young people left the education and training system with low-level qualifications, close to the national target of reducing this to 9.5 per cent by 2020. In the EU, the average, in 2013, was 11.9 per cent, still higher than its benchmark of less than 10 per cent of young people leaving the education and training system with low-level qualifications by 2020 (CEDEFOP, 2015a: 5-6).

Latvia

Latvia's labour force is becoming more highly qualified. This is explained by older less-qualified people leaving and younger more highly-educated people entering the labour market. By 2025, the share of Latvia's labour force with high-level qualifications should rise to 46.3 per cent compared to 34.6 per cent in 2013 and 25.6 per cent in 2005. People with medium-level qualifications in 2025 will account for 40.9 per cent of the labour force compared to 54.3 per cent in 2013. Contrary to the general EU trend, in Latvia the share of the labour force with low-level or no qualifications is forecast to rise from 11.1 per cent in 2013 to 12.8 per cent in 2025. According to CEDEFOP's forecasts, by 2020, in Latvia around 62 per cent of 30 to 34 year olds will have high level qualifications. This is significantly above the EU's educational attainment benchmark of 40 per cent by 2020. On current trends around 73 per cent of 30 to 34 year olds in Latvia will have high-level qualifications by 2025. In 2013, in Latvia, 9.8 per cent of young people left the education and training system with a low-level qualification, meeting the national target of reducing this to less than 13.4 per cent by 2020. In the EU, the average, in 2013, was 11.9 per cent, still higher than its benchmark of less than 10 per cent of young people leaving the education and training system



with low-level qualifications by 2020 (CEDEFOP, 2015b: 6-7).

Lithuania

Although older and smaller, Lithuania's labour force is becoming more highly qualified. This is explained by older less-qualified people leaving and younger, more highly-educated people entering the labour market. By 2025, the share of Lithuania's labour force with high-level qualifications should rise to 53.9 per cent compared to 42.4 per cent in 2013 and 30.6 per cent in 2005. People with medium-level qualifications in 2025 will account for 40.3 per cent of the labour force compared to 51.5 per cent in 2013. The share with low-level or no qualifications is forecast to fall from 6.1 per cent to 5.8 per cent in 2025. According to

CEDEFOP's forecasts, by 2020, in Lithuania around 68 per cent of 30 to 34 year olds will have high level qualifications. This is significantly above the EU's educational attainment benchmark of 40 per cent by 2020. On current trends around three quarters of 30 to 34 year olds in Lithuania will have high-level qualifications by 2025. In 2013, in Lithuania, 6.3 per cent of young people left the education and training system with a low-level qualification, meeting the national target of reducing this to less than 9 per cent by 2020. In the EU, the average, in 2013, was 11.9 per cent, still higher than its benchmark of less than 10 per cent of young people leaving the education and training system with low-level qualifications by 2020 (CEDEFOP, 2015c: 6-7).

- **Employment rate**

Employment rate in age group 20-64 by gender, %

Country, year	2012			2013			2014			2015		
	T*	M	F	T	M	F	T	M	F	T	M	F
EE	72.2	75.1	69.4	73.3	76.7	70.1	74.3	78.3	70.6	76.5	80.5	72.6
LV	68.1	70.0	66.4	69.7	71.9	67.7	70.7	73.1	68.5	72.5	74.6	70.5
LT	68.5	69.1	67.9	69.9	71.2	68.6	71.8	73.1	70.6	73.3	74.6	72.2

*T=Total, M=Males, F=Females

Source: Eurostat Database (Eurostat chosen for comparative reasons in three states)

- **Unemployment rate**

Unemployment rate by gender, %

Country, year	2012			2013			2014			2015		
	T*	M	F	T	M	F	T	M	F	T	M	F
EE	10.0	10.9	9.1	8.6	9.1	8.2	7.4	7.9	6.8	6.2	6.2	6.1
LV	15.0	16.2	14.0	11.9	12.6	11.1	10.8	11.8	9.8	9.9	11.1	8.6
LT	13.4	15.2	11.6	11.8	13.1	10.5	10.7	12.2	9.2	9.1	10.1	8.2

*T=Total, M=Males, F=Females; Source: Eurostat Database



- **Average monthly salaries**

Annual net earnings* (in €)

Country, year	2012	2013	2014	2015
EE	6,024.23	6,448.37	6,762.77	7,186.88
LV	4,247.76	4,407.28	4,695.77	n/d
LT	3,883.64	4,098.10	4,353.38	n/d

*Net salary after taxes and with social allowances calculated as for a single parent without children allowances, 67 per cent of AW; Source: Eurostat Database

- **Gender pay gap**

Estonia

Within the economy as a whole, the highest gender pay gap among all European Union (EU) member states was recorded in Estonia (28.3 per cent) (the average gender pay gap in the EU was 16.1 per cent). The highest gender pay gap were found in wholesale and retail trade, repair of motor vehicles and motorcycles (37.5 per cent), financial and insurance activities (42.3 per cent), and human health and social work activities (32.6 per cent) (Eurostat, 2014).

