

MEMORANDUM OF UNDERSTANDING

BALTIC SEA LABOUR FORUM – working together by Social Dialogue

With this document, we, the undersigned parties, are establishing an open tripartite platform called *the Baltic Sea Labour Forum – working together by Social Dialogue* - which is a network for cooperation between employer and trade union confederations, governmental and parliamentary institutions and organisations.

We commit ourselves to the core aim of the Forum which is the promotion of social dialogue and tripartite structures and cooperation as a crucial element of sustainable economic growth and social development in the Baltic Sea Region. We perceive that we have a responsibility to be actively influencing the development of the labour market in the Baltic Sea Region through development of the transnational tripartite social dialogue. The Forum is a network for exchange of experience and communication aiming at promoting cooperation between the key actors.

The main activity of the Forum will be an Annual Round Table meeting. All trade union confederations and employer organisations as well as governmental and parliamentary institutions in the Baltic Sea Region are invited to participate in the Annual Round Table. The first Round Table will establish a tripartite Facilitator Team and a tripartite Steering Committee to conduct activities in between and to prepare topics for the Annual Round Tables. The Secretariat of the Forum shall for an initial period be situated at the Secretariat of the Council of the Baltic Sea States.

We want the Forum to be a platform for social dialogue on jointly identified problems and challenges. The agenda of the Annual Round Tables should concentrate on issues such as mobility of labour, growth, competitiveness, education and training, and high employment rates. It is important for our societies to safeguard fair competition for enterprises based on respect for industrial and labour relations as well as decent working conditions and fair treatment of workers.

On November 15, 2011 in Hamburg, Germany

Members

Denmark

LO Denmark

Estonia

Estonian Trade Union Confederation EAKL

Finland

Confederation of Unions for Professional and Managerial Staff in Finland AKAVA

Central Organisation of Finnish Trade Unions SAK

The Finnish Confederation of Salaried Employees STTK

Germany

Confederation of German Trade Unions Region North DGB Nord

Confederation of German Trade Unions Berlin DGB Berlin

Nordmetall Employer's Association of the Metall and Electronics Industry

Latvia

Free Trade Union Confederation of Latvia LBAS

Employers Confederation of Latvia LDDK

Association of Mechanical Engineering and Metalworking Industries of Latvia

Lithuania

Lithuanian Trade Union Confederation LPSK

Lithuanian Trade Union Confederation Solidarumas

Lithuanian Labour Federation LDF

Lithuanian Confederation of industrialists LPK

Poland

NSZZ Solidarnosc Region Pomorza Zachodnie

The All-Poland Alliance of Trade Unions OPPZ

Russia

The Federation of Independent Trade Unions of Russia FNPR

Confederation of Labour of Russia KTR

BSR

Baltic Sea Parliamentary Conference BSPC

Director General CBSS Secretariat