

## Appendix

### Innovative union practices in Central-Eastern Europe – summary

Country	Innovative practice	Dimension of innovation/ instruments
Bulgaria	Organising previously non-unionised professions	Organisational; strategic (organising); target group
	Offering membership directly of territorial trade union organisations to atypical workers, the self-employed and the unemployed	Organisational; strategic (organising); target group
	Legal protection fund	Strategic (servicing)
	Mutual aid scheme for union members	Strategic (servicing)
	Electronic, interactive internet site/electronic trade union platform with intranet access for union members	Strategic (servicing); target group
	Bilateral agreements with employers: joint recommendations for wage increases in the absence of collective bargaining structures; proposals for pension reforms; implementation of EU social acquis	Strategic (collective bargaining and social dialogue)
	Joint EU-funded projects run together with social partners	Strategic (collective bargaining and social dialogue)
	Petitions	Strategic (political instruments and attempts to influence legislation); target group
	Support for employers' protest over electricity price hikes	Strategic (mobilisation and identity politics); target group
'My First Job' information campaign for school pupils	Strategic (mobilisation and identity politics); target group	
Croatia	Organising temporary agency workers in an enterprise-level union and lobbying for their transfer into permanent employment	Strategic (organising; collective bargaining and social dialogue); target group
	Participation in councils for the reform of vocational qualifications system	Strategic (collective bargaining and social dialogue)
	Launch of a joint (re)training facility run jointly by employer associations and trade unions	Strategic (collective bargaining and social dialogue); target group
	Use of direct democracy tools: initiating people's initiatives combined with signature gathering exercises	Strategic (political instruments and attempts to influence legislation); target group

Country	Innovative practice	Dimension of innovation/ instruments
Czechia	Anonymous membership scheme	Organisational; strategic (organising)
	Campaign 'The end of cheap labour in Czechia': media presence, identity-building and meetings of union negotiators before collective bargaining rounds	Strategic (collective bargaining and social dialogue; mobilisation and identity politics); target group
	Doctors' resignation campaign	Strategic (mobilisation and identity politics)
	Lobbying for stricter regulations in the temporary work agency sector	Strategic (political instruments and attempts to influence legislation); target group
Estonia	Launch of the Baltic Organising Academy and the adoption of the organising model	Organisational; strategic (organising); target group
	EU-funded project run by the EAKL confederation aiming to increase sectoral union capacities	Strategic (servicing); targeting
	Signature gathering and Facebook website related to government's sick pay leave reform plans	Strategic (political instruments and attempts to influence legislation; mobilisation and identity politics); target group
	One-week consultation with local residents all over the country to learn more about people's specific needs	Strategic (mobilisation and identity politics); target group
	Innovative campaigns on social topics	Strategic (mobilisation and identity politics); target group
Hungary	Creation of new unions and employee representation groups in healthcare and public works sector	Organisational; strategic (organising); target group
	Provision of multiple services to participants in public works schemes and liaising with anti-poverty movements and advocacy groups	Strategic (servicing; coalition-building); target group
	Attempts to raise wages in healthcare using direct lobbying	Strategic (political instruments and attempts to influence legislation)
	Doctors' resignation campaign and the so-called 'black protest' of the nurses union	Strategic (mobilisation and identity politics); target group
	Hunger march against poverty	Strategic (mobilisation and identity politics); target group
Latvia	Signature gathering exercise and petition to stop labour law changes	Strategic (political instruments and attempts to influence legislation); target group
	Legislative initiative for tax exemptions for social benefits enshrined in company-level collective agreements	Strategic (political instruments and attempts to influence legislation); target group
	Index of Sustainability for enterprises	Strategic (mobilisation and identity politics); target group
	Knowledge contests on labour law and OSH for secondary and vocational school pupils	Strategic (mobilisation and identity politics); target group