Latvia

In 2014 the gender pay gap stood at 17.3 per cent, slightly above the average EU level of 16.1 per cent. While the gender pay gap in the financial and insurance activities is higher

than in the business economy as a whole in all EU member states, in 2014 it was the highest in (42.3 per cent) in Latvia. Apart from the financial and insurance activities, the highest gender pay gaps were found in mining and quarrying (21.5 per cent), wholesale and retail trade, repair of motor vehicles and motorcycles (24.4 per cent), and human health and social work activities (22.5 per cent) (Eurostat 2014).

Lithuania

In 2014 the gender pay gap stood at 13.3 per cent, below the average EU level of 16.1 per cent. The highest gender pay gaps were found in information and communication (28.8 per cent), finance and insurance activities (39.9 per cent), and human health and social work activities (31.6 per cent) (Eurostat 2014).

- **Monthly minimum wage**

Gross minimum wages €/month

Country, year	2013	2014	2015	2016
EE	320.00	355.00	390.00	430.00
LV	286.66	320.00	360.00	370.00
LT	289.62	289.62	300.00	380.00

Source: Eurostat Database

- **Actual weekly working hours**

Estonia

The statutory working time regulation, including the maximum working day and working week, are stipulated in the Employment Contracts Act. The statutory weekly working time in Estonia is 40 hours a week. Overtime work is regulated by the Employment Contracts Act (Article 44). The regulation stipulates that an employer and employee may agree that the employee undertakes to do work over the agreed working time (overtime work). In general, overtime work shall be agreed between the parties in line with the principle of good faith. An employer may demand that an employee work overtime due to unforeseen circumstances pertaining to the enterprise or activity of the employer, in particular for prevention of damage. However, the legislation excludes overtime work where it might be harmful for employee health. An employer shall compensate for overtime work by time off equal to the overtime, unless it has been agreed that overtime is compensated for in money, in which case the employer should pay 1.5 times the normal hourly wage for each hour of overtime. The Employment Contracts Act (Article 43) concludes that employer and employee can also agree on a shorter working time or part-time work which is determined by individual or collective agreement (Eurofound, 2016i).

Latvia

Working time is regulated by the Labour Law (Section D). Regular daily working time of an employee may not exceed eight hours, and regular weekly working time may not exceed 40 hours. Regular working time of employees associated with a special risk may not exceed seven hours a day and 35 hours a week if they are engaged in such work for not less than 50 per cent of the regular daily or weekly working time. Collective agreements may include regulations that are better than those set by law. Existing company level collective agreements include some specific regulations regarding working time, for instance, providing more holidays.

Section 136 of the Labour Law defines overtime as work performed by an employee in addition to regular working time. Overtime work is permitted if the employee and the employer have so agreed in writing. An employer may employ an employee on overtime without written consent in exceptional cases: if this is required by the most urgent public need; to prevent the consequences caused by *force majeure*, an unexpected event or other exceptional circumstances; or for the completion of urgent, unexpected work within a specified period of time. If overtime work in the circumstances referred to above continues for more than six consecutive days, the employer needs a permit from the State Labour Inspectorate for further overtime work. From 2015, overtime work cannot exceed eight hours on average within a seven-day period, calculated in a reference period that does not exceed four months. Overtime work should be compensated by not less than 100 per cent of the hourly or daily wage rate or not less than 100 per cent of the piecework rate for the amount of work done. Collective agreements and individual contracts may only improve conditions set by law regarding overtime work.

Part-time work is regulated by Section 134 of the Labour Law. An employer has, at the request of an employee, to transfer the employee from regular working time to part-time work, or vice versa if such working time arrangements are possible in the company. An employer has to give part-time work if requested by the following categories of employees: a pregnant woman; a mother up to a year after childbirth; for the whole period of breastfeeding up to a child's second birthday; and a parent who has a child of less than 14 years of age or a disabled child under 18 years of age.

The Labour Law introduces several deviations from the normal working time in specific circumstances (see Section 131 (2), Section 134, Section 136, Section 138, Section 139, Section 140) (Eurofound, 2016j).



Lithuania

Basic provisions regulating working time in Lithuania are established in the Labour Code (Chapter XIII). Working time may not exceed 40 hours per week and a daily work period must not exceed eight working hours. Exceptions may be established by laws, government resolutions and collective agreements. For employees employed in more than one undertaking or in one undertaking but with two or more employment contracts, the working day may not be longer than 12 hours. Maximum working time, including overtime, must not exceed 48 hours in each seven-day period. The duration of working time of specific categories of employees may be up to 24 hours per day. The average duration of working time of such employees must not exceed 48 hours per seven-day period, and the rest period between working days must not be shorter than 24 hours. The list of such jobs is approved by the government.

