



# Project 101051759

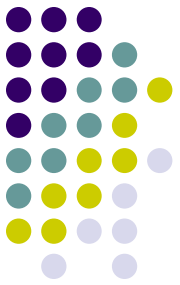
Initiating activities to implement the  
European Social Partners  
Framework Agreement on Digitalisation  
(EFAD)

co-funded by the European Union

15-16 June, Florence, Italy

Jovita Pretzsch, LPS „Solidarumas”

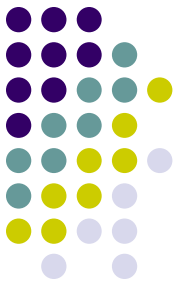




During the period from the end of 2022 to 15th of February 2023, 10 representatives from 6 companies were interviewed.

The case studies were related to practices/measures implemented at different levels: workplace level (establishment) workplace groups (establishments), sector/industry, the geographic area (regional level, the entire country (national level).





1. Municipal Enterprise SĮ 'Vilniaus miesto būstas'  
(Vilnius City Housing)
2. AB „VILKMA”, Ukmergė
3. Vilnius Republican University Hospital
4. Company AB 'Ignitis gamyba'
5. Vilniaus Žirmūnų Gymnasium
6. National Cancer Institute





## 1. Municipal Enterprise SĮ 'Vilniaus miesto būstas' (Vilnius City Housing)

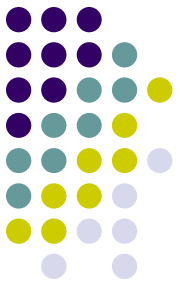
Municipal Enterprise SĮ 'Vilniaus miesto būstas' (Vilnius City Housing), Vilnius Registered office address: Naugarduko str. 98, LT-03160 Vilnius

<https://www.vmb.lt/>

Today, the company administers more than **3 500 property units** owned by the Vilnius City Municipality on a trust basis. Its main activities are the following: administration of residential and non-residential premises intended for use by residents as ancillary premises of Vilnius City Municipality,

- organizing the provision of state support for the provision of housing for the residents of Vilnius City.
- organizing the provision of social housing and other residential accommodation.
- organizing the implementation of the provisions of the social housing development program.
- organizing the sale of municipal housing and auxiliary farm buildings.





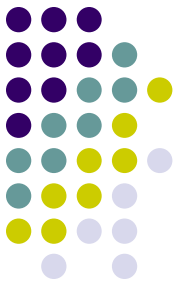
## 1. Municipal Enterprise SJ 'Vilniaus miesto būstas' (Vilnius City Housing)

The reason for the practice of teleworking was the Covid-19 pandemic and the restrictions imposed because of the pandemic. At the beginning of the pandemic, when remotely work was allowed, 90% of the staff in this institution were working from home, with merely one staff member staying at the institution. However, when the quarantine restrictions were lifted, the entire legal department 100 percent of the staff, and part of the staff in other departments did not return to work.

**The problem was that the employees did not have the necessary equipment at home. However, this problem was solved very quickly. The employees were allowed to move their work tools and equipment to their homes, take their computers with them, and buy ergonomic work furniture. The key success factor was allowing employees to make their own choices and creating the proper working conditions, as well as promoting good social dialogue.**

The practice was introduced in March 2020 and is still in force. The employees are satisfied with it. 10-15% of the workforce has only been working remotely so far. Both employees and management are happy with this mode of work.





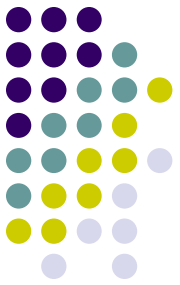
## 2. AB „VILKMA”, Ukmergė

AB ‘VILKMA’, <https://vilkma.com/>

Deltuvos 21, LT-20127, Ukmergė, Lithuania

the workplace/establishment AB (Public Limited Liability Company) ‘Vilkma’, which is located in the former barracks. In 1967, a sewing factory belonging to the 'Lelija' association was established on the premises of the barracks, where **men's shirts** are currently made. In 2020, the company became part of the United Nations Conduct, which is committed to the well-being, health, and safety of its employees. In 2021, the company received ISO 14001 certification, which specifies the requirements of an effective environmental management system.





### 3. Vilnius Republican University Hospital

Vilnius Republican University Hospital (hereinafter referred to as RVUL)  
Šiltnamių str. 29, 04130 Vilnius

<https://www.rvul.lt/>

RVUL (Vilnius Republican University Hospital) has been providing a **high level of surgical services** to the population throughout Lithuania for 30 years. Combining many years of experience and a wide range of competencies, introducing scientific and technological innovation, we specialize in acute care, major trauma, and a wide range of clinical surgical specialties. The founders (shareholders) of the institution are the Ministry of Health and Vilnius University. The hospital's inpatient unit treats more than 30,000 patients a year, performs more than 20,000 operations, provides more than 305,000 consultations, and employs about 1,900 staff.





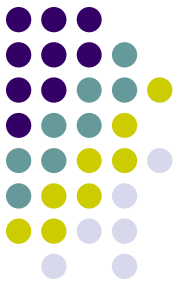
## 2. AB „VILKMA”, Ukmergė

In 2018, a change was introduced and the management decided to digitalise the work of the **control post**. The investment was made in the installation of digital equipment. Currently, employees can **freely enter/exit the company** by swiping their cards.

In 2021, a "**slit sewing machine**" was bought and installed. This machine does not require a qualified seamstress to work on it, thus solving the shortage of seamstresses that exists throughout Lithuania. **This machine irons and sews slits in the garments.** A person who has nothing to do with sewing has been trained and is currently working on it. It is a mechanism that helps to save energy resources and labour and ensures better health and safety in the workplace.







