



BICO 2 European meeting

Inga Ruginienė
LMPF vice chairperson

www.lmpf.lt



LMPF

- Federation of Lithuanian Forest and Wood Worker Trade Unions (17 enterprises)
- AB “Šilutės baldai” trade union
- AB “Grigiškės” trade union
- AB “Klaipėdos kartonas” trade union

www.lmpf.lt



- There are collective agreements in all (except 3 small) enterprise trade unions - LMPF members.
- In the large enterprises: AB “Šilutės baldai” , AB “Grigiškės”, AB “Klaipėdos kartonas” exist highly developed social dialogue, representatives of employer and employees held regular discussions.

www.lmpf.lt



There are training plans in enterprises

www.lmpf.lt



AB “Šilutės baldai” , AB “Grigiškės”, AB “Klaipėdos kartonas”, SBA baldų koncernas

- Collective agreements have chapters on continuing training of employees
- There are employees responsible for internal training in enterprises
- There are training methodologies and plans, guided by quality management system.

www.lmpf.lt



Small and medium enterprises

- Collective agreements usually contain only few chapters on education of employees in formal educational institutions with permission of employer
- Only necessary trainings were held
- Employers has skeptical approach to training

www.lmpf.lt



- Collective agreements are reviewed and amended every two years.
- There are no signed branch agreements in Lithuania.

www.lmpf.lt



Skills development

Wood industry professionals lack most:

- general and personal skills (language skills, the organization of production and quality management, initiative, honesty, punctuality, etc.).
- important technical and safety knowledge and skills improvement.

www.lmpf.lt



Over the last 3 months:

- LMPF organized 2 safety trainings
- Conducted a discussion with employers on corporate continuous training



Future plans:

- Prepare training tools and materials
- Establish working groups and content
- Prepare the company's management and the trade union agreement
- Disseminate information on continuous training for employees



THANK YOU!



www.lmpf.lt