Overtime is permitted only in exceptional cases specified in the Labour Code (Article 151). In other cases overtime work may be organised only subject to the written consent or written request of an employee. The employee's overtime work must not exceed four hours in two consecutive days, and must not be more than 120 hours per year. A

different annual duration of overtime work may be established in the collective agreement, however, not exceeding 180 hours per year. There are certain categories of employees and certain circumstances established by law and the collective agreement where overtime work cannot be assigned. Overtime and night work shall be paid for at the rate of at least time and a half of the employee's usual wage (including basic salary and all additional payments directly paid by the employer for the work performed).

Part-time work is regulated by the Labour Code (Article 146). Part-time work may be established: by agreement between the employee and the employer; at the request of the employee due to his health status according to a conclusion of a health care institution; at the request of a pregnant woman, a woman who has recently given birth; at the request of an employee under eighteen years of age; at the request of a disabled person according to a conclusion issued by the Disability and Working Capacity Assessment Office; at the request of an employee taking care of a sick family member attested by a note from a health care institution. Flexible work scheduling is a matter to be agreed between the employee and the employer (Eurofound, 2016h).

- **Normal work /atypical work**

Full-time employment in age group 20-64, thousands

Country, year	2012	2013	2014	2015
EE	9.0	8.7	8.2	9.2
LV	8.8	7.4	6.7	7.1
LT	8.8	8.2	8.5	7.6

Source: Eurostat Database

Temporary employees in age group 20-64, % of total employment

Country, year	2012	2013	2014	2015
EE	2.9	3.0	2.6	2.8
LV	4.1	3.7	2.9	3.1
LT	2.2	2.3	2.3	1.8

Source: Eurostat Database



- **Migration**

Emigrants, thousands

Country, year	2012			2013			2014			2015		
	T*	M	F	T	M	F	T	M	F	T	M	F
EE	6.3	3.0	3.3	6.7	3.1	3.6	4.6	2.2	2.5	13.0	7.4	5.6
LV	25.2	12.5	12.6	22.6	11.4	11.2	19.0	9.8	9.3	20.1	10.6	9.5
LT	41,1	20,4	20,7	38,8	19,3	19,5	36,6	18,5	18,1	44.5	24.3	20.2

*T=Total, M=Males, F=Females

Sources: Statistics Estonia, Central Statistical Bureau of Latvia, Statistics Lithuania

Immigrants, thousands

Country, year	2012			2013			2014			2015		
	T*	M	F	T	M	F	T	M	F	T	M	F
EE	2.6	1.4	1.2	4.1	2.2	1.9	3.9	2.2	1.7	15.4	9.4	6.0
LV	13.3	7.8	5.5	8.3	4.9	3.4	10.4	6.4	4.0	9.5	5.6	3.9
LT	19,8	10,9	8,9	22,0	12,0	10,0	24,3	13,3	11,0	22.1	12.0	10.2

*T=Total, M=Males, F=Females

Sources: Statistics Estonia, Central Statistical Bureau of Latvia, Statistics Lithuania

- **Human Development Index (HDI)**

Human Development Index (HDI)* and HDI rank**

Country, year	2011		2012		2013		2014	
	Rank	Index	Rank	Index	Rank	Index	Rank	Index
EE	34	0.835	33	0.846	33	0.840	30	0.861
LV	40	0.810	44	0.814	48	0.810	46	0.819
LT	43	0.805	41	0.818	35	0.834	37	0.839

*Index is measured from 0 to 1, where 0 means underdevelopment and 1 is the highest development achieved.

**The ranking between 1 and 49 received by the Baltic States from 2011 to 2014 denotes very high human development.

Source: UNDP (2011, 2013, 2014, 2015)



- **Gini coefficient on Assets and Income**

Gini-coefficient

Country, year	2012	2013	2014	2015
EE	32.5	32.9	35.6	34.8
LV	35.7	35.2	35.5	35.4
LT	32.0	34.6	35.0	37.9

Source: Eurostat Database (based on EU Statistics on Income and Living Conditions)

- **Collective agreement coverage**

Employees covered by wage bargaining agreements as a proportion of all wage and salary earners in employment with the right to bargaining, %

Country, year	2010	2011	2012	2013
EE	n/d	23.0	23.0	23.0
LV	18.4	16.0	15.5	15.0
LT	11.1	10.6	9.9	9.7

Source: International Labour Organization, Collective bargaining coverage rate (%)

- **Ongoing important collective bargaining agreements**

Estonia

In Estonia, sectoral-level agreements are concluded only in the transport and healthcare sectors. The negotiations in the transport sector started in the spring and resulted in a collective agreement in September, when the Union of Estonian Automobile Enterprises (Autoettevõtete Liit) and the Estonian Transport and Road Workers Trade Union (ETTA) concluded a three-year agreement setting new minimum wage levels for all bus drivers. By 2019, the current minimum monthly wage of €800 and the minimum hourly wage of €3.20 will have increased year-on-year to €945 and €4.00 respectively. Negotiations in the healthcare sector started in January but, after a one-hour warning strike in September, are being mediated by the National Conciliator (Eurofound, 2016c).