### 3. Vilnius Republican University Hospital

The hospital has an **intranet** from 2019, that is, an **internal communication system**. The intranet is an internal corporate space for the rapid provision of information to employees and communication with them, knowledge gathering, and sharing among employees. The intranet site provides the opportunity to publicize general company information, news, surveys, discussions, and sharing of information relevant to the work and internal life of the company.

The introduction of a specific tool was driven by the need to communicate, to resolve current issues faster and more effectively. Employee representatives were informed of the changes and trained as necessary.





## 4. Company AB 'Ignitis gamyba'

Public Limited Liability Company AB 'Ignitis gamyba'  
Address: Laisvės av. 10, LT-04215 Vilnius, Lithuania  
<https://ignitisingamyba.lt/>

Companies where the activities are carried out: the Kruonis Pumped Storage Hydroelectric Power Plant, the Combined Cycle Unit, and the Standby Power Plant at the Elektrėnai Complex, the Kaunas Hydroelectric Power Plant and the Vilnius Third Thermal Power Plant.

The company belongs to AB 'Ignitis Group' (AB „Ignitis grupė”).  
the sector (industry), specific sector: the **energy sector**.  
the geographical area (at the regional level);  
the region in which the activity is carried out is the **Kaunas region**.





## 4. Company AB 'Ignitis gamyba'

**Remote control and maintenance of gas boiler plants in the region, digitization of logbooks.** The core of the practice is that the **work processes of the boiler houses are automated**, eliminating the need for manpower and workplace-related demands. The **digital logbooks contain all the information related to current and planned work processes and are easy to access and manage.**

Implementation of such technologies eliminates the need for human labour and speeds up work processes. In the past, gas boiler plants were staffed by hired workers who worked in shifts and were responsible for carrying out maintenance and security work in the facilities.

The **introduction of digital logbooks** helps to quickly and efficiently find the necessary information, get a good idea of the scheduled work, and improve safety.



## 5. Vilniaus Žirmūnų Gymnasium

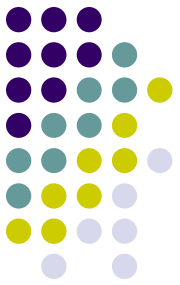
Vilniaus Žirmūnų Gymnasium

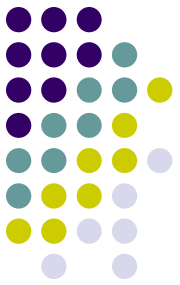
Address: Žirmūnų str. 37-1, Vilnius, LT-09106

<http://www.vzgimnazija.eu>

The case study may concern practices/measures implemented at the level of: the workplace/company; Vilniaus žirmūnų gymnasium is an open, democratically organized community of high school students, their parents, and teachers, based on common human values and capable of preserving their national identity as they integrate into the European Union and the world.

Mission: To educate the gymnasium students (secondary school), years I to IV, providing the second part of the general basic and secondary education; to ensure the quality, efficiency, and flexibility of the general basic and secondary education programs; to provide students with the general subject, socio-cultural and technological literacy, etc.





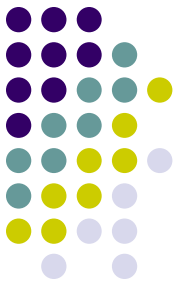
## 5. Vilniaus Žirmūnų Gymnasium

The specific practice was introduced in 2020 and is still in force today.

During the pandemic period, teachers worked remotely and had the opportunity to connect with students using digital tools such as the program **Teams**. **After the pandemic, both teachers and students returned to the gymnasium, but continue to use the program Teams.**

Free training for teachers on how to use the distance education program was organized. Computers were bought and the software was installed. Information technology specialists went to teachers' homes to service the computers when needed.





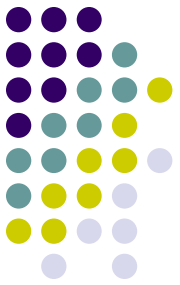
## 6.National Cancer Institute

National Cancer Institute, Santariškių str. 1, 08406 Vilnius

<https://www.nvi.lt/>

The mission of the National Cancer Institute is to carry out long-term research and experimental development of importance to the state, society, international cooperation, and economic entities to improve the efficiency of diagnosis, treatment, and **prophylaxis of cancer patients** and to reduce the mortality rate of cancer, as well as to **train scientists and highly qualified specialists in oncology** and related areas.





## 6.National Cancer Institute

The specific practice was introduced in 2020 and has been in place ever since, with continuous improvements.

In 2020, a **digital document management system (Kontora)** was purchased to digitalise the work of all physicians working at the Center, as well as to implement e-health system in the workplace. Doctors no longer need to write with a pen because everything exists in virtual space. The e-Health portal allows you to connect to the Electronic *Health Services* and Collaborative Infrastructure Information System – ESPBI IS.





## Conclusions:

### 1. Use of the digital programmes is increasing.

Exmpl.: During the pandemic period, teachers worked remotely and had the opportunity to connect with students using digital tools such as the program Teams. After the pandemic, both teachers and students returned to the rooms, but continue to use the program Teams.

**2. The share of remote work has steadily declined but is likely to stabilize around 10-15%.** It means that part of the workforce has only been working remotely so far. Both employees and management are happy with this mode of work.

The key success factor was allowing employees **to make their own choices and creating the proper working conditions**, as well as promoting good social dialogue.

3. In all cases, employee representatives **were involved** in digitalisation implementation process and informed about the changes.







**Thank you for your attention!**

**Jovita Pretzsch**

