

AGREEMENT

Establishing the International Coordinating Council of Employers' Unions

We the undersigned, acting under the statutes and decisions of the governing bodies of our respective employers' (entrepreneurs') organizations,

Being desirous of establishing stable ties, developing mutually beneficent partnership between employers' organizations and entrepreneurial communities of our countries, accommodating the interests of the members of our respective organizations;

Confirming our commitment to the principle of free exchange of ideas and the generally accepted rules and norms of business communication,

Have signed the present Agreement establishing a consultative body – the International Coordinating Council of Employers' Unions (ICCEU), acting pro bono publico as a disregarded entity.

Article 1. Guiding Principles

The ICCEU (hereinafter referred to as the Council) in its activities shall adhere to the principles of voluntariness, equal rights of its members and in observance of international norms on the employers' (entrepreneurs') right to organize into a union. The Council membership and the members' activities shall be based on the Statutes of their respective organizations and the legislation of their home countries.

Council members shall incur no liabilities, whether financial or personal, by their membership.

The Council members may use any national language that will allow each given member to best put his/her ideas across.

Article 2. Membership

Members of the Council shall be employers' (entrepreneurs') organizations, which have signed, through their representatives, the present Agreement as its founders, or those organizations which have acceded to this Agreement.

Employers' organizations are understood to be legal entities established in accordance with national legislation, having as their primary objective, or one of their primary objectives, the protection of employers' lawful rights and promotion of their interests in the sphere of social and labour relations and concurrent economic relations.

Membership in the Council shall be open to employers' (entrepreneurs') organizations that have been acknowledged as the most representative at the national level in their home countries.

National employers' organizations whose primary goal is not to represent their members' interests in the sphere of social and labour relations may be granted observer status with the Council and participate in its activities with a consultative vote.

Article 3. Objectives

The principal objectives of the Council are to facilitate establishment of stable ties between national employers' (entrepreneurs') organizations, exchange of best practice in regulation of social and labour relations and concurrent economic practices and other issues of mutual interest.

Article 4. Modus Operandi

Council shall operate through the International Meeting of Heads of Employers' (Entrepreneurs') Member Organizations (hereinafter referred to as the Meeting).

The Meetings may be hosted in turn by the home countries of the employers' (entrepreneurs') organizations. The venues of the Meetings shall be decided on

during preliminary consultations between the Council members; a member organization may suggest its home country as the Meeting venue.

The Council shall elect the Council Chair.

The Council Chair shall

- chair the Meeting;
- secure intersessional cooperation between the Council members;
- coordinate issues placed on the Meeting's agenda and secure their

information and organization support.

Decisions in the form of recommendations, proposals and addresses shall be reached by consensus within the Meeting.

The Council members shall contribute proposals as to the timing and agenda contents of each regular session of the Meeting. The Council members may also request unscheduled issues be placed on the agenda of the Meeting.

The Council members may hold bi- and multilateral consultations to discuss issues of mutual interest within the framework of the Council.

The Meeting may set up commissions and task forces to draw up proposals, recommendations and addresses to be considered by the Meeting.

Article 5. Accession. Withdrawal of Membership. Entry into force.

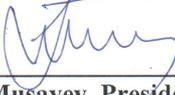
Accession to this Agreement shall be effected by a Meeting Protocol following an application in writing from the governing body of an employers' (entrepreneurs') organization.

A member may withdraw from the Agreement, and, accordingly, from the Council, by transmitting a notice in writing to all members of the Council.

Proposals to amend this Agreement may emanate from any member of the Council. The Agreement shall enter into force upon signature by all members of the Council.

The Agreement shall be drawn up in duplicate in the Russian and English languages and signed by _____ parties, each of the copies being equally authentic.

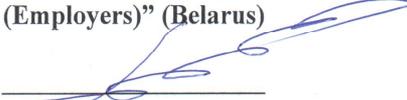
**The National Confederation of
Entrepreneurs (Employers')
Organizations of Azerbaijan Republic**


M. Musayev, President

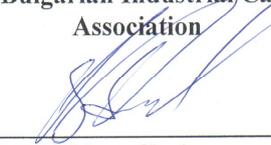
**The Republican Union of Employers
of Armenia**


E. Kirakosyan, Chief Adviser of
President of RUEA

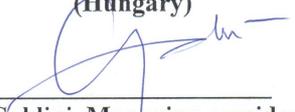
**The Union of Non Commercial
Organizations "Confederation of
Industrialists and Entrepreneurs
(Employers)" (Belarus)**


A. Kharlap, President

**The Bulgarian Industrial Capital
Association**


V. Velev, Chairman

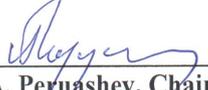
**The National Association of
Entrepreneurs and Employers
(Hungary)**


G. Gablini, Managing president

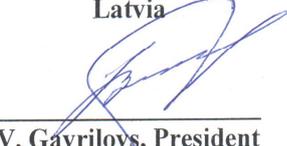
**The Confederation of Employers of
the Republic of Kazakhstan**


K. Baikenov, Chairman

**The National Economical Chamber of
Kazakhstan "Union "Atameken"**


A. Peruashev, Chairman

**The Employers' Confederation of
Latvia**

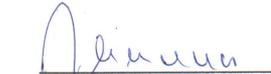

V. Gavrilovs, President

The Lithuanian Confederation of Industrialists



B. Lubys, President

The Confederation of Polish Employers



J. Pietkiewicz, Vice-President

The Russian Union of Industrialists and Entrepreneurs



A. Shokhin, President

The Alliance of the Romanian Employers' Confederations



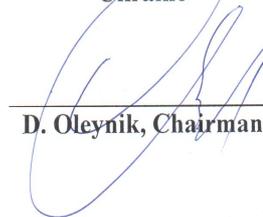
L. Simion, Vice-president

The Ukrainian Union of Industrialists and Entrepreneurs



A. Kinah, President

The Federation of Employers of Ukraine



D. Oleynik, Chairman

The Estonian Employers' Confederation



Enn Veskimägi, President