Latvia

Please, see sections 1.3. and 1.4. of this review.

Lithuania

Please, see sections 1.3. and 1.4. of this review.

- **Trade union density**

Estonia

Union density is low in Estonia at around 10 per cent. There are between 40,000 and 50,000 trade union members in Estonia. Estonia has two trade union confederations: Estonian Trade Union Confederation (EAKL), which was founded in 1990 as the country was breaking away from the Soviet Union (it became independent in 1991) and Estonian Employees' Unions' Confederation (TALO), made up of unions which left EAKL in 1992. EAKL is primarily a manual workers' confederation, while TALO is primarily a



confederation of non-manual workers, but this division is not absolute, particularly in the case of EAKL which includes several non-manual unions. EAKL is the bigger of the two. In 2012 it had more than 30,000 members, while TALO had only around 3,000 members. The 2009 Statistics Estonia data shows that unions are present in only 6 per cent of all organisations employing five or more people, and 48 per cent of those employing 250 employees or more. This means that significant parts of the economy, including construction and most small companies remain effectively union free (Fulton, 2015a).

Latvia

There is one trade union confederation in Latvia, the Free Trade Union Confederation of Latvia (LBAS), and almost all significant unions belong to it. There are 20 individual unions affiliated to the LBAS, and they are normally based on a specific industry or occupation. Internally, unions are made up of local organisations at individual workplaces. Union density is relatively low, at about 13 per cent, and is much higher in the public than in the private sector, although there are union members in former state-owned companies that have now been privatised and in some companies owned by multinationals. There were just over 100,000 employed trade union members in Latvia in 2013, which was around 13 per cent of all employees. In August 2014, a total of 216 trade unions were registered in Latvia, although only 197 were listed as being active (Fulton, 2015b).

Lithuania

Trade union membership in Lithuania is extremely low, no more than approximately 9 per cent of the employed workforce (Moore Stephens Europe, 2016a: 3). Most trade unions in Lithuania are affiliated to the Lithuanian Trade Union Confederation (in 2015 50,200 members from 26 sectoral trade unions). In 2015 the Lithuanian Labour Federation had 5,100 members from 7 sectoral and 5 regional trade unions, and the Lithuanian Trade Union 'Solidarumas' had 10,500 members from 19 sectoral and 20

regional trade unions. In recent years, there have been no fundamental changes in the background and general setting in which the trade unions operate (Eurofound, 2016h).

- **Employer's organizations density**

Estonia

In recent years, there have not been any significant changes or developments on the employers' side and employers' organisations density has remained stable. The only employer organisation recognised as a national-level social partner is Estonian Employers' Confederation, which overall represents around 25 per cent of all employers in Estonia. Its members are associations as well as enterprises. The biggest employer association in Estonia is the Estonian Chamber of Commerce and Industry, but it does not take part in collective bargaining, and concentrates on developing entrepreneurship (Eurofound, 2016i).

Latvia

Despite good design of the representation system, it is rare for employers' organisations to be involved in collective bargaining, even if they are members of the national level employers' organisation Employers' Confederation of Latvia (LDDK). Relevant data on membership of employers' organisations is not available. Employers' organisations do not monitor density. LDDK is the most important employers' organisation, a single national-level employer representative, established exclusively for social dialogue purposes. It reports that its members employ 42 per cent of the total number of employed in Latvia. The Latvian Chamber of Commerce and Industry (LTRK) represents employers at the national level and participates in social dialogue but is not an employers' organisation as stipulated by law (Eurofound, 2016j).

Lithuania

Information on employers' organisations density has been collected the Statistics Lithuania since 2006. Organisations' density during 2006-2014 was rather stable. Around



20 per cent of companies operating in Lithuania are members of such organisations. There are two peak national employers' organisations in Lithuania – the Lithuanian Confederation of Industrialists (LPK) and the Lithuanian Business Employers' Confederation (LDK). They participate regularly in national-level negotiations at the LRTT and also in sectoral level bargaining (Eurofound, 2016h).