Country	Innovative practice	Dimension of innovation/ instruments
Lithuania	Anonymous membership scheme	Organisational; strategic (organising)
	Appointment of external trade union chairs for company-level unions	Organisational
	Training and services for young people	Strategic (servicing); target group
	Negotiation of the National Agreement	Strategic (collective bargaining and social dialogue)
	Acceptance of the 'non-favourability principle' to stimulate company-level collective bargaining	Strategic (collective bargaining and social dialogue)
	Lobbying for the appointment of trade union representatives at Parliament and in the government	Strategic (political instruments and attempts to influence legislation)
	Improved coordination among union confederations and the creation of trade union coordination centre	Organisational; strategic (coalition building)
	Extension of union membership to the unemployed	Organisational; target group
	Lobbying for the creation of regional tripartite councils and participation therein	Organisational; strategic (collective bargaining and social dialogue; political instruments and attempts to influence legislation)
	Lobbying for the creation of new disputes resolution bodies	Organisational; strategic (political instruments and attempts to influence legislation); target group
	Strategic (mobilisation and identity politics)	
	Staging large-scale strikes, including a hunger strike	
Poland	Creation of inter-company committees and milieu committees for atypical workers	Organisational; strategic (organising, servicing); target group
	Bargaining on behalf of temporary workers or outsourced workers	Strategic (collective bargaining and social dialogue); target group
	Setting minimum estimated wage in the construction sector, where collective bargaining is very weak	Strategic (collective bargaining and social dialogue); target group
	Submission of legislative proposals to the Round Table on Temp Work; participation in a tripartite group that drafts regulations on precarious employment	Strategic (collective bargaining and social dialogue; political instruments and attempts to influence legislation); target group
	Formulation of joint recommendations (with employers) for the change of public procurement regulations to take account of the interests of disadvantaged labour market groups and atypical workers	Strategic (collective bargaining and social dialogue; political instruments and attempts to influence legislation); target group
	Signature gathering exercise for referenda proposals	Strategic (political instruments and attempts to influence legislation; mobilisation and identity politics); target group
	Innovative campaigns	Strategic (mobilisation and identity politics); target group
	Media presence; promotion of a new way of framing social problems, including precarious employment ('junk jobs' discourse)	Strategic (mobilisation and identity politics); target group

Country	Innovative practice	Dimension of innovation/ instruments
Romania	Civic initiative to reverse crisis-time Labour Code reforms – signature gathering exercise and input from citizens and rank and file members	Strategic (political instruments and attempts to influence legislation; mobilisation and identity politics); target group
	Individual services and communications platform as part of the 'smart union' initiative	Organisational; strategic (servicing); target group
	Recruitment drive in the retail sector following a leadership change	Organisational; strategic (organising); target group
	Recruitment drive and the creation of a territorial union structure in the IT sector	Organisational; strategic (organising); target group
Slovakia	Lobbying for stricter regulation of temporary agency work (equal treatment principle, caps on use)	Strategic (collective bargaining and social dialogue; political instruments and attempts to influence legislation); target group
	Cooperation with employers towards a collective agreement for the temporary agency work sector	Strategic (collective bargaining and social dialogue); target group
	Creation of new organisations and employee associations in the healthcare and education sectors and lobbying for legal changes benefiting particular professions	Organisational; strategic (organising; political instruments and attempts to influence legislation; mobilisation and identity politics)
	Resignation campaign of doctors and nurses (the latter unsuccessful)	Strategic (mobilisation and identity politics)
	Protests and heightened mobilisation (hunger strikes, billboard campaign in healthcare) and especially in education (rallies, strikes)	Strategic (mobilisation and identity politics); target group
Slovenia	Organising and provision of multiple services to migrant workers by the Counselling Office for Migrants	Organisational; strategic (organising; servicing; collective bargaining and social dialogue; coalition-building; political instruments and attempts to influence legislation; mobilisation and identity politics); target group
	Provision of services and lobbying on behalf of young precarious workers via the trade union Young Plus	Organisational; strategic (organising; servicing; collective bargaining and social dialogue; political instruments and attempts to influence legislation); target group
	Creation of the Union of the Precarious	Organisational; strategic (organising); target group
	Disseminating benchmarks on good social practices and raising awareness regarding the risks of precarious work through the Movement for Decent Work and Welfare Society	Organisational; strategic (mobilisation and identity politics); target group

Source: Authors' elaboration based on evidence provided in country chapters.