- **Workplace representation**

Estonia

Since 2007, Estonia has had a dual channel of employee representation – employees can be represented by a trade union and/or employee trustee. Employee representation is regulated with the Trade Unions Act and the Employees' Trustee Act. Trade union representatives are elected from among the trade union members and employee trustees are elected by the employees at a general meeting in the company. Both may be present in a given company at the same time; however, the trade union has the prior right to take part in collective bargaining and collective dispute resolution. If no trade union exists in the company, the trustee has the right to conclude agreements or represent employees in collective dispute resolution. Employee trustees mainly operate in the area of information and consultation procedures. Trade union representatives are also allowed to participate in this process, regardless of the presence of a general representative.

The European Company Survey (ECS) provides data on employee representation at the establishment level in establishments with more than 10 employees. According to these data in 2013 trade unions covered 19 per cent of employees and 5 per cent of establishments, while employee representatives covered 40 per cent of employees and 35 per cent of establishments (Eurofound, 2016i).

Latvia

Section 10 of the Labour Law states that employee representatives are either trade union members or officials of the association

of the trade union, or authorised employee representatives who have been elected in accordance with the Labour Law. Trade unions may be established in compliance with the Trade Union Law. The law does not define thresholds for membership. It is defined in statutes of existing trade unions that not less than three persons may establish a trade union organisation. Authorised employee representatives may be elected if an undertaking employs five or more employees. The law allows one or several employee trade unions and an indefinite number of trade unions and authorised employee representatives in one enterprise, but requires that all existing employee representatives are authorised for joint negotiations with an employer in proportion to the number of people they represent, but not less than one representative each. There are no data available on employee representation at the establishment level (Eurofound, 2016j).

Lithuania

According to the Labour Code, the rights and interests of employees may be represented and protected by the trade unions. Where a company, agency or organisation has no functioning trade union and the staff meeting has not transferred the function of employee representation and protection of employees to the trade union of the appropriate sector of economic activity, the workers shall be represented by a works council elected by secret ballot at a general staff meeting. The regulation of these bodies is codified by the Labour Code, Law on Trade Unions and the Law on Works Councils.

The European Company Survey (ECS) shows data on employee representation at the establishment level in establishments with more than 10 employees. According to these data in 2013 trade unions covered 21 per cent of employees and 7 per cent of establishments, while employee representatives covered 47 per cent of employees and 54 per cent of establishments, but work councils covered 20 per cent of employees and 15 per cent of establishments. (Eurofound, 2016h).



- **Trade union mapping**

Estonia

The most important trade union confederation:

	In National Language	In English	
Name of TU Federation/ Confederation/Trade Union	Eesti Ametiühingute Keskliit	Estonian Trade Confederation (EAKL)	Union
Founding Year	1990 (on the basis of Confederation of Estonian Trade Unions founded in 1927)		
Sector/Branch	Primarily a manual workers' confederation, but also includes several non-manual unions.		
Cycle of Congresses/ Last Congress	Once every four years; last congress on 27 November 2015.		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Peep Peterson	President	(+372) 6412 800 peep.peterson@eakl.ee www.eakl.ee
	Aija Maasikas	International Secretary	(+372) 6412 810 aija.maasikas@eakl.ee www.eakl.ee
	Jane Niit	Head of Communication	(+372) 6412 808 jane.niit@eakl.ee www.eakl.ee
	Andrei Vössoven	Chairman of the Youth Committee	www.eakl.ee
Number of Members	18 branch unions in 2016, around 30,000 members in 2013.		
Finance	Membership fees; no other data available		
Political orientation (Right/Left/Centre/Christian etc.)	Politically independent but has links with the Estonian social democratic party which resulted from a merger including a left-of-centre political grouping.		
Cooperation in national committees	n/a		
Memberships	Regional Umbrella Associations	Global Umbrella Associations	
	The European Trade Union Confederation (ETUC)	International Trade Confederation (ITUC)	Union



Other important trade union confederations, federations, and trade unions:

Estonian Employees' Unions' Confederation (TALO)

Teenistujate Ametiitute Keskorganisatsioon (TALO)

Accountant Krista Pärn

raamat39@hotmail.ee

<http://www.talo.ee/>

Estonian Transport and Road Workers' Trade Union (ETTA)

Eesti Transpordi- ja Teetöötajate Ametiühing (ETTA)

President Jaan-Hendrik Toomel

hendrik.toomel@etta.ee

<http://www.etta.ee>

Estonian Union of Journalists (EAL)

Eesti Ajakirjanike Liit (EAL)

President Meelis Fathom

Meelis@eal.ee

Vice-chairwoman Helle Tiikmaa

Helle@eal.ee

<http://eal.ee>

Education Workers' Trade Union

Haritlaste Ametiühing

President Kalle Kalda

kallekas@hotmail.ee

Railway Employees' Trade Union

Eesti Raudteelaste Ametiühing

President Oleg Tšubarov

evray@evray.ee

www.evray.ee

Estonian Union of Healthcare Professionals

Tervishoiutöötajate Kutseliit

President Iivi Luik

iivi.luik@kutseliit.eu

www.kutseliit.eu

Estonian Nurses' Union

President Anneli Kannus

anneli.kannus@ena.ee

www.ena.ee



Latvia

The most important trade union confederation:

	In National Language	In English	
Name of TU Federation/ Confederation/Trade Union	Latvijas Brīvo Arodbiedrību Savienība (LBAS)	Free Trade Union Confederation of Latvia (LBAS)	
Founding Year	1990 (replaced the former union structure in Latvia, which existed when the country was part of the Soviet Union)		
Sector/Branch	A variety of sectors as well as intersectoral level.		
Cycle of Congresses/ Last Congress	Five-year cycle; last congress on 2 December 2016.		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Egils Baldzēns	President	+371 67035901 egils.baldzens@lbas.lv
	Ariadna Ābeltiņa	Coordinator of Foreign Affairs	+371 6 7035911 international@lbas.lv
	Ieva Freiborne	Coordinator of the youth council	+371 67035907 ieva.freiborne@lbas.lv
Number of Members	20 individual unions affiliated to the LBAS, around 100,000 members in 2013.		
Finance	Membership fees, usually 1 per cent of monthly wage; donations; gifts; profit from economic and entrepreneurial activities; European Social Fund		
Political orientation (Right/Left/Centre/Christian etc.)	Formally politically neutral.		
Cooperation in national committees	National Tripartite Cooperation Council and its Sub-councils; Latvian Employers Confederation; National Youth Council of Latvia.		
Memberships	Regional Umbrella Associations	Global Umbrella Associations	
	The European Trade Union Confederation (ETUC); Baltic Sea Labour Network; BUSINESSEUROPE; European Association of Craft,	International Trade Union Confederation (ITUC)	



	Small and Medium-sized Enterprises (UEAPME); European Centre of Employers and Enterprises providing Public Services (CEEP)	
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Other important trade union confederations, federations, and trade unions:

Trade Union of Railway Transport of Latvia (LDzSA)

Latvijas Dzelzceļnieku un satiksmes nozares arodbiedrība (LDzSA)

Chairman Savelijs Semjonovs

Secretary Inese Dubrovskā

arodbiedriba@ldzsa.lv

Head of International Department Violeta Lepiksone

violeta.lepiksone@ldzsa.lv

<http://www.ldzsa.lv>

Trade Union of Public Service Employees (LAKRS)

Latvijas Sabiedrisko pakalpojumu un Transporta darbinieku arodbiedrība (LAKRS)

Chairman Juris Kalniņš

juris.kalnins@lakrs.lv

Secretary-clerk Jolanta Vilciņa

arodbiedriba@lakrs.lv

<http://lakrs.lv>

Health and Social Care Workers Trade Union (LVSADA)

Latvijas Veselības un sociālās aprūpes darbinieku arodbiedrība (LVSADA)

ivsada@ivsada.lv

<http://www.lvsada.lv>

Trade Union Federation for People Engaged in Cultural Activities (LKDAF)

Latvijas Kultūras darbinieku arodbiedrību federācija (LKDAF)

Chairman Aldis Misēvičs

lkdaf@apollo.lv

www.lkdaf.lv

Education and Science Workers Trade Union (LIZDA)

Latvijas Izglītības un zinātnes darbinieku arodbiedrība (LIZDA)

Chairwoman Inga Vanaga

inga.vanaga@lizda.lv

Public Relations specialist Juris Aksels Cīrulis

aksels@lizda.lv

<http://www.lizda.lv>

Trade Union “Energija”

LAB “Energija”

Chairman Aivars Āboliņš

abolins@energija.lv

<http://www.energija.lv>



Lithuania

The most important trade union confederation:

	In National Language	In English	
Name of TU Federation/ Confederation/Trade Union	Lietuvos profesinių sajungų konfederacija (LPSK)	Lithuanian Trade Union Confederation (LPSK)	
Founding Year	2002 (emerged from a merger of two existing trade union confederations which both developed from the trade union organisations which existed at the time when Lithuania was part of the Soviet Union)		
Sector/Branch	A variety of sectors as well as intersectoral level.		
Cycle of Congresses/ Last Congress	n/a		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Artūras Černiauskas	President	+370 5 2496436 arturas.cerniauskas@lpsk.lt
	Goda Neverauskaitė	President of LPSK Youth Centre, International secretary	+370 6 8222699 goda.neverauskaite@gmail.com ; youth@lpsk.lt
Number of Members	26 industry federations are affiliated with LPSK, around 56,700 members in 2012.		
Finance	n/a		
Political orientation (Right/Left/Centre/Christian etc.)	Politically LPSK is closer to the social democratic party.		
Cooperation in national committees	Tripartite Council of the Republic of Lithuania		
Memberships	Regional Umbrella Associations	Global Umbrella Associations	
	European Trade Union Confederation (ETUC)	International Trade Union Confederation (ITUC); cooperates with International Labour Organization (ILO)	



Other important trade union confederations, federations, and trade unions:

Lithuanian Trade Union "Solidarumas"

Lietuvos profesinė sąjunga "Solidarumas"

Chairwoman Kristina Krupavičienė

info@lps.lt; kristinalpss@hotmail.com

Spokesman Vytautas Kašėta

kasetav.vytautas@gmail.com

<http://www.lps.lt>

Lithuanian Labour Federation (LDF)

Lietuvos darbo federacija (LDF)

Chairman Svajūnas Andriulis

s.andriulis@ldf.lt

Secretary general Janina Švedienė

j.svediene@ldf.lt

Chairwoman of LDF Youth Organization
Rasita Martišė

r.martisiene@ldf.lt

<http://www.ldf.lt>

Lithuanian Federation of Railway Workers Trade Unions

Lietuvos geležinkelininkų profsąjungų federacija

President Vilius Ligeika

E-mail: lgpf@litrail.lt; v.ligeika@litrail.lt

www.lgpf.lt

Lithuanian Trade Union of Food Producers

Lietuvos maistinininkų profesinė sąjunga

President Gražina Gruzdienė

lpms@takas.lt

www.maistprofsajunga.lt

Lithuanian Teachers' Union

Lietuvos mokytojų profesinė sąjunga

President Jūratė Voloskevičienė

E-mail: lmeps@takas.lt

www.lmeps.lt

Lithuanian Federation of Industrial Trade Unions

Lietuvos pramonės profesinių sąjungų federacija

President Juozas Neverauskas

info@pramprof.lt

www.pramprof.lt

Lithuanian Nurses' Organization

Lietuvos slaugos specialistų organizacija

President Danutė Mergelienė

E-mail: lssobiuras@gmail.com

www.lss.lt

Lithuanian Trade Union of Health Care Employees

Lietuvos sveikatos apsaugos darbuotojų profesinė sąjunga

President Aldona Baublytė

E-mail: lsadps@vdnet.lt

www.lsadps.lt

Federation of Lithuanian Education and Science Trade Unions

Lietuvos švietimo ir mokslo profesinių sąjungų federacija

President Laima Juknienė

info@lsips.lt, lajukma@gmail.com

www.lsmf.lt, www.svietimoprofsajunga.lt,
www.lampss.lt, www.lsips.lt; www.lmeps.lt



**Lithuanian Trade Union of State
Employees**

Lietuvos valstybės tarnautojų, biudžetinių ir
viešųjų įstaigų darbuotojų profesinė sąjunga

President Irena Petraitiene

lvdps@takas.lt

www.valstybestarnautojai.eu

**Lithuanian Federation of Agricultural
Workers Trade Unions**

Lietuvos žemės ūkio darbuotojų profesinių
sajungų federacija

President Regina Dapšytė

E-mail: lzudps@gmail.com

www.lzud.lt



- **Employer association mapping**

Estonia

The most important employer association:

	In National Language	In English	
Name of Employer Association	Eesti Töoandjate Keskliit (ETTK)	Estonian Employers' Confederation (ETTK)	
Founding Year	1992 (on historical basis of industrialist association funded in 1917)		
Sector/Branch	A variety of sectors.		
Cycle of Congresses/ Last Congress	n/a		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Tiit Kuuli	President	employers@employers.ee http://www.toandjad.ee
	Toomas Tamsar	Chairman	employers@employers.ee http://www.toandjad.ee
Number of Members	95 (altogether directly and indirectly it represents around 1,500 companies), around 25 per cent of all employees in Estonia in 2015.		
Finance	n/a		
Political orientation (Right/Left/Centre/Christian etc.)	n/a		
Cooperation in national committees	National Tripartite Council		
Memberships	Regional Umbrella Associations		Global Umbrella Associations
	BUSINESSEUROPE		International Organisation of Employers (IOE); Business and Industry Advisory Committee to the OECD (BIAC)



Other important employer associations:

Estonian Chamber of Commerce and Industry

Eesti Kaubandus-Tööstuskoda

Director General Mait Palts

Mait.Palts@koda.ee

Communication Manager Epp Joala

Epp.Joala@koda.ee

http://www.koda.ee/en

Latvia

The most important employer association:

	In National Language	In English	
Name of Employer's Association	Latvijas Darba devēju konfederācija (LDDK)	Employers' Confederation of Latvia (LDDK)	
Founding Year	1993		
Sector/Branch	A variety of sectors.		
Cycle of Congresses/ Last Congress	n/a		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Vitālijs Gavrilovs	President	+371 67225162 president@lddk.lv
	Maija Pētermane	Communication manager	29272365 maija.petermane@lddk.lv
	Sanita Berzina	Office manager	+371 67225162 lddk@lddk.lv
Number of Members	Its members employ 42 per cent of the total number of employed in Latvia. 110 sector leaders –companies with more than 50 employees, 66 sector and regional associations and federations covering more than 5,000 enterprises in total, of which 3,036 are micro and small enterprises on February 2015.		
Finance	Funding from European Social Fund etc.		



Political orientation (Right/Left/Centre/Christian etc.)	n/a	
Cooperation in national committees	National Tripartite Cooperation Council (NTCC)	
Memberships	Regional Umbrella Associations	Global Umbrella Associations
	BUSSINESSEUROPE	The Business and Industry Advisory Committee; International Labour Organization (ILO); International Organisation of Employers (IOE); UN Global Compact; International Congress of Industrialists and Entrepreneurs (ICIE); International Coordinating Council of Employers' Unions (ICCEU)

Other important employer associations:

Latvian Chamber of Commerce and Industry (LTRK)

Latvijas Tirdzniecības un rūpniecības kamera (LTRK)

Chairman of the Board Jānis Endziņš

info@chamber.lv

+371 67225595

<http://www.chamber.lv>



Lithuania

The most important employer associations:

	In National Language	In English	
Name of Employer's Association	Lietuvos pramonininkų konfederacija (LPK)	Lithuanian Confederation of Industrialists (LPK)	
Founding Year	1989 (successor of the Union of the Lithuanian Entrepreneurs, Industrialists and Businessmen established in 1930)		
Sector/Branch	Unites and represents mainly large enterprises from a variety of sectors.		
Cycle of Congresses/ Last Congress	Five-year cycle; last congress was on 21 June 2012.		
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function	Contact (Addr., Tel., Mail, Homepage)
	Giedrė Švedienė	Executive Director	+370 5 243 10 66 giedre.svediene@lpk.lt
	Rasa Dagilienė	Administrator	+370 5 243 10 67 sekretoriatas@lpk.lt
	Gintaras Morkis	Chief Representative in International Organizations	+370 5 266 04 66; +370 682 10085 Gintaras.Morkis@lpk.lt
Number of Members	47 sectoral, 9 regional associations and 28 direct member companies, 2,346 member companies in total in 2015, as well as 22,637 employees.		
Finance	From administering governmental projects that are directed to educate employees and provide a sustainable growth in the job market, membership fees, income from various services to its members (such as consultations, seminars, etc.) and different funds. Yearly budget is around 4,85 mil. EUR.		
Political orientation (Right/Left/Centre/Christian etc.)	n/a		
Cooperation in national committees	National Tripartite Council		
Memberships	Regional Umbrella Associations	Global Umbrella Associations	
	BUSINESSEUROPE; European Economic and Social Committee (EESC); OECD advisory	International Organisation of Employers (IOE); UN Global Compact; International Congress	



	committee for industry – Business and Industry Advisory Committee (BIAC)	of Industrialists and Entrepreneurs (ICIE); International Labour Organization (ILO); Union of Industrial and Employers Confederations of Europe (UNICE); European Business Congress (ECB)
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	In National Language	In English
Name of TU Federation/ Confederation/Trade Union	Lietuvos darbdavių konfederacija (LDK)	Lithuanian Business Employers' Confederation (LDK)
Founding Year	1999 (as a result of a merge of the National Confederation of Businessmen (Nacionalinė verslininkų konfederacija) and the Lithuanian Entrepreneurs' Employers Confederation (Lietuvos verslininkų darbdavių konfederacija)).	
Sector/Branch	Unites and represents mainly small and medium-sized enterprises from a variety of sectors.	
Cycle of Congresses/ Last Congress	Congress meetings are held every other year; last meeting was on 20 March 2015.	
Important Functionaries (Chairman, President, International Secretary, Youth Leader, etc.)	Name	Function
	Augustinas Rakauskas	President
	Danukas Arlauskas	General manager
	Contact (Addr., Tel., Mail, Homepage)	
	8-37-304801 augustinasr@senukai.lt www.ldkonfederacija.lt	
	8-5-2496448 danas@lvdk.eu www.ldkonfederacija.lt	
Number of Members	1,800 member companies in 2015.	
Finance	The main source of funds for the GDL membership fees (entrance and annual). Confederation membership fee is not large - depending on the company's number of employees.	
Political orientation (Right/Left/Centre/Christian etc.)	n/a	
Cooperation in national committees	National Tripartite Council	
Memberships	Regional Umbrella Associations	Global Umbrella Associations



	European Association of Craft, Small and Medium-sized Enterprises (UEAPME);	n/a
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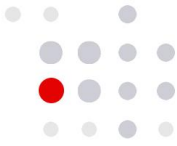
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